

Lear Supplier Code of Conduct & Ethics Communication

Dear Valued Supplier,

Getting Results the Right Way is one of our core values. It means showing respect, making sound decisions, and always acting with integrity, whether working with our teammates, customers, suppliers, investors, or communities. Our Code of Business Conduct & Ethics supports these values and helps guide our decisions. As part of our shared commitment to doing business the right way, we encourage you to let us know if you ever observe behavior that may not align with the standards in our Code. You can contact Ethics & Compliance at Lear directly at compliance@lear.com. Your feedback helps us continuously improve.

You can access multilingual versions by selecting your preferred language from the globe icon in the top-right corner of Lear.com or through the links in the Supplier Requirements section.

Expectations for Suppliers

Lear requires its suppliers and their respective **business partners and supply chains** to meet as applicable the standards outlined in:

- [Terms & Conditions | Lear Corporation](#)
- [Lear's Code of Business Conduct & Ethics](#)
- [Supplier Sustainability Policy](#)
- [Lear's Global Requirements Manual and Code of Conduct for Suppliers](#)

Reporting Concerns Lear provides multiple channels for reporting potential violations of our Code of Business Conduct & Ethics or applicable laws.

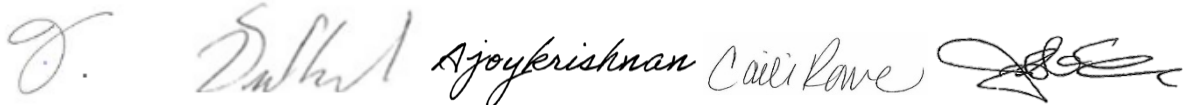
Your decision to raise a concern is protected by Lear's [Anti-Retaliation Policy](#). Reports may be made anonymously.

Several reporting channels are available, including:

- Calling the [Toll-Free Ethics & Compliance Helpline](#) available 24/7
- Completing an [Online Webform](#)
- Emailing compliance@lear.com
- Mobile App: via the QR code displayed at Lear facilities

You can find most of these policies in multiple languages on Lear.com

We thank you for your commitment to ethics and compliance and **Getting Results the Right Way** with Lear.



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