

Setting the Stage for a Strong Second Half

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I am proud of our team's hard work and proactive measures to address recent external interruptions impacting our business including severe weather and supply chain shortages. Despite these challenges, our team is delivering solid financial, quality and safety performance.

Cooper Standard's business continues to rebound with the automotive industry. While production volumes were negatively impacted by challenges noted above, we expect product demand will increase in the second half of the year. We have more than 150 launches planned for 2021 alone. To prepare for this anticipated growth, it's important that we continue to maintain stability across our global operations and quickly identify challenges and seek help early when needed.

In addition to COVID-19, the automotive industry is constantly being transformed. The trend I'm asked about most often is electric vehicles (EV) and how this shift in the market will impact our business. While there may be less demand for fuel products over time, the EV market provides many opportunities for Cooper Standard. Our teams are applying expertise from our Fuel and Brake Delivery and Fluid Transfer product lines to address EV needs such as heating and cooling batteries. In fact, 25 of the 150 planned launches are on electric vehicles and Cooper Standard is a supplier on 16 of the top 25 EV platforms globally.

While we continue to demonstrate our resilience in many areas, it is imperative that we don't overlook risk and do our best to identify and mitigate it early. This is especially true of safety. Our Total Safety Culture expects all employees to play an active role in your safety and the safety of others. Please take time to be aware of your surroundings to avoid potential hazards and help prevent safety incidents from occurring, including everything from minor slips to more serious injuries. This also holds true for our COVID safety guidelines, please continue to practice safe behavior in and outside of our facilities. As of March 12th, the Company had a total of 53 employees with an active case of COVID-19.

Thank you for your continued commitment to driving sustained value for all our stakeholders. I am confident that by maintaining focus on the safety of our people, delivering quality products to our customers and positively impacting our communities, we will be ready for any challenges the year presents.

Jeff Edwards
Chairman and CEO



Please contact your local HR department and do not report to work if you:

- Have a fever (100.4 °F / 38 °C or above) or flu like symptoms
- Have been directed by your local health department or healthcare provider to self-isolate or self-quarantine
- Have been in close contact with anyone who has tested positive or under investigation for COVID-19 in the past 14 days

COVID Guidelines

- Wash hands frequently
- Don't shake hands
- Cover coughs & sneezes
- Stay 1-2 meters / 3-6 feet from others
- Keep meetings short
- Limit public transportation
- Avoid crowded spaces
- Stay home when sick

Ethics Reporting Resources

- Your supervisor or manager
 - Any member of the HR team
 - The legal department or the ethics and compliance office
(ethicsandcompliance@cooperstandard.com)
 - Any member of the global ethics and compliance committee
 - The Cooper Standard IntegrityLine, anonymously if desired*, at www.csintegrityline.com
- *Please note that a few countries in which we operate do not allow some anonymous reporting.

WATCH FOR MONTHLY UPDATES

Monthly letters will be posted to the Cooper Standard web site at:

<https://www.cooperstandard.com/covid-19-employee-communications>. Please use

password: CSTeamwork to access (note the password is case sensitive).