

ADVANCING SUSTAINABILITY

Sustainability Report 2025

[Read the report](#)

ENVIRONMENT

PRODUCT ENGINEERING

2025 R&D Investments

[PHINIA Worldwide Emission Standards Booklets](#)

85%

combined investment in fuel efficiency and alternative fuel technologies

[View Product Engineering \(p. 17\)](#)

60%

Fuel Efficiency

12%

Carbon-Free Fuels

13%

Lower-Carbon Fuels

15%

Current Production Systems and Components

Design for Environment

Continued investing in our 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 \(p. 27\)](#)

Remanufacturing

In 2025, our Troy, MI facility processed 450,000+ pounds of used core, successfully reusing 63% of the core mass of manufactured material to return functional products back into service, with 93% of the remaining material recycled.

[View Remanufacturing \(p. 28\)](#)

FACILITIES & OPERATIONS

2025 Performance (compared to 2024)

2025 Environmental Risk Assessments

Scope 1 and 2 GHG emissions intensity improved by

35%

[View Facilities & Operations \(p. 30\)](#)

Annual energy consumption decreased by

2.9%

Annual energy intensity improved by

5.1%

Completed first enterprise-wide:

- Climate risk assessment
- Nature risk assessment

Additional 2025 Data & Resources

- Scope 1 GHG emissions (mtCO₂e): 7,812
- Scope 2 GHG emissions, market-based (mtCO₂e): 39,800
- Scope 2 GHG emissions, location-based (mtCO₂e): 84,952
- Total energy consumption (GWh): 293
 - Grid electricity (GWh): 108
 - Renewable energy (GWh): 155
- Water usage (kgal): 139,893

[Performance Data \(p. 84\)](#)

[Global Environmental Policy](#)

Near-Term Emissions Goal

Absolute Scope 1 and 2 GHG emissions reduction goal of

50%

by 2030 from a 2020 baseline year, based on market-based methodology

SOCIAL

LEARNING, DEVELOPMENT & ENGAGEMENT 2025 Achievements

Employee Engagement Pulse Survey



~5,500

in-person training sessions

[View Learning, Development and Engagement \(p. 46\)](#)

~83,000

in-person training hours

72.4%

response rate

72.8%

engagement score, confirming belief in our culture and trust in our leaders

80%+

recommend PHINIA as a great place to work

COMMUNITY ENGAGEMENT 2025 Global Community Support

700+

initiatives

[View Community Engagement \(p. 61\)](#)

178,000+

volunteer hours

\$2m+

donations

HEALTH & SAFETY 2025 Performance

ISO Certifications

0.19

Total Recordable Incident Rate

0.13

Lost Time Incident Rate

[View Health and Safety \(p. 55\)](#)



93.75%

of PHINIA facilities supplying to OEM customers are certified to:

- ISO 14001
- ISO 45001

100%

of PHINIA facilities supplying to OEM customers are certified to:

- IATF 16949 or
- ISO 9001

GOVERNANCE

ETHICS, INTEGRITY & COMPLIANCE

2025 Enhancements

Completed first enterprise-wide legal and compliance risk assessment

[View Ethics, Integrity & Compliance \(p. 64\)](#)

Enhanced training, resources, and other practical tools to help employees navigate compliance topics



SUPPLY CHAIN RESPONSIBILITY

2025 Supplier Data

74%

of in-scope direct and aftermarket suppliers completed the Sustainability Self-Assessment Questionnaire (SAQ)

[View Supply Chain Responsibility \(p. 69\)](#)

~15%

average SAQ year-over-year score improvement for our top 100 suppliers

50+

suppliers recognized through PHINIA Partnership Program (3P) for excellence in performance, collaboration, and sustainability alignment

PRODUCT QUALITY & SAFETY

2025 Achievements

Achieved first EN 9100 certification, the premier quality management standard for the aerospace and defense industry

[View Product Quality & Safety \(p. 73\)](#)

Continued investing in advanced quality training and continuous improvement programs



ADDITIONAL RESOURCES

- [Code of Ethical Conduct](#)
- [Supply Chain Due Diligence Statement](#)
- [Conflict Minerals Statement](#)
- [3P PHINIA 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 \(p. 63\)](#)

FRAMEWORKS & RATERS

CDP and EcoVadis (p. 12)



SASB (p. 88)



TCFD (p. 89)



GRI (p. 91)



UN SDGs (p. 94)

