

Continuing Steps in the Right Direction

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Cooper Standard's efforts to rally together and overcome challenges, combined with increased availability of vaccines and the forecasted rise of production volumes, are bringing renewed optimism.

As mentioned in our first quarter 2021 earnings call, we had strong operating performance and margin enhancement including 98% green customer scorecards, 98% green launch scorecards and \$18M in manufacturing savings. Production volumes remain consistent and it's anticipated that they will improve in June, and by July we should see even higher volumes. We remain focused on exceeding expectations daily, continually looking for opportunities to drive results for all stakeholders. That being said, we need to ensure our team is ready to deliver throughout a stronger second half with the same commitment to safety and quality.

I'm proud to share that our 2020 Corporate Responsibility Report, "Stronger: Team, Partnerships, Business" was recently published on cooperstandard.com. The report covers progress toward world-class performance in all areas of our business with new goals for renewable energy and waste reduction and provides updates on other business initiatives such as our Diversity, Inclusion and Belonging activities. Please take some time to read about the important work being done and our accomplishments on topics important to all our stakeholders, including our employees.

As previously mentioned, the Global Leadership Team strongly encourages employees to consider receiving the Coronavirus vaccine when available in their area and reminds all to continue practicing safety measures to reduce exposure and the spread of the virus. Please see more details included in the right column. I am pleased to share that as vaccination rates increase and governmental/health guidelines are enhanced, updates to Cooper Standard's "Safe Return to Operations Plan" are also being made. We anticipate that as vaccine rates increase locations will be able to start progressing to new phases which will ease some COVID guidelines.

While COVID cases are reducing at most of our locations, we are reminded that some countries are still experiencing higher counts. It is with great sympathy that I share the passing of an employee from our Varginha, Brazil facility. We extend our condolences to the family, friends and colleagues of Clezio Oliveira. As of May 7th, the Company had a total of 47 employees with an active case of COVID-19.

Thank you for your efforts throughout the pandemic to deliver results and keep yourself and one another safe.

Jeff Edwards
Chairman and CEO



Check out Cooper Standard's Corporate Responsibility Report on www.cooperstandard.com

Vaccinations Encouraged

Studies have shown that some who have contracted COVID-19 may be impacted by symptoms such as fatigue and loss of smell and taste long after recovering from the virus. Not only will getting vaccinated help prevent the virus, but in the unlikely case that you do get it, it will prevent a severe case that will leave you with lingering symptoms. There are also reports that some unvaccinated patients with COVID-19 long-haul symptoms may have symptom relief after vaccination.

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.