2021 Sustainability Report

Your only single source for industry-leading wheel end solutions.

STEEL & ALUMINUM WHEELS | DRUMS | HUBS | ROTORS | SLACK ADJUSTERS

Accuride Corporation, headquartered in Livonia, MI, is a leading manufacturer and supplier of wheels and wheel-end components to the global commercial vehicle, Agriculture, Construction, and Passenger Car/Light Commercial Vehicle markets.

Our products include steel and aluminum on and off highway commercial and passenger vehicle wheels and wheel-end components and assemblies. These products are marketed under some of the industry's most recognized business and brand names: Accuride Wheels and Accuride Wheel End Solutions (Gunite and KIC).

We are the industry's #1 single-source wheel-end solutions provider capable of supplying both steel and aluminum wheels and a wide range of wheel end components. We serve all major segments of the commercial vehicle market, including the manufacturers of heavy-duty and medium-duty trucks, commercial trailers, light trucks, buses and specialty and military vehicles. We keep fleets rolling and service and retail centers stocked with our products across all sectors of the commercial vehicle aftermarket.

We support our product portfolio with strong sales, marketing, and design engineering capabilities. Our products are manufactured in facilities throughout North America, Europe, and Asia.

To learn more, visit www.accuridecorp.com

Table of Contents

A Message from CEO Robin Kendrick

Accuride Corporation's Guiding Principles
Code of Conduct
Quick Reference Policy Summaries
Stance on Human Rights
Expectations of our Suppliers
Whistleblower Policy

Conserving our Resources
Lightweight Products
Global Environmental Policy
Environmental Management System

Focusing on our People and our Communities
Safety Management System
People Development
Diversity and Inclusion
Social Responsibility

In this Sustainability Report, we make statements concerning our expectations, beliefs, plans, objectives, goals, strategies, and future events or performance. Such statements are "forward-looking" statements and relate to trends and events that may affect our future financial position and operating results. The terms such as "will," "may," "could," "would," "plan," "believe," "expect," "anticipate," "intend," "project," "target," and similar words or expressions, as well as statements in future tense, are intended to identify forward-looking statements. Forward-looking statements should not be read as a guarantee of future performance or results, and will not necessarily be accurate indications of the times at, or by, which such performance or results will be achieved. Forward-looking statements are based on information available at the time those statements are made and/or management's good faith belief as of that time with respect to future events and are subject to risks and uncertainties and may differ materially from those expressed in or suggested by the forward-looking statements.

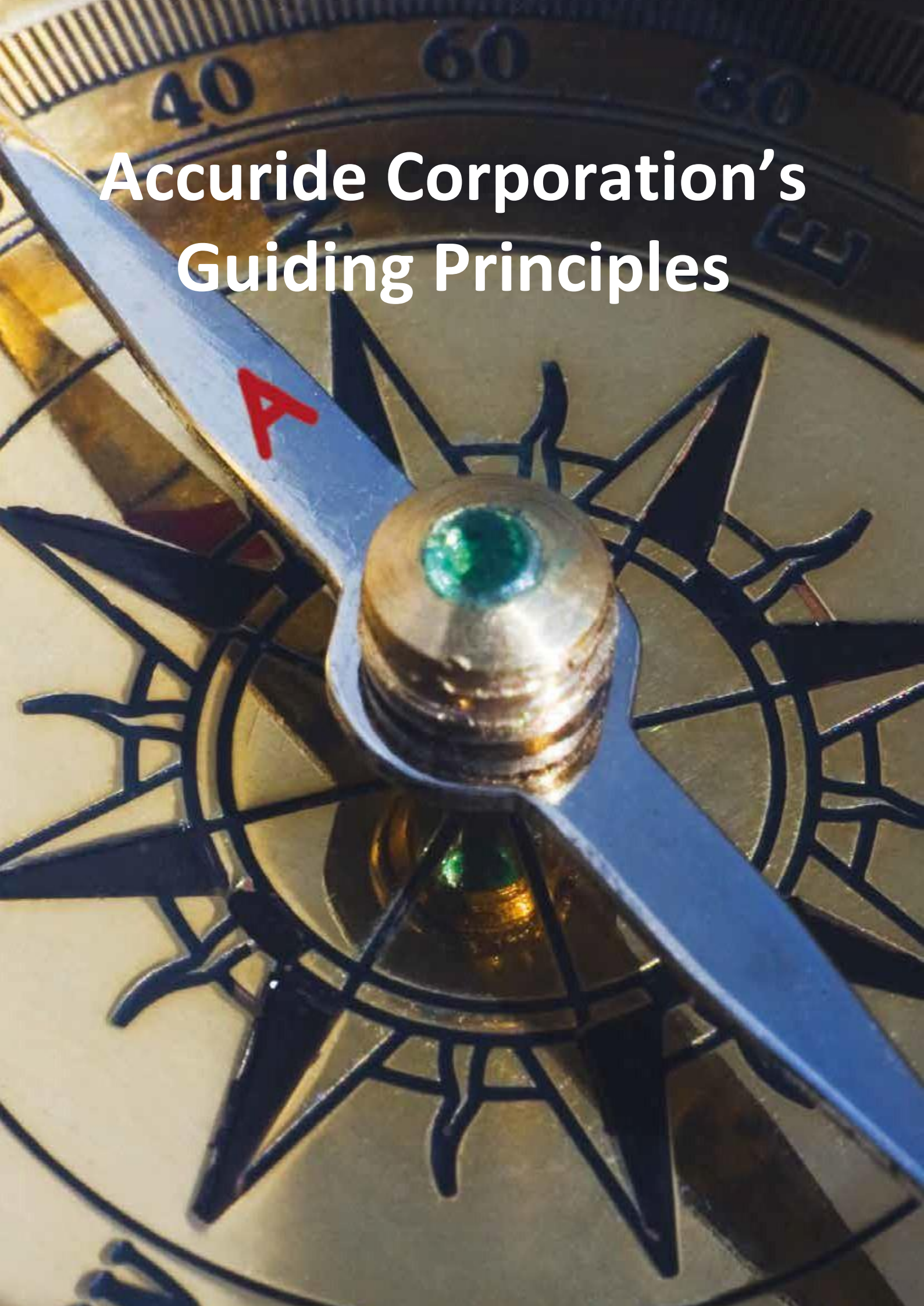
A Message from CEO Robin Kendrick

Accuride has the vision to be the premier supplier of wheel and wheel-end system solutions to the global vehicle industry with a mission and set of values that drive our business day in and day out. Our sustainability starts with our products that are designed for durability and dependability while maximizing the end customer's vehicle efficiency. We operate our factories with "Lean Manufacturing" principles to continuously eliminate waste in all its forms.

Our teams conserve, recycle and reuse resources wherever and whenever possible, to support the maximum resource utilization in our products and processes. We are also committed globally to our strong corporate values that require ethical and respectful treatment of one another and the communities in which we live and work. Our holistic view of the environment demands that we manage and protect all of our resources in a way that creates a safe and inclusive place to work that is increasingly equipped to protect all of our environmental resources.

Robin Kendrick,
President and CEO

Accuride Corporation's Guiding Principles



Accuride Corporation Code of Conduct

Accuride Corporation and its subsidiaries are committed to conducting their business in conformance with the highest ethical standards and in compliance with all relevant legal and regulatory requirements. A strong corporate governance program is the foundation to accomplishing these objectives. Every Accuride associate, officer, director and agent has an obligation to ensure that his or her personal conduct complies with the Code of Conduct. Each associate, officer, director, and agent also has an obligation to report known or suspected Code of Conduct violations.

The importance of complying with the Code of Conduct and legal and regulatory requirements cannot be over-emphasized. Compliance is a priority to Accuride. The commitment of all associates, officers and directors to the standards and principles reflected in the Code of Conduct is needed to ensure that the reputation of Accuride continues to be one of its most valuable business assets.

Accuride's integrity and business reputation are two of its most important assets. This Code of Conduct embodies this philosophy. There are no circumstances in which straying from the Code of Conduct will benefit our Company.

Quick Reference Policy Summaries

The following descriptions provide a brief summary of each business policy in the Code of Conduct and a general overview of its contents. For complete details about each policy, please download the complete Accuride Code of Conduct 2020.

Policy on Antitrust Compliance

It is the policy of Accuride to comply with the antitrust laws of the United States, European Union and with the laws regulating competitive practices in all other locations where we do business. This policy identifies and discusses how employees can avoid illegal and unethical interactions with customers, suppliers, and/or competitors in situations involving unlawful agreements, discriminatory, and predatory pricing, reciprocity, etc.

Policy on Freedom from Discrimination, Harassment, and Other Abusive Situations

It is the policy of Accuride to provide equal employment opportunity for all employees based solely on the qualifications of each individual. This policy describes and prohibits any form of discrimination, harassment, or retaliation based on race, color, religion, age, sex (including gender identity and sexual orientation), national origin, veteran status, or disability. The policy emphasizes that all such discrimination is unacceptable in the workplace.

Policy on Environment, Health and Safety

It is the policy of Accuride to establish and maintain a safe and healthy workplace and to protect the environment. This policy covers the responsibility of management and employees to assure compliance with all environmental laws and to provide a hazard-free workplace by using appropriate processes, practices and methods, and by providing timely education and training.

Policy on Integrated Management System Policy

Our customers depend on our products to deliver value and perform reliably. That's why Accuride' s core values reflect our commitment to technology and quality leadership. To consistently achieve this leadership, we create a safe work environment for our employees and drive proactive and continuous improvement. Accuride maintains the Quality and Lean Management System (QLMS) as well as the Energy, Environmental, Health and Safety Systems (EHS) and combines them into the Integrated Management System (IMS). While individual Accuride Wheels Europe and Asia facilities may own different certifications, all facilities are operating in accordance with the IMS Policy. Accuride will provide necessary resources to ensure that those targets can be achieved and provides training to all associates. Compliance with this policy is the responsibility of every Accuride associate. Therefore, the IMS Policy and objectives are communicated across all facilities throughout the organization. In addition to this policy, other Accuride Corporation documents, such as the Accuride Code of Conduct and the Whistleblower policy remain in full effect.

Policy on Freedom from Conflicting Interests

It is the policy of Accuride to prevent situations in which an employee’s interests are in conflict with those of the Company. This policy explains the responsibility of employees and their family members to avoid any action that may interfere with the employee’s primary duty to serve the Company at all times.

Policy to Conduct Business Legally and Ethically and to Maintain Accurate and Meaningful Financial Records

It is the policy of Accuride to conduct its business both ethically and legally and to present its financial information in a manner that will not mislead or misinform those who receive and use it. This policy prevents improper use of Corporate funds to gain favorable treatment by regulatory authorities, and describes the requirements for maintaining and reporting financial information.

Policy on the Protection and Use of Company Assets
It is the policy of Accuride to ensure the protection and proper use of the Company's assets. This policy covers the protection of property from theft, damage or inadvertent access and the use of Company property for legitimate business purposes. This policy explains that Company property includes written communications, including emails, and voicemails.

Policy on Political Contributions and Public Service
It is the policy of Accuride to encourage employees to be actively involved in the civic affairs of the communities in which they live. This policy discusses restrictions on political contributions and provides guidance for individuals who speak on behalf of the Company.

Policy on United States Foreign Corrupt Practices Act and Other Anti-Corruption Laws
It is the policy of Accuride to conduct operations and activities in complete compliance with the letter and spirit of the United States Foreign Corrupt Practices Act of 1977 (FCPA), as amended and all other applicable anticorruption laws. Among other things, this policy provides that no Company officer, employee, or agent shall offer payments of money or anything of value to a government official to induce that official to affect any government act or decision in a manner that will assist the Company to obtain or retain business or to secure any improper advantage.

Accuride's Stance on Human Rights

People are the force that turn the wheels of Accuride. Accuride is committed to protecting human rights in all the areas in which we operate. Furthermore, Accuride insists that the suppliers and partners of Accuride maintain the same vigilance toward protecting human rights that we do.

Within its sphere of influence, Accuride Corporation supports and respects protection of internationally proclaimed human rights and ensures it is not complicit in human rights abuses. Neither any form of forced, compulsory or child labor nor any form of human trafficking or procurement of commercial sex acts is tolerated within Accuride. Accuride employees must report any violation of this kind by Accuride or its suppliers to the SVP/Administration & Business Development, the Chief Financial Officer, or through the Corporate Ethics hotline:

- www.convercent.com
- U.S. and Canada: 1-800-461-9330
- Mexico: 001-866-376-0139
- Germany: 0800.181.2396
- France: 0805.080339
- China: 400.120.3062
- Turkey: (+90) 850.390.2109
- Russia: 8-800-100-9615

Our stance on Human Rights is aligned with the following internationally recognized labor standards:

- United Nations' Guiding Principles on Business and Human Rights
- United Nations' Global Compact Principles
- Universal Declaration of Human Rights
- International Labour Organization's Declaration on Fundamental Principles and Rights at Work

Expectations of our Suppliers

Accuride's commitment to conducting ourselves ethically and with integrity in all business dealings has been embedded in our company's values. As well, Accuride holds its Supply Chain to the highest ethical standards, as we create a dynamic line of visibility from order entry to the on-time distribution of our products to the customer. We require our strategic partners to adhere to these same ethical standards. Accuride's expectation is that our supply base will, without exception, adopt and apply our values and expectations as their own.

Suppliers shall comply with all applicable governmental regulations. These regulations relate to the health and safety of the workers, environmental protection, toxic and hazardous materials, and free trade. Suppliers should recognize that the applicable government regulations might include those in the country of manufacture, as well the country of sale. For products brought into the United States, all federal standards must be met. International suppliers should be Customs Trade – Partnership Against Terrorism (C-TPAT) or country equivalent certified.

Accuride is convinced that the future and permanent protection of our environment, land, water, and air can only be achieved through the joint efforts of Industry, Government and Society. Accuride will strive for continual improvement in our environmental performance through the development of new products, processes and working methods. In doing this, we strive for economical use of raw materials, energy, water, and other goods; and will fully consider the life cycle of our products through production, use and disposal. The environmental impact of our products during manufacturing covers both the manufacturing at Accuride and those of our suppliers. This means that both we and our suppliers have to perform our activities such that the impact of those activities on the environment is reduced to a minimum. We, therefore, expect our suppliers to be actively engaged in environmental concerns and to establish, and adhere to, an environmental management system such as ISO 14001. This does not release the supplier from complying with all relevant national and international regulations. Registration to ISO 14001 is strongly recommended.

The techniques and methods below are those that we believe constitute the prerequisite to reach the above mentioned environmental targets:

- Written guidelines regarding environmental performance
- Regular review of production, maintenance, supply, and disposal processes and products to determine their environmental impact
- An emergency plan, definition of targets to improve environmental protection and documentation of their fulfillment, which includes:
    - Safeguarding of resources (raw materials, energy, water)
    - Prevention and reduction of environmental pollution
    - Minimization of waste and rejects
    - Reduction of expendable packaging
- Compliance with all government regulations regarding materials and substances
- A recycling concept/program
- Compliance with Restricted Materials and Reporting Requirements as defined by Accuride policy

Supplier Diversity Program

Accuride Corporation is committed to supporting supplier diversity as we build relationships with certified small and minority owned entities through our Supplier Diversity Program (SDP). The SDP provides an opportunity to manage expenditures with our suppliers who possess diversity certification.

Classifications

Accuride recognizes the following diverse statuses:

- Minority Owned Business (MBE)
- Women Owned Business (WBE)
- Veteran Owned Business (VBE)
- Disabled Veteran Businesses (DVBE)
- 8(a) Certified Business
- Small Disadvantaged Business (SDB) or Disadvantaged Business Enterprise (DBE)
- HUBZone Business Enterprise (HUB-Historically Underutilized Business)

Suppliers must be approved by a recognized certifying agency:

- National Minority Supplier Development Council, Inc. (NMSDC)
- Women Business Enterprise National Council (WBENC)
- The Small Business Administration (SBA)
- The Association for Service Disabled Veterans (ASDV)
- Applicable city and state certifications

Conflict Minerals

Accuride Corporation ("Accuride" or the "Company") fully supports the humanitarian goals of the Dodd-Frank Act. As a manufacturer of steel wheels, aluminum wheels, and wheel-end components for the commercial vehicle industry, Accuride does not directly purchase raw Conflict Minerals from any source and is many levels removed from the mines, smelters and refiners that produce the metals used in the products we manufacture. Accuride is nonetheless committed to working with its suppliers to educate them on these matters and on steps they can take to obtain increased transparency regarding the origin of Conflict Minerals contained in the products or materials they sell to Accuride.

This Policy Statement reflects Accuride's commitment and its expectations for its product and raw material suppliers regarding the use of Conflict Minerals.

Our Commitment:

- Support the objectives of the Dodd-Frank Act concerning Conflict Minerals sourcing
- Accuride will not knowingly procure products containing Conflict Minerals that originate from facilities in the Covered Countries that are not certified as "DRC Conflict Free"
- Accuride will take reasonable steps to ensure compliance with this Policy Statement and applicable rules and regulations related to Conflict Minerals, and we will ask our suppliers to undertake reasonable due diligence with their supply chains to assure that any Conflict Minerals in products supplied to Accuride either did not originate in the Covered Countries or are "DRC Conflict Free"

Accuride is registered on the I Point Conflict Minerals Platform under the registration ID# 7457. Accuride collects and reports conflict mineral information using the EICC-GeSi template.

Responsible End-of-Life Program

The End-of-Life Vehicle (ELV) Directive, 2000/53/EC, was enacted by the European Commission "to minimize the impact of end-of-life vehicles on the environment." The use of lead, mercury, cadmium, and hexavalent chromium are prohibited in vehicles and their components, except for certain exemptions published in Annex II of the Directive. This is a mandated requirement for European Union (EU) Member States and also required by North American, and some Japanese, vehicle manufacturers.

Additionally, other legal requirements, such as EU Directives 2002/95/EC, 2002/96/EC, and 2003/11/EC restrict the use of certain flame retardant substances: polybrominated biphenyls (PBBs) and polybrominated diphenyl ethers (PBDEs). PBBs or PBDEs shall not be present in components or materials supplied to Accuride.

Suppliers in all regions shall ensure that all components and materials supplied to any Accuride facility comply with the above mentioned legal requirements.

Accuride requires suppliers to submit ELV data when applicable at **http://mdsystem.com.**

REACH Regulation

Products delivered to you do not contain any substances of very high concern (SVHC) in a concentration of more than 0.1% (w/w) according to the latest candidate list.

We are aware of our obligations under Regulation (EC) No. 1907/2006 (REACH), in particular Art. 33 (1) REACH, and undertake to monitor changes to the candidate list and to inform customers immediately and unsolicited if an ingredient of a product supplied by us is included on the candidate list. In this case we will provide customers the name of the SVHC with CAS and registration number, the weight percentage in the article concerned, the absolute weight of the substance in the article and information on safer use. We require the same process from our customers.

Whistleblower Policy

The following procedures have been adopted by the Audit Committee of Accuride Corporation (the “Company”) to govern the receipt, retention, and treatment of complaints regarding the Company’s accounting, internal accounting controls, or auditing matters, and to protect the confidential, anonymous reporting of employees’ concerns regarding questionable accounting or auditing matters.

Policy

It is the policy of the Company to treat complaints about accounting, internal accounting controls, auditing matters, or questionable financial practices (“Accounting Complaints”) seriously and expeditiously.

Employees will be given the opportunity to submit for review by the Company confidential and anonymous Accounting Complaints, including without limitation, the following:

- Fraud against investors, securities fraud, mail or wire fraud, bank fraud, or fraudulent statements to the SEC or members of the investing public
- Violations of SEC rules and regulations applicable to the Company and related to accounting, internal accounting controls and auditing matters
- Intentional error or fraud in the preparation, review or audit of any financial statement of the Company
- Significant deficiencies in or intentional noncompliance with the Company’s internal accounting controls.

If requested by the employee, the Company will protect the confidentiality and anonymity of the employee to the fullest extent possible, consistent with the need to conduct an adequate review. Vendors, customers, business partners and other parties external to the Company will also be given the opportunity to submit Accounting Complaints; however, the Company is not obligated to keep Accounting Complaints from non-employees confidential or to maintain the anonymity of non-employees.

Accounting Complaints will be reviewed under Audit Committee direction and oversight by the Company's General Counsel, Internal Audit Manager or such other persons as the Audit Committee or General Counsel determines to be appropriate.

The company will abide by all laws that prohibit retaliation against employees who lawfully submit complaints under these procedures.

In the event that the Company contracts with a third-party to handle complaints or any part of the complaint process, the third-party will comply with these policies and procedures.

Procedures

Receipt of Accounting Complaints

Any person may submit an Accounting Complaint through "Convercent" by by logging on to the Convercent website at www.convercent.com or calling:

- U.S. and Canada: 1-800-461-9330
- Mexico: 001-866-376-0139
- Germany: 0800.181.2396
- France: 0805.080339
- China: 400.120.3062
- Turkey: (+90) 850.390.2109
- Russia: 8-800-100-9615

The Company has contracted Convercent so that employees will have ongoing comfort and assurance that their concerns may be raised and responded to in a confidential, efficient and easy manner. Employees who contact Convercent need not leave their name or other personal information and reasonable efforts will be used to conduct the investigation that follows from any employee call in a manner that protects the confidentiality and anonymity of the employee making the call. The intake phone call will be received by a Convercent call-taker who speaks the language(s) most common to the country or countries for the number dialed.

Among other things, the following information may be requested by the person receiving the call:

- Is an employee, the division of the company in which the caller works and, if a non-employee, where such person is employed or such person's relationship to the Company
- Any relevant information concerning the allegations
- Name of the caller (unless an employee decides to remain anonymous)

The information from the call will be documented in a format acceptable to the Company and shall include at a minimum a written description of the information received concerning the Accounting Complaint allegations

Conserving Our Resources

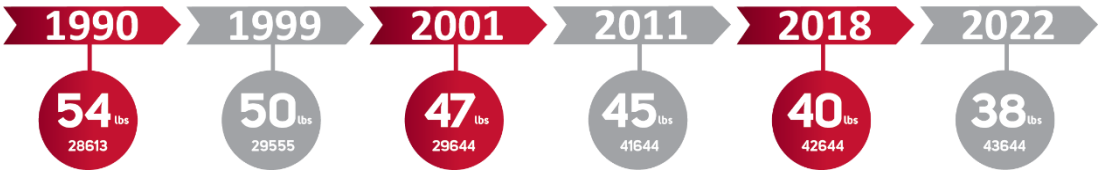
Focus on Lightweight Products

Save five pounds per standard aluminum wheel

Accuride Corporation's commitment to Environmental Sustainability starts with our products. According to the U.S. Environmental Protection Agency's Smartway program, shedding 3,000 pounds of total vehicle weight can yield annual fuel savings of 200–500 gallons. This type of fuel use reduction can have a significant impact on our environment and our dependence on fossil fuels.

Accuride's 40-pound aluminum wheel can help commercial vehicles save up to 810 pounds of vehicle weight, depending on wheel combination. Lowering fuel consumption is not just a matter of regulatory compliance and operator profitability, it is about reducing the environmental impact of each trip taken. By utilizing Accuride's standard 22.5" x 8.25" aluminum wheel, we have eliminated five pounds of weight per wheel. That simple five-pound reduction means a lot on a vehicle with many wheels. It lowers total vehicle weight by about 100 pounds when the tractor-trailer rolls on all-aluminum wheels. That 100-pound difference means fewer gallons at the fuel pump, lower emissions, and increased payload. Increasing the vehicle payload can ultimately mean reduced trips to ship the same amount of product.

Accuride has been refining and improving the design of industry standard aluminum wheels for over 30 years. We know that light-weighting a customer's fleet is critically important in reducing emissions and fuel consumption. Delivering 16 pounds of weight reduction in 30 years through product development, engineering, and manufacturing excellence demonstrates our commitment to supporting the trucking industry's environmental impact reduction.



Accu-Lite® Steel Wheels Ideal for Additional Payload | Fuel Savings

In order to assist vehicle manufacturer's in meeting new emissions regulations, Accuride developed Accu-Lite® Steel Wheels, featuring high-strength, low-alloy (HSLA) steel.

As a leader in wheel technology, Accuride has raised the standard of steel wheels by lowering the weight of our two and five hand hole extra service wheels (ESW) by eight pounds! Two hand hole Accu-Lite® Steel Wheels weigh only 67 lb., and five hand hole Accu-Lite® Steel Wheels weigh only 65 lb. That translates to a potential savings of 54 pounds for tractor/trailer combinations, and they look exactly the same as Accuride's industry standard two and five hand hole design.

Gunite GOLD© Lightweight Brake Drums

Patented Gunite GOLD© lightweight cast brake drums are the lightest in the industry. Comparable in weight to steel shell composite brake drums, Gunite GOLD brake drums save as much as 170 lb. vs. standard full-cast drums on a typical tractor/trailer application, while offering the same superior performance characteristics as Gunite's standard full-cast drums.

Global Environmental Policy

While individual Accuride Corporation facilities may have Environment, Health and Safety (EHS) procedures specific to their own operating environment and occupational hazards, all facilities of all Accuride Corporation subsidiaries operate in accordance with our Corporate EHS Policy.

The protection of the environment and the health and safety of our associates, customers, suppliers, and the communities in which we work are among Accuride's most critical concerns

We will provide a safe and healthful workplace, protect the environment and ensure that pertinent environmental, health and safety issues are incorporated in the planning and execution of the company's business. We will conduct our business in compliance with company and all other applicable environment, health and safety regulations. Compliance with this policy is the responsibility of every Accuride associate

This encompasses not only the responsibility of management and associates to ensure compliance with all environmental laws, but also the responsibility of providing a hazard-free workplace by using appropriate processes, practices and methods, as well as timely education and training.

Environmental Management System

Accuride believes in following international guidelines for running our manufacturing locations in an environmentally responsible way. 92% of our global manufacturing plants have achieved ISO14001-2015 certification, an internationally recognized environmental standard with the remaining plants added to the certification scope for 2022. Proper environmental management is not only about reducing and controlling outputs, but also about reducing inputs. Accuride continuously seeks ways to use less of our scarce resources. Although only 42% of the Europe and Asia facilities own an ISO50001:2018 certification for energy management, all plants in Europe and Asia are following the procedures of the Integrated Management System, which includes Energy Management and initiatives to reduce energy consumption and conserve resources. Our focus on environmental responsibility is evidenced by the significant investment made by Accuride in 2019 to 2021 to reduce the environmental impact of several newly acquired facilities in Europe and Asia. In our factories in Europe and Asia alone, Accuride invested over 3.2 million Euro to reduce our energy consumption and environmental impact.

In 2021, we continue to show our ongoing commitment in our Europe and Asia facilities as well as our North American facilities to reduce energy consumption and environmental impact.

- Power regulation of central heating systems
- Optimization of the consumption of electricity for water supply
- Change/Optimization of air handling systems
- Optimizations and reduction of packaging waste as well as increase of returnable packaging usage
- Achieved recycling goal of 100K pounds recycled/landfill reduction
- Donated table and bench made to community organization. These were made from recycled plastic bottle caps that were collected at the plant.
- Coordinated with local schools to donate wood waste for learning/project opportunities for local students
- Updated recycling metrics to include glass, carbide, barrels, totes, and bottle caps
- COVID-19 supply donation to local nursing homes
- Collected donations for multiple community organizations (Audubon Kids Zone, Salvation Army, Harbor House, women's shelter, and Humane Society).
- Safety committees spearheading supply drives for local women and children's shelter.
- Participation in Industrial Conservation Initiative for peak demand reduction to help electrical supply generator reduce load during high demand. Reduces need to run fewer green forms of generation that contribute to GHGs (i.e., natural gas, coal, fuel oil, etc.) during peak periods.
- Ongoing wastewater system improvements
- LED lighting upgrades for improvement efficiency
- Electrical system upgrades for reduced energy consumption
- Investment in oil/water separator technology to improve waste oil quality as well as improving outfall water
- Compressed air reduction initiatives

Also, the North America teams continue to participate in the Industrial Conservation Initiative, started a Beneficial Reuse of Foundry Slag – Zero Disposal to Landfill initiative, and invested in several projects to improve the indoor air quality and emissions by improving our ventilation systems. As we work to reduce the impact our manufacturing sites have on the environment, we are laser focused on reducing the number of fork trucks within our manufacturing plants and converting the remaining ones to all electric versions. Now, all of the fork trucks within the "four walls" of the manufacturing facility emit zero exhaust into the environment. This not only creates a better environment for our associates to work in but also reduces our consumption of diesel fuel.

Focusing on our People and our Communities

Safety Management System

People are the most important element of our safety process. Educated and motivated people ensure that the safety process works. The process will only work with the help of each employee. Management is dedicated to preventing injuries and illnesses. Managing safety is as important as any aspect of our business. Preventing injuries is good business. A safe business is a more productive business. All injuries can be prevented. This is a realistic goal. Unless we fully believe that all injuries can be prevented, injuries begin to become acceptable. All hazards can be controlled.

Sources of danger will be eliminated or hazards will be controlled. Employees will be educated to work safely. Supervisors will instruct each employee in the safe operating methods of the job.

AccuSafe - Zero Harm Sustainable Safety Culture

Our "AccuSafe" Zero Harm Culture initiative is a strategic approach aimed at personalizing our safety effort and creating a strong identity around our Zero Harm philosophy. The intent is to positively impact decision making in our work environments where our empowered employees do the right thing because they want to and not because it is mandated.

The basis of safety is rooted in behavior – and safe behavior is not determined by processes and procedures alone – it's about getting the commitment of everyone to contribute, no matter what their job is. Winning the hearts and transforming a culture has no single defined path – especially for a company like Accuride where diverse cultures prevail across our global footprint.

A strong commitment and strong leadership are at the core of this process – but it's each individual's commitment and contribution that makes it happen. As a result, we prescribe to a process where our expectation is simply to do the right thing simply because it is the right thing to do and Lead With Your Heart.

We are initiating several strategic initiatives to support out Zero Harm movement, including:

- Enhanced Incident Prevention Strategies
- Introduction of our Zero Harm Philosophy and Vision
- Updated Guiding Principles and Employee Expectations
- "Why Do You Work Safe" initiatives
- The introduction of our CEO Safety Award

Zero Harm Philosophy

- Making safety conscious decisions based on personal values and not based on or governed by rules.

Zero Harm Vision

- Every employee shall be able to depend on a safe environment so they can go home safely to their family, every day.
- All incidents can be prevented. We will continuously strive for ZERO harm to people, the environment, and the communities in which we reside.
- The health and safety of our employees and the environment will never be compromised for other business activities.
- ALL employees must take personal responsibility for their safety. Employees not only have the right but the obligation to stop and correct all unsafe acts and conditions.

People Development

Accuride competes in a highly competitive, global industry. Therefore, it is imperative that all employees are effective in their positions and continuously enhance their contributions and results. Accuride's environment is one that stresses continuous improvement, which applies to individual performance as well as business results. The management and leadership development process is flexible and continuous, linking an individual's development to the goals of the job and the organization. Management development programs may consist of external executive education in addition to organizational reassignment opportunities which support Accuride's strategic growth initiatives and/or provide P&L leadership development. Career development is addressed through talent management, succession planning and performance management. As we assess our employees abilities, skillsets, career goals, and future potential, a training and development plan may be created. Accuride provides quality, cost-effective training designed to increase individual and organizational productivity and enrichment. It provides development opportunities that enhances knowledge, develops skills and enrich the organization.

Training and development is offered to all employees either through onsite classroom, web-based training, on-the-job technical training, tuition reimbursement, or utilizing external resources.

Diversity and Inclusion

Accuride Corporate Values

It is the policy and practice of Accuride to afford equal opportunity in all our personnel practices to all employees and applicants for employment regardless of color, race, sex, age, marital status, medical condition, pregnancy, religion, veteran status, national origin, disability, genetic information or any other legally protected status in accordance with the requirements of federal, state, and local laws and regulations. The purpose of this policy is to avoid discrimination and extend equal employment opportunities to all applicants for employment and to all employees on the basis of individual merit and qualification.

Accuride is also committed to providing its employees with a work environment that is safe and free of discrimination, including freedom from all forms of harassment based upon color, race, sex, age, marital status, medical condition, pregnancy, religion, veteran status, national origin, disability, genetic information or any other legally protected status in accordance with the requirements of federal, state, and local laws and regulations. Such discrimination against, or harassment of, employees is prohibited and may result in disciplinary action up to and including termination of employment.

Below are the call in numbers for our Convercent ethics hotline:

- U.S. and Canada: 1-800-461-9330
- Mexico: 001-866-376-0139
- Germany: 0800.181.2396
- France: 0805.080339
- China: 400.120.3062
- Turkey: (+90) 850.390.2109
- Russia: 8-800-100-9615

Social Responsibility

Ronald McDonald House

The Ronald McDonald House Gateway located in Evansville, IN, opened its doors on October 15, 2019. Their mission is to create, find, and support programs that directly improve the health and well being of children and their families.

Since opening 21 families with 15 family members have found comfort in the **Accuride Room** for a total of 424 nights. The longest stay for one family was 89 nights. Using an average of $150 per night, Accuride has saved guest families $63,600 in just two years.

Junior Achievement

Junior Achievement (JA) JobSpark is a hands-on, minds opened career exploration program for students grades 8-12 brought to life by a coalition of industry leaders and educators led by Junior Achievement of Southwestern Indiana. At the center of JA's work is a two-day career exploration and connection event designed to launch students into their futures.

Not only has Accuride supported JA JobSpark and JA Class Rooms, we have also been active in the classroom learning sessions with associates volunteering their time to provide students with unique learning opportunities from Manufacturing based employees.

St. Vincent Early Learning Center

Every February, St. Vincent's Early Learning Center celebrates *Read Across America Week!* during the week of Dr. Seuss' birthday. Our donation allows for all children at the Center to take home five books to add to their home collections. High-quality early childhood education provides a firm foundation of hands-on, inquiry-based learning that promotes literacy and helps students and family thrive. Accuride has sponsored this event for many years and joins other members of the community in reading to the children.

2021 European Floods

Heavy rains swept across western Germany in 2021 pushing small rivers and streams beyond their banks. The torrential currents were catastrophic, causing death and widespread damage. Accuride Europe and Asia, along with the associates in Solingen and Ronneburg, made donations to help the families impacted by the flooding.

New Playground

Playgrounds are important in every child's development, allowing them to exercise their minds as well as their bodies. Accuride Europe and Asia, and the associates in Zainsk, contributed donations for the development of a new playground for disabled children.

Wildfires in Turkey

In July and August 2021, a series of more than two hundred wildfires burned 1,700 square kilometers of forest in Turkey, making it the worst-ever wildfire season in the country's history. To help minimize the negative impacts of the fire, Accuride Europe and Asia donated tree seedlings to aid in the restoration of the lost forests.

For more information: **(800) 823-8332 | accuridecorp.com**
Accuride | 38777 Six Mile Road, Suite 410 | Livonia, MI 48152 USA

ACC8.032 Rev. 1 0322 ©2022 Accuride Corporation