



SUSTAINABILITY REPORT 2023



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The disclosures in this report are consistent with the standards of the Sustainability Accounting Standards Board (SASB) Industrial Machinery & Goods. The report presents the environmental, social, and governance (ESG) performance of Core Molding Technologies, Inc., along with its management approach to material sustainability topics, for the 2023 calendar year (January 1st, 2023 – December 31st, 2023).

For questions about our sustainability reporting, please contact Roberto Cervantes at Rcervantes@coremt.com

Key Performance Figures

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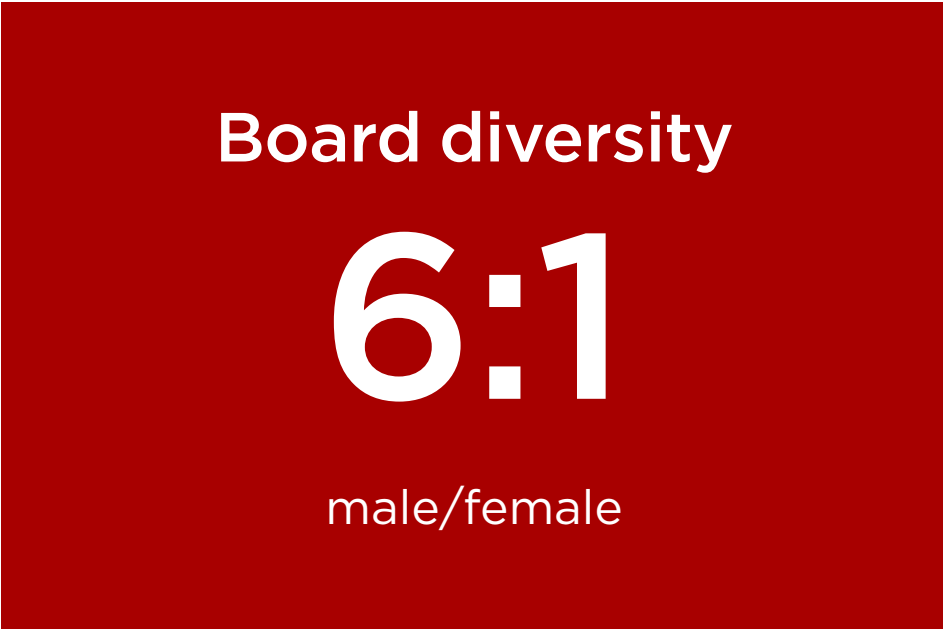
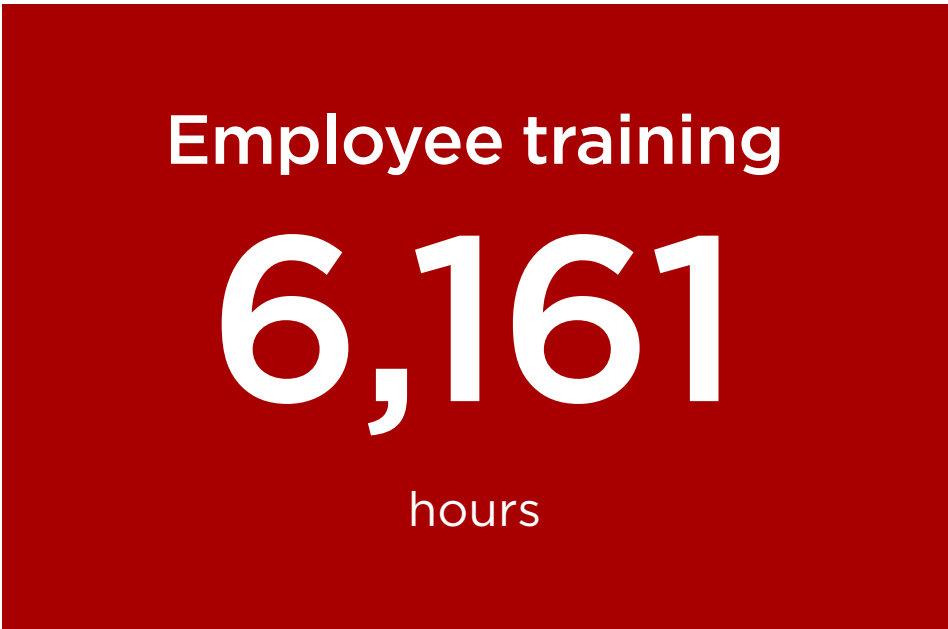
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1 Includes regrind and recycled oil

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This report represents the second sustainability report published by Core Molding Technologies, with our inaugural report published in 2022. Our sustainability report intends to inform our stakeholders of our environmental, social, and governance (ESG) performance and impacts in our reporting year.

We believe this report offers a comprehensive view of our sustainability strategy and provides our stakeholders with an overview of our progress toward established goals and our commitment to sustainable development. With sustainability embedded in our values and operations, our reporting enables us to scrutinize our operations, identify areas for continuous improvement, and implement strategies to mitigate any risks. The disclosure of these activities serves as an effective knowledge transfer for our stakeholders.

We believe sustainability reporting to be a crucial mechanism for stakeholder communication and investor relations. Reporting on our activities provides our stakeholders with a transparent medium for our team to demonstrate the results of our endeavors and strengthen trust and accountability between Core and

our stakeholders. In short, by showcasing the steps we have taken to advance our sustainability strategy, we are retaining our competitive edge by attracting and retaining investment. This is an annual process that aids our team in identifying sustainability-related risks, developing effective strategies aimed at mitigating these risks, and safeguarding and reinforcing our long-term value.

Beyond the benefits associated with compliance and competitiveness, we believe our sustainability reporting is instrumental in driving organizational change toward more sustainable practices. While sustainability has always been a key tenet of Core’s agenda, our reporting on actions taken encourages our team to focus on finding innovative and efficient ways to reduce our environmental impact. Actions

that often conflate with improvements to efficiency and effective cost savings. Our proactivity in this realm is demonstrative of our commitment to continuous improvement and value-based transformation. We believe sustainability serves as a catalyst for innovation propels us toward a model where operational efficiencies and ethical practices not only enhance our bottom line, but also contribute significantly to societal well-being. This approach reinforces our philosophy that business success and environmental stewardship go hand in hand.

A Message from the CEO

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We are excited to publish our second annual Sustainability Report to show the progress we have been making since last year. “Culture is a Competitive Advantage” and the process of formalizing our environmental and social responsibility commitments allows us to better communicate and engage our teams with systematic processes that can be incorporated into our daily operational and strategic business systems.

It is also exciting to see how the organization wants to engage in the process and they see the value of our ESG program. They see us continually drive actions and implement changes that reduce our waste, reclaim material or reduce our energy consumption. It all begins with small steps that we purposefully grow to make large impacts.

We realize that we are a small but vital part of the global environmental and social ecosystem in today’s world. And our responsibility is to continually strengthen our inclusive culture, maintain a diverse workplace and be a model for environmental stewardship. We believe that we bring this to life through our leadership commitment, organizational development, and integration into daily business systems. Our commitment and direction are both purposeful and intentional.



David Duvall
President
and Chief Executive Officer

Some major accomplishments and business changes we have implemented are:

- We have been awarded the EcoVadis Bronze certification and achieved over 80% on the Navistar S-Rating program.
- We continue to grow our business in recyclable thermoplastic solutions and have introduced products that are produced from 100% recycled material, consuming used plastic.
- Our Matamoros and Monterrey facilities were recognized through honorable mention for “ethics and values in the industry.”
- We partnered with a major customer to install a full recycling / reclaiming system in our Matamoros facility to reclaim and recycle thermoplastics used in the production of personal watercraft.
- We continue to develop and test product using Soy Bean additives to reduce VOCs and toughen our materials, through our work with the Ohio Soy Council.

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- We have focused on reducing our energy consumption by replacing our factory lights with LEDs, conducted energy surveys in our plants and our large equipment which allowed us to justify installing power factor correction equipment and lower our energy consumption.
- Myself and other Core Molding leaders are actively engaged and directly contributing to work with industry groups and research institutes, such as the ACMA (American Composite Manufacturers Association) Board and Sustainability forum and the Ohio Soy Council.
- A Corporate Governance process that involves quarterly Board and management reviews, including Board oversight of our Enterprise Risk Management process that drives risk identification through our ESG programs.
 - Our teams leveraged our ESG programs to identify risks related to environmental, legal, and social issues, thereby properly identifying and reporting mitigation in each of our business systems.
- Our leadership has created an Organizational Development program to support several initiatives to build understanding and acceptance internally, as well as strengthen support of local communities. I am excited to see programs like: Annual Leadership Development, Front Line Leader Development, Women @ Core, Employee Engagement Committee, and Charity events, just to name a few.

We are committed to growing the ESG program as part of our business strategy to create value and embedding it into our culture. It simply makes sense, as a business, to reduce waste, lessen our impact on the environment, support the communities in which we serve, and create an organizational culture that benefits from an inclusive and diverse mindset. We remain committed to reducing our environmental impact by following our “30x30” environmental strategy:

- 30% reduction in electricity/gas energy usage by 2030
- 30% reduction in purchased/produced GHGs by 2030
- 30% reduction in waste to landfill by 2030

As we continue to gain momentum, we will set measurable targets that challenge our thinking and actions moving forward. Our focus is on setting practical goals that make a positive impact in the world.



David Duvall
President and Chief Executive Officer



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About Core

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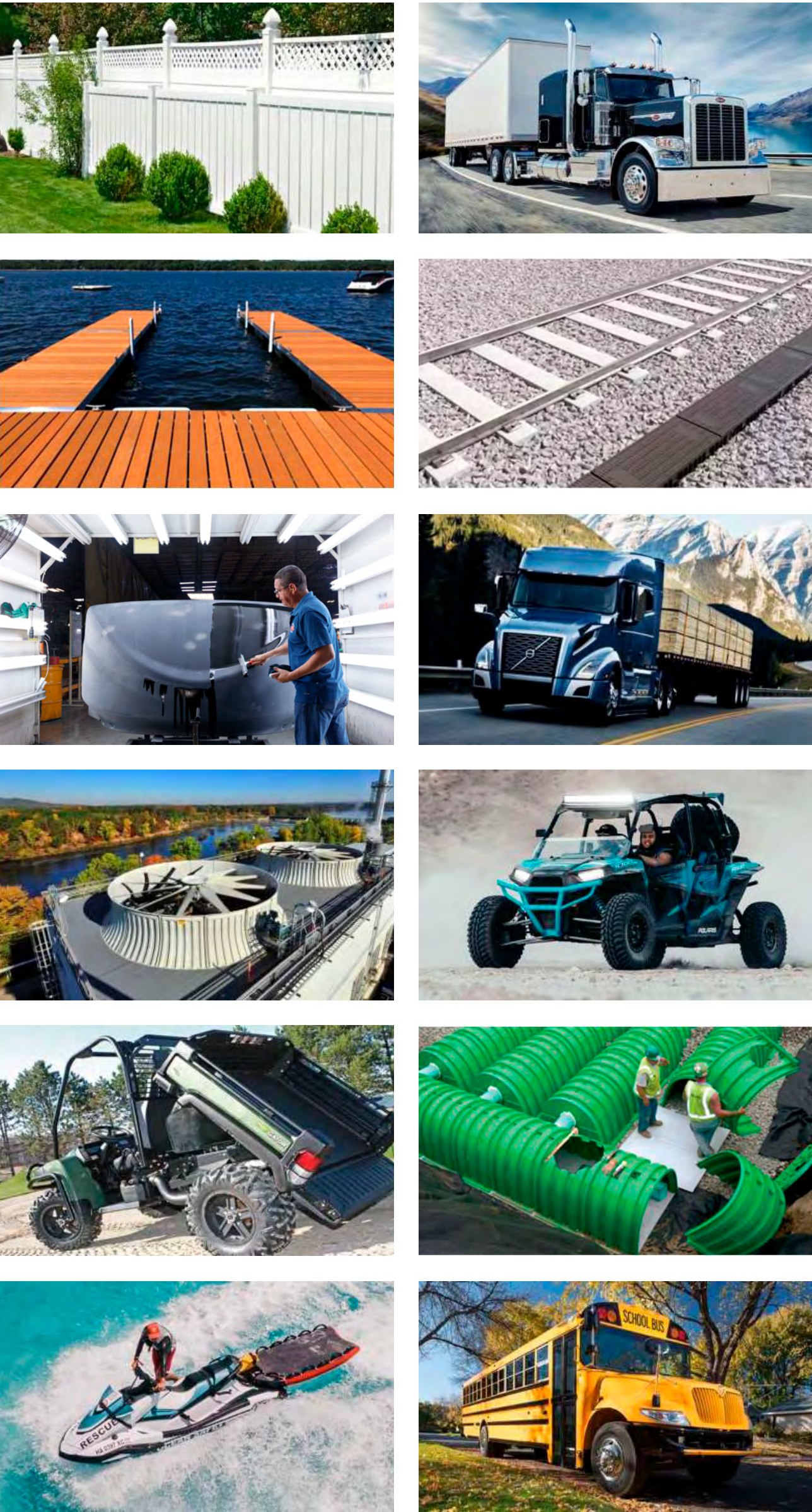
Core Molding Technologies, Inc. (NYSE: CMT) is a leading manufacturer of engineered material solutions produced from sheet molding compounds, fiber-reinforced plastics, and specialized thermosets and thermoplastics.

We produce and sell molded products for a wide variety of markets, including medium and heavy-duty trucks, marine, automotive, agriculture, construction, and other commercial markets. Our specialization in a wide range of manufacturing processes allows us to meet our customer’s various program volume and investment requirements.

Our large portfolio of processes and materials allows us to create custom plastics solutions for our customers. We have processes for low and high-volume applications and use materials with a diverse range of strength, performance, and recyclability.

We offer the following services:

- Sheet Molding Compound (SMC)
- Reaction Injection (DCPD)
- Direct Long-Fiber Thermoplastic (DLFT)
- Structural Foam & Structural Web (SF/SW)
- Hand Lay-Up (HLU)
- Hand Spray-Up (HSU)
- Resin Transfer Molding (RTM)

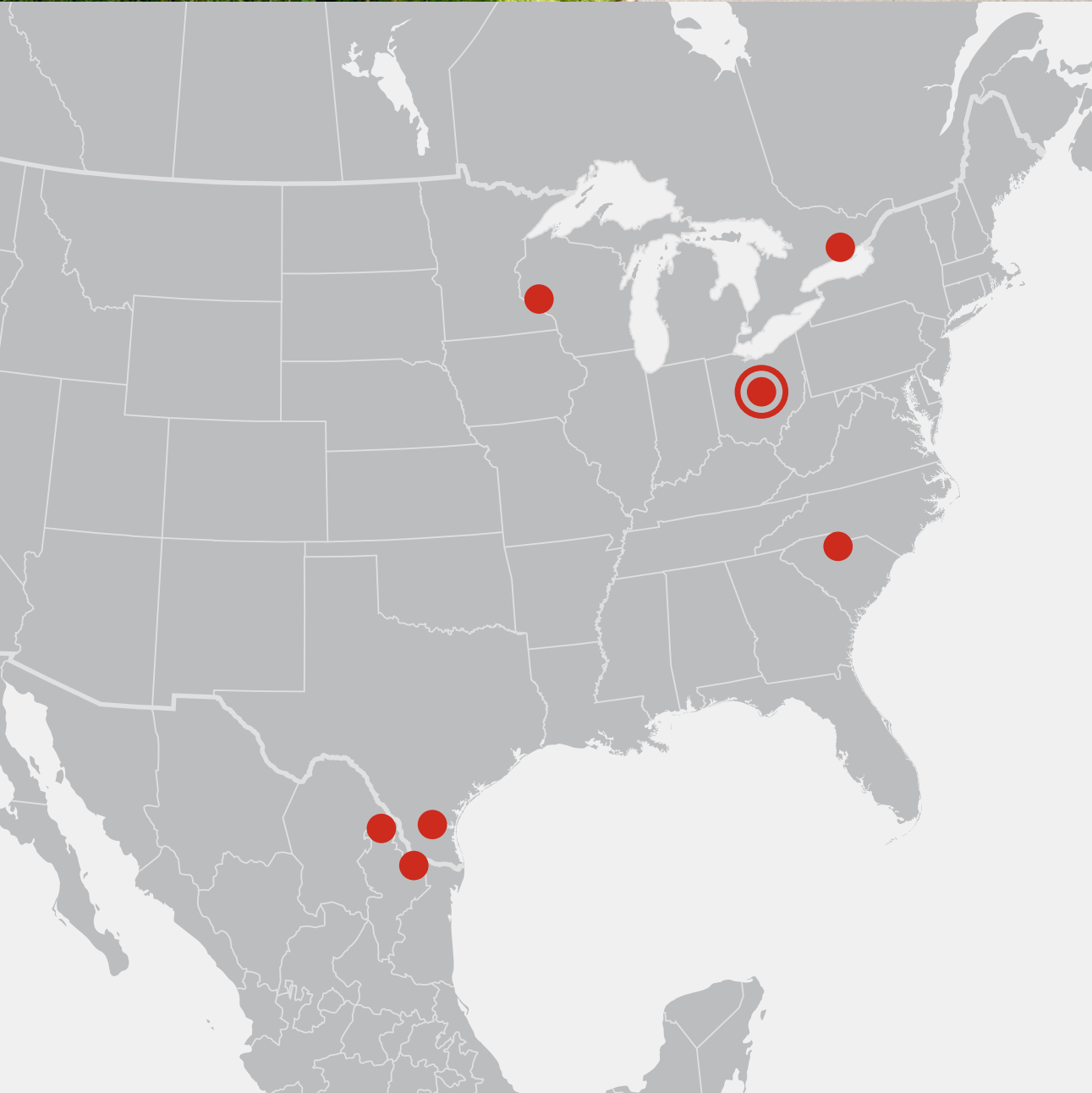


Locations

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Core Molding Technologies has its headquarters in Columbus, Ohio, and operates six production facilities in the United States, Canada, and Mexico.

LOCATION	SIZE (FT²)	EMPLOYEES	TONS OF GOODS PRODUCED	PROCESSES
Columbus, Ohio	338,000	457	16.4 K	Assembly, SMC compounding, SMC molding
Gaffney, South Carolina	140,000	188	5.1 K	Assembly, SMC molding
Matamoros, Mexico	478,000	879	16.8 K	Topcoat paint, assembly, DCPD, DLFT, RTM/VRTM, HSU/HLU, SMC molding
Winona, Minnesota	87,000	53	3.1 K	Assembly, DLFT
Cobourg, Ontario	274,000	174	16.5 K	Assembly, SF/SW
Monterrey, Mexico	61,000	96	5.6 K	SF/SW
Brownsville, Texas	39,000	10	N/A	Goods Consolidation and Just-in-Time Customer Support



Strategy and Core Values

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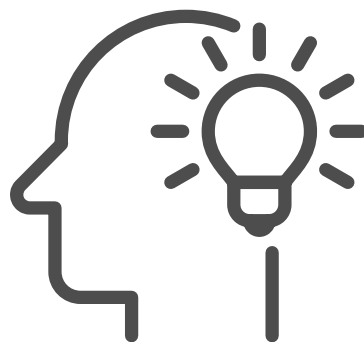
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Thank you for reviewing Core Molding Technologies’ second sustainability report. Our sustainability strategy is deeply intertwined with our core values, strategic market position, and the unique factors that define our industry.

We believe that for sustainability efforts to be genuinely impactful, they must go hand-in-hand with our business objectives, ensuring that our initiatives are both genuine and pragmatic. This approach provides greater assurance that our integration of sustainable practices into our operations creates value for our stakeholders, contributes positively to the industry we serve, and leverages the following key market factors:

- Our industry is distinguished by few competitors in a vast addressable market with high entry barriers.
- Our commitment to quality and service is exemplified by the long-term partnerships we have maintained with blue-chip companies by acting as the single source for technical solutions in structural systems.
- Our continued excellence in innovating the design, functionality, and durability of our products.

As the leading manufacturer of best-in-class fiber reinforced resin solutions, we are fully dedicated to adhering to our CORE values:



To be a learning organization



To show mutual respect



To have the courage to challenge



To operate with transparency

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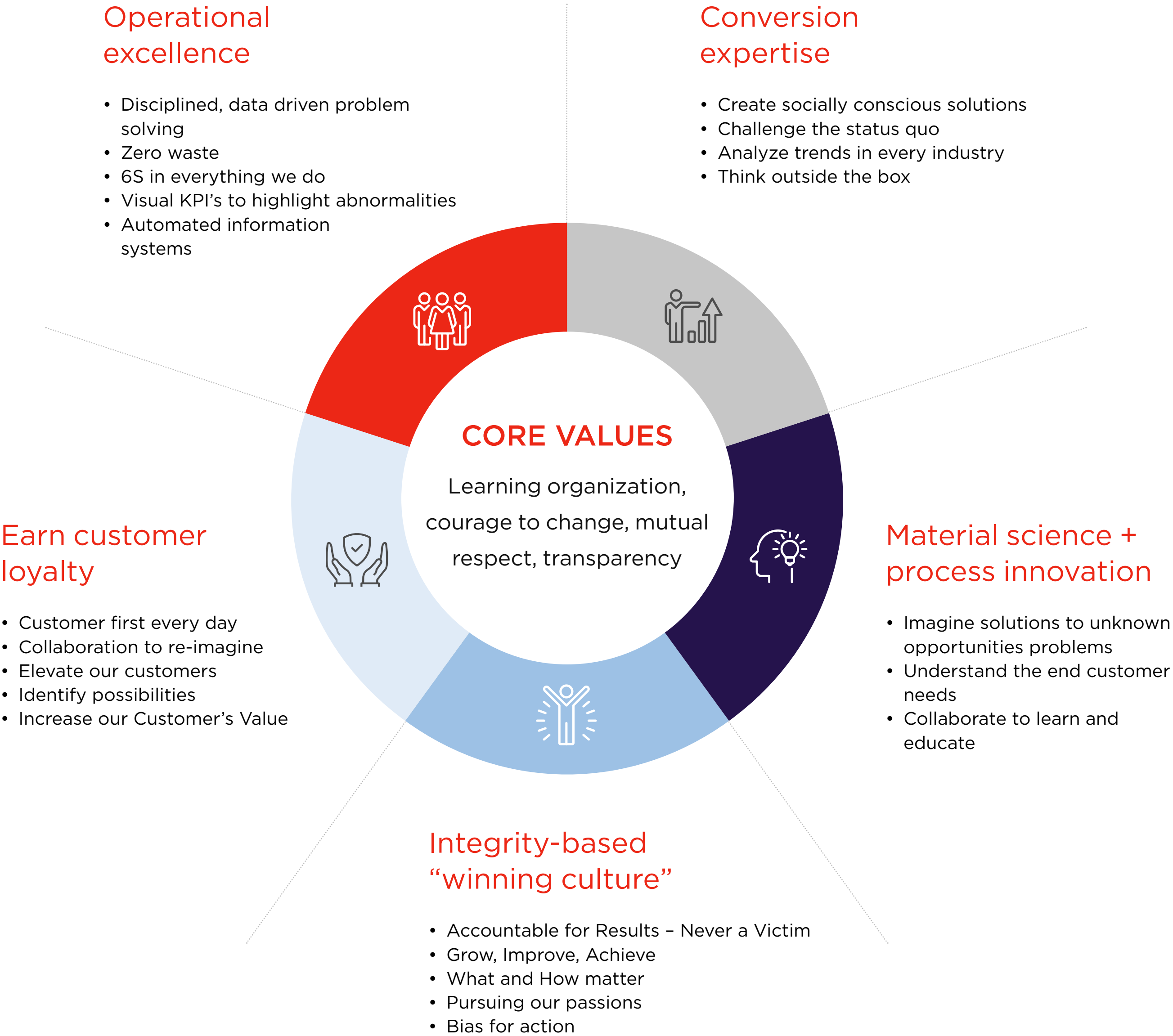
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We believe the values that form the foundation of our strategic pillars relate strongly to our objective of transparently communicating our sustainability commitment to our stakeholders. Providing ESG solutions to our customers and meeting or exceeding our sustainability targets will deepen our pledge to continuous improvement and strong corporate social responsibility. We intend for our second report to demonstrate our progress in the areas we have committed to developing in parallel with our expected evolution and growth in our industry.

VISION

To be the most reliable, innovative, and responsive partner in material and manufacturing solutions development while growing shareholder value by maximizing Return on Capital Employed (ROCE) and Execution Excellence and adhering to our Core values.



A Message from our Sustainability Leader

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As we embark on our second year of reporting on environmental, social, and governance (ESG) performance, Core Molding Technologies reaffirms its unwavering dedication to advancing sustainability. Building upon the groundwork laid out in our inaugural report, we persist in our mission to embed sustainability across all aspects of our operations. Reflecting on the past year, we acknowledge the invaluable lessons that have guided our sustainability journey. We understand that sustainability is not a destination but an ongoing voyage of enhancement and adaptation. Collaboration and partnerships are integral to driving meaningful change, both internally and throughout our supply chain. We recognize the importance of resilience in overcoming challenges, necessitating agility and proactivity in addressing emerging risks and opportunities. These insights have led to the formulation of tailored improvement plans, aligning with the evolving needs of our customers while upholding our commitment to long-term value creation, operational profitability, employee equality, and community well-being.

Recognizing the multifaceted nature of the task ahead, we anticipated significant learning experiences, not only in understanding the technical intricacies of sustainability but also in the effective management of the work required to drive tangible impact. Leveraging these insights, we have fortified the integration of sustainability efforts into our annual Policy Deployment plan, enhancing focus and support across the organization. Furthermore, significant progress has been made in refining our understanding of key performance indicator (KPI) data, leading to necessary corrections in our first-year baseline to ensure the utmost accuracy and consistency as we chart our course into the future. Notwithstanding the challenges encountered, our action plans and strategies from 2023 have borne fruit, as

evidenced by the promising results detailed within our report. Our primary focus remains on meeting our commitments for the 30x30 plan and making notable strides across our materiality areas. Notably, we have achieved improvements in GHG Scope 1, Electricity Usage, and Waste Management KPIs, a testament to the concerted efforts and unwavering support provided by the Board and Leadership team. For this, I express my heartfelt gratitude, as well as my appreciation for the warm welcome extended to me upon joining the Sustainability Team.

As we reflect on our second year of sustainability endeavors, we are humbled by the challenges faced and invigorated by the progress achieved. Armed with valuable insights and a renewed sense of purpose, we are steadfast in accelerating our sustainability efforts and fostering positive change within and beyond our organization. By embracing challenges, learning from experiences, and taking decisive action, we are confident in our capacity to forge a more sustainable and resilient future for generations to come.

Roberto Cervantes
Sustainability Leader



Sustainability Strategy

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Innovative transparency is at the heart of our business philosophy. As an organization, we are committed to sustainable operational excellence that drives long-term value creation, positive corporate citizenship, and sustainable solutions for our customers.

We consider our current market position advantageous as we operate in an industry with few competitors and maintain strong relationships with our blue-chip customers. As such, we are well positioned to seize on our addressable market which we estimate to be greater than \$10B¹. We intend to capitalize on our market by deepening relationships with our large customers, expanding into multiple industry channels, and leveraging our leadership in trucks and powersports. Our focus on providing environmentally friendly and higher-value solutions for our customers will allow us to meet evolving demands. Our strategy is designed to diversify revenue streams,

enhance customer loyalty, and position CORE for sustainable growth in a highly accessible market defined by substantial potential for profitability and increased market share.



1 Based on management estimates with current process portfolio

Approach to Sustainability

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“We recognize the importance and value of sustainability. For us, sustainability is about meeting the needs of the present while leaving the world a better place for the future”

At Core, we have always been champions of doing what is right and strive to lead our industry in commitment to action. Our goal is to ensure our handprint exceeds our footprint through the positive impacts of our people and products. We are constantly monitoring our impact through every step of our value chain and evaluating how we can improve. From the products we make to the way we make them; sustainability is at the center of our business. We are committed to considering the future in the decisions we make every day.



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We approach sustainability with pragmatic and value-based outcomes in mind. Our approach is structured in these key areas:

PRODUCT AND PROCESS

Sustainability is a key driver for our composite product research and development. Our materials development team continues to investigate the use of organic and renewable materials. We also incorporate natural fiber composites in our structural design and manufacturing processes, which help reduce synthetic material processing. Not only are we researching alternative materials that reduce environmental impact, but we are also working aggressively toward scrap reduction, reusability, and utilizing recycled material from recycled paper products and expendable packaging to our end products. For example, in our thermoplastics product line, we strive to use recycled material as an alternative to prime materials, stressing our desire to convert waste into usable products.

ENVIRONMENTAL

Our commitment to environmental sustainability is emphasized by our facilities being registered to the ISO 14001 Standard. This standard defines the requirements for an environmental management system by focusing on the systematic development of a continuous improvement process. It focuses on efficient energy use, raw material sourcing, waste minimization, and risk prevention. Considering this standard, we commit to obtaining, maintaining, and keeping current all required environmental permits and registrations. All employees must comply with operational and reporting requirements. We support a proactive approach to environmental challenges and encourage initiatives to promote environmental awareness and responsibility. We comply with all applicable environmental laws and regulations and will promptly develop and implement changes to correct any non-compliance issues as we are made aware.

SOCIAL AND GOVERNANCE

We recognize our social responsibility and commitment to our employees and to the communities in which we live and work. As an organization, we require that our employees comply with all policies related to our corporate responsibilities and report any activities that may violate the following policies and standards:

- Health and Safety
- Human Rights
- Corruption and Ethics
- Compliance

In all areas of our business operations, employees must comply with all applicable laws, regulations, and directives of the countries and regions in which the organization operates. Additionally, we will ensure that our employees receive adequate information and training concerning all relevant legal, regulatory, and internal requirements that apply to their jobs.

Material Topics

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In 2023, we completed a materiality assessment that resulted in the determination of our material topics.

Our assessment included:

- Feedback from our investors, customers, employees, and suppliers
- Interviews with our executive management and investor relations teams
- Research into industry trends and peer benchmarking
- Regulatory assessments
- Evaluation of ESG standards and rating methodologies

This assessment was developed through the lens of “double materiality.” Double materiality is a feature of risk management that seeks to define and measure the external impacts a company has on the environment and society and the internal impacts that the environment and society have on a company. The outcome of this materiality assessment functions as an outline of this sustainability report and serves to provide stakeholders with an overview of each material topic, what is being done to monitor and control this impact, positive impacts, and disclose measurements, targets, and initiatives related to each topic. Risk management is a central purpose of this assessment and is intended to inform internal and external stakeholders of risks relevant to Core Molding Technologies.

Sustainable development goals



Core Molding Technologies recognizes 12 of the Sustainable Development Goals introduced by the United Nations (UN).

Core Molding Material Topics 2023

ENVIRONMENTAL

- GHG emissions
- Biodiversity
- Circular economy



SOCIAL

- Employee rights
- Human rights
- Diversity
- Employee benefits
- Community



GOVERNANCE

- Code of ethics
- Security
- Data and privacy
- Partnerships



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GHG EMISSIONS

BIODIVERSITY

CIRCULAR ECONOMY

Environment

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Environmental stewardship is a cornerstone of our sustainability strategy and is supported by our commitment to reducing the impact of our operations on the natural world.

By combining strategic planning, stakeholder engagement, and our reputation for continuously improving how we operate, we are capable of extending our commitment beyond compliance and making environmental management an integral part of our mission to benefit our stakeholders and the communities where we operate. Our approach to environmental management is both comprehensive and proactive. Our primary objectives include:

- Minimizing our greenhouse gas (GHG) emissions by actively evaluating and implementing strategies to reduce our carbon footprint.
- Ensuring the prevention of environmental hazards by properly managing our use of hazardous chemicals and adhering to risk management and accident prevention procedures.
- Minimizing waste by embracing initiatives that enhance our operational efficiency and contribute positively to our ecosystems.

We recognize the critical need for stakeholder involvement throughout our processes and take steps to ensure that appropriate channels for feedback are maintained and readily available. Our environmental strategy is supported by evidence-based and peer-reviewed research, feedback from our management, employees, industry peers, customers, suppliers, investors, and support from a third-party advisory firm. The purpose of our environmental strategy is to lessen the impact of our operations on the environment. This objective is enabled by a company-wide data collection process developed to ensure accurate reporting from facility managers and team leaders. Our journey towards environmental sustainability is a reflection of our broader commitment to corporate responsibility and our core values.



A Message from our Chief Operating Officer



Eric L. Palomaki
Chief Operating Officer

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As we navigate the complexities of the modern business landscape, Core Molding Technologies must recognize and foster sustainability improvements in every aspect of our operations.

Sustainability should not merely be a buzzword; it is a fundamental requirement of good environmental stewardship that impacts our strategy, drives innovation, and ensures our long-term success in an ever-evolving world. At Core Molding Technologies, we understand that sustainability goes beyond compliance; it is about creating shared value for our stakeholders while safeguarding the environment and enhancing societal well-being. As a durable plastics manufacturing company, we recognize the profound impact our actions have on the planet, our communities, and future generations. Therefore, we are committed to integrating sustainability principles into our core business systems from supply chain management, to product design and development, manufacturing processes, and beyond.

Our journey towards sustainability is guided by three key principles:

1. Environmental Stewardship:

We recognize the finite nature of our planet’s resources and our responsibility to minimize our ecological footprint. Through resource-efficient manufacturing processes, waste reduction initiatives, and the adoption of renewable energy sources, we aim to mitigate environmental impact while driving operational efficiency and resilience. We have chosen to focus our efforts on reducing energy usage, CO₂ emissions and waste to landfill.

2. Social Responsibility:

We are dedicated to upholding the highest standards of ethical conduct, respecting human rights, and fostering inclusive workplaces where diversity is celebrated and employees are empowered to thrive. Our commitment extends beyond our own operations to encompass the entire value chain, ensuring fair labor practices and promoting social welfare within the communities where

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we operate. We strongly value being a learning organization and will continue to invest in our employees’ development to make it a continued culture as a competitive advantage.

3. Economic Products and Processes:

Sustainability is not just a moral imperative; it is also a strategic imperative to create long term value. By embracing sustainable practices, we enhance our competitiveness, reduce risks, and can unlock new opportunities for growth and innovation. Through prudent financial management and transparent reporting, we seek to create long-term value for our customers and our shareholders while contributing to a more sustainable global economy.

We embarked on this formal sustainability journey two years ago. As we publish this second version of our sustainability report we have learned a lot and we realize that the path to sustainability is not without challenge. However, we firmly believe that by working together—with our employees, partners, customers, and stakeholders—we can build a brighter, more sustainable future for generations to come.

Thank you for your continued support as we strive to make a positive difference in the world through our commitment to sustainability.

Eric L. Palomaki
Chief Operating Officer

Environmental Management

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Our commitment to environmental stewardship and long-term value creation is complimented by our continuous strive for sustainable operational excellence.

The nature of our industry and our leading position in it require diligence, attention to detail, and a culture of continuous improvement. We believe our excellence in these fields sets us apart and serves as a testament to our “winning” culture. In putting our words to action, we recognized the need early on to establish a comprehensive set of targets that would serve as the goalposts for our environmental management strategy. In 2022, we established our 30x30 environmental strategy. The objectives of this strategy include:

- 30% reduction in electricity/gas energy usage by 2030
- 30% reduction in purchased/produced GHGs by 2030
- 30% reduction in waste to landfill by 2030

Our intention with this strategy is to distinguish ourselves with an early and decisive endorsement of targets that will hold us accountable in our everyday actions. This proactive approach positions us at the forefront of this vital movement from the outset and differentiates our environmental approach from one that merely reacts to external pressures or trends. By choosing to lead with intention and foresight, we not only anticipate future challenges but also embrace the opportunity to shape the sustainability landscape. This strategic differentiation underlines our commitment to not just participate in but actively drive positive environmental change. By prioritizing actionable goals at an early stage, we have laid a solid foundation for measurable progress, demonstrating that immediate action is not just possible but imperative for sustainable development. Our commitment to these early targets reflects a deep-seated belief in the

importance of not only addressing but leading in the global challenge of environmental preservation. It is a testament to our belief that corporate responsibility extends beyond the confines of business operations to encompass a broader, more profound commitment to the future of our planet.

Our excellence in this realm has earned us a Bronze Rating for Sustainability in 2023 from EcoVadis. We are proud to have received this commendation from EcoVadis and look forward to improving on our score in future years. For further information on EcoVadis and what this award means for us, please visit our website [here](#).

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ISO 14001

Our environmental strategy is further enhanced by our compliance with ISO 14001. In 2023, our sixth and final manufacturing facility, located in Canada, achieved ISO 14001 certification. ISO 14001 was developed and created by the International Organization for Standardization (ISO), a non-governmental organization focused on developing “voluntary, consensus-based, market relevant International Standards that support innovation and provide solutions to global challenges.” This standard sets requirements aimed at the development and enhancement of a company’s environmental management system. Our proactive approach to environmental management benefits

from ISO 14001 due to the focus placed on the systematic development of processes of continuous improvement. Compliance with ISO 14001 ensures our environmental management system has the intended outcome of:

- Enhancing our environmental performance
- Fulfilling our compliance obligations
- Achieving our environmental objectives



ENERGY MIX

Understanding the composition of our energy sources is a central goal within our environmental strategy. Diminishing our energy consumption by 30% by the year 2030, necessitates the ongoing evaluation and oversight of our environmental management practices to refine and enhance our future strategies. Navigating the shift toward sustainable energy requires an engaged approach that will unilaterally reduce our dependence on fossil fuels and implement measures that conserve energy. At every site, we have added vigilance in tracking our energy use, mandating that facility managers diligently log and report on the electricity and natural gas usage of their buildings. The findings from our tracking of energy use by site and in aggregate are presented here:

LOCATION	NATURAL GAS (MMBTU)	ELECTRICITY (KWH)
Cobourg	168,589	15,873,017
Columbus	150,589	14,870,800
Gaffney	60,584	8,899,553
Matamoros	108,337	27,041,220
Monterrey	0	6,565,102
Winona	2,765	4,955,615
All	490,864	78,205,307

In an effort to minimize our energy usage, we have introduced several technology initiatives to curtail energy usage across all our locations. As of this report, we have introduced more efficient boilers and air compressor systems, low-energy lighting, and thermoset scrap reduction projects. We are constantly seeking new ways to reduce our energy consumption and will continue to search for new initiatives and technology to introduce in our operations.

GHG Emissions

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A key motivation for curtailing our energy usage is driven by our efforts to reduce Greenhouse Gas (GHG) emissions within our supply chain and resulting from our operations. As natural gas is combusted in boilers and ovens, GHG emissions such as carbon dioxide (CO₂), methane (CH₄), and nitrous oxide (N₂O) are released into the Earth’s atmosphere. As solar radiation enters the atmosphere, GHG molecules reflect solar radiation in all directions, warming the Earth and the lower atmosphere, and contributing to global warming. The effects of which can significantly negatively affect our environment and broader society. Doing our part to reduce or eliminate emissions from our operations will help significantly in fighting global warming and reaffirming our position of stewardship. We will continue to actively monitor our scope 1 and 2 emissions by facility and are devoted to implementing measures intended to reduce our GHG emissions and impact on the climate.

Our electricity consumption decreased due to improvements around asset maintenance and enhancements to our process of plant resource sourcing. Due to more heating required for colder months, our natural gas consumption increased. We expect consumption to decrease in the coming years as we have implemented gas efficiency systems that rely on steam for mold temperature control. Our waste management systems have improved due to steps taken to reclaim oil separated from water and enhanced processes for scrap reclaiming. While our performance fell slightly under our 2022 baseline, we have high expectations for 2024 given our added regrind capacity.

LOCATION	SCOPE 1 (tCO ₂ eq)	SCOPE 2 (tCO ₂ eq)
Cobourg	8,955	2,063
Columbus	8,009	6,684
Gaffney	3,218	2,529
Matamoros	5,755	12,142
Monterrey	0	2,948
Winona	147	2,218
All	26,084	28,584

30X30 ENVIRONMENTAL STRATEGY

TOPIC	METRIC	TARGET/STANDARD	2023 PERFORMANCE	2022 PERFORMANCE
Energy	Electricity	KWH/Ton	1,418	1,437
	Natural Gas	MMBTU/Ton	9.31	8.70
GHG Emissions	Scope 1 (Produced)	tCO ₂ e/Ton	0.41	0.45
	Scope 2 (Purchased)	tCO ₂ e/Ton	0.45	0.42
Waste	Industrial/Haz	Lbs/Ton	169	175
	Reduce/Recycle	Lbs/Ton	172	173

Case study

Molding Award Nomination at CAMX

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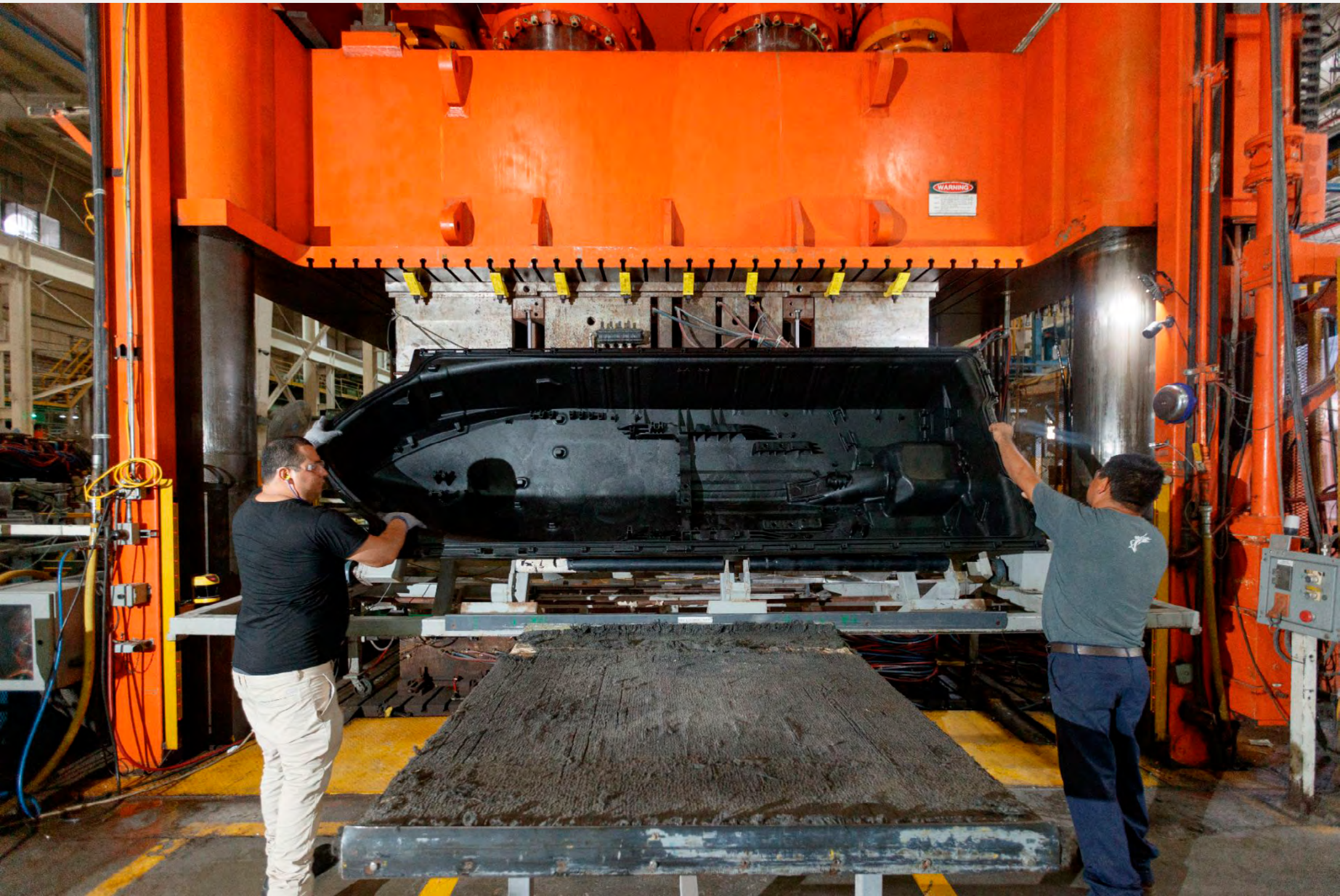
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In 2023 we were nominated for the Material and Process Innovation Award at the Composites and Advanced Materials Expo (CAMX). This nomination is intended to recognize our excellence and innovation in the composites industry. Our work producing essential components like the Reinforced Composite DLFT Personal Watercraft Hull significantly enhances powersports vehicle performance through optimal power-to-weight ratios.

In collaboration with our customer, a more impact resistant hull was developed using a cost-effective method that involved reinforcing the hull with a unidirectional fiberglass sheet, avoiding the need for more expensive mold modifications.

The DLFT material used in the hull breaks traditional molding limitations by incorporating design features directly into the mold, reducing part count and assembly time. Additionally, the hull is 100% recyclable at the end of its life.

The nomination at CAMX 2023 catalyzes continued innovation and commitment to setting industry standards while emphasizing environmental sustainability.



Biodiversity

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Maintaining an acute awareness of our environmental footprint is essential for our 30x30 environmental strategy, which includes a 30% reduction in waste by 2030. Our dedication to setting a positive example within our sector is evident not only in our inherently eco-friendly products but also through our comprehensive environmental protection efforts.

Adherence to ISO 14001 standards guides our commitment to continual improvement and proactive evaluation of our operational impacts on the environment. We ensure full compliance with all relevant environmental legislation and regulations, and we are committed to swiftly addressing and rectifying any compliance discrepancies as they arise. A pivotal aspect of our operational ethos is the stringent management of industrial and hazardous waste, integral to our health and safety protocols. The implementation of an Enterprise Risk Management system, overseen directly by our Board, facilitates the identification and mitigation of environmental risks, including the mandatory reporting of any incidents involving accidental releases of hazardous substances. Our policy is to conduct our business with

due regard for the preservation and protection of the environment. Our environmental waste management process involves the regular auditing of hazardous waste accumulation points, hazardous waste activities, authorized treatment, and storage and disposal facilities.

We have furthered our commitment to ecological protection by partnering with the Ohio Soybean Council to develop bio-based thermoset resins for the thermoset industry. Our intention is to reduce styrene in our Sheet Molding Compound (SMC) by evaluating the potential for a renewable soy-based alternative.



OHIO SOYBEAN
COUNCIL

Circular Economy

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We believe we are positioned at the forefront of advancing the circular economy, a testament to our team members who have contributed to our reputation of excelling at devising inventive solutions to intricate challenges.

Approximately 50% of our production capacity can incorporate the use of recyclable material. Waste reduction is a key driver for our composite product research and development. Our materials development team continues to investigate the use of organic and renewable materials. We also incorporate natural fiber composites in our structural design and manufacturing processes, which help reduce synthetic material processing. Fiber Reinforced Plastic (FRP) and composites are highly durable, providing end-users with alternatives to single-use plastics and PVC/PET, therefore contributing to waste reduction. We are working aggressively toward scrap reduction, reusability, and utilizing recycled material from the use of recycled paper products and expendable packaging

to our end products. Within our thermoplastics product line, we strive to use recycled material as an alternative to prime materials, stressing our desire to convert waste into usable products.

In addition to our team, we believe the solutions we provide enable our value chain to drive positive environmental change through operational improvements. The weight of our solutions provides our customers with an alternative to heavier and less durable materials. Light weighting of parts reduces fuel consumption for vehicles in transit, thereby reducing greenhouse gas emissions. Customer parts consolidation provides lighter weight, longer lasting products.



WASTE MANAGEMENT DATA

We have made great strides in reducing the amount of waste that goes to landfills and have committed to accomplishing a 30% reduction in waste by 2030. This objective will require continuous monitoring and reporting of our consumption.

LOCATION	INDUSTRIAL WASTE (LBS)	HAZARDOUS WASTE (LBS)	INDUSTRIAL WASTE (LBS/TON)	HAZARDOUS WASTE (LBS/TON)
Cobourg	331,457	249,124	23	22
Columbus	4,935,720	639,440	304	39
Gaffney	732,000	45,142	145	9
Matamoros ¹	3,651,714	639,440	237	39
Monterrey	52,711	102,077	9	18
Winona	301,660	0	103	0
All	10,005,262	1,667,620	822	128

1 Matamoros HazWaste weight is primarily oily water from the press pits which is not treated in-house like other facilities

Case study

DLFT Re-Grind Project

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We are excited to share that as part of our ongoing efforts to enhance our operational efficiency and add value to our customers’ projects, we have initiated our DLFT Re-Grind Project. Direct Long Fiber Thermoplastics (DLFT) is a composite material manufacturing process that combines long fiber reinforcements with thermoplastic resin directly in the molding process, without the need for pre-compounded materials. This process allows for the production of parts with enhanced strength, stiffness, and impact resistance compared to traditional short fiber thermoplastic composites.

The purpose of this project is to reuse the scrap generated from the DLFT process through regrind process recovery. Thermoplastic RE-Processing (TRP) is a process that collectively involves the repurposing and reuse of large quantities of plastics and has been instrumental in reducing plastic waste, promoting sustainability, and supporting the circular economy. TRP allows us to use recycled DLFT and thermoplastic on hulls, mid decks, and cargo boxes with as much as 13.5% of the weight of the final product.

Once implemented, our DLFT Re-Grind Project will produce several strategic outcomes. Our customers will realize emissions savings, we will realize savings in raw material purchases, and together we will have reduced waste to landfill. The ingenuity of projects like these are essential for advancing our waste management strategy and contributions to the circular economy.



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Fulfilling our role as a socially responsible company necessitates our support of a wide range of social initiatives. In our commitment to social responsibility, we prioritize a comprehensive approach that encompasses employee health and safety, recruitment and retention, employee engagement, training and development, diversity and inclusion, and community betterment.

We strive to create a safe and healthy workplace where every team member feels valued and supported, recognizing that the well-being of our employees is foundational to our success. Our recruitment and retention strategies are designed to attract and keep the best talent, fostering a culture of engagement and satisfaction. Through targeted training and development programs, we empower our employees to achieve their full potential, while our initiatives in diversity and inclusion ensure a workplace where everyone has an equal opportunity to contribute and thrive. Beyond our internal efforts, we extend our commitment to the broader community, engaging in activities and partnerships that drive

positive change and contribute to societal well-being. When evaluating potential business partners, we prioritize those who emphasize the health and safety of their employees and abide by our same principles. This holistic approach reflects our dedication to not just being a better business, but also to making a meaningful impact on the world around us.



A Message from EVP Human Resources

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At Core, we uphold our pledge to stand out as an employer of choice by prioritizing a secure work environment, fostering employee growth, and delivering competitive total compensation packages.

Our commitment to diversity, equity, and inclusion is evident through the consistent implementation of monthly initiatives spearheaded by our “employee-led” engagement council, which serves to champion and honor diversity and inclusion. Across all our global facilities, we employ behavior-based safety programs as a proactive measure to enhance safe practices and behaviors among our workforce. Our safety statistics continue to be better than benchmark standards in our segment of the Plastics manufacturing industry. Our commitment to nurturing talent is evidenced by the variety and content of learning and development opportunities available, this includes: a robust leadership program tailored for high potential individuals identified through our succession and talent planning initiatives, customized engineering trainings developed and led by internal subject matter experts.

Our investment in the trainings above and additional initiatives in 2023 resulted in a 19% increase in training hours from the previous year.

We are equally pleased to report a 24% increase in our employee engagement activities from 2022 to 2023. Here at Core, regular employee engagement surveys serve as a vital tool for gauging employee satisfaction levels and identifying areas for improvement in our workplace culture and retention strategies. We have

strong participation in this survey event, with over 90% employee participation in 2023. Our comprehensive total rewards package underscores our commitment to fostering an environment where employees feel valued and motivated to advance their careers. This package encompasses fair and competitive compensation and benefits aimed at enhancing the physical, emotional, and financial well-being of our workforce. With an unwavering focus on enhancing the employee experience, our workplace culture is designed to inspire engagement, spark creativity, and encourage innovation through a collaborative team-oriented approach. By aligning our people management processes with our organizational values, vision, and strategic objectives, we foster a culture that attracts, retains, and cultivates a high-performing workforce.

Renee R. Anderson
EVP Human Resources



Our workforce

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Our workforce is the cornerstone of our operations, with employee well-being an essential component of our success as a manufacturing organization.

Recognizing the inherent risks associated with our industry, we have committed to industry-leading safety initiatives and training programs that prioritize employee protection. This commitment not only safeguards our team but also strengthens our reputation as a leader in employee well-being, which is critical to our recruitment and retention efforts. Indeed, our focus on the health and safety of our employees has contributed to a notable 24% decrease in voluntary salary turnover from 2022 to 2023, evidence of the effectiveness of our approach. The implementation of behavior-based safety programs across all global facilities further exemplifies our proactive stance on workplace safety. Our comprehensive training programs have cultivated a highly skilled staff whose dedication to our vision supports our operational excellence and enables us to deliver best-in-class service to our customers. Through these efforts, we not only ensure a safer work environment but also foster a culture that values and invests in its people.

We maintain a safe, secure, and healthy work environment through security evaluations, site maintenance, and safety reviews. We require and enforce employee adherence to safety practices and reporting violations. Our safety procedures, aligned with occupational safety standards and industry best practices, are continually reviewed and include reporting all injuries and near misses. We comply with all governing laws on working conditions and strictly enforce a zero-tolerance policy towards workplace violence and the prohibition of drugs and alcohol on company premises.

As a leader in our industry, we can significantly impact the number of people who have access to water that is safe, affordable, and sustainable. Our status as a signatory to the WASH Pledge affirms our commitment to our employees to guarantee access to water for drinking, sanitation, and hygiene. This pledge applies to all employees on all our premises.

SAFETY METRIC	2023 DATA	2022 DATA
Total Recordable Incident Rate (TRIR)	2.37	2.31
Fatality Rate	0	0
Near Miss Frequency Rate (NMFR)	10.83	12.15

“In 2023, CORE employees completed a total of 6,161 training hours.”



Case study Core’s Mexican Operations Honored for Ethical and Sustainable Practices

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In November of 2023, our Monterrey and Matamoros facilities received honorable mentions in the “Ethics and Values in the Industry” category at the 22nd National Industry Meeting in Mexico.

The awards ceremony is sponsored and hosted by CONCAMIN, one of Mexico’s leading industrial chambers. Our Matamoros and Monterrey facilities were nominated for their commitment to corporate responsibility and initiatives related to environmental sustainability and social and employee wellness.

Both facilities have maintained ISO 14001 status for over two years, contributed to our 30x30 initiatives, supported local community betterment activities, provided employees with improved benefits and training, and have taken major steps to foster a culture of tolerance and inclusion.

We wish to extend our heartfelt congratulations to our Monterrey and Matamoros facilities for this honor and for demonstrating our winning culture.



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We pride ourselves on our commitment to the protection of Human Rights. We do not knowingly associate or do business with any individual or company that participates in the exploitation of children or child labor, physical punishment, forced, involuntary, or compulsory labor, unlawful discrimination, or human trafficking.

Consequently, we choose business partners dedicated to the health and safety of their workers and who abide by these same Core principles. We obey all local laws regarding the minimum employment age and will not employ anyone under the age of 18 in our manufacturing facilities. Additionally, we respect and protect the right of all employees to freedom of association, collective bargaining, and the right to organize and to engage in workers’ representation. We always comply with laws and regulations relating to freedom of association. We respect the right of employees to form and join a trade union without fear of intimidation, discrimination, or reprisal, in accordance with national and local law.

For further information on our commitment to Human Rights, please see our [Code of Conduct](#).



Diversity

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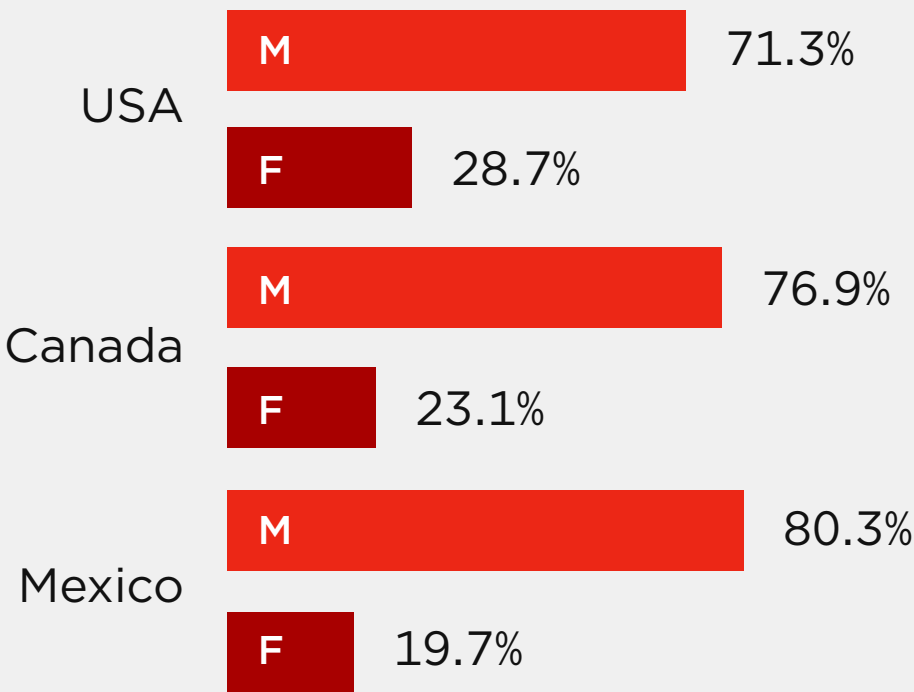
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Our team embodies the belief that diversity across skills, abilities, backgrounds, experiences, and perspectives is crucial for success, underpinning our commitment to equal employment opportunities and respect.

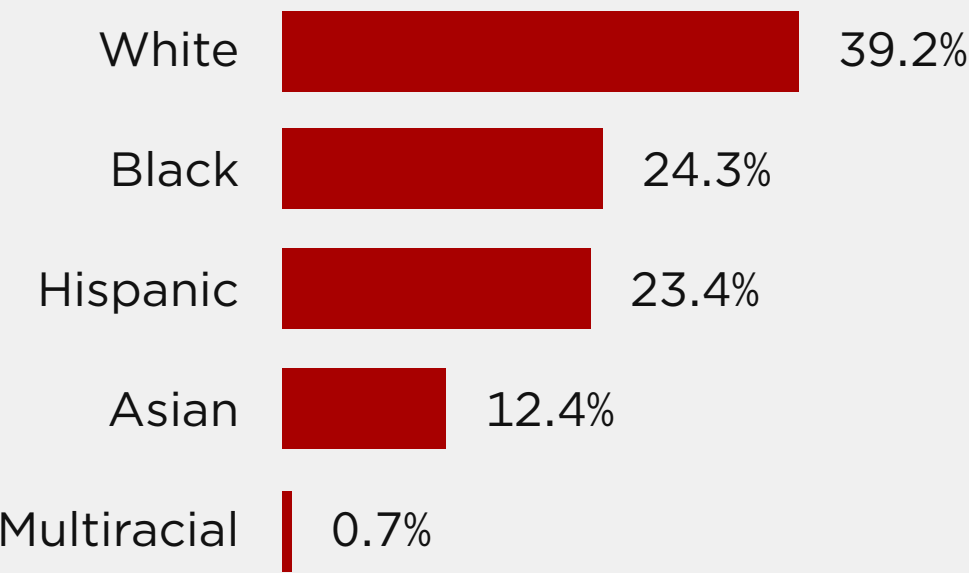
This dedication is reflected in our recruitment practices, promotion strategies, and emphasis on professional development, ensuring inclusivity regardless of race, color, sex, and other legally protected statuses. Employment decisions hinge on ability, achievement, and conduct, aligning with company needs and individual qualifications. We enforce a zero-tolerance policy against any form of harassment, demanding respect and proper conduct to foster a non-intimidating, inclusive workplace. Our commitment extends to maintaining a diverse workforce, with transparency and accountability in racial, ethnic, and gender equity. Initiatives such as recruiting through diversity platforms and ensuring diverse candidate slates for hiring managers are integral to our strategy, reflecting our pledge to diversity, equity, and inclusion at all company levels.



GENDER



RACE (USA)



Employee Benefits

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Maintaining rigorous employee retention and attraction strategies is essential for ensuring the needs of our operations, customers, and growth strategies.

We offer competitive benefits and compensation packages that promote physical, emotional, and financial well-being, along with career advancement opportunities to all employees. Our total rewards package supports an environment where employees want to stay and build their careers. With a focus on the employee experience, our workplace fosters employee engagement, productivity, and morale. We encourage effort, creativity, and innovation through a redesigned short-term performance incentive plan and expanded benefits programs. We offer learning and development opportunities throughout the workforce, including a comprehensive talent and succession program to ensure a sustainable pipeline for long-term success. We have implemented a

year-long leadership development program for high-potential employees identified through our succession and talent planning process.

LOCATION	TURNOVER % (Monthly Avg)
Matamoros	3.6
Winona	4.2
Columbus	3.2
Gaffney	5.3
Monterrey	6.4
Cobourg	5.5
Average	4.7

POSITION ON FREEDOM OF ASSOCIATION

We commit to respect and protect the right of all employees to freedom of association, collective bargaining, the right to organize and to engage in workers’ representation. We always comply with laws and regulations relating to freedom of association. We respect the right of employees to form and join a trade union without fear of intimidation, discrimination or reprisal, in accordance with national and local law. In 2023, 84% of CORE employees were covered by collective bargaining agreements.

Community

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At CORE, we owe a tremendous amount of gratitude to the communities in which we operate.

We acknowledge this respect through local hiring practices and partnerships with local community groups such as community food banks, children’s charity groups for sick children, and at-risk youth groups, providing food, school supplies, and toys to children in local neighborhoods. We encourage our personnel to participate in volunteer programs because giving back is embedded in our culture.



In 2023 we worked with:

- Women@Core made and donated blankets
- Charity donations for March Madness bracket winners
- Volunteering to plant trees for Earth Day
- Women@Core made and donated hygiene kits to women in need
- Charity drive for back to school supplies
- Holiday gift donations for Buckeye Ranch kids
- Human Society donation drive
- Donation to “Coldest Night of the Year Canada” event
- Made hospital activity books for sick kids
- Women@Core giving tree
- Various donations to Cobourg events
- Turkey donations at Thanksgiving
- Donations to children’s home and families in need
- Meal packing for starving children



- “10 Days of Giving” donation drive
- Cleaned the beach at Matamoros
- Repaired elementary school playground
- Dinner donation to families with sick family members in the hospital
- Children’s Christmas celebration

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At CORE, our governance policies are held to the highest standard of ethical compliance. We believe accountability and transparency to be of the highest importance to all stakeholders.

We are committed to considering our code of ethics at every level within our operations. We consider our corporate governance structure to be highly impactful and strive to enhance our policies to the best of our ability. Our Board has oversight of sustainability focused on product, environmental, and social matters. Further, our governance structure includes strong risk oversight at the Board and Committee levels. The evaluation and refining of our corporate governance structures and policies are a form of risk management. As a Company, we are only as good as the system by which we are governed. We require all directors, officers, employees, agents, representatives, independent contractors, and consultants, where applicable, when conducting business with, or on behalf of, Core, to adhere to our policies.

- Declassified Board in which all directors stand for reelection each year.
- All director nominees other than our CEO are independent.
- 100% independent key Board Committees.
- Independent Chairman.
- Annual elections for directors with “plurality plus” voting standard.
- Ability for stockholders to call a special meeting.
- Strong risk oversight at the Board and Committee levels.
- Anti-hedging and anti-pledging policies.
- Independent compensation consultant.
- A formal Board-approved Code of Conduct and Ethics.
- Board oversight of sustainability focused on product, environmental, and social matters.
- Cybersecurity risk assessment process to identify and mitigate data security threats.
- Implementation of performance-based restricted share awards in 2023 to further align senior management and stockholder interest.

A Message from Our Board

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As highlighted throughout this report, Core Molding Technologies continues to advance its progress relative to its Environmental, Social, and Governance (ESG) goals and priorities.

The elements of Sustainability remain part of Core’s cultural values and essential business systems, operational processes, and corporate strategies. And most importantly, this commitment brings value to our employees, communities, shareholders, and the environment. As a Board, we remain incredibly excited about the continued work to make Core an employer of choice, reduce our environmental footprint, and create innovation opportunities for more sustainable products.

We are proud of the daily work the management team and employees support to execute the ESG activities and deliver long-term value-creating objectives. As a Board, we work to ensure robust oversight of our ESG priorities and strategies. This oversight includes a disciplined cadence of reviews regarding the following ESG issues:

- | | |
|---|--|
| • Compensation | • ESG reporting |
| • Cybersecurity and Data Protection | • Ethics and Compliance |
| • Diversity, Equity, and Inclusion | • Financial Performance |
| • Employee Safety, Health, and Environmental Compliance | • Governance |
| • Enterprise Risk Management | • Human Capital Management and Succession Planning |

Key attributes of our Board that support strong governance of these essential priorities include:

- Independent Chairperson.
- Independent Directors meet in executive session every Board meeting.
- Directors have varied skills, experiences, ethnicity, and gender.
- The Board named two new independent directors in the last four years.
- Fully Independent Audit, Governance, and Compensation Committees.

Our Sustainability priorities are embedded in our management and Board processes and are central to the business’s vitality and value-generating activities. They are foundational for achieving our vision to be the most reliable, innovative, and responsive partner in engineered materials and manufacturing solutions.

Sandra Kowaleski
Chair, Nomination and Governance Committee



Code of Conduct and Ethics

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Our Code of Conduct and Ethics is formally approved by the Board and publicly available on our website. The Code ensures that we know what is expected of each of us. Our Company is built on integrity, and we never mislead, deceive, or take advantage of anyone when conducting business as such acts undermine our essential values.

We strongly encourage our personnel to prevent and report a problem before it occurs. We support any employee reporting a concern and do not permit acts of retaliation related to whistleblowing. Managers must also ensure that any problems are reported through the appropriate channels. If our employees are ever asked to do something they think is illegal, contrary to the Code, or feel uncomfortable about performing, they are encouraged to contact their Human Resources representative or the Compliance Officer. Employees may also contact the Ethics Hotline.

Our products, services, and operations speak for themselves so there is no need to engage in bribery or other forms of corruption. Not only are bribery and other corruption unethical, but it is also unlawful. We are subject to multiple anti-bribery and anti-corruption laws, including, for example, the Foreign Corrupt Practices Act (FCPA). Violation of the FCPA can result in lawsuits and substantial fines and penalties. Some countries may permit companies to make “facilitation payments” to obtain routine government services. We do not condone or participate in this practice. We do not permit the giving of anything of value to any government officials or employees.

Nothing forbids us from gathering competitive information – but we are forbidden from doing it illegally and unethically. Illegal and unethical information-gathering practices include but are by no means limited to, bribery, spying, and kickbacks. This policy extends to the hiring of third parties. Antitrust laws exist to prevent anti-competitive behavior such as price fixing. The goal is to ensure an open market where companies compete to create the best products. That system is undermined when companies become successful not through the merit of the products they create, but by gaining market share through improper means.

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Antitrust laws matter to us because they govern our relationships with competitors, the prices and terms of sale to distributors and customers and govern trade practices. It is illegal to discuss or enter into an agreement or understanding—written, spoken, or otherwise—that relates to a competitive matter. Finally, we cannot discriminate how we disseminate our prices, terms, and services to similarly situated customers purchasing similar goods in like quantities or similar terms. Violating antitrust laws can result in heavy penalties, including significant damages. Therefore, we must always be vigilant of antitrust concerns and report any suspicious behavior.

The primary focus of our Board of Directors is the long-term interests of our shareholders and other stakeholders. Our Board of Directors is committed to conducting its work with the highest standards of ethical governance and fiduciary oversight. Our Board is declassified, meaning every director is up for reelection each year with a “plurality plus” voting standard. All director nominees other than the CEO are independent, including the Chairman. Additionally, all key Board Committees are independent.



Supplier Sustainability

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Our approach to supplier sustainability within our governance framework is comprehensive, reflecting our unwavering commitment to ethical practices, human rights protection, and environmental stewardship. Through diligent governance and responsible partnerships, we aim to create a sustainable future for all stakeholders involved.

We believe that a responsible business ecosystem is vital for the long-term well-being of our planet, our communities, and our stakeholders. This belief extends to our suppliers and business partners, ensuring that we cultivate relationships with affiliates that reflect our dedication to ethical practices, human rights protection, and environmental stewardship. To ensure the sustainability and ethical integrity of our supply chain, we engage in thorough due diligence before establishing any business relationships. This process is crucial for identifying and mitigating risks associated with unethical practices, legal non-compliance, and environmental harm. By choosing partners who share our commitment to sustainability and ethical operations, we foster a supply chain that not only meets but exceeds the standards of responsible business conduct.

We stand firm in our commitment to protect human rights and ensure the dignity of all individuals within our supply chain. Our zero-tolerance policy towards exploitation, including child labor, forced or involuntary labor, physical punishment, unlawful discrimination, and human trafficking, is at the forefront of our supplier selection criteria. We require our suppliers to prioritize the health and safety of their workers and comply with applicable local and international laws. We maintain strict alignment with employment age regulations, never employing individuals under the age of 18 in our manufacturing facilities. This commitment extends beyond mere legal compliance to embody our dedication to nurturing a respectful and dignified working environment for all.

In adherence with the Foreign Corrupt Practices Act, we reject any form of bribery or corruption in our operations and dealings and enforce a strict policy

against offering or accepting anything of value for improper advantage or business retention. This stance is critical not only to uphold our ethical standards but also to avoid substantial legal repercussions, including fines and penalties. We exercise utmost caution in all our interactions, especially with governmental officials, political parties, and state-owned enterprises, to avoid even the appearance of unethical activity. Our global operations require meticulous attention to import and export laws, including adherence to the Customs-Trade Partnership Against Terrorism (C-TPAT). We are committed to providing truthful and accurate information in all our transactions, ensuring compliance with all applicable regulations. This diligence extends to our stance against parallel importing and the distribution of grey goods, safeguarding our products’ integrity and our brand reputation.

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Under the United States Dodd-Frank Act, certain SEC registrants must annually report their use of Conflict Minerals from the Democratic Republic of Congo (DRC) or adjoining countries if these minerals are necessary for their product’s functionality or production. Although our company, a manufacturer of sheet molding compound (SMC) and fiberglass reinforced plastics, does not directly purchase Conflict Minerals, we support the Dodd-Frank Act’s humanitarian goals and are committed to compliance and due diligence. We work with our suppliers to ensure they conduct due diligence on their supply chains to ascertain the origin of any Conflict Minerals in products supplied to us. Additionally, we evaluate our vendors’ use of Conflict Minerals and establish supplier terms that include Conflict Mineral disclosure requirements. For further information, please see our [Conflict Minerals Policy](#).



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Our approach to managing potential security incidents involves contingency plans that are tailored to reflect the unique risk profiles of each location, and guided by a set of core procedures for employees to follow should an incident occur.

These plans are reinforced through annual reviews and are integral to our IATF and ISO recertification processes. Security measures across all facilities include gated entries, lockable doors, surveillance cameras, and alarm systems, with Plant Directors having the ability to analyze security footage to determine the causes of any incidents. For locations deemed high-risk or with particularly sensitive assets, we station on-site security personnel to monitor potential threats and ensure entry is secured through badges and key-pad systems. Complementing our physical security

measures, our Code of Conduct sets clear expectations for employee behavior, strictly prohibiting firearms, illegal substances, and alcohol on company property, thereby enhancing our overarching security framework.



Data and Privacy

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In an age where omnipresent cybersecurity risks threaten the exposure of vulnerable data, we must ensure our IT policies and procedures protect our data and customers from malicious attacks against our digital infrastructure.

Our Audit Committee has the responsibility of overseeing CORE’s risk exposure. Our CFO manages CORE’s IT policies and procedures, enhanced by annual audits of our IT controls from both internal and external auditors. Our audited IT controls include:

- Maintaining and testing data backups including an annual disaster recovery exercise
- Timely patching of all servers
- Privileged access management to network and applications
- Application updates and program change management
- Timely termination of user access

Our digital infrastructure is further strengthened by:

- Network firewall security and endpoints with the latest anti-virus protection
- Random phishing campaigns that require mandatory training for any person who fails.
- Multifactor authentications for all offsite traffic
- Password resets after 90 days
- Migrating to SD-WAN with a 24/7 network operations center (NOC)
- Upgrade of our endpoint protection to an EDR solution with a third-party 24/7 NOC.

For further information on how we ensure privacy and responsibly manage data, please see our [Code of Conduct and Ethics](#).

Case study IT ERM

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Cybersecurity is part of Core’s Enterprise Risk Management (ERM) system. Every year the ERM matrix is updated which leads to identification and prioritization of various risk factors along with mitigation actions. Last year’s ERM exercise led to three key risk mitigation actions.

	SITUATION	TASK/ACTION	RESULT
Endpoint Detection and Remediation	A small to midsize organization is resource stretched to effectively address the growing complexity of diverse cybersecurity attacks.	We have partnered with a third-party security provider that utilizes state-of-the-art end-point detection and remediation technology which protects all of our end-point and compute infrastructure.	Over 125 cyber threats were detected and remediated without causing any disruption to operations.
Phishing Awareness Advancements	Social engineering techniques exploited through various Phishing attempts are the most effective means to breach an organization’s cyber defenses. The best mitigation is to train users about phishing and prepare them to thwart such attacks.	All new hires are mandated to complete phishing awareness training. We conduct monthly phishing campaigns where we simulate a phishing attack targeting our employees.	100% compliance in new hire phishing awareness training and steady improvement in employees recognizing phishing attempts.
Data Protection	Electronic data poses many risk factors including mechanical or electrical failure of data storage device and various forms of insider or external cyber-attacks.	We have partnered with third-party backup service providers who redundantly backup our data at geo-diverse locale. All the backups are tested annually for recovery. We conduct annual disaster recovery exercises on our ERP system.	We have not experienced any data loss over the last 12 months.

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We take great pride in partnering with organizations that align with our values and strategic objectives. Encouraging collaboration within our industry is a high priority for CORE and is well reflected in our existing partnerships.

OHIO SOY COUNCIL

The R&D department of CMT has partnered with [Airable Research Lab](#) (ARL), a part of the [Ohio Soy Council](#) (OSC) to leverage the power of soy-based additives into thermoset composites. Core’s mission is to develop the next generation SMC products using soy-based additives for improved performance by incorporating bio-based content into composite materials to lower the carbon footprint, improve biodegradability, reduce toxicity, and further growth in a green economy. For further information about soy-based additives, please visit: [Airable Research Lab](#) or the [Ohio Soybean Council](#).



CDME

We have continued our partnership with The Ohio State University’s Center for Design and Manufacturing Excellence (CDME). CDME works with companies like ours to provide students with hands-on experience integrating new technology into market-ready applications. This program provides us with the opportunity to work with motivated students who are familiar with our business, products, and processes, to innovate and integrate new technology into our products. We are pleased to work with the next generation of engineers and allow them to spearhead product development practices. For further information about CDME, please visit: [About CDME](#)



SAMCO

IN 2023, we have initiated partner discussions with [SAMCO Technologies](#) to develop a bio technology application for filtering the manufacturing VOC. This would reduce current technology energy use and carbon footprint while maintaining a safe working environment. The partnership, which is in early development, would involve piloting systems. SAMCO would be able to validate the technology for specific use in our industry giving it a potential for expansion across the same. Core Molding technologies would in turn benefit from using a technology with impact to GHG thru reduced gas usage and control of VOCs.



SASB Disclosures

Industrial Machinery & Goods (2018)

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TABLE 1. SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

	TOPIC	ACCOUNTING METRIC	2023 DATA	2022 DATA	UNIT OF MEASURE	CODE
	Energy Management	(1) Total energy consumed	281,516.6	301,936.4	Gigajoules (GJ)	RT-IG-130a.1
		(2) Percentage grid electricity	100	100	Percentage (%)	RT-IG-130a.1
		(3) Percentage renewable	0	0	Percentage (%)	RT-IG-130a.1
	Employee Health & Safety	(1) Total recordable incident rate (TRIR)	2.37	2.31	Rate	RT-IG-130a.1
		(2) Fatality rate	0	0	Rate	RT-IG-130a.1
		(3) Near miss frequency rate (NMFR)	10.83	12.15	Rate	RT-IG-130a.1
	Fuel Economy & Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium and heavy-duty vehicles	N/A	N/A	Gallons per 1,000 ton miles	RT-IG-410a.1
		Sales-weighted fuel efficiency for non-road equipment	N/A	N/A	Gallons per hour	RT-IG-410a.2
		Sales-weighted fuel efficiency for stationary generators	N/A	N/A	Watts per gallon	RT-IG-410a.3
		Sales-weighted emissions of (1) Nitrogen Oxides (NO _x)				
		(a) Marine Diesel Engines	N/A	N/A	Grams per kilowatt-hour	RT-IG-410a.4
		(b) Locomotive Diesel Engines	N/A	N/A	Grams per kilowatt-hour	RT-IG-410a.4
		(c) On-road medium and heavy-duty engines	N/A	N/A	Grams per kilowatt-hour	RT-IG-410a.4
		(d) Other non-road diesel engines	N/A	N/A	Grams per kilowatt-hour	RT-IG-410a.4

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TOPIC	ACCOUNTING METRIC	2023 DATA	2022 DATA	UNIT OF MEASURE	CODE
	Sales-weighted emissions of (2) Particulate Matter (PM)				
	(a) Marine Diesel Engines	N/A	N/A	Grams per kilowatt-hour	RT-IG-410a.4
	(b) Locomotive Diesel Engines	N/A	N/A	Grams per kilowatt-hour	RT-IG-410a.4
	(c) On-road medium and heavy-duty engines	N/A	N/A	Grams per kilowatt-hour	RT-IG-410a.4
	(d) Other non-road diesel engines	N/A	N/A	Grams per kilowatt-hour	RT-IG-410a.4
Materials Sourcing	Description of the management of risks associated with the use of critical materials	No critical minerals used Conflict Mineral Policy	No critical minerals used Conflict Mineral Policy	N/A	RT-IG-440a.1
Remanufacturing Design & Services	Revenue from remanufactured products and remanufacturing services	N/A	N/A	Reporting currency	RT-IG-440b.1

TABLE 2. ACTIVITY METRICS

ACTIVITY METRIC	CATEGORY	2023 DATA	2022 DATA	UNIT OF MEASURE	CODE
Number of employees	Total:	1,857	Total: 1,986	Number	RT-IG-000.B
	USA:	698	USA: 690		
	Canada:	174	Canada: 223		
	Mexico:	985	Mexico: 1,073		

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Our second Sustainability Report presents the environmental, social, and governance (ESG) performance of Core Molding Technologies, Inc., along with its management approach to material sustainability topics, for the 2023 calendar year. The information provided covers all domestic and foreign operations and wholly owned subsidiaries where we retain operational control and all financial data is presented in U.S. dollars. In preparing this report, we referenced the Sustainability Accounting Standards Board (SASB) for Industrial Machinery & Goods. The content in this report is intended for multiple stakeholders, including our investors, employees, customers, business partners, and local communities. No significant changes have occurred during the reporting period regarding the scope, boundary or measurement methods applied in this report.

Initial report: 2022
Previous report: 2022

This report is not comprehensive and contains only voluntary disclosures on important ESG topics. The information provided in this report reflects our approach to ESG at the date of this report and is subject to change without notice. We plan to publish full updates on our progress annually and may publish corrections or additions as needed. For more information about this report or to inquire about our ESG performance, please contact Rcervantes@Coremt.com

Forward-Looking Statements

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This report release contains forward-looking statements within the meaning of the federal securities laws that are subject to risks and uncertainties. These statements often include words such as “believe”, “anticipate”, “plan”, “expect”, “intend”, “will”, “should”, “could”, “would”, “project”, “continue”, “likely”, and similar expressions. In particular, this report may contain forward-looking statements about the Company’s expectations for future periods with respect to its plans to improve results, the future of the Company’s end markets, including the short-term and long-term impact of the coronavirus (COVID-19) global pandemic on our business, changes in the plastics, transportation, marine and commercial product industries, efforts of the Company to expand its customer base and develop new products to diversify markets, materials and processes and increase operational enhancements, the Company’s initiatives to quote

and execute manufacturing processes for new business, acquire raw materials, address inflationary pressures, regulatory matters and labor relations and the Company’s financial position or other financial information. These statements are based on certain assumptions that the Company has made in light of its experience as well as its perspective on historical trends, current conditions, expected future developments and other factors it believes are appropriate under the circumstances. Actual results may differ materially from the anticipated results because of certain risks and uncertainties, including those included in the Company’s filings with the SEC. There can be no assurance that statements made in this report relating to future events will be achieved. The Company undertakes no obligation to update or revise forward-looking statements to reflect changed assumptions, the occurrence of unanticipated events or changes to future operating results over

time. All subsequent written and oral forward-looking statements attributable to the Company or persons acting on behalf of the Company are expressly qualified in their entirety by such cautionary statements. The statements and data contained in the report have not been audited.

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