

# Valuing the Perspectives and Leveraging the Strengths of All Employees

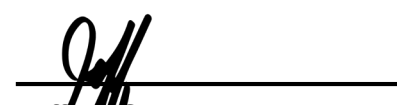
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## Diversity, Inclusion and Belonging Policy


Diverse talent is a core value of Cooper Standard. We are dedicated to nurturing a culture where each employee feels that they belong and is valued and respected for the individual that they are, is empowered to contribute equally, and is supported with resources and opportunities to thrive and grow.

### We are committed to:

- Creating a recruiting culture that attracts a diverse talent pool and hires the right person for the right job no matter their diversity;
- 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;
- Improving and supporting the communities where we work and live.



Jeffrey S. Edwards  
Chairman and CEO



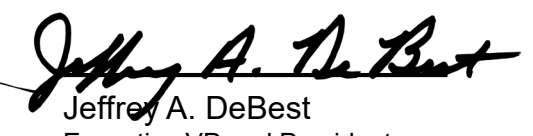
Jonathan P. Banas  
Executive VP and  
Chief Financial Officer



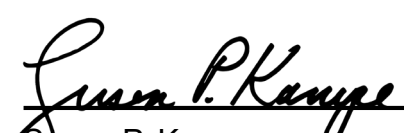
Patrick R. Clark  
SVP and Chief Global  
Manufacturing Officer



Christopher E. Couch  
SVP and Chief Technology  
Officer




Jeffrey A. DeBest  
Executive VP and President,  
Advanced Technology Group



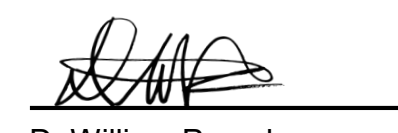
Susan P. Kampe  
SVP and Chief Information  
and Procurement Officer



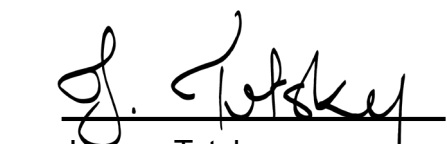
John Li  
VP and Managing Director,  
China



Larry E. Ott  
SVP and Chief Human  
Resources Officer



D. William Pumphrey  
Executive VP and President,  
Global Automotive



Joanna Totsky  
SVP and Chief Legal Officer  
and Secretary



David J. Mastrocola  
Lead Director of the  
Board of Directors