

Preparing for a Stronger Second Half of 2021

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The automotive industry continues to be impacted by many of the challenges I mentioned in my last letter, including the global microchip shortage which is impacting several industries. As a result, many of our customers have slowed production, with some even pausing production for a couple of weeks to allow the supply chain to recover. Despite these challenges, we continue to have strong operating performance throughout the unpredictable quarter with the areas of our business that we can control.

While production has been slower than anticipated, consumer demand for vehicles is still high, and our customers are indicating that they are anticipating high production levels for the second half of the year. In fact, one customer has already cancelled their typical summer shutdown to try to help make up for slow production in the first half. Cooper Standard is also anticipating that the second half of the year will be very busy for our manufacturing facilities. As we prepare for a busier second half, it is important that we remain focused on what we can control to manage cost, maintain our safety commitment, work to mitigate risks and prepare for production demand to increase.

I especially want to thank those in the plants for your support and ongoing commitment to excellence. I am pleased to share that 14 plants have achieved Diamond Status in the first quarter 2021. We look forward to many others joining these ranks throughout the year! We also have new business launching at several plants who are working hard to provide smooth launches for our customers.

As the world continues to battle COVID-19, it is encouraging to see that vaccination rates are increasing across the globe. The Global Leadership Team strongly encourages employees to consider receiving the Coronavirus vaccine when available in your area. The Company has been exploring options to provide vaccines for employees who may be interested. So far there have been limited options, but our teams will continue to work on this. We again remind you to continue practicing the needed safety measures in and outside of our facilities to reduce exposure and the spread of the virus. As of April 10th, the Company had a total of 86 employees with an active case of COVID-19.

I am confident that with our focus on safety and driving sustained value for all our stakeholders we will be able to overcome these challenges for an even brighter future.

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).