



Dear Valued Supplier,

In accordance with the disclosure and reporting requirements on conflict minerals (tin, tungsten, tantalum, and gold), under the Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (2010) of the U.S. Securities and Exchange Commission (SEC), including customer specific requirements – Lear continues to conduct traceability and due diligence of these materials in our supply chain.

All relevant suppliers are expected to engage in due diligence of their supply chains to understand and report the sourcing of all products supplied to Lear. Your company must complete a Conflict Minerals Reporting Template (CMRT) for the reporting year 2021. For reference, see Lear's [Responsible Materials Sourcing Policy](#).

Based on your company's International Material Data System (IMDS) report, the product(s) that you supply to Lear were identified to contain the following:

<conflict minerals presence is tabulated for each supplier>

2021 Conflict Minerals Reporting Requirements

- **Reporting Format** – Lear requires using the industry standard **CMRT Revision 6.1** or higher
 - The CMRT can be downloaded from <http://www.responsiblemineralsinitiative.org/reporting-templates/cmrt/>
- **Declaration Scope or Class** – For 2021, Lear will accept the following:
 - 1) **Product (or List of Products)** – specific to products supplied to Lear. If you select this option, show the complete list of products in the **Product List** tab of the CMRT. Include the IMDS ID in comments column.
 - 2) **User Defined** – represents group of products that your company is supplying to Lear. If you select this option, indicate in the **Description Scope** “(example: Electrical, Electronics, Seating, Structures)”
- **Methods of Reporting** – Lear will accept the following methods of reporting:
 - iPoint Conflict Minerals Platform (iPCMP) (preferred)
 - iPCMP Basic License is FREE <http://conflict-minerals.com/>
 - Lear Corporation's iPCMP ID number is 2288.
 - If your company is using iPCMP, email your iPCMP ID number to conflictminerals@lear.com
 - Lear's Conflict Minerals Mailbox
 - Submit CMRT via email to conflictminerals@lear.com
 - NQC Supplier Assurance Platform
 - If your company is registered in [NQC Supplier Assurance](#) platform, notify conflictminerals@lear.com upon sharing CMRT reports through the Supplier Assurance platform.
- **Timing** – Lear requires your response to be submitted by the following dates:
 - CMRT declarations are due on **September 01, 2021** (Preliminary YTD report)
 - Full calendar year updates are due by **January 11, 2022**

We ask you to source responsibly and endeavor to understand that sourcing of your materials neither directly nor indirectly provides funding to conflicts and human rights abuses. Further, we ask you to ensure that your company and suppliers are not associated with any prohibited transactions and comply with all applicable legal requirements and prevent incidents or conditions that may result in a violation of law and restrictions. See the [Lear Sustainability Policy](#).

For further guidance on completing your CMRT, please send an email to conflictminerals@lear.com.

Thank you for your continued efforts.



Ronald Boyer

Vice President – Social and Supply Chain Sustainability

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