

2015



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LEAR
CORPORATION

SUSTAINABILITY REPORT

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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 136,000 employees located in 36 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 2015 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 over a light gray rectangular background.

Matt Simoncini
President and Chief Executive Officer



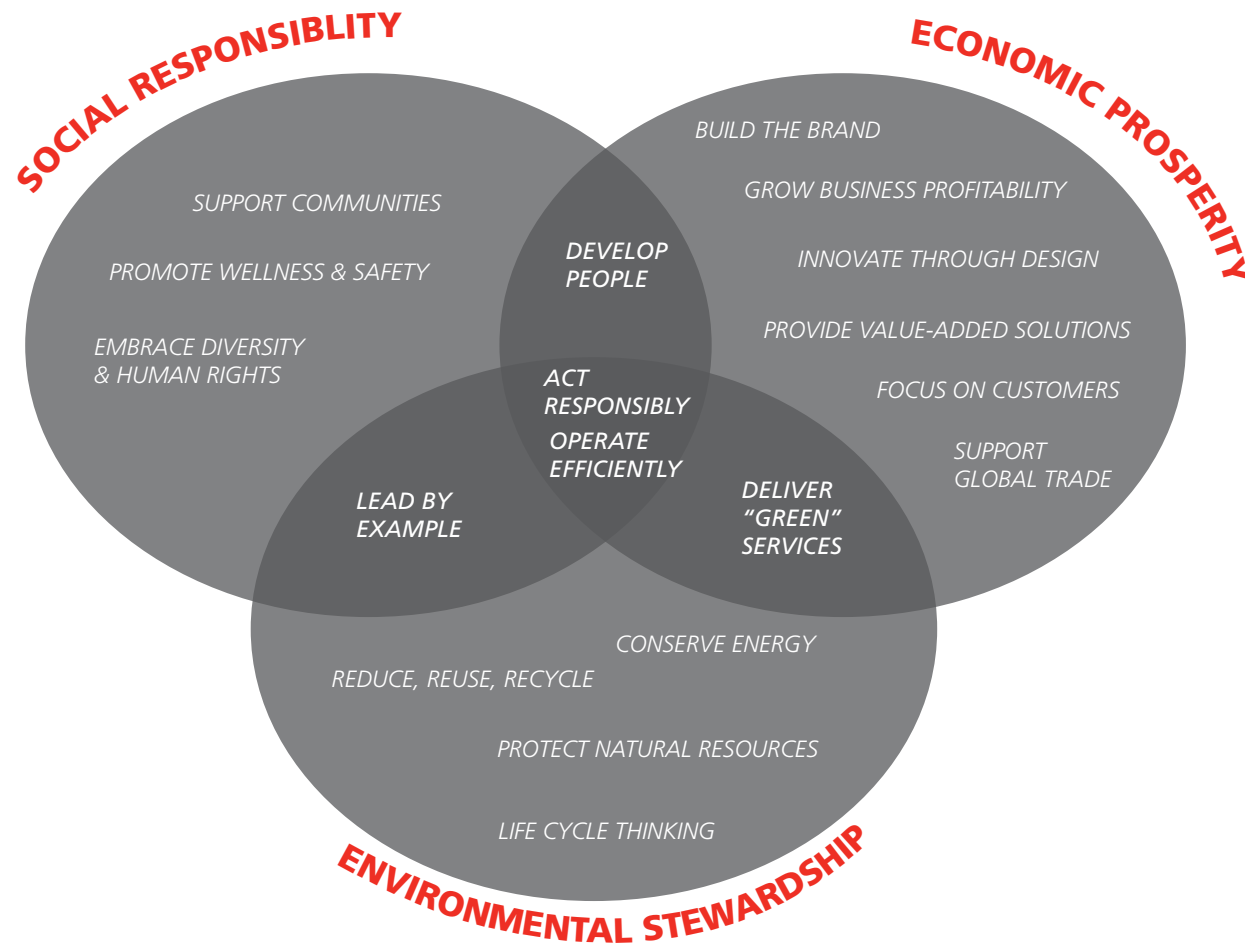
SUSTAINABILITY

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

Lear, incorporates this philosophy into our business strategy to provide an awareness of our impacts and understanding how these affect the world around us. Our goal is to reduce these impacts while increasing the profitability and longevity of our company.



THREE PILLARS OF SUSTAINABILITY



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





Sustaining our environment for future generations





ENVIRONMENTAL STEWARDSHIP

"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.

Lear's EH&S Policy in Action

- 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. All Lear manufacturing facilities worldwide are certified to the extent practicable to the internationally recognized environmental standard ISO 14001:2004, with new facilities tasked with achieving certification within one year of start of production or acquisition.
- 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.
- Lear is committed to providing a safe and healthy work environment for its employees. Sixty percent of Lear plants globally received the Safety Excellence Award in recognition of completing 2015 with zero Lost Time Accidents.

ENVIRONMENTAL STEWARDSHIP

Clean Corporate Citizen/MBP3 Recognition

Lear's Corporate Campus has been awarded the Michigan Clean Corporate Citizen Certificate of Recognition annually. The Clean Corporate Citizen (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. The C3 program is voluntary and requires performance in three significant areas: environmental management, pollution prevention and environmental compliance.

Additionally, Lear's Corporate Campus was once again recognized for environmental stewardship through the Michigan Business Pollution Prevention Partnership (MBP3). Developed jointly by the business community and state government, the MBP3 program is managed by the Michigan Department of Environmental Quality's Office of Pollution Prevention and Compliance Assistance. The Partnership promotes the application of cost-effective, innovative techniques which lead to reductions in waste. Source reduction is the key to sustainable business along with reuse and recycling efforts.

ENVIRONMENTAL STEWARDSHIP EXAMPLES

Mexico

The Federal Environmental Protection Agency (PROFEPA) awards Clean Industry Certification to facilities that demonstrate satisfactory accomplishment of legal Requirements regarding environmental protection. Currently, 79% of Mexico Plants have been awarded this honor, 6 additional sites are on target to receive their certification by the end of 2016 and four new plants will be added to the program next year.



Philippines

In 2015, The Lear Plant Gabriela was recognized as the recipient of the Green Supply Leadership Award for making the shift towards green growth for a healthy and sustainable future. The award looked at recycling, waste management, minimization or pollution reduction strategies; energy and water conservation; renewable or alternative energy use; research; green supply chain management, and disaster risk management schemes. The Gabriela Plant has an Energy Conservation and Waste Management Committee tasked to identify Sustainability projects, formulate and implement facility-wide energy waste conservation programs. With the goal to promote Green Growth for Sustainability, several government agencies in the Central Visayas Region encouraged companies to fully support this vision by presenting this award.

ENVIRONMENTAL STEWARDSHIP

By-Product Management

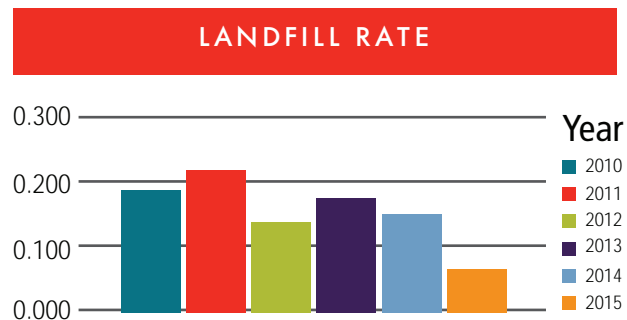
Efficient and appropriate management of wastes and by-products within our operational footprint is a core component of Lear's sustainability efforts. Through reduction of wastes generated, reusing materials wherever possible and segregating materials for recycling, Lear is able to demonstrate stewardship and care over the natural resource impacts of our actions.

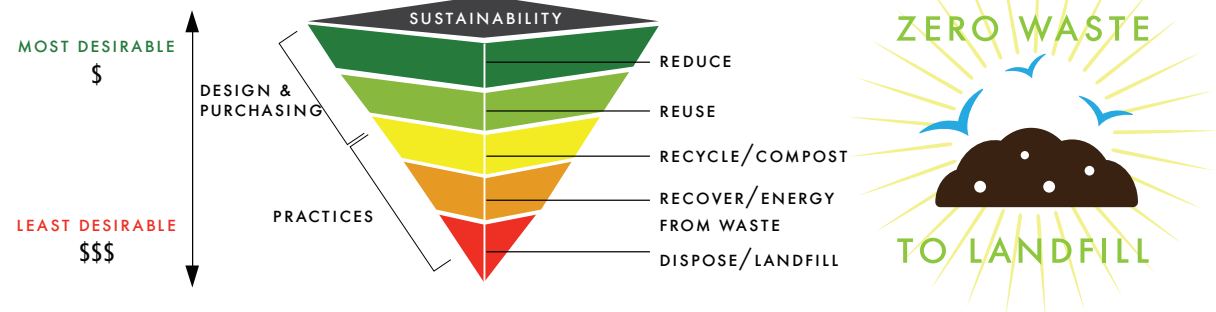
Lear has rolled out a "Zero Waste to Landfill" initiative globally to encourage recycling, promote composting and eliminate by-products from being disposed of in a landfill. Lear has defined "Landfill Free" as: Elimination of production waste from disposal in a landfill. Currently there are 36 plants landfill free plants documented with more facilities progressing towards being Landfill Free as they continue to reduce their landfill contributions.

Lear's global Environmental Management System (EMS) leverages by-product management as one of its significant tools. Plants track and report their by-product volumes and costs through Lear's web-based sustainability data management program. 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.

- Lear recycled 344,280 tons of paper and cardboard in 2015 which saved:
 - 6,450,000 trees;
 - 2,655,776,000 gallons of water;
 - 1.5 million kW of electricity; and,
 - 301,245 metric tons of CO₂ prevented.

Lear embraces the Reduce Reuse Recycle concept and focuses our By-Products Management program on the philosophy of waste minimization. Waste minimization involves reducing the amount of waste produced supporting the efforts to promote a more sustainable society. 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 create waste in the first place.





ENVIRONMENTAL STEWARDSHIP

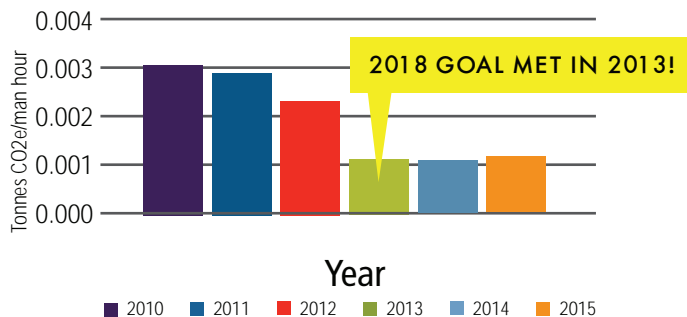
Greenhouse Gases

A key component of Lear's sustainability commitment is to reduce greenhouse gas emissions (GHG) from our plants around the globe. "Human influence on the climate system is clear, and recent anthropogenic emissions of greenhouse gases are the highest in history. Recent climate changes have had widespread impacts on human and natural systems." According to the Intergovernmental Panel of Climate Change (IPCC) Fifth Assessment Report, Summary for Policymakers (2014).

Lear plants participate in corporate-wide data collection efforts and reporting on GHG emissions. The data is used to track, analyze, and develop plans to reduce the GHG footprint and overall sustainability strategy. 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.

In 2010 as part of its Sustainability Initiative, Lear established GHG targets to be reached by 2018. By 2013, five years early, Lear achieved a reduction in Greenhouse Gases that exceeded our 2018 reduction target of 15%. In the spirit of continuous improvement, Lear established a new emission baseline level and set Greenhouse Gas reduction targets for 2020 at an additional 15%. The continual growth and influx of new facilities creates a challenge to reducing our GHG emissions, however, we will overcome to achieve the 2020 goals on schedule.

GLOBAL MISSIONS CONSUMPTION -NORMALIZED



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

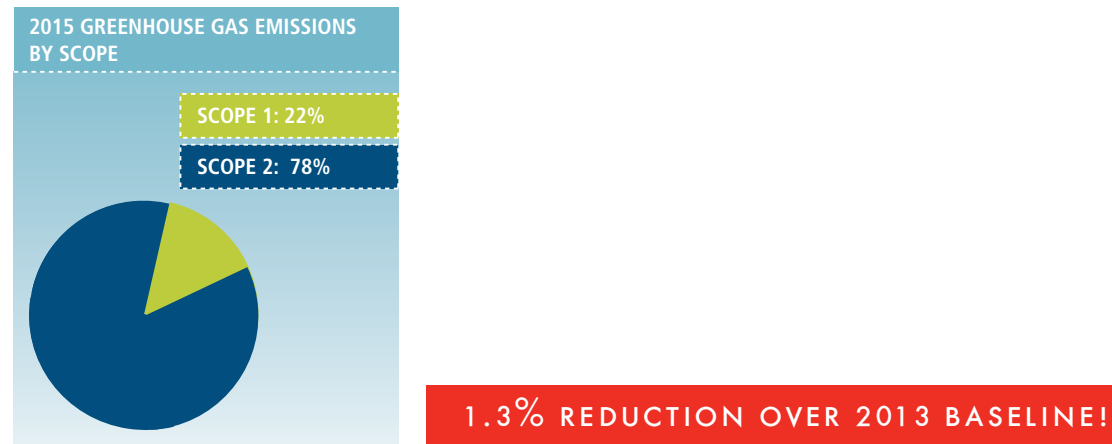
62,421 metric tons of CO₂-e

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

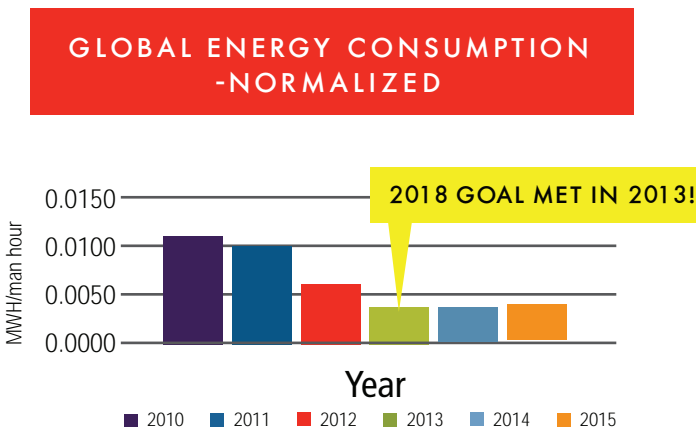
Scope 2 accounts for GHG emissions from generation of purchased electricity consumed by the company. Purchased electricity is defined as electricity that is purchased or otherwise brought into the organizational boundary of the company.



Energy Reduction Activities

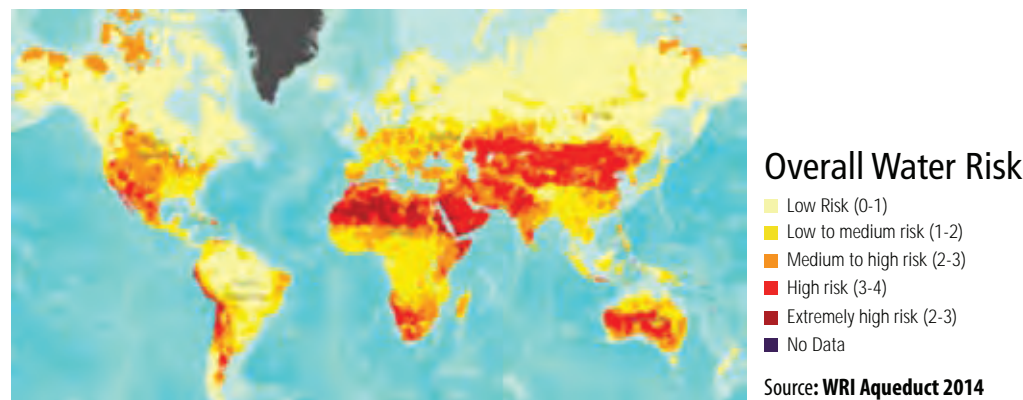
Lear's Global Continuous Improvement teams strongly supports our sustainability efforts using lean manufacturing processes to identify energy and waste reduction projects, track progress and operate a best practice website to share successful projects. A sampling of energy reduction projects undertaken at several representative plants around the globe during 2015 include:

- Conducted Energy audits at 34 plants in Europe identifying opportunities totalling in 19,252 metric tons of CO2 reduction with less than a 3.5 year return on investment.
- Air compressors were managed with variable speed motors, usage management programs, and leak detection/repair programs.
- Managed Print program was implemented in corporate offices to reduce wasted print copies saving electric, toner and paper.
- A Implemented an energy saving awareness program for employees to identify and act upon opportunities to reduce electrical consumption like: lighting left on when area not in use, computers turned on after working hours, fans and equipment remaining operating during lunch time in production areas.
- Continued delivery on our commitment to replace lighting systems using LED lamps for illumination overtime. Reduced electricity cost, reduces maintenance cost and increases lifetime of bulbs.
- Implemented occupancy sensors or timers for lights in warehouse or office areas.
- Programmable thermostat, installation continued to control the Heating and Air Conditioner system during evenings, weekends and holidays.
- Building envelopes were improved to reduce heat loss and maintain building heat. Use of Zip doors that remains closed until a material is to be exchanged, they open to allow the bin to pass through then close again.



WATER STEWARDSHIP

Water scarcity is increasingly, threatened in many parts of the world, especially as global demand rises from growing populations, economic development, and the impacts of climate change. Water stewardship is about business understanding the risks they face from water scarcity and pollution, and taking action to help ensure water is managed sustainably as a shared, public resource. While this challenge is concerning, Lear believes the world has sufficient water supply to meet everyone's needs if we all work together to better manage it. As a consumer of water, we take seriously our commitment to be a responsible steward of this precious, shared resource.



Lear promotes water reduction projects to conserve the valuable resource at all global locations. Our Continuous Improvement and Environmental teams share best practices in order to benefit from projects that have been found to be successful with water reduction activities. Some of these 2015 projects include:

- A water recycling project to improve our wastewater treatment process provides 57 cubic meters per day of recycled water to be reused at the facility in non-potable processes including landscape watering, reducing the overall demand for fresh water.
- Installed filtered drinking water dispensers and provided reusable water bottles to employees.
- Installed and optimized water saving bathroom fixtures: Implementation of taps with automatic shut-off to reduce water consumption.
- Installed water meters to identify inefficiencies and leaks.
- Volunteered in Cleanup activities for rivers and shorelines in South America and Asia.

After meeting our 10% reduction goal for 2018 in 2013, Lear continues to identify and implement water saving programs at our facilities to meet our new 2020 goal of an additional 10% water use reduction over our new 2013 baseline.



ECONOMIC PROSPERITY

Focus on Customers

Seating



Lear is a recognized global leader in complete automotive seat systems and related individual component parts. The seating segment consists of the design, manufacture, assembly and supply of vehicle seating requirements covering all segments of the automotive industry from mini-cars in Europe to compact cars and multi-purpose vehicles in the emerging markets to full-size sport utility vehicles in North America.

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.

SoyFoam™ is an award-winning environmental solution developed in conjunction with Lear's Sustainability Initiative, that reduces carbon use a net 5.5 kg of CO2 per each kilogram used with 60% lower conversion energy to produce. Environmentally-friendly seating foam with hydroxyl-functionalized soybean oil substituted for a petroleum-based ingredient was first to market in 2008. Lear continues working with our customers to proliferate SoyFoam™. Soy polyol provides significant environmental improvements as measured by a National Institute of Standards Building for Environmental and Economic Sustainability Study. Giving all environmental impacts equal weighting, soy polyol showed a 75% increased environmental benefits petroleum polyol.

Environmental innovation continues at Lear with launches of DECS™ and Evolution™ seating systems that combine weight reduction with bio-based and recycle innovations. Recently Lear added EcoPadding™, a trim laminate made with 40% renewable bio-derived nanocrystalline cellulosic fibers and 24% recycled polyester that can replace polyurethane foam trim laminates.

Guilford, part of Lear's Textile Group, contributes to Lear's future by establishing itself as a leader in a market that can significantly improve the communities in which we do business. Guilford supplies permeate carrier tricot necessary for reverse osmosis filters which are critical for water purification processes, including desalination plants, that support sustainable water use globally.

**2015 COMMENTS EAGLE OTTAWA?????
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ECONOMIC PROSPERITY

Focus on Customers

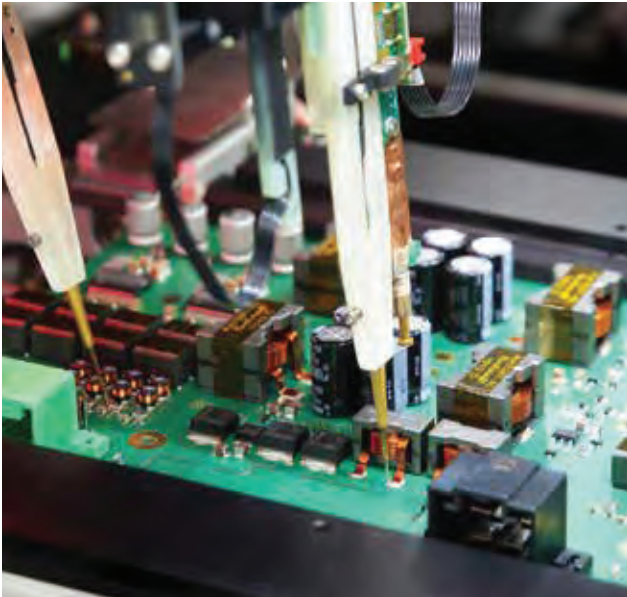
Electrical

Energy and sustainability issues now make daily news. Lear's leadership in hybrid and electric vehicle power management systems points the way forward to a shared future of better modern alternatives to the wasteful past.

Lear's Electrical business designs and manufactures complete electrical distribution systems that route electrical signals and manage electric power within a vehicle. We are one of only four suppliers with complete electrical distribution design and manufacturing capabilities for both traditional, 48 V and high-power systems. In addition, Lear supplies electrical and electronic components in every major automotive-producing market of the world.

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. A prime example is our On Board Charger (OBC) for electrical vehicles. In our newest generation OBC we improved to 95% charger efficiency, up from our 1st generation's 90%, which leads to saving 7000 MW-hour per year savings generated by use in 60,000 cars. We display our passion for the big picture where our newest OBC has approximately half the mass of our original product, thus increasing savings of electricity and gasoline while increasing fuel economy for hybrid vehicles.

Lear's alternative wire technology is in response to our customers' needs to improve fuel efficiency, reduce CO2 emissions and decrease weight without performance sacrifice. Lear's alternative wire technology offers 30% weight reduction and enables a smaller package size in the harness.





SOCIAL RESPONSIBILITY

Conflict Minerals

Lear cares about our impact on this planet, and have developed and adopted a “Conflict Minerals Sourcing Policy” that as part of a broader approach to help ensure the protection of both people and the environment where we do business, but also in places very far removed from our direct supply base.

Lear requires legal and ethical sourcing of materials in our supply chain and, part of the Policy, imposes an obligation on Lear’s suppliers to engage in due diligence of their respective supply chains to understand and report the content of the parts such suppliers provide to Lear.

Lear performs due diligence on its supply chain, and makes annual disclosures concerning its use of conflict minerals originating in the Democratic Republic of the Congo and adjoining countries, and has an active conflict minerals mapping process to ensure that the company is driving towards conflict-free sourcing of materials used on all products.

SOCIAL RESPONSIBILITY

Support Communities



Lear has built a reputation for a willingness to help others. Lear employees never hesitate to roll up their sleeves to offer support for a wide range of charitable and service organizations in the communities around the world where we do business. Our long tradition of civic involvement and support provides a standard for the future as we highlight community support as one of our core values.

Our employees volunteer time, financial support and provide gifts of goods and services to 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.

North America / Southfield, Michigan

Earth Day Household Waste Event

Lear's Environmental, Health and Safety Department provided an opportunity for Southfield Campus team members to dispose of household chemicals and e-waste from their homes. Approximately 300 employees brought more than 38,000 pounds (approximately 17,000 kg) of chemicals, 12,000 pounds (more than 5,000 kg) of electronics and more than 3,300 pounds (about 1,500kg) of confidential paper for shredding and recycling. With the aim of providing our team members' with a more environmentally friendly method of handling Lear disposed of potentially damaging items such as paint, oil, pesticides, oither hazardous household products, computers and related peripherals, televisions, cell phones and audio equipment.



Farwell, Michigan



Traverse City, Michigan



Taylor, Michigan



Taylor, Michigan

SOCIAL RESPONSIBILITY

Projects Around the Globe

Farwell, Michigan

Lear team members participated in Earth day celebrations in which seedlings and other environmentally-friendly items were distributed to all employees.

Traverse City Michigan

Lear Traverse City has been participating in the Adopt-A-Road campaign, with volunteers keeping a stretch of road in town free of litter.

Tuscaloosa, Alabama

Lear team members participated in The Worlds of Work (WOW) Career Expo is a project of the West Alabama Works, Region 3 Workforce Development Council, and the Tuscaloosa Chamber of Commerce. The purpose of this expo is to create awareness about exciting career options among students and educators while addressing workforce needs in the region. Existing employers in the region continue to have unfilled job openings due to a shortage of skilled workers and employers face additional shortages over the next few years due to the retirements of up to 75% of their workforce. Lear team members participated by demonstrating some of the exciting technology and career options available with the automotive industry.

Taylor, Michigan

Lear team members in Taylor Michigan have devoted their time in order to make a positive impact through community service in Metro Detroit. Inspired by Lear's involvement with Forgotten Harvest, a nonprofit "dedicated to relieving hunger and preventing nutritious food waste" the Taylor team volunteered at the Forgotten Harvest Warehouse. Taylor volunteers worked to pack 5,600 pounds of frozen celery to help feed Metro Detroiters in need. Forgotten Harvest, rescued 48.8 million pounds of food last year by collecting surplus food from 800 sources, and then repackaged and distributed the food to 280 emergency food providers in Metro Detroit.

Lear team members also volunteered for the "Ride for a Reason" charity event. Ride for a Reason is the largest charity motorcycle ride in southeast Michigan and supports the Penrickton Center for Blind Children, a charity located one mile from the Taylor plant that helps blind and multi disabled children ages 1 through 12. Some of the Taylor staff demonstrated their motorcycle riding skills at the event, while others directed traffic. The Ride for a Reason event raised a total \$66,000 for Penrickton. To further support their neighbors in need, the Taylor employees collected money through weekly jeans day donations during the summer, along with items from the charity's wish list.

SOCIAL RESPONSIBILITY

Projects Around the Globe



Taylor, Michigan



Montgomery, Alabama



Wentzville, Missouri

Montgomery, Alabama

Lear team members participated in a Food Drive partnering with Montgomery Area Food Bank to provide non-perishable food items to needy families in over 35 counties. TEAM Montgomery (LEAR) collected 1596 lbs of food and \$710.00.

We also participated with Toys for Tots last December (partnering with the Marines to donate new Christmas toys to underprivileged children).

Wentzville, Missouri

Lear team members participated in the Kurt Warner Coat Drive, collected blankets and pet supplies for a local dog shelter, a toy drive for local homeless shelter and made a donation to a local crisis nursery. For the 5th year, The Plant continued to sponsor the Wentzville Ratchet Robotics Team consisting of local High School students build robots and participate in local and worldwide competitions.

Arlington, Texas

Lear team members, collected 2,718 pounds of food that was donated to the Mission of Arlington to help provide food for kids during the summer. They collected 2,718 pounds of food.



Arlington, Texas



Arlington, Texas



Ajax and Whitby



Brazil



Brazil



Brazil

SOCIAL RESPONSIBILITY

Projects Around the Globe

Canada

AJAX and Whitby

Lear team members participated as volunteers in the weekly delivery of meals (Meals on Wheels) to people within our community.

South America

Brazil

Lear team members participated in the 2015 edition "Cleaning the World", a United Nations (UN) supported global activity intended to raise awareness for a cleaner and healthy world. In Navegantes, the action took place with volunteer support from several companies, non-governmental organizations and municipal foundation for the environment. 200 people gathered on site dedicating themselves to raising awareness of the issue to the community. Scrap tires and electronic equipment was collected during the clean-up on the beach and sandbank. In addition, there was distribution of native seedlings and conducting cultural activities aimed at preserving the environment.



Mexico



Mexico



SOCIAL RESPONSIBILITY

Projects Around the Globe

Mexico

Lear Mexico and Fondo Unido

In celebration of the worldwide campaign “A Limpiar el Mundo” (“Cleaning Up the World”), Lear team members from Lear Mexico’s Trim Operations (MTO) and Electrical worked together, with volunteers from Rio Bravo, La Cuesta and Victoria; and Monarca, Torres and Juarez plants, respectively, in a special day of action of community service.

Working with staff from Fondo Unido (United Way) and the community organization Juarez Limpio, the teams volunteered to beautify the two public parks of Juarez’s Riberas de Bravo area, helping a nearby elementary school and community center. Work involved cutting the grass and landscaping approximately 350 square meters in total as well as painting a playground, basketball courts, a pedestrian walkway, ramps and benches. Additionally, 850 tires around the parks were installed and painted.

Joining the 166 Electrical and 292 MTO volunteers were more than 150 relatives who made the day a family event. The Media was present at the event and reported how these kind of events positively impacts the society in a better way by helping areas of the city adversely affected by poverty, flooding and abandoned houses.

Lear is number one in Fondo Unido with close to 33,000 team members making payroll contributions in Latin America with more than 96% of our team contributing for this organization that has been recognized as the benchmark organization in Latin America for social programs. In addition to funds, the Lear team participating in A Limpiar el Mundo illustrates direct action to help the community.”

Mexico



SOCIAL RESPONSIBILITY

Projects Around the Globe

Asia

ONE HEART ONE LEAR PROGRAM began in 2011 with Lear Shanghai and has grown to other locations in China, India and Philippines. The program has been an inspiring success story over the years, for many Lear locations in Asia. The support and involvement from each employee at all levels in the organization was overwhelming. The many fund raising activities participated in by Lear team members include a Health Run and Charity Auction. The program touched the hearts of children by providing gifts of schools supplies, clothing and toys. Lear team members collected donations totaling over 139,000 CNY in Asia during 2015. The company matched the funds raised and donated by employees to provide 1419 gift bags to school children.



Asia



Asia



Asia

China

Lear team members participated in raising money for our employees from Nepal, whose families got affected by the earthquake. Company Management has decided, that the company will match our employee's contributions and provide this money to the affected families.

Philippines

ONE HEART ONE LEAR PROGRAM continues to be a big part of Lear's community outreach programs. Lear team members are key to its success with all of the activities and fund raisers organized and supported. The most rewarding outcome from all of its endeavor is the appreciation and enthusiasm received from the beneficiary schools of Suba Elementary Schools and Catarman Elementary School. A total of 977 ecstatic students received their gift bags last 2013 & 2014 Christmas. A number of fund raising activities during the year to support this noble cause culminating in a Packing Party to pack gift items which will be distributed to the school beneficiaries in December. Proceeds from the various OHOL activities for 2015 were used to purchase items which will be given to our student beneficiaries.

Each student received a school bag containing school supplies such as notebooks, papers, pencils, crayons, and other items. Aside from this, they will also receive an OHOL bag containing a hygiene kit, a pair of slippers, shirts and shorts, and lots of candies! All these items were distributed 388 students of Tungasan Elementary School in Olango Island.



China

SOCIAL RESPONSIBILITY

Projects Around the Globe

Vietnam

Lear Haiphong Plant – Vietnam implemented “the Safety On Road Campaign” activity. The activity involved 37 employees and 50 other Lear Employee’s Children. This activity including: (1) Cycling to workplace; (2) Safety on Road Training and (3) Providing a proper Helmet to Children.

In Vietnam, traffic accidents are a serious problem here with more than 10,000 traffic accident cases per year resulting in 6,518 fatalities and 14,929 injuries according to a National Traffic Safety Committee report. Some 95 percent of registered vehicles are motorbikes or scooters. Vietnam has a Helmet law that requires motorcycle drivers and children older than 6 years old to wear helmet. However, most of the helmets that are available in the country are made of cheap, low quality plastic that don’t offer adequate protection.

To improving the traffic safety awareness, Lear Haiphong Plant held the annual “Safety On Road” training to all employees. As result there is zero traffic accident occurring to Lear Employees, since beginning 2008. In addition, Plant encourages employees to ride a cycle to work by implement a Cycling Day.



SOCIAL RESPONSIBILITY

Projects Around the Globe

India

Halol

Lear team members participated in reconstruction of a dining hall for a local residential school for students of a tribal community.



Before



After



Haridwar

Lear team members supported ~100 girls at an orphanage with clothing, shoes and bags for schooling. Lear also contributed to a mission to help Leprosy patients and educate their children and donated books to a local library.

SOCIAL RESPONSIBILITY

Projects Around the Globe

Chakan

Lear team members supported the Education on Wheels project. This unique creation is to teach children who are deprived of education. The bus makes stops in slum areas in order that local children can come in the bus to learn life skills for a minimum of 2 hours per session, then the bus moves on to the next location.



Chakan



Chakan



Chennai

Chennai

Children Orphanage

Lear team members contributed several programs to improve the facilities for homeless children by supporting construction of a several building and providing funding for a small transportation van to take the children to school.

Nasik

Lear Nashik supports Blind Welfare Organization (BWO)

Lear team members supported a project undertaken to support blind students studying up to post graduation. Through various initiatives. BWO supports its members to become self-employed, enhancing their computer skills, starting own small business etc. One of its initiatives is to support blind students by providing scholarship. Financial support provided by Lear will enable the organization to provide a scholarship to 11 blind students to continue their education.



Chennai

SOCIAL RESPONSIBILITY

Projects Around the Globe

Europe

Russia

Lear team members at the 5 plants in Russia participated in a Sustainability competition. They were scored by 10 judges based on the sustainability projects completed and presented by each plant. Kaluga was the winner with projects including: planting trees around the plant; cleaning up the local nature reserve; converting the office lighting to LED fixtures; and reducing the amount of scrap foam material. Many great projects were also completed by the other plants in this competition.

Poland

Lear Team Members from Melic Poland joined other donors to participate in a blood drive donating 25 liters of the lifesaving fluid for the community.

France

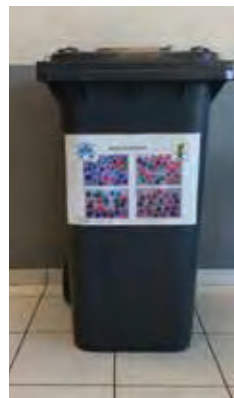
Lear team members partnered with the “bouchon d’amour” association which promotes collection of plastic caps from containers for recycling with proceeds benefiting the Handicapped kids with equipment and leader dogs.



Russia

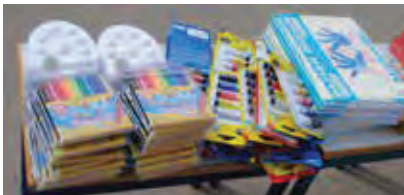


Poland



SOCIAL RESPONSIBILITY

Projects Around the Globe



Morocco



Morocco

Germany

Kronach was recognized by the president of the Electrical Division Frank Orsini as the best Electrical plant globally in Sustainability during 2015 with the first Sustainability Award.

"Sustainability and responsible management of our resources are part of Lear's core vision and values. We are a company that supports the communities where we do business, where being a good corporate citizen is part of how we conduct our business," said Frank.

Lear Kronach is an electronics plant in Germany producing over 1400 parts ranging from electronic systems for gateway, lighting and infotainment. Kronach has received ISO 50001 certification, an energy management standard based on the model of continuous improvement. This achievement awards companies that have fully integrated energy management into their overall efforts to improve quality and environmental management.

At Kronach, sustainability and energy consumption are considered critical criteria when purchasing new equipment or defining new facility concepts. Sustainability is always a core topic in the employee plant meetings because it matters. Kronach has a strong and engaged sustainability team that conducts energy walks at least twice a year. These walks are only part of an overall program that has resulted in a robust roadmap that has ensured sustained progress year to year and quarter to quarter. This is not only good for the environment and the community but has also resulted in significant cost savings, savings that carry over year after year.

Morocco

Lear team members at Lear Rabat plant participated in Earth Day activities by supporting the children at a local community service association for under privileged children. Team members educated the children about the current environmental challenge to prevent harm to the earth and depletion of its natural resources through several activities including collecting and providing a various tools for drawing and painting such as: painting tubes, colored pencils, painting white papers, painting supports and painting brushes.

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 be a leader in the environmental, health and safety arena, and are committed to minimizing the impacts that our business activities and products have on the environment, and to developing and using environmentally acceptable and efficient production methods and processes. Our overarching goal is to instill a “sustainability mindset” in all we do, which will be achieved by applying 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 continuous improvement of our performance, and most importantly, our culture. This report also highlighted a sampling of employee community service activities around the globe. We very much appreciate the thousands of employees who volunteered their time, and financial and other support to a wide range of community causes, and are truly honored they are part of our team.

The Lear team is committed to doing its part to achieve a sustainable future for our environment and our business, and look forward to continuing our sustainability journey as a team - including not only Lear and its employees, but also our customers, and suppliers. Together we can achieve much more than any one of us can achieve individually, and future generations are counting on us to succeed.

Thank you for taking the time to read this report, and for your interest in the sustainability topic.

With kind regards,

Jack Nunes

Vice President

Global Health, Safety and Environmental Management

CORPORATE HEADQUARTERS
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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.