



2024

ESG PERFORMANCE UPDATE



BUSINESS PROFILE

At Superior Industries, we are committed to transparency throughout our sustainability journey. While a full sustainability report is not published for 2024, we continue to provide reliable and relevant quantitative data updates that accurately reflect our Environmental, Social, and Governance (ESG) performance across all operating locations. We aim to keep our stakeholders informed, uphold accountability and demonstrate progress. This approach allows our team to concentrate on making tangible progress in sustainability, ensuring that our efforts go beyond reporting and translate into meaningful impact.

Superior Industries International		
BUSINESS PROFILE	unit	2024 Data
Number of employees	headcount	6,715
Net sales	million USD	1,267
Value added sales	million USD	691
Manufacturing sites	number	7
Sold wheels	million	13,794
Total weight of sold wheels	mt	188,642
Data as of December 31, 2024		

2024 ENVIRONMENTAL DATA

Environmental data, including metrics such as GHG emissions and energy consumption, is available for all company locations except the headquarters and R&D facility in the United States. Data on water usage and waste generation is currently limited to production sites in Mexico and Poland.

2024 Data		Germany	Mexico	Poland	Total
ENVIRONMENT	unit				
Greenhouse Gas Emissions (GHG)					
Total GHG Emissions	t CO ₂ e	726	1 492 605	788 339	2 281 670
Scope 1	t CO ₂ e	122	124 267	61 313	185 702
Scope 2 (market-based)	t CO ₂ e	416	0	137 461	137 877
Scope 2 (location-based) ¹	t CO ₂ e				211 251
Scope 3	t CO ₂ e	188	1 368 338	589 565	1 958 091
Upstream emissions	t CO ₂ e	188	1 363 535	571 562	1 935 285
Downstream emissions	t CO ₂ e	0	4 803	18 003	22 806
GHG Emissions intensity metrics					
Emissions per Net Sales	t CO ₂ e/ \$M Net Sales	n/a	1 899	1 638	1 800
CDP Climate Change²					
Energy consumption					
Total energy consumption	MWh	1 288	961 077	503 436	1 465 801
Non-renewable sources	MWh	1 288	665 314	425 235	1 091 837
natural gas	MWh	0	665 266	332 603	997 869
electricity	MWh	805	0	90 467	91 272
fleet fuel	MWh	483	48	2 165	2 696
Renewable sources	MWh	0	295 763	78 201	373 964
purchased electricity	MWh	0	295 680	78 147	373 827
self-generated electricity (photovoltaics)	MWh	0	83	54	137
electricity with proof of origin	MWh	0	295 680	38 000	333 680
Total electricity consumption	MWh	805	295 763	168 668	465 236
Electricity from renewable sources	%	0%	100%	46%	80%
Energy intensity metrics					
Energy per Net Sales	MWh/ \$M Net Sales	n/a	1 223	1 046	1 157

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

² As per the CDP reporting cycle, the latest available score refers to calendar year 2023. The 2024 score is not yet available
n/a – not applicable

2024 Data		Mexico	Poland	Total
ENVIRONMENT	unit			
Water consumption				
Total water consumption	m ³	757 725	331 048	1 088 773
Total water withdrawal	m ³	757 725	331 048	1 088 773
Fresh surface water	m ³	0	0	0
Groundwater	m ³	0	0	0
Brackish surface water/seawater	m ³	0	0	0
Produced water	m ³	0	0	0
Third-party water	m ³	757 725	331 048	1 088 773
Total water recycled and reused	m ³	4 768	n/a	4 768
Wastewater discharge	m ³	344 455	327 448	671 903
Operations in high water stress areas	%	100%	0	50%
Water intensity metrics				
Water consumption in high water stress area	m ³	757 725	0	757 725
Water per Net Sales	m ³ / \$M Net Sales	964	688	859
CDP Water Security²				
Waste				
Total waste from manufacturing	metric ton	12 387	9 438	21 824
Total amount of hazardous waste	metric ton	1 767	2 123	3 891
Total amount of non-hazardous waste	metric ton	10 620	7 314	17 934
Percentage of hazardous waste	%	14%	22%	18%
Percentage of non-hazardous waste	%	86%	78%	82%
Total amount of recyclable waste	metric ton	6 172	3 527	3 527
Environmental Management System				
Manufacturing sites ISO14001 certified	%	100%	100%	100%

2024 SOCIAL DATA

Governance data is disclosed for all Superior sites, including the corporate headquarters and R&D facility in the United States, along with administrative offices and the research and development center located in Germany.

2024 Data		Germany	Mexico	Poland	US	Total
SOCIAL	unit					
Talent Management						
Average hours of training per employee	hours	n/a	40	31	n/a	n/a
Turnover						
Employees who left the company	headcount	56	1451	412	24	1 943
Turnover ratio ¹	%	54%	36%	16%	32%	29%
Total employees	headcount	104	4030	2507	74	6 715
Male	headcount	70	3645	2092	51	5 858
Female	headcount	34	385	415	23	857
Permanent employees	headcount	94	3973	2164	74	6 305
Male	headcount	64	3593	1848	51	5 556
Female	headcount	30	380	316	23	749
Temporary employees	headcount	10	57	343	0	410
Male	headcount	6	52	244	0	302
Female	headcount	4	5	99	0	108
Full-time employees	headcount	96	4030	2507	74	6 707
Male	headcount	69	3645	2092	51	5 857
Female	headcount	27	385	415	23	850
Part-time employees	headcount	8	0	0	0	8
Male	headcount	2	0	0	0	2
Female	headcount	6	0	0	0	6
Non-guaranteed hours employees	headcount	0	0	0	0	0
Male	headcount	0	0	0	0	0
Female	headcount	0	0	0	0	0

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

n/a – not applicable

2024 Data		Germany	Mexico	Poland	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	12	989	376	5	1 382
30 - 50 Years	headcount	55	2603	1730	31	4 419
> 50 Years	headcount	37	438	401	38	914
< 30 Years	%	12%	25%	15%	7%	21%
30 - 50 Years	%	53%	65%	69%	42%	66%
> 50 Years	%	36%	11%	16%	51%	14%
Diversity of Workforce by Gender						
Women employed in the whole organization	%	33%	10%	17%	31%	13%
Women at top management ² level	%	50%	5%	28%	34%	18%
Social Dialogue						
Employees covered by collective bargaining agreements	%	0	0	0	0	0
Employees covered by employee representative body	%	76%	0	100%	0	39%
Employee Health & Safety						
Manufacturing sites ISO45001 certified	%	n/a	0%	100%	n/a	43%
Number of hours worked	hours	171 132	9 183 647	4 244 577	176 256	13 775 612
Recordable incident rate (TRIR)		0	0,35	0,54	0	0,43
Days away, restricted, or transferred (DART)		0	0,35	0,54	0	0,43
Recordable work-related injuries	number	n/a	16	15	0	31

2024 GOVERNANCE DATA

Governance data is disclosed for all Superior sites, including the corporate headquarters and R&D facility in the United States, along with administrative offices and the research and development center located in Germany.

2024 Data		Germany	Mexico	Poland	US	Total
GOVERNANCE	unit					
Business Ethics						
Whistleblowing procedure reports	number	-	-	-	-	0,00
Confirmed corruption incidents	number	-	-	-	-	0,00
Confirmed information security incidents	number	-	-	-	-	0,00
Employees trained on business ethics	%	100%	100%	100%	100%	100%
Monetary value of lobbying activity	USD	-	-	-	-	0,00
Monetary value of political contributions	USD	-	-	-	-	0,00
Incidents of non-compliance resulting in a fine or penalty	number	-	1	-	-	0,00
Incidents of non-compliance resulting in a warning	number	-	-	-	-	0,00
Product Safety						
Manufacturing sites IATF 16949 certified	%	n/a	100%	100%	n/a	100%
Number of recalls issued	number	n/a	-	-	n/a	0,00
Total units recalled	number	n/a	-	-	n/a	0,00
Incidents of non-compliance concerning product safety	number	n/a	-	-	n/a	0,00

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	0%	0%	n/a	0%
Primary aluminum suppliers with ASI Certification	%	n/a	100%	100%	n/a	100%

n/a – not applicable

Superior Industries International		
Diversity of Boards of Directors		
Diversity by Gender	headcount	percentage
Female	1	13%
Male	7	88%
Diversity by Age Group		
< 30 Years	0	0%
30 - 50 Years	2	25%
> 50 Years	6	75%
Total members	8	