



AUGUST 2022

SUSTAINABILITY REPORT



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ABOUT THIS REPORT

Superior Industries is committed to making the world a better place, from reducing our impact on the environment, to engaging our employees and stakeholders, and embracing transparent governance. This commitment is reflected in our company values of integrity, teamwork, customer focus, continuous improvement, and diversity and inclusion. Our 2022 Sustainability Report details our efforts and successes through early 2022 along with our long-term goals. This report references specific Global Reporting Initiative (GRI) Standards as outlined in Appendices B and C and has been prepared in accordance with the Sustainable Accounting Standards Board (SASB) and the UN Sustainable Development Group (UNSDG) frameworks. We also participate in sustainability reporting through the United Nations Global Compact, Carbon Disclosure Project (CDP), and EcoVadis. We worked with a third party to calculate our corporate carbon footprint but have not otherwise sought third-party confirmation of the data included in this report.



A LETTER FROM OUR CEO

Welcome to Superior Industry's inaugural Sustainability Report.

As a global leader in the design, manufacture, and supply of innovative aluminum wheels, Superior is committed to environmental sustainability, social responsibility, and good governance practices. This commitment enables us to serve the needs of our customers, employees, and communities, while enhancing our competitive position, building long-term company value, and addressing the interests of our investors. Superior has made significant progress on environmental, social, and governance (ESG) initiatives over the past couple years, and we plan to accelerate that momentum in 2022 and beyond.

In 2021, we conducted our first sustainability materiality assessment to identify and prioritize the issues most relevant to our stakeholders and business. The valuable insight from this assessment guided us to organize our ESG activities and craft sustainability commitments within four strategic pillars of *People, Planet, Product, and Process*.

A company committed to sustainability for our customers, employees, shareholders, and communities.

In the area of *People*, our focus continues to be on the health and safety of our employees as our top priority. While navigating the ongoing impact of the COVID-19 pandemic, we executed on our Safe Work Playbook, minimized the spread of the virus, and ensured continuity of operations to meet our customer commitments. Additionally, we elevated our focus on a Zero-Incident Culture and continued to outperform the industry average in recordable safety incidents.

Recognizing that our employees are the critical driver of Superior's long-term success, we made strides to foster a stronger corporate culture and promote diversity, equity, and inclusion, creating a safe and fulfilling workplace for all. In this regard, I am pleased that 70% of our recent executive hires and promotions are of diverse backgrounds. Furthermore, in response to our first global culture and engagement survey results, we developed local action plans along with a global set of leadership behaviors to drive notable change.

Our commitment to the *Planet* starts with a bold goal to be carbon neutral by 2039. We established a baseline of our global greenhouse gas emissions in 2020 and executed initiatives that reduced our total carbon footprint by 9% in 2021, despite a 6% increase in units produced. We also ensured that all of our manufacturing facilities implemented robust ISO14001-certified Environmental Management Systems. In addition, we established a continuous improvement organization that, among other initiatives, is addressing energy consumption at all of our facilities globally.

Through our focus on *Product*, we are advancing our customers' goals to reduce the carbon footprint of their supply chain by continuing to execute on our strategy to deliver greener products. As such, we implemented R4™, a sustainability strategy created to design and manufacture our wheels with industry-leading, low CO₂ emissions. R4™ is a holistic approach to delivering products through "Renew, Reuse, Reduce and Recycle" initiatives. Our focus has been on sourcing aluminum from renewable energy sources, increasing use of green electricity and recycled aluminum, and advancing our light-weighting capabilities. Our efforts are delivering results – with an average reduction of 18% in CO₂ emissions in our products per lb. aluminum shipped since 2020. Beyond CO₂ emissions, we developed processes to improve material utilization through reuse and developed finishing processes that avoid chemical waste.

Foundational to everything is our focus on *Process* and good governance – from the oversight provided by our Board to the leadership of our executive and management teams, to the integrity and compliance demonstrated by our global teams, and the principles shared by our suppliers. Extensive focus on annual training in Code of Conduct, Conflict of Interest, and other areas of compliance provides our team members the knowledge and tools to live our company values, make the right decisions, and do the right things, no matter how challenging the circumstances.

I'm extremely proud of the progress of our team to date. We thank our customers, employees, investors, and the communities in which we operate for their continued support in helping us achieve the goals set forth in this report and look forward to sharing our progress as we drive sustainability throughout Superior's operations.



A handwritten signature in black ink, appearing to read 'Majdi Abulaban', written in a cursive style.

Majdi Abulaban

President and Chief Executive Officer

COMPANY PROFILE

Founded in 1957, Superior Industries is one of the largest light vehicle aluminum wheel suppliers in the world. Headquartered in Southfield, Michigan, we operate eight manufacturing facilities and employ approximately 8,000 people in North America and Europe. As the automotive industry continues to transform through advances and disruptive technologies, we continue to meet our customers' needs with innovative light-weighting and finishing technologies.

Mission, Aspiration, and Values

Our Mission: We deliver innovative wheel solutions that enhance value for our customers and our stakeholders.

Our Aspiration: Through our highly engaged and talented team, we deliver industry-leading results and are recognized as the premier global supplier of innovative wheel solutions.

Our Values:

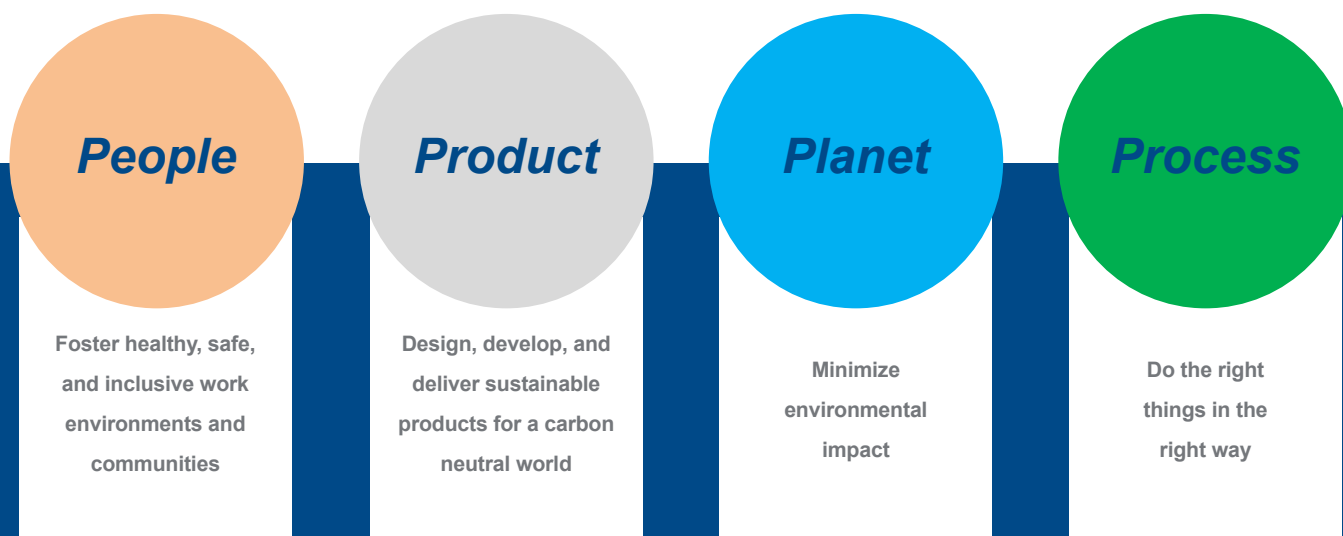
- **Integrity** – We are respected for conducting business with unwavering integrity.
- **Teamwork** – We build exceptional teams that collaborate to deliver extraordinary results.
- **Customer Focus** – Our focus on customers drives our passion for quality, safety, and innovation.
- **Continuous Improvement** – We seek continuous improvement in everything we do.
- **Diversity & Inclusion** – We embrace diversity and are committed to a culture of openness and respect where all people are valued.

MATERIALITY ASSESSMENT

In 2021, Superior conducted its first sustainability materiality assessment, identifying the sustainability interests and priorities of our stakeholders to develop our ESG strategy. We reached out globally to both internal stakeholders – our employees, executive leaders, and board members – as well as external stakeholders – our customers, suppliers, investors, industry associations, and non-governmental organizations – to obtain feedback on their perspective on the importance of various aspects of ESG on our business.



Aligned with current GRI principles and the UNSDG, our materiality assessment helped us refine our ESG framework, priorities, and targets based on a four-pillar strategy.



These four pillars guide how we interact with our employees, our customers, our investors, and our communities as we embark on the journey toward greater sustainability in all aspects of our business.

Based on the materiality assessment results, we developed a list of goals for each of our four ESG pillars. These goals are detailed in Appendix A—Sustainability Commitments.

We will revisit our sustainability materiality assessment regularly to ensure we understand issues of emerging concern for our stakeholders and our business.

PEOPLE

Superior's mission of delivering innovative wheel solutions is built upon our pursuit of excellence across the company. This requires a talented and diverse workforce focused on the **Core Values** of our **Winning Culture of Excellence**.

We believe the best way to deliver the highest quality products and services is maintaining a work environment that prioritizes safety and fosters collaboration, inclusion, and respect. This ensures employees feel welcomed and valued wherever they work and in whatever work they perform across four countries and thirteen locations.



2025 People Commitments

Achieve improvement in employee culture and engagement survey scores

Obtain ISO 45001 certification at all manufacturing sites

Conduct pay equity studies globally to ensure equal pay for equal work

Consistently outperform industry accident rates, targeting zero accidents

Increase gender diversity of professionals and managers globally

Diversity & Inclusion

Our longstanding commitment to a culture of openness and respect—where everyone feels valued—is built on the foundation of equal opportunity, equal pay for equal work, and ensuring a workplace free of harassment and intimidation.

In 2020, Superior made Diversity & Inclusion a core value of the company. We established our first Global Diversity Roundtable, comprised of diverse leaders from the different countries in which we operate, and led by one of our manufacturing executives. Superior also became a signatory to CEO Action for Diversity & Inclusion™, the largest CEO-driven business consortium dedicated to advancing diversity and inclusion in the workplace.

In 2022, we launched our first global “Day of Understanding” simultaneously at all our locations to encourage appreciation of differences and demonstrate how we are stronger together. Three additional required trainings for salaried staff followed the event, reinforcing the messages of inclusion and understanding.

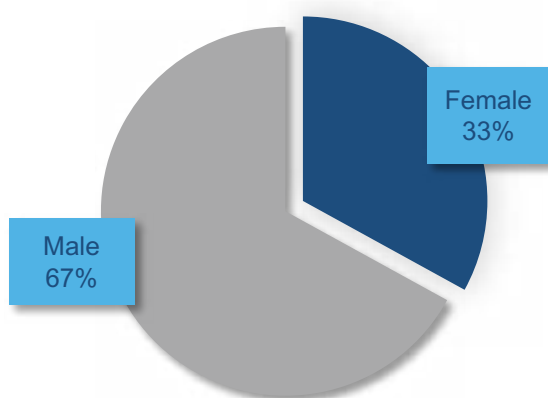


Today, Superior's global professional workforce is 33% female and 67% male. Superior's management workforce is 15% female and 85% male. We continue to make progress with diversity at the executive level with 70% of executive hires or promotions being diverse between July 1, 2020 and January 1, 2022.

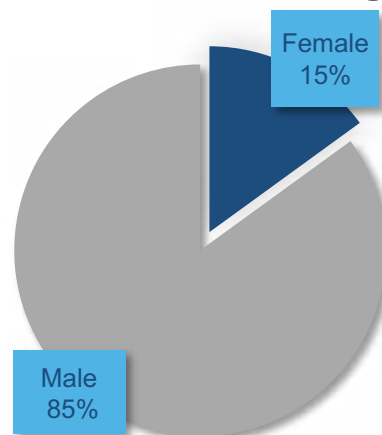
To continue this path of increasing our diversity, and to support those new to the workforce, we also expect to launch our first two Employee Resource Groups (ERGs) in 2022 to foster education and awareness.

- **Women's Professional Resource Group** – focused on developing our female professionals
- **Early Career Professionals** – focused on developing our early career professionals

Gender of Global Professionals



Gender of Global Management



Labor and Employee Relations

Globally, approximately 5% of our employees are covered by a collective bargaining agreement, and we observe all local laws and regulations related to team members' rights to consider third-party representation. Superior had zero EEOC charges and zero NLRA violations in 2020 and 2021.

Code of Basic Working Conditions/ Human Rights

Our mission to deliver innovative wheel solutions and consistently exceed customer expectations can only be achieved by treating everyone with dignity and respect. Our statement on Basic Working Conditions outlines our commitments to uphold the rights of workers and respect their freedom of association. We prohibit child labor or forced labor and pledge to maintain safe and fair working conditions for all team members. Our principles are compatible with the UN Declaration on Human Rights and the UN Global Compact.

Health & Safety

We strive for the safest working environment for all employees and are committed to the pursuit of a zero accident and injury-free workplace. Due to the use of heavy machinery and hazardous substances in our day-to-day business, occupational health and safety is a critical focus area. This is reflected in our policies to protect our employees' health and safety in all aspects of our operations.

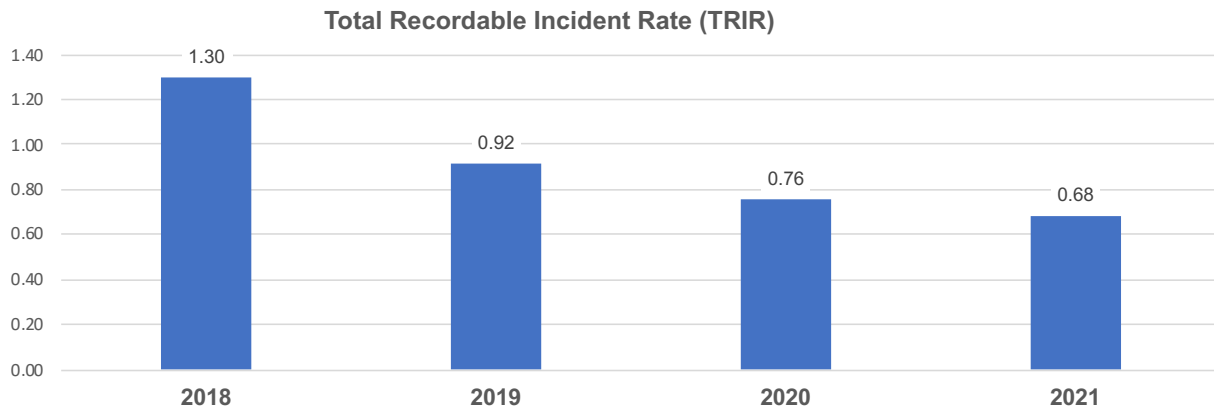
To reach our zero accident and injury-free workplace goal, we follow a strict health and safety management system implemented through various standard operating procedures by our Health, Safety, Environment & Energy (HSE) team. This system entails:

- Safety awareness campaigns and related training on a regular basis, especially for operational employees
- Personal protective equipment provided to all employees, as necessary
- Mandatory and voluntary health checks for all employees
- Mandatory health and safety training for every new employee
- Risk assessments twice per year
- Regular internal and external audits
- ISO 45001 third-party certification implemented in Europe
- Health and safety protocols in response to the continued COVID-19 pandemic

Driving Safety Performance

Our HSE team tracks and reviews every incident that takes place in our global sites. They perform a root-cause analysis to correct deficiencies across all sites, defining concrete action plans to avoid similar incidents or near misses. Using an internal tracking tool, we analyze all reported cases and the respective actions taken.

We are proud that Superior consistently outperforms industry standards with a Total Recordable Incident Rate (TRIR) [per 200,000 work hours] below 1.0 as we target a zero-incident environment. Furthermore, we reduced the number of recordable safety incidents, with TRIR decreasing by 11% in 2021 as compared to 2020.



Zero-Incident Culture Campaign

Reducing the number of incidents or risk of injuries requires a reduction in the number of near misses and at-risk behaviors. We introduced a global safety-index scorecard system as part of our zero-incident culture campaign. This includes:

- Monthly safety talks with clear messaging
- Monthly behavior-based safety walks conducted by supervisors
- Weekly observation walks conducted by supervisors and HSE team
- Implementing two HSE-related measures per month to ensure continuous improvement

Response to the COVID-19 Pandemic

The health and wellbeing of our employees is especially important to us while navigating the COVID-19 pandemic. We established a global Safe Work Playbook and rethought our way of working to implement remote working policies that protect our employees and prevent the spread of the virus. We are continuing to monitor the resurgence of the virus, including emerging new variants and vaccination efforts.

Talent

It takes highly skilled people to make aluminum wheels that meet the strict requirements of our customers. Through our Superior University, we provide ongoing training and development to operational employees across our facilities. For example, we deployed an eLearning platform in Poland to deliver real-time training and resource documentation to employees through mobile phones and tablets. In addition, we launched a global “expert” program, designed to recognize and reward our highest technical experts and engage them to mentor and develop capability amongst their colleagues. In 2021, we launched our Continuous Improvement and Six Sigma/Lean initiative and have now trained 1,500 Yellow Belts, 179 Green Belts, and 49 Black Belts.

We focus on hiring, developing, and retaining the best team members.

Engagement

In 2021, Superior launched our first global survey measuring culture and engagement. All employees were asked to participate and 92% shared their feedback. The anonymous and confidential survey evaluates multiple dimensions of the relationship between employees and the company, from goal setting and performance feedback to employee development, health, and safety. The dialogue has continued through local focus groups, providing deeper insights into employee feedback and developing action plans to address opportunities. Superior expects to conduct the survey again in 2023.

Community Involvement

Superior supports the local communities in which we live and work through donations, volunteering, and participating in local events. At multiple sites, we engage in local activities with charities, schools, and other civic groups. We are also partners in economic development by providing jobs in the communities in which we operate and their surrounding areas.

In response to the war in Ukraine, Superior launched an initiative to raise funds to support refugee relief for Ukrainians fleeing the devastation caused by the war. Superior employees donated over \$85,000 of their own money to provide relief for Ukrainian refugees and orphans displaced by the war. Superior matched the donation to these relief efforts in Poland, bringing the total value raised in Q2 of 2022 to \$170,000.



Succession Planning

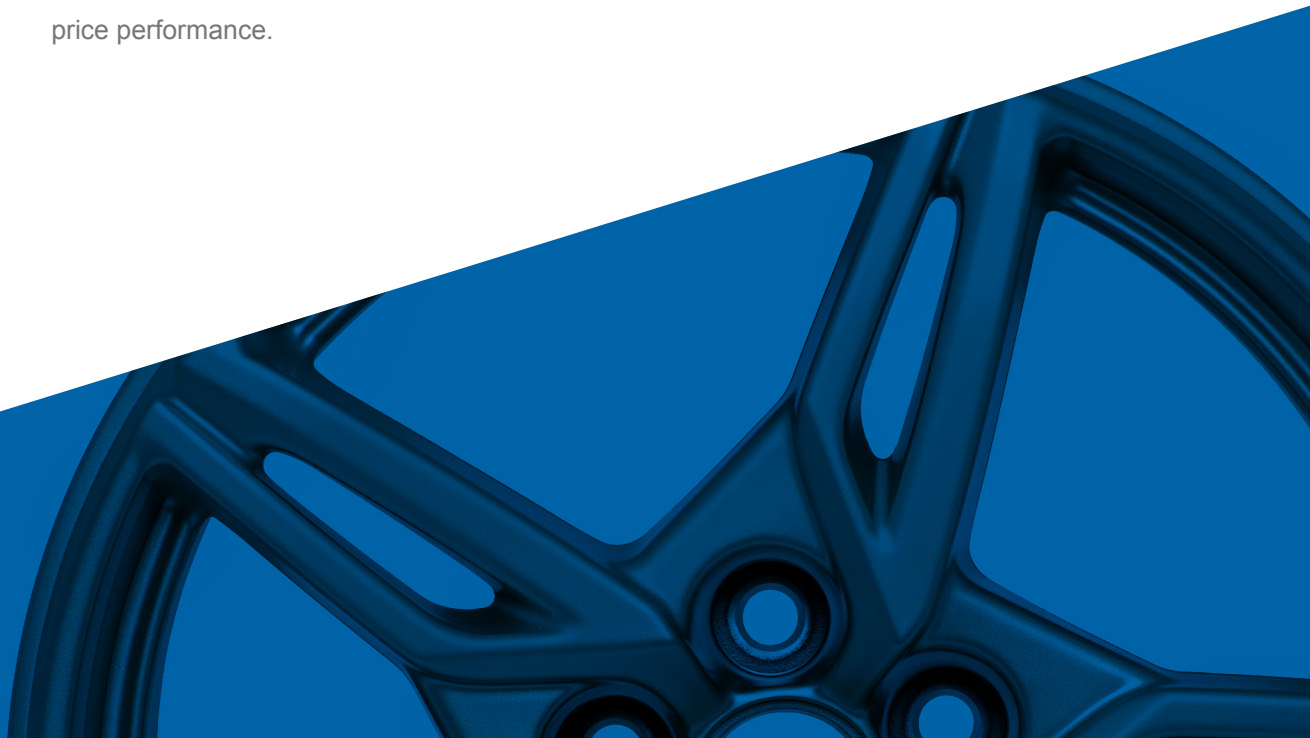
Superior conducts annual reviews of our salaried workforce to assess their capabilities and identify high potential talent for future opportunities and greater roles throughout the organization. During this process, we identify succession plans for key leadership positions and develop plans to prepare key leaders for future roles. Developing and promoting our team members is essential to improving retention at all levels of the company.

Performance Management

We utilize personal scorecards for our performance management process, specifying the results and accountabilities each employee must achieve, aligned all the way up to the CEO's scorecard as approved by our Board of Directors. Leaders then act as coaches to give regular performance feedback and evaluate scorecard progress throughout the year. This process allows for real-time feedback at any point in time, along with specific quarterly reviews.

Total Rewards

Superior is committed to fair compensation and equal pay for equal work. We annually evaluate our compensation and benefit programs to attract, motivate, and retain key talent across all our operations. Our executive compensation programs are aligned with our stockholders to drive long term stockholder value through market-leading operational and stock price performance.



PLANET

Superior established a goal to be carbon neutral by 2039.

We recognize the impact of our business on the planet and our responsibility to commit to reduce our greenhouse gas emissions, water consumption, and waste. To help guide our environmental efforts, we participate in the Carbon Disclosure Project (CDP) reporting for our global operations in the climate change and water security categories. Our sustainability program is centrally managed by our health, safety, environment & energy department and implemented by a cross-functional team of leaders.

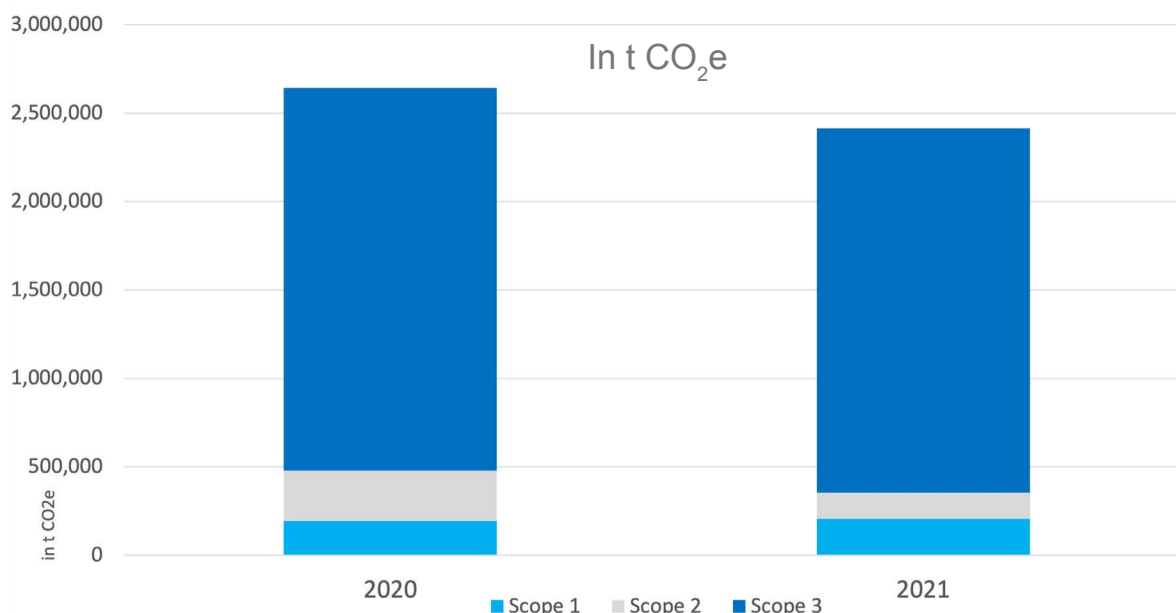
2025 Commitments to Our Planet

Increase use of aluminum manufactured from renewable energy sources
Expand use of green electricity in Superior plants
Reduce energy consumption per pound of aluminum shipped
Reduce water usage per pound of aluminum shipped
Reduce waste per pound of aluminum shipped

We calculate our global carbon footprint based on the Greenhouse Gas Protocol (GHG Protocol) and established a baseline measurement in 2020. The calculation covers all relevant Scope 1, Scope 2, and Scope 3 emissions.

Because the production of alloy wheels is energy intensive, Superior set goals to reduce our energy consumption, and we have already implemented a number of initiatives to address these objectives. As the chart below illustrates, the majority of emissions of our corporate carbon footprint originates from goods and services we purchase from others (Scope 3). Thus, Superior shifted its purchasing volumes to suppliers who use green energy, substantially decreasing our emissions.





Overall in 2021, we reduced our carbon footprint in absolute terms by roughly 9%, while the business grew its units produced by 6%.

Additionally, emissions per lb. aluminum shipped decreased by 18%. This reduction was achieved through a significant increase of purchased green electricity, corresponding absolute Scope 2 reductions, and our continued efforts to transition our aluminum purchasing volume toward suppliers with lower carbon footprints.

Carbon Footprint - Relative Emissions

Intensity Metric	2020	2021	Unit
Emissions (Scopes 1, 2, & 3) per lb. aluminum shipped	13.6	11.2	lbs. CO ₂ e / lbs. Al
Emissions (Scopes 1, 2, & 3) per unit production	384	330	lb. CO ₂ e / wheel

Environmental Management System

All Superior manufacturing plants are ISO 14001 certified, have implemented certified Environmental Management Systems, and are subject to annual audits by an independent third party. Sound, disciplined environmental management systems provide a structured approach to pursue our environmental goals and strengthen our competitive advantage in the global marketplace. Every aspect of our environmental program is a direct reflection of our environmental policy statement. We set goals, train employees, and strive for the continuous improvement of our program, all with a determination to meet and uphold our policy statement to the best of our ability.

Superior has implemented many energy reduction initiatives throughout our operations. To help integrate sustainability throughout our global business, we appointed a vice president of continuous improvement at the end of 2020. We established a continuous improvement organization and conducted intensive training on the Six Sigma approach at all operational sites in 2021.

We also collaborate with our suppliers regarding sustainability practices throughout their operations and supply chains.

We advance sustainability through our structured environmental management systems and new continuous improvement organization.

Resource Management

Superior is committed to reducing natural gas, electricity, water, solid waste, and air emissions at our facilities globally. To deliver on this commitment, several measures were established in the last two years, including:

- Providing detailed monthly energy reports for all production facilities
- Introducing a new energy software at certain production sites, providing visibility to energy use and helping reduce energy costs and emissions
- Developing and introducing a compressed air leakage reduction program

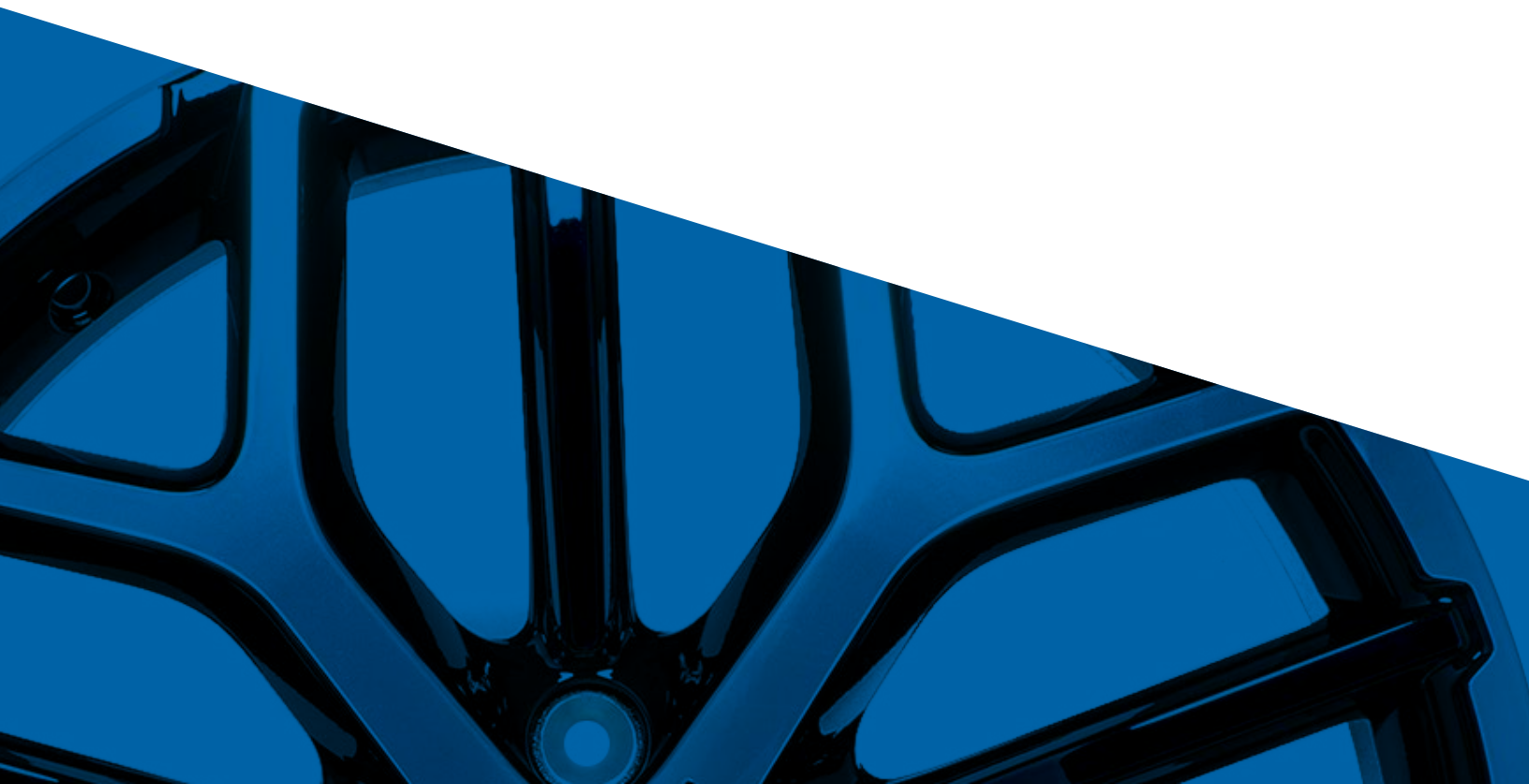
Water and Wastewater Treatment

We take appropriate precautionary actions to help ensure no hazardous substances are accidentally released into the environment. In 2019, our European operations started a new environmental water treatment project to process and dispose liquid effluents to reduce environmental impacts. To further avoid environmental damage, Superior works on projects targeted at reducing our dependence on water and its pretreatment.

Materials and Recycling

Aluminum has been identified by Superior's customers as one of the key light-weighting materials to support reduced vehicle mass and CO₂ emissions. As part of our sustainability commitment, we procure our primary aluminum from smelters using more sustainable energy resources, such as hydroelectric power generation. We recycle 100% of our aluminum returns (machining chips and scrap) internally. We have also begun to increase significantly our use of post-secondary recycled aluminum.

Superior complies with all local regulations and properly disposes of industrial waste. We introduced several procedures such as disposal codes and registry as well as an internal organizational structure with clear responsibilities, process description, and procedures for waste disposal.



PRODUCT

To help our automotive customers reach their GHG emissions reduction goals, Superior develops innovative products that help reduce fuel and electricity consumption and GHG emissions through lighter weight and improved aerodynamics. Our products and technologies allow our customers to offer lighter weight, aerodynamic designs and lower carbon products.

2025 Commitment to Our Product

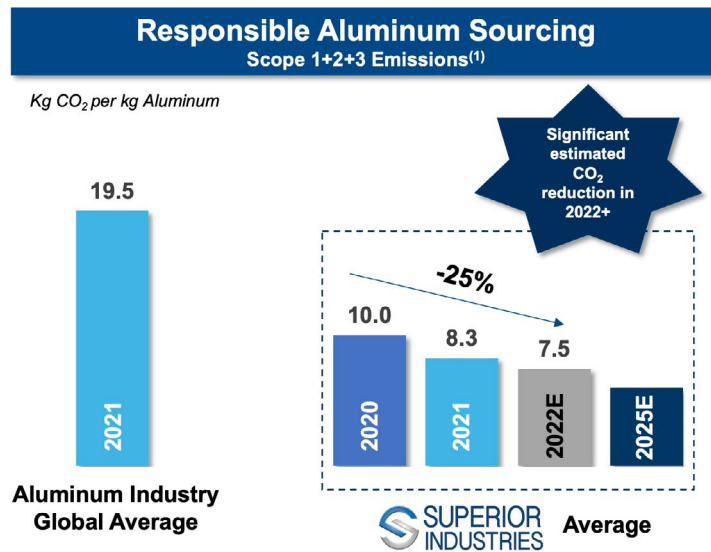
Increase use of post-consumer recycled aluminum and obtain customer approval of an OEM wheel that includes at least 20% post-consumer recycled aluminum

Increase use of aluminum manufactured from renewable energy sources

Offer R4™ and R4ZERO™ wheels (as described below)

We performed product life cycle assessments on our customers' wheel programs to identify opportunities to reduce the environmental impact of our products and operations. This led to improved focus on material procurement, optimized production processes, and improved product recycling.

For example, one way we are helping our customers reduce their carbon footprint is continuing to shift our primary aluminum purchasing volume to suppliers using renewable energy resources (e.g., hydroelectric power generation methods). Through these efforts, we significantly reduced our carbon emissions from purchased aluminum to a level that is less than half of the aluminum industry global average as illustrated in the chart below.



(1) Scope 1 covers direct emissions from owned or controlled sources, Scope 2 covers indirect emissions from the generation of electricity, steam, heating/cooling, etc. and Scope 3 covers all other indirect emissions. Source: ecoinvent database, Probas, management estimates

R4™ Wheel Initiative

We introduced the R4™ Wheel initiative to design and develop low carbon and carbon neutral products with a commitment to renew, reduce, reuse, and recycle. R4™ products are available to customers today.



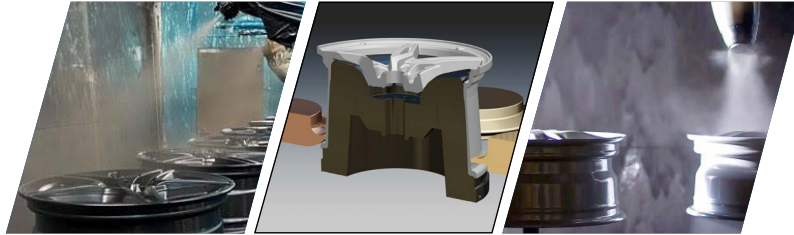
Renew

Maximize the use of green electricity from renewable sources and maximize the use of primary aluminum manufactured from renewable energy sources.



Reduce

Focus on mass reduction both in finished wheels and casting weight and reduced volatile organic compounds emission by using water born liquid paints extensively.



Reuse

Improve material utilization through reclaiming excess/waste materials and processes

(i.e., reclaiming primer and clear coat powders, recirculate mold cooling water media, reusing energy from melting operations to pre-heat melt sows).



Recycle

Recycle aluminum chips from machining operation and other internal process scrap, augmenting with post-consumer recycled aluminum.



Light-Weighting Technologies

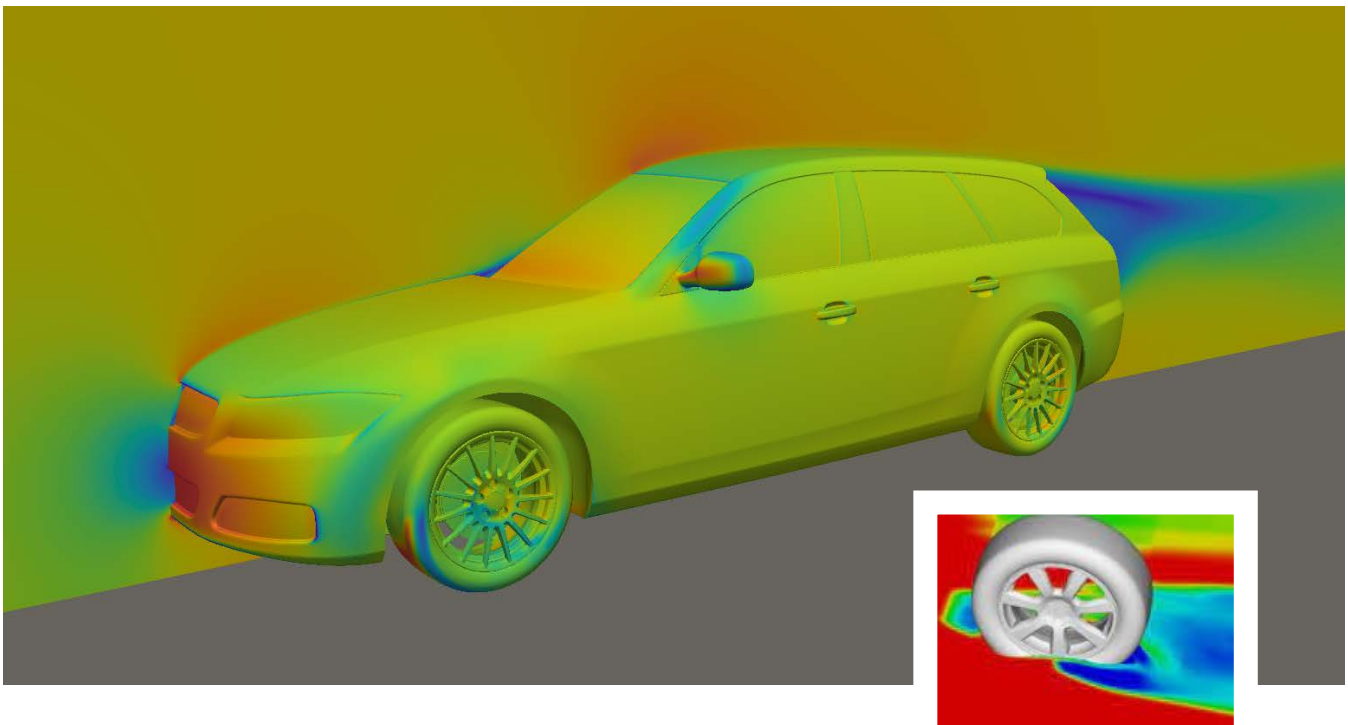
We developed and launched multiple light-weighting technologies, such as our patented Alulite™ technology, flow forming technology, light weight performance casting technology, and undercut machining process to help make cars more fuel efficient.

We also continue evaluating ways to improve the aerodynamic properties of our wheels to enhance the overall aero performance of the vehicle.

Patent pending wheel design with Thin Face Casting using Alulite™ Technology



Air Flow Simulation





Superior PVD technology is a green alternative to traditional chrome plated finish and a 2021 PACE award finalist, providing wheels with a chrome appearance without the chemical waste associated with traditional chrome plating technology.

Superior began offering CO₂e certified R4™ and R4ZERO™ wheels in 2022.



Carbon neutral R4ZERO™ wheel based on DFGE-certified carbon footprint through offsetting unavoidable emissions in accordance with selected climate protection projects.

Low carbon R4™ wheel using Superior lightweighting & aerodynamic design technologies.



PROCESS

Superior anchors our actions and governance with integrity. Ethics and compliance is always a top priority, from our own internal staff to our suppliers.

Governance

Governance at Superior means doing the right things in the right way to create a culture of ethics and integrity in everything we do.

The Board of Directors (Board) oversees the company's overall strategy and risk assessment, including sustainability priorities and commitments. The Board is comprised of eight members who bring a balance of experience and perspectives to three standing committees: Audit; Human Capital and Compensation; and Nominating and Corporate Governance. The median tenure is approximately four years, and a quarter of the directors are diverse.

Key information regarding Superior's corporate governance initiatives and the charter for each Board committee can be found under the [Corporate Governance](#) section of our website and in our [2022 proxy statement](#).

Executive Leadership Team

The day-to-day business is managed by an executive team. Information about the executive leadership team can be found on the [Leadership section of our website](#).

Local Business Leaders

We operate eight manufacturing plants, four in Europe and four in Mexico. Plant managers in each of these facilities are responsible for leading the local operations, ensuring compliance with our Code of Conduct, and managing the impact of our business on the local environment and the community.



Sustainability Reporting

The Board establishes the company's philosophy on environmental, social, and governance activities, and the Audit Committee oversees its execution. Other Board committees also oversee discrete sustainability matters from a strategic and risk perspective. For example, the Human Capital and Compensation Committee discusses people, diversity, and inclusion, and stewardship outreach to stockholders, and the Nominating and Corporate Governance Committee oversees the company's Code of Conduct, board governance, and stockholder rights.

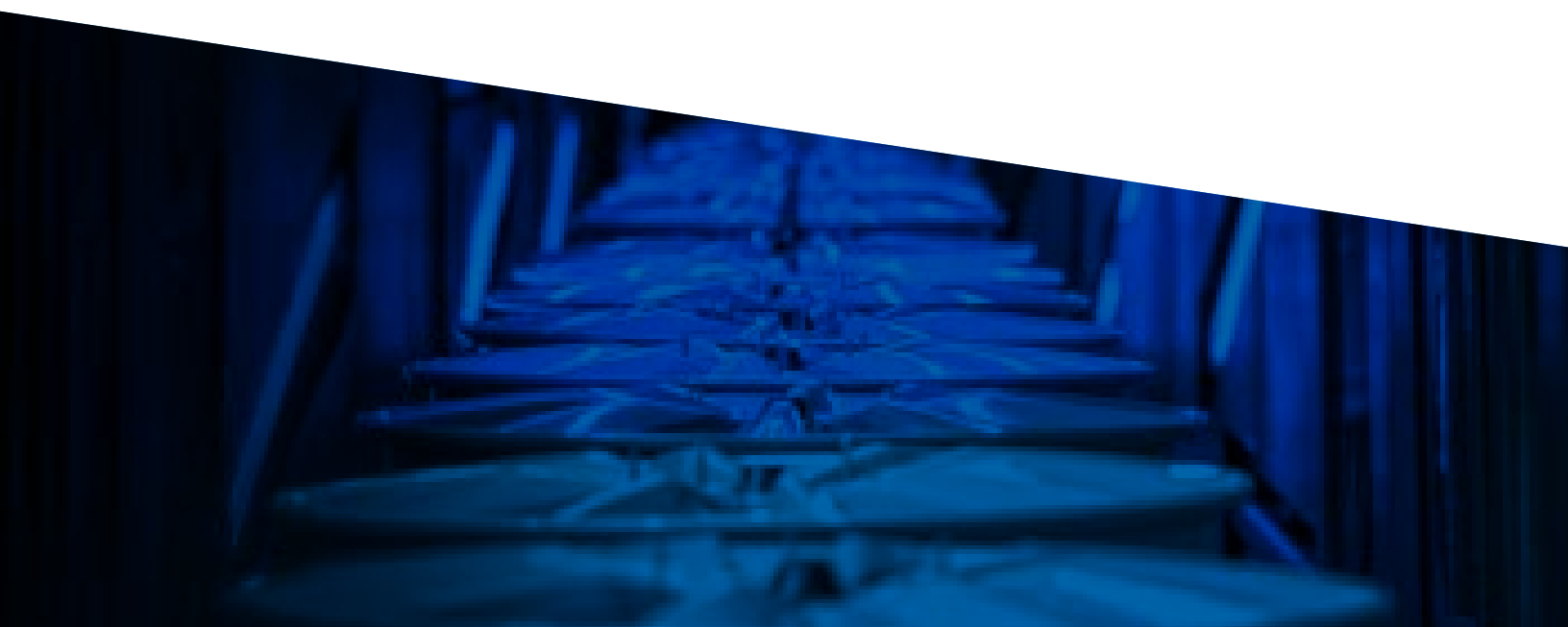
2025 Commitment to Our Process

Annual Code of Conduct training and Conflict of Interest certification, targeting 100% completion by salaried employees, including new hires

Conduct an annual global enterprise risk assessment process

Align all Superior data cybersecurity practices with appropriate international standards

On a management level, sustainability efforts are led by an ESG Executive Steering Committee headed by our CEO and coordinated by our SVP, Investor Relations, Sustainability and Corporate Secretary. These activities are carried out by resources in each of our plant facilities under the direction of our Senior Director of Global Employee Health, Safety & Sustainability.



Ethics and Compliance Program

Code of Conduct

Superior's Code of Conduct requires that all Superior employees, officers, and directors comply with our company policies and procedures and follow the laws that apply where we do business. It is updated by management and reviewed annually by the Board. Employees sign the Code of Conduct when hired, and then confirm their understanding of and commitment to the Code of Conduct each year. Superior management monitors compliance with the Code of Conduct. The Code of Conduct is available on our website at www.supind.com in English, German, Polish, and Spanish.

Training

In addition to providing annual Code of Conduct training, Superior provides team members with periodic training on:

- Corruption and bribery
- Antitrust and fair competition
- Trade compliance
- Conflicts of interest
- Gifts and entertainment
- Financial reporting
- Financial reporting
- Insider trading
- Respect in the workplace
- Human rights
- Reporting channels

***100% completion of
2021 Code of Conduct
training by our
salaried employees,
including new hires***

***4,800 total hours of
Compliance training
completed in 2021***

Reporting

Our employees are expected to report activity they believe is illegal or unethical. We communicate how to report concerns through our Code of Conduct and our training programs. Multiple reporting channels are available, including:

- Managers
- Human Resources
- Legal Department
- Internal Audit
- Ethics Line, our third-party whistleblowing system, which provides an anonymous reporting option

Conflicts of Interest

On an annual basis, all salaried employees are required to disclose any conflicts of interest they may have or certify that they do not have any conflicts of interest.

Anti-corruption

Superior denounces all forms of corruption, bribery, and extortion. We believe transparency, open and honest communication, collaboration, and fairness are key to long-term business success.

Cybersecurity and Data Privacy

Information technology plays an important role in Superior's commitment to sustainability. Advancements include evolution of digital tools designed to better inform leaders on various impacts of their business decisions with real time data, increase in cloud computing leading to reduction of reliance on natural resources, and increased cybersecurity prevention, monitoring, and detection to protect the intellectual property, business continuity, and personal protection of sensitive data.

Superior continues to develop a risk-conscious cybersecurity culture through policy development, employee education, and training. Our information security team delivers targeted cybersecurity training on ransomware, malware, password protocol, security hygiene, and awareness of social engineering, as well as regular internal phishing campaigns to help train employees to identify suspicious activities. The Chief Information Officer briefs the Board's Audit Committee quarterly and the full Board annually. Notably, Superior has not experienced any security breaches.

Supply Chain

Supplier Code of Conduct

Superior prides itself on a reputation for integrity and excellence, and we expect the same values to be upheld by our suppliers and vendors. This includes treating others fairly and incorporating sustainable and environmentally responsible practices into their operations that advance the protection of human health, natural resources, and the global environment. We require suppliers to comply with all applicable laws, regulations, and compliance requirements concerning security and data protection.

Our [Supplier Code of Conduct](#) is guided by international standards including the UN human rights policies, trade compliance regulations, and a focus on the environment. We expect our strategic suppliers to have their environmental management system certified for ISO 14001 and supervise smaller suppliers that do not have the capacity to install ISO 14001 systems for environmental issue management.

Our Code covers all Tier 1 suppliers in all regions and is part of our new supplier onboarding.

Human Rights

Superior's suppliers and their suppliers must comply with applicable international labor standards and agree to not use or tolerate any undeclared employment or any forced or involuntary labor, including slavery and human trafficking, or any type of child labor.

Conflict Minerals

Suppliers agree to adhere to applicable legal requirements in relation to conflict minerals. Superior expects its suppliers to use best efforts to avoid the use of raw materials in its products that directly or indirectly finance armed groups that violate human rights. If a product contains one or more of the identified conflict materials (tin, tantalum, tungsten, gold or the corresponding ores), we expect our suppliers to be able, if requested, to ensure its entire delivery chain is transparent up to the smelting works or refinery.

Risk Management

Our Board and its committees share responsibility for enterprise risk oversight through scheduled reviews throughout the year.

Superior's Enterprise Risk Management (ERM) program provides direction while considering our company's culture, capabilities, and practices, providing strategy and performance goals. ERM enables the organization to manage risk to create, preserve, and realize value, and assists management in identifying and managing potential events which may adversely affect the company. Superior's ERM program supports decision-making to achieve optimized levels of control and mitigation.

ERM creates a collaborative risk management environment that proactively identifies and prioritizes risks across the enterprise. Understanding Superior's top risks and their associated performance risk exposure is a key component of the company's strategic development cycle. Integrating risk management into Superior's annual and day-to-day decision making enables Superior to seize opportunities and avoid, mitigate, or transfer risk, resulting in more resilient, effective, and efficient operations.

Legal Disclaimer

This report contains statements that are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements include all statements that do not relate solely to historical or current facts and can generally be identified by the use of future dates or words such as “assumes,” “may,” “should,” “could,” “will,” “expects,” “expected,” “seeks to,” “anticipates,” “plans,” “believes,” “estimates,” “intends,” “targets,” “commits,” “maximize,” “improve,” “projects,” “potential” or “continue,” or the negative of such terms and other comparable terminology. These statements also include, but are not limited to, the impact of the Ukraine War, the impact of COVID-19 and supply chain disruption on our future business results, operations and prospects, Superior’s strategic and operational initiatives, acquisitions and divestures, product mix and overall cost improvement and are based on current expectations, estimates, and projections about Superior’s business based, in part, on assumptions made by management. These statements are not guarantees of future performance and involve risks, uncertainties, and assumptions that are difficult to predict. Therefore, actual outcomes and results may differ materially from what is expressed or forecasted in such forward-looking statements due to numerous factors, risks, and uncertainties discussed in Superior’s Securities and Exchange Commission filings and reports, including Superior’s current Annual Report on Form 10-K, and other reports from time to time filed with the Securities and Exchange Commission. You are cautioned not to unduly rely on such forward-looking statements when evaluating the information presented in this report. Such forward-looking statements speak only as of the date on which they are made, and Superior does not undertake any obligation to update any forward-looking statement to reflect events or circumstances after the date of this report.



APPENDIX A: 2025 ESG Commitments



Key Element	How We Engage	2025 Target	SDGs ¹
Framework: People - Health & Safety			
Promote the health and safety of all of our employees	Promote workplace safety, exhibited through our safety culture and strong leadership indicators.	Collaborate and partner with suppliers and industry participants to promote knowledge sharing (as with COVID-19)	8
		Ensure 100% of our manufacturing sites have ISO 45001 certification	8
		Improve workplace safety through safe culture and consistently outperform industry total recordable incident rates, targeting zero accidents	8
		Improve workplace safety through follow up of our EHS scorecard system on a corporate level	8
		Provide our employees with monthly safety talks	8
		Perform weekly EHS-walks to reduce the number of "Near Misses" and "At-Risk Behaviors"	8
Framework: People - Community Involvement			
Advance community wellbeing through employee engagement, social investments and key partnerships	Community involvement Superior executes community impact through regional projects	At multiple sites, we participate in local activities with charities, schools, and other civic groups. <i>(e.g., 2022 Ukrainian relief plan: Superior launched an initiative to raise funds to support refugee relief for Ukrainians fleeing the devastation caused by the war.)</i>	4, 8
Framework: People - Diversity & Inclusion			
Passion for people. Passion for our customers. Foster diversity and inclusion.	Diversity & Inclusion Improve access to opportunities and promote a culture of inclusion, educating our people on unconscious bias and ensuring equal pay for equal work within markets.	Implement regular Diversity & Inclusion Initiatives <i>(e.g., Day of Understanding; Women's Professional Resource Group)</i>	8
		Achieve improvement in employee culture and engagement survey scores	8
		Endorse the Principles of the United Nations Global Compact initiative by CEO (annual report)	8
		Conduct pay equity studies globally and action plans to close gaps	5, 8
		Increase gender diversity of professionals and managers globally	8

1. Sustainable Development Goals

APPENDIX A: 2025 ESG Commitments



Key Element	How We Engage	2025 Target	SDGs¹
Framework: Planet - Carbon Footprint			
Reduce Superior's carbon footprint	Target carbon neutrality by 2039		7, 13
		Reduce energy consumption per pound of aluminum shipped (baseline year: 2020)	7, 13
		Accelerate the reduction of electricity / gas / waste / water consumption with continuous improvement 6-Sigma projects	12, 13
		Ensure 100% of manufacturing sites have an environmental management system certification following ISO 14001	13
		Calculate Superior's corporate greenhouse gas emissions with support of external consultant	13
	Climate change	Participate in the Carbon Disclosure Project (CDP), section climate change and implement climate monitoring measures (annual reporting)	13
Water	Reduce water consumption in our production sites	Reduce water usage per pound of aluminum shipped (baseline year: 2020)	6, 13
Water		Participate in the Carbon Disclosure Project (CDP), section water security and implement water monitoring measures (annual reporting)	6, 13
Waste	Reduce waste consumption in our production sites	Reduce waste per pound of aluminum shipped (baseline year: 2020)	12
Framework: Product - R4™ Strategy			
Adapt and reduce the carbon footprint of our wheels in alignment with our customers and suppliers	Customer satisfaction; Be our customers' partner of choice with high quality products and services that set industry standards	Increase use of post-consumer recycled aluminum and obtain customer approval of an OEM wheel that includes at least 20% post-consumer-recycled-aluminum	9, 12
		Offer R4™ wheels with low carbon footprint to our customers	13
		Offer R4ZERO™ wheels with net 0 carbon footprint to our customers	13
		Increase use of aluminum manufactured from renewable energy sources	9

APPENDIX A: 2025 ESG Commitments



Key Element	How We Engage	2025 Target	SDGs¹
Framework: Process - Ethics & Anti-Corruption			
Ethics / Good Governance	Always strive to be an ethical company	Annual Code of Conduct training by 100% of salaried employees including new hires	16
		Annual conflict of interest certification by 100% of salaried employees including new hires	16
Framework: Process - Compliance & Regulation			
	Conduct ongoing holistic assessment of long-term risks to the company	Conduct an annual global Enterprise Risk Assessment process	12
Framework: Process - Data Security			
Support cyber security, data protection, privacy and responsible application of technology	Continuously improve Superior's security policies and standards, and provide direction to users and system owners on secure design, operation and management	Align Superior data cybersecurity practices with appropriate industry standards	9
	Training	Continuously train Superior's employees using systems and services on cyber risks/prevention; provide annual training to 100% of salaried employees including new hires	9
	Incidents	Generate a quarterly report to Audit Committee and pursue a target of zero incidents of compromised security systems, loss of data or breaches of privacy	9
Framework: Process - Supply Chain			
Increase sustainability awareness in our supply chain	Human rights in the supply chain; promote basic human rights related to safety, labor conditions, and fair wages for every worker within our key supply chain	Ensure key suppliers agree to Superior's Supplier Code of Conduct or adopt a similar Code of Conduct	12
	Responsible & local sourcing, promote responsible consumption through integrated sourcing and manufacturing initiatives.	Ensure key suppliers agree to Superior's Supplier Code of Conduct or adopt a similar Code of Conduct	12

APPENDIX B: Performance Data

This material references Disclosures 102 - 1-11, 14-27, 29-38, 41, 45, 50-51, and 53 from Global Reporting Index (GRI) 102: General Disclosures 2016; Disclosures 302 - 1 and 3-4 from GRI 302: Energy 2016; Disclosures 303 - 3-5 from GRI 303: Water and Effluents 2018; Disclosures 305 - 1-4 from GRI 305: Emissions 2016; Disclosures 306 - 3-5 from GRI 306: Waste 2016; Disclosure 401 - 1 from Disclosure 401: Employment 2016; Disclosures 403 - 1-9 from GRI 403: Occupational Health and Safety 2018; Disclosure 405 - 1 from GRI 405: Diversity and Equal Opportunity 2016; and Disclosure 416 - 2 from GRI 416: Customer Health and Safety 2016.

Description	2021	GRI ¹
Subject: Business Profile		
Number of employees (FTE)	7,999	102-07
Net sales (million USD)	1,385	102-07
Units shipped (million wheels)	16,123	102-07
Number of manufacturing sites	8	102-07
Subject: Environmental		
Greenhouse Gas Emissions (Scope 1+2+3 / t CO₂e); evaluated with external consultant	2,415,106	305-XX
Direct (Scope 1) GHG emissions (t CO ₂ e)	206,761	305-01 305-02 305-03
Energy indirect (Scope 2) GHG emissions (t CO ₂ e)	148,502	305-01 305-02 305-03
Company & supply chain activities (Scope 3) GHG emissions (t CO ₂ e)	2,059,843	305-01 305-02 305-03
Emissions (Scopes 1, 2, & 3) per unit shipped (lbs. CO ₂ e/wheel)	330	305-04
Emissions (Scopes 1, 2, & 3) per lb. Aluminum shipped (lbs. CO ₂ e / lbs. Al)	11.2	305-04
Emissions per unit of net sales (t CO ₂ e/million USD)	1,744	305-04
Energy use		302-XX
Total energy consumption: gas + electricity (GWh)	1,621	302-01
Electricity [GWh]	499	302-01

1. Governance Reporting Initiative Standards

APPENDIX B: Performance Data

Description	2021	GRI ¹
Natural gas [GWh]	1,122	302-01
Energy intensity (GWh/\$M Net Sales)	1.171	302-03
Percentage of renewable energy consumption	57	302-01
Environmental Management System		-
Percentage of manufacturing sites certified to ISO 14001	100	-
Waste		306-XX
Total amount of waste from manufacturing (t)	33,778	306-03 306-04 306-05
Total amount of hazardous waste (t)	7,460	306-03 306-04 306-05
Percentage of hazardous waste	22	306-03 306-04 306-05
Total amount of non-hazardous waste (t)	26,318	306-03 306-04 306-05
Total amount of recyclable waste (t)	23,172	306-03 306-04 306-05
Percentage of recyclable waste	69	306-03 306-04 306-05
Water		303-XX
Total waste water consumption (m³)	701,725	303-03 303-04 303-05
Water intensity (m³/\$M net sales)	507	303-03 303-04 303-05
Subject: Health and Safety		
Recordable incident rate (TRIR) [per 200,000 work hours]	0.68	403-09
Number of recordable work-related injuries	59	403-09

APPENDIX B: Performance Data

Description	2021	GRI ¹
Number of hours worked	17,316,166	403-09
Percentage of production sites certified to ISO 45001 Health & Safety Management System	50	403-01
Subject: Talent Attraction and Retention		
Total Permanent Employees by Gender		102-08
Male	6,696	102-08
Female	604	102-08
Total Employees by Region		102-08
Permanent NA	4,605	102-08
Permanent EU	2,695	102-08
Temporary NA	66	102-08
Temporary EU	633	102-08
New Hires, by Region		401-01
NA	759	401-01
EU	307	401-01
New Hires, by Gender		401-01
Male	954	401-01
Female	112	401-01

APPENDIX B: Performance Data

Description	2021	GRI ¹
Subject: Labor Relations		
Percentage of Total Employees Covered by Collective Bargaining Agreements	5	102-41
Subject: Inclusion, Diversity, and Equity		
Diversity of Workforce, by Gender, Age Group, and Ethnicity		405-01
Senior Management		405-01
Female	13	405-01
Male	46	405-01
< 30 Years	0	405-01
30-50 Years	32	405-01
> 50 Years	27	405-01

APPENDIX B: Performance Data

Description	2021	GRI ¹
Supervisors / Managers		405-01
Female	73	405-01
Male	446	405-01
< 30 Years	66	405-01
30-50 Years	370	405-01
> 50 Years	83	405-01
Professionals		405-01
Female	166	405-01
Male	339	405-01
< 30 Years	138	405-01
30-50 Years	297	405-01
> 50 Years	70	405-01
Subject: Ethics and Compliance		
Business Ethics Training		102-17 404
Number of interactive training sessions for ethics and compliance	3	102-17 404
Number of team members reached from training	7,525	102-17 404
Number of training hours for ethics and compliance	4,800	102-17 404
Percentage of total workforce trained on business ethics issues	94	102-17 404

APPENDIX B: Performance Data

Description	2021	GRI ¹
Subject: Supply Chain Management		
Supplier Base		102-9
Number of suppliers	2,819	102-9
Total supplier spend [million USD]	1,075	102-9
Subject: Product Management		
Product Safety		416-02
Percentage of manufacturing sites that were certified in accordance with the IATF and/or ISO 9001 standard	100	416-02
Number of recalls issued	1	416-02
Total units recalled	128	416-02
Incidents of noncompliance concerning the health and safety impacts of products and services	1	416-02
Incidents of non-compliance with regulations resulting in a fine or penalty	0	416-02
Incidents of non-compliance with regulations resulting in a warning	0	416-02
Incidents of non-compliance with voluntary codes	0	416-02
Total number of incidents of non-compliance with regulations and/ or voluntary codes concerning the health and safety impacts of products and services within the reporting period	0	416-02

APPENDIX C: GRI Content Index

Description	Disclosure	Location and Notes
GRI Subject: Organizational Profile		
Name of the organization	102-01	see Sustainability Report / Company Profile
Activities, brands, products, and services	102-02	Superior Annual Report
Location of headquarters	102-03	Superior Annual Report
Location of operations	102-04	Superior Annual Report
Ownership and legal form	102-05	Superior Annual Report
Markets served	102-06	Superior Annual Report
Scale of the organization	102-07	Website: Our Company / Sustainability Report / Performance Data
Significant changes to the organization and its supply chain	102-10	Superior Proxy Statement
Precautionary Principle or approach	102-11	Superior Annual Report
GRI Subject: Strategy		
Statement from senior decision maker	102-14	See Sustainability Report / CEO note
Key impacts, risks, and opportunities	102-15	Superior Annual Report
GRI Subject: Ethics and Integrity		
Values, principles, standards, and norms of behavior	102-16	Website: - Our Company / Mission, Aspiration, Values - Investor Relations / Corporate Governance / Code of Conduct
Mechanisms for advice and concerns about ethics	102-17	Superior Proxy Statement; Code of Conduct (Reporting Channels)

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Description	Disclosure	Location and Notes
GRI Subject: Governance		
Governance structure	102-18	Superior Proxy Statement
Delegating authority	102-19	Sustainability Report / Process
Executive-level responsibility for economic, environmental, and social topics	102-20	Superior Proxy Statement; Sustainability Report / Process
Consulting stakeholders on economic, environmental, and social topics	102-21	Superior Proxy Statement; Sustainability Report / Materiality Assessment
Composition of the highest governance body and its committees	102-22	Superior Proxy Statement
Chair of the highest governance body	102-23	Superior Proxy Statement
Nominating and selecting the highest governance body	102-24	Superior Proxy Statement
Conflicts of interest	102-25	Website: Code of Conduct / Reporting Channels; Ethics Line
Role of highest governance body in setting purpose, values, and strategy	102-26	Website: Investor Relations / Corporate Governance / Corporate Governance Guidelines
Collective knowledge of highest governance body	102-27	Website: Investor Relations / Corporate Governance / Corporate Governance Guidelines
Identifying and managing economic, environmental, and social impacts	102-29	Website: Investor Relations / Corporate Governance / Board Committee Charters / Audit Committee Charter & Human Capital and Compensation Committee Charter
Effectiveness of risk management processes	102-30	Website: Investor Relations / Corporate Governance / Board Committee Charters > Audit Committee Charter
Review of economic, environmental, and social topics	102-31	Website: Investor Relations / Corporate Governance / Board Committee Charters / Audit Committee Charter & Human Capital and Compensation Committee Charter
Highest governance body's role in sustainability reporting	102-32	Website: Investor Relations / Corporate Governance / Board Committee Charters / Audit Committee Charter
Communicating critical concerns	102-33	Website: Code of Conduct / Reporting Channels; Ethics Line
Nature and total number of critical concerns	102-34	UNGC Communication on Progress report (page 22)

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Description	Disclosure	Location and Notes
Remuneration policies	102-35	Website: Investor Relations / Board Committee Charters / Human Capital and Compensation Committee Charter
Process for determining remuneration	102-36	Website: Investor Relations / Board Committee Charters / Human Capital and Compensation Committee Charter
Stockholders' involvement in remuneration	102-37	Superior Proxy Statement
Annual total compensation ratio	102-38	Website: Investor Relations / Board Committee Charters / Human Capital and Compensation Committee Charter
List of stakeholder groups	102-40	Sustainability Report / Materiality Assessment
GRI Subject: Reporting Practice		
Entities included in the consolidated financial statements	102-45	Superior Annual Report
Reporting period	102-50	This report covers calendar year 2021 unless otherwise stated.
Date of most recent report	102-51	This is Superior's first sustainability report.
Contact point for questions regarding the report	102-53	Website: Investor Relations / Contact Us
GRI Subject: Environmental—Energy		
Energy consumption within the organization	302-01	Sustainability Report / Performance Data
Energy intensity	302-03	Sustainability Report / Performance Data
Reduction of energy consumption	302-04	Sustainability Report / Performance Data

APPENDIX C: GRI Content Index

Description	Disclosure	Location and Notes
GRI Subject: Environmental—Water		
Water withdrawal	303-03	Sustainability Report / Performance Data
Water discharge	303-04	Sustainability Report / Performance Data
Water consumption	303-05	Sustainability Report / Performance Data
GRI Subject: Environmental—Emissions		
Direct (Scope 1) GHG emissions	305-01	Sustainability Report / Performance Data
Energy indirect (Scope 2) GHG emissions	305-02	Sustainability Report / Performance Data
Other indirect (Scope 3) GHG emissions	305-03	Sustainability Report / Performance Data
GHG emissions intensity	305-04	Sustainability Report / Performance Data
GRI Subject: Environmental—Waste		
Waste generated	306-03	Sustainability Report / Performance Data
Waste diverted from disposal	306-04	Sustainability Report / Performance Data
Waste directed to disposal	306-05	Sustainability Report / Performance Data
GRI Subject: Environmental—Occupational Health & Safety		
Occupational health and safety management system	403-01	Sustainability Report / People / Health & Safety
Hazard identification, risk assessment, and incident investigation	403-02	Sustainability Report / People / Health & Safety
Occupational health services	403-03	Sustainability Report / People / Health & Safety

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Description	Disclosure	Location and Notes
Worker participation, consultation, and communication on occupational health and safety	403-04	Sustainability Report / People / Health & Safety
Worker training on occupational health and safety	403-05	Sustainability Report / People / Health & Safety
Promotion of worker health	403-06	Sustainability Report / People / Health & Safety
Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	403-07	Sustainability Report / People / Health & Safety
Workers covered by an occupational health and safety management system	403-08	Sustainability Report / People / Health & Safety
Work-related injuries	403-09	Sustainability Report / Performance Data