

# ADVANCING SUSTAINABILITY

Sustainability Report 2024

[Read the report](#)

## ENVIRONMENT

### PRODUCT ENGINEERING

2024 R&D Investments

[PHINIA Worldwide Emissions Standards Booklet](#)

89%

combined investment in fuel efficiency and alternative fuel technologies

[View Product Engineering \(p. 14\)](#)

61%

Fuel Efficiency

15%

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.

[View Remanufacturing \(p. 26\)](#)

### FACILITIES & OPERATIONS

2024 Performance

Scope 1 and 2 GHG emissions decreased by

11.7%

GHG emissions intensity improved by

9.2%

Annual energy consumption decreased by

4.5%

Annual energy intensity improved by

1.8%

#### Additional 2024 Data & Resources

- GHG Scope 1 emissions (metric ton CO<sub>2</sub>e): 7,368
- GHG Scope 2 emissions, market-based (mtCO<sub>2</sub>e): 64,459
- GHG Scope 2 emissions, location-based (mtCO<sub>2</sub>e): 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](#)

#### Near-Term Emissions Goal

Absolute Scope 1 and 2 GHG emission reduction goal of

50%

by 2030 from a 2020 baseline year



## 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%**

overall  
participation

demonstrated support of PHINIA's  
culture and trust in leadership

**73%**

engagement

### 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

#### ISO certifications

**0.18**

Total Recordable Incident Rate  
[View Health and Safety \(p.53\)](#)

**0.08**

Lost Time Incident Rate

**100%**

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

- ISO 14001
- ISO 45001
- IAFT 16949 / ISO 9001

## GOVERNANCE

### 2024 DATA & RESOURCES

- [Code of Ethical Conduct](#)
- [Supply Chain Due Diligence Statement](#)
- [Conflict Minerals Statement](#)
- [3P Partnership Program](#)
- [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)



TCFD (p. 85)



GRI (p. 88)



CDP and EcoVadis (p. 11)

