# CREATING SUSTAINABLE SOLUTIONS TOGETHER

Corporate Responsibility 2022

CooperStandard

# OUR FOCUS

# MESSAGE FROM THE CEO


Jeff Edwards and other Global Leadership Team members at a Cooper Standard technology event

2-22

Last year we launched our updated Purpose statement, *CREATING SUSTAINABLE SOLUTIONS TOGETHER*. These four simple words bring significant meaning to our business and clearly represent our passion as a Company.

**Creating:** we are developing game-changing advancements in materials science and product innovations optimized to meet the unique needs of the markets we serve.

**Sustainable:** we are positioning Cooper Standard for long-term success with a focus on reducing our environmental footprint.

**Solutions:** we work tirelessly to deliver quality products and services to meet our stakeholders' evolving needs.

**Together:** we strive to be the partner of choice of our stakeholders to create a better tomorrow.

The cornerstone of our business is our strong culture and outstanding team. Our employees strive for excellence in all parts of our business and continue to achieve world-class safety results and deliver world-class quality products and services to our customers.

The auto industry has weathered many challenges and is in the midst of a seismic shift with the transition to electric vehicles (EV). We believe that this market shift offers many opportunities, and our team continues to strategically transform our Company for a sustainable future. We are inventing many new lightweight, low-carbon solutions to enhance vehicle

aesthetics and optimize the complex fluid architectures of EVs to help deliver superior performance and increased range. We are using advanced digital analysis to consistently design quality solutions while reducing the need for physical samples, helping drive sustainable development and speed to market. We are innovating products that can be made from recycled materials and using artificial intelligence to improve manufacturing efficiencies, reducing waste and energy consumption.

Our dedication to excellence enables us to embrace more opportunities, helping ensure a sustainable future for our Company and stakeholders. I am pleased to share our 2022 Corporate Responsibility Report and the progress we have made on our long-term goals supporting environmental, social and governance material topics.

**JEFFREY EDWARDS**
Chairman and CEO

# ABOUT COOPER STANDARD

Cooper Standard is a leading global supplier of systems and components for sealing and fluid handling systems in diverse transportation and industrial markets. Our approximately 23,000 employees, in more than 120 facilities across 21 countries, are at the heart of our success, continuously improving our business and surrounding communities. Everything we do is aligned with our Mission – to *Be the First Choice of Stakeholders We Serve*. We strive for world-class excellence and live by our Purpose: *Creating Sustainable Solutions Together*.

We have a history of producing award-winning and patented technologies for over 60 years. Our workforce is leading the way by producing lightweight solutions using advancements in materials sciences and manufacturing processes. We are driving innovation through strategic partnerships with educational institutions to build our world-class talent.

**NYSE : CPS**

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Industrial & Specialty Group

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2022 Proxy Statement

Throughout this report, we bring awareness to the ethical, environmental, philanthropic and economic impact from Cooper Standard over the past year. This report shares with stakeholders our plans to meet industry challenges, while staying true to the deliverables that drive us. We will share inspirational stories about how our culture drives our business and impacts the communities where we work and live. Our team cares about the positive impact our Company can have on people and the planet. We will also share and celebrate the milestones we are making towards our commitments to the highest standards of quality and ethical practices. Each year this report evolves to further align with shifting market requirements around the world, aiming to provide transparency for all.

As we progress in these efforts, we will set new goals in 2023 that embrace how we are evolving for a new future.

## CREATING SUSTAINABLE SOLUTIONS TOGETHER

Cooper Standard's updated 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 comprised of four foundational words:

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

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

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

**Together:** We partner with all our stakeholders to create a better tomorrow.
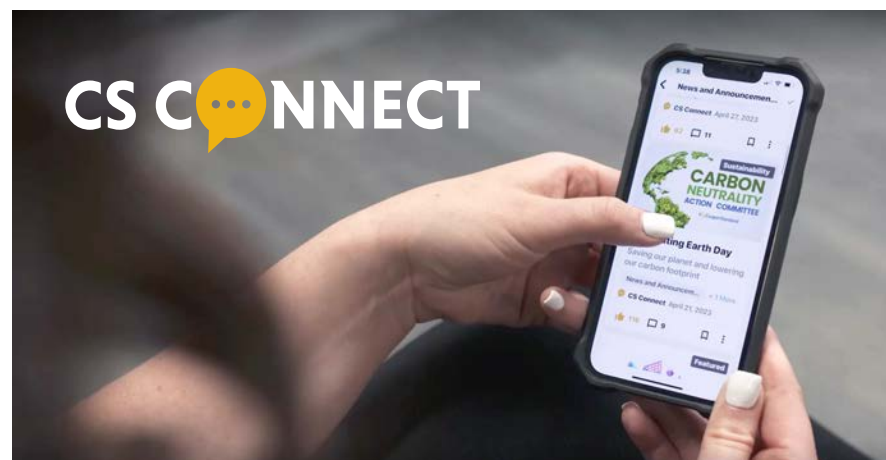
Launched in 2021, CS Connect is Cooper Standard's primary and only digital communication tool available to all employees, including hourly team members. It provides real-time local, regional and global communications in 29 languages using our mobile app or online website. Since our launch, we are proud to share that we have achieved over 75% adoption of our global workforce (exceeding benchmark adoption levels). Many facilities have even reached 100% adoption.

CS Connect offers employees access to resources and provides a space to network and share inspirational articles ranging from stories about how our team is empowering communities to safety highlights and best practices.

As this platform grows and matures, we will remain focused on publishing content that will help reinforce our values, business imperatives and a strong, transparent culture where employees feel they belong and are valued. We will look for ways to promote the milestones that Cooper Standard achieves and share ways for others to get involved. We will aim to foster collaboration, communication and enhance productivity through CS Connect as we find ways to build a better tomorrow.

ABOUT COOPER STANDARD

# CELEBRATING MILESTONES ALONG OUR JOURNEY

In recognition of our material topics, milestones help us reflect on what we have accomplished to better understand where we are going. Cooper Standard has celebrated many milestones in 2022 that we are proud to share:

**First Quarter 2022**

- We kicked off the new year with the launch of our Company's updated Purpose, Mission, Values and Capabilities to provide guidance and alignment of our team worldwide. The results were outstanding because each of our regional locations embraced a culture that strives for a better tomorrow.
- Cooper Standard was named as one of the 2022 World's Most Ethical Companies® for the third consecutive year by Ethisphere®.

**Second Quarter 2022**

- Shannon Quinn was named Vice President, Chief Commercial and Strategy Officer. With an engineering background, she has over 25 years of experience in the automotive industry. As a Global Leadership Team member, she offers valuable insight for the development of commercial strategies for our global operations.

**Third Quarter 2022**

- We earned Environment + Energy Leader Award for our Fortrex™ materials platform.
- Cooper Standard and Industrie Saleri Italo S.p.A. (Saleri), an Italian-based company, announced a joint development agreement on an innovative dynamic fluid control technology for the battery electric vehicle market. This was the beginning stages of developing a novel family of high-performance coolant fluid management devices.

**Fourth Quarter 2022**

- As a leader in sustainability, we attended a 2022 Supplier Appreciation event by Nissan North America in Nashville, Tennessee. 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.
- Cooper Standard earned an Society of Plastics Engineers award for our thermoplastic thermal management solution.
- Cooper Standard was added to the 2023 list of *Newsweek's* America's Most Responsible Companies for the fourth consecutive year.

## ABOUT COOPER STANDARD
# GOVERNANCE

2-9, 2-10, 2-13

Cooper Standard's Board of Directors has adopted Corporate Governance Guidelines that provide a framework for the 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, the Board membership criteria, Board committees and Board evaluation. The Board's Nominating and 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, the charters of the Board committees and Board of Directors Code of Conduct provide the framework for the governance of the Company and are available on our website.

### BOARD LEADERSHIP STRUCTURE

The Board is comprised of 10 members who are fully engaged and possess the key skills and experiences 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 comprised 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 policy.

**Chairman & Chief Executive Officer**

Jeff Edwards serves as chairman of the Board of Directors as well as our CEO. The Board believes that 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, in particular with respect to 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.

**Lead Director**

David Mastrocola serves as Lead Director, a position that is 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 the 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.

## 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;
- DIB Action Group
- Enterprise Risk Management Committee;
- Global Benefits Plan;
- Global Communications Council;
- Global Ethics and Compliance Committee;
- Global Manufacturing Council;
- Global Product Safety Council;
- Global Quality Council;
- Global Sustainability Council; and
- Global Technology Council.

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

- Presiding at 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
- Oversee accounting and financial reporting processes and the annual audit and quarterly review of financial statements
- Oversee compliance with legal and regulatory requirements
- Review and evaluate the independence, qualifications and performance of our independent auditors and the performance of our internal audit function
- Review and oversee our system of internal controls regarding finance, accounting and legal compliance
- Oversee environmental, social and governance (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 stockholder engagement 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 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+
64
Average Age
(3) 65–69

### Tenure



(4) 0–5
(3) 10+
7
Average Tenure
(3) 6–9
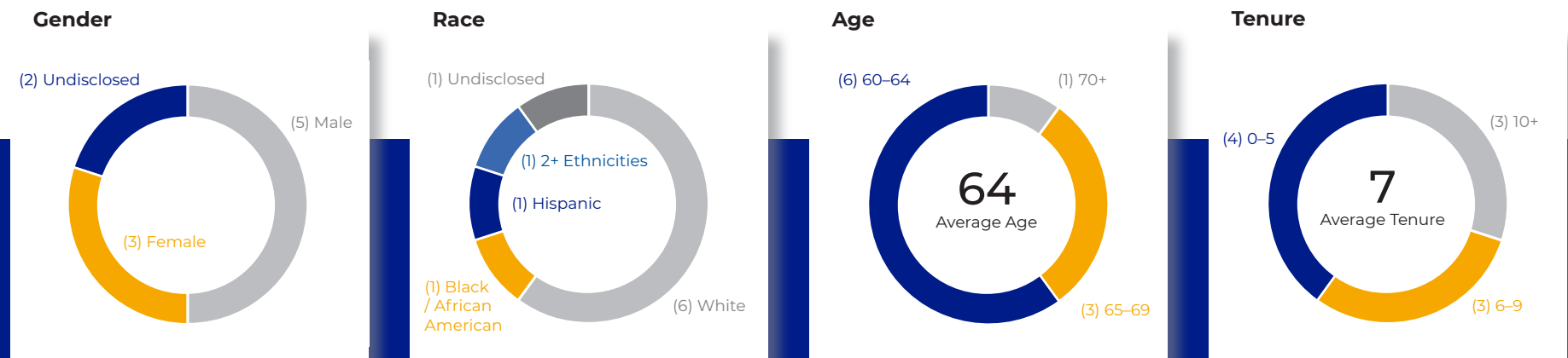
## BOARD REFRESHMENT & DIVERSIFICATION

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 9 independent directors have joined our Board within the past three years, including two of the women directors. The Nominating and Corporate Governance Committee and the Board are continually looking for ways to advance in these areas and leverage its diversity of thought to further the strength of 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. The effective oversight and management of the risks facing the Company are supported 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 set forth below:

**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 being effectively communicated to investors and other stakeholders;
- ESG skills and expertise on the Board; and
- ESG Board education.

The full Board receives regular updates on key ESG topics according to a standard Board calendar. Updates on governance, ethics and compliance occur every quarter to the Audit Committee, two times per year to the Nominating and Corporate Governance Committee and annually to the full Board. 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.

ABOUT COOPER STANDARD

# GLOBAL FOOTPRINT

2-1, 2-6, 2-7

A detailed location list is available on our website.

**Regional Revenue Composition by Product**
(2022 % of Sales)

58% North America

20% Europe

18% Asia Pacific

4% South America

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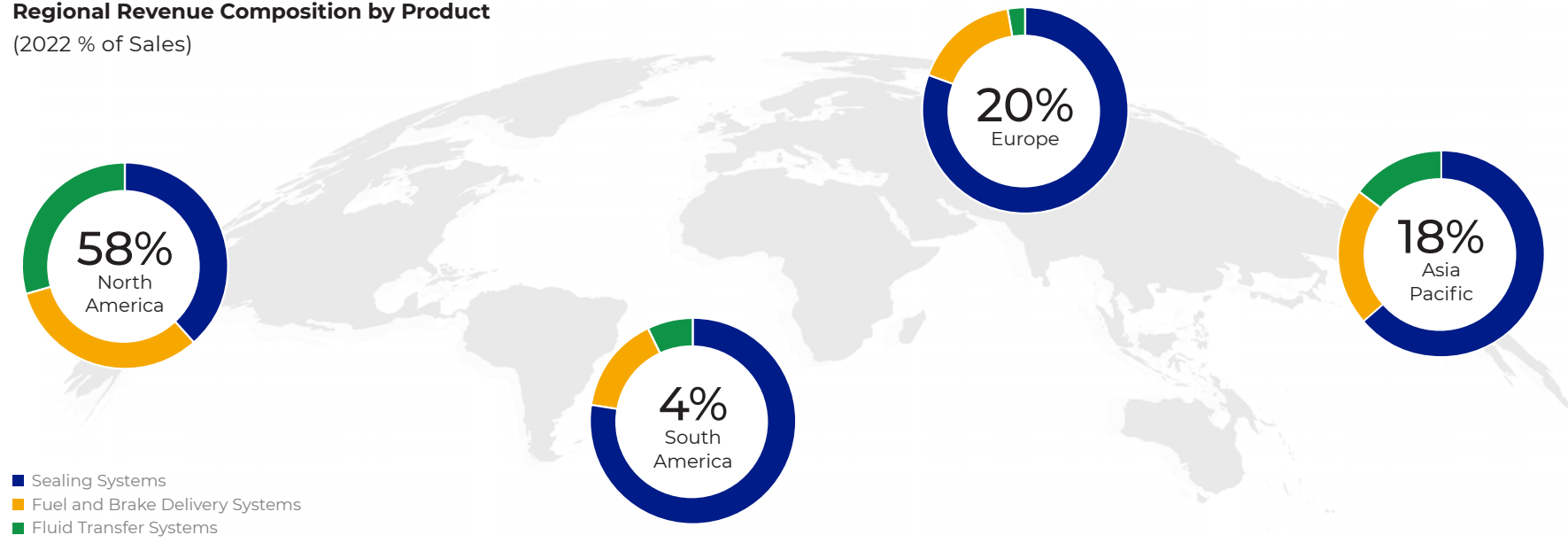
**21 COUNTRIES**

**120+ FACILITIES**

**~23K EMPLOYEES**
includes contingent workers

Contingent
Employees

| Region | Value |
| --- | --- |
| North America | 49% |
| South America | 7% |
| Europe | 27% |
| Asia Pacific | 17% |
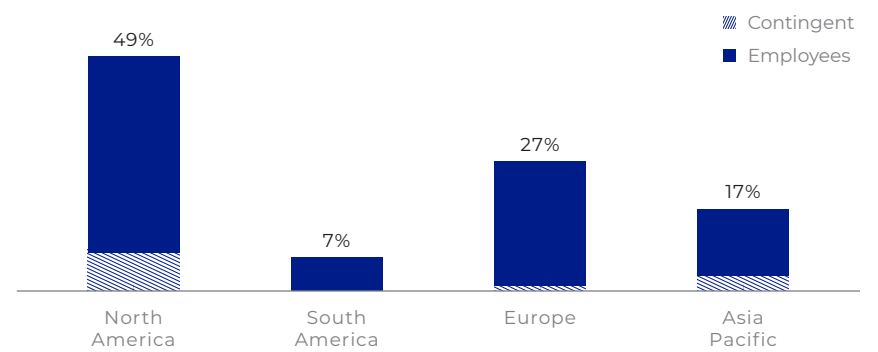
ABOUT COOPER STANDARD

# PRODUCTS & SERVICES

2-6

Cooper Standard develops quality components for the passenger car and light truck market, as well as advances materials science solutions to meet the needs of our automotive and diverse industrial customers. As a result of our focused approach, Cooper Standard holds a leadership position in each of our core automotive product lines: sealing systems and fluid handling systems (which includes our fluid transfer and fuel and brake delivery business) in all powertrains. Cooper Standard's comprehensive expertise and proven thought leadership differentiates the Company from the competition. Our Advanced Technology Group (including our Applied Materials Science and Industrial and Specialty businesses) maximizes the value of the Company's materials science innovations in a wide range of markets, including footwear, aviation, and building and construction.
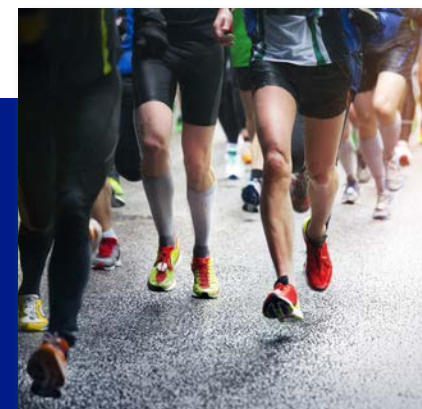
## AUTOMOTIVE & TRANSPORTATION
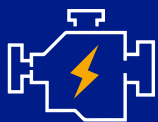
Internal Combustion

Hybrid Electric

Battery Electric

Building & Construction

Footwear

# FINANCIAL & OPERATING PERFORMANCE

Despite ongoing unprecedented challenges and disruptions in our industry, Cooper Standard remains focused on delivering value to all our stakeholders by increasing our operating efficiency, improving our profitability and cash flows and delivering world-class products and service. In 2022, we remained committed to upholding our Core Value of *Commitment to Excellence* by achieving 98% in green customer scorecards for product quality and 97% for program launches. Even more importantly, we had another outstanding year for employee safety. Our safety incident rate was 0.33 per 200,000 hours worked, well below the world-class benchmark of 0.57; 25 plants had perfect safety record of zero incidents. As a result, we have developed strong relationships with our customers that we believe will position Cooper Standard for long-term success.

Our manufacturing operations are running as efficiently as they ever have and we continue to fulfill our end of the bargain with

our customers, delivering quality products on time and supporting their strategic initiatives and objectives with our technology and innovation. Furthermore, we have maintained our focus on improving profitability across the Company. Through lean initiatives, improved operating efficiencies, SGA&E reduction and realization of savings from past restructuring actions, we were able to deliver $105 million in sustainable cost reductions in 2022. We also realized significant benefits from enhanced commercial agreements we were able to negotiate with our customers and suppliers to offset the impacts from materials cost inflation now and in the future. As a result, we were able to deliver improved financial results. Full year 2022 net loss improved by $107 million compared to 2021 and adjusted EBITDA improved by $46 million on a year-over-year basis. For additional information, reference the Company's full financial report in the 2022 10-K filed with the U.S. Securities and Exchange Commission.
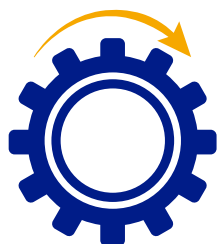
**Targeted European plant restructuring initiatives**

**Further global overhead and SGA&E rationalization**
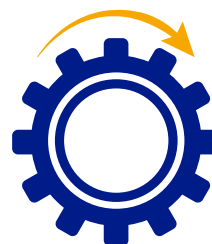
**Continue lean manufacturing initiatives**

**Maintain laser focus on overall fixed costs controls**

ABOUT COOPER STANDARD

# AWARDS & RECOGNITION

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 2022, we received recognition through a variety of awards that demonstrate our dedication to driving progress in the following categories aligned with our goals:

## SUSTAINABILITY

**2022 & 2023 *Newsweek's* America's Most Responsible Companies:** Cooper Standard was added to the 2023 list for the fourth 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.

**One of the 2022 World's Most Ethical Companies®:** recognized by Ethisphere®, a global leader in defining and advancing the standards of ethical business practices, as one of the 2022 World's Most Ethical Companies®. This is the third time Cooper Standard has been recognized since 2020 and is one of only six honorees in the automotive industry. In 2022, 136 honorees were recognized spanning 22 countries and 45 industries.

**2022 Environmental + Energy Leader Award:** for Fortrex™ lightweight materials platform as "Top Product of the Year" for excellence in improved environmental and/or energy management.

**Leader in Sustainability:** Nissan North America recognized Cooper Standard as a leader in sustainability at their recent 2022 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

**2022 SPE Automotive Innovation Awards:** winners for an automotive innovation from the Society of Plastics Engineers (SPE) for our Thermoplastic Thermal Management solution for battery electric vehicles.

**2022 Mobility Innovation Awards:** Cooper Standard was recognized as an "Honorable Mention" during the 2022 Society of Automotive Analysts (SAA) Mobility Innovation Summit, acknowledging automotive leaders pushing the limits in lightweighting and vehicle technology advancement. Our patented award-winning Fortrex™ was one of the top five honorees out of 50 total entrants in the lightweighting category. This year's entries were identified for creating solutions that are evolving with the changing pace of mobility.

**General Motors 2021 & 2022 Supplier of the Year:** for the sixth year in a row, Cooper Standard won the GM Supplier of the Year award. Award winners are selected for meeting General Motors expectations and outlined guidelines of superior quality and performance.

### MEMBERSHIPS & ASSOCIATIONS

Automotive Industry Action Group

Manufacturers Alliance for Productivity & Innovation

Business Ethics Leadership Alliance, Ethisphere®

## DIVERSITY, INCLUSION & BELONGING

**2022 Ford Motor Company WIN (Widening the Inclusion Network) Award:** for the progress we've made towards our initiatives in diversity, inclusion and belonging. This program is designed to further expand diversity efforts with suppliers through collaborative discussion, coaching and mentoring.

## OUR PEOPLE

**Angela Greiner**, who was recognized as a 2022 STEP Ahead Honoree for accomplishments in bringing innovative technologies to the production floor and building the foundation for outstanding quality levels.

**Soma Venkat**, Ph.D., who was named a finalist for the 2022 Michigan CIO of the Year ORBIE Awards by the Michigan CIO Leadership Association. Soma is one of 24 technology leaders 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.

**Ramsey Changoo**, who was featured in Savoy Magazine's "2022 Most Influential Black Executives in Corporate America". He was recognized among 300 prestigious executives for the positive impact he's made throughout his career. Honorees were selected based on community outreach, influence, career growth and academic achievement. This recognition speaks highly of his outstanding leadership and impact as a mentor and co-lead of our Diversity, Inclusion and Belonging action group.

## MANUFACTURING

**2022 Diamond Plants:** internal program that recognizes high-performing plants annually who exceed manufacturing requirements. In 2022, 19 of our facilities were awarded as 2022 Diamond Plants for high performance in this year's operational categories. Another 26 plants earned either a Platinum, Gold or Silver rating, giving Cooper Standard over 80% of total plants ranking on the Diamond maturity path.

**2022 Kaizen Awards:** internal program that acknowledges teams who are "changing for the better" by 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

**Guangzhou, China:** GAMC Quality Improvement (IGA) Third Prize

**Yantai 2, China:** SGM Annual Supplier Silver Award

**Wuhu, China:** JLR Safety Delivery Award

**Dangjin (Sealing), Korea:** GM 2022 Supplier Quality Excellence Award

**Atlacomulco, Mexico:** Cooper Standard Quality Award (Gold)

**Cartago, Costa Rica:** Cooper Standard Quality Award (Platinum)

**El Jarudo (Juarez), Mexico:** Cooper Standard Quality Award (Silver)

**Tarazona, Spain:** Ford Q1 Nomination

Stay tuned to all our announcements by signing up for Cooper Standard Newsroom Email Alerts on www.cooperstandard.com.

ABOUT COOPER STANDARD

# MATERIALITY & STAKEHOLDER ENGAGEMENT

2-29, 3-1, 3-2

Our corporate responsibility efforts are the most impactful when we focus on the issues that matter most to our business and to our stakeholders. We refine our approach and set our future trajectory by regularly engaging with various internal and external stakeholder groups, including our employees, customers, suppliers, investors and the communities where we live and work.

We seek to ensure meaningful engagement with stakeholders through a variety of engagement methods, including conversations, forums, surveys and community outreach, and we identify the priority topics, challenges and opportunities. By conducting regular materiality assessments, we have dedicated, formal checkpoints for our sustainability strategy and reporting efforts.

We conducted our first materiality assessment in 2016, and in 2021 completed our third assessment. This process, in line with best practices, helps ensure we are managing and reporting on the sustainability issues most important to our industry and stakeholders, and helps us guide future business priorities, strategies and goal setting efforts.

In 2022, we focused on identifying actual and potential negative and positive impacts of our business on the economy, environment and people, and we look forward to sharing these impacts throughout this report and in the future.

**GLOBAL SUSTAINABILITY COUNCIL**

Our Global Sustainability Council demonstrates our focus on sustainability and corporate responsibility. This cross-functional council provides executive level oversight for the Company's sustainability strategy and ensures alignment and integration with operational business goals and stakeholder priorities.

Managed by an executive chair, with membership from Cooper Standard subject matter experts, the council takes a holistic look at the Company's environmental, social and governance (ESG) initiatives, tracks rapidly evolving best practices and further develops long-term goals to drive world-class ESG performance. Leadership positions within the council are also assigned to each material topic to ensure ESG is considered and integrated throughout all aspects of our business.

Cooper Standard's longtime commitment to sustainability has positioned us well to tackle the biggest challenges of our time, as well as innovate new processes, products and materials, like our Fortrex® materials platform, to meet stakeholders' current and future sustainability needs.

Our most recent materiality assessment identified seven clear 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.
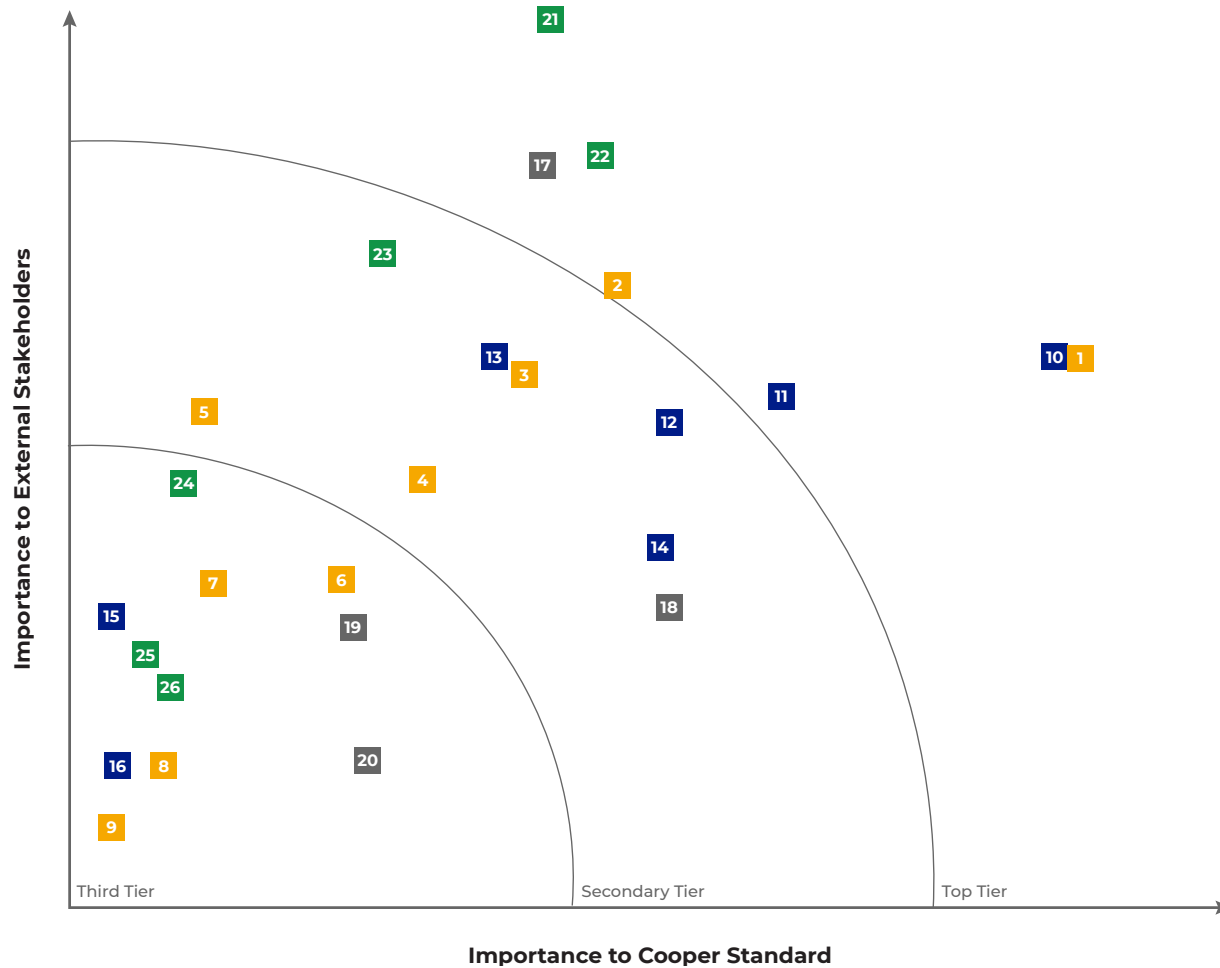


**Social**

1. Employee Engagement & Talent Development — 27
2. Diversity & Inclusion — 31
3. Workplace Health & Safety — 35
4. Labor Relations — 72
5. Human Rights — 74
6. Community Involvement — 40
7. Public Policy
8. Wellness
9. Indirect Economic Impacts

**Product**

10. Innovation — 47
11. Product Lifecycle — 51
12. Product Quality & Safety — 54
13. Responsible Sourcing — 76
14. Customer Trust & Satisfaction — 59
15. Responsible Minerals — 77
16. Supplier Diversity

**Governance**

17. Ethics & Integrity — 63
18. Business Continuity — 69
19. Information & Data Security — 85
20. Digitization — 87

**Environmental**

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

# FORMALIZING OUR APPROACH

We identify ways to embed sustainability throughout our organization and formalize our approach to ESG. In 2022, we formalized our ESG governance structure and management system by outlining a simple yet effective structure that will enable sustained progress against our ESG initiatives, goals and ambitions.

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

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

**Sustainability Council**
development, implementation, prioritization, goal setting and monitoring of ESG initiatives

**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

**Global Leadership Team (GLT)**
executive-level oversight of ESG initiatives

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

**Board of Directors**
oversight of Company's ESG 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.

**ESG LEADERSHIP GOALS**

Our commitment to addressing ESG issues makes our team, partnerships and business stronger. In 2022, we furthered our commitment to our ESG initiatives by introducing strategic ESG metrics performance as a component of our annual incentive plan covering officers. Performance against these strategic ESG metrics and associated goals determines 15% of funded annual incentive amounts. The addition of ESG goals to our annual incentive plan reinforces our commitment to achieving our long-term sustainability targets and supports delivery of value to all our stakeholders. For more information on our annual incentive plan, please see Cooper Standard's 2022 Proxy Statement.

Our Global Leadership Team was engaged in the materiality process and findings, which allowed us to re-evaluate our ESG goals and long-term targets to ensure they align with our strategic objectives and evolving business needs. These long-term targets address our management approach and performance across ESG and people-related activities that have been deemed most material to our business. Each year we evaluate our goals, and report progress accordingly. By consistently evaluating and reporting progress to our ESG goals, we are transparent about our key performance indicator (KPI) progress for our most material ESG topic areas. Our goal setting process helps ensure we provide information to our stakeholders in a comparable way and informs key decisions for our business.

Our commitment to addressing ESG issues makes our team, partnerships and business stronger. Effective ESG processes and practices are critical to attracting the strongest talent, maintaining a robust supply base and developing innovative, cost-effective solutions that meet our customers' evolving needs. Amidst ongoing change and challenges, we have worked to maintain our goals to grow stronger and focus on these drivers of long-term value creation for the health of our business. We look forward to continuing our progress to help fulfill our Purpose of *Creating Sustainable Solutions Together*.

**MEASURING ANNUAL PERFORMANCE**

Goal progress can be found in the beginning of each topic section. Baseline performance for 2019 is indicated with a blue bar and 2022 performance is displayed numerically below the scale.

2021   Goal achieved   Goal exceeded   **2022**

# 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.

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.

Continue to move toward a goal of 50% diversity on our Senior Leadership Team succession plans by 2025.[1]

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

We will achieve 30% of facilities certified to ISO 45001 by year-end 2021, and 100% by 2023.

## 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.

[1] Formal succession planning process was not completed in 2022

# 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.[1]

Foster an environment where 100% of employees never feel pressured to compromise values by 2023.[2]

Foster an environment where 100% of employees believe their concerns about unethical behavior or misconduct will be fully investigated by 2023.[3]

## 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 cyber security training for 100% of Cooper Standard employees who work with our systems by end of 2022.

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

## 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.[4]

## 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.

Source our electricity from 100% renewable energy sources, by 2025.[5]

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.

---

[1] In 2022, we updated these metrics to better reflect the survey question on which the Goal is based. The survey question states, "If I were to observe misconduct, I would be willing to report it".

[2] In 2022, we partially restated this goal and updated metrics to better align with corresponding survey questions and the classification of a "favorable" response.

[3] In 2022, we updated this goal and the corresponding metrics to better reflect the survey's assessment of employee perceptions of Organizational Justice.

[4] In 2022, we revised the language used in our Grow supplier SAQ compliance goal to more accurately reflect the assessment requirements.

[5] We have decided to move away from this goal as we reassess our approach to renewable energy

# WINNING IN THE WORKPLACE

We believe in the power of creating a workplace culture where our employees can thrive in all aspects of their lives. Our employees are our most important asset, so we take action to attract, develop, engage, retain and recognize world-class talent. We aspire to be an employer of choice by fostering a vibrant and inclusive culture that values and respects the perspectives of all employees. Our commitment to *Safety First* inspires us to create a physically and psychologically safe workplace that allows us to invest in our employees' growth, development and long-term success. We are committed to protecting the well-being of our team and 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. 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

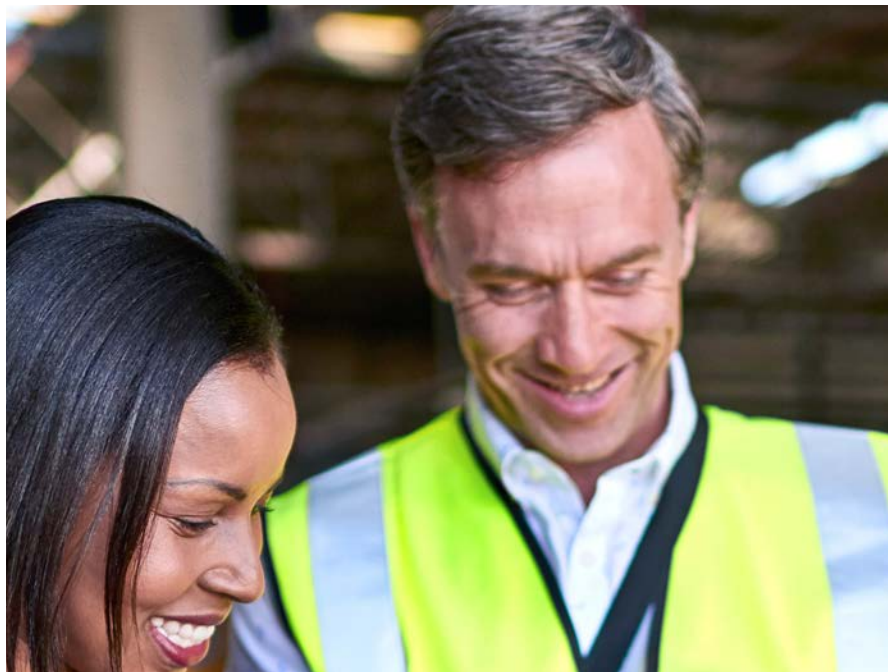Workplace Health & Safety

Community Involvement

**Important Links**

Diversity, Inclusion & Belonging  Policy

Cooper Standard Foundation
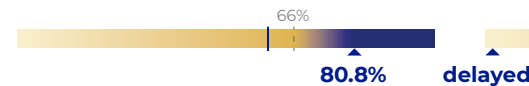
## WINNING IN THE WORKPLACE
# TALENT STRATEGY

At Cooper Standard, we believe in the power of creating an inclusive and supportive environment to retain and attract the best talent. Our talent drives our performance, helps us achieve our business objectives and shapes our workplace culture. Every Cooper Standard employee brings their unique background and expertise to our organization, and we recognize our role in providing a positive work environment that fosters engagement, productivity and alignment toward our overall Purpose and Mission. We empower our employees by providing them with the tools and training they need to thrive in their roles, to consistently improve and to become leaders within our organization. By increasing employee engagement, we strengthen our culture and further build the foundation 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:  | 2021  ▲ 2022

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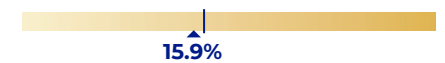
66%

**80.8%**

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.
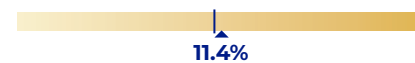
**delayed**

Continue to move toward a goal of 50% diversity on our Senior Leadership Team succession plans by 2025.[1]

**paused[1]**

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

**15.9%**

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

**11.4%**

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.

11.4%

**12.5%**

[1] Formal succession planning process was not completed in 2022

**Talent Acquisition**

Our employee attraction strategy aims to cultivate a top-tier workforce and talent pipeline by creating a safe, respectful and inclusive work environment, supporting employee development and offering competitive benefits. Our talent acquisition strategy is built on a strong talent pipeline to remain competitive in the increasingly dynamic job markets. We look for new ways to enhance and grow our talent pipeline for the future by cultivating invaluable institutional knowledge, while supplementing our workforce with new ideas and skills. We work to create relationships with potential applicants, including those not currently active in the job market, through participating 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;

- Supporting 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; and

- Participation as a founding member of the Michigan Mobility Talent Consortium that supports and sponsors initiatives to fill the talent pipeline in Michigan for high tech jobs and skillsets.

In a post-pandemic world, we have adapted to host recruiting and onboarding meetings and programs virtually. Our interview training and resources site through Cooper Standard University provides our hiring leaders with access to training on behavioral-based interviewing techniques, how to recognize and minimize unconscious bias and understanding the value of diverse backgrounds and experiences. We also developed and published interview guides based on our Cooper Standard Capabilities Model along with interview checklists and tip sheets. Our Talent Acquisition team connects with human resources professionals with recruiting responsibilities through virtual meetings that facilitate the sharing of recruiting best practices, new tools and technology and updated processes.

**OUR APPROACH**

3-3

Our talent strategy focuses on attracting, developing, engaging, retaining and recognizing world-class and diverse employees, and our organizational structure was designed to meet the needs of our business objectives while giving our employees the resources and support they need to succeed. Our Senior Vice President and Chief Human Resources Officer manages Cooper Standard's talent strategy. Through regular updates to the Global Leadership Team (GLT), which is led by our Chairman and CEO, we consistently and effectively communicate talent strategy initiatives and programs throughout our organization. Our Human Resources (HR) organization is responsible for developing our talent and diversity strategies, and our GLT is responsible for reviewing, approving and prioritizing these strategies and initiatives. Our Board of Directors also receives an annual report about talent strategy, initiatives and performance.

**Employee Benefits and 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 sense of belonging. While the specific benefits offerings are unique to each country, common offerings may include paid time off, comprehensive or supplemental health care benefits, risk benefits (life insurance, accidental death & disbursement insurance or disability benefits), educational assistance, retirement plans, discount programs, and other benefits. We regularly analyze how our total rewards package aligns to the external market, and to the needs of our employees, in all regions.

In 2022, we enhanced our physical and emotional wellness solutions available to U.S. employees to provide holistic support and identified new solutions for 2023 which will provide employees access to affordable legal and identity protection coverage in support of financial wellness.

With the increase of virtual meetings, especially in a hybrid working environment for our office employees, we have implemented a default within scheduling to encourage wellness breaks between meetings. Some of our plants have also established special work cells to accommodate individuals with physical disabilities.

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, UK 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 career:

- 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 in areas such as human resources, manufacturing and engineering.

Every career path at Cooper Standard is unique, which is why we tailor opportunities to a variety of talent pools. We provide career opportunities for military veterans and those who are transitioning from active service. The Michigan Veterans Affairs Agency (MVAA) 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**
404-2

We invest in professional development to allow us to meet everchanging and complex business needs. During challenging years, we are reminded of 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, and we place a high priority on developing self 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 the stakeholders we serve when we continuously build and strengthen our workforce.



# SPARTANBURG APPRENTICESHIP PROGRAM

Finding skilled technicians familiar with unique plastic extrusion processes is often best accomplished by growing talent from within. One of our apprenticeship programs in Spartanburg, South Carolina plant has a robust apprenticeship program that offers talented employees the opportunity to attend college while working to learn new skills. The new Injection Molding program combines 2,000 hours of work experience with 144 classroom hours. There are a total of three programs, including tooling and industrial maintenance currently registered by the Department of Labor in Spartanburg. Four skilled employee graduates currently hold key positions in the plant with over 75 years of combined service.

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 organization's goals. We equip employees with tools to track their progress toward their goals, as well as 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 and development 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 their formalized individual development plan (IDP), how to request feedback and how to start career conversations with their manager.

Individual development planning remained a strong focus in 2022 and every Cooper Standard employee is encouraged to create an IDP in partnership with their manager. 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. In 2022, we began measuring and reporting the number of employees with an IDP to increase exposure and encourage additional employees to take part in developing an IDP with their manager.

Our Talent Management 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. Despite talent headwinds in 2022, we demonstrated strong succession. In 2022, our internal fill rate for Directors and above was 80.8% and 59.3% for Manager level.

## 99.93%

**of salaried employees received a performance review in 2022**

2021: 99.7%

**Cooper Standard University**

Cooper Standard University (CSU) was developed with the mission 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 catalogues for a variety of topics including communications, leadership, career development and diversity, inclusion and belonging. In 2022, we added 244 new courses to our learning management system including 233 eLearning courses. Our training hours delivered through CSU for salaried employees has increased by 4,608 hours since 2020. We also made progress toward our

goal of expanding our existing colleges (Leadership, HR, Manufacturing, and Product Development) by adding new programming, advancing accessibility of our offerings, acquiring a catalog of new eLearning courses and made new content available to our entire salaried organization. Due to challenges faced in 2022, we made the difficult decision to delay the launch of additional functional colleges, but we are still planning to enhance our overall learning and development opportunities by 2024.

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 range from ergonomics to safely operating machinery. Read more about our BTO program in Workplace Health & Safety.

**Product Development COLLEGE**

# ENABLING INNOVATION THROUGH PRODUCT DEVELOPMENT COLLEGE

In 2022, through the Product Development College, we developed a series of live training to socialize the 4C and 4P strategies to all product development employees.

- 4P is the Sealing Strategy:
  Product / Process / Programming / Partnership
- 4C is the Fluid Strategy:
  Convey / Communicate / Control / Connect

We provided targeted training on the major technical advancements related to these strategies. Through these trainings, we enable the evolution of our organization towards new technologies related to electric vehicles. For example, a lighter, recyclable, aesthetic evolution and a new system linked to the electric vehicle battery and our maturity path towards full virtual validations, ultimately eliminating physical validations.

**Talent Engagement**

We recognize that purposeful work attracts and retains top talent and translates into increased engagement, innovation, effort and productivity. We strive to create a positive work environment that drives long-term success by creating a place where employees feel valued and want to do their best work. Our objective is to foster a culture that celebrates our employees and creates an engaging workplace, built on our Core Values and Capabilities.

We constantly work to grow and improve our communication methods and channels to give our employees the space to have meaningful conversations about their career development. We send CEO letters, shared with employees in their local language, throughout the year and use our global employee communications platform, CS Connect, to share business strategies and opportunities, including safety initiatives,

quality highlights, employee and team recognition and other company developments. An important internal stakeholder communications initiative is our "You Talk, We Listen" process. Cooper Standard leaders hold these sessions for all levels of the organization to listen and respond to what is on our employees' minds.

Through regular global webcasts, our GLT shares information about the Company's direction, communicates priorities across our global operations and responds to questions from employees during live panel discussions. They also conduct an annual GLT Awards program, which recognizes high-performing teams. In 2022, 19 teams and projects were nominated and 10 were recognized with a GLT award.

## Employee Resource and Networks Groups

**Cooper Standard African American Network (CAAN)**

Working to maintain an environment that promotes and provides resources for employees of African ancestry

**Cooper Standard Fitness, Athletics, Sporting Team (CS FAST)**

Promoting healthy living and supporting health-related causes

**Science, Technology, Engineering and Math (STEM)**

Promoting STEM-related careers and inspiring the next generation

**Women Inspire Support Enrich (WISE)**

Enriching employee experience and supporting women's causes

## Diversity, Inclusion & Belonging

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 value differing perspectives and understand the importance of creating a global workforce that reflects a broad range of human differences, leveraging the uniqueness of every team member and nurturing an inclusive culture where each employee feels they belong and are valued. By welcoming, celebrating and maintaining a strong focus on diversity, inclusion and belonging, we aim to attract new talent, identify new business opportunities and generate innovative solutions that enable 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 are upholding 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 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 improve processes so that we can identify and invest in increasing 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 [1]

U.S. workforce by ethnicity

White
Other

| | 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|---|
| White | 82% | 83% | 83% | 81% |
| Other | 18% | 17% | 17% | 19% |
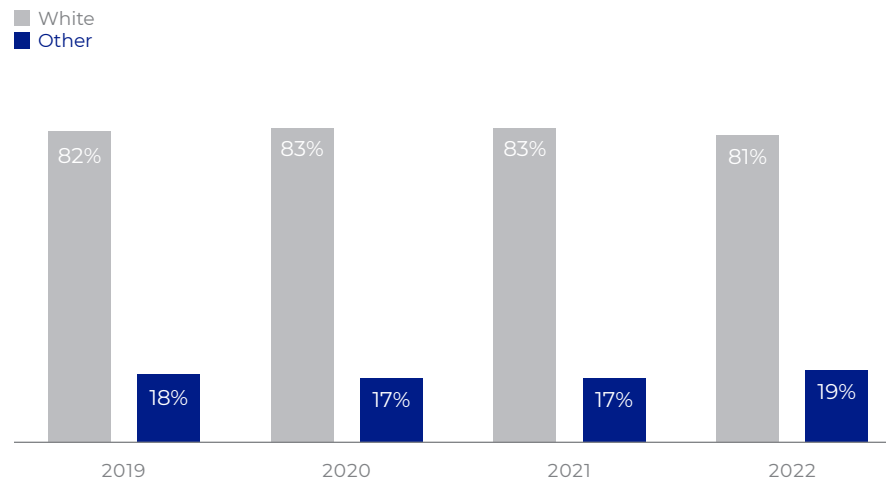
**SUPPORTING PRISONER REHABILITATION**

In 2022, Cooper Standard began partnering with a penitentiary in Sremska Mitrovica, Serbia to provide work opportunities for eligible prisoners. The goal of the program is to enable the prisoners' employability after release, contributing to their social reintegration and reducing the prisoners' chances of reincarceration.

Our program provides participants with experience in a real work environment, a fair wage and marketable skills to facilitate employment. In the future, Cooper Standard plans to continue to sponsor 10-15 program participants.

[1] Excludes contingent employees

The DIB Action Group is responsible for managing Company DIB initiatives and is organized into 4 strategic workstreams. In 2022, each workstream made significant progress. Highlights of their accomplishments include:

**Recruiting / Development**

DIB training and interview guides for Hiring Managers

**Retention**

Targeted Cooper Standard University course offerings for ERG groups

**Policies / Procedures**

Launched Respectful Communications Campaign

**Communications**

Expanded Panels with a Purpose and DIB-related content on CS Connect

We aim to achieve a common perspective towards the significance of DIB across our organization, which we can do by building awareness, improving our recruiting culture and establishing a more strategic approach to improving overall diversity, inclusion and belonging at Cooper Standard. Our DIB Action Group is responsible for managing DIB initiatives. This group oversees the progress we make towards our 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 has quarterly GLT reporting requirements. Our Board routinely discusses the impact of social topics, including DIB, to build their awareness of our diversity initiatives.

We have taken action to establish a strong DIB culture by driving awareness and educating our employees, GLT and Board. In 2022, we focused on increasing GLT engagement with DIB by increasing reporting of DIB progress and establishing GLT-level DIB goals.

All salaried employees are required to participate in unconscious bias training as part of their onboarding and, going forward, we intend to extend this training to our hourly workforce. In 2022, we hosted six "Panels with a Purpose" for leaders and other colleagues to share their insights on a variety of DIB-related topics impacting today's workers. We publish an article series called "Meaningful Conversations" to further explore some of these important topics.

When we updated our Purpose, Mission, Values and Capabilities, we were able to be introspective about who we are, who we want to be and how we can generate the most impact for our stakeholders. Through this process, we affirmed the importance of creating an inclusive culture that welcomes and celebrates a diverse workforce when attracting and retaining 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 certified diversity recruiters implement interviewing and assessment best practices and help build diverse candidate slates, and our hiring team is committed to broadening our network, looking outside standard channels to recruit diverse candidates and target underrepresented candidates for all open positions.

# PROVIDING DEVELOPMENT OPPORTUNITIES FOR UNDERREPRESENTED GROUPS

In 2022, we took action to provide new learning opportunities that will promote a culture that better understands and values the unique differences that exists within our global business, while providing developmental opportunities for underrepresented groups. The Cooper Standard DIB Action Group partnered with the Cooper Standard University Leadership College to launch a series of learning and development opportunities for leaders in two focus areas, women globally and racially underrepresented talent within the United States.

This program consists of one virtual classroom module *Declare Your Brand*, and three self-directed eLearning modules *Communicating Effectively to Improve Your Leadership Brand, Resolving Workplace Conflict* and *Developing Yourself and Others*. In 2022, we facilitated 10 virtual classroom sessions of *Declare Your Brand* with 77 participants.
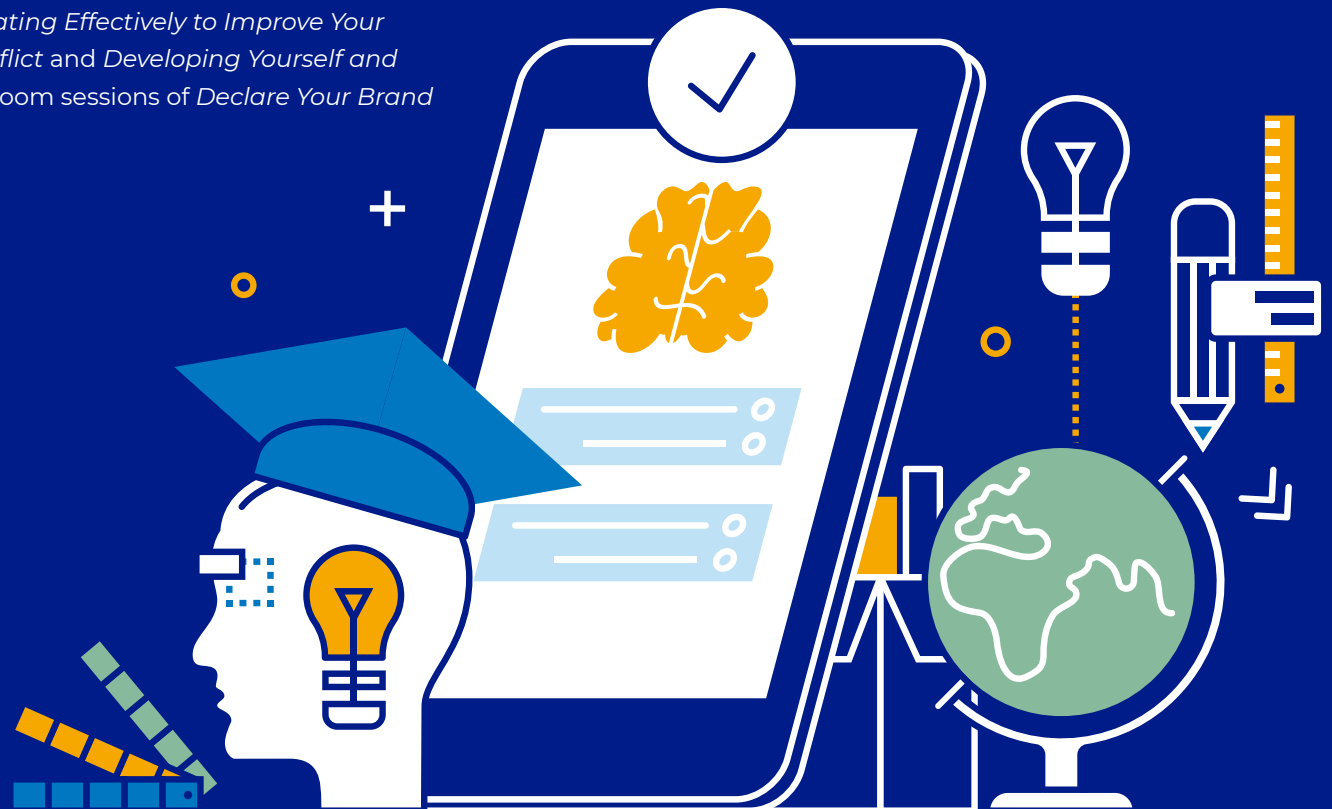
## OUR PERFORMANCE
401-1, 405-1

Cooper Standard is a strong advocate for gender equity in the workplace. Our Board is comprised of 30% women and our GLT is comprised of 22% women. While we acknowledge additional room for improvement, we emphasize expanding female representation in our global workforce. We also focus on increasing the number of women in salaried positions, especially within leadership.
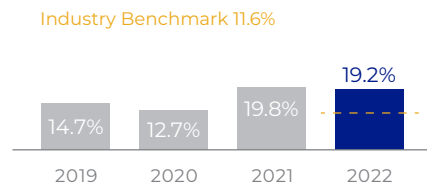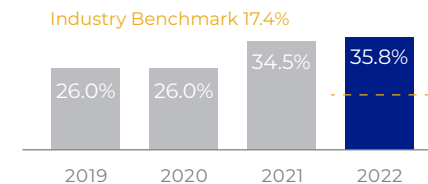
### Internal Fill Rate
manager level

World-class Benchmark 66%

| 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|
| 47.0% | 58.6% | 50.4% | 59.3% |
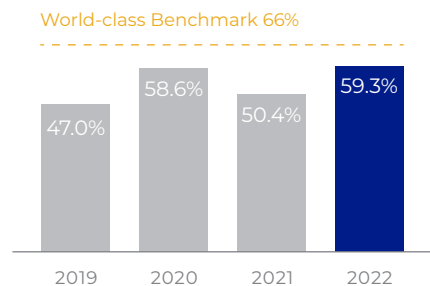
### Internal Fill Rate
director level & above
(including plant managers)

World-class Benchmark 66%

| 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|
| 70.3% | 55.6% | 60.0% | 80.8% |
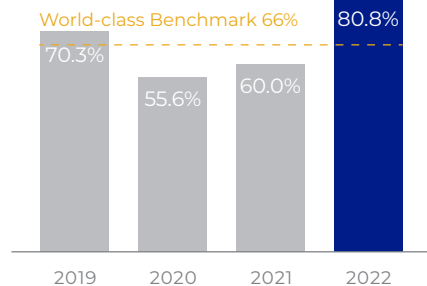
### Employee Voluntary Turnover
hourly & salary

Industry Benchmark 11.6%

| 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|
| 14.7% | 12.7% | 19.8% | 19.2% |

### Total Employee Turnover
hourly & salary

Industry Benchmark 17.4%

| 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|
| 26.0% | 26.0% | 34.5% | 35.8% |

### Women in the Enterprise

| 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|
| 35.9% | 36.4% | 37.5% | 38.4% |
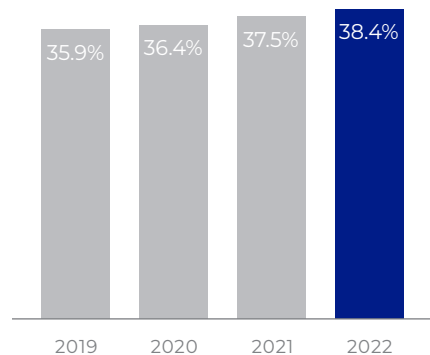
### Women in Salaried Workforce

| 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|
| 28.3% | 29.6% | 30.6% | 30.6% |
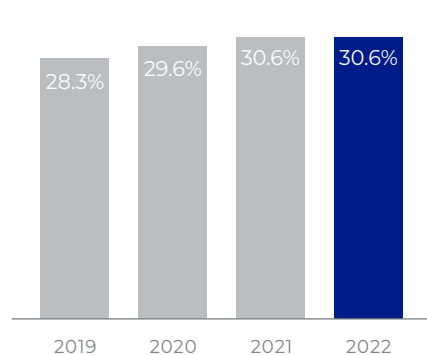
### Women in Leadership
director level & above
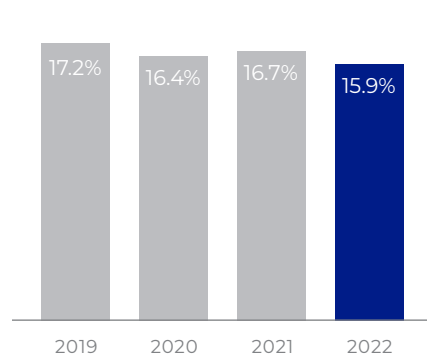
| 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|
| 17.2% | 16.4% | 16.7% | 15.9% |

### Women in Leadership
vice president & above

| 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|
| 24.0% | 20.0% | 22.2% | 22.2% |
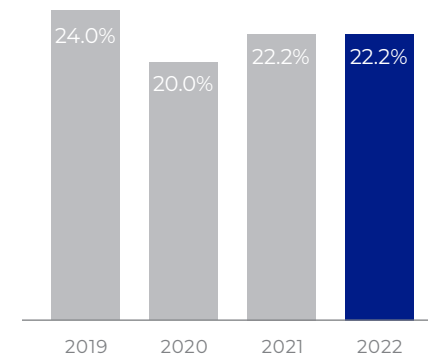
excludes contingent employees

# WORKPLACE HEALTH & SAFETY

At Cooper Standard, we are committed to *Safety First* as a part of our Total Safety Culture. It is our responsibility to deliver environmentally responsible materials and products while minimizing injuries across our facilities. We make it a priority to provide all employees with safety training and awareness, personal protective equipment and safe working conditions to achieve 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:   | 2021   ▲ 2022

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

**15%**

We will achieve 30% of facilities certified to ISO 45001 by year-end 2021, and 100% by 2023.

30%

**37%**

## TOTAL SAFETY CULTURE
### zero incidents
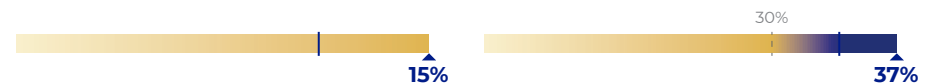
**0.33**
total incident rate per 200,000 hours worked; well **below our 0.57 world-class benchmark**

**25**
plants achieved **zero incidents**

**12**
consecutive years **without any fatal accidents**

### OUR PRIORITIES
3-3

Our Total Safety Culture is at the core of everything we do and it encourages all employees to take ownership in mitigating health and safety risks. We take proactive steps to ensure a safe working environment, measuring progress towards our safety performance goals and enhancing the maturity of our programs. With a focus on prevention, we look for ways to address systemic failures before they happen, prevent recurrences and drive change. After exceeding our goal to certify 30% of facilities to ISO 45001 by 2021, we revisited the purpose for aiming to certify 100% our facilities. Despite challenges and constraints in 2022, we met all our operational safety goals without certifying additional sites. Moving forward, we will maintain a state of readiness to address any customer requests related to certifying facilities to ISO 45001 and we will maintain our focus on managing the safety of our employees through our Total Safety Culture.

### OUR APPROACH
3-3

Our Total Safety Culture thrives at all levels of the Company, and we keep open lines of communication with our leadership and our workforce to maintain transparency. Cooper Standard's global manufacturing organization, led by the Senior Vice President and Managing Director - Global Automotive, 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 monthly. The support and engagement of our leadership strengthens the overall success of Cooper Standard's Total Safety Culture.

Each week, 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 & 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.

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.

All six SBS elements are designed 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.

**Proactive Safety**

Cooper Standard implements various proactive safety measures across the Company. In 2022, we implemented the Fast Response Process (FRP) for health, safety and environmental. The purpose of this procedure is to define the requirements for establishing the FRP into everyday plant management to integrate, demonstrate, promote and define a program to reduce HSE-related significant events in the plant. The HSE FRP meeting is a cross-functional meeting owned by operations whose responsibility is to review significant HSE events including recordable incidents, near misses or first aid events daily. It is a brief communication-focused "short sharp" meeting typically held on the shop floor, where each event is documented & reviewed to provide structure for the report out and ensure corrective actions have been identified, assigned and tracked through completion.

To promote a safety culture of open communication, Cooper Standard encourages all employees to take initiative and report health and safety concerns. Employees can report work-related injuries, illnesses and first aid cases. All critical safety events, including near-misses, first aid and other recordable safety events, must be assessed and validated.



Employees at our Guaymas West, Mexico location gather for a Fast Response Process meeting

**Training & Plant Culture**

403-5

Participation is the backbone of our Total Safety Culture. At Cooper Standard, it is the responsibility of our leaders and employees to create a safe, healthy and respectful work environment. We 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 offers a range of health and safety modules from ergonomics to safely operating machinery. In 2022, we began rolling out an enhanced health, safety and environmental module to help reduce safety incidents and further ensure our plant trainers can identify hazards before problems occur. Additionally, our Plant Manager Institute sessions, part of the Manufacturing College, include a four-hour Total Safety Culture curriculum.

Plant Managers track and manage recordable incidents, first aid occurrences and near-miss health, safety and environmental issues through Cooper Standard's FRP. Each facility displays their health and safety incidents on a digital screen to personnel and plant managers review these boards every day with their teams. Plant managers also highlight a weekly safety topic and use materials from our enterprise portal to implement customized training sessions at their respective locations. Overall, the FRP is used to communicate significant HSE issues to management, assign ownership to corrective actions and track progress through completion. To ensure that all leadership employees stay informed, the health and safety management system can send global alerts if a significant HSE event becomes recordable.

At the end of every June, all locations participate in a safety culture maturity model survey to improve our health and safety performance year after year. After analyzing the results of the surveys, we can identify the areas in each plant that require the most improvements.

# GLOBAL SAFETY MONTH

In September, we held a Safety Month across all our global locations to:

- Increase safety engagement;
- Improve colleague collaboration;
- Focus on accident prevention; and
- Enhance health & safety performance.

Each year, our Global Safety month helps make us stronger and allows us to talk to people throughout our organization about how we can enhance our safety maturity. In 2022, our Global Safety month focus was on hand safety. To increase awareness about hand safety best practices and prevention measures, we increased communications around safety and held events and training programs. We experienced a 10% reduction in hand safety events (first aid, near miss -potential, observations, recordables) after Safety month in the last four months of 2022, suggesting a strong correlation between safety engagement and a safe workplace.
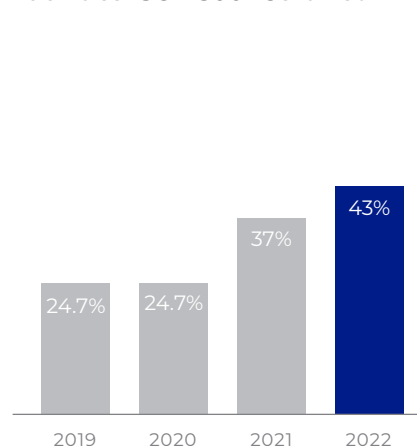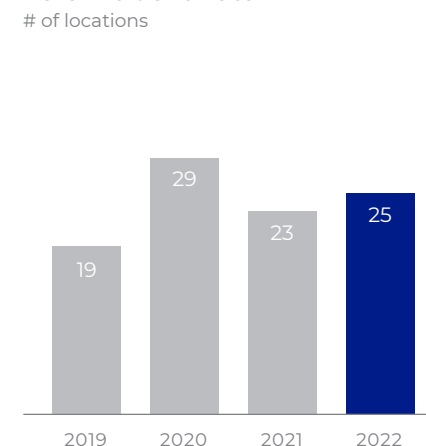
## OUR PERFORMANCE
403-2

We improved our Total Incident Rate (TIR) and exceeded the world-class benchmark for the sixth consecutive year. For the full year 2022, our TIR was 0.34 per 200,000 hours worked, compared to 0.40 in 2021 and 0.32 in 2020, all well below our world-class benchmark of 0.57. In addition, 25 of our plants achieved zero incidents.

- Three of these plants achieved zero incidents for two consecutive years.
- Seven of these plants achieved zero incidents for three consecutive years.
- Four of these plants achieved zero incidents for four consecutive years.
- Two of these plants achieved zero incidents for five consecutive years.
- One plant achieved zero incidents for eight consecutive years.
- For the twelfth consecutive year, Cooper Standard did not experience any fatal accidents.

**Facilities ISO 45001 Certified[1]**

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 24.7% | 24.7% | 37% | 43% |

**Zero Incident Rate**
# of locations

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 19 | 29 | 23 | 25 |

**Total Days Away**
restricted or transferred

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| - | - | 1,318 | 1,221 |

**Total Fatalities**

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 0 | 0 | 0 | 0 |

**Total Incident Rate**

World-class Benchmark 0.57

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 0.50 | 0.32 | 0.40 | 0.33 |

**Lost Time Incident Rate**

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 0.25 | 0.11 | 0.21 | 0.14 |
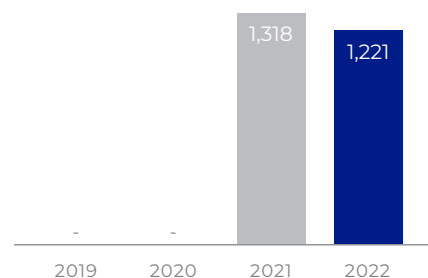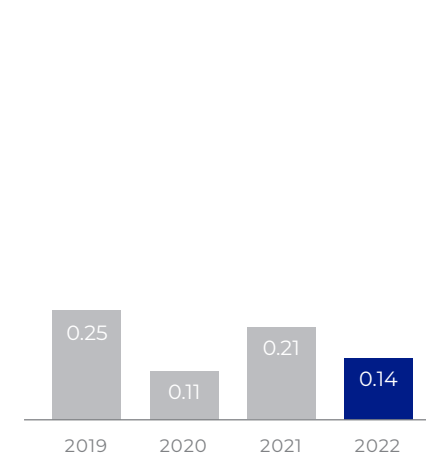
[1] Data includes those plants certified to OHSAS 18001

WINNING IN THE WORKPLACE

# COMMUNITY INVOLVEMENT

Cooper Standard is committed to being a good community partner. We strive to *Create Sustainable Solutions Together*, which means partnering with stakeholders in our community to live out our Core Values and exceed expectations. We strongly believe that supporting communities benefits our employees, attracts new talent and improves our reputation as a leading global manufacturer. We promote environmentally responsible practices and provide philanthropic support to our surrounding communities to create a lasting positive impact and inspire others to contribute to our efforts. Throughout the year, our employees engage in many community involvement initiatives and find new ways to give back to the communities where they work and live. Through ongoing employee engagement and the support of the Cooper Standard Foundation, we remain focused on our community involvement efforts and dedicate resources to strengthen our philanthropic contributions.



### GIVING BACK TO
## *COMMUNITIES WHERE WE WORK & LIVE*

Key:    | 2021    ▲ 2022

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

**38.6%**

Altacomulco, Mexico employees painted classrooms at a local Kindergarten benefiting more than 100 children.

## OUR CULTURE OF GIVING BACK

Cooper Standard's community involvement fosters employee engagement that sets us apart. These engagements have great impact on our local communities and on our employees' relationships with each other and with the Company. The Cooper Standard Foundation's support and promotion of grassroots efforts is a large component of the Company's philanthropic culture and connects employees with our communities around the world.



Cooper Standard Qingpu, China employees donated much needed supplies to support a local community disability center.

### OUR PRIORITIES

The Cooper Standard Foundation provides opportunities for employees and their loved ones to give back to the communities where they work and live. Employees who participate in these experiences characterize them as incredibly valuable to their own feelings of engagement and to the community. In developing a strategic target for our community involvement, we focused on increasing rates of employee participation. In 2022, our community engagement was renewed as we emerge from the challenges once presented by the Covid-19 pandemic.

### OUR APPROACH
3-3, 413-1

Since its establishment, the Cooper Standard Foundation's Mission has been to strengthen the communities where Cooper Standard employees live and work through the support of children's charities, education, health, wellness and community revitalization.

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 all responsible for overseeing the activities of the Foundation. The Cooper Standard Foundation is a 501(c)(3) organization, governed by U.S. tax laws. Annual Board meetings are held each December where confirmation of the Board of Trustees and Philanthropic Committee are approved. 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, we have quarterly Philanthropic Committee meetings to review and approve philanthropic requests and monetary budgets. If further approval is necessary, we present requests to the Board of Trustees for final approval.

**STEM and Manufacturing Education**

As a global manufacturing leader, Cooper Standard is passionate about inspiring and cultivating the next generation of the manufacturing workforce, especially through science, technology, engineering and math (STEM)-related careers.

Our STEM Employee Resource Group works to develop interest in manufacturing and STEM careers. 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. While Covid-19 restrictions limited some in-person visits in 2022, activities continued at 20 locations, both virtual and in-person, as safety protocols allowed.

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

**Commitment to Our Veterans**

Cooper Standard is devoted to honoring and supporting military heroes through initiatives focused on helping veterans integrate back to civilian life through education and ultimately employment.

In 2022, a group of employee veterans once again held a skeet shooting fundraiser for Michigan's Disabled American Veterans (DAV), raising approximately $75,000 over the last two years. Michigan's DAV is dedicated to empowering veterans to lead high-quality lives with respect and dignity. These funds will assist the DAV to fund mobile units that travel to rural communities and assist veterans and their families by providing educational training regarding benefits. In addition to these trainings, members of the DAV assist veterans by helping them fill out the necessary paperwork to apply for funds.

In 2022, the same group of employee veterans participated in a hockey tournament that raised over $16,000 and secured a 50% Cooper Standard Foundation match of over $8,000. Proceeds from the hockey tournament went to the Motor City Veterans Hockey Association, an organization comprised of veterans and family members, whose goal is to provide veterans and their families with recreational therapy through hockey.



**FIRST ROBOTICS**
(For Inspiration and Recognition of Science and Technology)

Cooper Standard funds numerous FIRST Robotics Sponsorships and Programs across Metro Detroit school districts. Cooper Standard STEM Accelerators also help coach and mentor the FIRST Lego League program at the S.A.Y. Detroit Play Center. Cooper Standard volunteers wrapped up the 2022 fall season of the robotics program at S.A.Y. Detroit Play Center. Our volunteers mentored kids in engineering and robotics and assisted students who qualified for a regional competition at the Detroit Science Center. This team of students was awarded the second-place trophy with the second-highest score in the competition.

**Health & Wellness**

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

**New Rotary Hospice** – Employees from our Stratford, Ontario facilities laid out a five-year plan to donate $75,000 to open the New Rotary hospice. These employees achieved their five-year goal ahead of schedule, in just two and a half years, in October 2022.

**Humanitarian Aid** – Due to the conflict in Ukraine, employees from Battapalgia, Italy, Dzierżoniów and Bielsko-Biała, Poland, Vitré and Lillebonne, France, Stratford, Canada, and Mannheim, Lindau and Schelklingen, Germany joined forces to lend a helping hand. Employees collected funds, medicine, health products, laptop computers, clothes and school supplies for children. By teaming up with local firefighters, employees collected and sent protective equipment to Ukraine including firefighting helmets, firefighting pants, gloves, hose bridges, stretchers, breaking tools (axes and hatchets), flame protection hoods, jet pipes, distributors, stopcocks, support elbows and collecting piece. Our logistics teams also supported this effort by organizing shipments. In addition to these efforts, the Cooper Standard Foundation sent a monetary crisis donation to provide ongoing support.

Community Partners

Leonard & Northville, Michigan

Coventry, London

China (various locations)

Aguascalientes, Mexico

Varginha, Brazil

**Food Insecurity Initiatives** – Many employees around the world share the concern for those suffering from food insecurity. To act against food insecurity, our Leonard, Michigan facility donated over 300 pounds of food to a local food bank. Our Northville, Michigan employees organize team building projects that involve packing food boxes at local food banks. Coventry, London employees collected and distributed food, monetary donations and toys to charities in their local community to help contribute to a pleasant holiday season. Our colleagues at the Aguascalientes, Mexico plant collected and distributed food and cleaning supplies to a home for elderly people. In China, many events take place to relieve the elderly, children and small villages in poverty and to help supply them with basic needs. Our Varginha, Brazil team works to distribute food through four various organizations that include cancer centers for those in need, homeless shelters, elderly homes and an organization that distributes food to low-income neighborhoods.

## 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 S.A.Y. Detroit for over 14 years. S.A.Y Detroit is an organization dedicated to revitalizing communities and providing support to the most vulnerable citizens. We have helped fund many of their programs, including the S.A.Y Detroit Clinic and the S.A.Y Play Center. The S.A.Y. Detroit Clinic provides free service to homeless children, mothers and veterans. The S.A.Y. 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 S.A.Y. 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 four years, Cooper Standard participated in eight events, including two in 2022 in which they once again reintegrated the Perchman Park and Parker Village Farms community garden. Over the years, the employees have worked to rebuild homes for deserving families, as well as other S.A.Y. projects focused on revitalizing the surrounding neighborhood parks, including the Higgins, Balduck and Morningside parks.

Cooper Standard is proud to partner with S.A.Y. Detroit and the Working Homes Working Families program. Looking ahead, the Company and our employees will remain dedicated to strengthening the communities where employees work and live through the passionate support of children's charities, education, health, wellness and community revitalization.



**Southeast Michigan and Atibaia, Brazil:** employees spent an afternoon of gardening at their local community gardens that help residents who receive vegetables and fruits from the harvest throughout the year.





**Mannheim, Germany:** to assist in the ongoing conflict in Ukraine, employees donated valuable personal protective gear, fire retardant equipment, tools and first aid supplies to the local fire department.

# ENHANCING OUR COMMUNITIES AROUND THE WORLD

Cooper Standard Atlacomulco, Mexico joined forces with their families, friends and neighbors to plant trees in Tecoac, a mountain known as a rich forest containing many florae and fauna. In April 2021, a forest fire devastated the region and destroyed wildlife and vegetation. More than 250 people contributed to this effort by hiking up the mountain to identify areas most affected by the forest fire, so that they could identify where trees should be planted on the mountain. This volunteer effort contributed to the restoration of this community and will lead to a lasting impact for generations to come.



## OUR PERFORMANCE

**Charities Supported**
since 2013

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 120+ | 125+ | 140+ | 146+ |

**Employee Volunteer Hours**

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| - | - | - | 7,059 |

**Community Engagements**

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 7,000 | 2,000 | 10,000 | 8,870 |
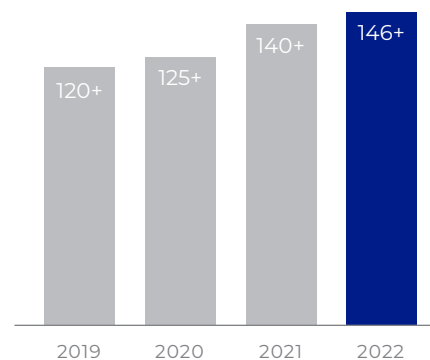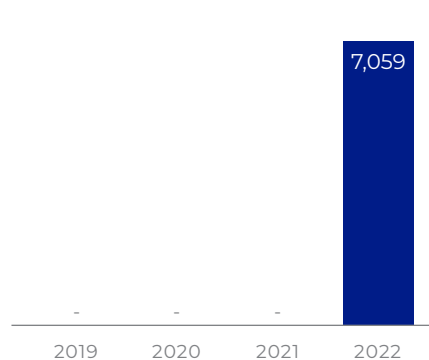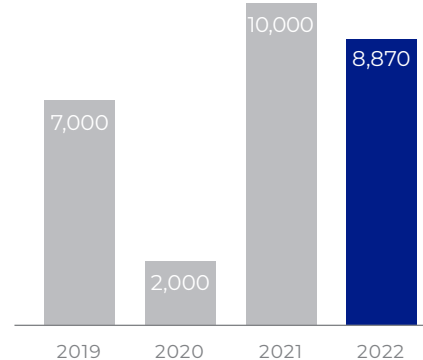
**Annual Contributions***
(millions)

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| $1.50 | $0.70 | $0.75 | $0.60 |
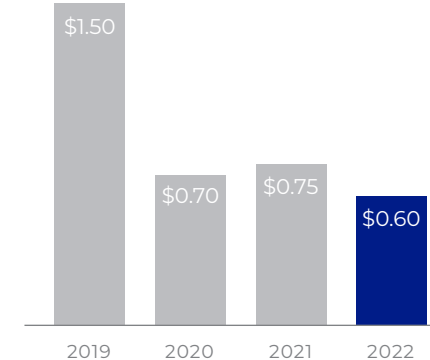
*approximately half from employee engagement

# ENHANCING PRODUCT VALUE

Cooper Standard is dedicated to delivering exceptional products and services, embracing innovative ideas and meeting customer expectations. We are evolving to *Create Sustainable Solutions Together* by fully integrating product safety throughout our framework and processes, and enhancing our product quality, value and customer relations. We maintain our reputation for manufacturing excellence, engineering expertise, safety performance and reliable delivery of high-quality products by holding ourselves to high standards and staying competitive in global markets. As a trusted supplier, we create open lines of communication to understand and respond to our customers' needs. Our consistent performance and unique expertise set us apart as a supplier of choice. We respond to stakeholder concerns around climate change to develop 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

# INNOVATION, MATERIALS & PRODUCT LIFECYCLE

Cooper Standard strives to *Be the First Choice of the Stakeholders We Serve* by continuously evolving, embracing innovative ideas and meeting or exceeding stakeholder expectations. We are dedicated to finding solutions to make our products more sustainable and contributing to the fight against climate change. We aim to implement sustainable practices through each stage of our product lifecycle, which requires balancing the technological and economic limitations to the sustainability of relevant materials for our products. In 2022, we made the intentional effort to improve visibility of our product portfolio both internally and externally, furthering our culture of innovation and transparency. With our i[3] 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.



## *EMBED SUSTAINABILITY*

### THROUGHOUT OUR DAILY BUSINESS ACTIVITIES

Key:    | 2021    ▲ 2022

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

**81%**

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

**45%**

## INNOVATING FOR THE FUTURE

Cooper Standard develops system level solutions for the future of the automotive industry by pushing the boundaries of innovation. We are focused on developing more sustainable, higher performing and aesthetically pleasing products that help reduce use of materials, energy and chemicals, while increasing vehicle range.

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.

### OUR APPROACH
3-3, 306-2

At Cooper Standard, we take action to reduce the environmental impact of our products. We constantly look for new opportunities to improve the design of our products and manufacturing processes with our robust i$^3$ innovation process, our 4P and 4C product strategies, and our Product Lifecycle Management system. We are committed to improved circularity from "cradle to grave" by increasing the recyclability, repairability, reusability and durability of our products. From sourcing through end-of-life, our product engineering team tracks products using our product lifecycle management database and Cooper Standard's launch management system. These tools serve as our primary repository of information, deliverables and data when innovating and manufacturing more sustainable products. Our technology roadmap is focused on corporate and environmental sustainability, including products supporting electrification, increased usage of thermoplastics and reduced global warming potential.

Chaired by our Senior Vice President, Chief Technology Officer, our Global Technology Council (GTC) oversees our innovation process. Our Vice President and Chief Commercial Officer and our Senior Vice President and Managing Director, Global Automotive, are also members of the GTC. The GTC is a cross-functional governance body that oversees research and development in all business and product groups, including materials science, product design, manufacturing process technology, analytics and artificial intelligence. Research and development functions include innovations within our Global Automotive and Applied Materials Science (AMS) businesses.

The AMS business serves diverse industries with our materials science innovations, such as our dynamic Fortrex™ materials platform. By leveraging Cooper Standard's manufacturing and materials science expertise, the team is commercializing custom-blended grades of materials for applications outside of the automotive industry. Our Fortrex™ technology is used in the footwear industry and offers outstanding performance with a dramatically reduced carbon footprint when compared to traditional materials.

**Imagine, Initiate & Innovate**

At Cooper Standard, our CS Open Innovation initiative provides a structure for external stakeholders, including startup companies, universities and suppliers, to collaborate with Cooper Standard. Through CS Open Innovation, we continually screen promising technologies from a variety of sources and decide on strategic applications. From this initiative, we have made significant progress in developing artificial intelligence for better control of manufacturing processes, which ultimately reduces waste and energy consumption.

Cooper Standard is also working with a partner to collaborate on the possibility of making our Fortrex™ technology out of upcycled consumer waste. Those efforts are ongoing. We believe these activities can be beneficial to 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, the team reviewed roughly 12 submissions each quarter in 2022.

The Company's $i^3$ and Open Innovation processes serve as rich sources for innovative ideas. In 2022, we increased project efficiency with a focus on products with broader customer adoption. We received 50 $i^3$ submissions in 2022, and we have approximately 44 projects in various stages of completion at this time. Innovations within our core automotive product lines, include our Fortrex® materials platform, FlushSeal™ movable glass sealing system, Hidden Outer Waist Belt, Glass-like Appliqué, 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, PET 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.

**FLUID HANDLING INNOVATIONS GARNERING RECOGNITION & CREATING OPPORTUNITIES**

A Cooper Standard thermoplastic battery electric vehicle (BEV) thermal management solution earned an SPE Automotive award in the materials category. The solution involves two developments that provide a lightweight, thermoplastic solution for BEV thermal management systems.

Our new PlastiCool® engineered tubing technology was developed specifically for the operating temperature and pressure environments required for glycol thermal management systems in BEVs. It also aids in optimizing flow and provides a weight reduction of 60% compared to more traditional EPDM tubing technology, helping to improve vehicle efficiency. Combined with our latest Ergo-Lock®+ quick connect technology, the system also improves the flexibility and efficiency of the OEM assembly process, a significant value add for our customers.

While we are pleased to be recognized by the Society of Plastics Engineers, we are even more pleased with the new business our customers are awarding us — largely driven by our consistent focus on value-added innovations.

At Cooper Standard, we are continuing to identify opportunities to increase our sustainable product offerings. Moving forward, we will work to develop a target of post-consumer recycled material and bio-renewable materials used in our products. We are introducing innovations to create new opportunities for sustainable and renewable products that have been made from recycled materials, generated from renewable materials, or generated from plant matter.

**Formulink**

We use digital tools to support optimization and provide innovative solutions that allow us to secure and deploy resources in the most efficient and effective manner. Our Formulink solution enables us to accelerate development of advanced materials compounds and share these formulations globally. This tool analyzes our global database of compound recipes and associated physical properties, and suggests improved recipes that maximize performance, while minimizing costs and complexity. In addition, we use this tool to manage our global catalog of materials and to identify less environmentally sustainable materials that can be targeted for reduction. We utilize Formulink throughout our operations worldwide, which allows us to drive global consistency, consolidate formulas and ultimately improve both long- and short-term product performance.

**Design by Analysis**

Our development team drives innovation using advanced tools for computer aided engineering and simulation analysis. We replace physical tests with digital analysis and virtual validation wherever possible, leading to the production of fewer prototypes and shortening the development cycle. We invest in these digital technologies and expanding the range of validation work we can perform without producing physical samples. Design by analysis and virtual validation play an important role in our development process as well as our manufacturing process as we increasingly move toward the simulations of complex systems. These tools create value, reduce our development cycle time by 15%, and increase our customer responsiveness and overall design quality.

# INSPIRING EMPLOYEES & PROMOTING INNOVATION

At Cooper Standard, we embrace innovative ideas and believe that *Collaboration Drives Success*. In 2022, our Sealing Product Development team hosted an Innovation Showcase at our Headquarters in Northville, Michigan to educate our employees about the latest in sealing systems.

Our Director of Product Strategy for Sealing Systems presented to more than 70 employees and explained the impact of these solutions on our overall success as a Company. He shared an update on new business wins/opportunities, including the focus ahead on our frameless door sealing strategy. The team learned about the types of newer materials that we use and benefits to cost, weight reductions, weatherability and sustainability. Our Senior Director of Corporate Communications also joined the discussion to tell the team about our latest partnership with product teams to better market our capabilities. She explained the power of product marketing and how our latest videos and social posts have led to new business wins. Following their presentations, employees gathered to explore our latest sealing solutions and even looked at future prototypes.

This event was inspired by a similar event led by our Fluid Handling Product Development team, where more than 100 of our experts gathered at our Global Technology Center in Livonia, Michigan for a day of brainstorming, networking and sharing innovation advancements in fluid handling product design and sustainability.

These events have been such a success, that similar events have been held in Vitré, France and Lindau, Germany. There are plans for similar innovation events in 2023 at other facilities around the world.

## Knowledge-based Engineering (KBE)

Using KBE, we create a database of captured knowledge including information, drawings and standards to increase consistency and quality in our product designs. KBE dramatically increases efficiency for routine tasks and allows for greater standardization with proven high-quality designs. With the help of KBE, we were able to reduce the number of standard components we use in our bills of materials by more than 50%.

## A.I.-enabled Manufacturing Controls

Cooper Standard integrates artificial intelligence (A.I.) throughout our operations. Our A.I. startup company, Liveline Technologies, uses A.I. to design advanced process controls, which are then deployed to manufacturing plants. These A.I.-based controllers can 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.

## Product Lifecycle Assessments
306-2

Cooper Standard is committed to designing and innovating products with improved circularity and we conduct product lifecycle assessments on an as needed basis. We focus on meeting the expectations of our stakeholders by conducting assessments in cases where we receive a direct request from a customer or where we feel our technologies are truly revolutionary to the industry like our Fortrex™ technology. While few of our customers currently require product lifecycle assessments from their suppliers, we anticipate this future customer need and are working on creative ways to address it.

We are identifying innovative ways to expand our product portfolio to include more recycled post-consumer product, bio-based and plant-derived materials. As the industry transitions to electric vehicles, the importance of these materials will increase. One way we create innovative solutions for electric vehicles is by 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 a crucial key to extending the battery life in electric vehicles.

**50**
i³ submissions in 2022

**44**
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

**Shift to Electric Vehicles**

The accelerating shift to electric vehicles (EVs) is creating significant opportunities for innovation for our fluid handling and sealing systems product lines, and we are positioning ourselves as a leader in this space. Battery electric vehicles accounted for 80% of our total net new business in 2022. At Cooper Standard, we are taking proactive steps to transition our portfolio to meet the needs of electrification in a sustainable way, while driving value and maintaining profitability. OEMs that no longer need cooling systems for gasoline engines are turning to their suppliers for cooling — and in some cases, heating — of electronics and batteries. Electric vehicles demand lighter, more durable and more sustainable materials, so we are anticipating an industry transition from rubber to plastic systems. Our strong and growing product portfolio of lightweight plastic components is specifically designed to meet the EV challenge. With our decades of experience, we are well-positioned 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 EV range while decreasing overall carbon footprint. In 2021, we set a goal of 30% transition to MicroDense EPDM by 2024, and we are on track to reach 31% by the end of 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 EV 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

- Quick connector portfolio which provides superior performance and enables significant improvements in ergonomics, safety, verification options and more.
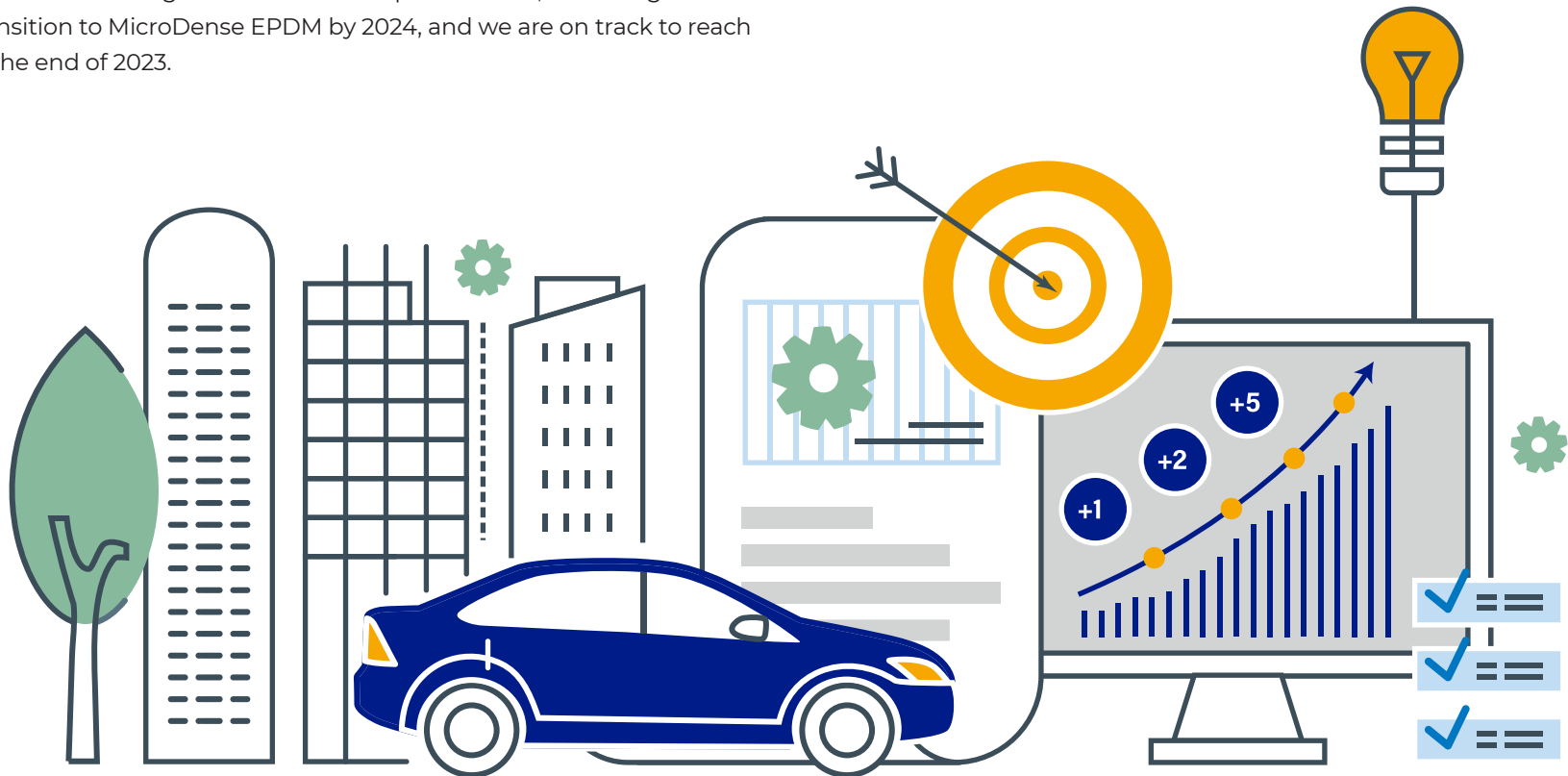
## Focused Strategies for an Innovative Future

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

Our 4C Fluid Handling Product Strategy – Our 4C Strategy positions Cooper Standard as a fluid handling expert by driving architecture optimization via smart 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 2022, we faced significant ongoing supply chain disruptions. To limit production interruptions, we identified alternative materials which met our customers' technical specifications. Our focus on solving technical material shortages and discontinuations – and 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 towards 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. In 2022, we faced significant supply chain disruptions. To limit production interruptions for our valued customers, we identified alternative materials which met our customers' technical specifications. Our focus on solving technical material shortages and discontinuations – and reputation for strong quality management – meant our customers knew they could rely on us to find solutions to keep their production going."

**Innovation Patents**

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 23 | 23 | 8 | 21 |
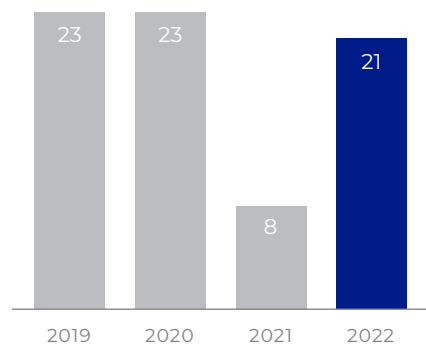
**Research & Development Spend**
(% of revenue)
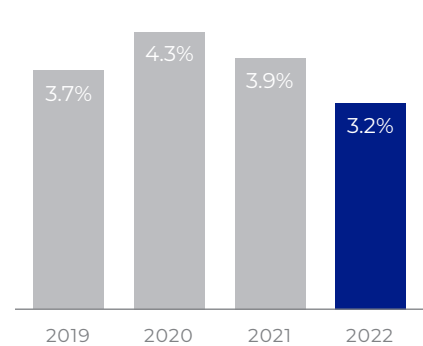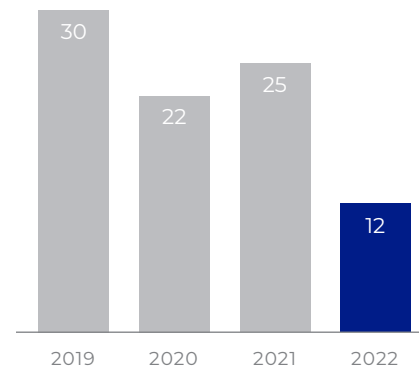
| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 3.7% | 4.3% | 3.9% | 3.2% |

**Average Innovation Idea Submissions**
each quarter

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 30 | 22 | 25 | 12 |

**Total Major Innovations Introduced to Market**

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 11 | 16 | 7 | 12 |
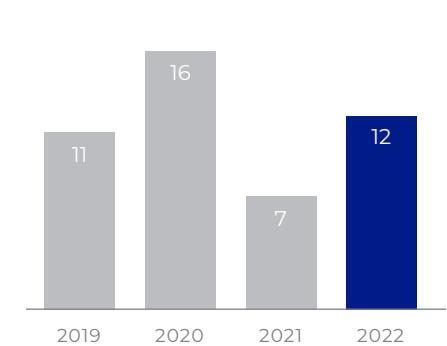
ENHANCING PRODUCT VALUE

# PRODUCT QUALITY & SAFETY

We uphold our reputation as a trusted supplier to our customers by delivering consistent, world-class quality in everything we do. In 2022, we stayed committed to delivering high quality performance and solutions to our customers which enabled us to minimize disruptions, issues and interruptions. As a result, we were able to solidify our customers' confidence in Cooper Standard as a partner of choice. 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. In 2022, on-going volatility in the market presented an environment of new risks related to product quality and safety. We demonstrated our ability to deliver value, improved quality and sustainable solutions to our customers, while maintaining transparency and constructive conversations despite facing various challenges. Short notice changes in customer production schedules and staffing challenges were successfully mitigated through execution of the strong quality and product safety systems which were previously established. Despite this year of volatility, we persevered with the highest quality ranking and performance that we have ever achieved.



DRIVING PROACTIVE EFFORTS TO HELP

## *DELIVER WORLD-CLASS PRODUCT QUALITY & SAFETY*

Key:   |2021   ▲ 2022

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

**44%**

Decrease our quality incidents per billion by 35%.

**49%**

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

## OUR PRIORITIES
3-3

Pursuant to our *Safety First* Core Value at Cooper Standard, we dedicate ourselves to providing safe products for our customers. Product safety is fully integrated into 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. Product Quality and Safety is represented by a topic owner on the Global Sustainability Council (GSC) and Product Safety performance and progress is reviewed regularly in GPSC meetings every other month and in GSC meetings quarterly. Cooper Standard management 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.

Throughout 2022, we focused on sharing best practices and lessons learned to prevent potential product safety issues, then integrating those insights into our product designs and manufacturing processes. By analyzing where clusters of issues have occurred, we are able to concentrate our efforts on 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 *Commitment to Excellence.*

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 2022, we saw an 18.4% reduction from 2021 in our incidents per billion and we are on track to hit our goal of 35% reduction by 2023. We also improved performance across all our key quality metrics, including our percentage of green customer scorecards.

## OUR APPROACH
3-3, 416-1

As a 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 that our response to real and potential product safety issues is consistent throughout the Company, follows best practices and enables these best practices to be shared. We also identify ways to embed sustainability and ESG considerations throughout all aspects of our business. In 2022, we implemented a sustainability sign-off on all capital spend requests. This step in the capital expenditure approval process requires that a member of the GSC review the request to ensure that Company ESG interests are considered before moving forward with the spend activity. At every step in our process, we perform at our highest standard to meet, and when possible, exceed our customers' expectations.

## 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. We apply the root cause insight we gain to our understanding of product safety issues, so we can advance and achieve our goals around the charter activities.

The Quality Problem Database is our Company-run system that gathers and records quality incidents from opening to closure. In 2022, we enhanced the system to improve communications and increase efficiency. We also began utilizing the system to include warranty returns which allows for traceability and capability to better share lessons learned between plants.

## Suppliers

Cooper Standard is committed to excellence and remains focused on delivering value for all our stakeholders, including our suppliers. We build mutually beneficial partnerships and relationships with our suppliers, so we can work collaboratively and depend on each other to quickly notify the other if an issue arises. Our regional supplier development teams maintain a monthly scorecard for each supplier that includes performance metrics, such as quality, delivery, packaging and personal safety performance as well as sustainability-related metrics.

## 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 assessment as part of the PSLC process.



Quality fault finding competition in Shenyang, China

### PROGRESS IN PRODUCT QUALITY & SAFETY TRAINING

We are committed to providing our customers with safe, high-quality products. The key to successful execution of this commitment begins with a strong foundation of robust training. In 2022, we grew our quality education programs through the development and deployment of eLearning courses made available to all Cooper Standard employees. One key training and development eLearning module that was rolled out in 2022 was the Product Safety Learning and Awareness module. All manufacturing and engineering salaried employees completed this course and completed the corresponding course certification test. In 2023, we plan to roll out this course to all Program Management salaried personnel. We continued to develop our Quality BTO training program in 2022, which identifies subject matter experts with the ability to train others in standardized quality processes and procedures for the purpose of onboarding new employees.

The PSLC process includes a thorough technical design review. This review assesses and incorporates lessons learned from similar programs, parts benchmarking and any available warranty data. It 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 are trained 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.

Identifying problems in a timely manner is our priority because it allows us time to resolve the problem before it reaches our customers. Regardless of the issue or root cause, finding these problems and solving them efficiently is important at Cooper Standard. 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 a safety partner with our employees and our customers. We are always immediate with our response, investigating and reporting any quality and safety concern to our customers. Even in the rare case that an incident occurs during the product's use-phase, we are quick to identify the cause, extent and responsible party – then analyze those insights to mitigate risk of future incidents. Additionally, we request our customers evaluate our products and services by submitting scorecards, which help us assess and improve our quality management.

**Reducing Substances of Concern**

Compliance with ever-changing chemical regulations is critical to our strategy. Our Global Manager of Chemical Compliance monitors the legal landscape for amendments that could impact our employees and customers. Through our membership in the Automotive Industry Action Group (AIAG) Chemical Compliance Work Group, we monitor regulatory activity, discuss potential impact to our firms and work together to develop processes and tools to increase the efficiency of compliance. Subscriptions to other third-party services provide us with daily updates to the evolving landscape in each region we operate.

Our global chemical compliance database serves as a central repository of all communications with respect to the topic, enabling us to track all issues from initiation through to conclusion. If we are alerted to an emerging Substance of Concern (SOC), we can track the substance through our Bills of Materials from supplier through to affected customer(s) and hence involve all 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) into the International Materials Data System declaring 100% of the substances making up their products. Each of our plants have at least two people responsible for approving suppliers' MDSs and submitting MDS to our customers. Through this tool we can determine where an SOC might be present in our suppliers' materials or components, and act early to potential substance bans.

## OUR PERFORMANCE

Cooper Standard delivered quality products to our customers in 2022. Despite facing new challenges and risks to quality and safety, our excellent quality management maintained our reputable service. 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 2022. Our proven quality management and our stellar performance has enhanced our global design, equipment and process standards for our products.

**Fines Associated with False Marketing/Advertising**

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 0 | 0 | 0 | 0 |

**Non-Conformance Violations**
(with labeling or marketing regulation)

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 0 | 0 | 0 | 0 |

**Recalls Issued**
■ Voluntary
■ Involuntary

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 0 | 0 | 1 | 0 |

**Units Recalled**

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 0 | 0 | 572 | 0 |
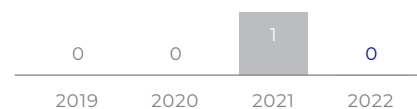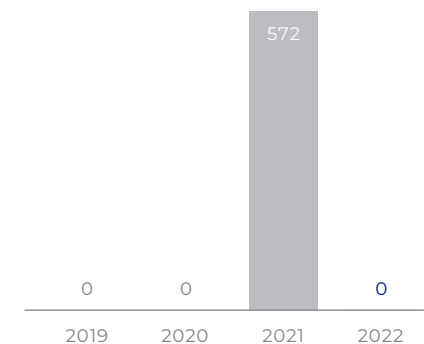
**ENHANCING PRODUCT VALUE**

# CUSTOMER TRUST & SATISFACTION

As a part of our *Commitment to Excellence*, we hold ourselves to high standards and consistently improve through courage, creativity, perseverance and discipline. We aspire to exceed customer expectations by developing innovative and sustainable products and processes to meet their current needs, while also identifying future needs to meet evolving market dynamics. We have a long history of fostering long-term and strategic partnerships with our customers, and we look forward to collaborating with our customers to continuously improve 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 are able to best serve them moving forward.



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

Key:  |2021  ▲2022

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

**98.2%**

**OUR PRIORITIES**

3-3

Over the past few years, Cooper Standard has improved customer relations. We adapted to evolving circumstances while maintaining quality service, communications and deliveries. In 2020, 2021 and 2022, we were agile in the face of ever-evolving challenges of the Covid-19 pandemic and we demonstrated resiliency by quickly responding to new customer demands in the wake of supply disruptions due to the conflict in Europe, global raw material shortages and other supply chain challenges. Utilizing the feedback from our customer scorecards, we will meet expectations by evolving to changes in the market. As of 2022, our results exceeded our expectations and we remain on track to achieve our goal of 98% green or yellow customer scorecards by 2023. 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**

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 discussions, including global customer issues and opportunities. In 2022, we realigned our GSO by streamlining our members and increasing the frequency of meetings and discussions to increase our ability to be responsive and to drive results. 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 and across functions.

# BEING A LEADING PARTNER TO DELIVER SUSTAINABLE SOLUTIONS

—

We align our actions to fulfill our Mission to *Be the First Choice of the Stakeholders We Serve*. In 2022, Cooper Standard China received a letter of recognition for the strong collaboration, design and support they received from our team during development of Cooper Standard's PlastiCool® 2000 multi-layer tube solution. The project was completed under an accelerated timeline and demonstrates our employees' ongoing effort and dedication to delivering outstanding customer service and a high-quality product. In less than two months, our team designed a customized product that exceeded performance requirements and sustainability goals.

This project would typically be completed within a 10-month time frame; however, our team was able to deliver the first prototype in just eight weeks. This demonstrates our ability to seize market opportunities and develop valuable solutions. Thanks to the hard work and dedication of our team members, Cooper Standard has been listening to the voice of customers and providing them with excellent products and services as we work to *Create Sustainable Solutions Together*.

The customized, lightweight capabilities of Cooper Standard's PlastiCool® 2000 multi-layer cooling tube provides strong chemical and physical resistance during medium temperature applications, and is suitable for all vehicle architectures, including internal combustion engines, hybrid and electric battery cooling systems. Cooper Standard's PlastiCool® portfolio offers a wide range of material and construction options to address many unique applications for a lightweight and chemical resistant tubing material across various temperature ranges.

**Surpassing Customer Expectations**

Cooper Standard is committed to meeting and exceeding our customers' current and future needs. The primary way we receive customer feedback is 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, givebacks 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. Our best-ever performance on customer scorecards 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 these scorecards, Cooper Standard then updates our approach to 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 improvement, we display comparative plant rankings at each plant, regularly discuss feedback opportunities and celebrate key successes and improvements. Indices for current production and development programs are used with customer feedback from across our sales organization to develop customer satisfaction scores. We summarize these scores in a total customer satisfaction overview which we share with the Global Leadership Team monthly. For those customers that do not have scorecards, we monitor customer satisfaction through regular customer interviews and leadership meetings, soliciting feedback and ensuring 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 electric vehicles (EVs) space and discuss these opportunities with customers, stakeholders and within the organization.

The electrification market trend is accelerating. In 2021, more than 60% of our total net new business awards were with EVs. In 2022, our total net new business awards with EVs jumped to 80%. Cooper Standard is a current supplier to three of the top five and nine of the top 15 EV nameplates*.

In response to the recent increased demand for more ESG-related disclosure information by our customers, we began updating 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 *Commitment to Excellence*. In 2022, Cooper Standard delivered one of our best years in customer service performance. Despite the continuous challenges carrying over from 2020 due to the global pandemic and incremental issues caused by global microchip shortages and other supply chain disruptions, we received a record number of green scorecards from our customers. In 2022, we were recognized with seven customer awards across all regions and we received the Environmental + Energy Leader Award for the sustainability benefits of our Fortrex™ materials platform. In early 2023, we were also recognized for the sixth consecutive year as a General Motors global 2022 Supplier of the Year. We received our first Nissan Motor Sustainability certificate based on our EcoVadis Sustainability Assessment and the Stellantis EU Collaboration & Technology Performance Award.

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

# RESPONSIBLE BUSINESS

To *Create Sustainable Solutions Together*, we rely on our strong foundation of honest, ethical and responsible business practices. We hold ourselves accountable by constantly updating our data security practices, upholding our robust ethics and compliance policies, communicating our expectations regarding human rights and operating our facilities with respect for the environment and natural resources. We maintain trust and reliability with our unfailing integrity and transparency. We build strategic, collaborative partnerships with our stakeholders to support our long-term corporate responsibility efforts and ambitions. In this section, we demonstrate our commitment to maintaining and constantly 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, Cyber Security & 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

At Cooper Standard, our Core Value of *Integrity Always* is at the center of everything we do and it sets our expectations to conduct business honestly, ethically and responsibly. We cultivate a positive work environment and culture by encouraging ethical practices across our business by adopting and adhering to ethical standards, focusing on the management of business risks and complying with all applicable laws and regulations. In 2022, Cooper Standard was recognized for the third time by the Ethisphere Institute as one of the World's Most Ethical Companies® as well as one of America's Most Responsible Companies by *Newsweek*. This recognition is a testament to our values, culture and employees who are dedicated to upholding responsible business practices throughout the Company.

[1] In 2022, we updated these metrics to better reflect the survey question on which the goal is based. The survey question states, "If I were to observe misconduct, I would be willing to report it".

[2] In 2022, we partially restated this goal and updated metrics to better align with corresponding survey questions and the classification of a "favorable" response.

[3] In 2022, we updated this goal and the corresponding metrics to better reflect the survey's assessment of employee perceptions of organizational justice.

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

Key:  | 2021  ▲ 2022

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.[1]

**93%**

Foster an environment where 100% of employees never feel pressured to compromise values by 2023.[2]

**78%**

Foster an environment where 100% of employees believe their concerns about unethical behavior or misconduct will be fully investigated by 2023.[3]

**81%**

## OUR PRIORITIES
3-3

Our priority is maintaining a world-class reputation for honest, ethical and responsible practices. At Cooper Standard, we earn and sustain this reputation through the conduct of our employees. It is our responsibility to ensure our employees understand how to apply our values in everyday business activities, know where to turn for support or report concerns and are confident in the investigation and resolution process.

## OUR APPROACH
3-3

*Integrity Always* is a Core Value at Cooper Standard. It is at the foundation of everything we do, including our effective ethics and compliance program which involves robust ethics reporting resources, training and education initiatives and risk assessment, mitigation and monitoring initiatives.

Our integrated approach to risk management combines processes related to ethics and compliance, enterprise risk management and sustainability to detect, prevent and mitigate risks. We maintain an ethics and compliance program that reflects well-established elements of an effective program. We continuously improve through regular self and third-party program assessments, supported by business plans to address potential gaps in our processes as compared to world-class benchmarks, including the World's Most Ethical Companies® population as recognized by Ethisphere Institute.

As described in the Enterprise Risk Management section, we conduct an annual risk assessment that identifies potential compliance, strategic, financial and operational risks and assesses each for likelihood, impact and speed of onset. We also conduct fraud risk assessments in partnership with our Internal Audit team to better understand our Company's exposure to fraud and identify ways to strengthen our approach to mitigating fraud risks.

Cooper Standard conducts bi-annual ethical culture surveys, administered by Ethisphere, to contribute to our culture of continuous improvement. This survey helps us track progress year-over-year and compare how the Company is performing against the benchmark data set of a world-class peer group. Analyzed results from the survey are shared with our Global Leadership Team and Board of Directors to discuss further opportunities for improvement and are also shared with employees to promote transparency.

## TRAINING AND COMMUNICATION

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

- Our new Confidentiality and Information Classification and Gifts & Entertainment Policies
- Regulation Full Disclosure and Insider Trading for all salaried employees and Board members
- Conflicts of Interest training and disclosure extended from Director level and above to all salaried employees
- Human Rights and Modern Slavery
- Responding to Employee Concerns for all managers; Speak Up! for Integrity for our salaried workforce
- Harassment-Free Workplace training of our U.S. hourly workforce provided by Human Resources

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

# 2022 ETHICAL CULTURE SURVEY RESULTS

Our 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. In 2022, we are pleased to report that for the first time since conducting these surveys, our overall score outperformed the benchmark.

In 2022, we saw an increased score across all eight pillars and in favorable responses for every question in the survey compared to our own 2020 scores. Our **57% response rate** indicates an engaged workforce above the 49% benchmark, and our results demonstrate our ability to prioritize and maintain our robust ethical culture despite facing challenges. Cooper Standard was a leader against benchmark peers for Awareness

of the Program, Perceptions of the Function, Observing and Reporting Misconduct, and Organizational Justice. Cooper Standard employees' willingness to report increased from 88% in 2020 to 93% in 2022, indicating that when misconduct occurs, our employees are gaining confidence to file reports which allows us to take corrective action.

Following the results of this assessment, we are implementing action plans to build confidence in our reporting and resolution process. We are providing resources to both employees and managers on navigating perceived organizational and self-imposed pressure to compromise standards to achieve business goals. We look forward to communicating results and action plans with our employees to increase transparency and accountability.

**Overall score outperformed benchmark by 1 point**

+4 points from 2020
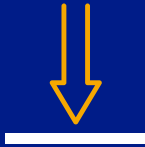
**Fell below benchmark in pressure, perceptions of leadership, and perceptions of peers and environment**

Those who have more frequent conversations with their manager saw significantly more favorable scores

**Increased willingness to report**

The degree to which respondents observed misconduct was low, but the number of respondents who reported any witnessed misconduct went up.

**Tremendously strong foundation at Cooper Standard**

Even in the areas where we are below the benchmark, the increase in our year-over-year scores in those pillars is significant.

**Integrity Always, Our Code of Conduct**
2-23

Our Code of Conduct provides guidance about our Company's policies. It is designed to help all stakeholders recognize and address ethical issues to maintain our culture of integrity and accountability at all levels. Everyone at Cooper Standard is responsible for understanding and following our Code of Conduct. Available in all our operating languages and easily accessible – the Code is posted throughout our facilities, on internal and externally facing websites and on our global employee communications platform CS Connect.

Our salaried workforce is required to complete annual training through our online learning management system and needs to certify they have read and understood the Code of Conduct. We expect all employees and covered individuals to understand the Code of Conduct, ask questions and seek guidance when needed and voice their concerns when something doesn't seem right. In 2023, we plan to expand Code of Conduct training to our hourly workforce and look forward to sharing progress on this in the future.

We take integrity seriously. Behavior that falls below the standards as they are outlined in our Code of Conduct may result in disciplinary action, up to and 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.



**Supplier Code of Conduct**

We expect our suppliers to comply with our Supplier Code of Conduct, which lays out clear expectations for all of our vendors that they should conduct ethical business practices and comply with our policies and the law. The criteria within the sections of our Supplier Code of Conduct are ranked in a Supplier Profile and Self-assessment workbook. These sections include Integrity, Human Rights, Safety, Corporate Responsibility and the workbook must be updated and returned in our supplier portal once every three years. An expired Supplier Profile negatively impacts the Supplier's Scorecard, which is reviewed in the sourcing decision process. Grow suppliers are the suppliers with whom we have chosen to strategically support our new business opportunities. We intend to have 100% of our preferred Grow suppliers upload workbooks by the end of 2023. In 2022, 74% of our suppliers completed the requirement. In 2023, we will also update our Supplier Code of Conduct to ensure alignment with the recently published Automotive Industry Guiding Principles for Sustainability, issued jointly by AIAG and Drive Sustainability, in conjunction with several major OEMs. These guidelines contain certain expectations regarding business ethics, working conditions, human rights, health and safety, environmental leadership and supply chain due diligence for suppliers at all tiers.

**Reporting Concerns & Seeking Guidance**
2-26

We expect all stakeholders, including our employees, suppliers and customers, to ask questions and voice concerns so we can take action to address them. Ethical misconduct is not permitted at Cooper Standard, but if it does occur, we make it our mission to be informed of the situation so we can resolve it quickly. To achieve this, we depend on all our team members to recognize misconduct and report it to one of the ethics reporting resources. The sooner we learn about Code violations, the sooner we can end the inappropriate behavior to protect the rest of our workforce and the business as a whole.

Our ethics reporting resources are available to respond to questions and concerns. 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 is a team of corporate officers and representatives from the Company who review the Company's operational compliance with applicable legal requirements and ethical standards. This committee regularly reviews data from our ethics reporting resources to identify opportunities to improve our compliance training and communications.

**The Cooper Standard IntegrityLine**
2-26

At Cooper Standard, open and honest communications are the expectation, not the exception. We want all stakeholders to feel that they can comfortably approach our supervisors or management team with questions and concerns. We established the Cooper Standard IntegrityLine for sensitive situations where our stakeholders prefer to report anonymously or without direct communication with our management team. The Cooper Standard IntegrityLine is a toll-free telephonic and internet-based helpline managed by an independent, third-party vendor through which known or suspected violations of the Code, applicable laws or policies can be reported anonymously when allowed by local law.

In 2022, we received **178 reports** to our IntegrityLine, which consisted of: **72% workplace concerns**; **9% business integrity concerns**; and the remaining reports related to financial, health and safety, and misuse of corporate assets. Approximately 58% of the reports were from North America, 26% from South America, 10% from Asia Pacific and 8% from Europe.



**INTEGRITY LINE**
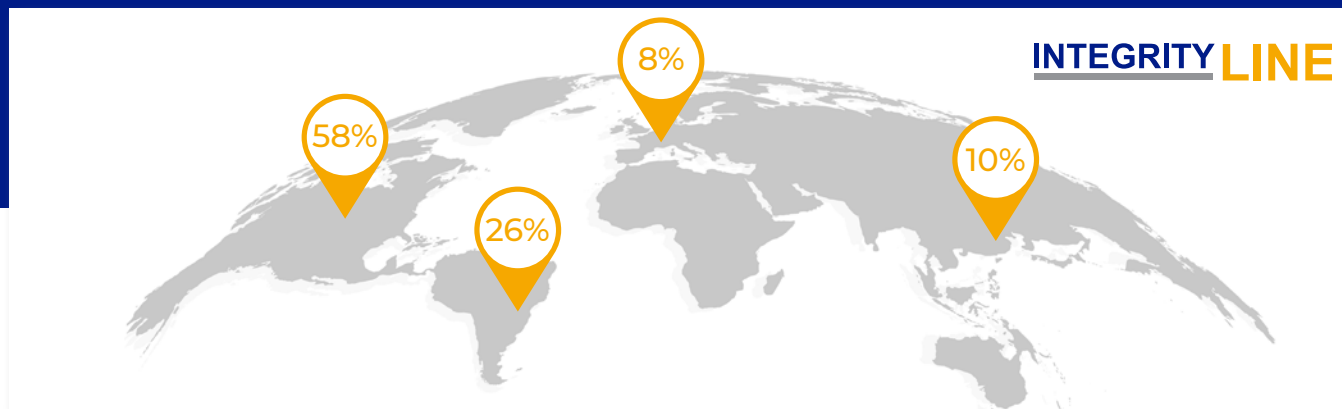
In accordance with our Ethics Reporting Response Policy, each report is reviewed by the ethics and compliance office and assigned to an independent investigator. Before any investigation can be closed, the ethics and compliance office must review the outcome of the investigation and approve the remediation plan for those reports where concerns were substantiated. Matters involving integrity, accounting, financial, legal, or regulatory matters are escalated at intake based upon criteria established in our Ethics Reporting Response Policy. Additionally, the Audit Committee of the Board of Directors and Global Ethics and Compliance Committee receive a quarterly report, which contains the ethics reporting statistics for the quarter as compared to peer benchmarks, as well as review of all significant matters.

**INTEGRITY CHANNEL ON CS CONNECT**

In 2022, we utilized CS Connect to launch a dedicated Integrity Channel, distribute an Ethics Reporting Series and announce upcoming mandatory training.

Our goal is to foster an environment where 100% of employees will feel comfortable reporting misconduct if they observe it and we are committed to increasing the transparency of our ethics reporting process. As part of these efforts, our Ethics Reporting Series on CS Connect provided our employees with information about how the reporting process works by sharing metrics from Cooper Standard's IntegrityLine as compared to the annual Navex Global Hotline & Incident Management Benchmarking Report. This series provided information on the total number of Cooper Standard Integrity reports filed for the years 2018 – 2021, data on Anonymous vs Identified Reporters and Ethics Reports case closure times.

**Ethics & Compliance Training**
205-2

It is critical that our employees understand how to comply with our Company Code of Conduct and our other global policies. All salaried employees at Cooper Standard are expected to complete, understand and comply with compliance training annually. Courses are assigned online through a learning management system that tracks and delivers training consistently across our worldwide operations. Training curriculum topics include our Code of Conduct, respect in the workplace, conflicts of interest, compliance with global anti-bribery, anti-corruption and competition laws and more. In 2022, 99.6% of our salaried employees completed our Code of Conduct training and certification program. The remaining 0.4% are in process and we maintain a follow-up process that is designed to achieve 100% completion.

While our core curriculum is consistent across the enterprise, our team members can supplement online content with live trainings, with topics determined by our ethics reporting trends, input from our human resources, internal audit and legal departments and changes to applicable laws.

Our supervisors and managers are the primary ethics reporting resource for our employees. We communicate annually to all managers our Manager's Guide to Responding to Employee Questions and Concerns About Business Conduct, which includes an online training course for managers to understand their role as an ethics reporting resource.

In addition to our mandatory online and live training sessions, we work to share ethics and compliance information across the enterprise by making it readily available both on our corporate intranet and external website.

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 impact our business as we face micro-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 cyber security risks, climate change risks, health and safety risks, and other business interruption risks.



### OUR PRIORITIES
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 was 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**

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 furthered this integration by associating 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 will continue this integration through formal risk identification in our material topic summary documents utilized during our quarterly GSC meetings.

At all our manufacturing locations we have implemented a global contingency planning procedure to mitigate risks to our ability to 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.

# OVERCOMING ADVERSITY

Two thousand and twenty-two presented several disruptive events, including war, natural disasters and supply chain challenges that tested the readiness of the organization and effectiveness of our risk management process. Our response to these disruptions confirmed that high priority risks are actively managed by risk owners through risk management plans and in some cases, crisis responses teams.

Our response to ongoing supply disruptions demonstrated our ability to persevere through challenges. In 2022, Cooper Standard addressed 13 notices of force majeure from suppliers and more than 390 supply risk incidents without disrupting the production of our OEM customers. These accomplishments would not have been possible without the collaboration between our cross-functional Cooper Standard team and our supplier partners.

The level of support, creativity and commitment shown by our Cooper Standard community sustains our competitive advantage. Our resilience in 2022 confirmed that we have a strong foundation and a strategically aligned business continuity process in place to sustain our operations despite challenges.

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. Through these practices, 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:    | 2021    ▲ 2022

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

**56%**

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.[1]

**74%**

[1]  In 2022, we revised the language used in our Grow supplier SAQ compliance goal to more accurately reflect the assessment requirements.

**SAFE & RESPECTFUL WORKPLACE CULTURE**

As a part of our Total Safety Culture, we value *Safety First*. We work to ensure all employees are in a physically and psychologically safe workplace, where every individual takes ownership over their behaviors. We encourage a culture of open communication that allows all employees to be heard. It is critical that all employees feel safe, respected and valued in the workplace and we are constantly working to develop new goals to accomplish this. Read more about our dedication to Workplace Health & Safety.

**OUR PRIORITIES**

3-3

We set strategic goals with our direct materials suppliers in the Grow category to measure the reach of our supplier screening efforts. At Cooper Standard, we choose our Grow suppliers to strategically support our new business opportunities. In 2022, 74% of our direct material Grow suppliers have updated their supplier self-assessment which includes assessed compliance to our Supplier Code of Conduct. We recognize that our human rights screening and auditing targets require committed focus and attention, and we will report on this goal annually to be transparent about our progress toward screening our supply chain for potential human rights concerns.

**OUR APPROACH**

3-3

At Cooper Standard, we promote fundamental human rights throughout our value chain. We are committed to ethical and honest business conduct and strive to ensure proper working conditions for all workers contributing to Cooper Standard products. Our Policy on Global Human Rights sets forth our approach to managing and assuring human rights and is derived from our Code of Conduct, which provides guidance about our Company's policies and is designed to help all stakeholders recognize and address human rights issues. We require our suppliers to engage in responsible supply chain practices as outlined in our Supplier Code of Conduct and our General Terms and Conditions of Purchase, and by completing our Sustainability Assessment Questionnaire (SAQ). Our suppliers and employees are expected to uphold our values and integrity by elevating any potential concerns that conflict with our Policy on Global Human Rights. Human rights concerns, if any, are immediately elevated to our Global Leadership Team and communicated to our Chief Human Resources Officer.

# HUMAN RIGHTS MANAGEMENT SYSTEM

In 2022, we developed 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 is committed to respecting Human Rights everywhere we operate and throughout our entire value chain. Our Board of Directors regularly reviews our Policy on Global Human Rights which is aligned with international human rights principles. Our Responsible Minerals Policy Statement details our expectations for supplier compliance with conflict-free minerals sourcing. Both policies were updated in 2021 following discussions with internal stakeholders and to better align with best practices, international standards and customer expectations. Our suppliers are made aware of 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 our suppliers to adopt and enforce similar policies and extend them to their own supply chain. Our Policy on Global Human Rights is shared with our workforce in our corporate training and in our Code of Conduct.

## Human Rights Risk Assessment

In February 2022, we formed a new, cross-functional Human Rights Corporate Responsibility Working Group, consisting of members from Human Resources, Health, Safety and Environmental, Sustainability, Purchasing, Compliance and Legal, with oversight from our Chief Legal Officer. Our first Human Rights risk assessment was performed in April 2022. After reviewing human rights risks associated with the automotive industry, we identified our top salient human rights risks and internal risk owners rated these risks by considering two criteria: impact; and likelihood. Based on these ratings, risk owners are tasked with developing additional risk mitigation plans. Regular risk monitoring for changes in the human rights context will take place and our Human Rights Risk Register will be updated annually and mitigation plans revised accordingly to prevent adverse human rights consequences. We will increase transparency about these Human Rights risks through internal and public-facing channels, including our cross-functional Human Rights Working Group, Enterprise Risk Management process and our Global Modern Slavery and Human Trafficking Transparency Statement.

## Management of Salient Human Rights Issues

Across our own enterprise, we publicize and train on both our Code of Conduct and Policy on Global Human Rights. Our Supplier Code of Conduct requires that our suppliers and other business partners adhere to these same standards and we expect suppliers to hold their own supply chain to the same standards. We promote our ethics reporting resources both internally and externally to our suppliers to ensure all concerns are elevated in alignment with our open door and non-retaliation policies. More information about how we manage our salient Human Rights issues – including due diligence, grievance mechanisms and key performance indicators - can be found in our Global Modern Slavery and Human Trafficking Transparency Statement.

## Human Rights Policy

Cooper Standard is committed to respecting Human Rights everywhere we operate and throughout our entire value chain. Our Policy on Global Human Rights is aligned with international human rights principles including those contained in the International Bill of Human Rights and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work. This policy sets forth our values, requirements and practices regarding child labor, forced labor, human trafficking, modern slavery, diversity and inclusion, freedom of association, collective bargaining, safe work environment, wages and benefits. All our directors, officers and employees, including part-time, temporary and other personnel working for or on behalf of Cooper Standard, are subject to the Policy. Our suppliers, contractors and all other partners with whom we do business are expected to adhere to our standards, including, but not limited to, human rights and labor practices.

Our directors, officers and employees are responsible for ensuring compliance with our Policy and applicable laws. The Global Ethics and Compliance Committee, including but not limited to the Chief Legal Officer and Chief Human Resources Officer, is responsible for enforcing the Policy. We recently began a regular review of our Policy with our Board of Directors.

## Human Rights Due Diligence

We have implemented a holistic approach to human rights due diligence, and respect for human rights is deeply ingrained in our culture. Our approach to managing and assuring human rights is derived from our Code of Conduct, which provides guidance about our Company's policies and is designed to help all stakeholders recognize and address ethical and human rights issues. Everyone who works at Cooper Standard is responsible for understanding and following our Code of Conduct, enabling us to maintain our culture of integrity and accountability in everything that we do. By living our Code of Conduct, we create an inclusive workplace where our success depends on each individual's involvement in upholding our values. Read more about our Code of Conduct.

INTEGRITY LINE

## Cooper Standard's IntegrityLine

At Cooper Standard, our employees are empowered to raise concerns regarding any adverse human rights impact through our reporting mechanism, Cooper Standard's IntegrityLine. This reporting mechanism is also available to our suppliers, other business partners and members of the public to use their voice to take action against human rights violations. As a global company, we comply with all applicable regional laws and honor the principles of internationally recognized human rights when faced with conflicting requirements. You can read more about Cooper Standard's response to addressing concerns and violations raised to the IntegrityLine under Business Ethics & Integrity.

**Responsible Sourcing**

<span style="color:orange">2-6</span>

Sustainability is at the forefront of our long-term goals. We are committed to sustainably sourcing inputs and raw materials by implementing green procurement guidelines, increasing the proportion of lower carbon, lower waste materials and minimizing negative social and economic impacts from product sourcing. We require our suppliers to engage in responsible supply chain practices as outlined in our Supplier Code of Conduct to ensure alignment with our commitments. Our Supplier Code of Conduct addresses topics such as anti-corruption, anti-bribery, responsible minerals, human rights (e.g., forced labor, child labor, freedom of association and anti-discrimination), data security, collective bargaining rights, health, safety, environment, and chemical compliance, and was designed to align with customer expectations, industry initiatives and international human rights standards.

In addition to our Supplier Code of Conduct, our General Terms and Conditions of Purchase require that our suppliers comply with all laws, including those related to human rights. Under our General Terms and Conditions of Purchase, our suppliers and all products manufactured and distributed by our suppliers must comply with all laws, rules and regulations of the countries of origin and destination that relate to the labeling and transportation of the products. This includes laws and regulations related to data protection, environmental matters, wages, hours and conditions of employment, subcontractor selection, discrimination, occupational health and safety and motor vehicle safety. For more information about supplier requirements, see our General Terms and Conditions of Purchase.

We evaluate suppliers through our Cooper Standard Supplier Performance Rating System's scorecard and questionnaire. We also request that our Grow suppliers complete a Sustainability Assessment Questionnaire (SAQ) on sustainability through the NQC platform, which reflects the values represented in our Supplier Code of Conduct. Grow suppliers are those we have identified as critical to strategically growing our business. In 2022, we

incorporated new questions in our SAQ to reflect evolving supply chain requirements and emerging due diligence legislation, the growing focus on environmental and human rights practices in the supply chain and the need for companies to demonstrate effective due diligence in this area. These questionnaires require our suppliers to disclose their internal Human Rights Policy and business practices related to child labor, wages and benefits, working hours, forced labor, freedom of association and harassment. We will increasingly use this system to inform new business award decisions as we advance. Many of our peers also use the NQC questionnaire to collect supply chain sustainability data, so it is familiar to our partners.

Cooper Standard set a goal to achieve a 100% response rate on the SAQ from our direct materials Grow suppliers by 2023. We made progress towards our target in 2022, though we are behind in our anticipated progress-to-date. We faced unprecedented supply chain challenges in 2022 and prioritizing our customers' production needs took resources

away from our SAQ activities. We have recommitted to achieving our goal, and with updates to the NQC platform in place, we expect to reach our goal of 100% by the end of 2023.

In the event a supplier performs below our human rights standards – through our screening phase or an audit – we partner with them to develop time-bound corrective action plans to guide performance improvement. We monitor their compliance progress and revisit their status as a Grow supplier if they are unable to become compliant with our Policy on Global Human Rights.

**Responsible Minerals**

Cooper Standard is committed to upholding ethical and socially responsible business practices and recognizes its responsibility to protect human rights. We are committed to ensuring our purchased and produced parts are free from minerals contributing to armed conflicts in high-risk areas around the world.

Cooper Standard is a member of the Responsible Minerals Initiative (RMI), a resource group supporting more than 400 member companies in responsible minerals risk assessment, due diligence and reporting. RMI is dedicated to helping companies make informed choices about responsibly sourced minerals in their supply chains. Our membership in RMI helps fund RMI's audits of mines and smelters globally, as well as provides us access to smelter analysis tools.

Through our support of responsible mineral sourcing initiatives, we ensure the materials and components used in the products we buy and manufacture do not support or fund the inhumane treatment of workers or contribute to the environmental degradation associated with mining, regardless of where they are sourced, processed or sold. In 2021, we updated our Responsible Minerals Policy to align with emerging regulations around the world. In addition to tin, tantalum, tungsten and gold, we recognize there are additional, non-regulated minerals that have potentially high-risk supply chains.

**SUPPLIER AUDITS**

To ensure compliance with our Supplier Code of Conduct and performance expectations for our key suppliers, we conduct onsite and remote audits each year. In 2022, onsite audits resumed following remote audits and assessments conducted in 2020 and 2021 due to pandemic restrictions. All new suppliers require an onsite audit and all our Grow suppliers must update their supplier portal with their Supplier Profile and Self-assessment workbook, including the Supplier Code of Conduct score. If scores do not meet the established threshold, Cooper Standard will require further onsite auditing and may reconsider the supplier's Grow status.

By the end of 2023, we will hold 100% of our direct material grow suppliers accountable to have updated their Supplier Profile and Self-assessment with Supplier Code of Conduct scores. At the end of 2022, 74% of our Grow suppliers have completed this task.

Utilizing our Chemical Compliance Management System and International Material Data System we perform reasonable-country-of-origin (RCOI) due diligence queries of our supply chain. We consistently receive responses from 100% of our in-scope suppliers. In 2022, our campaign surveyed 51 in-scope suppliers.

Three hundred twenty-eight smelters were identified within our supply chain. A smelter analysis tool provided to us through our membership in the RMI showed that approximately 82% of the smelters are recognized to be compliant or conflict-free. The balance was flagged as requiring outreach and we sent them letters urging them to participate in the RMAP.

Our annual Specialized Disclosure Report, available in our SEC filings, will reflect any updated reports since year-end.

## Employee Engagement & Human Rights Training

Protecting human rights in our own operations and throughout our supply chain is essential to Cooper Standard and a significant concern for our stakeholders. Our culture of open communication and transparency means we equip our employees to recognize and address grievances with regards to human rights. We promote our ethics reporting resources internally and externally to our suppliers to ensure all concerns are elevated without retaliation. In 2022, we communicated to our workforce our updated Policy on Global Human Rights and Supplier Code of Conduct. We also conducted awareness training for our salaried employees that explained the nature and extent of various human rights issues, identified practices that could indicate forced labor or human trafficking was taking place and provided guidance on reporting potential red flags through the proper channels.

### LABOR RELATIONS

We support our employees throughout their careers and develop long-term solutions and strategies that allow us to support employees throughout challenges and disruptions. By communicating openly with employees and their formal representatives, providing freedom of association and ensuring fair management of employees covered by collective bargaining agreements, we cultivate strong relationships with our employees and stakeholders throughout our value chain. Read more about how we support our employees in our Talent Strategy.

**RESPONSIBLE BUSINESS**

# CLIMATE CHANGE, ENERGY, EMISSIONS & WASTE

Cooper Standard is committed to evolving for the future. As our climate changes, we share the same growing concerns of our stakeholders around climate change and are taking action to manage climate risks. It is essential to the longevity of our business and the health of our planet to mitigate our environmental impact by reducing our energy usage, emissions and waste. In 2022, we invested in advanced technology and energy efficiency programs to reduce our carbon footprint and developed our sustainability strategy to advance the low-carbon and circular economy. Cooper Standard strives to be a leader in sustainable manufacturing. By using resources and operating efficiently, we can achieve excellence and ensure a prosperous future for generations to come.

## REDUCE OUR IMPACT
### ON THE ENVIRONMENT

Key:   | 2021   ▲ 2022

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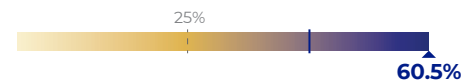
25%

**60.5%**

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

**87.2%**

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

15%

**18.9%**

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

**7.7%**

Source our electricity from 100% renewable energy sources, by 2025.[1]

**0%**

[1] We have decided to move away from this goal as we reassess our approach to renewable energy

## OUR PRIORITIES

3-3

We work diligently to reduce our emissions and resource consumption to minimize our impact on the environment and climate change. In 2020, we reevaluated our energy and waste goals to better align with our customers' environmental expectations and we made progress on those goals throughout 2022. Cooper Standard understands the level of expertise required for this undertaking; therefore, we continue to work with technical specialists to understand how we can best support our customers in achieving their climate change goals. Our Product Development group investigates low carbon raw materials while our site level operations departments focus on advancing our energy and waste reduction activities. To hold ourselves accountable to our stakeholders and achieve our goals, we will report our progress on an annual basis.

To reduce our environmental footprint, we need to better understand our current impacts as a Company. In 2021, we implemented market-based emission factors to calculate our carbon emissions. Currently, we are in partnership with a third-party consultancy to accomplish a robust inventory of our Scope 3 emissions data. This thorough process includes collecting data from our internal and external stakeholders, mapping out our value chain, then calculating and quantifying emissions. To date, we have completed the estimation of emission from:

- Category 3 - fuel and energy emissions not captured in scope 1 and 2;
- Category 4 and 9 – upstream and downstream logistics;
- Category 5 - waste;
- Category 6 - business travel; and
- Category 7 - employee commuting.

We are looking forward to reporting our Scope 3 emissions data in the future and beginning the first steps towards setting science-based emissions targets.

## OUR APPROACH

3-3, 306-2

At Cooper Standard, we are focused on increasing our energy efficiency, reducing our waste generation and addressing our role in mitigating climate risks. Cooper Standard maintains a Health, Safety and Environmental policy that applies to all employees and Company facilities, including directly supervised contract and contingent workers and joint ventures where we have majority ownership. We have various environmental programs and policies that address these issues and a global environmental management system that meets the requirements of ISO 14001. Fifty five of our 62 plants are ISO 14001 certified. All five of our German locations are certified to the Energy Management ISO Standard 50001. Our Dzierżoniów location in Poland and our Vitré location in France are also certified to ISO 50001. In 2022, we enhanced our environmental programs to address Company climate-associated risks, including industry changes, market changes and emerging regulations. Our Senior Vice President and Managing Director - Global Automotive oversees the health, safety and environmental programs within our Global Manufacturing Organization.

Our Vice President of Global Quality, Supplier Development and Health, Safety and Environmental is directly responsible for managing operational environmental impacts and reports on health, safety and environment issues in weekly staff meetings. Our Director of Global Health, Safety and Environmental is also responsible for creating the methods to develop, implement, monitor and sustain the Health, Safety and Environmental controls. These topics are reviewed in Global Leadership Team meetings.

**Climate Change**

Cooper Standard has a role to play in the global transition to a low-carbon economy. By evaluating and managing our climate-related risks and identifying strategies and actions, we will not only contribute to the betterment of our planet, but also increase our business innovation and resiliency.

As previously mentioned, we have begun the process of aggregating our Scope 3 emissions data as a part of our long-term business strategy in mitigating climate risk. This process will help us to reach our goal of setting robust science-based targets in the future.

Another way we address climate risk is through reporting to the CDP. Each year, the CDP helps companies measure and manage their risks and opportunities on climate change, water security and deforestation. Cooper Standard first reported to the CDP in 2011 and has publicly released CDP responses since 2018. Public disclosures like the CDP allow Cooper Standard to be transparent and keep our stakeholders informed on our sustainability efforts. In 2022, our Water and Climate Change scores dropped slightly to C- and C respectively. Our CDP Climate Change score reduction aligns with trends in our reporting sector. In 2023, we plan to investigate the cause for this change.
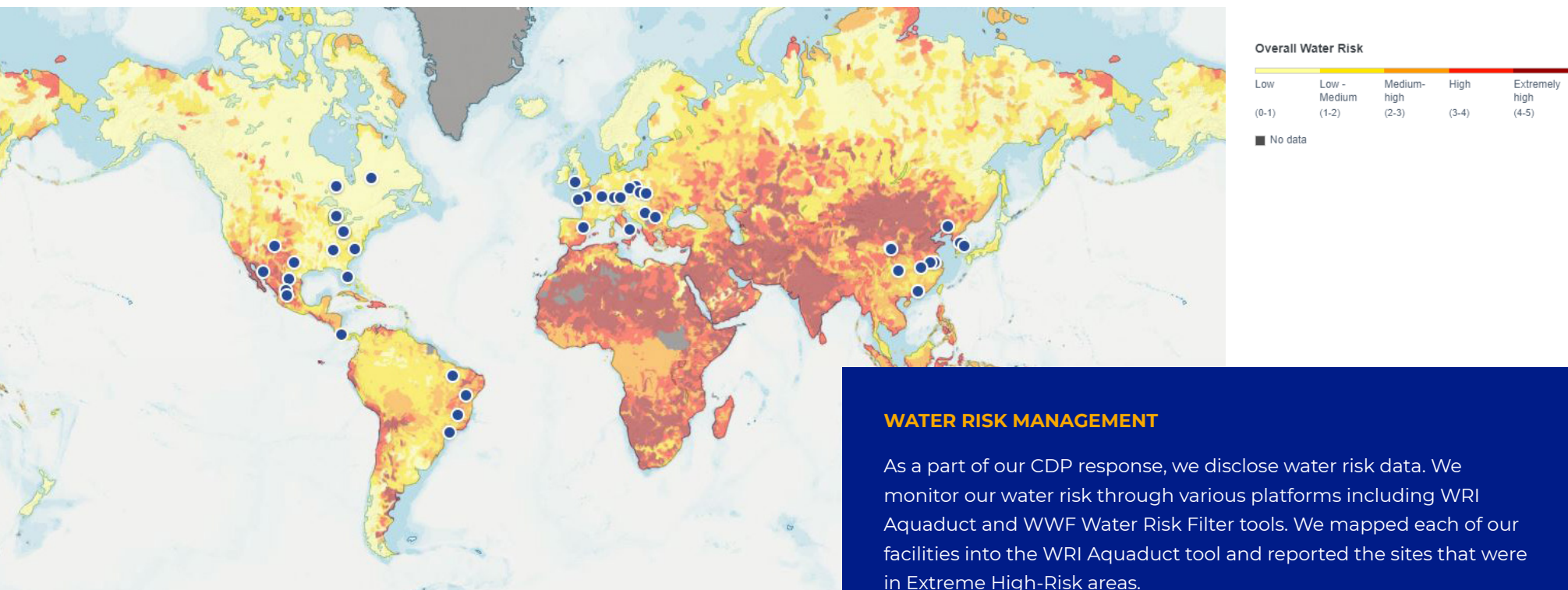


Cooper Standard's Water Risk Heatmap utilizing the WRI Aquaduct tool.

**WATER RISK MANAGEMENT**

As a part of our CDP response, we disclose water risk data. We monitor our water risk through various platforms including WRI Aquaduct and WWF Water Risk Filter tools. We mapped each of our facilities into the WRI Aquaduct tool and reported the sites that were in Extreme High-Risk areas.

**Energy & Emissions**
302-4, 305-5

Cooper Standard is committed to reducing our carbon emissions through our energy-efficient programs, capital investments, innovations and collaborations. As a global corporation and supplier of sealing and fluid handling systems and components to diverse transportation and industrial industries, we understand our role in combating climate change. We aim to improve energy efficiencies and use more renewable energy sources to improve performance, decarbonize operations and reduce greenhouse gas emissions. Our partnerships with stakeholders, transitioning to energy saving production techniques and adopting renewable energy sources across all global operations will help us achieve this goal.

# CARBON NEUTRALITY ACTION COMMITTEE

We recently launched our first ever Carbon Neutrality Action Committee. Despite facing challenges in 2022, we remain committed to finding new ways to reduce our emissions and carbon usage. The Carbon Neutrality Action Committee is a cross-functional group of Cooper Standard senior leaders dedicated to establishing a holistic view of Cooper Standard's actions to mitigate the negative effects of climate change. As we reconsider our previous commitments, we will find ways to align with our customers and other stakeholders to create a roadmap for the future that aligns our ambitions with our available resources.

To provide additional opportunities for recyclability and become less energy-intensive, we are working to transition many of our products away from rubber to plastic alternatives. Our Sales and Product Development teams are working with customers to transition them to more environmentally friendly sealing materials such as Fortrex™, and our fluid handling team is transitioning many of its products from EPDM to plastic alternatives.

At Cooper Standard, we believe that *Collaboration Drives Success*. For the past six years, Cooper Standard has partnered with the U.S. Department of Energy's Better Plants program as a Honda Supply Chain Cohort partner. The Better Plants Program is a voluntary partnership initiative intended to drive efficiency improvements across energy intensive industrial companies and organizations. As a participant, Cooper Standard's U.S.-based facilities aim to reduce our total energy intensity by 25% by 2025, using our 2015 baseline. To date, we have invested in LED lighting replacement projects and air leak management projects to achieve more optimal energy efficiency. From now and into the future, we plan to identify opportunities for capital investments that will result in more energy savings.

**Rethinking Our Approach to Renewable Energy**

A key component for Cooper Standard's evolving sustainability strategy is to increase our renewable energy sources, like biomass, geothermal, solar, wind and water. In 2020, we implemented the ambitious goal to source from 100% renewable energy sources across our global operations by 2025. We have decided to move away from this goal as we reassess our approach to renewable energy. Instead, we have formed a cross-functional Carbon Neutrality Action Committee to assess our approach more fully to reduce carbon emissions and redefine our long-term goals.

## Operational Waste & Waste Management

Cooper Standard prioritizes reducing waste from our operations and facilities. We create innovative ways to reduce packaging, eliminate byproducts and improve operational efficiencies through modernizing our production lines. By closely tracking our resource consumption, we search for opportunities to improve our waste management programs. Cooper Standard's manufacturing operations generate various waste streams, primarily EPDM rubber scrap, plastic, cardboard packaging, wood pallets, aluminum scrap and steel scrap – many of which are readily recyclable. For nonrecyclable materials, we collaborate with vendors to repurpose the waste. Seven locations in the United States and Canada successfully implemented a recycling program for our plastic and rubber waste in 2022. We will further our implementation in 2023 with a focus on expanding the program to our locations in Mexico. One way we repurpose waste is through our partner vendors who convert EPDM, which accounts for about 50% of our total process scrap, into rubber crumb for artificial turf, landscape mulch, sub-flooring and matting and rubberized asphalt. Other waste-to-energy vendors use rubber waste as a supplemental fuel source for cement kilns. In 2022, 69% of our facilities achieved over 90% waste diversion and we diverted 87.9% of our global production waste. We will work with the remaining 31% of facilities to accomplish 100% diversion by 2025.

## Promoting Circularity

Cooper Standard strives to advance the circular economy by innovating recyclability options. For instance, EPDM rubber has limited diversion capabilities, so we are pioneering methods to reduce EPDM scrap as much as possible. Overall, Cooper Standard is not a significant generator of hazardous waste – accounting for only 9.5% of our total waste in 2022. We generate most of our hazardous waste at our spray booths (filters and waste coatings) and properly dispose of it following all applicable codes and regulations. We will pursue innovative solutions to achieve greater rates of recycling and work toward zero waste to landfill.

## External Stakeholders

At Cooper Standard, we believe we will all do better by working together to tackle the environmental challenges in manufacturing. We partner with a variety of stakeholders, including industry organizations, customers and suppliers to learn about best practices and new ideas. Some of our important relationships include:

- AIAG (Corporate Responsibility Steering Committee - co-chair);
- CLEPA Invited Guest;
- Drive Sustainability (Drive+);
- MAPI Sustainability Council (founding member - since 2011);
- Suppliers Partnership for the Environment (invited guest); and
- Key customers work with our product development group to jointly investigate opportunities for low carbon raw materials, benchmarking for recyclable content, reducing waste in manufacturing, etc.

### ADVANCING THE CIRCULAR ECONOMY THROUGH RECYCLING

Cooper Standard strives to be a leader in sustainable manufacturing, using resources and operating efficiently to achieve excellence and ensure a prosperous future for generations to come. Waste diversion is an ongoing area of focus as we aspire to advance the circular economy by innovating recyclability options. We partner with suppliers to expand our recycling programs to better reuse plastics, cardboard and pallets. Since 2021, we have recycled nearly **1 million pounds of waste** in the U.S. alone, taking another step closer to achieving our goal of 100% waste diversion by 2025.

## OUR PERFORMANCE

305-1, 305-2

Our total energy consumption, greenhouse gas emissions and total waste generation were significantly reduced in 2020 as a result of facility closures triggered by the pandemic. In 2022, we saw an 8.8% reduction in Scope 1 and 2 emissions with a slight improvement in emissions intensity. These reductions and improvements occurred despite a 3% increase in gross energy consumption in 2022. We center our customer and stakeholder expectations around emissions reduction by strengthening our sustainability strategy and improving our environmental programs. We look forward to advancing in this area and believe in being transparent about our challenges. We previously set an ambitious renewable energy target, and in 2022, we realized our prior goal-setting efforts did not account for the impact of production uncertainties over the last few years. We are no longer on track to achieve our prior energy goals. While this discovery is disappointing, we choose to see it as an opportunity to revisit all our environmental targets to ensure they align strategically with our operational needs. The recently formed Carbon Neutrality Action Committee will work together to develop a holistic approach for the future that aligns our ambitions with our available resources.

### ISO 14001 Certification
(% of facilities certified)

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 84% | 84% | 82% | 87% |
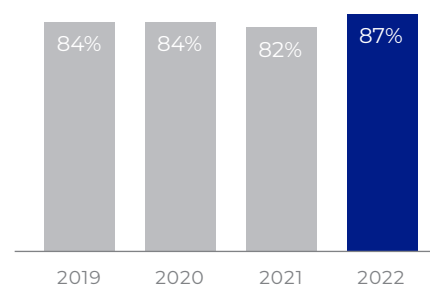
### Reduction in Scope 1 & 2 Emissions
(year over year / sales)
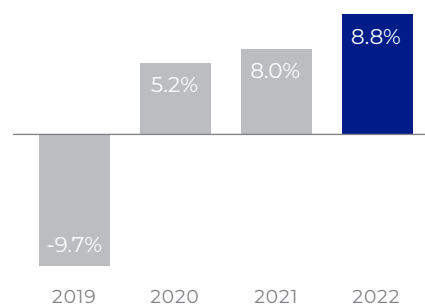
| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| -9.7% | 5.2% | 8.0% | 8.8% |

### Absolute Scope 1 Emissions
(thousand Tonnes)

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 81.16 | 61.34 | 58.22 | 62.98 |

### Absolute Scope 2 Emissions
(thousand Tonnes)

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 290.95 | 208.36 | 189.91 | 182.29 |
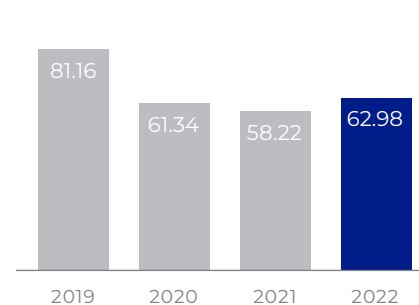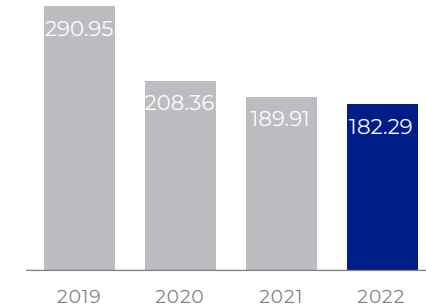
### Reduction in Total Energy Consumption
(year over year)

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 2.9% | 27.6% | -1.4% | 1.6% |

### Total Electric Power
(TWh)

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 0.65 | 0.46 | 0.47 | 0.46 |
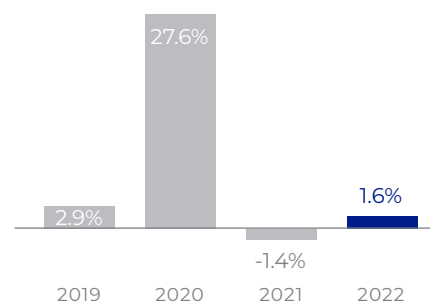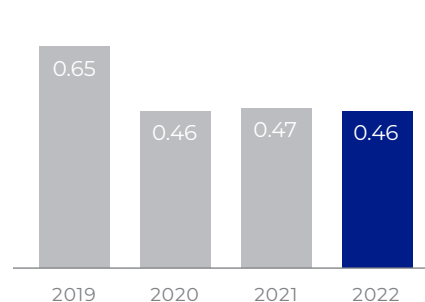
### Total Manufacturing Waste Generated
(thousand Tonnes)
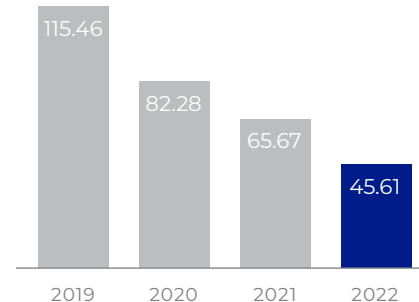
| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 115.46 | 82.28 | 65.67 | 45.61 |

### Plants Reporting Diversion Rate >90%

| 2019 | 2020 | 2021 | 2022 |
|------|------|------|------|
| 62% | 69% | 69% | 69% |
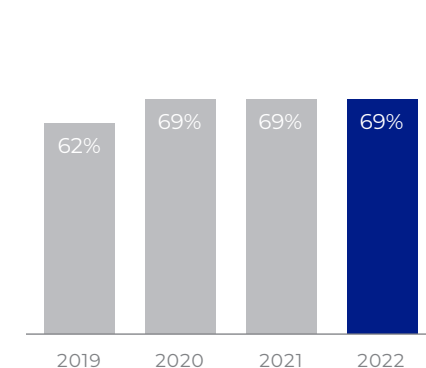
RESPONSIBLE BUSINESS

# DATA PRIVACY, CYBER SECURITY & DIGITIZATION

One of our organization's top priorities is protecting Cooper Standard's digital assets and we increasingly rely on data and digital transactions to operate efficiently and effectively. We take action to prevent potential impacts related to system outages, data breaches, cyber-attacks and other threats to avoid disruptions in our daily operations. Cooper Standard's Cyber Security and IT Compliance organization works to uphold our *Commitment to Excellence* through protecting the confidentiality, integrity and availability of our systems, data and digital assets. In 2022, we invested time and resources to ensure we make progress in this evolving environment while meeting compliance requirements and the growing needs of our stakeholders. We will focus on the successful management of emerging technologies and robust data security efforts to enable and support our flexible remote and hybrid work model, while reducing the impact of our operations on the environment. Protection of digital assets will remain a critical aspect of our risk mitigation plan throughout our global operations and one of the many ways we take action to attain world-class results for our stakeholders.

## STRENGTHEN & IMPROVE OUR INFORMATION SECURITY
### PROCESSES, DATA & INFRASTRUCTURE

Key:   |2021   ▲2022

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 cyber security training for 100% of Cooper Standard employees who work with our systems by end of 2022.

**94%**

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

**98%**

## OUR APPROACH
3-3, 418-1

Our strategic approach to digitizing our global business and transitioning applications and infrastructure services to the cloud allows us to use our data and technology resources more efficiently. Cooper Standard has continuously worked to grow, strengthen and evolve our "cloud first" strategy and we consider ourselves early adopters of many cloud-based technologies. Cyber security has become increasingly important at Cooper Standard due to our digitization efforts, importance of technology to the business, cloud enabled accessibility, ongoing remote work and the increased impact of global cyber-crime.

We align our Cyber Security and IT Compliance Programs to take advantage of natural synergies and our mature IT controls environment. Our Senior Vice President, Chief Information Technology Officer is responsible for overseeing the risks related to cyber security. The Cooper Standard IT Leadership Team manages the global Cyber Security and IT Compliance organization and directly reports updates to the Audit Committee of the Board of Directors twice annually. The Cyber Security team holds several cyber security industry certifications such as ISC² CISSP, ISACA CISM and EC-Council CEH. Data Privacy, Cyber Security and Digitization is also managed as a material topic as a part of the Global Sustainability Council and within the Enterprise Risk Management Committee. From an accountability perspective, Internal Audit independently assesses the Cyber Security Program by evaluating the design and effectiveness of our controls. We have an Architecture Review Board (ARB) which reviews new IT initiatives to ensure they align with our digital strategy. Similarly, our Project Management Office (PMO) monitors those initiatives throughout implementation to ensure proper communication and seamless transition. The ARB and PMO processes include cyber security requirements designed to ensure this topic is considered from the beginning.

We formally established the Cyber Security Steering Committee in 2022 to increase visibility of cyber security to our Global Leadership Team. This committee has increased frequency of cyber security

## OUR PRIORITIES
3-3

Cooper Standard prioritizes taking proactive, structured and thoughtful action to strengthen our cyber security initiatives and protection against internal and external threats. We continuously evolve to protect the systems, networks and critical information of our enterprise and stakeholders to maintain our competitive advantage amidst growing and changing regulatory requirements in a complex environment. Our external goals allow us to focus on critical performance indicators making progress towards achieving these goals. In 2022, we prioritized increasing efficiency and efficacy as we practiced prescriptive incident response procedures to minimize impacts of potential cyber-attacks or outages. We conducted two separate table-top exercises, which involved cross-functional business leaders. Our IT professionals focus on improving existing controls as outlined by ISO/IEC 27001, which is the foundation of our Cyber Security Program. We made progress in this space by conducting a risk assessment carried out by an independent third-party and adding new cyber advisory services. We will report our progress annually to hold ourselves accountable and ensure data security across our organization.

discussions at the leadership level through biweekly meetings with our Chief Information Technology Officer. Program stakeholders were also identified and documented to ensure cross-functional responsibilities were clearly understood.

We contracted a well-known third-party to conduct a comprehensive, enterprise-wide risk assessment. This assessment evaluated Cooper Standard's Cyber Security Program from a risk perspective and evaluated our IT controls for alignment with the ISO/IEC 27001 information security framework. We have selected ISO/IEC 27001 because it is an internationally recognized information security framework, appropriate for our global business. Based on the assessment results, we developed a roadmap for our Cyber Security Program, focused on addressing high-risk vulnerabilities first. As a result, we have established a strong foundation for the program and addressed gaps identified during the evaluation. To stay current, we continuously monitor for significant changes and emerging risks and adjust the roadmap as needed.

We benchmark against peers to stay competitive and aligned with best practices in the cyber security industry. For example, in 2022 we used Gartner IT Key Metric Data to benchmark against peers to better understand Cooper Standard's investments on cyber security.

**Digitization & Cloud First Strategy**

We are constantly finding ways to improve our digitization efforts and improve operational efficiency as we strive to modernize our operational systems that utilize big-data analytics, robots and digital innovation. Cooper Standard's technical ecosystem is highly robust and complete with global cloud-based platforms for Enterprise Resource Planning (ERP), human resources, purchasing, financial planning, product lifecycle management, incident management, chemical compliance and manufacturing. We leverage our connected enterprise to standardize best practices and processes in an efficient manner across our global organization. The integration of our technical platforms, with an industry leading integration hub, has improved productivity and enabled us to share capabilities across the business.

We use an intelligent cloud ERP system with cross-industry support, built-in analytics, enhanced performance and approach cloud applications and services thoughtfully with cyber security in mind. To mitigate risk, we require cloud-based service providers to provide independently certified assurance of their security controls based on internationally recognized standards (e.g., ISEA 3402, SOC 2, etc.). Our third-party cyber security program is designed to ensure we partner with reputable vendors and that the data they interact with is adequately protected. We will protect our cloud-based resources with the same high level of scrutiny as our traditional on-premises applications.

# COOPER STANDARD'S CARBON FOOTPRINT REDUCTION BY MOVING ENTERPRISE DATACENTERS INTO THE PUBLIC CLOUD

Cooper Standard is dedicated to strong environmental, social and governance (ESG) initiatives. Our ESG considerations extend beyond developing and manufacturing our products to our decision-making processes related to our approach to data center services and our transition to the cloud. Our cloud-first strategy not only limits up-front investment, improves security and makes the most efficient use of IT talent and support, but it also has positive environmental impacts.

Cooper Standard has been executing a cloud-first strategy with the defined goal to reduce the on-premises server and compute footprint and eliminate physical enterprise datacenters. We have achieved this goal by migrating workload into public cloud datacenters. The cloud provides more flexibility and better reliability, which allows for improved innovation and faster time to market. The cloud also helps to increase operational efficiency and better supports the remote workforce, which is essential for globally distributed enterprises like Cooper Standard. An additional advantage of running compute workload in the cloud is that major cloud providers run their workload much more efficiently than independent enterprise datacenters can operate. This leads to a significant reduction in energy and carbon emissions. Cooper Standard saves more than 175 metric tons of carbon dioxide each year by having migrated our corporate enterprise datacenters into the cloud, with plans to further reduce our on-site datacenters and increase our annual savings to 225 metric tons.

The elimination of two data centers resulted in the reduction of approximately 560 MWh (Megawatt hours), or approximately 218kg (481,489 lbs.) of $CO_2$ emissions. By transitioning these services to the much more power efficient cloud, we save around 175kg (385,191 lbs.) of $CO_2$ emissions annually. To put that into perspective, that is the equivalent of one year of gas consumption for the average vehicle in the U.S., for 40 vehicles, or about 21 million smart phone charges and about as much $CO_2$ as 40,000 trees can consume in a single year.

## 175
metric tons of carbon dioxide saved each year

## ~560
reduced megawatt hours due to elimination of two data centers

## 175kg
emissions saved annually

## Digitization 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 150 cells added in 2022. We have identified an additional 150 cells to be targeted in 2023.

**SAMBA Dashboard** – In 2022, we implemented the Sales and Management Business Analytics (SAMBA) Dashboard to analyze the profitability of sales by customer program. This self-service dashboard updated daily provides sales and costs insights to our plants and commercial teams to better manage the cost-effectiveness of our operations by customer and sales price by program.

**Managed Print Services** – In 2021, we moved to 100% managed print services paying only per page, introducing global billing, reporting and oversite, and reducing cost. We adopted cloud print, eliminating a print server at each location. This enabled release print, which allowed for deleting abandoned printouts, touchless badge authentication and defaulting globally to double-sided and black and white print to reduce paper and cartridge use in consumables and saving costs. We reduced the overall number of printers by 20% and replaced older printers with the latest version of Energy Star certified printers which help to ensure we are making the most efficient use of power consumption for print services. In 2022, we saved 88 trees (735,000 pages) worth of paper in abandoned prints and 98 trees (814,000 pages) worth of paper saved from double sided print. We are also targeting the reduction of consumables from entering the landfill by taking advantage of Lexmark's Cartridge Collection Program where we have collected 152 cartridges across four sites and plan to extend this program globally.

## Data Privacy & Cyber Security

Cooper Standard is committed to complying with all relevant privacy and information security laws and regulations. To protect the privacy and security of all our stakeholders' personal information and intellectual property, we adhere to HIPAA, the EU General Data Protection Regulation (GDPR) and all other relevant laws and regulations. Our efforts protect our customers and current, former, and potential employees, from cyber-attacks, data loss and other unauthorized events during data collection, disclosure, retention and disposal.

### QUICK RESPONSE, LASTING CHANGE

In 2022, as Cooper Standard and the rest of the world watched the crisis in Europe unfold, we recognized the conflict would increase cyber-risk. Our IT organization made the decision to focus on identifying the highest risks related to the conflict to ensure our attention was on those most likely to be exploited in the new global environment. First, we evaluated our internet facing systems and eliminated or moved all exposed applications running on end-of-life servers. While they were on the roadmap to be replaced, the new level of threat increased the need to move quickly.

Another significant security improvement was the transition from a signature based anti-virus application, to a modern endpoint detection and response solution. The new solution not only utilizes signatures to identify known threats, but also leverages artificial intelligence and machine learning to recognize unexpected and unusual behavior by the user or computer. In combination with moving to the new solution, we also added a managed detection and response service to provide global 24x7 monitoring and response capabilities.

Our Cyber Security 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 Cyber Security 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 emphasize fundamental security measures, such as strong access controls, sound cyber hygiene (e.g., patching and malware protection) and employee awareness training. With these controls in place, we have not detected, or been notified of any complaints regarding breaches of customer privacy or loss of customer data.

As a result of our "mobile-first" strategy, we extend protection beyond our network by applying protective controls that work while in the office and when working remotely. Using our cloud proxy solution, we provide a high level of protection from web-based threats, so that employees can work securely on the corporate network and while working remotely in cafés, hotels, homes or other environments outside of our control. As a result, we block an average of 1.55 million threats and 254 million potentially harmful activities each month.

**Awareness Training**

At Cooper Standard, we understand our role in ensuring our employees are equipped to be our first line of defense to support our organization's cyber security 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 is top of mind.

# NO PHISHING!

Email remains one of the highest risks and most exploited technologies used by cyber criminals. To reduce risk in this area, we utilize email filtering to **block more than 6.5 million threats each month**. This represents about 80% of all external email sent to the company. In 2022, we increased protection by adding the capability to analyze and block malicious attachments and websites hidden in emails. Additionally, we have enabled automated response to expedite the action when we detect a malicious email has been delivered. Once the bad email is identified, it is automatically removed from each mailbox it was sent to, even if it was forwarded from one user to another.

Given the rising number of email threats, phishing schemes and their sophistication, Cooper Standard conducts tests monthly to improve our employees' ability to recognize malicious messages. Using phishing-simulation testing globally, we send suspicious emails, based on templates mimicking active phishing campaigns on the Internet. If employees identify and report the risk, they are congratulated. If they do not correctly recognize the threat, the system immediately provides a real-time learning message and enrolls them in a subsequent phishing training course. In 2023, we have established targeted improvement in this area by setting goals of 5% (vs. 5.8% in 2022) or less phish test failures and 20% or more phishing emails reported (vs. 14.7% in 2022). Our goal is to help our global team be our first and strongest line of cyber defense.

Each month, Cooper Standard provides cyber security awareness campaigns to reinforce the importance of cyber and to help employees stay current, via email announcements and communications through our Intranet, and CS Connect, our global employee communications mobile app. These campaigns are designed to highlight current security threats and to ensure a more consistent dialogue around the topic. Given the ever-evolving nature of cyber security, it is important to provide continuous updates. In October 2022, we conducted our annual cyber training initiative to take advantage of Cyber Security Awareness month and increased to weekly messages to reinforce employee awareness and to help communicate their role in keeping the Company safe.

Finally, continuously helping our employees recognize email phishing attempts is a primary focus of our cyber security awareness program. To improve results, we deliver phish tests monthly which use templates based on actual malicious emails. During the testing, if a user clicks the link, they are provided training in the moment to help them understand how to avoid this in the future. They are also enrolled in a short training course to further explain common indicators of a phishing attempt.

**Third-Party Cyber Security**

Third party risk management has been an important focus of Cooper Standard since implementing the Third-Party Cyber Security Program in 2019. Highly publicized supply chain attacks such as NotPetya and SolarWinds serve as examples of the potential risk these relationships can impose on the Company. Having evaluated nearly 500 vendors since the program was established and averaging an increase of five "critical" or "high" vendors per year, we have applied lessons learned over time to continuously mature the program. In line with the increasing threats associated with third parties, we plan to further enhance the program by establishing continuous monitoring in 2023. Our goal is to improve visibility and increase our effectiveness in defending this area.

**Incident Response Procedures**

Cooper Standard continuously works to update and strengthen our Incident Response (IR) Program. Our IR program defines response procedures and prescriptive controls designed to streamline response to incidents, when and if they occur. Our designated cross-functional Incident Response Team consists of leaders from human resources, global communications, legal, internal audit and information technology.

**MULTI-FACTOR AUTHENTICATION (MFA)**

We recognize identity is critical in today's digital environment and are focused on continuous improvement in this area. To ensure individuals are who they "say" they are, we use multi-factor authentication (MFA) for all users of specific applications at Cooper Standard. To ensure maximum benefit, we require MFA for all users of our highest risk applications by default. In 2022, we expanded the use of MFA by implementing this for admin logins and we will use MFA as a core capability to reduce risk moving forward. With increased adoption of MFA, cyber-criminals have started changing their attack methods to sidestep security. To combat this and to improve effectiveness of MFA, we will begin requiring increased user interaction during the MFA process.
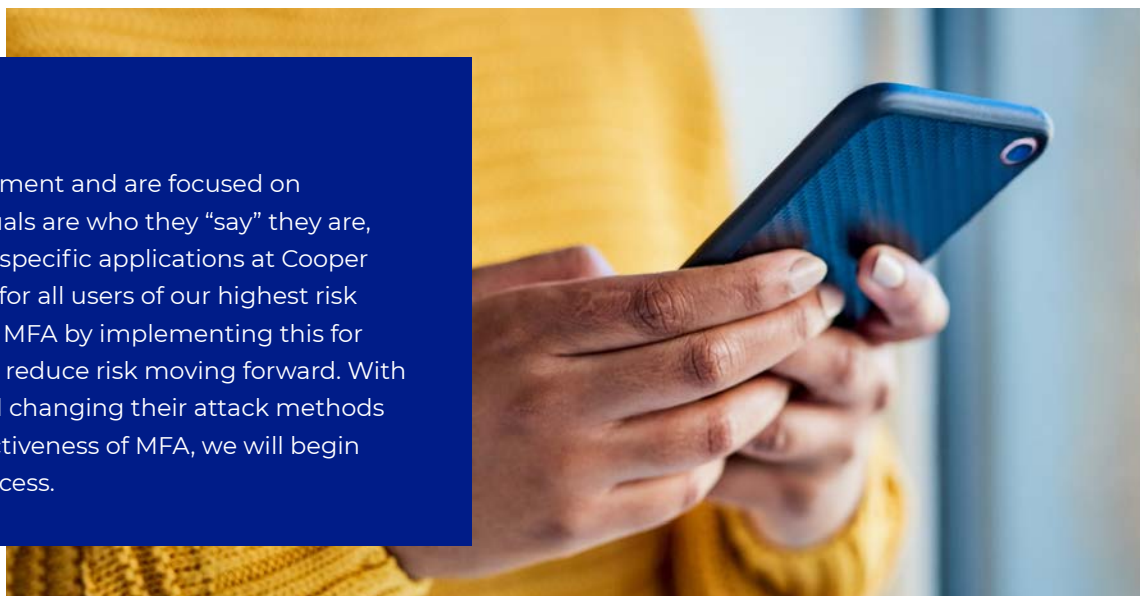
Cooper Standard's Incident Response Team is dedicated to maintaining a culture of continuous improvement.

In 2022, in consideration of the increased risk associated with cyber-threats resulting from the conflict in Europe, we prioritized improving response and recovery. We conducted two table-top exercises and used the lessons learned to update the IR Program and associated procedures. Additionally, we engaged with a third-party expert to review our IR plan and assist us with creating a runbook to deal specifically with a ransomware event.

**Assurance, Evaluation & Testing**

To ensure the integrity of our cyber security and information technology controls, we conduct various forms of testing each year. Many of the controls associated with our Cyber Security Program are audited annually by Internal Audit and an independent third party to attest to our Sarbanes-Oxley compliance. The Cooper Standard Internal Audit team also conducts an annual review of cyber security controls, policies and processes. Additionally, we conduct penetration testing twice annually to validate that we have adequately established technical security defenses to protect against current and evolving threats.

In addition to the activities normally conducted on an annual basis, we took additional steps in 2022 to evaluate the program and our controls. We partnered with an independent third party to have them conduct a risk-based assessment of the Cyber Security Program. The assessment also provided analysis of our controls compared to ISO 27001. This information helped us review and revise our roadmap to ensure we focus on the most critical initiatives. With respect to penetration testing, we conducted our first internal test in 2022, which is something we will continue to include moving forward.

**Looking Ahead**

Moving into 2023, we have targeted initiatives planned to reduce risk and increase our ability to quickly respond and recover when issues occur. We will follow our philosophy of "when, not if" and maintain a state of readiness by testing and updating our Incident Response Program to ensure we adapt to new threats appropriately. In addition, we plan to formally establish a Business Continuity and Disaster Recovery Program to contribute to our preparedness philosophy and maintain a state of readiness.

Third party risk management is a critical topic for Cooper Standard and our customers. We are committed to being the first choice of our customers and to demonstrate that, we will be pursuing TISAX certification for several sites. This will allow us to provide assurance we are taking the right, and necessary steps to secure stakeholder information. With respect to validating the security posture of our vendors, we plan to enhance our Third-Party Cyber Security Program by transitioning from point in time evaluations, to continuous monitoring.

Cyber security is an ever-changing, multi-dimensional business topic that every organization must address, but each requires a unique and personalized approach. In 2023, Cooper Standard plans to move toward a threat-based defense strategy by analyzing data to identify cyber threats targeting the Company. With that information, we will be able to focus our resources on defending against the specific tactics, techniques and procedures being used against us. As we progress along our cyber security journey, we will continuously learn and evolve to ensure the confidentiality, integrity and availability of our stakeholder data.

**2022 CLOSING SUMMARY**

# HELPING ENSURE A SUSTAINABLE FUTURE

At Cooper Standard, we believe in the power of our unified approach to addressing 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 Stakeholders We Serve*.  As we operationalize sustainability, we remain focused on achieving our goals and integrating our material topics into our business decisions. By engaging with our customers, workforce and partners, we will find innovative solutions to new challenges in an evolving world.

### WINNING IN THE WORKPLACE

Our ongoing initiatives in talent acquisition, engagement, learning, development and inclusion help us to uplift and 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 this commitment through our improved Total Incident Rate that outperformed the world-class benchmark for the sixth consecutive year.

To contribute to the Cooper Standard Foundation's Mission to improve our communities, we made progress towards our focus areas by making direct donations and grants to charitable organizations.

### ENHANCING PRODUCT VALUE

We meet the demand caused by the accelerating shift to electric vehicles (EVs) by creating new fluid handling systems and we are working to position Cooper Standard as a leading EV materials supplier. We are taking proactive steps to transition our portfolio to meet the needs of electrification in a sustainable way, while driving value and maintaining profitability.

Cooper Standard continues to deliver quality products to our customers. Despite facing new challenges and risks to quality and safety, our excellent quality management maintained our reputable service. As a testament to our quality and safety management, we received a record number of green scorecards from our customers and had our best-ever quality results in 2022.

### RESPONSIBLE BUSINESS

Our Ethical Culture Survey results demonstrate an increased score across all eight pillars and favorable responses for every question compared to our own 2020 scores. Our response rate indicates an engaged workforce, which is a clear indicator of our ability to maintain our robust ethical culture despite facing challenges.

We developed and implemented the Cooper Standard Human Rights Management System which includes the cross-functional Human Rights Corporate Responsibility Working Group to help prioritize and identify top salient human rights risks and develop mitigation plans.

In 2022, we launched our first ever Carbon Neutrality Action Committee, a cross-functional group of Cooper Standard senior leaders dedicated to establishing a holistic view of Cooper Standard's actions to mitigate the negative effects of climate change.

**LOOKING AHEAD:** As we make progress on these efforts, we will set new goals in 2023 that embrace how we are evolving for a new future. We look forward to remaining focused and dedicated to our corporate sustainability efforts that are critical to our success in the future and we will share our progress.

## 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<br><br>Launched i³ Innovation Process<br><br>Opened Global Technology Center in Livonia, Michigan, U.S.<br><br>Established Advanced Technology Group<br><br>Transitioned to a global organization<br><br>Divested product lines: thermal and emissions; trim; and anti-vibration systems | Launched CS Open Innovation<br><br>Established Liveline Technologies®<br><br>Divested European rubber fluid transfer and specialty sealing businesses, and certain India operations<br><br>First commercial agreement for the use of Fortrex™ in footwear<br><br>Launched Global Sustainability Council<br><br>Redefined Purpose, Mission, Values and Capabilities<br><br>Joint development agreement with Saleri for innovative dynamic fluid control technology |

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

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

# KEY METRICS

| | | 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|---|---|
| **OVERVIEW** | | | | | |
| **Economic Performance** | Revenue (USD billions) | $3.11 | $2.38 | $2.33 | $2.53 |
| | Adjusted EBITDA % | 6.5% | 1.5% | (0.3%) | 1.5% |
| | Free cash flow (USD millions) | ($67) | ($108) | ($212) | ($107) |
| **Total Sales by Region** | North America | 53% | 51% | 52% | 58% |
| | South America | 3% | 3% | 3% | 4% |
| | Europe | 28% | 26% | 24% | 20% |
| | Asia Pacific | 16% | 20% | 21% | 18% |
| **Operations** | # of countries of operation | 21 | 21 | 21 | 21 |
| | # of facilities | 174 | 121 | 129 | 135 |
| **Employees by Region (% contingent)** | North America | 43% (7%) | 47% (7%) | 47% (7%) | 49% (8%) |
| | South America | 6% (0%) | 5% (0%) | 6% (0%) | 7% (0%) |
| | Europe | 34% (2%) | 30% (3%) | 29% (1%) | 27% (1%) |
| | Asia Pacific | 17% (1%) | 17% (4%) | 18% (4%) | 17% (3%) |
| **Innovation** | New customer programs launched | 271 | 137 | 155 | 122 |
| | Annual net new business (USD millions) | $451 | $190 | $186 | $246 |
| **WINNING IN THE WORKPLACE** | | | | | |
| **Employee Retention** | Total number of employees (includes contingent workers) | 27,968 | 25,100 | 22,584 | 22,940 |
| | Total number of contingent workers | - | - | - | 2,907 |
| | Total number of new employee hires (includes contingent workers) | 9,801 | 9,847 | 8,312 | 11,758 |
| | Total number of new contingent workers hired | - | - | - | 4,498 |
| | % internal fill rate (director & above) | 70.3% | 55.6% | 60.0% | 80.8% |
| | % internal fill rate (manager level) | 47.0% | 58.6% | 50.4% | 59.3% |
| | % voluntary employee turnover | 14.7% | 12.7% | 19.8% | 19.2% |
| | % total employee turnover | 26.0% | 26.0% | 34.5% | 35.8% |
| **Talent Development** | % employees receiving performance reviews (% of eligible salaried employees) | - | - | 99.7% | 99.9%s |

| | 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|---|
| **WINNING IN THE WORKPLACE** | | | | |
| **Diversity & Inclusion** — % women in the enterprise (salaried & hourly) | 35.9% | 36.4% | 37.5% | 38.4% |
| % women in leadership (vice president & above) | 24.0% | 20.0% | 22.2% | 22.2% |
| % women in leadership (including directors & above) | 17.2% | 16.4% | 16.7% | 15.9% |
| **Workforce Demographics** — **% U.S. Workforce by Ethnicity** | | | | |
| White | 82% | 83% | 82% | 81% |
| Black | 9% | 8% | 8% | 8% |
| Hispanic | 4% | 3% | 3% | 4% |
| Asian | 3% | 3% | 3% | 3% |
| Other | 2% | 3% | 3% | 4% |
| **% U.S. Workforce by Age** | | | | |
| Under 30 | 20% | 19% | 19% | 18% |
| 30-50 | 43% | 44% | 41% | 42% |
| Over 50 | 37% | 38% | 40% | 41% |
| Not disclosed | 0% | 0% | 0% | 0% |
| **Workforce Health & Safety** — Total Recordable Incident Rate (employees & contractors / workers) | 0.50 | 0.32 | 0.40 | 0.33 |
| Lost Time Incident Rate (employees & contractors / workers) | 0.25 | 0.11 | 0.21 | 0.14 |
| Total Days Away, Restricted or Transferred (employees & contractors / workers) | - | - | 1,318 | 1,221 |
| # of fatalities | 0 | 0 | 0 | 0 |
| # of locations with 0 incident rate | 19 | 29 | 23 | 25 |
| % of facilities ISO 45001 certified | 24.7% | 24.7% | 37% | 42% |
| **Community Involvement** — # of charities supported (since 2013) | 120+ | 125+ | 140+ | 146+ |
| # of countries participating in community engagement (since 2013) | 18 | 18 | 18 | 18 |
| Annual contributions (USD millions, approximately half from employee engagement) | $1.5 | $0.7 | $0.6 | $0.4 |
| Total contributions (USD millions, approximately half from employee engagement) | $13.5 | $14.2 | $14.8 | $15.4 |
| # of community engagements held | 35,000 | 37,000 | 47,000 | 55,870 |
| Total employee volunteer hours | - | - | - | 7,059 |
| **ENHANCING PRODUCT VALUE** | | | | |
| **Innovation, Materials & Product Lifecycle** — **Innovation** | | | | |
| # of patents | 23 | 23 | 8 | 21 |
| % research & development spend | 3.7% | 4.3% | 3.9% | 3.2% |
| Major innovations introduced to market | 11 | 16 | 7 | 12 |

| | | 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|---|---|
| **ENHANCING PRODUCT VALUE** | | | | | |
| **Innovation, Materials & Product Lifecycle** | **Product Lifecycle** | | | | |
| | % of recycled materials used in products | - | - | - | - |
| | % revenue from products providing resource efficiency benefits[1] | $424M / 14% | $520M / 22% | $725M / 31% | - |
| | % of products with resource-use benefits for customers or consumers | 5% | 8% | - | - |
| **Product Quality & Safety** | **Product Quality** | | | | |
| | # of recalls issued | 0 | 0 | 1 | 0 |
| | # of units recalled | 0 | 0 | 572 | 0 |
| | # of voluntary recalls | 0 | 0 | 0 | 0 |
| | # of involuntary recalls | 0 | 0 | 1 | 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** | **Customer Scorecards** | | | | |
| | % negative | 7% | 3.7% | 2.4% | 1.8% |
| | % positive | 93% | 96.3% | 97.6% | 98.2% |
| **RESPONSIBLE BUSINESS** | | | | | |
| **Board of Directors** | Total Directors | 10 | 10 | 11 | 10 |
| | # of Independent Directors | 9 | 9 | 10 | 9 |
| | % Independent Directors | 90% | 90% | 91% | 90% |
| **Board Demographics** | **% Directors by Ethnicity** | | | | |
| | White | - | 80% | 82% | 60% |
| | Black | - | 0% | 9% | 10% |
| | Hispanic | - | 10% | 9% | 10% |
| | Asian | - | 0% | 0% | 0% |
| | Other | - | 0% | 0% | 10% |
| | Not disclosed | - | 10% | 0% | 10% |
| | **% Directors by Age** | | | | |
| | Under 30 | - | 0% | 0% | 0% |
| | 30-50 | - | 0% | 0% | 0% |
| | Over 50 | - | 100% | 100% | 100% |

[1] The Company is re-evaluating a better approach to determine the metric "% revenue from products providing resource efficiency benefits" and may share updated data in our 2023 report.

| | | 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|---|---|
| **RESPONSIBLE BUSINESS** | | | | | |
| **Board Demographics** | **% Directors by Gender** | | | | |
| | Male | - | - | - | 50% |
| | Female | - | - | - | 30% |
| | Undisclosed | - | - | - | 20% |
| **Business Ethics & Integrity** | Employees completing Code of Conduct Training | - | 98.2% | 99.0% | 99.6% |
| **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% |
| | Average number of social issues per audit | - | - | - | 0 |
| | % of new suppliers screened using environmental criteria | - | - | - | 0% |
| | Average number of environmental issues per audit | - | - | - | 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% |
| **Energy, Emissions & Waste** | **ISO Certification** | | | | |
| | % of sites with ISO 14001 certification | 84% | 84% | 82% | 87% |
| | % of sites with ISO 50001 certification | - | - | 10% | 11% |
| | **Energy** | | | | |
| | % grid electricity | 100% | 100% | 100% | 100% |
| | Natural gas (TWh) | 0.43 | 0.34 | 0.32 | 0.34 |
| | Coal consumption | - | - | 0 | 0 |
| | Other fuel (diesel) | - | - | 0 | 0 |
| | Electric power (TWh) | 0.65 | 0.46 | 0.47 | 0.46 |
| | Energy intensity (MWh / $1000 revenue) | 0.34 | 0.33 | 0.34 | 0.32 |
| | % renewable energy | 0 | 0 | 0 | 0 |
| | % reduction in energy consumption | 2.9% | 27.6% | (1.4%) | 1.6% |

| | 2019 | 2020 | 2021 | 2022 |
|---|---|---|---|---|
| **RESPONSIBLE BUSINESS** | | | | |
| **Emissions** | | | | |
| Absolute Scope 1 emissions (thousand tonnes) | 81.16 | 61.34 | 58.22 | 62.98 |
| Absolute Scope 2 emissions (thousand tonnes) | 290.95 | 208.36 | 189.91 | 182.29 |
| % reduction in Scope 1 and 2 emissions (indexed over sales) | (9.7%) | 5.2% | 6.2% | 8.8% |
| Total $CO_2$ emissions (thousand tonnes) | 372 | 270 | 248 | 245 |
| Total $CO_2$ emissions Intensity (tonnes $CO_2$e / $1,000 revenue) | 0.1197 | 0.1135 | 0.1065 | 0.0971 |
| **Waste** | | | | |
| Total manufacturing waste to landfill (tonnes) | 24,552 | 4,759 | 4,488 | 5,524 |
| % hazardous waste | 4.0% | 2.8% | 4.9% | 9.5% |
| % waste recycled | 78.7% | 94.2% | 93.2% | 87.9% |
| % of plants reporting >90% diversion rate | 62% | 69% | 69% | 69% |
| Total waste generated (tonnes) | 115,462 | 82,283 | 65,672 | 45,610 |
| Total waste to landfill (tonnes) | 24,552 | 4,759 | 4,488 | 5,524 |
| Total hazardous waste (tonnes) | 4,561 | 2,319 | 3,229 | 4,320 |
| Total waste intensity (tonnes / $1,000 revenue) | 0.037 | 0.035 | 0.028 | 0.018 |
| **Water** | | | | |
| Water withdrawn from public inlet (1,000 cubic meters) | 2,702 | 1,934 | 1,857 | 1,765 |
| Water withdrawn from surface water (stream) | - | - | - | 0 |
| Total water discharge | 2,702 | 1,934 | 1,857 | 1,765 |
| Total water consumption | 2,702 | 1,934 | 1,857 | 1,765 |
| Total freshwater use intensity (cubic meters / $1,000 revenue)* | 0.869 | 0.814 | 0.797 | 0.699 |
| % of water usage in high or extremely high baseline stress area | 26.0% | 31.3% | 29.5% | 46.4% |
| # of substantiated complaints received concerning breaches of customer privacy | - | - | - | 0 |
| # of substantiated complaints received concerning breaches of customer privacy from outside parties | - | - | - | 0 |
| # of substantiated complaints received concerning breaches of customer privacy from regulatory bodies | - | - | - | 0 |

Row categories: Energy, Emissions & Waste; Other Environmental; Data Privacy, Cyber Security, and Digitization.

# 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<br>About Cooper Standard: Global Footprint | 4, 12 |
| | 2-2 | Entities included in the organization's sustainability reporting | 2022 10-K | N/A |
| | 2-3 | Reporting period, frequency and contact point | 2022, Annual, May 17 2023 , Our Focus | 2 |
| | 2-4 | Restatements of information | About Cooper Standard: Cooper Standard's ESG Goals<br>Responsible Business: Business Ethics & Integrity | 22, 63 |
| | 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<br>About Cooper Standard: Products & Services<br>Responsible Business: Responsible Sourcing, Human Rights & Labor Relations | 12, 13, 74 |
| | 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 |
| | 2-13 | 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 | 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. | N/A |
| | 2-25 | Processes to remediate negative impacts | 2022 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 | Winning in the Workplace: Talent Strategy: Our Approach | 25 |
| | 401-1 | New employee hires and employee turnover | Winning in the Workplace: Talent Strategy: Our Performance | 34 |
| | 404-2 | Programs for upgrading employee skills and transition assistance programs | Winning in the Workplace: Talent Strategy: Talent Development & Performance Management | 27 |
| Goal Metric | | Internal Fill Rate | Winning in the Workplace: Talent Strategy: Our Performance | 34 |
| KPI | | Total employee turnover | Winning in the Workplace: Talent Strategy: Our Performance | 34 |
| | | Employee voluntary turnover | Winning in the Workplace: Talent Strategy: Our Performance | 34 |
| | | Total employee headcount | Winning in the Workplace: Talent Strategy: Our Performance | 34 |

**Diversity, Inclusion & Belonging**

| | | | | |
|---|---|---|---|---|
| GRI | 3-3 | Management of material topics | Winning in the Workplace: Talent Strategy: Diversity, Inclusion & Belonging | 31 |
| | 405-1 | Diversity of governance bodies and employees | Winning in the Workplace: Talent Strategy: Diversity, Inclusion & Belonging / Winning in the Workplace: Talent Strategy: Our Performance | 31, 34 |
| KPI | | Workforce demographics | Winning in the Workplace: Talent Strategy: Diversity, Inclusion & Belonging / Winning in the Workplace: Talent Strategy: Our Performance | 31, 34 |

| **Workplace Health & Safety** | | | | |
|---|---|---|---|---|
| GRI | 3-3 | Management of material topics | Winning in the Workplace: Workplace Health & Safety: Our Priorities | 36 |
| | 403-2 | Hazard identification, risk assessment, and incident investigation | Winning in the Workplace: Workplace Health & Safety: Our Performance | 39 |
| | 403-5 | Worker training on occupational health and safety | Winning in the Workplace: Workplace Health & Safety: Training & Plant Culture | 38 |
| Goal Metric | | Safety Balanced Scorecard results | Winning in the Workplace: Workplace Health & Safety | 37 |
| | | Percent of facilities certified to ISO 45001 | Winning in the Workplace: Workplace Health & Safety: Our Priorities | 39 |
| KPI | | Lost Time Incident Rate | Winning in the Workplace: Workplace Health & Safety: Our Performance | 39 |
| | | Total Recordable Incident Rate | Winning in the Workplace: Workplace Health & Safety: Our Performance | 39 |

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

| **ENHANCING PRODUCT VALUE** | | | | |
|---|---|---|---|---|

| **Innovation, Materials & Product Lifecycle** | | | | |
|---|---|---|---|---|
| GRI | 3-3 | Management of material topics | Enhancing Product Value: Innovation, Materials & Product Lifecycle: Our Approach | 48 |
| | 306-2 | Management of significant waste-related impacts | Enhancing Product Value: Innovation, Materials & Product Lifecycle: Our Approach | 48, 51, 80 |
| 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 | The Company is re-evaluating a better approach to determine the metric "% revenue from products providing resource efficiency benefits" and may share updated data in our 2023 report. | N/A |

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

**Product Quality & Safety**

| | | | | |
|---|---|---|---|---|
| GRI | 3-3 | Management of material topics | Enhancing Product Value: Product Quality & Safety: Our Approach | 55 |
| | 416-1 | Assessment of the health and safety impacts of product and service categories | Enhancing Product Value: Product Quality & Safety: Our Approach | 55 |
| SASB | TR-AP-250a.1 | Number of recalls issued | Enhancing Product Value: Product Quality & Safety: Our Performance | 58 |
| | TR-AP-250a.1 | Total units recalled | Enhancing Product Value: Product Quality & Safety: Our Performance | 58 |
| | TR-AP-440a.1 | Description of the management of risks associated with the use of critical materials | Enhancing Product Value: Product Quality & Safety: Reducing Substances of Concern | 57 |
| Goal Metric | | Percentage of potential safety critical issues reaching customers | Enhancing Product Value: Product Quality & Safety | 54 |
| | | Quality Incidents per Billion | Enhancing Product Value: Product Quality & Safety | 54 |
| KPI | | Voluntary recalls | Enhancing Product Value: Product Quality & Safety: Our Performance | 58 |
| | | Involuntary recalls | Enhancing Product Value: Product Quality & Safety: Our Performance | 58 |
| | | Fines associated with false marketing/advertising | Enhancing Product Value: Product Quality & Safety: Our Performance | 58 |
| | | Violations for non-conformance (with labeling or marketing regulation) | Enhancing Product Value: Product Quality & Safety: Our Performance | 58 |

**Customer Trust & Satisfaction**

| | | | | |
|---|---|---|---|---|
| GRI | 3-3 | Management of material topics | Enhancing Product Value: Customer Trust & Satisfaction: Our Approach | 60 |
| Goal Metric | | Percentage of favorable customer scorecards | Enhancing Product Value: Customer Trust & Satisfaction | 59 |

**RESPONSIBLE BUSINESS**

**Business Ethics & Integrity**

| | | | | |
|---|---|---|---|---|
| GRI | 3-3 | Management of material topics | Responsible Business: Business Ethics and Integrity: Our Approach | 64 |
| | 205-2 | Communication and training about anti-corruption policies and procedures | Responsible Business: Business Ethics and Integrity: Ethics & Compliance Training | 68 |
| 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 2022. | N/A |

| | | | | |
|---|---|---|---|---|
| Goal Metric | | Percent of employees who report knowing where to find the Code of Conduct and Cooper Standard policies | Responsible Business: Business Ethics and Integrity | 63 |
| | | Percent of employees who report feeling comfortable speaking up | Responsible Business: Business Ethics and Integrity | 63 |
| | | Percent of employees reporting pressure to compromise values | Responsible Business: Business Ethics and Integrity | 63 |
| | | Satisfaction rate for Cooper Standard ethics reporting process | Responsible Business: Business Ethics and Integrity | 63 |
| **Business Continuity** | | | | |
| GRI | 3-3 | Management of material topics | Responsible Business: Business Continuity: Our Approach | 69 |
| **Responsible Sourcing** | | | | |
| GRI | 3-3 | Management of material topics | Responsible Business: Responsible Sourcing, Human Rights & Labor Relations: Our Approach | 73 |
| SASB | TR-AP-440a.1 | Description of the management of risks associated with the use of critical materials | Responsible Business: Responsible Sourcing, Human Rights & Labor Relations: Responsible Sourcing | 76 |
| KPI | | Percent of suppliers responding to reasonable country of origin inquiry (RCOI) | Responsible Minerals Policy | N/A |
| | | Number of suppliers sourcing from mines in countries covered by RCOI | Responsible Minerals Policy | N/A |
| | | Number of suppliers sourcing requiring outreach regarding RCOI | Responsible Minerals Policy | N/A |
| **Human Rights** | | | | |
| GRI | 3-3 | Management of material topics | Responsible Business: Responsible Sourcing, Human Rights & Labor Relations: Our Approach | 73 |
| Goal Metric | | Percent of direct materials Grow suppliers responding to supplier scorecard | Responsible Business: Responsible Sourcing, Human Rights & Labor Relations | 72 |
| | | 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 Business: Responsible Sourcing, Human Rights & Labor Relations | 72 |
| **Labor Relations** | | | | |
| GRI | 3-3 | Management of material topics | Responsible Business: Responsible Sourcing, Human Rights & Labor Relations: Our Approach | 73 |
| **Climate Change, Energy, Emissions & Waste** | | | | |
| GRI | 3-3 | Management of material topics | Responsible Business: Climate Change, Energy, Emissions & Waste: Our Approach | 82 |
| | 302-4 | Reduction of energy consumption | Responsible Business: Climate Change, Energy, Emissions & Waste: Our Performance | 82 |
| | 305-1 | Direct (Scope 1) GHG emissions | Responsible Business: Climate Change, Energy, Emissions & Waste: Our Performance | 84 |
| | 305-2 | Energy indirect (Scope 2) GHG emissions | Responsible Business: Climate Change, Energy, Emissions & Waste: Our Performance | 84 |
| GRI & Goal Metric | 305-5 | Reduction of GHG emissions | Responsible Business: Climate Change, Energy, Emissions & Waste: Our Performance | 82 |
| GRI & SASB | 302-1 TR-AP-130a.1 | Energy consumption within the organization | Responsible Business: 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 | A key component for Cooper Standard's evolving sustainability strategy is to increase our renewable energy sources, like biomass, geothermal, solar, wind and water. In 2022, we implemented the ambitious goal to source from 100% renewable energy sources across our global operations by 2025. We have decided to move away from this goal as we reassess our approach to renewable energy. Instead, we have formed a cross-functional Carbon Neutrality Action Committee to assess our approach more fully to reducing carbon emissions and redefine our long-term goals. | 82 |
| | TR-AP-150a.1 | Percent of generated waste that is hazardous | Responsible Business: Climate Change, Energy, Emissions & Waste: Operational Waste & Waste Management | 79 |
| | TR-AP-150a.1 | Percent of waste recycled | Responsible Business: Climate Change, Energy, Emissions & Waste: Operational Waste & Waste Management | 79 |
| **SASB & Goal Metric** | TR-AP-150a.1 | Total manufacturing waste generated | Responsible Business: Climate Change, Energy, Emissions & Waste: Our Performance | 79 |
| **Goal Metric** | | Energy consumption | Responsible Business: Climate Change, Energy, Emissions & Waste: Our Priorities | 79 |
| | | Renewable Energy consumption | Responsible Business: Climate Change, Energy, Emissions & Waste: Our Priorities | 79 |
| | | Reduction in Scope 1 & 2 GHG emissions | Responsible Business: Climate Change, Energy, Emissions & Waste: Our Priorities | 79 |
| | | Percent of global waste diversion | Responsible Business: Climate Change, Energy, Emissions & Waste: Our Priorities | 79 |
| **KPI** | | Percent of facilities certified to ISO 14001 | Responsible Business: Climate Change, Energy, Emissions & Waste: Our Performance | 84 |
| | | Total electric power | Responsible Business: Climate Change, Energy, Emissions & Waste: Our Performance | 84 |
| | | Percent of facilities reporting diversion rate >90% | Responsible Business: Climate Change, Energy, Emissions & Waste: Our Performance | 84 |
| **Data Privacy, Cyber Security & Digitization** | | | | |
| **GRI** | 3-3 | Management of material topics | Responsible Business: Data Privacy, Cyber Security & Digitization: Our Approach | 86 |
| | 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | Responsible Business: Data Privacy, Cyber Security & Digitization: Our Approach | 86 |
| **Goal Metric** | | Percent of employees trained annually on information security practices | Responsible Business: Data Privacy, Cyber Security & Digitization | 85 |
| | | Percent of employees who work with our systems formally trained on cyber security by end of 2022 | Responsible Business: Data Privacy, Cyber Security & Digitization | 85 |
| | | Percent of third-party vendors who pose critical or high risk to Cooper Standard systems or information assessed | Responsible Business: Data Privacy, Cyber Security & Digitization | 85 |

# 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, including commodity cost increases and disruptions related to the war in Ukraine and the COVID-related lockdowns in China; 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; the impact, and expected continued impact, of the COVID-19 outbreak on our financial condition and results of operations; significant risks to our liquidity presented by the COVID-19 pandemic risk; 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 through our Advanced Technology Group; 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; 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; work stoppages or other labor disruptions; 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 report. This report 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 | | |
|---|---|---|---|
| | **2022** | **2021** | **2020** |
| | Dollar Amount in Thousands | | |
| Net (loss) income attributable to Cooper-Standard Holdings Inc. | $(215,384) | $(322,835) | $(267,605) |
| Income tax (benefit) expense | 17,291 | 39,392 | (60,847) |
| Interest expense, net of interest income | 78,514 | 72,511 | 59,167 |
| Depreciation and amortization | 122,476 | 139,008 | 154,229 |
| **EBITDA** | **2,897** | **(71,924)** | **(115,056)** |
| Restructuring charges | 18,304 | 36,950 | 39,482 |
| Deconsolidation of joint venture [1] | 2,257 | - | - |
| Impairment charges [2] | 43,710 | 25,609 | 103,887 |
| Gain on sale of business, net [3] | - | (696) | (2,834) |
| Gain on sale of fixed assts, net [4] | (33,391) | - | - |
| Lease termination costs [5] | - | 748 | 771 |
| Indirect tax and customs adjustments [6] | 1,409 | - | - |
| Pension settlement and curtailment charges [7] | 2,682 | 1,279 | 184 |
| Project costs [8] | - | - | 5,648 |
| Divested noncontrolling interest debt extinguishment | - | - | 3,595 |
| **Adjusted EBITDA** | **$37,868** | **$(8,034)** | **$35,677** |
| | | | |
| Sales | $2,525,391 | $2,330,191 | $2,375,439 |
| Net (loss) income margin | (8.5%) | (13.9)% | (11.3)% |
| Adjusted EBITDA margin | 1.5% | (0.3)% | 1.5% |

### Free Cash Flow

| | Year End December 31 | | |
|---|---|---|---|
| | **2022** | **2021** | **2020** |
| | Dollar Amount in Thousands | | |
| Net cash (used in) provided by operating activities | $(36,150) | $(115,510) | $(15,934) |
| Capital expenditures | (71,150) | (96,107) | (91,794) |
| **Free cash flow** | **$(107,300)** | **$(211,617)** | **$(107,728)** |

[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 2022 related to recent 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. Impairment charges in 2020 included impairment of assets held for sale and other impairment charges related to fixed assets and right-of-use operating lease assets, net of portion attributable to our noncontrolling interests.

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

[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 prior period indirect tax and customs adjustments.

[7] 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.

[8] Project costs recorded in selling, administration and engineering expense related to acquisitions and divestitures.

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