



VISION

To be consistently recognized by our:

- customers
- employees
- shareholders
- suppliers
- and the communities where we do business
as a **leader and the Company of first choice**

MISSION STATEMENT

Exceed our **customers'** needs and expectations by:

- delivering the highest quality products and services
- providing low-cost and high-value added solutions
- continually improving our operating efficiency
- conducting our business with integrity

Provide our **employees**, our most valuable resource, with an environment that:

- values each employee's unique experience, diversity and contribution
- treats all individuals with dignity and respect
- allows everyone to reach their full potential
- encourages inclusion and active participation
- nurtures the 'can-do' spirit of the Lear team

Maximize value for our **shareholders**

Treat our **suppliers** with respect and foster mutually beneficial relationships

Support the **communities** where we do business and **protect the environment**

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