



2023

ESG PERFORMANCE UPDATE



BUSINESS PROFILE

Superior Industries places strong emphasis on transparency in our sustainability efforts. To ensure stakeholders have access to relevant and reliable information, we periodically publish key performance indicators aligned with our Environmental, Social, and Governance (ESG) priorities. Although we are not publishing a comprehensive ESG report for 2023, we remain committed to sharing meaningful data updates that clearly and credibly reflect our performance.

Superior International		
BUSINESS PROFILE	unit	
Number of employees	headcount	7,029
Net sales	million USD	1,385
Value added sales	million USD	748
Number of manufacturing sites	number	7
Sold wheels	million	14.6
Total weight of sold wheels	mt	231,322
Data as of December 31, 2023		

¹ Due to the insolvency and deconsolidation of our Germany manufacturing site as of August 31, 2023, certain 2023 ESG data points are unavailable or not representative.

2023 ENVIRONMENTAL DATA

Environmental data, including metrics such as CO₂ emissions, energy consumption, water usage, and waste generation, is limited to production sites in Europe and North America, as these locations are the most relevant in terms of the environmental impact directly associated with Superior operations.

2023 Data		Poland	Mexico	Total
ENVIRONMENT	unit			
Greenhouse Gas Emissions (GHG)				
Total GHG Emissions	t CO ₂ e	1,024,171	1,203,860	2,327,974
Scope 1	t CO ₂ e	67,537	121,379	198,326
Scope 2 (market-based)	t CO ₂ e	69,884	-	69,884
Scope 2 (location-based) ¹	t CO ₂ e			227,811
Scope 3	t CO ₂ e	886,750	1,082,481	2,059,764
Upstream emissions	t CO ₂ e	868,877	1,077,712	2,037,122
Downstream emissions	t CO ₂ e	17,873	4,769	22,642
GHG Emissions intensity metrics				
Emissions per Net Sales	t CO ₂ e/ \$M	2,316	1,524	
CDP Climate Change Score				B-
Energy consumption				
Total energy consumption	MWh	499,447	942,286	1,441,733
Non-renewable sources	MWh	409,087	654,745	1,063,832
natural gas	MWh	336,782	654,745	991,527
electricity	MWh	71,894	-	71,894
fleet fuel	MWh	412	-	412
Renewable sources	MWh	90,360	287,541	377,901
purchased electricity	MWh	90,307	287,458	377,765
self-generated electricity (photovoltaics)	MWh	53	83	136
renewable electricity with proof of origin	MWh	50,000	287,458	337,458
Total electricity consumption	MWh	162,200	287,458	449,658
Electricity from renewable sources	%	56%	100%	84%
Energy intensity metrics				
Energy per Net Sales	MWh/ \$M	1,130	1,193	

¹ The emissions calculated according to location-based method are only available at the company level

² Total Superior emissions also include GHG emissions for the manufacturing plant in Germany (99 943 tons of CO₂e), which were extrapolated using 2022 input data and proportionally adjusted to account for 8 out of 12 months of operation

2023 Data		Poland	Mexico	Total
ENVIRONMENT	unit			
Water consumption				
Total water consumption	m ³	330,455	850,841	1,181,296
Total water withdrawal	m ³	330,455	835,155	1,165,610
Fresh surface water	m ³	-	-	-
Groundwater	m ³	-	-	-
Brackish surface water/seawater	m ³	-	-	-
Produced water	m ³	-	-	-
Third-party water	m ³	330,455	835,155	1,165,610
Total water recycled and reused	m ³	n/a	31,847	31,847
Wastewater discharge	m ³	326,855	414,126	740,981
Operations in high water stress areas	%	-	100%	50%
Water intensity metrics				
Water consumption in high water stress area	m ³	-	850,841	850,841
Water per Net Sales	m ³ / \$M	747	1,077	
CDP Water Security Score				B-
Waste				
Total waste from manufacturing	metric ton	10,754	13,535	24,289
Total amount of hazardous waste	metric ton	2,452	1,778	4,230
Total amount of non-hazardous waste	metric ton	8,302	11,757	20,059
Percentage of hazardous waste	%	23%	13%	17%
Percentage of non-hazardous waste	%	77%	87%	83%
Total amount of recyclable waste	metric ton	4,020	6,889	10,909
Environmental Management System				
Manufacturing sites ISO14001 certified	%	100%	100%	100%

2023 SOCIAL DATA

Social data is reported for all company locations, including the headquarters in the United States, as well as the administrative offices and the research and development (R&D) center in Germany.

2023 Data		Germany	Poland	Mexico	US	Total
SOCIAL	unit					
Talent Management						
Average hours of training per employee	hours	n/a	28	38	n/a	n/a
Turnover						
Employees who left the company	headcount	46	411	1615	24	2,096
Turnover ratio ¹	%	33%	17%	37%	26%	29%
Total employees	headcount	138	2476	4419	91	7,124
Male	headcount	89	2080	3960	65	6,194
Female	headcount	49	396	459	26	930
Permanent employees	headcount	136	2148	4164	89	6,537
Male	headcount	89	1842	3768	65	5,764
Female	headcount	47	306	396	24	773
Temporary employees	headcount	2	328	255	2	587
Male	headcount	-	238	192	-	430
Female	headcount	2	90	63	2	157
Full-time employees	headcount	128	2476	4419	89	7,112
Male	headcount	86	2080	3960	64	6,190
Female	headcount	42	396	459	25	922
Part-time employees	headcount	10	-	-	2	12
Male	headcount	7	-	-	1	8
Female	headcount	3	-	-	1	4
Non-guaranteed hours employees	headcount	-	-	-	-	-
Male	headcount	-	-	-	-	-
Female	headcount	-	-	-	-	-

2023 Data		Germany	Poland	Mexico	US	Total
SOCIAL	unit					
Diversity, Equity & Inclusion (DEI)						
Employees trained on diversity & inclusion	%	100%	100%	100%	100%	100%
Diversity by Age Group						
< 30 Years	headcount	14	368	975	7	1,364
30 - 50 Years	headcount	74	1708	2859	36	4,677
> 50 Years	headcount	50	400	585	48	1,083
< 30 Years	%	10%	15%	22%	8%	19%
30 - 50 Years	%	54%	69%	65%	40%	66%
> 50 Years	%	36%	16%	13%	53%	15%
Diversity of Workforce by Gender						
Women employed in the whole organization	%	36%	16%	10%	29%	13%
Women at top management ² level	%	33%	18%	5%	36%	18%
Social Dialogue						
Collective bargaining agreements coverage	%	-	-	-	-	0%
Employee representative body coverage	%	83%	100%	-	-	36%
Employee Health & Safety						
Manufacturing sites ISO45001 certified	%	100%	100%	-	n/a	50%
Number of hours worked	hours	144,169	4,220,561	8,955,465	190,255	13,510,450
Recordable incident rate (TRIR)		n/a	0.28	0.49	-	0.79
Days away, restricted, or transferred (DART)		n/a	0.28	0.49	-	0.49
Recordable work-related injuries	number	n/a	7	22	-	29

¹ Reflects the total number of employees who leave the organization (voluntarily or due to dismissal, retirement, or death in service) as a percentage of total headcount at the end of the calendar year

² Top Management includes following job levels: Associate Director, Director, Senior Director, VP, Senior VP

2023 GOVERNANCE DATA

Governance data is reported for all company locations, including the headquarters in the United States, as well as the administrative offices and the research and development (R&D) center in Germany.

2023 Data		Germany	Poland	Mexico	US	Total
GOVERNANCE	unit					
Business Ethics						
Whistleblowing procedure reports	number	-	1 ¹	-	-	1.00
Confirmed corruption incidents	number	-	-	-	-	
Confirmed information security incidents	number	-	-	-	-	
Employees trained on business ethics	%	100%	100%	100%	100%	100%
Monetary value of lobbying activity	USD	-	-	-	-	
Monetary value of political contributions	USD	-	-	-	-	
Incidents of non-compliance resulting in a fine or penalty	number	-	-	-	-	
Incidents of non-compliance resulting in a warning	number	-	-	-	-	
Product Safety						
Manufacturing sites IATF 16949 certified	%	100%	100%	100%	n/a	100%
Number of recalls issued	number	n/a	-	-	n/a	
Total units recalled	number	n/a	-	-	n/a	
Incidents of non-compliance concerning product safety	number	n/a	-	-	n/a	

SUPPLY CHAIN		unit				
Targeted suppliers that have signed the supplier code of conduct	%	n/a	100%	100%	n/a	100%
Targeted suppliers that have gone through a sustainability on-site audit	%	n/a	-	-	n/a	-
Primary aluminum suppliers with ASI certification	%	n/a	100%	99%	n/a	99%

Superior International		
Diversity of Boards of Directors		
Diversity by Gender	headcount	percentage
Female	1	13%
Male	8	88%
Diversity by Age Group		
< 30 Years	-	-
30 - 50 Years	1	13%
> 50 Years	7	88%

¹ One alleged violation reported, in which the reporter requested whistleblower protection, that was found to be unsubstantiated