SUPERIOR INDUSTRIES

Modern Slavery Statement for Superior Industries International, Inc

Superior Industries International, Inc. ("Superior") is committed to respecting human rights and to preventing slavery, human trafficking, forced labor and child labor in our own operations and supply chain. We recognize that building an effective approach is a process. This statement covers Superior Industries International, Inc. and summarizes the measures and information relating to the period from January 1st 2025 through October 31st 2026, including the areas we are continuing to strengthen.

OUR BUSINESS AND GOVERNANCE

Superior manufactures aluminum wheels for global original equipment manufacturers and aftermarket customers. We operate manufacturing facilities in Chihuahua, Mexico, and Stalowa Wola, Poland, and have offices in Southfield, Michigan, and Fayetteville, Arkansas, in the United States, and in Lüdenscheid and Bad Dürkheim, Germany.

Our response to modern slavery risk is cross-functional. It is overseen by the General Counsel & Chief Human Resources Officer with active involvement from Sustainability, Procurement and Human Resources.

As of 31 December 2025, Superior employed 4,519 people across Germany, Mexico, Poland and the United States. We also engaged 263 third-party contractors, all located in Poland, as shown below.

As of 31 December 2025		Germany	Mexico	Poland	US	Total
Own employees	headcount	60	2204	2199	56	4519
Third-party contractors	headcount	0	0	263	0	263

POLICIES AND EXPECTATIONS

Our established Code of Conduct, Supplier Code of Conduct, Global Human Rights Policy and local recruitment policies provide the foundation of our approach. During 2026, we further formalized this framework through the Whistleblowing Policy, Responsible Supply Chain Policy and the Policy for Conflict-Affected and High-Risk Areas.

These policies set expectations for ethical conduct, fair labor practices, respect for human rights, responsible sourcing and the reporting of concerns. The Supplier Code of Conduct and sustainability clauses in supplier contracts communicate relevant expectations to suppliers.

OUR OWN OPERATIONS

We consider modern slavery risks in relation to both direct employees and third-party contractors at our sites. Our local recruitment policies and wider human rights framework support responsible recruitment and

employment practices. Third parties and business partners are required through contractual arrangements to maintain policies and processes that protect human rights, and we require appropriate assurances from them.

During 2026, we took initial steps to reduce risks associated with 3rd party contractors conducting direct interviews with service providers. Following these interviews, we revised certain contractual provisions to strengthen human rights protections and address forced-labor risks. We recognize that this is a first step toward obtaining greater assurance that these risks are being effectively addressed, and we will continue to strengthen our assessment and oversight.

OUR SUPPLY CHAIN APPROACH

Our current due diligence is focused on Tier 1 suppliers. For parts of the aluminum supply chain, we have achieved greater visibility and, for some suppliers, have mapped the supply chain down to the mine level.

We apply a risk-based approach. Aluminum suppliers are treated as a separate category because bauxite mining and primary aluminum production may involve greater environmental and human rights risks. We require primary aluminum smelters in our supply chain to maintain Aluminum Stewardship Initiative certification.

In 2025, our operations in Poland identified an initial group of approximately 40 critical suppliers using economic, social and environmental criteria. Targeted suppliers completed a Sustainability Assessment Questionnaire that included questions and requests for evidence on human rights policies, related training and grievance mechanisms. We used the responses and supporting evidence to understand supplier maturity and identify areas requiring follow-up.

As of 31 October 2026, our initial assessment activities had not identified modern slavery red flags. This does not guarantee that modern slavery is absent. If concerns arise, we may seek further information, undertake targeted assessment or third-party verification, require corrective action, suspend business, or end the relationship as a last resort.

TRAINING AND AWARENESS

During 2026, members of the Procurement team received initial awareness training on modern slavery and responsible supply-chain requirements. Further training is planned for 2027. Members of the Sustainability team also participate in relevant modern slavery training offered by customers.

RAISING CONCERNS

Our independent, third-party EthicsPoint channel is available to employees, suppliers and external stakeholders and may be used to report suspected human rights violations, forced labor, unethical conduct or supply-chain concerns. Reports may be submitted online or through local telephone channels, free of charge and in the local languages of the countries where we operate: Polish, Spanish, German and English. Reports are handled confidentially, and retaliation against anyone who raises a concern in good faith or participates in an investigation is prohibited.

As of 31 October 2026, we had not received a report through this channel alleging forced labor, slavery or human trafficking. The absence of reports is not treated as proof that no risk exists.

SUPERIOR INDUSTRIES

CONTINUOUS IMPROVEMENT

Our efforts are at an early stage and are not a one-time exercise. Policies, contractual requirements, certification and self-assessment provide important controls, but only limited assurance on their own. We will continue to improve visibility across Tier 1 suppliers, strengthen the assessment of 3rd party contractors and supplier risks, expand training, follow up on identified gaps, if any, and report the progress on an annual basis.



9 November, 2026

Date & Signature

General Counsel and Chief Human Resources Officer