



Lear Corporation
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February 14, 2020

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General:

On behalf of Lear Corporation, I am pleased to confirm our support for the Ten Principles of the United Nations Global Compact on human rights, labor, environment and anti-corruption. Having already embraced the Sustainable Development Goals (SDGs) as the foundation for our strategy for sustainability in the operation of our business, today we further commit to implement the Ten Principles into our corporate culture.

As part of this progression in our sustainability journey, Lear will evaluate global best practices and opportunities to advance the Ten Principles and broader SDGs. We value transparency and recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that details Lear's efforts in implementing the Ten Principles. Since 2017, Lear has published a global Sustainability Report, and we will reference our commitment to the UN Global Compact in all future reports.

Furthermore, according to the COP requirement, Lear will annually provide:

- A statement signed by our chief executive officer expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that our company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labor, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Every day Lear's global teams are working to reduce our environmental impact and enhance our global communities. We are excited to bolster these ongoing efforts with today's commitment and participation in the UN Global Compact.

Sincerely,

A handwritten signature in black ink that reads 'Ray Scott'.

Ray Scott
President and Chief Executive Officer,
Lear Corporation