



2014
SUSTAINABILITY
REPORT



Printed on recycled paper

TABLE OF CONTENTS



WELCOME	1	ENVIRONMENTAL STEWARDSHIP	
SUSTAINABILITY	2	Lear's EH&S policy	5
THE PILLARS OF SUSTAINABILITY	3	Clean Corporate Citizen	6
		MBP3 Recognition	6
		Environmental Stewardship Examples	7
		EH&S Policy in Action	8
		By-Product Management	9
		Zero Waste to Landfill	9
		Greenhouse Gases	10-11
		Emission Summary by Scope	12
		Water Stewardship	13
		ECONOMIC PROSPERITY	
		Focus on Customers - Seating	14
		Focus on Customers - Electrical	15
		SOCIAL RESPONSIBILITY	
		Support Communities	16
		Projects Around The Globe	17-23
		Core Values	24
		In Closing...	25

WELCOME



As one of the world's leading suppliers of automotive seating and electrical systems, Lear Corporation is dedicated to providing our customers with the highest quality products, delivering superior shareholder value, and maintaining positive operating momentum. We also are committed to maintaining world-class facilities with outstanding safety records and above market wages and benefits. We have a performance driven culture whereby we strive to deliver great results, get these results the right way and to sustain our success.

Our diverse team of approximately 135,000 employees located in 35 countries is committed to operational excellence, efficiency and continuous improvement in everything we do. In parallel with efforts towards more sustainable operations, we continue to bring to market innovative products that reduce consumption of natural resources and deliver environmental benefits throughout the life of our products. Everywhere Lear does business, we strive to be good corporate stewards of the earth and to support the communities where we do business.

In the pages that follow, we provide an overview of our 2014 results. We are encouraged by this performance and we will continue to focus on sustainability initiatives. Lear urges supplier partners, our customers and other associates with whom we conduct business to contribute towards our objective of sustaining our environment for future generations.

Sincerely,

A handwritten signature in black ink, appearing to read 'M. Simoncini', written in a cursive style.

Matt Simoncini
President and Chief Executive Officer



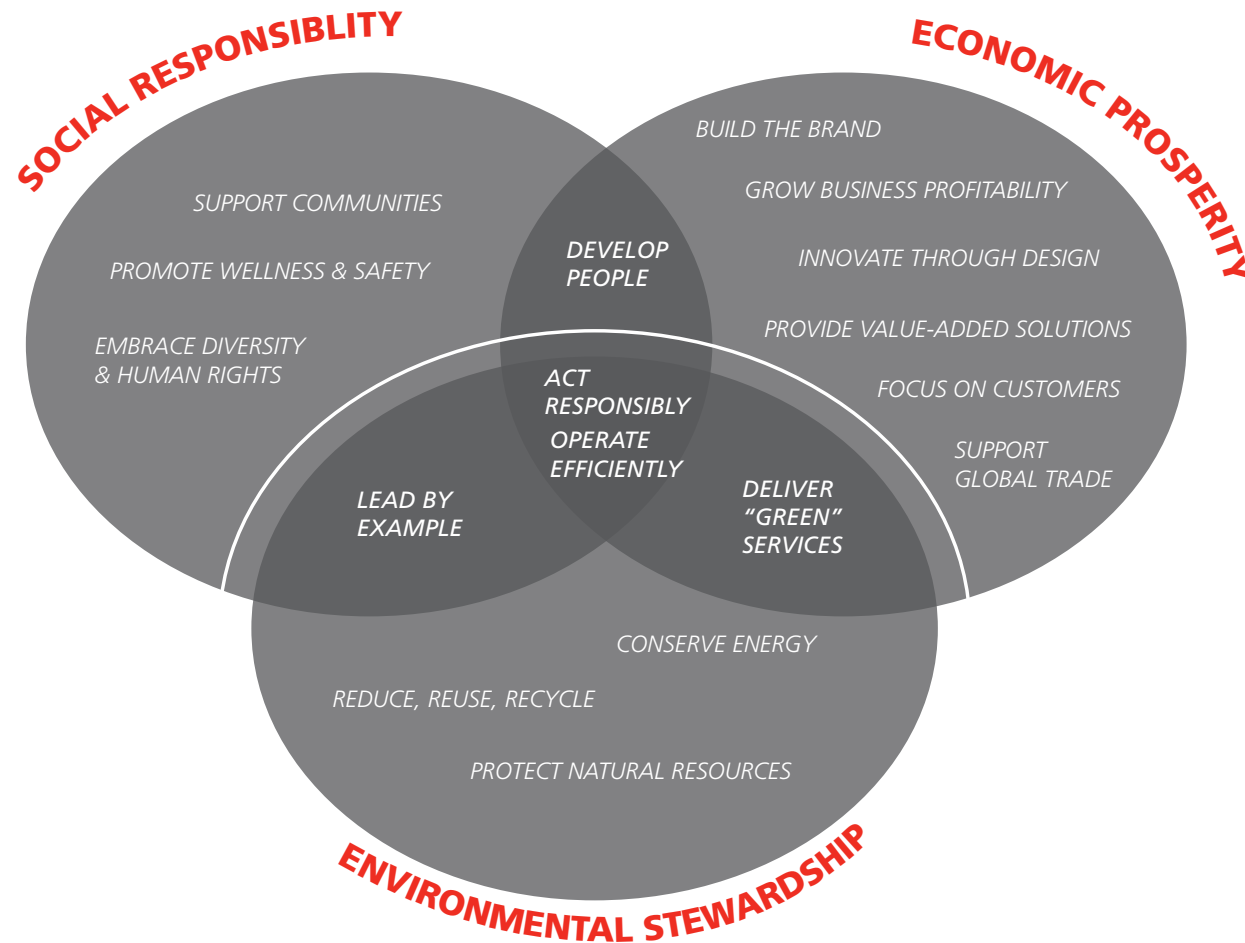
SUSTAINABILITY

Sustainability means **“meeting the needs of the present without compromising the ability of future generations to meet their own needs”**.

For Lear, this means being aware of our impacts and understanding how these affect the world around us. Our mission is to reduce these impacts while increasing the profitability and longevity of our company.

THREE PILLARS OF SUSTAINABILITY

Maintaining a balance between these three pillars is fundamental to our corporate culture.



Lear recognizes 3 PILLARS OF SUSTAINABILITY as our basis for sustainability activities - SOCIAL RESPONSIBILITY, ECONOMIC PROSPERITY and ENVIRONMENTAL RESPONSIBILITY.





Sustaining our environment
for future generations.



ENVIRONMENTAL STEWARDSHIP

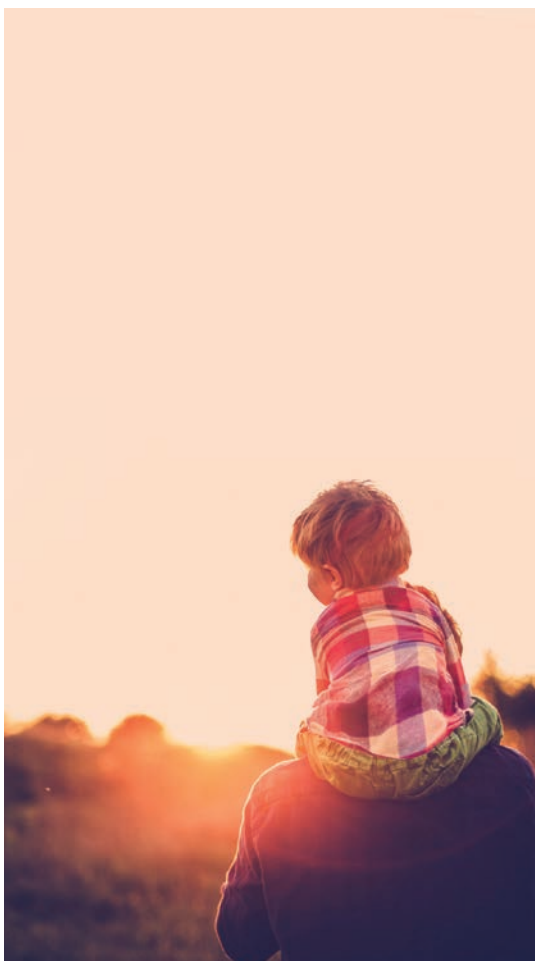
Lear's EH&S policy

Lear is committed to environmental stewardship and reducing the environmental impact of our products and operations. Sustainable practices are integral to growing profitability and responsibility. Our commitment to environmental stewardship is stated in our EH&S policy.

"Lear Corporation is dedicated to environmental protection, employee health and safety, regulatory compliance and pollution prevention through a strategy of continual improvement and teamwork."

The foundation for achieving our environmental commitment is based upon:

- Striving for the prevention of pollution and the elimination of health and safety hazards by maintaining environmental, health and safety management as core values;
- Providing leadership for environmental, health and safety improvement through management example and employee involvement and empowerment; and
- Developing and utilizing environmentally acceptable, safe, sustainable and efficient production methods and processes.





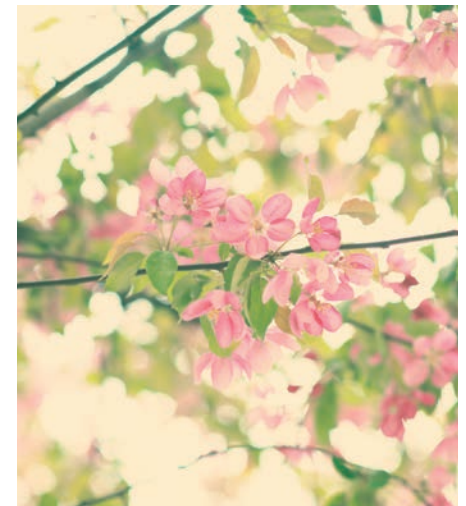
ENVIRONMENTAL STEWARDSHIP

Clean Corporate Citizen

Lear's Corporate Campus has maintained the status of Michigan Clean Corporate Citizen (C3) since 2005. The C3 program is voluntary and requires performance in three significant areas: environmental management, pollution prevention and environmental compliance. The C3 program allows regulated establishments that have demonstrated environmental stewardship and a strong environmental ethic throughout their operations in Michigan to be recognized as Clean Corporate Citizens.

MBP3 Recognition

Additionally the Corporate Campus was once again recognized for environmental stewardship by the business community and state government for environmental stewardship through the Michigan Business Pollution Prevention Partnership (MBP3). The Partnership promotes the application of cost-effective, innovative techniques which lead to reductions in waste.



ENVIRONMENTAL STEWARDSHIP EXAMPLES

Mexico



In Mexico the Office of the Federal Environmental Protection (PROFEPA) awards Clean Industry Certification to facilities that demonstrate satisfactory accomplishment of legal requirements regarding environmental protection. Currently 73% of Mexico plants have been awarded this honor and four additional sites are on target to receive their certification by the end of 2015.

Kabinburi, Thailand

The Kabinburi plant received an award for Environmental Good Governance from the Ministry of Industry for implementing the seven aspects of Environmental Governance. After an extensive evaluation, which began with a Memorandum of Understanding in March 2014 and concluded in September 2014, the Ministry of Industry awarded the Plant a plaque signifying their accomplishment.

Philippines

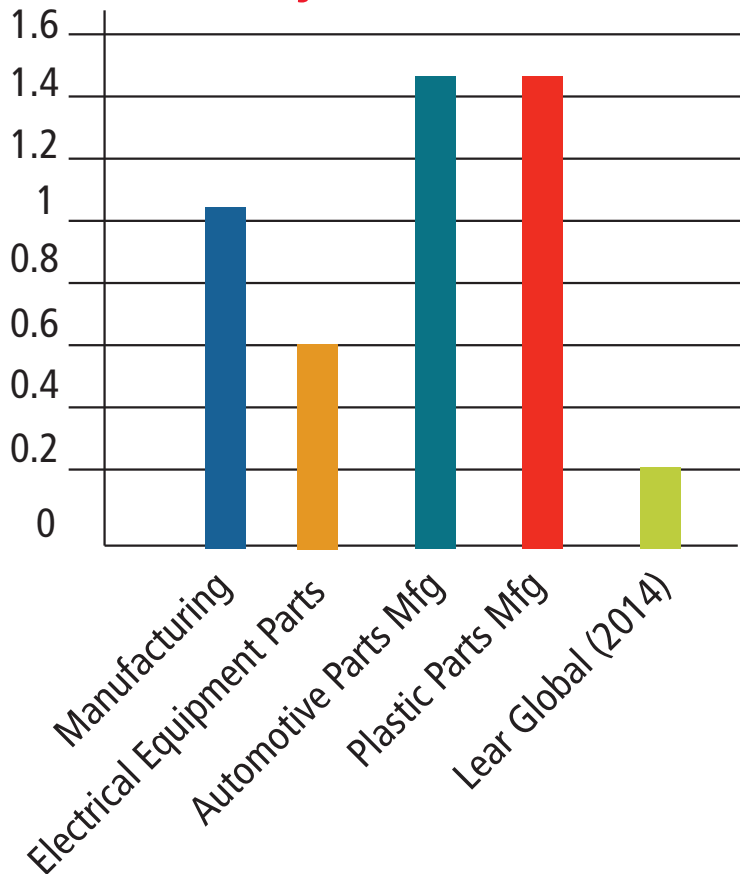


Plant Gabriela was recognized as the recipient of the Green Supply Leadership Award during the Environmental Congress held in Cebu City. The Green Supply Leadership Award recognized the plant for making the shift towards green growth for a healthy and sustainable future particularly in recycling, waste management, pollution reduction strategies, energy and water conservation and renewable or alternative energy use as well as green supply chain management.

Coventry and Redditch, UK

The Royal Society for the Prevention of Accidents (RoSPA) Award Adjudication Panel awarded Coventry and Redditch, UK, plants the Gold Level award for Occupational Health and Safety. Each plant submitted a lengthy compilation of policies, procedures and documented evidence defining the health and safety program at the plant. This is the third year Coventry achieved the Gold award and the first time Redditch achieved the Gold award having received a Silver award for two consecutive years.

Industry LTCR



EH&S POLICY IN ACTION

We believe the safety and health of our employees is of the utmost importance. We seek to prevent accidents, injuries and occupational illnesses. We pride ourselves on maintaining safe and clean workspaces in all of our plants globally and attractive wages and benefits for all of our employees.

One of the indicators Lear uses to measure health and safety is lost-time case rate (LTCR), i.e., the number of work-related injuries and illnesses that result in time off work. This number represents lost-time cases per 100 full-time workers and is calculated by dividing the number of lost-time cases by the total hours worked by all employees during the year and then multiplying the result by 200,000 (200,000 is the number of hours that 100 employees would work in a year, based on 40 hours per week and 50 weeks per year).

Lear maintained world-class health and safety performance in 2014. Lear outperformed its target for Lost Time Case Rate (LTCR) achieving a rate of 0.2 against a target not to exceed 0.4. More than 57% of its manufacturing facilities reported zero lost time cases and received Lear's Safety Excellence Award. Lear significantly outperformed relevant industry Lost Time Case Rates.

Lear's worldwide Environment, Health and Safety (EHS) structure is designed to ensure compliance, responsible EHS practices and event reporting and response. We follow the laws, rules and regulatory requirements throughout our businesses around the world and strive to meet or exceed regulatory requirements. EH&S regulatory audits are performed by independent third parties, as well as Lear's EH&S professionals, to assess regulatory compliance.

It is the intent that all Lear manufacturing facilities worldwide are certified to the extent practicable to the internationally recognized environmental standard ISO 14001: 2004 within one year of start of production or acquisition. Lear's Environmental Management System (EMS) focuses on reducing our impact on the environment. The EMS prompts examination of our operations and related environmental impact. The EMS helps Lear plants to improve by identifying targets to reduce our environmental impact and enhance our public profile, both globally and locally.



ENVIRONMENTAL STEWARDSHIP

By-Product Management

Our commitment to the environment goes beyond legal compliance and extends to actions intended to reduce our environmental footprint. This commitment is reflected in our plants by a strategy of pollution prevention, reduction of greenhouse gas emissions and conservation of natural resources. Through reduction of wastes generated, reusing materials wherever possible and segregating materials for recycling, Lear is able to demonstrate stewardship and care over the natural resource impacts of our actions.

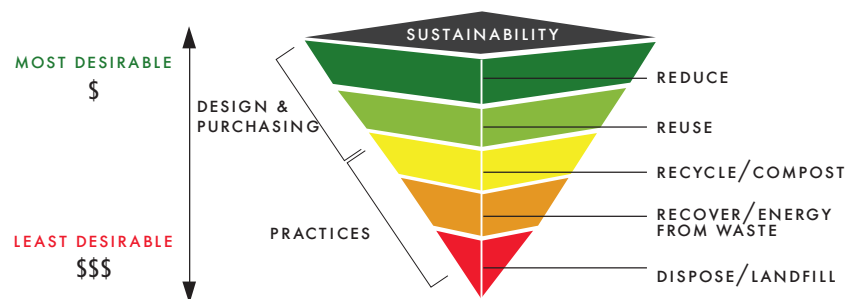
Manufacturing, engineering/technical centers and regional administrative facilities report their by-product volumes and costs through Lear's Web-based Environmental Performance Report. The by-product volumes and their costs and revenues are leveraged by the facilities in their development of facility goals and objectives, as well as being utilized to produce enterprise-wide reports of recycling performance.

Since 2010, Lear has more than doubled the amount of metal, paper, cardboard, and wood pallets recycled. We have a target to increase recycling by 20% (kg/MH) by 2020 when compared with a 2013 baseline.

By recycling paper and cardboard in 2014, Lear saved: 1,532,312 trees / 630,952,000 gallons of water / 1,431,780 MMBTU's.

Zero Waste to Landfill

During the past year, Lear rolled out its Zero Waste to Landfill initiative globally to encourage recycling, promote composting and eliminate by-products from being disposed in a landfill. Lear defines Landfill Free as: no disposal of production waste into a landfill. Currently Lear has 36 landfill free sites with several more striving to become landfill free by the end of 2015.



Lear focuses our By-Products Management program on the philosophy of waste minimization. Waste minimization is the process of elimination that involves reducing the amount of waste produced. Lear's program involves redesigning products and/or changing production processes to prevent the creation of waste. The most environmentally resourceful, economically efficient, and cost-effective way to manage waste is to not have to address the problem in the first place.

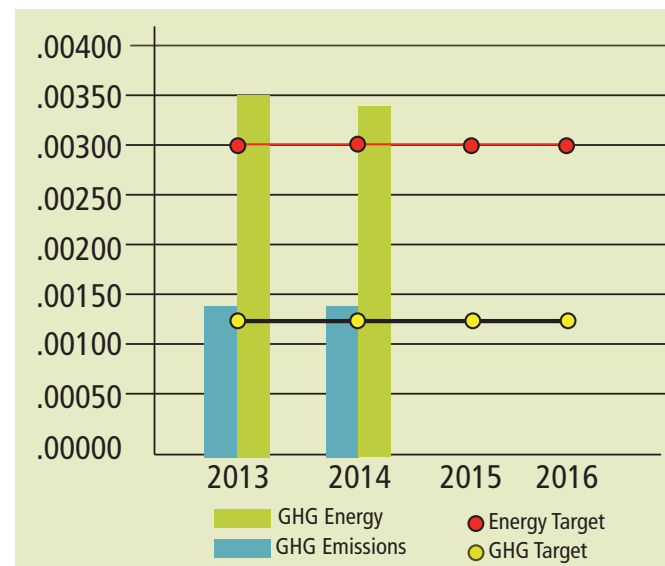


ENVIRONMENTAL STEWARDSHIP

Greenhouse Gases

Lear plants participate in corporate-wide data collection efforts and reporting on GHG emissions. The data is used to formulate plans to reduce the GHG footprint and develop future strategies related to sustainability. In response to numerous customer requests, Lear participates in the CDP (formerly the Carbon Disclosure Project) supply chain survey, a reporting platform for assessing an organization's performance, risks and opportunities related to greenhouse gases.

Lear initially identified a 2018 Greenhouse Gas reduction target of 15% per operational man hour using a 2010 baseline. By 2013, we exceeded that reduction target significantly and established a new emission baseline using the 2013 results and set targets for 2020. Lear achieved a 5.9% reduction in greenhouse gas emissions during 2014 when compared to the 2013 baseline. We also achieved a 3.4% energy consumption reduction during 2014 when compared to the 2013 baseline.

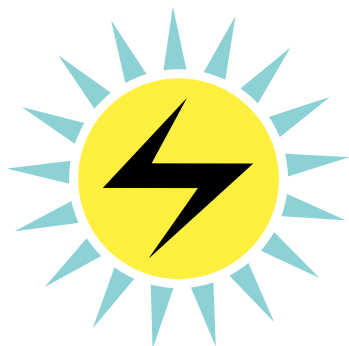
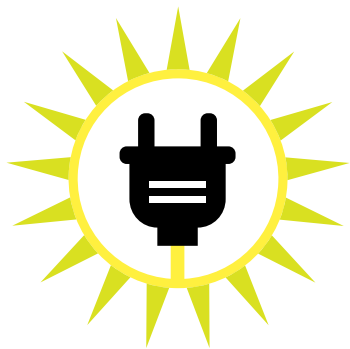


	2013	2014	Units
GHG Target	0.00122	0.00122	Mton CO2e/
Energy Target	0.003	0.003	Mwh/MH
GHG Emissions	0.0014	0.00135	Mton CO2e/
Energy	0.00352006	0.0034015	Mwh/MH

>>>

We achieved a 21.3% reduction in GHG emissions in 2014 when compared with 2013 baseline using absolute* values

*absolute means actual GHG emissions and is not normalized by production metrics.



Lear's Global Continuous Improvement (CI) teams support our sustainability efforts using lean manufacturing processes to identify energy and waste reduction projects, track progress and publish best practices on a CI website to share successful projects. A sampling of energy reduction projects undertaken at several plants around the globe during 2014 include:

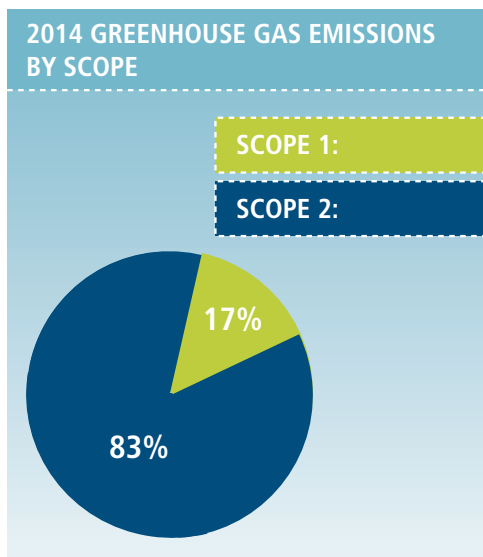
- Implementation of an energy usage awareness program by identifying opportunities to reduce electrical consumption such as turning lights off when not in use, making certain computers are turned off after working hours, ensuring fans in production areas are used only during working hours.
- Reduction of electricity and maintenance costs and increase lifetime of bulbs by using LED lamps for illumination.
- Installation of solar energy panels to contribute to energy savings and creating a greener environment.
- Installation of sensors or timers for lights in production, warehouse and office areas.
- Installation of lights at point-of-use or closer to the user rather than high-bay lights.
- Installation of programmable thermostats to control the heating and air conditioner system during evenings, weekends and holidays.
- Shutting off heating/cooling/air intake in areas that are not occupied.
- Ensuring chillers operate based on demand. Turn chillers off during non-work hour times.
- Use of automated doors in cold regions to reduce heat loss and maintain building heat. The doors remain closed until a material is to be exchanged, at which time the doors will open automatically to allow the material to pass through and close after the passage of the material.



ENVIRONMENTAL STEWARDSHIP

Emission Summary by Scope

Lear's emissions of greenhouse gases are categorized into two Scopes in alignment with the WRI/WBCD Greenhouse Gas Protocol: Scopes 1 and 2. An operational control approach for fully consolidated facilities is used for reporting boundaries.



Scope 1: Direct Greenhouse Gas (GHG) Emissions **62,421 metric tons of CO₂-e**

Scope 1 includes emissions occurring from sources that are owned or controlled by the company. This incorporates emissions from combustion in company-owned or controlled boilers and furnaces as well as emissions from company-owned vehicles and other internal combustion equipment.

Scope 2: Indirect GHG Emissions **294,434 metric tons of CO₂-e**

Scope 2 accounts for GHG emissions from generation of purchased electricity consumed by the company. Purchased electricity is defined as electricity that is purchased or otherwise brought into the organizational boundary of the company.



ECONOMIC PROSPERITY

Focus on Customers

Seating



Lear is one of two independent global manufacturers that provide complete Seating Systems including related components—structures, mechanisms, fabric, leather, foam cushions and seat covers to every major automotive producing region of the world. Lear serves all of the major vehicle manufacturers and provides seats for all product segments. We are recognized as the world leader in providing luxury and performance seating for premium brands.

The seat is becoming increasingly important as automakers focus on improving safety, comfort and craftsmanship. Lear is committed to research and development of new technologies that will help reduce the impact of manufacturing on the environment. Lear employees create design-for-environment (DfE) concepts by incorporating recycled materials and reducing the environmental impact of manufacturing processes to help improve sustainability of Lear's operations.

Lear manufactures cost-effective, next generation structures that help meet mass reduction targets and reduce environmental impact without sacrificing strength and safety. Lear utilizes alternative materials, such as magnesium, to offer various features from strength to weight to design flexibility. Our low mass recliners provide high strength-to-weight ratio, saving 35% in weight and 50% in packaging space compared to traditional recliners.

We manufacture eco-friendly fabrics with up to 100% recycled content that reduces landfill, saves natural resources and uses less energy. Lear Corporation leverages breakthrough chemistries to provide comprehensive foam product offerings that meet strict automotive performance specifications. Our global manufacturing scale and environmental leadership allows us to deliver highly engineered foam solutions that meet and exceed seating system design demands.

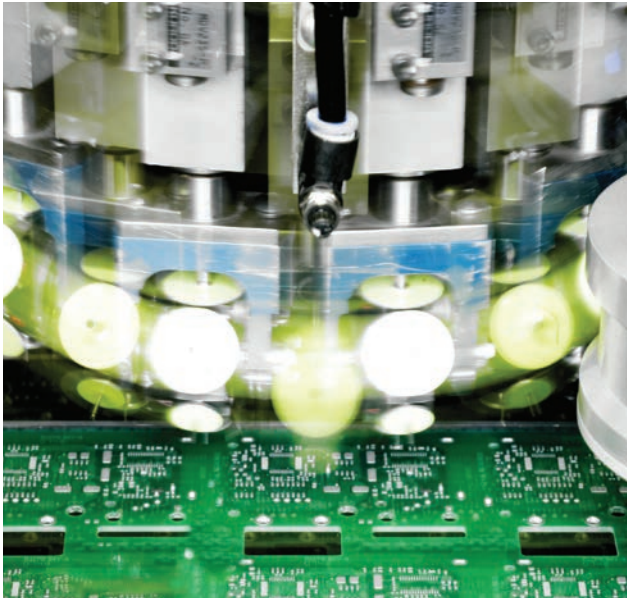
Lear's revolutionary SoyFoam™ Seating is environmentally friendly. SoyFoam™ is soybean oil-derived automotive polyurethane for use in seating, head restraint, armrest and console foam padding. For SoyFoam™, petroleum-based polyol is substituted with soybean oil-based polyol with an adjustment of the formulation to meet strict automotive specifications. SoyFoam™ serves as a firm representation of Lear's commitment to the environment, product cost control and meeting both our customers' and the consumers' needs.



ECONOMIC PROSPERITY

Focus on Customers

Electrical



Lear is one of four global providers of complete Electrical Distribution systems for traditional electrical architectures as well as emerging high-power and hybrid electric systems. Increasing consumer demand for additional features and functionality and the need for improved fuel efficiency are driving an increase in vehicle electrical content and changes in vehicle electrical architectures. Vehicles are also increasingly becoming connected devices. Lear offers components and related software that enable vehicle connectivity and manage the signal and the data exchange both with the vehicle and between the vehicle and external communications networks. Stricter fuel economy and lower emission requirements continue to drive electrical content growth. Lear's Electrical business seeks innovation and refinements on a continual basis in all aspects, from promoting alternative materials in the millions upon millions of terminals and connectors we sell to significantly reducing packaging and weight in new iteration of products.

Lear is at the forefront of integrating advanced high power technologies that are critical to powering a new generation of hybrid and battery-powered vehicles. Our production proven wire harness and terminal and connector products, leading power electronic efficiency and multiple high power production awards demonstrate Lear's commitment to meeting and exceeding our customers' expectations.

We have high power electronics products, such as high voltage wiring, terminals, and connectors which support fuel economy improvements generated by using alternative power. We use new technologies which include utilization of alternative wire that employs steel reinforcement and an aluminum core, resulting in a reduction of weight. Over the last year, Lear Wiring has expanded alternative materials offerings into the wire harness construction itself. We now offer environmental (eco-friendly) bio-based materials for routing aides and over-molding protection materials and processes to reduce size and weight.

At Lear, our array of power distribution systems (called junction boxes) intelligently manages power distribution and functionality. Lear's industry leading Solid State Smart Junction Box™ incorporates solid state drivers with self-resetting "fuse" technology. This latest advancement in technology reduces weight up to 70% and trims packaging up to 80%.



SOCIAL RESPONSIBILITY

Support Communities

At Lear, an important part of our overall mission and one of our core values is supporting communities. Lear employees care deeply about the communities in which they live and work and we have built a reputation for a willingness to help others. Our employees are reaching out to make communities better places to live.

Each year our employees volunteer time, financial support and provide gifts of goods and services in a wide range of community causes and service organizations. From senior leadership to our newest team member, we all contribute to Lear's core value of supporting the communities in which we live and work.





Philippines



Philippines



Philippines



Philippines

SOCIAL RESPONSIBILITY

Projects Around the Globe

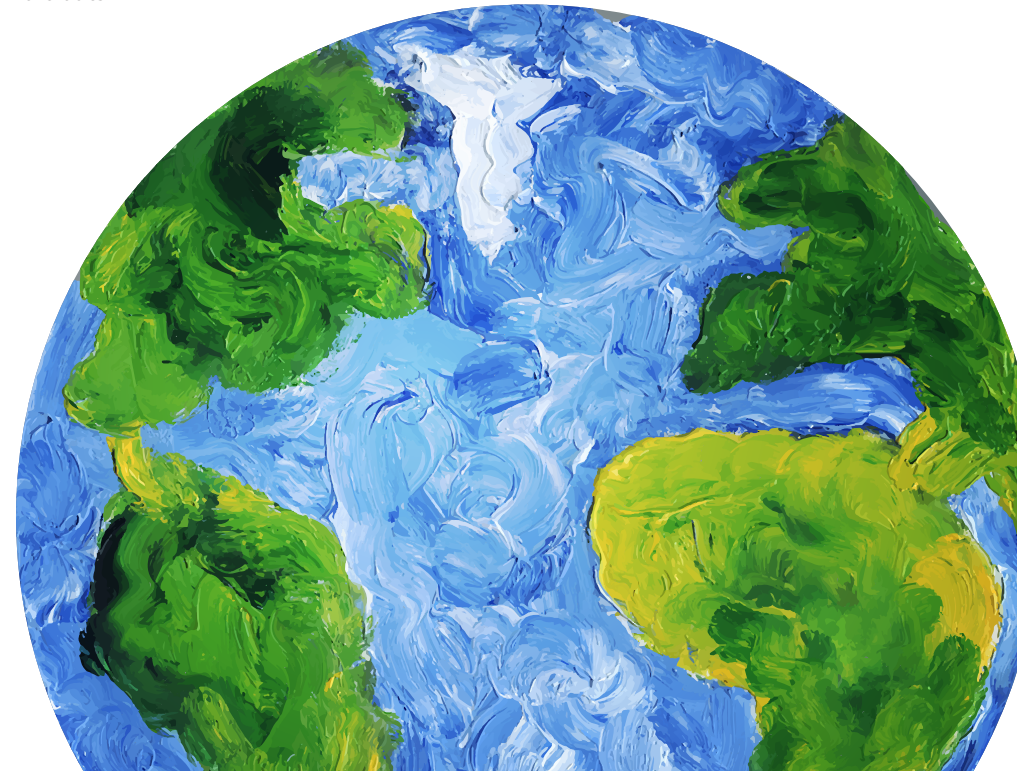
Philippines Coastal Clean-up and Mangrove Growing 2014

Approximately 50 employees from Plants Gabriela and Lapu-Lapu participated in a coastal clean-up activity and the planting of 3000 mangrove propagules. The propagules will become the breeding ground for fish and other marine life for the benefit of fishermen and the local communities.

PETC Supports Bat Conservation

In partnership with the Philippine Biodiversity Conservation Foundation, Inc., individuals from PETC's HR and EH&S Departments participated in a bat conservation program.

The program focuses on contributing to the preservation of Cebu's endemic species of the Flying Foxes and the Golden Crowned Flying Fox, the largest bats in the world and the most endangered species of fruit bats.





One Heart One Lear Program, China



One Heart One Lear Program, Philippines



One Heart One Lear Program, China



One Heart One Lear Program, India

SOCIAL RESPONSIBILITY

Projects Around the Globe

One Heart One Lear Program China

The "One Heart One Lear" program in China continues to spread joy among children by distributing gifts such as school supplies, clothing and toys to school children. This year 296 bags were packaged by Chongqing Metals employees and 299 bags were packaged in Wuhan Metals. Approximately 50 employees from all functions in both plants participated in the packaging activity. After a 5 hour flight and a 2 hour drive to a remote mountain village, management representatives visited 3 schools in Guizhou and delivered the gift bags which brought happiness and cheer to the children.

Philippines

The "One Heart One Lear" Christmas giving program continued this year in the Philippines. This year the Catarman Elementary School in Cordova, Cebu, was chosen to receive Lear's contributions. Employees participated in various events to raise money which was matched by the company so that 692 underprivileged children could be provided gifts and cheer during the holiday season.

India

Plants in India participated in the "One Heart One Lear" program to support underprivileged children during the December holiday season. Lear plants held a packaging party and packaged approximately 130 bags that contained personal hygiene items, blankets, games and school supplies. The bags were personally donated to 4 kindergarten classes.





Kolin, Czech Republic



Kolin, Czech Republic



Volokolamsk, Russia



Oberding and Wackersdorf, Germany

SOCIAL RESPONSIBILITY

Projects Around the Globe

Kolin, Czech Republic

Employees volunteered to provide help for a home for mentally handicapped children by painting climbing ladders and the summer house. Hedges and shrubs were also trimmed and grass was cut and raked.

Tychy, Poland

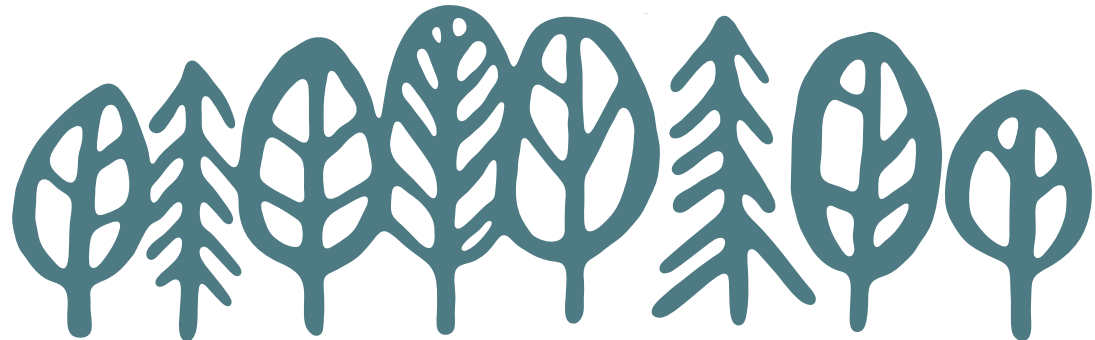
The Tychy Metals plant launched their safe traveling project created by a team of plant personnel. Its aim is to increase awareness for proper settings for a seat, headrest and infant car seat during vehicle trips. The project was first presented to plant personnel and then shared with the local community during Safety on the Road Day organized by the Tychy City Hall.

Volokolamsk, Russia

Employees volunteered to paint trees, walkway borders and a fence that surrounds a monument to Second World War heroes.

Oberding and Wackersdorf, Germany

Seventy employees from Oberding and Wackersdorf plants participated in a 6.4 kilometer "B2Run" that finished in the Olympia Stadium. Lear was among 1500 companies participating in the event. The purpose of the run was to provide financial support to poverty-stricken children and young adults. Lear employees raised approximately 5,000 euros.





Mexico



Mexico



Volunteers aiding in residue removal from the Itajai Acu River.

SOCIAL RESPONSIBILITY

Projects Around the Globe

Mexican Electrical and Trim Operations Activities:

More than 70 employees participated in reforestation, cleaning and light maintenance at Villa Integra disability center.

In Naco, Honduras, employees provided financial support and time to provide more than 600 pair of shoes for low resource students and restroom construction at the public school Dios es mi Fortaleza.

JIT Hermosillo facility provided 42 children of low resources with a new pair of shoes and 12 air conditioners were donated to a children's shelter.

The Monclova Metals plant employees volunteered more than 3600 hours of their time to cleaning and donation of coolers, chairs and desks for an elementary and middle school.

In the city of Juarez, four events were organized to clean the environment in different parks throughout the city. Approximately 166 employees from Electrical and Trim Operations volunteered.

Approximately 111 employees from Lear Electrical & Trim operations performed reforestation in four areas of the city.

South America

Navegantes, Brazil

Volunteers from Navegantes plant aided in the removal of residue from the local river and planted trees.



SOCIAL RESPONSIBILITY

Projects Around the Globe

U.S.



Southfield, Michigan USA

TutorMate

Nearly 50 Southfield volunteers participated in TutorMate, an innovative new tutoring program for the Detroit area. TutorMate is an online literacy program that allows professionals to help a struggling child learn to read from the convenience of their work location. Lear is a major corporate participant.

Gleaners Community Food Bank

Southfield's Chrysler, engineer, and German OEM teams packed more than 1000 pounds of food at Gleaners Community Food Bank for Easter. The amount of food packed equates to almost 900 meals for soup kitchens, shelters and pantries in southeastern Michigan.

Ruth Ellis Center

Eight members of Southfield's Non-Production Purchasing Team volunteered at the Ruth Ellis Center group home near midtown Detroit. The team scrubbed walls, patched holes in plaster and painted the trim in a two bedroom duplex in anticipation of an expanded Foster Care license that will allow the Ruth Ellis Center to nearly double its capacity to provide housing and other services for runaway, homeless and at-risk youth.



SOCIAL RESPONSIBILITY

Projects Around the Globe

Art Road

Southfield Headquarters employees supported Art Road, the only nonprofit organization in Michigan bringing art classes to schools where regular art curriculum has been eliminated due to budget constraints. Approximately 200 gently used dress shirts were collected for children to wear as art smocks during their classes. Art Road provides classes for more than 800 children twice monthly.



Art Road art class

Forgotten Harvest

The Seating Engineering Leadership Team volunteered at the Forgotten Harvest Farm in Deerfield Township near Fenton, MI. The farm distributes food to more than 280 emergency food providers in the Metro Detroit area to assist those in need. The Lear team spent the day harvesting kale and yellow squash for the farm as well as packaging the kale for distribution.



Forgotten Harvest Farm in Deerfield Township, MI

Roscommon, MI

Roscommon employees raised money for the Special Olympics, Relay for Life and United Way. Employees also participated in Toys for Tots and Angel Tree at Christmas.



Lear employees volunteering at Forgotten Harvest



SOCIAL RESPONSIBILITY

Projects Around the Globe

Wentzville, MO

Wentzville employees provided monetary donations to a local crisis nursery, Habitat for Humanity and a local school lunch program. They also participated in the Cardinal Glennon Toy Drive and provided coloring books, crayons, stuffed animals and a financial contribution. The plant held a Kurt Warner Coat drive which collected coats to give to people in need during the cold winter months.



Habitat for Humanity



Lear's team of volunteers for Habitat for Humanity

Columbia City, IN

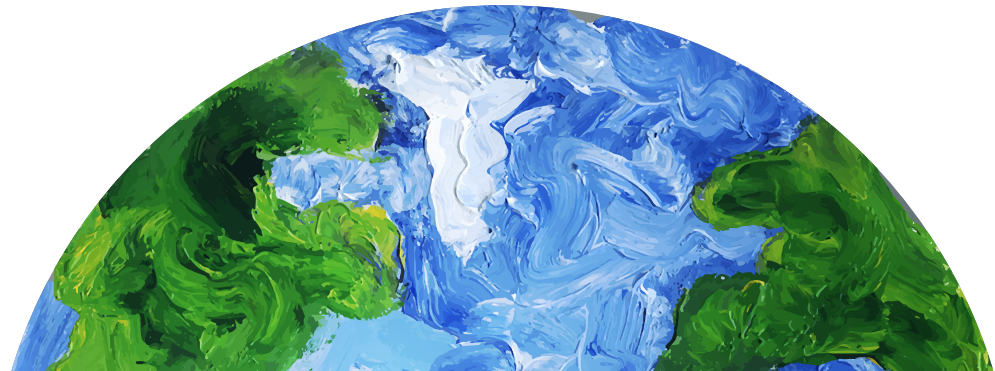
Employees donated money to give to the students' lunch account at Crosse Elementary School for students that did not have funds to buy lunches. Employees donated 225 toys Toys for Tots. The plant supported the Blue Jacket clothing drive by donating 169 items of professional men and women's clothing. Employees participated in a shift competition and donated 564 school supply items to a local school.

IMA Louisville, KY

Louisville community involvement projects throughout the year included participation in the Ford Motor Company JDRF Golf Scramble to support diabetes research and support to the Louisville Urban League.

IMA Arlington, TX and IMA Louisville, KY

Employees from both plants provided financial support to the Autism Alliance of Michigan and adopted "angels" to provide Christmas gift baskets through the Salvation Army.



CORE VALUES

Lear's Core Values

At Lear, all of our actions are guided by our core values.

CUSTOMER FOCUS

OPERATIONAL EXCELLENCE

TEAMWORK

INTEGRITY

DIVERSITY

COMMUNITY SERVICE

These values all have deep roots in the Company's history and they are the key to our ongoing success.

IN CLOSING...



Lear strives to minimize the impacts that our business activities and products have on the environment, to develop and use environmentally acceptable and efficient production methods and processes and to provide leadership for environmental, health and safety improvement. The overarching goal of Lear is to infuse the concepts of sustainability in all we do. This can be done by recognizing the three Pillars of Sustainability, Environmental Stewardship, Economic Prosperity and Social Responsibility, as our basis for sustainability activities.

In this report, we provided an overview of our sustainable activities and we are pleased to report our improved performance. This report also highlighted a sampling of employee community service activities around the globe. We are appreciative of the thousands of employees who volunteered their time, offered financial support and provided gifts of goods and services to a wide range of community causes and services.

We encourage our customers, suppliers and employees to continue to contribute towards our goal of sustaining our environment and our business for future generations.

Sincerely,

Dr. Barbara Boroughf, PhD

Vice President, E H & S

CORPORATE HEADQUARTERS
21557 Telegraph Road
Southfield, MI 48033 USA



To consistently be recognized as:

- A Supplier of choice;
- An Employer of choice;
- The Investment of choice; and
- A Company that supports the communities where we do business.