

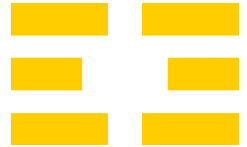


Lear Corporation

Locations: Michigan (HQ)

Industries: Automobiles and Components

RISK LEVEL:



Medium Risk

DESCRIPTION:

By complying with the HRC's controversial demands, Lear Corporation, an automotive seating manufacturer, increases the risk of dividing employees, alienating customers and harming shareholders. It uses sex and gender ideology criteria in employee recruitment, vendor selection, and philanthropic support. Lear Corporation does not provide viewpoint protections for its employees. However, the company has not publicly terminated business relationships based on views or beliefs. The company's CEO signed the CEO Action for Diversity & Inclusion pledge and released a letter to employees regarding racial justice. For these reasons, Lear Corporation receives a Medium Risk rating.

Corporate Weaponization

Has denied service to customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. **Medium Risk**

Lear received a score of 35 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit(1)(2). However, the company has not publicly terminated business relationships due to religious beliefs or political views.

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. **High Risk**

Lear's HRC CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). The company focusing on funding organizations that support, "arts and culture, education, youth development, and human services" (3)(4).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. **High Risk**

Lear Corporation does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

Lear's CEO released a letter to employees regarding racial justice (1). The company's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (2).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Lower Risk

There are no publicly known cases of Lear Corporation using its corporate funds to advance ideological causes, organizations, or policies (1).

Uses corporate political contributions for ideological, non-business purposes.

N/A

Lear Corporation does not operate a PAC or engage in lobbying at this time (1)(2).

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