



Policy

ALL-LEG-006

**GLOBAL ENVIRONMENTAL
POLICY**

Owner

Operational Excellence

Original Issue Date

July 14, 2025

Revision Effective Date

July 14, 2025

Policy Summary

This policy:

- Outlines PHINIA's commitment to continual improvement of environmental performance through engineering, innovation, and reducing the environmental footprint of operations.

Global Environmental Policy

Purpose/Scope

This policy outlines the commitment of PHINIA Inc. and its subsidiaries and affiliates (“PHINIA” or the “Company”) to environmental management. It applies to the Company’s worldwide operations and Team Members (consisting of all PHINIA employees, officers, consultants, and contract workers).

Policy Statement

The Company is committed to protecting the environment and preserving natural resources. We believe that access to clean air, water, sanitation, and safe, healthy communities is a fundamental right – and a cornerstone of advancing sustainability today to power a cleaner tomorrow. From the innovative products we design to the way we manufacture them, we strive to use resources efficiently through conservation, reuse, and recycling. Through engineering, innovation, and a focused effort to reduce the environmental footprint of our operations, we are dedicated to improving energy efficiency, reducing waste, and promoting reuse, including remanufacturing, as part of our commitment to reducing our carbon footprint and advancing sustainability.

Policy Guidelines

The key points of our commitment include:

- Implementing processes and practices, including monitoring and audits, designed to ensure compliance with applicable legal and other requirements. Such requirements include, but are not limited to, those that seek to ensure the protection of water, soil, air, forests, and biodiversity, to the extent applicable to the Company’s business.
- Monitoring emerging issues and staying informed of regulatory and other developments, technological advancements, and the evolving needs and expectations of our interested parties to implement effective, sustainable solutions to drive continual improvement in environmental performance.
- Evaluating and reducing environmental risks throughout the lifecycle of our operations, including through technology, behaviors, engineering practices, and the development of new or enhanced manufacturing processes and products.
- Minimizing our environmental impact, including through the reduction of greenhouse gas emissions, incorporation of pollution prevention practices, and commitment to continual improvement of energy and water conservation.
 - Preventing pollution through controlling, minimizing, or eliminating water discharges, air emissions, and solid waste through practices including chemical management, resource conservation, and material reuse.
 - Driving energy conservation and efficiency through activities which include analyzing energy use, sourcing sustainable and reliable energy, investing in energy-efficient technologies, and reducing energy waste.
 - Protecting ecosystems through practices which include reducing reliance on non-renewable inputs and practicing responsible water use to drive water conservation and enhance operational efficiency.
- Implementing and maintaining ISO 14001 environmental management systems and ISO 50001 energy management systems as applicable to guide and enhance our operational practices.
- Fostering open communication around environmental performance and engaging employees in identifying risk and reducing our environmental footprint. By leveraging their insights and commitment, we promote long-term sustainability across our operations and product development. Employees are encouraged to report environmental compliance concerns, openly or anonymously.

- Engineering and innovating a fuel-efficient, premium-quality portfolio to drive progress towards greater sustainability, improving resources, and exploring alternative fuels for a cleaner tomorrow.
- Using responsible end-of-life product management practices, including recycling, proper disposal, and remanufacturing, valuable resources are recovered from products. Remanufacturing enables us to keep used components out of landfills and extends their useful life.
- Selecting suppliers and vendors who share our commitment to sustainability and environmental, social, and governance principles and engaging with contractors, suppliers, customers, and other stakeholders to reduce the environmental impact of our operations, technologies, and products, while collaboratively developing effective and sustainable solutions to protect the environment.

This policy is made available to employees, suppliers, and stakeholders and reviewed periodically for relevance and effectiveness. These periodic reviews assist The Company in setting and reviewing its environmental objectives, strategies, and goals.

Asking Questions, Reporting Concerns and Non-Retaliation

Bring questions or concerns to:

- A supervisor, site lead, functional Vice President
- Human Resources
- Compliance Office (complianceoffice@phinia.com)
- Legal Department
- PHINIA Compliance Hotline (where anonymous reporting is available, subject to local law), using the web form online or by phone
- **Online:** compliancehotline.PHINIA.com
- **By Phone:** There is a number for every country where we operate. Find your country's specific phone number on <http://www.convercent.com/report>.
- Audit Committee of the Board of Directors (mail directed to their attention at PHINIA Headquarters, care of the Corporate Secretary)

All concerns and questions are taken seriously, kept confidential to the greatest extent possible, and handled promptly and professionally.

PHINIA does not tolerate retaliatory behavior. A finding of retaliation may result in disciplinary action up to and including dismissal, even if the underlying report or concern was not supported.

Violations of this Policy

Violation of this policy by any employee may result in disciplinary action, up to and including termination of employment or other engagement. PHINIA may also pursue civil or criminal actions.

Resources

- None

Policy Administration

Policy Title

Global Environmental Policy

Policy Owner(s), Titles, & Function

Operational Excellence, Global
Environmental Manager

Initial Effective Date

July 14, 2025

Revisions

Date	Version	Description	Approver
3 July 2023	1	PHINIA Environmental Statement carried over from BorgWarner	
9 September 2024	2	Initial rewrite of the PHINIA Environmental Statement specific to the PHINIA business.	
14 July 2025	3	Implementation of PHINIA Global Environmental Policy from Environmental Statement.	

Attachments

- None