

Reporting Concerns

Lear Corporation is committed to conducting business in accordance with applicable laws, rules, and regulations and in an ethical manner. Obeying the letter and spirit of the law is the foundation on which Lear's ethical standards are built. All of Lear's employees, suppliers, vendors and contractors must respect and obey the laws of the cities, states and countries in which Lear operates. Lear's *Code of Business Conduct and Ethics* describes this commitment and advises how to report.

Types of situations that should be reported are:

- Conflicts of Interest
- Corporate Opportunities
- Insider Trading
- Competition and Antitrust
- Bribery
- Kickbacks
- Violation of the Foreign Corrupt Practices Act (FCPA)

For details on Lear standards associated with the above, please see Lear's *Code of Business Conduct and Ethics* located at:

<http://www.lear.com> — investor relations — *click corporate governance*



Lear will not tolerate retaliation against anyone who in good faith raises a concern, reports misconduct or participates in an investigation.

No one who reports a Compliance and Ethics issue in good faith shall suffer harassment, retaliation or adverse employment consequence as a result of reporting the issue. This includes any attempt to prevent an employee from reporting a concern or participating in an investigation.

At Lear, many options exist for reporting compliance issues:

Call or mail - Lear's Chief Compliance Officer or General Counsel at 248-447-1500; or 21557 Telegraph Rd, Southfield, MI 48033

Mail - Details to the Chairman of the Audit Committee, c/o Lear Corporation, P.O. Box 604, Southfield, MI 48037, U.S.A.

Email - Lear Compliance at Compliance@lear.com or if this matter is a European matter you may also send your complaint to the European Legal Department at conducteurope@lear.com