

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.

Lear implemented a Compliance and Ethics Line to allow for anonymous reporting. This toll-free, local phone number allows anyone to call 24 hours a day, any day of the week, and speak with a third party in his or her local language. The purpose of the Compliance and Ethics line is to solicit Compliance and Ethics concerns related to potential violations of our Code of Business Conduct and Ethics and/or potential violations of applicable laws and regulations.

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)

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

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*

At Lear, many options exist for reporting compliance issues and anyone may use one of the following to report his or her concern:

Compliance and Ethics Line — Reports can be made anonymously, toll-free, in your local language

Online Lear Complaint Web Form — Reports can be made anonymously, online, in your local language

- **US and Canada Web Form**
- **International Web Form**

Mailing — details to the Chief Compliance Officer at Lear Corporation, 21557 Telegraph Rd, Southfield, MI 48033

Email — Lear Compliance at Compliance@lear.com

Calling — Lear's Chief Compliance Officer or General Counsel at 248-447-1500

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Compliance and Ethics Line — toll-free numbers in your local language

Argentina	0-800-444-6220	Korea	00308-11-1113	Singapore	800-1101-974
Australia	1-800-04-3041	Malaysia	1-800-81-6476	Slovakia	
Belgium	0-800-7-1145	Mexico	001-866-908-7240	Dial AT&T Access Code	0-800-000-101
Brazil	0-800-892-1903	Morocco		After the tone, dial	866-908-7240
Canada	866-908-7240	Dial AT&T Access Code	002-11-0011	South Africa	0-800-988-905
China		After the tone, dial	866-908-7240	Spain	900-9-71244
North China	10-800-711-1200	Netherlands		Sweden	020-795868
South China	10-800-110-1121	Dial AT&T Access Code	0-800-022-9111	Thailand	001-800-110027220
Czech Republic	800-142-482	After the tone, dial	866-908-7240	Turkey	
France	0-800-91-1681	Philippines	1-800-1-111-0696	Dial AT&T Access Code	0811-288-0001
Germany	0-800-180-0730	Poland	0-0-800-151-00-11	After the tone, dial	866 908-7240
Honduras		Romania		United Kingdom	0808-234-7220
Dial AT&T Access Code	800-0123	Dial AT&T Access Code	0808-03-4288	United States	866-908-7240
After the tone, dial	866-908-7240	After the tone, dial	866-908-7240	Vietnam	
Hungary	06-800-20400	Russia		Dial AT&T Access Code	1-201-0288
India		Dial AT&T Access Code		After the tone, dial	866 908-7240
Dial AT&T Access Code	000-117	<i>Moscow and St. Petersburg</i>	812-363-2400		
After the tone, dial	866-908-7240	<i>For outside Moscow</i>	8^495-363-2400		
Italy	800-78-7918	<i>For outside St. Petersburg</i>	8^812-363-2400		
Japan		<i>All other areas</i>	8^10-800-110-1011		
<i>KDD</i>	00531-11-0207	After the tone, dial			
<i>Softbank Telecom</i>	0066-33-830435		866 908-7240		
<i>NTT</i>	0034-800-600086				