

**ANNUAL REPORT PURSUANT TO CANADA'S FIGHTING AGAINST FORCED LABOUR
AND CHILD LABOUR IN SUPPLY CHAINS ACT****For the Fiscal Year Ended December 31, 2024**

This annual report (this “**Report**”) is made pursuant to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) and is submitted as a joint report by Lear Corporation Canada Ltd. (“**Lear Canada**”) and IGB Automotive Ltd. (“**IGB**” and collectively with Lear Canada, the “**Reporting Entities**”, “**we**” or “**our**”) pursuant to Section 2(b) of the Act. We have determined these entities meet the Act’s reporting requirements through, among other things, assessments of financial statements and a review of each entity’s business activities. Both Lear Canada and IGB are wholly-owned subsidiaries of Lear Corporation, a Delaware US corporation (“**Lear Parent**”). Lear Parent, collectively with its global subsidiaries including the Reporting Entities, may be referred to collectively herein as “**Lear**”.

We have determined that it is appropriate to report on the Reporting Entities jointly given that Lear’s compliance and sustainability efforts, including as to forced labor and child labor, are centrally managed and consistently applied throughout Lear’s global organization, including at the Reporting Entities. We also believe joint reporting promotes efficiency for the review of this Report by consolidating and eliminating potentially redundant information.

This Report is dated as of May 31, 2025. The period covered by this Report is January 1, 2024 to December 31, 2024 (the “**Reporting Year**”). This period aligns with the Reporting Entities’ fiscal year and is consistent with Lear’s annual financial and compliance reporting cycle.

Company Information

Lear is a global automotive technology leader in Seating and E-Systems, enabling superior in-vehicle experiences for consumers around the world. Lear currently has 255 manufacturing, engineering and administrative locations in 37 countries, including two facilities (one manufacturing facility and one sales/administrative facility) located in Canada owned and operated by the Reporting Entities.

Reporting Entities

Lear Canada was incorporated in 2000 pursuant to the laws of the Province of Alberta (and continued as a corporation under the laws of the Province of Ontario in 2023), and its operations are located in Ontario, Canada. Lear Canada is engaged in the production and sale of automotive components and systems within Canada, and the importation of goods produced outside Canada into the Canadian market. Lear Canada is the producer of complete automobile seats for certain automotive OEM customer facilities located in Canada. It purchases (and, in many cases, imports) components used in the assembly of these seats from direct production suppliers. Lear Canada has direct relationships with these suppliers. Each of Lear Canada’s products has various (usually dozens of) separate components, and each of these components can, in turn, have multiple (sometimes more than five) tiers of sub-components provided by sub-suppliers. Lear Canada does not typically have direct relationships with these sub-suppliers.

IGB was incorporated in 1999 pursuant to the laws of the Province of Ontario, and its operations are located in Ontario, Canada. IGB is engaged in the production and sale of automotive

components and systems within Canada, and the importation of goods produced outside Canada into the Canadian market. IGB is engaged in the sale of thermal comfort systems products used in automobile applications (e.g., seat heating and cooling products). It purchases (and, in many cases, imports) components used in the assembly of these components from direct production suppliers. IGB has direct relationships with these suppliers. Each of IGB's products has various (usually dozens of) separate components, and each of these components can, in turn, have multiple (sometimes more than five) tiers of sub-components provided by sub-suppliers. IGB does not typically have direct relationships with these sub-suppliers.

Risk Assessment and Mitigation Measures

Lear implements a multifaceted sustainability due diligence and risk assessment / mitigation process which is managed centrally by a cross functional team consisting of members from Lear's Legal, Compliance, Sustainability, Purchasing and other teams.

This process assesses suppliers using a risk-based approach. Lear utilizes certain publicly-available indexes and other information to identify suppliers that may present a potential for increased sustainability, compliance or human rights risks based on the supplier's location, type of good supplied and annual sales to Lear. Identified suppliers are a particular focus for Lear's supply chain due diligence efforts described below, including Lear's "Sustainability Assessment Questionnaire (SAQ)" risk assessments and adverse media searches. Additionally, Lear has identified its lower tier / raw materials sub-suppliers as potentially presenting sustainability risks, primarily because Lear does not typically have direct relationships with these sub-suppliers, and seeks to manage this through various of the measures and efforts described in this Report.

Lear mandates and reinforces its commitments to promote human rights in its policies and procedures, including:

- Lear's Purchase Order Terms and Conditions ("T&Cs"), which prohibit the use of forced labor or child labor;
- Lear's Code of Conduct and Business Ethics, which requires compliance with all applicable laws;
- Lear's Supplier Sustainability Policy, which includes commitments to human rights, environmental standards, safe working conditions and responsible sourcing; and
- Lear's Human Rights Policy, which does not permit forced labor or child labor and requires suppliers to pass these requirements on to their own suppliers.

Lear also requires direct suppliers to adopt policies, including a code of conduct and a human rights policy, that are consistent with Lear's policies. All Lear employees are required to complete Lear Code of Conduct and Business Conduct training annually. This training is administered by Lear's Compliance Department through the use of a third-party service. Lear's prohibitions on child and forced labor are among the topics addressed in this training.

The Governance and Sustainability Committee of Lear Parent's Board of Directors has oversight of Lear's sustainability strategy, including as it pertains to human rights and other corporate social responsibility matters. In this regard, the Governance and Sustainability Committee works closely with Lear Parent's Audit Committee and People & Compensation Committee, which have responsibility for overseeing certain related sustainability topics such as compliance and human capital management, respectively.

Supplier Engagement and Monitoring

Lear's efforts to engage with and monitor suppliers include:

- Reinforcement of commitments and expectations through Lear's T&Cs and policies and procedures (described above). Lear, in turn, reinforces these policies through supplier bulletins (which include links to educational resources), trainings and other initiatives. During the Reporting Year, Lear deployed additional training resources on forced labor and child labor within its internal purchasing function as well as within its direct supply base.
- Certain of Lear's direct production, and certain non-production, suppliers are asked to complete an SAQ developed by an automotive industry group (Drive Sustainability) and administered by a third party management partner. This questionnaire assesses whether suppliers have policies in place on certain topics, including on forced labor and child labor. These suppliers are identified via the risk-based assessment described above.
- Lear has deployed supply chain risk assessment software that will assist in conducting further proactive assessment and mapping supply chains through, among other things, the use of artificial intelligence and "web scraping" of publicly-available data (e.g., customs records, media).
- Adverse media screening and other types of proactive screening on certain suppliers. These efforts are being expanded to include additional suppliers over time.
- Lear engages in quarterly cross-functional supply chain reviews, involving leaders from various groups including Purchasing, Legal, Trade and Compliance, where identified risks can be discussed and assessed, and mitigation strategies developed.

Compliance and Ethics Hotline

Lear has established a process for reporting concerns about any potential human rights or business risks through a Compliance and Ethics Helpline. Employees, suppliers, business partners or any third-party worldwide can make confidential and anonymous reports in their language via a toll-free phone call, email, online website or regular mail. Access to the Helpline is proactively communicated and in several suitable languages. All reported information and well-founded suspicions of possible human rights violations are processed within the framework of a transparent process led by Lear's Compliance department. Lear has strong anti-retaliation policies and ensures, as far as possible and within its sphere of influence, that whistleblowers are protected from disadvantage and punishment in connection with the complaints they submit.

Response to Identified Concerns

Identified concerns are escalated, including to senior management and our governing boards, as and when appropriate. If concerns are reported through the Compliance and Ethics Helpline, they are processed as described above. Where potential concerns regarding suppliers are identified, Lear's preference is to work with the supplier to investigate and, if substantiated, seek remediation or correction of the issue. However, Lear is prepared to take appropriate action, including termination of contracts, as and when appropriate or required.

During the Reporting Year, the Reporting Entities did not identify instances of forced labour or child labour in their supply chains, and were therefore not required to take measures to remediate any forced labour or child labour, or remediate the loss of income to the most vulnerable families

that results from any measure taken to eliminate the use of forced labour or child labour in their activities and supply chains.

Industry Initiatives and Engagement

Lear actively participates in industry initiatives, including participating on several committees related to supply chain sustainability, including on child and forced labor prevention. These initiatives often involve collaboration with other companies, non-governmental organizations, and industry associations to develop and implement best practices. Participation in such initiatives allow Lear to share knowledge and experiences with peers, stay informed about emerging trends and risks related to labor practices. and contribute to the development of industry-wide standards and guidelines.

Continuous Improvement / Monitoring

Lear's cross-functional team continually evaluates the effectiveness of its processes and methods by reviewing market practices, participating in industry initiatives and discussions, responding to stakeholder feedback (e.g., from customers and investors), and internal review processes.

Attestation

In accordance with the requirements of the Act, and in particular section 11 thereof, we attest that we have reviewed the information contained in the Report for Lear Corporation Canada Ltd. Based on our knowledge, and having exercised reasonable diligence, we attest that the information in the Report is true, accurate and complete in all material respects for the purposes of the Act, for the Reporting Year.

/S/ William P. McLaughlin

William P. McLaughlin

President, Lear Corporation Canada Ltd.

I have the authority to bind Lear Corporation Canada Ltd.

Approved by the Board of Directors of Lear Corporation Canada Ltd. as of the 28th day of May, 2025.

In accordance with the requirements of the Act, and in particular section 11 thereof, we attest that we have reviewed the information contained in the Report for IGB Automotive Ltd. Based on our knowledge, and having exercised reasonable diligence, we attest that the information in the Report is true, accurate and complete in all material respects for the purposes of the Act, for the Reporting Year.

/S/ Erik Elie

Erik Elie

President, IGB Automotive Ltd.

I have the authority to bind IGB Automotive Ltd.

Approved by the Board of Directors of IGB Automotive Ltd. as of the 28th day of May, 2025.