

Dear Ms. Matthews,

Thank you for your inquiry. First, we would like to clarify that **Lear operations in Ciudad Juarez did close in accordance with government orders.**

Prior to the facilities' closure, Lear followed all known best practices at that time to protect our employees and local communities including:

- More frequently cleaning often-touched surfaces
- Providing employees with self-health training and education following guidelines set by the World Health Organization
- All employees experiencing symptoms of any kind were encouraged to stay home
- We sent employees with underlying health conditions home with full pay

Employees who were sent home upon closure are being paid in accordance with agreements with local labor unions and continue receiving full benefits. It is worth noting that we have been working closely with all local unions and continue to work with them as we prepare safety measures for re-opening.

At Lear, our first priority is the health and safety of our employees around the world, including our 56,000 manufacturing employees throughout Mexico and their families during this global health crisis.

The city of Juarez has tragically experienced a large number of cases which have been reported as either respiratory illness, pneumonia, or COVID-19, with many more likely unreported or unverified due to lack of testing capacity. With over 24,000 workers in 10 facilities, Lear is the largest employer in Juarez and this health crisis has impacted our employees as well, including those at our Rio Bravo facility, which closed in accordance with government orders and prior to being notified of our first employee hospitalization, several days after the plant had been closed. We have also offered to fund private medical care for those undergoing treatment. These cases occurred despite the early implementation at Rio Bravo of COVID-19 protocols; the same protocols that have been successful in limiting the impact of the virus within our facilities globally, including those in China, Italy, Spain and U.S. and in other plants across Mexico.

Today Lear continues to:

- Commit company resources in an effort to understand the spread of the virus and its tremendous impact on Juarez
- Support the local healthcare community with donations of personal protective equipment and medical devices
- Arrange cooperative efforts between U.S. and Juárez medical facilities with regard to research and testing

Any Lear facility reopening date will be at the determination of government guidelines, in cooperation with local unions, and only after all of our health and safety protocols are fully implemented and our people feel safe to return to work.

Lear has operated in Juarez for over 40 years, and we are committed to remaining a leader in the region, as well as fully cooperating with the local government authorities when it comes to the health and

safety of our employees. **You can find details on Lear's global response to COVID-19 and our protocols for reopening in Mexico and all of our facilities in our Safe Work Playbook at [this page](#).**

Lear's [latest sustainability report](#) provides additional details about Lear's commitments to employee health and safety.

We are deeply saddened by the loss of our colleagues and our thoughts are with their families, friends and our co-workers during this difficult time.