UNITED STATES SECURITIES AND EXCHANGE COMMISSION Washington D. C. 20549

Washington, D. C. 20549

FORM 8-K

CURRENT REPORT Pursuant to Section 13 or 15(d)

of the Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): February 20, 2024

Dana Incorporated

(Exact name of registrant as specified in its charter)

Delaware (State or other jurisdiction of incorporation) 1-1063 (Commission File Number) 26-1531856 (IRS Employer Identification Number)

3939 Technology Drive, Maumee, Ohio 43537 (Address of principal executive offices) (Zip Code)

(419) 887-3000 (Registrant's telephone number, including area code)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

 $\hfill\square$ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)

□ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)

D Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))

□ Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Title of Each Class	Trading	Name of Each Exchange
Title of Each Class	Symbol	on which Registered
Common Stock, \$.01 par value	DAN	New York Stock Exchange

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company \Box

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Items 2.02 and 7.01 Results of Operations and Financial Condition and Regulation FD Disclosure

Dana Incorporated today issued a news release announcing its results for the quarter ended December 31, 2023. A copy of the press release is attached hereto as Exhibit 99.1.

The information in this report is being "furnished" and shall not be deemed "filed" for the purposes of Section 18 of the Securities Exchange Act of 1934, as amended, is not subject to the liabilities of that section and is not deemed incorporated by reference in any filing under the Securities Act of 1933, as amended, or the Securities Exchange Act of 1934, as amended, except as shall be expressly set forth by specific reference in such a filing.

Item 9.01. Financial Statements and Exhibits.

(d) Exhibits. The following item is furnished with this report.

Exhibit No.	Description
99.1	Dana Incorporated Press Release dated February 20, 2024
104	Cover Page Interactive Data File (embedded within the Inline XBRL)

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

DANA INCORPORATED

Date: February 20, 2024

 By:
 /s/ Douglas H. Liedberg

 Name:
 Douglas H. Liedberg

 Title:
 Senior Vice President, General Counsel and Secretary



IMMEDIATE

Dana Incorporated Reports 2023 Record Sales and Profit Growth of 21 Percent, Including Margin Improvement of 110 Basis Points;

Company Increases New Business Sales Backlog to Record \$950 Million

Full-year Results

- Sales of \$10.6 billion, an increase of \$0.4 billion or 4 percent over last year
 - Net income of \$38 million, compared with a net loss of \$242 million in 2022
- Adjusted EBITDA of \$845 million, an increase of \$145 million over last year
- Adjusted EBITDA margin of 8 percent, a 110-basis-point improvement compared with 2022
- Operating cash flow of \$476 million
- · Record three-year new business sales backlog of \$950 million, a \$50 million increase over prior backlog
- 2024 guidance of approximately 3 percent increase in sales, 10 percent increase in adjusted EBITDA, \$75 million increase in free cash flow

MAUMEE, Ohio, Feb. 20, 2024 – Dana Incorporated (NYSE: DAN) today announced financial results for the fourth quarter and full-year 2023.

"With record sales reaching \$10.6 billion for 2023, Dana continues its strong trajectory built on our balanced approach of supplying both conventional and clean-energy solutions to nearly every vehicle manufacturer around the globe. The Dana team successfully launched a company-record number of programs across all markets we serve, while delivering substantial profit conversion on our growth," said James Kamsickas, chairman and chief executive officer.

"We are building on this strong momentum, as we expect to further expand sales and profit margin into 2024. Our record three-year new business backlog has grown to \$950 million, marking the seventh consecutive year we have recorded an increase. This reflects our team's relentless commitment to being a leading supplier to the world's top vehicle manufacturers for internal combustion, hybrid, and electric vehicles."

Fourth-quarter 2023 Financial Results

Sales for the fourth quarter of 2023 totaled \$2.5 billion, compared with \$2.6 billion in the same period of 2022. Lower sales in 2023 were driven by the impact of the UAW strike on our Light Vehicle Driveline segment, which was partially offset by cost-recovery actions and conversion of the sales backlog.

Adjusted EBITDA for the fourth quarter of 2023 was \$156 million, compared with \$176 million for the same period in 2022. Strong efficiency improvements partially offset the margin impact of the UAW strike and higher spending on development for electric-vehicle products.

The net loss attributable to Dana was \$39 million, or \$0.27 per share, compared with a net loss of \$179 million, or \$1.25 per share, in the fourth quarter of 2022 due primarily to the impact of the UAW strike, lower earnings from equity-method affiliates, and the devaluation of the Argentine peso. The loss in 2022 resulted primarily from the recording of non-cash tax valuation allowances.

The adjusted net loss attributable to Dana was \$11 million, or \$0.08 per share, for the fourth quarter of 2023, compared with an adjusted net loss of \$15 million or \$0.10 earnings per share in 2022. Operating cash flow in the fourth quarter of 2023 was \$278 million, compared with \$342 million in the same period of 2022. Free cash flow was \$136 million, compared with \$202 million in the fourth quarter of 2022. The decrease was driven by higher working capital requirements.

Full-year 2023 Financial Results

Sales for 2023 were \$10.6 billion, compared with \$10.2 billion in 2022. The increase of \$399 million resulted from improved overall market demand and conversion of the sales backlog, combined with pricing actions and cost recoveries partially offset by the UAW strike.

Adjusted EBITDA for 2023 was \$845 million, compared with \$700 million in 2022 driven by refreshed and new programs, efficiency improvement actions, and more stable customer order patterns.

The net income attributable to Dana for 2023 was \$38 million or \$0.26 per share, compared with a net loss of \$242 million or a loss of \$1.69 per share in 2022. The loss in 2022 resulted from a one-time non-cash goodwill impairment charge and from non-cash tax valuation allowances.

Adjusted net income attributable to Dana was \$122 million and diluted adjusted earnings per share were \$0.84 in 2023, compared with an adjusted net income of \$54 million and \$0.37 per share in 2022.

The company reported operating cash flow of \$476 million in 2023. Free cash flow was a use of \$25 million, compared with free cash flow of \$209 million in 2022. Cash flow use this year was driven by increased working capital requirements and higher capital spending partially offset by higher operating earnings.

"Finishing 2023 with strong results has set the stage for continued profitable growth," said Timothy Kraus, Dana senior vice president and chief financial officer. "In 2024, we expect another record sales year, further improved margins, and higher free cash flow as we leverage the improved cross-company efficiencies and begin to benefit from the record number of new and refreshed vehicle programs."

2024 Financial Targets

- Sales of \$10.65 to \$11.15 billion;
- Adjusted EBITDA of \$875 to \$975 million, an implied adjusted EBITDA margin of approximately 8.5 percent at the midpoint of the range;
- Operating cash flow of approximately \$475 to \$525 million; and
- Free cash flow of \$25 to \$75 million;
- Diluted EPS of \$0.35 to \$0.85.

Dana to Host Conference Call at 10 a.m. Tuesday, Feb. 20

Dana will discuss its fourth-quarter and full-year results in a conference call at 10 a.m. EST on Tuesday, Feb. 20. The conference call can be accessed by telephone from both domestic and international locations using the information provided below:

Conference ID: 9943139 Participant Toll-Free Dial-In Number: 1 (888) 440-5873 Participant Toll Dial-In Number: 1 (646) 960-0319

Audio streaming and slides will be available online via a link provided on the Dana investor website: <u>www.dana.com/investors</u>. Phone registration will be available beginning at 9:30 a.m. EST. A webcast replay can be accessed via Dana's investor website following the call.

Non-GAAP Financial Information

Adjusted EBITDA is a non-GAAP financial measure which we have defined as net income (loss) before interest, income taxes, depreciation, amortization, equity grant expense, restructuring expense, non-service cost components of pension and other postretirement benefit costs and other adjustments not related to our core operations (gain/loss on debt extinguishment, pension settlements, divestitures, impairment, etc.). Adjusted EBITDA is a measure of our ability to maintain and continue to invest in our operations and provide shareholder returns. We use adjusted EBITDA in assessing the effectiveness of our business strategies, evaluating and pricing potential acquisitions and as a factor in making incentive compensation decisions. In addition to its use by management, we also believe adjusted EBITDA is a measure widely used by securities analysts, investors and others to evaluate financial performance of our company relative to other Tier 1 automotive suppliers. Adjusted EBITDA should not be considered a substitute for earnings (loss) before income taxes, net income (loss) or other results reported in accordance with GAAP. Adjusted EBITDA may not be comparable to similarly titled measures reported by other companies.

Adjusted net income (loss) attributable to the parent company is a non-GAAP financial measure which we have defined as net income (loss) attributable to the parent company, excluding any discrete income tax items, restructuring charges, amortization expense and other adjustments not related to our core operations



(as used in adjusted EBITDA), net of any associated income tax effects. This measure is considered useful for purposes of providing investors, analysts and other interested parties with an indicator of ongoing financial performance that provides enhanced comparability to net income attributable to the parent company reported by other companies. Adjusted net income (loss) attributable to the parent company is neither intended to represent nor be an alternative measure to net income (loss) attributable to the parent company reported in accordance with GAAP.

Diluted adjusted EPS is a non-GAAP financial measure which we have defined as adjusted net income (loss) attributable to the parent company divided by adjusted diluted shares. We define adjusted diluted shares as diluted shares as determined in accordance with GAAP based on adjusted net income (loss) attributable to the parent company. This measure is considered useful for purposes of providing investors, analysts and other interested parties with an indicator of ongoing financial performance that provides enhanced comparability to EPS reported by other companies. Diluted adjusted EPS is neither intended to represent nor be an alternative measure to diluted EPS reported in accordance with GAAP.

Free cash flow is a non-GAAP financial measure which we have defined as net cash provided by (used in) operating activities less purchases of property, plant and equipment. We believe free cash flow is useful to investors in evaluating the operational cash flow of the company inclusive of the spending required to maintain the operations. Free cash flow is not intended to represent nor be an alternative to the measure of net cash provided by (used in) operating activities reported in accordance with GAAP. Free cash flow may not be comparable to similarly titled measures reported by other companies.

The accompanying financial information provides reconciliations of adjusted EBITDA, diluted adjusted EPS and free cash flow to the most directly comparable financial measures calculated and presented in accordance with GAAP. We have not provided a reconciliation of our adjusted EBITDA and diluted adjusted EPS outlook to the most comparable GAAP. We have not provided a reconciliation of our adjusted EBITDA and diluted EPS guidance is potentially misleading and not practical given the difficulty of projecting event driven transactional and other non-core operating items that are included in net income (loss) and diluted EPS, including restructuring actions, asset impairments and certain income tax adjustments. The accompanying reconciliations of these non-GAAP measures with the most comparable GAAP measures for the historical periods presented are indicative of the reconciliations that will be prepared upon completion of the periods covered by the non-GAAP guidance.

Forward-Looking Statements

Certain statements and projections contained in this news release are, by their nature, forward-looking within the meaning of the Private Securities Litigation Reform Act of 1995. These forward-looking statements are based on our current expectations, estimates, and projections about our industry and business, management's beliefs, and certain assumptions made by us, all of which are subject to change. Forwardlooking statements can often be identified by words such as "anticipates," "expects," "intends," "plans," "predicts," "believes," "seeks," "estimates," "may," "will," "should," "would," "could," "potential," "continue," "ongoing," and similar expressions, and variations or negatives of these words. These forward-looking statements are not guarantees of future results and are subject to risks, uncertainties, and assumptions that could cause our actual results to differ materially and adversely from those expressed in any forward-looking statement.

Dana's Annual Report on Form 10-K, subsequent Quarterly Reports on Form 10-Q, recent Current Reports on Form 8-K, and other Securities and Exchange Commission filings discuss important risk factors that could affect our business, results of operations and financial condition. The forward-looking statements in this news release speak only as of this date. Dana does not undertake any obligation to revise or update publicly any forward-looking statement for any reason.

About Dana Incorporated

Dana is a leader in the design and manufacture of highly efficient propulsion and energy-management solutions that power vehicles and machines in all mobility markets across the globe. The company is shaping sustainable progress through its conventional and clean-energy solutions that support nearly every vehicle manufacturer with drive and motion systems; electrodynamic technologies, including software and controls; and thermal, scaling, and digital solutions.

Based in Maumee, Ohio, USA, the company reported sales of \$10.6 billion in 2023 with 42,000 people in 31 countries across six continents. With a history dating to 1904, Dana was named among the "World's Most Ethical Companies" for 2023 by Ethisphere and as one of "America's Most Responsible Companies 2023" by *Newsweek*. The company is driven by a high-performance culture that focuses on valuing others, inspiring innovation, growing responsibly, and winning together, earning it global recognition as a top employer. Learn more at dana.com.

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Contact:

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DANA INCORPORATED Consolidated Statement of Operations (Unaudited) For the Three Months Ended December 31, 2023 and 2022

 December 31,

 2023
 2022

 \$2,494
 \$2,555
 (In millions, except per share amounts) Net sales Costs and expenses Cost of sales 2,330 Selling, general and administrative expenses Amortization of intangibles Restructuring charges, net 139 3 4 Other income (expense), net (7) Earnings before interest and income taxes 11 Interest income 3 40 Interest expense Earnings (loss) before income taxes (26) Income tax expense 3 Equity in earnings (loss) of affiliates (15) Net loss (44) Less: Noncontrolling interests net income Less: Redeemable noncontrolling interests net loss 5 (10) \$ (39) \$ (179) Net loss attributable to the parent company Net loss per share available to common stockholders \$ (0.27) \$ (1.25) \$ (0.27) \$ (1.25) 144.5 143.4 144.5 143.4 Basic Diluted

2,375

121

4

7

62 5 33

34

5

4

(3)

217

(178)

Weighted-average shares outstanding - Basic Weighted-average shares outstanding - Diluted

DANA INCORPORATED Consolidated Statement of Operations For the Year Ended December 31, 2023 and 2022

(In millions, except per share amounts)	Year H Decemi 2023	
Net sales	\$10,555	\$10,156
Costs and expenses		
Cost of sales	9,655	9,393
Selling, general and administrative expenses	549	495
Amortization of intangibles	13	14
Restructuring charges, net	25	(1)
Impairment of goodwill		(191)
Other income (expense), net	3	22
Earnings before interest and income taxes	316	86
Loss on extinguishment of debt	(1)	
Interest income	17	11
Interest expense	154	128
Earnings (loss) before income taxes	178	(31)
Income tax expense	121	284
Equity in earnings (loss) of affiliates	(9)	4
Net income (loss)	48	(311)
Less: Noncontrolling interests net income	22	15
Less: Redeemable noncontrolling interests net loss	(12)	(84)
Net income (loss) attributable to the parent company	\$ 38	\$ (242)
Net income (loss) per share available to common stockholders		
Basic	\$ 0.26	\$ (1.69)
Diluted	\$ 0.26	\$ (1.69)
Weighted-average shares outstanding - Basic	144.4	143.6
Weighted-average shares outstanding - Diluted	144.6	143.6

DANA INCORPORATED Consolidated Statement of Comprehensive Income (Unaudited) For the Three Months Ended December 31, 2023 and 2022

(In millions)			
N Y			

(In millions)		onths Ended mber 31,
Net loss	\$ (44)	2022 \$ (178)
Other comprehensive income (loss), net of tax:		
Currency translation adjustments	36	32
Hedging gains and losses	2	19
Defined benefit plans	(16)	48
Other comprehensive income	22	99
Total comprehensive loss	(22)	(79)
Less: Comprehensive income attributable to noncontrolling interests	(6)	(4)
Less: Comprehensive (income) loss attributable to redeemable noncontrolling interests	6	(2)
Comprehensive loss attributable to the parent company	\$ (22)	\$ (85)

DANA INCORPORATED Consolidated Statement of Comprehensive Income For the Year Ended December 31, 2023 and 2022

(In millions)		Ended nber 31, 2022
Net income (loss)	\$ 48	\$(311)
Other comprehensive income (loss), net of tax:		
Currency translation adjustments	30	(102)
Hedging gains and losses	(1)	17
Defined benefit plans	(16)	53
Other comprehensive income (loss)	13	(32)
Total comprehensive income (loss)	61	(343)
Less: Comprehensive income attributable to noncontrolling interests	(22)	(10)
Less: Comprehensive loss attributable to redeemable noncontrolling interests	10	95
Comprehensive income (loss) attributable to the parent company	\$ 49	\$(258)

DANA INCORPORATED Consolidated Balance Sheet As of December 31, 2023 and December 31, 2022

(In millions, except share and per share amounts)	Dec	2023 cember 31,		ember 31, 2022
Assets				
Current assets	\$	529	\$	425
Cash and cash equivalents Accounts receivable	\$	529	Э	425
Trade, less allowance for doubtful accounts of \$16 in 2023 and \$11 in 2022		1.371		1.374
		280		202
Other Inventories		1.676		1.609
		3.5.5.5		
Other current assets		247		219
Total current assets		4,103		3,829
Goodwill		263		259
Intangibles		182		201
Deferred tax assets		516		397
Other noncurrent assets		140		123
Investments in affiliates		123		136
Operating lease assets		327		311
Property, plant and equipment, net		2,311	-	2,193
Total assets	\$	7,965	\$	7,449
Liabilities, redeemable noncontrolling interests and equity				
Current liabilities				
Short-term debt	\$	22	\$	52
Current portion of long-term debt		35		8
Accounts payable		1,756		1,838
Accrued payroll and employee benefits		288		214
Taxes on income		86		54
Current portion of operating lease liabilities		42		36
Other accrued liabilities		373		277
Total current liabilities		2,602		2,479
Long-term debt, less debt issuance costs of \$24 in 2023 and \$22 in 2022		2,598		2,348
Noncurrent operating lease liabilities		284		277
Pension and postretirement obligations		334		298
Other noncurrent liabilities		319		249
Total liabilities		6.137		5,651
Commitments and contingencies		0,107		0,001
Redeemable noncontrolling interests		191		195
Parent company stockholders' equity		171		1)5
Preferred stock, 50,000,000 shares authorized, \$0.01 par value, no shares outstanding				
Common stock, 450,000,000 shares authorized, \$0.01 par value, 10 shares outstanding Common stock, 450,000,000 shares authorized, \$0.01 par value, 144,386,484 and 143,366,482 shares				
outstanding		2		2
Additional paid-in capital		2.255		2.229
Retained earnings		317		321
Treasury stock, at cost (474,981 and zero shares)		(9)		521
Accumulated other comprehensive loss		(990)		(1,001)
•	_	1.575	_	1,551
Total parent company stockholders' equity		1,575 62		,
Noncontrolling interests	_			52
Total equity	-	1,637	-	1,603
Total liabilities, redeemable noncontrolling interests and equity	\$	7,965	\$	7,449

DANA INCORPORATED Consolidated Statement of Cash Flows (Unaudited) For the Three Months Ended December 31, 2023 and 2022

In millions)		nths Ended aber 31.
	2023	2022
Operating activities		
Net loss	\$ (44)	\$ (178)
Depreciation	106	95
Amortization	6	6
Amortization of deferred financing charges	1	1
Earnings of affiliates, net of dividends received	15	(6)
Stock compensation expense	7	6
Deferred income taxes	(58)	209
Pension expense, net	(1)	(1)
Change in working capital	239	220
Change in other noncurrent assets and liabilities	11	3
Other, net	(4)	(13)
Net cash provided by operating activities	278	342
Investing activities		
Purchases of property, plant and equipment	(142)	(140)
Proceeds from sale of property, plant and equipment	2	3
Proceeds from sales of marketable securities		12
Settlements of undesignated derivatives	(3)	(2)
Other, net	(2)	(2)
Net cash used in investing activities	(145)	(129)
Financing activities		
Net change in short-term debt	(15)	(179)
Repayment of long-term debt	(2)	(5)
Dividends paid to common stockholders	(15)	(15)
Distributions to noncontrolling interests		(1)
Contributions from redeemable noncontrolling interests	4	21
Other, net	(1)	(1)
Net cash used in financing activities	(29)	(180)
Net increase in cash, cash equivalents and restricted cash	104	33
Cash, cash equivalents and restricted cash - beginning of period	440	390
Effect of exchange rate changes on cash balances	19	19
Cash, cash equivalents and restricted cash - end of period	\$ 563	\$ 442

DANA INCORPORATED Consolidated Statement of Cash Flows For the Year Ended December 31, 2023 and 2022

(In millions)	Year E Decemi 2023	
Operating activities		
Net income (loss)	\$ 48	\$(311)
Depreciation	393	365
Amortization	23	23
Amortization of deferred financing charges	5	5
Write-off of deferred financing costs	1	
Earnings of affiliates, net of dividends received	11	23
Stock compensation expense	26	19
Deferred income taxes	(104)	153
Pension expense, net	3	(1)
Impairment of goodwill		191
Change in working capital	70	199
Change in other noncurrent assets and liabilities	11	9
Other, net	(11)	(26)
Net cash provided by operating activities	476	649
Investing activities		
Purchases of property, plant and equipment	(501)	(440)
Proceeds from sale of property, plant and equipment	2	3
Acquisition of business, net of cash acquired		(1)
Purchases of marketable securities		(15)
Proceeds from sales of marketable securities		30
Settlements of undesignated derivatives	(13)	(8)
Other, net	(16)	5
Net cash used in investing activities	(528)	(426)
Financing activities	· · · · · · · · · · · · · · · · · · ·	
Net change in short-term debt	(30)	33
Proceeds from long-term debt	458	2
Repayment of long-term debt	(209)	(24)
Deferred financing payments	(9)	
Dividends paid to common stockholders	(58)	(58)
Repurchases of common stock	()	(25)
Distributions to noncontrolling interests	(10)	(9)
Contributions from redeemable noncontrolling interests	22	51
Payments to acquire noncontrolling interests		(4)
Other, net	(4)	(8)
Net cash provided by (used in) financing activities	160	(42)
Net increase in cash, cash equivalents and restricted cash	100	181
Cash, cash equivalents and restricted cash - beginning of period	442	287
Effect of exchange rate changes on cash balances	13	(26)
	\$ 563	\$ 442
Cash, cash equivalents and restricted cash - end of period	\$ 563	

DANA INCORPORATED Reconciliation of Net Cash Provided By Operating Activities to Free Cash Flow (Unauc	lited)
(In millions)	Three Months Ended December 31, 2023 2022
Net cash provided by operating activities	\$ 278 \$ 342
Purchases of property, plant and equipment	(142) (140)
Free cash flow	\$ 136 \$ 202
Net cash provided by operating activities	Year Ended December 31, 2023 2029 \$ 476 \$ 649
Purchases of property, plant and equipment	(501) (440)
Free cash flow	
rree cash how	<u>\$ (25)</u> <u>\$ 209</u>

DANA INCORPORATED Segment Sales and Segment EBITDA (Unaudited) For the Three Months Ended December 31, 2023 and 2022

(In millions)		nths Ended ther 31, 2022
Sales		
Light Vehicle	\$ 923	\$ 1,030
Commercial Vehicle	509	504
Off-Highway	762	740
Power Technologies	300	281
Total Sales	\$2,494	\$ 2,555
Segment EBITDA		
Light Vehicle	\$ 22	\$ 34
Commercial Vehicle	13	5
Off-Highway	106	113
Power Technologies	19	23
Total Segment EBITDA	160	175
Corporate expense and other items, net	(4)	1
Adjusted EBITDA	\$ 156	\$ 176

DANA INCORPORATED Segment Sales and Segment EBITDA For the Year Ended December 31, 2023 and 2022

(In millions)	Year I Decem 2023	
Sales		
Light Vehicle	\$ 4,035	\$ 4,090
Commercial Vehicle	2,092	1,979
Off-Highway	3,185	2,946
Power Technologies	1,243	1,141
Total Sales	\$10,555	\$10,156
Segment EBITDA		
Light Vehicle	\$ 212	\$ 158
Commercial Vehicle	87	43
Off-Highway	465	404
Power Technologies	89	94
Total Segment EBITDA	853	699
Corporate expense and other items, net	(8)	1
Adjusted EBITDA	\$ 845	\$ 700

DANA INCORPORATED Reconciliation of Segment and Adjusted EBITDA to Net Loss (Unaudited) For the Three Months Ended December 31, 2023 and 2022

(In millions)	Three Mo Decen	nths Ended nber 31, 2022
Segment EBITDA	\$ 160	\$ 175
Corporate expense and other items, net	(4)	1
Adjusted EBITDA	156	176
Depreciation	(106)	(95)
Amortization	(6)	(6)
Non-service cost components of pension and OPEB costs	(3)	(4)
Restructuring charges, net	(4)	
Stock compensation expense	(7)	(6)
Strategic transaction expenses	(1)	(2)
Distressed supplier costs	(18)	
Amounts attributable to previously divested/closed operations		(2)
Other items		1
Earnings before interest and income taxes	11	62
Interest income	3	5
Interest expense	40	33
Earnings (loss) before income taxes	(26)	34
Income tax expense	3	217
Equity in earnings (loss) of affiliates	(15)	5
Net loss	\$ (44)	\$ (178)

DANA INCORPORATED Reconciliation of Segment and Adjusted EBITDA to Net Income (Loss) For the Year Ended December 31, 2023 and 2022

(In millions)	Year E Decemb 2023	
Segment EBITDA	\$ 853	\$ 699
Corporate expense and other items, net	(8)	1
Adjusted EBITDA	845	700
Depreciation	(393)	(365)
Amortization	(23)	(23)
Non-service cost components of pension and OPEB costs	(13)	(7)
Restructuring charges, net	(25)	1
Stock compensation expense	(26)	(19)
Strategic transaction expenses	(5)	(8)
Distressed supplier costs	(44)	
Amounts attributable to previously divested/closed operations		(2)
Impairment of goodwill		(191)
Earnings before interest and income taxes	316	86
Loss on extinguishment of debt	(1)	
Interest income	17	11
Interest expense	154	128
Earnings (loss) before income taxes	178	(31)
Income tax expense	121	284
Equity in earnings (loss) of affiliates	(9)	4
Net income (loss)	\$ 48	\$(311)

DANA INCORPORATED Reconciliation of Net Loss Attributable to the Parent Company to Adjusted Net Loss Attributable to the Parent Company and Diluted Adjusted EPS (Unaudited) For the Three Months Ended December 31, 2023 and 2022

(In millions, except per share amounts)	Three M End Deceml 2023	ded	
Net loss attributable to the parent company	\$ (39)	\$ (179)	
Items impacting loss before income taxes:			
Amortization	5	5	
Restructuring charges, net	3		
Strategic transaction expenses	1		
Distressed supplier costs	18		
Other items	(1)	2	
Items impacting income taxes:			
Net income tax benefit on items above	6	2	
Income tax expense (benefit) attributable to various discrete tax matters	(4)	155	
Adjusted net loss attributable to the parent company	\$ (11)	\$ (15)	
Diluted shares - as reported	144.5	143.4	
Adjusted diluted shares	144.5	143.4	
Diluted adjusted EPS	\$ (0.08)	\$(0.10)	

DANA INCORPORATED Reconciliation of Net Income (Loss) Attributable to the Parent Company to Adjusted Net Income Attributable to the Parent Company and Diluted Adjusted EPS (Unaudited) For the Year Ended December 31, 2023 and 2022

(In millions, except per share amounts)	Year I Decem 2023	Ended 1ber 31, 2022	
Net income (loss) attributable to the parent company	\$ 38	\$ (242)	
Items impacting income (loss) before income taxes:			
Amortization	20	20	
Restructuring charges, net	24	(1)	
Strategic transaction expenses	5	8	
Distressed supplier costs	44		
Impairment of goodwill		118	
Other items	1	2	
Items impacting income taxes:			
Net income tax expense on items above	(20)	(8)	
Income tax expense attributable to various discrete tax matters	10	157	
Adjusted net income attributable to the parent company	\$ 122	\$ 54	
Diluted shares - as reported	144.6	143.6	
Adjusted diluted shares	144.6	144.3	
Diluted adjusted EPS	\$ 0.84	\$ 0.37	

2023 Fourth-quarter & Full-year Earnings Conference Call

February 20, 2024

DAN



Safe Harbor Statement

Certain statements and projections contained in this presentation are, by their nature, forward-looking within the meaning of the Private Securities Litigation Reform Act of 1995. These forward-looking statements are based on our current expectations, estimates and projections about our industry and business, management's beliefs, and certain assumptions made by us, all of which are subject to change. Forward-looking statements can often be identified by words such as "anticipates," "expects," "intends," "plans," "predicts," "believes," "seeks," "estimates," "may," "will," "should," "would," "could," "potential," "continue," "ongoing," similar expressions, and variations or negatives of these words. These forward-looking statements are not guarantees of future results and are subject to risks, uncertainties and assumptions that could cause our actual results to differ materially and adversely from those expressed in any forward-looking statement. Dana's Annual Report on Form 10-K, subsequent Quarterly Reports on Form 10-Q, recent Current Reports on Form 8-K, and other Securities and Exchange Commission filings discuss important risk factors that could affect our business, results of operations and financial condition. The forward-looking statements in this presentation speak only as of this date. Dana does not undertake any obligation to revise or update publicly any forward-looking statement for any reason.



Introduction

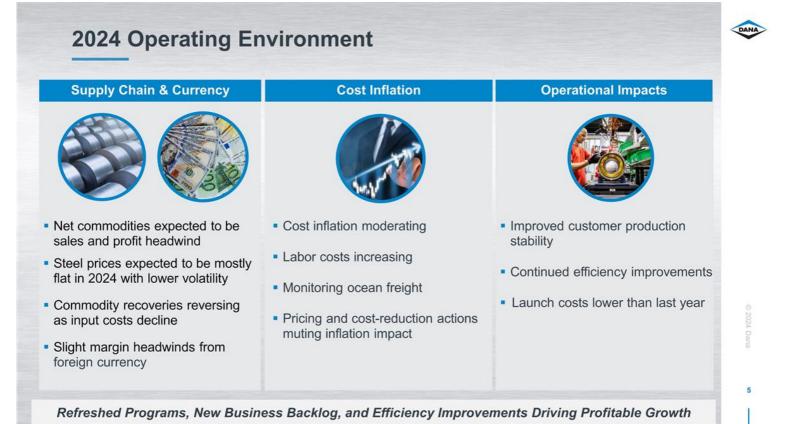
Chairman and Chief Executive Officer

Business Review

Financial Review



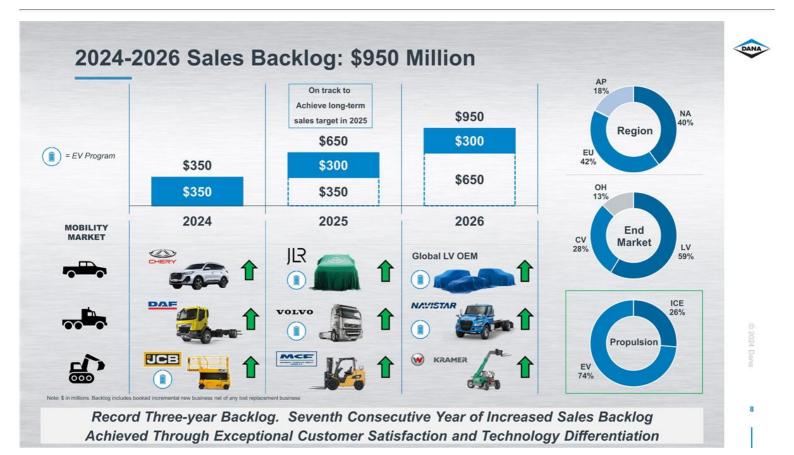
Successful Execution of Company-wide Transformation Leading to Profitable Growth







Company-wide One Dana Collaboration: a Key Enabler of Differentiated New Program Launch Execution

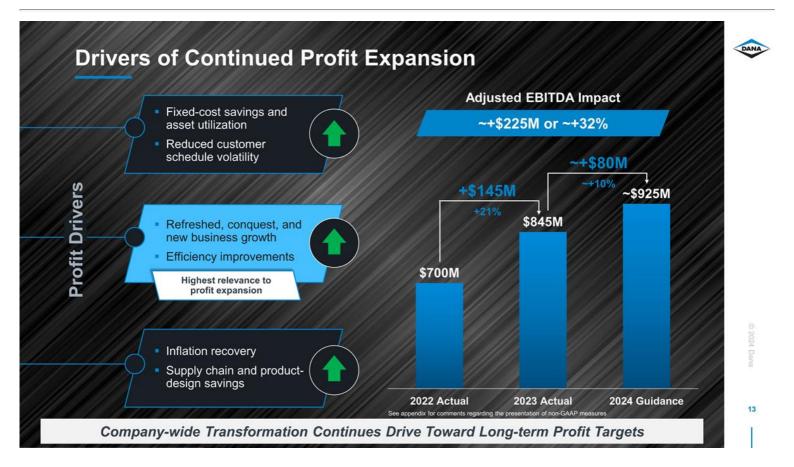


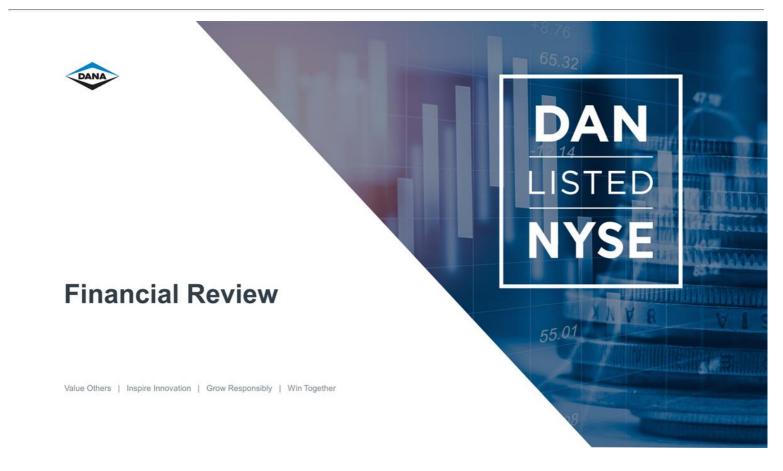












2023 Financial Results

- Lower sales in the fourth quarter driven by impact of UAW strike
- Full-year sales growth primarily due to increased demand in all our end-markets and recovery of cost inflation, partially offset by UAW strike
- Increased production efficiency, operational improvement actions, and more stable customer order patterns drove higher profitability
- 2022 net loss due to Q4 valuation allowance adjustment on U.S. tax assets and Q3 goodwill impairment charge
- Lower FCF driven by higher working capital requirements and higher capital spending

Changes from Prior Year													
(\$ in millions, except EPS)	Q4 '23		<u>c</u>	24 '22	Cł	hange	FY	FY '23		FY '22		Change	
Sales	\$	2,494	\$	2,555	\$	(61)	\$ 10),555	\$ 1	10,156	\$	399	
Adjusted EBITDA		156		176		(20)		845		700		145	
Margin		6.3%		6.9%	(60	0) bps		8.0%		6.9%	1	10 bps	
EBIT		11		62		(51)		316		86		230	
Interest Expense, Net		37		28		9		137		117		20	
Income Tax Expense		3		217		(214)		121		284		(163	
Net Income (Loss) (attributable to Dana)		(39)		(179)		140		38		(242)		280	
Diluted Adjusted EPS	\$	(0.08)	\$	(0.10)	\$	0.02	\$	0.84	\$	0.37	\$	0.47	
Operating Cash Flow		278		342		(64)		476		649		(173)	
Capital Spending		(142)		(140)		(2)		(501)		(440)		(61	
Free Cash Flow		136		202		(66)		(25)		209		(234	

Sales and Profit Improvement while Continuing to Build for Future Growth

15

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2023 Q4 Sales and Profit Changes

- Lower organic growth driven by UAW strike at key customers
- Company-wide efficiencies mostly offset strike profit impact
- Cost inflation offset by customer recoveries
- Translation of foreign currencies, primarily the strengthening euro, to U.S. dollar was a modest benefit to sales and profit
- Lower commodity costs resulting in lower sales recoveries; profit benefit of lower input costs offset by the timing of commodity cost trueups with customers

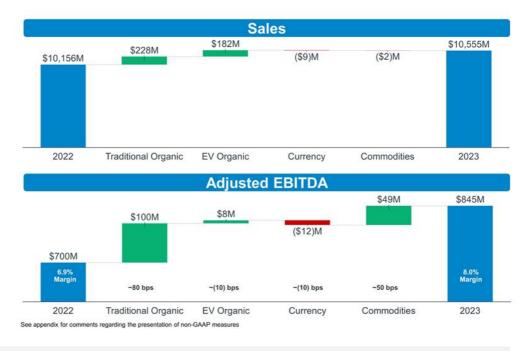
		Sal	les		
\$2,555M		\$34M	\$45M		\$2,494N
	(\$132)M			(\$8)M	
2022	Traditional Organic	EV Organic	Currency	Commodities	2023
		Adjusted	EBITDA		
\$176M	(\$7)M	(\$14)M	\$3M	(\$2)M	\$156M
6.9% Margin	~10 bps	~(60) bps	~0 bps	~(10) bps	6.3% Margin
2022	Traditional Organic	EV Organic	Currency	Commodities	2023

Strike Drove Lower Sales, Company-wide Efficiencies Mostly Offset Profit Impact



2023 FY Sales and Profit Changes

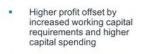
- Organic growth driven by strong sales and pricing actions, partially offset by UAW strike impact
- Cost savings actions, improved efficiency, and customer recoveries more than offset cost inflation
- EV growth remains strong in core heavy-vehicle markets
- Lower spending on EV engineering and related program costs compared to 2022 drove a slight profit benefit
- Translation of foreign currencies to U.S. dollars, primarily the euro, rupee, and baht, was a headwind to sales, profit, and margin
- Lower commodity costs and moderating recoveries benefited margin



Profit Improvement from Refreshed and New Business Growth, Efficiencies, and Lower Commodities







- Increased working capital requirements due to increased sales and higher launch cadence, and UAW strike
- Higher capital spending to support new business backlog, replacement business, and electrification programs

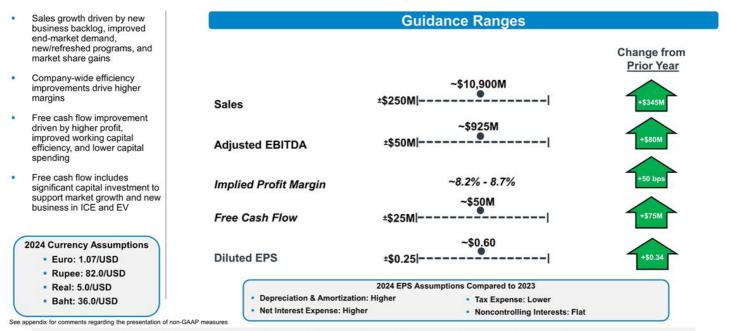
(\$ in millions)	from Prior	Yea	r			
Adjusted EBITDA	-	<u>023</u> 345	\$	<u>2022</u> 700	<u>C</u> \$	<u>hange</u> 145
One-time Costs ¹		(20)		(16)	Ċ	(4)
Interest, Net	(116)		(107)		(9)
Taxes	(*	148)		(132)		(16)
Working Capital / Other ²		(85)		204		(289)
Capital Spending	(!	501)		(440)		(61)
Free Cash Flow	\$	(25)	\$	209	\$	(234)

¹ Includes costs associated with business acquisitions and divestitures and restructuring. ² Changes in working capital relating to interest, taxes, restructuring, and transaction costs are included in those respective categories. See appendix for comments regarding the presentation of non-GAAP measures.

FCF Use Driven by Higher Working Capital Requirements and Capital Spending







Balanced End-market Demand Growth and Improved Operating Environment



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2024 FY Sales and Profit Changes

- Organic growth driven by strong sales, pricing, and market share gains
- Strong conversion on organic growth due to improved efficiencies and cost savings actions
- Cost recovery actions expected to mostly offset inflation
- Continued investment in EV business offsetting profit contribution
- Translation of foreign currency expected to be a headwind to sales and profit
- Lower commodity costs driving lowering sales recoveries; profit impacted by commodity cost true-ups with customers as input commodities decline

Sales ~\$245M ~\$10,900M ~\$240M \$10,555M ~(\$70)M ~(\$70)M 2023 Traditional Organic EV Organic Currency Commodities 2024 Target Adjusted EBITDA ~\$135M ~\$925M ~(\$20)M ~(\$10)M ~(\$25)M \$845M 8.0% Margir 8.5% Margin ~110 bps ~(40) bps ~0 bps ~(20) bps Traditional Organic EV Organic 2024 Target 2023 Currency Commodities See appendix for comments regarding the presentation of non-GAAP measures

Sales Growth with Improved Profit Driven by Company-wide Efficiencies and Cost Savings

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20

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- Higher profit and lower capital investment requirements
- Increase in net interest payments due to higher rates and payment timing due to refinancing
- More efficient use of working capital

Changes	from Prior Yea	ar			
(\$ in millions)					
	<u>2024</u>		<u>2023</u>	C	hange
Adjusted EBITDA	\$~925	\$	845	\$	~80
One-time Costs ¹	(40)		(20)		(20)
Interest, Net	(150)		(116)		(35)
Taxes	(160)		(148)		(10)
Working Capital / Other ²	(75)		(85)		10
Capital Spending	(450)		(501)		50
Free Cash Flow	\$~50	\$	(25)	\$	~75

¹ Includes costs associated with business acquisitions and divestitures and restructuring. ² Changes in working capital relating to interest, taxes, restructuring, and transaction costs are included in those respective categories. See appendix for comments regarding the presentation of non-GAAP measures.

Positive Free Cash Flow Driven by Higher Profit and Lower Capital Spending

21

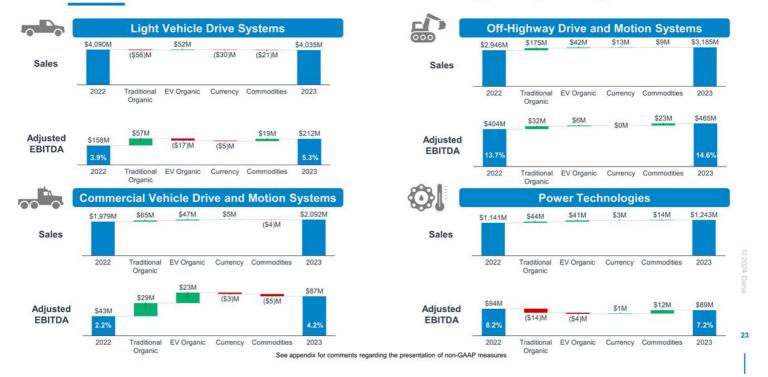
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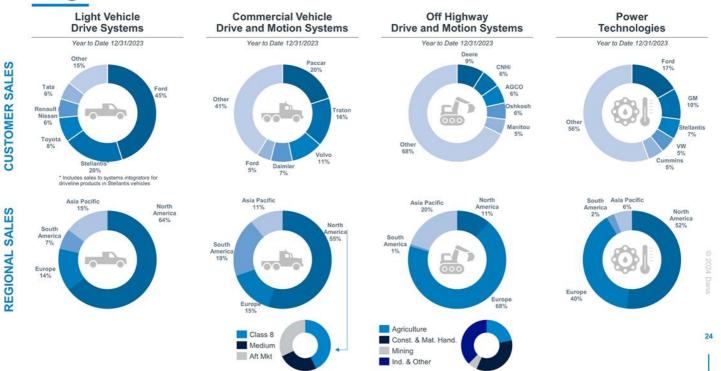
Appendix

2023 FY Sales and Profit Change by Segment

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Segment Profiles



Diluted Adjusted EPS

DANA INCORPORATED

Reconciliation of Net Loss Attributable to the Parent Company to Adjusted Net Loss Attributable to the Parent Company and Diluted Adjusted EPS (Unaudited) For the Three Months Ended December 31, 2023 and 2022

(In millions, except per share amounts)

	December 31,			
	2023		2022	
Net loss attributable to the parent company	\$	(39)	\$	(179)
Items impacting loss before income taxes:				
Amortization		5		5
Restructuring charges, net		3		
Strategic transaction expenses		1		
Distressed supplier costs		18		
Other items		(1)		2
Items impacting income taxes:				
Net income tax benefit on items above		6		2
Income tax expense (benefit) attributable to various discrete tax matters		(4)		155
Adjusted net loss attributable to the parent company	\$	(11)	\$	(15)
Diluted shares - as reported		144.5		143.4
Adjusted diluted shares		144.5		143.4
Diluted adjusted EPS	\$	(0.08)	\$	(0.10)

DANA INCORPORATED

Reconciliation of Net Income (Loss) Attributable to the Parent Company to Adjusted Net Income Attributable to the Parent Company and Diluted Adjusted EPS (Unaudited)

For the Year Ended December 31, 2023 and 2022

(In millions, except per share amounts)

Three Months Ended

(in minoris, except per share another)					
	Year Ended				
	December 31,				
	2	023		2022	
Net income (loss) attributable to the parent company	\$	38	\$	(242)	
Items impacting income (loss) before income taxes:					
Amortization		20		20	
Restructuring charges, net		24		(1)	
Strategic transaction expenses		5		8	
Distressed supplier costs		44			
Impairment of goodwill				118	
Otheritems		1		2	
Items impacting income taxes:					
Net income tax expense on items above		(20)		(8	
Income tax expense attributable to various discrete tax matters		10		157	
Adjusted net income attributable to the parent company	\$	122	\$	54	
Diluted shares - as reported		144.6		143.6	
Adjusted diluted shares		144.6		144.3	
Diluted adjusted EPS	\$	0.84	\$	0.37	

Segment Data

DANA INCORPORATED

Segment Sales and Segment EBITDA (Unaudited) For the Three Months Ended December 31, 2023 and 2022

	Three Months Ended				
(In millions)	December 31,				
	2023		2022		
Sales	-				
Light Vehicle	\$	923	\$	1,030	
Commercial Vehicle		509		504	
Off-Highway		762		740	
Power Technologies		300		281	
Total Sales	\$	2,494	\$	2,555	
Segment EBITDA					
Light Vehicle	\$	22	\$	34	
Commercial Vehicle		13		5	
Off-Highway		106		113	
Power Technologies		19		23	
Total Segment EBITDA		160		175	
Corporate expense and other items, net	10	(4)	12	1	
Adjusted EBITDA	\$	156	\$	176	

DANA INCORPORATED Segment Sales and Segment EBITDA For the Year Ended December 31, 2023 and 2022

	Year Ended					
(In millions)	December 31,					
		2023	2022			
Sales	-					
Light Vehicle	\$	4,035	\$	4,090		
Commercial Vehicle		2,092		1,979		
Off-Highway		3,185		2,946		
Power Technologies		1,243		1,141		
Total Sales	\$	10,555	\$	10,156		
Segment EBITDA						
Light Vehicle	\$	212	\$	158		
Commercial Vehicle		87		43		
Off-Highway		465		404		
Power Technologies		89		94		
Total Segment EBITDA		853		699		
Corporate expense and other items, net		(8)		1		
Adjusted EBITDA	\$	845	\$	700		



Segment Data Continued



Reconciliation of Segment and Adjusted EBITDA to Net Loss (Unaudited) For the Three Months Ended December 31, 2023 and 2022

	Three Months Ended			
(In millions)	Decemi			
	2023		2	022
Segment EBITDA	\$	160	\$	175
Corporate expense and other items, net	12	(4)	~	1
Adjusted EBITDA		156		176
Depreciation		(106)		(95)
Amortization		(6)		(6)
Non-service cost components of pension and OPEB costs		(3)		(4)
Restructuring charges, net		(4)		
Stock compensation expense		(7)		(6)
Strategic transaction expenses		(1)		(2)
Distressed supplier costs		(18)		
Amounts attributable to previously divested/closed operations				(2)
Other items				1
Earnings before interest and income taxes	-	11	_	62
Interest income		3		5
Interest expense		40		33
Earnings (loss) before income taxes	10	(26)	-	34
Income tax expense		3		217
Equity in earnings (loss) of affiliates		(15)		5
Net loss	\$	(44)	\$	(178)

DANA INCORPORATED

Reconciliation of Segment and Adjusted EBITDA to Net Income (Loss) For the Year Ended December 31, 2023 and 2022

		Vear	Ended			
(In millions)	December 31.					
(in minore)	2023		2022			
Segment EBITDA	\$	853	\$	699		
Corporate expense and other items, net		(8)		1		
Adjusted EBITDA		845		700		
Depreciation		(393)		(365)		
Amortization		(23)		(23)		
Non-service cost components of pension and OPEB costs		(13)		(7)		
Restructuring charges, net		(25)		1		
Stock compensation expense		(26)		(19)		
Strategic transaction expenses		(5)		(8)		
Distressed supplier costs		(44)				
Amounts attributable to previously divested/closed operations				(2)		
Impairment of goodwill				(191)		
Earnings before interest and income taxes		316		86		
Loss on extinguishment of debt		(1)				
Interest income		17		11		
Interest expense		154		128		
Earnings (loss) before income taxes	3. 	178	1	(31)		
Income tax expense		121		284		
Equity in earnings (loss) of affiliates		(9)		4		
Net income (loss)	\$	48	\$	(311)		







DANA INCORPORATED Reconciliation of Net Cash Provided By Operating Activities to Free Cash Flow (Unaudited)

	Three Months Ende			
(In millions)		1,		
	2023 2		2022	
Net cash provided by operating activities	\$	278	\$	342
Purchases of property, plant and equipment		(142)		(140)
Free cash flow	\$	136	\$	202

Year Ended December 31,

476

(501)

(25)

2022 \$ 649

\$

(440)

	2	023	
Net cash provided by operating activities	\$	476	
Purchases of property, plant and equipment	19 12	(501	
Free cash flow	\$	(25	



Non-GAAP Financial Information



30

Adjusted EBITDA is a non-GAAP financial measure which we have defined as net income (loss) before interest, income taxes, depreciation, amortization, equity grant expense, restructuring expense, non-service cost components of pension and other postretirement benefit costs and other adjustments not related to our core operations (gain/loss on debt extinguishment, pension settlements, divestitures, impairment, etc.). Adjusted EBITDA is a measure of our ability to maintain and continue to invest in our operations and provide shareholder returns. We use adjusted EBITDA in assessing the effectiveness of our business strategies, evaluating and pricing potential acquisitions and as a factor in making incentive compensation decisions. In addition to its use by management, we also believe adjusted EBITDA is a measure widely used by securities analysts, investors and others to evaluate financial performance of our company relative to other Tier 1 automotive suppliers. Adjusted EBITDA should not be considered a substitute for earnings (loss) before income taxes, net income (loss) or other results reported in accordance with GAAP. Adjusted EBITDA may not be comparable to similarly titled measures reported by other companiable.

Adjusted net income (loss) attributable to the parent company is a non-GAAP financial measure which we have defined as net income (loss) attributable to the parent company, excluding any discrete income tax items, restructuring charges, amortization expense and other adjustments not related to our core operations (as used in adjusted EBITDA), net of any associated income tax effects. This measure is considered useful for purposes of providing investors, analysts and other interested parties with an indicator of ongoing financial performance that provides enhanced comparability to net income attributable to the parent company reported by other companies. Adjusted net income (loss) attributable to the parent company is neither intended to represent nor be an alternative measure to net income (loss) attributable to the parent company reported in accordance with GAAP.

Diluted adjusted EPS is a non-GAAP financial measure which we have defined as adjusted net income (loss) attributable to the parent company divided by adjusted diluted shares. We define adjusted diluted shares as diluted shares as determined in accordance with GAAP based on adjusted net income (loss) attributable to the parent company. This measure is considered useful for purposes of providing investors, analysts and other interested parties with an indicator of ongoing financial performance that provides enhanced comparability to EPS reported by other companies. Diluted adjusted EPS is neither intended to represent nor be an alternative measure to diluted EPS reported in accordance with GAAP.

Free cash flow is a non-GAAP financial measure which we have defined as net cash provided by (used in) operating activities less purchases of property, plant and equipment. We believe free cash flow is useful to investors in evaluating the operational cash flow of the company inclusive of the spending required to maintain the operations. Free cash flow is not intended to represent nor be an alternative to the measure of net cash provided by (used in) operating activities reported in accordance with GAAP. Free cash flow may not be comparable to similarly titled measures reported by other companies.

The accompanying financial information provides reconciliations of adjusted EBITDA, diluted adjusted EPS and free cash flow to the most directly comparable financial measures calculated and presented in accordance with GAAP. We have not provided a reconciliation of our adjusted EBITDA and diluted adjusted EPS outlook to the most comparable GAAP measures of net income (loss) and diluted EPS providing net income (loss) and diluted EPS, including restructuring actions, asset difficulty of projecting event driven transactional and other non-core operating items that are included in net income (loss) and diluted EPS, including restructuring actions, asset periods presented are indicative of the reconciliations that will be prepared upon completion of the periods covered by the non-GAAP guidance.