

Dual Training System Lear Corporation

November 19, 2019



Company.

Leading Global Tier 1.

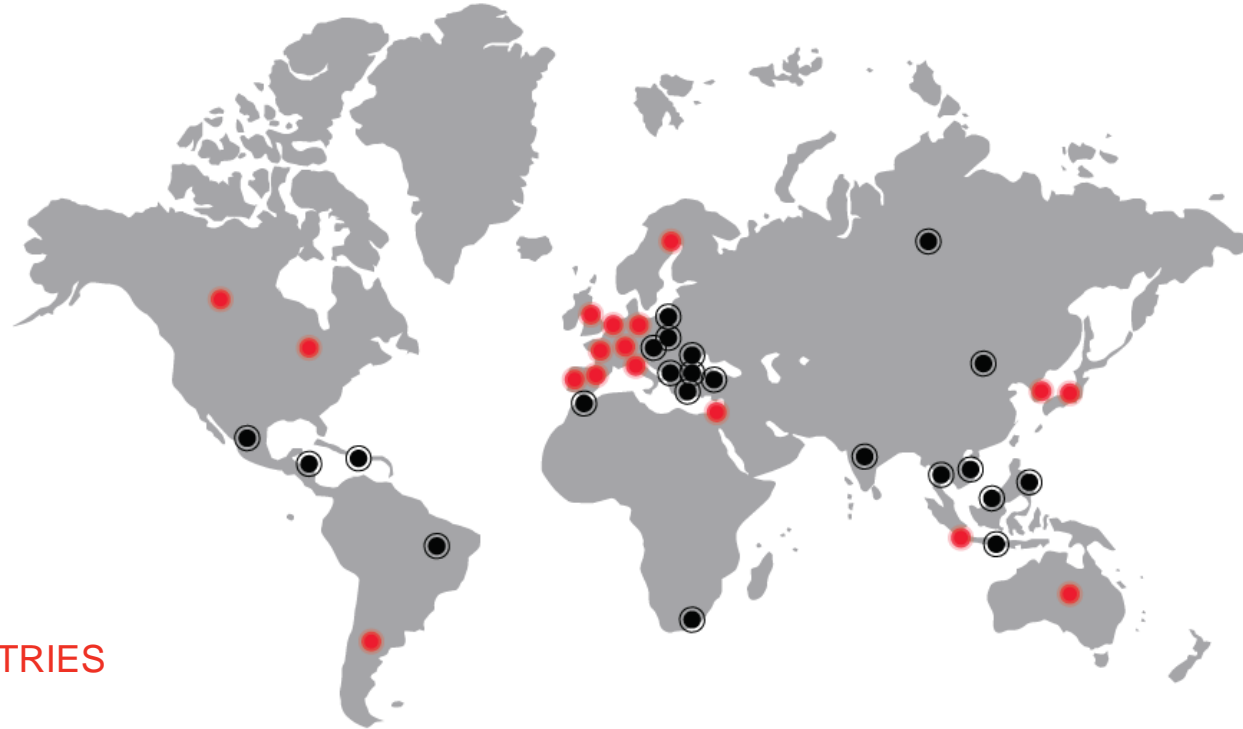
Lear Corporation is ranked #147 on the Fortune 500 with world-class products designed, engineered and manufactured by a diverse team of talented employees. As a leading supplier of automotive seating and electrical, Lear serves its customers with global capabilities while maintaining individual commitment. With headquarters in Southfield, Michigan, Lear maintains 261 locations in 39 countries around the globe and employs approximately 161,000 employees. Lear is traded under the symbol [LEA] on the New York Stock Exchange.



Global Capabilities

161,000
EMPLOYEES

261 IN **39**
FACILITIES COUNTRIES



ARGENTINA
AUSTRALIA
BELGIUM
CANADA
FRANCE
GERMANY
ISRAEL
ITALY
JAPAN
NETHERLANDS
PORTUGAL
SINGAPORE
SOUTH KOREA
SPAIN
SWEDEN
UNITED KINGDOM
UNITED STATES

BRAZIL
CHINA
CZECH REPUBLIC
DOMINICAN REPUBLIC
HONDURAS
HUNGARY
INDIA
INDONESIA
MACEDONIA
MALAYSIA
MEXICO
MOLDOVA
MOROCCO
PHILIPPINES
POLAND
ROMANIA
RUSSIA
SERBIA
SLOVAK REPUBLIC
SOUTH AFRICA
THAILAND
VIETNAM





What is your dream Car?



We are present
in 300+ Brands



How do we compare?


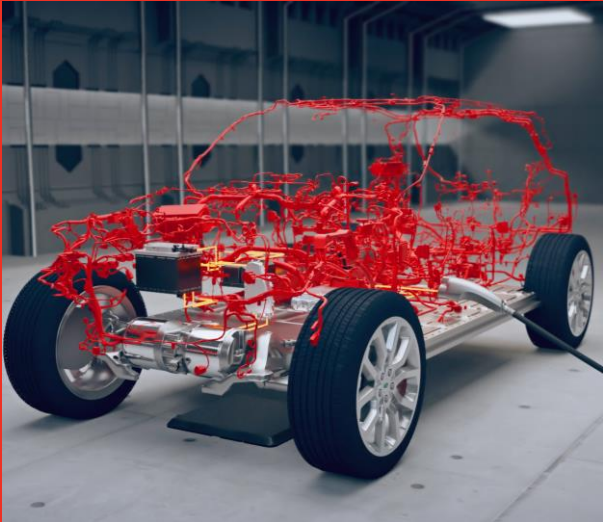


Source: 2018 Fortune 500 list

Lear Currently Ranks #147 On The Fortune 500 List



Two High-Performing Business Segments

<h2>SEATING</h2> <p>Fastest-growing and most profitable automotive seating supplier</p> 	✓	Quality leader	✓	<h2>E-SYSTEMS</h2> <p>Global leader in electrical architecture including high-power with wireless connectivity expertise</p> 
	✓	Product and process innovation	✓	
	✓	Global capabilities and low-cost provider	✓	
	✓	Segment leading margins and strong cash generation	✓	
	✓	Return on invested capital well above cost of capital	✓	





PHILIPPINES



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**Plant Gabriela
(Wire Harness Plant)**

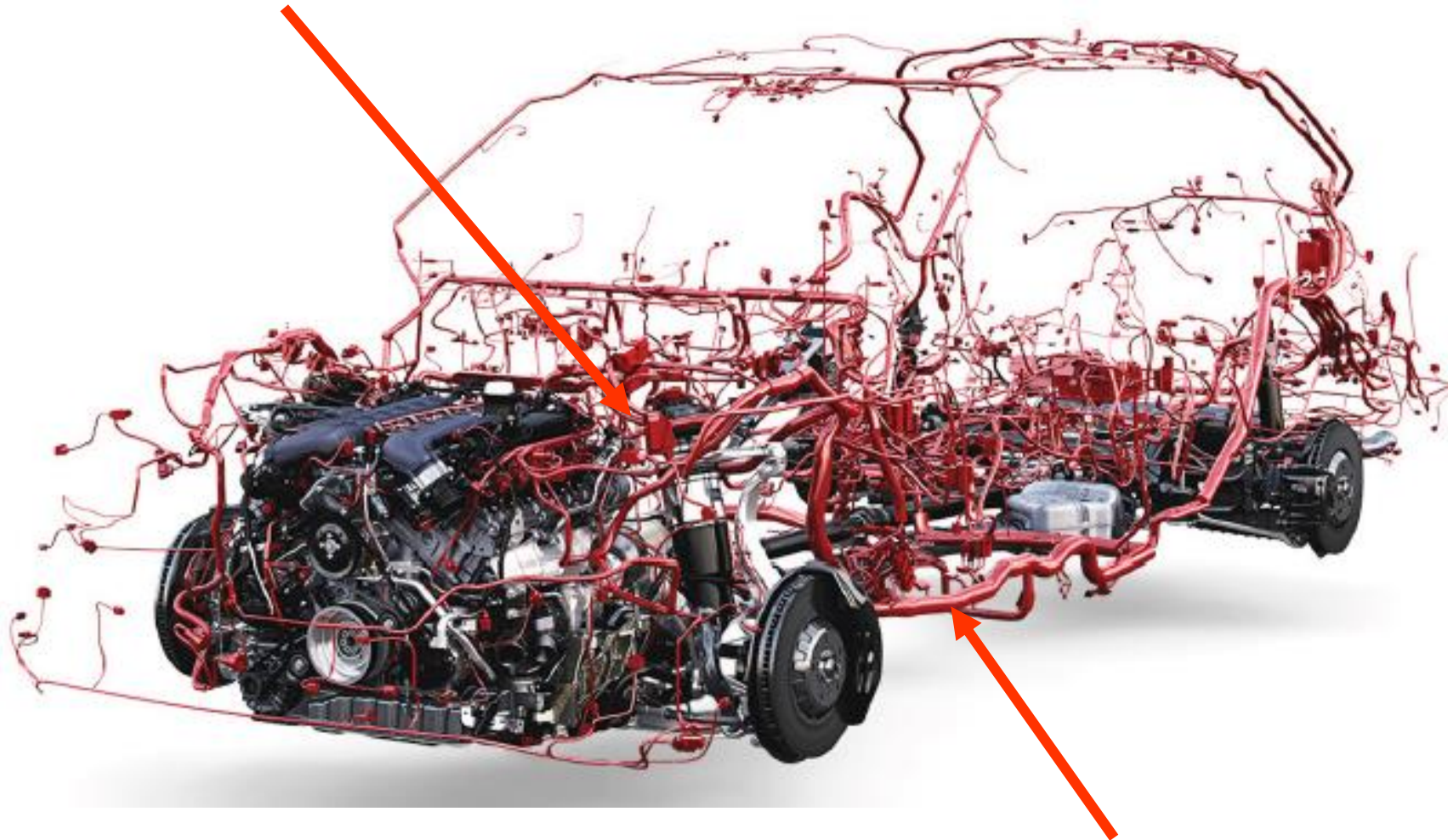


**Plant Lapu-Lapu
(Electronics Plant)**



**Lear Philippines
Engineering Branch
(LPEB)**

Electronics



Wiring Harness

Demographics



**7,600
Employees**

80%
Are Operators

7
Locations

4 Products

- ✓ Wire Harness
- ✓ Electronics
- ✓ Engineering
- ✓ COE / FSSC



VISION STATEMENT

To be consistently recognized as:



SUPPLIER
of Choice



EMPLOYER
of Choice



INVESTMENT
of Choice



SUPPORT
the communities where we do
business



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DUAL TRAINING SYSTEM @ LEAR



Dual Training System Overview

- Lear Dual Training System journey began in 2005
- Partnership with CITE (Center for Industrial Technology and Enterprise) Technical Institute Inc.
- Dual Training System Act (R.A. 7686) recognizes the need to balance theoretical instruction with practical (hands-on) training to develop a skilled, highly productive and employable manpower
- CITE seeks to provide educational opportunities to poor but deserving youth and the at the same time supply Lear with technically competent manpower imbued with proper work attitude and values under Production Technology curriculum



A large, vibrant red abstract splash graphic on the left side of the slide, with a textured, watercolor-like appearance. It features various shades of red and pink, with some darker spots and lighter, misty edges. The splash extends from the top left towards the bottom center, partially overlapping the white background.

In Numbers

Over 2,000

Students helped by Lear thru DTS

- *CITE provides the education curriculum*
- *Lear provides the technical experience or on-the-job training for no more than 12 months*

Over 1,000

Students hired by Lear after their schooling since 2005

Cost Benefit

Php 1.5 Million / per annum On Salary Alone

Assumptions:

Average DTS Students: 100
Payment: 85% of Minimum Wage
Number of Months DTS: 10 Months
Number of Days Per Month: 26
Minimum Wage: 386 / day

DTS

= $100 \times (0.85 \times 386) \times 26 \times 10$
= 8,530,600

Regular Hire:

= $100 \times 386 \times 26 \times 10$
= 10,036,000

Savings: = Regular Hire – DTS Cost

OTHER Benefits:

- We can hire the DTS Graduates.
- **5 days / month** saved on Recruitment Processes
- **10 days / month** reduction of New Intake Training
- Can deploy new Operators in 15 days instead of 30 days.



ON-THE-JOB TRAINING (OJT)



ON-THE-JOB TRAINING

- Lear partners with different schools to provide exposure of students to the business
- 240 to 1800 hours
- Assigned to light work or specific project and time studies
- Cost Benefit
 - Can assist our regular employees on specific projects and studies
 - Reduce work-volumes



On-The-Job (OJT's)

	SCHOOL	COURSE	NO. OF OJT's	
2015	Bohol Island State University	Engineering (not specified)	6	
	Cebu Technological University	Engineering (not specified)	8	
	Holy Name University	Engineering (not specified)	1	
	Lapu-lapu College	BS Industrial Technology	9	
	Palompon State University	Engineering (not specified)	1	
	University of Cebu -LM	Engineering (not specified)	5	
	University of San Carlos	Engineering (not specified)	5	
		Information Technology	2	PN-DTS
	University of San Jose-Recoletos	Engineering (not specified)	11	
		TOTAL	48	



On-The-Job (OJT's)

2016	University of San Carlos	Information Technology	3	PN-DTS
	Cebu Technological University	Engineering (not specified)	8	
		Industrial Engineering	9	
	Cebu Institute of Technology	Engineering (not specified)	3	
	Kidapawan (school not specified)	Engineering (not specified)	1	
	Lapu-lapu City College	Industrial Technology	7	
	University of Cebu - LM	Manufacturing Engineering	1	
	University of San Jose Recoletos	Engineering (not specified)	3	
		TOTAL	35	



On-The-Job (OJT's)

2017	Benedicto College	Information Technology	2
	Cebu Technological University	Computer Technology	7
		Electrical Engineering	2
		Electronics Engineering	7
		Mechatronics	1
	La Salle University	Manufacturing Engineering	1
	Lapu-lapu City College	Industrial Technology	25
	University of Cebu - LM	Finance (no course indicated)	2
	University of San Carlos	Information Technology	4
		Computer Engineering	1
		TOTAL	52



On-The-Job (OJT's)

University of San Carlos	Information Technology	4
Cebu Normal University	BS Psychology	1
Cebu Technological University	Engineering (not specified)	14
Lapu-Lapu City College	Industrial Technology	25
Eastern Visayas State University	Information Technology	3
Negros Oriental State University	Information Technology	2
Palompon State University	Mechanical Engineering	2
University of Cebu	Information Technology	6
	Finance (no course indicated)	1
	Industrial Engineering	1
University of San Jose Recoletos	Information Technology	
	Industrial Engineering	5
	TOTAL	64



On-The-Job (OJT's)

2019	University of San Jose Recoletos	Psychology	1
		HRDM	1
		Industrial Engineering	1
	University of the Visayas	Electronics & Communications Engineering	1
		Industrial Engineering	2
	Silliman University	Computer Engineering	1
	University of Cebu	Mechanical Engineering	2
		Computer Engineering	5
	CITE	Information Technology	2
	Cebu Technological University	Industrial Engineering	5
		Information Technology	5
		Mechanical Engineering	2
	Cebu Institute of Tecnology- U	Engineering (not specified)	5
	Lapu-Lapu City College	Industrial Technology	9
	Palompon Institute of Technology	Industrial Engineering	8
	University of San Carlos	Information Technology	4
		Industrial Engineering	4
	Manufacturing Engineering	3	
		TOTAL	61



SENIOR HIGH IMMERSION PROGRAM

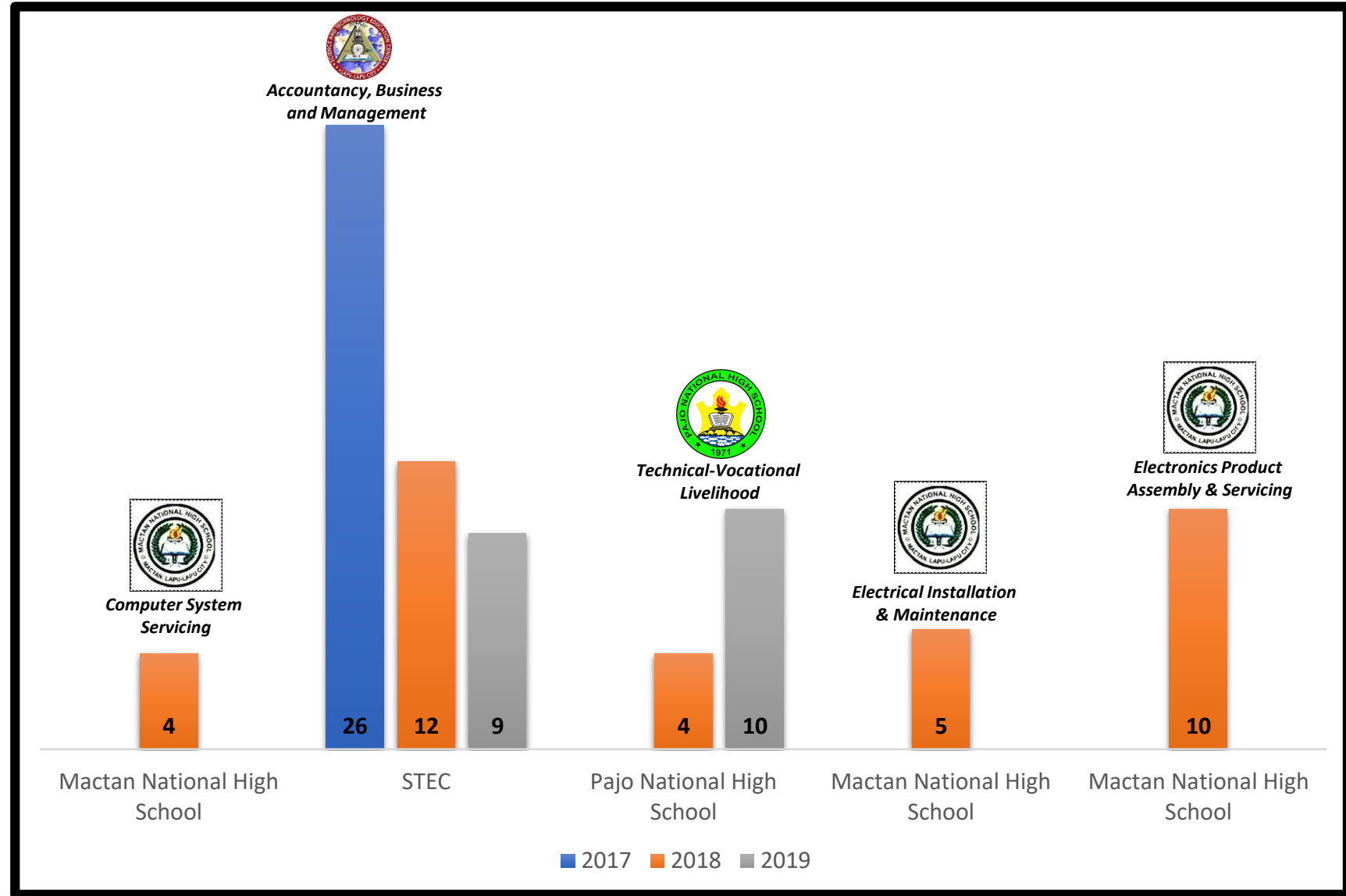


Senior High – Immersion Program



SUPPORT

the communities where we do business



IMMERSION PROGRAM OF SENIOR HIGH STUDENTS

- Support the community where we do business
- Part of our corporate social responsibility
- 80 hours only (2 weeks) – exposure of the students to the “real world”, manufacturing industry



“There is nothing more beautiful than
someone who goes out of their way to
make life beautiful for others”
-Mandy Hale-





Where *Passion* Drives *Possibilities*

End of Presentation

Thank you for the opportunity

