



## Vision

To be consistently recognized by:

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

## Mission

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:

- 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 'Robert E. Rossiter', written in a cursive style.

Robert E. Rossiter  
Chairman, CEO and President