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2025 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 ongoing commitment to enhancing supply chain transparency, we are initiating the 2025 Reasonable Country of Origin Inquiry (RCOI) for conflict minerals—tin, tungsten, tantalum, and gold (3TG), as well as other materials subject to due diligence, including cobalt and mica.

As a supplier within scope, you will soon receive detailed instructions from conflictminerals@lear.com. These instructions will outline the steps required to complete the applicable standard reporting templates:

- CMRT (Conflict Minerals Reporting Template) – Version 6.5 or higher
- EMRT (Extended Minerals Reporting Template) – Version 2.0 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.

A handwritten signature in black ink, appearing to read 'J. Chrzanowski'.

Jozef Chrzanowski
Vice President, Global Sustainability
Lear Corporation