



SUSTAINABILITY REPORT

2024



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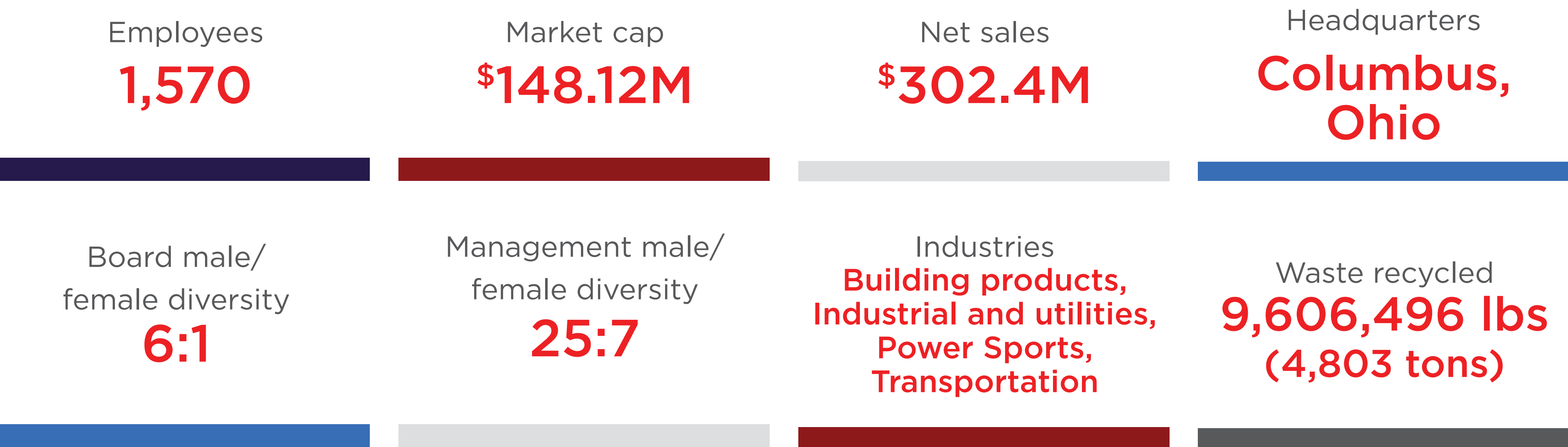
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This report meets the disclosure requirements of the Sustainability Accounting Standards Board (SASB) Industrial Machinery & Goods (2023). The report presents the sustainability performance of Core Molding Technologies, Inc., along with its management approach to material sustainability topics, for the 2024 calendar year (January 1st, 2024 – December 31st, 2024). For questions about our sustainability reporting, please contact Roberto Cervantes at rcervantes@coremt.com

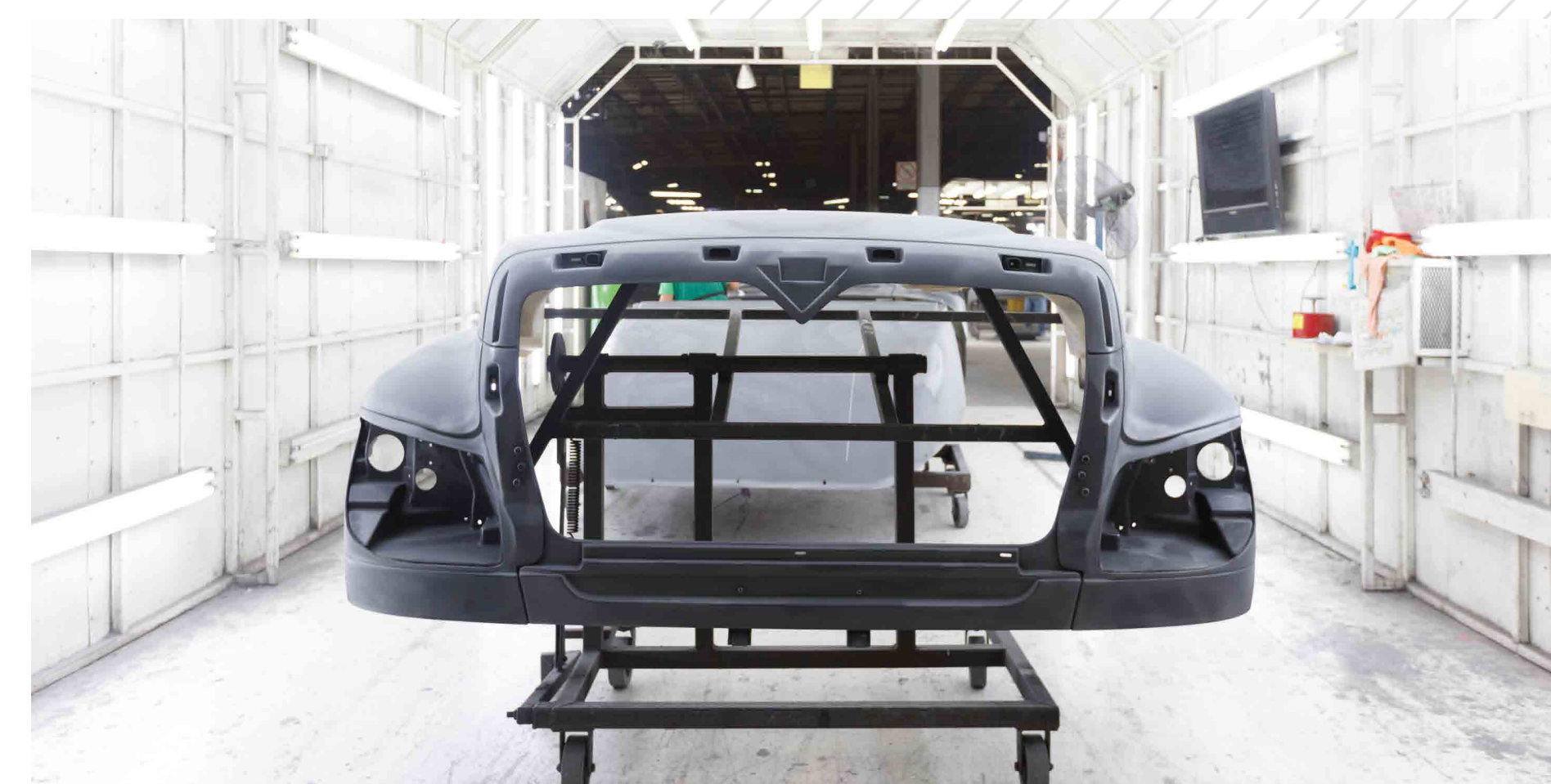
Key Performance Figures



About This Report

This is Core Molding Technologies’ third sustainability report. It provides stakeholders with a clear view of our sustainability performance, our progress toward established goals, and our commitment to sustainable development.

Sustainability is embedded in our operations and used to identify opportunities for continuous improvement, manage risks, and support long term value creation. We see sustainability reporting as an important tool for transparency, stakeholder engagement, and investor communication, especially as sustainability factors increasingly influence investment decisions. Beyond compliance, our reporting encourages innovation and operational efficiency, reflecting our belief that environmental responsibility and business success can go hand in hand.



A Message from the CEO

This is Core Molding Technologies’ third sustainability report. It provides stakeholders with a clear view of our sustainability performance, our progress toward established goals, and our commitment to sustainable development.

I’m proud to share our third annual Sustainability Report. At Core, we believe our culture is a competitive advantage. We’ve worked diligently to embed environmental and social responsibility into how we operate and make decisions. Over the past year, we’ve taken steps to reduce waste, lower energy use, and expand our use of recyclable thermoplastics. In 2023 we earned EcoVadis Bronze certification, surpassed 80 percent in Navistar’s S Rating, and partnered with customers to install circular systems in our facilities. Our teams continue to develop new materials, including products using soybean additives, and have improved energy efficiency

through upgrades like LED lighting and power correction equipment. Governance reviews by our leadership and Board now include regular consideration of environmental and social risks. We’ve also invested in leadership development, employee engagement, and local community support to help strengthen our workplace culture.

Through our “30 x 30” strategy, we aim to cut energy use, greenhouse gas emissions, and landfill waste by 30 percent by 2030. We will continue setting practical, measurable goals that create long-term value for our people, our customers, and our communities.



David Duvall President and Chief Executive Officer

David Duvall
President and Chief Executive Officer

OVERVIEW



About Core

Core Molding Technologies, Inc. (NYSE: CMT) is a leading manufacturer of engineered plastic 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 (RIM)
- Direct Long-Fiber Thermoplastic (DLFT)
- Structural Foam & Web Injection Molding (SIM)
- Hand Lay-Up
- Spray-Up
- Vacuum Resin Transfer Compression Molding (RTM)



Locations

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

LOCATION	SIZE (F2)	EMPLOYEES	TONS OF GOODS PRODUCED (000S)	PROCESSES
Columbus, Ohio	338,000	317	13.4	Assembly, SMC compounding, SMC molding
Gaffney, South Carolina	140,000	133	5.6	Assembly, SMC molding
Matamoros, Mexico	478,000	801	13.1	Topcoat paint, assembly, DCPD, D-LFT, RTM/VRTM, HSU/HLU, SMC molding
Winona, Minnesota	87,000	49	1.7	Assembly, D-LFT
Cobourg, Ontario	274,000	181	11	Assembly, SF-SW
Monterrey, Mexico	61,000	79	4.3	SF-SW
Brownsville, Texas	39,000	10	N/A	Goods Consolidation and Just-in-Time Customer Support



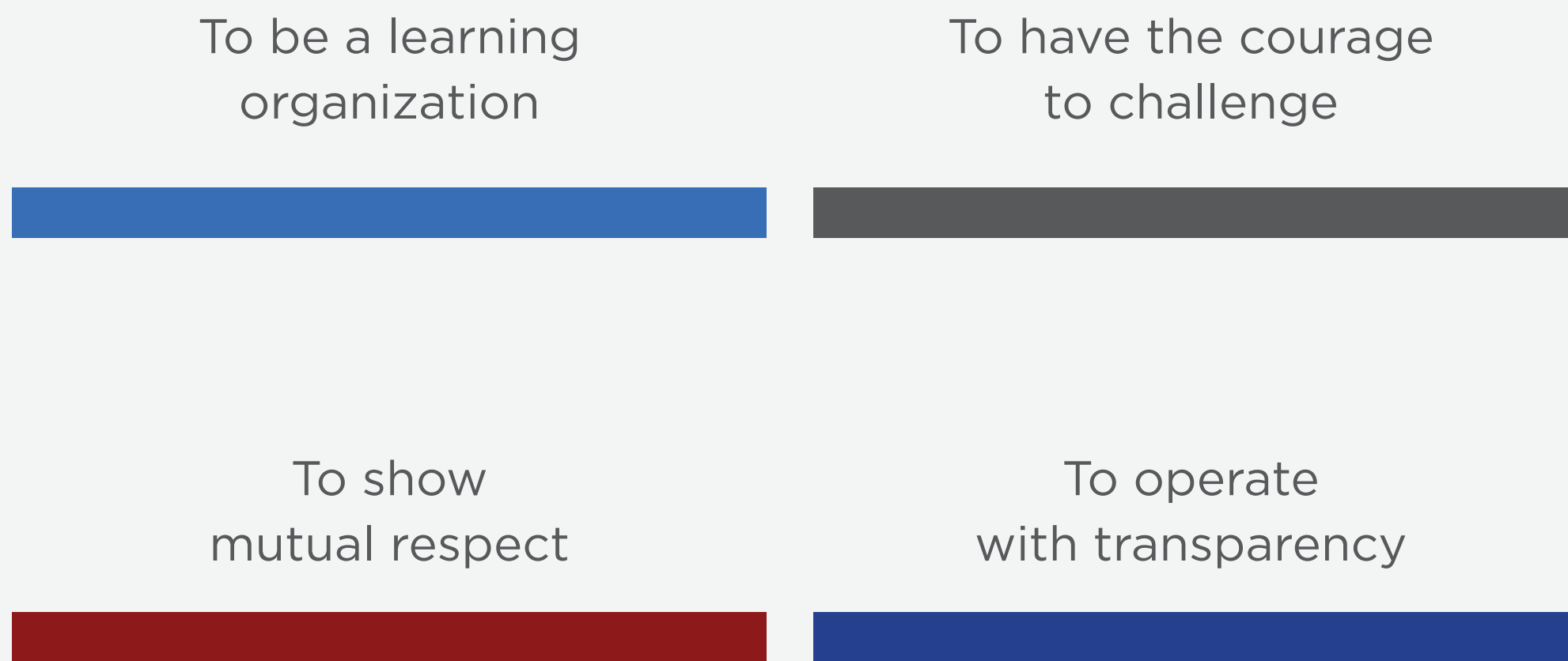
Strategy and Core Values

Welcome to Core Molding Technologies’ third sustainability report. We firmly believe our sustainability initiatives should be seamlessly integrated into our business objectives and remain both meaningful and practical.

This alignment strengthens our ability to create value for our stakeholders, contribute to industry advancements, and capitalize on 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.

Our sustainability strategy is firmly grounded in our core values, which guide how we operate, collaborate, and drive progress:



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 sustainability 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 third 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 while adhering to our Core values.



A Message from the Head of Sustainability

In our third year of reporting on ESG performance, Core Molding Technologies reaffirms its dedication to sustainability. Building on previous reports, we continue to embed sustainability across our operations.

This year, our performance management and data analysis processes felt more streamlined, thanks to a standard cadence for data review and sharing initiatives across sites. Our report focuses on updating performance to our targets, with a commitment to long-term value creation, operational profitability, employee equality, and community well-being.

The 2024 Sustainability performance management improvements included integrating data review into monthly Operations reviews and creating a quarterly Sustainability report feedback loop. This resulted in improvements in Electricity, Natural Gas, Scope 2 emissions, Industrial/Hazardous waste, and recycling, with some

areas ahead of yearly targets. However, Scope 1 performance is one year behind targets due to lower sales, which we aim to address next year to meet our 2030 commitment.

Reflecting on our third year, we are proud of the progress made across our sites. Leadership’s focus and collaboration across sites helped maintain momentum on improvements. As a Sustainability learning organization, we recognize the increasing challenges in maintaining momentum on our 30x30 commitment. With leadership’s commitment, we are confident in scaling our efforts as we move into year four and beyond.

Roberto Cervantes
Sustainability Leader



Sustainability Strategy

Transparency and innovation are fundamental to our business philosophy. We are dedicated to sustainable operational excellence that fosters long-term value creation, responsible corporate citizenship, and forward-thinking solutions for our customers.

With a strong market position in an industry with limited competition and deep relationships with blue-chip customers, we are strategically positioned to capture a market opportunity exceeding \$10B¹. Our growth strategy focuses on strengthening partnerships with major customers, expanding across multiple industry channels, and leveraging our leadership in trucks and powersports. Our delivery of sustainable, high-value solutions equips us to meet evolving market demands. This approach will diversify our revenue streams, enhance our customer loyalty, and drive sustainable growth.

¹Based on management estimates with current process portfolio



Approach to Sustainability

Sustainability is central to Core’s business strategy. It is crucial in shaping our operations, innovation, and long-term growth.

We are committed to integrating sustainability across all aspects of our company so that our products, processes, and governance practices create long-term value for our stakeholders while minimizing environmental impact. Our approach is structured around three key areas: Product and Process, Environmental, and Social and Governance, each aligned with our core sustainability principles of Economic Resilience, Environmental Stewardship, and Social Responsibility.





Product and Process – Driving Economic Resilience

We continuously innovate to create high-performance, environmentally friendly solutions that meet evolving industry demands while improving operational efficiency. Our research and development teams are focused on material innovation, including the use of organic, renewable, and recycled materials to reduce reliance on virgin resources. In our thermoplastics product line, we prioritize the use of recycled materials over prime alternatives, furthering our commitment to waste reduction and reusability. These efforts enhance our competitiveness, mitigate risks, and unlock new opportunities for growth and innovation.



Environmental – Advancing Environmental Stewardship

We recognize the finite nature of our planet's resources and the responsibility we have to minimize our ecological footprint. Our environmental strategy is guided by a focus on waste reduction, CO₂ reduction, and water conservation, key elements of our commitment to operate efficiently and reduce our environmental impact. Our facilities are ISO 14001 certified, reflecting our dedication to responsible environmental management, regulatory compliance, and continuous improvement. We actively seek energy-efficient solutions, optimize raw material sourcing, and implement waste minimization initiatives to contribute to a more sustainable future.



Social and Governance – Upholding Social Responsibility

We are dedicated to fostering an ethical, inclusive, and safe workplace while ensuring strong governance practices across our operations. We are committed to creating an environment where employees can thrive, and uphold the highest standards in human rights, fair labor practices, and workplace safety. Our governance framework ensures compliance with health and safety regulations, anti-corruption policies, and ethical business conduct, promoting integrity at every level of our organization. Additionally, we are committed to being a learning organization, investing in our employees' development to maintain a competitive and innovative workforce.

Material Topics for Core

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
- Interview with our executive management and investor relations teams
- Research into industry trends and peer benchmarking
- Regulatory assessments
- Evaluation of sustainability 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. As part of our commitment to the continuous improvement of our sustainability initiatives, we intend to undertake a refreshed materiality assessment this year.

Sustainable Development Goals



Core Molding Technologies Material Topics 2024

- Environmental
- GHG emissions
 - Biodiversity
 - Circular economy

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

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

ENVIRONMENT



Introduction

Environmental stewardship is central to our sustainability strategy. We aim to reduce the environmental impact of our operations through strategic planning, stakeholder engagement, and continuous improvement. Our approach is proactive and embedded in our operations, with key priorities including:

- Reducing greenhouse gas emissions through targeted reduction strategies
- Preventing environmental hazards by managing chemical use and applying risk controls
- Minimizing waste by improving operational efficiency

We incorporate stakeholder input through ongoing feedback channels and rely on data from facility managers and team leads to support transparent reporting. Our strategy is grounded in research and shaped by insights from internal teams, industry peers, customers, suppliers, investors, and third-party advisors.



A Message from our COO

As we reflect on the progress of 2024, I am pleased to share the advancements Core Molding Technologies has achieved in our sustainability journey. Our commitment to the 30x30 strategy has driven significant improvements across various aspects of our operations, and I am proud of the collaborative efforts that have brought our team closer to our goals.

Over the past year, we have integrated sustainability KPIs into our monthly operations system, strengthening our leadership’s ability to drive improvements. This has yielded positive results, particularly in our awareness of goals and collaboration across all sites. While we have made strides in reducing electricity usage and related Scope 2 emissions, we acknowledge that in some areas we are behind our 2024 target. However, the introduction of a new power source in Mexico, utilizing 70% solar power, and planned energy savings projects present a promising upside for the future.

Many of the sustainability projects we have pursued have also included cost savings, directly improving our bottom line. This creates a true win-win situation, drawing more team energy and enthusiasm to the continuous improvement mindset. These initiatives contribute to our environmental goals and enhance our financial performance, demonstrating the tangible benefits of our sustainability efforts.

This year, our sustainability report is an abbreviated update, emphasizing our progress against the 30x30 strategy metrics. This decision aligns with our goal to save on costs and resource absorption while maintaining transparency and accountability. We have seen good performance in our KPIs, and our customers continue to view our balance of sustainability initiatives with cost-competitive solutions as the right approach.

As we move forward, we recognize that achieving our 2030 goals will require more than just improvements in efficiencies. We are committed to exploring innovative solutions and fostering collaboration to ensure we meet our sustainability targets. I am confident that with the dedication of our team and the support of our stakeholders, we will continue to make meaningful progress.

Thank you for your continued support and engagement in our sustainability initiatives.



Eric L. Palomaki
Chief Operating Officer

Our Environmental Goals

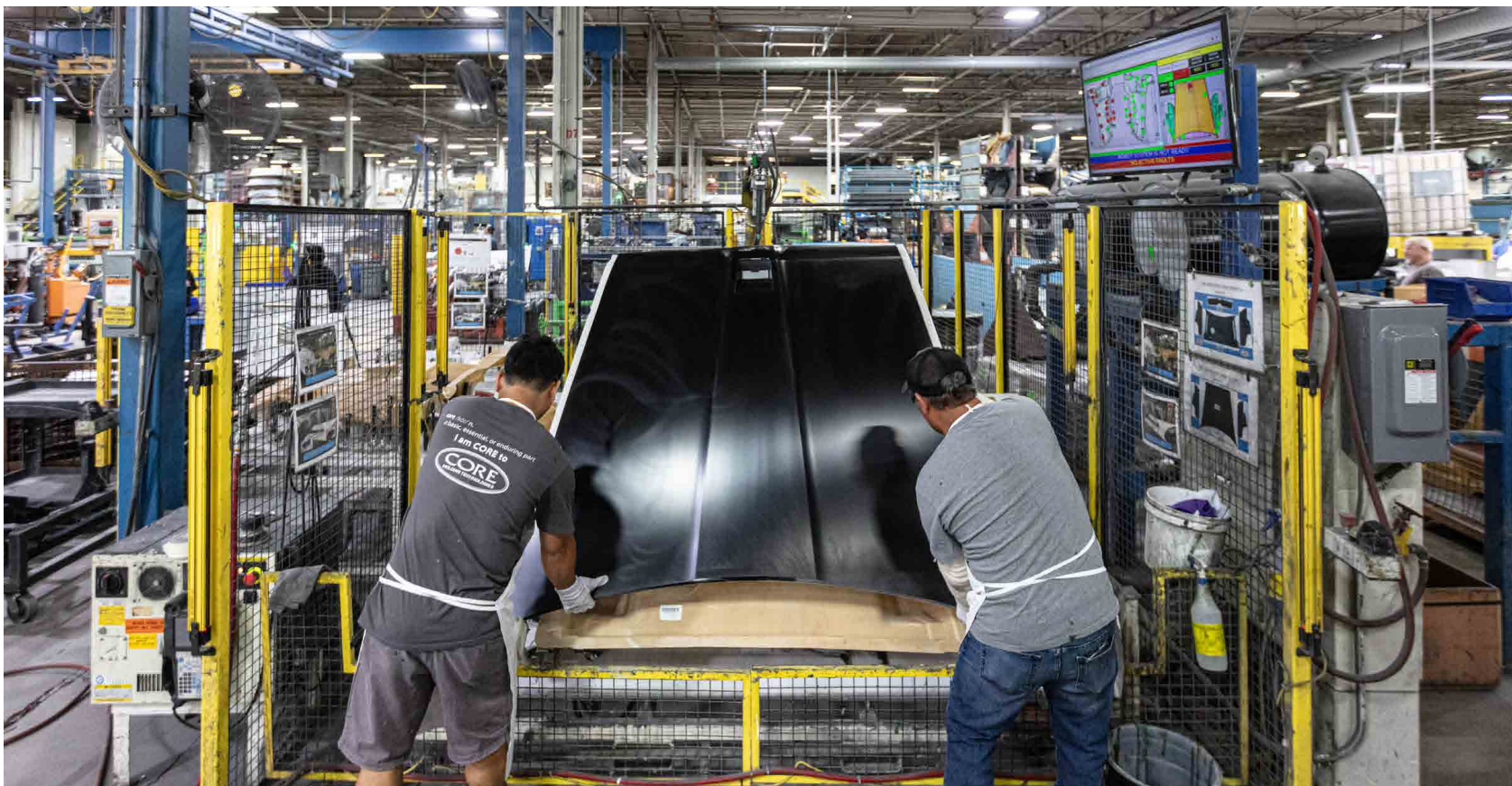
Environmental Management

We are committed to environmental stewardship and sustainable operational excellence. The nature of our industry demands diligence, precision, and a culture of continuous improvement. In 2022, we established the 30x30 environmental strategy to guide our efforts through 2030, with clear targets:

- 30 percent reduction in electricity and gas usage
- 30 percent reduction in purchased and produced GHG emissions
- 30 percent reduction in waste sent to landfill

These targets help drive accountability and integrate environmental considerations into day-to-day operations. Our approach is proactive, setting long-term goals to address environmental challenges with intention and clarity. By acting early, we aim to reduce risk, improve efficiency, and stay ahead of evolving expectations. The 30x30 strategy provides a foundation for progress and supports responsible business growth.

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](#).



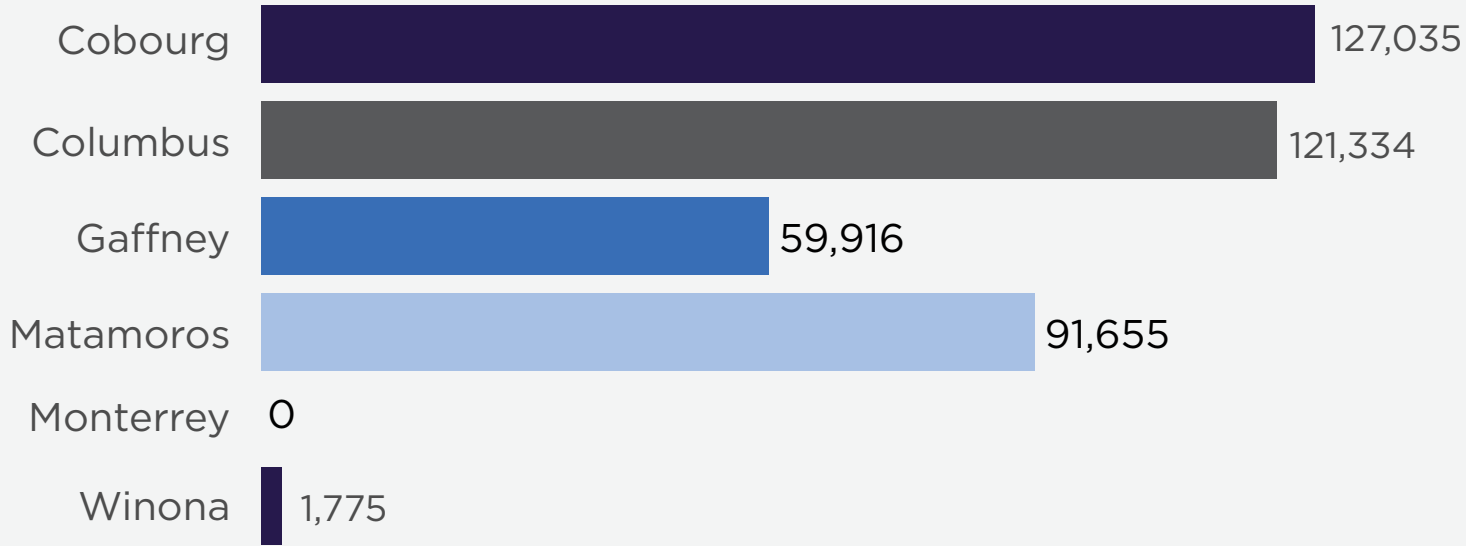
Energy Usage

Understanding the composition of our energy sources is a central goal within our environmental strategy. Reducing 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 are vigilant 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 below:**

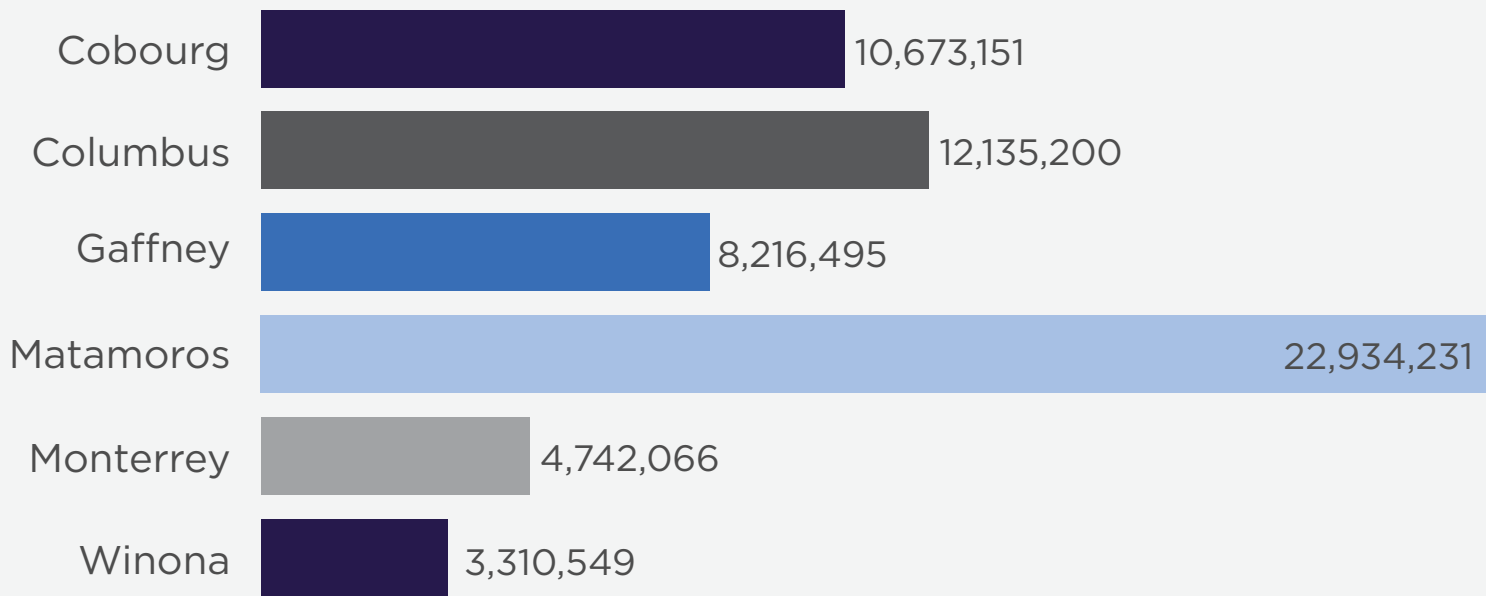
LOCATION	NATURAL GAS (MMBTU)	ELECTRICITY (KWH)
Cobourg	127,035	10,673,151
Columbus	121,334	12,135,200
Gaffney	59,916	8,216,495
Matamoros	91,655	22,934,231
Monterrey	0	4,742,066
Winona	1,775	3,310,549
All	401,716	62,011,692

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. We are constantly seeking new ways to reduce our energy and will continue to search for new initiatives and technology to introduce in our operations.

Natural Gas (MMBTU)



Electricity (kWh)



Case Study: Solar Energy Project at Core Matamoros, Mexico Plant

The Core Matamoros Energy Project is focused on advancing sustainability by transitioning the Matamoros plant in Mexico to renewable energy, specifically solar power. Starting on August 1, 2024, 80% of the plant’s electricity consumption, or 18.3 GWh per year, will be sourced from solar energy.

The remaining 20% will continue to come from the grid, including energy from natural gas and other sources, with an emissions analysis for this mix to be finalized in 2025. The project also ensures compliance with Mexican regulations by meeting the 13.9% Clean Energy Certificate (CEL) requirement.

In terms of financial impact, the plant expects substantial cost savings. Based on 2023 total consumption of 26 GWh, the new setup would have achieved a savings of approximately \$500,000 USD. For 2024, with the increased solar energy use, savings are estimated to range between \$500,000 and \$700,000 USD annually. The second phase of the project will further enhance sustainability by acquiring an additional 10.3 GWh of solar energy from the market and generating 8.5 GWh on-site through solar panel installations, leading to projected annual savings of \$1,000,000 USD. By utilizing solar energy, the Core Matamoros Energy Project not only supports the company’s decarbonization goals but also offers significant cost savings, aligning with broader sustainability and energy efficiency objectives.



GHG Emissions

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 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 and explore strategies intended to reduce our GHG emissions and impact on the climate.

LOCATION	SCOPE 1 (TCO2EQ)	SCOPE 2 (TCO2EQ)
Cobourg	6,747	1,387
Columbus	6,444	5,454
Gaffney	3,182	2,334
Matamoros	4,868	8,606
Monterrey	0	2,129
Winona	94	1,481
All	21,338	21,394

In 2024, we continued to make meaningful progress in reducing energy and emissions intensity while enhancing waste management across our operations. Our electrical energy intensity decreased compared to 2023, driven by a transition to cleaner energy sources. Similarly, natural gas intensity declined due to the implementation of efficiency measures, including process optimizations and enhanced heating system controls. For greenhouse gas (GHG) emissions per ton of production, Scope 2 emission intensity showed slight improvement, while Scope 1 emission intensity experienced a minor increase. We found that even though our gas usage decreased by 18%, it was not enough to absorb the decrease in tons of goods produced at 22% in 2024. However, we remain focused on implementing strategies to drive further reductions across both categories. Our waste management efforts also demonstrated positive results. Industrial and hazardous waste generation declined compared to 2023, while the amount of waste reduced or recycled increased. These improvements have exceeded expectations and are a testament to the success of our material reclamation initiatives and waste reduction strategies. As we advance, we remain dedicated to optimizing our operations, continuing to reduce our emissions intensity, and expanding our material efficiency initiatives to support our long-term sustainability goals.

30x30 Environmental Strategy

TOPIC	METRIC	TARGET/STANDARD	2024 PERFORMANCE	2023 PERFORMANCE
Energy	Electricity	kWh/Ton	1,363	1,418
	Natural Gas	MMBTU/Ton	6.72	9.31
GHG Emissions	Scope 1 (Produced)	tCO2e/Ton	0.43	0.41
	Scope 2 (Procured)	tCO2e/Ton	0.43	0.45
Waste	Industrial/Haz	Lbs/Ton	149	169
	Reduce/Recycle	Lbs/Ton	194	172



Circular Economy

We are advancing circular economy principles through material innovation and waste reduction. Over 50 percent of our products are made with recyclable materials, and reducing waste is a key focus in our composite product R&D. Our materials team continues to explore organic and renewable inputs, including natural fiber composites that reduce reliance on synthetic materials. FRP and other composites offer durable alternatives to single-use plastics and PVC/PET, contributing to lower waste and longer product lifespans.

We are also focused on scrap reduction and increasing reuse across the value chain, from packaging to finished goods. In our thermoplastics line, we prioritize recycled inputs over prime materials wherever possible. These efforts support environmental improvements across our supply chain. The lighter weight of our products also helps customers reduce fuel use and emissions, especially in transport applications. We continue to reduce landfill waste and have set a target to cut waste by 30 percent by 2030, supported by regular monitoring and reporting.

²Matamoros HazWaste weight is primarily oily water from the press pits which is not treated in-house like other facilities

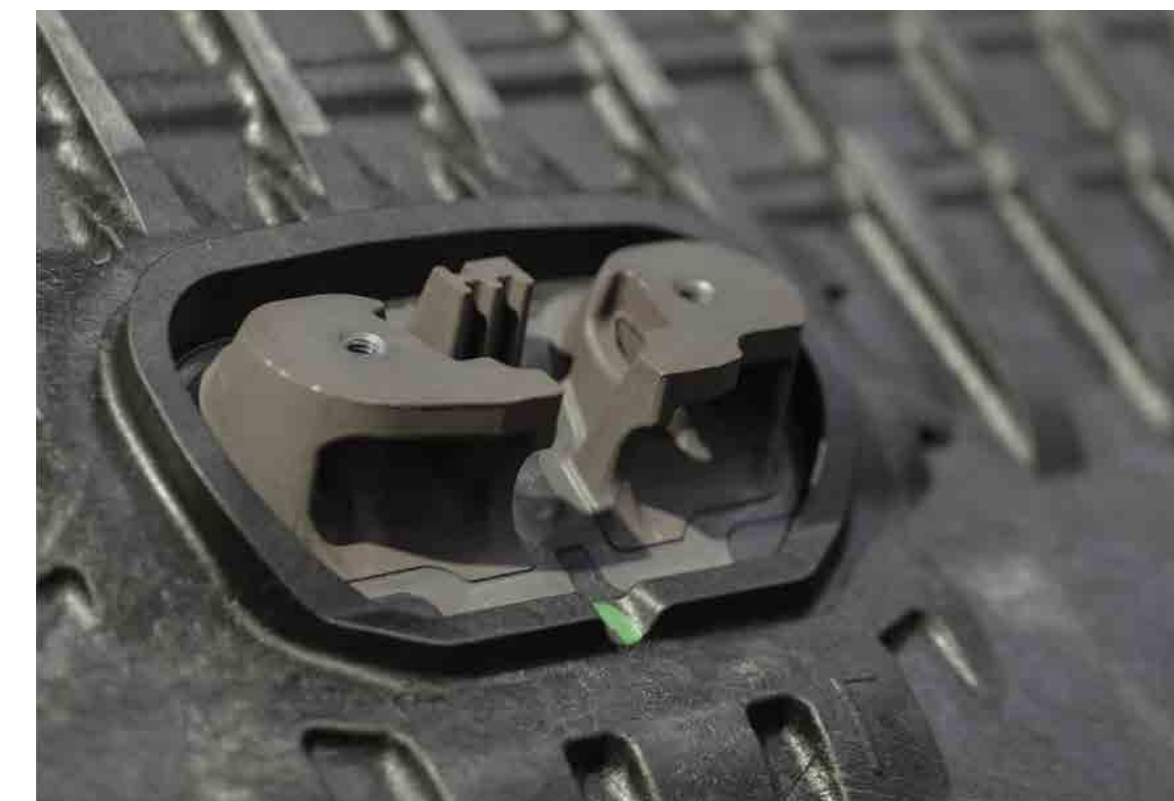
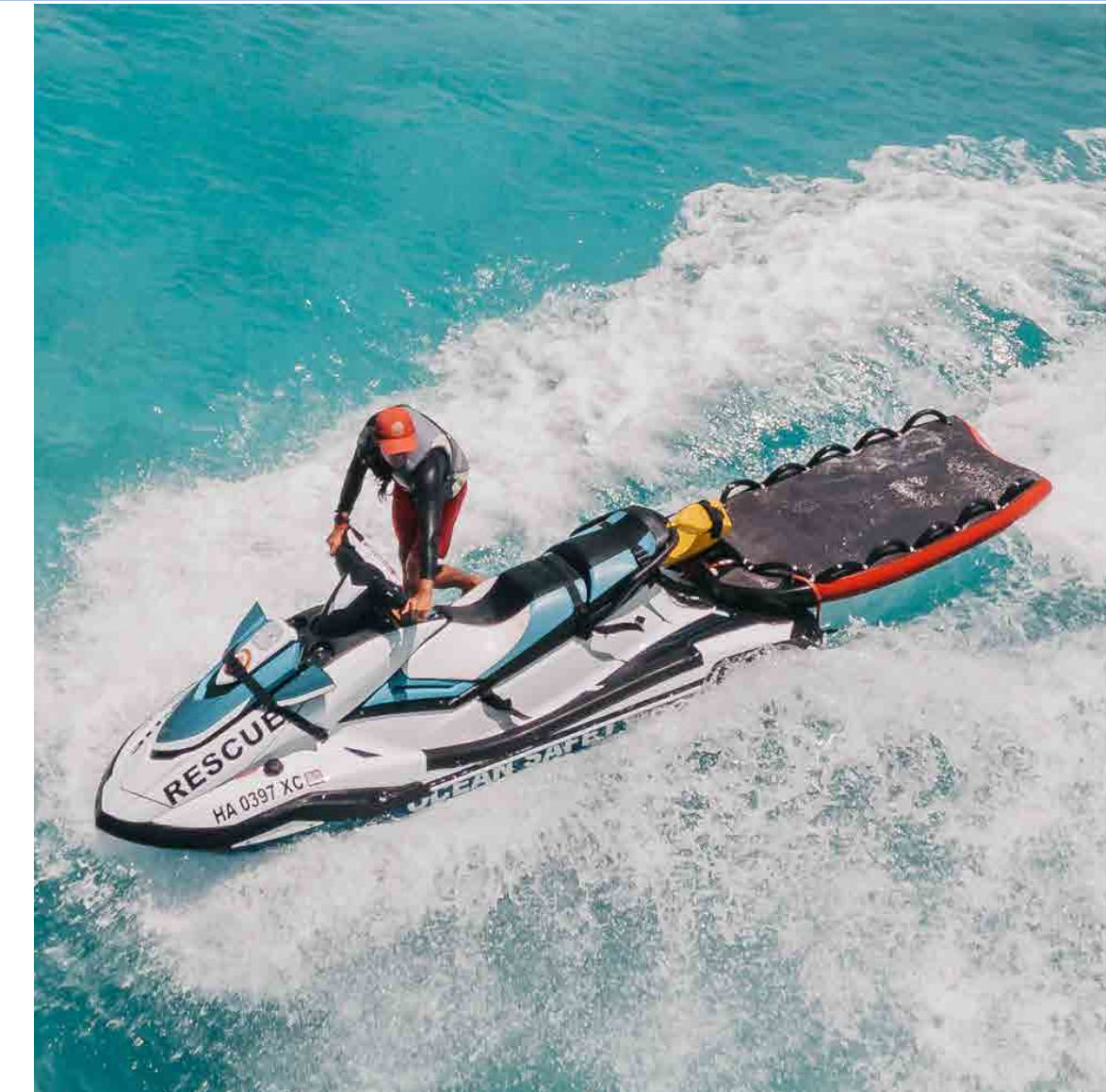
LOCATION	INDUSTRIAL WASTE (LBS)	HAZARDOUS WASTE (LBS)	INDUSTRIAL WASTE (LBS/TON)	HAZARDOUS WASTE (LBS/TON)	RECYCLED WASTE (LBS/TON)
Cobourg	287,662.4	27,133.8	26.08	2.46	923.2
Columbus	4,199,596.7	584,936.1	312.24	43.49	0.81
Gaffney	400,323.4	45,951.6	71.35	8.19	33.1
Matamoros ²	335,8324.2	1,086,295.5	254.6	82.3	8.5
Monterrey	28,457.5	67,172.1	6.5	15.3	5.6
Winona	123,424.2	-	69.3	-	194.8
All	8,397,788.6	1,811,489.2	740.07	151.74	1,175.01

Across our facilities, the total waste generated includes both industrial waste and hazardous waste. However, to better understand our waste generation in relation to production, we also calculate the intensity of waste per ton of goods produced. This helps to assess the environmental impact more fairly across different production volumes. Across all locations, industrial waste totaled 8.3 million lbs, and hazardous waste totaled 1.8 million lbs. While the absolute numbers are important, the intensity metrics (lbs/ton of goods produced) provide a more meaningful way to gauge our performance and pinpoint areas for improvement. By focusing on waste intensity, we align our waste management practices with production levels, allowing us to prioritize sustainability across all sites.

Case Study: DLFT Re-Grind Project

Our DLFT Re-Grind Project is designed to reduce our environmental footprint while adding value to our customers' projects. Direct Long Fiber Thermoplastics (DLFT) is a composite material manufacturing process that combines long fiber reinforcements with thermoplastic resin directly in the molding stage, eliminating the need for pre-compounded materials.

This results in parts with superior strength, stiffness, and impact resistance compared to traditional short fiber thermoplastic composites. The purpose of the DLFT Re-Grind Project is to reclaim and repurpose the scrap generated during the DLFT process. This is achieved through a trough regrind recovery system, which is part of our Thermoplastic Re-Processing (TRP) efforts. TRP is a large-scale plastic repurposing method that plays a crucial role in reducing plastic waste and promoting sustainability. By incorporating DLFT scrap back into our processes, we are reducing reliance on virgin materials, supporting the circular economy, and lowering environmental impact. In 2024, we produced 138,425 lbs of DLFT regrind material. Through the collaboration with our customer we are able to incorporate 5%-13% of regrind resin scrap into hulls and decks of their personal watercraft. This helps reduce waste, emissions, and raw material usage. Once fully implemented, our customers will benefit from emissions reductions, while also realizing cost savings and increasing material efficiency. The ingenuity of projects like the DLFT Re-Grind Project in collaboration with our customers are essential to advancing our waste management strategy and contributions to the circular economy.



PEOPLE AND CULTURE



Introduction

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, 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. We empower our employees to achieve their full potential through targeted training and development programs. 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 business partners, we ensure we work with those who take the necessary steps to employee the health and safety of their employees and abide by our same principles. This approach contributes a meaningful impact to the world around us.



A Message from EVP Human Resources

At Core, our commitment to being an employer of choice remains stronger than ever. As we continue to evolve, we are dedicated to fostering a safe, inclusive, and engaging workplace where employees feel valued and empowered to grow their careers.

Our commitment to creating an inclusive culture is reflected in the ongoing efforts of our employee-led engagement council, which drives meaningful initiatives that celebrate our diverse workforce. Safety remains a top priority across our global operations. Through our behavior-based safety programs, we proactively promote safe practices and continuous improvement. This year, our safety statistics continue to exceed standards in the plastics manufacturing industry.

We also continue to invest in learning and development, ensuring employees have access to high-impact leadership programs, technical training, and career advancement opportunities. In 2024, these efforts led to 24,590 total training hours, further strengthening our talent pipeline. Employee engagement is at the heart of our culture. This year, we saw a 38% increase in engagement activities, driven by initiatives that encourage collaboration and recognition. Our employee

engagement survey participation remained strong at 92%, providing valuable insights that shape our workplace experience and retention strategies.

At Core, we recognize that a strong total rewards package is essential to attracting and retaining top talent. Our approach ensures that employees are supported in all aspects of their well-being, reinforcing our commitment to a workplace where people feel valued and motivated to succeed. Above all, our culture defines who we are. It is the foundation of our success—built on trust, mutual respect, transparency and being a learning organization. By fostering an environment where employees can thrive, innovate, and contribute meaningfully, we strengthen not only our organization but also the communities we serve. **Together, we continue to shape a workplace where every individual can reach their full potential.**



Stephanie Pulliam
EVP, Human Resources

Safety of Workforce

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

We have committed to industry-leading safety initiatives and training programs that prioritize employee protection in consideration of the inherent risks associated with our industry. This commitment safeguards our team and strengthens our reputation as a leader in employee well-being, a reputation we consider critical to our recruitment and retention efforts. Our focus on the health and safety of our employees has contributed to a notable 54% decrease in voluntary salary turnover from 2023 to 2024, evidence of the effectiveness of our approach. The implementation of behavior-based safety programs across all global facilities 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.

We maintain a safe, secure, and healthy work environment through security evaluations, site maintenance, and safety reviews, and require employee adherence to safety practices and reporting violations. Our safety procedures are 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, enforce a zero-tolerance policy towards workplace violence, and prohibit 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	2024 DATA	2023 DATA
Total Recordable Incident Rate (TRIR)	2.21	2.37
Fatality Rate	0	0
Near Miss Frequency Rate (NMFR)	13.55	10.83

In 2024, Core employees completed a total of 24,590 training hours



Human Rights

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](#).

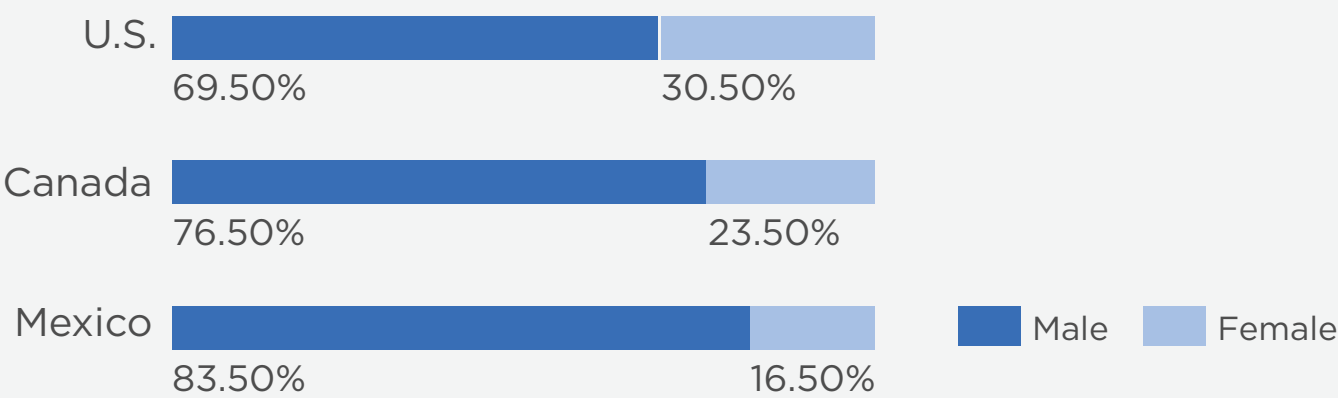


Workforce Diversity

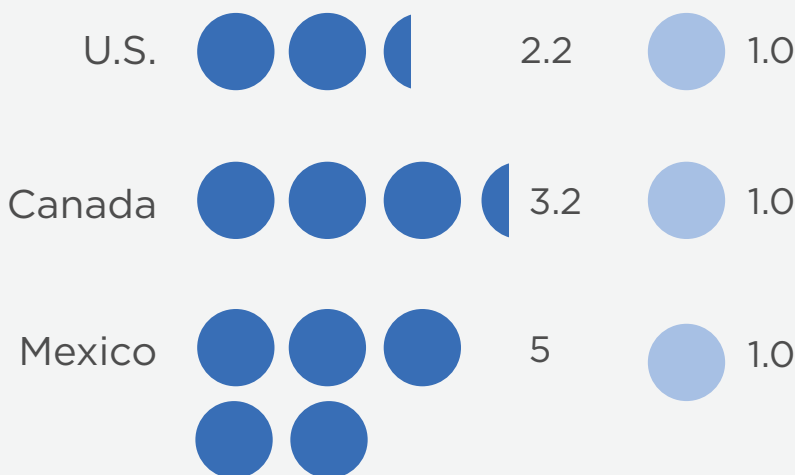
Our team thrives on the strength of varied skills, experiences, and perspectives, recognizing that a broad range of backgrounds drives innovation and success.

We are committed to fostering an environment where talent is valued on merit, achievement, and integrity, ensuring equal employment opportunities for all. Our recruitment, promotion, and development practices are designed to attract and support individuals who bring unique strengths to our organization. We maintain a zero-tolerance policy against harassment and uphold a culture of respect, creating a workplace where all employees can contribute and succeed. By prioritizing inclusive hiring strategies and broad outreach, we ensure access to top talent, reinforcing our belief that diversity of thought and experience is a key driver of excellence.

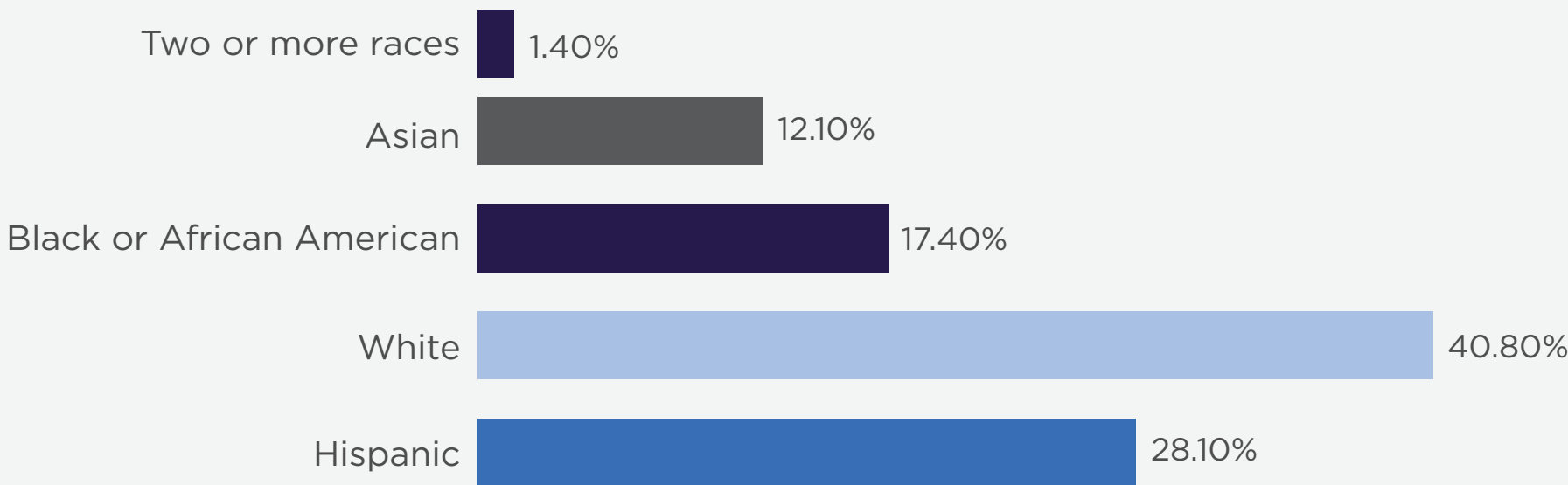
Gender distribution



Male to female employees



Race distribution



Employee Benefits

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

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. Our workplace fosters employee engagement, productivity, and morale while encouraging effort, creativity, and innovation. Including a redesigned short-term incentive plan, focused on performance, 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.

Monthly Average Turnover Rate

LOCATION	TURNOVER %
Matamoros	2%
Winona	2%
Columbus	4%
Gaffney	3.5%
Monterrey	4%
Cobourg	1%
Average	2.75%

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 2024, 85% of Core employees were covered by collective bargaining agreements.

Community

In 2024, we proudly supported a wide range of charitable and community-focused initiatives.

From volunteering at local care centers and food banks to donating clothing, meals, and school supplies, our teams came together to make a difference. We supported children's programs, veterans, seniors, and animal shelters, and contributed to local events and festivals through sponsorships and donations.



RISK MANAGEMENT



Introduction

We maintain our governance policies with the highest standard of ethical compliance.

We believe accountability and transparency to be of utmost 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. Our governance structure includes strong risk oversight at the Board and committee levels. We consider the evaluation and refining of our corporate governance structures and policies to be 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, CMT, 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

As highlighted throughout this report, Core Molding Technologies continues to advance its progress relative to its sustainability 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 sustainability activities and deliver long-term value-creating objectives. As a Board, we work to ensure robust oversight of our sustainability priorities and strategies. **This oversight includes a disciplined cadence of reviews regarding the following sustainability issues:**

- Compensation
 - Cybersecurity and Data Protection
 - Workforce
 - Employee Safety, Health, and Environmental Compliance
 - Enterprise Risk Management
 - Sustainability reporting
 - Ethics and Compliance
 - Financial Performance
 - Governance
 - 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

Our Code of Conduct and Ethics is approved by the Board and publicly available on our website.

It outlines expectations for all personnel and reinforces that our business must be conducted with honesty and fairness. We do not mislead, deceive, or exploit others, as doing so goes against our core values. Employees are expected to understand the Code and act accordingly in all professional settings.

We encourage employees to speak up early if they see or suspect misconduct. Reports made in good faith are supported, and retaliation is not tolerated. Managers are expected to escalate concerns through the proper channels and help foster a culture of accountability. If an employee is asked to do something illegal, in conflict with the Code, or that raises ethical concerns, they should contact Human Resources, the Compliance Officer, or the Ethics Hotline.

Bribery and corruption are strictly prohibited. Our operations are subject to anti-bribery and anti-corruption laws, including the Foreign Corrupt Practices Act. We do not permit facilitation payments and do not allow anything of value to be given to government officials or employees. These expectations apply across all jurisdictions where we operate.

We may collect information about competitors, but only through lawful and ethical means. Practices such as bribery, surveillance, or kickbacks are prohibited, including when performed by third parties on our behalf. Antitrust laws also apply to our operations and prohibit agreements or understandings that restrict competition, including those related to pricing or sales terms. We must apply consistent pricing and conditions to similar customers and report any potentially anti-competitive behavior.

Our Board of Directors focuses on long-term value for shareholders and stakeholders through strong governance practices. All directors stand for election annually under a “plurality plus” voting standard. Except for the CEO, all director nominees are independent, including the Chairman. Each key board committee is also fully independent. The Board remains actively engaged in overseeing ethical conduct and governance matters.

Quality-PACCAR

In early 2024 Core Molding Technologies was awarded a PACCAR 2023 10 PPM supplier. A prestigious award coming from a highly regarded heavy duty truck OEM, showcasing our capabilities in supporting Heavy Duty Truck product types.

In April 2024, BRP awarded Core Molding Technologies the Gold Supplier Award. The Gold Supplier Award to suppliers that have provided excellent customer service and technical support. The award is based on several criteria: on-time deliveries, quality, zero line stoppages, zero retrofits, and zero warranty concerns. A team of BRP executives chooses a recipient who exemplifies excellence in quality, manufacturing, and logistics. The award recognizes the supplier’s ability to help their customers succeed.



Supplier Sustainability

We integrate supplier sustainability into our governance practices to uphold ethical conduct, protect human rights, and reduce environmental impact. Our approach is rooted in responsible partnerships and risk-based due diligence.

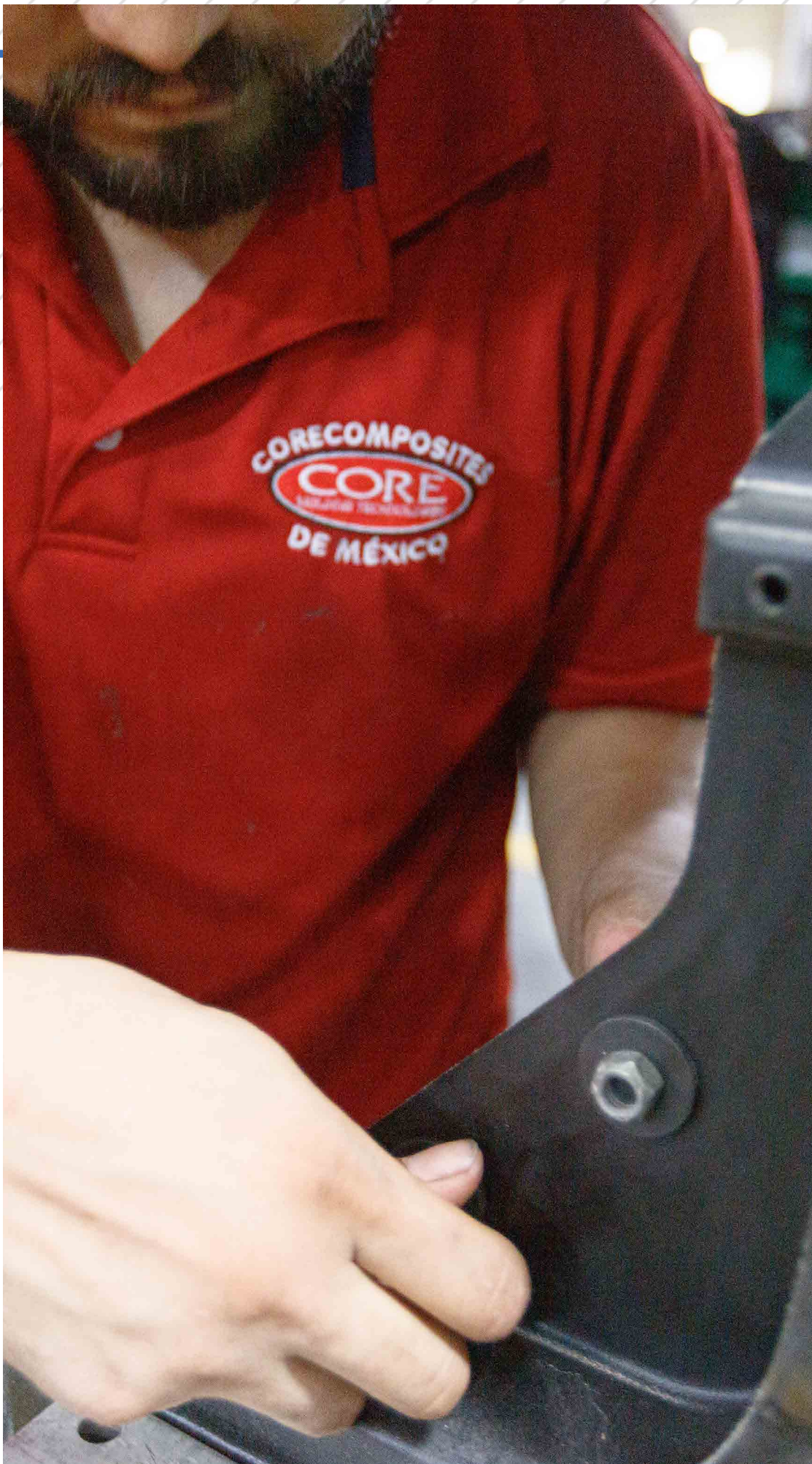
Before entering any relationship, we assess prospective suppliers for compliance with legal, ethical, and environmental standards. This helps us avoid working with partners who may engage in misconduct or harmful practices. Our supply chain strategy is designed to reflect and reinforce our broader sustainability goals.

We have a zero-tolerance policy for human rights violations across our supply chain. This includes strict prohibitions against child labor, forced labor, human trafficking, and unlawful discrimination. Suppliers are expected to meet all relevant labor laws and protect the health and safety of their workers. We do not employ individuals under 18 in any of our manufacturing facilities. Our standards go beyond compliance to promote respectful and fair working conditions.

We prohibit all forms of bribery and corruption in line with the Foreign Corrupt Practices Act. Employees and suppliers may not

offer or accept anything of value to influence business decisions. This applies especially in dealings with government officials, political entities, and state-owned enterprises. We also require compliance with all import and export laws, including C-TPAT. Any involvement in parallel importing or grey market distribution is not permitted and must be reported.

We support the humanitarian goals of the Dodd-Frank Act and its Conflict Minerals provisions. While we do not directly purchase Conflict Minerals, we require our suppliers to trace and disclose the origin of any such materials. All vendors must meet our due diligence requirements and share relevant information about their supply chains. This helps ensure our products do not contribute to conflict or human rights violations. For further information, please see our [Conflict Minerals Policy](#).



Security

We maintain contingency plans to address potential security incidents, tailored to the specific risk profile of each facility.

These plans are guided by standardized procedures for employee response and are reviewed annually as part of our IATF and ISO recertification processes. Our physical security infrastructure includes gated access points, lockable doors, surveillance systems, and alarm monitoring. Plant Directors are responsible for reviewing security footage to investigate incidents and determine root causes. At higher-risk locations or sites with sensitive operations, we deploy on-site security personnel to maintain oversight and manage access control. Our Code of Conduct reinforces security by banning firearms, illegal drugs, and alcohol on company property. Together, these controls help create a secure and accountable work environment.



Cybersecurity

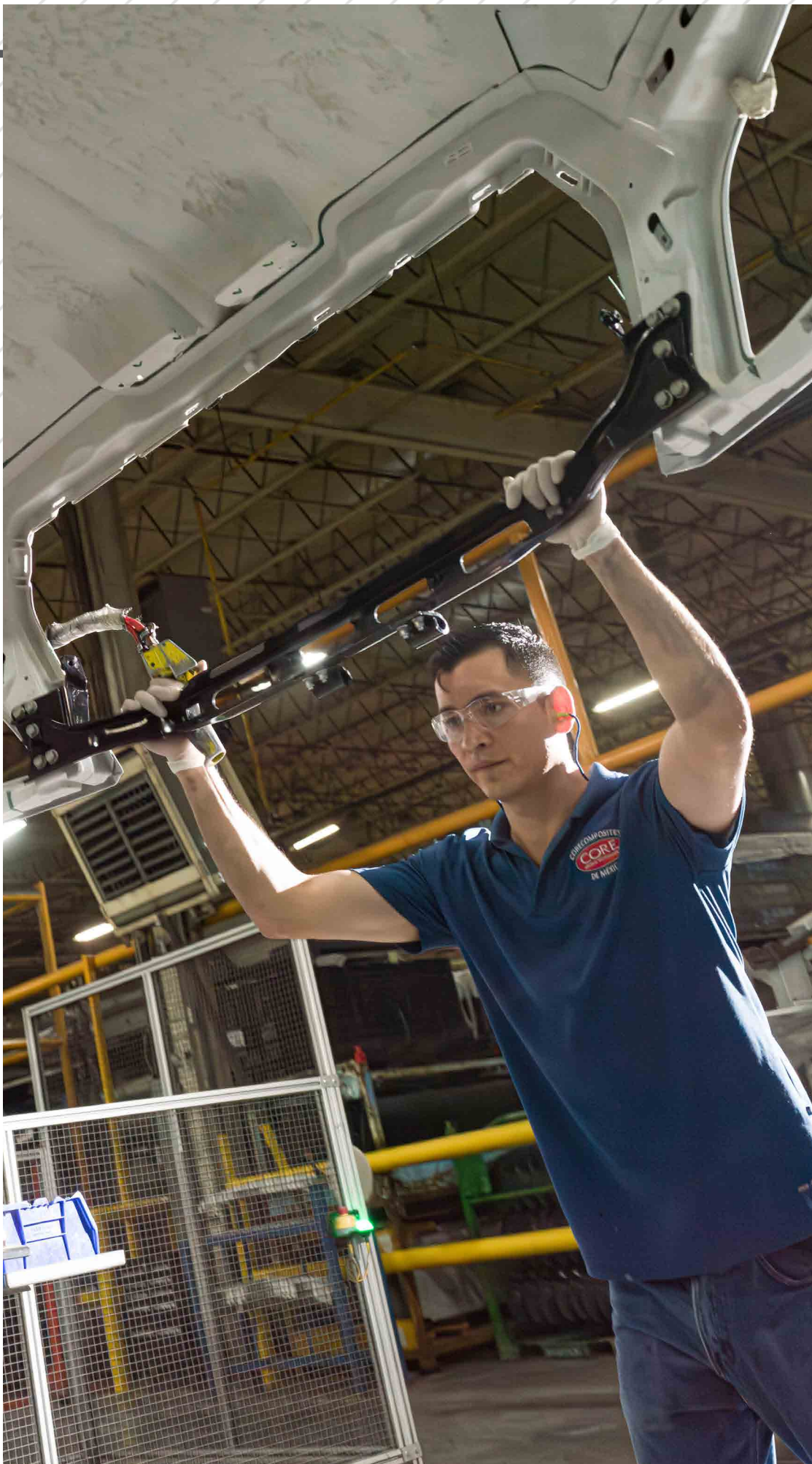
Data and Privacy

We recognize that constantly evolving cybersecurity risks necessitate the protection of sensitive data to maintain operational integrity. Our cyber risk management program is part of our broader enterprise risk management framework, which provides executive and board-level visibility into key risks. Oversight of cyber risks is the responsibility of the Audit Committee, while day-to-day management is led by the CFO. Our IT policies are subject to annual audits by both internal and external parties to assess the effectiveness of our controls and identify areas for improvement. These audits cover a range of measures including data backup and recovery testing, timely server patching, privileged access controls, application update procedures, and user access termination protocols.

Our cybersecurity safeguards are reinforced through multiple layers of technical defenses and employee training. These

include network firewalls, antivirus protection on endpoints, and mandatory multi-factor authentication for remote access. Passwords are required to be reset every 90 days to reduce exposure to unauthorized access. We conduct phishing simulations and require training for employees who do not pass. In addition, we have migrated to an SD-WAN network with 24/7 monitoring from a third-party operations center. We also upgraded endpoint protection to an EDR solution with continuous oversight from the same third-party provider, helping us quickly detect and respond to threats.

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



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.

ENDPOINT DETECTION AND REMEDIATION

Situation	A small to mid-sized organization is resource stretched to effectively address the growing complexity of diverse cybersecurity attacks.
Task/Action	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.
Result	We caught and remediated 49 cyberthreats using our endpoint detection and remediation tool in 2024

PHISHING AWARENESS ADVANCEMENTS

Situation	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.
Task/Action	All new hires are mandated to complete phishing awareness training. We conduct monthly phishing campaigns where we simulate a phishing attack targeting our employees. We have introduced ongoing cybersecurity education improvement initiative across the organization where we train entire company with new cybersecurity relevant topics every quarter. This quarter’s training topic is screen-locking.
Result	100% compliance in new hire phishing awareness training and steady improvement in employees recognizing phishing attempts.

DATA PROTECTION

Situation	Electronic data poses many risk factors including mechanical or electrical failure of data storage device and various forms of insider or external cyber-attacks.
Task/Action	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.
Result	We have not experienced any data loss over the last 12 months.

Case Study:
TISAX

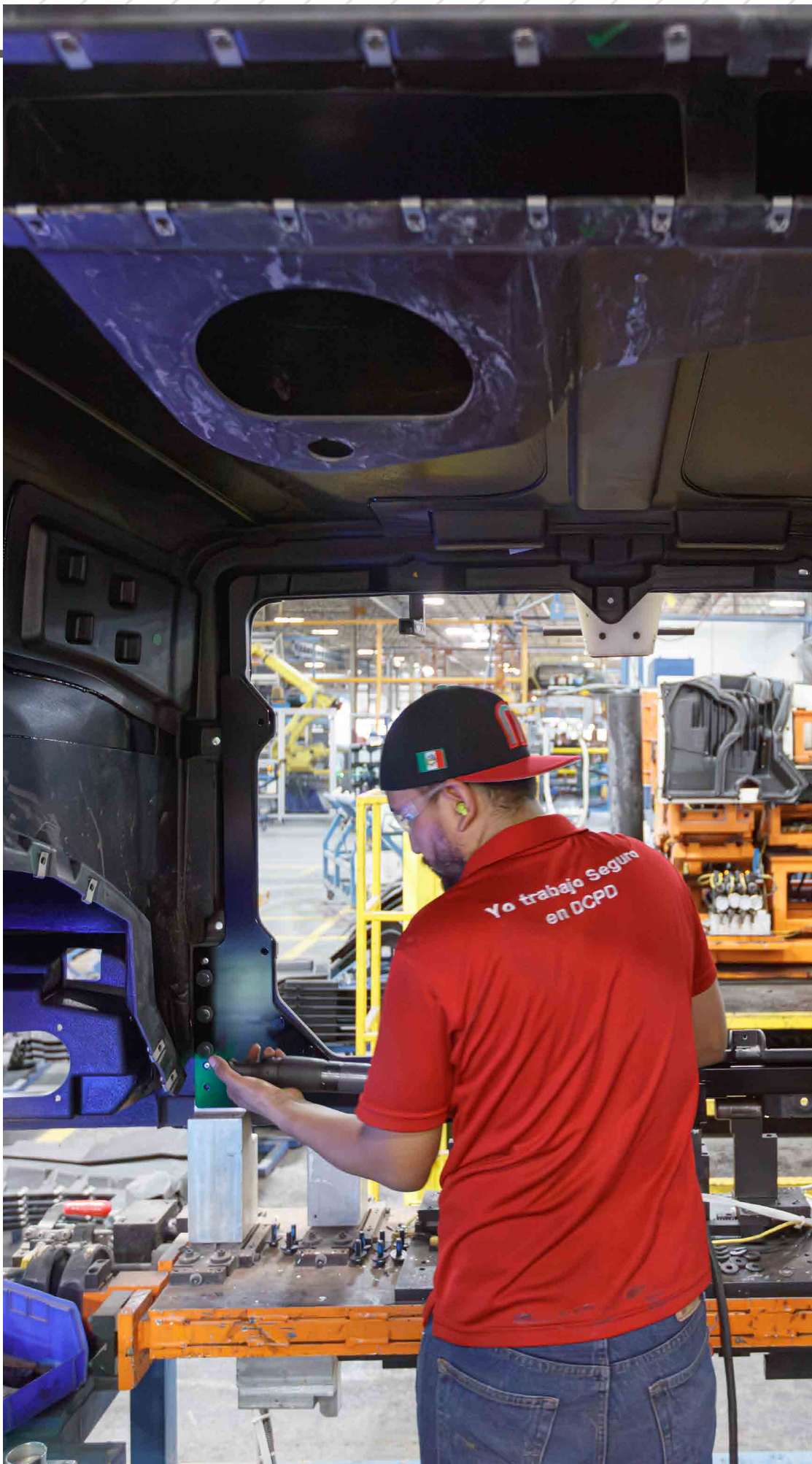
Core Molding is dedicated to enhancing the resilience and reliability of our operations to better serve our stakeholders. In response to our customers’ requirements and industry standards, Core Molding has adopted the TISAX (Trusted Information Security Assessment Exchange) cybersecurity framework. TISAX is an industry-recognized standard that ensures the highest level of cybersecurity across all operational facets. By implementing this framework, we aim to fortify our defenses against cyber threats and protect sensitive information with utmost diligence. We plan to undergo a comprehensive audit in 2025 to achieve TISAX certification. This certification will not only exemplify our commitment to cybersecurity but also reassure our stakeholders of our unwavering dedication to maintaining the highest standards of reliability and security.



Partnerships

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.

- We collaborated with SAMCO Technologies, in looking at the technical feasibility of using a biological abatement system to replace an existing thermal oxidizer that is part of our SMC Operating facility. We saw the potential to impact fuel consumption and ultimately Carbon emissions while assuring control of VOC. Even though we have not arrived at a final solution, the exercise resulted insightful and ultimately shows the organizations commitment to impacting the environment.
- In 2024 we have integrated Solar Power energy into our facilities in Mexico. We also initiated some work with Influent Energy to look for opportunity to integrate solar power into one of our US Plants. We have received a proposal that is in the process of evaluation currently.
- Our Materials Engineering group is always busy in staying at the forefront of material capabilities and technologies. Within that mission they have initiated work with Owens Corning to evaluate new formulation for Multi End Roving glass in an effort to eliminate VOC emissions that could ultimately improve general health and safety on our production floors. They are also working with ReOvo at the possibility of using eggshells as source of calcium carbonate instead of the mined calcium carbonate that is part of standard recipe for manufacturing Sheet Mold Compound. This could mean a 98% reduction of carbon emissions in material manufacturing.



APPENDIX



SASB Disclosures Industrial Machinery & Goods 2023

Table 1. Sustainability Disclosure Topics & Accounting Metrics

TOPIC	ACCOUNTING METRIC	2024 DATA	2023 DATA	UNIT OF MEASURE	CODE
Energy Management	(1) Total energy consumed	223,242	281,517	Gigajoules (GJ)	RT-IG-130a.1
	(2) Percentage grid electricity	91	100	Percentage (%)	RT-IG-130a.1
	(3) Percentage renewable	9	0	Percentage (%)	RT-IG-130a.1
Employee Health & Safety	(1) Total recordable incident rate (TRIR)	2.21	2.37	Rate	RT-IG-320a.1
	(2) Fatality rate	0	0	Rate	RT-IG-320a.1
	(3) Near miss frequency rate (NMFR)	13.54	10.83	Rate	RT-IG-320a.1
Fuel Economy & Emissions in Use-phase	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	N/A	N/A	Litres per 100 tonne-kilometres	RT-IG-410a.1
	Sales-weighted fuel efficiency for non-road equipment	N/A	N/A	Litres per hour	RT-IG-410a.2
	Sales-weighted fuel efficiency for stationary generators	N/A	N/A	Kilojoules per litre	RT-IG-410a.3
	Sales-weighted emissions of (1) Nitrogen Oxides (NOx)				
	(a) Marine Diesel Engines	N/A	N/A	Grammes per kilojoule	RT-IG-410a.4
	(b) Locomotive Diesel Engines	N/A	N/A	Grammes per kilojoule	RT-IG-410a.4
	(c) On-road medium and heavy-duty engines	N/A	N/A	Grammes per kilojoule	RT-IG-410a.4
	(d) Other non-road diesel engines	N/A	N/A	Grammes per kilojoule	RT-IG-410a.4
	Sales-weighted emissions of (2) Particulate Matter (PM)				
	(a) Marine Diesel Engines	N/A	N/A	Grammes per kilojoule	RT-IG-410a.4
	(b) Locomotive Diesel Engines	N/A	N/A	Grammes per kilojoule	RT-IG-410a.4
	(c) On-road medium and heavy-duty engines	N/A	N/A	Grammes per kilojoule	RT-IG-410a.4
	(d) Other non-road diesel engines		N/A	Grammes per kilojoule	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	Presentation currency	RT-IG-440b.

[1] Based on management estimates with current process portfolio

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

Report Metrics

Table 2. Activity Metrics

ACTIVITY METRIC	CATEGORY	2024 DATA	2023 DATA	UNIT OF MEASURE	CODE
Number of units produced by product category	Sheet Molding Compound (SMC) Reaction Injection (DCPD) Direct Long-Fiber Thermoplastic (DLFT) Structural Foam & Structural Web (SF/SW) Hand Lay-Up (HLU) Spray-Up (HSU) Resin Transfer Molding (RTM)	N/A	N/A	Number	RT-IG-000.A
Number of employees		Total: 1,570 USA: 509 Canada: 181 Mexico: 880	Total: 1,857 USA: 698 Canada: 174 Mexico: 985	Number	RT-IG-000.B

Disclaimers and Forward-Looking Statements

This Sustainability Report presents the sustainability performance of Core Molding Technologies, Inc., along with its management approach to material sustainability topics, for the 2024 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: 2023

This report is not comprehensive and contains only voluntary disclosures on important topics. The information provided in this report reflects our approach to sustainability 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 sustainability performance, please contact Rcervantes@Coremt.com

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 considering 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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