

2024

Supplemental Report

*Every day,
Striving for Better*



Supplemental Report

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About This Report

Except where otherwise noted, the data provided in this report covers the fiscal period from January 1 to December 31, 2024, for global Lear Corporation activities. Lear Corporation is a publicly traded Fortune 500 company registered in Delaware and headquartered in Southfield, Michigan. Lear Corporation is a leading Tier 1 supplier to the global automotive industry. We supply seating, electrical distribution systems and electronic modules, as well as related subsystems, components and software, to all of the world's major automotive manufacturers. We have 255 manufacturing, engineering and administrative locations in 37 countries and are continuing to grow our business in all automotive-producing regions of the world, both organically and through complementary acquisitions.

The GHG emissions and environmental data covers all owned or leased operations worldwide, for which Lear has operational control for calendar year 2024. Any warehouses and offices leased or owned by Lear that are not part of the manufacturing/production facilities are excluded from Lear's organizational boundary for GHG emissions and environmental data reporting.

Limited Level of Assurance: Scope 1 and 2 Emissions

Lear has received limited assurance from Trinity Consultants, Inc. (Trinity) as a result of the third-party verification that was completed for calendar year 2024 GHG Emissions Inventory (Scopes 1 and 2). Trinity's full statement of limited assurance can be found on pages [4-5](#).

The Lear Every Day, Striving for Better sustainability report was written with reference to the GRI Standards, including economic, environmental, and social governance topics that impact our stakeholders. Please refer to our [GRI Content Index](#) for an overview of our GRI alignment and complying report content.

Lear conducted a refresh of its Materiality Assessment based on engagement with and input from our key stakeholders. Details on how the refresh was conducted, identified material topics, as well as how Lear uses the information to inform our strategies and reporting, can be found on pages [12-14](#) of our 2024 Sustainability Report.

The use of "material" or "materiality" in this report is directly related to those issues we believe have the greatest impact on our stakeholders, from a sustainability perspective. The use of "material" or "materiality" is not intended to convey matters or facts that could be deemed "material" to a reasonable investor as referred to under U.S. securities laws or similar requirements of other jurisdictions.

Restatements of previously reported information, if occurred, are indicated where necessary throughout the report.

We expect to update this report annually. However, we undertake no obligation to update any statements herein to reflect later developments. This report contains forward looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. The words "will," "may," "designed to," "outlook," "believes," "should," "anticipates," "plans," "expects," "intends," "estimates," "forecasts" and similar expressions identify certain of these forward-looking statements. The company also may provide forward looking statements in oral statements or other written materials released to the public. All statements contained or incorporated in this document or in any other public statements that address operating performance, events or developments that the company expects or anticipates may occur in the future are forward-looking statements. Factors that could cause actual results to differ materially from these forward-looking statements are discussed in Lear's Annual Report on Form 10-K for the year ended December 31, 2024, and its other Securities and Exchange Commission filings.

Published date of previous report: 2023 Sustainability Report (July 2024).

For questions, please contact Carolyn Markey at cmarkey@lear.com.

MSCI Research LLC disclaimer:

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Statement of Verification

Trinity Consultants, Inc.



May 14, 2025

RE: *CY2024 Greenhouse Gas Emission Verification Statement for Lear Corporation*

Lear Corporation (Lear) engaged Trinity Consultants, Inc. (Trinity or the "Verifier") for verification services for Lear's Calendar Year (CY) 2024 corporate Greenhouse Gas (GHG) emissions inventory and associated energy consumption. The verification scope is defined as an independent and objective review of the emissions data reported for Scope 1 and 2 categories for CY2024. In addition, the scope includes an independent and objective review of the energy consumption data, including renewable energy, for direct GHG emission sources for Scope 1 and purchased electricity for Scope 2, using the evidence-based sampling approach. The verification was completed based on the ISO 14064-3:2019 standard, Greenhouse Gases – Part 3: Specification with Guidance for the Verification and Validation of Greenhouse Gas Statements.¹

This letter and the verifier's project deliverables, including the opinion(s), are addressed to you and are solely for your benefit in accordance with the terms of the contract. The scope of this verification is limited assurance. Verification activities applied in a *limited level of assurance* are less extensive in nature, timing, and scope in comparison to a *reasonable level of assurance*.

Following our engagement contract with Lear and for the avoidance of doubt, we confirm that our Scope 1 and Scope 2 GHG emissions and energy verification incorporated the following matters:

1. Boundaries of the reporting company covered by the assurance report and any known exclusions:

- **Operational control of Lear's manufacturing facilities (excluding offices, warehouses).**
- **Global operations.**

2. Emissions and energy data verified – broken down by Scope 1, Scope 2 categories, and energy consumption with figures given; option to include other relevant data that has been verified with figures:

- **CY2024**
 - Scope 1: 75,850 metric tonnes CO₂e
 - Scope 2 (location-based): 366,490 metric tonnes CO₂e
 - Scope 2 (market-based): 288,574 metric tonnes CO₂e
 - Energy Consumption (non-renewable and renewable): 1,205,034 MWh
 - Renewable Energy Consumption: 249,050 MWh

3. Period covered (e.g. '12 months to DD MM YY):

¹ ISO 14064-3:2019 Standard: <https://www.iso.org/standard/66455.html>.

HEADQUARTERS
12700 Park Central Dr, Ste 2100, Dallas, TX 75251 / P 800.229.6655 / P 972.661.8100 / F 972.385.9203

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- **CY2024: From January 1, 2024 through December 31, 2024**

4. GHG calculation and reporting protocols including, but not limited to:

- **World Resources Institute (WRI) / World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol - A Corporate Accounting and Reporting Standard.**
- **WRI / WBCSD Scope 2 Guidance (amendment to the GHG Protocol Corporate Standard).**
- **AR5 global warming potentials (GWP).**
- **U.S. EPA 2021, 2022, and 2023 Emission Factors.**
- **U.S. EPA Emission & Generation Resource Integrated Database 2019, 2020, 2022, and 2023 (eGRID).**
- **The Climate Registry (TCR) 2018, 2020, and 2021 General Reporting Protocol.**
- **International Energy Agency (IEA) Emissions Factors.**

5. Verification standard used:

- **ISO 14064-3:2019**

6. Assurance opinion (including level of assurance and any qualifications):

This verification statement attests with a limited assurance that Lear's CY2024 corporate GHG emissions inventory is assured of being free of material misstatements for each category of emissions, including Scope 1 and Scope 2 emissions, and for energy consumption. (i.e., the estimated percent error/discrepancy is less than 5% of the verified total for each scope of emissions).

7. Verification provider and accreditations (if relevant):

Trinity Consultants is an international consultancy with over 45 years of experience developing, reviewing, and providing assurance on emission inventories of all types – including GHG inventories. Professional competence, due diligence, and impartiality were exercised via:

- **Independence** – Neither Trinity Consultants nor Verification Team members had any participation in development of the enterprise-wide GHG inventory for Lear. The team maintained objectivity throughout the GHG assurance process and made determinations based on objective evidence gathered and generated during the evaluation.
- **Ethical Conduct** – The Verification Team demonstrated discretion and observed appropriate confidentiality procedures throughout the GHG assurance process.
- **Fair Presentation** – The findings and conclusions presented in this report are presented truthfully and accurately. No significant obstacles were encountered in executing the GHG verification.
- **Due Professional Care** – The Verification team members possess several years of collective experience in developing and reviewing GHG inventories. Due professional care and judgment were exercised in conducting the GHG inventory assurance.

Statement of Verification

Trinity Consultants, Inc.

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8. Lead verifier names and relevant accreditations/professional membership (if relevant):

Grace Saunders, MA

- Senior Consultant at Trinity Consultants

The verifiers have extensive experience in conducting GHG emissions quantification and auditing for various types of facilities and has an excellent understanding of the methodology for the verification of greenhouse gas emissions data.

TRINITY CONSULTANTS

Grace Whitney Saunders

Grace Saunders
Senior Consultant

Additional Data

Environmental Data

Emissions	2019 (Baseline)	2021	2022	2023	2024
Global Emissions (Metric Tons CO2e)					
Scope 1	111,128	91,263	87,983	86,296	75,850
Scope 2 (market-based)	357,965	314,740	285,046	299,567	288,574
Scope 3	8,920,290	8,158,536	8,813,780	9,493,459	8,864,627
Total Global Emissions	9,389,383	8,564,539	9,186,809	9,879,322	9,229,051
Scope 3 Emissions by Category (Metric Tons CO2e)					
Category 1: Purchased goods and services	6,825,898	6,113,710	6,669,081	7,227,619	6,738,961
Category 2: Capital goods	683,656	744,697	695,426	817,075	696,775
Category 3: Fuel- and energy-related activities	133,148	123,957	99,221	100,741	98,244
Category 4: Upstream transportation	270,166	305,034	401,841	341,442	266,529
Category 5: Waste generated in operations	69,445	46,011	41,747	44,546	49,090
Category 6: Business travel	19,516	6,779	9,987	14,214	14,244
Category 7: Employee commuting	89,668	100,297	107,879	96,976	92,874
Category 9: Downstream transportation	28,516	31,124	40,113	33,873	23,745
Category 12: End-of-life treatment of sold products	732,045	620,541	652,957	712,108	736,539
Category 15: Investments	68,232	66,386	95,529	104,865	147,625
Total Scope 3 Emissions by Category	8,920,290	8,158,536	8,813,781	9,493,459	8,864,627

Environmental Data

Scope 1, 2 & 3 Emissions by Division	
Global Emissions (Metric Tons CO2e)	2024
Scope 1	75,850
Seating	68,536
E-Systems	7,314
Scope 2 (market-based)	288,574
Seating	182,502
E-Systems	106,072
Scope 3	8,864,627
Category 1: Purchased goods and services	6,738,961
Seating	4,667,463
E-Systems	2,071,499
Category 2: Capital goods	696,775
Seating	482,383
E-Systems	214,392
Category 3: Fuel- and energy-related activities	98,244
Seating	61,829
E-Systems	36,415
Category 4: Upstream transportation	266,529
Seating	158,810
E-Systems	107,718

Scope 1, 2 & 3 Emissions by Division	
Global Scope 3 Emissions Cont. (Metric Tons CO2e)	2024
Category 5: Waste generated in operations	49,090
Seating	36,275
E-Systems	12,815
Category 6: Business travel	14,244
Seating	10,526
E-Systems	3,718
Category 7: Employee commuting	92,874
Seating	68,630
E-Systems	24,244
Category 9: Downstream transportation	23,745
Seating	14,148
E-Systems	9,596
Category 12: End-of-life treatment of sold products	736,539
Seating	544,270
E-Systems	192,269
Category 15: Investments	147,625
Seating	109,088
E-Systems	38,537

Environmental Data

Other Air Emissions

Hazardous Air Pollutants (HAPs)	Primarily associated with surface materials operations working with foam, leather and textiles, Lear sites in the U.S. emitted approximately 7 tons of HAPS in 2024.
Volatile Organic Compounds (VOCs)	Primarily associated with surface materials operations working with foam, leather and textiles, Lear sites in the U.S. emitted approximately 260 tons of VOC compounds in 2024.

Global Energy Use (Megawatt Hours - MWh)	2019 (Baseline)	2021	2022	2023	2024
Electric Power	957,405	886,414	799,255	848,747	854,247
Electricity (nonrenewable)	860,616	789,867	623,442	622,441	605,198
Electricity (renewable)	96,789	96,547	175,813	226,306	249,050
Natural Gas	409,739	332,832	320,580	309,132	274,663
Propane	72,982	69,391	28,018	61,350	66,989
Landfill Gas	31,770	27,631	20,739	18,246	2,006
Diesel	17,089	11,461	8,427	4,524	3,106
Fuel Oil	11,198	746	267	468	387
Gasoline	2,084	1,339	1,629	1,646	1,820
Total Global Energy Use	1,502,267	1,329,814	1,178,915	1,244,113	1,203,218

Global Electric Power Use (Megawatt Hours - MWh)	2019 (Baseline)	2021	2022	2023	2024
Electricity (nonrenewable)	860,616	789,867	623,442	622,441	605,198
Electricity (renewable)	96,789	96,547	175,813	226,306	249,050
Total Global Electric Power Use	957,405	886,414	799,255	848,747	854,247

Environmental Data

Waste	2021	2022	2023	2024
Waste Disposal Methods (Metric Tons)				
Recycled	145,642	140,631	130,255	120,125
Landfill	30,141	31,603	26,768	27,682
Waste/Other Disposal	10,382	2,739	2,482	3,577
Off-Site Treatment	-	9,941	194	990
Incinerated	4,092	1,782	6,835	8,053
Energy Recovery	-	-	18,401	19,754
Total Waste	190,260	186,696	184,935	180,181
Hazardous vs. Nonhazardous Waste (Metric Tons)				
Hazardous Waste	1,971	5,125	6,783	4,229
Nonhazardous Waste	188,289	181,571	178,152	175,952
Total Waste	190,260	186,696	184,935	180,181

2024 Waste Disposal (Percentage of each individual Hazardous or Nonhazardous waste category)

Non-hazardous waste recycled	68%
Hazardous waste recycled	13%
Non-Hazardous waste landfilled	16%
Hazardous waste landfilled	7%
Non-Hazardous waste incinerated	14%
Hazardous waste incinerated	55%

Environmental Data

Water Withdrawal (Cubic Meters)*	2021	2022	2023	2024
Municipal	3,405,886	3,480,973	3,638,427	3,363,463
Groundwater	1,242,945	1,374,440	1,146,700	1,246,023
Processed Water	68,777	31,019	25,430	34,191
Total Water Withdrawal	4,717,608	4,886,431	4,810,557	4,643,677

*The 2022-2024 water data has been updated to correct errors in data collection and calculations.

Global Workforce Demographics

Approximate Global Workforce as of December 31, 2024					
Region	Approx. Total Workforce	% Hourly Female	% Hourly Male	% Salaried Female	% Salaried Male
United States and Canada	10,400	28%	45%	8%	19%
Mexico	51,900	52%	42%	2%	4%
Central and South America	23,500	42%	52%	2%	4%
Europe and Africa	64,500	42%	45%	4%	9%
Asia	23,400	32%	46%	8%	14%
Total	173,700				

2024 Global Leaders**	Female	Male
Managers	26%	74%
Directors	19%	81%
Executives	18%	82%

**Leaders are defined as manager-level and above.

Additional information can be found in [Lear's Form 10-K](#) (page 15) and [Lear's 2024 Consolidated EEO-1 summary](#).

Supporting Talent for Tomorrow

To ensure a pipeline of new talent, we encourage candidates to launch their careers at Lear through a number of creative programs. Targeted recruiting efforts focus on specific career paths — such as finance, supply chain, HR, information technology and operational excellence. Our team hosts events at universities and other early career forums to introduce Lear and our current available opportunities.

Lear engages with about 120 universities around the world. Our global headquarters in Southfield, Michigan, recruits from numerous universities such as:

- Alabama A&M University*
- Auburn University
- Central State University*
- Cleary University
- Clemson University
- Eastern Michigan University
- Ferris State University
- Grand Valley State University
- Hope College
- Howard University*
- Indiana University
- Kettering University
- Lake Superior State University
- Lawrence Technological University
- Marquette University
- Michigan State University
- Michigan Tech University
- North Carolina A&T*
- Northwestern University
- Northwood University
- Oakland University
- Pennsylvania State University
- Purdue University
- The George Washington University
- Trine University
- Tuskegee University*
- University of Alabama
- University of Detroit Mercy
- University of Georgia
- University of Illinois
- University of Michigan — Ann Arbor
- University of Michigan — Dearborn
- University of Michigan — Flint
- University of Missouri
- University of Notre Dame
- University of Oregon
- University of South Carolina
- Wayne State University
- Western Michigan University

* historically Black college or university



Industry Associations

Our employees are making an impact. Our suppliers are working to do their part, too. But that isn't enough. Lear also takes an active role in sustainability through automotive industry and cross-industry organizations including:

Automotive Industry Action Group (AIAG)

- Board of Directors
- Board of Directors Objectives & Compensation Committee
- Corporate Responsibility Steering Committee
- Responsible Materials Work Group and Subgroups:
 - Global Requirements and Raw Materials Sourcing
 - Responsible Materials Supplier Communication
 - Smelter Engagement Team (AIAG-RMI Partnership Coordinated)
 - Sustainability Assessment Questionnaire Subgroup
- Forced Labor/Human Rights Group
- Greenhouse Gas Reporting Work Group
 - Product Carbon Footprint (PCF) Guidance Development
- Health & Safety Ad Hoc Group
- Living Wage Definition Project Team
- Chemical Management & Reporting Advisory Group
- ESG eLearning Project
- Quality Steering Committee
- Environmental Sustainability
- Export Compliance Work Group
- Electric Vehicle Tariff Classification Work Group
- United States-Mexico-Canada (USMCA) Agreement Work Group

Clean Energy Buyers Alliance (CEBA)

Climate Group RE100

Drive Sustainability

- DRIVE+ member

DTE On-Site Energy Management Pilot Program

European Association of Automotive Suppliers – CLEPA

- General Assembly
- Automated Driving Expert Group
- Corporate Social Responsibility (CSR) Expert Group
- Cybersecurity Work Group
- Euro New Car Assessment Programme (NCAP) Work Group and Subgroups:
 - Child Safety
 - Virtual Testing Active
 - Virtual Testing Passive
 - NCAP Whiplash
 - NCAP Occupant status
- Materials and Substances Work Group and Subgroups:
 - IMDS Expert Group
 - LCA Expert Group
- Sustainability Task Force
- Legal Advisory Group
- Trade Work Group

International Safety Quality Environment Management Association (ISQEM)

- Board of Directors

Manufacturers Alliance for Productivity and Innovation

- Base member

National Institute for Occupational Safety & Health (NIOSH) Northwood University

- National Occupational Research Agenda (NORA)
- NORA Manufacturing Council

Service Council Original Equipment Suppliers Association (OESA) and the Motor & Equipment Manufacturers Association (MEMA)

- Communications Executive Council
- Legal Issues Council

Industry Associations

Responsible Minerals Initiative (RMI)

- Due Diligence Practices Team
- Minerals Reporting Template Work Group
- Smelter Engagement Team

Suppliers Partnership for the Environment (SP)

- Founding member
- Board of Directors, member
- Chemical Management Committee
- Carbon and Energy Committee
- Water Stewardship Committee

U.S. Department of Energy (DOE)

- Better Climate Challenge members
 - Participation with Office of Energy Efficiency & Renewable Energy
 - National Renewable Energy Laboratory

Community Partners

- Asian Pacific American Chamber of Commerce (APACC)
- Canadian Aboriginal Minority Supplier Council (CAMSC)
- Council of Supplier Diversity Professionals (CSDP)
- Detroit Regional LGBT Chamber of Commerce (DRLGCC)
- Great Lakes Women's Business Council (GLWBC)
- Michigan Hispanic Chamber of Commerce (MHCC)
- Michigan Minority Supplier Development Council (MMSDC)
- National Association of Women Business Owners (NAWBO)
- National Business League (NBL)
- National Minority Supplier Development Council (NMSDC)
- National Veterans Business Development Council (NVBDC)
- Veteran Owned Business Roundtable (VOBRT)
- Women's Business Enterprise Canada (WBE)
- Women's Business Enterprise National Council (WBENC)
- Canadian Gay and Lesbian Chamber of Commerce (CGLCC)
- Center for Automotive Diversity, Inclusion and Advancement (CADIA)
- Institute for Supply Management (ISM)
- Minority-owned Business Enterprises (MBE)
- National Gay and Lesbian Chamber of Commerce (NGLCC)

Global Reporting Initiative (GRI) Content Index

Lear Corporation has reported the information cited in this GRI content index for the period of January 1, 2024, to December 31, 2024, with reference to the GRI Standards. In some cases, the referenced information partially satisfies the referenced disclosure standard.

GRI Standard	Disclosure	Location
GRI 1: Foundation 2021		
GRI 2: General Disclosures 2021		
2-1	Organizational details	Lear 2024 Sustainability Report, pages 3 , 8-9 Lear's 2024 Supplemental Report, page 3 Lear Corporation
2-2	Entities included in the organization's sustainability reporting	Lear 2024 Sustainability Report, pages 3 , 8 Lear's 2024 Supplemental Report, page 3
2-3	Reporting period, frequency and contact point	Lear 2024 Sustainability Report, page 3 Lear's 2024 Supplemental Report, page 3
2-4	Restatement of information	Restatements of previously reported information, if occurred, are indicated where necessary throughout the report.
2-5	External assurance	Lear's 2024 Supplemental Report, page 4-5
2-6	Activities, value chain and other business relationships	Lear 2024 Sustainability Report, pages 4 , 7-8 , 39 , 81-88 Lear's 2024 Supplemental Report, pages 12-13 Lear Annual Report 10K 02/14/2025, pages 3-14 Lear Corporation
2-7	Employees	Lear 2024 Sustainability Report, pages 8 , 40-41 Lear 2024 Supplemental Report, page 10 , additional workforce data Lear Annual Report 10K, pages 3 , 15 Lear's 2024 Consolidated EEO-1 summary

GRI Standard	Disclosure	Location
2-9	Governance structure and composition	Lear 2024 Sustainability Report, pages 70-71 Lear Annual Report 10K 02/08/2025, pages 29-30 , 107-108 Lear Proxy Statement 04/03/25, pages 6 , 8-19
2-10	Nomination and selection of the highest governance body	Lear 2024 Sustainability Report, page 71 Lear Proxy Statement 04/03/2025, pages 6 , 8-19
2-11	Chair of the highest governance body	Lear Proxy Statement 04/03/2025, pages 8-19
2-12	Role of the highest governance body in overseeing the management of impacts	Lear 2024 Sustainability Report, pages 10 , 36 , 49 , 70-73 , 77-78 Lear Proxy Statement 04/03/2025, pages 8-19
2-13	Delegation of responsibility for managing impacts	Lear 2024 Sustainability Report, pages 10 , 36 , 49 , 70-73 , 77-78 Lear Proxy Statement 04/03/25, pages 8-19
2-14	Role of the highest governance body in sustainability reporting	Lear 2024 Sustainability Report, page 10 Lear 2024 Supplemental Report, page 3
2-15	Conflicts of interest	Lear 2024 Sustainability Report, pages 70-73 , 77-78 Lear Code of Business Conduct and Ethics, pages 12-13
2-16	Communication of critical concerns	Lear 2024 Sustainability Report, pages 70 , 74-77
2-17	Collective knowledge of the highest governance body	Lear Proxy Statement 04/03/2025, pages 11-19
2-18	Evaluation of the performance of the highest governance body	Lear Proxy Statement 04/03/2025, pages 32-37
2-19	Remuneration policies	Lear Proxy Statement 04/03/2025, pages 40-47 Lear Annual Report Form 10K 02/04/2025, pages 107-108
2-20	Process to determine remuneration	Lear Proxy Statement 04/03/2025, pages 40-47 Lear Annual Report Form 10K 02/04/2025, pages 107-108

GRI Standard	Disclosure	Location
2-21	Annual total compensation ratio	Lear Proxy Statement 04/03/2025, pages 69-70
2-22	Statement on sustainable development strategy	Lear 2024 Sustainability Report, pages 4 , 10-11
2-23	Policy commitments	Lear 2024 Sustainability Report, pages 19 , 21 , 59 , 74 , 84 Lear's policy and commitments are featured throughout the 2024 Sustainability Report Lear Corporation
2-24	Embedding policy commitments	Lear 2024 Sustainability Report, pages 16-18 , 19-29 , 37-39 , 58 , 67-68 , 74-75 , 81-86 Lear's policy and commitments are featured throughout the 2024 Sustainability Report Lear Corporation
2-25	Processes to remediate negative impacts	Lear 2024 Sustainability Report, pages 16-18 , 19-29 , 58 , 68 , 76-77 , 82-83 Details on Lear's commitments to provide for or cooperate in the remediation of negative impacts can be found throughout the 2024 Sustainability Report
2-26	Mechanisms for seeking advice and raising concerns	Lear 2024 Sustainability Report, pages 12 , 44 , 71 , 75-77 , 117 Details on Lear's mechanisms for seeking advice and raising concerns can be found throughout the 2024 Sustainability Report
2-27	Compliance with laws and regulations	Lear 2024 Sustainability Report, pages 74-77 Lear Code of Conduct & Business Ethics Lear Annual Report Form 10K 02/04/2025, pages 15 , 19 , 27-28 , 70
2-28	Membership associations	Lear 2024 Sustainability Report, pages 4 , 18 , 39 Lear 2024 Supplemental Report, pages 12-13

GRI Standard	Disclosure	Location
2-29	Approach to stakeholder engagement	Lear 2024 Sustainability Report, pages 12 , 39 , 44 , 51 , 73 Details on how Lear engages with stakeholders can be found throughout the 2024 Sustainability Report
2-30	Collective bargaining agreements	Lear 2024 Sustainability Report, pages 51-52 Lear Annual Report Form 10K 02/04/2025, pages 16 , 33
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Lear 2024 Sustainability Report, pages 12-14
3-2	List of material topics	Lear 2024 Sustainability Report, pages 12-14
3-3	Management of material topics	Lear 2024 Sustainability Report, pages 12-14 Details on Lear's management of material topics can be found throughout the 2024 Sustainability Report
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Lear 2024 Sustainability Report, page 8 Lear Annual Report Form 10K 02/04/2025, pages 56-103
201-2	Financial implications and other risks and opportunities due to climate change	Lear 2024 Sustainability Report, pages 16-17 Lear Annual Report Form 10K 02/04/2025, pages 24-25 Lear's 2024 TCFD disclosure
201-3	Defined benefit plan obligations and other retirement plans	Lear Annual Report Form 10K 02/04/2025, pages 74 , 82-90 Lear Proxy Statement 04/03/2025, pages 51-53 , 57-60 , 62-68
201-4	Financial assistance received from government	Lear Annual Report Form 10K 02/04/2025
GRI 202: Market Presence 2016		
GRI 203: Indirect Economic Impacts 2016		

GRI Standard	Disclosure	Location
GRI 204: Procurement Practices 2016		
3-3	Management of material topics	Lear 2024 Sustainability Report, pages 81-89
GRI 205: Anti-corruption 2016		
3-3	Management of material topics	Lear 2024 Sustainability Report, pages 74-75 Lear Code of Conduct and Business Ethics
205-2	Communication and training about anti-corruption policies and procedures	Lear 2024 Sustainability Report, pages 74-76 Lear Code of Conduct and Business Ethics
205-3	Confirmed incidents of corruption and actions taken	Lear 2024 Sustainability Report, page 76
GRI 206: Anti-competitive Behavior 2016		
3-3	Management of material topics	Lear 2024 Sustainability Report, pages 74-77 Lear Code of Conduct and Business Ethics
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Lear 2024 Sustainability Report, pages 74-77 Lear Annual Report Form 10K 02/04/2025, page 28
GRI 207: Tax 2019		
GRI 301: Materials 2016		
3.3	Management of material topics	Lear 2024 Sustainability Report, pages 30, 34, 85-86
301-1	Materials used by weight or volume	Lear 2024 Sustainability Report, page 63 Lear 2024 Supplemental Report, pages 24-25 , SASB 2024 disclosure
301-2	Recycled input materials used	Lear 2024 Sustainability Report, page 34 Lear 2024 Supplemental Report, pages 24-25 , SASB 2024 disclosure
301-3	Reclaimed products and their packaging materials	Lear 2024 Supplemental Report, pages 24-25 , SASB 2024 disclosure

GRI Standard	Disclosure	Location
GRI 302: Energy 2016		
3-3	Management of material topics	Lear 2024 Sustainability Report, pages <u>22-24</u> Lear 2024 Supplemental Report, page <u>8</u> , 2024 energy data
302-1	Energy consumption within the organization	Lear 2024 Sustainability Report, pages <u>22-24</u> Lear 2024 Supplemental Report, page <u>8</u> , 2024 energy data
302-4	Reduction of energy consumption	Lear 2024 Sustainability Report, pages <u>22-24</u> Lear 2024 Supplemental Report, page <u>8</u> , 2024 energy data
302-5	Reductions in energy requirements of products and services	Lear 2024 Sustainability Report, pages <u>30-32</u>
GRI 303: Water and Effluents 2018		
3-3	Material topics management	Lear 2024 Sustainability Report, page <u>27</u>
303-1	Interactions with water as a shared resource	Lear 2024 Sustainability Report, page <u>27</u>
303-3	Water withdrawal	Lear 2024 Sustainability Report, page <u>27</u> Lear 2024 Supplemental Report, page <u>10</u> , 2024 water data
303-5	Water consumption	Lear 2024 Sustainability Report, page <u>27</u> Lear 2024 Supplemental Report, page <u>10</u> , 2024 water data
GRI 304: Biodiversity 2016		
3-3	Material topics management	Lear 2024 Sustainability Report, pages <u>19-21</u>
GRI 305: Emissions 2016		
3-3	Material topics management	Lear 2024 Sustainability Report, pages <u>24-26</u> Lear 2024 Supplemental Report, pages <u>6-8</u> , 2024 emissions data

GRI Standard	Disclosure	Location
305-1	Direct (Scope 1) GHG emissions	Lear 2024 Sustainability Report, page <u>25</u> Lear 2024 Supplemental Report, pages <u>6-8</u> , 2024 emissions data
305-2	Energy indirect (Scope 2) GHG emissions	Lear 2024 Sustainability Report, page <u>25</u> Lear 2024 Supplemental Report, pages <u>6-8</u> , 2024 emissions data
305-3	Other indirect (Scope 3) GHG emissions	Lear 2024 Sustainability Report, page <u>26</u> Lear 2024 Supplemental Report, pages <u>6-8</u> , 2024 emissions data
305-5	Reduction of GHG emissions	Lear 2024 Sustainability Report, pages <u>24-26</u> Lear 2024 Supplemental Report, pages <u>6-8</u> , 2024 emissions data
GRI 306: Waste 2020		
3-3	Material topics management	Lear 2024 Sustainability Report, pages <u>28-29</u> Lear 2024 Supplemental Report, pages <u>6-8</u> , 2024 emissions data
306-1	Waste generation and significant waste-related impacts	Lear 2024 Sustainability Report, pages <u>28-29</u> Lear 2024 Supplemental Report, pages <u>6-8</u> , 2024 emissions data
306-2	Management of significant waste-related impacts	Lear 2024 Sustainability Report, pages <u>28-29</u> Lear 2024 Supplemental Report, pages <u>6-8</u> , 2024 emissions data
306-3	Waste generated	Lear 2024 Sustainability Report, page <u>28</u> Lear 2024 Supplemental Report, page <u>9</u> , 2024 waste data
306-4	Waste diverted from disposal	Lear 2024 Sustainability Report, pages <u>28-29</u> Lear 2024 Supplemental Report, page <u>9</u> , 2024 waste data
306-5	Waste directed to disposal	Lear 2024 Sustainability Report, pages <u>28-29</u> Lear 2024 Supplemental Report, page <u>9</u> , 2024 waste data

GRI Standard	Disclosure	Location
GRI 308: Supplier Environmental Assessment 2016		
3-3	Management of material topics	Lear 2024 Sustainability Report, pages 81-84
308-1	New suppliers that were screened using environmental criteria	Lear 2024 Sustainability Report, pages 81-84
308-2	Negative environmental impacts in the supply chain and actions taken	Lear 2024 Sustainability Report, pages 81-84
GRI 401: Employment 2016		
3-3	Management of material topics	Lear 2024 Sustainability Report, pages 8, 36-55 Lear 2024 Supplemental Report, page 10 , 2024 workforce data
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Lear 2024 Sustainability Report, pages 53-54
401-3	Parental leave	Lear 2024 Sustainability Report, page 54
GRI 403: Occupational Health and Safety 2018		
3-3	Material topics management	Lear 2024 Sustainability Report, pages 59-62
403-1	Occupational health and safety management system	Lear 2024 Sustainability Report, pages 59-62
403-2	Hazard identification, risk assessment, and incident investigation	Lear 2024 Sustainability Report, pages 59-62
403-3	Occupational health services	Lear 2024 Sustainability Report, pages 52, 59-62
403-4	Worker participation, consultation, and communication on occupational health and safety	Lear 2024 Sustainability Report, pages 52, 59-62
403-5	Worker training on occupational health and safety	Lear 2024 Sustainability Report, pages 60-62
403-6	Promotion of worker health	Lear 2024 Sustainability Report, pages 52-55, 59-62
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Lear 2024 Sustainability Report, pages 81, 84
403-8	Workers covered by an occupational health and safety management system	Lear 2024 Sustainability Report, pages 60, 62

GRI Standard	Disclosure	Location
403-9	Work-related injuries	Lear 2024 Sustainability Report, pages 60 , 62
403-10	Work-related ill health	Lear 2024 Sustainability Report, page 60
GRI 404: Training and Education 2016		
3-3	Management of material topics	Lear 2024 Sustainability Report, pages 36 , 45-49 , 60
404-2	Programs for upgrading employee skills and transition assistance programs	Lear 2024 Sustainability Report, pages 7 , 60 , 64
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	Lear 2024 Sustainability Report, pages 36-43 Lear 2024 Supplemental Report, page 10 , 2024 workforce data Lear's 2024 Consolidated EEO-1 summary
405-1	Diversity of governance bodies and employees	Lear 2024 Sustainability Report, pages 36-43 , 71 Lear 2024 Supplemental Report, page 10 , 2024 workforce data
405-2	Ratio of basic salary and remuneration of women to men	Lear 2024 Sustainability Report, page 40
GRI 406: Non-discrimination 2016		
3-3	Management of material topics	Lear 2024 Sustainability Report, pages 36-40 , 76 Lear Equal Employment Opportunity Policy
406-1	Incidents of discrimination and corrective actions taken	Lear 2024 Sustainability Report, page 76
GRI 407: Freedom of Association and Collective Bargaining 2016		
3-3	Management of material topics	Lear 2024 Sustainability Report, pages 51 , 58 , 81
GRI 408: Child Labor 2016		
3-3	Management of material topics	Lear 2024 Sustainability Report, pages 51 , 58 , 81
408-1	Operations and suppliers at significant risk for incidents of child labor	Lear 2024 Sustainability Report, pages 51 , 58 , 81

GRI Standard	Disclosure	Location
GRI 409: Forced or Compulsory Labor 2016		
3-3	Management of material topics	Lear 2024 Sustainability Report, pages 51 , 58 , 81
409-1	Operations and suppliers at significant risk for incidents of child labor	Lear 2024 Sustainability Report, pages 51 , 58 , 81
GRI 410: Security Practices 2016		
3-3	Management of material topics	Lear 2024 Sustainability Report, page 51
410-1	Security personnel trained in human rights policies or procedures	Lear 2024 Sustainability Report, pages 51 , 58 Lear's Human Rights Policy includes accommodations for private or public security personnel. See Lear's Human Rights Policy .
GRI 413: Local Communities 2016		
3-3	Material topics management	Lear 2024 Sustainability Report, pages 56-57
413-1	Operations with local community engagement, impact assessments, and development programs	Lear 2024 Sustainability Report, pages 56-57
GRI 414: Supplier Social Assessment 2016		
3-3	Management of material topics	Lear 2024 Sustainability Report, pages 81-89
414-2	Negative social impacts in the supply chain and actions taken	Lear 2024 Sustainability Report, pages 81-89
GRI 415: Public Policy 2016		
3-3	Material topics management	Lear 2024 Sustainability Report, page 73
415-1	Political contributions	Lear 2024 Sustainability Report, page 73

Sustainability Accounting Standards Board (SASB) Index

About SASB

The Sustainability Accounting Standards Board (SASB) is an independent nonprofit organization that sets standards to guide the disclosure of financially material sustainability information by companies to their investors. The table below includes Lear’s disclosures and responses.

Table 1. Sustainability Disclosure Topics & Accounting Metrics

SASB Standard – Auto Parts					
Topic	Accounting Metric	Category	Unit of Measure	Code	Response/Comment
Energy Management	(1) Total energy consumed	Quantitative	Gigajoules (GJ),	TR-AP0-130a.1	1) 4,331,584 GJ
	(2) percentage grid electricity		Percentage (%)		2) Approximately 50%
	(3) percentage renewable				3) 29%
					Learn more at Our Renewable Energy Strategy .
Waste Management	(1) Total amount of waste from manufacturing	Quantitative	Metric tons (t),	TR-AP-150a.1	1) 180,181 metric tons (t)
	(2) percentage hazardous		Percentage (%)		2) 2% of manufacturing waste is hazardous. Lear tracks hazardous waste generated according to the U.S. EPA Resource Conservation & Recovery Act (RCRA).
	(3) percentage recycled				3) Approximately 67% of manufacturing waste is recycled.
Product Safety	Number of recalls issued; total units recalled	Quantitative	Number	TR-AP-250a.1	Code is not applicable: Lear engages in product validation and implements quality systems that contribute to the safety of our products. The National Highway Traffic Safety Administration and original equipment manufacturers control the initiation of recalls on vehicles. Therefore Lear does not itself initiate recalls of Lear products.
Design for Fuel Efficiency	Revenue from products designed to increase fuel efficiency and/or reduce emissions	Quantitative	Reporting Currency	TR-AP-410a.1	In 2024, Lear had \$1.9 billion in revenue from our sustainable product portfolio, including electrification, products that are lighter as a result of new innovations, and electrical improvements that increase fuel efficiency.

SASB Standard – Auto Parts

Topic	Accounting Metric	Category	Unit of Measure	Code	Response/Comment
Materials Sourcing	Description of the management of risks associated with the use of critical materials	Discussion and Analysis	N/A	TR-AP-440a.1	A comprehensive overview of critical materials used in our products and Lear's responsible sourcing and supply chain management processes can be found in our 2024 Sustainability Report, pages 85-86 , and in Lear's Annual Report Form 10K .
Materials Efficiency	Percentage of products sold that are recyclable	Quantitative	Percentage (%)	TR-AP-440b.1	Up to 40% of Lear's Seating products are recyclable. Up to 55% of Lear's E-Systems products are recyclable.
	Percentage of input materials from recycled or remanufactured content	Quantitative	Percentage (%)	TR-AP-440b.2	Up to 50% of the steel and other metals in Lear's seating comes from recycled or remanufactured content.
Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations	Quantitative	Reporting Currency	TR-AP-520a.1	Lear had no monetary losses as a result of legal proceedings associated with anti-competitive behavior regulations in 2024.

Table 2. Activity Metrics

Activity Metric	Category	Unit of Measure	Code	Response/Comment
Number of parts produced	Quantitative	Number	TR-AP-000.A	E-Systems – approximately 8.6 billion Seating – approximately 56.9 million
Weights of parts produced	Quantitative	Metric tons (t)	TR-AP-000.B	E-Systems - approximately 327,000 metric tons (t) Seating – approximately 1.4 million metric tons (t)
Area of manufacturing plants	Quantitative	Square meters (m ²)	TR-AP-000.C	Approximately 3,241,705 m ²

Task Force on Climate-related Financial Disclosures Index

The Task Force on Climate-related Financial Disclosures (TCFD) has developed a voluntary, climate-related financial disclosure framework for companies to provide consistent information to their stakeholders while incorporating climate-related risks and opportunities into their risk management and strategic planning processes. Lear shares the TCFD's commitment to market transparency and stability, and creating a more sustainable world now and for future generations. For more information, see [Lear's TCFD Index](#).



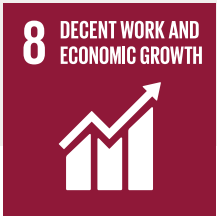
Supporting the United Nations Sustainable Development Goals

Lear addresses some of the world’s challenges by supporting economic well-being, education and environmental conservation in the global communities where we live and work. Lear is committed to partnering with industry and society by implementing the UN Sustainable Development Goals (SDGs). Adopted by all UN members in 2015, these 17 goals provide a foundation for Lear’s overall Sustainability Strategy.

Here are the Sustainable Development Goals Lear prioritized in 2024 in alignment with our sustainability strategy (listed in numerical SDG order):



THE GLOBAL GOALS



6.4M hours of developmental, compliance and corporate training completed in 2024

527,000+ local plant surveys measuring engagement and culture since 2017

Paid vacation, holidays, overtime pay and flexible work hours

81,500 employees participate in 70+ labor unions globally



96,000+ hours of Expect Respect and sexual harassment training completed in 2024

59% of salaried new hires in the U.S. were ethnic minorities or women

Expanded our Together we Grow programming globally to include 49 participants in Europe, Mexico, Honduras and the U.S.

45% of U.S. leaders are ethnic minorities or women



Engineered to reduce size and weight, our products help improve fuel economy, reduce emissions and extend driving range

3M+ electric vehicles (EVs) expected to rely on Lear’s high-voltage connection systems as the main battery to vehicle interface by 2030

Since 2019, 15+ million tons of CO2 emissions were avoided by EVs with the assistance of Lear’s E-Systems solutions.*

100 vehicle models for 10 customers included products from Lear’s electrification portfolio in 2024



Produced from 100% recycled plastic bottles and manufactured with 100% renewable energy, Lear’s ReNewKnit™ sueded surface material is part of a global circular economy

Lear’s FlexAir™ 100% recyclable nonfoam alternative reduces CO2 emissions up to 50% and weight up to 20%

61 landfill-free** facilities in 19 countries

*Estimated avoided or saved CO2 emissions from product improvements were calculated based on Lear’s internal methodology using industry accepted emission factors, formulas and reasonable assumptions, without fully conforming to any particular GHG emissions reporting standard. These estimates have not been verified by a third party.

**Disposing zero production waste in a landfill, excluding nonproduction waste, such as construction debris.

13 CLIMATE ACTION



50% reduction goal set for GHG emissions from electricity used at our sites by 2030

29% of the total electric energy powering our plants globally, including nearly 100% at our sites in the Argentina, Brazil, Germany, Hungary, Poland, Portugal, Spain and the U.K comes from renewable sources

Established a Climate Action Group to support supply chain decarbonization

Completed lifecycle assessments (LCAs) for all major product lines.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Comprehensive Human Rights Policy

96% of employees know our core values and expectations, which is aligned with benchmark and higher than last survey

36% of Lear's Board of Directors are women and/or minorities

Ethics & Compliance Helpline allows employees, suppliers and business partners to anonymously report concerns in their local language

WE SUPPORT



United Nations Global Compact

Lear has been a participant of the UN Global Compact since 2020 and recommitted to participate in 2024.

The initiative encourages companies to align their operations with 10 Principles supporting human rights, labor, environment and anti-corruption.

In addition, members pledge to:

Support the UN's 17 Sustainable Development Goals

Operate responsibly in alignment with universal sustainability principles

Take actions to support society

Commit to the effort at the organization's highest level, pushing sustainability throughout the organization

Report ongoing efforts annually

Engage locally wherever the company has a presence

3 GOOD HEALTH AND WELL-BEING



0.26 Total Recordable Injury Rate (TRIR) demonstrates best-in-class safety achievements

46 facilities achieved 1 million hours with 0 recordable injuries

More than 140 employees trained as Mental Health First Aiders in France, the U.K. and U.S.

Driving Wellness campaign promotes well-being in body, mind, nutrition and balance for employees globally

7 AFFORDABLE AND CLEAN ENERGY



17 on-site solar arrays in 7 countries

100% renewable energy goal set for electric power consumed at all our sites by 2030

14.7M kWh of electricity from on-site solar installations produced in 2024

10% increase in renewable energy use in 2024 compared with 2023

22% reduction in Scope 1 and 2 emissions since 2019

15 LIFE ON LAND



No Deforestation Policy reinforces responsible sourcing and our commitment to conserving natural resources

Planted more than 95,000 trees in our global communities since 2021

Lear supports the humane treatment of every living being and the Five Freedoms for Animals

Hundreds of wildlife habitat and pollution clean-up events conducted through employee volunteer initiatives annually

17 PARTNERSHIPS FOR THE GOALS



UN Global Compact Participant since 2020

Active collaboration through industry partnerships with customers, suppliers and nongovernmental organizations (NGOs) on human rights, health and safety, responsible mineral sourcing, environmental protection, export compliance, productivity and innovation