



Sustainability Report 2025

Letter from the CEO



At CSP, safety and environmental stewardship are core to what we do, not initiatives we bolt on. They're standards we hold ourselves to across our business, every day. We're committed to raising the bar year after year, for our people, our customers, and the communities where we work.

This commitment starts with what we make. Our lightweight composites save fuel, reduce emissions, and are more durable than metals. We design with the full product life cycle in mind. We never stop looking for ways to make our materials more sustainable.

It continues with how we make it. This year we adopted smarter manufacturing practices to improve air quality and prevent pollution, and we continue to reduce waste through recycling, reuse, and responsible disposal throughout our operations. Since 2024, our global headquarters has run on 100 percent renewable electricity; just one of the many steps we've taken toward operating more efficiently everywhere we work.

We engage our people by investing in training, so every team member understands their role in keeping our workplaces safe and our operations responsible.

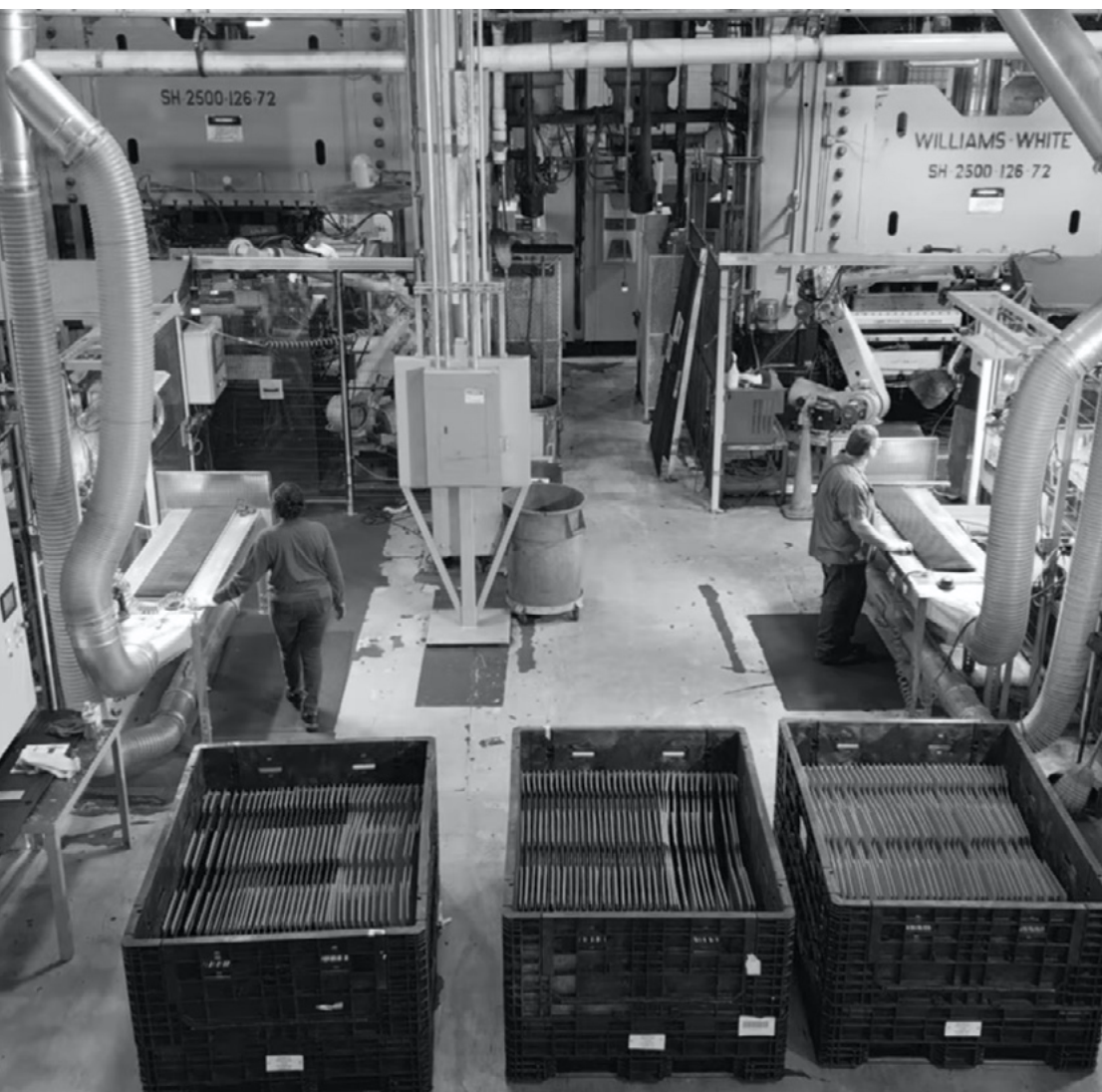
Finally, we hold ourselves accountable in the same way as the business: by setting clear goals, measuring progress, and reporting results honestly. We're proud of the ground we've covered, and are clear-eyed that there's still more to do. Moving forward, we'll continue to manage our operations with excellence and demonstrate care for our people, our communities, and our planet.

Brad E. Tolley

President and Chief Executive Officer

About The Company and This Report

CSP is a full-service supplier to the automotive and transportation industries. We specialize in lightweight, advanced composite materials for Class A body closures, modular roof systems, pickup boxes, EV battery carriers, and structural components.



This report outlines CSP’s sustainability efforts, including our most significant impacts, actions, and progress during the reporting year. Prepared in accordance with the Global Reporting Initiative (GRI) Standards, it reflects our commitment to transparency and responsible business.

ORGANIZATIONAL BOUNDARIES FOR THIS REPORT

This report covers operations and facilities that are owned and controlled by CSP. The boundary follows the operational control approach, consistent with GRI Standards, and reflects where we have direct influence over outcomes. CSP was formerly Teijin Automotive Technologies; the acquisition was completed July 1, 2025, and this report reflects CSP's operations under its current organizational structure.

DATA COLLECTION YEAR

CSP reports annually on sustainability activities and outcomes. This report covers the full 2025 calendar year (January 1 to December 31, 2025). All data presented, unless noted otherwise, reflects that period. Historical comparisons and year-over-year performance are included where relevant.

VISION

To be the world-class composite developer and manufacturer and the undisputed leader in SMC technology and manufacturing, driving highly profitable growth and exceptional shareholder value creation. We will be the company of choice for talented employees who pursue excellence, and the partner of choice for customers and suppliers who demand innovation, reliability, and unwavering commitment to their success.

STANDARD OF EXCELLENCE

Serve as a Partner – We collaborate, communicate openly, and build strong relationships based on trust and accountability.

Pursue Excellence – We act with professionalism, discipline, and a commitment to continuous improvement and high-quality results.

Own the Mission – We accomplish our objectives, take responsibility for our actions, support our teams, and contribute to the success of CSP.

Operate with Integrity – We do the right thing, act ethically, and uphold the highest standards in all business interactions.



Our Operations at a Glance

HEADQUARTERS
Auburn Hills, Michigan, USA

NUMBER OF EMPLOYEES
4,165 employees

NUMBER OF FACILITIES
14 facilities

Environmental, Health, and Safety Policy

Our Commitment

At CSP, we are dedicated to protecting human health and the environment we all share. We operate with integrity and responsibility, ensuring our processes and facilities meet the highest safety and environmental standards. We are led by our Standards of Excellence, which drive our commitment to safety, environmental stewardship, ethical business practices, and continuous improvement.

Our Guiding Principles in EHS

CONTINUOUS IMPROVEMENT

- Set clear safety and environmental goals
- Measure progress and report results
- Implement effective solutions to drive improvement

RESOURCE EFFICIENCY

- Reduce hazardous materials, energy use, and waste
- Promote recycling and material reuse
- Conserve natural resources through smart practices

ENGAGEMENT & COMMUNICATION

- Train and empower employees to take ownership
- Communicate expectations to suppliers
- Invite feedback from employees, suppliers, customers, and board members

COMPLIANCE & EXCELLENCE

- Meet or exceed all legal and regulatory requirements
- Minimize risk and environmental impact
- Continuously raise the bar for safety and performance



Safe Production Is Our Goal

By investing in training, promoting awareness, and fostering engagement, we ensure every team member understands their role in maintaining a safe, sustainable workplace.

Shared Responsibility

EACH EMPLOYEE IS RESPONSIBLE FOR

- Following regulations and company policies
- Actively participating in improvement efforts
- Supporting a culture of safety and environmental stewardship

Greenhouse Gas Emissions

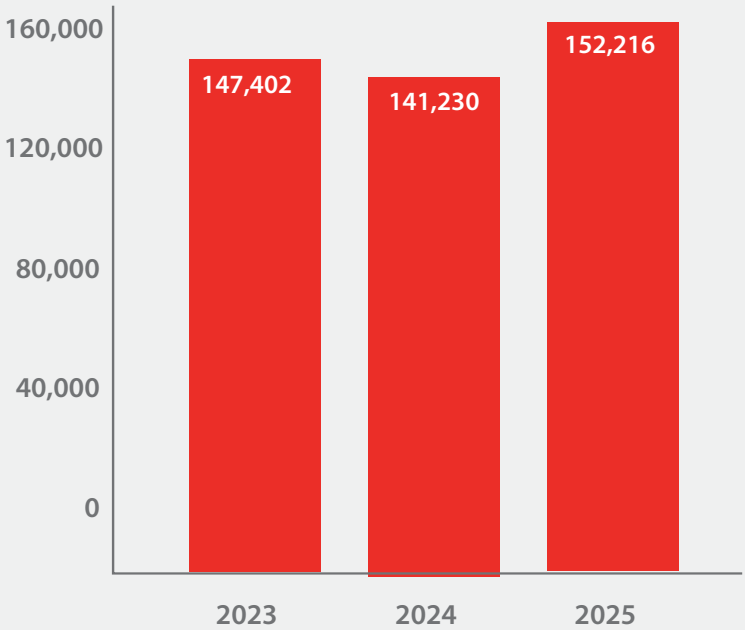
Managing energy use and reducing greenhouse gas (GHG) emissions are central to our climate strategy.

We track and report our operational emissions and energy consumption to drive accountability, identify opportunities for efficiency, and collaborate with customers across our value chain by sharing environmental performance data and supporting common greenhouse gas reduction goals. All plants are ISO 14001 certified and systematically pursue excellence in energy management. Natural gas used for process heat, presses and curing is our largest energy source, about 59% of total energy in 2025, and accounts for about 95% of our Scope 1 emissions, with propane and diesel making up most of the remainder. Purchased grid electricity makes up about 39% of energy and is the source of our Scope 2 emissions.

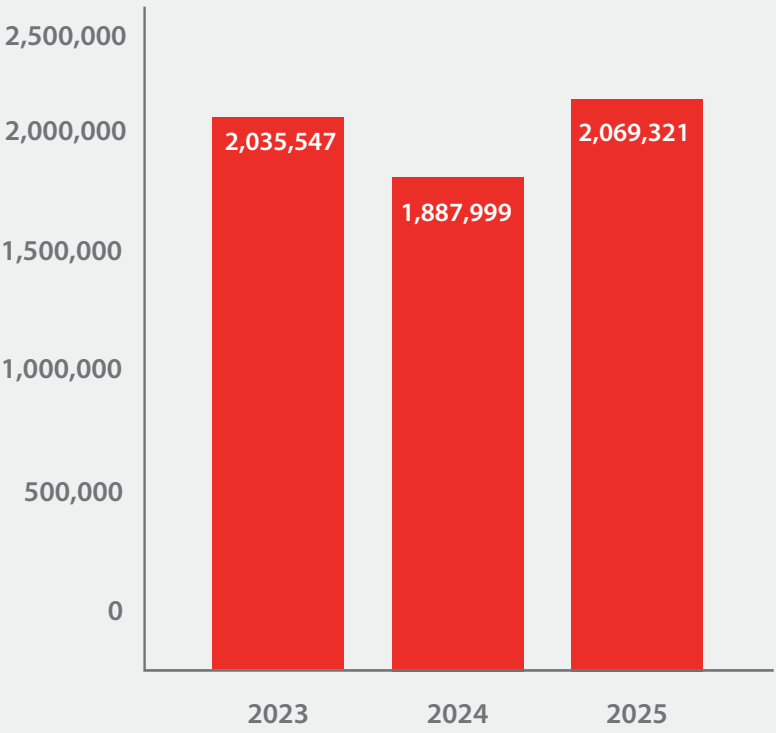
The increase in emissions and energy use from 2024 to 2025 primarily reflects the first full year of operations at our Huntington Paint facility (Plant 3), which opened in mid-2024. In 2025, we continued our energy efficiency efforts by investing in LED lighting upgrades at the corporate headquarters, Seguin, Salisbury, Van Wert, Huntington Plant 1, and Saltillo locations. Additionally, we replaced pumps for presses at the Salisbury and Carey facilities with newer, more efficient models.

Reflective of our commitment to a more sustainable future, our headquarters in Auburn Hills, Michigan, has been powered by 100% renewable electricity since 2024 through DTE's MIGreenPower program.

Absolute Scope 1 and 2 GHG Emissions
in MTCO₂e



Total Energy Consumption
in GJ



Waste

In 2025, we completed several initiatives to reduce our waste and the pressures it places on our people, planet, and operations. We diverted 5,554 MT of waste from disposal in 2025, 33% more than in 2024, raising our diversion rate to 27%. Total waste generated increased 14% to 20,381 MT in 2025, primarily reflecting cleanup following a thermal event at our Carey facility¹ and the first full year of operations at our Huntington Paint facility (Plant 3). While many of these projects began at a single site, we plan to expand these efforts to all manufacturing facilities in a phased approach from 2026 to 2028.

ELIMINATING WASTE TRANSPORT

In Saltillo, Mexico, heavy diesel trucks used to haul waste account for up to 21% of total transportation emissions. To reduce emissions and improve local air quality, we optimized waste-hauling routes and on-site management processes.

IMPLEMENTING HAZARDOUS DUST COLLECTION

Dust from manufacturing processes can disperse harmful particles. In 2025, we implemented new systems in Saltillo, Mexico, to trap dust at its source, returning clean air to the factory and storing collected dust to sell as raw material to other industries. We also installed monitoring and maintenance systems to ensure safe operation while saving energy.

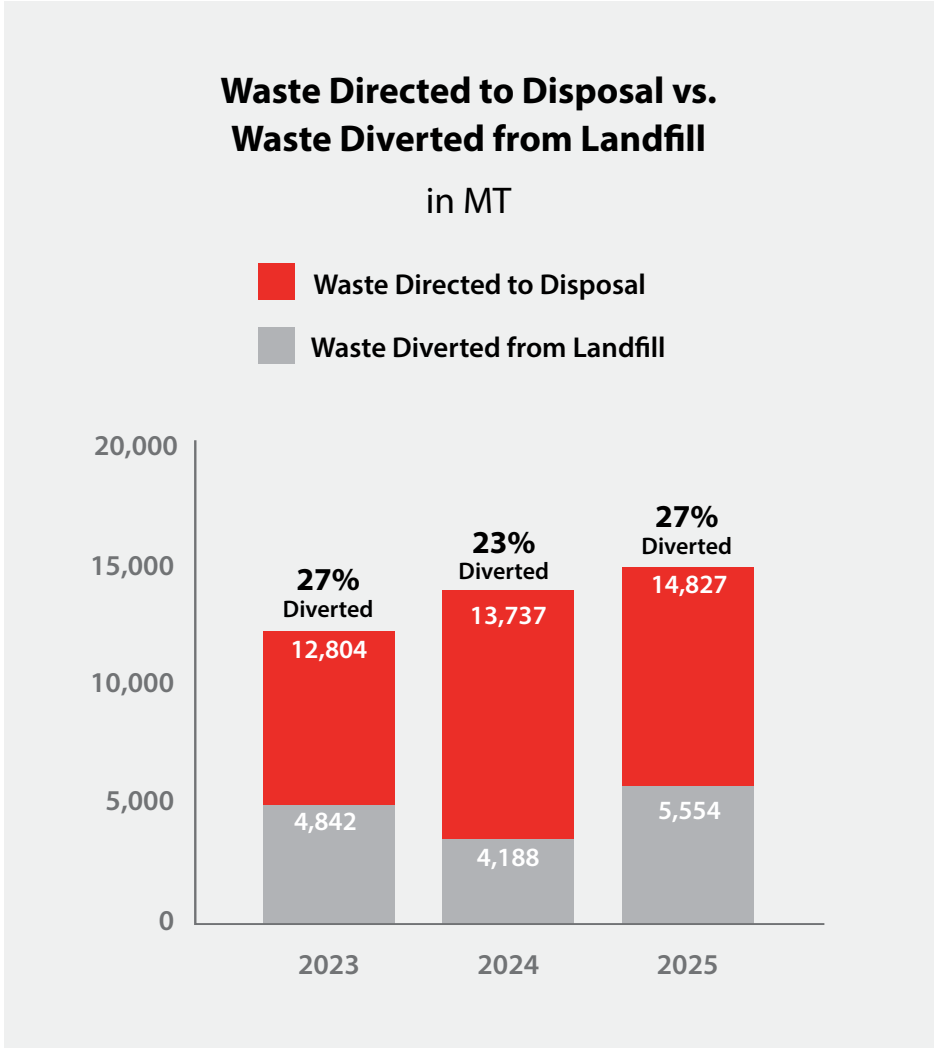
¹ The Carey thermal event was an isolated, non-routine incident that resulted in no injuries. Corrective actions were completed, and the facility has returned to normal operating conditions.

ENDING EARPLUG WASTE

Each employee discards two to four pairs of disposable earplugs per day—making it one of the most persistent and voluminous streams of plastic waste. In Tijuana, Mexico, we sourced reusable models for our team, reducing waste by 144,000 earplugs per year for every 100 workers.

ENSURING SAFE BATTERY DISPOSAL

We are committed to being leaders in environmental stewardship within the communities where we operate. We recognized that used household batteries are often discarded in the trash, where they can contribute to environmental contamination. In response, we established battery collection stations at all of our facilities, making it easy for employees to recycle batteries responsibly. This initiative helps prevent hazardous materials from entering landfills and supports the protection of human health and the environment.



Health & Safety

Leadership sets the tone for our health and safety culture, championing the belief that every individual plays a vital role in protecting our workplace. With our people recognized as our most valuable asset, we continue to build an environment where safety is embedded in daily actions and shared across the entire organization.

Each facility has a safety committee that meets regularly and leaders perform a Gemba walk (a lean manufacturing technique), observing the workplace first-hand to identify opportunities for improvement. Safety training is mandatory for all employees, and training videos are translated into five languages (English, Spanish, Ukrainian, Haitian-Creole, and French) to ensure comprehension.

CSP also maintains a direct line of communication where employees are empowered to share safety concerns at any time. What’s more, several plants have implemented creative incentive programs to recognize individual safety efforts.

EHS Improvement Awards

Since 2015, CSP has promoted an annual Environmental, Health, and Safety (EHS) Awards program which allows plants to earn recognition for their efforts to improve worker health and safety.

To be eligible for awards, programs must demonstrate reduction in workplace hazards, an increase in near miss reporting, no significant injuries, exceptional audit performance, implementation of job safety improvements, no chemical spills or releases to the environment, and no enforcement actions during the year.

2025 EHS Awarded Facilities

LENOIR, NORTH CAROLINA

Displays safety and production goals daily and has been recognized for corporate safety awards for six years. Lenoir is our flagship facility for EHS excellence.

TIJUANA, MEXICO

Hosted safety sessions on working at heights, cranes, fire training, and first aid training and installed lifelines for 50- and 80-ton cranes to enhance safety when working on molds.

SAREPTA, LOUISIANA

Reorganized facility to create designated pedestrian walkways, added forklift lights, stop signs, and floor markings, and trained forklift operators to blow horns when approaching intersections. Also reduced accidents by using conveyors to move finished goods to pallets and installing automated forklift/pedestrian crosswalks.

CONNEAUT, OHIO

Most Improved EHS Program

GRABILL, INDIANA

Best EHS Program

GRI Index

DISCLOSURE		RESPONSE
2	General Disclosures 2021	
2-1	Organizational details	CSP is the industry leader in the formulation and molding of lightweight, advanced composite components for the transportation industries. Privately held, with headquarters in Auburn Hills, MI, CSP operates 14 locations across the United States and Mexico.
2-2	Entities included in the organization’s sustainability reporting	This report covers all CSP operations globally.
2-3	Reporting period, frequency and contact point	Reporting period and frequency for sustainability reporting Calendar Year 2025, Annually Reporting period for financial reporting Calendar Year 2025 Publication date of report 9/29/2026 Contact point info@thecsp.com
2-6	Activities, value chain and other business relationships	CSP is the industry leader in the formulation and molding of lightweight, advanced composite components for the transportation industries. We bring together materials, engineering, and manufacturing expertise to create mobility solutions that are lighter, stronger, and more eco-friendly. With one of the most advanced materials development teams in the world, we are first to market with many new, highly-engineered lightweight composite materials for applications ranging from Class A body panels to pickup boxes, modular roof systems, and EV battery enclosures. CSP was formerly Teijin Automotive Technologies. The acquisition was completed July 1, 2025.
2-7	Employees	4,165 employees
2-8	Workers who are not employees	323 contract employees
2-9	Governance structure and composition	CSP is a portfolio company of the Aurelius Group. CSP's governance operates through a Board of Directors that includes Aurelius-appointed directors. The Board and executive leadership engage with our shareholder's senior leadership through regularly scheduled, structured business reviews covering operational, financial, environmental, and people-related performance.

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DISCLOSURE

2-11Chair of the highest governance body

2-12Role of the highest governance body in overseeing the management of impacts

2-13Delegation of responsibility for managing impacts

2-14Role of the highest governance body in sustainability reporting

2-15Conflicts of interest

2-16Communication of critical concerns

2-18Evaluation of the performance of the highest governance body

2-19Remuneration policies

RESPONSE

Board leadership is exercised through CSP's shareholder structure. Direction and oversight are provided directly by our shareholder's senior-most leadership, including at the principal level. Conflicts of interest are governed by the CSP Code of Conduct.

The highest governance body at CSP (the Board of Directors) meets with management leadership on a regular basis to review and approve goals, targets, and strategy for the organization. The Board has the ultimate decision on goals, targets, and strategy for the organization.

The C-suite meets regularly with the VP of Environmental Health & Safety to review decision-making as it relates to environmental and people decisions. Aligned with the C-suite, the VP of EHS regularly delegates responsibility for managing organizational impact on the economy, environment, and people.

The 2025 Sustainability Report marks the inaugural report for CSP and is the first collaborative effort in sustainability reporting across the company. Going forward, the VP of Environmental Health & Safety holds the responsibility for managing sustainability reporting within CSP. The VP of Environmental Health & Safety meets on a regular basis with C-suite to review and approve all sustainability reporting decisions. Reported information is also reviewed by EHS, Legal, Senior Leadership Team, Executive Team, and the Board of Directors.

CSP's Code of Conduct requires all stakeholders, including governance bodies to avoid conflicts of interest and disclose them when they arise. The code details reporting and investigation channels through a dedicated reporting hotline, and anti-retaliation protections to help identify and address conflicts of interest. CSP also holds a delegation of authority policy that reduces the likelihood that an individual on the governance body can approve transactions and decisions that personally benefit themselves or a related party.

CSP provides multiple channels for reporting critical concerns to the highest governance body. Critical concerns may be escalated through established incident management and escalation processes, and reviewed during management oversight forums such as regular operating reviews and management business reviews, as appropriate. Leadership is responsible for overseeing compliance with the Code of Conduct, which establishes the framework for these reporting and escalation mechanisms.

The performance of CSP's executive leadership and governance processes is reviewed on a regular cadence by our shareholder's senior leadership through structured business reviews. These reviews assess performance, risk, and progress against objectives, including ESG-related commitments.

Remuneration for board and executive roles, including C-suite employment agreements, is owned and administered by our shareholder rather than by CSP management. CSP executives have no authority to set or modify their own remuneration; all compensation decisions at this level are made by our shareholder and aligned with company performance objectives.

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DISCLOSURE

2-21 Annual total compensation ratio

2-22 Statement on sustainable development strategy

2-23 Policy commitments

2-24 Embedding policy commitments

2-26 Mechanisms for seeking advice and raising concerns

2-27 Compliance with laws and regulations

2-28 Membership associations

2-30 Collective bargaining agreements

RESPONSE

In Mexico, the highest salary is 20.81 times the median salary. In the U.S., the highest salary is 11.96 times the median salary. Both median employee and highest-paid employee received a 3% pay increase, resulting in a pay increase ratio of 1:1.

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CSP is committed to conducting business ethically, legally, and responsibly throughout both its supply chain and own operations. Through its Supplier Code of Conduct, Sustainable Procurement Policy, Supplier Declaration of Corporate Responsibility, and Supplier Quality Requirements Manual, CSP establishes expectations related to legal compliance, anti-corruption, fair business practices, environmental stewardship, product quality, worker health and safety, and responsible sourcing. Suppliers are required to adhere to these requirements as a condition of doing business with CSP, and employees are required to adhere to these requirements as a condition of working for CSP. CSP's specific commitment to respect human rights is reflected in its supplier requirements and corporate responsibility statements, which prohibit forced labor, child labor, human trafficking, discrimination, and harassment, while supporting fair employment practices, freedom of association, collective bargaining rights, safe working conditions, fair wages, and legally compliant working hours. CSP supplier documents and requirements are found at <https://www.thecsp.com/suppliers> . CSP employee requirements are found at <https://www.thecsp.com/about/corporate-responsibility> .

We embed our responsible business policies into daily operations by integrating them into governance, management systems, and decision-making processes, with clear accountability at all levels. Expectations are reinforced through employee training, measurable KPIs, and performance monitoring. Across our value chain, we require suppliers and partners to meet our standards through codes of conduct, contractual requirements, and risk-based due diligence, supported by assessments and corrective actions. We continuously evaluate effectiveness through audits, stakeholder feedback, and transparent reporting, using insights to strengthen practices and drive ongoing improvement.

Employees can call the Hotline to report all ethical concerns or raise questions about ethical business conduct. The Hotline phone number and contact information are available on the company website and inside every plant.

Over the past three years, the company has incurred four regulatory fines ranging from \$900 to \$10,000. None resulted in significant impact to employees, the environment, or the community. All incidents were investigated, with corrective actions implemented to address root causes and prevent recurrence. Based on internal criteria, none were classified as significant violations. We remain committed to full regulatory compliance and continuous improvement through strengthened controls, audits, and employee training.

MEMA, IACMI, SAE, the Detroit Regional Chamber, MichAuto, Auburn Hills Chamber of Commerce, ACMA, National Safety Council.

Roughly 31% of our employees are covered by a collective bargaining agreement.

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DISCLOSURE		RESPONSE
3	Material Topics 2021	
3-1	Process to determine material topics	The company’s materiality assessment was based on sustainability topics already disclosed through EcoVadis, which were determined to be important to the company, its industry, and key stakeholders, including customers and suppliers. Material topics were identified by evaluating organizational context, stakeholder expectations, customer disclosure requests, and industry-specific sustainability priorities. To support the assessment process, the company engaged a third-party consultant and aligned material topics with relevant SASB standards, GRI disclosures, and EcoVadis reporting requirements.
3-2	List of material topics	Market Presence, Anti-corruption, Anti-competitive behavior, Materials, Energy, Emissions, Waste, Occupational Health and Safety, Training and Education, Diversity and Equal Opportunity, Non-discrimination, Child Labor, Forced or Compulsory Labor, Customer Health and Safety.
3-3	Management of material topics	At CSP, we are dedicated to protecting human health and the environment we all share. We operate with integrity and responsibility, ensuring our processes and facilities meet the highest safety and environmental standards. Our Standards of Excellence, Code of Conduct, and EHS Policy enable us to manage our operations and produce our products with excellence, responsibility, and care for our people, communities, and planet.
202	Market Presence 2016	
3-3	Management of material topics	Hours of work in workweeks and workdays do not exceed the maximum set by local, state, and federal law. Compensation and benefits are provided in accordance with all applicable wage and benefit laws. The basis of an employee’s wages is communicated, paid timely, and accurately documented. CSP pays overtime in accordance with federal and state labor laws. Furthermore, all employees are paid no less than the legally established minimum wage.
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Entry-level compensation exceeds minimum wage levels across all operating locations, with no material gender disparity observed at the entry level. All employees are compensated in compliance with applicable wage laws. Additionally, the organization expects contractors and third-party labor providers to adhere to minimum wage requirements through established vendor standards and contractual obligations. Compensation is benchmarked against appropriate legal standards, local market conditions, and internal pay equity guidelines to ensure fair and competitive pay practices.
202-2	Proportion of senior management hired from the local community	66.7% of all Senior Managers were hired from the local community. Senior Managers are defined as employees in leadership positions responsible for strategic direction, organizational performance, and oversight of multiple functions, departments, or locations. Local community is defined as having a primary residence within 25 miles of their assigned work location.

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DISCLOSURE		RESPONSE
205 Anti-corruption 2016		
3-3	Management of material topics	CSP expects the highest standards of integrity from its employees in all business interactions with a strict prohibition against all forms of corruption, extortion and embezzlement. CSP will never pay, offer, promise, or authorize the payment, directly or indirectly, of any bribe or corrupt payment (in the form of money or anything of value) to anyone for the purpose of inducing or rewarding any favorable action or obtaining any improper advantage. Conflicts of interest must be avoided and disclosed when they arise. Personal relationships, financial interests, or outside activities must never interfere, or appear to interfere, with the best interests of CSP. Gifts, meals, entertainment, and hospitality must be reasonable, lawful, and appropriate for a legitimate business purpose. They must never create an obligation, influence decision-making, or compromise professional judgment. CSP places the primary responsibility on our employees for ensuring adherence to these standards. Violations of the CSP Code of Conduct will not be tolerated. CSP will maintain a process for employees to raise issues of concern in a confidential manner. CSP will ensure that the employee’s confidentiality is maintained to the extent possible and protect any employee from retaliation.
205-1	Operations assessed for risks related to corruption	Procurement’s anti-corruption controls are embedded within the Supplier Code of Conduct and the Delegation of Authority (DOA) framework, which provide governance over sourcing decisions, supplier selection, commercial approvals, and contract execution. Procurement-related activities are subject to review and approval requirements designed to mitigate risks including: conflicts of interest, improper supplier relationships, unauthorized commitments or expenditures, bribery and kickback risks, and non-compliant sourcing decisions.
205-2	Communication and training about anti-corruption policies and procedures	100% of governance body members, employees, and business partners receive anti-corruption and ethics policy via CSP's Code of Conduct.
301 Materials 2016		
3-3	Management of material topics	CSP manages materials through its EHS Policy, which promotes responsible material use, recycling, and the conservation of natural resources through operational best practices. CSP further directly manages material use in operations through a holistic approach to increase the sustainability of fiber reinforced composite products by addressing all aspects of the product from cradle to grave. When possible, recycled, and bio-based alternatives are explored for material inputs to improve the sustainability of the final product.

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DISCLOSURE		RESPONSE
302 Energy 2016		
3-3	Management of material topics	CSP manages energy through its EHS Policy, by prioritizing energy efficient practices throughout the business.
302-1	Energy consumption within the organization	Total Energy Consumption: 2,069,321 GJ
302-3	Energy intensity	Total Energy Consumption/Total Employees = 497 GJ/Employee
302-4	Reduction of energy consumption	CSP experienced a 9.6% increase in energy consumption between 2024 and 2025. See page 6.
305 Emissions 2016		
3-3	Management of material topics	CSP has been collecting greenhouse gas data since 2021 and continues to strategize annual reductions. CSP is working toward setting formal reduction targets.
305-1	Direct (Scope 1) GHG emissions	64,150 MTCO2e
305-2	Energy indirect (Scope 2) GHG emissions	88,066 MTCO2e
305-4	GHG emissions intensity	37 MTCO2e / employee
306 Waste 2020		
3-3	Management of material topics	CSP manages waste through its EHS Policy by prioritizing waste reduction projects throughout the company. Waste reports are logged and reported to corporate for all facilities. Plants also have internal waste reduction goals and management systems implemented.
306-1	Waste generation and significant waste-related impacts	Waste – page 7
306-2	Management of significant waste-related impacts	Waste – page 7
306-3	Waste generated	20,381 MT of waste generated
306-4	Waste diverted from disposal	5,554 MT of waste diverted from disposal
306-5	Waste directed to disposal	14,827 MT of waste directed to disposal

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DISCLOSURE		RESPONSE
403 Occupational Health and Safety 2018		
3-3	Management of material topics	Employee exposure to potential safety hazards is eliminated wherever possible. CSP employees are provided with appropriate personal protective equipment. Employees will not be disciplined for raising health or safety concerns. CSP supports continuous improvement of working conditions in all of its facilities. CSP employees are also provided with a Code of Conduct that further outlines occupational health and safety commitments.
403-1	Occupational health and safety management system	CSP does not currently maintain a formally accredited Occupational Health and Safety (OHS) management system (such as ISO 45001). CSP does have an established and actively maintained Environmental, Health, and Safety (EHS) management system that effectively governs our safety practices across the company. Our EHS system applies to all employees, contractors, and visitors, and covers all operational activities and work environments. This includes but is not limited to: manufacturing and production operations, maintenance and engineering activities, office and administrative functions, warehousing and logistics operations. The system is implemented across all company locations and facilities, ensuring consistent application of health and safety standards. It includes key elements typically found in formal OHS management systems, such as: hazard identification and risk assessment processes, incident reporting and investigation, regulatory compliance management, safety training and competency programs, preventive and corrective action processes, routine audits and continuous improvement practices. While not formally certified, our EHS system is designed to align with industry best practices and regulatory requirements, providing comprehensive coverage of occupational health and safety risks across our operations.
403-2	Hazard identification, risk assessment, and incident investigation	Our organization uses a proactive approach to identify and address workplace hazards through employee reporting, routine inspections, and data analysis. Employees can report concerns anonymously via pocket cards, online, or telephone, and are empowered to stop or refuse unsafe work without fear of retaliation under our strict non-retaliation policy. All reported hazards and incidents are promptly investigated by EHS in partnership with Operations. A Safety Emergency Work Order (SEWO) is initiated to address immediate risks, followed by a structured 5-Why root cause analysis. We implement both short- and long-term corrective actions to eliminate hazards and prevent recurrence. Safety alerts are shared company-wide to communicate lessons learned and reinforce continuous improvement across all locations. These lessons are translated into five languages and displayed at all plants.

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DISCLOSURE

403-3 Occupational health services

RESPONSE

CSP provides medical surveillance for employees who require respiratory protection, conducts audiograms for hearing protection, and performs ergonomic assessments to improve workplace comfort and safety. Medical surveillance ensures employees are fit to use respiratory equipment and helps identify potential health concerns early. Audiometric testing monitors hearing and supports early detection of noise-related risks. Ergonomic assessments reduce the risk of musculoskeletal injuries by optimizing workstations and tools. These services reduce workplace health risks by proactively preventing injury and illness while ensuring employees have the proper equipment and support to work safely. Employees can access these services through our occupational health program by requesting evaluations, participating in scheduled assessments, or being referred through their supervisor or safety team.

403-4 Worker participation, consultation, and communication on occupational health and safety

Workers are actively involved in shaping and improving health and safety practices through structured engagement and open communication. Employees are encouraged to participate in the EHS program by reporting near misses and contributing observations from their daily work activities. A joint health and safety committee at each facility consists of both management and hourly employees. These committees meet regularly to review EHS performance, discuss concerns, and identify emerging risks. During these meetings, participants collaborate to evaluate issues, provide input on policies and procedures, and jointly develop corrective actions and next steps. Outcomes and decisions from these discussions are documented and communicated throughout the facility to ensure transparency and reinforce shared accountability. This collaborative approach promotes continuous improvement and ensures that worker perspectives are directly incorporated into occupational health and safety decision-making.

403-5 Worker training on occupational health and safety

CSP maintains a comprehensive health and safety training program aligned with all applicable OSHA and EPA requirements, ensuring employees are equipped to work safely and responsibly. All workers receive foundational training covering general safety principles, emergency response procedures, hazard communication, chemical safety, personal protective equipment (PPE), and environmental compliance. In addition, we provide mandatory certifications such as First Aid, Automated External Defibrillator (AED), and Bloodborne Pathogen training. To address role-specific risks, targeted training is delivered based on job functions and workplace hazards, including Firefighter Brigade training for emergency response team members, as well as instruction in areas such as lockout/tagout, fall protection, confined space entry, electrical safety, and machine guarding where applicable. Training programs are regularly reviewed and updated to reflect evolving regulatory requirements and operational risks, with refresher courses and documentation processes in place to ensure ongoing competency and compliance.

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DISCLOSURE

403-6 Promotion of worker health

RESPONSE

CSP is committed to supporting the overall well-being of our employees by providing access to a broad range of healthcare and wellness resources. Employees are offered comprehensive healthcare coverage, along with voluntary wellness programs designed to promote physical health, preventive care, and healthy lifestyles. In addition, we provide access to mental health resources and support services to help employees manage stress and maintain emotional well-being. These programs are complemented by other voluntary health initiatives that encourage a safe, healthy, and balanced work environment, reinforcing our commitment to caring for our workforce both on and off the job.

403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

CSP actively manages health and safety risks associated with suppliers, contractors, and business partners through a structured Contractor Compliance Program. All contractors are required to provide and maintain current documentation, including applicable safety training records, insurance coverage, and certifications, prior to performing work onsite. In addition, contractors must review and formally acknowledge site-specific health, safety, and environmental rules and procedures, confirming their understanding and commitment to compliance. Key hazards associated with contracted work such as equipment use, electrical exposure, confined spaces, and work at heights, are addressed through defined safety requirements, pre-job planning, and oversight. This approach helps ensure that all external partners adhere to the same rigorous safety standards as our direct operations, reducing risk and protecting the well-being of all individuals on site.

403-8 Workers covered by an occupational health and safety management system

4,488

403-9 Work-related injuries

In 2025, no work-related fatalities occurred. We recorded 41 OSHA recordable cases, resulting in a TRIR of 0.90 and an LTIR of 0.33, outperforming the composite industry average calculated from five applicable NAICS classifications (TRIR 3.2, LTIR 1.2) by 72%. Cases were primarily related to musculoskeletal injuries, minor medical treatments, and limited exposure-related irritation. Key hazards included ergonomic stressors, equipment contact, and controlled environmental exposures (e.g., dust, noise, chemicals). We continue to mitigate risks through our SEWO (Safety Emergency Work Order) process, safety alerts, and root cause investigations, supported by ergonomic improvements, training, and proactive monitoring to prevent recurrence and strengthen our safety culture.

404 Training and Education 2016

3-3 Management of material topics

CSP ensures that employees receive adequate information and training in relation to all relevant legal, regulatory, and internal requirements that apply to their jobs.

404-3 Percentage of employees receiving regular performance and career development reviews

Performance and career development reviews were completed for 98% of salary employees in scope (678 of 692). Among employees with documented review information, 27.1% were female and 72.7% were male. The overall workforce consisted of 34% female and 66% male employees.

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DISCLOSURE

RESPONSE

405	Diversity and Equal Opportunity 2016	
3-3	Management of material topics	The organization’s workforce consists of 4,165 employees, with a gender composition of approximately 66% male and 34% female. Employees are distributed across age groups, with the largest concentrations in the 30–39 (25%) and 40–49 (21%) ranges, indicating a balanced workforce across early, mid, and late career stages. Race and ethnicity data indicates representation across multiple groups, including White, Black or African American, Asian, and multi-racial employees. Workforce composition is primarily operational, with the majority of employees classified as operatives (3,473 hourly), supported by labor, technical, professional, and management roles.

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DISCLOSURE

405-1 Diversity of governance bodies and employees

RESPONSE

1. Gender Representation

Male: 2,749 (66%)
Female: 1,416 (34%)

2. Age Distribution

Employees are broadly distributed across age groups:
Under 30: 901(21.63%)
30–39: 1,050 (25.21%)
40–49: 888 (21.32%)
50–59: 813 (19.52%)
60+: 513 (12.32%)

Workforce is relatively balanced across mid-career and experienced populations, with strong representation in the 30–59 range.

3. Ethnicity / Race Distribution

White: 1,795 (43.10%)
Hispanic or Latino: 1,621 (38.92%)
Black or African American: 546 (13.11%)
Other / Unreported: 116 (2.79%)
Two or More (Not Hispanic or Latino): 44 (1.06%)
Asian: 34 (0.82%)
American Indian/Alaska Native: 7 (0.17%)
Native Hawaiian or Other Pacific Islander: 2 (0.05%)

4. U.S. Workforce Composition by Employee Category (EEOC)

First/Mid-Level Officials and Managers: 300
Professionals: 230
Technicians: 250
Sales Workers: 1
Administrative Support Workers: 73
Craft Workers: 73
Operatives: 2,431
Service Workers: 1
Executive/Senior Level Officials and Managers: 25

Note: Figures in this category reflect U.S. operations only and are a subset of CSP's total global workforce of 4,165 employees reported above.

Workforce is primarily operational, with smaller but defined management and professional segments.

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DISCLOSURE

405-2 Ratio of basic salary and remuneration of women to men

RESPONSE

To assess pay equity for comparable work, compensation was analyzed at the job title level, including only roles with sufficient representation of both male and female employees.

Across seven comparable job categories, female-to-male pay ratios are generally near parity, ranging from 0.91 to 1.00. Most pay gaps fall below 7%, with the largest identified gap at 8.8% for the Controller role. Overall, no job category exhibits a pay gap of 10% or greater.

These findings indicate that compensation for men and women performing similar roles is broadly consistent across the organization. The overall gender pay gap observed at the workforce level is therefore primarily influenced by workforce composition, including the distribution of employees across job levels and functions, rather than unequal pay for comparable work.

Job Title	Ratio (F:M)	Gap %
Controller	0.91	8.8%
HR Manager	0.93	6.6%
Utility	0.93	6.8%
Finisher	1.00	~0.2%
Quality Engineer	0.95	5.3%
Quality Auditor	0.95	4.7%
Materials Manager	0.96	4.3%

Note: Reported ratios are based on actual compensation by job title/category and are not adjusted for tenure, experience, facility size, scope of responsibility, or other factors that may influence individual compensation levels.

406 Non-discrimination 2016

3-3	Management of material topics	CSP promotes a work environment free from harassment and unlawful discrimination. Harsh and inhumane treatment of employees is prohibited. CSP employees are required to comply with all anti-harassment and discrimination policies.
406-1	Incidents of discrimination and corrective actions taken	There have been 7 discrimination incidents reported (2 age; 3 ADA; 2 race) 1 - pending EEO review/assignment 1 - pending/under investigation 1 - pending position statement 4 - resolved — dismissed/no probable cause determinations

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DISCLOSURE		RESPONSE
408 Child Labor 2016		
3-3	Management of material topics (pulled from website)	CSP will not use child labor in any stage of manufacturing. The term “child” refers to any person employed under the age of 18 (or 16 where the law of the country permits), under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest. The use of workplace apprenticeship programs, which comply with all legal regulations, is supported.
408-1	Operations and suppliers at significant risk for incidents of child labor	No instances to report.
409 Forced or Compulsory Labor 2016		
3-3	Management of material topics	CSP will not engage in any form of forced labor. All labor at the company is voluntary. CSP will not use forced or involuntary labor, whether bonded, prison or indentured, including debt servitude. Further guidance can be found in our Code of Conduct.
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	No instances to report.
416 Customer Health and Safety 2016		
3-3	Management of material topics	It is CSP’s goal to meet or exceed all legal and regulatory requirements related to customer health and safety, minimize risk, and continuously raise the bar for safety and performance of products, with the goal of producing products with excellence, responsibility, and care for our people, communities, and planet.



TOPIC	ACCOUNTING METRIC CODE	METRIC DESCRIPTION	CATEGORY	UNIT OF MEASURE	2025 RESPONSE
Energy Management	TR-AP-130a.1	Total energy consumed	Quantitative	Gigajoules (GJ)	2,069,321 GJ
		Percentage grid electricity ¹	Quantitative	%	38.9%
Waste Management	TR-AP-150a.1	Total waste from manufacturing	Quantitative	Metric tonnes (t)	20,381 t
		Percentage recycled ²	Quantitative	%	27.2%

¹ Electricity is physically delivered through the utility grid. CSP's Auburn Hills headquarters participates in DTE Energy's MIGreenPower program, supporting its renewable-electricity claim through the program's renewable energy resources.

² Percentage recycled includes material sent for recycling, scrap metal recycling, universal waste recycling and re-refined oil/water (~5,554 t), equal to total waste diverted from disposal (27%); see page 7.