



Superior Industries International, Inc.

Sustainability Report 2021



**Communication on Progress to the
United Nations Global Compact**





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Statement of Continued Support

Dear Ladies and Gentlemen,

We are pleased to share with you our first UN Global Compact Sustainability Report.

Environmental protection, as well as occupational health and safety have been top priorities at Superior Industries International, Inc. (“Superior” or “Company”) for many years. We have focused on implementing numerous initiatives to reduce our environmental footprint, increase safety standards, and protect the health of our employees. As such, we have implemented a global Code of Conduct, clearly defined rules for our employees, and global training programs, and we are continuously evaluating how we can improve in these areas.

Further, our European subsidiary, Superior Industries Europe AG, became a signatory to the UN Global Compact in 2017 to demonstrate a formal commitment to its core values in the areas of human rights, labor, environment, and anti-corruption. In addition, to enhance Superior’s communications around our global Corporate Social Responsibility (“CSR”) and sustainability activities, we have published this Communication on Progress.

Our employees are the most important asset for the long-term success of our Company. As a result, the safety, health and well-being of our employees is a guiding principle at Superior. We remain committed to diversity, equality, and inclusion, as well as supporting the right balance between work and family lives. The COVID-19 pandemic, and subsequent economic crisis, created tremendous upheaval and uncertainty in all our lives. The safety protocols established in our Safe Work Playbook have proven effective, enabling us to minimize the impact of COVID-19 infections within our operations and to prevent community spread within Superior.

We are also committed to maintaining environmental sustainability as an integral part of our agenda, thereby doing our part to tackle the world’s pressing issues, including climate change. Accordingly, we have aligned our existing sustainability programs and practices on a global basis and are assessing our corporate carbon footprint, developing new light weighting solutions, and aligning our supply base towards a common goal of sustainable materials and processes.

We invite our business partners and other interested parties to join us in realizing our sustainability commitments. We welcome any questions or suggestions and look forward to continuing this journey towards a sustainable future.

June 8, 2021

Majdi Abulaban
President and Chief Executive Officer



General Information and Sustainability Management

Founded in 1957, Superior has grown to become one of the largest automotive aluminum wheel suppliers in the world. Headquartered in Southfield, Michigan/USA, Superior operates eight manufacturing facilities and employs approximately 7,600 people in North America (US and Mexico) and Europe (Germany and Poland).

For over 60 years, we have delivered innovative and quality products. Superior has the expertise and technology to deliver the latest trends and varieties of finishes. As a leading producer, we continue to pioneer innovative light weighting and finishing technologies to meet our customers' needs.

With the global brands of ATS®, RIAL®, ALUTEC® and ANZIO®, Superior also possesses comprehensive knowledge in the accessories market and technical expertise as a key aftermarket supplier to the automotive industry in Europe. Furthermore, with our wide range of aftermarket products, the company offers wheels for all target groups, from premium to economy.

Superior is committed to environmental sustainability, social responsibility, and good governance practices. This commitment enables us to serve the needs of our customers, employees, and communities, while building long-term value in the Company and addressing the interests of our investors. Superior's commitment is reflected in our Company values of Integrity, Teamwork, Customer Focus, Continuous Improvement, and Diversity and Inclusion.

We also believe in providing transparent information about our corporate social responsibility practices. Superior's status as a signatory to the UN Global Compact demonstrates our commitment to support human rights, labor standards, environmental protection and the fight against corruption. In addition, Superior participates in the Carbon Disclosure Project ("CDP") reporting for our global operations in the categories of climate change and water security.

Our sustainability program is centrally managed by our Health, Safety, Environment & Energy Department and is implemented on a functional level (Human Resources, Quality, Health & Safety and Environment, Purchasing, Treasury, Risk Management, Legal, Research & Development & Sales). Based on the Greenhouse Gas Protocol, we previously assessed the carbon footprint of our European operations and, in 2020, we calculated our global carbon footprint. We will further develop these analyses and a roadmap to being 100% carbon neutral by 2039. In 2021, we will assess the carbon footprint for our global operations by site. These assessments help us identify potential opportunities to reduce fuel consumption and greenhouse gas emissions.

Superior is committed to reducing natural gas, electricity, water, solid waste and air emissions at our facilities globally. We are also collaborating with our suppliers regarding sustainability practices throughout their supply chains. We are transitioning our aluminum purchasing volume toward suppliers with lower carbon footprints to support our long-term sustainability objectives. Our R&D team is focused on developing automotive light weighting solutions such as our patented Alulite™ technology which will assist in reducing our customers' carbon footprint. At the end of 2020, we appointed a Vice President of Continuous Improvement and established a continuous improvement organization with the mission to implement lean initiatives, including sustainability initiatives, throughout the business globally.



In this report, we disclose our regular practices as well as new actions implemented throughout the reporting year and our updated goals for 2021.



Human Rights

Principle 1: We support and respect the protection of internationally proclaimed human rights
Principle 2: We ensure that we are not complicit in human rights abuses

We declare our full support for the United Nations Universal Declaration of Human Rights. Our operations are based in Germany, Mexico, Poland, and the US.

According to the Verisk Maplecroft Human Rights Risk Index 2016¹, Germany has a low prevalence of human rights-related risks. In addition, our research and development activities in Germany are carried out exclusively in cooperation with renowned research institutions, further reducing this risk. Poland and the US, however, are identified as medium risk countries for human rights violations, and Mexico is identified as being of high risk.

To prevent the occurrence of any potential issues, our global Code of Conduct outlines our stance on human rights-related issues such as discrimination, harassment, bullying, intimidation and assault. The Code of Conduct must be signed by all employees upon commencement of employment with Superior and confirmed on an annual basis.

Slavery and human trafficking are crimes under state, federal and international law. Our Code of Basic Working Conditions and our Code of Conduct expressly forbid the use of illegal child labor and forced labor, regardless of its form (e.g., slavery and human trafficking).

Working with our suppliers, we strive to enable responsible purchasing decisions throughout the supply chain and to support global efforts to eradicate slavery and human trafficking. In support of these efforts to identify and eliminate slavery and human trafficking from supply chains, we take the following measures to help ensure that no slavery or human trafficking exists within our direct supply chain:

1. We request our significant suppliers to provide information on their operations so that we may evaluate and address the risk of slavery and human trafficking. These suppliers in aggregate represent approximately eighty percent of our supply chain expenditures.
2. We will conduct audits, as appropriate, including potential retention of third-party investigators.
3. Our purchase orders require our suppliers to affirmatively represent and warrant compliance with applicable laws prohibiting slavery and human trafficking.
4. Our company policies require our employees to operate in accordance with the law and to report any violation of laws by our suppliers and others of which they become aware. Accordingly, we have internal accountability standards and procedures in place to identify and eliminate any instances of slavery or human trafficking.

In 2020, the Company continued to implement measures to support the protection of Human Rights:

- Our Code of Conduct was updated in the Fall of 2020

¹ Verisk Maplecroft: Human Rights Risk Index 2016



- Annual online training on the Code of Conduct and compliance are accessible and mandatory for all salaried employees
- Additional online training is provided to all salaried employees on a rotating basis on topics such as anti-corruption and respect in the workplace
- Employees are informed by means of internal fliers regarding the Ethics Line and website (Superior's whistleblowing mechanism)
- We publish the Code of Basic Working Conditions and Code of Conduct on our website.
- In person Code of Conduct training is conducted annually for our hourly workforce.
- As regards measures to address incidents, our General Counsel, Chief Human Resources Officer, and Director of Internal Audit are informed immediately of all new incident reports. They determine the appropriate actions to be taken, including initiation of an investigation, involvement of other leaders in the Company, and where warranted, involvement of external investigators or legal counsel. If a matter is substantiated, appropriate actions are taken to address it. If a member of our senior leadership team is named in a report, the incident is reported directly by our external service provider to the Chair of the Audit Committee of the Board of Directors. The Audit Committee of the Board of Directors regularly reviews reports of all incidents.

0 cases of human rights breaches



Labor Principles

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labor;

Principle 5: the effective abolition of child labor; and

Principle 6: the elimination of discrimination in respect of employment and occupation

Working at Superior

At Superior, we intend to provide a pleasant and safe work environment to all employees and guests. To ensure this, we have outlined clear rules and guidelines on fairness, transparency and respect in our Code of Conduct.

We guarantee our employees freedom of association, including the right to collective bargaining as regulated by national and, in the case of Germany and Poland, by European laws and standards. We currently have three collective bargaining agreements in Germany and one in Poland.

Since July 2018, one overarching works council also covers all of Germany. Each works council is responsible for its sites, while shared topics are addressed at a national level through this new council.

While no collective bargaining agreements exist in Mexico, we provide many employee benefits, including transportation, cafeteria, and other services, scholarships, school aid, life insurance and food stamps. We also support employee savings funds.

383 employees in Germany are covered by collective agreements or are engaged in social dialogue through unions

Superior is an equal opportunity employer. We fully comply with state, national and European employee protection and anti-discrimination laws. Our employment policy is aligned with all legal requirements, and we do not condone any economic activity based on forced, compulsory or child labor. We raise awareness of these issues through our Code of Conduct and address any incidents that are reported through our Ethics Line (Superior's whistleblowing system) or any other reporting channels. Anti-discrimination measures begin with the recruitment process and continue throughout the employment experience. Superior has implemented a global, cross-functional Diversity and Inclusion Council and has added Diversity and Inclusion as one of our five core values.

3 reported allegations of discrimination



Diversity will play an even more important role in the Company in the future. In 2020, we launched our Diversity & Inclusion Council and developed a diversity action plan. This plan includes tracking the structure of our workforce (such as gender, age, ethnicity, etc.) and the Company's goals and objectives with regard to diversity & inclusion.

Our diversity efforts also include a vocational training program in our European operations. Through this program, students can gain professional experience while attending school. They are employed for three years and alternate between classes and work in the Company. The theoretical knowledge gained at school is applied in practice. In addition, we have hired one working student who supports the Compliance, Marketing, and Human Resources departments in their daily business. The apprenticeship system is currently only available in Germany, but we plan to adopt it on a European level.

1 working student 22 apprentices

At Superior, we provide ongoing training and qualification initiatives to our employees, and focus on a long-term, cooperative HR development strategy. Our program contains the following measures:

- Personalized training plans
- Annual performance reviews
- Training courses such as leadership training
- Educational leaves of absence

Working at Superior also entails benefits. In the past years, we have been rolling out a structured staff retention program in Europe, including:

- Employee discounts
- Sports club membership card
- Bike (including e-bike) leasing with support from the company
- Discount up to 50% for buying Superior Industries AG Europe wheels
- Financial support for education and training
- Company pension plan (Metallrente)
- Lunchrooms
- Canteen (at locations in Werdohl and Stalowa Wola)
- Water dispenser
- Discounts for car wash

The example of supported bike leasing shows how the company can positively contribute to different areas of social responsibility simultaneously – having more employees using bikes can provide them beneficial health effects while reducing car usage and, therefore, emissions.

To further improve working conditions, we implemented a satisfaction survey for our employees in Poland, which we extended to Bad Dürkheim in Germany in 2019. The results of the survey were presented in 2020. We plan to conduct a global employee survey in 2021.

85% of European employees polled in the satisfaction survey



Health and Safety

Due to the use of heavy machinery and hazardous substances in our day-to-day business, occupational health and safety plays a crucial role for Superior. This is reflected in our policies to protect our employees' health and safety in everything we do. To achieve this, we focus on incident-prevention and have set a zero-incident goal.

To reach this goal, we follow a strict health and safety management system implemented through various standard operating procedures by our Health, Safety, Environment & Energy Officer. This system entails:

- Safety Awareness campaigns and related training on a regular basis, especially for blue collar employees
- Provision of personal protective equipment to all employees, as necessary
- Mandatory and voluntary health checks for all employees
- Risk assessments twice a year
- Audits
- ISO 45001 (replaced OHSAS 18001 certification) in Europe

During 2020 we updated the ISO 45001 Standard in Europe and the ISO 14001 Standard at every location globally.

Additional Health and Safety programs were introduced in 2018 and complemented by further measures through 2019 and 2020, including:

- Customizable ear protection (Otoplastics) in Werdohl
- Additional safety training for every employee in Europe
- Implementation of a Health and Safety Scorecard system throughout Europe ("Safety Index")
- Company doctor and nurse in Mexico

Personal protective equipment for our employees is of great importance to us. The introduction of personalized ear protection (Otoplastics) to improve wearing comfort has been well accepted among our employees.

For 2021, we plan to harmonize our safety programs further on a global level, including a zero-incident culture campaign and communication of safety cultural topics. We are convinced that a zero-incident workplace is achievable.

Our internal safety professionals provide safety outreach to other companies to aid in their quest for a safe working environment. Our OSHA accident frequency rates have been best in class and are significantly below the published national averages.

Of note, due to our continuous efforts in improving our health and safety management, our total number of recordable accidents decreased from 74 in 2019 to 60 in 2020.

The health and wellbeing of our employees has been especially important to us during the COVID-19 pandemic, which is why we established a global Safe Work Playbook. Further, we rethought our way of working -- we established remote working to protect our employees and prevent the spread of the virus.



Superior facilities are secured through controlled access and full-time monitoring of electronic countermeasures with written contingency plans for emergency response. The security of our employees, protection of customer and company intellectual property, along with physical protection of property, are key elements of our security program.

Total global recordable incident rate (“TRIR”) 2020: 0.76 per 200,000 work hours compared to 0.92 in 2019
Number of accidents 2020: 60 compared to 74 in 2019



Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges;
Principle 8: undertake initiatives to promote greater environmental responsibility; and
Principle 9: encourage the development and diffusion of environmentally friendly technologies

All Superior manufacturing plants are ISO 14001 (environmental management) certified. In addition, our German sites are ISO 50001 (energy management) certified.

Superior believes that a sound, disciplined environmental management system will strengthen our competitive edge in both the communities we serve and the global marketplace we share. Every aspect of our environmental program is a direct reflection of our environmental policy statement. We set goals, train employees, and strive for the continuous improvement of our program, all with a determination to meet and uphold our policy statement to the best of our ability. Superior believes that all of our employees have an interest in the quality of the environment in which they work and live, so we help our employees realize that they can make a difference.

Superior is committed to continuous improvement in reduction of utility services (natural gas, electricity, water), solid waste and air emissions at our facilities.

Energy

The production process of alloy wheels is energy intensive. To manage the associated impacts, Superior establishes energy usage reduction goals. For 2020, we set goals at our European sites for the energy and gas consumption per produced unit of <25 kWh/wheel for electricity and <42 kWh/wheel for gas. With results of 29.7 kWh/wheel for electricity and 47.6 kWh/wheel for gas, we slightly missed our targets due to production stoppages in the shifts caused by the COVID-19 pandemic and an increased volume of larger diameter and more complex wheels. In 2021, we have established goals for our sites in both North America and Europe.

Figure 1: Electricity and gas used per produced wheel in kWh

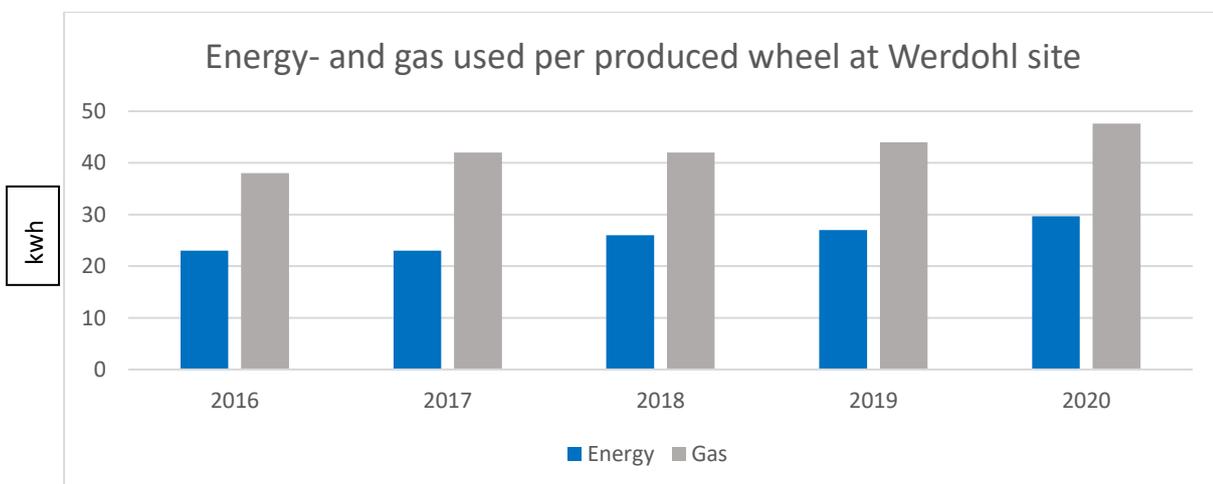




Figure 1 shows the amount of electricity and gas used to produce one wheel (in kWh) at our Werdohl site, calculated by dividing the total consumption for both categories by the number of produced units. Compared to 2019, total consumption for both categories increased slightly in 2020 despite increased volumes of larger diameter and more complex wheels.

Total electricity consumption in 2020: 455,085,603 kWh
Total natural gas consumption in 2020: 1,057,393,870 kWh

Further, several measures have been established globally in the reporting year. These include (among others):

- Detailed monthly energy reports for all our production facilities
- Introduction of a new energy software at our German production sites that helps sustainable analytics and consequently reduces our standby costs and emissions

Development and introduction of a compressed air leakage reduction program resulted in a CO₂-emission reduction of 290 tons in 2020 due to reduced energy consumption. In addition, a new water-cooling process in our wheel molds was introduced in our Werdohl foundry, resulting in reduced wheel casting cycle times and consumption of compressed air, and therefore energy savings. We plan to extend this process to our plants in Poland in 2021,

Water

As in previous years, all water in our European operations is taken from the municipal water supply. In 2019, we initiated a new European-wide environmental water treatment project for processing and disposal of liquid effluents. Effluents from production processes are subjected to a treatment process to minimize environmental impacts. Further rollout of similar initiatives is under consideration.

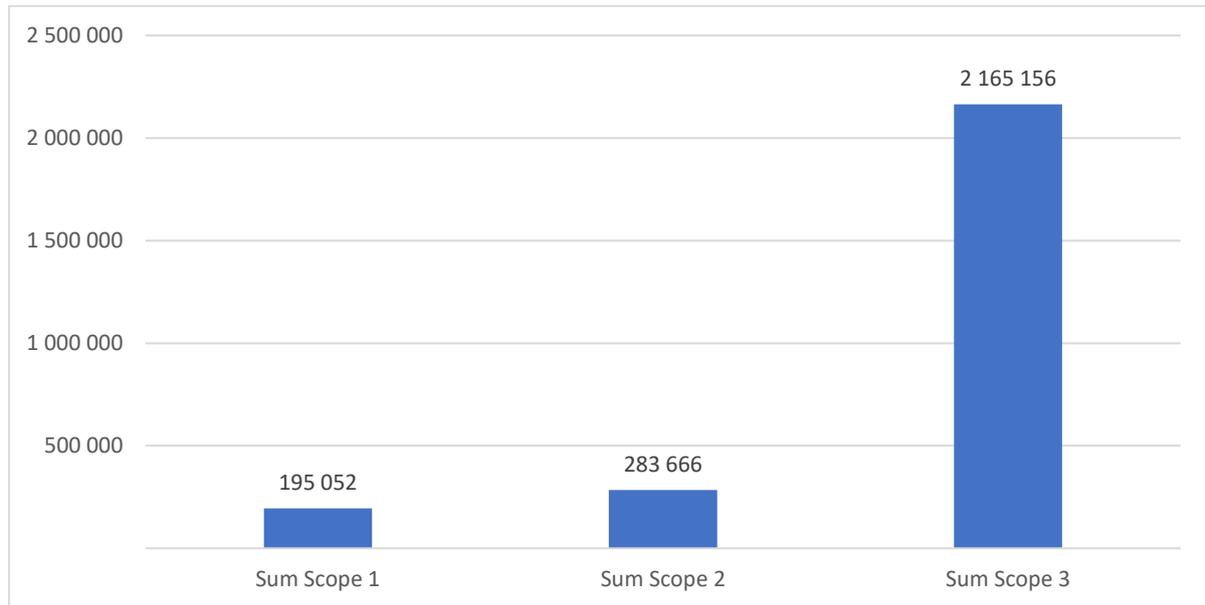
Total water consumption in 2020: 639,249 m³

Greenhouse Gas Emissions

For the past three years, our European operations have assessed their corporate carbon footprint, with the goal of assessing and better managing our contribution to global warming. When comparing the respective carbon footprints to the previous year, the emissions slightly decreased, which is partially due to a lower production volume in the reporting year.



Figure 2: CO₂-Emissions per Scope in t CO₂e



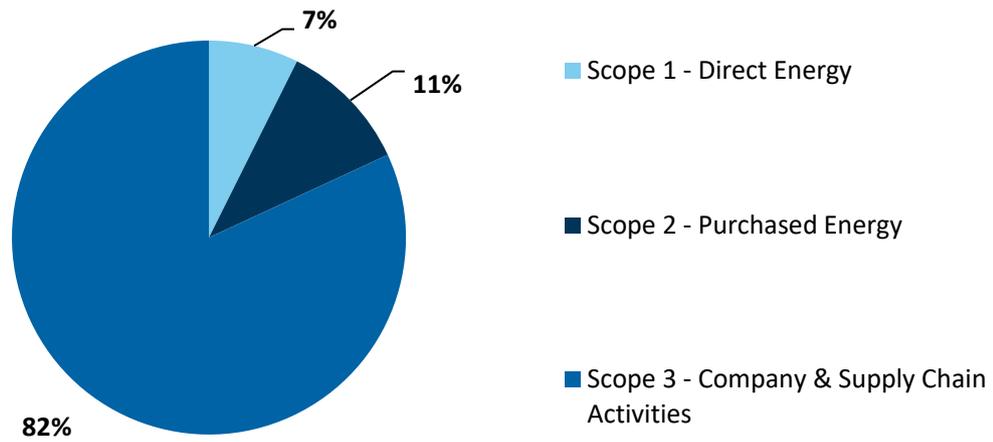
In calendar year 2020, we assessed our Scope 3 emissions for the first time on a global scale. Through this assessment, we gained a better and deeper understanding of our indirect emissions from upstream and downstream activities. This is important because the Scope 3 emissions represent 82% of our overall carbon footprint, as shown in Figure 3. These Scope 3 emissions stem from purchased goods and services. In this regard, the aluminum we use to produce our wheels represents a significant opportunity to decrease our overall carbon footprint. We strive to reduce our footprint in this area further in the future, which is why we have started to source our aluminum primarily from low carbon footprint suppliers.

In 2021, this analysis is being conducted globally for all of Superior's operations. Since this year's calculation represents the new global baseline, no comparison to previous years is available.

Total Scope 1 CO ₂ e emissions in 2020: 195,052 t CO ₂ e
Total Scope 2 CO ₂ e emissions in 2020: 283,666 t CO ₂ e
Total Scope 3 CO ₂ e emissions in 2020: 2,165,156 t CO ₂ e



Figure 3 Share of CO₂-Emissions 2020 per scope



Product Carbon Footprint

Our vehicle manufacturing customers are required by various regulations globally to reduce the greenhouse gas emissions (“GHG”) of their products. For example, starting in 2020 the EU requires vehicle manufacturers to reduce the GHG emissions of cars to 95g CO₂e/km. To help our customers meet these requirements, we focus on developing products that help reduce fuel consumption and GHG emissions through lighter weight and/or better aerodynamics.

Superior’s R&D department drives this development with input from our customers. In 2019, we assessed the product carbon footprint of an alloy for a product for one of our European customers. The expansion to other products is currently being discussed. The advantages of such a project are a closer and detailed examination of our product’s life cycle to identify environmental hot spots and the ability to derive and anticipate measures to improve material procurement, optimize production processes and product recycling.

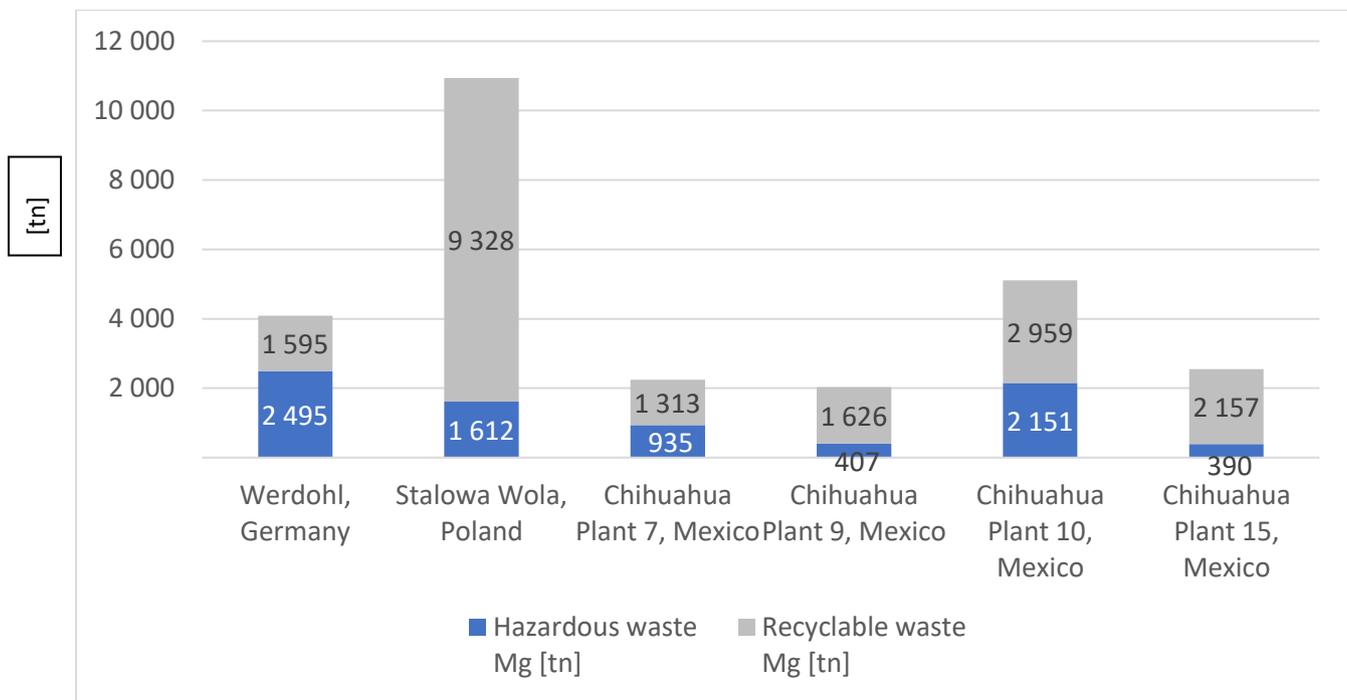


Industrial Waste

Aluminum has been identified by Superior’s OEM customers as one of the key light weighting materials to support reduction in vehicle mass and CO2 emissions. As part of Superior’s ESG and sustainability commitment, we are procuring our primary aluminum from smelters using primarily sustainable energy resources (e.g. hydroelectric power generation methods). We recycle 100% of our aluminum returns (machining chips & scrap) internally as part of our commitment to the environment.

To minimize environmental impact, Superior complies with all local regulations and properly disposes of industrial waste. We also introduced several procedures such as disposal codes and registry. Superior has further established an internal environmental organizational structure with clear responsibilities, process description and procedures for waste disposal. In 2020, we measured our hazardous and recyclable waste by location for the first time. Going forward, this measurement will allow us to track our total waste consumption and our progress toward reducing disparities between our facilities and increasing recyclable waste.

Figure 4 Waste generation in operations in tons in 2020



Total waste in 2020: 35,066 t



Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

Superior denounces all forms of corruption, bribery, and extortion. We believe transparency, open and honest communication, collaboration, and fairness are key to long-term business success. Our global Code of Conduct was updated by the Board of Directors in the Fall of 2020 and reflects these principles. It outlines our views on corruption, bribery, sponsorships, donations, hospitality, fair competition, and transparency. The Code of Conduct is available in English, German, Polish, and Spanish. It is to be adhered to by all our employees, is signed upon commencement of employment, and is confirmed by employees on an annual basis.

The Corruption Perceptions Index 2017 (Transparency International) shows the corruption risk levels for the countries Superior operates in and where most of our suppliers are located. Germany has a “low” risk of corruption; Poland and the US have a “medium” risk; and Mexico has a “high” risk². As parts of our operations and suppliers lie in areas that show an elevated risk of corruption, we focus our actions on prevention measures in these areas.

Anti-corruption

Ongoing measures feature:

- Regular training on general compliance as well as targeted training on specific anti-corruption issues
- Monitoring of the number of incidents
- Availability of Ethics Line (whistleblowing mechanism) and other reporting channels
- Structured procedures to deal with incidents. Upon notification of an incident, our General Counsel, Chief Human Resources Officer, and Director of Internal Audit are informed immediately. They determine the appropriate actions to be taken, including initiation of an investigation, involvement of other leaders in the Company, and where warranted, involvement of external investigators or legal counsel. If a matter is substantiated, appropriate actions are taken to address it. If a member of our senior leadership team is named in a report, the incident is reported directly by our external service provider to the Chair of the Audit Committee of the Board of Directors. The Audit Committee of the Board of Directors regularly reviews reports of all incidents.

Compliance training is available in an e-learning format in English, Spanish, German and Polish. All employees without regular access to a work computer have been trained, so that all employees are aware of our requirements.

In 2019 and 2020, our employees received training on³:

- Anti-Corruption (100% of global salaried employees completed the online training)

² Corruption Perception Index 2017: <https://www.transparency.org/en/news/corruption-perceptions-index-2017>

³ Completion rates based on record of all active employees and, for new hires and employees returning from a leave of absence, based on training within one year of date of hire or return from leave.



- Code of Conduct and Certification, including Conflict of Interest Training and Certification (100% of global salaried employees completed the online training; production workers received in-person training globally covering diversity, inclusion and respect; maintaining a harassment-free workplace; safety; product quality; gifts and entertainment; and reporting compliance concerns)
- Harassment (100% of global salaried employees completed the online training)
- Respect in the Workplace (100% of global salaried employees completed the online training)
- Raising/Reporting Concerns/Reporting Channels with option for anonymity (100% of global salaried employees completed the online training)
- Global Trade Compliance - training completed by specified employees
- Insider Trading Training –training completed by specified employees

Our Ethics Line (whistleblowing system) can be found at:

<https://secure.ethicspoint.com/domain/media/en/gui/40124/index.html>.

Superior's "Reporting Channels" include managers, the human resources department, the legal department, the internal audit department, the Chair of the Audit Committee of the Board of Directors. and a third-party helpline provider that allows for anonymous reporting via telephone or website. Superior communicates the Reporting Channels to Employees via internal posters, brochures, the Code of Conduct and during compliance trainings. The helpline website is SuperiorEthics.com. Superior also enables employees to submit anonymous written reports of ethics and compliance violations at our facilities in Mexico.

In 2020, 21 reports were received through the Ethics Line (whistleblowing system). All reports have been investigated and resolved.

21 reports received via the Ethics Line

Information Security

Last year, the GDPR (the EU General Data Protection Regulation) put a stronger emphasis on our already existing data protection program in Europe. This program is overseen by our data protection officer. Various procedures have been implemented to ensure the protection of data. For example, Superior Industries Europe AG uses EU models for clauses/guarantees.

In addition, to make our employees aware of cybersecurity risks, we implemented anti-phishing training in 2020.

0 Information breaches reported in 2020

We also performed European-wide internal information security audits in preparation for ISO 27001 certification. Certification in the US has been initiated.



Outlook

In this outlook, we want to provide some of our goals and planned targets for 2021.

Goals

0 Human Rights breaches

Renew ISO 14001 certification globally
Renew ISO 50001 Certificates for German sites
Introduce / Renew ISO 45001 Certification globally
Roll out program to reintegrate employees who are chronically ill in Werdohl and Lüdenscheid
Extend employee survey to all employees globally
Continue initiative “Behavior Based Safety”- campaign to increase employee awareness and reduce incidents and accidents

Implement:

One product carbon footprint
One updated corporate carbon footprint
Continuous Improvement projects along our value chain
Initiative for implementation of energy efficient solutions
“Green wheel” campaign to reach CO2 reduction in supply chain emissions, operational emissions

Continue to:

Train all employees on the updated Code of Conduct
Obtain conflict of interest certification from all employees
Train all employees on data security
Develop actions by our Global Diversity and Inclusion Council

Imprint

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