



# Health and Safety Policy

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Dana Incorporated is committed to a safe workplace free of recognized hazards. As the overriding priority of this organization, we will not accept any compromise of our dedication to maintaining a safe workplace.

This commitment to a safe workplace is realized through a continuous improvement process of setting objectives and targets, and complying with applicable governmental regulations and industry-related safety standards and practices. The implementation of actions in pursuit of a risk-free environment is the responsibility of leadership.

Continuing support of this effort is the responsibility of every stakeholder. The personal commitment and active participation of all levels of management, employees, and contractors is required and expected.

A handwritten signature in blue ink that reads "James K. Kamsickas".

**James K. Kamsickas**  
**Chairman and CEO**

February 2022



## Quality Policy

We commit to customer satisfaction and deliver with **pride and passion.**

We champion operational excellence and a **zero-defect approach.**

We drive continuous improvement and remain “**Quality Focused All Day, Every Day.**”

A handwritten signature in blue ink that reads "James K. Kamsickas".

**James K. Kamsickas**  
Chairman and CEO

February 2022





# Environmental Policy

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Dana Incorporated recognizes that sustainable operations require a balance among social progress, economic prosperity and environmental protection. The company's goal is to attain those sustainability measures by implementing an environmental management system that factors in the related social and financial obligations and commits to efficient natural resource consumption, prevention of pollution, compliance with applicable local, state, provincial, and federal environmental rules and regulations, and conformance with customer, company, and other requirements as well as Dana's Standards of Business Conduct.

This Environmental Policy serves as the foundation upon which Dana Incorporated establishes and reviews its environmental priorities, objectives, targets, and key performance indicators. The policy will be reviewed periodically, revised accordingly, made available to the public, and communicated to all persons working for or on behalf of Dana Incorporated to assure continual improvement to the company's environmental management system and sustainability objectives.

A handwritten signature in blue ink that reads "James K. Kamsickas".

**James K. Kamsickas**  
Chairman and CEO

February 2022