NEWS RELEASE

PHINIA CFO Chris Gropp to Retire; Gordon Muir Appointed as Successor

2026-11-20

AUBURN HILLS, Mich.--(BUSINESS WIRE)-- PHINIA Inc. (NYSE: PHIN), a diversified industrial supplier and global leader in the development of fuel systems, electrical systems and aftermarket solutions, announced today the appointment of Gordon Muir as Senior Vice President and Chief Financial Officer, effective January 1, 2027. Muir succeeds Chris Gropp, current SVP and CFO, who will retire, effective March 31, 2027.

Gropp will support the transition period starting January 1 through March 31, 2027, as Special Advisor, also reporting to Brady Ericson, President and Chief Executive Officer, focusing on a smooth and well-coordinated transition of responsibilities.

“Gordon played a critical role in PHINIA becoming an independent company in 2023 and has continued to be an important part of our success. He has a deep understanding of our business and brings significant financial expertise, including extensive experience with complex corporate transactions and transformations,” said Brady Ericson, President and Chief Executive Officer of PHINIA. “I am pleased to welcome Gordon to PHINIA’s executive leadership team. He is highly respected across the company and well positioned to step into the CFO role next year,” continued Ericson.

“I would also like to recognize Chris for her significant contributions and dedication to PHINIA. She has played an important role in our success, supporting two acquisitions, driving strong financial performance, and helping position the business for sustainable, long-term growth. Her exceptional global corporate finance and accounting expertise has been invaluable to our organization. Personally, I want to thank Chris for her leadership, outstanding commitment, and partnership throughout this journey,” concluded Ericson.

“Being part of PHINIA’s foundation and growth path, has been an honor. Representing this Company has been an exciting journey, and I am proud to be part of its history and exceptional team,” commented Gropp.

About Gordon Muir

Gordon joined BorgWarner in 2007 and has been part of PHINIA since its spin-off in 2023. He currently serves as PHINIA's Treasurer, with responsibility for Treasury and Investor Relations, and has played a key role in the Company’s financial strategy and capital markets activities. He brings extensive global finance experience, with deep expertise in treasury, financial strategy, and corporate finance. Gordon holds a Master of Business Administration from the University of Notre Dame, a Bachelor of Business Administration in Finance and Accounting from Grand Valley State University, and attended the Advanced Management Program at Harvard Business School. In addition, Gordon is a Chartered Financial Analyst (CFA) and Certified Public Accountant (CPA). In his new role, Gordon will build on PHINIA’s strong finance culture, bringing a disciplined approach to supporting the business and advancing the Company’s long-term strategic objectives.

About PHINIA

PHINIA is a diversified industrial supplier and global leader in the development of fuel systems, electrical systems, and aftermarket solutions, with a strong portfolio of trusted brands that includes DELPHI®, DELCO REMY®, HARTRIDGE™ and stoba®. With over 100 years of manufacturing expertise and industry relationships, PHINIA has approximately 13,500 talented employees and over 40 locations in 21 countries and is headquartered in Auburn Hills, Michigan, USA.

Our systems and solutions are designed to keep combustion engines operating at peak performance across a variety of applications: medium- and heavy-duty commercial vehicle (on-road vehicles used for commercial transport classified class 4-8, 14,001 pounds or heavier), light commercial vehicle (on-road vehicles used for commercial transport classified as class 1-3, 14,000 pounds or lighter), light passenger vehicle (on-road vehicles used primarily for carrying passengers), and off-highway, industrial, and other (including construction and agricultural machinery, vocational vehicles, marine, industrial applications, power generation, and aerospace and defense).

PHINIA’s service solutions include vehicle repair and replacement parts, offering both new and remanufactured products through the original equipment manufacturer dealer network and the independent aftermarket channel.

By delivering high-performance solutions today and investing in advanced technologies to unlock the potential of alternative fuels in contributing to lower carbon mobility, PHINIA is shaping a more efficient and sustainable future.

© 2026 PHINIA Inc. All Rights Reserved.

(DELCO REMY is a registered trademark of General Motors LLC, licensed to PHINIA Technologies Inc.)

Forward-Looking Statements: This press release contains forward-looking statements within the meaning of U.S. federal securities laws. Forward-looking statements are statements other than historical fact that provide current expectations or forecasts of future events based on certain assumptions and are not guarantees of future performance. Forward-looking statements use words such as “anticipate,” “believe,” “continue,” “could,” “designed,” “effect,” “estimate,” “evaluate,” “expect,” “forecast,” “goal,” “initiative,” “intend,” “likely,” “may,” “outlook,” “plan,” “potential,” “predict,” “project,” “pursue,” “seek,” “should,” “target,” “when,” “will,” “would,” and other words of similar meaning. Forward-looking statements are subject to risks, uncertainties, and factors relating to our business and operations, all of which are difficult to predict and which could cause our actual results to differ materially from the expectations expressed in or implied by such forward-looking statements. Risks, uncertainties, and factors that could cause actual results to differ materially from those implied by these forward-looking statements include, but are not limited to: adverse changes in general business and economic conditions, including recessions, adverse market conditions or downturns and other factors, including geopolitical tensions and related trade restrictions, impacting the global transportation and industrial equipment industries; our inability to deliver new products, services and technologies in response to changing consumer preferences and evolving exhaust emissions regulations, or acceleration of the market for electric vehicles or deceleration of the market for alternative fuel technologies, including for use in internal combustion engines; competitive industry conditions; failure to identify, consummate, effectively integrate or realize the expected benefits from acquisitions, partnerships or other strategic investments; failure of or disruption in our technology infrastructure, including a disruption related to cybersecurity; pricing pressures from customers; elevated inflation rates and volatility in the costs of commodities used in the production of our products; difficulties launching new machine, engine or vehicle programs; changes in U.S. and foreign administrative policy, including increases in tariffs, changes to existing trade agreements and import or export licensing requirements and exchange controls, and any resulting changes in international trade relations; our inability to identify, attract, retain and develop a qualified global workforce; our inability to protect our intellectual property; failure to achieve the anticipated savings and benefits from restructuring and other actions, including those intended to improve future profitability and competitiveness, optimize our product portfolio and operations and execute our strategy; extraordinary events, including natural disasters or extreme weather events, political disruptions, terrorist attacks, pandemics or other public health crises, and acts of war; risks related to our international operations; economic, geopolitical, social and market conditions impacting our business in China; supply chain disruptions, including due to U.S. and foreign government action; our reliance on a limited number of OEM customers; work stoppages, production shutdowns and similar events or conditions; liabilities related to product warranties, litigation and other claims; current and future environmental, health and safety, human rights and other laws and regulations related to corporate sustainability; tax audits or similar

processes, and changes in tax laws or tax rates taken by taxing authorities; governmental investigations and related proceedings; the impacts of climate change, regulations related to climate change, various stakeholders' emphasis on reducing the impacts of climate change and other related matters; compliance with and changes in other laws and regulations impacting our operations; impairment charges on goodwill, indefinite-lived intangible assets and long-lived assets; changes in interest rates and asset returns that increase our pension funding obligations; restrictive covenants and other requirements impacting our financial and operating flexibility pursuant to the agreements governing our indebtedness; risks relating to our spin-off from our former parent company, including a determination that the spin-off does not qualify as tax-free for U.S. federal income tax purposes, our or our former parent's failure to perform under, or additional disputes that may arise between the parties relating to, various transaction agreements executed in connection with the spin-off and any amendments and restatements thereto, and the availability of, and our ability to use, various credits and offsets detailed in such agreements or the settlement agreement between the Company and our Former Parent; and other risks and uncertainties described in Item 1A, "Risk Factors" of our annual report on Form 10-K and in our other reports filed from time to time with the Securities and Exchange Commission.

We caution readers not to place undue reliance upon any such forward-looking statements, which speak only as of the date they are made. We undertake no obligation to publicly update forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.

IR contact:
Gordon Muir
Vice President & Treasurer
investors@phinia.com
+1 574-210-5713

Media contact:
Juliana Sanchez
Corporate Communications Manager
media@phinia.com
+1 248-404-8619

Source: PHINIA INC