

RESPONSIBILITY THE COOPER WAY

2019 CORPORATE SOCIAL RESPONSIBILITY
AND SUSTAINABILITY REPORT

Published September 2020



COOPERTIRES

THE POWER OF AND

OUR CORPORATE SOCIAL RESPONSIBILITY AND SUSTAINABILITY MISSION

The people of Cooper Tire & Rubber Company believe in the power of “**AND**.” We are committed to delivering shareholder value **AND** operating our company in a way that reduces our impact on the environment **AND** keeps our people safe. We believe in innovation, leveraging it to be successful in the marketplace **AND** to help us be responsible about the life cycle impacts of our products. We are relentless about improving the efficiency of our operations, **AND** we care deeply about our people, especially when it comes to their health and safety. We strive to continually improve our economic performance, **AND** we connect with our communities through philanthropy **AND** employee activation. Our future is one where Cooper continues to do the right thing **AND** succeeds because of it.

OUR SUSTAINABILITY STRATEGY

Three pillars help us continue to focus on sustainability and advance our program. Through these pillars we focus on being:



CARING AND CONNECTED

We are committed to the health and safety of employees and contractors, believe that workplace incidents are preventable, will provide superior working conditions and engage with employees through communication. We will be good community citizens wherever we operate, contribute to our communities and others through philanthropy, preserve human rights and operate ethically.

EFFICIENT



We will focus on using natural resources wisely in our operations by optimizing energy and water usage, reducing waste generation and greenhouse gas emissions, and otherwise preserving the natural environment at our operating locations.

INNOVATIVE



We will have excellence in all we do with a primary focus on sustainable products. This includes products that are safe, optimizing water usage and considering the use of more sustainable materials, promoting vehicle fuel efficiency, minimizing life cycle impacts and providing good consumer value.

A LETTER FROM OUR PRESIDENT & CHIEF EXECUTIVE OFFICER

Stakeholders,

I am pleased to share with you Cooper Tire & Rubber Company's 2019 Corporate Social Responsibility (CSR) and Sustainability Report. This report serves as an overview of our activities related to the environment, product stewardship and innovation, employee health and safety, energy optimization and giving back to our communities.

Highlights of our 2019 report include:

- Significant reduction in the amount of waste landfilled by our manufacturing plants over the last several years. Cooper recycles approximately 83% of our waste annually.
- Continued strides in energy optimization through upgrades to energy efficient LED lighting, utilizing new energy sources and infrastructure improvements. Cooper is using energy in a continually more efficient manner.
- Sustained focus on employee health and safety, and recognition for safety efforts including two Sustainability Awards for Health and Safety from the U.S. Tire Manufacturers Association. Cooper has reduced its total recordable incidents by nearly 49% globally over the last five years.
- Continued involvement with important industry organizations on CSR topics, including the Tire Industry Project (TIP). This includes being a founding member of the TIP-initiated Global Platform for Sustainable Natural Rubber (GPSNR).
- Active participation in our communities by focusing on tire safety, education, youth career development and donating resources – financial, in-kind and time – to charities that make an impact where Cooper people live and work. For example, in 2019 Cooper and the Cooper Tire Foundation donated approximately half a million dollars to nearly 100 nonprofits, awarded scholarships to deserving students, and matched employee donations to charities around the globe.
- Commitment to diversity and inclusion, and recognition for this effort by earning a score of 100% on the most recent Corporate Equality Index conducted by the Human Rights Campaign, as well as being honored by the Women's Forum of New York and 2020 Women on Boards for gender diversity in our boardroom.

In addition to these efforts, Cooper has continued our commitment to CSR while responding to the global coronavirus pandemic. From the beginning of the outbreak, Cooper has consistently focused on the health and safety of our people, our responsibilities to our broader communities, and commitments to our customers and all other key stakeholders. Aligned with this commitment, we took a series of actions including temporary manufacturing facility closures, implementation of rigorous prevention and mitigation measures in facilities, remote work arrangements, and more. Cooper employees responded positively to the challenges presented by this health crisis, and have continued to go above and beyond in their work. This was demonstrated as Cooper delivered significant donations of supplies and personal protective equipment to hospitals and healthcare workers in our communities, an important CSR effort during a challenging time.

Our company Purpose is “Everyone deserves to travel through life’s journeys with confidence, and Cooper is there at every turn.” This statement, along with our Mission and Values, which highlight our commitment to doing the right thing, continue to guide us on our CSR journey. While there is still much to do, we believe CSR is an integral part of doing business and are pleased to provide this yearly update on our practices.



A handwritten signature in black ink that reads "Bradley E. Hughes".

Bradley E. Hughes
President & Chief Executive Officer

COOPER TIRE PURPOSE, MISSION & VALUES

OUR PURPOSE: OUR REASON FOR BEING

Everyone deserves to travel through life's journeys with confidence, and Cooper is there at every turn.

OUR MISSION: HOW WE WILL ACHIEVE OUR PURPOSE

As a Global Company, we bring Great People and Outstanding Partners together to deliver Winning Products to every market where we compete, Creating Value for all our stakeholders.

- ✔ **Great People** – We will attract, develop and retain high performing teams with the capabilities, talent and engagement to deliver our business strategy through The Cooper Way.
- ✔ **Outstanding Partners** – Cooper will partner with suppliers to offer the best capabilities and technologies to enhance the performance of our tires, and will partner with distributors and retailers who provide outstanding delivery and service to consumers. Cooper will focus on designing and manufacturing winning products through consumer insights, and will provide best in class service to our customers and consumers.
- ✔ **Winning Products** – Consumers drive the way we design and manufacture our winning products. We will partner with the best network of distributor and retail partners to deliver an outstanding purchase, installation and ownership experience, giving consumers confidence in their purchase of Cooper tires and loyalty to Cooper.
- ✔ **Creating Value** – Our business model creates value for the consumer and our customers, allowing us to continually invest in our business and our people. We will select markets and segments where we can win through our winning products, a cost competitive supply chain and the Cooper Value Proposition.

OUR VALUES: WHO WE ARE AND HOW WE BEHAVE

We are committed to:

ENGAGED PEOPLE

HELP EACH OTHER SUCCEED

We are people-focused and value teamwork and relationships. We act for the company's collective good.

HAVE ENGAGED COMMUNICATION

We are focused on being open and timely in sharing news, seeking feedback, and having courage to say what needs to be said in a constructive and productive manner.

EXCELLENCE IN ALL WE DO

BE AGILE

We act with speed and flexibility, are unafraid to take smart risks, and have a commitment to never stop learning.

PROVIDE WORLD CLASS SERVICE

We are committed to being the best, delivering exceptional value through great products and service, and honoring our commitments.

RELENTLESS IMPROVEMENT

DO THE RIGHT THING

We act ethically and with integrity, providing high-quality products and practicing safe behaviors. We respect the individual and are a good community citizen.

BE RESULTS FOCUSED

We generate aggressive plans and relentlessly implement those plans. We hold ourselves accountable for business results.



→ To watch a video about Cooper's Purpose, visit coopertire.com/PurposeMissionValues



OUR COMMITMENT

Cooper is committed to the health, safety and security of our employees, contractors and the community, and the protection of the environment in the communities where we operate.

We believe that work-related illnesses, injuries, security and environmental incidents are preventable. It is our vision to have all employees and contractors working safely and in an environmentally responsible manner 100 percent of the time.

Through management leadership and employee engagement, Cooper will:

- ✔ **Conduct business in a manner that ensures compliance** with applicable environment, health, safety and security (EHS&S) regulations, customer and consumer expectations and Cooper's EHS&S requirements;
 - ✔ **Create a Drive-to-Zero culture** that strives to prevent work-related injuries, illnesses and safety and environmental incidents;
 - ✔ **Implement and validate our health, safety, security and environmental management system** into business planning, decision making, and daily activities to ensure alignment with global standards and continually improve EHS&S performance;
 - ✔ **Provide the training and resources necessary to work safely** and in an environmentally sound manner, and hold employees and contractors accountable;
 - ✔ **Effectively communicate with our employees and other stakeholders** regarding EHS&S commitments, expectations and performance;
 - ✔ **Optimize energy to reduce impacts** to the environment, minimize greenhouse gas emissions, reduce climate impact and give preference to alternative energy sources when feasible;
 - ✔ **Design products to reduce consumption of natural resources** and energy requirements, to reduce waste and emissions, and include end-of-life management to maximize overall product functionality;
 - ✔ **Promote environmental awareness and engagement** among employees and support public policies that lead to sustainable development;
 - ✔ **Collaborate with our suppliers** to reduce risk and improve EHS&S programs and performance, and
 - ✔ **Audit our EHS&S systems and performance** to align with our EHS&S policy.
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GLOBAL MANUFACTURING RESULTS

Non-Hazardous Waste Summary

(in thousands of tonne)

	2014	2015	2016	2017	2018	2019
Reuse	23	25	39	28	26	26
Recycling	15	17	18	16	17	22
Recovery	8	9	8	10	3	5
Landfill	9	12	12	10	9	11

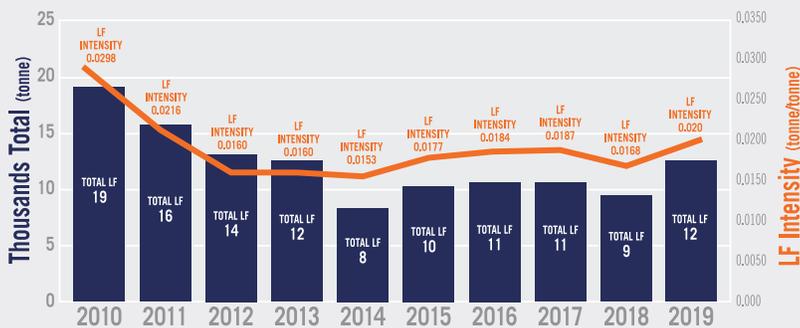
Hazardous Waste Summary

(in thousands of tonne)

Recycling	.249	.232	.344	.425	.414	.281
Recovery	.166	.214	.281	.324	.336	.670
Incineration	0	0	.176	.159	.235	.137

Non-Hazardous Waste: Composting, Incineration, Deep Well Injection, On-site Storage, or Other were not utilized by Cooper over this time period.
Hazardous Waste: Reuse, Composting, Deep Well Injection, Landfill, On-site Storage, or Other were not utilized by Cooper over this time period.

Landfill Rates



Landfill intensity is identified tonnes of waste landfilled vs. tonnes of tires produced.

2017-2019 Hazardous Waste vs Non-Hazardous

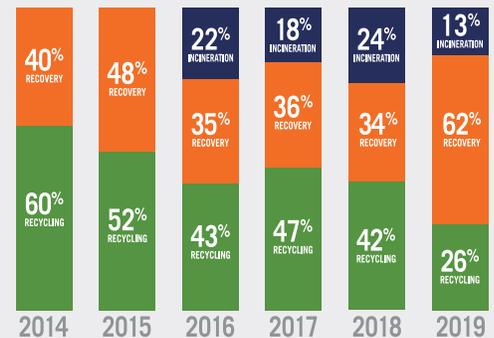


Method of Disposal for Non-Hazardous Waste



The disposal methods of Composting, Incineration, Deep Well Injection, or On-site Storage were not utilized by Cooper over this time period.

Method of Disposal for Hazardous Waste



The disposal methods of Reuse, Composting, Deep Well Injection, or On-site Storage were not utilized by Cooper over this time period.

In addition to the reduction in the amount of waste landfilled by our manufacturing plants over the years, a nearly 37% reduction from 2010 to 2019, Cooper has also made significant efforts to ensure its plants dispose of material in the most beneficial method available. As these graphs demonstrate, a significant portion of the waste material produced is targeted to reuse operations, recycled into other products, or sent off-site for recovery. Despite a slight uptick in landfill volume last year due to global recycling availability, these efforts have resulted in only 18% of our waste being landfilled in 2019. Cooper has achieved a significant decrease in our total landfill volume as well as our intensity rates since 2010.

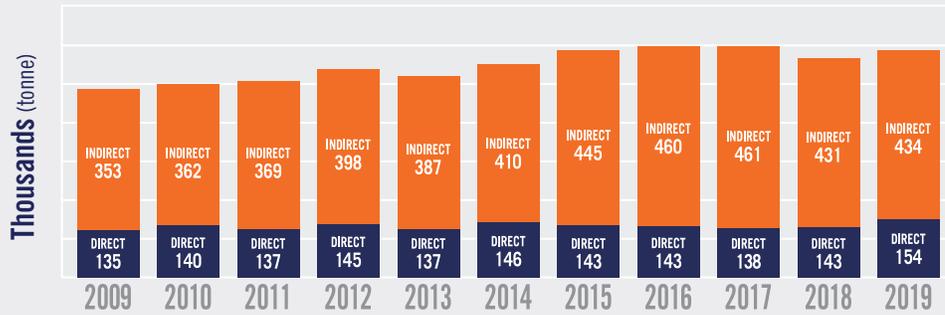
Reuse: The internal use of material within Cooper. **Recycling:** Material sent to third parties for use as feedstock in the place of virgin material. **Recovery:** Material sent to a third party that recovers useful properties or material for use by others. Includes material used to produce heat or electricity through energy recovery. **Landfill:** Material sent to a third party waste handler placing waste into designated portions of land that systematically covering the material with layers of soil. **Incineration:** Waste sent to third party waste treatment facilities for thermal destruction. The waste included in this category typically has low, or no, heating value and is being burned for destruction and not energy generation.

GLOBAL MANUFACTURING RESULTS

(CONTINUED)

CO2e Emissions

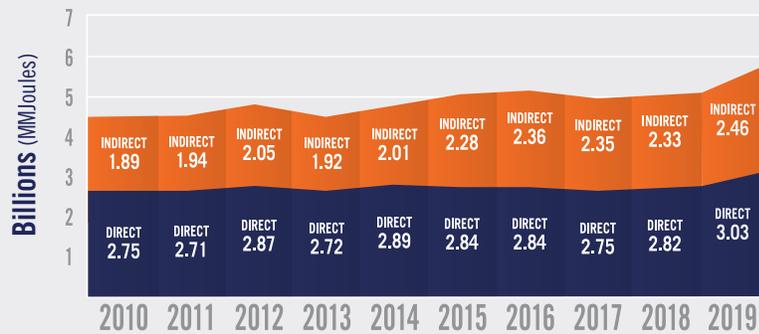
Direct & Indirect



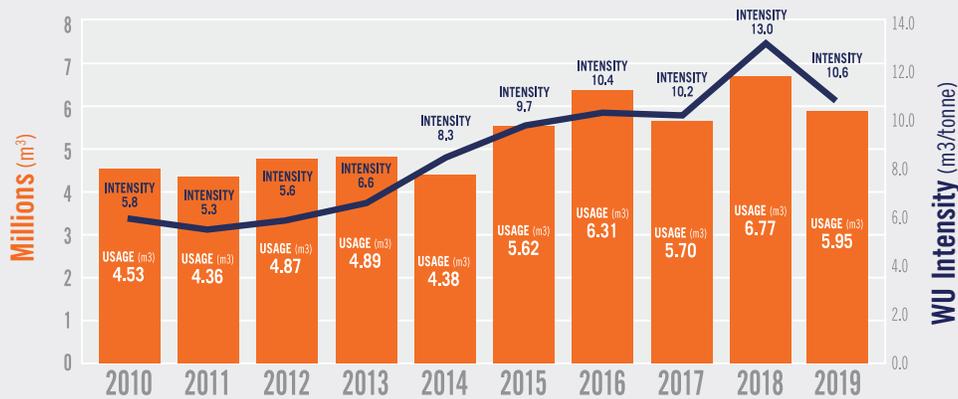
CO2e is the summation of the different greenhouse gas emissions converted into carbon dioxide (CO2) using their individual global warming potential.

Energy Usage

Direct & Indirect



Water Usage vs Intensity



Water intensity is identified cubic meters of water used vs. tonnes of tires produced.

These charts represent the energy usage and emissions that have resulted from the direct and indirect usage of energy from Cooper's manufacturing plants. The direct energy usage identified is a result of energy that Cooper is directly producing from an energy source. This is represented primarily by the use of natural gas in the production of steam in the manufacturing process. The indirect energy usage identified is the use of energy that other entities have converted into a useful form of energy. This includes electricity produced from utility companies or steam produced by third parties and utilized by Cooper. Cooper has developed a global energy program that has consistently completed projects and activities that have significantly offset energy use. This includes offsetting the increased energy demand required by automation/technology implemented in our plants that helps Cooper produce tires that offer environmental benefits such as improved rolling resistance.



EHS&S EXCELLENCE SYSTEM

Cooper utilizes a global Environment, Health, Safety and Security Excellence System (EHS&S Excellence System) similar to ISO 14001 and OSHAS 18001/ISO 45001.

The EHS&S Excellence System is a Plan-Do-Check-Act continuous improvement model to predictably and sustainably manage EHS&S. This management system holds leadership accountable for EHS&S through goal setting, defining roles and responsibilities, and developing proactive performance measures, as well as holding individuals accountable for their responsibilities within the EHS&S management system. Cooper’s EHS&S management system provides the structure, strategy and expectations to continually improve EHS&S performance and specifically addresses the following

hazard categories: machine, physical, chemical, biological, energy, ergonomic, and environmental.

The EHS&S management system is organized into 10 elements that define the planning, implementation, assessment and measurement of the management system. A key element of the EHS&S management system is hazard recognition, evaluation and control, which establishes and documents a process to continuously identify and assess hazards and associated risks (including compliance with existing and emerging regulatory requirements). It also establishes methods to eliminate or reduce the risk to an acceptable level.

ISO 14001: A number of our Cooper operations have certified to ISO (International Organization for Standardization) 14001, the environmental management system international standard. This standard provides a structured approach to managing a company’s environmental performance through policy, planning, monitoring and measuring, checking, correcting, and reviewing. Operations certified include:

TUPELO, MISS. MANUFACTURING PLANT	SINCE 2008														
TEXARKANA, ARK. MANUFACTURING PLANT	SINCE 2009														
FINDLAY, OHIO MANUFACTURING PLANT	SINCE 2010														
KUNSHAN, CHINA MANUFACTURING PLANT	SINCE 2010														
QINGDAO CITY, CHINA (GRT) MANUFACTURING PLANT	SINCE 2019														
KRUSEVEC, SERBIA MANUFACTURING PLANT	SINCE 2019														
FINDLAY, OHIO TALL TIMBERS MOLD OPERATIONS	SINCE 2006														
	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020

In addition, Cooper’s CKT and GRT plants in China are certified to ISO 45001, a standard for occupational safety and health. The plants earned this certification in Dec. 2019.

Cooper’s Texarkana manufacturing plant has also been certified to ISO 50001, a standard for managing and improving energy performance. The Texarkana plant received this certification in 2012.

Additionally, Cooper conducts an annual EHS&S management system maturity assessment of continuous improvement at each of its operations. Cooper has assessed the company’s global EHS&S programs using a Capability Maturity Model framework that features 11 foundational elements of an effective compliance program. From this, an outline was created of key safety-related action items within each element of the Maturity Model.



INDUSTRY EFFORTS

U.S. TIRE MANUFACTURERS ASSOCIATION

Cooper is an active member of the U.S. Tire Manufacturers Association (USTMA), the national trade association for tire manufacturers that produce tires in the U.S. The USTMA seeks to strengthen the reputation and competitiveness of the U.S. tire manufacturing industry and is focused on safety, sustainability, innovation and the economy.

Sustainability Report

In January 2019, the USTMA released its first U.S. industry sustainability report presenting members' collective progress and shared vision for a sustainable U.S. tire manufacturing industry.

→ To view the report, visit ustires.org

TIRE INDUSTRY PROJECT

Cooper is one of 11 global tire companies working together through the Tire Industry Project (TIP) to identify and address potential health and environmental impacts that may result from materials associated with tires throughout their lifecycle.

Operating under the World Business Council for Sustainable Development, TIP is focused on a number of industry challenges and developing potential solutions.

These include understanding the impact of tires on the environment, supporting sustainable natural rubber practices, promoting effective end-of-life tire management around the world, and developing new guidelines for the management of EHS&S issues throughout the life cycle of the tire.

→ To learn more about TIP, visit wbcsd.org/tip

Global Platform for Sustainable Natural Rubber

In 2018, Cooper signed on as a founding member of the independent Global Platform for Sustainable Natural Rubber (GPSNR). Initiated by the World Business Council for Sustainable Development Tire Industry Project, the GPSNR is working to lead improvements in the socio-economic and environmental performance of the natural rubber value chain.

GPSNR membership includes tire manufacturers, other rubber users, suppliers and processors, vehicle makers and non-governmental organizations. Each of these members demonstrates commitment and/or action to sustainable natural rubber production and supply.

→ To learn more about the GPSNR and current projects, visit gpsnr.org



SUSTAINABLE PRODUCT INNOVATION

IMPROVING ROLLING RESISTANCE

Improving rolling resistance is the primary way tires contribute to reducing CO2 emissions through improved fuel economy for an internal combustion engine vehicle. While rolling resistance can't be eliminated, it can be reduced. A 10% improvement in rolling resistance can result in up to 2% improvement in fuel economy. Cooper has made progress in improving rolling resistance in our products. For example, since launching the CS5 Grand Touring™ tire and CS5 Ultra Touring™ tire in 2015, we have improved rolling resistance by 16% and we are extending these improvements to additional tire lines.

FILLERS AND OTHER MATERIALS

Cooper continues to explore alternative materials that provide low environmental impact to be used as fillers in our tires. A number of bio-based fillers are being researched and tested as potential replacements for non-renewable materials.

SMARTWAY® VERIFIED TIRES



Our Roadmaster and Cooper-brand truck and bus radial tires offer a combined 12 SmartWay®-verified truck tire lines. The United States Environmental Protection Agency's SmartWay Technology Program verifies low rolling resistance tires that meet its criteria of reducing fuel consumption, ultimately cutting costs and benefiting the environment.

SCRAP TIRE REUSE AND RECYCLING

Cooper is actively involved in the U.S. Tire Manufacturers Association's efforts to improve scrap tire reuse and recycling. Representatives from Cooper attended the USTMA's eighth annual scrap tire conference in 2019, which was focused on the latest trends and innovations in the use of end of life tires.

RECYCLING

Recycling has many benefits for Cooper and the communities where we do business – it helps the company reduce landfill costs, conserves natural resources, saves energy and helps reduce pollution. All Cooper facilities globally have programs in place to reuse or recycle as much material as possible while sending as little as possible to landfills. Cooper recycles virtually all of the waste plastic, cardboard, metals, oil and lubricants we generate in our plants. We also recycle or reuse the majority of the scrap tires and other waste rubber materials produced during the manufacturing process. In total, we recycle approximately 83% of our waste annually.

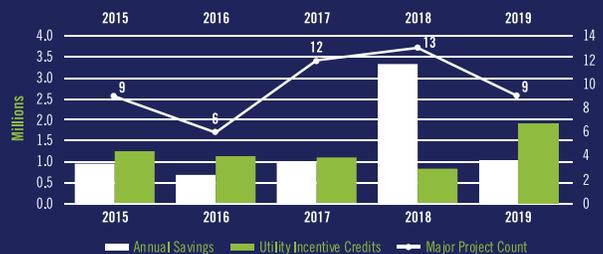
TIRE AMNESTY

Cooper collects tires for recycling in the U.S. communities where it has major manufacturing facilities – Findlay, Ohio, Texarkana, Ark., and Tupelo, Miss. More than 4,000 tires were collected for recycling at these events held in 2019. At these tire amnesty day events, residents are encouraged to bring scrap tires to designated locations where Cooper volunteers accept and load them into trailers for transport to recycling facilities. Collecting the tires ensures they are processed in an environmentally responsible manner and eliminates a pest habitat.

ENERGY REDUCTION

Reducing energy use is an important focus for Cooper plants globally. Cooper's energy team, which includes representatives from around the world, helps drive projects that allow our plants to reduce energy.

Annual Energy Optimization Savings
(kilowatt hour savings per year)



PLANTS PURSUE SUSTAINABILITY INITIATIVES

CLARKSDALE, MISSISSIPPI



The Clarksdale plant implemented measures to increase recycling of aerosol cans, reducing the number of cans that leave the plant as waste by 75%. The plant is a member of the state's enHance program, a voluntary stewardship program that recognizes committed environmental leaders. Program members must demonstrate a record of, and make a commitment to, achieving environmental improvements.

EL SALTO, MEXICO



Cooper Tire Mexico upgraded its carbon black collection system as well as its spray booth collector system in 2019 as an environmental enhancement completed with the goal of reducing particulate emissions. The plant also sourced outlets for carbon black residue to be used as a raw material in other industries to reduce the amount of carbon black waste entering landfills.

FINDLAY, OHIO



Cooper's Findlay plant updated its compressed air system to improve energy efficiency and installed more efficient motors and drives on extrusion equipment. It also implemented curing press insulation upgrades to enhance energy efficiency. In addition, the plant installed a dissolved air floatation system to remove oil and grease from waste water discharge and installed an upgraded tank farm for its process oils.

KUNSHAN, CHINA



The Cooper Kunshan Tire (CKT) plant installed a waste water separation system that separates waste water into four categories – industrial, domestic, steam condensate and rain water – allowing the plant to reuse an additional 30% of its water for manufacturing purposes. The plant also installed a volatile organic compound (VOC) monitoring system in key areas of the facility.

MELKSHAM, ENGLAND



Cooper Tire Europe's Melksham plant is exploring the potential use of crumb rubber from used tires as a component in its racing tires.

TEXARKANA, ARKANSAS



The Texarkana plant reduced its usage of metal waste drums in 2019 to lower the environmental impact of metal being sent to the landfill. It also completed the installation of a new water chiller that reduces the electricity consumption of the process water system. The plant continues the upgrade of its lighting to energy-efficient LED technology throughout the facility.

TUPELO, MISSISSIPPI



Cooper's Tupelo plant installed a more efficient climate control system that uses outside air for controlling the temperature and humidity in specific areas of the plant, as well as a heat recovery system that uses heat from curing press steam to help power the plant dehumidifiers. The plant also improved its scrap segregation processes to divert an increased amount of recyclable rubber from landfills. Like the Clarksdale plant, the Tupelo plant is a member of the state's enHance voluntary environmental stewardship program. The Tupelo plant maintains "Leader" level status in this program, the highest level of program commitment.

In early 2019, Cooper's Tupelo plant was honored with the Best Industrial/Manufacturing Energy Efficiency Project award by the Mississippi Energy Coordinators Association (MECA). The plant achieved this award for demonstrating performance, leadership and innovation in energy efficiency projects.

KRUSEVEC, SERBIA



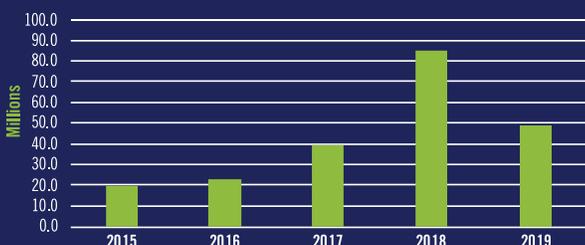
Cooper Tire Serbia's Krusevec plant installed a reverse osmosis water filtration system to pretreat water entering its boiler, which allows the boiler to operate more efficiently. The plant also improved its production waste separation process for improved recycling and became certified to ISO 14001, the environmental management system international standard.

QINGDAO, CHINA



Cooper's Qingdao Ge Rui Da Rubber Co., Ltd. joint venture plant installed volatile organic compound (VOC) automatic monitoring equipment in 2019.

Annual Kilowatt-Hour Savings



From **2015 to 2019** Cooper completed major energy reduction initiatives that saved **a total of 210 MILLION KILOWATT HOURS** electricity.

Equivalent greenhouse gas emissions to produce 2.2 million tires

EHS&S REGULATORY COMPLIANCE

Cooper has programs in place globally to comply with local, state, federal and foreign environmental, health and safety requirements and regulations.

As part of our EHS&S Excellence System, the company's global EHS&S leadership team is responsible for auditing their respective businesses to ensure compliance with local, state, federal and foreign requirements, and company standards. Cooper validates EHS&S compliance using a third party EHS&S consultant.

Additionally, Cooper's EHS&S leadership conducts regular assessments of each operation's continuous improvement progress and utilizes third party experts to conduct country-specific compliance assessments.

EMPLOYEE HEALTH & SAFETY

At Cooper, we believe that world class competitiveness is dependent upon having healthy employees and safe facilities.

It is our vision to have all employees and contractors working in a safe manner 100 percent of the time. For more than a decade, Cooper has utilized a global Environment, Health and Safety management system as our overall fundamental EHS&S program. The system is a Plan-Do-Check-Act continuous improvement model that allows us to predictably and sustainably manage EHS&S through risk reduction activities. While we saw an uptick in injury rate year-over-year from 2018 to 2019, we have reduced our OSHA total recordable incidents by nearly 49% percent globally over the last five years.*

In 2019 we implemented or continued a number of enhancements to our overall EHS&S programs to continue to focus on risk reduction in our operations, including:

- ✔ **Continued focus on leading safety indicators** to identify and report potential risk as a method to drive safety performance, as well as observation-based safety interactions and ergonomics assessments.
- ✔ **Continued our global machine safety program** that includes full machine safety audits on regular intervals as well as safety audits on all new equipment.
- ✔ **Developed an enhanced hazard recognition program** to identify non-routine task risks and develop and implement corrective actions.
- ✔ **Piloted a new safety orientation for employees** who are new to Cooper or to a specific role. The orientation is designed to elevate the importance and understanding of safety and risks in our workplace and each employee's specific position.
- ✔ **Continued to reinforce lockout/tagout procedures** to safeguard employees from the unexpected startup of machinery and equipment during service, maintenance or other activities.

In addition, globally we continue to monitor lagging indicators and utilize key learnings from incidents as an opportunity to continually improve.



TRIR (Total Recordable Incident Rate) = the number of incidents requiring medical treatment per 100 employees per year.

* Cooper reports health and safety incidents globally per country regulations. We collect data utilizing OSHA recordable rate to offer comparable data across the company.

USTMA SUSTAINABILITY AWARDS FOR SAFETY AND HEALTH

Cooper has been recognized for achievements in worker safety by the U.S. Tire Manufacturers Association (USTMA), receiving two 2020 Sustainability Awards for Safety and Health.

Cooper earned the “**Leadership Award**” for sharing with association members Cooper's best practices related to bale handling and lockout/tagout procedures.

In addition, Cooper's Clarksdale plant earned the **Improvement Award** for achieving a Days Away, Restricted or Transfer (DART) rate, which measures serious injuries and illnesses in the workplace, that is at least 10% better than its rate in the prior year and better than the industry average for 2019.

COMMUNITY, SAFETY, EDUCATION & DEVELOPMENT

As a Purpose-driven company, Cooper understands the impact it has on the world. Each year we strive to make a positive difference, and 2019 was no exception.

The company was focused in four main areas: tire safety, education, youth career development and local community giving.

TIRE SAFETY

The importance of tires is often overlooked, especially by young drivers. In fact, road traffic injuries are the leading cause of death worldwide for teens and young adults, according to the World Health Organizations' 2018 Global Status Report on Road Safety.

To help address this, the Cooper Tire Foundation worked to drive awareness and behavior change through the company's Tread Wisely™ program, an effort designed to motivate young drivers to

be smarter and safer behind the wheel by educating them on the importance of three key tire safety checks: tire pressure, tread depth, and overall tire condition.

From 2016 through 2019, Tread Wisely engaged more than 300 employee volunteers and reached hundreds of thousands of teens and young adults across the globe.

DELIVERING TIRE SAFETY INFORMATION TO YOUNG DRIVERS



As part of National Tire Safety Week, which ran May 20 through May 27, 2019, volunteers descended on high schools in Arkansas, Mississippi and Ohio to conduct free tire safety checks for students, teachers and administrators.



In 2019, Tread Wisely launched in China. Employees conducted a Tread Wisely event for students from Shanghai University of Engineering Science. WeChat interviews on social media also promoted tire safety messages.



For the second year in a row, Tread Wisely volunteers in Serbia talked to driver's education students at a technical school in Kruševac about the importance of tire safety and taught them how to perform the three important tire safety checks.



Tread Wisely volunteers teamed up with Tire Discounters to share tire safety tips at a store opening in Knoxville, Tennessee.

EDUCATION

Each year, Cooper awards scholarships – the **Centennial Scholarship** and the **Roy V. Armes Scholarship** – to the children of Cooper employees in the United States. These scholarships are dedicated to providing financial assistance to students as they move from high school to colleges, universities and technical schools. To date, Cooper has awarded more than 26 scholarships from the two funds.

Cooper Tire Asia also invests in education through its continued commitment to Project Hope, a program of the China Youth Development Foundation. Cooper Tire Asia has provided support to eight Project Hope primary schools in China which help underprivileged students who have dropped out of school return to school.



COMMUNITY, SAFETY, EDUCATION & DEVELOPMENT

(CONTINUED)

YOUTH CAREER DEVELOPMENT

2019 marked Cooper's fifth consecutive year of participation in the **Manufacturing Institute's Dream It. Do It.** program designed to encourage youth to consider careers in manufacturing while also addressing the widening gap in the nation's workforce pipeline.

Cooper's Dream Team, a group of early-career employees who volunteer to showcase the advantages of careers in manufacturing, helped reach nearly 15,000 junior high and high school students in various events throughout the year.

The largest activity was the celebration of National Manufacturing Day/Month in October, when Cooper and its Dream Team participated in events in Findlay, Ohio; Texarkana, Ark.; and Tupelo, Miss.



A team of Texarkana employees pose for a photo during Manufacturing Day.

LOCAL GIVING

Part of Cooper's Purpose is to be there at every turn. That's why Cooper, the Cooper Tire Foundation and Cooper employees have continued their long-standing tradition of donating significant resources – financial, in-kind, and time – to improving the quality of life in local communities where employees live and work.

FOUNDATION INVESTMENTS SUPPORT LOCAL CHARITIES

The **Cooper Tire Foundation contributed approximately half a million dollars** to nearly 100 organizations in its plant communities in 2019. Contributions supported education and schools, arts and culture, health and wellness, basic needs and more.

ADVANCING COMMUNITIES THROUGH UNITED WAY

More than 1,000 Cooper Tire U.S. employees pledged support to their local United Way last year. As a result, Cooper Tire's 2019 United Way campaign raised nearly \$670,000, including employee pledges, company gifts and special events.

MATCHING GIFTS PROGRAM INCREASES EMPLOYEE IMPACT



Cooper is committed to helping employees increase their impact by matching employee donations to charitable organizations dollar-for-dollar up to a maximum of \$5,000 per employee per year. In 2019, donations were matched to 171 charities around the globe.

TIRE DONATIONS DELIVER CONFIDENCE

The company and the Cooper Tire Foundation donated nearly 100 tires to organizations and schools last year. Disaster relief organizations such as Eight Days of Hope and Red Cross Kruševac, along with first responders in the U.S. and Europe, were among those benefiting from the donations.



Cooper Serbia Plant employee smiles alongside a Red Cross representative receiving tires.



Cooper Europe donated tires to the Wiltshire Air Ambulance emergency medical service for its advanced rapid response vehicle.

COMMUNITY, SAFETY, EDUCATION & DEVELOPMENT

(CONTINUED)

EMPLOYEES ENGAGE IN VOLUNTEERISM

Whether it's visiting and caring for the elderly during the Mid-Autumn festival in China, organizing and running in a half marathon to benefit charities in Serbia, or participating in Habitat for Humanity home builds in the U.S., Cooper is proud of its employees around the globe who engage in countless, meaningful volunteer activities.



Cooper Asia employees volunteered to spend time with seniors.



In 2019, 40 Cooper Asia employees planted 100 trees in a park, now called the Cooper Public Welfare Forest, near the company's CKT plant.

DIVERSITY AND INCLUSION

At Cooper, we strive to attract, engage and retain the most talented and high-performing employees. We provide an environment where the most outstanding people in the world feel welcomed, respected and valued for who they are and for their contributions. We are passionate about helping to raise the level of respect and inclusion in our communities. We are an equal employment opportunity employer. We embrace our employees' differences in age, sex, color, disability, ethnicity, family or marital status, gender identity or expression, sexual orientation, socio-economic status, veteran status and other characteristics that make each of them unique.

Recognized for LGBTQ Equality

Cooper earned a score of 100% on the Human Rights Campaign's 2020 Corporate Equality Index, a national benchmarking survey and report measuring corporate policies and practices related to LGBTQ equality in the workplace, and has been named one of the Best Places to Work for LGBTQ Equality.

Recognized for Boardroom Diversity

Cooper has been honored by the Women's Forum of New York and 2020 Women on Boards for raising the bar for gender-diverse boards. Cooper's board of directors includes 30% female representation, exceeding the national average.

Supplier Diversity

Cooper recognizes the importance of having diverse suppliers. The company provides an equal opportunity for all suppliers to be included in our strategic sourcing and procurement process, and implements a Supplier Diversity Program to focus on key groups of diverse suppliers. This includes small businesses, minority-owned businesses, woman-owned businesses, LGBTQ-owned businesses, and others.

Employee Resource Groups

Cooper believes in the power of bringing people together and offers employee resource groups that provide employees in the U.S. with the opportunity to advance knowledge and gain new skills. Our employee resource groups include:

- ➔ **Cooper Pride** – Cooper's Pride group, or People Representing Inclusion, Diversity and Equality, offers a professional network for LGBTQ+ employees and allies. From building mentoring relationships, to networking opportunities, community outreach, professional development and social events, Cooper Pride fosters a welcoming and respectful environment for all employees.
- ➔ **Cooper Women's Network** – The Cooper Women's Network (CWN) provides an opportunity for employees to participate in peer networking and development opportunities. Lunch and learns, special events and community service opportunities are available to CWN members.
- ➔ **FUEL Cooper** – A resource group for early career employees, FUEL Cooper – which stands for Focus, Unite, Engage, Lead – seeks to engage its members in both the company and the community. FUEL Cooper offers community service and career development opportunities as well as networking.



These groups are an important part of Cooper's goal to attract, develop and motivate talented employees so they may reach their highest potential.

Cooper Donates More Than 200,000 Surgical Masks to Equip Medical Personnel Fighting Coronavirus

The Cooper Tire Foundation contributed more than 200,000 face masks to help medical personnel in the fight against coronavirus. Approximately half of the masks were provided to a hospital in New York City. The remaining 90,000 surgical masks were distributed among health care organizations in Cooper's local plant communities in the US and El Salto, Mexico.

To ask questions about or comment on the 2019 Corporate
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