

Reporting Concerns

Lear Corporation is committed to conducting business in accordance with applicable laws, rules, and regulations and in an ethical manner. Obeying the letter and spirit of the law is the foundation on which Lear's ethical standards are built. All of Lear's employees, suppliers, vendors and contractors must respect and obey the laws of the cities, states and countries in which Lear operates. Lear's *Code of Business Conduct and Ethics* describes this commitment and advises how to report.

Lear implemented a Compliance and Ethics Line to allow for anonymous reporting. This toll-free, local phone number allows anyone to call 24 hours a day, any day of the week, and speak with a third party in his or her local language. The purpose of the Compliance and Ethics line is to solicit Compliance and Ethics concerns related to potential violations of our Code of Business Conduct and Ethics and/or potential violations of applicable laws and regulations.

Types of situations that should be reported are:

- Conflicts of Interest
- Corporate Opportunities
- Insider Trading
- Competition and Antitrust
- Bribery
- Kickbacks
- Violation of the Foreign Corrupt Practices Act (FCPA)

Lear will not tolerate retaliation against anyone who in good faith raises a concern, reports misconduct or participates in an investigation.

For details on Lear standards associated with the above, please see Lear's *Code of Business Conduct and Ethics* located at:

<http://www.lear.com> — investor relations — *click corporate governance*

At Lear, many options exist for reporting compliance issues and anyone may use one of the following to report his or her concern:

Compliance and Ethics Line — Reports can be made anonymously, toll-free, in your local language

Online Lear Complaint Web Form — Reports can be made anonymously, online, in your local language

- **US and Canada Web Form**
- **International Web Form**

Mailing — details to the Chief Compliance Officer at Lear Corporation, 21557 Telegraph Rd, Southfield, MI 48033

Email — Lear Compliance at Compliance@lear.com

Calling — Lear's Chief Compliance Officer or General Counsel at 248-447-1500

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Compliance and Ethics Line — toll-free numbers in your local language

Argentina	0-800-444-6220
Australia	1-800-04-3041
Belgium	0-800-7-1145
Brazil	0-800-892-1903
Canada	866-908-7240
China	
North China	10-800-711-1200
South China	10-800-110-1121
Czech Republic	800-142-482
Dominican Republic	770-582-5206
France	0-800-91-1681
Germany	0-800-180-0730
Honduras	
Dial AT&T Access Code	800-0123
After the tone, dial	866-908-7240
Hungary	06-800-20400
India	
Dial AT&T Access Code	000-117
After the tone, dial	866-908-7240
Indonesia	001-801-10
Israel	180-931-7233
Italy	800-78-7918

Japan	
<i>KDD</i>	00531-11-0207
<i>Softbank Telecom</i>	0066-33-830435
<i>NTT</i>	0034-800-600086
Korea	00308-11-1113
Macedonia	0800-94288
Malaysia	1-800-81-6476
Mexico	001-866-908-7240
Morocco	
Dial AT&T Access Code	002-11-0011
After the tone, dial	866-908-7240
Netherlands	
Dial AT&T Access Code	0-800-022-9111
After the tone, dial	866-908-7240
After the tone, dial	866-908-7240
Portugal	800-800-128
Poland	0-0-800-151-00-11
Romania	
Dial AT&T Access Code	0808-03-4288
After the tone, dial	866-908-7240

Russia	
Dial AT&T Access Code	
<i>Moscow and St. Petersburg</i>	812-363-2400
<i>For outside Moscow</i>	8^495-363-2400
<i>For outside St. Petersburg</i>	8^812-363-2400
<i>All other areas</i>	8^10-800-110-1011
After the tone, dial	866 908-7240
Serbia	800300115
Singapore	800-1101-974
Slovakia	
Dial AT&T Access Code	0-800-000-101
After the tone, dial	866-908-7240
South Africa	0-800-988-905
Spain	900-9-71244
Sweden	020-795868
Thailand	001-800-110027220
United Kingdom	0808-234-7220
United States	866-908-7240
Vietnam	
Dial AT&T Access Code	1-201-0288
After the tone, dial	866 908-7240