

ADVANCING SUSTAINABILITY Read the report Sustainability Report 2024

ENVIRONMENT

PRODUCT ENGINEERING

2024 R&D Investments

PHINIA Worldwide Emissions Standards Booklet 🔘

combined investment in fuel efficiency and alternative fuel technologies

61% 15%

Fuel Efficiency

Zero-Carbon **Fuels**

13%

Lower-Carbon **Fuels**

11%

Current Production Systems and Components

Design for Environment

Process used to quantify and reduce life cycle emissions of new products across raw material sourcing, production, distribution, use and operation, and disposal or remanufacturing.

View Design for Environment (p. 25)

Remanufacturing

~12.3 million

Pounds of material processed for remanufacturing from 2011 to 2024 at largest reman facility in Troy, MI.

FACILITIES & OPERATIONS

2024 Performance

Scope 1 and 2 GHG emissions decreased by

GHG emissions intensity improved by

9.2%

Annual energy consumption decreased by

4.5%

Annual energy intensity improved by

Additional 2024 Data & Resources

GHG Scope 1 emissions (metric ton CO2e): 7,368

GHG Scope 2 emissions, market-based (mtCO2e): 64,459

GHG Scope 2 emissions, location-based (mtCO2e): 91,841

Total energy consumption (GWh): 302

Of which, grid electricity (GWh): 153

Of which, renewable energy (GWh): 118

Water usage (kgal): 138,920

Performance Data (p.80)

Environmental Policy \triangleright

Near-Term Emissions Goal





SOCIAL

LEARNING, DEVELOPMENT & ENGAGEMENT

2024 Achievements

Employee Engagement Survey Results

~11,770

in-person training sessions around the globe

View Learning, Development, and Engagement (p. 44) ~145,000

total hours of training completed

84%

73%

overall participation

engagement

demonstrated support of PHINIA's culture and trust in leadership

COMMUNITY ENGAGEMENT

2024 Global Community Support

485

community initiatives

View Community Engagement (p. 51)

~169,700

total volunteer hours

~\$2 million

in donations

HEALTH & SAFETY

2024 Performance

0.18

Total Recordable Incident Rate

<u>View Health and Safety (p.53)</u>

0.08

Lost Time Incident Rate

ISO certifications

100%

of PHINIA plants that supply to an OEM are certified to:

- · ISO 14001
- · ISO 45001
- · IATF 16949 / ISO 9001

GOVERNANCE

2024 DATA & RESOURCES

- · Code of Ethical Conduct
- · <u>Supply Chain Due Diligence Statement</u>
- · Conflict Minerals Statement
- · <u>3P Partnership Program</u>
- · Respect and Dignity (Human Rights) Policy
- · For more information, including regarding ethics and compliance, supply chain responsibility, product quality and safety, and cybersecurity and data protection

Visit the Governance section of our Sustainability Report (p. 56)

FRAMEWORKS & RATERS	
SASB (p. 84)	D
TCFD (p. 85)	D
GRI (p. 88)	D
CDP and EcoVadis (p. 11)	D