SUPERIOR INDUSTRIES



2025

SUSTAINABILITY REPORT

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A LETTER FROM OUR CEO

"2025 was a defining year for Superior Industries. Following our acquisition by a group of term loan investors, including Oaktree Capital Management, Superior became a privately held company. The transaction strengthened our financial position and provides greater flexibility to invest in our people, operations, innovation, and long-term partnerships.

While our company underwent significant change, our priorities remained clear: protecting our people, serving our customers reliably, and building a more sustainable and resilient business.

Our focus is firmly on what we do best: producing high-quality, cost-competitive, lightweight aluminum wheels while meeting the expectations of our customers with precision and reliability. Sustainability, safety, and operational integrity are integral to this ambition—not separate from it. Through lightweighting, innovative finishing technologies, and responsible operations, we will continue supporting the transformation of the automotive industry while reducing our environmental impact.

I would like to thank our employees, customers, suppliers, and partners for their commitment and trust. Together, we are building a stronger and more sustainable Superior."



Michael Dorah

Chief Executive Officer

GLOBAL LEADERSHIP IN ALUMINUM WHEEL MANUFACTURING

Our business profile

Founded in 1957, Superior Industries is today one of the world's leading suppliers of light vehicle aluminum wheels. Headquartered in Southfield, Michigan, our global footprint spans North America and Europe, where we operate 7 advanced manufacturing facilities and employ approximately 4500 dedicated professionals.

As the automotive industry continues to transform through rapid technological advancements and disruptive changes, Superior's expert teams collaborate closely with global vehicle manufacturers to design, engineer, and manufacture a wide portfolio of innovative, high-quality products. Utilizing the latest lightweighting and finishing technologies, we meet the rigorous demands of modern mobility.

In Europe, we also serve the automotive aftermarket through our well-established brand portfolio, including **ATS®, RIAL®, ALUTEC®,** and **ANZIO®**.

Superior Industries International				
BUSINESS PROFILE	**unit**	**Europe**	**North America**	**Total**
Number of employees	headcount	2 259	2 260	**4 519**
Net sales	million USD	462	445	**907**
Manufacturing sites	number	3	4	**7**
Sold wheels	million	4,8	4,8	**9,6**
Total weight of sold wheels	mt	61 243	66 044	**127 287**

Data as of December 31, 2025

WE REMAIN GROUNDED IN OUR CORE VALUES

While the company's ownership transformed at the end of 2025, Superior's mission, aspirations, and values remain unchanged.

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

1 INTEGRITY

We are respected for conducting business with unwavering integrity.

2 TEAMWORK

We build exceptional teams that collaborate to deliver extraordinary results.

3 CUSTOMER FOCUS

Our focus on customers drives our passion for quality, safety and innovation.

4 CONTINUOUS IMPROVEMENT

We seek continuous improvement in everything we do.

5 DIVERSITY & INCLUSION

We embrace diversity and are committed to a culture of openness and respect where all people are valued.

SUSTAINABILITY AT SUPERIOR

Despite a challenging market environment, Superior remains committed to sustainability. We continue our efforts to minimize our environmental footprint, engage our employees, and maintain transparent, ethical governance. The 2025 Sustainability Report details our ongoing initiatives, current challenges, and shared successes across all regions.

MILESTONES IN 2025

- We made a significant step forward by strengthening our supply chain management through a comprehensive risk-mapping approach and implementation of a new supplier evaluation tool tailored specifically to automotive industry standards.
- We successfully achieved external verification of our 2025 organizational carbon footprint (Scope 1 and 2) by an accredited body in accordance with ISO 14064-1 standards.
- We completed our first externally reviewed Life Cycle Assessments (LCA) for selected products

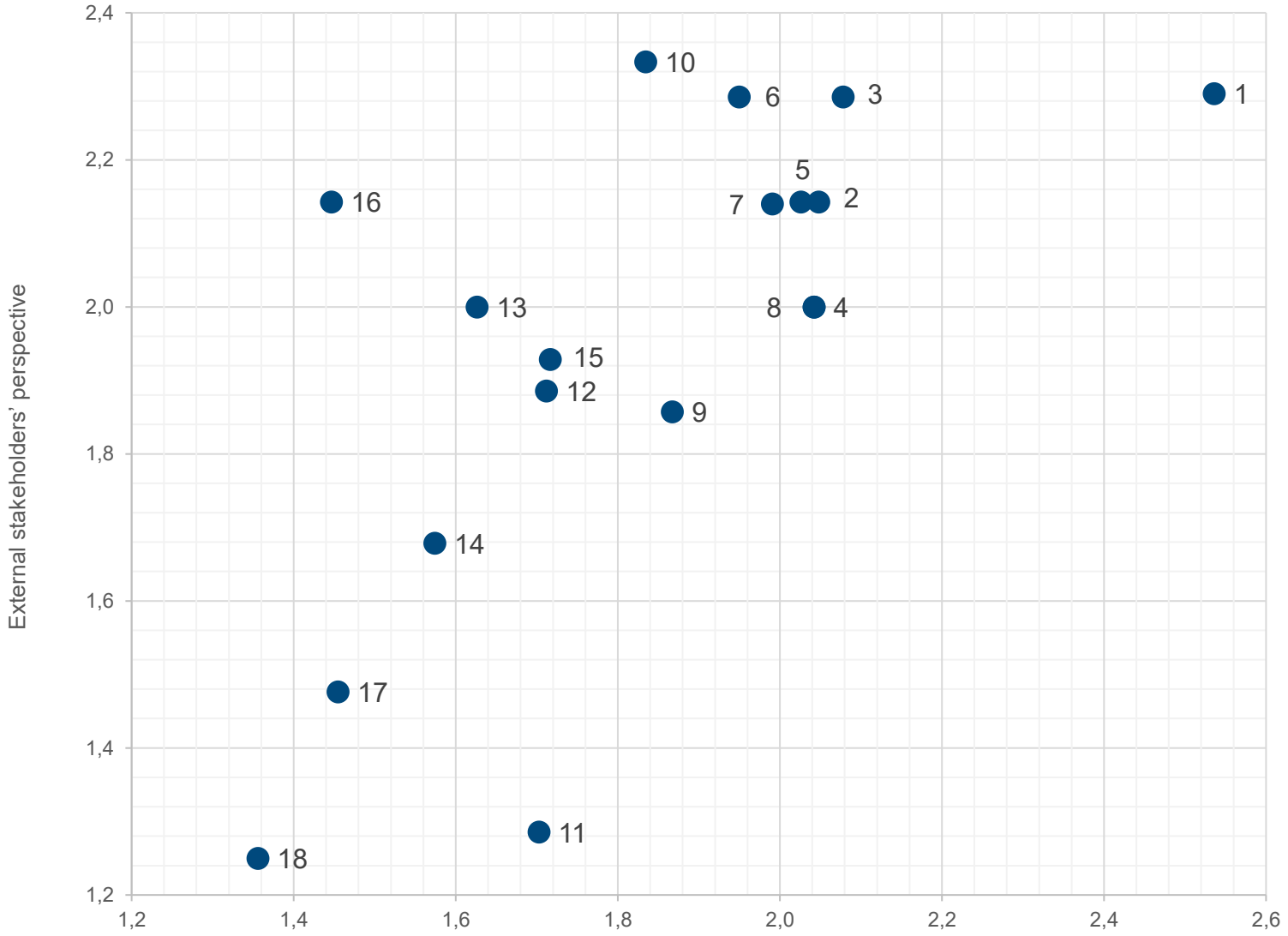
While we recognize there is always more work to be done, we are not slowing down. We continue to adapt, improve, and keep pace with a rapidly changing landscape. At the same time, we closely monitor evolving customer requirements.

MATERIALITY ASSESSMENT

In 2021, Superior conducted its first sustainability materiality assessment to map the interests and priorities of our internal and external stakeholders regarding key ESG aspects. In 2025, we launched a follow-up survey for employees, customers, and suppliers. The goal was to re-evaluate our material topics and capture evolving expectations. The results are presented on the following page.

ASSESSED TOPICS

1	Workplace Health, Safety and Wellness
2	Air Quality
3	Energy and Greenhouse Gas Management
4	Employee Training and Education
5	Labor Practices
6	Circular Economy
7	Employee Diversity and Inclusion
8	Corporate Governance
9	Product Safety
10	Supply Chain ESG Risk Management
11	Customer Engagement
12	Ethics and Integrity
13	Cybersecurity and Data Protection
14	Waste and Hazardous Materials Management
15	Climate Change
16	Community Engagement
17	Water and Wastewater Management
18	Biodiversity
19	Human Rights



OUR PRODUCTS

Design for efficiency and circularity

To help our automotive customers reach their GHG emissions reduction goals, we develop innovative products that reduce fuel consumption through lighter weight and improved aerodynamics. Our award-winning, patented technology portfolio allows customers to offer lighter, aerodynamic designs and lower-carbon vehicles, supporting a lower vehicle carbon footprint.

Our engineering and design processes integrate circularity principles:

- Using common, recyclable aluminum alloys to minimize contamination during remelting.
- Engineering wheels for easy dismantling and clean material separation, including non-aluminum inserts and decorative elements, enabling future recycling.
- Avoiding harmful and hazardous substances that could degrade recycled material.

Our ambition for closed-loop recovery

Our long-term ambition is to partner with our customers to establish a direct take-back system for end-of-life wheels.

In 2025, we began discussions with our first OEM partner and received an initial batch of wheels for quality testing.

In 2026–2027, we plan to finalize commercial agreements, scale up the recovery program, and engage additional customers.

We target implementation in 2028, followed by the ongoing monitoring of its environmental impact (CO_2 emissions) and the subsequent public disclosure of the program's performance.

CUSTOMER AWARD



Superior Industries International was recognized by Subaru of Indiana Automotive for exceptional quality and delivery performance in 2025. Winners received awards across three categories:

- Special Recognition – Above and beyond effort as identified by SIA management
- Commodity Leader – Top scoring supplier in commodity category
- Excellent Performance – Achievement of SIA targets for safety, quality, cost, and delivery

Superior was the only company to earn three awards, one in each category.

"*Their dedication, reliability, and alignment with our shared vision play a vital role in our ongoing success*" said Ed Wulbrecht, Senior Vice President, Supply Chain. "*We appreciate their partnership and continued commitment to the highest standards*."

Subaru of Indiana Automotive Inc. (SIA), part of the Subaru family of companies, is home of North American production for the Ascent, Crosstrek, Forester and Forester Hybrid models. SIA employs more than 6,500 associates who are committed to quality, safety and environmental stewardship.



ENVIRONMENT

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Climate and Energy	**12**
Circularity	**13**
Water Stewardship	**14**
Emissions, Chemicals and Waste	**15**

OUR ENVIRONMENTAL MANAGEMENT SYSTEM

Our Environmental Management System (EMS) based on ISO 14001 is implemented and certified across all seven manufacturing sites: three facilities in Stalowa Wola, Poland, and four facilities in Chihuahua, Mexico. These sites undergo annual independent third-party audits.

The structured EMS framework enables us to set environmental targets, train our teams, prevent pollution, and continuously improve our environmental performance.

Our locations in the United States, which serve as our corporate headquarters and R&D center, as well as our administrative offices and R&D center in Germany, do not conduct manufacturing activities. Due to the nature of their operations, their direct environmental footprint is comparatively limited.





Manufacturing sites
with ISO 14001 certification

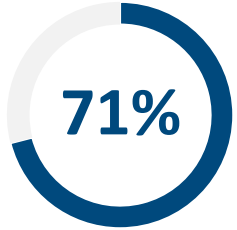
CLIMATE AND ENERGY

Corporate Carbon Footprint

We calculate our organizational carbon footprint. For the 2025 reporting year, our direct emissions (Scope 1) and indirect emissions from imported energy (Scope 2) data have been independently verified by a third party.

At the same time, we are expanding reporting coverage and improving data accuracy for Scope 3 value chain emissions, engaging directly with suppliers to capture high-quality upstream data.

For Superior, our key GHG emissions hot spots are aluminum sourcing and energy consumption. Consequently, our highest-impact environmental initiatives are implemented globally in these two critical areas.



Electricity from renewable sources

Energy Efficiency and Renewables

Among the actions undertaken in 2025 to improve energy efficiency, the most significant reductions in energy consumption came from:

- Waste heat recovery projects (installation of waste heat recovery units), which are officially confirmed by white certificates for energy efficiency in Poland.
- Installation of variable frequency drive inverters, which optimize electricity consumption during the operation of air compressors (Mexico and Poland).

Additionally, 2025 marked the execution of energy audits across all our sites in Poland.

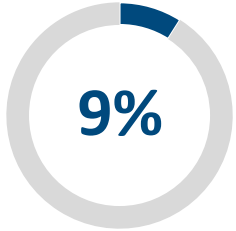
We continue to maintain a high share of renewable electricity in our company energy mix across both Poland and Mexico. Furthermore, in 2025, two small-scale photovoltaic installations with a total capacity of 150 kW were installed at our site in Stalowa Wola.

Quantitative data is presented on the slide 27

CIRCULARITY



Primary aluminum sourced globally from ASI certified smelters



100% post-consumer aluminum sourced globally in 2025

For our wheel production, aluminum is a key raw material with a significant environmental footprint By its very nature, aluminum can be recycled without losing any of its physical or chemical properties, making it a cornerstone of our circularity efforts.

Responsible Sourcing of Primary Aluminum

To ensure sustainable sourcing, we require primary aluminum suppliers to hold ASI (Aluminium Stewardship Initiative) certification. ASI certification is based on a rigorous independent third-party audit that verifies compliance with defined standards for responsible aluminum production, covering human rights, biodiversity, greenhouse gas emissions, and ethical governance.

Increasing Secondary Aluminum

Alongside primary metal from certified smelters, we purchase secondary aluminum (mostly in the form of post-consumer material) and we continue working on diversifying our sourcing channels to secure feedstock and further increase our overall share of recycled aluminum.

Internal Recycling

Internally, we recycle 100% of machining chips and production scrap. In 2025, we reached a major milestone by scaling up a rotary furnace at one of our Mexican plants serving all local production and designed to increase the aluminum recovery from dross to around 60%.

WATER STEWARDSHIP

Water is an essential resource, and while our materiality assessment determined that water is not a primary material topic for our stakeholders, we remain committed to responsible water use. We ensure that our water management practices comply with all local legal and regulatory and environmental requirements. Our source of water supply in Poland relies on third-party provider EkoSan Stalowa Wola, while in Mexico our facilities are supplied by Promotora and JMAS.

We have long maintained measures to reduce water consumption and close the loop across our core processes, wherever technologically feasible and safe. We utilize specialized casting cooling systems with water recycling and optimize pre-treatment chemicals to lower water consumption during rinsing. Our flagship project in 2025 involved installing new chillers at one of our Polish plants, which successfully reduced annual cooling water consumption by nearly 40,000 m^3

Risk Assessment

Based on our risk assessments using the World Resources Institute Aqueduct Water Risk Atlas and the WWF Water Risk Filter, only our facilities in Mexico are in areas experiencing high water stress. To ensure operational resilience and business continuity in the event of water supply disruptions, all facilities utilize water storage reservoirs. Superior's manufacturing sites in Poland are not located in high water stress areas, and the risks associated with water management there have been assessed as low.

Wastewater Management

Beyond responsible water withdrawal, our wastewater is managed with equal care. In Poland, all our manufacturing sites are equipped with tertiary wastewater treatment plants. In 2025, we completed a dedicated project at Mexico plant 9 to increase the capacity of its wastewater treatment plant. By recycling wastewater for secondary operational purposes, this initiative saved over 16,000 m^3 annually.

Wastewater quality at all our facilities is regularly assessed and tested by external accredited laboratories once or twice a year, depending on the location. There were no material spills or leakages recorded at any of our facilities during the reporting period.

Quantitative data is presented on the slide 28

EMISSIONS, CHEMICALS AND WASTE

Emissions to Air

We maintain controls to protect ambient air quality around our facilities. Our operations incorporate actions to prevent and minimize emissions of atmospheric pollutants including emissions of particulate matter, as well as volatile organic compounds (VOCs), sulfur dioxide, nitrogen oxides, and heavy metals.

To ensure transparency and compliance, we conduct periodical analyses on the volumes of major air pollutants.

In addition to air quality controls, we perform regular noise-measuring campaigns.

Chemical Management

At Superior, responsible chemical management means we take a proactive approach to people and environmental safety:

- We reduce chemicals consumption through process optimization.
- We maintain environmental emergency preparedness measures to swiftly respond to and contain any unforeseen incidents.
- We implement and follow strict procedures for the labeling, storage, handling, and transportation of hazardous substances.
- We provide our staff with comprehensive training to ensure safe handling.
- We partner with certified parties for the safe treatment and disposal of hazardous waste.

Waste Management

At our manufacturing sites, effective waste management focuses on following practices :

- Minimizing internal waste generation by reusing, recovering, and repurposing materials wherever possible.
- Employee training covering best practices in waste reduction and proper sorting techniques.
- Mapping of waste streams.
- Systematic internal sorting and disposal aligned with clearly defined waste streams.

Quantitative data is presented on the slide 29

SOCIAL

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HEALTH & SAFETY: OUR ABSOLUTE PRIORITY

H&S Management System

Recognizing that the health and safety of our people is our absolute priority, we maintain a robust H&S Management System overseen by our local teams. Key elements include:

- Mandatory safety onboarding for every new employee, reinforced by periodic training and targeted awareness campaigns.
- Provision and mandatory use of personal protective equipment.
- Regular comprehensive risk assessments paired with internal and external audits.
- Systematic tracking, review, and root-cause analysis followed by an action plan for every incident or near miss globally.
- Active elimination of at-risk behaviors.

Health & Safety Metrics

We regularly review and benchmark the performance of our H&S Management System.

We compare our safety data against national industry standards. In 2025, our manufacturing facilities in Stalowa Wola recorded an accident rate of 4.6 injured employees per 1,000 workers. This is well below the industrial processing sector average in Poland, which stood slightly below 8.00.

While our results remain favorable, we continue running regular safety training and education programs to maintain high awareness across our teams every day.

2025 Achievements

We continue to expand our formal certifications.

We are proud to announce that plant 15 in Mexico successfully achieved ISO 45001 certification - the international standard for occupational health and safety management. Certifications for other plants in Chihuahua are scheduled as part of our ongoing commitment to world-class safety standards.

Quantitative data is presented on the slide 30

WELL-BEING & COMMUNITY ENGAGEMENT

Supporting Health and Well-being

At Superior, we care about the physical and mental health of our teams, carrying out diverse campaigns to support:

- Health and prevention - during October (breast cancer awareness month), employees benefited from preventive medical examinations, physiotherapist consultations, dietitian advice, and educational workshops hosted in cooperation with the "Amazonki" association.
- Psychological wellbeing - in Poland, team members gained access to the Mindgram digital platform, which provides anonymous professional support from psychologists, lawyers, dietitians, and coaches as well as a rich database of development workshops.
- Sport and fun - employees in Germany strengthened their team spirit and exercised together by participating in the popular BASF Firmencup running event.

Acting for Local Communities

In September 2025, already for the 8th time, Superior supported the Forest Sports Festival as the main organizer and sponsor. This annual charitable event unites employees and the local community for a noble cause: raising funds to support the medical treatment of a child. Held in beautiful surroundings of Stalowa Wola forest, the festival featured running, cycling, and Nordic walking activities.

Throughout 2025, our Employee Volunteering Committee in Mexico drove a series of impactful community initiatives, combining employee engagement with local government collaboration:

- We organized major community drives, including voluntary blood donations supporting local health authorities and winter clothing distributions for vulnerable groups.
- We partnered with local organizations to bring direct aid to children, including holiday support visits to a local orphanage and restoration work to improve conditions at a regional kindergarten.

CAREER MANAGEMENT AND TRAINING

Talent Attraction and Training

Superior builds its position as a preferred employer among young people by participating in job fairs and career days to attract top talent.

To help young individuals gain their first professional experience, for many years, in cooperation with the German Chamber of Industry and Commerce, we have offered internship programs at our R&D center in Lüdenscheid, specifically for aspiring product designers.

Furthermore, we support the continuous growth of our employees by providing access to a dedicated e-learning platform, financing language classes, professional courses, specialized training, and university studies.

30 hours per employee

average training time recorded at the Polish plants

Performance Management

We successfully completed the automation of our performance management process for white-collar employees, marking a major milestone in standardizing and digitizing HR operations globally.

The fully automated global system ensures a consistent, transparent, and efficient performance management experience for employees and managers across all regions.

Implemented solution streamlines goal setting, performance reviews, feedback and evaluation workflows, reducing manual effort and improving accuracy.

In 2025, the cycle successfully engaged 685 white-collar employees, demonstrating the scale and importance of this transformation.

OUR COMMITMENT TO WORKPLACE INTEGRITY

Equity and Gender Empowerment

Our longstanding commitment to a culture of openness, respect, and equal opportunity ensures a workplace free of harassment and intimidation. We continue to promote a culture of diversity and non-discrimination across all levels of the organization.

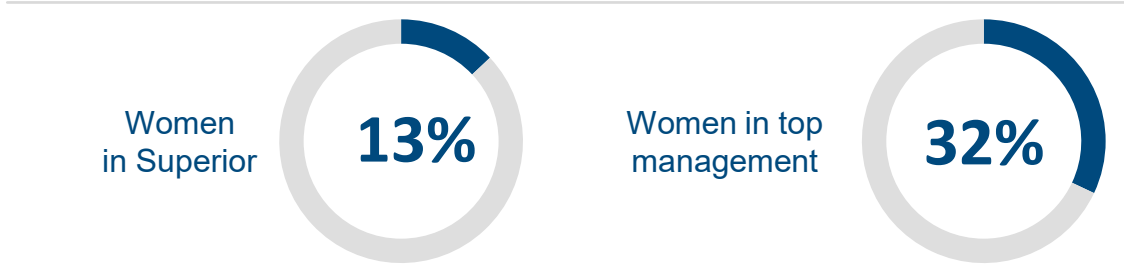
In 2025, we initiated preparations to evaluate the gender pay gap by conducting job evaluations for comparable roles. Moving forward, our roadmap includes calculating the pay gap, identifying compensation deviations exceeding 5%, and analyzing underlying factors like tenure or qualifications to determine necessary adjustments.

As of December 31, 2025, women represented 13% of Superior's total employee workforce, excluding third-party contractors, and 32% of employees in top management positions.

Labor and Employee Relations

Superior respects and observes all local laws and regulations regarding team members' rights, including freedom of association and third-party representation. Guided by robust internal ethics and transparent compliance frameworks, Superior maintains a strong record of positive employee relations across all global regions.

Superior had zero EEOC charges and zero NLRA violations in 2023, 2024 and 2025.



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LEADERSHIP AND GOVERNANCE RESTRUCTURING

Executive Team

As part of our transition to a privately held company, we streamlined our leadership and governance structure to better support our strategic and operational priorities.

Prior to the acquisition, the Company operated as a public company with seven C-level executives and a Board of Directors comprised of former senior executives who had previously worked in the manufacturing space. Effective December 8, 2025, the executive team was streamlined to three C-level positions:

- Chief Executive Officer
- Chief Financial Officer
- General Counsel & Chief Human Resources Officer

Senior Leadership Team

At the same time, we established a new Senior Leadership Team consisting of:

- Chief Executive Officer
- Chief Financial Officer
- General Counsel / Chief HR Officer
- Global Engineering Lead
- European Aftermarket Lead
- European Finance Lead
- Regional Operations and Sales leaders.

This structure brings key business and functional leaders closer to strategic decision-making and execution.

Board of Directors

The Company's Board of Directors was also reconstituted as part of the ownership transition. Effective December 8, 2025, the Board shifted from a public-company governance model to one comprised primarily of representatives of the private equity firms that acquired the Company, aligning governance more closely with the Company's ownership and long-term strategic objectives.

Board's diversity	headcount	percentage
Female	1	13%
Male	7	88%
< 30 Years	0	0%
30 - 50 Years	2	25%
> 50 Years	6	75%

ETHICS AND CORPORATE COMPLIANCE

Our Code of Conduct

Superior's Code of Conduct establishes core guidelines for all employees, officers, and directors, ensuring our business is conducted responsibly and in compliance with applicable laws. The Code covers key ethical areas including:

- fostering a respectful workplace
- creating quality products
- protecting assets and information
- competing with integrity
- communicating with honesty and transparency
- conducting business with external parties
- supporting our communities

The Code is publicly available on our website in English, German, Polish, and Spanish.

Ethics and Compliance Training

Every year, our employees participate in an ethics and compliance training campaign covering:

- Code of Conduct awareness
- accounting and financial integrity
- anti-bribery
- gifts, gratuities, and entertainment
- promoting the reporting of misconduct
- protection of company info
- avoiding phishing attacks
- proper use of the internet at work
- preventing data loss and theft
- using mobile devices securely

Reporting Misconduct

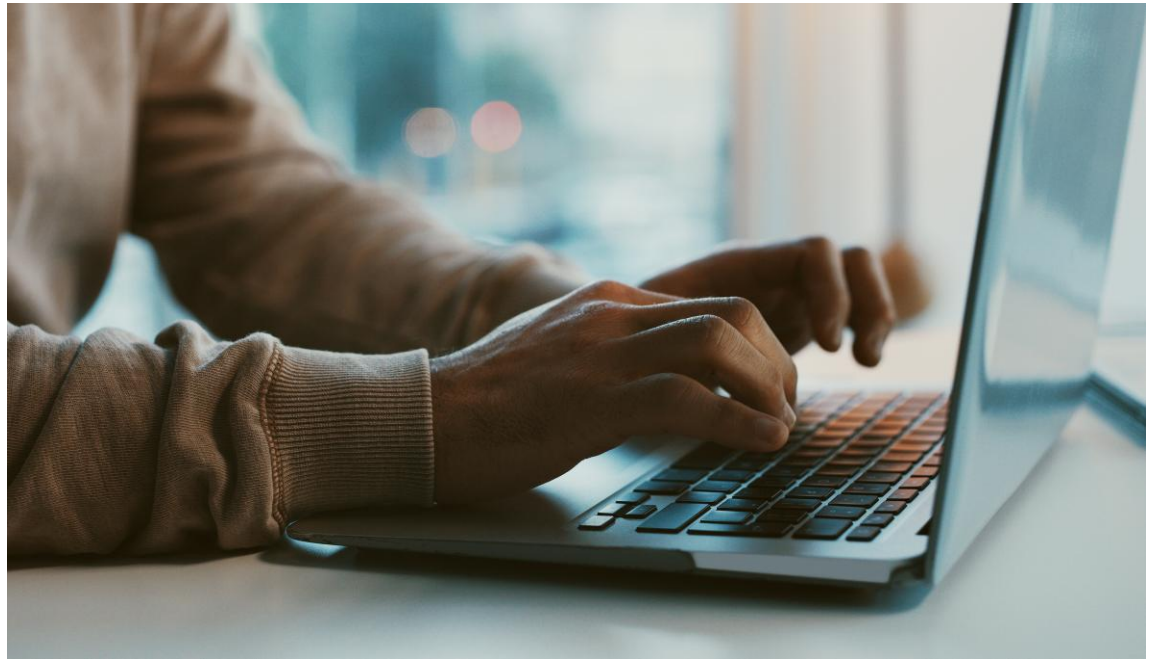
Our employees are expected to speak up and promptly disclose any practices that raise legal or ethical concerns. Issues or misconduct can be reported securely via multiple available channels, including:

- Direct supervisors
- Human Resources
- Legal Department
- the Ethics Line – our third-party whistleblowing system (accessible via dedicated online forms and toll-free local phone lines), which provides a confidential and anonymous reporting option in local languages

INFORMATION MANAGEMENT AND CYBERSECURITY

Information technology is a key enabler of Superior's operational resilience, digital transformation, and sustainable business development. Superior continues to modernize its technology landscape by expanding cloud-based solutions, strengthening its data and analytics capabilities, and modernizing critical business systems to enable more standardized and efficient global processes. The company is also advancing the responsible use of artificial intelligence and automation to support data-driven decision-making and operational efficiency.

Protecting business continuity, intellectual property, and sensitive stakeholder data remains a key priority. Superior continues to strengthen its cybersecurity framework through enhanced access controls, network and OT segmentation, vulnerability management, security monitoring, employee awareness, and regular phishing simulations. In parallel, the company has established governance for the responsible use of artificial intelligence, including defined approval, risk assessment, data protection, security, and employee training requirements.



RESPONSIBLE SUPPLY CHAIN MANAGEMENT

Supplier Code of Conduct

We communicate clear expectations to our business partners about:

- Social responsibility – we require our suppliers to ensure fair and safe working conditions, uphold universal human rights, respect ethical recruiting and freedom of association, and prevent discrimination and harassment.
- Environmental responsibility – we expect environmental protection
- Governance and compliance – we require adherence to laws regarding anti-corruption, fair competition, trade restrictions, cybersecurity and data protection.



Targeted suppliers that have signed the Supplier Code of Conduct



Targeted suppliers that have gone through an on-site audit*

[1] The audit covered sustainability elements but was not exclusively dedicated to sustainability.

Supply Chain Engagement

In 2025, Superior partnered with Drive Sustainability to roll out an improved supplier assessment process.

We onboarded selected critical suppliers to complete evidence-based the industry-standard Sustainability Self-Assessment Questionnaire (SAQ 5.0) via on-line platform.

This initiative significantly improved our visibility into suppliers' ESG performance, allowing us to better manage risks, more easily assess their sustainability maturity, propose targeted improvements, and strengthen supply chain due diligence.



PERFORMANCE DATA

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Climate & Energy		Germany	Mexico	Poland	Total
Greenhouse Gas Emissions (GHG)	unit				
Total GHG Emissions[1]	t CO_2e	652	753 739	660 767	**1 415 421**
Scope 1	t CO_2e	263	86 964	65 217	**152 443**
Scope 2 (market -based)	t CO_2e	260	0	74 636	**74 895**
Scope 2 (location-based)	t CO_2e	185	83 844	90 660	**174 689**
Scope 3[2]	t CO_2e	130	666 776	520 915	**1 187 820**
Upstream emissions	t CO_2e	130	654 663	517 563	**1 172 356**
Downstream emissions	t CO_2e	0	12 113	3 352	**15 465**
GHG Emissions intensity metrics					
Emissions per Net Sales	t CO_2e/ $M Net Sales	n/a	1 694	1 430	**1 561**

Energy consumption					
Total energy consumption	MWh	1 798	613 278	489 110	**1 104 186**
Non-renewable sources	MWh	1 798	424 278	427 980	**854 056**
Natural gas	MWh	893	418 240	322 504	**741 636**
Electricity	MWh	526	0	101 798	**102 324**
Purchased heat	MWh	0	0	2 006	**2 006**
Fleet fuel (diesel, gasoline, LPG)	MWh	379	6 038	1 672	**8 089**
Renewable sources	MWh	0	189 000	61 129	**250 129**
Self-generated electricity - solar	MWh	0	162	129	**291**
Purchased electricity with proof of origin	MWh	0	188 838	61 000	**249 838**
Total electricity consumption	MWh	526	189 000	162 928	**352 454**
Electricity from renewable sources	%	0%	100%	38%	**71%**
Energy from renewable sources	%	0%	31%	12%	**23%**
Energy intensity metrics					
Energy per Net Sales	MWh/ $M Net Sales	n/a	1 378	1 059	**1 217**

[1] Total GHG emissions calculated with Scope 2 market-based; total emissions include Scope 3 emissions for US locations equal to 263 t of CO_2e
[2] Scope 3 emissions are unverified by an independent third party
n/a - not applicable

In 2025 Superior received a **C** rating in **the CDP Climate Change** assessment.

This score reflects our strong commitment to environmental transparency and climate awareness.



Water		Mexico	Poland	Total
Water stress area[1]		Yes	No	
Total water withdrawal	**ML**	**484**	**284**	**768**
Fresh surface water	ML	0	0	**0**
Groundwater	ML	0	0	**0**
Seawater	ML	0	0	**0**
Produced water	ML	0	0	**0**
Third-party water	ML	484	284	**768**
Total water discharge	ML	294	281	**574**
Fresh surface water	ML	0	0	**0**
Groundwater	ML	0	0	**0**
Seawater	ML	0	0	**0**
Produced water	ML	0	0	**0**
Third-party water	ML	294	281	**574**
Withdrawal in high water stress areas	%	100%	0%	**63%**
Water intensity metrics				
Water withdrawal per Net Sales	m^3/ $M Net Sales	1 087	615	**847**
Wastewater load		477	522	**999**
Copper	kg	0,5	2,8	**3,2**
Zinc	Kg	0,9	6,0	**6,9**
Chromium (VI)	Kg	1,0	2,6	**3,5**
Nickel	kg	1,0	2,7	**3,7**
Phosphorous	kg	169,7	111,2	**280,9**
Nitrogen	kg	279,2	364,3	**643,5**
Phenol index	kg	0,0	1,5	**1,5**
Petroleum hydrocarbons	kg	23,6	28,1	**51,6**
Lead	kg	1,0	2,8	**3,8**

In 2025 Superior received a **C** rating in **the CDP Water security** assessment.



[1] Assessed using the World Resources Institute Aqueduct Water Risk Atlas and the WWF Water Risk Filter

Waste and Emissions to Air		Mexico	Poland	Total
Total amount of waste		**9 570**	**11 882**	**21 452**
Total amount of non-hazardous waste	t	8 515	9 529	**18 044**
Total amount of hazardous waste	t	1 055	2 352	**3 407**
Non-hazardous waste	%	89%	80%	**84%**
Hazardous waste	%	11%	20%	**16%**
Waste recycling		5 122	10 762	**15 884**
Non-hazardous waste recycled	t	5 122	9 442	**14 564**
Hazardous waste recycled	t	0	1 320	**1 320**
Non-hazardous waste recycled	%	60%	99%	**81%**
Hazardous waste recycled	%	0%	56%	**39%**
Waste disposal		4 448	1 120	**5 568**
Non-hazardous waste disposed	t	3 393	88	**3 481**
Hazardous waste disposed	t	1 055	1 032	**2 087**
Non-hazardous waste disposed	%	40%	1%	**19%**
Hazardous waste disposed	%	100%	44%	**61%**
Total amount of waste				
Recycled	%	54%	91%	**74%**
Disposed	%	46%	9%	**26%**
Emissions to Air				
CO emissions	t	386	547	**932**
NOx emissions	t	1 930	57	**1 987**
Sulfur dioxide	t	0	6	**6**
VOC emissions	t	61	3	**64**
Dust	t	72	6	**78**
Hydrogen chloride	t	0	0	**0**
Hydrogen fluoride	t	0	0	**0**

Social		Germany	Mexico	Poland	US	Total
Total employees[1]	headcount	**60**	**2204**	**2199**	**56**	**4519**
Male	headcount	42	2013	1835	39	**3 929**
Female	headcount	18	191	364	17	**590**
Permanent employees	headcount	57	2172	2007	56	**4 292**
Male	headcount	39	1983	1688	39	**3 749**
Female	headcount	18	189	319	17	**543**
Temporary employees	headcount	3	32	192	0	**227**
Male	headcount	3	32	147	0	**182**
Female	headcount	0	0	45	0	**45**
Full-time employees	headcount	54	2204	2197	56	**4 511**
Male	headcount	40	2013	1834	39	**3 926**
Female	headcount	14	191	363	17	**585**
Part-time employees	headcount	6	0	2	0	**8**
Male	headcount	2	0	1	0	**3**
Female	headcount	4	0	1	0	**5**
Non-guaranteed hours employees	headcount	0	0	0	0	**0**
Male	headcount	0	0	0	0	**0**
Female	headcount	0	0	0	0	**0**
Third-party contractors	headcount	0	0	263	0	**263**
Male	headcount	0	0	263	0	**263**
Female	headcount	0	0	0	0	**0**
Talent Management						
Employees with performance reviews	%	100%	92%	100%	88%	**96%**
Turnover						
Employees who left the company[2]	headcount	45	685	319	32	**1 081**
Turnover ratio[3]	%	75%	31%	15%	57%	**24%**

SOCIAL		Germany	Mexico	Poland	US	Total
Diversity by Age Group						
< 30 Years	headcount	5	328	259	1	**593**
30 - 50 Years	headcount	35	1431	1455	26	**2 947**
> 50 Years	headcount	20	445	485	29	**979**
Diversity by Age Group						
< 30 Years	%	8%	15%	12%	2%	**13%**
30 - 50 Years	%	58%	65%	66%	46%	**65%**
> 50 Years	%	33%	20%	22%	52%	**22%**
Diversity by Gender						
Women in total employee workforce	%	30%	9%	17%	30%	**13%**
Women in top management[4] positions	%	50%	17%	40%	28%	**32%**
Social Dialogue						
Employees by collective bargaining agreements	%	0	0	0	0	**0**
Employees represented by Work Council	%	60%	0%	99%	0%	**49%**
Employee Health & Safety (EHS)						
Production sites ISO 45001 certified	%	n/a	100%	100%	n/a	**43%**
Sites with EHS risk assessment	%	n/a	100%	100%	n/a	**71%**
Recordable incident rate	TRIR	0,00	0,38	0,46	n/a	**n/a**
Days away, restricted, or transferred	DART	0,00	0,38	0,46	n/a	**n/a**
Recordable work-related injuries	number	0,00	12	10	0,00	**22**

[1] Total headcount does not include third-party contractors as their number is reported separately.
[2] Due to organizational restructuring in 2025, Superior experienced a higher rate of employee turnover.
[3] 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.
[4] Top Management includes following job levels: Associate Director, Director, Senior Director, VP, Senior VP
n/a - not applicable

Governance		Germany	Mexico	Poland	United States	Total
Business Ethics	unit					
Whistleblowing procedure reports[1]	number	-	2	-	-	**2**
Confirmed corruption incidents	number	-	-	-	-	**-**
Employees trained on business ethics[2]	%	98%	96%	96%	94%	**98%**
Payments to Governments[3]						
Monetary value of lobbying activity	USD	-	-	-	-	**-**
Monetary value of political contributions	USD	-	-	-	-	**-**
Non-Compliance and Liabilities[4]						
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	%	n/a	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	**-**
Information Management						
Sites TISAX[5] certified	%	100%	25%	100%	-	**58%**
Confirmed information security incidents	number	-	-	-	-	**-**

[1] We received two reports of sexual harassment, both of which were addressed with appropriate remedial measures
[2] Production workers receive training during onboarding (Mexico) and at least once every two years (Poland). Office workers undergo annual training across all locations.
[3] In 2025, Superior made no financial contributions or payments to governments.
[4] In 2025, Superior recorded no material fines, legal judgments, financial penalties, or non-monetary sanctions related to non-compliance with applicable laws and regulations.
[5] Trusted Information Security Assessment Exchange
n/a – not applicable

Legal Disclaimer

This report contains statements regarding the Company's future expectations, plans, objectives, and performance that may constitute forward-looking statements. These statements are based on current assumptions, estimates, and expectations of management and are subject to a variety of risks, uncertainties, and other factors that may cause actual results, performance, or achievements to differ materially from those expressed or implied in such statements.

Forward-looking statements may include, but are not limited to, statements regarding sustainability initiatives, environmental and social goals, operational improvements, business strategies, anticipated market conditions, capital investments, supply chain initiatives, and other future plans and objectives. Words such as "anticipate," "believe," "expect," "intend," "may," "plan," "seek," "should," "target," "will," and similar expressions are intended to identify forward-looking statements.

The Company undertakes no obligation to publicly update or revise any forward-looking statements to reflect subsequent events, circumstances, or changes in expectations, except as required by applicable law. Readers are cautioned not to place undue reliance on forward-looking statements as these statements are based on information and assumptions available to management at the time of preparation. Future events and circumstances may differ from those anticipated, and actual results may vary materially from those described in this report.