

<p>Form 5500</p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p> <hr/> <p>Pension Benefit Guaranty Corporation</p>	<p>Annual Return/Report of Employee Benefit Plan</p> <p>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</p> <p>▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	<p>OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: 24pt; font-weight: bold;">2024</p> <hr/> <p>This Form is Open to Public Inspection</p>
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Part I Annual Report Identification Information
 For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A This return/report is for: a multiemployer plan a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)

a single-employer plan a DFE (specify) _____

B This return/report is: the first return/report the final return/report

an amended return/report a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. ▶

D Check box if filing under: Form 5558 automatic extension the DFVC program

special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶

Part II Basic Plan Information—enter all requested information

<p>1a Name of plan <u>SUPERIOR INDUSTRIAL SOLUTIONS, INC. EMPLOYEE STOCK OWNERSHIP PLAN</u></p>	<p>1b Three-digit plan number (PN) ▶ <u>002</u></p>
<p>2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>SUPERIOR INDUSTRIAL SOLUTIONS, INC.</u></p> <p><u>1411 ROOSEVELT AVE</u> <u>INDIANAPOLIS, IN 46201-1006</u></p>	<p>1c Effective date of plan <u>01/01/2003</u></p> <p>2b Employer Identification Number (EIN) <u>35-0697390</u></p> <p>2c Plan Sponsor's telephone number <u>317-781-4400</u></p> <p>2d Business code (see instructions) <u>424800</u></p>

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	08/01/2025	JOSEPH DUNCAN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	08/01/2025	JOSEPH DUNCAN
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:		4b EIN	
a Sponsor's name			
c Plan Name		4d PN	
5 Total number of participants at the beginning of the plan year		5	505
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year		6a(1)	340
a(2) Total number of active participants at the end of the plan year		6a(2)	333
b Retired or separated participants receiving benefits.....		6b	98
c Other retired or separated participants entitled to future benefits		6c	86
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	517
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	5
f Total. Add lines 6d and 6e		6f	522
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)		6g(1)	487
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g(2)	498
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....		6h	7
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)		7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 2Q 3I 2O

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply)		9b Plan benefit arrangement (check all that apply)	
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust	(4) <input type="checkbox"/> General assets of the sponsor
(3) <input checked="" type="checkbox"/> Trust	(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor	

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules		b General Schedules	
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> H (Financial Information)	(2) <input type="checkbox"/> I (Financial Information – Small Plan)	(3) <input type="checkbox"/> A (Insurance Information) – Number Attached _____
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(4) <input checked="" type="checkbox"/> C (Service Provider Information)	(5) <input type="checkbox"/> D (DFE/Participating Plan Information)	(6) <input type="checkbox"/> G (Financial Transaction Schedules)
(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary			
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____			
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)			

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) Yes No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) Yes No

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan SUPERIOR INDUSTRIAL SOLUTIONS, INC. EMPLOYEE STOCK OWNERSHIP PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 SUPERIOR INDUSTRIAL SOLUTIONS, INC.	D Employer Identification Number (EIN) 35-0697390	

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)... Yes No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

PNC

25-1211909

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	INVESTMENT ADVISOR	13477	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

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(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan SUPERIOR INDUSTRIAL SOLUTIONS, INC. EMPLOYEE STOCK OWNERSHIP PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 SUPERIOR INDUSTRIAL SOLUTIONS, INC.	D Employer Identification Number (EIN) 35-0697390

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

	(a) Beginning of Year	(b) End of Year
Assets		
a Total noninterest-bearing cash	1a	
b Receivables (less allowance for doubtful accounts):		
(1) Employer contributions	1b(1)	
(2) Participant contributions	1b(2)	
(3) Other	1b(3)	98719 123333
c General investments:		
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	14458325 13963850
(2) U.S. Government securities	1c(2)	885409
(3) Corporate debt instruments (other than employer securities):		
(A) Preferred	1c(3)(A)	
(B) All other	1c(3)(B)	7560765 10172287
(4) Corporate stocks (other than employer securities):		
(A) Preferred	1c(4)(A)	
(B) Common	1c(4)(B)	
(5) Partnership/joint venture interests	1c(5)	
(6) Real estate (other than employer real property)	1c(6)	
(7) Loans (other than to participants)	1c(7)	
(8) Participant loans	1c(8)	
(9) Value of interest in common/collective trusts	1c(9)	
(10) Value of interest in pooled separate accounts	1c(10)	
(11) Value of interest in master trust investment accounts	1c(11)	
(12) Value of interest in 103-12 investment entities	1c(12)	
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	
(15) Other	1c(15)	

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	116784500	122528000
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	138902309	147672879
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	138902309	147672879

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	8818246	
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		8818246
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	300054	
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)	413627	
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)		
(F) Other.....	2b(1)(F)	411	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		714092
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)	3181754	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		3181754
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	5080292	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	5162571	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		-82279
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)	5982053	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		18613866

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	7586349	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		7586349
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)	13477	
(11) Other expenses.....	2i(11)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		13477
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		7599826

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k		11014040
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan	2l(2)		2243470

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) Unmodified (2) Qualified (3) Disclaimer (4) Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) DOL Regulation 2520.103-8 (2) DOL Regulation 2520.103-12(d) (3) neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **DEAN DORTON ALLEN FORD, PLLC**

(2) EIN: **27-3858252**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) This form is filed for a CCT, PSA, DCG or MTIA. (2) It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		1500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.		X	

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? Yes No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
SUPERIOR INDUSTRIAL SOLUTIONS, INC. RETIREMENT PLAN	35-0697390	001

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) Yes No Not determined
 If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>SUPERIOR INDUSTRIAL SOLUTIONS, INC. EMPLOYEE STOCK OWNERSHIP PLAN</u>	B Three-digit plan number (PN) ▶	<u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>SUPERIOR INDUSTRIAL SOLUTIONS, INC.</u>	D Employer Identification Number (EIN) <u>35-0697390</u>	

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....

1	
---	--

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
EIN(s): 20-0937315

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....

3	
---	--

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b Enter the amount contributed by the employer to the plan for this plan year	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline?..... Yes No N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? Yes No N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... Increase Decrease Both No

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? Yes No

11 a Does the ESOP hold any preferred stock? Yes No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) Yes No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? Yes No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. Complete as many entries as needed to report all applicable employers.

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

a Name of contributing employer _____

b EIN _____ **c** Dollar amount contributed by employer _____

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: Hourly Weekly Unit of production Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14b	
c The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	16b	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
 Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
 High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
 0-5 years 5-10 years 10-15 years 15 years or more

20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? Yes No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation: _____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? Yes No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/____ (MM/DD/YYYY) and the Opinion Letter serial number _____.

Financial Statements for

**SUPERIOR INDUSTRIAL SOLUTIONS, INC.
EMPLOYEE STOCK OWNERSHIP PLAN**

Years Ended December 31, 2024 and 2023

With Independent Auditor's Report
Including Supplementary Schedules

**SUPERIOR INDUSTRIAL SOLUTIONS, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
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INDEPENDENT AUDITOR'S REPORT

The Trustees of
Superior Industrial Solutions, Inc.
Employee Stock Ownership Plan
Indianapolis, Indiana

Opinion

We have audited the accompanying financial statements of Superior Industrial Solutions, Inc. Employee Stock Ownership Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of Superior Industrial Solutions, Inc. Employee Stock Ownership Plan as of December 31, 2024 and 2023, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Superior Industrial Solutions, Inc. Employee Stock Ownership Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Superior Industrial Solutions, Inc. Employee Stock Ownership Plan's ability to continue as a going concern within one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Superior Industrial Solutions, Inc. Employee Stock Ownership Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether in, our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Superior Industrial Solutions, Inc. Employee Stock Ownership Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplementary Schedules Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplementary schedules, as noted in the table of contents, together referred to as "supplementary information", are presented for the purpose of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplementary schedules, we evaluated whether the supplementary schedules, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedules are fairly stated, in all material respects, in relation to the financial statements as a whole, and the forms and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Dean Dotson Allen Ford, PLLC

Indianapolis, Indiana
July 24, 2025

**SUPERIOR INDUSTRIAL SOLUTIONS, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS**

	December 31,	
	2024	2023
ASSETS		
Investments at Fair Value		
Money Market Funds	\$ 13,963,850	\$ 14,458,325
Superior Industrial Solutions, Inc. Common Stock	122,528,000	116,784,500
Corporate Obligations (Bonds) and U.S. Government Securities	11,057,696	7,560,765
Total Investments at Fair Value	147,549,546	138,803,590
Interest Receivable	123,333	98,719
Net Assets Available for Benefits	\$ 147,672,879	\$ 138,902,309

See accompanying notes.

**SUPERIOR INDUSTRIAL SOLUTIONS, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS**

	Years Ended December 31,	
	2024	2023
Additions to Net Assets Attributed to		
Investment Income		
Interest and Dividends	\$ 3,895,846	\$ 4,139,862
Net Appreciation in Fair Value of Investments	<u>5,899,774</u>	<u>20,822,375</u>
Total Investment Income	9,795,620	24,962,237
Employer Contributions		
	<u>8,818,246</u>	<u>8,419,479</u>
Total Additions	<u>18,613,866</u>	<u>33,381,716</u>
Deductions From Net Assets Attributed to		
Benefits Paid to Participants	7,586,349	5,811,698
Administrative Expenses	<u>13,477</u>	<u>10,316</u>
Total Deductions	<u>7,599,826</u>	<u>5,822,014</u>
Net Increase	11,014,040	27,559,702
Transfers in From Superior Industrial Solutions, Inc. Retirement Plan	-	51,308
Transfers out to Superior Industrial Solutions, Inc. Retirement Plan	(2,243,470)	(2,413,862)
Net Assets Available for Benefits		
Beginning of Plan Year	<u>138,902,309</u>	<u>113,705,161</u>
End of Plan Year	<u>\$ 147,672,879</u>	<u>\$ 138,902,309</u>

See accompanying notes.

**SUPERIOR INDUSTRIAL SOLUTIONS, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
NOTES TO THE FINANCIAL STATEMENTS**

NOTE 1 - PLAN DESCRIPTION

The following description of the Superior Industrial Solutions, Inc.'s Employee Stock Ownership Plan provides only general information. Participants should refer to the Plan document and summary plan description for a more complete description of the Plan's provisions.

Superior Industrial Solutions, Inc. and its wholly-owned subsidiary, Superior Transportation Logistics, LLC (collectively, the Company), established the Superior Industrial Solutions, Inc.'s Employee Stock Ownership Plan (the Plan) effective as of January 1, 2003. As of January 1, 2016, the Plan was amended and operates and is designed to comply with Section 4975(e)(7) and the regulations thereunder of the Internal Revenue Code of 1986, as amended (IRC) and is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974, (ERISA). The Plan is administered by an Employee Benefits Plan Committee comprising up to three people appointed by Superior Industrial Solutions, Inc.'s Board of Directors. An independent third-party individual is the Plan's Trustee. The Plan's Employee Benefits Plan Committee determines the appropriateness of the Plan's investment offerings, monitors investment performance, and reports to Superior Industrial Solutions, Inc.'s Board of Directors.

The Plan purchased Company common shares using the proceeds of a loan from the Company and holds the stock in a trust established under the Plan. The borrowing was repaid by fully deductible Company contributions to the trust fund. As the Plan made each payment of principal, an appropriate percentage of stock was allocated to eligible employees' accounts in accordance with applicable regulations under the IRC.

General

The Plan is a defined contribution plan covering all employees of the Company who are age twenty-one or older. There is no service requirement to participate in the Plan. Employees will have the opportunity to become a participant on the first "entry date" January 1 and July 1 of each year once that employee satisfies those requirements.

Employer Contributions

The Company makes contributions in cash to the Plan which, when aggregated with the Plan's dividends and interest earnings, equal the amount necessary to provide liquidity for participant withdrawals. The maximum employer contribution is 25% of eligible employee compensation. The Plan does not allow participant contributions.

Participant Accounts

The Plan is a defined contribution plan under which a separate individual account is established for each participant. Each participant's account is credited as of the last day of each plan year with an allocation of shares of the Company's common stock released by the Trustee from forfeitures of terminated participants' non-vested accounts. Only those participants who are eligible employees of the Company as of the last day of the plan year and credited with at least 1,000 hours of service for the plan year or have terminated employment during the plan year due to death, total disability, or retirement will receive an allocation. Allocations are based on a participant's eligible compensation, relative to total eligible compensation. Plan earnings are allocated to each participant's account based on the ratio of the participant's beginning of the year account balance to all participants' beginning of the year account balances.

NOTE 1 - PLAN DESCRIPTION (Continued)

Vesting

Participants are 100% vested in their account, plus actual earnings thereon, after three years or more of credited service. If a participant dies, attains normal retirement age, or terminates employment due to disability, all amounts in the affected participant's account become fully vested.

Forfeitures

If a participant is not fully vested on their termination date, the non-vested amount of their account is forfeited. Forfeitures on non-vested accounts are allocated to each participant's account based upon the relation of the participant's compensation to total compensation for the Plan year.

Payment of Benefits

On termination of service due to death, disability, retirement or termination of employment from the Company, distributions are made in a lump sum or substantially equal installment payments over 5 years in the Plan year following the event. The amount to be distributed is based upon the account valuation date immediately preceding the distribution. Distributions are made in cash or, if a participant elects, in the form of Company common stock plus cash for any fractional share of common stock.

If a participant account balance is \$1,000 or less, the participant will receive their benefit in a lump sum unless they elect to roll it into an IRA upon termination. If the account balance is more than \$1,000, the participant may remain in the Plan and delay payment of their benefit.

Under the provisions of the Plan, the Company is obligated to repurchase participant shares, which have been distributed under the terms of the Plan, if the shares are not publicly traded or if the shares are subject to trading limitations. During 2024, the Company did not repurchase any shares from participants.

Put Option

Under Federal income tax regulations, the employer stock that is held by the Plan and its participants and is not readily tradable on an established market, or is subject to trading limitations, includes a put option. The put option is a right to demand that the Company buy any shares of its stock distributed to participants for which there is no market. The put price is representative of the fair value of the stock. The Company can pay for the purchase, with interest, over a period of five years. The purpose of the put option is to ensure that the participant has the ability to ultimately obtain cash.

Diversification

Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in Company stock into investments which are more diversified. Participants who are at least age 55 with at least 10 years of participation in the Plan may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a six-year period. In each of the first five years, a participant may diversify up to 25% of the shares allocated to his or her account, less any shares previously diversified. In the sixth year, the percentage changes to 50%. Participants who elect to diversify have their funds transferred into the Company's Retirement Plan. The election to diversify is made subsequent to year-end based upon the shares of employee stock in the participant's account at year end.

NOTE 1 - PLAN DESCRIPTION (Continued)

Voting Rights

Each participant is entitled to exercise voting rights attributable to the shares allocated to his or her account and is notified by the Trustee prior to the time that such rights are to be exercised. The Trustee is not permitted to vote any allocated share for which instructions have not been given by a participant. The Trustee is required, however, to vote any unallocated shares on behalf of the collective best interest of Plan participants and beneficiaries.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates

The process of preparing financial statements in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP) requires the use of estimates and assumptions regarding certain types of assets, liabilities, revenues, and expenses. Certain estimates relate to unsettled transactions and events as of the date of the financial statements. Other estimates relate to assumptions about the ongoing operations and may impact future periods. Accordingly, upon settlement, actual results may differ from estimated amounts.

Investment Valuation and Income Recognition

The common shares of the Company are valued at fair value on December 31, 2024 and 2023. Fair value is determined by an annual independent appraisal. Money Market Funds, Corporate Obligations and U.S. Government Securities Funds are also reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Employee Benefit Plan Committee determines the Plan's valuation policies utilizing information provided by the investment advisers and custodians (see Fair Value Measurements note).

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation in fair value of investments includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Payments of Benefits

Benefits are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses paid by the Company are excluded from these financial statements. Investment-related expenses are included in net appreciation in fair value of investments.

Net Assets Available for Benefits

Net assets available for benefits at both December 31, 2024 and 2023 included \$-0- allocated to the accounts of persons who, prior to that date, had withdrawn from participating in earnings and operations of the Plan.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Tax Status

The Plan has received a determination letter from the Internal Revenue Service dated May 4, 2017, stating that the Plan is qualified, under the IRC and, therefore, the related trust is exempt from taxation. Once qualified, the Plan is required to operate in conformity with the IRC to maintain its qualification. The Plan has been amended since receiving this determination letter. However, the Plan administrator believes the Plan is currently designed, and being operated, in compliance with the applicable requirements of the IRC, and therefore believes that the Plan is qualified and the related trust is tax-exempt.

U.S. GAAP requires the Plan administrator to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more than likely would not be sustained upon examination by the Internal Revenue Service. The Plan administrator has analyzed the tax positions taken by the Plan and has concluded that, as of both December 31, 2024 and 2023, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. Currently, the prior three years are open under Federal statutes of limitations and remain subject to review and change. The Plan is not currently under audit, nor has it been contacted by any taxing authority.

Subsequent Events

The Plan has evaluated subsequent events through July 24, 2025, which is the date the financial statements were available to be issued.

NOTE 3 - INVESTMENT IN COMPANY COMMON STOCK

The Plan's investment in the Company's common stock, at December 31, is presented in the following table:

	<u>2024</u>	<u>2023</u>
	<u>Allocated</u>	<u>Allocated</u>
Superior Industrial Solutions, Inc. Common Stock		
Number of Shares	<u>382,900</u>	<u>382,900</u>
Cost	\$ <u>27,193,007</u>	\$ <u>27,193,007</u>
Fair Value	\$ <u>122,528,000</u>	\$ <u>116,784,500</u>

NOTE 4 - FAIR VALUE MEASUREMENTS

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

LEVEL 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access at the measurement date.

LEVEL 2 – Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in inactive markets, inputs other than quoted prices that are observable for the asset or liability, and inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

LEVEL 3 – Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following are descriptions of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at either December 31, 2024 or 2023.

Money Market Funds - Valued at the quoted net asset values of the shares as reported by the fund. Money market funds held by the Plan are open-end funds that are registered with the SEC. These funds are required to publish their daily net asset value and to transact at that price. The money market funds held by the Plan are deemed to be actively traded.

Sponsor Company Common Stock - Valued at estimated fair value based upon an independent appraisal. This appraisal is based upon a combination of the market and income valuation techniques. The appraiser took into account historical and projected cash flows and net income, return on equity, market comparables and estimated fair value of Company assets and liabilities.

Corporate Obligations (Bonds) and U.S. Government Securities – Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings.

The preceding methods described may provide a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

**SUPERIOR INDUSTRIAL SOLUTIONS, INC.
EMPLOYEE STOCK OWNERSHIP PLAN**

NOTE 4 - FAIR VALUE MEASUREMENTS (Continued)

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value at December 31, 2024 and 2023:

<u>December 31, 2024</u>	<u>Investments at Fair Value</u>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Money Market Funds	\$ 13,963,850	\$ -	\$ -	\$ 13,963,850
Investment in Sponsor Company Common Stock	-	-	122,528,000	122,528,000
Corporate Obligations and U.S. Government Securities	-	11,057,696	-	11,057,696
Total Assets in the Fair Value Hierarchy	<u>\$ 13,963,850</u>	<u>\$ 11,057,696</u>	<u>\$ 122,528,000</u>	<u>\$ 147,549,546</u>

<u>December 31, 2023</u>	<u>Investments at Fair Value</u>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Money Market Funds	\$ 14,458,325	\$ -	\$ -	\$ 14,458,325
Investment in Sponsor Company Common Stock	-	-	116,784,500	116,784,500
Corporate Obligations and U.S. Government Securities	-	7,560,765	-	7,560,765
Total Assets in the Fair Value Hierarchy	<u>\$ 14,458,325</u>	<u>\$ 7,560,765</u>	<u>\$ 116,784,500</u>	<u>\$ 138,803,590</u>

The following table sets forth a summary of changes in the fair value of the Plan's Level 3 assets for the years ended December 31, 2024 and 2023.

Investment in Sponsor Company Common Stock	<u>2024</u>	<u>2023</u>
Balance, Beginning of Year	\$ 116,784,500	\$ 96,107,900
Unrealized Gains	<u>5,743,500</u>	<u>20,676,600</u>
Balance, End of Year	<u>\$ 122,528,000</u>	<u>\$ 116,784,500</u>

Gains and losses included in changes in net assets available for benefits for the years ended December 31, 2024 and 2023, are reported in net appreciation in fair value of investments.

The Plan's policy is to recognize transfers of investments into or out of Level 3 as of the date of the event or change in circumstances that caused the transfer. For both the years ended December 31, 2024 and 2023, there were no transfers of investments into or out of Level 3.

NOTE 5 - DIVERSIFICATION

During December 31, 2024 and 2023, eligible participants were given the option to diversify their funds. In addition, if a participant terminated from the ESOP and did not elect to receive a payment of benefit, the Plan Sponsor shall transfer the cash value into the Superior Industrial Solutions, Inc. Retirement Plan. For the years ended December 31, 2024 and 2023, the amount transferred into and out of the Retirement Plan from the ESOP was \$2,243,470 and \$2,413,862, respectively. These amounts are included in the transfers in and transfers out on the statements of changes in net assets available for benefits.

NOTE 6 - PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, the interest of each participant in the trust fund will be distributed to such participant or his or her beneficiary at the time prescribed by the Plan terms and the IRC. Upon termination of the Plan, the Employee Benefit Plan Committee will direct the Trustee to pay all liabilities and expenses of the trust fund. In the event of Plan termination, participants will become 100% vested in their employer contributions.

NOTE 7 - FORFEITURES

For the years ended December 31, 2024 and 2023, forfeitures of terminated, non-vested account balances of \$31,511 and \$30,971, respectively, were allocated to remaining participants. As of both December 31, 2024 and 2023, there were no unallocated forfeitures.

NOTE 8 - RELATED PARTY TRANSACTIONS AND PARTY-IN-INTEREST TRANSACTIONS

The Plan invests in Company common stock, which is held by the Trustee of the Plan. This is a related party and party-in-interest transaction as defined under ERISA guidelines. As described in Note 1, the Company pays some Plan expenses.

Certain Plan investments are managed by PNC Bank, who is the custodian of those investments. In addition, the Plan has a number of service providers and therefore, these transactions qualify as party-in-interest transactions as defined under ERISA guidelines. Fees paid by the Plan to the service providers are included in either administrative expenses or net appreciation in fair value of investments. The Company pays directly any other fees related to the Plan's operations.

These party-in-interest transactions are exempt from the prohibited transaction rule of ERISA.

Several employees of the Company provide administrative services to the Plan, such as day to day administration and oversight. The Company does not charge the Plan for these services.

NOTE 9 - RISKS AND UNCERTAINTIES

The Plan investments consist primarily of the Company's common stock, which is exposed to various risks such as interest rate, market, and credit risks, as well as valuation assumptions based on earnings, cash flows and/or other such techniques. Due to the level of risk associated with the investment of the common stock and to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in the value of the common stock will occur in the near term and that such changes could materially affect the amounts reported in the statements of net assets available for benefits.

NOTE 9 - RISKS AND UNCERTAINTIES (Continued)

The Plan also invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with investment securities, it is at least reasonably possible, that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

SUPPLEMENTARY SCHEDULES

SUPERIOR INDUSTRIAL SOLUTIONS, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
EIN: 35-0697390
PLAN NUMBER: 002
FORM 5500, SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral Par, or Maturity Value	(d) Cost	(e) Current Value
	Money Market Funds			
	Federated Hermes Government Obligations Fund	Money Market Funds	\$ 13,963,850	\$ 13,963,850
	Common Stock			
*	Superior Industrial Solutions, Inc.	Common Stock	27,193,007	122,528,000
	Corporate Obligations (Bonds) and U.S. Government Securities			
	Activision Blizzard 295	3.40% due September 15, 2026	192,772	194,130
	Advance Auto Parts	1.75% due October 1, 2027	89,250	89,281
	AERCAP Ireland Cap/Globa Sedol BMBT2D6	6.50% due July 15, 2025	197,636	201,290
	AERCAP Ireland Cap/Globa Sedol BMY48Z2	4.63% due October 15, 2027	48,633	49,667
	Air Lease Corp	3.63% due December 1, 2027	56,366	57,983
	AirCastle Ltd Sedol	4.25% due June 15, 2026	217,684	222,604
	Alcoa Inc	5.90% due February 1, 2027	157,313	158,251
	Ally Financial Inc	5.80% due May 1, 2025	45,057	45,051
	Ally Financial Inc	7.10% due November 15, 2027	52,996	52,772
	Ally Financial Inc. Ser Notz	6.10% due May 15, 2027	124,500	122,811
	American Express Co	2.25% due March 4, 2025	49,950	49,847
	American INTL Group	2.50% due June 30, 2025	144,378	148,178
	Apache Corp	4.88% due November 15, 2027	150,240	148,901
	Arcelormittal Sedol BYNH25	6.13% due June 1, 2025	53,615	50,145
	Ares Capital Corp Unsc	3.88% due January 15, 2026	168,599	177,941
	Ares Capital Corp Unsc	2.15% due July 15, 2026	36,471	38,245
	Athene Holdings LTD	4.13% due January 12, 2028	97,320	97,563
	Athene Holdings LTD	5.88% due January 15, 2034	59,868	60,813
	Bank of America Corp	variable due July 24, 2024	125,850	125,179
	Bank of America Corp	variable due September 15, 2034	61,969	61,622
	BB&T Corporation Ser Mtn Call	3.70% due June 5, 2025	72,035	74,651
	Bank of Montreal Ser Mtn	1.50% due January 10, 2025	71,198	74,937
	Boeing Co	2.70% due February 1, 2027	184,018	138,268
	Boeing Co	3.60% due May 1, 2034	50,962	50,206
	Broadcom Inc.	3.15% due November 15, 2025	73,252	74,023
	Charles Schwab Corp.	5.88% due August 24, 2026	249,142	254,258
	CNO Financial Group Inc Call	5.25% due May 30, 2025	123,248	125,010
	CNO Financial Group Inc Call	5.25% due May 30, 2029	58,478	59,578
	CNO Financial Group Inc Call	6.45% due June 15, 2034	19,934	20,663
	Citi Group Inc.	3.30% due April 27, 2025	74,941	74,638
	Citi Group Inc.	variable due November 17, 2033	63,323	62,916
	Coach	4.25% due April 1, 2025	123,191	124,726
	Continental Resources	4.38% due January 15, 2028	223,997	223,634
	Delta Air Lines Inc	4.38% due April 19, 2028	48,303	48,759
	Delta Air Lines Inc	7.38% due January 15, 2026	122,926	122,582
	Discovery Communications	3.45% due December 15, 2025	98,585	99,636
	Dollar General Corp	4.63% due November 1, 2027	150,378	149,048
	Dollar Tree Inc	4.00% due May 15, 2025	58,997	59,777
	Dr Pepper Snapple Group	3.40% due November 15, 2025	74,336	74,228
	Ebay Inc.	1.90% due March 11, 2025	154,117	159,048
	Edison International	6.95% due November 15, 2029	48,213	48,056
	Eli Lilly & Co	4.60% due August 14, 2034	29,735	28,802
	Enbridge Inc Sedol BL0MHV2	2.50% due January 15, 2025	43,886	44,955
	Federal Home Loan Mtg Corp Pool SD8290	6.00% due January 1, 2053	120,171	119,689
	Federal Home Loan Mtg Corp Pool SD8432	6.00% due May 1, 2054	30,695	31,040
	Federal Natl Mtg Assn Pool MA4918	5.00% due February 1, 2053	21,540	20,998
	Federal Natl Mtg Assn Pool MA5328	6.00% due April 1, 2054	106,476	105,649
	F & G Annuities & Life	7.40% due January 13, 2028	131,021	130,146
	FS KKR Capital Corp	3.40% due January 15, 2026	37,918	39,226
	FS KKR Capital Corp	2.63% due January 15, 2027	90,534	94,650
	Fifth Third Bancorp	2.38% due January 28, 2025	203,643	209,593
	Fiserv Inc.	3.85% due June 1, 2025	75,413	74,636
	Ford Motor Credit Co LLC	5.65% due June 20, 2027	149,188	148,208
	General Motors Finl Co	5.80% due January 7, 2029	61,006	61,208

SUPERIOR INDUSTRIAL SOLUTIONS, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
EIN: 35-0697390
PLAN NUMBER: 002
FORM 5500, SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024
(Continued)

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral Par, or Maturity Value	(d) Cost	(e) Current Value
Corporate Obligations (Bonds) and U.S. Government Securities (Continued)				
	Goldman Sachs Group Inc	3.50% due April 1, 2025	133,912	134,518
	Goldman Sachs Group Inc	variable due October 24, 2034	65,168	64,496
	HP Enterprise Co	1.75% due April 1, 2026	41,925	43,341
	HP Inc.	2.20% due June 17, 2025	71,816	74,069
	Hollyfrontier Corp	5.88% due April 1, 2026	45,264	45,284
	Huntington Bankshares	4.00% due May 15, 2025	135,163	139,596
	Hyatt Hotels Corp	5.75% due January 30, 2027	154,001	152,307
	Intel Corp	4.88% due February 10, 2028	119,887	119,388
	Jeffries Group Inc	6.45% due June 8, 2027	155,381	154,722
	Jeffries Group Inc	5.88% due July 21, 2028	51,227	51,128
	JP Morgan Chase & Co.	1.20% due June 22, 2026	71,620	74,506
	JP Morgan Chase & Co.	variable due September 14, 2033	91,638	91,925
	Johnson Control/TYCO FOI Sedol	5.50% due April 19, 2029	59,842	61,065
	Keycorp Ser Mtn Unsc	4.15% due October 29, 2025	154,032	159,014
	Keycorp Ser Mtn Unsc	2.25% due April 6, 2027	40,357	42,458
	Keycorp Ser Mtn Unsc	4.10% due April 30, 2028	47,296	48,380
	Kyndryl Holdings Inc	2.05% due October 15, 2026	114,369	118,855
	Kyndryl Holdings Inc	2.70% due October 15, 2028	44,314	45,790
	Lloyds Banking Group PLC	4.45% due May 8, 2025	203,760	199,636
	Micron Technology Inc	6.75% due November 1, 2029	48,044	47,911
	Morgan Stanley Ser Mtn	3.13% due July 27, 2026	139,910	146,526
	Morgan Stanley	variable due January 18, 2035	60,211	59,665
	Mylan Inc	3.95% due June 15, 2026	104,771	107,269
	Netflix Inc	5.88% due February 15, 2025	52,555	50,050
	Nutrition & Biosciences Ser	1.23% due October 1, 2025	173,512	194,420
	Old National Bank	5.88% due September 29, 2026	176,904	176,533
	Occidental Petroleum Cor	3.00% due February 15, 2027	169,608	168,973
	Oracle Corp.	2.95% due May 15, 2025	107,077	109,232
	Oracle Corp.	2.50% due April 1, 2025	48,301	49,712
	Paypal Holdings Inc	5.15% due June 1, 2034	59,482	59,614
	Radian Group Inc	4.88% due March 15, 2027	150,842	148,940
	Reynolds American Inc	4.45% due June 12, 2025	90,651	90,747
	Santander Holdings USA	3.45% due October 5, 2026	117,663	121,278
	Santander Holdings USA	3.45% due June 2, 2025	73,847	74,543
	Santander Holdings USA	3.24% due October 5, 2026	56,395	58,213
	Simon Property Group LP	3.30% due January 15, 2026	167,430	172,741
	Southern Power Co. Unsc	4.15% due December 1, 2025	76,111	74,639
	Suntrust Banks Inc	4.00% due May 1, 2025	59,011	59,856
	Synchrony Financial	3.95% due December 1, 2027	144,992	145,032
	Tencent Music Ent Grp	1.38% due September 3, 2025	176,094	195,062
	Truist Financial Corp	Variable due June 8, 2026	152,399	152,468
	Under Armour Inc	3.25% due June 15, 2026	108,990	111,021
	United Rentals North AM	3.88% due November 15, 2027	114,883	114,962
	USA Treasury Note	4.00% due February 15, 2034	255,346	248,914
	USA Treasury Note	3.88% due August 15, 2034	195,450	189,108
	USA Treasury Note	3.63% due September 30, 2031	96,241	95,026
	USA Treasury Note	4.25% due November 30, 2026	75,152	74,985
	Voya Financial Inc	5.00% due September 20, 2034	38,552	37,870
	Warner Media Holdings Inc.	3.79% due March 15, 2025	188,706	199,396
	Wells Fargo & Company Ser Mtn	3.00% due February 19, 2025	74,536	74,792
	Wells Fargo & Company Ser Mtn	3.00% due April 22, 2026	55,917	58,689
	Wells Fargo & Company Ser Mtn	variable due January 23, 2035	89,843	89,618
	Zimmer Holdings Inc	3.55% due April 1, 2025	96,516	99,697
	Total Corporate Obligations (Bonds) and U.S. Government Securities		10,972,181	11,057,696
	Total Assets Held at End of Year			\$ 147,549,546

* Party-in-Interest

SUPERIOR INDUSTRIAL SOLUTIONS, INC.
EMPLOYEE STOCK OPTION PLAN
EIN: 35-0697390
PLAN NUMBER: 002
FORM 5500, SCHEDULE H, LINE 4J - SCHEDULE OF REPORTABLE TRANSACTIONS
Year Ended December 31, 2024

(a)	(b)	(c)		(d)		(g)	(i)
Identity of Party Involved	Description of Asset	Purchases		Sales		Cost of Asset	Net Gain (Loss)
		Number of Transactions	Purchase Price (A)	Number of Transactions	Selling Price (A)		
Single Transactions							
Federated Hermes Government Obligations Fund	Money Market Funds	1	\$ 11,914,211	1	\$ 9,593,377	\$ 9,593,377	\$ -

(A) The current value of all assets acquired or disposed of, at the time of acquisition or disposition, is equal to the purchase price or selling price, respectively.

SUPERIOR INDUSTRIAL SOLUTIONS, INC.
EMPLOYEE STOCK OPTION PLAN
EIN: 35-0697390
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FORM 5500, SCHEDULE H, LINE 4J - SCHEDULE OF REPORTABLE TRANSACTIONS
Year Ended December 31, 2024

(a)	(b)	(c)		(d)		(g)	(i)
Identity of Party Involved	Description of Asset	Purchases		Sales		Cost of Asset	Net Gain (Loss)
		Number of Transactions	Purchase Price (A)	Number of Transactions	Selling Price (A)		
Single Transactions							
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(A) The current value of all assets acquired or disposed of, at the time of acquisition or disposition, is equal to the purchase price or selling price, respectively.

SUPERIOR INDUSTRIAL SOLUTIONS, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
EIN: 35-0697390
PLAN NUMBER: 002
FORM 5500, SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral Par, or Maturity Value	(d) Cost	(e) Current Value
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	Federated Hermes Government Obligations Fund	Money Market Funds	\$ 13,963,850	\$ 13,963,850
Common Stock				
*	Superior Industrial Solutions, Inc.	Common Stock	27,193,007	122,528,000
Corporate Obligations (Bonds) and U.S. Government Securities				
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	Advance Auto Parts	1.75% due October 1, 2027	89,250	89,281
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	AirCastle Ltd Sedol	4.25% due June 15, 2026	217,684	222,604
	Alcoa Inc	5.90% due February 1, 2027	157,313	158,251
	Ally Financial Inc	5.80% due May 1, 2025	45,057	45,051
	Ally Financial Inc	7.10% due November 15, 2027	52,996	52,772
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	American Express Co	2.25% due March 4, 2025	49,950	49,847
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	Ares Capital Corp Unsc	2.15% due July 15, 2026	36,471	38,245
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	Athene Holdings LTD	5.88% due January 15, 2034	59,868	60,813
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	Bank of America Corp	variable due September 15, 2034	61,969	61,622
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	Bank of Montreal Ser Mtn	1.50% due January 10, 2025	71,198	74,937
	Boeing Co	2.70% due February 1, 2027	184,018	138,268
	Boeing Co	3.60% due May 1, 2034	50,962	50,206
	Broadcom Inc.	3.15% due November 15, 2025	73,252	74,023
	Charles Schwab Corp.	5.88% due August 24, 2026	249,142	254,258
	CNO Financial Group Inc Call	5.25% due May 30, 2025	123,248	125,010
	CNO Financial Group Inc Call	5.25% due May 30, 2029	58,478	59,578
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	Citi Group Inc.	variable due November 17, 2033	63,323	62,916
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	Delta Air Lines Inc	7.38% due January 15, 2026	122,926	122,582
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	Dollar General Corp	4.63% due November 1, 2027	150,378	149,048
	Dollar Tree Inc	4.00% due May 15, 2025	58,997	59,777
	Dr Pepper Snapple Group	3.40% due November 15, 2025	74,336	74,228
	Ebay Inc.	1.90% due March 11, 2025	154,117	159,048
	Edison International	6.95% due November 15, 2029	48,213	48,056
	Eli Lilly & Co	4.60% due August 14, 2034	29,735	28,802
	Enbridge Inc Sedol BL0MHV2	2.50% due January 15, 2025	43,886	44,955
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	Federal Home Loan Mtg Corp Pool SD8432	6.00% due May 1, 2054	30,695	31,040
	Federal Natl Mtg Assn Pool MA4918	5.00% due February 1, 2053	21,540	20,998
	Federal Natl Mtg Assn Pool MA5328	6.00% due April 1, 2054	106,476	105,649
	F & G Annuities & Life	7.40% due January 13, 2028	131,021	130,146
	FS KKR Capital Corp	3.40% due January 15, 2026	37,918	39,226
	FS KKR Capital Corp	2.63% due January 15, 2027	90,534	94,650
	Fifth Third Bancorp	2.38% due January 28, 2025	203,643	209,593
	Fiserv Inc.	3.85% due June 1, 2025	75,413	74,636
	Ford Motor Credit Co LLC	5.65% due June 20, 2027	149,188	148,208
	General Motors Finl Co	5.80% due January 7, 2029	61,006	61,208

SUPERIOR INDUSTRIAL SOLUTIONS, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
EIN: 35-0697390
PLAN NUMBER: 002
FORM 5500, SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024
(Continued)

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral Par, or Maturity Value	(d) Cost	(e) Current Value
Corporate Obligations (Bonds) and U.S. Government Securities (Continued)				
	Goldman Sachs Group Inc	3.50% due April 1, 2025	133,912	134,518
	Goldman Sachs Group Inc	variable due October 24, 2034	65,168	64,496
	HP Enterprise Co	1.75% due April 1, 2026	41,925	43,341
	HP Inc.	2.20% due June 17, 2025	71,816	74,069
	Hollyfrontier Corp	5.88% due April 1, 2026	45,264	45,284
	Huntington Bankshares	4.00% due May 15, 2025	135,163	139,596
	Hyatt Hotels Corp	5.75% due January 30, 2027	154,001	152,307
	Intel Corp	4.88% due February 10, 2028	119,887	119,388
	Jeffries Group Inc	6.45% due June 8, 2027	155,381	154,722
	Jeffries Group Inc	5.88% due July 21, 2028	51,227	51,128
	JP Morgan Chase & Co.	1.20% due June 22, 2026	71,620	74,506
	JP Morgan Chase & Co.	variable due September 14, 2033	91,638	91,925
	Johnson Control/TYCO FOI Sedol	5.50% due April 19, 2029	59,842	61,065
	Keycorp Ser Mtn Unsc	4.15% due October 29, 2025	154,032	159,014
	Keycorp Ser Mtn Unsc	2.25% due April 6, 2027	40,357	42,458
	Keycorp Ser Mtn Unsc	4.10% due April 30, 2028	47,296	48,380
	Kyndryl Holdings Inc	2.05% due October 15, 2026	114,369	118,855
	Kyndryl Holdings Inc	2.70% due October 15, 2028	44,314	45,790
	Lloyds Banking Group PLC	4.45% due May 8, 2025	203,760	199,636
	Micron Technology Inc	6.75% due November 1, 2029	48,044	47,911
	Morgan Stanley Ser Mtn	3.13% due July 27, 2026	139,910	146,526
	Morgan Stanley	variable due January 18, 2035	60,211	59,665
	Mylan Inc	3.95% due June 15, 2026	104,771	107,269
	Netflix Inc	5.88% due February 15, 2025	52,555	50,050
	Nutrition & Biosciences Ser	1.23% due October 1, 2025	173,512	194,420
	Old National Bank	5.88% due September 29, 2026	176,904	176,533
	Occidental Petroleum Cor	3.00% due February 15, 2027	169,608	168,973
	Oracle Corp.	2.95% due May 15, 2025	107,077	109,232
	Oracle Corp.	2.50% due April 1, 2025	48,301	49,712
	Paypal Holdings Inc	5.15% due June 1, 2034	59,482	59,614
	Radian Group Inc	4.88% due March 15, 2027	150,842	148,940
	Reynolds American Inc	4.45% due June 12, 2025	90,651	90,747
	Santander Holdings USA	3.45% due October 5, 2026	117,663	121,278
	Santander Holdings USA	3.45% due June 2, 2025	73,847	74,543
	Santander Holdings USA	3.24% due October 5, 2026	56,395	58,213
	Simon Property Group LP	3.30% due January 15, 2026	167,430	172,741
	Southern Power Co. Unsc	4.15% due December 1, 2025	76,111	74,639
	Suntrust Banks Inc	4.00% due May 1, 2025	59,011	59,856
	Synchrony Financial	3.95% due December 1, 2027	144,992	145,032
	Tencent Music Ent Grp	1.38% due September 3, 2025	176,094	195,062
	Truist Financial Corp	Variable due June 8, 2026	152,399	152,468
	Under Armour Inc	3.25% due June 15, 2026	108,990	111,021
	United Rentals North AM	3.88% due November 15, 2027	114,883	114,962
	USA Treasury Note	4.00% due February 15, 2034	255,346	248,914
	USA Treasury Note	3.88% due August 15, 2034	195,450	189,108
	USA Treasury Note	3.63% due September 30, 2031	96,241	95,026
	USA Treasury Note	4.25% due November 30, 2026	75,152	74,985
	Voya Financial Inc	5.00% due September 20, 2034	38,552	37,870
	Warner Media Holdings Inc.	3.79% due March 15, 2025	188,706	199,396
	Wells Fargo & Company Ser Mtn	3.00% due February 19, 2025	74,536	74,792
	Wells Fargo & Company Ser Mtn	3.00% due April 22, 2026	55,917	58,689
	Wells Fargo & Company Ser Mtn	variable due January 23, 2035	89,843	89,618
	Zimmer Holdings Inc	3.55% due April 1, 2025	96,516	99,697
	Total Corporate Obligations (Bonds) and U.S. Government Securities		10,972,181	11,057,696
	Total Assets Held at End of Year			\$ 147,549,546

* Party-in-Interest