APTIV

Sustainability in Motion

Sustainability Progress Report

PEOPLE

OUR COMMITMENT	2025 TARGET	APPROACH	PROGRESS
PEOPLE			
HEALTH & SAFETY			
Proactively mitigate risks and identify safety best practices	Collaborate and partner with suppliers and industry participants to promote collective action and knowledge sharing (as with COVID-19)	• Identify organizations that foster an open exchange of ideas and provide Aptiv with opportunities to influence the auto industry	• Actively participated in the European Association of Automotive Suppliers (CLEPA), which helped us monitor regulations from the EU and evaluate the potential impacts, advocate our position on draft regulations and gain benchmarks on best practices
	Ensure 100% of manufacturing sites have ISO 45001 certification	• Implement a standard, Aptiv-wide operating system that enables a faster certification process • Innovate auditing process to allow for remote internal audits using Microsoft Teams and HoloLens	• Certified 37% of our manufacturing sites to the new ISO 45001 health and safety standard — nearly double our annual goal
	Improve workplace safety through safe culture and strong leading indicators	• Proactively identify and control risks to prevent minor incidents • Identify the root causes of incidents and take corrective actions worldwide through a global look-across process	• Achieved 0.026 Lost Workday Case Rate per 100 employees, 90% less than the industry benchmark • Reached 98% engagement in safety look-across process, which was used 111 times in 2021 to proactively identify safety practices that could be applied to multiple locations
	Building on our Lean culture, provide every employee with 4 hours of safety training per year	• Align Lean 2.0 deployment with our safety capability across the entire workforce	• Delivered 10% more safety training to employees than our annual goal

• APTIV •

OUR COMMITMENT	2025 TARGET	APPROACH	PROGRESS
ATTRACTING & RETAINING THE BEST TALENT			
Meet employee needs at every stage of their career	Increase internal fill rate on open positions	• Review development plans of top talent and succession plans for key positions on an ongoing basis • Raise employee awareness and visibility of internal career opportunities	• Increased internal promotion rate approximately 10% through focused talent reviews by CEO and executives • Launched Internal Talent Marketplace and saw 30% uptick in internal applications
	Decrease voluntary attrition rates	• Foster employee engagement and address issues before they manifest as attrition • Benchmark compensation for 3,500 roles across a variety of departments • Launch engagement and wellbeing initiatives at 13 tech centers • Redefine AS&UX operations model to increase software engineer retention	• Conducted engagement sessions with employees to identify key opportunities to improve job satisfaction • Delivered 500,000 training hours to employees, a 22% increase over 2020 • Hosted Aptiv Tech Days in Krakow, Poland, and Shanghai, China • Redefined the AS&UX operations model to clarify roles and responsibilities, provide end-to-end accountability and enable employee growth by creating clearer opportunities for progression
	Increase intern conversion rate to entry-level positions	• Secure open roles for graduating interns and closely mentor them along the way • Establish programs for intern conversion at three major technical sites	• Converted 67% of interns to entry-level positions in the United States (17% higher than in 2020, and in line with the U.S. average of 66%)
	All managers participate in Leading Through Culture workshops	• Instill our values and behaviors into Aptiv's leaders: Always Do the Right Thing, the Right Way; Play to Win; Act With Urgency; One Team; Passion for Results; Think and Act Like Owners; Operate With Respect	• Had more than 5,000 managers complete culture training
DIVERSITY & INCLUSION			
Cultivate a workforce that values diverse voices and backgrounds	Grow executive sponsorship of employee-led communities	• Promote a culture of inclusion based on local needs and challenges	• Continued employee community support (e.g., African American, Connected Women and Hispanic groups), including new groups in Dublin, Ireland; Krakow, Poland; and Wuppertal, Germany; and a virtual networking group in Latin America
	Achieve year-over-year improvement in employee engagement scores; regular employee surveys and pulse surveys	• Create action plans at each division, function and site based on culture survey feedback • Develop ongoing quarterly pulse surveys to engage employees on direct management experiences	• Increased our culture survey score by 27% compared with 2019 • Developed the global pulse surveys and launched them in January 2022 • Held launch sessions with executives about the importance of feedback, including seven employee roundtables with the CEO

OUR COMMITMENT	2025 TARGET	APPROACH	PROGRESS
Cultivate a workforce that values diverse voices and backgrounds	Conduct pay equality studies for gender globally and for race in the United States, to identify and close gaps	• Conduct a pay study using a robust methodology and take focused actions as needed	• Reviewed pay by gender in all 31 countries where Aptiv has at least 20 employees and, adjusting for experience and job function, found a global gender wage gap of about 3.5% in 2021, an improvement over 2020
	Increase gender diversity	• Ensure appropriate gender representation in our hiring pipeline, starting with university job fairs and our internship program • Conduct a dedicated diversity talent review and ensure female representation in succession plans • Conduct leadership development programs for women	• Was named a *Financial Times* Diversity Leader for the second consecutive year • Increased women in executive leadership roles by 20%, with women now holding 21% of our leadership positions • Participated in the Society of Women Engineers job fair, at the largest conference for women engineers in the world • Participated in the 2021 Grace Hopper Celebration, an event that highlights career opportunities for women in computing and research • Held a two-day leadership development program for women
	Increase racial diversity in United States	• Increase diversity in our software developer pipeline while investing in the communities we live in • Engage early with a diverse pool of candidates at top schools	• Maintained the racial diversity of our U.S.-based workforce at 40% — well ahead of the national average of 22% • Launched a software apprenticeship program in Michigan aimed at providing opportunities to applicants from underserved communities • Donated $25,000 via the Aptiv Foundation to the GreenLight Fund, which helps transform the lives of youth and families in high-poverty urban areas by creating local infrastructure and meeting critical community needs

OUR COMMITMENT	2025 TARGET	APPROACH	PROGRESS
COMMUNITY ENGAGEMENT & WELLBEING			
Encourage meaningful employee participation in community outreach	**Safe:** Conduct vehicle safety education for 30,000 children	• Reach 50 children per site with a road safety education program • Develop virtual road safety program to roll out to local schools or children of employees • Partner with local authorities to offer road safety classes	• Reached more than 12,000 children through road safety education programs • Achieved 42.6% of the 2025 target in our first year
	Green: Plant 80,000 trees per year	• Plant or donate 650 trees per site per year • Engage employees in volunteer activities to plant trees in public spaces or adopt a tree to plant at home • Donate to global, regional or local nonprofit organizations focused on reforestation	• Achieved 44.6% of the cumulative target of 400,000 trees by 2025 in our first year • Planted or donated more than 178,000 trees • Saw more than 12,000 employees volunteer for tree-planting activities or adopt trees to plant on their own • Partnered with various nonprofit organizations to facilitate tree plantings, including Pies de la Tierra, One Tree Planted, Ant Forest, Tree-Nation, the Hungarian forest conservancy program, the Osberghausen regional reforestation program and the Tangier tree-planting program
	Connected: Empower girls in tech through 3,000 hours of workshops	• Complete 5 hours of STEM workshops per site per year • Partner with nonprofit organizations focused on STEM education programs • Engage employees in volunteer activities to provide coaching or training in STEM projects (on-site or at schools)	• Offered or sponsored more than 4,400 hours of STEM workshops, exceeding our 2025 target by 49.4% • Donated $100,000 via the Aptiv Foundation to Girls Who Code, an organization that helps girls and young women pursue careers in technology • Partnered with various nonprofit organizations to support STEM education, including First Lego League, the Smile Foundation, the Axel Foundation, Children's University Foundation and A-Coffee

Sustainability Progress Report
PRODUCTS

OUR COMMITMENT	2025 TARGET	APPROACH	PROGRESS
PRODUCTS			
PRODUCT QUALITY			
Continuously refining our processes to improve efficiency and ensure quality	Advance Lean maturity at all sites, underpinning a culture of continuous improvement	• Deploy Lean 2.0 methodology across our manufacturing sites via a five-phase process, and measure maturity by phase-gate KPIs and Lean Maturity Assessments	• Had 20% of sites enter Phase 1, on track for our 2025 goal
	Meet and exceed customer quality and service requirements for quality, delivery, warranty and project execution as measured in Voice of the Customer scorecards	• Review monthly scoring for each top-revenue customer with the executive and plant teams, and review go-green plans to achieve each customer KPI	• Improved quarterly quality and delivery scores despite global supply chain challenges • Recertified 100% of manufacturing sites and major technical centers to IATF 16949, the industry-standard quality management system
	Expand and maintain Customer First program at all of Aptiv's manufacturing sites	• Leverage Voice of the Customer feedback, including customer scorecards, awards and escalations, to identify opportunities for driving continuous improvement	• Implemented a consistent process at all segments to drive continuous improvement with customer feedback • Conducted a quarterly operating system assessment and review by the Aptiv Quality Excellence team, with all segments achieving a rating of more than 90% in their application of the process
	Reduce waste in the form of transport, inventory, motion, waiting, overproduction and defects to drive efficiency and effectiveness	• Conduct a Lean baseline for five-phase deployment and focus on three key areas in each phase: Value Stream Mapping, Voice of the Customer and Business, and Lean Maturity	• Completed 26 baselines in 2021, 20% more than our goal
CUSTOMER SATISFACTION			
Proactively engaging customers to ensure satisfaction	Conduct annual Voice of the Customer survey	• Launch Net Promoter System (NPS) to listen, learn and act on direct customer feedback	• Conducted 11 NPS studies with nine OEMs • Obtained feedback for 303 Aptiv primary relationship owners from 417 customer contacts • Honored as Hyundai Motor Group Supplier of the Year • Received Jaguar Land Rover Quality Award

•**APTIV**•

OUR COMMITMENT	2025 TARGET	APPROACH	PROGRESS
Proactively engaging customers to ensure satisfaction	Proactively engage with customers to understand their sustainability goals and propose solutions and services to reach those goals	• Proactively reach out to customers via sales teams • Follow up after sustainability report distribution • Present Aptiv's sustainability strategy and learn about customer strategy via support, hosting of customer events and presentations • Participate in joint customer workshops	• Discussed sustainability-related content with 13 different customer groups via more than 20 meetings and presentations, exceeding our annual goal by 18% • Conducted deep-dive follow-up meetings and joint activities with 6 customer groups
	Conduct customer outreach, sending annual sustainability package to our largest customers	• Send sustainability package directly to contacts	• Met target by sending the sustainability package to all 20 largest customers
DATA SECURITY			
Fostering a culture of security excellence	Align all of Aptiv's data cybersecurity practices with appropriate international standards	• Conduct internal audit exercises for SOX and GDPR • Have IBM conduct an external assessment of IT security controls • Execute individual internal and external audits for relevant standards at all Aptiv sites (e.g., TISAX, IATF)	• Maintained 100% alignment to the highest standards for industry, regulatory and customer requirements, including TISAX, SOX, GDPR, ISO/SAE and IATF
	Continuously train Aptiv employees using systems and services on cyber risks and how to prevent them	• Communicate on a monthly basis through email and on internal social platforms to promote security topics and highlight security risks • Use Aptiv Academy learning management system to assign, deliver and track security training • Host virtual cybersecurity panel	• Completed mandatory IT security training for 94% of salaried employees • Hosted panel for Cybersecurity Awareness Month in October
	Pursue a target of zero incidents of compromised security systems, loss of data or breaches of privacy	• Add security tools and controls to detect suspicious activity and reduce threats from phishing attacks • Streamline security operations to make them more effective	• Had zero reportable security incidents that compromised IT systems or resulted in loss of data or breach of privacy in 2021 • Added security tools and controls to detect suspicious or malicious activity, extending to Aptiv cloud infrastructure and cloud apps • Added passwordless capability to reduce threats from phishing attacks and stolen credentials and enhance security with multifactor authentication controls • Consolidated security operation center services from three service providers to one, creating more efficient processes and faster response times

OUR COMMITMENT	2025 TARGET	APPROACH	PROGRESS
CARBON FOOTPRINT (GREEN) SVA			
Enabling high-voltage electrification and fast charging	Develop transformative, sustainable architecture that enables feature-rich, highly automated, electrified vehicles of the future	• Abstract hardware from software and integrate third-party applications through CI/CD • Enhance software and up-integration capabilities for zone controllers • Validate network performance across zonal/centralized architecture	• Developed functioning SVA™ demonstrator for CES 2022, highlighting multiple technical milestone achievements • Was awarded Great Wall CVC, which will launch on the WEY brand, with subsequent opportunities on Haval and others • Received the Stellantis STLA Brain electrical architecture design partner award • Was awarded the Baidu GCP (CVC), to be produced under the Geely-Baidu joint venture Jidu • Received seven SVA advanced development awards • Completed our most advanced and comprehensive collaboration with a customer, which is informing multiple production programs for zone control and CVC
	Help drive consumer adoption of electric vehicles, by delivering next-gen electrical architectures that enable fast charging and are optimized to reduce size and weight while simplifying manufacturing	• Develop busbars and aluminum cables to address packaging and weight constraints in the next generation of high-voltage vehicle architecture • Enable fast charging through advancements in thermal management for charging inlets	• Developed high-voltage aluminum cables and busbars that reduce vehicle weight and energy consumption • Created next-generation charging inlets with active cooling to handle up to 55% more charging power and reduce charging time by as much as 37% compared with passive-cooled options
SAFE MOBILITY (CONNECTED) OTA			
Driving OTA capabilities with SVA™	Enable over-the-air updates across our platform solutions	• Ensure Aptiv products are OTA-capable and influence OEMs to include OTA capability • Continue centralization of compute power within a vehicle so that updates only have to download to a central location rather than to multiple systems throughout a vehicle • Enable containerization that allows incremental updates in line with the ISO/SAE 21434 automotive security standard • Optimize architecture design of Aptiv's SVA™ approach and next-generation advanced driver-assistance system (ADAS) platform to receive OTA updates as efficiently and securely as possible	• Helped democratize advanced safety, launching industry-leading ADAS solutions that support hands-free driving and OTA updates on multiple flagship vehicles for Ford and Stellantis • Delivered ADAS satellite architecture software and hardware to Stellantis that will support OTA in 2022 • Supported SAIC-GM GL8 feature enhancements via OTA on centralized hardware, leveraging OTA-capable architecture to support new platform development
	Innovate and deliver high-speed data connectivity solutions	• Launch next-generation product families for coax and differential-pair applications (mini coax and H-MTD)	• Generated prototypes and first test data • Increased number of pursuits with multiple OEMs
	Develop open platforms that enable seamless access to digital consumer ecosystems that enhance the in-cabin user experience	• Continue work on driver-monitoring system and cabin monitoring system platforms • Incorporate DMS/CMS solutions into cross-GPL products	• Received business award for Mercedes multipurpose interior camera (MPIC) • Was awarded an extension of GM DMS business

OUR COMMITMENT	2025 TARGET	APPROACH	PROGRESS

Driving OTA capabilities with SVA™	Develop connected solutions for commercial fleet vehicles that improve emissions, energy utilization, operational efficiencies and total cost of ownership	• Develop hardware, software, cloud and analytics that allow fleet owners to optimize vehicle maintenance and operations costs and reduce emissions and fuel usage	• Conducted analytics pilots with large and medium-sized fleets to deliver insights that:
			  a. increase transparency to vehicle subsystem health issues, reducing vehicle downtime and improving maintenance costs
			  b. determine vehicle mass to allow cargo haulers to optimize loads
			  c. benchmark and highlight driver-controllable fuel efficiency and emissions improvements
			• Received proof points from fleet operators showing that analytics insights create more value for them than existing products and services
			• Developed data and connectivity analytics platform proof of concept (hardware, software, cloud, analytics application)

SAFE MOBILITY (SAFE)

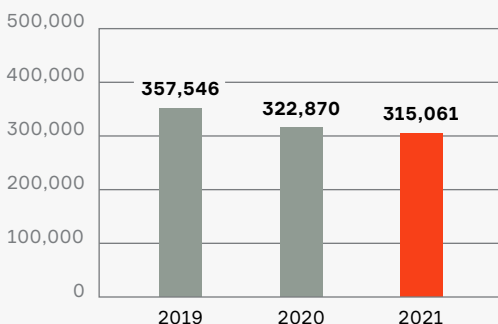| OUR COMMITMENT	2025 TARGET	APPROACH	PROGRESS
Preventing accidents through superior ADAS technologies	Innovate ADAS solutions that lower total cost of ownership and meet or exceed the most stringent regulatory and rating agency targets, through a next-gen ADAS platform that optimizes cost through maximum reusability	• Analyze current and future regulations and improve internal specification traceability against regulations and standards • Maximize reuse of components and functions in production for other production programs, using standardized interfaces • Improve scalability with an open development environment, lifecycle maintenance and enhancement capabilities • Develop next-generation radar • Demonstrate replacement of frontal radar with side radars • Develop collision-avoidance technology to cover more use cases	• Announced next-generation ADAS platform to kick off 2021 • Launched Satellite Architecture with Ford and Stellantis and was awarded the Ram Truck platform, which will leverage the same approach • Launched highly centralized ADAS with BMW, leveraging Aptiv's perception, central compute, and integration and testing capabilities to enable scalable ADAS up to L2+ • Was awarded the new SRR6 radar business by Nissan and Honda to improve performance and cost of their next-generation systems • Engaged with multiple OEMs in defining next-generation ADAS and perception capabilities to support higher levels of automation
	Provide multi-modal human-machine interface solutions that reduce driver distraction and improve convenience when interacting with the vehicle (e.g., driver monitoring systems, gesture recognition, child presence detection)	• Continue investment in machine learning for advanced features • Develop middleware framework and image pre-processing software to host full interior-sensing feature set • Integrate driver monitoring system (DMS) algorithms onto scalable integrated cockpit controller platform • Implement reusable, scalable platform for rapid development of cost-effective customer solutions • Implement HMI-focused use cases in UX demo vehicles • Define interior/exterior fusion use cases • Strengthen partnership ecosystem	• Was awarded the Mercedes Benz MPIC to support next-generation cabin management system • Launched BMW cabin monitoring system with 2D plus 3D cameras and included Aptiv software for gesture recognition, person presence detection and hand recognition • Leveraged advanced sensing and central compute solutions to enhance situational awareness of both the exterior and interior of the BMW iX • Launched DMS platform that has been adopted by three leading OEMs • Delivered multiple customer proofs of concept and advanced development programs with leading OEMs

Sustainability Progress Report

PLANET

OUR COMMITMENT	2025 TARGET	APPROACH	PROGRESS
PLANET			
CARBON FOOTPRINT			
Improve efficiency at the most energy-intensive sites to reduce emissions	Reduce electricity consumption at the top 10 most energy-intensive sites by certifying them for ISO 50001	• Reduce electricity consumption at our 10 most energy-intensive sites, representing one-third of our total usage, through certification and alignment with the ISO 50001 standard	• Certified our most energy-intensive site, in Anting, China, to the ISO 50001 standard and started the certification process on the next three most energy-intensive sites
	Power our operations with 25% of renewable electricity	• Partner with an energy expert company to assess the global renewable electricity market • Create a list of Tier 1 countries to be powered by renewable electricity by 2025 and Tier 2 countries by 2030	• Identified 12 Tier 1 countries, with sites representing a significant share of Aptiv's total electricity consumption • Powered sites in Ireland and Germany with 100% renewable electricity and installed solar panels at four sites globally • Through on-site generation, renewable sourcing and improvements in energy efficiency, reduced CO_2 emissions by 5% in intensity from a 2019 baseline, on target with our 2025 goal
	Ensure all manufacturing sites have environmental management system certification and are aligned with an international standard	• Ensure all Aptiv sites follow the same approach to effectively managing their environmental impact by aligning with the ISO 14001 standard, providing consistency across regions and business units	• Certified 94% of Aptiv manufacturing sites to the ISO 14001 standard and began the certification process for the remaining 6% of sites
	Continue to reduce the carbon footprint of our supply chain, through emissions and waste reduction	• Identify supply chain hot spots and carbon-intensive material sourcing to minimize the carbon footprint of products	• Conducted lifecycle analysis to establish a baseline of carbon emission production at each stage of the supply chain, following ISO 14040 and ISO 14044 standards • Initiated plans to build from this baseline to reach our 2039 product carbon-neutrality commitment • Participated in numerous projects with the Corporate Eco Forum, including ESG Reporting and Disclosure, Navigating the Path to Net Zero and Decarbonizing supply chains • Worked as a member of the Automotive Industry Action Group's corporate responsibility steering committee to enhance sustainability performance in the supply chain

OUR COMMITMENT	2025 TARGET	APPROACH	PROGRESS
Improve efficiency at the most energy-intensive sites to reduce emissions	Externally audit our greenhouse gas (GHG) emissions	• Provide all stakeholders with transparency into our GHG emissions inventory by aligning with international standards for measuring those emissions	• In 2022, Aptiv achieved limited assurance on the 2021 Scope 1 GHG emissions, Scope 2 GHG emissions (market-based) and Scope 3 GHG emissions – purchase of goods and services, and use of sold products, categories

WATER

OUR COMMITMENT	2025 TARGET	APPROACH	PROGRESS
Address the needs of water-scarce regions within our supply chain	Reduce water consumption in high-risk areas by 2% per year; target 80% compliance with best practices for water management in low-risk areas	• Due to nature of our activities, water consumption is not significant for Aptiv's operations. Nonetheless, we expect our sites located in water-scarce regions to reduce their consumption by 2% and for the sites not located in these areas to implement and align with water management best practices	• Reduced water consumption by 7% in high-risk areas, well above 2% goal • Achieved more than 80% average compliance with water management best practices across all manufacturing sites not located in high-risk areas
	Identify water scarcity areas where Aptiv has operations	• Prioritize water conservation efforts in areas identified as water scarce	• Saved over 17.5 million liters of water through reuse, reduction in consumption and other methods • Worked with third-party experts to identify Aptiv facilities in water-scarce regions

WASTE & PACKAGING

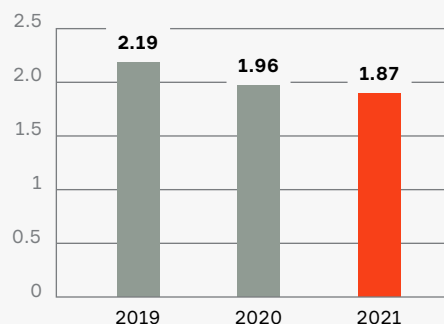| OUR COMMITMENT	2025 TARGET	APPROACH	PROGRESS
Increase recyclability on the road to a circular economy	Achieve and maintain waste recycling rate from manufacturing at or above 80% with a circular economy approach	• Transition our waste reduction approach to align with the circular economy principle, reducing our waste while increasing its recyclability, using a formula of waste recycled/total waste generated	• Reached 87% waste recycling rate, exceeding our 2025 target, even with increased waste from personal protective equipment and other COVID-19 challenges

USE OF GREENHOUSE GAS

ABSOLUTE

Scope 1 & 2 Emissions*
(tons of CO_2e)

2019	2020	2021
357,546	322,870	315,061

*Scope 1 & 2 reflect market-based emissions

INTENSITY

Scope 1 & 2 Emissions*
(kgCO_2e / employee**)

2019	2020	2021
2.19	1.96	1.87

**FTE 1 employee = 2000 hrs

Note: Limited assurance has been obtained on the reported 2021 GHG emissions intensity metric, and 2021 scope 1 and 2 GHG emissions (market-based) metric

Sustainability Progress Report

PLATFORM

OUR COMMITMENT	2025 TARGET	APPROACH	PROGRESS
PLATFORM			
ETHICS & ANTI-CORRUPTION			
Foster a culture of excellence in ethics	Provide Code of Ethics and Global Business Conduct and Conflict training to 95% of salaried employees	• Use an online training platform to provide global access to salaried employees	• Trained 91% of salaried employees
	Deploy onboarding Code of Ethical Business Conduct training for all new salaried hires	• Use an online training platform to provide global access to salaried employees	• Deployed training to 100% of new salaried employees
COMPLIANCE & REGULATION			
Ingrain due diligence into our processes	Conduct annual risk assessment across all sites globally	• Conduct annual risk assessment of all global sites	• Completed the annual risk assessment in 2021 and will continue to do so in 2022
	Expand scope of annual risk assessment to include labor law compliance	• Perform labor law compliance risk assessment on all sites in the annual audit plan, prioritizing based on risk level of specific sites	• 100% of Aptiv sites included in annual audit plan are assessed for labor law compliance
	Based on the risk assessment, develop an annual risk-based audit plan, including any risks, matters or control concerns identified by management	• Build an annual audit plan that includes about 25% of highest-risk sites; 100% of the global sites are covered every four years	• Developed and completed the 2021 annual audit plan based on the risk assessment
STAKEHOLDER DIALOGUE			
Communicate our objectives and accomplishments	Communicate sustainability strategy during all-employee broadcast meetings and global leadership calls	• Share our sustainability strategy, activities and results with employees in live presentations, emails and on GoAptiv, our internal social media platform	• All-employee broadcasts emphasized critical importance of carbon neutrality pledge and other sustainability objectives • Reached 110,000 views on 10 intranet posts educating employees on our sustainability commitments
	Publish annual sustainability report, along with media posts on Aptiv's sustainable activities and community involvement	• Communicate our sustainability strategy and performance against 2025 targets and reporting framework indexes (GRI, SASB, TCFD) through our annual report and social media channels • Conduct annual sustainability outreach with investors to gain valuable insights on industry trends	• Published our sustainability report July 9, 2021 • Posted 18 social media posts on sustainability activities • Met with 13 of our top 25 shareholders during our annual Stewardship Outreach, representing about 41% of Aptiv's outstanding shares

OUR COMMITMENT	2025 TARGET	APPROACH	PROGRESS
HUMAN RIGHTS IN THE SUPPLY CHAIN			
Work with suppliers to follow the highest standards	Encourage key suppliers to agree to Supplier Code of Conduct principles and expand third-party due diligence program	• Track compliance for all key direct suppliers • Access additional data sources and broaden number of suppliers monitored	• 100% of key direct suppliers signed the Aptiv Supplier Code of Conduct or provide a comparable code
RESPONSIBLE & LOCAL SOURCING			
Develop sustainable sourcing and disposal practices	Publish and update annually our Conflict Mineral Reporting Template (CMRT)	• Conduct survey of relevant suppliers • Compile and publish interim and final reports	• Published the final 2021 Aptiv Conflict Mineral Reporting Template in January 2022
	Increase localized sourcing and use of recyclable and sustainable materials	• Source materials within the regions in which they are used • Expand use of sustainable materials	• Continued to focus on sourcing products in the region of use • Began measuring packaging-material improvements in performance assessments to incentivize employees to shift spending to renewable resources
	Key suppliers to take Aptiv sustainability training*	• Create training video on Aptiv sustainability targets for viewing on supplier portal and notify suppliers	• Deployed Aptiv's sustainability training video to 100% of key direct suppliers

* This target has been edited to improve consistency and avoid redundancy.