

Lear Corporation (UK) Limited

Modern Slavery and Human Trafficking Statement

For the Calendar Year Ended December 31, 2025

1. Introduction

This statement is made pursuant to Section 54 of the UK Modern Slavery Act 2015 and describes the steps taken by Lear Corporation and the entities within its corporate group that are covered by this statement and carry on business in the United Kingdom to help prevent modern slavery and human trafficking in our business and supply chains.

Lear is committed to conducting business ethically, responsibly and in compliance with applicable laws. Consistent with our core values — Be Inclusive. Be Inventive. Get Results the Right Way. — we respect and reinforce human rights throughout our operations, the communities in which we operate, and our global supply chain.

This statement covers the financial year from January 1, 2025 to December 31, 2025, consistent with Lear's annual financial and compliance reporting cycle.

2. Our Business and Supply Chain

Lear is a global automotive technology leader in Seating and E-Systems, enabling superior in-vehicle experiences for consumers around the world. As of December 31, 2025, Lear had 258 manufacturing, engineering and administrative locations in 36 countries.

Lear supplies automotive original equipment manufacturers with products including complete seats, seat components, electrical distribution and connection systems, power distribution products, electronic controllers and other electronic products. These products are assembled using components purchased from direct production suppliers.

Lear's supply chain is global and complex. Lear generally has direct relationships with its direct production suppliers; however, each product may include dozens of components, and those components may include multiple tiers of sub-components supplied by sub-suppliers with whom Lear may not have direct relationships.

Because of this complexity, Lear recognizes that modern slavery and human trafficking risks may be present in lower tiers of the supply chain, particularly where visibility is more limited. Lear seeks to manage these risks through policies, contractual requirements, risk-based supplier due diligence, monitoring tools, supplier engagement, training, audits and escalation processes.

3. Governance and Oversight

Lear's compliance and sustainability efforts, including those relating to forced labor and child labor, are centrally managed and consistently applied across Lear's global organization.

Lear's sustainability due diligence and risk assessment process is managed centrally by a cross-functional team consisting of representatives from Lear's Legal, Ethics and Compliance, Sustainability, Purchasing and other functions.

The Governance and Sustainability Committee of Lear Corporation's Board of Directors oversees Lear's sustainability strategy, including human rights and other corporate social responsibility matters. The committee works closely with Lear's Audit Committee and People & Compensation Committee, which have oversight responsibilities for related topics including ethics and compliance and human capital management.

4. Policies Relevant to Modern Slavery and Human Trafficking

Lear maintains policies and procedures designed to promote ethical conduct, respect for human rights, responsible sourcing and compliance with applicable law.

These include Lear's Human Rights Policy, which does not permit forced labor or child labor; Lear's Code of Conduct and Business Ethics, which requires compliance with applicable laws; Lear's Supplier Sustainability Policy, which communicates expectations regarding human rights, environmental standards, safe working conditions and responsible sourcing; Lear's Purchase Order Terms and Conditions, which prohibit the use of forced labor or child labor; and Lear's Global Quality Manual and Code of Conduct for Suppliers, which sets forth requirements applicable to suppliers, including requirements relating to human rights and supply chain sustainability.

Lear's Human Rights Policy states that Lear respects and reinforces human rights throughout its operations, communities and global supply chain, and references international human rights principles including the United Nations Global Compact, the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Sustainable Development Goals.

Lear's Supplier Sustainability Policy applies to third parties that provide goods or services to Lear, including suppliers of production parts and materials and their subcontractors.

5. Due Diligence and Risk Assessment

Lear implements a multifaceted sustainability due diligence and risk assessment process focused on identifying and mitigating potential sustainability, compliance and human rights risks in its supply chain.

Lear assesses suppliers using a risk-based approach. In addition to other resources, Lear has partnered with an AI-driven platform specializing in supply chain due diligence and sustainability risk monitoring. This platform helps identify suppliers that may present increased sustainability, compliance or human rights risks based on factors such as supplier location, type of goods supplied and annual sales to Lear.

Identified suppliers are a focus of Lear's due diligence efforts, including Sustainability Assessment Questionnaire risk assessments, adverse media screening, supplier bulletins, supplier audits where appropriate, and cross-functional internal supply chain reviews.

Lear has also identified lower-tier and raw materials sub-suppliers as potentially presenting sustainability risks, primarily because Lear typically does not have direct relationships with these sub-suppliers. Lear seeks to manage this risk through supplier policies, contractual expectations, risk screening, supplier engagement and monitoring activities.

6. Supplier Engagement and Monitoring

Lear reinforces its human rights and responsible sourcing expectations through policies, contractual terms, supplier communications, training and monitoring processes.

During the reporting year, Lear's supplier engagement and monitoring activities included reinforcing expectations through Lear's Purchase Order Terms and Conditions, policies and procedures; issuing supplier bulletins with links to educational resources; deploying additional training resources on ethical sourcing within Lear's internal purchasing function and direct supply base; requesting certain direct production and non-production suppliers to complete the Sustainability Assessment Questionnaire developed by Drive Sustainability and administered by a third-party management partner; using AI-driven supply chain risk assessment software to support proactive assessment and mapping of supply chains through publicly available data, including customs records and media sources; integrating sustainability criteria into standard cross-functional supplier audit checklists; using third-party audit resources where required or appropriate; conducting adverse media screening and other proactive screening of certain suppliers; and holding quarterly cross-functional supply chain reviews involving leaders from Purchasing, Legal, Trade, Ethics and Compliance and other groups to discuss identified risks and develop mitigation strategies.

Lear also requires direct suppliers to adopt policies, including a code of conduct and human rights policy, that are consistent with Lear's policies.

7. Training and Awareness

Lear provides training and awareness resources to support compliance with its policies and expectations.

All salaried Lear employees are required to complete Lear Code of Conduct and Business Conduct training annually. This training is administered by Lear's Ethics and Compliance Department through a third-party service. Lear's prohibitions on child labor and forced labor are among the topics addressed in this training.

During the reporting year, Lear also deployed additional training resources on ethical sourcing within its internal purchasing function and direct supply base.

8. Reporting Concerns and Grievance Mechanisms

Lear maintains an Ethics and Compliance Helpline for reporting concerns about potential human rights or business risks. Employees, suppliers, business partners and third parties worldwide may make confidential and anonymous reports in their language through a toll-free phone call, email, online website, mobile application or regular mail.

Access to the Helpline is proactively communicated and made available in several suitable languages. Reported information and well-founded suspicions of possible human rights violations are processed through a transparent process led by Lear's Ethics and Compliance Department.

Lear maintains anti-retaliation policies and seeks, within its sphere of influence, to protect whistleblowers from disadvantage or punishment in connection with complaints they submit.

9. Response to Identified Concerns

Lear escalates identified concerns, including to senior management and governing boards, as appropriate. Where concerns are reported through the Ethics and Compliance Helpline, they are processed through Lear's established Ethics and Compliance procedures.

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, where appropriate or required.

During the reporting year, Lear was not made aware of any confirmed instances of modern slavery or human trafficking within its operations or supply chains that required remediation through Lear's established compliance and supplier management processes.

10. Measuring Effectiveness

Lear measures and assesses the effectiveness of its approach through a range of compliance, sustainability, purchasing and supplier risk management activities.

These include risk-based supplier assessments; use of AI-driven supply chain risk monitoring; Sustainability Assessment Questionnaires; adverse media screening; supplier audits and audit checklist enhancements; quarterly cross-functional supply chain reviews; supplier bulletins and educational resources; annual Code of Conduct and Business Conduct training for salaried employees; and ongoing access to Lear's Ethics and Compliance Helpline.

Lear intends to continue strengthening its approach by enhancing supplier visibility, expanding risk-based due diligence, reinforcing expectations with suppliers and continuing cross-functional oversight of identified risks.

11. Continued Commitment

Lear recognizes that preventing modern slavery and human trafficking requires ongoing diligence, collaboration and accountability across our own operations and global supply chain.

We remain committed to respecting human rights, conducting business ethically, complying with applicable laws and working with suppliers and business partners that share our commitment to responsible business practices.

Approval and Signature

This statement was approved by the Board of Directors of Lear Corporation (UK) Limited.

Signed:	
Name:	Martin Henningsen
Title:	Vice President General Counsel Europe & Africa
For and on behalf of:	Lear Corporation (UK) Limited
Date:	August 14 th , 2026