

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2025 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)													EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026			
SECTION A - TYPE OF REPORT CONSOLIDATED REPORT																
SECTION B - EMPLOYER IDENTIFICATION																
OFS COMPANY ID M682526				EMPLOYER NAME LEAR CORPORATION WHQ												
ADDRESS 21557 TELEGRAPH ROAD						CITY/TOWN SOUTHFIELD				STATE MI		ZIP CODE 48033				
SECTION C - HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)																
HQ/ESTABLISHMENT-LEVEL UNIT ID				HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS						CITY/TOWN				STATE		ZIP CODE				
SECTION D - EMPLOYER IDENTIFICATION NUMBER (EIN) 133386776																
SECTION E - EMPLOYER FILING ELIGIBILITY ☒ YES (Employer Is Eligible to File) ☐ NO (Employer Is Not Eligible to File) ☐ EMPLOYER NO LONGER IN BUSINESS																
SECTION F - FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): Not Applicable ☐ YES (Single-Establishment Employer is Federal Contractor) ☐ YES (Multi-Establishment Employer is Federal Contractor) ☐ YES (Headquarters is Federal Contractor) ☐ YES (Non-Headquarters Establishment is Federal Contractor) ☐ YES (One or More Non-Headquarters Establishments is Federal Contractor)																
SECTION G - NAICS INFORMATION 336360 - Motor Vehicle Seating and Interior Trim Manufacturing																
SECTION H - WORKFORCE DEMOGRAPHIC DATA																
JOB CATEGORIES	Race/Ethnicity															Row Total
	Hispanic or Latino		Not Hispanic or Latino													
			Male								Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races		
Executive/Senior Level Officials and Managers			4							1					5	
First/Mid-Level Officials and Managers	63	22	406	23	44		5	4	125	21	8				721	
Professionals	77	36	582	89	113		2	7	210	49	35		3	2	1205	
Technicians	23	4	234	40	2		1	3	50	20	2			3	382	
Sales Workers	7	5	87	2	7				44	3	2			3	160	
Administrative Support Workers	29	30	188	96	6			3	109	69	3		1	4	538	
Craft Workers	14	3	86	43	2		1	2	2	2					155	
Operatives	351	253	1261	2395	24	3	19	76	611	1751	18	3	8	46	6819	
Laborers and Helpers																
ServiceWorkers																
CURRENT 2024 REPORTING YEAR TOTAL	564	353	2848	2688	198	3	28	95	1151	1916	68	3	12	58	9985	
PRIOR 2023 REPORTING YEAR TOTAL																
SECTION I - WORKFORCE SNAPSHOT PERIOD 12/1/2025 - 12/31/2025																
SECTION J - HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)																
This report has not been filed with the EEOC as of 6/23/2026, as the EEOC portal has not been opened and no deadlines have been set.																