



MINORITY PROCUREMENT POLICY

It is the policy of Lear Corporation to provide opportunities for minority enterprises to ensure their fair consideration as vendors of our goods and services. In establishing this policy, Lear is recognizing its responsibilities to the communities that it serves and the society in which it conducts business.

The use of minority business enterprises must be a function of our routine purchasing procedures. No potential supplier will be precluded from consideration on the basis of race, color, religion, sex, age, or national origin. Lear firmly believes that in a free enterprise system every attempt must be made to fully utilize all of our resources.

The term “minority business enterprise” means a business at least 51 percent of which is owned by minority group members, or the stock of which is owned by minority group members. For purposes of definition, minority group members are African-Americans, Hispanic Americans, Native Americans, Asian-Pacific Americans, and Asian-Indian Americans. In addition, because Lear’s intent is to economically benefit minority communities, minority and women owned business enterprises should establish as their goal substantial minority employment in all phases of their business.

Every employee delegated the responsibility to either directly or indirectly commit the expenditure of corporate funds for the purchase of goods and services is charged with the task of making this corporate objective a reality. The Vice Presidents of Purchasing are charged with the specific responsibility of administering the Supplier Diversity and Development Program for Lear Corporation. The Director of Supplier Diversity and Development will monitor and report at established intervals on our progress under this program.

A handwritten signature in black ink, appearing to read 'M. Simoncini', with a long horizontal flourish extending to the right.

Matthew J. Simoncini
President and Chief Executive Officer