



Better World™

2024 Sustainability Report

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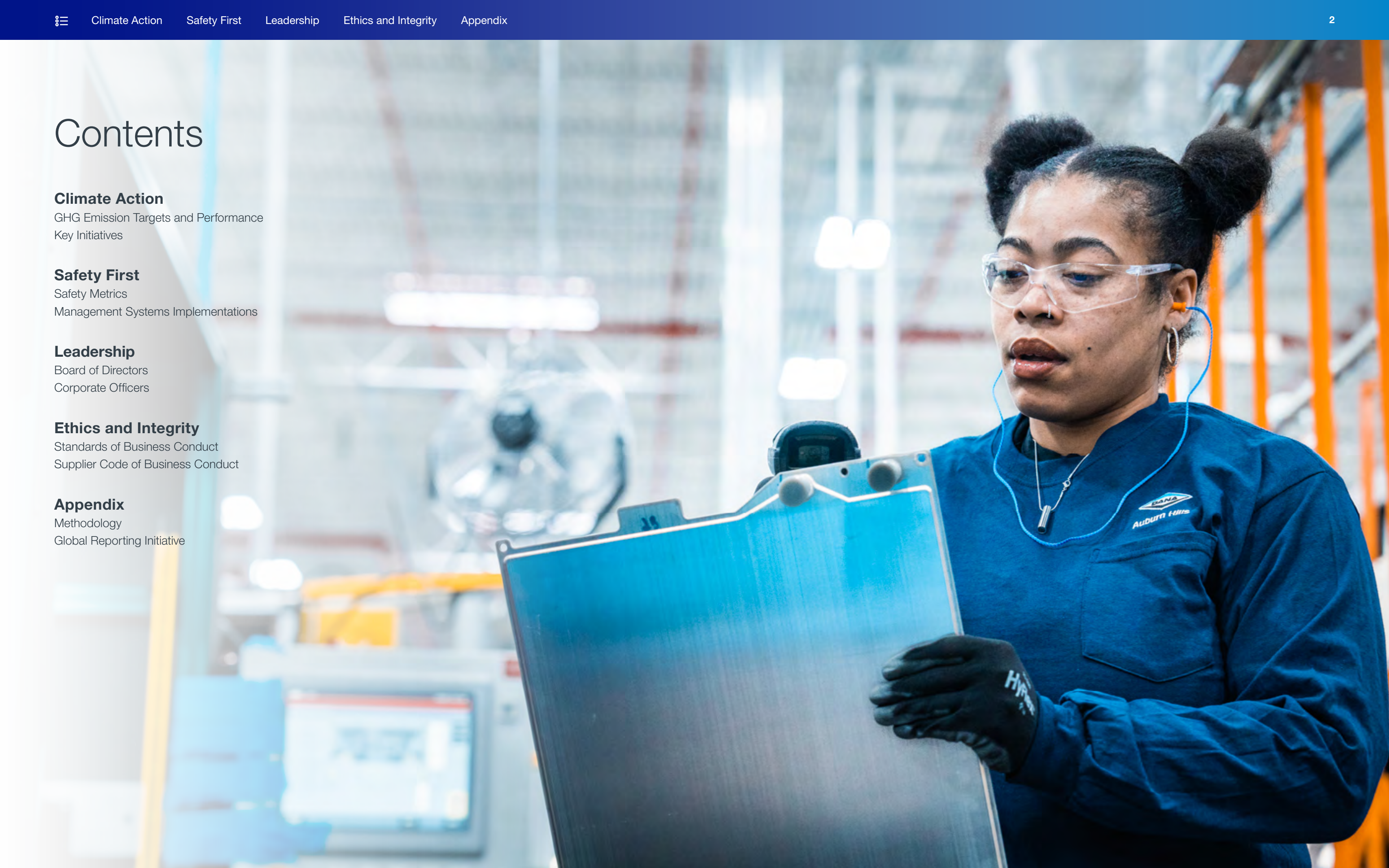
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CLIMATE ACTION

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 2024**



CLIMATE ACTION

European Solar Farm:

**Will offset 100%
of Dana's Scope 2
emissions in Europe**

Commenced 2025



CLIMATE ACTION

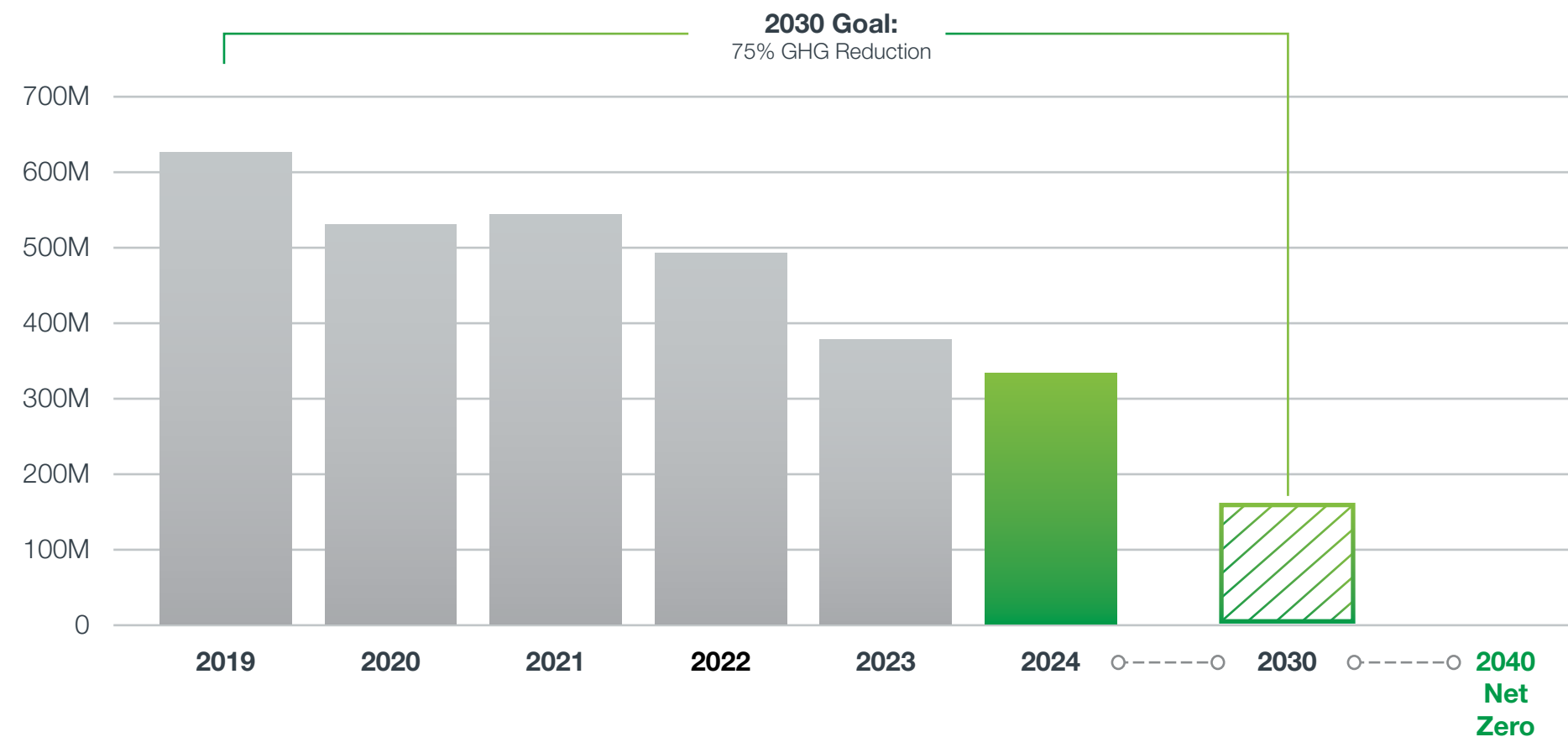
Progress Toward Net-Zero Emissions

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 (kg CO₂-e)



SAFETY FIRST

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

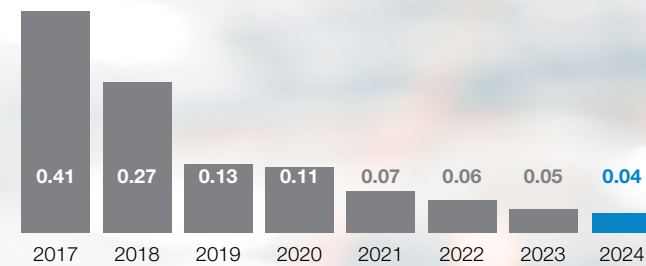
As Dana continues to advance leading-edge technologies and streamline processes, prioritizing the wellbeing of our workforce remains a key part of our culture. This means "Safety First — All Day, Every Day."

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.

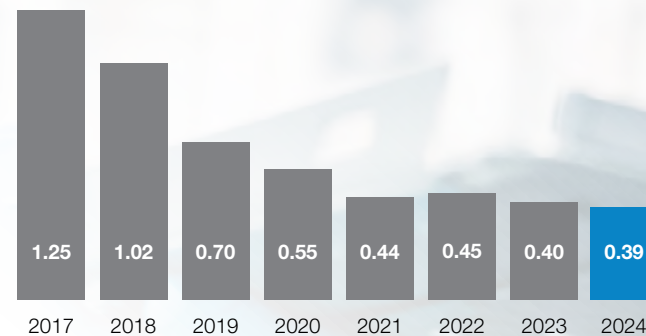
This 'Safety First' approach requires a daily, focused effort. From the facility floor to the boardroom, every individual understands their role in fostering a safe and secure environment.

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 Lost-Time Recordable Incident Rate



Dana Global Recordable Incident Rate



SafetyFirst
All Day Every Day

100% Certified

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

100% of Dana's major 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, 100% of Dana's major manufacturing facilities are also ISO 14001:2015 certified.



SAFETY FIRST

1 Million+ Hours

Without a Lost-time Incident in 2024

North and South America

In 2024, 23 major manufacturing locations in North and South America achieved significant milestones for working safely.

1 Million+ Hours

- Auburn Hills, United States
- Dry Ridge, United States
- Sterling, United States
- Toledo, United States

2 Million+ Hours

- Cambridge, Canada
- Chihuahua, Mexico
- Danville, United States
- Henderson, United States
- Humboldt, United States
- Oakville, Canada
- Sorocaba, Brazil
- Tlalnepantla, Mexico*

3 Million+ Hours

- Gordonsville, United States
- Pottstown, United States

4 Million+ Hours

- Columbia, United States
- Lafayette, United States

5 Million+ Hours

- Apodaca, Mexico
- Gravataí, Brazil*
- Mount Forest, Canada
- Paris, United States
- Querétaro, Mexico*
- Toluca, Mexico

10 Million+ Hours

- Jundiaí, Brazil*

* Indicates instances where there is more than one Dana major 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, 2024



SAFETY FIRST

1 Million+ Hours

Without a Lost-time Incident in 2024

Europe and Asia

In 2024, 28 major manufacturing locations in Europe and Asia achieved significant milestones for working safely.

1 Million+ Hours

Åmål, Sweden
Brugge, Belgium
Crescentino, Italy
Essen, Germany
Luserna, Italy
Rayong, Thailand
Rivoli, Italy
Wellingborough, United Kingdom
Yancheng, China

2 Million+ Hours

Chakan, India
Guiscard, France
Győr, Hungary*
Itziar-Deba, Spain
Pamplona, Spain
Rudrapur, India
Weifang, China
Zaragoza, Spain

3 Million+ Hours

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

4 Million+ Hours

Belgaum, India
Satara, India

5 Million+ Hours

Fuzhou, China
Ladkrabang, Thailand
Wuxi, China

10 Million+ Hours

Noida, India
Jodalli, India



* Indicates instances where there is more than one Dana major 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, 2024

LEADERSHIP

Board of Directors

- Ernesto M. Hernández**^{2, 3}
Retired President and Managing Director of General Motors de México
Director since 2022
- Bridget E. Karlin**^{1*, 4}
Former Senior Vice President of Information Technology at Kaiser Permanente
Director since 2019
- Nora LaFreniere**^{3, 4}
Executive Vice President and General Counsel of Otis Worldwide Corporation
Director since 2024
- Michael J. Mack, Jr.**^{1, 2*, 5}
Retired Group President of John Deere Financial Services, Global Human Resources, and Public Affairs at Deere & Co.
Director since 2018

- R. Bruce McDonald**⁵
Chairman and Chief Executive Officer of Dana Incorporated
Director since 2014
- Diarmuid B. O’Connell**^{2, 4*}
Former Vice President of Tesla, Inc.
Director since 2018
- Keith E. Wandell**^{3*, †}
Retired President and Chief Executive Officer of Harley-Davidson, Inc.
Director since 2008

Corporate Officers

- R. Bruce McDonald**
Chairman and Chief Executive Officer
- Chris J. Clark**
Senior Vice President, Global Operations
- Byron S. Foster**
Senior Vice President and President, Light Vehicle Systems
- Timothy R. Kraus**
Senior 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
- M. Craig Price**
Senior Vice President and President, Off-Highway Drive and Motion Systems
- Andrea C. Siudara**
Senior Vice President and Chief Information Officer
- Kevin Williams**
Senior Vice President and Chief Purchasing Officer

¹ Member: Compensation Committee
² Member: Audit Committee
³ Member: Nominating and Corporate Governance Committee
⁴ Member: Technology and Sustainability Committee
⁵ Financial Expert
* Committee Chair
† Lead Independent Director

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 2024, Dana's Ethics and Compliance system logged 246 cases, of which 14 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.

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.

A list of external charters and associations Dana is actively engaged with include:

- American Bar Association Diversity & Inclusion Initiative
- American Society of Safety Professionals (ASSP)
- Association of Equipment Manufacturers (AEM)
- Automotive Industry Action Group (AIAG)
- Board of Certified Safety Professionals (CSP)
- Canadian Center for Women in Science, Engineering, Trades and Technology

- Center for Automotive Diversity, Inclusion & Advancement (CADIA)
- Chartered Institute of Procurement & Supply (CIPS)
- CDP (fka Carbon Disclosure Project)
- Ethisphere Institute
- Global Reporting Initiative (GRI)
- Great Lakes Women’s Business Council (Great Lakes WBC)
- 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
- S&P Global Corporate Sustainability Assessment (CSA)
- Science Based Target Initiative (SBTi)
- Sustainable Accounting Standards Board (SASB)
- United Nations Global Compact
- 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	2024 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 2024 10-K pages 4 - 8	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 2024 10-K page 5	N/A
102-7	Scale of the organization	Dana 2024 10-K page 4-8	N/A
102-8	Information on employees and other workers	Dana 2024 10-K page 8	N/A
102-9	Supply chain	Dana Supplier Website Dana 2024 10-K page 6	N/A
102-10	Significant changes to the organization and its supply chain	Dana Supplier Website Dana 2024 10-K page 6	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 2024 Sustainability Report: Appendix / Methodology	SDG 17
102-13	Membership of associations	Dana 2024 Sustainability Report: Appendix / Methodology	SDG 17



GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure Number	Disclosure Title	2024 Response	SDGs
Strategy			
102-14	Statement from senior decision-maker	Dana Sustainability Website	N/A
102-15	Key impacts, risks, and opportunities	Dana 2024 10-K pages 11 - 17	N/A
Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	Dana 2024 Sustainability Report: Ethics and Integrity Standards of Business Conduct	SDG 3
102-17	Mechanisms for advice and concerns about ethics	Dana 2024 Sustainability Report: Ethics and Integrity / Standards of Business Conduct Internal Investigations Policy	SDG 16
Governance			
102-18	Governance structure	Dana 2024 Sustainability Report: Leadership Technology & Sustainability Committee Sustainability Governance Leadership Biographies	SDG 16
102-19	Delegating authority	Technology & Sustainability Committee Sustainability Governance	SDG 16
102-20	Executive-level responsibility for economic, environmental, and social topics	Sustainability Responsibility Governance	SDG 16
102-21	Consulting stakeholders on economic, environmental, and social topics	Dana 2024 Sustainability Report: Appendix / Methodology	SDG 16
102-22	Composition of the highest governance body and its committees	Board of Directors Corporate Governance Sustainability Responsibility Governance Dana 2025 Proxy , page 53-55	SDG 16
102-23	Chair of the highest governance body	Board of Directors Corporate Governance Sustainability Governance Dana 2025 Proxy , page 52	SDG 16
102-24	Nominating and selecting the highest governance body	Corporate Governance Dana 2025 Proxy , page 48-51 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 2025 Proxy , page 48-59	SDG 16
102-28	Evaluating the highest governance body's performance	Corporate Governance Guidelines , page 6 Dana 2025 Proxy , page 52-53	SDG 16

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure Number	Disclosure Title	2024 Response	SDGs
102-29	Identifying and managing economic, environmental, and social impacts	Technology & Sustainability Committee Charter , page 1, items 5 - 7 Sustainability Responsibility Governance	SDG 16
102-30	Effectiveness of risk management processes	Dana 2024 10-K pages 11 - 17 Dana 2025 Proxy , page 53	SDG 16
102-31	Review of economic, environmental, and social topics	Sustainability Governance Dana 2025 Proxy , page 55	SDG 16
102-32	Highest governance body's role in sustainability reporting	Technology & Sustainability Committee Charter 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 2025 Proxy , page 15-46	SDG 16
102-36	Process for determining remuneration	Dana 2025 Proxy , page 15-46	SDG 16
102-37	Stakeholders' involvement in remuneration	Dana 2025 Proxy , page 62	SDG 16
102-38	Annual total compensation ratio	Dana 2025 Proxy , page 41	SDG 16
102-39	Percentage increase in annual total compensation ratio	Dana 2025 Proxy , page 41	SDG 16
Stakeholder Engagement			
102-40	List of stakeholder groups	Dana 2024 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 2024 Sustainability Report: Appendix / Methodology	N/A
102-43	Approach to stakeholder engagement	Dana 2024 Sustainability Report: Appendix / Methodology	N/A
102-44	Key topics and concerns raised	Dana 2024 Sustainability Report: Appendix / Methodology	N/A

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure Number	Disclosure Title	2024 Response	SDGs
Reporting Practices			
102-45	Entities included in the consolidated financial statements	Dana 2024 10-K page 21	N/A
102-46	Defining report content and topic Boundaries	Dana 2024 Sustainability Report: Appendix / Methodology	N/A
102-47	List of material topics	Dana 2024 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 2024 Sustainability Report: Cover Page	N/A
102-51	Date of most recent report	October 2025	N/A
102-52	Reporting cycle	Dana 2024 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 2024 Sustainability Report: Appendix / GRI Index	N/A
102-55	GRI content index	Dana 2024 Sustainability Report: Appendix / GRI Index	N/A
102-56	External assurance	The Dana 2024 Sustainability Report has not been externally reviewed and verified.	SDG 16
Topic-Specific Standards			
GRI 204: Procurement Practices			
103-1	Explanation of the material topic and its boundary	Dana 2024 Sustainability Report: Appendix / Methodology Dana Supplier Website	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	2024 Response	SDGs
GRI 205: Anti-Corruption			
103-1	Explanation of the material topic and its boundary	Dana 2024 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana 2024 Sustainability Report: Ethics and Integrity	SDG 16
103-3	Evaluation of the management approach	Dana 2024 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 2024 Sustainability Report: Ethics and Integrity	SDG 16
205-3	Confirmed incidents of corruption and actions taken	Dana 2024 Sustainability Report: Ethics and Integrity	SDG 16
GRI 206: Anti-Competitive Behavior			
103-1	Explanation of the material topic and its boundary	Dana 2024 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana 2024 Sustainability Report: Ethics and Integrity / Ethics and Compliance	SDG 16
103-3	Evaluation of the management approach	Dana 2024 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 2024 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana 2024 Sustainability Report: Climate Action	SDG 12, 13
103-3	Evaluation of the management approach	Dana 2024 Sustainability Report: Climate Action	SDG 12, 13
302-1	Energy consumption within the organization	57.1% electricity purchased from traditional grid electricity providers and 42.9% of electricity is from renewable resources	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	2024 Response	SDGs
302-3	Energy intensity	Dana 2024 Sustainability Report: Climate Action Total Energy Consumption (MWh) 2019: 2,025,519 MWh 2020: 1,736,158 MWh 2021: 1,866,837 MWh 2022: 1,840,509 MWh 2023: 1,817,941 MWh 2024: 1,815,301 MWh Normalized Energy Consumption (MWh per mil \$ sales) 2019: 235 MWh per mil \$ sales 2020: 244 MWh per mil \$ sales 2021: 209 MWh per mil \$ sales 2022: 181 MWh per mil \$ sales 2023: 172 MWh per mil \$ sales 2024: 177 MWh per mil \$ sales	SDG 7, 12, 13
302-4	Reduction of energy consumption	Dana 2024 Sustainability Report: Climate Action and the graph detailing Total Energy Consumption (MWh)	SDG 7, 12, 13
302-5	Reduction in energy requirements of products and services	Dana 2024 10-K page 23	SDG 9, 13
GRI 303: Water & Effluents			
103-1	Explanation of the material topic and its boundary	Dana 2024 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana 2024 Sustainability Report: Appendix / Methodology	SDG 12, 14
103-3	Evaluation of the management approach	Dana 2024 Sustainability Report: Appendix / Methodology	SDG 12, 14
303-1	Interactions with water as a shared resource	Water interactions are included in the annual CDP submission	SDG 12, 14
303-2	Management of water discharge-related impacts	Water interactions are included in the annual CDP submission	SDG 12, 14
303-3	Water withdrawal	Dana 2024 Sustainability Report Total Water Consumption (m³) 2019: 3,506,106 m³ 2020: 3,270,472 m³ 2021: 3,344,551 m³ 2022: 3,030,299 m³ 2023: 3,330,266 m³ 2024: 2,839,705 m³ Total Normalized Water Consumption (m3 per mil \$ sales) 2019: 407 m³ per mil \$ sales 2020: 460 m³ per mil \$ sales 2021: 374 m³ per mil \$ sales 2022: 298 m³ per mil \$ sales 2023: 316 m³ per mil \$ sales 2024: 276 m³ per mil \$ sales	SDG 6, 12, 14

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure Number	Disclosure Title	2024 Response	SDGs
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
GRI 305: Emissions			
103-1	Explanation of the material topic and its boundary	Dana 2024 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana 2024 Sustainability Report: Climate Action	SDG 7, 12, 13
103-3	Evaluation of the management approach	Dana 2024 Sustainability Report: Climate Action	SDG 7, 12, 13
305-1	Energy: Direct (Scope 1) GHG emissions	Dana 2024 Sustainability Report: Climate Action Scope 1 GHG Emissions (mt CO₂-e): 2019: 162,407 mt 2020: 133,223 mt 2021: 145,236 mt 2022: 142,869 mt 2023: 135,503 mt 2024: 134,400 mt 2024 Scope 1 Energy Consumption by Type (MWh): Natural Gas: 650,457 MWh LPG: 43,306 MWh Diesel: 10,632 MWh Gasoline: 654 MWh	SDG 7, 12, 13
305-2	Energy: Indirect (Scope 2) GHG emissions	Dana 2024 Sustainability Report: Scope 2 GHG Emissions (mt CO₂-e) 2019: 455,435 mt 2020: 388,347 mt 2021: 401,322 mt 2022: 355,340 mt 2023: 243,362 mt 2024: 208,707 mt 2024 Scope 2 Energy Consumption by Type (MWh) Grid Electricity: 634,542 MWh Renewable Electricity: 475,709 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 2024 Sustainability Report: Normalized GHG Emissions (mt CO₂-e per mil \$ sales) 2019: 72 mt CO₂-e per mil \$ sales 2020: 73 mt CO₂-e per mil \$ sales 2021: 61 mt CO₂-e per mil \$ sales 2022: 49 mt CO₂-e per mil \$ sales 2023: 36 mt CO₂-e per mil \$ sales 2024: 33 mt CO₂-e per mil \$ sales	SDG 7, 12, 13

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure Number	Disclosure Title	2024 Response	SDGs
GRI 307: Environmental Compliance			
103-1	Explanation of the material topic and its boundary	Dana 2024 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana 2024 Sustainability Report: Safety First	SDG 13, 14, 15, 16
103-3	Evaluation of the management approach	Dana 2024 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 2024. Dana 2024 10-K page 10	SDG 13, 14, 15, 16
GRI 308: Supplier Environmental Assessment			
103-1	Explanation of the material topic and its boundary	Dana 2024 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana 2024 Sustainability Report: Appendix / Methodology	SDG 12, 16
103-3	Evaluation of the management approach	Dana 2024 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 2024 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Careers Website	SDG 8
103-3	Evaluation of the management approach	Careers Website	SDG 8
401-1	New employee hires and employee turnover	Dana 2024 10-K pages 6-8	SDG 8
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Dana 2024 10-K page 8 Careers Website	SDG 3, 8
401-3	Parental leave	This information is being collected and analyzed.	SDG 3, 8

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Disclosure Number	Disclosure Title	2024 Response	SDGs
GRI 403: Occupational Health & Safety			
103-1	Explanation of the material topic and its boundary	Dana 2024 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana 2024 Sustainability Report: Safety First	SDG 3, 8
103-3	Evaluation of the management approach	Dana 2024 Sustainability Report: Safety First	SDG 3, 8
403-1	Occupational health and safety management system	Dana 2024 Sustainability Report: Safety First	SDG 3, 8
403-2	Hazard identification, risk assessment, and incident investigation	Dana 2024 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 2024 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 2024 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 2024 Sustainability Report: Safety First	SDG 3, 8
403-7	Prevention and mitigation of occupational health and safety impacts	Dana 2024 Sustainability Report: Safety First	SDG 3, 8
403-8	Workers covered by an occupational health and safety management system	Dana 2024 Sustainability Report: Safety First	SDG 3, 8
403-9	Work-related injuries	Dana 2024 Sustainability Report: Safety First and graphs detailing Lost Time Recordable and Recordable Incident Rates	SDG 3, 8
403-10	Work-related ill health	Dana 2024 Sustainability Report: Safety First and graphs detailing Lost Time Recordable and Recordable Incident Rates	SDG 3, 8

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Disclosure Number	Disclosure Title	2024 Response	SDGs
GRI 404: Training and Education			
103-1	Explanation of the material topic and its boundary	Dana 2024 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana 2024 10-K page 8	SDG 4, 8
103-3	Evaluation of the management approach	Dana 2024 10-K page 8	SDG 4, 8
404-1	Average hours of training per year per employee	Dana 2024 10-K page 8	SDG 4, 8
404-2	Programs for upgrading employee skills and transition assistance programs	Dana 2024 10-K page 8	SDG 4, 8
404-3	Percentage of employees receiving regular performance and career development reviews	Dana 2024 10-K page 8	SDG 4, 8
GRI 405: Diversity & Equal Opportunity			
103-1	Explanation of the material topic and its boundary	Dana 2024 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 2024 10-K page 8 Dana 2024 Proxy , page 54	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 2024 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 2024 Sustainability Report: Ethics and Integrity	SDG 5, 8, 10, 16

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Disclosure Number	Disclosure Title	2024 Response	SDGs
GRI 414: Supplier Social Assessment			
103-1	Explanation of the material topic and its boundary	Dana 2024 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 2024 Sustainability Report: Appendix / Methodology	N/A
103-2	The management approach and its components	Dana 2024 10-K page 16	SDG 8, 9, 13
103-3	Evaluation of the management approach	Dana 2024 10-K page 16	SDG 8, 9, 13



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