

THE TUPELO, MISSISSIPPI, TIRE MANUFACTURING PLANT WORKED TWO MILLION HOURS – ONE ENTIRE CALENDAR YEAR – WITHOUT A LOST-TIME INJURY. THIS MILESTONE IS A COOPER FIRST.

Career Development and Recognition

In addition to offering a comprehensive benefits package and continually working to ensure a safe workplace, Cooper provides employees opportunities to learn and grow. We believe people respond to recognition and trust, the freedom to participate, the opportunity to learn, and the chance to develop personally and professionally. A variety of learning opportunities are provided through our in-house learning center, outside education and training opportunities, on-the-job training, and job rotation.

Our talent management programs ensure that Cooper has a steady stream of leaders to drive us confidently into the future. Our performance management program is designed to ensure Cooper people focus their energies on areas that are directly aligned with the company's strategic initiatives and to enable them to develop necessary skills and expertise to advance into leadership positions if desired.

To ensure leadership excellence, Talent Summits are held to help identify current and future leaders, key positions, and potential successors to those positions. Our leaders and future leaders are provided appropriate development opportunities for increasingly demanding leadership roles, and their progress is actively supported and monitored by Cooper's executive team and Board of Directors.

COMMITMENT TO COMMUNITY

In most communities in which we operate, Cooper is among the top 10 employers in the number of jobs we provide. At the same time as we offer jobs and bring revenues to the community, we are committed to being a good corporate citizen.

We want everyone within the Cooper family of companies to be a proud employee of an organization that clearly understands our responsibilities to the communities where we live and work. As we head into Cooper's 100th anniversary in 2014, we have a strong heritage of giving and are committed to being a contributing member of the communities where we operate.

Part of being a socially responsible company is making a commitment to enhance the quality of life in the communities where we operate around the world. Often, this includes employees supporting non-profit organizations financially and through volunteerism, including service on the boards that guide these groups. In addition, it also includes Cooper's financial support to assist the organizations that help make our communities better places to live and work.

Honoring Our Heritage and Hometown

In honor of our upcoming 100-year anniversary, Cooper partnered with Findlay City Schools to develop a multi-purpose track and field complex while also establishing a monument to the company's legacy in Findlay. A ribbon-cutting ceremony held Nov. 9 marked the facility's

official opening to students and the community. The new complex includes a state-of-the-art, nine-lane track made of sustainable recycled rubber, as well as a multi-use competitive field that will support other sports and general physical education while also providing a venue for additional student and community events.

Giving in Findlay, Ohio, Our Headquarters Hometown

The organizations we assist are responsible for solving problems that impact thousands within our communities. An example is Cooper's support of flood mitigation efforts in our headquarters hometown of Findlay. Since 2008, we have provided significant financial support to help resolve this important issue. Additionally, in Findlay we are also a key supporter of The Alliance (Findlay-Hancock County Economic Development, Chamber of Commerce and Visitors Bureau), which serves to keep our headquarters hometown an attractive place to do business as well as to enjoy a high quality of life.

In addition to these efforts, we actively support a host of groups throughout the local area, including the Boy Scouts, Hancock County Agency on Aging, the Hancock County Historical Museum, the Alzheimer's Association, the Ohio Foundation of Independent Colleges, the Red Cross, Habitat for Humanity, and many others. Cooper people volunteer their time for these and countless other organizations. In addition, each Friday, employees at the corporate headquarters have the opportunity to wear jeans to work in exchange for making a donation to a different charity every week. In 2012, more than \$30,000 was raised through these "Jeans Day" events alone.

Giving in the United States

Throughout the United States, we are also active in supporting the United Way. In fact, a significant percentage of our total corporate giving budget is directed toward United Way in Findlay, Texarkana and Tupelo. The United Way's stated mission "envisions a world where all individuals and families achieve their human potential through education, income stability and healthy lives." The United Way improves lives by "mobilizing the caring power of communities around the world to advance the common good."

Matching Gift Program

Cooper administers a Matching Gift Program in the U.S. that enables employees to increase the impact of their individual contributions to eligible educational and cultural organizations. Cooper matches dollar-for-dollar employee charitable contributions, up to \$5,000 per year per employee. During the past five years, Cooper has matched charitable donations of more than \$430,000, with more than 150 organizations benefitting from the program.

Giving Around the World

Facilities within the Cooper family of companies around the globe are busy supporting their communities as well. Cooper is actively committed to public welfare and social responsibility in Asia. In recent years, Cooper has worked through the platform of the China Youth Development Foundation to initiate a number of public service activities. For example, Cooper helped build Cooper-Siyuan Primary School in Duosong Township, Henan County, Qinghai Province, China. Additionally, the Kunshan plant recently donated 20 computers for the students of Kunshan in primary school to be used as an added resource tool for teaching and learning.

Among numerous community involvement programs, Cooper Tire Europe supports the Midland Freewheelers, a voluntary organization that delivers urgent medical documents, as well as desperately needed blood supplies via motorcycle, to hospitals in England. In Melksham, support is also provided to benefit Comic Relief, which aids victims of famine. Employees not only donate funds, they also wear red noses and other clown attire to bring awareness and attention to the cause.