



Dana Incorporated EXECUTIVE DIVERSITY STATEMENT

This policy is intended to provide a framework for inclusion to promote diversity of the executive leadership team at Dana Incorporated (the “Company”).

The Company believes in the benefits diversity brings and it recognizes that diversity of thought makes prudent business sense. Having an executive leadership team, composed of men and women with diverse skills, experience, backgrounds and perspectives means:

- competitive advantage;
- robust understanding of opportunities, issues and risks;
- inclusion of different concepts, ideas, and relationships;
- enhanced decision-making and dialogue; and
- heightened capacity for oversight of the organization and its governance.

For purposes of the executive leadership team composition, diversity includes, but is not limited to, business and industry skills and experience, gender, and ethnicity. The Company will make good use of these differences and distinctions among individuals in determining the optimum composition of the executive leadership team.

All executive leadership team appointments should collectively reflect the diverse nature of the business environment in which the organization operates and be made on merit, in the context of the skills, experience, independence and knowledge which the executive leadership team requires to be effective.

The Company is committed to ensuring gender diversity and to diligently act to effect change. It shall target to establish by 2025 and thereafter maintain an executive leadership team in which each gender represents at least 30% of individuals.

April 2023