

The background of the slide features a light gray topographic map with intricate contour lines. At the bottom, there is a dark gray silhouette of a dense forest of evergreen trees.

2025

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, 2025, 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 258 manufacturing, engineering and administrative locations in 36 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 2025. 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 2025 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 [11-13](#) of our 2025 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, 2025, and its other Securities and Exchange Commission filings.

Published date of previous report: 2024 Sustainability Report (August 2025).

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

MSCI Research LLC disclaimer:

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Statement of Verification

Trinity Consultants, Inc.



306-885 Don Mills Road, Toronto ON M3A 0E7 / P 437.291.5891 / trinityconsultants.com

June 10, 2026

RE: CY2025 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) 2025 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 CY2025. 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:

- **CY2025**
 - Scope 1: 80,384 metric tonnes CO₂e
 - Scope 2 (location-based): 341,447 metric tonnes CO₂e
 - Scope 2 (market-based): 248,474 metric tonnes CO₂e
 - Energy Consumption (non-renewable and renewable): 1,183,593 MWh
 - Renewable Energy Consumption: 306,203 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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June 10, 2026

- **CY2025: From January 1, 2025, through December 31, 2025**

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).**
- **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 CY2025 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.

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

Statement of Verification

Trinity Consultants, Inc.

Lear Corporation – Page 3
June 10, 2026

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	2025
Global Emissions (Metric Tons CO2e)						
Scope 1	111,128	91,263	87,983	86,296	75,850	80,385
Scope 2 (market-based)	357,965	314,740	285,046	299,567	288,574	248,474
Scope 3	8,920,290	8,158,536	8,813,780	9,493,459	8,864,627	8,449,983
Total Global Emissions	9,389,383	8,564,539	9,186,809	9,879,322	9,229,051	8,778,842
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	6,738,962	6,431,600
Category 2: Capital goods	683,656	744,697	695,426	817,075	696,775	693,118
Category 3: Fuel- and energy-related activities	133,148	123,957	99,221	100,741	98,244	102,810
Category 4: Upstream transportation	270,166	305,034	401,841	341,442	266,529	227,874
Category 5: Waste generated in operations	69,445	46,011	41,747	44,546	49,090	39,332
Category 6: Business travel	19,516	6,779	9,987	14,214	14,244	10,933
Category 7: Employee commuting	89,668	100,297	107,879	96,976	92,874	52,806
Category 9: Downstream transportation	28,516	31,124	40,113	33,873	23,745	19,691
Category 12: End-of-life treatment of sold products	732,045	620,541	652,957	712,108	736,539	765,520
Category 15: Investments	68,232	66,386	95,529	104,865	147,625	106,299
Total Scope 3 Emissions by Category	8,920,290	8,158,536	8,813,781	9,493,459	8,864,627	8,449,983

Environmental Data

Scope 1, 2 & 3 Emissions by Division	
Global Emissions (Metric Tons CO2e)	2025
Scope 1	80,385
Seating	72,884
E-Systems	7,501
Scope 2 (market-based)	248,474
Seating	160,404
E-Systems	88,070
Scope 3	8,449,983
Category 1: Purchased goods and services	6,431,600
Seating	4,431,322
E-Systems	2,000,278
Category 2: Capital goods	693,118
Seating	455,128
E-Systems	237,990
Category 3: Fuel- and energy-related activities	102,810
Seating	71,618
E-Systems	31,192
Category 4: Upstream transportation	227,874
Seating	138,121
E-Systems	89,753

Scope 1, 2 & 3 Emissions by Division	
Global Scope 3 Emissions Cont. (Metric Tons CO2e)	2025
Category 5: Waste generated in operations	39,332
Seating	29,065
E-Systems	10,267
Category 6: Business travel	10,933
Seating	8,079
E-Systems	2,854
Category 7: Employee commuting	52,806
Seating	39,021
E-Systems	13,785
Category 9: Downstream transportation	19,691
Seating	11,935
E-Systems	7,756
Category 12: End-of-life treatment of sold products	765,520
Seating	565,685
E-Systems	199,835
Category 15: Investments	106,299
Seating	78,550
E-Systems	27,749

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 3 tons of HAPS in 2025.
Volatile Organic Compounds (VOCs)	Primarily associated with surface materials operations working with foam, leather and textiles, Lear sites in the U.S. emitted approximately 270 tons of VOC compounds in 2025.

Global Energy Use (Megawatt Hours - MWh)	2019 (Baseline)	2021	2022	2023	2024	2025
Electric Power	957,405	886,414	799,255	851,473	849,560	817,465
<i>Electricity (nonrenewable)</i>	860,616	789,867	623,442	622,442	600,510	511,262
<i>Electricity (renewable)</i>	96,789	96,547	175,813	229,031	249,050	306,203
Natural Gas	409,739	332,832	320,580	309,132	274,663	286,228
Propane	72,982	69,391	28,018	61,350	66,989	74,104
Landfill Gas	31,770	27,631	20,739	18,246	2,006	---
Diesel	17,089	11,461	8,427	4,524	3,106	3,495
Fuel Oil	11,198	746	267	468	387	370
Gasoline	2,084	1,339	1,629	1,646	1,820	1,931
Total Global Energy Use	1,502,267	1,329,814	1,178,915	1,246,839	1,198,531	1,183,593

Global Electric Power Use (Megawatt Hours - MWh)	2019 (Baseline)	2021	2022	2023	2024	2025
Electricity (nonrenewable)	860,616	789,867	623,442	622,442	600,510	511,262
Electricity (renewable)	96,789	96,547	175,813	229,031	249,050	306,203
Total Global Electric Power Use	957,405	886,414	799,255	851,473	849,560	817,465

Environmental Data

Waste*	2021	2022	2023	2024	2025
Waste Disposal Methods (Metric Tons)					
Recycled	163,086	155,351	151,433	140,778	160,620
Landfill	30,106	31,526	26,683	27,582	23,036
Waste/Other Disposal	10,382	2,739	2,482	3,577	555
Off-Site Treatment	-	9,941	194	990	2,405
Incinerated	4,092	1,782	6,835	8,053	5,133
Energy Recovery	-	-	18,401	19,754	18,739
Total Waste	207,666	201,339	206,028	200,734	210,488
Hazardous vs. Nonhazardous Waste (Metric Tons)					
Hazardous Waste	1,971	5,125	6,783	4,229	4,962
Nonhazardous Waste	188,289	181,571	178,152	175,952	205,525
Total Waste	190,260	186,696	184,935	180,181	210,487

2025 Waste Disposal (Percentage of each individual Hazardous or Nonhazardous waste category)

Nonhazardous waste recycled	78%
Hazardous waste recycled	9%
Nonhazardous waste landfilled	11%
Hazardous waste landfilled	5%
Nonhazardous waste incinerated	10%
Hazardous waste incinerated	73%

* Waste data for Lear operations from 2021 through 2025 has been revised to include production scrap metal at certain plants previously excluded due to sale to external recyclers.

Environmental Data

Water Withdrawal (Cubic Meters)	2021	2022	2023	2024	2025
Municipal	3,405,886	3,480,973	3,638,427	3,363,463	3,244,217
Groundwater	1,242,945	1,374,440	1,146,700	1,246,023	1,133,958
Processed Water	68,777	31,019	25,430	34,191	25,292
Rainwater					2,013
Total Water Withdrawal	4,717,608	4,886,432	4,810,557	4,643,677	4,405,480

Global Workforce Demographics

Approximate Global Workforce as of December 31, 2025					
Region	Approx. Total Workforce	% Hourly Female	% Hourly Male	% Salaried Female	% Salaried Male
United States and Canada	9,800	37%	63%	29%	71%
Mexico	48,600	55%	45%	33%	67%
Central and South America	21,000	46%	54%	36%	64%
Europe and Africa	62,900	48%	52%	34%	66%
Asia	22,000	40%	60%	36%	64%
Total	164,300				

2025 Global Leaders**	Female	Male
Managers	25%	75%
Directors	19%	81%
Executives	20%	80%

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

Additional information can be found in [Lear's Form 10-K](#) (page 15) and [Lear's 2025 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



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
- Chemical Management & Reporting Advisory Group
- Quality Steering Committee
- Environmental Sustainability
- Export Compliance Work Group
- Electric Vehicle Tariff Classification Work Group
- United States-Mexico-Canada (USMCA) Agreement Work Group

Climate Group RE100

Drive Sustainability

- DRIVE+ member

DTE On-Site Energy Management Program

European Association of Automotive Suppliers – CLEPA

- General Assembly
- Automated Driving Expert Group
- Corporate Social Responsibility (CSR) Expert Group, Chair
- 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
- 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

Responsible Minerals Initiative (RMI)

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

Industry Associations

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)
- Canadian Gay and Lesbian Chamber of Commerce (CGLCC)
- Center for Automotive Diversity, Inclusion and Advancement (CADIA)
- Council of Supplier Diversity Professionals (CSDP)

- Detroit Regional LGBT Chamber of Commerce (DRLGCC)
- Great Lakes Women's Business Council (GLWBC)
- Institute for Supply Management (ISM)
- Michigan Hispanic Chamber of Commerce (MHCC)
- Michigan Minority Supplier Development Council (MMSDC)
- Minority-owned Business Enterprises (MBE)
- National Association of Women Business Owners (NAWBO)
- National Business League (NBL)
- National Gay and Lesbian Chamber of Commerce (NGLCC)
- 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)

Global Reporting Initiative (GRI) Content Index

Lear Corporation has reported the information cited in this GRI content index for the period of January 1, 2025, to December 31, 2025, 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 2025 Sustainability Report, pages <u>3</u>, <u>7-8</u> Lear 2025 Supplemental Report, page <u>3</u> Lear Form 10-K 2025, pages <u>3-14</u> <u>Lear Corporation</u>
2-2	Entities included in the organization's sustainability reporting	Lear 2025 Sustainability Report, pages <u>3</u>, <u>7</u> Lear 2025 Supplemental Report, page <u>3</u>
2-3	Reporting period, frequency and contact point	Lear 2025 Sustainability Report, page <u>3</u> Lear 2025 Supplemental Report, page <u>3</u>
2-4	Restatement of information	Lear 2025 Supplemental Report, page <u>9</u>
2-5	External assurance	Lear 2025 Supplemental Report, pages <u>4-5</u>
2-6	Activities, value chain and other business relationships	Lear 2025 Sustainability Report, pages <u>4-8</u>, <u>81-89</u> Lear 2025 Supplemental Report, pages <u>12-13</u> Lear Form 10-K 2025, pages <u>3-14</u> <u>Lear Corporation</u>

GRI Standard	Disclosure	Location
2-7	Employees	Lear 2025 Sustainability Report, pages <u>7</u>, <u>42</u> Lear 2025 Supplemental Report, page <u>10</u> Lear Form 10-K 2025, page <u>16</u> Lear EEO-1 Summary Data
2-9	Governance structure and composition	Lear 2025 Sustainability Report, pages <u>66-67</u> Lear Form 10-K 2025, pages <u>33-34</u>, <u>110-111</u> Lear 2026 Proxy Statement, pages <u>6</u>, <u>10-16</u>, <u>25-27</u> Lear Corporation
2-10	Nomination and selection of the highest governance body	Lear 2026 Proxy Statement, pages <u>6</u>, <u>10-18</u>
2-11	Chair of the highest governance body	Lear 2026 Proxy Statement, pages <u>6</u>, <u>10-16</u>, <u>25</u>
2-12	Role of the highest governance body in overseeing the management of impacts	Lear 2025 Sustainability Report, page <u>66</u> Lear 2026 Proxy Statement, pages <u>10-27</u>
2-13	Delegation of responsibility for managing impacts	Lear 2025 Sustainability Report, pages <u>11</u>, <u>66-68</u>, <u>74-75</u> Lear 2026 Proxy Statement, pages <u>10-21</u>
2-14	Role of the highest governance body in sustainability reporting	Lear 2025 Sustainability Report, pages <u>11</u>, <u>66</u> Lear 2025 Supplemental Report, page <u>3</u> Lear 2026 Proxy Statement, pages <u>10-24</u>
2-15	Conflicts of interest	Lear 2025 Sustainability Report, pages <u>70-74</u> Lear 2026 Proxy Statement, page <u>81</u> Lear Code of Business Conduct and Ethics, pages <u>12-13</u>
2-16	Communication of critical concerns	Lear 2025 Sustainability Report, pages <u>70-74</u>

GRI Standard	Disclosure	Location
2-17	Collective knowledge of the highest governance body	Lear 2026 Proxy Statement, pages 10-21
2-18	Evaluation of the performance of the highest governance body	Lear 2026 Proxy Statement, page 24
2-19	Remuneration policies	Lear 2026 Proxy Statement, pages 41-51
2-20	Process to determine remuneration	Lear 2026 Proxy Statement, pages 35-40
2-21	Annual total compensation ratio	Lear 2026 Proxy Statement, pages 74-75
2-22	Statement on sustainable development strategy	Lear 2025 Sustainability Report, pages 9 , 11-13
2-23	Policy commitments	Lear 2025 Sustainability Report, pages 18 , 20 , 54-55 , 70 , 81-86 Lear's policy and commitments are featured throughout the 2025 Sustainability Report Lear Corporation
2-24	Embedding policy commitments	Lear 2025 Sustainability Report, pages 18 , 20 , 54-55 , 70 , 81-86 Lear's policy and commitments are featured throughout the 2025 Sustainability Report Lear Corporation
2-25	Processes to remediate negative impacts	Lear 2025 Sustainability Report, pages 15-28 , 58 , 68 , 76-77 , 84 Details on Lear's commitments to provide for or cooperate in the remediation of negative impacts can be found throughout the 2025 Sustainability Report
2-26	Mechanisms for seeking advice and raising concerns	Lear 2025 Sustainability Report, pages 11 , 43 , 69 , 71 , 73-74 Lear Code of Business Conduct and Ethics

GRI Standard	Disclosure	Location
2-27	Compliance with laws and regulations	Lear 2025 Sustainability Report, pages 74-77 Lear Code of Business Conduct and Ethics Lear Form 10-K 2025, pages 16-30 Details on compliance with laws and regulations can be found throughout Lear's Form 10-K 2025
2-28	Membership associations	Lear 2025 Sustainability Report, pages 4, 18 Lear 2025 Supplemental Report, page 12
2-29	Approach to stakeholder engagement	Lear 2025 Sustainability Report, pages 11, 35, 39, 47, 69 Details on how Lear engages with stakeholders can be found throughout the 2025 Sustainability Report Lear Form 10-K 2025, page 17 Lear 2026 Proxy Statement, page 6-7
2-30	Collective bargaining agreements	Lear 2025 Sustainability Report, pages 47, 54 Lear Form 10-K 2025, page 100
GRI 3: Material Topics 2021		
3-1	Process to determine material topics	Lear 2025 Sustainability Report, pages 11-13
3-2	List of material topics	Lear 2025 Sustainability Report, pages 11-13
3-3	Management of material topics	Lear 2025 Sustainability Report, pages 11-13 Details on Lear's management of material topics can be found throughout the 2025 Sustainability Report
GRI 101: Biodiversity 2024		
3-3	Material topics management	Lear 2025 Sustainability Report, pages 11, 18, 20

GRI Standard	Disclosure	Location
GRI 201: Economic Performance 2016		
201-1	Direct economic value generated and distributed	Lear 2025 Sustainability Report, page 7 Lear Form 10-K 2025, pages 59-74
201-2	Financial implications and other risks and opportunities due to climate change	Lear 2025 Sustainability Report, pages 11 , 15-17 Lear Form 10-K 2025, pages 27-29 , 53 Lear 2025 TCFD disclosure
201-3	Defined benefit plan obligations and other retirement plans	Lear Form 10-K 2025, pages 50 , 61-63 , 86-91 , 95-97 , 106 Lear 2026 Proxy Statement, pages 51-52
201-4	Financial assistance received from government	Lear Form 10-K 2025, page 107
GRI 202: Market Presence 2016		
GRI 203: Indirect Economic Impacts 2016		
GRI 204: Procurement Practices 2016		
3-3	Management of material topics	Lear 2025 Sustainability Report, pages 11-13 , 70 , 73-74 Lear's policies and management of material risks is featured throughout the 2025 Sustainability Report
GRI 205: Anti-corruption 2016		
3-3	Management of material topics	Lear 2025 Sustainability Report, pages 11-13 , 71-74 Lear Code of Business Conduct and Ethics
205-2	Communication and training about anti-corruption policies and procedures	Lear 2025 Sustainability Report, pages 72 , 74 Lear Code of Business Conduct and Ethics
205-3	Confirmed incidents of corruption and actions taken	Lear 2025 Sustainability Report, page 73

GRI Standard	Disclosure	Location
GRI 206: Anti-competitive Behavior 2016		
3-3	Management of material topics	Lear 2025 Sustainability Report, pages <u>70-74</u> <u>Lear Code of Business Conduct and Ethics</u>
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Lear 2025 Sustainability Report, pages <u>70-74</u> Lear Form 10-K 2025, page <u>30</u>
GRI 207: Tax 2019		
GRI 301: Materials 2016		
3.3	Management of material topics	Lear 2025 Sustainability Report, pages <u>11-13</u> , <u>70</u> , <u>73-74</u>
301-1	Materials used by weight or volume	Lear 2025 Supplemental Report, page <u>25</u>
301-2	Recycled input materials used	Lear 2025 Sustainability Report, pages <u>16</u> , <u>28-31</u> , <u>33</u> Lear 2025 Supplemental Report, page <u>25</u>
301-3	Reclaimed products and their packaging materials	Lear 2025 Sustainability Report, pages <u>16</u> , <u>28-31</u> , <u>33</u> Lear 2025 Supplemental Report, page <u>25</u>
GRI 302: Energy 2016		
3-3	Management of material topics	Lear 2025 Sustainability Report, pages <u>12</u> , <u>21-23</u>
302-1	Energy consumption within the organization	Lear 2025 Sustainability Report, pages <u>21-23</u> Lear 2025 Supplemental Report, pages <u>8</u> , <u>25</u>
302-4	Reduction of energy consumption	Lear 2025 Sustainability Report, pages <u>21-23</u> Lear 2025 Supplemental Report, pages <u>8</u> , <u>25</u>
302-5	Reductions in energy requirements of products and services	Lear 2025 Sustainability Report, pages <u>29-31</u>

GRI Standard	Disclosure	Location
GRI 303: Water and Effluents 2018		
3-3	Material topics management	Lear 2025 Sustainability Report, pages 6 , 11-12 , 26 Lear 2025 Supplemental Report, page 10
303-1	Interactions with water as a shared resource	Lear 2025 Sustainability Report, page 26 Lear 2025 Supplemental Report, page 10
303-3	Water withdrawal	Lear 2025 Sustainability Report, pages 6 , 26 Lear 2025 Supplemental Report, page 10
303-5	Water consumption	Lear 2025 Sustainability Report, page 26 Lear 2025 Supplemental Report, page 10
GRI 305: Emissions 2016		
3-3	Material topics management	Lear 2025 Sustainability Report, pages 11-12 , 15-17 , 19 , 24-25 Lear 2025 Supplemental Report, pages 6-8
305-1	Direct (Scope 1) GHG emissions	Lear 2025 Sustainability Report, pages 15-17 , 19 , 24-25 Lear 2025 Supplemental Report, pages 6-8
305-2	Energy indirect (Scope 2) GHG emissions	Lear 2025 Sustainability Report, pages 15-17 , 19 , 24-25 Lear 2025 Supplemental Report, pages 6-8
305-3	Other indirect (Scope 3) GHG emissions	Lear 2025 Sustainability Report, pages 15-17 , 19 , 24-25 Lear 2025 Supplemental Report, pages 6-8
305-5	Reduction of GHG emissions	Lear 2025 Sustainability Report, pages 15-17 , 19 , 24-25 Lear 2025 Supplemental Report, pages 6-8

GRI Standard	Disclosure	Location
GRI 306: Waste 2020		
3-3	Material topics management	Lear 2025 Sustainability Report, pages 6 , 12 , 27-28 Lear 2025 Supplemental Report, page 9
306-1	Waste generation and significant waste-related impacts	Lear 2025 Sustainability Report, pages 27-28 Lear 2025 Supplemental Report, page 9
306-2	Management of significant waste-related impacts	Lear 2025 Sustainability Report, pages 6 , 27-28 Lear 2025 Supplemental Report, page 9
306-3	Waste generated	Lear 2025 Sustainability Report, pages 27-28 Lear 2025 Supplemental Report, page 9
306-4	Waste diverted from disposal	Lear 2025 Sustainability Report, pages 6 , 27-28 Lear 2025 Supplemental Report, page 9
306-5	Waste directed to disposal	Lear 2025 Sustainability Report, pages 27-28 Lear 2025 Supplemental Report, page 9
GRI 308: Supplier Environmental Assessment 2016		
3-3	Management of material topics	Lear 2025 Sustainability Report, pages 13 , 78-86
308-1	New suppliers that were screened using environmental criteria	Lear 2025 Sustainability Report, pages 78-86
308-2	Negative environmental impacts in the supply chain and actions taken	Lear 2025 Sustainability Report, pages 78-86
GRI 401: Employment 2016		
3-3	Management of material topics	Lear 2025 Sustainability Report, pages 13 , 36-42 Lear 2025 Supplemental Report, page 10

GRI Standard	Disclosure	Location
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Lear 2025 Sustainability Report, pages 50-51
401-3	Parental leave	Lear 2025 Sustainability Report, page 50
GRI 403: Occupational Health and Safety 2018		
3-3	Material topics management	Lear 2025 Sustainability Report, pages 6 , 12 , 55-58
403-1	Occupational health and safety management system	Lear 2025 Sustainability Report, pages 55-58
403-2	Hazard identification, risk assessment, and incident investigation	Lear 2025 Sustainability Report, pages 55-58
403-3	Occupational health services	Lear 2025 Sustainability Report, pages 55-58
403-4	Worker participation, consultation, and communication on occupational health and safety	Lear 2025 Sustainability Report, pages 55-58
403-5	Worker training on occupational health and safety	Lear 2025 Sustainability Report, pages 55-58
403-6	Promotion of worker health	Lear 2025 Sustainability Report, pages 55-58
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Lear 2025 Sustainability Report, pages 55-58
403-8	Workers covered by an occupational health and safety management system	Lear 2025 Sustainability Report, pages 55-58
403-9	Work-related injuries	Lear 2025 Sustainability Report, pages 56-57
403-10	Work-related ill health	Lear 2025 Sustainability Report, pages 56-57
GRI 404: Training and Education 2016		
3-3	Management of material topics	Lear 2025 Sustainability Report, pages 13 , 39 , 56 , 71
404-2	Programs for upgrading employee skills and transition assistance programs	Lear 2025 Sustainability Report, pages 36-41 , 44-45

GRI Standard	Disclosure	Location
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	Lear 2025 Sustainability Report, pages 11-13 , 42-46 Lear 2025 Supplemental Report, page 10 Lear's Consolidated 2025 EEO-1 summary data
405-1	Diversity of governance bodies and employees	Lear 2025 Sustainability Report, pages 11-13 , 42-46 Lear 2025 Supplemental Report, page 10 Lear's Consolidated 2025 EEO-1 summary data
GRI 406: Non-discrimination 2016		
3-3	Management of material topics	Lear 2025 Sustainability Report, pages 11-13 , 70-71 Lear Equal Employment Opportunity Policy
406-1	Incidents of discrimination and corrective actions taken	Lear 2025 Sustainability Report, page 73
GRI 407: Freedom of Association and Collective Bargaining 2016		
3-3	Management of material topics	Lear 2025 Sustainability Report, pages 47 , 54 Lear Human Rights Policy
GRI 408: Child Labor 2016		
3-3	Management of material topics	Lear 2025 Sustainability Report, pages 54 , 81 Lear Human Rights Policy
408-1	Operations and suppliers at significant risk for incidents of child labor	Lear 2025 Sustainability Report, pages 54 , 78-81 Lear Human Rights Policy
GRI 409: Forced or Compulsory Labor 2016		
3-3	Management of material topics	Lear 2025 Sustainability Report, pages 54 , 81 Lear Human Rights Policy

GRI Standard	Disclosure	Location
409-1	Operations and suppliers at significant risk for incidents of child labor	Lear 2025 Sustainability Report, pages 54 , 78-81 Lear Human Rights Policy
GRI 410: Security Practices 2016		
3-3	Management of material topics	Lear 2025 Sustainability Report, pages 12 , 54
410-1	Security personnel trained in human rights policies or procedures	Lear 2025 Sustainability Report, pages 54 Lear Human Rights Policy Lear's Human Rights Policy includes accommodations for private or public security personnel.
GRI 413: Local Communities 2016		
3-3	Material topics management	Lear 2025 Sustainability Report, pages 51-53
413-1	Operations with local community engagement, impact assessments, and development programs	Lear 2025 Sustainability Report, pages 51-53
GRI 414: Supplier Social Assessment 2016		
3-3	Management of material topics	Lear 2025 Sustainability Report, pages 78-86
414-2	Negative social impacts in the supply chain and actions taken	Lear 2025 Sustainability Report, pages 78-86
GRI 415: Public Policy 2016		
3-3	Material topics management	Lear 2025 Sustainability Report, page 69
415-1	Political contributions	Lear 2025 Sustainability Report, page 69

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) 4,260,935
	(2) Percentage grid electricity		Percentage (%)		2) Approximately 67%
	(3) Percentage renewable				3) 26%
					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) 210,487 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 76% 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 2025, Lear had \$1.8 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 2025 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 2025.

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 9.9 billion Seating – approximately 58 million
Weights of parts produced	Quantitative	Metric tons (t)	TR-AP-000.B	E-Systems - approximately 279,869 metric tons (t) Seating – approximately 1.5 million metric tons (t)
Area of manufacturing plants	Quantitative	Square meters (m²)	TR-AP-000.C	Approximately 2,701,395 m²

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 alignment with our sustainability strategy (listed in numerical SDG order):



THE GLOBAL GOALS



6M+ hours of developmental, compliance and corporate training completed in 2025

Launched our Employee Experience (EX) initiative across 37 plants, along with Lear's global and regional headquarters to enhance employee engagement

Paid vacation, holidays, overtime pay and flexible work hours

75,000 employees participate in 70+ labor unions globally



205,000+ hours of Expect Respect and sexual harassment training completed in 2025

Lear's signature development initiative, Together We Grow, supports 105 high-potential employees with leadership development, career guidance and networking opportunities

47% of Lear's global workforce are women, double the industry average of 23%



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

5M+ electric vehicles (EVs) expected to rely on Lear's high-voltage connection systems as the main battery to vehicle interface by 2030

Since 2019, more than 16M tons of CO2 emissions were avoided by EVs with the assistance of Lear's E-Systems solutions*

1,200+ global patents and pending patent applications for sustainable product and manufacturing technologies



Lear's award-winning ReNewKnit™ sueded surface material is made from yarn spun from recycled plastic water bottles and is fully recyclable

Lear's FlexAir™ 100% recyclable nonfoam alternative reduces CO2 emissions up to 50% and weight up to 20%, and delivers VOC emissions below 1% compared with traditional materials

Lear's Zone Control Module (ZCM) redefines vehicle electronics by leveraging zonal architecture and adaptive Algorithmic Circuit Protection to streamline system design, enhance efficiency, and enable next-generation automotive architectures

69 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.



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

55 facilities achieved 1 million hours with 0 recordable injuries

1.2M hours of safety training in 2025

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



22 on-site solar arrays in nine countries

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

21M+ kWh of electricity from on-site solar installations produced in 2025

23% increase in renewable energy use in 2025 compared with 2024

30% reduction in Scope 1 and 2 emissions since 2019

WE SUPPORT



United Nations Global Compact

Lear has been a participant of the UN Global Compact since 2020 and recommitted to participate in 2025.

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



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

38% of the total electric energy powering our plants globally, including nearly 100% at our sites in the Argentina, Belgium, Brazil, Czech Republic, Germany, Hungary, Portugal, Slovakia, Spain and the U.K comes from renewable sources

Lear's Climate Action Group supports supply chain decarbonization

Completed lifecycle assessments (LCAs) for all major product lines



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

Planted more than 117,000 trees in our global communities since 2021

Lear supports the humane treatment of every living being and the World Organization for Animal Health's (WOAH) Five Freedoms of Animal Welfare



Comprehensive Human Rights Policy

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

Around the world, Lear employees volunteer to support their local communities

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



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