

## GLOBAL BASIC HUMAN RIGHTS POLICY

Superior Industries International, Inc. and its affiliates (“Superior”) is committed to establishing and upholding an environment in which respect is always extended to our employees, customers, suppliers, shareholders and other stakeholders. This policy applies to all individuals affiliated with Superior, including directors, officers, employees, and stakeholders. Superior adheres to internationally recognized human rights standards and declarations, in particular, the UN Guiding Principles on Business and Human Rights, the Universal Declaration of Human Rights and the OECD Guidelines for Multinational Enterprises. Through this policy, we reinforce our dedication to fostering diversity and equality, and safeguarding essential human rights within the workplace, including access to clean water as a fundamental human right. Superior ensures employees are aware of the Human Rights Policy through training and an annual certification process.

### **1. Harassment and Discrimination**

Superior will not tolerate harassment or discrimination based on sex, race/ethnic origin, religion, age, marital/parental status, disability, sexual orientation, or veteran status. Superior is committed to creating an environment that does not tolerate harassment or discrimination in any form, valuing diverse backgrounds and respecting the rights of minorities, indigenous peoples, and women’s rights.

### **2. Child Labor**

Superior prohibits the hiring of any employees under the age permitted by local legal minimum age requirements.

### **3. Environment, Health and Safety**

Superior is dedicated to ensuring a secure and healthy workplace for our employees. Superior’s internal health and safety protocols are aligned with all relevant health and safety laws and regulations.

### **4. Forced Labor**

Superior strictly prohibits any use of forced labor, including indentured labor, bonded labor, prison labor, or any similar form of non-voluntary working arrangement. This would also include any arrangement that includes or supports in any manner, human trafficking, forced relocation, or other similar practices.

### **5. Working Hours, Benefits and Wages**

Superior adheres to all relevant laws governing employee wage and benefits compensation. As a standard practice, we are committed to providing a living wage, and strive to provide competitive compensation, aligned with industry and local standards.

### **6. Freedom of Association and Collective Bargaining**

Superior respects our employees’ right to join or form (including the right not to join) a labor union without fear of retaliation, intimidation, or harassment. If employees are represented by a legally recognized union, Superior leadership is committed to establishing productive and positive communications and to bargaining in good faith with appropriate, freely chosen representatives / labor leadership.

### ***7. Land, Forest and Water Rights and Forced Eviction***

Superior respects applicable local, national, international, and traditional rights concerning land, water, and resources. Superior expects its suppliers to respect, promote, and protect the rights of indigenous peoples and local communities in accordance with the 'UN Declaration on the Rights of Indigenous Peoples'. Superior expects its suppliers will not participate in land theft and will observe the ban on the unlawful eviction from land, forests, and waters when acquiring, building on, or otherwise using land, forests, and waters that serve as a person's livelihood.

### ***8. Use of Private or Public Security Forces***

In case the Supplier deploys its own security forces or commissions security forces to protect its operations, it must ensure that they comply with internationally recognized human rights. The supplier must refrain from commissioning or deploying security forces, if, during deployment, persons are treated inhumanly or degradingly, suffer damage to life or limb or if their right to organize and the freedom of association is impaired.

### ***9. Reporting Violations***

Any employee who believes a conflict arises between the language of the policy and the laws, customs and practices of the place where he or she works, or who has questions about this policy or would like to confidentially report a potential violation of this policy, should raise those questions and concerns with local management, Human Resources or the Legal Department. Employees, customers, suppliers and stakeholders can also report suspected policy violations through the Ethics Line at SuperiorEthics.com or by calling the appropriate toll-free number for their location, which can be found on the SuperiorEthics.com website. No reprisal or retaliatory action will be taken against any employee for raising concerns under this policy. Superior will investigate, address and respond to the concerns of employees and will take appropriate corrective action in response to any violation.

### ***10. Board Oversight***

The Board of Directors oversees this Policy. Employees, suppliers, customers and any other stakeholders with questions, suggestions for improvement, implementation or other feedback on this Global Human Rights Policy can reach out to Superior management by contacting Human Resources at [UShumanresources@supind.com](mailto:UShumanresources@supind.com) or the Legal Team at [legal@supind.com](mailto:legal@supind.com).