2025 Sustainability Report

DANA | Better World™

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CLIMATE ACTION

75%+

Reduction of Scope 1 and Scope 2 GHG emissions by 2030

25%+

Reduction in Scope 3 GHG emissions by 2030

2040

Net Zero

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Managing with Science-Based Targets

CLIMATE ACTION

North American Windfarm:

Generated renewable electricity offsetting 100% of Dana's Scope 2 emissions in the United States and Canada in 2025



CLIMATE ACTION

European Solar Farm:

Generated enough renewable electricity to offset 100% of Dana's GHG emissions in Europe in 2025



CLIMATE ACTION

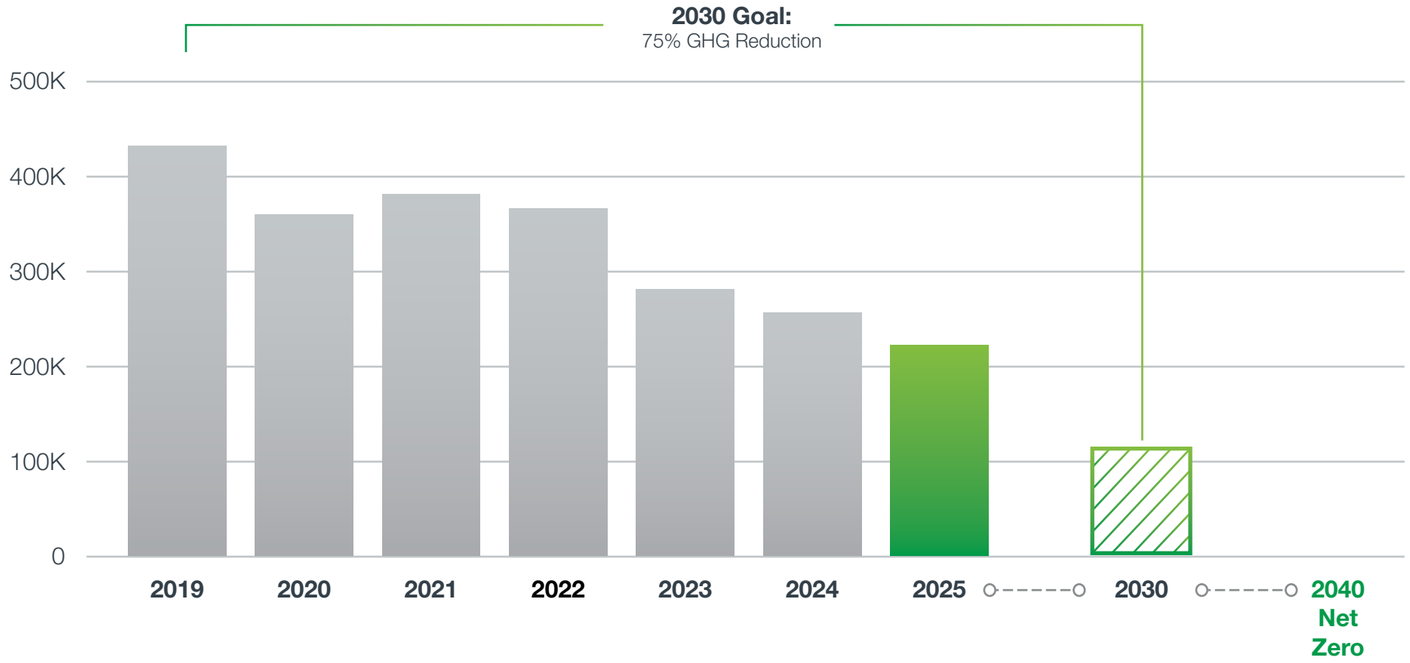
Progress Toward Net-Zero Emissions

Greenhouse Gas Emissions Tracking and Reporting

Dana has specific targets and goals for reducing greenhouse gas (GHG) emissions. Progress toward these goals is tracked using transparent and reliable methods.

By doing so, we hold ourselves accountable and demonstrate our commitment to climate action.

Total Scope 1 and 2 GHG Emissions
(metric ton CO_2-e)





SAFETY FIRST

At Dana, safety isn't just a priority — it's a fundamental commitment.

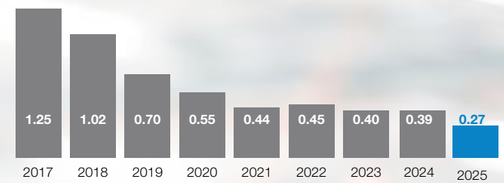
As Dana continues to advance leading-edge technologies and streamline processes, prioritizing the wellbeing of our workforce remains a key part of our culture. This means "Safety First — All Day, Every Day."

This commitment is embedded in our values, behaviors, and everyday decisions. It's championed by leadership, embraced by employees, and reinforced through training, education, and a culture of continuous improvement.

This 'Safety First' approach requires a daily, focused effort. From the facility floor to the boardroom, every individual understands their role in fostering a safe and secure environment.

All stakeholders — both internal and external — contribute to this shared responsibility. Powered by risk identification and control methodology, it's a shared mindset that drives continuous improvement.

Dana Global Recordable Incident Rate



Dana Global Lost-Time Recordable Incident Rate



SafetyFirst
All Day Every Day

Safety-Certified Manufacturing Facilities

Setting safety management system goals is critical for achieving safety objectives, holding individuals and teams accountable, and enhancing safety culture.

75 of Dana's manufacturing facilities have achieved ISO 45001:2018 certification — the world's first international occupational health and safety management standard.

This process establishes an occupational health and safety management system regularly audited by third-party registrars across the globe. It also facilitates internal improvements and provides third-party validation of our focus on the safety and wellbeing of our people.

Dana is committed to maintaining this registration for all certified facilities and complying with audited occupational health and safety management system requirements.

Regarding environmental management systems, 75 of Dana's manufacturing facilities are also ISO 14001:2015 certified.



SAFETY FIRST

1 Million+ Hours

Without a Lost-time Incident in 2025

North and South America

In 2025, 23 manufacturing locations in North and South America achieved significant milestones for working safely.



1 Million+ Hours

Fort Wayne, United States
Louisville, United States
Querétaro, Mexico
Sorocaba, Brazil

2 Million+ Hours

Dry Ridge, United States
Escobedo, Mexico
Grand Bourg, Argentina
Humboldt, United States
Oakville, Canada
Tlaxcala, Mexico
Toledo, United States

3 Million+ Hours

Cambridge, Canada
Chihuahua, Mexico
Gordonsville, United States
Gravataí, Brazil*
Henderson, United States
Pottstown, United States
Tlalnepantla, Mexico*

5 Million+ Hours

Apodaca, Mexico
Mount Forest, Canada
Paris, United States
Toluca, Mexico

10 Million+ Hours

Jundiaí, Brazil

* Indicates instances where there is more than one Dana manufacturing facility in a particular city.
Data represent hours worked without a lost-time incident recorded at a major manufacturing facility as of December 31, 2025.

SAFETY FIRST

1 Million+ Hours

Without a Lost-time Incident in 2025

Europe and Asia

In 2025, 25 manufacturing locations in Europe and Asia achieved significant milestones for working safely.

1 Million+ Hours

Åmål, Sweden
Dharuhera, India
Hosur, India
Neu Ulm, Germany
Uitenhage, South Africa
Yancheng, China

2 Million+ Hours

Essen, Germany
Guiscard, France
Győr, Hungary*
Itziar-Deba, Spain
Luserna, Italy
Rayong, Thailand*
Rudrapur, India
Zaragoza, Spain

3 Million+ Hours

Chakan, India
Weifang, China

4 Million+ Hours

Birmingham, United Kingdom
Chennai, India
Pantnagar, India
Pune, India*

5 Million+ Hours

Fuzhou, China
Ladkrabang, Thailand
Satara, India
Wuxi, China

10 Million+ Hours

Jodalli, India



* Indicates instances where there is more than one Dana manufacturing facility in a particular city.
Data represent hours worked without a lost-time incident recorded at a major manufacturing facility as of December 31, 2025.

LEADERSHIP

Board of Directors

Byron Foster
Chief Executive Officer of Dana Incorporated
Director since 2026

Ernesto M. Hernández [1, 3]
Retired President and Managing Director of General Motors de México
Director since 2022

Bridget E. Karlin [1*, 2]
Former Senior Vice President of Information Technology at Kaiser Permanente
Director since 2020

Nora LaFreniere [2, 3*]
Executive Vice President and General Counsel of Otis Worldwide Corporation
Director since 2024

Michael J. Mack, Jr. [2*, 3, 5]
Retired Group President of John Deere Financial Services, Global Human Resources, and Public Affairs at Deere & Co.
Director since 2018

R. Bruce McDonald
Executive Chairman of Dana Incorporated
Director since 2014

Olivia Nelligan [1, 2, 5]
Executive Vice President, Chief Financial Officer, and Chief Strategy Officer of CHS Inc.
Director since 2025

Diarmuid B. O'Connell [1, 3, †]
Former Vice President of Tesla, Inc.
Director since 2018

[1] Member: Compensation Committee
[2] Member: Audit Committee
[3] Member: Nominating and Corporate Governance Committee
[5] Financial Expert
[*] Committee Chair
[†] Lead Independent Director

For full biographies, please refer to Dana.com/investors

Corporate Officers

Byron S. Foster
President and Chief Executive Officer

Chris J. Clark
Senior Vice President and Chief Manufacturing Officer

Timothy R. Kraus
Executive Vice President and Chief Financial Officer

Douglas H. Liedberg
Senior Vice President, Chief Legal and Human Resources Officer, and Corporate Secretary

Seth Metzger
Senior Vice President and Chief Technology Officer

Brian Pour
Senior Vice President and President, Commercial Vehicle Systems

Andrea C. Siudara
Senior Vice President and Chief Information Officer

Kevin Williams
Senior Vice President and Chief Purchasing Officer

ETHICS AND INTEGRITY

Standards of Business Conduct

Our Standards of Business Conduct set forth the behavioral expectations we have of our people as we conduct our operations around the world.

They cover a range of subjects including respect in the workplace, environmental protection, health and safety, use of corporate assets, conflicts of interest, and protection of confidential information among many other topics.

The Standards apply to all employees of Dana. We also expect that anyone acting on our behalf — including contractors, consultants, and other third parties — will observe the same high standards of business conduct and fulfill their contractual obligations.

Dana employees have a responsibility to:

- **Conduct business legally and ethically.** To know and comply with our Standards of Business Conduct, as well as the laws, regulations, and policies that apply to their location and role at Dana.
- **Ask for guidance.** To reach out any time they are unsure of the proper course of action. This includes their supervisors, the Dana Law Department, Human Resources, or the Internal Audit Department.
- **Share concerns if misconduct is suspected.** To realize that doing nothing or looking the other way is never acceptable and can have serious consequences for them and our company.
- **Never compromise.** To always conduct business the right way — and with the right values — consistent with our Standards.

Supplier Code of Business Conduct

We recognize that Dana is an essential component in a global supply chain serving customers worldwide.

We know that our performance, and the performance of our supply chain, is important to our customers and positively impacts their sustainability objectives.

Therefore, it is essential that our suppliers also understand and appreciate the standards of business conduct that are expected of any company that conducts business with Dana.

For that reason, we maintain a robust, interactive Supplier Code of Business Conduct that clearly communicates our business conduct expectations to Dana's suppliers. The Supplier Code of Conduct is also a contractual obligation in most Dana supply agreements.

Among a comprehensive list of standards, our code addresses:

- Respect for People
- Safe and Positive Workplaces
- Environmental Protection and Sustainability
- Conflict Minerals and Other Product Origin Obligations
- Product Safety
- Gifts, Favors, and Entertainment
- Conflicts of Interest
- Negotiating Fairly and Honestly

Ethics and Compliance Helpline

We maintain a global Ethics and Compliance Helpline. This valuable communication tool is available in multiple languages (by both telephone and e-mail) and can be used by our people to anonymously raise concerns related to any alleged ethics or business conduct matters outside of their normal reporting channels.

In 2025, Dana's Ethics and Compliance system logged 172 cases, of which approximately 12 percent were found to be substantiated after investigation.

Dana's responses were based on the facts involved in each matter and included coaching and/or other formal disciplinary actions.

We continue to drive our business in an ethical manner to help ensure the long-term success for our people, our customers, our communities, and our shareholders.

Vision, Mission, and Values

Vision

To be the world's best powertrain company.

Mission

We help our customers improve the performance of their vehicles.

Values

- Safety First
- Act with Integrity
- Empower our People
- Be Accountable
- Play to Win
- Drive Innovation
- Quality Focused

To ensure we reinforce these values clearly and consistently around the world, our Standards of Business Conduct and our Supplier Code of Business Conduct have been translated into 20 languages and are publicly available on our website.

See our Standards of Business Conduct

See our Supplier Code of Business Conduct

Appendix

METHODOLOGY

Using the Global Reporting Initiative (GRI) guidance, we identified possible topics, prioritized the topics, validated the results, and adopted the list of material topics for our Sustainability reporting strategy.

Step 1: Identification

- Identified internal and external sources of information to score for prioritization.
- Benchmarked our peers and customers on sustainability practices.
- Created a high-level value chain map to identify sustainability impacts, risks, opportunities, and boundaries.

Step 2: Prioritization

- Gathered perceptions of stakeholder priorities based on associated facts and evidence, including 18 internal stakeholder interviews, 21 external stakeholder interviews, and internal / external score sourcing.
- Scored and synthesized feedback to present final materiality results reflecting feedback from stakeholders, peer benchmarking, and relevant industry standards and studies.

Step 3: Validation

- Validated the materiality matrix through discussion with key leaders about prioritized material topics, associated boundaries, and opportunities.

Step 4: Adoption

- Determined and / or refined the management approach regarding the most significant topics.
- Set or refined goals, performance indicators, strategies, partnerships, and internal controls.
- Established the materiality assessment as the basis for ongoing ESG strategy, goal setting, and reporting.

Material Topics

Issues:

1. Innovation and Product Lifecycle
2. Talent Management
3. Occupational Health, Safety and Wellness
4. Ethical Business Practices
5. Business Continuity / Risk Mitigation / Supply Chain
6. Product Quality and Safety
7. Energy Consumption and Emissions
8. Solid Waste
9. Water and Effluents

Stakeholder Engagement

Continuous engagement and regular dialogue with our seven defined stakeholder groups, through formal and informal processes, provides us the opportunity to innovate and proactively manage the emerging environmental, social, and governance (ESG) needs and risks.

In addition to ongoing internal stakeholder engagement, we regularly engage with our external stakeholders on trending and emerging issues that matter to them through inquiries and requests for information related to our ESG practices as well as through periodic surveys answered at the request of various customers and investors.

In addition to engaging with internal and external stakeholders to evolve our ESG execution, we understand that increased transparency helps us effectively improve our business over the long term.

External charters and associations Dana is actively engaged with include:

- American Bar Association (ABA)
- American Society of Safety Professionals (ASSP)
- Association of Equipment Manufacturers (AEM)
- Automotive Industry Action Group (AIAG)
- Board of Certified Safety Professionals (CSP)
- Chartered Institute of Procurement & Supply (CIPS)
- CDP (fka Carbon Disclosure Project)
- Global Reporting Initiative (GRI)
- Institute of Hazardous Materials Management (IHMM)
- Institutional Shareholder Services (ISS)
- International Organization for Standardization (ISO)
- Leadership in Energy & Environmental Design (LEED)
- Manufacturers Alliance for Productivity and Innovation (MAPI)
- National Institute of Standards and Technology (NIST)
- National Society of Black Engineers (NSBE)
- Regional Growth Partnership, Northwest Ohio
- Science Based Target Initiative (SBTi)
- Sustainable Accounting Standards Board (SASB)
- United Nations Sustainable Development Goals (SDGs)
- Task Force on Climate-related Financial Disclosures (TCFD)

GLOBAL REPORTING INITIATIVE (GRI) INDEX

The Global Reporting Initiative is the independent international organization that helps businesses and other organizations take responsibility for their impacts, by providing global common language to communicate those impacts. They provide the world's most widely used standards for sustainability reporting – the GRI Standards.

Disclosure Number	Disclosure Title	2025 Response	SDGs
GRI 102: General Disclosures			
Organizational Profile			
102-1	Name of the organization	Dana Incorporated	N/A
102-2	Activities, brands, products, and services	Dana 2025 10-K pages 7 - 12	N/A
102-3	Location and headquarters	Dana's corporate offices are located at: Dana Incorporated 3939 Technology Drive Maumee, OH 43537, USA	N/A
102-4	Location of operations	Locations	N/A
102-5	Ownership and legal form	Dana Incorporated (NYSE: DAN) is a publicly held corporation incorporated in the state of Delaware. Our shares trade on the New York Stock Exchange.	N/A
102-6	Markets served	Dana 2025 10-K page 8	N/A
102-7	Scale of the organization	Dana 2025 10-K page 9 - 12	N/A
102-8	Information on employees and other workers	Dana 2025 10-K page 11	N/A
102-9	Supply chain	Dana Supplier Website Dana 2025 10-K page 9	N/A
102-10	Significant changes to the organization and its supply chain	Dana Supplier Website Dana 2025 10-K page 9	N/A
102-11	Precautionary principle or approach	Dana has applied the precautionary principle in its approach to managing greenhouse gas emissions and their effect on global climate change.	N/A
102-12	External initiatives	Dana 2025 Sustainability Report: Appendix / Methodology	SDG 17
102-13	Membership of associations	Dana 2025 Sustainability Report: Appendix / Methodology	SDG 17

SDGs = United Nations Sustainable Development Goals

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure Number	Disclosure Title	2025 Response	SDGs
Strategy			
102-14	Statement from senior decision-maker	Dana Sustainability Website	N/A
102-15	Key impacts, risks, and opportunities	Dana 2025 10-K pages 13 - 18	N/A
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	Dana 2025 Sustainability Report: Ethics and Integrity Standards of Business Conduct	SDG 3
102-17	Mechanisms for advice and concerns about ethics	Dana 2025 Sustainability Report: Ethics and Integrity / Standards of Business Conduct Internal Investigations Policy	SDG 16
Governance			
102-18	Governance structure	Dana 2025 Sustainability Report: Leadership Sustainability Governance Leadership Biographies	SDG 16
102-19	Delegating authority	Sustainability Governance	SDG 16
102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability Governance	SDG 16
102-21	Consulting stakeholders on economic, environmental, and social topics	Dana 2025 Sustainability Report: Appendix / Methodology	SDG 16
102-22	Composition of the highest governance body and its committees	Board of Directors Corporate Governance Sustainability Governance Dana 2026 Proxy Statement filed on March 13, 2026, page 48-58	SDG 16
102-23	Chair of the highest governance body	Dana 2026 Proxy Statement filed on March 13, 2026, page 48-53	SDG 16
102-24	Nominating and selecting the highest governance body	Corporate Governance Dana 2026 Proxy Statement filed on March 13, 2026, page 48-50 Director Selection and Retention Guidelines	SDG 16
102-25	Conflicts of interest	Standards of Business Conduct Policy for Members of the Board of Directors	SDG 16
102-26	Role of highest governance body in setting purpose, values, and strategy	Corporate Governance Guidelines	SDG 16
102-27	Collective knowledge of highest governance body	Dana Board of Directors Dana 2026 Proxy Statement filed on March 13, 2026, page 48-58	SDG 16
102-28	Evaluating the highest governance body's performance	Corporate Governance Guidelines, page 6 Dana 2026 Proxy Statement filed on March 13, 2026, page 51-56	SDG 16

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure Number	Disclosure Title	2025 Response	SDGs
102-29	Identifying and managing economic, environmental, and social impacts	Sustainability Governance	SDG 16
102-30	Effectiveness of risk management processes	Dana 2025 10-K pages 12 - 18 Dana 2026 Proxy Statement filed on March 13, 2026, page 52	SDG 16
102-31	Review of economic, environmental, and social topics	Sustainability Governance Dana 2026 Proxy Statement filed on March 13, 2026, page 54	SDG 16
102-32	Highest governance body's role in sustainability reporting	Sustainability Governance	SDG 16
102-33	Communicating critical concerns	Go to Dana.com to find the latest investor relations information, including stock quotes, news releases, and financial data. Requests for information may be directed to: Dana Incorporated Investor Relations P.O. Box 1000 Maumee, OH 43537, USA E-mail: InvestorRelations@dana.com / Dana's Investor Line: 800-537-8823 Through this 24-hour phone service, a caller may leave their name with a message, and the call will be returned by a Dana representative.	SDG 16
102-34	Nature and total number of critical concerns	This information is considered confidential.	SDG 16
102-35	Remuneration policies	Dana 2026 Proxy Statement filed on March 13, 2026, page 14-45	SDG 16
102-36	Process for determining remuneration	Dana 2026 Proxy Statement filed on March 13, 2026, page 14-45	SDG 16
102-37	Stakeholders' involvement in remuneration	Dana 2026 Proxy Statement filed on March 13, 2026, page 61	SDG 16
102-38	Annual total compensation ratio	Dana 2026 Proxy Statement filed on March 13, 2026, page 40	SDG 16
102-39	Percentage increase in annual total compensation ratio	Dana 2026 Proxy Statement filed on March 13, 2026, page 40	SDG 16
Stakeholder Engagement			
102-40	List of stakeholder groups	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
102-41	Collective bargaining agreements	Dana recognizes and supports freedom of association and collective bargaining rights as required by applicable law.	N/A
102-42	Identifying and selecting stakeholders	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
102-43	Approach to stakeholder engagement	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
102-44	Key topics and concerns raised	Dana 2025 Sustainability Report: Appendix / Methodology	N/A

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure Number	Disclosure Title	2025 Response	SDGs
Reporting Practices			
102-45	Entities included in the consolidated financial statements	Dana 2025 10-K page 8-9	N/A
102-46	Defining report content and topic Boundaries	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
102-47	List of material topics	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
102-48	Restatements of information	None	N/A
102-49	Changes in reporting	None	N/A
102-50	Reporting period	Dana 2025 Sustainability Report: Cover Page	N/A
102-51	Date of most recent report	November 2025	N/A
102-52	Reporting cycle	Dana 2025 Sustainability Report: Cover Page	N/A
102-53	Contact point for questions regarding the report	Please send any questions regarding the report to: sustainability@dana.com	N/A
102-54	Claims of reporting in accordance with the GRI Standards	Dana 2025 Sustainability Report: Appendix / GRI Index	N/A
102-55	GRI content index	Dana 2025 Sustainability Report: Appendix / GRI Index	N/A
102-56	External assurance	The Dana 2025 Sustainability Report has not been externally reviewed and verified as of the release date.	SDG 16
Topic-Specific Standards			
GRI 204: Procurement Practices			
103-1	Explanation of the material topic and its boundary	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana Supplier Website	SDG 12
103-3	Evaluation of the management approach	Dana Supplier Website	SDG 12
204-1	Proportion of spending on local suppliers	Dana works with thousands of suppliers around the world, including many suppliers located near our customers' operations.	SDG 12

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure Number	Disclosure Title	2025 Response	SDGs
GRI 205: Anti-Corruption			
103-1	Explanation of the material topic and its boundary	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana 2025 Sustainability Report: Ethics and Integrity	SDG 16
103-3	Evaluation of the management approach	Dana 2025 Sustainability Report: Ethics and Integrity	SDG 16
205-1	Operations assessed for risks related to corruption	Dana has a robust internal audit program including audit procedures specifically focused on business conduct.	SDG 16
205-2	Communication and training about anti-corruption policies and procedures	Dana 2025 Sustainability Report: Ethics and Integrity	SDG 16
205-3	Confirmed incidents of corruption and actions taken	Dana 2025 Sustainability Report: Ethics and Integrity	SDG 16
GRI 206: Anti-Competitive Behavior			
103-1	Explanation of the material topic and its boundary	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana 2025 Sustainability Report: Ethics and Integrity / Ethics and Compliance	SDG 16
103-3	Evaluation of the management approach	Dana 2025 Sustainability Report: Ethics and Integrity / Ethics and Compliance	SDG 16
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Dana's public filings would identify any significant pending proceedings.	SDG 16
GRI 302: Energy			
103-1	Explanation of the material topic and its boundary	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana 2025 Sustainability Report: Climate Action	SDG 12, 13
103-3	Evaluation of the management approach	Dana 2025 Sustainability Report: Climate Action	SDG 12, 13
302-1	Energy consumption within the organization	50.8% electricity purchased from traditional grid electricity providers Dana 2025 Sustainability Report: Climate Action	SDG 7, 12, 13
302-2	Energy consumption outside of the organization	Scope 3 emissions will be included in the annual CDP submission	SDG 7, 12, 13

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure Number	Disclosure Title	2025 Response	SDGs
302-3	Energy intensity	Dana 2025 Sustainability Report: Climate Action **Total Energy Consumption (MWh)** 2025: 1,431,131 MWh **Normalized Energy Consumption (MWh per mil $ sales)** 2025: 191 MWh per mil $ sales	SDG 7, 12, 13
302-4	Reduction of energy consumption	Dana 2025 Sustainability Report: Climate Action 2019: 1,391,510 MWh 2020: 1,238,500 MWh 2021: 1,396,644 MWh 2022: 1,406,512 MWh 2023: 1,370,878 MWh 2024: 1,439,381 MWh 2025: 1,431,131 MWh	SDG 7, 12, 13
302-5	Reduction in energy requirements of products and services	Dana 2025 10-K page 11-23	SDG 9, 13
GRI 303: Water & Effluents			
103-1	Explanation of the material topic and its boundary	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana 2025 Sustainability Report: Appendix / Methodology	SDG 12, 14
103-3	Evaluation of the management approach	Dana 2025 Sustainability Report: Appendix / Methodology	SDG 12, 14
303-1	Interactions with water as a shared resource	Additional water interactions are included in the annual CDP submission.	SDG 12, 14
303-2	Management of water discharge-related impacts	Additional water interactions are included in the annual CDP submission.	SDG 12, 14
303-3	Water withdrawal	Dana 2025 Sustainability Report **Total Water Consumption (m^3)** 2025: 1,194,182 m^3 **Total Normalized Water Consumption (m3 per mil $ sales)** 2025: 159 m^3 per mil $ sales	SDG 6, 12, 14
303-4	Water discharge	Additional water interactions are included in the annual CDP submission.	SDG 12, 14
303-5	Water consumption	Additional water interactions are included in the annual CDP submission.	SDG 6, 12, 14

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure Number	Disclosure Title	2025 Response	SDGs
GRI 305: Emissions			
103-1	Explanation of the material topic and its boundary	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana 2025 Sustainability Report: Climate Action	SDG 7, 12, 13
103-3	Evaluation of the management approach	Dana 2025 Sustainability Report: Climate Action	SDG 7, 12, 13
305-1	Energy: Direct (Scope 1) GHG emissions	Dana 2025 Sustainability Report: Climate Action **Scope 1 GHG Emissions (mt CO_2-e):** 2019: 105,065 mt 2020: 89,350 mt 2021: 97,851 mt 2022: 103,425 mt 2023: 100,821 mt 2024: 93,065 mt 2025: 95,621 mt **2025 Scope 1 Energy Consumption by Type (MWh):** Natural Gas: 471,986 MWh LPG: 21,770 MWh Diesel: 6,733 MWh Gasoline: 193 MWh	SDG 7, 12, 13
305-2	Energy: Indirect (Scope 2) GHG emissions	Dana 2025 Sustainability Report: **Scope 2 Location-Based GHG Emissions (mt CO_2-e)** 2019: 318,568 mt 2020: 277,893 mt 2021: 299,837 mt 2022: 292,738 mt 2023: 306,003 mt 2024: 285,512 mt 2025: 268,581 mt **Scope 2 Market-Based GHG Emissions (mt CO_2-e)** 2019: 318,019 mt 2020: 273,582 mt 2021: 291,662 mt 2022: 257,523 mt 2023: 189,056 mt 2024: 166,026 mt 2025: 122,820 mt **2025 Scope 2 Energy Consumption by Type (MWh)** Grid Electricity: 473,103 MWh Renewable Electricity: 457,346 MWh	SDG 7, 12, 13
305-3	Energy: Other indirect (Scope 3) GHG emissions	Additional energy and emissions information is included in the annual CDP submission.	SDG 7, 12, 13
305-4	GHG emissions intensity	Dana 2025 Sustainability Report: **Normalized GHG Emissions (mt CO_2-e per mil $ sales)** 2025: 29 mt CO_2-e per mil $ sales	SDG 7, 12, 13

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure Number	Disclosure Title	2025 Response	SDGs
305-5	Reduction of GHG emissions	Dana 2025 Sustainability Report: Climate Action and graph detailing Total Greenhouse Gas Emissions (kg CO_2-e)	SDG 7, 12, 13
305-6	Emissions of ozone-depleting substances (ODS)	3,726 mt included in the calculation for Scope 1 GHG emissions from refrigerants.	SDG 7, 12, 13
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	**Air emissions from combustion of fuels in 2025, include:** Particulate Matter: 9 mt Nitrogen Oxides: 123 mt Sulfur Oxides: 3 mt Carbon Monoxide: 73 mt Volatile Organic Compounds: 9 mt Hazardous Air Pollutants: 0.048 mt Calculation Source: AP-42 Fifth Edition, Tables 3.3-1, 10/96 Update	SDG 12, 13
GRI 306: Effluents and Waste			
103-1	Explanation of the material topic and its boundary	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana 2025 Sustainability Report: Appendix / Methodology	SDG 12, 15
103-3	Evaluation of the management approach	Dana 2025 Sustainability Report: Appendix / Methodology	SDG 12, 15
306-1	Waste generation and significant waste-related impacts	2025 Hazardous and Non-Hazardous Waste by Treatment Method (kg) **Hazardous Waste by Treatment Method (mt):** Recycle: 2,840 mt = 1.2% of total Incineration: 2,854 mt = 1.3% of total Landfill: 4,075 mt = 1.8% of total **Non-Hazardous Waste by Treatment Method (mt):** Recycle: 88,186 mt = 39.1% of total Incineration: 402 mt = 0.2% of total Landfill: 127,192 mt = 56.4% of total As it relates to the hazardous waste management, business waste management, production waste management, and chemical waste management programs, Dana follows the same approach: 1. Determine if the material is recyclable or re-usable to minimize waste generation and disposal; 2. Determine the correct classification (hazardous / non-hazardous) of the waste; 3. Maintain any analysis reports and associated profile sheets at the site; 4. Properly label waste, ensure containers are covered or closed, and prevent contamination and/or spills; 5. Shipments of waste are transported by carriers with valid credentials and licenses with the required shipping documentation; and 6. Disposal facilities must comply with regulations concerning the handling, treatment, storage, and disposal of waste.	SDG 12, 15

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure Number	Disclosure Title	2025 Response	SDGs
306-2	Management of significant waste-related impacts	Refer to 2025 Waste by Treatment Method (kg) data (above)	SDG 12, 15
306-3	Waste generated	Refer to 2025 Waste by Treatment Method (kg) data (above)	SDG 12, 15
306-4	Waste diverted from disposal	Refer to 2025 Waste by Treatment Method (kg) data (above)	SDG 12, 15
306-5	Waste directed to disposal	Refer to 2025 Waste by Treatment Method (kg) data (above)	SDG 12, 15
GRI 307: Environmental Compliance			
103-1	Explanation of the material topic and its boundary	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana 2025 Sustainability Report: Safety First	SDG 13, 14, 15, 16
103-3	Evaluation of the management approach	Dana 2025 Sustainability Report: Safety First	SDG 13, 14, 15, 16
307-1	Non-compliance with environmental laws and regulations	No significant fines and / or non-monetary sanctions were levied against any of our sites in 2025. Dana 2025 10-K page 19	SDG 13, 14, 15, 16
GRI 308: Supplier Environmental Assessment			
103-1	Explanation of the material topic and its boundary	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana 2025 Sustainability Report: Appendix / Methodology	SDG 12, 16
103-3	Evaluation of the management approach	Dana 2025 Sustainability Report: Appendix / Methodology	SDG 12, 16
308-1	New suppliers that were screened using the environmental criteria	Dana Supplier Website	SDG 12, 16
308-2	Negative environmental impacts in the supply chain and actions taken	Dana Supplier Website	SDG 12, 16
GRI 401: Employment			
103-1	Explanation of the material topic and its boundary	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Careers Website	SDG 8

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure Number	Disclosure Title	2025 Response	SDGs
103-3	Evaluation of the management approach	Careers Website	SDG 8
401-1	New employee hires and employee turnover	Dana 2025 10-K page 11	SDG 8
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Dana 2025 10-K page 11 Careers Website	SDG 3, 8
401-3	Parental leave	Dana 2025 10-K page 11 Careers Website	SDG 3, 8
GRI 403: Occupational Health & Safety			
103-1	Explanation of the material topic and its boundary	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana 2025 Sustainability Report: Safety First	SDG 3, 8
103-3	Evaluation of the management approach	Dana 2025 Sustainability Report: Safety First	SDG 3, 8
403-1	Occupational health and safety management system	Dana 2025 Sustainability Report: Safety First	SDG 3, 8
403-2	Hazard identification, risk assessment, and incident investigation	Dana 2025 Sustainability Report: Safety First ISO 45001 OHS Management System certified sites are required to implement a robust hazard identification, risk assessment and incident investigation process as a requirement for third-party certification.	SDG 3, 8
403-3	Occupational health services	Dana facilities maintain robust occupational health services while also protecting worker confidential information.	SDG 3, 8
403-4	Worker participation, consultation, and communication on occupational health and safety	Dana 2025 Sustainability Report: Safety First ISO 45001 OHS Management System certified sites are required to implement a robust hazard identification, risk assessment and incident investigation process as a requirement for third-party certification.	SDG 3, 8
403-5	Worker training on occupational health and safety	Dana 2025 Sustainability Report: Safety First ISO 45001 OHS Management System certified sites are required to implement a robust hazard identification, risk assessment and incident investigation process as a requirement for third-party certification.	SDG 3, 8
403-6	Promotion of worker health	Dana 2025 Sustainability Report: Safety First	SDG 3, 8
403-7	Prevention and mitigation of occupational health and safety impacts	Dana 2025 Sustainability Report: Safety First	SDG 3, 8
403-8	Workers covered by an occupational health and safety management system	Dana 2025 Sustainability Report: Safety First	SDG 3, 8
403-9	Work-related injuries	Dana 2025 Sustainability Report: Safety First and graphs detailing Lost Time Recordable and Recordable Incident Rates	SDG 3, 8
403-10	Work-related ill health	Dana 2025 Sustainability Report: Safety First and graphs detailing Lost Time Recordable and Recordable Incident Rates	SDG 3, 8

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure Number	Disclosure Title	2025 Response	SDGs
GRI 404: Training and Education			
103-1	Explanation of the material topic and its boundary	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana 2025 10-K page 11	SDG 4, 8
103-3	Evaluation of the management approach	Dana 2025 10-K page 11	SDG 4, 8
404-1	Average hours of training per year per employee	Dana 2025 10-K page 11	SDG 4, 8
404-2	Programs for upgrading employee skills and transition assistance programs	Dana 2025 10-K page 11	SDG 4, 8
404-3	Percentage of employees receiving regular performance and career development reviews	Dana 2025 10-K page 11	SDG 4, 8
GRI 405: Diversity & Equal Opportunity			
103-1	Explanation of the material topic and its boundary	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Careers Website	SDG 5, 8, 10
103-3	Evaluation of the management approach	Careers Website	SDG 5, 8, 10
405-1	Diversity of governance bodies and employees	Board of Directors Dana 2025 10-K page 11 Dana 2026 Proxy Statement filed on March 13, 2026, page 53	SDG 5, 8, 10
405-2	Ratio of basic salary and remuneration of women to men	This information is being collected and analyzed.	SDG 5, 8, 10
GRI 406: Non-Discrimination			
103-1	Explanation of the material topic and its boundary	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Careers Website	SDG 5, 8, 10
103-3	Evaluation of the management approach	Careers Website	SDG 5, 8, 10
406-1	Incidents of discrimination and corrective actions taken	Dana 2025 Sustainability Report: Ethics and Integrity	SDG 5, 8, 10, 16

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure Number	Disclosure Title	2025 Response	SDGs
GRI 414: Supplier Social Assessment			
103-1	Explanation of the material topic and its boundary	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana Supplier Website	SDG 12
103-3	Evaluation of the management approach	Dana Supplier Website	SDG 12
414-1	New suppliers that were screened using the social criteria	Dana Supplier Website	SDG 12
Material Topic: Innovation and Product Lifecycle Management			
103-1	Explanation of the material topic and its boundary	Dana 2025 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Innovation and Technology Dana 2025 10-K page 11	SDG 8, 9, 13
103-3	Evaluation of the management approach	Innovation and Technology Dana 2025 10-K page 11	SDG 8, 9, 13
Misc.	Innovation	Innovation and Technology Markets e-Mobility Dana 2025 10-K page 11	SDG 8, 9, 13
Misc.	Product Lifestyle Management	Dana has prepared numerous Product Carbon Footprint and Lifecycle Assessments for various products placed on the market.	SDG 8, 9, 13

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

The Sustainability Accounting Standards Board (SASB) is an independent non-profit organization that sets standards to guide the disclosure of financially material sustainability information by companies to their investors. SASB Standards identify the subset of environmental, social, and governance (ESG) issues most relevant to financial performance.

Disclosure Number	Disclosure Title	2025 Response	SDGs
Energy Management			
TR-AP 130a.1.1	Total energy consumption in gigajoules (GJ)	5,152,072 GJ in 2025; 0.6% decrease from 2024	SDG 7, 12, 13
TR-AP 130a.1.2	Percentage of grid electricity consumed	50.8% in 2025	SDG 7, 12, 13
TR-AP 130a.1.3	Percentage of renewable energy consumed	49.2% in 2025; Dana has installed solar panels at several facilities, executed a long-term virtual power purchase agreement with NextEra Energy generating ~345,000 MWh of renewable electricity annually beginning December 2022, and commenced a long-term virtual power purchase agreement with Enel generating ~197,000 MWH of renewable electricity annually beginning in January 2025. Dana 2025 Sustainability Report: Climate Action	SDG 7, 12, 13
Waste Management			
TR-AP 150a.1.1	Total amount of waste generated in metric tons (MT)	225,469 mt of waste generated in 2025.	SDG 12, 15
TR-AP 150a.1.2	Percentage of waste generated that was hazardous	4.3% of total waste was hazardous waste.	SDG 12, 15
TR-AP 150a.1.3	Percentage of waste generated that was recycled	40.4% of total waste was recycled.	SDG 12, 15
Product Safety			
TR-AP 250a.1.1	Number of recalls issued and number of units that were subject to a recall	Dana had zero new recalls issued to the National Traffic and Safety Administration or other regulatory agencies in 2025.	SDG 9, 16
Design for Fuel Efficiency			
TR-AP 440a.1.1	Total revenue from products that are designed to increase fuel efficiency and/or reduce emissions during their use	Dana 2025 10-K page 28-29	SDG 8, 8, 13

SDGs = United Nations Sustainable Development Goals

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Disclosure Number	Disclosure Title	2025 Response	SDGs
Materials Sourcing			
TR-AP 440a.1.1	Strategic approach to managing risks associated with the use of critical materials in products	Dana has a policy and process to manage identified Conflict Minerals. Dana 2025 Sustainability Report: Ethics and Integrity Conflict Minerals Policy Dana Supplier Code of Business Conduct	SDG 9, 10, 12
TR-AP 440a.1.2	Identify the critical materials that present a significant risk to operations	Dana has a policy and process to manage identified Conflict Minerals. Dana 2025 Sustainability Report: Ethics and Integrity Conflict Minerals Policy Dana Supplier Code of Business Conduct	SDG 9, 10, 12
TR-AP 440a.1.3	Disclosure sufficient for the risk without compromising confidential information	Dana has a policy and process to manage identified Conflict Minerals. Dana 2025 Sustainability Report: Ethics and Integrity Conflict Minerals Policy Dana Supplier Code of Business Conduct	SDG 9, 10, 12
Materials Efficiency			
TR-AP 440b.1.1	Percentage of products sold, by revenue, that are recyclable	The information is being collected and will be reported at a later date.	SDG 9, 12
TR-AP 440b.1.2	Percentage calculated as the revenue from products sold that are recyclable divided by the revenue from all products sold	The information is being collected and will be reported at a later date.	SDG 9, 12
TR-AP 440b.1.3	Limit to product that are automotive parts, components, and materials	The information is being collected and will be reported at a later date.	SDG 9, 12
TR-AP 440b.2.1	Percentage of input material that are derived from recycled or remanufactured content	The information is being collected and will be reported at a later date.	SDG 9, 12
TR-AP 440b.2.2	Percentage calculated as the weight of input materials consumed derived from recycled or remanufactured content divided by the total weight of all input materials consumed		SDG 9, 12
Competitive Behavior			
TR-AP 520a.1.1	Total amount of monetary losses incurred during the reporting period as a result of legal proceedings associated with anti-competitive behavior regulations	Dana's public filings would identify any significant monetary losses.	SDG 9, 16
TR-AP 520a.1.2	Any adjudicative proceeding before a court, a regulator, an arbitrator, or otherwise	Dana's public filings would identify any significant pending proceedings.	SDG 9, 16
TR-AP 520a.1.3	Losses, including any monetary liabilities to the opposing parties or others, fines and other monetary liabilities incurred during the reporting period as a result of civil actions, regulatory proceedings, and criminal actions	Dana's public filings outline its financial status including recurring and non-recurring items. Any significant losses will be identified in this information.	SDG 9, 16
TR-AP 520a.1.4	Scope of monetary losses excluding legal and other fees and expenses incurred in its defense	Dana's public filings outline its financial status including recurring and non-recurring items. Any significant losses will be identified in this information.	SDG 9, 16
TR-AP 520a.1.5	Scope of the disclosure, including legal proceedings associated with the enforcement of relevant regulations	Dana's public filings outline its financial status including recurring and non-recurring items. Any significant losses will be identified in this information.	SDG 9, 16
TR-AP 520a.1.6	Scope of the disclosure, including legal proceedings associated with the enforcement of relevant industry regulations promulgated by regional, national, state, and local regulatory authorities	Dana's public filings outline its financial status including recurring and non-recurring items. Any significant losses will be identified in this information.	SDG 9, 16

SDGs = United Nations Sustainable Development Goals

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

The Financial Stability Board established the Task Force on Climate-related Financial Disclosures (TCFD) to develop recommendations for more effective climate-related disclosures that could promote more informed investment, credit, and insurance underwriting decisions and, in turn, enable stakeholders to understand better the concentrations of carbon-related assets in the financial sector and the financial system's exposures to climate-related risks.

Recommended Disclosure	2025 Response	SDGs
Governance		
a) Describe the Board's oversite of climate-related risks and opportunities.	Refer to CDP Climate Change 2025 Report, Section 4.1 c1.1: Board committees have oversight to include environmental, social, and governance (ESG) issues receiving sustainability updates on all ESG issues, including climate change. Sustainability Governance	SDG 7, 12, 13
b) Describe management's role in assessing and managing climate-related risks and opportunties	Refer to CDP Climate Change Report, Section 4.3 Sustainability Governance	SDG 7, 12, 13
Strategy		
a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Refer to CDP Climate Change 2025 Report, Section 3.1	SDG 7, 12, 13
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Refer to CDP Climate Change 2025 Report, Section 3.1	SDG 7, 12, 13
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk	Refer to CDP Climate Change 2025 Report, Section 5.3	SDG 7, 12, 13
Risk Management		
a) Describe the organization's processes for identifying and assessing climate-related risks.	Refer to CDP Climate Change 2025 Report, Section 2.2	SDG 7, 12, 13
b) Describe the organization's processes for managing climate-related risks.	Refer to CDP Climate Change 2025 Report, Section 2.2	SDG 7, 12, 13
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Refer to CDP Climate Change 2025 Report, Section 2.2	SDG 7, 12, 13

SDGs = United Nations Sustainable Development Goals

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD) INDEX

Recommended Disclosure	2025 Response	SDGs
Metrics and Targets		
a) Disclose the metircs used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Refer to CDP Climate Change 2025 Report, Section 2.2	SDG 7, 12, 13
b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Dana 2025 Sustainability Report: Climate Action **Scope 1 GHG Emissions (mt CO2-e):** 2019: 105,065 mt 2020: 89,350 mt 2021: 97,851 mt 2022: 103,425 mt 2023: 100,821 mt 2024: 93,065 mt 2025: 95,621 mt **2025 Scope 1 Energy Consumption by Type (MWh):** Natural Gas: 471,986 MWh LPG: 21,770 MWh Diesel: 6,733 MWh Gasoline: 193 MWh **Scope 2 Location-Based GHG Emissions (mt CO2-e):** 2019: 318,568 mt 2020: 277,893 mt 2021: 299,837 mt 2022: 292,738 mt 2023: 306,003 mt 2024: 285,512 mt 2025: 268,581 mt **Scope 2 Market-Based GHG Emissions (mt CO2-e):** 2019: 318,019 mt 2020: 273,582 mt 2021: 291,662 mt 2022: 257,523 mt 2023: 189,056 mt 2024: 166,026 mt 2025: 122,820 mt **2025 Scope 2 Electricity Consumption by Type (MWh)** Grid Electricity: 473,103 MWh Renewable Electricity: 457,346 MWh	SDG 7, 12, 13
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Refer to CDP Climate Change 2025 Report, Section 2.2	SDG 7, 12, 13
Transportation Group Metrics		
a) Revenues / savings from investments in low-carbon alternatives (e.g., R&D, equipment, products, or services)	Refer to CDP Climate Change 2025 Report, Sections 5.4 and 5.5	SDG 7, 12, 13

SDGs = United Nations Sustainable Development Goals



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