



EQUAL EMPLOYMENT OPPORTUNITY POLICY

Lear Corporation is committed to providing a professional work environment free of all forms of illegal discrimination and harassment. This commitment continues the Company's long-standing policy to offer fair and equal employment opportunity to every person regardless of race, color, religion, sex, national origin, age, physical or mental disability, sexual orientation, or status as a covered veteran. In addition, it is the policy of Lear Corporation to comply with federal, state and local laws governing nondiscrimination in employment in each locality where Lear Corporation has employees.

Lear Corporation values diversity in its workforce and strongly opposes any attempts to restrict the development of the productive potential of any individual. The commitment to provide equal employment opportunity places an obligation and responsibility not only on the Company, but also on each employee, irrespective of organizational level or position. Every employee is expected to ensure that all decisions related to our business are made on the basis of merit and the facts that are available, and not on discriminatory factors.

If you feel you are being denied equal employment opportunity or are otherwise aware of any unlawful discrimination, or if you have any questions, problems or complaints concerning equal employment opportunities or discrimination, you should inform a supervisor, manager, or human resources. Lear Corporation does not tolerate discrimination of any kind, nor does it tolerate retaliation against anyone who makes a bona fide complaint of discrimination or who assists or cooperates in the investigation of a complaint.

A handwritten signature in black ink, appearing to read 'M. Simoncini', with a long horizontal flourish extending to the right.

Matthew J. Simoncini
President and Chief Executive Officer