

## 2026 Communication to Suppliers – Responsible Materials Sourcing Requirement

Dear Valued Supplier,

Lear appreciates your cooperation and timely responses to our annual minerals due diligence reporting requirements in accordance with [Lear's Responsible Materials Sourcing Policy](#).

As part of our continued commitment to enhancing responsible sourcing and risk management systems, and supporting customers due diligence requirements, we are initiating the 2026 Reasonable Country of Origin Inquiry (RCOI). This process covers conflict minerals—tin, tungsten, tantalum, and gold (3TG), as well as additional materials such as cobalt, mica, and other identified minerals of concerns used in supplied products.

As a supplier within scope, you will receive detailed instructions from the Lear Minerals Due Diligence [conflictminerals@lear.com](mailto:conflictminerals@lear.com). These instructions will outline the steps required to complete the applicable industry-standard reporting templates:

- [CMRT \(Conflict Minerals Reporting Template\) – Version 6.6 or higher](#)
- [EMRT \(Extended Minerals Reporting Template\) – Version 2.11 or higher](#)
- [AMRT \(Additional Minerals Reporting Template\) – Version 1.30 or higher](#)

All suppliers are required to conduct comprehensive due diligence across their supply chains regarding the sourcing of minerals added in products and that supplied materials are not linked to human rights abuse in conflict-affected and high-risk areas. This includes preventing prohibited transactions and sanctions, and mitigating risks that could result in violations of laws and regulations.

For guidance on due diligence practices and reporting requirements, please refer to the following resources.

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

If you have any questions or require assistance, please contact [conflictminerals@lear.com](mailto:conflictminerals@lear.com).

Thank you for your support and continued efforts.



Jozef Chrzanowski

Vice President, Global Sustainability

Lear Corporation