



Global Basic Human Rights Policy

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Approved by:	Chief Human Resources Officer & General Counsel
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I. Introduction

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. 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 and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

II. Purpose

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.

III. Scope

This policy applies to all individuals affiliated with Superior, including directors, officers, employees, and stakeholders.

IV. Basic Human Rights

A. Ethical Recruiting

Superior is committed to ethical recruitment practices and ensuring transparency throughout the hiring process. We do not charge recruitment fees or mislead workers about their roles. We protect worker autonomy by strictly prohibiting the withholding of passports or other official identity documents. By communicating employment terms clearly, we ensure workers are fully aware of their rights and responsibilities before they begin.

B. 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 in alignment with the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

C. Child Labor

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

D. 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.

E. 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.

F. Working Hours, Benefits and Wages

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

G. 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.

H. 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.

I. Use of Private or Public Security Forces

We commit to refraining from commissioning or deploying security forces in situations where their actions could lead to inhuman or degrading treatment, cause harm to life or health, or violate the right to freedom of association and the right to organize. Should exceptional circumstances necessitate the deployment of our own security personnel or the contracting of security services, we strictly require adherence to internationally recognized human rights. Harassment and Discrimination Superior is committed to ethical recruitment practices and ensuring transparency throughout the hiring process. We do not charge recruitment fees or mislead workers about their roles. We protect worker autonomy by strictly prohibiting the withholding of passports or other official identity documents. By communicating employment terms clearly, we ensure workers are fully aware of their rights and responsibilities before they begin.

V. 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 [EthicsPoint - Superior Industries](#) or by calling the appropriate toll-free number for their location, which can be found on the [EthicsPoint - Superior Industries](#) 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.

VI. Final Notes

The Senior Leadership Team oversees this policy and ensures it is reviewed at least every five years, or sooner if there are changes to the business that affect the scope of this policy, or if a control gap is identified. Employees, suppliers, customers and any other stakeholders with questions, suggestions for improvement, implementation or other feedback on this policy can reach out to Superior management by contacting Human Resources at UShumanresources@supind.com or the Legal Team at legal@supind.com

The policy is available in all local languages and is also accessible to external stakeholders via the Company's website. To support ongoing awareness and understanding, the Company may invite officers, senior management, and employees to participate in training sessions on the policy's application.

DOCUMENT HISTORY

Version 1	October 2024	First release
Version 2	September 2026	Added sections: Ethical recruiting Amended sections: Introduction Harassment and Discrimination Working Hours, Benefits and Wages Use of Private or Public Security Forces Reporting Violations Final Notes