

2024 Communication to Suppliers – Responsible Materials Sourcing Requirement

Dear Valued Supplier,

We at Lear appreciate your ongoing cooperation and response to our annual materials reporting requirements according to Lear's [Responsible Materials Sourcing Policy](#). As part of our efforts to continuously enhance supply chain transparency, we are now working towards the 2024 RCOI (Reasonable Country of Origin Inquiry) of conflict minerals tin, tungsten, tantalum, gold—and other materials such as cobalt, mica, and copper used in products.

You will receive detailed instructions from conflictminerals@lear.com, which will include the completion of the applicable standard reporting templates:

- [CMRT \(v. 6.4 or higher\)](#)
- [EMRT \(v. 1.3 or higher\)](#)
- [PRT \(v. 1.1 or higher\)](#)

All suppliers utilizing these materials are required to conduct thorough due diligence within their supply chains. This is to ensure compliance with [Responsible Materials and Supplier Sustainability Policies](#), particularly in validating that supplied materials are not linked to human rights abuses in conflict-affected and high-risk areas, including prevention of prohibited transactions, sanctions, as well as incidents or conditions that may lead to violation of laws and regulations.

For guidance on due diligence and reporting, please utilize the training resources and help available in Lear's supplier portal and industry associations web page.

- [Lear Suppliers Information Portal](#)
- [AIAG Corporate Responsibility Resources](#)
- [Responsible Minerals Initiative](#)

If you require further assistance, please reach out to conflictminerals@lear.com.

Thank you for your support and continued efforts.



Jozef Chrzanowski
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