



# DRIVING INNOVATION, POWERING RESULTS

2024 SUSTAINABILITY REPORT



Jim Zizelman  
President and CEO

## Letter From Our CEO

At Stoneridge, we are committed to building a more sustainable future. As a global mobility technology leader, we recognize our responsibility to consider sustainability in how we innovate, operate, and impact the environment and our communities.

We invite you to review our new 2024 Sustainability Report—***Driving Innovation, Powering Results***. This report provides a high-level, data-driven overview of our 2024 performance and demonstrates our ongoing commitment to sustainability. Within these pages, we highlight progress across our four strategic pillars and introduce a new ESG Performance Index that enhances how we share our results.

Along with other global companies, we are evaluating an evolving reporting landscape. Our teams are thoughtfully considering how new and developing regulations will influence our disclosures. In 2024, our ESG Steering Committee dedicated significant time to learning, preparing, and ensuring that we are equipped to meet future regulatory requirements.

Throughout the year, we made meaningful investments in vehicle efficiency innovations, strengthened our workplace practices, continued thoughtful community engagement, and advanced our climate action initiatives. In 2024, we continued reporting against targets that had been exceeded as we worked to define new targets. I'm happy to report that in 2025 we established a new decarbonization target using the science-based target methodology. Our goal is to reduce absolute Scope 1 and Scope 2 emissions by 63 percent by 2035, compared to our 2023 baseline emissions. We look forward to reporting our progress on our emissions and across our sustainability initiatives. The impact of these efforts will continue to expand as we move through 2025 and beyond.

We know the road ahead requires collaboration, transparency, and accountability. We're proud to share our progress and look forward to advancing our sustainability journey together—with our partners, employees, and stakeholders—toward a more sustainable and inclusive world.

A handwritten signature in black ink, appearing to read "Jim Zizelman". The signature is fluid and cursive, written in a professional style.

# Table of Contents

Letter From Our CEO.....	2
About this Report.....	4
<b>Who We Are</b>	
Stoneridge by the Numbers.....	5
Operating Segments .....	6
Our Core Values .....	7
<b>Our Sustainability Approach</b>	
Strategy .....	8
Frameworks, Standards, and External Evaluations .....	9
Sustainability Goals.....	10
<b>2024 Highlights</b>	
Our Products.....	11
Our Operations .....	13
Our People .....	14
Our Governance.....	18
<b>ESG Performance Index</b>	
Index.....	19
<b>Additional Indices and Resources</b>	
SASB Index.....	24
TCFD Index .....	25
UN SDG Summary.....	34
Policies and Resources.....	35



# About this Report

## Report Reference

This 2024 report, **Driving Innovation, Powering Results**, was released in November 2025 and should be read alongside our inaugural **2023 Sustainability Report, Moving Mobility Forward** which outlines our Environmental, Social, and Governance (ESG) structure, initiatives, and related policies in more detail.

If there are any questions about this report or our sustainability efforts, please email us at [sustainability@stoneridge.com](mailto:sustainability@stoneridge.com).

## Scope

Unless otherwise noted, the scope of this report covers the fiscal year 2024, which is January 1, 2024, to December 31, 2024.

## Greenhouse Gas (GHG) Methodology & Assurance

Stoneridge follows the Greenhouse Gas Protocol Corporate Accounting Standard (revised edition) for calculating GHG emissions and aligns with ISO 14064-3 for the verification of GHG emissions. Results reported are drawn from ten major facilities, including our corporate headquarters, engineering laboratories, distribution center, and manufacturing facilities.

Our 2024 Scope 1 and Scope 2 emissions inventory and results achieved reasonable assurance (pictured right).

Scope 3 figures are estimated based on CDP Technical Note: Relevance of Scope 3 Categories by Sector, published on April 11, 2022.

## Restatements

Stoneridge has made corrections to its 2023 emissions data to address minor variations identified during the 2024 ISO 14064-3 verification process.

## Scope 1 and Scope 2 GHG Emissions Reasonable Assurance Statement

### MEMORANDUM

To:	Stoneridge, Inc.	Date:	June 9, 2025
From:	James Giannantonio, ALL4 LLC ( <a href="mailto:jgiannantonio@all4inc.com">jgiannantonio@all4inc.com</a> )		
Subject:	Reasonable Assurance Statement for Stoneridge Inc.'s Scope 1 and 2 Greenhouse Gas Emissions for Calendar Year 2024		
CC:	Daryl J. Whitt, ALL4 LLC ( <a href="mailto:dwhitt@all4inc.com">dwhitt@all4inc.com</a> )		

Stoneridge, Inc. (Stoneridge) owns and operates 10 major facilities globally. ALL4 LLC (ALL4) is providing a Reasonable Assurance statement for Stoneridge's calendar year (CY) 2024 Scope 1 and Scope 2 greenhouse gas (GHG) emissions.

### GREENHOUSE GAS EMISSIONS INVENTORY

ALL4 has verified the CY 2024 Scope 1 and Scope 2 GHG emissions from 10 major Stoneridge facilities. The facilities include the corporate headquarters, research laboratories, manufacturing, and distribution facilities of Stoneridge. Scope 1 GHG emissions include direct emissions from fuel combustion and process sources of GHG. The Scope 2 GHG emissions include indirect emissions from electricity purchased. ALL4 found the GHG emissions from these facilities to be representative of Stoneridge's operations and locations. The following Stoneridge facilities are included in this engagement:

- Corporate Headquarters, Novi, Michigan
- Novi Labs, Novi, Michigan
- Juarez, Mexico
- Lexington, Ohio
- Manaus, Brazil
- Orebro, Sweden
- Barneveld, The Netherlands
- Suzhou, China
- Tallinn, Estonia
- El Paso Distribution Center, Texas

The facilities listed above represent the major GHG emissions sources for Stoneridge in CY 2024. Stoneridge exhibits operational control at these facilities. Emissions for Stoneridge include carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), and nitrous oxide (N<sub>2</sub>O) from direct combustion and process sources and indirect electricity generation. The Stoneridge operations have no sulfur hexafluoride (SF<sub>6</sub>), hydrofluorocarbons (HFCs), perfluorocarbons (PFCs), or nitrogen trifluoride (NF<sub>3</sub>) emissions. Stoneridge does not purchase heating or cooling services which would be considered Scope 2 GHG



ALL4 • [info@all4inc.com](mailto:info@all4inc.com) • [www.all4inc.com](http://www.all4inc.com)

STRATEGY WITH SOLUTION PARTNERSHIP WITH A PURPOSE

## Stoneridge by the Numbers\*

Stoneridge, Inc. is a global supplier of safe and efficient electronics systems and technologies.

Our solutions power vehicle intelligence, while enabling safety and security for on- and off-highway transportation sectors around the world.



2024 FULL-YEAR REVENUE

**\$908.3M**



**4,450 Employees**

**85%  
Located  
outside  
U.S.**



**21 Locations in  
14 Countries**

**Global  
Headquarters:  
Novi, Michigan**

\*As of December 31, 2024

# Who We Are

## Operating Segments

Our technology and partnership-focused approach to product design and development allows us to create next-generation products and systems that align with transportation industry trends, including the shift toward more vehicle electrification.

Our technologies promote safe and efficient mobility for the transportation sector, with products suitable for electric (EV), hybrid, and internal combustion engine (ICE) drivetrains.

Stoneridge reports in three segments, each positioned for long-term success in the transportation industry.



### Control Devices

Our Control Devices segment delivers actuators, sensors, switches, and connectors that monitor, measure, or activate critical vehicle functions with an emphasis on safety and efficiency primarily for the passenger vehicle end markets.

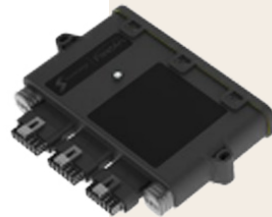
32.2%\*



### Electronics

Our Electronics segment develops advanced driver information solutions, vision systems, connectivity and compliance solutions, and control modules for the commercial vehicle, bus, and off-highway end markets.

62.3%\*



### Stoneridge Brazil

Our Stoneridge Brazil segment provides vehicle tracking devices and monitoring services, driver information systems, vehicle security alarms, telematics solutions, and multimedia devices primarily for the automotive and commercial vehicle markets.

5.5%\*



\*Percentage of total 2024 revenue



## Our Core Values

### Integrity

All that we do will be done honestly, ethically, and respectfully.

### Accountability

Our actions will produce sustainable financial results and create value for our employees, customers, and investors.

### Teamwork

We will work to continuously improve, show enthusiasm, and work closely as a team to meet our commitments and contribute to the success of Stoneridge.

### Adaptability

We will be fast and flexible in adapting to or initiating change to achieve the best possible outcome.

### Customer Orientation

We are committed to understanding and meeting the requirements of our customers, and we will strive to exceed their expectations.

### Social Responsibility

We will operate our business and personally conduct ourselves in our workplace in a manner that supports employee safety, treats all people equally and respectfully, benefits our communities, and remains mindful of our impact on the environment.

# Our Sustainability Approach

## Strategy

Our ESG Steering Committee (Committee) continues to oversee the strategic implementation of our sustainability initiatives. Stoneridge engages with stakeholders through both formal and informal channels, integrating key insights into strategic planning. The Committee continues to monitor the regulatory landscape and prepare for appropriate disclosures, where applicable. For more information on our ESG Oversight, please see page 36 of our [2023 Sustainability Report, Moving Mobility Forward](#).

Our ESG efforts continue to expand, building a broader and increasingly comprehensive consideration of sustainability across our business. Our strategic approach organizes our activity into four pillars.

 <p><b>Our Products</b></p>	<p>Stoneridge creates a wide range of technologies that improve vehicle safety, efficiency, and sustainability — including innovative solutions aimed at supporting new engine types and lowering emissions.</p>	<ul style="list-style-type: none"> <li>• Stoneridge Innovation</li> <li>• Accelerating Sustainable Products</li> </ul>
 <p><b>Our Operations</b></p>	<p>At Stoneridge, strong governance and continuous improvement go hand in hand. We carefully manage our policies, processes, and practices, while assessing and reducing environmental impacts — both within our operations and throughout our supply chain.</p>	<ul style="list-style-type: none"> <li>• Environmental Management and Compliance</li> <li>• Quality</li> <li>• Supply Chain Engagement</li> </ul>
 <p><b>Our People</b></p>	<p>Stoneridge strives to create inclusive work environments where our employees, business partners, and suppliers can thrive. We invest in our people and communities through competitive benefits, continuous learning, safety initiatives, and a focus on a diverse and inclusive workplace.</p>	<ul style="list-style-type: none"> <li>• Global Human Rights</li> <li>• Diversity and Inclusion</li> <li>• Employee Management and Development</li> <li>• Health and Safety</li> <li>• Community Engagement</li> </ul>
 <p><b>Our Governance</b></p>	<p>At Stoneridge, strong corporate governance is central to building long-term shareholder value. Our policies are designed to ensure transparency, accountability, and sustained benefits for the Company and all stakeholders.</p>	<ul style="list-style-type: none"> <li>• Corporate Governance</li> <li>• Ethics and Integrity</li> <li>• Enterprise Risk Management</li> <li>• Cybersecurity</li> </ul>

# Our Sustainability Approach

## Frameworks, Standards, and External Evaluations

Stoneridge reports in accordance with the following voluntary global frameworks, standards, and external assessment programs:

- CDP Corporate Questionnaire (climate change and water security)
- EcoVadis Sustainability Questionnaire (environment, labor and human rights, ethics, and sustainable procurement)
- Sustainability Accounting Standards Board (accounting and metrics for the transportation sector and auto parts industry)
- Task Force on Climate-related Financial Disclosures (governance, strategy, risk management, and metrics and targets)

Additionally, our sustainability efforts align with the following global standards:

- Universal Declaration of Human Rights, the United Nations Guiding Principles on Business and Human Rights, and the International Labor Organization Declaration on Fundamental Principles and Rights at Work
- United Nations Sustainable Development Goals



# Our Sustainability Approach

## Sustainability Goals

Stoneridge is mindful of our environmental impact and remains committed to reducing our carbon footprint. We regularly report our progress and have publicly disclosed emissions data since 2021. Our most recent GHG reduction targets were originally set for achievement in 2025. We reached these goals two years ahead of schedule and began developing the next phase of our emissions reduction strategy.

While our future goals were being finalized, we continued to report performance against our previous targets to maintain transparency and accountability.

In 2024, Stoneridge modeled new Scope 1, 2, and 3 targets using the Science-based Target Setting Tool (version 2.1) to align our approach with the latest climate science.

In 2025, we established a new science-aligned emissions reduction target: a 63% absolute reduction in Scope 1 and Scope 2 emissions by 2035, compared to our 2023 baseline.

**NEW**  
2025 Target

**63% reduction of absolute Scope 1 and Scope 2 emissions by 2035**

## GHG Emissions

Achieved in 2022

15% reduction of absolute Scope 1 and Scope 2 GHG Emissions by 2025 against a 2019 baseline

**26%\***

15% reduction of absolute Scope 2 GHG Emissions by 2025 against a 2019 baseline

**28%\***

## Water Withdrawal

Achieved in 2022

Reduce water withdrawal per equivalent employee by 2% by 2022 against a 2021 baseline (Juarez site)

**3.8%\***

\*Reduction through 2024

### MirrorEye®

Our MirrorEye camera monitor system (CMS) continued to expand in 2024, delivering meaningful sustainability benefits to our customers and communities alike. In addition to its important safety benefits, MirrorEye-equipped trucks can achieve a two to three percent increase in fuel savings when traditional mirrors are removed, which translates to roughly 2.5 tons of CO<sub>2</sub> reduction annually per vehicle.\*



**2-3%**

Fuel savings when traditional mirrors are removed

**2.5 TONS**

CO<sub>2</sub> reduction annually per vehicle\*

### Key 2024 Announcements

- MirrorEye extended a critical regulatory exemption in North America from the Federal Motor Carrier Safety Administration (FMCSA), allowing MirrorEye-equipped trucks to remove conventional rear-view mirrors and operate with the integrated CMS.
- Stoneridge's original equipment manufacturer (OEM), fleet and bus partnerships continue to drive broader market acceptance of the MirrorEye technology, supporting its partners' safety, efficiency, and sustainability goals.
  - Several existing OEM customers began to equip MirrorEye as standard equipment on multiple major truck brands, and the system continues to be optional on many other truck models.
  - Stoneridge has gained MirrorEye retrofit application partnerships with Cargo Transporters, Inc. and DB Schenker in North America.
  - Stoneridge's customer, VDL Bus & Coach, announced a large order from a key customer of over 150 new generation electric buses equipped with MirrorEye. Arriva, a leading European passenger transport partner focused on contributing to a more sustainable future, ordered the buses to be used in West Brabant, Netherlands where bus transportation is the main form of public transport. These MirrorEye-equipped electric buses will be fully emissions-free, aligned with Arriva's zero emission ambitions and will also provide significant safety benefits.

\*North American commercial vehicle application

# 2024 Highlights

## Our Products

### Leak Detection Module (LDM)

Stoneridge introduced its Leak Detection Module (LDM) technology with its first program award for an all-new hybrid vehicle with a Chinese OEM customer. Driven by the increasing number of hybrid vehicles in the market and the need to address greater evaporative emissions challenges on traditional powertrain vehicles, this unique systems-based solution enables leak checks on emissions systems through a vacuum pump to improve evaporative-emissions performance. Aligned with the Company's drivetrain agnostic approach, this product can be applied to hybrid and ICE powertrains. Production for the first LDM program award began in the second half of 2025.

### Fuel Advice System

Through innovative collaboration with Volvo Bus, Stoneridge introduced its Fuel Advice system that utilizes vehicle generated data and applies artificial intelligence to proactively support and assist operators to reduce fuel consumption. The system generates suggestions for more eco-friendly driver actions without the need to manually process and analyze data. Through a pilot program with Volvo Bus, the Fuel Advice system enables the customers' transformation into connected and sustainable people transport solutions.



# 2024 Highlights

## Our Operations



### 4 LOCATIONS PROCURING 100% ENERGY CONSUMPTION:

- RECs: Manaus, Brazil; Tallinn, Estonia; Lexington, Ohio
- Low Carbon Sources: Örebro, Sweden

### Climate Scenario Analysis

In 2024, Stoneridge collaborated with an external consultant to screen 15 sites\*—collectively representing the locations where we conduct business—for physical and transition climate-related risks across multiple warming scenarios. The assessment incorporated both qualitative and quantitative climate scenario analysis (CSA) using models from the International Energy Agency (IEA) and projections from the Intergovernmental Panel on Climate Change (IPCC), providing insight into potential impacts under varying environmental conditions. Results are currently being evaluated and will inform future strategy development and target setting.

### Renewable Energy Investments

In late 2024, Stoneridge’s Lexington, Ohio facility signed a contract to procure renewable energy beginning in Q1 2025. Over the next three years, our Lexington manufacturing site will purchase Renewable Energy Credits (RECs) to account for 100% of the site’s energy use. These RECs invest directly in renewable energy generators, helping fund green energy projects.

### Energy Reduction Project in the Netherlands

Our Barneveld, Netherlands location is the hub for Orlaco Vision Systems by Stoneridge. The facility is home to development, project management, production, logistics, and sales, primarily for our camera monitoring systems for commercial and industrial vehicles. In 2024, the Barneveld site completed a light replacement project, replacing 426 existing fixtures with 354 high-efficiency LED fixtures, saving approximately 219 kWh per year.

*\*Lexington, Ohio; Novi, Michigan; El Paso, Texas; Juarez, Mexico; Tallinn, Estonia; Örebro, Sweden; Suzhou, China; Manaus, Brazil; Barneveld, Netherlands; Solna, Sweden; Campinas, Brazil; Bayonne, France; Buenos Aires, Argentina; Stuttgart/Esslingen, Germany; Dundee, United Kingdom*

# 2024 Highlights

## Our People

### Employee Development and Well-Being

We maintain a strong talent pipeline through Science, Technology, Engineering, and Math (STEM) outreach, internship, and rotational programs that provide hands-on experience with advanced technologies.

**Pipeline Development:** In 2024, one intern transitioned into a full-time role, gaining cross-functional experience in Compliance, Environmental, Health and Safety, and Human Resources as part of a structured leadership development pathway.

**Culture of Leadership:** In Juárez, our team celebrated growth and leadership development with a movie-themed “Red Week,” featuring team building, development sessions, and employee recognition awards.

**Employee Well-Being:** In Asia, a 21-day Health Challenge encouraged daily activity and mindfulness, complemented by a Traditional Chinese Medicine wellness lecture focused on immunity and balance.



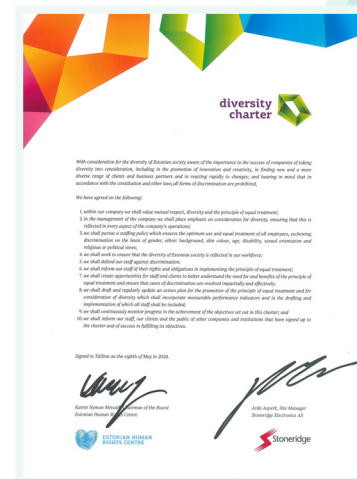
# 2024 Highlights

## Our People

### Living Our Values Globally

Employees around the world demonstrated Stoneridge's social responsibility values:

- **Employee Safety:** Our Suzhou, China site dedicated a month to safety training, contests, and improvement projects.
- **Equality and Respect:** In Manaus, Brazil, employees supported the Alvorada Institute, improving facilities that help women enter the workforce.
- **Community Impact:** Teams in Lexington, Ohio (U.S.), Novi, Michigan, (U.S.), Örebro (Sweden), and Barneveld (Netherlands) volunteered their time and resources to support children's programs, local charities, and community events.
- **Environmental Awareness:** Stoneridge Brazil hosted SIPATMA, a week of lectures and interactive activities promoting workplace safety and environmental stewardship.
- **Diversity and Well-Being:** Our Tallinn, Estonia site, home to nearly 300 employees, signed a diversity agreement with the Estonian Human Rights Center and earned a gold-level mental health label from [Peaasi.ee](#) in recognition of its commitment to inclusion and employee well-being.





### Safety Observation eLearning Program

In November 2024, Stoneridge introduced a new Safety Observation eLearning Program targeting people managers, EHS leaders, and team leaders across our sites. The program emphasizes proactive safety by equipping supervisors to identify and address unsafe conditions and recognize and reinforce safe practices. By the close of 2024, 179 leaders completed the course resulting in more than 2,200 observations being reported and closed.

**In 2024,**  
we celebrated many  
global safety milestones.



#### TIME WITHOUT A LOST TIME INCIDENT:

Manaus, Brazil	7 years
Suzhou, China	3 years
Lexington, Ohio	2M hours



#### TIME WITHOUT A RECORDABLE INCIDENT:

Örebro, Sweden	12 years
El Paso, Texas	5 years
Tallinn, Estonia	3 years
Barneveld, Netherlands	3 years
Juarez, Mexico	2.4M hours



#### SUZHOU, CHINA

Achieved Safety Production Standardization Level II demonstrating practices that maintain reliable safety management systems

# 2024 Highlights

## Our People

### Promoting an Environmental, Health and Safety (EHS) Culture

Our sites engage employees through interactive programming, training, and other activities that strengthen our safety culture. Highlights from our annual EHS Fairs and Safety Week programming are featured below.

- Stoneridge South America held a region-wide EHS Week at four locations: Campinas, Campinas Call Center, Manaus (Brazil), and Buenos Aires (Argentina) with leadership participation, engaging lectures, third-party exhibits, and interactive online activities that reached more than 80% of targeted employees.
- In Juárez, Mexico, a multi-shift EHS Fair featured nutrition resources, environmental awareness activities, health checks, and workplace safety demonstrations.
- In Örebro, Sweden, employees participated in hands-on fire extinguisher training, strengthening emergency preparedness and safety awareness.
- In Barneveld, Netherlands, a dedicated week focused on ergonomic awareness, toolbox talks addressing office and production floor risks, and education on proper posture.





### Stoneridge completes multi-year Board of Directors refreshment

In 2023, two new independent directors were elected to the Stoneridge Board of Directors as part of its ongoing Board refreshment process. In addition, one independent director retired from the Board in mid-2023, resulting in a Board size of nine at the end of 2023. No updates to Board composition occurred in 2024.

In 2025, two Directors retired, reducing the overall Board size to seven. Additional information regarding our Board of Directors is available in the [2025 Proxy Statement](#) and on the Board of Directors page of our investor website.



### Stoneridge takes aim at highest TISAX® certification

In 2024, Stoneridge took another step forward in strengthening our information security. Our cross-functional team worked together to enhance the Trusted Information Security Assessment Exchange (TISAX®), a leading standard in the automotive industry. With an eye on 2025, the team successfully prepared for Assessment Level 3 (AL 3)—the highest and most demanding level of certification. AL 3 adds to the lower-level requirements by including a detailed evidence of reviews, on-site inspections, and even unannounced interviews. This milestone reflects the dedication of our people and our commitment to safeguarding information at the highest level.

# ESG Performance Index

COMPANY INFORMATION	2024	2023	2022
Revenue (millions \$)	908.3	975.8	899.9
Control Devices (%)	32.2	35.1	38.1
Electronics (%)	62.3	59.0	56.1
Stoneridge Brazil (%)	5.5	5.9	5.8
Total Employees	4,450	4,850	5,250
Employees in the US (%)	15	14	12
Employees outside of the US (%)	85	86	88
EXTERNAL EVALUATION SUMMARY	2024	2023	2022
CDP – Climate Change	B	B	B
CDP – Water Security	B	B-	B-
EcoVadis	49/100	53/100	Not Reported
PRODUCTS	2024	2023	2022
Revenue associated with drivetrain agnostic technology (%)	> 90	88	Not Reported
Patent applications filed	97	69	108
Patents granted	38	22	13
MirrorEye revenue (millions \$)	66	54	34

# ESG Performance Index

OPERATIONS	2024	2023	2022
Stoneridge manufacturing sites ISO 14001:2015 compliant (%)	100	100	100
Stoneridge manufacturing sites IATF 16949 compliant (%)	100	100	100
<b>Emissions (MTCO<sub>2</sub>e)*</b>			
Scope 1 **	939	988	890
Scope 2 (location-based) emissions**	14,725	15,205	15,823
Scope 2 (market-based) emissions**	13,753	15,109	Not Reported
Total Scope 1 and Scope 2 (location-based) emissions**	15,665	16,193	16,713
Total Scope 1 and Scope 2 (market-based) emissions**	14,692	16,097	Not Reported
Scope 3 Category 1: Purchased goods and services	80,358	83,070	85,736
Scope 3 Category 2: Use of sold products	1,282,906	1,326,207	1,369,573
Total Scope 3 emissions	1,409,787	1,457,370	1,504,143
Total Scope 1, Scope 2 (location-based), and Scope 3**	1,425,451	1,473,563	1,520,856
<b>Energy</b>			
Total energy consumed (MWh)	40,394	41,669	42,291
Grid electricity consumed (MWh)	35,217	36,221	37,422
Grid electricity (%)	87	87	88
Renewable energy (MWh)	4,207	2,264	Not Reported
Renewable (%)	10	6	Not Reported

\*Please see our 2023 Sustainability Report, Moving Mobility Forward for emissions results from 2019-2021.  
 \*\*We exclude small facilities from which Scope 1 and Scope 2 emissions are not relevant based on the GHG Protocol.  
 Stoneridge pinpointed relevant Scope 3 emissions estimates based on CDP Technical Note: Relevance of Scope 3 Categories by Sector, published on April 11, 2022.

# ESG Performance Index

OPERATIONS	2024	2023	2022
<b>Waste</b>			
Total amount of waste from manufacturing (MT)	2,743	Not Reported	Not Reported
Hazardous waste (MT)	179	Not Reported	Not Reported
Non-hazardous waste (MT)	2,564	Not Reported	Not Reported
Non-hazardous waste recycled (%)	48	Not Reported	Not Reported
Non-hazardous waste incinerated (%)	3	Not Reported	Not Reported
Non-hazardous waste landfilled (%)	49	Not Reported	Not Reported
<b>Water (ML)</b>			
Water Withdrawal	49	53	47

# ESG Performance Index

PEOPLE	2024	2023	2022
<b>Global Employees</b>			
Global Employees	4,450	4,850	5,250
Outside of the U.S. (approximate %)	85	86	88
Female (%)	47	45	Not disclosed
Female Executives (%)	36	22	Not disclosed
<b>U.S. Based Employees (%)</b>			
Racially/Ethnically Diverse	28	27	Not disclosed
Racially/Ethnically Diverse Executives	27	11	Not disclosed
Asian	9	8	Not disclosed
Black or African American	5	6	Not disclosed
Hispanic or Latino	10	8	Not disclosed
White	72	68	Not disclosed
Two or more races	1	5	Not disclosed
Other	<1	5	Not disclosed

# ESG Performance Index

HEALTH AND SAFETY*	2024	2023	2022
Fatalities	0	0	0
Total Recordable Incident Rate (TRIR)	.10	.15	.10
Near Miss Frequency Rate (NMFR)	1.81	1.04	1.13
Lost Workdays Incident Rate (LWIR)	.10	.10	.08

\*Health and Safety rates are calculated per 200,000 worked hours.

GOVERNANCE*	2024**	2023	2022
Total Board Members	9	9	8
Independent Directors	8	8	7
Gender Diverse Directors (%)	33	33	Not reported
Board Diversity - Racial/Ethnic (%)	11	11	Not reported
Average tenure (years)	10.5	9.5	13

\*Data provided is for the end of the fiscal year, December 31.

\*\*In 2025, the Stoneridge Board of Directors was reduced by two directors. For more information, please see the Board of Directors page on our website or our 2025 Proxy Statement.

# Additional Indices and Resources - SASB Index

## Transportation Sector Auto Parts Industry Standard

TOPIC	METRIC	CODE	2024 DISCLOSURE
Energy Management	(1) Total energy consumed (gigajoules), (2) Percentage grid electricity (%), and (3) Percentage renewable (%)	TR-AP-130a.1	(1) 145,418 GJ (2) 87% (3) 10%
Waste Management	(1) Total amount of waste from manufacturing (metric tonnes), (2) Percentage hazardous (%), (3) Percentage recycled (%)	TR-AP-150a.1	(1) 2,742.69 (2) 6.51% (3) 49.11%
Product Safety	Number of vehicles recalled	TR-AP-250a.1	Not reported
Design for Fuel Efficiency	Revenue from products designed to increase fuel efficiency or reduce emissions	TR-AP-410a.1	\$66M, this revenue is from our MirrorEye product line only and may not reflect all products that could apply.
Materials Sourcing	Description of the management of risks associated with the use of critical materials	TR-AP-440a.1	Not reported
Materials Efficiency	Percentage of products sold that are recyclable (%)	TR-AP-440b.1	Not reported
	Percentage of input materials from recycled or remanufactured content (%)	TR-AP-440b.2	Not reported
Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations	TR-AP-520a.1	For details, see Item 3 in our 2024 10-K.

ACTIVITY METRICS	CODE	2024 DISCLOSURE
Number of parts produced (number)	TR-AP-000.A	7,946,431, excludes our Manaus and Barneveld locations
Weight of parts produced (metric tonnes)	TR-AP-000.B	Not reported
Area of manufacturing plants (square metres)	TR-AP-000.C	85,458

# Additional Indices and Resources - TCFD Index

Stoneridge has developed this document based on the recommendations set forth by the Task Force on Climate-related Financial Disclosures (TCFD). This disclosure is organized in order of the TCFD areas of focus: Governance, Strategy, Risk Management, and Metrics and Targets. The information in this report is current to November 2025 with emissions data from fiscal year 2024.

TCFD RECOMMENDED DISCLOSURE	STONERIDGE DISCLOSURE	DISCLOSURE REFERENCE
<b>Governance</b>		
<p>a) Describe the board’s oversight of climate-related risks and opportunities.</p>	<p>The highest level of oversight on sustainability and environmental, social, and governance (ESG) matters lies within the Board of Directors (the Board). The Board provides oversight and guidance on the Company’s ESG-related initiatives, the annual Company-wide Enterprise Risk Management (ERM) process, and overall strategic efforts. This oversight includes the assessment of climate-related risks and opportunities.</p> <p>The Board Committees have various responsibilities connected to ESG matters. The Board’s Compliance and Ethics (C&amp;E) Committee provides oversight of the Company’s ESG policies, strategies, and performance related to sustainability matters, corporate social responsibility, ethics, and compliance. The C&amp;E committee reviews the ongoing efforts of the ESG Steering Committee which leads the development of the strategy roadmap for ESG reporting, including all sustainability and climate-related initiatives.</p> <p>The Company’s management provides updates on our ongoing sustainability efforts to the C&amp;E Committee at regularly scheduled meetings and no less than four times per year.</p> <p>Furthermore, the Board oversees the Company’s strategic efforts, including our response to the long-term climate-related risks and opportunities, such as the transportation industry’s transition towards more electrified vehicles. Stoneridge is focused on innovating and developing or acquiring new and compelling products that capitalize upon new technologies in response to evolving consumer preferences and demands.</p>	<p><a href="#">2025 Proxy Statement</a></p> <p><a href="#">2025 CDP Corporate Questionnaire</a></p> <p><a href="#">Compliance and Ethics Committee Charter</a></p>
<p>b) Describe management’s role in assessing and managing climate-related risks and opportunities.</p>	<p>The Chief Human Resources Officer and Assistant General Counsel (CHRO) has oversight and operational management of the development of the Company’s sustainability strategy and the overall efforts of the ESG Steering Committee. The Director of Compliance and Environmental, Health and Safety (EHS) leads the ESG Steering Committee and provides regular updates to the Executive Leadership Team and the C&amp;E Committee on the Company’s sustainability initiatives, including the efforts of the ESG Steering Committee. The ESG Steering Committee meets regularly to oversee and monitor progress on our sustainability initiatives and to develop strategies to reduce Stoneridge’s impact on the environment. In addition, the Executive Leadership Team contributes to the assessment and management of company risks and opportunities, through the annual ERM assessment, review of public disclosures, strategic meetings, and other discussions.</p>	<p><a href="#">2025 Proxy Statement</a></p> <p><a href="#">2025 CDP Corporate Questionnaire</a></p>

TCFD RECOMMENDED DISCLOSURE	STONERIDGE DISCLOSURE	DISCLOSURE REFERENCE
<b>Strategy</b>		
<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p>	<p>We have identified climate-related risks and opportunities that may impact our business, strategy, and financial planning over the short term (0 – 2 years), medium term (3 – 9 years), and long term (10 – 30 years). We believe that with the oversight of the Board of Directors, the Executive Leadership Team, and the ESG Steering Committee, the Company will continue to implement reasonable and appropriate measures to mitigate identified climate-related risks and take advantage of the climate-related opportunities to drive long-term value for our stakeholders. The substantive financial or strategic impact of climate-related risks is assessed within Stoneridge’s ERM process.</p> <p>The Company has identified transition risks and opportunities and physical risks associated with climate change that may have a substantive financial or strategic impact on our business.</p> <p>In 2024, we engaged a third-party to conduct a climate scenario analysis. Results are being evaluated and will be used toward future strategy and target setting. The analysis included 15 locations, collectively representing the locations where we conduct business.</p> <p><b>Transition Risks &amp; Opportunities:</b> Transition risks and opportunities associated with the transition to a lower-carbon economy, such as regulatory changes impacting vehicle emissions and fuel efficiency requirements.</p> <p><b>Market Risks:</b> <b>If we do not respond appropriately, the evolution of the global transportation industry toward electrification and shared mobility could adversely affect our business.</b> The global transportation industry is increasingly focused on the development of more fuel-efficient solutions to meet demands from consumers and governments worldwide to address climate change and an increased desire for environmentally sustainable solutions. Failure to innovate and to develop or acquire new and compelling products that capitalize upon new technologies in response to these evolving consumer preferences and demands could adversely affect our business, financial condition, or results of operations.</p> <p><b>An emphasis on global climate change and other ESG matters by various stakeholders could negatively affect our business.</b> Customer, investor, employee, and other stakeholder expectations of us and our supply base in areas such as the environment, social matters, and corporate governance have been rapidly evolving and increasing. Our failure, or that of our supply base, to adequately meet stakeholder expectations, may result in, among other things, the loss of business, diluted market valuation, an inability to attract customers, or an inability to attract and retain top talent that could adversely affect our business, financial condition, or results of operations.</p>	<p><a href="#">2024 Annual Report</a></p> <p><a href="#">2025 CDP Corporate Questionnaire</a></p>

# Additional Indices and Resources - TCFD Index

TCFD RECOMMENDED DISCLOSURE	STONERIDGE DISCLOSURE	DISCLOSURE REFERENCE
<b>Strategy</b>		
<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. <i>(continued)</i></p>	<p><b>Market Opportunities:</b>  <b>The evolution of the global transportation industry toward electrification offers a significant opportunity for our Company, as our products align with the industry shift towards electrification.</b> Over the past few years, the world's largest automotive Original Equipment Manufacturers (OEMs) have put an increasing emphasis on reducing their overall value chain carbon footprint. We supply most of our products, predominantly on a sole-source basis, to many of the world's leading automotive and commercial vehicle OEMs and select non-vehicle OEMs, as well as certain automotive and commercial vehicle Tier 1 suppliers. Our customers are increasingly utilizing electronic technology to comply with more stringent regulations (particularly emissions and safety) and to meet end-user demand for improved vehicle performance and greater convenience. As a result of this trend, electronic content has been increasing per-vehicles. Our technology and partnership-oriented approach to product design and development enable us to develop next generation products and systems for this trend.</p> <p><b>Regulation Risk:</b>  <b>Compliance with environmental and other governmental regulations could be costly and require us to make significant expenditures.</b> Our business, operations, and facilities are subject to environmental, health and safety laws and regulations, many of which provide for substantial fines for violations. Both U.S. and international laws and regulations applicable to us continue to evolve. Changes in environmental, health and safety laws, regulations and requirements, or other governmental regulations could increase our cost of doing business or adversely affect the demand for our products.</p> <p><b>Physical Risks:</b>            Physical climate risks include severe weather events or natural disasters occurring or exacerbated as a result of climate change, such as hurricanes, severe storms, flooding, or wildfires. Due to the global nature of our supply and distribution networks, as well as the business criticality of our manufacturing footprint, these events could have a material impact on our business operations.</p>	<p><a href="#">2024 Annual Report</a></p> <p><a href="#">2025 CDP Corporate Questionnaire</a></p>

# Additional Indices and Resources - TCFD Index

TCFD RECOMMENDED DISCLOSURE	STONERIDGE DISCLOSURE	DISCLOSURE REFERENCE
<b>Strategy</b>		
<p>a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term. <i>(continued)</i></p>	<p><b>Physical Risks (continued):</b>  <b>We are dependent on the availability and price of raw materials, components, and other supplies.</b>            We require substantial amounts of raw materials, components, and other supplies, and substantially all such materials we require are purchased from outside sources. The availability and prices of raw materials and other supplies may be subject to curtailment or change due to, among other things, new laws or regulations, suppliers' allocations to other purchasers and interruptions in production by suppliers, weather emergencies, natural disasters, commercial disputes, acts of terrorism or war, changes in exchange rates and worldwide price levels. If we cannot obtain adequate amounts of raw materials, components and other supplies, or if we experience an increase in the price of raw materials, components and other supplies, our business, financial condition or results of operations could be materially or adversely affected.</p> <p><b>We have limited or no redundancy for certain of our manufacturing facilities, and therefore damage or disruption to those facilities could interrupt our operations, increase our costs of doing business and impair our ability to deliver our products on a timely basis.</b> If certain of our existing production facilities become incapable of manufacturing products for any reason, we may be unable to meet production requirements, we may lose revenue and we may not be able to maintain our relationships with our customers.</p>	<p><a href="#">2024 Annual Report</a></p> <p><a href="#">2025 CDP Corporate Questionnaire</a></p>
<p>b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.</p>	<p><b>Response to Market Risks and Opportunities:</b>            Stoneridge evaluates our technologies relative to emerging trends in the marketplace. Stoneridge is well aligned with the transportation industry trend towards electrification of vehicles. Stoneridge has aligned with industry megatrends by rotating its portfolio into drivetrain agnostic products and investing in engineering for future products. With this focus, we have invested in design and development of several new products that focus on safety and efficiency, including products that enable fuel efficiency benefits and mitigate the risk of climate-related risks. Similarly, part of our strategy has been to invest in drivetrain agnostic technologies and as such, we believe our product portfolio will continue to align with current market conditions, customer preferences, and the regulatory environment.</p> <p><b>Response to Regulatory Risks:</b>            Stoneridge is subject to numerous legal requirements, including regulations related to climate change and energy. For example, our operations are subject to various federal, state, local and foreign laws and regulations governing, among other things, emissions to air, discharge to water and the generation, handling, storage, transportation, treatment, and disposal of waste and other materials. We monitor compliance with environmental laws and regulations. Stoneridge will comply with all applicable (EHS) laws and regulations in every country in which we do business as well as all Stoneridge EHS policies and standards. This is further addressed in Stoneridge's Code of Conduct and Supplier Code of Conduct.</p>	<p><a href="#">2024 Annual Report</a></p> <p><a href="#">2025 CDP Corporate Questionnaire</a></p> <p><a href="#">Code of Conduct</a></p> <p><a href="#">Supplier Code of Conduct</a></p>

# Additional Indices and Resources - TCFD Index

TCFD RECOMMENDED DISCLOSURE	STONERIDGE DISCLOSURE	DISCLOSURE REFERENCE
<b>Strategy</b>		
<p>b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning. <i>(continued)</i></p>	<p>Stoneridge Procurement qualifies and monitors our direct suppliers to improve sustainability and compliance and to meet customer demands and regulatory requirements. We conduct supplier assessments and obtain certification from our direct suppliers to confirm their compliance with the relevant sustainability standards. The supplier assessments cover environmental protection, supply chain responsibility, anti-bribery/anti-corruption, diversity, quality management, conflicts of interest, health and safety, and human rights and labor.</p> <p>Stoneridge management actively monitors developments in regulatory and disclosure requirements, including those related to climate and other emerging areas. We engage with external advisors to stay informed on evolving rules and standards issued by relevant authorities and provide updates to the Board or its committees as appropriate.</p> <p><b>Response to Physical Risks:</b> Stoneridge plans for physical climate risks at the facility-level. Stoneridge manufacturing sites conduct risk assessments within the contingency plan process.</p> <p>Additionally, Stoneridge uses an external SaaS (software as a service) to proactively identify, assess, and mitigate supply chain risk over a whole spectrum of risk. We have data sources that assess financial risk, natural disaster risk, reputational risk, geopolitical risk, man-made risk, and cyber risk. We have the ability to reveal supply chain dependencies and risky situations and take actions to prevent risk from costing our company. AI-powered software monitors our supply chain risk in real time so we can accurately understand our risk exposure and make the right decisions. The chronic risks induced by climate change such as rising sea levels, chronic heat waves or rain pattern modifications may cause Stoneridge to consider these parameters for future asset establishments.</p>	<p><a href="#">2024 Annual Report</a></p> <p><a href="#">2025 CDP Corporate Questionnaire</a></p> <p><a href="#">Code of Conduct</a></p> <p><a href="#">Supplier Code of Conduct</a></p>
<p>c) Describe the resilience of the organization’s strategy, considering different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>Our business strategy aligns well with the transportation industry’s move toward vehicle electrification. Our portfolio focuses on drivetrain-agnostic products, and we have invested in engineering for future offerings. With this focus, we have developed several new products that help mitigate climate-related risks. Our strategy positions us to adapt to a future with changing regulations, consumer demands, and customer needs.</p> <p>In 2024, we engaged a third-party consultant to conduct a climate scenario analysis. The analysis screened fifteen Stoneridge locations for physical and transitional climate-related risks using qualitative and quantitative scenario analysis. For transition risk, the methodology applied the International Energy Agency (IEA) Net Zero by 2050 scenario, Announced Pledges Scenario and the Stated Policies Scenario. For physical risks regarding temperature projections, the two referenced scenarios included the Intergovernmental Panel on Climate Change (IPCC) Representative Concentration Pathway (RCP) 4.5 and RCP 8.5. For physical risks regarding water, the analysis used IPCC models for Shared Socioeconomic Pathway (SSP)1 RCP2.6, SSP3 RCP7.0, and SSP5 RCP8.5. Results from the climate scenario analysis are being evaluated and will be used toward future strategy and target setting.</p>	<p><a href="#">2025 CDP Corporate Questionnaire</a></p>

# Additional Indices and Resources - TCFD Index

TCFD RECOMMENDED DISCLOSURE	STONERIDGE DISCLOSURE	DISCLOSURE REFERENCE
<b>Strategy</b>		
<p>c) Describe the resilience of the organization’s strategy, considering different climate-related scenarios, including a 2°C or lower scenario. <i>(continued)</i></p>	<p>Due to climate-related demand for carbon efficiency and reporting reductions in GHG emissions, we continually evaluate the implementation of more energy-efficient practices throughout our operations. We are adjusting equipment operating times to match demand, shutting off idling equipment when not in use, and replacing traditional incandescent lighting with energy-efficient lighting. We are also procuring renewable energy through the purchase of renewable energy credits (RECs).</p>	<p><a href="#">2025 CDP Corporate Questionnaire</a></p>
<b>Risk Management</b>		
<p>a) Describe the organization’s processes for identifying and assessing climate-related risks.</p>	<p>Stoneridge’s leadership understands the importance of a sustainable operations model. We have integrated climate-related risks identification into our ERM process. The substantive financial or strategic impact of such risks and opportunities is also assessed within Stoneridge’s ERM process. The ERM process focuses on evaluating Stoneridge’s exposure to each of the top risks based on the extent to which the risk event might affect Stoneridge (impact), the possibility that the risk event will occur (likelihood), and the time it takes for the risk event to manifest (speed). Risks are evaluated based on internally assessed dollar amounts for impact to financial statements, relative to the reporting period. These internally assessed values are net of potential mitigation activities. The results of this risk assessment are presented to the Board of Directors each year. The Board has oversight responsibility of the processes established to report and monitor systems for material risks applicable to us.</p>	<p><a href="#">2025 CDP Corporate Questionnaire</a></p> <p><a href="#">2025 Proxy Statement</a></p>

# Additional Indices and Resources - TCFD Index

TCFD RECOMMENDED DISCLOSURE	STONERIDGE DISCLOSURE	DISCLOSURE REFERENCE
<b>Risk Management</b>		
<p>b) Describe the organization's processes for managing climate-related risks.</p>	<p>Enterprise-level risks are managed or mitigated through internal policies and procedures or other means as indicated in our response to the risks above. Through our ERM process and various internal working groups, we continuously monitor our climate-related risks among other risks identified during the process. Members of the ESG Committee actively participate in the annual ERM process.</p> <p>At the risk level, owners are appointed for each of the Company's identified risks, and their assessments and mitigating actions are tracked and documented according to the Company's enterprise risk management process. The findings of these procedures' exercises are summarized and reported to the Board at least annually.</p>	<p><a href="#"><u>2025 CDP Corporate Questionnaire</u></a></p>
<p>c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.</p>	<p>Through our existing enterprise risk management process, Stoneridge manages a broad range of risks related to our business and the industries in which we operate, including risks related to climate change, and legal, regulatory, and market measures to address climate change. Substantive financial or strategic impact from these risks is evaluated at the enterprise level based upon input across all business units, geographies, and throughout various levels within the organization. As stated above, these risks are integrated into Stoneridge's overall ERM process.</p>	<p><a href="#"><u>2025 CDP Corporate Questionnaire</u></a></p>

# Additional Indices and Resources - TCFD Index

TCFD RECOMMENDED DISCLOSURE	STONERIDGE DISCLOSURE	DISCLOSURE REFERENCE								
<b>Metrics and Targets</b>										
<p>a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</p>	<p>Our climate-related metrics include energy, waste, and water. We monitor our energy consumption, Scope 1 and Scope 2 greenhouse gas (GHG) emissions, and for our locations in water stressed areas, our water usage and consumption.</p>	<p><a href="#"><u>ESG Performance Index - Operations</u></a></p>								
<p>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.</p>	<p>Summary of Stoneridge GHG Emissions for 2024</p> <table border="1" data-bbox="522 758 1849 948"> <thead> <tr> <th data-bbox="522 758 1192 805">Source</th> <th data-bbox="1202 758 1849 805">GHG Totals (MT CO<sub>2</sub>e)</th> </tr> </thead> <tbody> <tr> <td data-bbox="522 811 1192 853">Scope 1</td> <td data-bbox="1202 811 1849 853">939</td> </tr> <tr> <td data-bbox="522 859 1192 902">Scope 2, location-based</td> <td data-bbox="1202 859 1849 902">14,725</td> </tr> <tr> <td data-bbox="522 908 1192 948">Scope 2, market-based</td> <td data-bbox="1202 908 1849 948">13,753</td> </tr> </tbody> </table> <p>Stoneridge follows the GHG Protocol Corporate Accounting and Reporting Standard, Revised Edition, with a centralized accounting approach, to determine GHG emissions. Primary fuel, energy, and production data are entered into a commercially available online data management platform by facility representatives. This data system calculates Scope 1, market-based Scope 2, and location-based Scope 2 GHG emissions for each facility and creates corporate summaries.</p> <p>Stoneridge received third-party reasonable assurance of our 2024 GHG emissions for its ten major facilities consistent with the ISO 14064-3 Specification with Guidance for the Validation and Verification of Greenhouse Gas Assertions standard. The facilities include the corporate headquarters, research laboratories, warehouses, and manufacturing facilities of Stoneridge.</p>	Source	GHG Totals (MT CO <sub>2</sub> e)	Scope 1	939	Scope 2, location-based	14,725	Scope 2, market-based	13,753	<p><a href="#"><u>ESG Performance Index - Operations</u></a></p>
Source	GHG Totals (MT CO <sub>2</sub> e)									
Scope 1	939									
Scope 2, location-based	14,725									
Scope 2, market-based	13,753									

# Additional Indices and Resources - TCFD Index

TCFD RECOMMENDED DISCLOSURE	STONERIDGE DISCLOSURE	DISCLOSURE REFERENCE																	
<b>Metrics and Targets</b>																			
<p>b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. <i>(continued)</i></p>	<p>Due to the sectors we supply, and the materials used to manufacture those products, relevant categories of Scope 3 emissions are upstream "Purchased goods and services" (80,356 MTCO<sub>2</sub>e) and downstream "Use of Sold Products" (1,282,882 MTCO<sub>2</sub>e). Scope 3 figures were estimated based on "CDP Technical Note: Relevance of Scope 3 Categories by Sector", published on April 11, 2022.</p>	<p><a href="#">2023 Sustainability Report, Moving Mobility Forward</a> <a href="#">ESG Performance Index - Operations</a></p>																	
<p>c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</p>	<p>In 2021, we set a target to achieve a 15% reduction of absolute Scope 1 and absolute Scope 2 GHG emissions companywide by 2025 as measured against a 2019 baseline. We excluded small facilities from which Scope 1 and Scope 2 emissions are not relevant based on the GHG Protocol. As of 2024, we have exceeded this target and continue to measure against this goal through 2025.</p> <p>To achieve our 2025 target, we implemented energy efficiency and process optimization efforts in our production processes at our manufacturing divisions. Efforts which contributed most to achieving our target included reduction of manufacturing floorspace, shutting off molding presses during off-shifts and procuring renewable energy through the purchase of Renewable Energy Credits (RECs)</p> <table border="1" data-bbox="522 931 1885 1273"> <thead> <tr> <th colspan="2">Scope 1 + Scope 2 (market-based) (MTCO<sub>2</sub>e)</th> <th>% Absolute decrease</th> </tr> </thead> <tbody> <tr> <td>2024</td> <td>14,692</td> <td rowspan="6"><b>26%</b></td> </tr> <tr> <td>2023</td> <td>16,097</td> </tr> <tr> <td>2022</td> <td>16,713</td> </tr> <tr> <td>2021</td> <td>18,797</td> </tr> <tr> <td>2020</td> <td>18,366</td> </tr> <tr> <td>2019</td> <td>19,873</td> <td>from 2019 base year</td> </tr> </tbody> </table>	Scope 1 + Scope 2 (market-based) (MTCO <sub>2</sub> e)		% Absolute decrease	2024	14,692	<b>26%</b>	2023	16,097	2022	16,713	2021	18,797	2020	18,366	2019	19,873	from 2019 base year	<p><a href="#">Sustainability Goals</a></p>
Scope 1 + Scope 2 (market-based) (MTCO <sub>2</sub> e)		% Absolute decrease																	
2024	14,692	<b>26%</b>																	
2023	16,097																		
2022	16,713																		
2021	18,797																		
2020	18,366																		
2019	19,873		from 2019 base year																

# Additional Indices and Resources - UN SDG Summary

Stoneridge aligns with the United Nations Sustainable Development Goals (UN SDGs), which are determined for our industry through the Global Reporting Initiative's goal and targets database. This page is a sample of our efforts related to each goal. For more information about our efforts, please visit our [2023 Sustainability Report, Moving Mobility Forward.](#)



- » Health and wellness programming for employees
- » Health and safety management
- » ISO 14001:2015 Environmental Management Systems certifications
- » Product Safety and quality initiatives, including supplier requirements of IATF 16949 and ISO 9001



- » Code of Conduct and Global Human Rights and Working Conditions Policy
- » Employee management and development
- » DEI programming and disclosures
- » Membership and engagement with the industry Center for Automotive Diversity, Inclusion and Advancement (CADIA)



- » Water tracking and reduction of overall consumption in water-stressed areas
- » Global Human Rights and Working Conditions Policy



- » Code of Conduct and Global Human Rights and Working Conditions Policy
- » Quality internship and youth development programs



- » Investment in powertrain agnostic technologies
- » Product compliance, safety, and quality



- » Environmental management
- » Responsible sourcing
- » Standards and sustainability requirements from suppliers



- » Development of updated emissions reduction targets
- » Environmental management

# Additional Indices and Resources - Policies and Resources

## Policies

The policies listed here reflect current policies as of this Report's release.

- » [Code of Conduct](#)
- » [Code of Ethics for Senior Financial Officers](#)
- » [Conflict Minerals Policy](#)
- » [Cybersecurity Policy](#)
- » [Environmental Policy](#)
- » [Health and Safety Policy](#)
- » [Global Human Rights and Working Conditions Policy](#)
- » [Modern Slavery Act Statement](#)
- » [Whistleblower Policy and Procedures](#)

## Resources

- » [2023 Sustainability Report, Moving Mobility Forward](#)
- » [2024 Annual Report](#)
- » [2024 CDP Corporate Questionnaire](#)
- » [2025 Proxy Statement](#)
- » [U.S. SEC Filings](#)

# Forward Looking Statements

Portions of this document contain “forward-looking statements” under the Private Securities Litigation Reform Act of 1995. These statements appear in a number of places in this report and may include statements regarding the intent, belief or current expectations of the Company, with respect to, among other things, our (i) future product and facility expansion, (ii) acquisition strategy, (iii) investments and new product development, (iv) growth opportunities related to awarded business and (v) operational expectations. Forward-looking statements may be identified by the words “will,” “may,” “should,” “could,” “would,” “designed to,” “believes,” “plans,” “projects,” “intends,” “expects,” “estimates,” “anticipates,” “continue,” and similar words and expressions. The forward-looking statements are subject to risks and uncertainties that could cause actual events or results to differ materially from those expressed in or implied by these statements. Important factors that could cause actual results to differ materially from those in the forward-looking statements include, among other factors:

- the ability of our suppliers to supply us with parts and components at competitive prices on a timely basis, including the impact of potential tariffs and trade considerations on their operations and output;
- fluctuations in the cost and availability of key materials and components (including semiconductors, printed circuit boards, resin, aluminum, steel and copper) and our ability to offset cost increases through negotiated price increases with our customers or other cost reduction actions, as necessary;
- global economic trends, competition and geopolitical risks, including impacts from ongoing or potential global conflicts and any related sanctions and other measures, or an escalation of sanctions, tariffs or other trade tensions between the U.S. and other countries;
- tariffs specifically in countries where we have significant direct or indirect manufacturing or supply chain exposure and our ability to either mitigate the impact of tariffs or pass any incremental costs to our customers;
- our ability to achieve cost reductions that offset or exceed customer-mandated selling price reductions;
- the reduced purchases, loss, financial distress or bankruptcy of a major customer or supplier;
- the costs and timing of business realignment, facility closures or similar actions;
- a significant change in commercial, automotive, off-highway or agricultural vehicle production;
- competitive market conditions and resulting effects on sales and pricing;
- foreign currency fluctuations and our ability to manage those impacts;
- customer acceptance of new products;
- our ability to successfully launch/produce products for awarded business;
- adverse changes in laws, government regulations or market conditions affecting our products, our suppliers, or our customers' products;
- our ability to protect our intellectual property and successfully defend against assertions made against us;
- liabilities arising from warranty claims, product recall or field actions, product liability and legal proceedings to which we are or may become a party, or the impact of product recall or field actions on our customers;
- labor disruptions at our facilities, or at any of our significant customers or suppliers;
- business disruptions due to natural disasters or other disasters outside of our control;
- the amount of our indebtedness and the restrictive covenants contained in the agreements governing our indebtedness, including our revolving Credit Facility;
- capital availability or costs, including changes in interest rates;
- refinancing risk and access to capital markets and liquidity;
- the failure to achieve the successful integration of any acquired company or business;
- risks related to a failure of our information technology systems and networks, and risks associated with current and emerging technology threats and damage from computer viruses, unauthorized access, cyber-attack and other similar disruptions; and
- the items described in Part I, Item IA (“Risk Factors”) in the Company’s 2024 Form 10-K.

The forward-looking statements contained herein represent our estimates only as of the date of this report and should not be relied upon as representing our estimates as of any subsequent date. While we may elect to update these forward-looking statements at some point in the future, we specifically disclaim any obligation to do so, whether to reflect actual results, changes in assumptions, changes in other factors affecting such forward-looking statements or otherwise.



