COMMITMENT TO EXCELLENCE

Corporate Responsibility 2023

Cooper Standard

OUR FOCUS

2-3

Cooper Standard's* 2023 Corporate Responsibility Report covers calendar year 2023. This report contains Standard Disclosures from the Global Reporting Initiative (GRI) Sustainability Reporting Standards, and Sector Standards from the Sustainability Accounting Standards Board (SASB), both of which can be found in the index. This report has not been externally assured. For more information, contact corporateresponsibility@cooperstandard.com.

*Cooper Standard is also referenced as "the Company," "CPS," "we," "our" and "us" in this report.

MESSAGE FROM THE CEO

At Cooper Standard, *Commitment to Excellence* is more than just an inspirational phrase. It is deeply ingrained in our Core Values and influences every aspect of our business. As part of this commitment, we publish our Corporate Responsibility Report annually to highlight our commitment to the sustainability initiatives that are most important to our stakeholders. These initiatives not only contribute to environmental well-being but also play a vital role in ensuring the long-term health and success of our business.

Our team and culture are our key competitive advantages. We take a strategic approach to talent acquisition, engagement, learning, development and inclusion to empower our global workforce. We are proud that our team continues to deliver outstanding results. In 2023, we again surpassed world-class safety benchmarks with a safety incident rate of 0.32 per 200,000 hours of work. This includes 24 locations with a perfect safety record of zero incidents last year. We also continue to deliver world-class quality products and services to our customers, represented by 98% green customer scorecards for quality and 97% for program launches.

Our employees work diligently each day to fulfill our Mission to *Be the First Choice of the Stakeholders We Serve*. As the markets evolve, we are committed to meeting the everchanging needs of our customers. Our team of experts continuously develops innovative solutions to meet the evolving needs of our stakeholders, particularly in the growing electrified vehicle market. We deliver innovative sealing and fluid handling systems to address our customers' demands for increased efficiencies and aesthetic differentiation, positioning ourselves as a leading global supplier.

(Left) MaryAnn Kanary, Jeff Edwards and Jon Banas at a Cooper Standard global employee webcast

We do all of this and more while keeping our value of *Integrity Always* at the core of each decision we make. We prioritize ethical standards, risk management, and regulatory compliance, and we are pleased to again be named to *Newsweek's* list of America's Most Responsible Companies.

Our *Commitment to Excellence* is driving us to be better each day by enabling us to provide increased value to all our stakeholders as we pursue our ultimate purpose of *Creating Sustainable Solutions Together*.

JEFFREY EDWARDS
Chairman and CEO

ABOUT COOPER STANDARD

GRI 2-1

Cooper Standard, a global leader in supplying systems and components for sealing and fluid handling in diverse transportation and industrial markets, boasts around 23,000 employees across 128 facilities in 21 countries. Our success depends on these dedicated individuals continually enhancing our business and communities. Aligned with our Mission to *Be the First Choice of the Stakeholders We Serve*, Cooper Standard pursues world-class excellence and embodies our purpose of *Creating Sustainable Solutions Together*.

NYSE : CPS

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2023 10-K

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2023 Proxy Statement

With a rich history spanning over 60 years, we have a legacy of developing award-winning and patented technologies. Our workforce pioneers the production of lightweight solutions, leveraging advancements in materials sciences and manufacturing processes.

In this report, we highlight the ethical, environmental, philanthropic and economic impact generated by Cooper Standard over the past year. Addressing stakeholders, we articulate our strategies to tackle industry challenges while remaining dedicated to our Core Values. Inspirational narratives illustrate how our Company culture propels our business and positively impacts the communities where we work and live. Additionally, we commemorate the milestones achieved in upholding the highest standards of quality and ethical practices. As market dynamics shift globally, we evolve our annual reporting to enhance transparency and demonstrate our commitments to people and the planet.

CREATING SUSTAINABLE SOLUTIONS TOGETHER

Cooper Standard's Purpose, Mission, Values and Capabilities leverage our culture and agility for future growth and development, and align with the evolving transportation and industrial markets. Our Purpose is composed of four foundational words:

Creating: To develop the next, game-changing advancements in materials science and product innovations to be the leader in mobility solutions.

Sustainable: To preserve our planet and business viability by reducing our environmental footprint for better communities, people and societies.

Solutions: To deliver high-quality products and services to our stakeholders, so they can trust us as their preferred partner who is ready to deliver.

Together: To partner with all our stakeholders to create a better tomorrow.

TRANSITIONING TO A GLOBAL PRODUCT LINE-FOCUSED BUSINESS

Cooper Standard recognizes that as our global markets continue to evolve, and it is essential that we remain agile and adapt to meet industry needs and drive future profitable growth. As a result, the Company transitioned from regional segments to global product line-focused businesses at the beginning of 2024 for both our Sealing and Fluid Handling Systems divisions.

We believe this new structure enables the Company to more effectively focus our strategic imperatives and resources to achieve our Mission to *Be the First Choice of the Stakeholders We Serve*.

In addition, we believe a product-focused structure will help:

- Provide complete P&L (profit and loss) ownership for each product line to drive profitable growth and increased shareholder value;
- Reinforce pricing discipline to protect program margins;
- Prioritize capital allocation to help optimize resources;
- Streamline operations and engineering execution to increase efficiencies; and
- Deliver customer-focused innovations faster to the market.

As always, our Core Values and capabilities will continue to serve as the foundation of our Company and overall culture.

ABOUT COOPER STANDARD

A YEAR IN REVIEW

By celebrating wins and milestones *Together* along our journey, we recognize and acknowledge the achievements and progress made by our employees and all the stakeholders who contributed to our success. Celebrating together serves as a way to honor their hard work, dedication and commitment to the Company's goals. Celebrating together helps us foster a positive work environment and culture at Cooper Standard.

First Quarter 2023

- General Motors recognized Cooper Standard as a 2022 Supplier of the Year for exceeding customer requirements for the sixth consecutive year.

Second Quarter 2023

- Cooper Standard's Aguascalientes, Mexico Mixing facility was named one of only five 2023 *IndustryWeek* Best Plants finalists for its world-class manufacturing practices and operational excellence.

Third Quarter 2023

- After its second quarter nomination, our Aguascalientes, Mexico facility was named as a 2023 *IndustryWeek* Best Plants Winner.
- Cooper Standard completed the sale of its Technical Rubber business to Switzerland-based Holcim. Based in Mannheim, Germany, Cooper Standard Technical Rubber offered versatile sheeting, compounding and flooring solutions. The sale was finalized on July 31, 2023.
- MaryAnn Kanary was appointed to Senior Vice President, Chief Legal Officer and Secretary responsible for leading the legal and compliance functions for the Company. MaryAnn brings over 25 years of legal experience and returns to the Company as a Global Leadership Team member.

Fourth Quarter 2023

- Cooper Standard was recognized as a leader in sustainability by Nissan North America. This recognition is given to suppliers who achieved high levels of sustainability performance based on their EcoVadis score, a worldwide provider of environmental, sustainability and governance ratings for global supply chains.
- Cooper Standard achieved Silver Medal Status from the sustainability rating platform EcoVadis. Our score increased to 65, placing the Company in the top 87% of responding companies in our segment.
- Cooper Standard was honored as a 2023 Society of Plastics Engineers Automotive Innovation Award finalist for its FlushSeal™ sealing system.
- Cooper Standard was named to the 2024 list of *Newsweek's* America's Most Responsible Companies for the fifth consecutive year.
- Cooper Standard celebrates Manufacturing Day with over 30 events across global locations to encourage and inspire the next generation of creators. Activities were organized in partnership with STEM (Science, Technology, Engineering and Math) leaders and members.

ABOUT COOPER STANDARD

GOVERNANCE

GRI 2-9, 2-10, 2-13

Cooper Standard's Board of Directors has adopted Corporate Governance Guidelines that provide a framework for effective governance of the Company. The guidelines address matters such as the responsibilities of the Board, the Board's composition, the responsibilities of the lead director, director independence, Board membership criteria, Board committees and Board evaluation. The Board's Nominating and Corporate Governance Committee is responsible for overseeing and reviewing the guidelines at least annually and recommending any proposed changes to the Board for approval. The Corporate Governance Guidelines, Certificate of Incorporation and Bylaws, charters of the Board committees and Board of Directors Code of Conduct provide the framework for governance of the Company and are available on our website.

BOARD LEADERSHIP STRUCTURE

The Board consists of 10 members who are fully engaged and possess the key skills and experience that are integral to the Company's success. All but one of the members are independent as defined by the Board's Corporate Governance Guidelines, which reflect the independence standards of the New York Stock Exchange and the U.S. Securities and Exchange Commission. The Board's leadership structure currently includes a combined chairman and chief executive officer (CEO) role with a non-employee lead director, as permitted by our Corporate Governance Guidelines.

KEY GOVERNANCE PRINCIPLES

The Board has adopted governance practices, structures and policies that it believes promote Board independence and the interests of shareholders. These practices, structures and policies include, among others:

- Independent Lead Director;
- Nine of the 10 directors are independent;
- Minimum stock ownership requirements for directors and executives;
- Board committees composed of independent directors;
- Annual Board evaluations;
- Board considers diversity when evaluating prospective directors;
- Board consists of members with the key skills and experiences integral to the Company's success;
- Board meets regularly in executive sessions;
- Strong governance framework for the oversight of ESG matters;
- Clawback policy covering cash and equity; and
- Anti-hedging and anti-pledging policies.

Jeff Edwards
Chairman & Chief Executive Officer

Jeff Edwards serves as chairman of the Board of Directors and CEO. The Board believes this structure is in the best interests of our stockholders because it takes into consideration the importance of having a chairman with in-depth knowledge of, and experience in, our industry. It also promotes communication between management and the Board, particularly regarding the Board's oversight of the Company's strategic direction. In addition, this structure helps ensure that the non-employee directors' attention is devoted to the issues of greatest importance to the Company and our stockholders. Our Board periodically reviews its determination to have a single individual serve as both chairman and CEO.

MANAGEMENT COMMITTEES

At Cooper Standard, we have numerous management committees that provide cross-functional oversight to our strategic priorities:

- Global Leadership Team;
- Carbon Neutrality Action Committee;
- Cooper Standard Foundation Board of Trustees;
- Diversity, Inclusion and Belonging Action Group;
- Enterprise Risk Management Committee;
- Global Benefits Committee;
- Global Communications Council;
- Global Ethics and Compliance Committee;
- Global Product Safety Committee;
- Global Quality Council;
- Global Sustainability Council; and
- Global Technology Council.

David Mastrocola
Lead Director

David Mastrocola serves as Lead Director, a position elected by the non-employee members of the Board upon the recommendation of the Nominating and Corporate Governance Committee. The Board believes that the role of Lead Director, together with the existence of a substantial majority of independent directors, fully independent Board committees and the use of regular executive sessions of non-employee and independent directors, achieves an appropriate balance between the effective development of key strategic and operational objectives, and independent oversight of management.

We have a strong, independent and highly experienced lead director with well-defined responsibilities that include:

- Presiding over all meetings of the Board at which the chair is not present, including executive sessions of the independent directors, and communicating with management concerning the substance of such meetings and sessions;
- Serving as liaison between the chair and the independent directors;
- Approving the Board's meeting agendas, schedules and information sent to the Board;
- In consultation with the Compensation Committee, assisting the Board with its evaluation of the performance of the CEO; and
- If requested by major stockholders, ensuring that he is available for consultation and direct communication.

COMMITTEE STRUCTURE

The Board has a robust committee structure consisting entirely of independent directors with oversight of various types of risks. Each committee is organized by and conducts its business pursuant to a written charter adopted by the Board. Our Board of Directors currently has four standing committees with the following key responsibilities:

Audit Committee

- Select independent registered public accounting firm and regularly review and evaluate the firm's independence, qualifications and performance
- Oversee accounting and financial reporting processes and the annual audit and quarterly review of financial statements
- Oversee, review and evaluate the Company's internal audit function
- Oversee compliance with legal and regulatory requirements
- Review and oversee our system of internal controls regarding finance, accounting, cybersecurity and legal compliance
- Review and oversee the Company's assessment and management of the Company's major litigation, and any significant compliance, cybersecurity and financial risk exposures
- Oversee ESG disclosures, processes, and controls

Compensation Committee

- Review and approve corporate goals, objectives and other criteria relevant to the CEO's and the other executive officers' compensation
- Evaluate the performance of all executive officers and determine their compensation
- Establish overall compensation philosophy, review and approve executive compensation programs, and assess related risks
- Review and approve any employment or severance arrangement with executive officers
- Review and approve equity-based compensation plans and awards made pursuant to such plans
- Oversee the Company's employee benefit plans, including the delegation of responsibility for such programs to the Company's Benefit Plan Committee
- Integrate select ESG goals and milestones into executive compensation plans

Nominating & Corporate Governance Committee

- Identify and evaluate individuals qualified to become members of the Board consistent with criteria approved by the Board
- Select or recommend to the Board the director nominees to stand for election by the stockholders or to fill vacancies on the Board and Board committee memberships
- Develop and ensure compliance with corporate governance principles and practices applicable to the Company
- Review our legal compliance and ethics programs and policies
- Oversee the annual performance evaluation of the Board and its committees
- Ensure effective Company communication with investors and other stakeholders on ESG matters
- Ensure the Board has the skills, expertise and continued education necessary to oversee the successful execution of the Company's ESG priorities

Innovation & Business Development Committee

- Provide insights regarding megatrends affecting the industry, and together with management, assess any impacts on the Company's strategy
- Advise management regarding the Company's innovation and business diversification strategy, implementation plans and performance targets
- Review and advise management regarding the Company's commercialization strategy for new products in its core market, adjacent markets and business model innovations
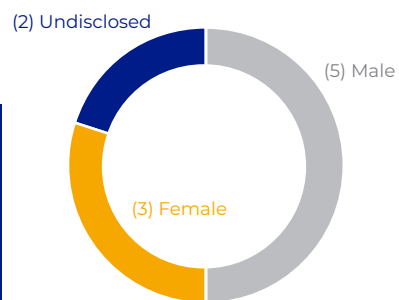
BOARD MEMBERSHIP CRITERIA

In identifying and evaluating the nominees for director positions, the Nominating and Corporate Governance Committee considers the applicable requirements for directors under the Exchange Act and the NYSE listing rules. In addition, the Nominating and Corporate Governance Committee considers other criteria it deems appropriate, which may vary over time depending on the Board's needs. Nominating criteria include automotive or manufacturing industry experience, general understanding of various business disciplines (e.g., marketing, finance, etc.), the Company's business environment, educational and professional background, analytical ability, diversity of experience and viewpoint, ESG skills and expertise and willingness to devote adequate time to Board duties. Director candidates should demonstrate a
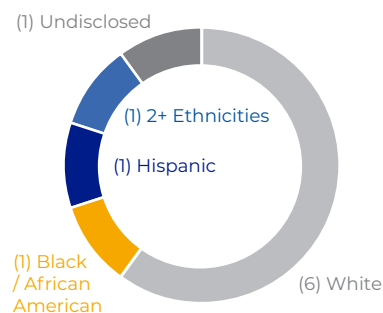
commitment to the highest personal and professional ethical standards, integrity and the Core Values of the Company. Candidates are also evaluated on their ability to consider and balance the legitimate interests and concerns of the Company's stockholders and other stakeholders effectively, consistently and appropriately in reaching decisions.

The Company's Corporate Governance Guidelines also require that the potential pool of Board candidates reflects diversity in gender, race, ethnic background, country of citizenship and professional experience. The Board evaluates everyone in the context of the Board as a whole, with the objective of retaining a group that can best enhance the Company's success and represents the interests of stockholders and other stakeholders through sound judgment.

Gender

(2) Undisclosed
(5) Male
(3) Female

Race

(1) Undisclosed
(1) 2+ Ethnicities
(1) Hispanic
(1) Black / African American
(6) White

Age

(6) 60–64
(1) 70+
65 Average Age
(3) 65–69

Tenure

(4) 0–5
(4) 10+
8 Average Tenure
(2) 6–9
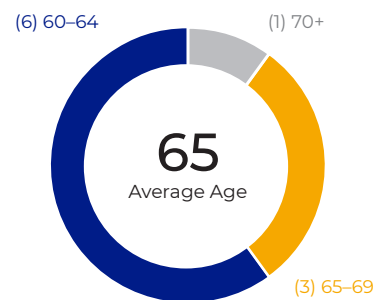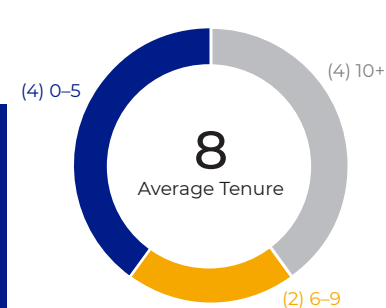
BOARD REFRESHMENT & DIVERSIFICATION

The Company recognizes the value of differing perspectives on our Board of Directors. We regularly add directors to bring new perspectives and ideas into the boardroom. Four out of the nine independent directors have joined our Board within the past four years, including two of the female directors.

The Nominating and Corporate Governance Committee and the Board are continually looking for ways to advance in these areas and leverage diversity of thought to strengthen our Company.

BOARD'S ROLE IN RISK OVERSIGHT

The Board, as a whole and through its committees, has responsibility for the oversight of risk management, while management is responsible for the day-to-day management of risks to the Company. We support the effective oversight and management of the risks facing the Company through a top-down and bottom-up communication framework that includes a robust enterprise risk management approach and active participation from leaders across all functional areas of the Company, along with our Global Leadership Team and our Board, fostering an appropriate culture of integrity and risk awareness throughout the Company.

ESG BOARD GOVERNANCE FRAMEWORK

The Board is responsible for the oversight of our ESG strategy. It ensures the integration of ESG risks and opportunities into the Company's long-term strategy and enterprise risk management, and delegates certain ESG oversight responsibilities to its committees as outlined on the right.

The full Board receives regular updates on key ESG topics according to a standard Board calendar. Key ESG topics include but are not limited to corporate governance topics, which are reviewed by the Nominating and Corporate Governance Committee at least twice per year and by the full Board annually, and ethics and compliance topics, which are reviewed by the Audit and Nominating and Corporate Governance Committees at least three times per year and by the full Board annually. In addition to reporting on our progress, we regularly invite expert speakers to Board meetings to report on emerging trends in our evolving global landscape.

Audit Committee

ESG disclosures, processes and controls, and their assurance ensuring:

- ESG disclosures (both qualitative and quantitative) are investor grade and follow appropriate ESG frameworks and/or standards;
- Processes and controls are in place to ensure ESG disclosures are accurate, comparable and consistent; and
- Whether independent assurance is required.

Compensation Committee

ESG accountability:

- Integration of select ESG goals and milestones into executive compensation plans.

Nominating and Corporate Governance Committee

ESG engagement, Board composition and education ensuring:

- The Company's ESG story is being effectively communicated to investors and other stakeholders;
- ESG skills and expertise on the Board; and
- ESG Board education.

ENVIRONMENTAL   SOCIAL   GOVERNANCE

ABOUT COOPER STANDARD

GLOBAL FOOTPRINT

GRI 2-1, 2-6, 2-7

A detailed location list is available on our website.

Regional Revenue Composition by Product
(2023 % of Sales)

55% North America

24% Europe

17% Asia Pacific

4% South America

■ Sealing Systems
■ Fuel and Brake Delivery Systems
■ Fluid Transfer Systems
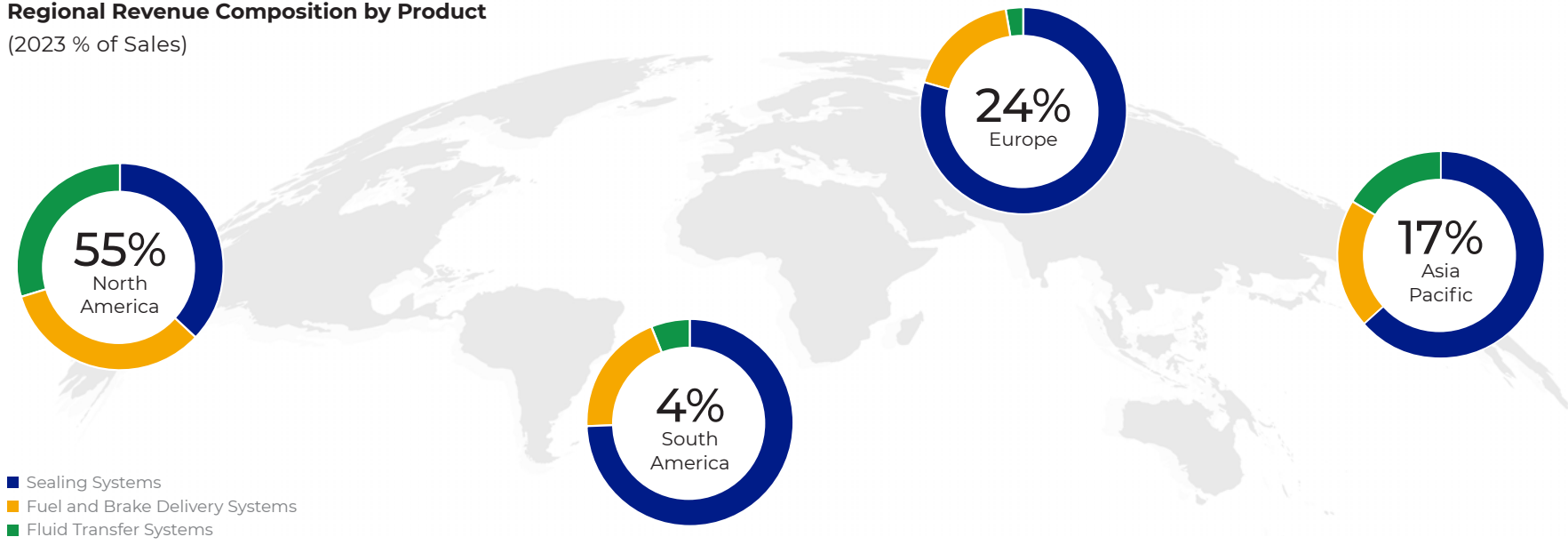
21 COUNTRIES

120+ FACILITIES

~23K EMPLOYEES
includes contingent workers

Contingent
Employees

50.7%

7.7%

26.6%

15.0%

North America

South America

Europe

Asia Pacific
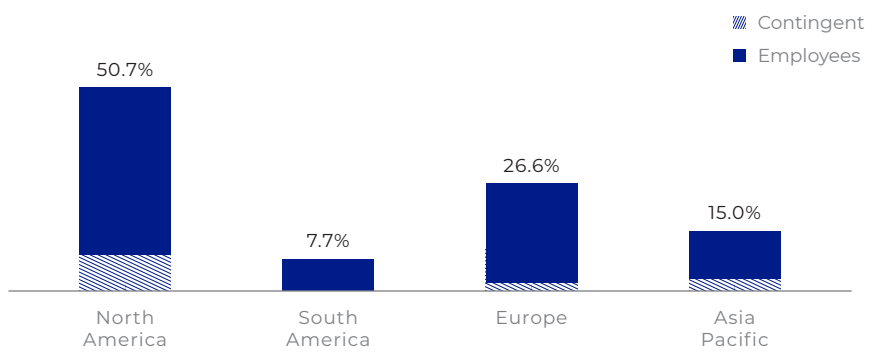
ABOUT COOPER STANDARD

PRODUCTS & SERVICES

GRI 2-6

Cooper Standard produces top-tier components for the passenger car and light truck markets, while also pioneering materials science solutions tailored to the requirements of our automotive and diverse industrial customers. Through our dedicated approach, Cooper Standard secures leadership positions in each of our core automotive product lines, encompassing sealing and fluid handling systems (including our fluid transfer and fuel and brake delivery products) across all powertrains.

The Company's distinct expertise and established thought leadership sets us apart from competition. Our Industrial and Specialty Group accelerates and maximizes the value stream of Cooper Standard's materials science and manufacturing expertise in industrial and specialty markets. Cooper Standard continues to lead with excellence, driving innovation in a wide spectrum of industries.
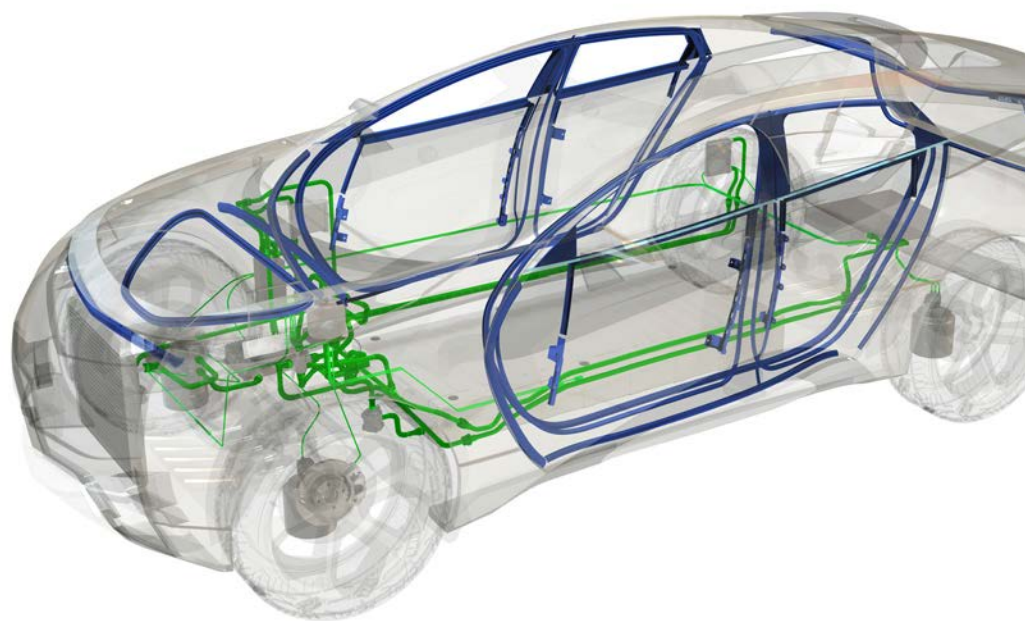
AUTOMOTIVE & TRANSPORTATION
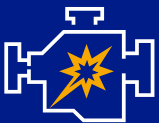
Internal Combustion

Hybrid Electric

Battery Electric

Building & Construction

Footwear

FINANCIAL & OPERATING PERFORMANCE

Despite enduring unprecedented challenges and disruptions in our industry, Cooper Standard maintains its focus on delivering value to all stakeholders. Our commitment revolves around enhancing operating efficiency, improving profitability and cash flows, and providing world-class products and services. In 2023, we upheld our Core Value of *Commitment to Excellence* by maintaining impressive scores of 98% on customer scorecards for product quality and 97% for program launches.

Notably, our dedication to employee safety resulted in another outstanding year. With a safety incident rate of 0.32 per 200,000 hours worked, well below our goal of 0.38, and 24 plants achieving a perfect safety record of zero incidents, we've not only met but exceeded safety standards. These achievements have fortified our relationships with customers, positioning Cooper Standard for enduring success.

Our manufacturing operations continue to drive towards achieving peak efficiency, consistently delivering quality products on time and supporting our customers' strategic initiatives with technology and

innovation. We also delivered strong revenue growth in 2023 through a combination of new program launches and successful implementation of sustainable pricing. Overall, our total sales increased by 12%, significantly outpacing industry production.

In addition to the top line growth, we had another solid year in improving operating efficiencies. Our manufacturing and purchasing teams combined to deliver $56 million in cost savings through defined lean programs and initiatives. Combining increased operating efficiencies with our enhanced commercial agreements, we more than offset continuing inflation headwinds and delivered over 500 basis points of improvement in gross margin for the year.

Importantly, the margin expansion is continuing in all our operating segments. And for the first time, all four segments were profitable at the EBITDA level for the full year. We have made a lot of progress over the past two years, but we recognize we have more work to do. We expect to build on the successes of 2023 to drive further value for all our stakeholders in 2024.

OUR STRATEGIC IMPERATIVES

Financial Strength

Execute our business plans to achieve and sustain double-digit EBITDA margins, ROIC and strong free cash flow generation.

World-Class Execution

Attain world-class results across all our business allowing the Company to *Be the First Choice of the Stakeholders We Serve*.

Profitable Growth Driven by Innovation

Leverage our materials science and product knowledge, innovation and manufacturing expertise across our product groups in the pursuit of organic and inorganic growth.

Corporate Responsibility

Deliver value to all our stakeholders through our environmental, social and governance initiatives to ensure the long-term sustainability of the Company.

ABOUT COOPER STANDARD

AWARDS & RECOGNITION

GRI 2-28

We are proud of the global impact we have on our communities, as a partner supporting our customers and as a global supplier. In 2023, we received recognition through a variety of awards that demonstrate our dedication to driving progress in key categories that aligned with our goals:

SUSTAINABILITY

2024 *Newsweek's* America's Most Responsible Companies: Cooper Standard was added to the 2024 list for the fifth consecutive year. Each year, the top 500 most responsible companies are selected as corporate leaders for prioritizing environmental, social and governance responsibilities. This list is based on scorings, reports, independent surveys and strategic programs supporting sustainability initiatives. It is a strong example of our commitment to ethical business practices.

Silver Medal EcoVadis Status: Cooper Standard achieved Silver Medal Status from the sustainability rating platform EcoVadis. Our score increased to 65, placing the Company in the top 87% of responding companies in our segment.

Leader in Sustainability: Nissan North America recognized Cooper Standard as a leader in sustainability at their recent 2023 Supplier Appreciation Event. This recognition was given to suppliers who achieved high levels of sustainability performance based on their EcoVadis score, a worldwide provider of environmental, sustainability and governance ratings for global supply chains.

INNOVATION

2023 SPE Automotive Innovation Awards: Cooper Standard was honored as a 2023 Society of Plastics Engineers (SPE) Automotive Innovation Award finalist for our FlushSeal™ sealing system.

General Motors 2022 & 2023 Supplier of the Year: for the seventh year in a row, Cooper Standard won the GM Supplier of the Year award. Award winners are selected for exceeding expectations and outlined guidelines of superior quality and performance.

OUR PEOPLE

Soma Venkat, Ph.D., Senior Vice President, Chief Information Technology Officer, was honored with a 2023 Michigan ORBIE® Award by the Michigan CIO Leadership Association. Soma was selected from over 100+ nominees for success in leadership and innovation. This year's finalists were selected based on the business value they've created through technology innovation, the size and scope of their responsibilities, and overall engagement from the community.

MANUFACTURING

IndustryWeek **Best Plant:** Cooper Standard's Aguascalientes, Mexico facility was named as a 2023 *IndustryWeek* Best Plant Winner for categories including manufacturing, customer service and employee engagement.

2023 Diamond Plants: In 2023, 21 of our facilities were awarded as a Cooper Standard 2023 Diamond Plant (an internal program that recognizes high performing plants annually who exceed manufacturing requirements) for high performance in this year's operational categories. Another 18 plants earned either a Platinum, Gold or Silver rating, giving Cooper Standard over 65% of total plants ranking on the Diamond maturity path.

2023 Kaizen Awards: Cooper Standard's Shenyang, China facility was named the 2023 Global Kaizen winner (an internal program that recognizes teams who are "changing for the better") for making significant lean advancements in manufacturing. On a quarterly basis, plants are evaluated and leaders score teams who find better ways to optimize equipment, streamline operating processes and reduce waste and cost.

REGIONAL RECOGNITION

Bowling Green, Ohio, U.S.: Ohio EPA's Encouraging Environmental Excellence Silver Award

Changchun, China: FAW-VW Lean Quality Award, Innovation Ability AAA Award and Contribution Award; and Government Growth and Progress Award

Foshan, China: FAW-VW FS Quality Progress Partner Award

Kunshan 1, China: Lixiang Good Delivery Performance Award

Kunshan 2, China: CJLR Decade Achievement Award; Excellent Covid Secured; SGM 2023 Excellent Supplier

Mt. Sterling, Kentucky, U.S.: KY EXCEL Silver Environmental Leadership Award

Qingpu, China: SGM Excellent Quality Manager

Shenyang, China: BMW Tiexi plant 0 PPM

Tarazona, Spain: Ford Q1 Certification

Yantai 2, China: SGM Annual Supplier Silver Award and Supply Chain Stability Award

Follow all announcements by signing up for Cooper Standard Newsroom Email Alerts on www.cooperstandard.com.

ABOUT COOPER STANDARD

MATERIALITY & STAKEHOLDER ENGAGEMENT

GRI 2-29, 3-1, 3-2

Our corporate responsibility efforts have the greatest impact when we concentrate on the issues that are most significant to our business and stakeholders. We continuously refine our approach and chart our future course by regularly interacting with internal and external stakeholder groups, such as our employees, customers, suppliers, investors and the communities where we work and live.

We ensure meaningful engagement with stakeholders through various methods, including conversations, forums, surveys and community outreach. To identify priority topics, challenges and opportunities, we conduct regular materiality assessments, providing dedicated and formal checkpoints for our sustainability strategy and reporting efforts.

Following best practices, the materiality process ensures effective management and reporting of sustainability issues crucial to our industry and stakeholders. It guides our future business priorities, strategies and goal-setting efforts. We maintain compliance with reporting requirements for our global footprint by considering future reporting requirements, including the Corporate Sustainability Reporting Directive. In 2024, we intend to conduct our first double materiality assessment, an exercise to define operationally and financially significant material topics, to further inform business strategy and enhance reporting.

In 2022, our focus shifted to identifying actual and potential negative and positive impacts of our business on the economy, environment and people. In 2023, we engaged with a third party to evaluate our long-term environmental, social and governance (ESG) goals to ensure they are aligned with our strategic objectives, evolving stakeholder expectations

and available resources. We completed a current state assessment, including peer benchmarking, best practices, framework and regulatory considerations, culminating with a workshop with our material topic owners to develop new goals based on assessment outcomes. Those goals were validated by our third-party partner and our Global Sustainability Council and were approved by our Global Leadership Team. We proudly share these insights in this and future reports.

Global Sustainability Council

We demonstrate our commitment to sustainability and corporate responsibility through our Global Sustainability Council. This cross-functional council, led by an executive chair and comprising subject matter experts from Cooper Standard, provides executive-level oversight for the Company's sustainability strategy. It ensures alignment and integration with operational business goals and stakeholder priorities.

The council, dedicated to a holistic perspective on ESG initiatives, continually monitors evolving best practices. It actively shapes long-term goals to drive world-class ESG performance. Leadership positions within the council are also designated for each material topic, ensuring ESG considerations are seamlessly integrated across all aspects of our business.

Our enduring dedication to sustainability has positioned us to effectively address the significant challenges of today. This commitment drives innovation in processes, products and materials, exemplified by initiatives like our award-winning Fortrex® materials platform. This innovative approach allows us to meet the current and future sustainability needs of our stakeholders.

Our most recent materiality assessment provided us with seven theme priorities for Cooper Standard and our external stakeholders: Business Ethics & Integrity; Climate Change; Diversity, Inclusion & Belonging; Employee Engagement & Talent Recruitment; Energy & GHG Emissions; Innovation; and Product Lifecycle. This report addresses these top issues, as well as topics identified in our secondary tier, across environmental, social and governance and product-related topics.

Importance to External Stakeholders (y-axis)
Importance to Cooper Standard (x-axis)

Third Tier — Secondary Tier — Top Tier

■ Social
1. Employee Engagement & Talent Development — 27
2. Diversity & Inclusion — 31
3. Workplace Health & Safety — 34
4. Labor Relations — 73
5. Human Rights — 76
6. Community Involvement — 40
7. Public Policy
8. Wellness
9. Indirect Economic Impacts

■ Product
10. Innovation — 47
11. Product Lifecycle — 52
12. Product Quality & Safety — 54
13. Responsible Sourcing — 77
14. Customer Trust & Satisfaction — 60
15. Responsible Minerals — 78
16. Supplier Diversity

■ Governance
17. Ethics & Integrity — 65
18. Business Continuity — 71
19. Information & Data Security — 85
20. Digitalization — 88

■ Environmental
21. Energy & Emissions — 82
22. Climate Change — 82
23. Operational Waste — 83
24. Water — 81
25. Air Quality
26. Biodiversity

FORMALIZING OUR APPROACH

We strategically incorporate sustainability within our organization and business activities and solidify our ESG approach. We continued our ESG governance structure from last year, through structuring a manageable approach that will allow for continuous progress against our ESG targets, initiatives and ambitions.

Material Topic Owners
subject matter experts responsible for strategy and execution of a material topic

Sustainability Council
internal group responsible for developing and executing Cooper Standard's ESG initiatives

Global Leadership Team
Company leadership providing executive-level oversight of ESG initiatives

Board of Directors
highest governance body providing oversight of our ESG strategy

Regular summary updates: document topic definitions, key performance indicators, relevant internal / external changes and action plans to achieve long-term goals

Quarterly review: evaluate progress toward achievement of long-term action plans, address emerging risks and opportunities (internal and external) and ensure cross-functional alignment of ESG priorities

Quarterly GLT meeting updates: ensure adequate oversight of our ESG initiatives, alignment and integration with the Company's strategy

Annual Board review: update key ESG topics according to the standard Board and Board committee calendars

ABOUT COOPER STANDARD

COOPER STANDARD'S ESG GOALS

Our third environmental, social and governance (ESG) materiality assessment was completed in 2021 through an objective third party firm. Cooper Standard identified seven clear priorities following the results of the assessment:

- Business Ethics & Integrity;
- Climate Change;
- Diversity, Inclusion & Belonging;
- Employee Engagement & Talent Recruitment;
- Energy & GHG Emissions;
- Innovation; and
- Product Lifecycle.

Engaging our Global Leadership Team in the materiality process allowed us to reassess our ESG goals and long-term targets, ensuring alignment with strategic objectives and evolving business needs. These targets address our management approach and performance across ESG and people-related activities considered most material to our business. Annually, we evaluate and transparently report progress on our ESG goals, updating key performance indicators (KPI) when necessary to reflect our successes and challenge us to make continuous improvement. This goal-setting and review process ensures consistent information for stakeholders and informs crucial business decisions.

Our commitment to ESG strengthens our team, partnerships and business, vital for attracting talent, maintaining a robust supply base and developing innovative, cost-effective solutions. Despite ongoing changes and challenges, we persist in growing stronger and focusing on drivers of long-term value creation, aligned with our Purpose of *Creating Sustainable Solutions Together*.

ESG LEADERSHIP GOALS

Strengthening our team, partnerships and business, our commitment to addressing ESG issues advanced in 2023. In 2022, we incorporated strategic ESG metrics performance into our annual incentive plan for our named executive officers, with 15% of funded annual incentive amounts contingent on achieving these goals. In 2023, we added this performance metric to our incentive plan for all bonus-eligible employees. Inclusion emphasizes our dedication to reaching long-term sustainability targets and delivering value to all stakeholders. For additional details on our annual incentive plan, refer to Cooper Standard's 2023 Proxy Statement.

MEASURING ANNUAL PERFORMANCE

Goal progress can be found in the beginning of each topic section. Performance for 2022 is indicated with a blue bar and 2023 performance is displayed numerically below the scale.

2022   Goal achieved   Goal exceeded

2023

WINNING IN THE WORKPLACE

ACHIEVE WORLD-CLASS PERFORMANCE IN
TALENT STRATEGY

Continue to meet or exceed world-class level of internal fill (66%) for our director level leaders and above.

Continue to move toward a goal of 50% diversity on our Senior Leadership Team succession plans by 2025.*

Increase U.S. racially underrepresented populations in leadership roles to reflect the percentage of U.S. racially underrepresented populations in the Company by end of 2027.

Expand our existing functional and Leadership Colleges, launch additional functional colleges in finance and information technology, and further enhance our overall learning and development opportunities by 2024.*

Increase women in leadership roles to reflect the percentage of women in the Company by end of 2027.

Increase U.S. racially underrepresented salaried populations in alignment with market representation by 2027.

BUILDING A
WORLD-CLASS SAFETY CULTURE

By 2023, each facility will have improved their safety balanced scorecard score by 15% from a 2019 baseline.

GIVING BACK TO
COMMUNITIES WHERE WE WORK & LIVE

Annually engage employees and their families equivalent to 50% of our workforce.

ENHANCING PRODUCT VALUE

EMBED SUSTAINABILITY
THROUGHOUT OUR DAILY BUSINESS ACTIVITIES

Commit to linking 75% of our new innovations to improved sustainability outcomes in the production, use or end-of-life phases.

Implement our innovative materials and product solutions on half of all battery electric vehicles on the road (including hybrid vehicles) by 2023.

DRIVING PROACTIVE EFFORTS TO HELP
DELIVER WORLD-CLASS PRODUCT QUALITY & SAFETY

Reduce the percentage of potential safety-critical issues reaching customers by 50% by 2023.

Decrease our quality incidents per billion by 35%.

LISTEN TO THE VOICE OF THE CUSTOMER
TO MEET OR EXCEED THEIR NEEDS AND EXPECTATIONS

Achieve 98% of green or yellow customer scorecards by 2023.

*We have decided to move away from this goal as we reassess our approach

RESPONSIBLE BUSINESS

MAINTAIN A WORLD-CLASS REPUTATION FOR
CONDUCTING HONEST, ETHICAL & RESPONSIBLE BUSINESS PRACTICES

Ensure and validate that 100% of employees know where to find the Code of Conduct and policies by 2023.

Foster an environment where 100% of employees will feel comfortable reporting misconduct if they observed it by 2023.

Foster an environment where 100% of employees never feel pressured to compromise values by 2023.

Foster an environment where 100% of employees believe their concerns about unethical behavior or misconduct will be fully investigated by 2023.

IMPLEMENT SCREENING EFFORTS
WITH OUR GROW SUPPLIERS

Reach 100% response rate on supplier Sustainable Assessment Questionnaire from our direct materials Grow suppliers by 2023.

By 2023, 100% of our direct material Grow suppliers will have completed a self-assessment with respect to compliance with our Supplier Code of Conduct, which includes human rights topics.

REDUCE OUR IMPACT
ON THE ENVIRONMENT

Decrease our solid waste generated by 25% by 2025.

Lower our Scope 1 and Scope 2 GHG emissions indexed to sales by 15% by 2025.

Commit to have 100% waste diversion rate globally, by 2025.

Reduce our operational energy consumption (Scope 1 and 2) indexed to sales 15% by 2025.

STRENGTHEN & IMPROVE OUR INFORMATION SECURITY
PROCESSES, DATA & INFRASTRUCTURE

Provide annual training on our phishing data security practices for 100% of Cooper Standard employees who work with our systems by end of 2022.

Provide formal cybersecurity training for 100% of Cooper Standard employees who work with our systems by end of 2022.

Implement third-party cybersecurity assessments for all known vendors who pose critical or high risk to Cooper Standard systems or information by end of 2022.

In 2023, Cooper Standard underwent a goal-review exercise to identify successes, challenges and relevance of certain goals. The exercise resulted in a shift to how we measure and evaluate our goals and the creation of some new goals that will guide our teams in the coming years. In this report, we are proud to announce our new goals that will take effect in 2024, and we look forward to reporting progress towards these goals in the future. Read more about our updated long-term ESG Goals.

WINNING IN THE WORKPLACE

At Cooper Standard, our approximately 23,000 employees are the heart of our success. We strive to build a vibrant and inclusive culture that supports employee success in all aspects of their career. Our employees are our most important asset, so we take action to attract, develop, engage, retain and recognize world-class talent. Our commitment to *Safety First* inspires us to create a physically and psychologically safe workplace, and we relentlessly work towards achieving zero safety incidents through our Total Safety Culture. We also support our employees by giving back to the communities where we work and live, focusing on our local impact. In this section, we showcase our dedication to the workplace culture, talent attraction and retention, diversity, safety and community engagement that strengthens our world-class reputation.

In This Section

Talent Strategy

Workplace Health & Safety

Community Involvement

Important Links

Diversity, Inclusion & Belonging Policy

Cooper Standard Foundation

WINNING IN THE WORKPLACE

TALENT STRATEGY

Creating an inclusive and supportive environment that celebrates our employees is central to retaining and attracting the best talent. Every Cooper Standard employee brings their unique background and expertise to our organization. We recognize our role in providing a positive work environment that fosters engagement, productivity and alignment toward our overall Purpose and Mission. We invest in our employees by providing them the tools and development they need to thrive in their roles, consistently improve and become leaders within our organization. Similarly, employee engagement strengthens our culture and empowers a cycle of continuous feedback and talent development. At Cooper Standard, who we are is defined by the culture we have built together, rooted in the Values we hold true and the Capabilities that outline our behaviors.

ACHIEVE WORLD-CLASS PERFORMANCE IN

TALENT STRATEGY

Key: | 2022 ▲ 2023

Continue to move toward a goal of 50% diversity on our Senior Leadership Team succession plans by 2025.*

delayed

Increase U.S. racially underrepresented salaried populations in alignment with market representation by 2027.

12.7%

Increase women in leadership roles to reflect the percentage of women in the Company by end of 2027.

17.1%

Increase U.S. racially underrepresented populations in leadership roles to reflect the percentage of U.S. racially underrepresented populations in salaried positions by end of 2027.

11.4%

13.5%

Continue to meet or exceed world-class level of internal fill (66%) for our director level leaders and above.

66%

36.4%

Expand our existing functional and Leadership Colleges, launch additional functional colleges in finance and information technology, and further enhance our overall learning and development opportunities by 2024.*

delayed

*We have decided to move away from this goal as we reassess our approach

OUR APPROACH
GRI 3-3

Through our talent strategy, we focus on attracting, developing, engaging, retaining and recognizing world-class and diverse employees. In turn, our organizational structure seeks to meet the needs of our business objectives while providing our employees the resources and support they need to grow within Cooper Standard. Our Senior Vice President and Chief Human Resources Officer oversees Cooper Standard's talent strategy. We provide regular updates to the Global Leadership Team (GLT) to communicate talent strategy initiatives and programs throughout our organization. Our Human Resources (HR) organization is responsible for developing our talent strategies, and our GLT is responsible for reviewing, approving and prioritizing these strategies and initiatives. Our Board of Directors also receives an annual report outlining our talent strategy, initiatives and performance.

New Goals

In 2023, Cooper Standard underwent a goal-review exercise to identify successes, challenges and relevance of certain goals. The exercise resulted in a shift in how we measure and evaluate our goals and the creation of some new goals that will guide our teams in the coming years. During the goal review, we decided to transition away from our goal of achieving 50% diversity on our Senior Leadership Team succession plans by 2025. This transition recognizes diversity's many forms, both seen and unseen, and we continue to challenge ourselves regarding accurately measuring all forms of diversity. Additionally, we also decided to transition away from our goal related to the expansion of functional colleges. We remain dedicated to the development of our employees and will focus our resources in other areas to drive our talent strategies.

During the goals exercise, we decided to slightly modify our two goals related to increasing U.S. racially underrepresented populations. We will increase U.S. racially underrepresented populations in leadership roles to reflect the percentage of U.S. racially underrepresented populations in salaried positions by the end of 2027, and we will increase the percentage of our U.S. racially underrepresented salaried populations year-over-year. These goals align with our belief that a diverse workforce makes us stronger.

We also modified an existing goal and added another goal related to increasing women in salaried positions and increasing women in leadership roles to reflect the percentage of women in salaried positions by the end of 2027. Our revised goals will be to increase the number of women in Company leadership to reflect the percentage of women in salaried positions by the end of 2027 and we added a goal to increase the percentage of female salaried population year-over-year. Prioritizing and empowering women in the workforce continues to be a focus of our Company and our customers. We will continue to execute our diversity, inclusion and belonging (DIB), and talent strategies in support of achieving these goals and look forward to sharing our progress towards these goals in the coming years. The new goals take effect in 2024 and we look forward to reporting our progress in the future.

Talent Acquisition

Our employee attraction strategy cultivates a top-tier workforce and talent pipeline by creating a healthy work environment, supporting employee development and offering competitive benefits. A strong talent pipeline that allows Cooper Standard to remain competitive in the increasingly dynamic job market serves as the foundation of our talent acquisition strategy. We consistently look for new ways to enhance and grow our talent pipeline for the future by cultivating invaluable institutional knowledge while providing new ideas and skills to our workforce. Our Community Involvement strategy is central to our pipeline development as we work to create relationships with potential applicants, including those not currently active in the job market.

Cooper Standard regularly participates in events that support and promote the future global manufacturing workforce. These initiatives include:

Hosting Manufacturing Day events at our facilities for students and community partners to showcase modern manufacturing and inspire the next-generation workforce to pursue manufacturing-related careers; and

Celebrating STEM (Science, Technology, Engineering and Math) education through our regional STEM Affinity Groups that leverage employee-led volunteer programs to inspire student achievement and interest in STEM careers.

We take training for hiring leaders seriously to minimize unconscious bias in our hiring processes and successfully secure best-fit talent. Hiring teams utilize training on behavioral-based interviewing through Cooper Standard University and standardized interview guides based on our Cooper Standard Capabilities Model. In 2024, we plan to further build out our inclusive hiring materials through the development and launch of an Inclusive Hiring Toolkit for hiring leaders.

Employee Benefits & Wellbeing

Cooper Standard attracts and retains employees by offering a competitive salary and benefits package, and a culture that values the interests and passions of every employee to help improve inclusion and a sense of belonging. Although the specific benefits offered may vary by country, common offerings include paid time off, comprehensive or supplemental health care benefits, risk benefits (life insurance, accidental death and dismemberment insurance or disability benefits), educational assistance, retirement plans, legal services, identity theft protection, discount programs and other benefits. We regularly review our total rewards package to maintain alignment with external market and employee needs globally.

Due to the rise of virtual meetings, especially in a hybrid work environment for our office employees, we introduced a default setting in scheduling to promote wellness breaks between meetings. Further, we provide additional policies and programs for employees, which vary in form and structure by country and location, including the following:

- Flex-time;
- Remote working opportunities;
- Employee assistance programs offered to employees in Brazil, Canada, France, Mexico, U.K. and the U.S. (each offering a variety of confidential employee and family support services, and other resources);
- Supplemental life and/or disability insurance to certain employee groups in Canada, China, Italy, Poland and the U.S.; and
- Various additional voluntary benefits at group rates (including voluntary critical illness benefits available to certain employee groups in China and voluntary accidental, hospital indemnity, critical illness, legal assistance and identity theft protection benefits available to U.S. employees).

Early Career Programs

We offer several programs designed to appeal to students and talent that are in the early stages of their careers:

- Apprenticeships offer talented employees the opportunity to attend college while building critical trade skills;
- Internship opportunities provide exposure to the organization and potential careers;
- Co-op opportunities with select universities to supplement students' academic curriculum by developing their abilities to learn new processes, troubleshoot and resolve issues in an "on-the-job" setting; and
- College graduate opportunities where we offer entry-level positions and trainee positions within Cooper Standard.

Every career path at Cooper Standard is unique, which is why we tailor opportunities to a variety of talent pools and conduct specific outreach to key groups. We provide career opportunities for military veterans and those who are transitioning from active service. The Michigan Veterans Affairs Agency recognizes Cooper Standard as a Veteran-friendly Employer. You can read more about our efforts to build and foster a diverse workforce under Diversity & Inclusion.

Talent Development & Performance Management
GRI 404-2

We believe that our talented team truly sets us apart from our competition. We understand the importance of acquiring and retaining top talent and giving them the resources and support that they need to grow as people and as Cooper Standard employees. Employee development opportunities are critical elements of our engagement and retention strategy. We place a high priority on developing ourselves and others through internal and external educational opportunities, mentoring and coaching, feedback, exposure and stretch assignments. Formal performance management, talent identification, succession planning, and learning and development tools foster growth in our workforce. We deliver value to all stakeholders when we continuously build and strengthen our workforce.

NEXT GENERATION ENGINEER ROTATIONAL PROGRAM

In 2023, we launched a nine-month rotational development program called The Next Generation Engineer (NGE). The NGE rotational program is open globally to early career product development and program engineers within the sealing and fluid businesses. In 2023, five Learning Engineers from around the globe were selected to participate in this hands-on, project-based program, which provides a technical learning path, including plant visits, engagement with other functions and exploring different career paths within the engineering function.

The purpose is to provide a pathway for engineers to develop a deeper understanding of our core business areas while allowing them to create new or expand existing skills. Participants partner with subject matter experts and cross-functional departments in five different disciplines and spend one to two weeks in the rotation at the plants to gain a well-rounded understanding of key business areas, such as product design, digital and physical analysis, testing and sealing or fluid handling products while developing innovative ideas and building trust. The program's conclusion is to present an executable project to the Product Development Leadership team that increases profitability, improves efficiency, shortens reaction times and reduces errors.

We value the contributions of every employee and take responsibility for creating a positive work environment that fosters engagement, productivity and alignment toward our overall Purpose and Mission. Our performance management process strives to maximize productivity and innovation by supporting employees' efforts to reach their full potential. We designed this process to enable and empower employees to align their efforts in a manner that contributes to the Company's goals. We equip employees with tools to track their progress toward their goals and to help identify and remove any barriers to their performance. Our process supports frequent, high-quality performance and developmental discussions, which contribute to our culture of continuous feedback and improvement while preparing and holding managers and individuals accountable for these discussions.

Our Development Planning resources site through Cooper Standard University, our learning experience platform, contains a series of eLearning courses and job aids to enable employees to take ownership of their individual professional development. The site content provides insight into Cooper Standard's development planning process, including how employees can create a formalized individual development plan (IDP). Cooper Standard encourages employees to create an IDP in partnership with their manager to request feedback and start career discussions. To develop each employee's IDP, we use a learning model that includes experiential learning, social learning and formal learning that guides employees to identify and evaluate specific development

actions. These development actions help employees attain their goals and make employees responsible for managing and reviewing progress with their manager.

At Cooper Standard, we need skilled technicians who are familiar with our unique processes, so we focus on developing talent from within. Our apprenticeship programs offer employees the opportunity to attend college while working to learn new skills. Following completion of the program, our skilled employee graduates are well-positioned for opportunities within our plants.

Our Talent Development strategy also relies on successful talent identification and succession planning. We use performance management tools to help us identify, recognize and develop high-potential and high-performing employees. In addition to succession planning for all senior leadership positions, we prioritize succession planning for our Global Leadership Team (GLT). We identify ideal experiences, critical leadership capabilities and key rotations needed to prepare each GLT candidate for these important leadership roles.

We understand that our employees are our best source of talent and our internal fill rate demonstrates our ability to recognize and retain strong talent across all levels of our organization. In 2023, our internal fill rate for Directors and above was 36.4% and 59.5% for manager level.

99.93%

of salaried employees received a performance review in 2023

2022: 99.93%; 2021: 99.7%

Shanghai, China

EMERGING LEADERS PROGRAM

In 2023, Cooper Standard University through its Leadership College launched the Emerging Leader Program, one of our key initiatives to support individual contributors who aspire to be a people leader. The program is self-paced and consists of 13 eLearning courses within seven learning modules on the topics of leadership awareness, communication, team development, delegation, change management, embrace innovative ideas, and diversity, inclusion and belonging. Participants are also provided with a program guidebook designed to assist learners moving through the learning journey for self-reflection and action planning. Upon completion of the program, participants will have developed their leadership awareness and gained essential leadership skills that will help them progress toward a leadership role, as well as improve their cross-functional communication and collaboration.

Cooper Standard University

Cooper Standard University's mission is to provide high-quality, targeted and diverse learning opportunities that support and promote employee development and organizational effectiveness. We use competency modeling and gap analyses to continuously develop more efficient and effective processes to deliver training to our employees. We offer over 10 course catalogs for a variety of topics including communication, leadership, career development, and diversity, inclusion and belonging. We also made progress toward our goal of expanding our existing colleges (leadership, HR, manufacturing and product development) by adding new programming, advancing the accessibility of our offerings, acquiring a catalog of new eLearning courses and making new content available to our entire salaried organization. We recognize that our development approach must be agile, adapting to meet the needs of our remote employee population. In 2023, we focused on continuing the rollout of micro-learning courses of 30-minutes or less, rather than the traditional longer and in-person training and development sessions. Due to this new approach, we have adjusted our KPIs to better reflect our learner's engagement and have moved away from reporting total training hours to the average courses completed by unique learners. We are excited to report that the metric for 2023 is 3.1 courses completed per unique learner.

In addition to Cooper Standard University for our salaried employees, our Building a Talented Organization (BTO) program manages training for our manufacturing teams. Our BTO program provides global standardized training that ranges from ergonomics to safely operating machinery. Read more about our BTO program in Workplace Health & Safety.

Talent Engagement

We strive to create a positive environment where employees feel valued and want to do their best work, ultimately increasing engagement, innovation, effort and productivity. One way Cooper Standard provides a positive work environment is through employee dialogue, which helps us address employee expectations, empowering personal and business success. Our objective is to foster a culture that celebrates our employees and creates an engaging workplace, built on our Core Values and Capabilities. In addition employees are encouraged to particpate in Employee Resource Groups to help promote our Core Value of *Diversity Makes Us Stronger*.

We strive to enhance our communication methods and channels to provide our employees with the necessary platforms to engage in meaningful conversations about their career development. Throughout the year, we share regular communications with employees in their local language to inform the workforce of key developments and updates. Through our global employee communications platform, CS Connect, we share business strategies and opportunities, including safety initiatives, quality highlights, employee and team recognition and other Company developments. Our "You Talk, We Listen" sessions bring together internal stakeholders across all levels of the organization to listen and respond to what is on our employees' minds.

Through live global panel discussions, our Global Leadership Team (GLT) shares information about the Company's priorities and direction and responds to questions from employees. They also conduct an annual GLT Awards program to recognize high-performing teams. In 2023, we had the pleasure of having 26 teams and projects nominated, and 12 recognized with a GLT award.

EXPANDING OUR ERG NETWORK

In 2023, Cooper Standard grew our network of Employee Resource Groups (ERGs) by launching the **¡Hola!** ERG for Latinx employees in the U.S. This ERG was created when a group of employees identified an opportunity to provide resources for and celebrate our Latinx community. The purposes of this group are to develop a network of employees of Hispanic or Latino background in the United States and to promote the cultural diversity and professional development of its members. Their mission is to embrace our Core Value of *Diversity Makes Us Stronger* by encouraging Hispanic and Latinx representation, sharing heritage, traditions and family values.

We celebrated all Cooper Standard ERGs in 2023 by hosting an ERG Open House. Employees were able to join ERGs and learn about each ERG's dedication to fostering inclusion and belonging at Cooper Standard, enriching their employee experience and helping impact business initiatives.

Diversity, Inclusion & Belonging
GRI 3-3

At Cooper Standard, we believe in our Core Value, *Diversity Makes Us Stronger*, and we are committed to maintaining a culture that supports and promotes Diversity, Inclusion and Belonging (DIB). We embrace diverse viewpoints and understand the importance of building a global workforce that reflects a broad range of human differences. We leverage the uniqueness of each team member and cultivate a culture of inclusivity so every employee can feel a sense of belonging and appreciation. Making progress towards our DIB commitments enables us to attract new talent, identify new business opportunities and generate innovative solutions that will ultimately allow us to grow and expand our business globally.
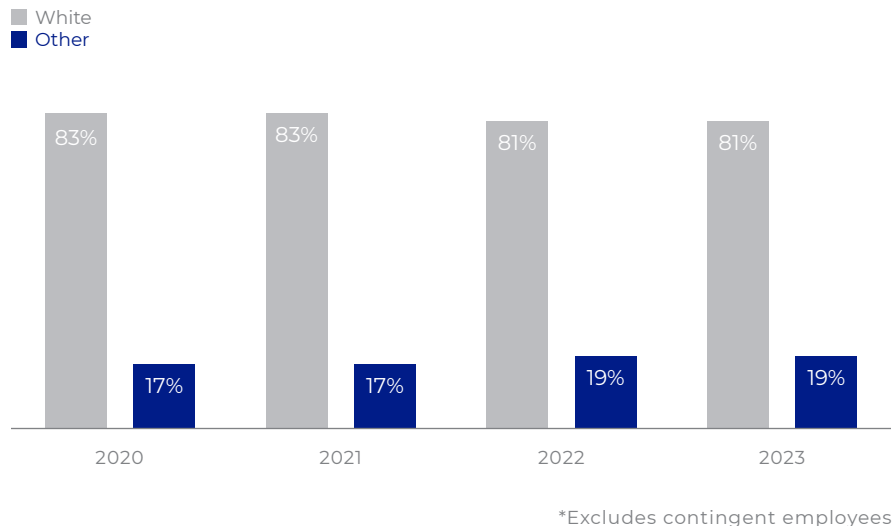
Our commitment to DIB is defined and affirmed in our DIB statement "Valuing the Perspectives and Leveraging the Strengths of All Employees." We uphold our commitment by:

- Creating a recruiting culture that attracts a diverse talent pool and hires the right person for the right job;
- Investing in programs to develop and retain a diverse workforce;
- Creating forums for all voices and perspectives to be heard;
- Auditing for exclusionary norms, processes, policies and inequities;
- Providing opportunities for employees to be aware of their unconscious biases and learn about and celebrate others' differences;
- Helping all employees feel physically and psychologically safe; and
- Improving and supporting the communities where we work and live.

Our talent acquisition strategy is an extension of our DIB commitments, and we take action to identify and invest in process improvements that increase our diverse candidate pipeline, eliminate bias in the hiring and interview process, and create a recruiting culture where everyone is a diversity champion. Our commitment to building a diverse and inclusive workforce is outlined in our DIB policy, signed by our GLT and lead Board director.

Workforce Demographics*
U.S. workforce by ethnicity

White
Other

	2020	2021	2022	2023
White	83%	83%	81%	81%
Other	17%	17%	19%	19%

*Excludes contingent employees

2023 DIB Workstream Accomplishments

Recruiting / Development

Facilitated global virtual classroom sessions on the Art of Behavioral Based Interviewing.

Retention

Targeted Cooper Standard University course offering for members of our ERGs, women and racially underrepresented populations.

Communications

Expanded panels with a purpose discussion series and expanded DIB-related content on CS Connect. Launched Respectful Communications Campaign.

The DIB Action Group is responsible for managing the Company's DIB initiatives and organizes itself to focus on four strategic workstreams. Our 2023 accomplishments for each workstream are described above.

Our DIB Action Group spearheads our DIB strategy and specific initiatives, serving as a central enabler of DIB awareness and equitable recruiting efforts. This group oversees our progress toward DIB goals and strengthens our DIB programming within strategically identified workstreams, including Company policies, recruiting, retention and development, communications and training and employee resource groups. The DIB Action Group meets with the GLT as needed to review key deliverables and decisions. Our Board routinely discusses the impact of social topics, including DIB, to build their awareness of our diversity initiatives.

All salaried employees are required to participate in unconscious bias training as part of their onboarding. Supplemental learning and development material, focusing on leadership opportunities for women and racially underrepresented talent within the U.S., is available through the Cooper Standard University Leadership College, in partnership with the DIB Action Group. In 2023, we published additional educational materials and training courses to celebrate Juneteenth and our LGBTQIA+ workforce. We also expanded our "Panels with a Purpose"

discussions to incorporate regionally specific topics and included a broader group of employees as panelists. We also continued our "Meaningful Conversations" article series to further explore DIB-related topics salient to our workforce.

Our Purpose, Mission, Values and Capabilities, guide our efforts to generate the most impact for our stakeholders. We maintain our dedication to creating an inclusive culture that welcomes and celebrates diversity as we attract and retain talented individuals from varied backgrounds and experiences. Studies find that demographically diverse companies are more likely to outperform their more homogeneous peers, which is why developing DIB is critical to meeting our business objectives. Our team of certified diversity recruiters follows interviewing and assessment best practices to build diverse candidate slates. Our hiring team is committed to expanding our network by seeking out candidates outside standard channels to actively target underrepresented candidates for all open positions.

OUR PERFORMANCE
GRI 401-1, 405-1

Cooper Standard is a strong advocate for gender equity in the workplace. Our Board is composed of 30% women and our GLT is composed of 22%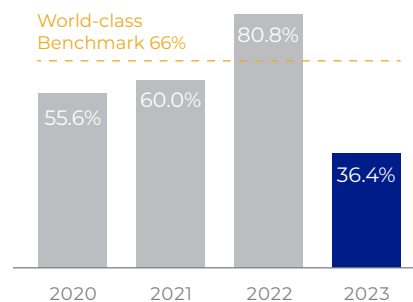 women. Acknowledging opportunities for improvement, we continue taking action to expand female representation in our global workforce, with a focus on increasing the number of women in salaried positions, especially within leadership.

Internal Fill Rate
manager level

World-class Benchmark 66%

2020	2021	2022	2023
58.6%	50.4%	59.3%	59.5%
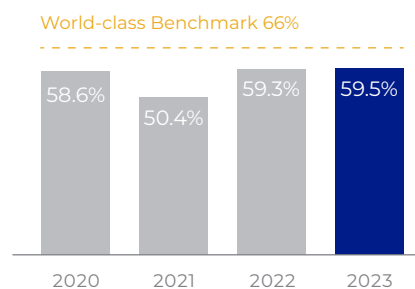
Internal Fill Rate
director level & above
(including plant managers)

World-class Benchmark 66%

2020	2021	2022	2023
55.6%	60.0%	80.8%	36.4%

Employee Voluntary Turnover
hourly & salary

Industry Benchmark 11.6%

2020	2021	2022	2023
12.7%	19.8%	19.2%	15.2%
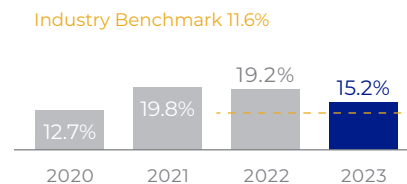
Total Employee Turnover
hourly & salary

Industry Benchmark 17.4%

2020	2021	2022	2023
26.0%	34.5%	35.8%	30.2%

Women in the Enterprise

2020	2021	2022	2023
36.4%	37.5%	38.4%	39.5%
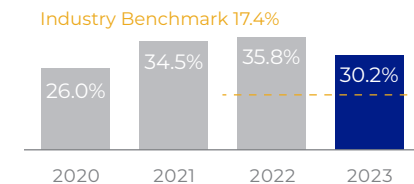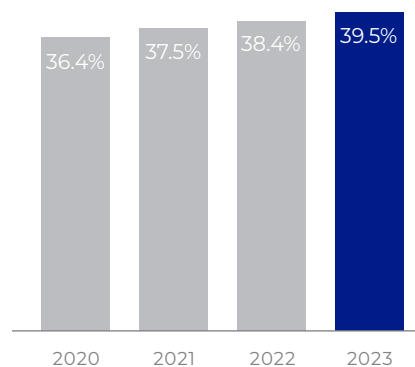
Women in Salaried Workforce

2020	2021	2022	2023
29.6%	30.6%	30.6%	31.4%
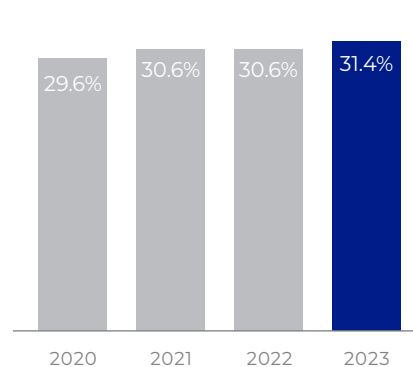
Women in Leadership
director level & above
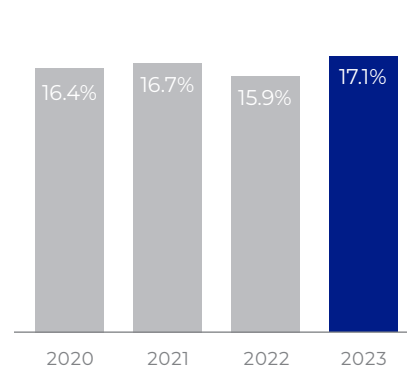
2020	2021	2022	2023
16.4%	16.7%	15.9%	17.1%

Women in Leadership
vice president & above

2020	2021	2022	2023
20.0%	22.2%	22.2%	23.7%
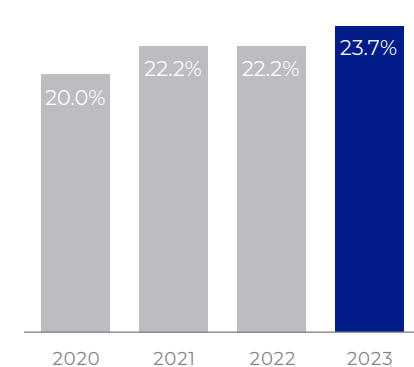
excludes contingent employees

WORKPLACE HEALTH & SAFETY

At Cooper Standard, we are committed to *Safety First* as a part of our Total Safety Culture. We prioritize providing all employees with safety training and awareness, personal protective equipment and safe working conditions, with the aspiration of achieving zero workplace injuries. We will adapt and evolve our approach as needed to ensure a physically and psychologically safe workplace for our employees.
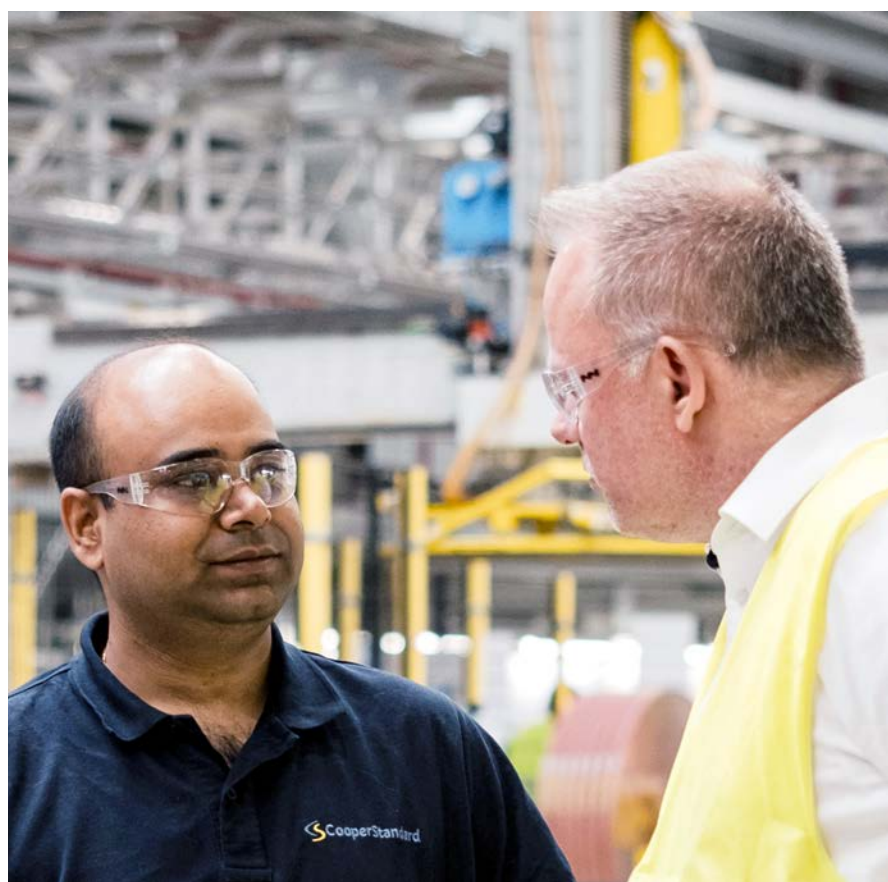
BUILDING A
WORLD-CLASS SAFETY CULTURE

Key: | 2022   ▲ 2023

By 2023, each facility will have improved their safety balanced scorecard score by 15% from a 2019 baseline.

23%

OUR PRIORITIES
GRI 3-3

Our Total Safety Culture encourages all employees to take ownership in mitigating health and safety risks for themselves and others. With a focus on prevention, we aim to proactively identify and address systemic failures before they happen, prevent recurrences and drive change. An essential component of this approach is having timely, comprehensive health and safety data. In 2023, we re-examined the tools and methods we use to collect, store and monitor health and safety data and plan to implement new, more effective health and safety information systems in 2024. Not only will this help us address health and safety concerns in real time, but it will also support proactivity and incident prevention. We take a similar approach to health and safety compliance, viewing regulatory and industry standard compliance obligations as opportunities for growth. We reviewed our current methods, programs and tools used to monitor and act in accordance with the compliance landscape, making sure that we can best anticipate how changes will impact our business and customers, using the most efficient services available in the current market.

We also maintain a state of readiness to address any customer requests related to certifying facilities to ISO 45001, with more than 40% of our facilities already certified. We remain focused on managing the safety of our employees through our Total Safety Culture.

OUR APPROACH
GRI 3-3

Our Total Safety Culture thrives at all levels of the Company, and we maintain transparency through keeping open communication with our leadership and workforce. Cooper Standard's global manufacturing organization, led by our President, Sealing Systems and Chief Manufacturing Officer, oversees our overall safety performance. Our Vice President of Quality, Supplier Development and Global Health, Safety and Environmental is responsible for leading and evolving our Total Safety Culture. At the local level, the Regional Leaders of Health, Safety and Environmental (HSE), country HSE managers, HSE plant leaders and staff manage safety responsibilities. We report safety updates to the Global Leadership Team monthly and safety trends to the Board as a part of our standard Board meeting materials. In addition, in the case of a recordable incident, members of our Global Leadership Team (GLT) receives an email alert within 24 hours of the incident. Our leaderships' ongoing engagement strengthens the overall success of our Total Safety Culture.

We engage in multiple meetings with various stakeholders throughout the Company. We meet weekly for an overall business update to discuss any issues that we have identified. Our Health and Safety team presents at our monthly results meeting, where we discuss any significant ongoing projects and any newly developed or released procedures. We present any new key performance indicators and future plans at our monthly World-class Operations meeting.

Our world-class benchmark is set based on bi-annual benchmarking of companies whose performance we believe exemplifies world-class.* Based on the information that was available, we worked towards the world-class TIR benchmark of 0.57 in 2023. Every year, we review externally and consider our world-class benchmark for the manufacturing segment of the industry. As part of our Total Safety Culture, we find ways to challenge ourselves to achieve world-class safety practices. By aligning our goal with this new benchmark, we are demonstrating our ongoing commitment to continuous improvement.

*Our world-class benchmark of 0.57 is based on the average TIR of a selection of the top 11 auto suppliers ranked by sales of original equipment parts in 2022 plus three suppliers above and below Cooper Standard's ranking.

New Goals

In 2023, Cooper Standard underwent a goal-review exercise to identify successes, challenges and relevance of certain goals. The exercise resulted in a shift in how we measure and evaluate our goals and the creation of some new goals that will guide our teams in the coming years. We consistently beat our previous total incident rate (TIR) goal, so we introduced a revised goal calculation. To reflect our commitment to continuous improvement, we are challenging our team to maintain better than the adjusted world-class TIR of 0.47 annually. This goal revision takes effect in 2024 to support maintaining world-class safety performance and consistent with Cooper Standard's aspiration to achieve zero workplace injuries.

Additionally, we introduced a goal to implement a next generation Safety Balanced Scorecard program by 2025 and we look forward to reporting our progress in the future.

Proactive Safety

Cooper Standard implements various proactive safety measures across the Company. Our Fast Response Process (FRP) outlines the steps plant management must take to integrate, demonstrate, promote and define a program to reduce HSE-related significant events in the plant. The HSE FRP meeting is a daily cross-functional meeting owned by operations whose responsibility is to review significant HSE events including recordable incidents, near misses and first aid events. This brief communication-focused "short sharp" meeting is typically held on the shop floor, where our teams document and review events to provide structure for the report and ensure corrective actions have been identified, assigned and tracked through completion.

To promote open communication as part of our safety culture, Cooper Standard encourages all employees to take initiative by reporting health and safety concerns. Employees can report work-related injuries, illnesses and first aid cases to their supervisors. We assess and validate all critical safety events, including near-misses, first aid and other recordable safety events. We also have suggestion boards, called Top 20, where employees can document any unsafe conditions for management to address.

TOTAL SAFETY CULTURE
zero incidents

0.32
TIR per 200,000 hours worked; well **below our 0.57 world-class benchmark**

24
plants achieved **zero incidents**

13
consecutive years **without any fatal accidents**

In previous years, Cooper Standard developed an informal risk identification program called RADAR (Recognize, Assess, Develop, Act, Report). RADAR complements our standard Job Hazard Risk Assessment Program when evaluating non-routine, non-repeating tasks. Sites that have consistently used RADAR have crafted improvements based on user feedback, near misses, observations and incidents while conducting such tasks. Based on this engagement, in 2023, we formalized the process into a written Global Procedure required at all locations. In 2024, we will continue to monitor implementation and adjust if necessary.

Training & Plant Culture
GRI 403-5

Our Total Safety Culture relies on participation. All Cooper Standard employees and leaders are responsible for cultivating and contributing to a work environment that is safe, healthy and respectful. We are only able to achieve our targets because leaders and employees at every plant location understand that *Safety First* is a Core Value.

Cooper Standard provides most health and safety training through Building a Talented Organization (BTO), a global standardized training process for direct labor operators. BTO incorporates safety elements including both the plant level requirements and job specific requirements in every work instruction and shop floor training. BTO also teaches the required employees how to identify hazards at the workstation that support our writing of effective Job Hazard Risk Assessments (JHRA).

Through our Fast Response Process (FRP), plant managers track and manage recordable incidents, first aid occurrences and near-miss health, safety and environmental issues. At each facility, digital screens display health and safety incidents, and our plant managers review these incidents with their teams daily. FRP encourages plant managers to highlight a weekly safety topic and implement customized training sessions at their locations using materials from our enterprise portal. Overall, plant employees utilize the FRP to communicate significant HSE issues to management, assign ownership to corrective actions and track

SAFETY BALANCED SCORECARD 2.0

The Safety Balanced Scorecard (SBS) is the primary health and safety management system at Cooper Standard that matures and advances our safety practices and risk management. In 2021, we developed a safety roadmap that evaluated SBS elements and created a calibration method to standardize scoring. In 2022, we took steps to further develop the SBS to create a more forward-looking perspective, allowing for a more proactive approach to safety management.

Each plant has targets for its SBS and each year we update those targets based on the previous year's performance. The SBS system rates each facility's performance across six elements:

- Safety culture maturity model survey;
- Safety engagement;
- Job hazard and risk assessment;
- Critical safety program evaluation;
- Incident statistics (total incident rate and lost day severity rate); and
- Validated critical safety event investigation.

The framework of all six SBS elements allows us to help our facilities achieve world-class performance, specifically focusing on leading rather than lagging indicators. Leading indicators help us proactively prevent safety issues as opposed to simply measuring incidents after they happen.

In 2024, we will further develop the SBS 2.0. Our aim is to revisit and revise the criteria for the current six elements to ensure we continue to challenge our facilities to continuously improve our Total Safety Culture. We believe these scorecard enhancements will continue to support our aspiration to achieve zero incidents.

Atlacomulco, Mexico

SAFE RETURN TO WORK CAMPAIGN

Periods directly following extended plant shutdowns can be a particularly difficult time for health and safety management. To encourage positive behaviors in the first week following a shutdown, Cooper Standard practices the Safe Return to Work employee engagement initiative. During this first week back to work, site leadership presents daily communications tailored to specific audience and safety subjects, often getting creative with live, written or one-on-one engagement.

progress through completion. To ensure that leadership employees stay informed, the health and safety management system sends global alerts within 24 hours if a significant HSE event becomes recordable.

Every June, all locations participate in a safety culture maturity model survey to improve our health and safety performance year over year. After analyzing the results of the surveys, we identify areas that need the most improvements in each plant.

Cooper Standard creates new health and safety trainings based on specific hazards or opportunities for improvement. In 2023, we recognized a need for machine safety skill building, both at the design and operational level. We developed a strong training curriculum for designers that emphasizes emerging technologies, standards and regulations in machine safety design. In the future, we will roll out corresponding training at the site level so that on-site design changes meet the necessary safety criteria.

OUR PERFORMANCE
GRI 403-2

We improved our Total Incident Rate (TIR) and exceeded the world-class benchmark for the seventh consecutive year. For the full year 2023, our TIR was 0.32 per 200,000 hours worked, compared to 0.33 in 2022 and 0.40 in 2021, all well below our 2023 world-class benchmark of 0.57. In addition, 24 of our plants achieved zero incidents:

- 3 of these plants achieved zero incidents for two consecutive years
- 1 of these plants achieved zero incidents for three consecutive years
- 3 of these plants achieved zero incidents for four consecutive years
- 3 of these plants achieved zero incidents for five consecutive years
- 2 of these plants achieved zero incidents for six consecutive years
- 1 plant achieved zero incidents for nine consecutive years
- For the 13th consecutive year, Cooper Standard did not experience any fatal accidents.

Facilities ISO 45001 Certified*

2020	2021	2022	2023
24.7%	37%	43%	43%
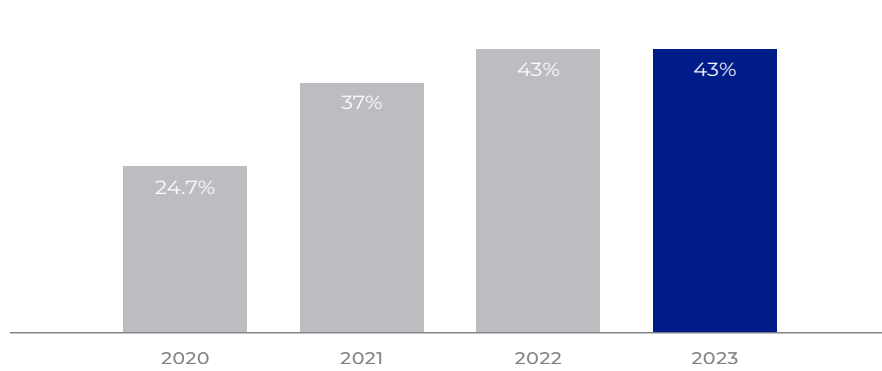
Zero Incident Rate
of locations
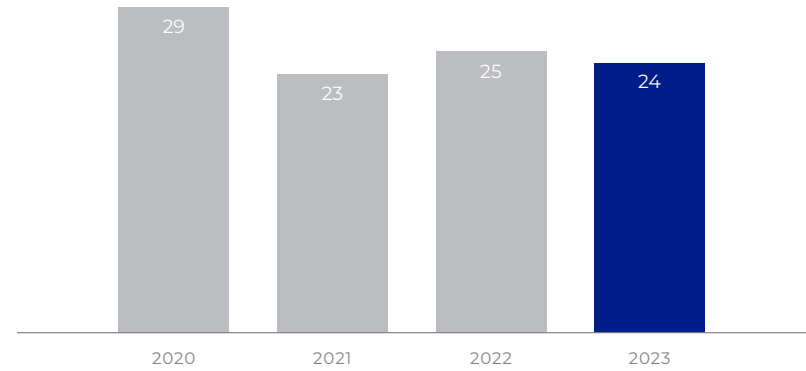
2020	2021	2022	2023
29	23	25	24

Total Days Away
restricted or transferred

2020	2021	2022	2023
-	1,318	1,221	1,180

Total Fatalities

2020	2021	2022	2023
0	0	0	0

Total Incident Rate

World-class Benchmark 0.57

2020	2021	2022	2023
0.32	0.40	0.34	0.32

Lost Time Incident Rate

2020	2021	2022	2023
0.11	0.21	0.14	0.15
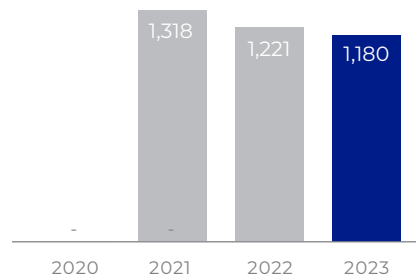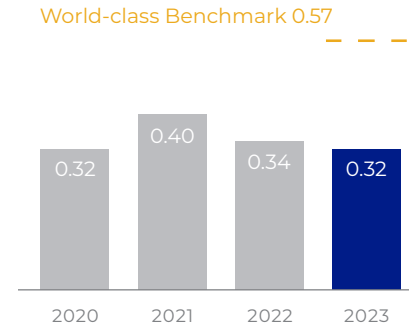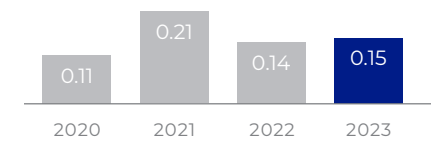
*Data includes those plants certified to OHSAS 18001

COMMUNITY INVOLVEMENT

Cooper Standard is dedicated to being a responsible community partner. We strive to *Create Sustainable Solutions Together*, which means partnering with stakeholders in our community to live out our Core Values. We believe supporting communities benefits our employees, attracts talent and improves our reputation as a leading global manufacturer. Our community involvement strategy is rooted in employee volunteering and the philanthropic efforts of the Cooper Standard Foundation.

Our Culture of Giving Back

Cooper Standard's community involvement fosters employee engagement that leads to meaningful impact on our local communities and on our employees' relationships with each other and with the Company. The Cooper Standard Foundation prioritizes grassroots efforts to promote the Company's philanthropic culture and connect employees with their communities around the world.

Charity cycle race | Shanghai, China

GIVING BACK TO
COMMUNITIES WHERE WE WORK & LIVE

Key: | 2022   ▲ 2023

Annually engage employees and their families equivalent to 50% of our workforce.

31%

OUR PRIORITIES

The Cooper Standard Foundation offers employees and their families the chance to meaningfully contribute to the communities where they work and live. Employees who participate in these experiences characterize them as incredibly valuable for their engagement and their community. To increase employee participation, we developed a strategic target for community involvement that focused on increasing rates of employee participation.

OUR APPROACH

Since its establishment, the mission of the Cooper Standard Foundation has been to support children's charities, education, health, wellness and community revitalization in the communities where Cooper Standard employees live and work. The Cooper Standard Foundation focuses on four areas:

- Direct donations and grants to charitable organizations;
- Matching contributions for employee engagement activities;
- Scholarships for employees' children based on academic achievement and community involvement; and
- Global crisis funding.

Our Foundation Board of Trustees and our Philanthropic Committee are responsible for overseeing the activities of the Cooper Standard Foundation, which is a 501(c)(3) organization, governed by U.S. tax laws. Annual Board meetings occur each December where confirmation of the Board of Trustees and Philanthropic Committee receive approval. The year-end meeting also includes a year-in-review presentation, budgetary approvals and other Foundation updates and discussions. In addition to the annual meeting, quarterly Philanthropic Committee meetings serve as checkpoints to review and approve philanthropic requests and budgets. If further approval is necessary, we present requests to the Board of Trustees for final approval.

COMMITMENT TO OUR VETERANS

Cooper Standard is committed to supporting veterans through initiatives focused on providing them with education and employment opportunities that help them reintegrate back into civilian life. In 2023, a group of employee veterans once again held a skeet shooting fundraiser for Michigan's Disabled American Veterans (DAV), raising approximately $95,000 over the last three years. These funds will be allocated to mobile units that travel to rural communities and assist veterans and their families by providing educational training regarding benefits. Members of the DAV will also assist veterans by helping them fill out the necessary paperwork to apply for these benefits.

Manufacturing Day | Aguascalientes, Mexico

STEM and Manufacturing Education

Cooper Standard is dedicated to inspiring and cultivating the next generation of the manufacturing industry by promoting science, technology, engineering and math (STEM)-related careers.

Our STEM Employee Resource Group works to generate excitement and interest in manufacturing and STEM careers for future generations. The Resource Group consists of Cooper Standard volunteers, called "STEM Accelerators," who strive to inspire student interest in STEM careers through various community initiatives, including:

National Manufacturing Day – Each year, Cooper Standard facilities invite students to learn about modern manufacturing. In 2023, we hosted over 30 events across global locations to celebrate and inspire the next generation of creators.

Other Regional Events – Our STEM Resource Group hosted events for local students and employees' children in our North America and Asia Pacific regions.

The Asia Pacific region conducted 10 STEM events throughout 2023.

The STEM Employee Resource Group (ERG) from North America supported various events in Southeast Michigan, including:

- Managed the First Lego League from September to December 2023 every Tuesday and Thursday afternoons at SAY Play Center in Detroit.

- Held the SAY Play Detroit STEM Day and Demonstration Day, which included a full day of demonstrations at 11 stations to approximately 90 students.

- Participated in the Detroit Area Pre-College Engineering Program STEM Programming at the Michigan Science Center.

- Inspirations Program team conducted six workshops throughout the year at two local middle schools.

- Hosted, in partnership with the Hartland High School Robotics team, a camp at Vista Maria, an organization that advocates for vulnerable youth and human trafficking victims through restorative mental health and transitional living.

Leucan Ski Challenge | Sherbrooke, Ontario, Canada

SUPPORTING OUR COMMUNITIES WHERE WE WORK & LIVE

For the fifth year, Cooper Standard's Sherbrooke, Ontario, Canada employees participated in a 10-hour ski challenge raising $12,340 to benefit Leucan, a children's cancer services charity.

The Atlacomulco, Mexico employees initiated and held their first 5K race promoting the cause "FOR INCLUSION," to benefit the IEVO Foundation, a charity that helps children with cancer and people with disabilities. This race was held in the municipality of Atlacomulco. More than 153 citizens and Cooper Standard employees participated, raising $10,800.

Employees from southeast Michigan volunteered at Cadillac Urban Gardens, which provides a space for community members to gather to grow fresh fruits and vegetables, promote food sovereignty and provide food security for residents with little access to garden space and/or fresh produce. Our volunteers enthusiastically helped with different tasks to beautify the garden, including weeding, watering, organizing the shed, sorting trash / recyclables and shoveling compost.

Health & Wellness

Our employees engage in health and wellness activities to improve the lives of our neighbors in communities across the globe. Some examples of the numerous activities in which our employees participated include:

Humanitarian Aid – After the devastating earthquake in Turkey and Syria on February 6, 2023, the employees of Cooper Standard Technical Rubber GmbH in Mannheim, Germany started a donation campaign on the Company premises in addition to many private donation campaigns. This effort was also supported by the Works Council and the plant leaders. Many donations of clothing and other necessities were sent to those in need. In addition, the Cooper Standard Foundation contributed funds to support the relief aid.

Children's Support Charities – Across the globe, our employees support children's initiatives, including children with cancer, developmental and physical disabilities, and educational support. This is especially so in Mexico where our employees focus on children's charities to create an inclusive culture and environment where children can thrive. Our employees in Mexico held approximately 45 events that benefit children. In one event they collected enough bottle caps to support 14 chemotherapy treatments for a child. In another event, they worked to clean up playgrounds in local communities. At underserved schools, they hosted basketball events for children in wheelchairs, coordinated book fairs and donated books, assisted in graduation ceremonies for developmentally impaired students and ensured a happy holiday season by holding gift giving luncheons.

Community Revitalization

Our community revitalization efforts directly connect to the Cooper Standard Foundation's Mission to improve our communities.

Cooper Standard has been a proud partner with SAY Detroit for over 15 years. SAY Detroit is an organization committed to revitalizing communities and providing support to the most vulnerable citizens. We have provided funding for many of their programs, such as the SAY Detroit Clinic and the SAY Play Center. The SAY Play Center is where our STEM Employee Resource Group works to inspire the next generation to pursue careers in STEM fields.

Cooper Standard also participates in SAY Detroit's Working Homes Working Families program. This program's purpose is to revitalize the community and neighborhood by refurbishing abandoned houses in

Detroit for working families in need. Over the past five years, Cooper Standard participated in nine events, including one park build in 2023 at Casey Park in Highland Park, two in 2022 in which they once again reintegrated the Perchman Park and Parker Village Farms community garden. Over the years, employees have worked to rebuild homes for deserving families, as well as other SAY projects focused on revitalizing the surrounding neighborhood parks, including the Higgins, Balduck and Morningside parks.

Cooper Standard is proud to partner with SAY Detroit and the Working Homes Working Families program. Our Company and employees remain dedicated to supporting children's charities, education, health, wellness and community revitalization in the communities where we work and live.

Guaymas, Mexico

Volunteers from CS Guaymas Plants worked together to clean up trash and debris at Cochorit beach.

Yantai, China

Volunteers helped to replant the local Community Caring Forest, fostering a strong partnership for environmental preservation and community welfare.

Surgoinsville, Tennessee, U.S.

Volunteers revitalized the landscape at the local Chip Hale Center, fostering a positive environment that supports individuals with intellectual disabilities.

Atlacomulco, Mexico

Volunteers painted the playground at Evangelina Ozuna Pérez kindergarten to bring color and joy to the students.

OUR PERFORMANCE

Charities Supported
since 2013

2020	2021	2022	2023
125+	140+	145+	145+

Employee Volunteer Hours

2020	2021	2022	2023
-	-	7,059	6,830

Community Engagements

2020	2021	2022	2023
2,000	10,000	8,870	7,175
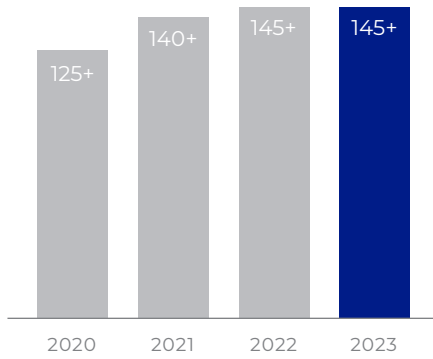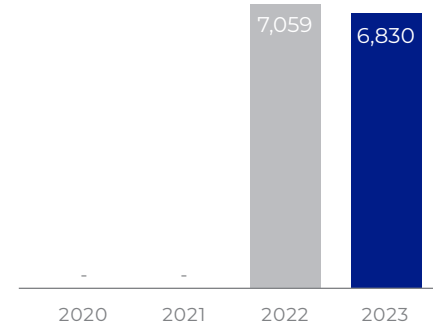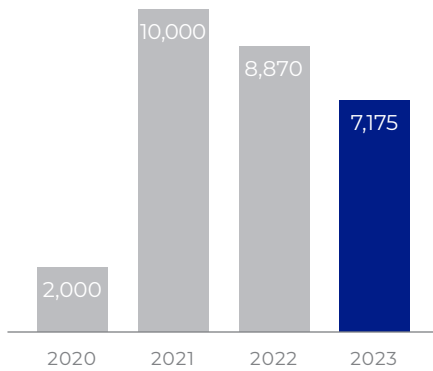
Annual Contributions
(millions)

2020	2021	2022	2023
$0.70	$0.60	$0.43	$0.58
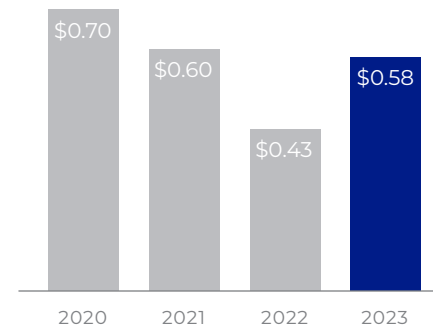
ENHANCING PRODUCT VALUE

Cooper Standard is committed to providing exceptional products and services while embracing innovative ideas and meeting customer expectations. We *Create Sustainable Solutions Together* by fully integrating product safety throughout our processes and improving our product quality, value and customer relations. Our high standards allow us to maintain our reputation for manufacturing excellence, engineering expertise, safety performance and reliable delivery of high-quality products. We strive to remain competitive in global markets as a supplier of choice through consistent performance and unique expertise. We demonstrate trust with our customers by creating open lines of communication to understand and respond to their needs. We respond to stakeholder concerns around climate change by developing innovative products that address global sustainability challenges and contribute to a low-carbon economy. In this section, we share our commitments to innovative solutions, environmental stewardship, quality products, anticipating the needs of our future stakeholders and strengthening our strategic partnerships.

In This Section

Innovation, Materials & Product Lifecycle

Product Quality & Safety

Customer Trust & Satisfaction

Important Links

Culture of Innovation

Fortrex™ Materials Platform

SPE Automotive Award

PlastiCool® Portfolio

Connector Portfolio

CS Open Innovation

FlushSeal™

Sealing Systems

Fluid Handling Systems

Automotive Industry Action Group

ENHANCING PRODUCT VALUE

INNOVATION, MATERIALS & PRODUCT LIFECYCLE

To *Be the First Choice of the Stakeholders We Serve*, we continuously evolve and embrace innovative ideas to exceed stakeholder expectations. We have an unwavering commitment to making our products more sustainable* to do our part in the fight against climate change. We identify ways to implement sustainability considerations through each stage of our product lifecycle, which requires balancing technological and economic limitations while incorporating sustainable materials where possible. We intentionally provide internal and external visibility of our product portfolio to further our culture of innovation and transparency. With our i³ (Imagine, Initiate and Innovate) stage gate innovation process, 4P (Product, Process, Programming and Partnership) and 4C (Connect, Convey, Communicate and Control) product strategies, and Product Lifecycle Management system, we differentiate ourselves from our competitors. We reduce the environmental impact and carbon footprint of our products by improving their recyclability, decreasing their weight, and minimizing energy and materials usage during manufacturing. As electrified vehicle sales increase globally, we help our customers optimize their systems to positively impact the economy of their vehicles regardless of the powertrain type (internal combustion engine, hybrid or battery electric), allowing us to be more competitive in global markets.

EMBED SUSTAINABILITY
THROUGHOUT OUR DAILY BUSINESS ACTIVITIES

Key: | 2022   ▲ 2023

Commit to linking 75% of our new innovations to improved sustainability outcomes in the production, use or end-of-life phases.

75%

85.7%

Implement our innovative materials and product solutions on half of all battery electric vehicles on the road (including hybrid vehicles) by 2023.

44%

*Sustainable Innovation is defined as items that improve or positively impact: Global Warming Potential (GWP), carbon footprint, CO_2 emissions, material usage, total mass, or deploy recycled and biobased content.

OUR APPROACH
GRI 3-3, 306-2

At Cooper Standard, we routinely look for new opportunities to improve the design of our products and manufacturing processes to reduce our environmental impact. Through our robust i³ innovation process, our 4P and 4C product strategies, and our Product Lifecycle Management system, our product teams find ways to overcome sustainability challenges. We are committed to improving circularity from "cradle to grave" by increasing the recyclability, reusability and durability of our products. Our product engineering team tracks products throughout their lifecycle using Cooper Standard's launch management system and our product lifecycle management database. This system and database are essential resources for storing information, data and deliverables, while creating and producing sustainable products. Our technology roadmap focuses on corporate and environmental sustainability, with products supporting electrification, increased thermoplastic usage and reduced global warming.

Chaired by our President, Fluid Handling Systems and Chief Technology Officer, our Global Technology Council (GTC) oversees our innovation process. Our Vice President and Chief Commercial Officer and our President, Sealing Systems and Chief Manufacturing Officer are also members of the GTC. The GTC is a cross-functional governance body responsible for overseeing research and development in all business and product groups, including materials science, product design, manufacturing process technology, analytics and artificial intelligence. The GTC meets every other month to communicate roadmaps concerning future product portfolios and identify process enhancements. Our steering committee also supports the management of Cooper Standard's innovation efforts alongside the GTC. Research and development functions include innovations within our Automotive and Industrial and Specialty (ISG) businesses.

The ISG team leverages Cooper Standard's manufacturing and materials science expertise to commercialize custom-blended grades of materials for applications outside of the automotive industry.

PARTNERSHIP WITH NIKE, INC.

Dedicated to expanding global innovation, the Company recently announced a partnership with NIKE, Inc. on a newly expanded technology licensing agreement. This exclusive licensing allows the sports-retail company to use Fortrex™, Cooper Standard's proprietary material platform for footwear applications offering better performance properties and sustainability benefits. The award-winning material creates a dramatic reduction in product lifecycle carbon footprint compared to traditional materials such as EPDM (53% reduction), TPV (22% reduction) and comparable shoe midsole foams (43% reduction). Fortrex™ offers benefits in lightweighting, quality, durability and elasticity making it a premium material that can be easily transitioned to a wide range of applications across industries. This is a win for our team as it showcases the talent and ingenuity of our people and their commitment to new ideas and continuous improvement.

New Goals

In 2023, Cooper Standard underwent a goal-review exercise to identify successes, challenges and relevance of certain goals. The exercise resulted in a shift to how we measure and evaluate our goals and the creation of some new goals that will guide our teams in the coming years. One such goal was to implement our innovative materials and product solutions on half of all electrified vehicles on the road (including hybrid vehicles) by 2023. We decided to shift our focus away from this goal due to the acceleration of battery electric vehicles on the road and the increasingly competitive market conditions. We will continue to pursue our goal of linking 75% of our innovations to improved sustainability outcomes.

In 2024, Cooper Standard will introduce two new goals. By 2028, we aim to have 30% of our product portfolio (including materials) provide improved sustainability vs. traditional solutions. We created this goal in response to customer and stakeholder interest in the sustainability considerations within our product portfolio. Our second goal is to reach 100% virtual validation, by leveraging computational simulation, by 2035. The new goals take effect in 2024 and we look forward to reporting our progress in the future.

Imagine, Initiate & Innovate

Our CS Open Innovation initiative provides a structure for external stakeholders, including startup companies, universities and suppliers, to collaborate with Cooper Standard. CS Open Innovation enables us to regularly evaluate cutting-edge technologies and determine strategic applications. As a result of this initiative, we have made considerable advancements in utilizing artificial intelligence to enhance manufacturing processes. CS Open Innovation, as well as other advancements made at Cooper Standard, have led to reductions in waste and energy consumption. We believe this shift would have the opportunity to benefit all customers, both automotive and non-automotive.

Our GTC screens and selects i[3] ideas for development using a defined index score that considers cost-saving factors and environmental issues, such as recyclability, inclusion of hazardous materials and total materials use. We also evaluate ideas for sustainability by assessing enhanced use of payload, reduced emissions and improved lifecycle. On average, roughly 13 qualified submissions are reviewed each quarter in 2023.

The Company's i[3] and Open Innovation processes are robust sources for innovative ideas. We find ways to increase project efficiency for all products, especially those with broader customer adoption. In 2023, we received 70

70
i[3] submissions
in 2023

38
current innovation
projects in various stages
of completion

15%
reduction in development
cycle time by utilizing
digital tools

50%
reduction in number of
standard components used
in our bills of materials

i³ submissions, and we had approximately 38 projects in various stages of completion by the end of the year. Innovations within our core automotive product lines include our Fortrex® materials platform, FlushSeal™ movable glass sealing system, Hidden Outer Waist Belt, dEcoFlex plastic trim, all TP Body Seal, MagAlloy® next-generation metal coating process, Gen III Posi-Lock® quick connector, Easy-Lock® push-to-lock quick connector, Ergo-Lock® quick connector, Eco-Snap™ quick connector, HTLD brake hose and our PlastiCool® portfolio of engineered lightweight multilayer tube for glycol applications. For more information on our innovative sealing and fluid handling products, please refer to our website.

We are continuing to expand our sustainable product offerings by incorporating additional post-consumer recycled materials, post-industrial recycled materials and bio-renewable materials into our products. By leveraging our own technology and expertise, we are not only meeting the evolving sustainability demands of our customers but also reducing our reliance on overseas suppliers, thereby mitigating the associated environmental impact from transportation and packaging waste. Through these initiatives, we are not just pioneering advancements in automotive technologies but also fostering a sustainable future.

Formulink

We utilize digital tools to support optimization and provide innovative solutions, ensuring efficient and effective resource allocation. Our Formulink tool accelerates advanced material development and enables global sharing of compound formulations. This tool analyzes our database of compound recipes and physical properties to suggest optimized recipes that maximize performance and minimize costs. We also use this tool to manage our global catalog of materials and to identify opportunities to reduce our use of less environmentally sustainable materials. Formulink allows us to drive global consistency throughout our operations, consolidate formulas and ultimately improve both long- and short-term product performance.

INNOVATION SPOTLIGHT

FlushSeal™

Last year was a big year for our FlushSeal™ glass sealing portfolio as we moved this solution from development into production, and were a finalist in this year's SPE "Most Innovative Use of Plastics" Innovation award. Our system allows customers to achieve their appearance goals more easily without sacrificing assembly times or performance. As the flush glass trend grows, we are confident that FlushSeal™, Cooper Standard's propriety system design, will help enable product line growth in the coming years.

Fluid Handling Solutions

The Fluid Handling Systems team continued to showcase product innovation as a key tenet for our future success and growth. The ingenuity of our development teams and engineers in concert with a rigorous i³ Innovation Process has led to the development of our industry-leading connector and tubing portfolio. By combining our Ergo-Lock® and Easy-Lock® quick connector solutions with our lightweight Plasticool® family of thermoplastic tubing, we are well positioned as a leading fluid handling solution provider for the hybrid and electrified vehicle market.

As 2024 progresses, Cooper Standard will continue to drive stakeholder value through the rapid development of fluid handling solutions that meet the needs of the market of today and the future. Opportunities for Connect and Convey development include work to integrate permanent attachment features to our assemblies, expansion of our quick connector and thermoplastic tubing into the transmission oil cooling (TOC) product space, high-temperature brake hose and work on a low-cost hose specifically designed for the lower temperatures and pressures of electrified vehicles. A key initiative for the Control product line will be the validation and marketing of eCoFlow™, the first in a line of new dynamic fluid control devices.

Design by Analysis & Virtual Validation

Our product development and manufacturing teams use advanced tools for computer aided engineering and simulation analysis to drive waste reduction. Using digital simulation, our engineers can test various operating conditions virtually. We minimize physical testing by utilizing digital analysis and virtual validation as much as possible. This approach not only reduces or eliminates the need for pre-production prototypes but also shortens the product development cycle. We are committed to investing in digital technologies and expanding the range of validation work that can be performed without the need for physical samples.

Sustainability has become a focus area for manufacturers considering how their operations and products impact the environment. Using design by analysis and virtual validation as part of the development and validation process helps reduce material waste and energy usage. Traditional processes for validation typically involve extensive and costly physical testing before being approved for use in automotive applications.

As we transition toward simulations of complex systems, design by analysis and virtual validation play an increasingly important role in our development process. These tools create value, reduce our development cycle time, and increase our customer responsiveness and overall design quality.

Knowledge-based Engineering

Using knowledge-based engineering (KBE), we create a database of information, drawings and standards to increase consistency and quality in our product designs. KBE significantly enhances the efficiency of routine tasks and enables greater consistency with proven high-quality designs. By utilizing KBE, we successfully decreased the number of standard components we use in our bills of materials by over 50%.

A.I.-enabled Manufacturing Controls

Cooper Standard uses artificial intelligence (A.I.) to design advanced process controls implemented in our manufacturing plants. Our A.I. startup company, Liveline Technologies™, allows us to use A.I.-based process controllers that monitor extrusion lines and adjust machine parameters in real-time, resulting in significant quality improvement, less scrap, reduced consumption of raw materials and less wasted energy, thereby reducing our environmental footprint.

MIDWEST MATERIALS INNOVATION CONSORTIUM

Cooper Standard is part of the Midwest Materials Innovation Consortium (MMIC), a network of corporations and universities dedicated to commercializing industrial material science innovations. As part of Cooper Standard's membership in MMIC, our business leaders engage in quarterly meetings and meet biannually to discuss innovations in-person.

Product Lifecycle Assessments
GRI 306-2

Cooper Standard's dedication focuses on creating and advancing products with enhanced circularity while fulfilling the requirements of our stakeholders. We conduct product lifecycle assessments when we receive a direct request from a customer or when we believe that our technologies are revolutionary, like our Fortrex™ technology. While few of our customers currently require product lifecycle assessments from their suppliers, we are identifying ways to address this anticipated future customer need.

As the industry transitions to electrified vehicles, the importance of recycled post-consumer products and bio-based and plant-derived materials is expected to increase. We are identifying innovative ways to expand our product portfolio and create innovative solutions for electrified vehicles. For example, we are switching from traditional EPDM rubber materials to plastic in both our sealing and fluid handling solutions. This creates vehicle infrastructure with less weight, which is critical to extending the battery life in electrified vehicles.

Shift to Electrified Vehicles

The accelerating shift to electrified vehicles is creating significant opportunities for innovation in our fluid handling and sealing systems product lines. We are positioning ourselves as a leader in this space. Electrified vehicles accounted for 91% of our total net new business in 2023. Cooper Standard is proactively transitioning our portfolio to meet the needs of electrification while still driving value and profitability. OEMs that no longer need cooling systems for gasoline engines are turning to their suppliers for thermal management systems for batteries and electronics.

As the demand for electrified vehicles increases, the need for lightweight, durable and sustainable materials is also rising. To meet this electric transition, we are anticipating an industry shift from rubber to plastic systems. Our strong product portfolio of lightweight plastic components is expanding and tailored to meet the requirements of the electrified vehicle industry. Our decades of experience position us to meet the needs of an electrified future. Our sealing solutions, like our MicroDense portfolio, help reduce weight and overall material usage, allowing for increases in electrified vehicle range while decreasing overall carbon footprint. In 2021, we set a goal of 30% transition to MicroDense EPDM by 2024. We exceeded that goal by achieving 32% transition in 2023.

Cooper Standard is addressing new and evolving demands with advanced materials that are lightweight, more sustainable and enable significant improvements in safety for the growing electrified vehicle market. These products include our:

- Fortrex™ materials platform which provides 30% weight reduction (versus traditional EPDM) and 10% weight reduction (versus TPV) with a reduced carbon footprint;
- PlastiCool® portfolio of engineered multi-layer tube which provides excellent chemical resistance and up to a 60% weight reduction versus traditional EPDM hoses; and a
- Quick connector portfolio which provides superior performance and enables significant improvements in ergonomics, safety, verification options and more.

Focused Strategies for an Innovative Future

Our 4P Sealing Product Strategy – Cooper Standard is leading the global automotive sealing industry as a trusted solutions provider known for our excellent technical expertise. We are committed to the needs of our customers, especially electrified vehicle manufacturers, in areas such as appearance differentiation, lightweighting and sustainability. Our 4P Sealing Strategy has allowed Cooper Standard to become a benchmark for sealing with a focus on electrified vehicles. Through our focus on product, process, programming and partnership, we are committed to offering the best solutions to our customers.

Our 4C Fluid Handling Product Strategy – Our 4C Strategy positions Cooper Standard as a fluid handling expert by driving architecture optimization via focused innovation. Our fluid handling products help connect, convey, communicate and control throughout fluid systems for superior performance across diverse powertrains. We leverage our innovation expertise and vertically integrated manufacturing processes with strong global standardization to support customers.

OUR PERFORMANCE

In 2023, we faced ongoing supply chain disruptions. To limit production interruptions, we identified alternative materials that met our customers' technical specifications. Our focus on solving technical material shortages and discontinuations – and our reputation for strong quality management – meant our customers knew they could rely on us to keep their production going. We utilized our innovative approach and the latest technologies to make progress toward addressing the needs of an evolving market. We advanced circularity in our operations from sourcing through end-of-life, which increased the efficiency of our processes while maintaining product performance and durability.

As we look to the future, Cooper Standard is working to address new and evolving demands with advanced materials and products that will be available in the coming years. We will continue to develop more sustainable, higher-performing products and solutions for the future of the automotive industry by pushing the boundaries of innovation.

Innovation Patents

Year	Value
2020	23
2021	8
2022	21
2023	18
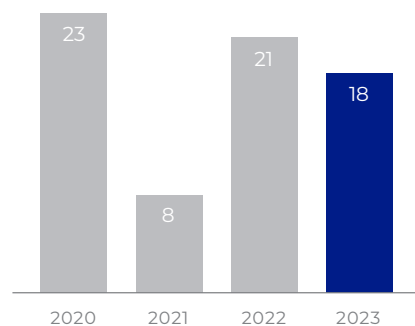
Research, Development & Engineering Spend
(% of revenue)

Year	Value
2020	4.3%
2021	3.9%
2022	3.2%
2023	3.0%
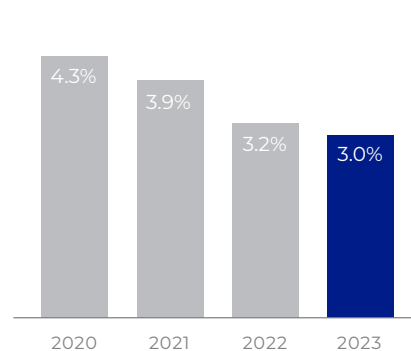
Average Innovation Idea Submissions
each quarter
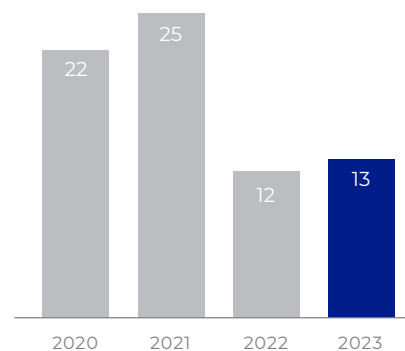
Year	Value
2020	22
2021	25
2022	12
2023	13

Total Major Innovations Introduced to Market

Year	Value
2020	16
2021	7
2022	12
2023	6
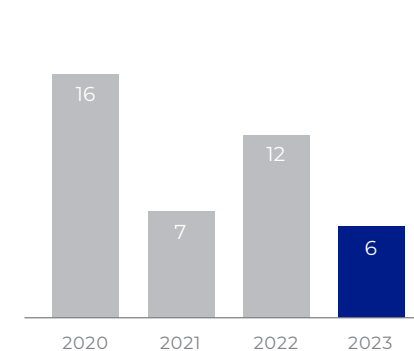
ENHANCING PRODUCT VALUE

PRODUCT QUALITY & SAFETY

We uphold our reputation as a trusted supplier to our customers by delivering consistent, world-class quality in everything we do. Our Core Value of *Safety First* allows us to focus on creating and utilizing materials, products, processes and procedures that support our safety and environmental responsibility commitments. As new risks and challenges related to product quality and safety emerge, we demonstrate our resiliency through our ability to deliver high-quality, sustainable solutions to our customers while maintaining transparency. In 2023, during periods of sudden change in our customers' production schedules and staffing challenges, we maintained our high level of product quality and customer support by utilizing our robust quality and product safety systems. Despite facing volatility, we continue to persevere and achieve high quality performance.

DRIVING PROACTIVE EFFORTS TO HELP

DELIVER WORLD-CLASS PRODUCT QUALITY & SAFETY

Key: | 2022   ▲ 2023

Reduce the percentage of potential safety-critical issues reaching customers by 50% by 2023.

50%

52%

Decrease our quality incidents per billion by 35%.

35%

56%

ENSURING A SAFE WORKPLACE WITH A FOCUS ON ENVIRONMENTALLY RESPONSIBLE MATERIALS, PRODUCTS & PROCEDURES

OUR PRIORITIES
GRI 3-3

At Cooper Standard, our Core Value *Safety First* demonstrates our commitment to providing safe products for our customers by fully integrating safety considerations in our framework and processes. Our Global Product Safety Committee (GPSC) is a cross-functional team composed of all the regional Product Safety Leads as well as representatives from global engineering, manufacturing, finance and legal teams. A material topic owner represents product quality and safety on the Global Sustainability Council (GSC), and product safety performance and progress undergoes frequent review in GPSC meetings every other month and in GSC meetings quarterly. Cooper Standard leadership teams work together to fix internal and external product safety and quality issues, involving our cross-functional teams to ensure our responses meet all requirements set by the National Highway Traffic and Safety Administration. We remain focused on sharing best practices and lessons learned to prevent potential product safety issues. We then integrate these insights into our product designs and manufacturing processes. By analyzing clusters of issues that have occurred, we prioritize resolving our biggest problem areas first.

We strive to eliminate product safety failures in our business, and we will report on our progress annually to hold ourselves accountable to our Core Value *Commitment to Excellence*.

OUR APPROACH
GRI 3-3, 416-1

As part of Cooper Standard's Product Safety Process, we embed all product safety standards and regulations into our product design, manufacturing processes, quality assurance and supplied parts. This process ensures consistency in our response to real and potential product safety issues throughout the Company. We also identify ways to embed sustainability and ESG considerations throughout all aspects of our business, and we continue following best practices and enabling the sharing of these best practices. At every step in our process, we uphold our highest standards to meet and exceed our customers' expectations as much as possible.

New Goals

We developed a set of external goals regarding our critical safety issues and quality incidents to allow us to be proactive in our improvement approach. In 2023, we saw a 56% reduction from 2020 in our incidents per billion, exceeding our 35% goal. After achieving this goal, Cooper Standard underwent a goal-review exercise in 2023 to identify successes, challenges and relevance of certain goals. The exercise resulted in a shift in how we measure and evaluate our goals and the creation of some new goals that will guide our teams in the coming years. During this goal-setting exercise, we decided to transition this goal to maintain potential safety critical issues to 35 incidents per billion or less.

In 2023, Cooper Standard achieved the goal to reduce the percentage of potential safety critical issues reaching customers by 50% by 2023. After achieving this goal, we introduced a new goal to maintain 2% or less of quality issues classified as potential safety critical issues. Through our world-class quality systems, we will continue to deliver our superior quality performance to our customers. The new goals take effect in 2024, and we look forward to reporting our progress in the future.

Quality

Cooper Standard's Global Quality Council oversees three product quality charters that track product quality actions and progress. Each charter addresses product safety issues related to end form measurement standardization, fuel leak reaction and hose under insertion for a particular region. Since systemic issues could have multiple root causes and impacts, our investigative process undergoes a review once per quarter by a cross-functional team. Root cause insights help deepen our understanding of product safety issues, so we can advance and achieve goals for each charter. The Problem Resolution System is our Company-run system that gathers and records quality incidents from opening to closure. This system also includes warranty returns which allows for increased efficiency and traceability between plants.

Suppliers

Cooper Standard remains committed to achieving excellence and delivering value to all our stakeholders and suppliers. We believe in establishing mutually beneficial partnerships and relationships with our suppliers so we can work collaboratively and rely on each other to quickly communicate when issues arise. Our regional supplier development teams track supplier performance metrics through monthly scorecards. These scorecards track supplier quality, delivery, packaging and personal safety metrics as well as sustainability-related metrics.

Quality knowledge and skills competition | Yantai, China
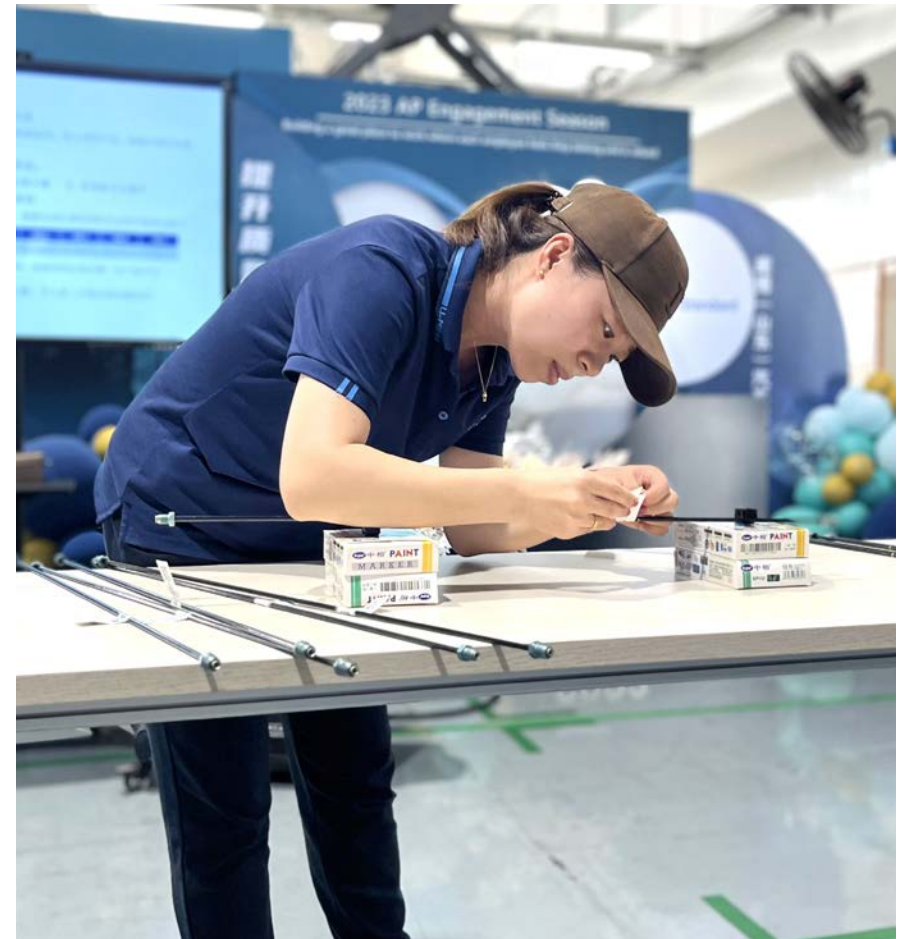
New Product Launches

Our product launch process, known as CLauS (Cooper Launch System) requires Product Safety Line Certification (PSLC) before the start of production. PSLC involves a multi-disciplinary team review on the plant floor that assesses production and test conditions against customer requirements and internal standards and procedures. For every new product we launch, we complete safety assessments as part of the PSLC process.

The PSLC process includes a thorough technical design review that assesses and incorporates lessons learned from similar programs, parts benchmarking and any available warranty data. This helps us operate more proactively and identify potential failures in the design or process before we begin full-scale production.

We use our PSLC process to guide our standard Product Safety practices. To ensure our equipment and processes meet our documented best practices and prevent future issues, our GPSC meetings review the PSLC audit results every other month.

Internal Risk Assessments

Our engineers undergo training to recognize potential product safety issues (PPSI) before our products reach our customers. We define PPSIs as issues that affect our ability to meet customer specifications or federal guidelines. They could also be issues that affect the performance of our products or the consumer use experience. PPSIs may result from purchased material defects, formula changes, flawed specifications, processing defects and/or equipment failures. PPSIs highlight production processes that could potentially cause harm to the end user, Cooper Standard employees or to workers in our customers' operations.

To establish the baseline for identifying safety risks, we use a tool to standardize our failure identification process. This risk assessment process strengthens our quality control as well as our ability to address issues efficiently.

It is critical that we identify potential problems in a timely manner so we can resolve problems before they reach our customers. Regardless of the issue or root cause, identifying these problems and solving them efficiently is our priority. The Global Product Safety Committee verifies all PPSIs for acceptance of closure actions. The Committee also reviews potential warranty issues for resolution.

Product Safety

With *Safety First* as a Core Value, we consider ourselves partners with our employees and customers. We always aim to immediately respond to any quality or safety concerns and report them to our customers. In rare cases when an incident occurs during the product's use-phase, we are quick to identify the cause, extent and responsible party. We use insights from that analysis to mitigate risk of future incidents.

Product Safety Training

We are committed to providing our customers with safe, high-quality products. The key to the successful execution of this commitment begins with a strong foundation of robust training. Our Product Safety Learning and Awareness module is a key training and development course assigned to all manufacturing and engineering salaried employees. In 2023, we added course assignments to all Program Management salaried personnel. Our Quality Building a Talented Organization training program also contributes to our ability to deliver safe products to our customers by upskilling new employees as part of our onboarding efforts. This training program identifies subject matter experts who teach new employees our standardized quality processes and procedures to support their development.

2023 DIAMOND PLANTS

Cooper Standard fosters its continued commitment to world-class manufacturing through an internal recognition called the Diamond Plant program. This program uses a point system to evaluate performance in 19 operational categories. By achieving performance thresholds, plants can attain Silver, Gold, Platinum or Diamond status, with Diamond reserved for the best of the best.

Each Cooper Standard manufacturing facility is measured on several key operational metrics in our mission to *Be the First Choice of the Stakeholders We Serve*: ensuring outstanding customer satisfaction (quality, product launch, delivery); enhancing employee performance (safety, absenteeism, turnover, labor efficiency); committing to investors through manufacturing excellence (product margin growth, lean savings, inventory optimization, waste elimination); and supporting our suppliers and communities in which we operate.

In 2023, a record 21 facilities received the Diamond Plants designation for their outstanding performance. Another 18 plants earned either Silver, Gold or Platinum status. We would like to congratulate the Diamond Plants for their outstanding achievement. These facilities are a testament to the hallmarks of the Diamond Plants program and Cooper Standard's commitment to world-class manufacturing.

Aguascalientes 2, Mexico	Kunshan 1, China
Atlacomulco, Mexico	Kunshan 2, China
Bielsko-Biała, Poland	Kunshan 3, China
Cartago, Costa Rica	Leonard, United States
Changchun, China	Lillebonne, France
Chongqing, China	Myślenice, Poland
Craiova Sealing, Romania	Qingpu, China
Dangjin, Korea	Shenyang, China
El Jarudo, Mexico	Wuhu, China
Guaymas, Mexico	Yantai, China
Guaymas West, Mexico	

Recognized as a 2023 Diamond Plant and Plant of the Year for their ongoing Commitment to Excellence | Kunshan 1 , China

Reducing Substances of Concern

Chemical regulations are ever-changing, so we prioritize maintaining compliance as part of our strategy. Our Product Development team monitors the legal landscape for amendments that could impact our employees and customers. We monitor regulatory activity, discuss potential impact on the Company, and develop processes and tools to increase the efficiency of compliance. We follow daily updates to the evolving landscape in each region we operate using third-party subscription services.

Our chemical compliance database is a centralized repository for all communication regarding the topic, enabling us to track all issues from initiation through conclusion. If we receive an alert related to an emerging Substance of Concern (SOC), we can track the substance through our Bills of Materials from the supplier to affected customer(s) and involve relevant parties in any potential engineering changes required due to the alert.

We publish and update product safety data sheets to comply with local laws in China, Korea, Europe and the Americas.

As members of the automotive industry, all actors in the supply chain are required to submit Material Data Sheets (MDS) to the International Materials Data System, declaring 100% of the substances making up their products. Each of our plants has at least two people responsible for approving suppliers' MDSs and submitting MDS to our customers. Through this tool, we can determine where a SOC might be present in our suppliers' materials or components and act early to potential substance bans.

OUR PERFORMANCE

Cooper Standard continues to deliver quality products to our customers despite facing new challenges and risks in 2023. As a testament to our quality and safety management, we received a record number of green scorecards from our customers and had our best quality results in 2023. Our proven quality management and stellar performance have enhanced our global design, equipment and process standards for our products.

Fines Associated with False Marketing/Advertising

2020	2021	2022	2023
0	0	0	0

Non-Conformance Violations
(with labeling or marketing regulation)

2020	2021	2022	2023
0	0	0	0

Voluntary Recalls Issued
0 involuntary recalls

2020	2021	2022	2023
0	1	0	2

Units Recalled

2020	2021	2022	2023
0	572	0	1,017

ENHANCING PRODUCT VALUE

CUSTOMER TRUST & SATISFACTION

As part of our *Commitment to Excellence*, we have high standards for ongoing improvement through creativity, consistency and adaptability. We aim to exceed customer expectations by developing innovative and sustainable products and processes that meet their current needs, while planning to address future needs to meet evolving market dynamics. Our Company's history of fostering long-term and strategic partnerships with our customers motivates us to continue collaborating to improve customer satisfaction. We hold ourselves accountable through informal and formal discussions with our customers. We leverage customer feedback as well as proactively identify opportunities to improve to ensure we can best serve them moving forward.
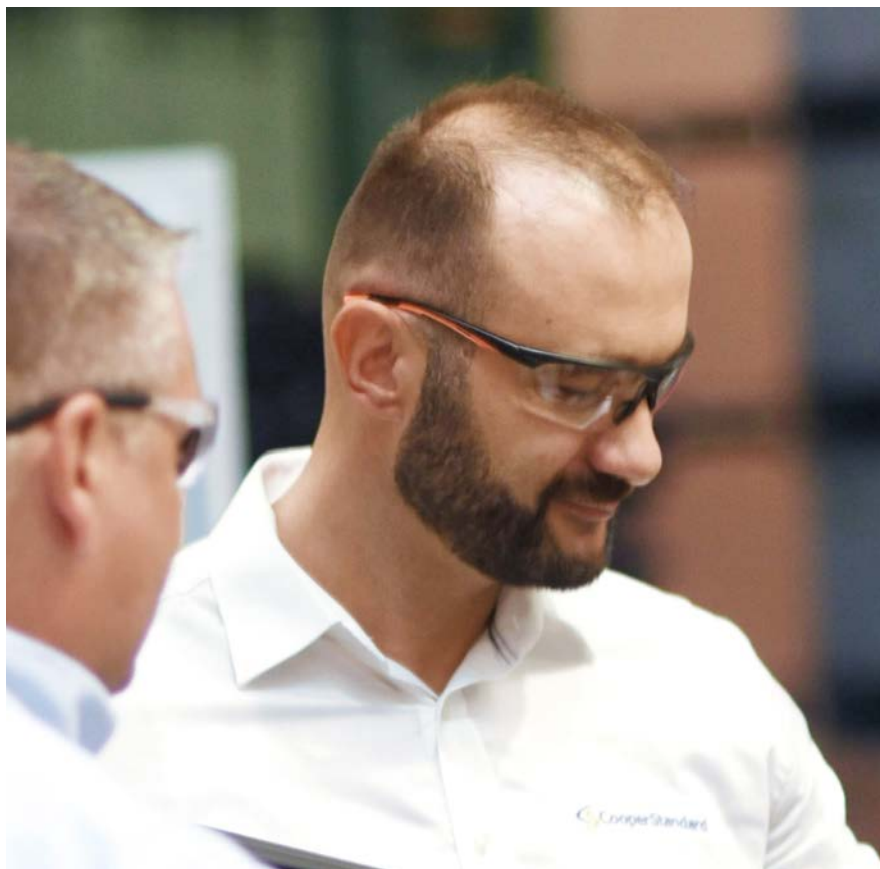
LISTEN TO THE VOICE OF THE CUSTOMER
TO MEET OR EXCEED THEIR NEEDS AND EXPECTATIONS

Key: ❙ 2022   ▲ 2023

Achieve 98% of green customer scorecards by 2023.

98.0%

COMMITTED TO MEETING AND EXCEEDING OUR CUSTOMERS' CURRENT AND FUTURE NEEDS

OUR PRIORITIES
GRI 3-3

Cooper Standard continues to enhance our customer relations. We adapted to evolving circumstances while maintaining quality service, communications and deliveries. Utilizing the feedback from our customer scorecards, we will meet expectations by evolving to changes in the market. In 2023, our results met our expectations and we achieved our goal of 98% green customer scorecards. To hold ourselves accountable to our valued customers and partners, we will report annually on our progress and adjust our business strategies as needed.

OUR APPROACH
GRI 3-3

Our Global Sales Organization (GSO) allows us to monitor the progress of our sales goals within our global sales groups. GSO meetings focus primarily on commercial priorities, including global customer issues and opportunities. Through this organization and our global customer leads, we have cultivated strong customer relationships.

Supporting our GSO, our Commercial Management Office (CMO) tracks our global sales goals and aligns global sales processes and procedures. Our CMO acts as the central function, with the support of global sales teams, to promote communication and collaboration between regions, functions and across product businesses.

New Goals

In 2023, Cooper Standard underwent a goal-review exercise to identify successes, challenges and relevance of certain goals. The exercise resulted in a shift in how we measure and evaluate our goals and the creation of some new goals that will guide our teams in the coming years. We made the decision to modify our existing Customer Satisfaction goal to achieve 98% of green customer scorecards by 2023, to maintain 98% or greater green customer scorecards annually. This will allow us to remain committed to achieving green or yellow scorecards to adapt to ever-increasing customer standards. The new goals take effect in 2024 and we look forward to reporting our progress in the future.

SHOWCASING OUR
INNOVATIVE VALUE PROPOSITIONS

Keeping customers involved and informed of our innovative value propositions, Cooper Standard hosted three global technology presentations highlighting advances in Sealing Technology:

FEBRUARY

JULY

AUGUST

Lindau, Germany

Our team presented dEcoFlex Colored Trim, TP Body Door Seal and EPDM. This presentation highlighted how sustainable each solution was and the benefits of weight reduction. Following the presentation, the team had an open discussion where participants shared constructive feedback.

Atibaia, Brazil

We focused on ESG principles, cutting-edge technology and electrified vehicle solutions. This presentation highlighted opportunities to provide local synergy that embraces the spirit of innovation and will drive progress at Cooper Standard.

Livonia, Michigan

Innovations reviewed included: Full TP Body Door Seals; dEcoFlex Colored Plastic Trim; Co-extruded High Gloss Black Moldings; Hidden Outer Waist Belts; and FlushSeal™. In addition to discussing the technical aspects of these products, we highlighted the associated sustainability improvements.

A Sealing 101 class, along with a review of our process technologies, helped to improve the customer team members understanding of our products and the value Cooper Standard brings to the industry.

These events served as a platform to highlight advancements in green technologies and fostered dialogue around our sustainable solutions. By actively seeking mutual collaboration and understanding of customer pain points, we aim to promote innovative and green solutions while deepening customer understanding of the value of having Cooper Standard as their supplier. Through these collaborative efforts, we reaffirm our commitment to *Be the First Choice of the Stakeholders We Serve*, working hand in hand with our customers to empower them to reach their sustainability goals as we move towards a more sustainable future.

Surpassing Customer Expectations

Cooper Standard is committed to meeting and exceeding our customers' current and future needs. We receive customer feedback primarily through our customer scorecards. Customer scorecards are unique to each company and tailored to reflect critical expectations in the materials we provide. Scorecards typically evaluate a supplier's performance in quality, warranty, delivery, launch, service parts, commercial performance and responsiveness. Our customers score each weighted category to determine an overall cumulative score. A green customer scorecard is one in which the Company met or exceeded the scoring threshold as defined by each customer. We continue to meet our performance standards on customer scorecards, which is reflective of our ability to meet or exceed our customers' expectations in the areas that they have communicated as the most important.

After collecting and analyzing customer scorecards, we modify our approach to better align with customer needs. We review the performance of each region during our Regional Senior Operating Team Meetings and Automotive Leadership Meetings. We also look at our Customer Satisfaction Index, organized by customer and region, to address challenges at a local level and monitor trends worldwide.

To encourage customer scorecard improvement, we display comparative plant rankings at each plant, regularly discuss feedback opportunities, and celebrate key successes and improvements. We also use indices for current production and development programs with customer feedback from across our sales organization to develop customer satisfaction scores. For customers that do not have scorecards, we monitor customer satisfaction through regular customer interviews and leadership meetings, soliciting feedback to help ensure we are meeting or exceeding their expectations.

Addressing Market Changes

Cooper Standard understands the importance of monitoring and responding to the latest evolving market trends. We are diligently transitioning our product portfolio to stay ahead of the competition. Notably, we are concentrated on the advancements in the electrified vehicle space and discuss these opportunities with customers, stakeholders and within the organization.

This market trend is accelerating. In 2022, more than 80% of our total net new business awards were with EVs. In 2023, $160M of our $175M, or 91% of our net new business awards were on electrified vehicle platforms. Cooper Standard is a current supplier to three of the top five and nine of the top 15 EV nameplates.*

In response to increased demand for more ESG-related disclosure information by our customers, we updated our global quote process to include a sustainability focus. Addressing this increasing demand allows us to be more transparent with our customers about our ESG strategy, priorities and progress.

OUR PERFORMANCE

With courage, creativity, perseverance and discipline, we hold ourselves to high standards as a part of our Core Value *Commitment to Excellence*. In 2023, we were recognized with 15 customer awards across all regions. We received recognition for the seventh consecutive year as a General Motors global 2022 and 2023 Supplier of the Year. We also received our second Nissan Motor Sustainability certificate based on our EcoVadis Sustainability Assessment.

*based on S&P Global (IHS Markit) global electrified vehicle production estimates for 2023 (excluding Japan)

RESPONSIBLE BUSINESS

At Cooper Standard, we are proud to engage in honest, ethical and responsible business practices. We incorporate accountability by frequently updating our data security practices, maintaining our comprehensive ethics and compliance policies, communicating our brand's values and commitments regarding human rights and operating our facilities while being mindful of the environment and its resources. To support our long-term corporate responsibility efforts and ambitions, we maintain strategic partnerships with customers and suppliers who share our values and ambitions. In this section, we demonstrate our commitment to continuously improving our programs, initiatives and strategies to exceed stakeholder expectations and make a positive impact.

In This Section

Business Ethics & Integrity

Business Continuity

Responsible Sourcing, Human Rights & Labor Relations

Climate Change, Energy, Emissions & Waste

Data Privacy, Cybersecurity & Digitization

Important Links

Code of Conduct

Supplier Code of Conduct

Cooper Standard IntegrityLine

Automotive Industry Action Group

General Terms & Conditions of Purchase

Global Human Rights Policy

Responsible Minerals Policy

Global Modern Slavery and Human Trafficking Transparency

Health, Safety & Environmental Policy

RESPONSIBLE BUSINESS

BUSINESS ETHICS & INTEGRITY

Our Core Value of *Integrity Always* is ingrained in everything we do. It acts as a framework for us to conduct business honestly, ethically and responsibly. We create a positive work environment and culture by adopting and adhering to ethical standards, focusing on business risk management and regulatory compliance. We take ownership of our Company's and our employees' dedication to upholding responsible business practices throughout the Company.

MAINTAIN A WORLD-CLASS REPUTATION FOR
CONDUCTING HONEST, ETHICAL & RESPONSIBLE BUSINESS PRACTICES

Key: | 2022 ▲ 2023

Ensure and validate that 100% of employees know where to find the Code of Conduct and policies by 2023.

94%

Foster an environment where 100% of employees will feel comfortable reporting misconduct if they observed it by 2023.

93%

Foster an environment where 100% of employees never feel pressured to compromise values by 2023.

78%

Foster an environment where 100% of employees believe their concerns about unethical behavior or misconduct will be fully investigated by 2023.

81%

OUR PRIORITIES
GRI 3-3

Our priority is maintaining our reputation for honest, ethical and responsible practices. Our employees demonstrate this value through their conduct, and it is our responsibility to ensure those values are applied to everyday business activities. We encourage all employees to report concerns and we provide training related to our investigation processes so they can be confident in our ability to resolve reports.

OUR APPROACH
GRI 3-3

Integrity Always is foundational to our operations, which can be seen in everything we do, including our effective ethics and compliance program that involves robust ethics reporting resources. We also focus on incorporating integrity considerations in our training and education initiatives, and our risk assessment, mitigation and monitoring initiatives. To confirm we successfully maintain a business culture that prioritizes ethical behavior, our employee surveys include questions related to workers' comfort with reporting misconduct they may witness.

We actively integrate ethics and compliance, enterprise risk management and sustainability in our approach to detect, prevent and mitigate risks. Our robust ethics and compliance program incorporates well-established elements, and we consistently enhance it through regular self-assessments and third-party program assessments.

As outlined in the Enterprise Risk Management section, we annually assess potential compliance, strategic, financial and operational risks, evaluating each for likelihood, impact and speed of onset. Additionally,

our Internal Audit team helps conduct fraud risk assessments, gaining insights into our Company's exposure to fraud and identifying strategies to enhance fraud mitigation.

Every two years, Cooper Standard actively conducts an ethical culture survey as part of our commitment to continuous improvement within our culture. These surveys enable us to track year-over-year progress and assess our performance against a benchmark data set of a world-class peer group. The analyzed survey results are shared with our Global Leadership Team and Board of Directors, fostering discussions to identify opportunities for further improvement. Additionally, we share these results with employees to enhance transparency throughout the organization.

New Goals

In 2023, Cooper Standard underwent a goal-review exercise to identify successes, challenges and relevance of certain goals. The exercise resulted in a shift in how we measure and evaluate our goals and the creation of some new goals that will guide our teams in the coming years. Like some other topics within this report, Business Ethics and Integrity goals changed. In our review, we determined we would be better served by moving away from an unrealistic goal of achieving 100% on a specific KPI, and instead focusing more on the relevance and application of continuous improvement in our Business Ethics and Integrity programming. We will aim for year-over-year improvement in the percentage of employees who never feel pressured to compromise values, who feel comfortable reporting observed misconduct, who believe their concerns about unethical behavior or misconduct will be fully investigated and who know where to find our Code of Conduct. These changes allow us to gain a better view of the successful functioning of our current systems and address any potential gaps that could otherwise go unnoticed.

We will continue with the same processes to monitor our performance to goals and related KPI measurement. The new goals take effect in 2024 and we look forward to reporting our progress in the future.

Training & Communication

In addition to Code of Conduct training, we conducted training on the following topics:

- Revised Antitrust Policy training and certification for all salaried employees;
- Anti-Bribery and Anti-Corruption training and certification for all salaried employees;
- Intellectual Property and Trade Secrets training for all salaried employees;
- Gifts and Entertainment Policy review and communication;
- Policy review and communication on Integrity and Protecting Our Confidential Information;
- Communication reminding employees of our Delegation of Authority Policy;
- Provided resources on Alleviating Employee Perceptions of Organizational Pressure for Managers and Navigating Pressure to Deliver Results without Compromising Integrity for all salaried employees; and
- Harassment-Free Workplace training of our U.S. hourly workforce provided by Human Resources.

In 2023, we expanded our Code of Conduct training to include our U.S. hourly workforce, distributing this training via CS Connect and manager-facilitated sessions.

2022 ETHICAL CULTURE SURVEY RESPONSE

Our biennial Ethical Culture Survey gives us a deeper understanding of our current performance and helps us identify areas of improvement internally and relative to our peer benchmark. Our peer group consists of companies with similar revenue and companies in the industrial manufacturing sector that are members of Ethisphere's Business Ethics Leadership Alliance or awardees of the World's Most Ethical Company® designation. Our 2022 summary ethical culture index (or Culture Quotient) results showed that we not only outperformed the benchmark, we improved in every area since our last survey in 2020.

Following the results of this assessment, we found that organizational pressure, the pressure to compromise standards to achieve business goals, was our greatest opportunity for improvement. Overall, 13% of global survey respondents (44% of survey respondents in Asia Pacific and 25% of survey respondents in South America) responded unfavorably to the question "I feel pressure to compromise the Company's Code, policies, laws, rules or regulations in order to achieve business goals." While there was a 3% improvement in organizational pressure since our 2020 survey results, our score still falls behind benchmark levels and is an area of opportunity for significant improvement.

To address organizational pressure, we are implementing action plans to help managers better communicate with their teams about ethics, as research shows that the more a manager communicates about ethics, the less likely employees are to feel organizational pressure. One strategy, implemented in 2023, includes providing our employees and managers guides for best practices related to alleviating and responding to organizational pressure.

We plan to provide another employee survey in 2024, which will help us continue to focus on areas for continuous improvement.

Integrity Always, Our Code of Conduct
GRI 2-23

Our Company is guided by our Code of Conduct. It provides guidance to help stakeholders recognize and address ethical issues to maintain our brand of integrity and accountability for everyone, regardless of their position. All members of the Cooper Standard team are responsible for understanding and following our Code of Conduct. To ensure that the Code is accessible, it is available in all our operating languages. The Code can be found at all Cooper Standard facilities, as well as relevant internal and external facing platforms and on our global employee communications platform, CS Connect.

Our salaried workforce must complete annual training through our online learning management system and needs to pledge that they have read and comprehended the Code of Conduct. When our employees have questions or wish to seek guidance, we expect them to know where to go to voice their concerns when something doesn't seem right. In 2023, we expanded our Code of Conduct training to our U. S. hourly workforce. This training is delivered to both our existing U.S. hourly workforce as well as to our new employees during orientation. This training emphasizes that our reputation and success as a Company depend upon the decisions and actions of our people, which is why it is essential that every action we take must honor our Company values and our Code to be in full compliance with the law.

Integrity is a pillar of our brand at Cooper Standard. Any actions or behaviors that violate our standards, as they are outlined in our Code of Conduct, may result in disciplinary action - including termination of employment. These situations include:

• Actions that violate the Code;
• Requesting others to violate the Code;
• Failure to promptly raise a known or suspected violation of the Code;
• Failure to cooperate in investigations of possible violations of the Code; and
• Retaliation against another employee for reporting a possible violation of the Code.

INTEGRITY CHANNEL ON CS CONNECT

In 2023, we continued to leverage CS Connect to introduce a dedicated Integrity Channel, to share communications on various ethics topics and announce upcoming mandatory training. Our aim is to cultivate an environment where all employees feel at ease reporting misconduct, and we are dedicated to enhancing the transparency of our ethics reporting process. As part of these initiatives, our HR teams have been working to include our global policies within CS Connect to further improve accessibility for our hourly employees.

SUPPLIER CODE OF CONDUCT

We require our suppliers to adhere to our Supplier Code of Conduct, outlining expectations for ethical business practices and compliance with our policies and the law. The Supplier Profile and self-assessment workbook rank criteria in sections such as integrity, human rights, safety and corporate responsibility. Suppliers must update and return the workbook in our portal every three years. An expired Supplier Profile negatively impacts the Supplier's Scorecard, influencing sourcing decisions. Grow suppliers, which are suppliers that strategically support new opportunities, were able to help us achieve our goal of having 100% workbook uploads by the end of 2023; in 2022, 74% completed this requirement. In 2023, we updated our Supplier Code of Conduct to align with the Automotive Industry Guiding Principles for Sustainability, reflecting expectations on business ethics, working conditions, human rights, health and safety, environmental leadership and supply chain due diligence.

Reporting Concerns & Seeking Guidance
GRI 2-26

We encourage all stakeholders, including employees, suppliers and customers, to ask questions and voice concerns so that we can promptly address them. At Cooper Standard, ethical misconduct is strictly prohibited. In the rare event that misconduct occurs, our mission is to be informed promptly, enabling us to resolve the situation swiftly. We rely on all team members to recognize and report misconduct to our ethics reporting resources. The quicker we learn about Code violations, the sooner we can put an end to inappropriate behavior, safeguarding our workforce and the overall business.

To ensure that all employee questions and concerns are easily answered, we provide ethics reporting resources. These include:

- Supervisors;
- Representatives of the human resources team;
- Members of the legal department or the ethics and compliance office;
- Members of the Global Ethics and Compliance Committee; and
- The Cooper Standard IntegrityLine (anonymously if desired, where allowed by local law).

The Global Ethics and Compliance Committee, comprised of corporate officers and Company representatives, actively assesses the Company's operational compliance with legal requirements and ethical standards. This committee consistently examines data from our ethics reporting resources to pinpoint opportunities for enhancing our compliance training and communications.

Ethics & Compliance Training
GRI 205-2

We recognize that it is critical that our employees are compliant with our Company's Code of Conduct and other global policies. All Cooper Standard salaried employees are required to annually complete, understand and adhere to compliance training. Through our online learning management system, courses are consistently assigned and tracked across our worldwide operations. The training curriculum covers topics such as our Code of Conduct, workplace respect, conflicts of interest and compliance with global anti-bribery, anti-corruption and competition laws. In 2023, 99.2% of our salaried employees successfully completed our Code of Conduct training and certification program, with the remaining 0.8% in progress. We maintain a follow-up process aimed at achieving 100% completion.

While maintaining a consistent core curriculum across the enterprise, our team members have the flexibility to enhance online content with live trainings. We select topics for these training courses by analyzing our ethics reporting trends, gathering input from the human resources team, internal audit and legal departments, and adapting to changes in applicable laws. Our supervisors and managers serve as the primary ethics reporting resource for employees. Annually, we provide our managers with our Manager's Guide to Responding to Employee Questions and Concerns About Business Conduct, which includes an online training course to help them understand their role as an ethics reporting resource.

In addition to mandatory online and live training sessions, we actively disseminate ethics and compliance information throughout the enterprise by ensuring its accessibility on our corporate intranet and external website.

The Cooper Standard IntegrityLine
GRI 2-26

At Cooper Standard, we expect open and honest communications from all stakeholders. We encourage everyone to feel comfortable approaching our supervisors or management team with questions and concerns. For sensitive situations, we have set up the Cooper Standard IntegrityLine, offering stakeholders the option to report anonymously or without direct communication with our management team. This toll-free phone and internet-based helpline, managed by an independent third-party vendor, allows for the anonymous reporting of known or suspected violations of the Code, applicable laws, or policies, as permitted by local law.

Following our Ethics Reporting Response Policy, the ethics and compliance office reviews each report, assigning it to an independent investigator. The investigation outcomes and remediation plans for substantiated concerns must be approved by the ethics and compliance office before closure. Matters related to integrity, accounting, finance, legal, or regulatory issues are escalated at intake based on criteria established in our policy. The Audit Committee of the Board of Directors and the Global Ethics and Compliance Committee receive a quarterly report, comparing ethics reporting statistics to peer benchmarks.

RESPONSIBLE BUSINESS

BUSINESS CONTINUITY

As we evolve and prepare to meet the current and future needs of our stakeholders, we take action to mitigate risks through risk management and business continuity efforts. We forecast and manage disruptions to reduce potential negative impacts that may affect our business as we face micro- and macro-economic, geopolitical and other business risks. By maintaining a material focus on business continuity, we are ready to face challenges that could disrupt commercial activities and affect the continuity of our core business operations, including cybersecurity risks, climate change risks, health and safety risks, and other business interruption risks.

OUR PRIORITIES
GRI 3-3

Cooper Standard maintains a holistic risk management process through our Enterprise Risk Management (ERM) approach. This approach informs the strategic and business planning processes through identification, detection, prevention and mitigation of risks that could impact our strategic objectives and business goals. We aligned our risk management strategy with the ERM process through strategic planning and the implementation of corporate responsibility initiatives that contribute to the sustainability of the enterprise.

Integrated Strategic Workflow

Our ERM Committee is responsible for creating a holistic, consolidated risk management approach for all risk classes, including strategic, operational, financial and compliance. Comprised of senior level leaders from each functional area of the Company, the ERM committee works with our Global Leadership Team and the Board to develop and implement a common risk management language, process and metrics. This approach is designed to inventory, assess and rank unmitigated and mitigated risks so the leadership team can determine the appropriate response strategies that align with the Company's risk appetite. Our comprehensive strategy allows for effective risk management, efficient capital allocation and helps embed a risk-aware culture in our daily operations across the organization at all levels.

ESG Materiality Assessment	Strategic Planning	Risk Inventory	Risk Assessment	Risk Management	Corporate Responsibility Report
Stakeholder assessment and sustainable development goals	Specification of strategic initiatives that consider ESG priorities	Identification of risks to and of each strategic initiative	Prioritization of risks to be monitored/managed	Monitoring and management of risks through documented plans	Summary of ESG-related accomplishments

OUR APPROACH

GRI 3-3

Each year, we look for new ways to incorporate best practices in our Enterprise Risk Management process and framework. In 2022, we redesigned our heat map to generate risk action quadrants and consolidate risk appetite with an emphasis on identifying where action is required.

With the formation of the Global Sustainability Council (GSC) in 2021, we have worked to further enhance and integrate our ERM and environmental, social and governance (ESG) activities. In 2022, we associated each risk on our risk register with the corresponding ESG material topic, informing our risk management team where ESG materiality may influence our risk tolerance. In 2023, we continued this integration through risk identification during discussions in our quarterly GSC meetings.

At all our manufacturing locations we have implemented a global contingency planning procedure to mitigate risks to our ability as we manufacture and ship product from our plants. We developed a master contingency plan to address potential risks related to weather, natural disasters, supply shortages, labor disruptions, transportation disruptions, equipment, tool loss and more. This master contingency plan is updated and audited annually, and is used as a guide when each plant develops their customized facility plan.

We partner with the Automotive Industry Action Group (AIAG) to collaborate with key stakeholders to engage in discussions about addressing emerging threats to the sustainable growth of the automotive industry. AIAG is a not-for-profit organization that brings together OEMs, suppliers, service providers, government entities and individuals in academia to collaboratively find ways to drive down costs and complexity from the automotive supply chain. AIAG members are kept up to date on developments in the automotive industry related to new regulations, standards and requirements, while helping to shape the future of discussions.

PROACTIVELY IDENTIFYING AND MITIGATING RISKS HELPS ENSURE THE SAFETY OF OUR PEOPLE, PROTECT OUR CAPITAL, AND MAINTAIN UNINTERRUPTED OPERATIONS

RESPONSIBLE BUSINESS

RESPONSIBLE SOURCING, HUMAN RIGHTS & LABOR RELATIONS

At Cooper Standard, protecting human rights is among our top priorities, which is why we are committed to upholding ethical and honest business conduct and require proper working conditions for all workers throughout our supply chain. Human rights and responsible sourcing are significant concerns for our stakeholders, and we prioritize transparency and accountability to address our human rights progress by communicating our supplier expectations and standards and disengaging with suppliers whose practices do not align with our values. We always place integrity and safety first, and will remain committed to ensuring our suppliers are aligned with our commitments so that we can uphold our values and protect the rights of our stakeholders.
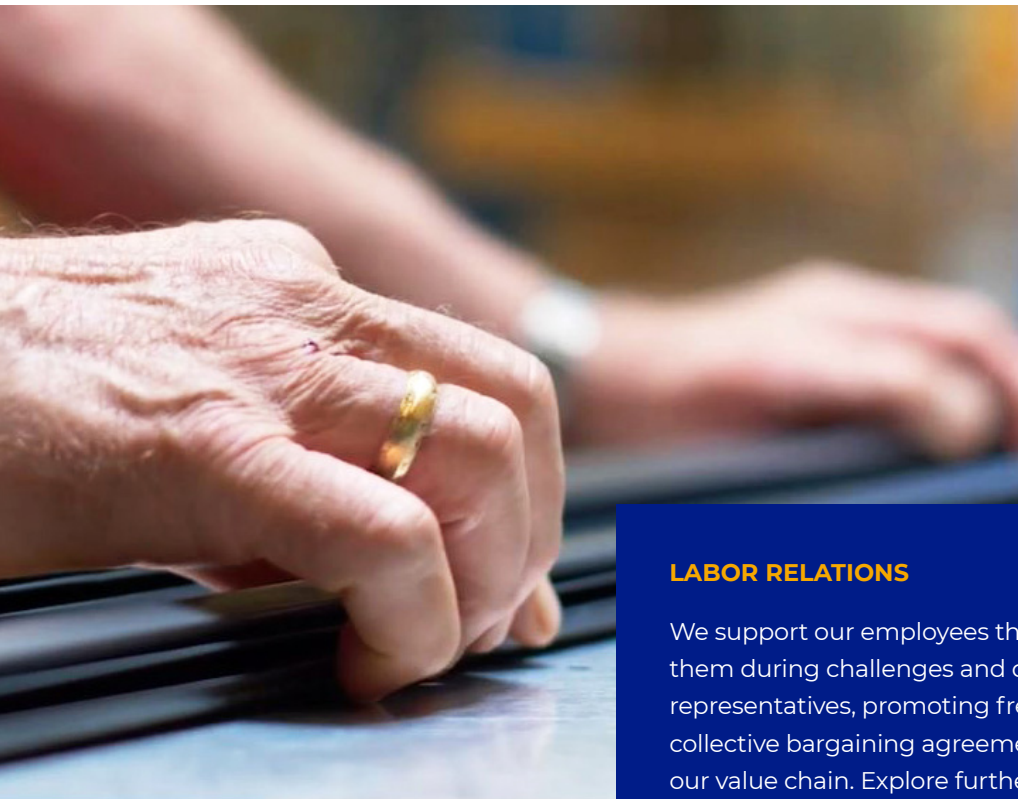
IMPLEMENT SCREENING EFFORTS
WITH OUR GROW SUPPLIERS

Key: | 2022 ▲ 2023

Reach 100% response rate on supplier Sustainable Assessment Questionnaire from our direct materials Grow suppliers by 2023.

By 2023, 100% of our direct material Grow suppliers will have completed a self-assessment with respect to compliance with our Supplier Code of Conduct, which includes human rights topics.

83%

100%

LABOR RELATIONS

We support our employees throughout their careers, developing long-term solutions and strategies to assist them during challenges and disruptions. Through open communication with employees and their formal representatives, promoting freedom of association and ensuring equitable management for those covered by collective bargaining agreements, we foster robust relationships with our employees and stakeholders across our value chain. Explore further details on how we support our employees in our Talent Strategy.

OUR PRIORITIES
GRI 3-3

We establish strategic goals with our Grow category direct materials suppliers to assess the effectiveness of our supplier screening initiatives. At Cooper Standard, we strategically select Grow suppliers to support new business opportunities. In 2023, 100% of our direct material Grow suppliers updated self-assessments, evaluating compliance with our Supplier Code of Conduct. The few direct material suppliers that did not complete updates to their supplier-self assessment were removed from Grow status. We acknowledge the need for dedicated focus and attention on our human rights screening and auditing targets. Annually, we commit to transparently reporting progress in screening our supply chain for potential human rights concerns.

OUR APPROACH
GRI 3-3

At Cooper Standard, we actively champion fundamental human rights throughout our value chain. We commit to ethical and honest business conduct, striving to ensure proper working conditions for all workers contributing to Cooper Standard products. Our Policy on Global Human Rights outlines our approach to managing and assuring human rights. This policy is derived from our Code of Conduct that guides stakeholders in recognizing and addressing human rights issues. We mandate that our suppliers adopt responsible supply chain practices outlined in our Supplier Code of Conduct, General Terms and Conditions of Purchase, and through the completion of our Sustainability Assessment Questionnaire (SAQ). Both suppliers and employees are expected to uphold our values and integrity by promptly addressing any potential concerns conflicting with our Policy on Global Human Rights. Any human rights concerns are immediately escalated to members of our Global Leadership Team, including our Chief Human Resources Officer.

SAFE & RESPECTFUL WORKPLACE CULTURE

As an integral component of our Total Safety Culture, we prioritize *Safety First*. We actively strive to establish a physically and psychologically safe workplace for all employees, and to foster a sense of personal responsibility. Cultivating a culture of open communication, we ensure every employee has a voice. Maintaining a workplace where all individuals feel safe, respected and valued is imperative, and we continually set new goals to achieve this objective. In 2023, we launched Cooper Standard's new Respectful Communications guidelines to continue reinforcing a strong culture where each employee feels they belong and are valued and respected. We believe a respectful work environment increases teamwork, productivity, employee engagement and a sense of fairness. We also believe this culture of respect reduces stress and improves knowledge sharing. Our guidelines include 11 principles to ensure communication is always respectful, thoughtful, professional and inclusive. Explore further details about our commitment to Workplace Health & Safety.

New Goals

In 2023, Cooper Standard underwent a goal-review exercise to identify successes, challenges and relevance of certain goals. The exercise resulted in a shift in how we measure and evaluate our goals and the creation of some new goals that will guide our teams in the coming years. Cooper Standard decided to include our goals for this topic in our 2023 goal workshop, as client demand and industry trends change on a continuous basis. Growing demand for screening and auditing of human rights and responsible sourcing practices within our operations and supply chains means our approach to these topics must constantly evolve, and our goals must evolve with it.

Cooper Standard plans to set a target minimum score for Grow suppliers to achieve on their Sustainability Assessment Questionnaire, which will help us ensure our supply chain is continuing to further their progress in sustainability. We have set a target that 65% of our Grow suppliers achieve above a 50% on their SAQ by the end of 2024 and we aim to increase these targets to 65% of our Grow suppliers achieve 80%+, a "green" score, by 2027. This increased transparency with our suppliers, as well as our internal teams, will help inform decision making in relation to our supplier relationships. The new goals take effect in 2024 and we look forward to reporting our progress in the future.

Human Rights Policy

At Cooper Standard, we actively uphold Human Rights across our operations and throughout our entire value chain. Our Policy on Global Human Rights aligns with international human rights principles, including those in the International Bill of Human Rights and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work. This policy delineates our values, requirements and practices regarding child labor, forced labor, human trafficking, modern slavery, diversity and inclusion, freedom of association, collective bargaining, a safe work environment and wages and benefits. All directors, officers and employees, including part-time, temporary and

other personnel working for or on behalf of Cooper Standard, are subject to this Policy. We expect our suppliers, contractors and all business partners to adhere to our standards encompassing human rights and labor practices. In 2023, we revised our Policy on Global Human Rights and our Supplier Code of Conduct to include additional provisions related to Ethical Recruiting, Rights of Minorities and Indigenous Peoples, Land, Forest and Water Rights, Forced Eviction and Use of Private or Public Security Forces. Responsibility for ensuring compliance with our Policy on Global Human Rights and applicable laws lies with our directors, officers and employees. The Global Ethics and Compliance Committee, including the Chief Legal Officer and Chief Human Resources Officer, are tasked with enforcing this Policy. We recently initiated a regular review of our Policy with our Board of Directors.

Human Rights Due Diligence

We actively employ a comprehensive approach to human rights due diligence, embedding respect for human rights deeply in our culture. Our guidance on managing and assuring human rights is derived from our Code of Conduct. This Code not only outlines our Company's policies but also serves as a tool for all stakeholders to recognize and address ethical and human rights issues. Every individual at Cooper Standard bears the responsibility of understanding and adhering to our Code of Conduct, fostering a culture of integrity and accountability in all our endeavors. Through the consistent application of our Code of Conduct, we foster an inclusive workplace where our collective success relies on each individual's commitment to upholding our values.

HUMAN RIGHTS MANAGEMENT SYSTEM

In 2023, we utilized the Cooper Standard Human Rights Management System in line with the UN Guiding Principles on Business and Human Rights. Our key elements include:

Human Rights Commitments

Cooper Standard actively upholds Human Rights across all our operations and throughout our entire value chain. Our Board of Directors consistently reviews the Policy on Global Human Rights, ensuring alignment with international human rights principles. Our Responsible Minerals Policy Statement outlines our expectations for supplier compliance with conflict-free minerals sourcing. Both our Policy on Global Human Rights and Supplier Code of Conduct underwent updates in 2023, incorporating insights from internal stakeholders and aligning with best practices, international standards and customer expectations. We inform our suppliers about these policies through our Supplier Code of Conduct, criteria in our Supplier Profile, and references in our General Terms and Conditions of Purchase. We expect suppliers to adopt and enforce similar policies, extending them to their own supply chain. The Policy on Global Human Rights is shared with our workforce through corporate training and our Code of Conduct.

Human Rights Risk Assessment

In February 2022, we established a new cross-functional Human Rights Corporate Responsibility Working Group, comprising members from Human Resources, Health, Safety and Environmental, Sustainability, Purchasing, Compliance and Legal, overseen by our Chief Legal Officer. Our initial Human Rights risk assessment took place in April 2022 and was updated in April 2023. After scrutinizing human rights risks associated with the automotive industry, we pinpointed our top salient human rights risks. Internal risk owners evaluated these risks based on impact and likelihood. Subsequently, risk owners are responsible for developing additional risk mitigation plans. We conduct regular monitoring for changes in the human rights context, updating our Human Rights Risk Register annually and revising mitigation plans accordingly to avert adverse human rights consequences. To enhance transparency about these Human Rights risks, we communicate through internal and public-facing channels, including our cross-functional Human Rights Corporate Responsibility Working Group, Enterprise Risk Management process and our Global Modern Slavery and Human Trafficking Transparency Statement.

Management of Salient Human Rights Issues

Within our organization, we actively promote and provide training on both our Code of Conduct and Policy on Global Human Rights. Our Supplier Code of Conduct mandates that our suppliers and other business partners adhere to these identical standards, expecting them to uphold these standards within their own supply chain. To ensure alignment with our open-door and non-retaliation policies, we actively publicize our ethics reporting resources both internally and externally to our suppliers. For more details on how we address salient Human Rights issues, including due diligence, grievance mechanisms and key performance indicators, refer to our Global Modern Slavery and Human Trafficking Transparency Statement.

Responsible Sourcing
GRI 2-6

Sustainability is prioritized in our long-term goals. By implementing green procurement guidelines, we commit to sustainably sourcing inputs and raw materials. This includes increasing the use of lower carbon, lower waste materials and minimizing negative social and economic impacts associated with product sourcing. To ensure alignment with our commitments, we mandate our suppliers to adopt responsible supply chain practices outlined in our Supplier Code of Conduct. This comprehensive code addresses various topics, including anti-corruption, anti-bribery, responsible minerals and human rights (e.g., forced labor, child labor, freedom of association and anti-discrimination). It also covers data security, collective bargaining rights, health, safety, environment and chemical compliance. The Supplier Code of Conduct is designed to align with customer expectations, industry initiatives and international human rights standards.

Beyond our Supplier Code of Conduct, our General Terms and Conditions of Purchase actively mandate that our suppliers adhere to all laws, particularly those concerning human rights. According to these terms, our suppliers and all products they manufacture and distribute must comply with the laws, rules and regulations of both the countries of origin and destination. This compliance spans aspects like product labeling, transportation, data protection, environmental considerations, wages, hours and conditions of employment, subcontractor selection, discrimination, occupational health and safety and motor vehicle safety. Detailed information about supplier requirements is available in our General Terms and Conditions of Purchase.

We actively assess suppliers using our Cooper Standard Supplier Performance Rating System's scorecard and questionnaire. Additionally, we mandate our Grow suppliers, those who play a crucial role in strategically growing our business, complete a Sustainability Assessment Questionnaire (SAQ) on sustainability. This questionnaire, available to our suppliers through the NQC platform, mirrors the values outlined in our Supplier Code of Conduct. This includes questions to address evolving supply chain requirements, emerging due diligence legislation, and the escalating focus on environmental and human rights practices. The questions cover areas such as disclosing internal Human Rights Policy, business practices related to child labor, wages and benefits, working hours, forced labor, freedom of association and harassment. We plan to increasingly use this system to inform new business award decisions as we progress. Given its familiarity among our partners, the NQC questionnaire aligns with industry practices as many of our peers also use it to collect supply chain sustainability data.

Cooper Standard achieved an 83% response rate on the SAQ from our direct materials Grow suppliers in 2023. The prioritization of our customers' production needs diverted resources from our SAQ activities.

In cases where a supplier falls below our human rights standards, identified through our screening phase or an audit, we collaborate with them to establish time-bound corrective action plans aimed at performance improvement. We actively monitor their compliance progress and reevaluate their status as a Grow supplier if they are unable to align with our Policy on Global Human Rights.

Responsible Minerals

Cooper Standard actively upholds ethical and socially responsible business practices and acknowledges its responsibility to safeguard human rights. We are dedicated to ensuring that the parts we purchase and produce are free from minerals contributing to armed conflicts in high-risk areas worldwide.

We are a member of the Responsible Minerals Initiative (RMI), a resource group supporting over 400 member companies in responsible minerals risk assessment, due diligence and reporting. Through this membership, Cooper Standard actively contributes to responsible mineral initiatives. RMI is committed to assisting companies in making informed choices about responsibly sourced minerals in their supply chains. Our membership in RMI not only helps fund global audits of mines and smelters but also grants us access to smelter analysis tools.

SUPPLIER AUDITS

To ensure adherence to our Supplier Code of Conduct and performance expectations for our key suppliers, we conduct both onsite and remote audits annually. In 2022, onsite audits resumed after remote audits and assessments were conducted in 2020 and 2021 due to pandemic restrictions. All new suppliers undergo an onsite audit and our Grow suppliers are mandated to update their supplier portal with their Supplier Profile and Self-assessment workbook, inclusive of the Supplier Code of Conduct score. Should scores fall below the established threshold, Cooper Standard will require further onsite auditing and may reconsider the supplier's Grow status.

By the end of 2023, we held 100% of our direct material Grow suppliers accountable for updating their Supplier Profile and Self-assessment with Supplier Code of Conduct scores. As of the end of 2023, 100% of our Grow suppliers have successfully completed this task.

Through our support for responsible mineral sourcing initiatives, we help guarantee that the materials and components used in our products do not support or fund the inhumane treatment of workers or contribute to environmental degradation associated with mining, regardless of their source, processing or sale. In addition to tin, tantalum, tungsten and gold, we acknowledge that there are additional, non-regulated minerals with potentially high-risk supply chains.

Leveraging our Chemical Compliance Management System and International Material Data System, we conduct reasonable-country-of-origin due diligence queries within our supply chain. In 2023, we received responses from 96% of our in-scope suppliers. In 2023, our campaign surveyed 50 in-scope suppliers.

Within our supply chain, we identified 432 smelters. A smelter analysis tool, accessible through our membership in the RMI, indicated that approximately 62.5% of the smelters are recognized to be compliant or conflict-free. The remaining portion was identified for outreach, and we sent letters encouraging their participation in the Responsible Minerals Assurance Process to demonstrate compliance. Any updated reports post year-end will be reflected in our annual Specialized Disclosure Report, available in our SEC filings.

Employee Engagement & Human Rights Training

Ensuring the protection of human rights in our operations and across our supply chain is a fundamental commitment at Cooper Standard and a major priority for our stakeholders. Our culture, emphasizing open communication and transparency, empowers our employees to identify and address grievances related to human rights. We actively promote our ethics reporting resources internally and externally to our suppliers, ensuring concerns are raised without fear of retaliation. In 2023, we communicated our updated Policy on Global Human Rights and Supplier Code of Conduct to our workforce.

RESPONSIBLE BUSINESS

CLIMATE CHANGE, ENERGY, EMISSIONS & WASTE

Cooper Standard actively commits to evolving for the future. As we experience the effects of climate change, we share the growing concerns of our stakeholders and take decisive action to manage climate risks. Mitigating our environmental impact is crucial for the longevity of our business and the health of our planet. In 2023, we continued to focus on identifying technology investments and energy efficiency programs to reduce our carbon footprint, all part of our sustainability strategy to advance the low-carbon and circular economy. Cooper Standard continues to improve its sustainable manufacturing practices, striving for excellence through efficient resource use and driving a prosperous future for generations to come.

REDUCE OUR IMPACT
ON THE ENVIRONMENT

Key: | 2022 ▲ 2023

Decrease our solid waste generated by 25% by 2025.
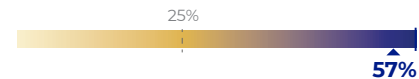
25%

57%

Commit to have 100% waste diversion rate globally by 2025.

88.5%

Lower our Scope 1 and Scope 2 GHG emissions indexed to sales by 15% by 2025.

15%

21.4%

Reduce our operational energy consumption (Scope 1 and 2) indexed to sales 15% by 2025.

10%

OUR PRIORITIES
GRI 3-3

We minimize our environmental impact and address climate change by reducing emissions and resource consumption. In 2023, we continued to pursue progress toward our 2020 energy and waste goals, set in alignment with customer ambitions. Implementing initiatives that support our goals is an enterprise-wide effort. Our Product Development group explores low-carbon raw materials, while our site-level operations departments focus on advancing energy and waste reduction activities.

Understanding our current environmental impacts is crucial for reducing our footprint as a Company. In pursuit of this ambition, we are currently partnered with a third-party consultancy to conduct a comprehensive inventory of our Scope 3 emissions data to establish a Scope 3 emissions baseline. This thorough process involves collecting data from internal and external stakeholders, mapping out our value chain and calculating and quantifying emissions.

In 2023, we completed the estimation of emissions for all Scope 3 categories that Cooper Standard identified as being relevant to our business. With the completion of our Scope 3 estimations, we are now well-positioned to report our Scope 3 emissions against this baseline and we look forward to reporting our formalized science-based emissions targets in the coming years.

To date, the status of our current Scope 3 estimation is:

Category	Description	Status
1	Purchased goods and services	Completed estimation
2	Capital goods	Completed estimation
3	Fuel and energy emissions not captured in Scope 1 and 2	Completed estimation
4	Upstream transportation and distribution	Completed estimation
5	Waste generated in operations	Completed estimation
6	Business travel	Completed estimation
7	Employee commuting	Completed estimation
8	Upstream leased assets	Not relevant to our operations
9	Downstream transportation and distribution	Not relevant to our operations
10	Processing of sold products	Not relevant to our operations
11	Use of sold products	Not relevant to our operations
12	End-of-life treatment of sold products	Completed estimation
13	Downstream leased assets	Not relevant to our operations
14	Franchises	Not relevant to our operations
15	Investments	Completed estimation

OUR APPROACH
GRI 3-3, 306-2

At Cooper Standard, we actively focus on improving our energy efficiency, reducing waste generation and addressing our role in mitigating climate risks. Our Health, Safety and Environmental policy applies to all employees, Company facilities, directly supervised contract and contingent workers, and majority-owned joint ventures. We implement various environmental programs and policies, supported by a global environmental management system meeting ISO 14001 requirements. Currently, 55 out of our 62 plants hold ISO 14001 certification. Additionally, all three German locations are ISO 50001 certified for Energy Management. Our Dzierżoniów location in Poland and Vitré location in France also hold ISO 50001 certification.

In 2023, we continued to review our environmental programs to identify opportunities to better address climate-associated risks and align with industry expectations, market needs and emerging regulations. Oversight of health, safety and environmental programs within our Global Manufacturing Organization is led by our President, Sealing Systems and Chief Manufacturing Officer. Our Vice President of Global Quality, Supplier Development and Health, Safety and Environmental is accountable for managing operational environmental impacts and reports on health, safety and environmental issues in weekly staff meetings. The Director of Global Health, Safety and Environmental is responsible for developing, implementing, monitoring and sustaining the controls in these areas, with regular reviews conducted in Global Leadership Team meetings.

WATER RISK MANAGEMENT

We assess the water usage of all our facilities and have mapped them using the WRI Aqueduct tool and WWF Water Risk Filter to identify and raise awareness of those sites that require the most water in relation to the average usage of all our facilities or those sites that are located in areas classified as High-Risk or Extreme High-Risk. In our CDP response, we disclose data for those locations that are located in areas classified as extreme high-risk.

Overall Water Risk

| Low (0-1) | Low - Medium (1-2) | Medium-high (2-3) | High (3-4) | Extremely high (4-5) |

■ No data
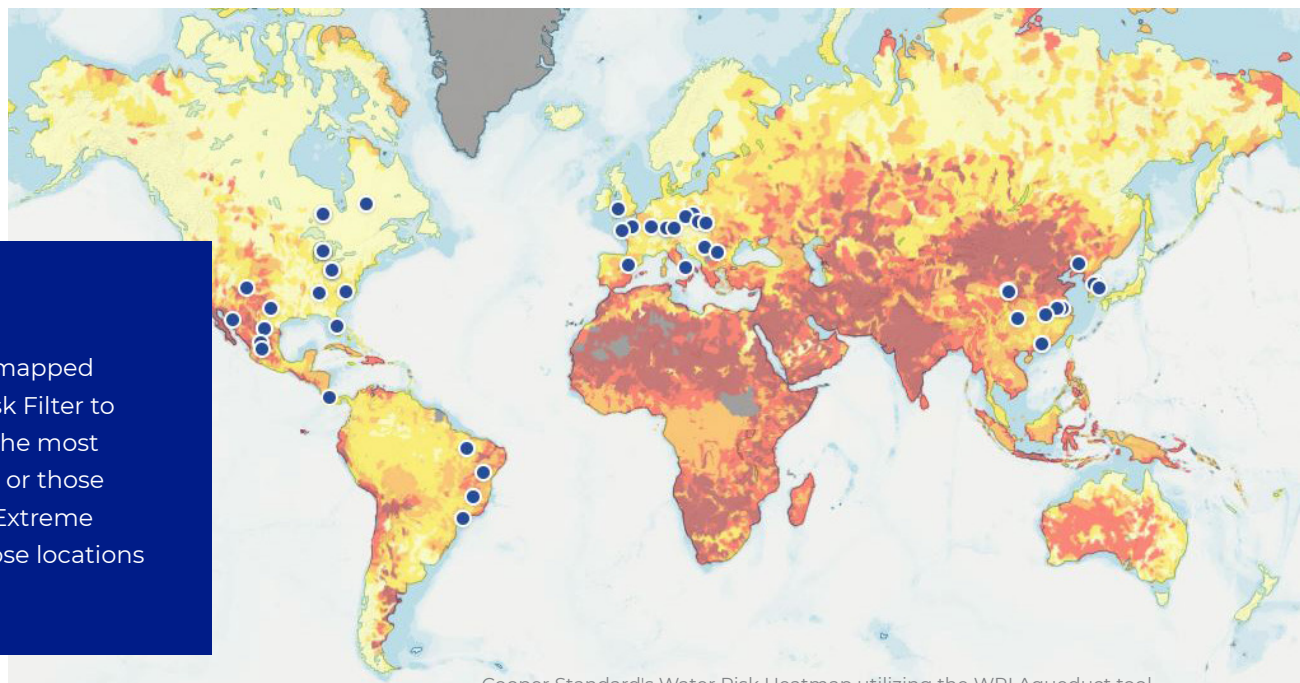
Cooper Standard's Water Risk Heatmap utilizing the WRI Aqueduct tool.

Climate Change

Cooper Standard actively contributes to the global transition to a low-carbon economy. Through the evaluation and management of our climate-related risks, we aim to strategically manage our environmental impact while promoting business innovation and resiliency.

Notably, we have initiated the aggregation of our Scope 3 emissions data as part of our long-term business strategy to mitigate climate risks. This ongoing process will play a key role in achieving our goal of establishing robust science-based targets in the future.

To communicate our climate risk and opportunity management to our stakeholders, Cooper Standard reports annually to the Climate Disclosure Project (CDP). Cooper Standard initiated its reporting to CDP in 2011 and has publicly released our responses since 2018. These public disclosures enable Cooper Standard to maintain transparency and keep stakeholders informed about our sustainability efforts. In 2023, we received a score of C for our Climate Change Disclosure, which is consistent with our score from 2022 and in line with the global average. Our score for the Water Risk Disclosure improved slightly, from C- in 2022 to C in 2023. In 2024, we plan to identify further measures we can take to enhance the reporting of our climate change strategy.

Energy & Emissions
GRI 302-4, 302-5

Cooper Standard employs energy-efficient programs, capital investments, innovations and collaborations to reduce carbon emissions. As a global corporation supplying sealing and fluid handling systems to diverse transportation and industrial sectors, we recognize our responsibility in addressing climate change. Our focus is on enhancing energy efficiencies, incorporating renewable energy sources and leveraging partnerships with stakeholders. By transitioning to energy-saving production techniques and adopting renewables worldwide, we strive to improve performance, decarbonize operations and reduce greenhouse gas emissions.

BOWLING GREEN RECEIVES 2023 SILVER LEVEL E3 AWARD

Ohio EPA's Encouraging Environmental Excellence (E3) Achievement, Silver, Gold and Platinum Awards recognize an organization's exceptional achievements in environmental stewardship. Ohio EPA evaluates applications based on 15 environmental stewardship criteria, with the ultimate goal of encouraging organizations to reduce their impact on the environment, beyond measures required to conserve natural resources and achieve long-term economic benefits.

In March 2023, our Bowling Green manufacturing site submitted its application to the Ohio EPA demonstrating achievements from initiatives that go above and beyond required site permits. After submitting these initiatives and results, Bowling Green received the Silver Level E3 Award from the Ohio EPA. This recognition for Bowling Green's commitment to environmental excellence sets an example for all our sites as we continue finding ways to push ourselves toward continuous improvement.

To enhance recyclability and reduce energy intensity, we actively transition many products from rubber to plastic alternatives. Our Sales and Product Development teams collaborate with customers, promoting environmentally friendly materials like Fortrex™. Simultaneously, our fluid handling team shifts from EPDM to plastic alternatives. Cooper Standard fosters collaboration for success, partnering with the U.S. Department of Energy's Better Plants program for six years. Our investments in LED lighting, compressor stations including heat recovery and air leak management projects showcase our dedication to optimal energy efficiency, with ongoing plans to identify capital opportunities for further energy savings.

Rethinking Our Approach to Renewable Energy

Cooper Standard's sustainability strategy evolves with a focus on expanding renewable energy sources, such as biomass, geothermal, solar, wind and water. In 2020, we set an ambitious target to achieve 100% renewable energy across our global operations by 2025. However, we are reevaluating our approach to renewable energy and have shifted our focus. We have established a cross-functional Carbon Neutrality Action Committee to thoroughly assess our approach, aiming to minimize carbon emissions and redefine our long-term goals.

Operational Waste & Waste Management

Cooper Standard places a high priority on reducing waste in our operations and facilities. We continually innovate to minimize packaging, eliminate by-products and enhance operational efficiencies by modernizing our production lines. Through close monitoring of our resource consumption, we identify opportunities to enhance our waste management initiatives. Our manufacturing operations yield various waste streams, including EPDM rubber scrap, plastic, cardboard packaging, wood pallets, aluminum scrap and steel scrap, many of which are easily recyclable. For nonrecyclable materials, we collaborate with vendors to repurpose the waste. EPDM rubber scrap, constituting about 45% of our total process scrap, is repurposed by partner vendors into rubber crumb for applications like artificial turf, landscape mulch, sub-flooring, matting and rubberized asphalt. Additionally, waste-to-energy vendors utilize rubber waste as a supplementary fuel source for cement kilns.

In 2023, 60% of our facilities achieved over 90% waste diversion, diverting 89% of our global production waste. We are committed to working with the remaining 40% of facilities to achieve 100% diversion by 2025.

Promoting Circularity

Cooper Standard is committed to advancing the circular economy by pioneering innovative solutions for recyclability. Recognizing the limited diversion capabilities of EPDM rubber, we are at the forefront of developing methods to minimize EPDM scrap generation. In 2023, hazardous waste accounted for only 15.4% of our total waste, with the majority generated at our spray booths (filters and waste coatings). We ensure proper disposal in compliance with all applicable codes and regulations.

Looking ahead, we are dedicated to pursuing inventive approaches to enhance recycling rates and strive toward achieving zero waste to landfill.

External Stakeholders

Cooper Standard believes in collaborative efforts to address environmental challenges in manufacturing. We actively engage with diverse stakeholders, including industry organizations, customers and suppliers, to explore best practices and exchange innovative ideas. Some of our important relationships include:

- Automotive Industry Action Group (AIAG);
- Drive Sustainability (Drive+); and
- Key customers who work with our product development groups to jointly investigate opportunities for low carbon raw materials, benchmarking for recyclable content, reducing waste in manufacturing, etc.

OUR PERFORMANCE

GRI 305-1, 305-2

In 2023, Cooper Standard recorded an increase in the absolute level of Scope 1 and Scope 2 emissions as a result of our higher sales, while emissions intensity improved by 3.3%. Our commitment to emissions reduction remains strong, despite the challenges of production uncertainties. Our new Carbon Neutrality Action Committee will strategically align our environmental goals with operational needs, ensuring a holistic approach for the future. Our committee has organized six different workstreams aimed at better understanding our current emissions and identifying ways to reduce future emissions.

ISO 14001 Certification
(% of facilities certified)

2020	2021	2022	2023
84%	82%	87%	90%
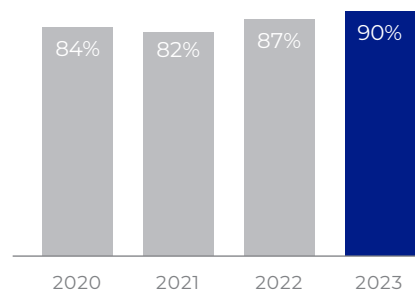
Reduction in Scope 1 & 2 Emissions
(year over year / sales)
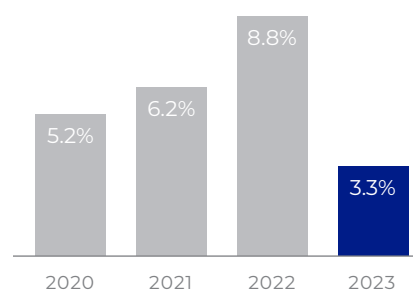
2020	2021	2022	2023
5.2%	6.2%	8.8%	3.3%

Absolute Scope 1 Emissions
(thousand Tonnes)

2020	2021	2022	2023
61.34	58.22	62.98	66.56

Absolute Scope 2 Emissions
(thousand Tonnes)

2020	2021	2022	2023
208.36	189.91	182.29	198.11
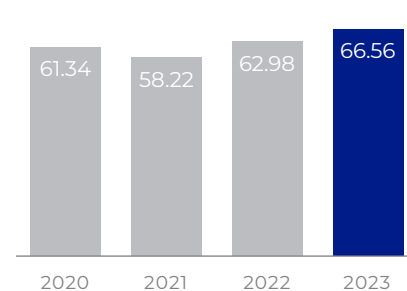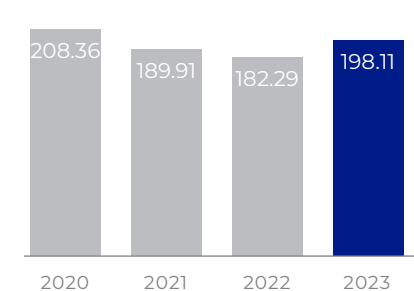
Reduction in Total Energy Consumption
(year over year)

2020	2021	2022	2023
27.6%	-1.4%	1.6%	-4.9%

Total Electric Power
(TWh)

2020	2021	2022	2023
0.46	0.47	0.46	0.48
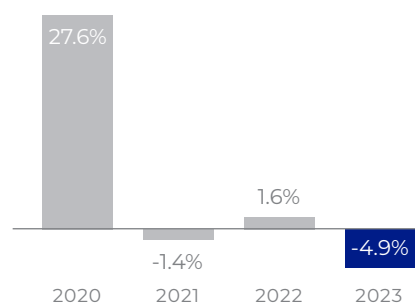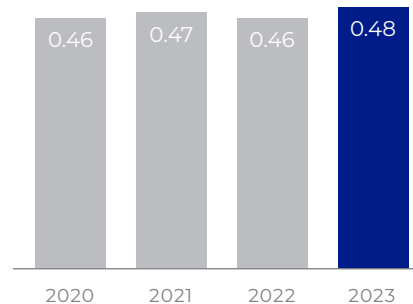
Total Manufacturing Waste Generated
(thousand Tonnes)

2020	2021	2022	2023
82.28	65.67	45.61	56.62

Plants Reporting Diversion Rate >90%

2020	2021	2022	2023
69%	69%	69%	60%
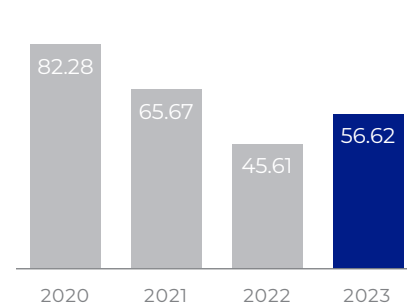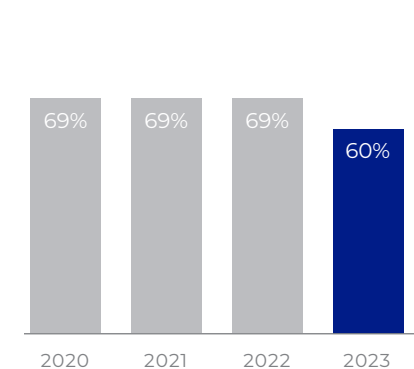
RESPONSIBLE BUSINESS

DATA PRIVACY, CYBER SECURITY & DIGITIZATION

Cooper Standard prioritizes safeguarding our digital assets as a key organizational goal, relying more on data and digital transactions for efficient operations. We proactively take measures to prevent potential disruptions, addressing threats like system outages, data breaches and cyber-attacks. Our Cybersecurity and IT Compliance organization actively upholds our *Commitment to Excellence* by ensuring the confidentiality, integrity and availability of our systems, data and digital assets.

We continually invest time and resources to evolve with digital security advances, aligning with compliance requirements and meeting the growing needs of our stakeholders. Our focus includes adeptly managing emerging technologies and strengthening data security efforts. Our data privacy, cybersecurity and digitalization approach enables and supports our flexible remote and hybrid work model while reducing the environmental impact of our operations. Safeguarding digital assets remains a critical element of our global risk mitigation plan, demonstrating one of the numerous actions we take to achieve world-class results for our stakeholders.

STRENGTHEN & IMPROVE OUR INFORMATION SECURITY
PROCESSES, DATA & INFRASTRUCTURE

Key: | 2022   ▲ 2023

Provide annual training on our phishing data security practices for 100% of Cooper Standard employees who work with our systems by end of 2022.

100%

Provide formal cybersecurity training for 100% of Cooper Standard employees who work with our systems by end of 2022.

94%

Implement third-party cybersecurity assessments for all known vendors who pose critical or high risk to Cooper Standard systems or information by end of 2022.

98%

OUR APPROACH
GRI 3-3, 416-1

Cooper Standard actively advances its global digitalization strategy, efficiently utilizing data and technology resources by transitioning applications and infrastructure services to the cloud. Recognizing the importance of cybersecurity in our digital era, we have carefully and thoughtfully embraced a "cloud-first" approach. Originally aligned to take advantage of natural synergies, our Cybersecurity and IT Compliance Programs have merged to continuously monitor and improve our ever-changing IT controls environment.

Overseen by our Senior Vice President and Chief Information Technology Officer, we proactively manage cyber risks. The global Cybersecurity and IT Compliance organization, led by the Cooper Standard IT Leadership Team, provides regular updates to the Audit Committee of the Board of Directors. The Cybersecurity team, certified in industry standards like ISC² CISSP, ISACA CISM and EC-Council CEH, ensures a robust defense against cyber threats.

We integrate data privacy, cybersecurity and digitalization as material topics within the Global Sustainability Council and Enterprise Risk Management Committee. Internally, our Cybersecurity Program undergoes independent assessments by internal audit to evaluate control design and effectiveness. A dedicated Architecture Review Board aligns IT initiatives with our digital strategy, and the Project Management Office monitors implementation, incorporating cybersecurity requirements from the outset. This holistic approach ensures accountability, seamless transitions and robust cybersecurity across our organization.

To ensure Company leadership is kept up to date regarding cybersecurity topics, the cybersecurity team updates the Senior Vice President and Chief Information Technology Officer in biweekly meetings and as needed. We identified and documented program stakeholders, ensuring clear cross-functional responsibilities and increasing awareness and accountability across all business functions.

OUR PRIORITIES
GRI 3-3

In 2023, Cooper Standard took further steps to enhance cybersecurity, safeguarding against internal and external threats. We continuously adapt to protect our enterprise systems, networks and critical information, maintaining a competitive edge amid evolving regulatory requirements. External goals, aligned with critical performance indicators, guided our progress. During two cross-functional table-top exercises in collaboration with business leaders, we prioritized the ability to respond and recover while practicing our prescriptive incident response procedures. Our IT professionals focused on refining controls per ISO/IEC 27001:2022 standards, supported by a risk assessment from an independent third party and guidance from our executive-level cyber advisory services. Continuous reporting ensures accountability and upholds data security standards throughout our organization.

To conduct a comprehensive, enterprise-wide risk assessment, we enlisted a reputable third-party accounting firm with expertise in cybersecurity. This assessment, aligned with the ISO/IEC 27001:2022 information security framework, evaluated Cooper Standard's Cybersecurity Program from a risk perspective and assessed our cybersecurity controls. ISO/IEC 27001:2022, being an internationally recognized framework, suits our global business. The assessment results guided the development of a roadmap for our Cybersecurity Program, prioritizing the resolution of highest-risk vulnerabilities first. This approach allowed us to establish a robust foundation and develop plans to address gaps identified during the evaluation. To stay abreast of changes and emerging risks, we consistently monitor and adjust the roadmap as needed.

We actively benchmark our cybersecurity investments against peers using Gartner IT Key Metric Data to ensure alignment with best practices in our industry.

New Goals

In 2023, Cooper Standard underwent a goal-review exercise to identify successes, challenges and relevance of data privacy, cybersecurity and digitalization goals. The exercise resulted in a transition away from previously defined targets and the establishment of new goals that will guide our teams in the coming years. We achieved our previous targets ahead of schedule, and while we celebrate that achievement, we know the topics of data privacy and cybersecurity are constantly evolving. We decided to set higher expectations for safeguarding our systems by focusing on phishing education and reporting. As a result of automation built into the phish reporting process, we believe this focus area will help combat our most common threat and have a meaningful impact by reducing risk.

Cybersecurity awareness and training are critical components of the program and are designed to develop an educated, security-minded workforce. We plan to incorporate additional training relevant to cybersecurity and data privacy for our employees to help achieve these new goals. To help achieve these targets, the Cybersecurity team will partner with our Global Communications and Talent Development teams to increase the effectiveness and impact of the training we deliver. The new goals take effect in 2024 and we look forward to reporting our progress in the future.
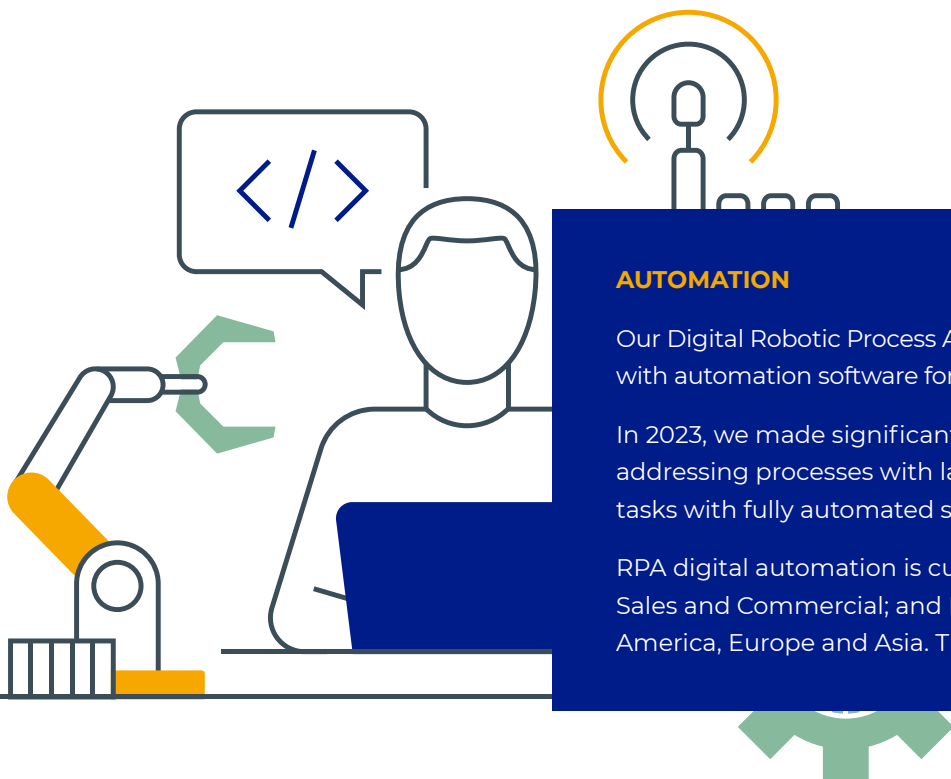
AUTOMATION

Our Digital Robotic Process Automation (RPA) strategic initiative automates manual repetitive business processes with automation software for increased staff productivity and short-term measurable ROI.

In 2023, we made significant progress to assimilate this technology with transformational business impact: addressing processes with large volumes of transactions, labor intensive manual activity and frequent repetitive tasks with fully automated software bots.

RPA digital automation is currently in use by: Purchasing; Finance-Global Business Services; Supply Chain; Sales and Commercial; and Information Technology with users located across multiple regions, including North America, Europe and Asia. Through RPA, 38,000 hours of manual work have been automated.

Digitalization & Cloud First Strategy

We continuously enhance our digitalization efforts to modernize operational systems, utilizing big-data analytics, robots, artificial intelligence (AI) and digital innovation for improved efficiency. Cooper Standard's robust technical ecosystem includes global cloud-based platforms for ERP, human resources, purchasing, financial planning, incident management, chemical compliance and manufacturing. Our connected enterprise standardizes best practices globally, facilitated by an industry-leading integration hub, enhancing productivity and sharing capabilities across the organization.

Our intelligent cloud ERP system, with cross-industry support and built-in analytics, prioritizes cybersecurity. We approach critical cloud applications and services thoughtfully, requiring independently certified assurance of security controls from providers based on recognized standards (e.g., ISEA 3402, SOC 2). Our third-party cybersecurity program ensures partnerships with reputable vendors, ensuring a high level of protection for the data they handle. We apply the same high level of scrutiny to safeguard our cloud-based resources as our traditional on-premises applications.

Digitalization Solutions

Pulse Print@ Source – Our Pulse Print@ Source solution was built in 2018 to help lessen the growing number of customer order mislabels. Our IT Digital Manufacturing team provided a solution that forces the labels to be printed directly at the work cell, allowing only a single set of labels to print when the box has the correct number of parts packed in it. There are additional features that provide security checks through control labels along with PLC automation. We implemented this process in approximately 1,000 cells around the world, including 120 cells added in 2023. We have identified an additional 250 cells to be targeted in 2024.

Campfire - In 2023, we implemented a new sales revenue forecast and sales management system. The system provides commercial teams with target-to-sales global contract management and price administration for improved sales forecasting and pricing accuracy.

Data Privacy & Cybersecurity

Cooper Standard is dedicated to compliance with pertinent privacy and information security laws. We prioritize safeguarding the privacy and security of personal information and intellectual property belonging to our stakeholders. Adhering to regulations such as HIPAA, GDPR and other applicable laws, we ensure protection against cyber-attacks, data loss and unauthorized events throughout the entire data lifecycle, including collection, disclosure, retention and disposal. This commitment extends to our customers, as well as current, former and potential employees.

Our Cybersecurity Program is built on a collection of fundamental security controls, focused on the overall protection of Company and stakeholder data. Company leadership has defined the following objectives for information security:

- Establish proper governance for the Cybersecurity Program;
- Create a secure digital operating environment (apps, networks, systems, etc.) designed to protect critical data and to prevent business disruption;
- Develop and practice incident response, business continuity and disaster recovery processes to minimize the impact of a major incident; and
- Meet all compliance requirements and develop program metrics to ensure effectiveness.

To achieve these objectives, we prioritize essential security measures, including robust access controls, vigilant cyber hygiene practices (e.g., patching and malware protection) and comprehensive employee awareness training. With these controls firmly in place, we have neither detected nor received any complaints related to breaches of customer privacy or loss of customer data.

Guided by our "mobile-first" strategy, we extend protection beyond our network by implementing safeguards that operate seamlessly in both office and remote work settings. Leveraging our third-party secure web gateway service, we ensure a high level of defense against web-based threats, allowing employees to securely work on the corporate network and in remote locations like cafés, hotels, homes, or other external environments. Consequently, we successfully block an average of 462,000 threats and 172 million potentially harmful activities each month.

SHIFTING ENTERPRISE DATA CENTERS INTO THE PUBLIC CLOUD TO REDUCE OUR CARBON FOOTPRINT

Cooper Standard actively champions robust environmental, social and governance (ESG) initiatives. We incorporate ESG considerations into decision-making, extending beyond product development and manufacturing to include our approach to data center services and cloud transition. Embracing a cloud-first strategy not only minimizes initial investment, enhances security and optimizes IT talent utilization, but also delivers positive environmental outcomes.

Cooper Standard actively pursues a cloud-first strategy, aiming to minimize on-premises server and compute infrastructure and eliminate physical enterprise datacenters. This goal is realized through migrating workloads to public cloud data centers, offering enhanced flexibility, reliability and accelerating innovation for a faster time to market. The cloud's advantages extend to increased operational efficiency, optimal support for the remote workforce and significant energy savings. By leveraging major cloud providers, we have achieved a yearly reduction of over 240 metric tons of carbon dioxide, with plans to further reduce on-premises compute resources.

Eliminating three data centers resulted in reducing approximately 770 MWh (Megawatt hours) or around 300 metric tons of CO_2 emissions. By transitioning these services to the highly power-efficient cloud, we annually save about 620 MWh or 240 metric tons of CO_2 emissions. To illustrate, this saving is equivalent to the one-year gas consumption for 56 average U.S. vehicles or approximately 29 million smartphone charges, with a carbon footprint similar to what 9,500 trees can absorb in a single year.

240
metric tons of carbon dioxide saved each year

~770
reduced megawatt hours due to elimination of three data centers

620
megawatt hours of CO_2 emissions saved annually

Awareness Training

At Cooper Standard, we ensure our employees are equipped to be our first line of defense to support our organization's cybersecurity efforts. By delivering training and increasing awareness, we help our employees recognize risks and take the proper steps to mitigate and report them. To prevent information security breaches before they occur, we proactively facilitate awareness training for employees that starts as part of the onboarding curriculum for all new salaried Cooper Standard employees. Training is also delivered annually to ensure this information remains top of mind.

Every month, Cooper Standard conducts cybersecurity awareness campaigns to reinforce the significance of cybersecurity and ensure employees are up to date. These campaigns utilize email announcements, intranet communications and CS Connect, our global employee communications mobile app. The aim is to highlight current security threats and maintain a consistent dialogue on the topic. Given the dynamic nature of cybersecurity, continuous updates are essential. To capitalize on increased public awareness during Cybersecurity Awareness month, in October 2023, we increased cybersecurity awareness campaigns from monthly to weekly. These focused on specific protections that are in place and how they relate to common threats impacting Cooper Standard. Additionally, we launched our annual cyber training initiative to educate and remind employees of their role in keeping the Company safe.

A primary focus of our cybersecurity awareness program is aiding employees in recognizing email phishing attempts. We administer phish tests monthly, employing templates based on actual malicious emails. During testing, if a user clicks the link, they receive immediate training to understand how to avoid such situations in the future. They are also enrolled in a brief training course to learn more common indicators of a phishing attempt. Alternatively, if the phishing message is recognized and reported, an affirming message of congratulations is presented.

DEVELOPING THE FRONT LINE

To mitigate the risk of email exploitation, we employ email filtering, blocking more than 7.5 million threats monthly—accounting for approximately 80% of all external emails sent to the Company. In 2022, we bolstered our malicious defenses by introducing the capability to analyze and block malicious attachments and websites and automated our response upon detecting a malicious email delivery. Once reported and identified as malicious, the system automatically removes the threat from each recipient's mailbox, even if forwarded between users. To increase the effectiveness of these defenses, we shifted our focus to education. In 2023, we established targets of 5% or less phish test failures and 20% or more reported phishing emails. Our objective is to empower our global team as the first and strongest line of cyber-defense.

As a result of our continuous cybersecurity awareness and training, we achieved the goal of 5% or less phish test failures. We concluded 2023 at 4.3%, which is a 1.5 percentage point improvement over 2022. With respect to phish reporting, our results improved by 1.1 points (from 14.7% to 15.8%), however we fell short of our 20% goal. Given the success of email attacks, due to enhanced tactics, techniques and procedures used by threat actors, increasing focus on this topic remains a high priority for the company. This is reflected by our establishment of new targets of 3% or less phish test failures and 25% or more reported phishing emails by 2027.

Third-Party Cybersecurity

With increased reliance on third parties, in part due to our cloud-first mentality, third-party risk management is an important focus of Cooper Standard. Since implementing the third-party cybersecurity program in 2019, we have evaluated more than 500 vendors to ensure each vendor adequately protects our data and the data of our stakeholders. The program first categorizes each vendor by criticality and then assesses various security-related controls to ensure their security posture meets our robust standards. If the vendor is found to meet our requirements, they are onboarded, periodically reevaluated and properly offboarded when they reach end of life.

Incident Response Procedures

Cooper Standard continuously works to update and strengthen our Incident Response Program. This program outlines response procedures and specific controls aimed at efficiently addressing incidents if they occur. Our dedicated cross-functional Incident Response Team (IRT) comprises leaders from the global human resources, communications, legal, internal audit and information technology teams.

The IRT at Cooper Standard is committed to fostering a culture of ongoing improvement. With recent global geopolitical events ongoing, there continues to be heightened risk posed by cyber-threats due to the conflicts in Europe and the Middle East. We continuously prioritize testing and improving our response and recovery capabilities. Through two table-top exercises, we gathered valuable insights that informed updates to the Incident Response Program and its procedures. Furthermore, we have adapted the program to ensure the newly enacted SEC cybersecurity reporting requirements are properly accounted for within our procedures.

IDENTITY PROTECTION

As employees continue to work remotely on a more regular basis, the importance of protecting their identity has become as important as protecting the Company network. To verify identities, we employ multi-factor authentication (MFA) across specific applications at Cooper Standard. In early 2023, to reduce the possibility of inadvertent approval during the MFA process, the Company implemented a change to force enhanced user interaction. In addition to MFA, password length requirements were increased and self-service password reset was implemented. As cyber-criminals continue to adapt to increased security associated with identity, we will continue to evolve our defense strategy as we improve our security architecture.

Assurance, Evaluation & Testing

To uphold the integrity of our cybersecurity and information technology controls, we undergo various forms of testing annually. Many of the controls associated with our Cybersecurity Program undergo an annual audit by our Internal Audit team and an independent third party, ensuring our compliance with Sarbanes-Oxley. Our Internal Audit team also conducts an annual review of cybersecurity controls, policies and processes. Additionally, we perform semi-annual penetration testing to validate the effectiveness of our technical security defenses against current and evolving threats. While traditionally these tests focused on our external connections, we've recently initiated annual internal penetration testing.

Looking Ahead

Entering 2024, we plan to continue following our guiding strategy of Protect – Detect – Respond to mitigate risk and enhance our responsiveness to issues. Embracing this stance, we will continually test and update our Incident Response Program, staying adaptable to emerging threats. Additionally, we are in the process of formally establishing a Business Continuity and Disaster Recovery Program to fortify our preparedness philosophy.

To address customer requirements, we have started the audit process to obtain TISAX certification in 25 facilities globally. The overall effort is planned to be completed in 2024, and this certification will further underscore our dedication to securing stakeholder information. Outside of formal certifications, we will continue to respond to the varied cybersecurity assessments from our partners to ensure we participate in developing a cyber-safe supply chain. In addition to meeting increasing compliance requirements, we continued to focus on advanced detection by implementing a logging and monitoring solution in 2023. This solution combines logs from various individual systems to correlate information and identify anomalies and threats. In the coming year, this system will be added for monitoring by our 24/7 SOC (Security Operation Center).

In the dynamic landscape of cybersecurity, each organization needs to maintain contact with external partners and various sources of threat intelligence relevant to them. In 2023, Cooper Standard continued a proactive defense strategy by applying for and being accepted as a member of the FBI Domestic Security Alliance Council, which enhances communication and promotes the timely and effective exchange of security and intelligence information between the federal government and the private sector. This program provides a direct line of communication with the FBI and DHS to exchange threat-related information. In 2024, our goal is to add services that provide visibility into the dark web and other public sources where Cooper Standard is being discussed by threat actors.

As we advance in our cybersecurity journey, continuous learning and evolution will be paramount to safeguarding the confidentiality, integrity and availability of stakeholder data.

2023 CLOSING SUMMARY

At Cooper Standard, we have demonstrated our ability to address sustainability throughout our operations as we strive for world-class excellence and live by our Purpose: *Creating Sustainable Solutions Together*. Everything we do is aligned with our Mission – to *Be the First Choice of the Stakeholders We Serve*. As we operationalize sustainability, we collaborate across our teams to integrate our material topics into our business decisions. By engaging with our customers, workforce and partners, we will continue finding innovative solutions to address the evolving challenges of today and the future.

In This Section

Performance Summary

New 2024 Goals

WINNING IN THE WORKPLACE

ENHANCING PRODUCT VALUE

RESPONSIBLE BUSINESS

Our strategic approach to talent acquisition, engagement, learning, development and inclusion helps us to empower our workforce of approximately 23,000 people in more than 120 facilities across 21 countries. We maintained our commitment to *Safety First* as part of our Total Safety Culture and demonstrated our commitment to continuous improvement by updating our world-class benchmark to challenge our teams to achieve more. We made progress towards Cooper Standard Foundation's mission to improve and uplift our communities by making direct donations and grants to charitable organizations.

To *Be the First Choice of the Stakeholders We Serve*, we continuously push ourselves to meet the evolving needs of our stakeholders. We meet the demand caused by the accelerating shift to electrified vehicles by creating new sealing and fluid handling systems and we are working to position Cooper Standard as a leading EV supplier. Our proactive approach enables us to transition our portfolio to meet the needs of electrification in a sustainable way, while driving value and maintaining profitability. Despite facing new challenges and risks to quality and safety, Cooper Standard continues to deliver excellent products to our customers, maintaining our quality management and reputable service. Our record number of green scorecards from our customers in 2023 is a testament to our quality and safety management.

At Cooper Standard, our Core Value of *Integrity Always* guides our efforts to conduct business honestly, ethically and responsibly. We take ownership of our Company's positive work environment and culture by adopting and adhering to ethical standards, focusing on business risk management and regulatory compliance. In 2023, we demonstrated our commitment to responsible business practices by expanding our Code of Conduct training to our hourly workforce, revising our Policy on Global Human Rights and our Supplier Code of Conduct to include additional provisions that expand upon our expectations for responsible business throughout our value chain. We demonstrated our commitment to mitigating the negative effects of climate change in 2023 through the completion of our Scope 3 baseline estimations. With the completion of our Scope 3 inventory, we look forward to setting formalized science-based emissions targets in the coming years.

UPDATED LONG-TERM ESG GOALS

In 2023, we set new goals that embrace how we are evolving for a new future. Through our goal-review exercise, we evaluated our successes, challenges and the relevance of our goals, ultimately resulting in a shift in how we measure and evaluate our performance in some key areas. Through this process, we created some new goals that will take effect in 2024 and will guide our teams in the coming years. We look forward to remaining focused and dedicated to the corporate sustainability efforts that are critical to our success and we will share our progress towards these goals in future reports.

WINNING IN THE WORKPLACE

Talent Strategy

- Increase % of female salaried population in the Company year-over-year.
- Increase % of U.S. racially underrepresented salaried population in the Company year-over year.
- Increase women in leadership roles to reflect the percentage of women in salaried positions by end of 2027.
- Increase U.S. racially underrepresented populations in leadership roles to reflect the percentage of U.S. racially underrepresented populations in the salaried positions by end of 2027.

Workplace Health & Safety

- Achieve better than world-class TIR of 0.57 annually.
- Implement a next generation Safety Balanced Scorecard program by 2025.

Community Involvement

- Annually engage employees and their families equivalent to 50% of our workforce.

ENHANCING PRODUCT VALUE

Innovation, Materials & Product Lifecycle

- Commit to linking 75% of our new innovations to improved sustainability outcomes in the production, use or end-of-life phases.
- By 2028, 30% of our product portfolio (including materials) provide improved sustainability vs. traditional solutions.
- 100% virtual validation by 2035.

Product Quality & Safety

- Maintain potential safety critical issues to 35 incidents per billion or less.
- Maintain 2% or less of quality issues being classified as potential safety critical issues.

Customer Trust & Satisfaction

- Maintain 98% green or yellow customer scorecards annually.

RESPONSIBLE BUSINESS

Business Ethics & Integrity

- Foster an environment where the percentage of employees who never feel pressured to compromise our values increases year-over-year.
- Foster an environment where the percentage of employees who believe their concerns about unethical behavior or misconduct will be fully investigated increases year-over-year.
- Foster an environment where the percentage of employees who feel comfortable reporting misconduct if they observe it increases year-over-year.
- Ensure and validate that the percentage of employees who know where to find our Code of Conduct and policies increases year-over-year.

Responsible Sourcing & Human Rights

- Achieve 65% of our suppliers to reach SAQ sustainability score above 80% (or "green") by 2027.
- Map 100% of our grow suppliers by 2026.

Climate Change

- Decrease our solid waste generated by 25% by 2025.
- Lower our Scope 1 and Scope 2 GHG emissions indexed to sales by 15% by 2025.
- Commit to have 100% waste diversion rate globally, by 2025.
- Reduce our operational energy consumption (Scope 1 and 2) indexed to sales 15% by 2025.

Data Privacy, Cybersecurity & Digitization

- Increase % of phishing emails reported annually to 25% by 2027.
- Decrease % of phishing tests failed to less than 3% by 2027.
- Increase % of total hours saved annually using Robotic Process Automation (RPA) by 20% YOY.

APPENDIX
OUR HISTORY

1960 - 1999	2000 - 2009	2010 - 2019	2020 - PRESENT
Cooper Tire established automotive division	Cooper Standard Holdings Inc. purchases business from Cooper Tire	Listed on NYSE : CPS Launched i³ Innovation Process Opened Global Technology Center in Livonia, Michigan, U.S. Established Advanced Technology Group Transitioned to a global organization Divested product lines: thermal and emissions; trim; and anti-vibration systems	Launched CS Open Innovation Established Liveline Technologies® Divested European rubber fluid transfer and specialty sealing businesses, and certain India operations First commercial agreement for the use of Fortrex™ in NIKE Inc. footwear Launched Global Sustainability Council Redefined Purpose, Mission, Values and Capabilities Joint development agreement with Saleri for eCoFlow™ dynamic fluid control technology Divested Technical Rubber business Transitioned to a product-line focused organization

Company established global footprint and market leading positions through acquisitions and joint ventures

1960 - 1999	2000 - 2009	2010 - 2019	
Standard Products Company	Siebe Automotive Gates Corp. Automotive Hose ITT Fuel Handling Metzeler Automotive Profiles	Jyco sealing (North America / China) Huayu-Cooper Standard (China) AMI Industries' fuel and brake business Lauren Manufacturing LS Mtron's automotive parts business Hutchings Products Formed Sujan JV Expanded Nishikawa Partnership	

KEY METRICS

		2020	2021	2022	2023
OVERVIEW					
Economic Performance	Revenue (USD billions)	$2.38	$2.33	$2.53	$2.82
	Adjusted EBITDA %	1.5%	(0.3%)	1.5%	5.9%
	Free cash flow (USD millions)	($108)	($212)	($107)	$37
Total Sales by Region	North America	51%	52%	58%	55%
	South America	3%	3%	4%	4%
	Europe	26%	24%	20%	24%
	Asia Pacific	20%	21%	18%	17%
Operations	# of countries of operation	21	21	21	21
	# of facilities	121	129	129	128
Employees by Region (% contingent)	North America	47% (7%)	47% (7%)	49% (8%)	51% (9%)
	South America	5% (0%)	6% (0%)	7% (0%)	8% (0%)
	Europe	30% (3%)	29% (1%)	27% (1%)	27% (2%)
	Asia Pacific	17% (4%)	18% (4%)	17% (3%)	15% (3%)
Innovation	New customer programs launched	137	155	122	120
	Annual net new business (USD millions)	$190	$186	$246	$175
WINNING IN THE WORKPLACE					
Employee Retention	Total number of employees (includes contingent workers)	25,100	22,584	22,940	23,305
	Total number of contingent workers	-	-	2,907	3,309
	Total number of new employee hires (includes contingent workers)	9,847	8,312	11,758	11,311
	Total number of new contingent workers hired	-	-	4,498	5,166
	% internal fill rate (director & above)	55.6%	60.0%	80.8%	36.4%
	% internal fill rate (manager level)	58.6%	50.4%	59.3%	59.5%
	% voluntary employee turnover	12.7%	19.8%	19.2%	15.2%
	% total employee turnover	26.0%	34.5%	35.8%	30.2%
Talent Development	% employees receiving performance reviews (% of eligible salaried employees)	-	99.7%	99.9%	99.9%

		2020	2021	2022	2023
WINNING IN THE WORKPLACE					
Diversity & Inclusion	% women in the enterprise (salaried & hourly)	36.4%	37.5%	38.4%	39.5%
	% women in leadership (vice president & above)	20.0%	22.2%	22.2%	23.7%
	% women in leadership (including directors & above)	16.4%	16.7%	15.9%	17.1%
Workforce Demographics	**% U.S. Workforce by Ethnicity**				
	White	83%	82%	81%	81%
	Black	8%	8%	8%	8%
	Hispanic	3%	3%	4%	3%
	Asian	3%	3%	3%	3%
	Other	3%	3%	4%	5%
	% U.S. Workforce by Age				
	Under 30	19%	19%	18%	18%
	30-50	44%	41%	42%	41%
	Over 50	38%	40%	41%	41%
	Not disclosed	0%	0%	0%	0%
Workforce Health & Safety	Total Recordable Incident Rate (employees & contractors / workers)	0.32	0.40	0.33	0.32
	Lost Time Incident Rate (employees & contractors / workers)	0.11	0.21	0.14	0.15
	Total Days Away, Restricted or Transferred (employees & contractors / workers)	-	1,318	1,221	1,180
	# of fatalities	0	0	0	0
	# of locations with 0 incident rate	29	23	25	24
	% of facilities ISO 45001 certified	24.7%	37%	42%	42%
Community Involvement	# of charities supported (since 2013)	125+	140+	145+	145+
	# of countries participating in community engagement (since 2013)	18	18	18	19
	Annual contributions (USD millions, approximately half from employee engagement)	$0.7	$0.6	$0.4	$0.6
	Total contributions (USD millions, approximately half from employee engagement)	$14.2	$14.8	$15.4	$16.0
	# of community engagements held	37,000	47,000	55,870	56,384
	Total employee volunteer hours	-	-	7,059	6,830
ENHANCING PRODUCT VALUE					
Innovation, Materials & Product Lifecycle	**Innovation**				
	# of new patents filed	23	8	21	18
	% research, development & engineering spend	4.3%	3.9%	3.2%	3.0%
	Major innovations introduced to market	16	7	12	6

	2020	2021	2022	2023
ENHANCING PRODUCT VALUE				

	Product Quality				
Product Quality & Safety	# of recalls issued	0	1	0	2
	# of units recalled	0	572	0	1,017
	# of voluntary recalls	0	0	0	2
	# of involuntary recalls	0	1	0	0
	Fines associated with false marketing / advertising	0	0	0	0
	# of violations for non-conformance w/ labeling or marketing regulation	0	0	0	0
	% of significant product and service categories for which health and safety impacts are assessed for improvement	-	-	-	-
Customer Satisfaction	% positive customer scorecards	96.3%	97.6%	98.2%	98.0%

RESPONSIBLE BUSINESS					
Board of Directors	Total Directors	10	11	10	10
	# of Independent Directors	9	10	9	9
	% Independent Directors	90%	91%	90%	90%
Board Demographics	**% Directors by Ethnicity**				
	White	80%	82%	60%	60%
	Black	0%	9%	10%	10%
	Hispanic	10%	9%	10%	10%
	Asian	0%	0%	0%	0%
	Other	0%	0%	10%	10%
	Not disclosed	10%	0%	10%	10%
	% Directors by Age				
	Under 30	0%	0%	0%	0%
	30-50	0%	0%	0%	0%
	Over 50	100%	100%	100%	100%
	% Directors by Gender				
	Male	-	-	50%	50%
	Female	-	-	30%	30%
	Undisclosed	-	-	20%	20%

		2020	**2021**	**2022**	**2023**
RESPONSIBLE BUSINESS					
Business Ethics & Integrity	Employees completing Code of Conduct Training	98.2%	99.0%	99.6%	98.6%
Political Contributions	Political contributions	$0	$0	$0	$0
	Lobbying contributions	$0	$0	$0	$0
	Trade association expenditures	$0	$0	$0	$0
Responsible Sourcing	% of new suppliers screened using social criteria	-	-	0%	0%
	Average number of social issues per audit	-	-	0	0
	% of new suppliers screened using environmental criteria	-	-	0%	0%
	Average number of environmental issues per audit	-	-	0	0
	% of procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally)	-	-	58%	63%
Energy, Emissions & Waste	**ISO Certification**				
	% of sites with ISO 14001 certification	84%	82%	87%	90%
	% of sites with ISO 50001 certification	-	10%	11%	10%
	Energy				
	% grid electricity	100%	100%	100%	100%
	Natural gas (TWh)	0.34	0.32	0.34	0.39
	Coal consumption	-	0	0	0
	Other fuel (diesel)	-	0	0	0
	Electric power (TWh)	0.46	0.47	0.46	0.48
	Energy intensity (MWh / $1000 revenue)	0.33	0.34	0.32	0.31
	% renewable energy	0	0	0	0
	% reduction in energy consumption	27.6%	(1.4%)	1.6%	(4.9%)
	Emissions				
	Absolute Scope 1 emissions (thousand tonnes)	61.34	58.22	62.98	66.56
	Absolute Scope 2 emissions (thousand tonnes)	208.36	189.91	182.29	198.11
	% reduction in Scope 1 and 2 emissions (indexed over sales)	5.2%	6.2%	8.8%	3.3%
	Total CO_2 emissions (thousand tonnes)	270	248	245	265
	Total CO_2 emissions Intensity (tonnes CO_2e / $1,000 revenue)	0.1135	0.1065	0.0971	0.0939

	2020	2021	2022	2023
RESPONSIBLE BUSINESS				
Waste				
Total manufacturing waste to landfill (tonnes)	4,759	4,488	5,524	6,488
% hazardous waste	2.8%	4.9%	9.5%	15.4%
% waste recycled	94.2%	93.2%	87.9%	88.5%
% of plants reporting >90% diversion rate	69%	69%	69%	60%
Total waste generated (tonnes)	82,283	65,672	45,610	56,621
Total waste to landfill (tonnes)	4,759	4,488	5,524	6,488
Total hazardous waste (tonnes)	2,319	3,229	4,320	8,694
Total waste intensity (tonnes / $1,000 revenue)	0.035	0.028	0.018	0.020
Water				
Water withdrawn from public inlet (1,000 cubic meters)	1,934	1,857	1,765	1,617
Water withdrawn from surface water (stream)	-	-	0	0
Total water discharge	1,934	1,857	1,765	1,617
Total water consumption	1,934	1,857	1,765	1,617
Total freshwater use intensity (cubic meters / $1,000 revenue)*	0.814	0.797	0.699	0.573
% of water usage in high or extremely high baseline stress area	31.3%	29.5%	46.4%	46.9%
# of substantiated complaints received concerning breaches of customer privacy	-	-	0	0
# of substantiated complaints received concerning breaches of customer privacy from outside parties	-	-	0	0
# of substantiated complaints received concerning breaches of customer privacy from regulatory bodies	-	-	0	0

Row categories (left column):
- **Energy, Emissions & Waste** — applies to the Waste section
- **Other Environmental** — applies to the Water section
- **Data Privacy, Cyber Security, and Digitization** — applies to the customer privacy complaints rows

APPENDIX

GRI / SASB CONTENT INDEX

This quick-reference index contains disclosures from the GRI Standards and SASB Auto Parts Sector Standard. Cooper Standard has reported the information cited in this content index with reference to the GRI Standards. The disclosures referenced are at least partially fulfilled.

GENERAL DISCLOSURES

Disclosure	Disclosure #	Description	Location Within Report	Page #
THE ORGANIZATION AND ITS REPORTING PRACTICES				
GRI	2-1	Organizational details	About Cooper Standard About Cooper Standard: Global Footprint	4, 12
	2-2	Entities included in the organization's sustainability reporting	2023 10-K	N/A
	2-3	Reporting period, frequency and contact point	2023, Annual, May 15 2024 , Our Focus	2
	2-4	Restatements of information	No restatements of information for 2023.	N/A
	2-5	External assurance	This report has not been externally assured.	N/A
Activities & Workers				
GRI	2-6	Activities, value chain and other business relationships	About Cooper Standard: Global Footprint About Cooper Standard: Products & Services Responsible Business: Responsible Sourcing, Human Rights & Labor Relations	12, 13, 73
	2-7	Employees	About Cooper Standard: Global Footprint	12
Governance				
GRI	2-9	Governance structure and composition	About Cooper Standard: Governance	7
	2-10	Nomination and selection of the highest governance body	About Cooper Standard: Governance	7
	2-11	Chair of the highest governance body	About Cooper Standard: Governance	7
	2-12	Role of the highest governance body in overseeing the management of impacts	About Cooper Standard: Governance	7
	2-13	Delegation of responsibility for managing impacts	About Cooper Standard: Governance	7
	2-15	Conflicts of interest	Code of Conduct	N/A
	2-16	Communication of critical concerns	Code of Conduct	N/A
	2-19	Remuneration policies	Proxy Statement	N/A
	2-20	Process to determine remuneration	Proxy Statement	N/A
	2-21	Annual total compensation ratio	Proxy Statement	N/A

Strategies, Policies & Practices				
GRI	2-22	Statement on sustainable development strategy	Message from the CEO	3
	2-23	Policy commitments	Responsible Business: Business Ethics & Integrity Cooper Standard manages risks and impacts of our products and operations but does not formally address the precautionary principal globally. Cooper Standard does not currently endorse nor subscribe to any charters or principles.	65
	2-25	Processes to remediate negative impacts	2023 10-K	N/A
	2-26	Mechanisms for seeking advice and raising concerns	Responsible Business: Business Ethics & Integrity	65
	2-28	Membership associations	About Cooper Standard: Awards & Recognition	15
Stakeholder Engagement				
GRI	2-29	Approach to stakeholder engagement	About Cooper Standard: Materiality & Stakeholder Engagement	17

MATERIAL TOPICS

Disclosure	Disclosure #	Description	Location Within Report	Page #
GRI	3-1	Process to determine material topics	About Cooper Standard: Materiality & Stakeholder Engagement	17
	3-2	List of material topics	About Cooper Standard: Materiality & Stakeholder Engagement	17
WINNING IN THE WORKPLACE				
Talent Strategy				
GRI	3-3	Management of material topics	Talent Strategy: Our Approach	25
	401-1	New employee hires and employee turnover	Talent Strategy: Our Performance	33
	404-2	Programs for upgrading employee skills and transition assistance programs	Talent Strategy: Talent Development & Performance Management	27
Goal Metric		Internal Fill Rate	Talent Strategy: Our Performance	33
KPI		Total employee turnover	Talent Strategy: Our Performance	33
		Employee voluntary turnover	Talent Strategy: Our Performance	33
		Total employee headcount	Talent Strategy: Our Performance	33
Diversity, Inclusion & Belonging				
GRI	3-3	Management of material topics	Talent Strategy: Diversity, Inclusion & Belonging New 2024 ESG Goals	31, 95
	405-1	Diversity of governance bodies and employees	Talent Strategy: Diversity, Inclusion & Belonging Talent Strategy: Our Performance	31, 33
KPI		Workforce demographics	Talent Strategy: Diversity, Inclusion & Belonging Talent Strategy: Our Performance	31, 33

Workplace Health & Safety

GRI	3-3	Management of material topics	Workplace Health & Safety: Our Priorities New 2024 ESG Goals	35, 95
	403-2	Hazard identification, risk assessment, and incident investigation	Workplace Health & Safety: Our Performance	39
	403-5	Worker training on occupational health and safety	Workplace Health & Safety: Training & Plant Culture	37
Goal Metric		Safety Balanced Scorecard results	Workplace Health & Safety	34
		Percent of facilities certified to ISO 45001	Workplace Health & Safety: Our Priorities	35
KPI		Lost Time Incident Rate	Workplace Health & Safety: Our Performance	39
		Total Recordable Incident Rate	Workplace Health & Safety: Our Performance	39

Community Involvement

GRI	3-3	Management of material topics	Community Involvement: Our Approach New 2024 ESG Goals	41, 95
	413-1	Operations with local community engagement, impact assessments, and development programs	Community Involvement: Our Approach	41
Goal Metric		Percent of employees participating	Community Involvement	40
KPI		Total volunteer engagements	Community Involvement: Our Performance	45
		Total foundation contributions	Community Involvement: Our Performance	45
		Charities supported	Community Involvement: Our Performance	45
		Employee Volunteer Hours	Community Involvement: Our Performance	45

ENHANCING PRODUCT VALUE

Innovation, Materials & Product Lifecycle

GRI	3-3	Management of material topics	Innovation, Materials & Product Lifecycle: Our Approach New 2024 ESG Goals	48, 95
	306-2	Management of significant waste-related impacts	Innovation, Materials & Product Lifecycle: Our Approach	48
SASB	TR-AP-440b.1	Percentage of products sold that are recyclable	With our i3 stage gate innovation process (Imagine, Initiate and Innovate), our new 4P (Product, Process, Programming and Partnership) and 4C (Connect, Convey, Communicate and Control) Product Strategies, and our Product Lifecycle Management system, we differentiate ourselves from our competitors. Our intent is to decrease the carbon footprint of our products by increasing their recyclability, reducing their weight, and reducing energy and materials used during the manufacturing process. We also help our customers optimize their systems to positively impact the economy of fuel-powered and electric vehicles. Enhancing product performance and aesthetics allows us to be more competitive in the global markets we serve.	49
	TR-AP-440b.2	Percentage of input materials from recycled or remanufactured content		
	TR-AP-410a.1	Revenue from products designed to increase fuel efficiency and/or reduce emissions		N/A

Goal Metric		Percent of new innovations linked to improved sustainability outcomes in the production, use, or end-of-life phases	Innovation, Materials & Product Lifecycle	47
		Percent of electric battery vehicles on the road with CPS innovative materials	Innovation, Materials & Product Lifecycle	47
KPI		Innovation patents	Innovation, Materials & Product Lifecycle: Our Performance	53
		Research & development spend as a percent of revenue	Innovation, Materials & Product Lifecycle: Our Performance	53
		Average innovation idea submission	Innovation, Materials & Product Lifecycle: Our Performance	53
		Major innovations introduced to market	Innovation, Materials & Product Lifecycle: Our Performance	53

Product Quality & Safety

GRI	3-3	Management of material topics	Product Quality & Safety: Our Approach New 2024 ESG Goals	55, 95
	416-1	Assessment of the health and safety impacts of product and service categories	Product Quality & Safety: Our Approach	55
SASB	TR-AP-250a.1	Number of recalls issued	Product Quality & Safety: Our Performance	59
	TR-AP-250a.1	Total units recalled	Product Quality & Safety: Our Performance	59
	TR-AP-440a.1	Description of the management of risks associated with the use of critical materials	Product Quality & Safety: Reducing Substances of Concern	59
Goal Metric		Percentage of potential safety critical issues reaching customers	Product Quality & Safety	54
		Quality Incidents per Billion	Product Quality & Safety	54
KPI		Voluntary recalls	Product Quality & Safety: Our Performance	59
		Involuntary recalls	Product Quality & Safety: Our Performance	59
		Fines associated with false marketing/advertising	Product Quality & Safety: Our Performance	59
		Violations for non-conformance (with labeling or marketing regulation)	Product Quality & Safety: Our Performance	59

Customer Trust & Satisfaction

GRI	3-3	Management of material topics	Customer Trust & Satisfaction: Our Approach	61
Goal Metric		Percentage of favorable customer scorecards	Customer Trust & Satisfaction	60

RESPONSIBLE BUSINESS

Business Ethics & Integrity

GRI	3-3	Management of material topics	Business Ethics & Integrity: Our Approach New 2024 ESG Goals	65, 95
	205-2	Communication and training about anti-corruption policies and procedures	Business Ethics and Integrity: Ethics & Compliance Training	70
SASB	TR-AP-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	$0; We did not have monetary losses as a result of legal proceedings relating to anticompetitive behavior regulations in 2023.	N/A

Goal Metric		Percent of employees who report knowing where to find the Code of Conduct and Cooper Standard policies	Business Ethics & Integrity	63
		Percent of employees who report feeling comfortable speaking up	Business Ethics & Integrity	63
		Percent of employees reporting pressure to compromise values	Business Ethics & Integrity	63
		Satisfaction rate for Cooper Standard ethics reporting process	Business Ethics & Integrity	63
Business Continuity				
GRI	3-3	Management of material topics	Business Continuity: Our Approach New 2024 ESG Goals	72, 95
Responsible Sourcing				
GRI	3-3	Management of material topics	Responsible Sourcing, Human Rights & Labor Relations: Our Approach New 2024 ESG Goals	74, 95
SASB	TR-AP-440a.1	Description of the management of risks associated with the use of critical materials	Responsible Sourcing, Human Rights & Labor Relations: Responsible Sourcing	77
KPI		Percent of suppliers responding to reasonable country of origin inquiry (RCOI)	Responsible Sourcing, Human Rights & Labor Relations: Responsible Minerals	78
		Number of suppliers sourcing from mines in countries covered by RCOI	Responsible Sourcing, Human Rights & Labor Relations: Responsible Minerals	78
		Number of suppliers sourcing requiring outreach regarding RCOI	Responsible Sourcing, Human Rights & Labor Relations: Responsible Minerals	78
Human Rights				
GRI	3-3	Management of material topics	Responsible Sourcing, Human Rights & Labor Relations: Our Approach New 2024 ESG Goals	74, 95
Goal Metric		Percent of direct materials Grow suppliers responding to supplier scorecard	Responsible Sourcing, Human Rights & Labor Relations	73
		Percent of our direct material Grow suppliers that have completed a self-assessment with respect to compliance with our Supplier Code of Conduct, which includes human rights topics	Responsible Sourcing, Human Rights & Labor Relations	73
Labor Relations				
GRI	3-3	Management of material topics	Responsible Sourcing, Human Rights & Labor Relations: Our Approach New 2024 ESG Goals	74, 95
Climate Change, Energy, Emissions & Waste				
GRI	3-3	Management of material topics	Climate Change, Energy, Emissions & Waste: Our Approach	81
	302-4	Reduction of energy consumption	Climate Change, Energy, Emissions & Waste: Our Performance	84
	305-1	Direct (Scope 1) GHG emissions	Climate Change, Energy, Emissions & Waste: Our Performance	84
	305-2	Energy indirect (Scope 2) GHG emissions	Climate Change, Energy, Emissions & Waste: Our Performance	84
	306-2	Management of significant waste-related impacts	Climate Change, Energy, Emissions & Waste: Promoting Circularity	83

GRI & Goal Metric	305-5	Reduction of GHG emissions	Climate Change, Energy, Emissions & Waste: Our Performance	84
GRI & SASB	302-1 TR-AP-130a.1	Energy consumption within the organization	Climate Change, Energy, Emissions & Waste: Our Performance	84
SASB	TR-AP-130a.1	Percent grid electricity	100%	N/A
	TR-AP-130a.1	Percent renewable	Cooper Standard's sustainability strategy evolves with a focus on expanding renewable energy sources, such as biomass, geothermal, solar, wind and water. In 2020, we set an ambitious target to achieve 100% renewable energy across our global operations by 2025. However, we're reevaluating our approach to renewable energy and have shifted our focus. We've established a cross-functional Carbon Neutrality Action Committee to thoroughly assess our approach, aiming to minimize carbon emissions and redefine our long-term goals.	83
	TR-AP-150a.1	Percent of generated waste that is hazardous	Climate Change, Energy, Emissions & Waste: Operational Waste & Waste Management	83
	TR-AP-150a.1	Percent of waste recycled	Climate Change, Energy, Emissions & Waste: Operational Waste & Waste Management	83
SASB & Goal Metric	TR-AP-150a.1	Total manufacturing waste generated	Climate Change, Energy, Emissions & Waste: Our Performance	84
Goal Metric		Energy consumption	Climate Change, Energy, Emissions & Waste: Our Priorities	80
		Renewable Energy consumption	Climate Change, Energy, Emissions & Waste: Our Priorities	80
		Reduction in Scope 1 & 2 GHG emissions	Climate Change, Energy, Emissions & Waste: Our Priorities	80
		Percent of global waste diversion	Climate Change, Energy, Emissions & Waste: Our Priorities	80
KPI		Percent of facilities certified to ISO 14001	Climate Change, Energy, Emissions & Waste: Our Performance	84
		Total electric power	Climate Change, Energy, Emissions & Waste: Our Performance	84
		Percent of facilities reporting diversion rate >90%	Climate Change, Energy, Emissions & Waste: Our Performance	84
Data Privacy, Cybersecurity & Digitization				
GRI	3-3	Management of material topics	Data Privacy, Cybersecurity & Digitization: Our Approach New 2024 ESG Goals	86, 95
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Data Privacy, Cybersecurity & Digitization: Our Approach	86
Goal Metric		Percent of employees trained annually on information security practices	Data Privacy, Cybersecurity & Digitization	85
		Percent of employees who work with our systems formally trained on cybersecurity by end of 2022	Data Privacy, Cybersecurity & Digitization	85
		Percent of third-party vendors who pose critical or high risk to Cooper Standard systems or information assessed	Data Privacy, Cybersecurity & Digitization	85

APPENDIX

FINANCIAL STATEMENTS

Forward-Looking Statements

This report includes "forward-looking statements" within the meaning of U.S. federal securities laws, and we intend that such forward-looking statements be subject to the safe harbor created thereby. Our use of words "estimate," "expect," "anticipate," "project," "plan," "intend," "believe," "outlook," "guidance," "forecast," or future or conditional verbs, such as "will," "should," "could," "would," or "may," and variations of such words or similar expressions are intended to identify forward-looking statements. All forward-looking statements are based upon our current expectations and various assumptions. Our expectations, beliefs, and projections are expressed in good faith and we believe there is a reasonable basis for them. However, we cannot assure you that these expectations, beliefs and projections will be achieved. Forward-looking statements are not guarantees of future performance and are subject to significant risks and uncertainties that may cause actual results or achievements to be materially different from the future results or achievements expressed or implied by the forward-looking statements. Among other items, such factors may include: volatility or decline of the Company's stock price, or absence of stock price appreciation; impacts and disruptions related to the wars in Ukraine and the Middle East; our ability to achieve commercial recoveries and to offset the adverse impact of higher commodity and other costs through pricing and other negotiations with our customers; work stoppages or other labor disruptions with our employees or our customers' employees; prolonged or material contractions in automotive sales and production volumes; our inability to realize sales represented by awarded business; escalating pricing pressures; loss of large customers or significant platforms; our ability to successfully compete in the automotive parts industry; availability and increasing volatility in costs of manufactured components and raw materials; disruption in our supply base; competitive threats and commercial risks associated with our diversification strategy; possible variability of our working capital requirements; risks associated with our international operations, including changes in laws, regulations, and policies governing the terms of foreign trade such as increased trade restrictions and tariffs; foreign currency exchange rate fluctuations; our ability to control the operations of our joint ventures for our sole benefit; our substantial amount of indebtedness and variable rates of interest; our ability to obtain adequate financing sources in the future; operating and financial restrictions imposed on us under our debt instruments; the underfunding of our pension plans; significant changes in discount rates and the actual return on pension assets; effectiveness of continuous improvement programs and other cost savings plans; significant costs related to manufacturing facility closings or consolidation; our ability to execute new program launches; our ability to meet customers' needs for new and improved products; the possibility that our acquisitions and divestitures may not be successful; product liability, warranty and recall claims brought against us; laws and regulations, including environmental, health and safety laws and regulations; legal and regulatory proceedings, claims or investigations against us; the potential impact of any future public health events on our financial condition and results of operations; the ability of our intellectual property to withstand legal challenges; cyber-attacks, data privacy concerns, other disruptions in, or the inability to implement upgrades to, our information technology systems; the possible volatility of our annual effective tax rate; the possibility of a failure to maintain effective controls and procedures; the possibility of future impairment charges to our goodwill and long-lived assets; our ability to identify, attract, develop and retain a skilled, engaged and diverse workforce; our ability to procure insurance at reasonable rates; and our dependence on our subsidiaries for cash to satisfy our obligations.

You should not place undue reliance on these forward-looking statements. Our forward-looking statements speak only as of the date of this report and we undertake no obligation to publicly update or otherwise revise any forward-looking statement, whether as a result of new information, future events or otherwise, except where we are expressly required to do so by law.

This report also contains estimates and other information that is based on industry publications, surveys and forecasts. This information involves a number of assumptions and limitations, and we have not independently verified the accuracy or completeness of the information.

Non-GAAP Financial Measures

EBITDA, adjusted EBITDA, adjusted EBITDA margin, adjusted net income (loss), adjusted earnings (loss) per share and free cash flow are measures not recognized under U.S. GAAP and which exclude certain non-cash and special items that may obscure trends and operating performance not indicative of the Company's core financial activities. Net new business is a measure not recognized under U.S. GAAP which is a representation of potential incremental future revenue but which may not fully reflect all external impacts to future revenue. Management considers EBITDA, adjusted EBITDA, adjusted EBITDA margin, adjusted net income (loss), adjusted earnings (loss) per share, free cash flow and net new business to be key indicators of the Company's operating performance and believes that these and similar measures are widely used by investors, securities analysts and other interested parties in evaluating the Company's performance. In addition, similar measures are utilized in the calculation of the financial covenants and ratios contained in the Company's financing arrangements and management uses these measures for developing internal budgets and forecasting purposes. EBITDA is defined as net income (loss) adjusted to reflect income tax expense (benefit), interest expense net of interest income, depreciation and amortization, and adjusted EBITDA is defined as EBITDA further adjusted to reflect certain items that management does not consider to be reflective of the Company's core operating performance. Adjusted net income (loss) is defined as net income (loss) adjusted to reflect certain items that management does not consider to be reflective of the Company's core operating performance. Adjusted EBITDA margin is defined as adjusted EBITDA as a percentage of sales. Adjusted basic and diluted earnings (loss) per share is defined as adjusted net income (loss) divided by the weighted average number of basic and diluted shares, respectively, outstanding during the period. Free cash flow is defined as net cash provided by operating activities minus capital expenditures and is useful to both management and investors in evaluating the Company's ability to service and repay its debt. Net new business reflects anticipated sales from formally awarded programs, less lost business, discontinued programs and replacement programs and is based on S&P Global (IHS Markit) forecast production volumes. The calculation of "net new business" does not reflect customer price reductions on existing programs and may be impacted by various assumptions embedded in the respective calculation, including actual vehicle production levels on new programs, foreign exchange rates and the timing of major program launches.

When analyzing the Company's operating performance, investors should use EBITDA, adjusted EBITDA, adjusted EBITDA margin, adjusted net income (loss), adjusted earnings (loss) per share, free cash flow and net new business as supplements to, and not as alternatives for, net income (loss), operating income, or any other performance measure derived in accordance with U.S. GAAP, and not as an alternative to cash flow from operating activities as a measure of the Company's liquidity. EBITDA, adjusted EBITDA, adjusted net income (loss), adjusted earnings (loss) per share, free cash flow and net new business have limitations as analytical tools and should not be considered in isolation or as substitutes for analysis of the Company's results of operations as reported under U.S. GAAP. Other companies may report EBITDA, adjusted EBITDA, adjusted EBITDA margin, adjusted net income (loss), adjusted earnings (loss) per share, free cash flow and net new business differently and therefore the Company's results may not be comparable to other similarly titled measures of other companies. In addition, in evaluating adjusted EBITDA and adjusted net income (loss), it should be noted that in the future the Company may incur expenses similar to or in excess of the adjustments in the below presentation. This presentation of adjusted EBITDA and adjusted net income (loss) should not be construed as an inference that the Company's future results will be unaffected by special items. Reconciliations of EBITDA, adjusted EBITDA, adjusted EBITDA margin, adjusted net income (loss) and free cash flow follow.

Non-GAAP Reconciliations

The following table provides a reconciliation of EBITDA, adjusted EBITDA and free cash flow from net cash (used in) provided by operating activities, which are the most comparable financial measures in accordance with U.S. GAAP:

	Year End December 31		
	2023	**2022**	**2021**
	Dollar Amount in Thousands		
Net (loss) income attributable to Cooper-Standard Holdings Inc.	$(201,985)	$(215,384)	$(322,835)
Income tax expense	8.933	17,291	39,392
Interest expense, net of interest income	130,077	78,514	72,511
Depreciation and amortization	109,931	122,476	139,008
EBITDA	**46,956**	**2,897**	**(71,924)**
Restructuring charges	18,018	18,304	36,950
Deconsolidation of joint venture [1]	-	2,257	-
Impairment charges [2]	4,768	43,710	25,609
Gain on sale of business, net [3]	(586)	-	(696)
Gain on sale of fixed assets, net [4]	-	(33,391)	-
Lease termination costs [5]	-	-	748
Indirect tax adjustments [6]	-	1,409	-
Loss on refinancing and extinguishment of debt [7]	81,885	-	-
Pension settlement and curtailment charges [8]	16,035	2,682	1,279
Adjusted EBITDA	**$167,076**	**$37,868**	**$(8,034)**
Sales	$2,815,879	$2,525,391	$2,330,191
Net (loss) income margin	(7.2%)	(8.5%)	(13.9)%
Adjusted EBITDA margin	5.9%	1.5%	(0.3)%

Free Cash Flow

	Year End December 31		
	2023	**2022**	**2021**
	Dollar Amount in Thousands		
Net cash (used in) provided by operating activities	$117,277	$(36,150)	$(115,510)
Capital expenditures	(80,743)	(71,150)	(96,107)
Free cash flow	**$36,534**	**$(107,300)**	**$(211,617)**

[1] Loss attributable to deconsolidation of a joint venture in the Asia Pacific region, which required adjustment to fair value.

[2] Non-cash impairment charges in 2023 related to certain assets in Europe and Asia Pacific. Non-cash impairment charges in 2022 related to operating performance and idle assets in certain locations in North America, Europe and Asia Pacific. Impairment charges in 2021 related to fixed assets and goodwill.

[3] Gain on sale of businesses related to divestitures in 2023. In 2021, the Company recorded subsequent adjustments to the net gain on sale of businesses, which related to the 2020 divestiture of our European rubber fluid transfer and specialty sealing businesses, as well as its Indian operations.

[4] In 2022, the Company recognized a gain on a sale-leaseback agreement on one of its European facilities.

[5] Lease termination costs no longer recorded as restructuring charges in accordance with ASC 842, Leases.

[6] Impact of indirect tax adjustments in 2022.

[7] Loss on refinancing and extinguishment of debt related to refinancing transactions in 2023.

[8] Non-cash net pension settlement and curtailment charges and administrative fees incurred related to certain of our U.S. and non-U.S. pension plans.