



# 2023 Consolidated Sustainability Report

SUSTAINABILITY IN MOTION





• APTIV •

# Sustainability in Motion

2023 SUSTAINABILITY SUMMARY REPORT



# A Note From Our CEO

## SUSTAINABILITY ALWAYS MOVES FORWARD

**At Aptiv, our business strategy is directly aligned with our sustainability goals. We provide solutions of the highest quality — designed, developed and manufactured responsibly — that enable a safer, greener and more connected world. In doing so, we take care of our people and the communities we operate in while minimizing our carbon footprint.**

But sustainability — and how we achieve it — is not static. We put our sustainability strategy “in motion,” understanding that its impact is only as good as its implementation. We also recognize that our strategy must be continually evaluated and refined. To that end, in 2022 we updated our materiality analysis, asking key stakeholders — including customers, investors, employees, suppliers, industry associations, and other third-party experts — to rate environmental, social and governance topics in terms of their importance to our business. These insights serve to refine our sustainability strategy and crystallize our priorities. This ongoing dialogue with key stakeholders yields clear context for Aptiv’s Board of Directors to provide governance and oversight, and for our executive leadership to evolve our sustainability program across functions wherever it makes sense.

### FOUNDATIONAL PILLARS OF SUSTAINABILITY

What has not changed at Aptiv are the four foundational pillars of our sustainability framework. Each will be discussed at length in this report, but here is a preview:

**People:** Our changing world requires high-performing, committed and talented professionals who are not only open to innovation but are driven by it. Including diverse experiences and points of view is key to building that kind of team. In 2022, we brought together experts from the United States, China and Europe, across engineering disciplines ranging from software and systems to electrochemistry and mechanical and electrical engineering. This diverse group was tasked to develop a power electronics solution that is already enabling new functionality for electric vehicles, including our first production award 18 months after we began to form the team, for a vehicle that is scheduled to launch in 2025.

**Products:** Our products have a tangible impact on the environment. In 2022, our HellermannTyton business unit worked with Ford to produce wiring harness clips for the Ford Bronco Sport that are the first automotive components made from 100 percent recycled ocean plastic.

**Planet:** In our goal to be carbon-neutral by 2040, we need a sustainable business model that addresses every aspect of our production process. In 2022, Aptiv recycled 84 percent of our total waste, exceeding our target of 80 percent and saving more than 35,000 tons from entering landfills globally.

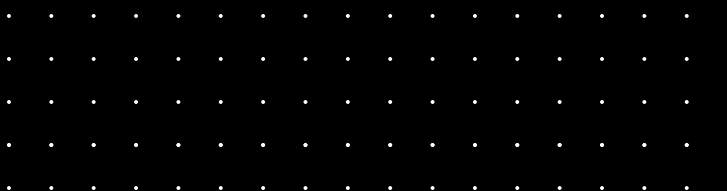
**Platform:** How we conduct our business is just as important as what products we make, and our Code of Ethical Business Conduct serves as the foundation for putting our values into action. In 2022, Aptiv’s senior leadership team engaged with our employees in a variety of ways to promote a culture of speaking up and to educate our employees about ethics, including hosting town halls and live webchats, providing targeted risk- and role-based training, and distributing a monthly newsletter.

This report showcases the advances that we have made in sustainability. We are proud of our work but also recognize that we must continue to progress toward our goals — our customers expect nothing less, and our planet deserves at least as much. Thanks to our 200,000 employees from around the world, I am confident that we will meet the challenge.



**Kevin P. Clark**

Chairman and Chief Executive Officer



# Our Sustainability Strategy

AT APTIV, WE SET A HIGH BAR

We make **products** and solutions of the highest quality — designed, developed and manufactured responsibly — that transform society by enabling safer, greener and more connected mobility. In doing so, we take care of our **people** and communities, minimize our impact on the **planet** and manage our company according to a robust ethical **platform**.

[CLICK HERE FOR OUR 2025 COMMITMENTS](#) →

## OUR FRAMEWORK FOR DELIVERING ON OUR MISSION

### MISSION

Why we do what we do

#### SAFE

A future with zero accidents



#### GREEN

A future with zero emissions



#### CONNECTED

A future with seamless connectivity



### APPROACH

How we do business

#### PEOPLE

Foster high-performing and engaged teams with safe, dynamic and inclusive workplaces



#### PRODUCTS

Design and deliver solutions that make the world safer, greener and more connected



#### PLANET

Increase the efficiency of our processes and reduce our impact on the environment



#### PLATFORM

Do the right thing, the right way



### IMPACT

Our effect on the world

STAKEHOLDER VALUE CREATION

PARTNER OF CHOICE

ENGAGED EMPLOYEES

STRONGER COMMUNITIES

SAFER VEHICLES

GREENER WORLD

SEAMLESS CONNECTIVITY



# Materiality Analysis

A materiality analysis defines the environmental, social and governance (ESG) topics that matter most to an organization and its key stakeholders. It helps the organization refine its sustainability framework and identify short- and long-term sustainability commitments and targets.

In 2022, Aptiv refreshed our materiality assessment to ensure that our sustainability strategy continues to align well with the ESG topics that are most important to our business and our stakeholders. This process of regular engagement provides valuable insights that are used to refine our efforts as our sustainability strategy evolves. Building on the lessons from our 2019 analysis, we leveraged input from independent experts to conduct the analysis and surveyed both internal and external stakeholders.

Our analysis follows current Global Reporting Initiative (GRI) guidelines, and we will continue to use and enhance this process regularly to evaluate our impact on the economy, environment and people. Based on the prioritization of these topics and our alignment with the United Nations' Sustainable Development Goals, we have set targets against each of these topics, and progress is reported annually.

[PROGRESS REPORT →](#)

## MATERIAL SUSTAINABILITY TOPICS



### PEOPLE

#### ATTRACT, DEVELOP & RETAIN THE BEST TALENT\*

Ensure we have engaged teams with the right skills

#### HEALTH & SAFETY\*

Proactively mitigate risks and implement health and safety best practices

#### INCLUSIVE CULTURE

Cultivate an inclusive workforce that engages and attracts the best talent to fuel innovation

#### COMMUNITY INVOLVEMENT, ENGAGEMENT & WELL-BEING

Encourage meaningful employee participation in community outreach



### PRODUCTS

#### SAFE, GREEN & CONNECTED SOLUTIONS\*

Develop advanced technologies that save lives, reduce emissions and enable seamless connectivity

#### PRODUCT QUALITY

Develop and deliver reliable products and solutions

#### CUSTOMER SATISFACTION

Continue to be our customers' partner of choice by delivering industry-leading products and solutions



### PLANET

#### CLIMATE CHANGE\*

Develop innovative solutions that reduce carbon emissions and improve energy efficiency

#### WASTE & PACKAGING

Reduce generation of waste and increase recycling

#### WATER

Reduce water usage in the integrated supply chain



### PLATFORM

#### ETHICS & COMPLIANCE\*

Foster a culture of adhering to the highest standards of conduct

#### SUSTAINABLE SUPPLY CHAIN\*

Champion an ethical supply chain through a robust Code of Conduct for Business Partners and due diligence process

#### DATA SECURITY\*

Adhere to rigorous cybersecurity, privacy and data governance standards

\* Highest-ranking sustainability topics by internal and external stakeholders



# Prioritizing People

THE RIGHT THING, THE RIGHT WAY

To realize our mission of delivering a safer, greener and more connected future of mobility, we must empower every Aptiv employee to exemplify behaviors that foster a culture of inclusion.

Diversity is a fact, but inclusion is a choice that unlocks innovation to fuel growth for our customers, business and people.

At Aptiv, we are passionate about building teams representative of the markets in which we operate that celebrate plurality of thought. We still have work to do on this journey, but we are motivated by

continuous progress and our guiding principle: Always do the right thing, the right way.

**To build the highest-performing organization, inclusion must be infused into everything we do, including how we select, develop and engage our talent.**



**Obed Louissaint**

Senior Vice President and Chief People Officer

## INCLUSIVE CULTURE IN 2022

- Approximately 50% of global workforce represented by women
- 24% of global management represented by women
- Approximately 43% of U.S.-based workforce represented by minorities
- Approximately 34% of U.S.-based management represented by minorities





# Innovation Fueled by Inclusion

## ACTING WITH URGENCY

**In 2022, Aptiv's newly formed Power Electronics team began its work with a mission: Open the door for EV architecture changes by consolidating essential power electronics functions.**

Combining the power distribution unit, battery disconnect unit, battery management system, onboard charger and DC-to-DC converter into one system will reduce complexity and enable new functionality for the EVs of tomorrow.

Capitalizing on our systems knowledge and software capabilities, we invested in the development of a new global team to address this critical customer need. In particular, the strong collaboration between our teams in the U.S., Europe and China made this innovation possible.

In less than a year, we constructed state-of-the-art power electronics research labs at our locations in Michigan,

*In 2022, our power electronics team began with a mission: open the door for EV architecture changes by consolidating essential power electronics functions.*

Indiana and Shanghai, and we grew the team from one employee to nearly 60 experts across the globe.

Customers have been very receptive to the new offerings created by the Power Electronics group, which recently won its first business award with a major North American OEM. The team continues to grow quickly and provides a natural complement to our well-established, multi-voltage platform solutions.



THINK AND ACT  
LIKE OWNERS

## 2022 INNOVATION AWARDS

When we held our annual Aptiv Innovation Awards, we hosted the event live from China, Germany and the United States simultaneously for the first time, ensuring that our entire global community was represented. The event recognizes accomplished innovators, rising stars and dynamic teams — rewarding our people for thinking and acting like owners.

We recognized one individual — from among our 22,000 engineers and scientists — with the Innovator of the Year award. Don Bizon, global product line manager for Vehicle Electrification Systems, did groundbreaking work developing high-voltage, high-performance connectors and charging solutions representing eight patents and more than \$700 million in revenue — truly exemplifying what it means to think and act like an owner.



PLAY TO WIN

## APTIV AND FIRST ROBOTICS

Aptiv is a founding sponsor of FIRST Robotics and continues to support competitions through the Aptiv Foundation. In 2022, Aptiv employees supported 53 robotics teams as mentors, event coordinators, judges, field reset staff and more. We sponsored eight teams of girls in Morocco, as well as a team that was among the finalists at the Arab Robotics Championship in Egypt.



OPERATE WITH  
RESPECT

## RESPECT FOR OUR EMPLOYEES

Respecting our employees means thinking beyond the four walls of their workplaces and recognizing the unique circumstances of the communities in which they live. Immediately following the outbreak of war in Ukraine, Aptiv organized a committee to provide support for Ukrainian employees and contractors working for Aptiv, refugees exiting war-torn regions and those still in Ukraine who are suffering from the war. More than 7,600 Aptiv employees donated their time to help provide food, housing and medical care to those in need. In total, Aptiv helped nearly 10,000 people impacted by the war in Ukraine in 2022.







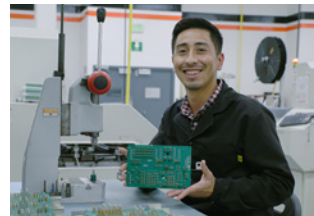
PASSION FOR RESULTS

## SAFETY PERFORMANCE

Our passion for results makes us a leader in workplace safety, as reflected in our low 2022 lost time injury frequency rate of 0.143 cases per million hours worked.

We had a 100 percent engagement rate on preventive actions through our “safety look-across” process, which leverages our diverse global team to proactively identify safety practices that can be applied to multiple locations. Every week, each site’s Environmental, Health & Safety director verifies whether any identified safety improvements could be used at their site.

We focus on ensuring a culture of safety based on prevention, training, verification and risk mitigation in our manufacturing plants, technical centers and offices. Standard training includes topics such as emergency preparedness and response, chemical material management and ergonomics. Specific training on topics such as working in confined spaces, fall protection, hand protection and energy control are provided for employees as appropriate to reduce risk and protect our team members.



## SAFETY IN ACTION

- Just under five hours of safety training were provided on average to employees last year.
- Our lost workday case rate was 88% lower than the industry average, at only 0.08 cases per 100 employees.
- In 2022, we certified an additional 22 sites for ISO 45001 — and we are on track to reach 100% of our sites by 2025.



ONE TEAM

## ATTRACT AND RETAIN TALENT

We are building the career architecture to continue to attract, advance, develop and retain the best people. Our workforce of 200,000 people is able to rapidly increase their technology skills by leveraging Aptiv’s partnerships with content providers and universities. More than half of our openings for management roles were filled through internal promotions in 2022.

## UNITING INCLUSIVE TEAMS

Creating a dynamic, high-performing team means ensuring that we include a wide range of perspectives. We work hard to build a diverse, equitable and inclusive workplace that is united by a common purpose and represents the communities in which we operate.







## WOMEN'S NETWORKS

Aptiv's employee-led women's networks provide support, inspiration and empowerment through an inclusive forum focused on personal and professional development in every major technical center worldwide. Our goal is to achieve equal career opportunities for all genders and make Aptiv a premier destination for female talent.

## APTIV ACADEMY

Our employees completed approximately 421,000 individual training hours via in-person, remote and virtual reality learning opportunities enabled by Aptiv's learning management system.

## GLOBAL LEADERSHIP DEVELOPMENT PROGRAM

Aptiv's leadership development program hosted its fifth cohort in 2022. Using cross-segment training to foster collaborative working relationships, we provided a diverse group of talented employees with multiple immersive training sessions held in different countries throughout the year to help develop the next generation of leaders.







# Created With Sustainability in Mind

AN APPROACH THAT DELIVERS THE BEST SOLUTIONS

The principles behind Lean manufacturing, agile software development and Aptiv's Smart Vehicle Architecture™ solution are a testament to the fact that sustainable design and sustainable processes are good for the environment, good for customers — and just good business.

As the only provider of both the brain and the nervous system of the vehicle, Aptiv is well positioned to leverage our SVA™ technologies to balance performance and costs based on our customers' individual needs.

Our system-level expertise enables us to provide OEMs with the advanced features that consumers expect while reducing complexity, mass and weight and enhancing OEMs' ability to improve these features over the full vehicle life cycle.

Offerings such as Aptiv's Dock & Lock™ connectors enable higher levels of vehicle assembly automation, while design techniques such as up-integration of compute reduce complexity and weight.

**Aptiv's SVA™ is a flexible and scalable solution that gives OEMs cutting-edge hardware, software and compute technologies to deliver the best solutions for today and the software-defined vehicles of tomorrow.**



**Bill Presley**

Senior Vice President and Chief Operating Officer, Aptiv, and President, Signal & Power Solutions



# The First Auto Part Made From 100% Recycled Ocean Plastic

## SUSTAINABLE PLASTIC SOLUTIONS

**Every year, more than 14 million tons of plastic end up in the oceans. To help reduce the environmental impact of ocean plastic, Aptiv subsidiary HellermannTyton developed a solution with Ford to remove one of the most dangerous types of plastic waste found in the world's oceans: fishing nets. Given that plastic takes hundreds of years to break down, abandoned fishing nets can devastate marine life.**

Ford and HellermannTyton's collaboration produced the first automotive part made from 100 percent recycled ocean plastic: a cable lead on the Ford Bronco Sport. The recycled material is cheaper and less energy-demanding to produce than new petroleum-based products and matches their strength and durability — proving that sustainable solutions can also be good for business. The project was so successful that Ford has expanded the product line to include transmission brackets, wire shields and floor side rails.

Having a positive impact on the environment through the products we develop is essential to achieving Aptiv's mission of creating a safer, greener and more connected future. To that end, Aptiv's technical center in Krakow, Poland, pioneered the use of a biodegradable cable insulation as an alternative to traditionally used PVC materials. The new compound is estimated to have a 45 percent lower carbon footprint than traditional fossil-fuel-sourced PVC — eliminating about 1,300 tons of greenhouse gas emissions annually.

*Ford and HellermannTyton's collaboration produced the first automotive part made from 100 percent recycled ocean plastic.*



**SAFE**

**40 million+ vehicles**  
with Aptiv's active safety products

**NEXT-GEN ADAS**

Aptiv expanded the capabilities and benefits of our advanced driver-assistance system (ADAS) platform with the broad application of AI and machine learning to deliver greater levels of efficiency, flexibility and robustness across the broadest possible range of driving scenarios. Powered by the latest modular perception and compute technologies, Aptiv's scalable, hands-free solution provides increased flexibility as well as better performance at a significantly lower cost than alternatives, offering the most cost-effective approach for Level 2, Level 2+ and Level 3 autonomy.

**USER EXPERIENCE**

Aptiv unlocked a variety of software-based safety and user experience features by using machine learning and advanced analytics to unite diverse systems. Aptiv integrates external sensors with in-cabin sensors to create a more comprehensive solution — one that can more intelligently alert drivers to potential hazards and help build user confidence in the technology.

**GREEN**

**100 million**  
tons of CO<sub>2</sub>e emissions eliminated<sup>1</sup>

**RECYCLED AND BIODEGRADABLE CABLE INSULATION**

In our North American Connection Systems business, we have expanded the use of post-industrial resin (PIR) recycled feedstock in our injection-molded products. PIR has the same compounded resin properties as prime resin, which is petroleum-based, but generates 26 percent less carbon emissions when sourced. Plans are underway to double our use of PIR feedstock by the end of 2023.

**RECYCLED COPPER**

In 2022, we tested recycled copper for its potential in both high- and low-voltage applications — a practical solution to help OEMs achieve their sustainability objectives. Copper has long been an important material for vehicles' electrical architectures, and it will become even more critical as the industry moves toward fully electric vehicles. Of course, recycled copper must meet the stringent performance requirements of automotive applications. So we put it through the same validation testing we run for all of our cables, including electrical, mechanical and environmental tests. The recycled copper passed all of them.

**INTERCABLE AUTOMOTIVE SOLUTIONS ACQUISITION**

Aptiv acquired Intercable Automotive Solutions to enhance our portfolio of fully optimized high-voltage architecture solutions that reduce vehicle weight and mass. By leveraging Aptiv's global reach, we will be able to deliver its innovative high-voltage power distribution and interconnect technologies to more customers worldwide.

<sup>1</sup> U.S. Department of Energy: Emissions From Electric Vehicles, Internal Estimates

**CONNECTED****100%****of applicable controllers and  
compute platforms embedded  
with OTA connectivity****WIND RIVER ACQUISITION**

Aptiv acquired Wind River, a global leader in delivering software for mission-critical intelligent systems that require the highest levels of security, safety and reliability. Wind River deploys its technology across a wide range of end markets — including aerospace, defense, industrial and telecommunications — and we are bringing those technologies into automotive. Wind River's solutions will help make the software-defined vehicle a reality by lowering the cost of software development, streamlining deployment of that software to vehicles and enabling full software life-cycle management.

## Products With Impact

### PROVIDING ADVANTAGES ACROSS THE PORTFOLIO

#### SVA™ APPROACH IS SUSTAINABLE BY DESIGN

- Weight of wire harness reduced by more than 25%
- Labor savings and factory floor space reduction for electrical/electronic architecture installation
- Reductions in SKUs and item complexity
- Reduction in CO<sub>2</sub>e emissions through automation that enables localized manufacturing
- Full life-cycle management through updatable software-enabled features
- Modularity that simplifies disassembly and improves end-of-life recyclability
- Up-integration that reduces complexity
- Zonal architecture that streamlines wiring
- High-voltage aluminum busbars and cables that reduce mass

#### HIGH-SPEED DATA AND LOW-VOLTAGE ARCHITECTURE

- Resettable, solid-state transistors replace relays to provide diagnostic capabilities and improve reaction times
- Connection systems of 0.5mm offer weight and size reductions of up to 50%

#### HIGH-VOLTAGE POWER DISTRIBUTION

- Aluminum and aluminum-alloy cables reduce weight by 30% to 45% compared with shielded and unshielded copper applications
- Aluminum busbars reduce weight by up to 50% compared with copper alternatives with equivalent ampacity

**SVA™**



A close-up of a black car's front wheel with a bright orange five-spoke rim. The tire has 'GIUGIARD DESIGN' and 'APTIV' branding. In the background, the side of the car is visible with the 'APTIV' logo in large white letters. The car is parked on a green carpeted floor.

# Sustainable Business Model

## A SYSTEMATIC APPROACH

Aptiv's goal to be carbon neutral by 2040 requires a sustainable business model that addresses every aspect of the production process — from sourcing to disposal.

We work as one team to set ambitious but achievable targets to reduce waste, lower our carbon footprint and conserve fresh water. Our local teams are empowered to identify opportunities where Aptiv can have a positive impact on their communities.

**We are very clear with our employees, suppliers and customers about our sustainability goals because protecting the environment requires complete alignment of the global integrated supply chain.**



**Joe Palmieri**

Senior Vice President, Supply Chain Management





# A Multifaceted Approach to Conservation

## THINKING GLOBALLY, ACTING LOCALLY

**At Aptiv, we know that we can take actions around the world to eliminate waste, protect fresh water, reduce our carbon footprint and help the communities where we operate — and when we can do all of that at once, it is pretty special.**

In 2022, Aptiv recycled 84 percent of the total waste that we generated, exceeding our target of 80 percent and reducing by 35,000 tons the amount of waste that went to landfills. Cost savings from supplier recycling programs help fund environmental projects in local communities, such as solar panel installation projects, freshwater conservation initiatives and reforestation efforts.

We supported the restoration of hydrological micro basins in the Sierra Tarahumara region of Mexico by planting almost 40,000 trees to help preserve the region's biodiversity and protect fresh water supplies.

To facilitate this ambitious initiative, we used a new aerial deployment technology to distribute seeds and nutritional supplements, including fertilizer, over a wide area. This innovative technology expanded the range of the project by enabling planting in hard-to-reach areas — helping us build on our 2021 commitment and exceed our original goal of planting 31,000 trees.

*In 2022, Aptiv recycled 84 percent of the total waste that we generated, exceeding our target of 80 percent and reducing by 35,000 tons the amount of waste that went to landfills.*

The region covers 41,000 square kilometers and feeds rivers that flow into the Gulf of Mexico and the Atlantic Ocean. Although Aptiv's operations are not water-intensive, we know the impact fresh water has on the health of the communities where our employees live.

This initiative also employed 450 members of the Rarámuri Indigenous communities and provided essential education about soil and water conservation techniques. Partnering with Indigenous communities ensures that such projects will have a greater impact over the long term by providing skills that can be used for years to come.

Bringing these efforts together is at the heart of what it means to be sustainable, and Aptiv will continue to explore similar opportunities in the future.



## ISO CERTIFICATION

We completed the ISO 50001 energy efficiency certification at our three most energy-intensive sites and have completed certification at four sites to date — in line with our goal of certifying our 10 most energy-intensive sites by 2025. Our environmental management system is maintained at 100 percent of our facilities and is ISO 14001 certified.



## RENEWABLE ENERGY

Through on-site generation, renewable sourcing and improvements in energy efficiency, all Aptiv facilities in Ireland, Germany, Austria and Honduras source 100 percent renewable energy. We are on target to reduce our carbon emissions by 25 percent by 2025, thanks in part to sustainable energy sourcing initiatives at multiple facilities across the globe. For example, an Aptiv facility in Jiaxing, China, implemented a rooftop solar panel project that will generate 2.7 million kWh of electricity and eliminate nearly 2,700 tons of CO<sub>2</sub>e emissions annually.



## APTIV SUSTAINABILITY AWARDS

Aptiv employees generated more than 1,000 submissions to our annual internal Sustainability Awards — twice as many as in 2021. The submissions highlighted a wide variety of projects from cross-functional teams around the globe, from road safety workshops to tree planting to STEM events for children.



## REDUCING PAPER CONSUMPTION

An Aptiv plant in Morocco eliminated more than 2 million sheets of paper from product packaging. Process changes like this can have a big environmental impact, saving about 250 trees and more than 6 million liters of water annually.





# A Sustainable Foundation

## ETHICAL CONDUCT IS GOOD BUSINESS

Our long-term sustainability is directly linked to achieving our business goals in the right way. Today more than ever, building trust with one another, our customers and our suppliers is essential to the success and competitiveness of our company.

Aptiv's Code of Ethical Business Conduct is foundational to our commitment to act with integrity and in keeping with the highest ethical standards. It helps ensure that we comply with legal requirements and policies and serves as a guide to navigating our complex, ever-changing business environment. We provide our employees with the tools and training needed to enable them to do the right thing, the right way.

Our training and communications are made available across multiple channels throughout the year to reinforce the responsibility that each of us has to conduct business with integrity and to speak up if we become aware of potentially unethical conduct by others.

**Only by living our values can we succeed in our mission to make the world safer, greener and more connected.**



**Kate Ramundo**

Senior Vice President, Chief Legal Officer,  
Chief Compliance Officer and Secretary





## Empowering Employees to Speak Up

### OPEN COMMUNICATION IS KEY

**Aptiv's culture of compliance is the foundation of the platform pillar of our sustainability program. Providing our team with the tools, training and support to speak up if they become aware of unethical behavior helps us meet those goals.**

In 2022, Aptiv's senior leadership team held its first Live Compliance webchat, hosted by Aptiv Chief Legal Officer and Chief Compliance Officer Kate Ramundo and Aptiv Chief Compliance and Risk Counsel Erica Keller. The forum featured three Aptiv employees who shared stories of times when they reached out to Aptiv's Legal and Compliance team for guidance on Aptiv's values.

This is just one example of Aptiv's efforts to educate our employees about ethics and compliance. We also produce an internal podcast featuring senior executives, provide

targeted risk- and role-based training, and distribute a monthly newsletter to highlight the compliance topics that are most relevant to our business.

In addition, Aptiv promotes open dialogue across all levels by providing our stakeholders with multiple channels to be heard, including the Human Resources Department, the Legal and Compliance Department and the Aptiv Drive Line — our confidential ethics helpline. We are committed to helping our employees live our values every day, because doing business with integrity is essential to everything we do.

*We are committed to helping our employees live our values every day, because doing business with integrity is essential to everything we do.*



## APTIV DRIVE LINE

The Drive Line is Aptiv's ethics helpline, operated by an independent third party 24 hours a day, seven days a week. Available at [driveline.aptiv.com](https://driveline.aptiv.com), it offers translation services in 16 languages. We treat all reports confidentially, investigate them thoroughly, react promptly and appropriately and will not tolerate any form of retaliation.

## SUSTAINABLE SUPPLY CHAIN

As part of our supply chain compliance program, we ensure that our key suppliers affirm their alignment with our Code of Conduct for Business Partners, which outlines Aptiv's values and priorities, including our fundamental ESG principles. We also engage with our supply base to underscore these ESG principles in other ways, such as by providing them with our sustainability training. Further, during our selection of new suppliers and throughout our relationship with them, we screen and monitor for various supply chain risks. In addition, we are focusing on ways to analyze risks in real time, which will allow us to address them more proactively.

## CONTINUED RECOGNITION

Aptiv has been designated one of the World's Most Ethical Companies 11 years in a row by Ethisphere, a global leader in defining and advancing the standards of ethical business practices.



# Supply Chain Compliance

## A PROACTIVE APPROACH TO SUPPLY CHAIN MANAGEMENT AND RESPONSIBLE SOURCING

### CODE OF CONDUCT FOR BUSINESS PARTNERS

- Affirmation by 100% of our key suppliers of their alignment with Aptiv's Code of Conduct for Business Partners or their own similar code
- Standard-setting for Aptiv's supply chain on fundamental ESG principles

### ENGAGEMENT

- Deployment of Aptiv's sustainability training video to 100% of key direct suppliers
- Direct engagement with our supply chain to enhance transparency and provide targeted compliance messaging

### SCREENING & MONITORING

- At selection and throughout our relationship, real-time screening and monitoring of supply chain risks, including regulatory, compliance, reputational and financial risks
- Continuous evaluation of changing laws and regulations to ensure up-to-date risk assessment of suppliers

ONE TEAM



# Board of Directors

Our Board shares Aptiv's mission, values and commitment to sustainability and helps ensure that we appropriately evaluate, manage and mitigate risk by providing strategic guidance and overseeing performance.

[CLICK HERE TO LEARN MORE →](#)

## Gender Diversity



## Racial/Ethnic Diversity



## Board Tenure

## Years



We believe an experienced, diverse and engaged Board of Directors is the bedrock of good governance and corporate responsibility. Diversity in our Board is a top priority for Aptiv — diversity in gender, race and ethnicity, but also in perspectives, skills, experiences and background.

The Board takes an active role in risk oversight related to the company, both as a full board and through its five standing committees made up entirely of independent directors. Each committee has primary risk oversight responsibility with respect to all matters within the scope of its duties as set out in its charter. The Board relies on Aptiv's executives for

day-to-day management of the various risks facing the company and retains ultimate responsibility for overseeing management's actions and decisions.

The Board oversees our sustainability strategy and has delegated oversight of Aptiv's ESG programs to the Nominating and Governance Committee.

Additional details on our Board's committees, its charters and how Board performance is evaluated are available on Aptiv's website and in our proxy statement.

# Aptiv at a Glance

Aptiv's progression toward our 2025 commitments is a fundamental part of our overall business strategy as we create value for all stakeholders: our customers, partners, investors, employees and communities.

[CLICK HERE TO LEARN MORE →](#)

## APTIV BY THE NUMBERS



**\$32B**

2022 business bookings



**22,000**

scientists, engineers and technicians



**\$17.5B**

2022 revenue



**~200,000**

employees



**11%**

2022 growth over market



**131**

manufacturing facilities



**\$3.41**

2022 earnings per share\*



**11**

major technical centers



**\$1.5B**

2022 investment in engineering



**48**

countries

\*Adjusted for restructuring and other special items

## RECENT RECOGNITION



ecovadis



MEMBER OF  
Dow Jones  
Sustainability Indices







• APTIV •



# Sustainability in Motion

2023 SUSTAINABILITY PROGRESS REPORT





# PROGRESS REPORT People

Sustainable Development Goals (SDGs) on this page:



| COMMITMENT  | 2025 TARGET  | KEY PERFORMANCE INDICATOR   | ANNUAL PROGRESS |
|---|--|---|-----------------|
| PEOPLE  |  |   | 2022            |
| ATTRACT, DEVELOP & RETAIN THE BEST TALENT   |  |   |                 |
| Ensure we have engaged teams with the right skills  | Achieve year-over-year improvement in employee engagement scores; regular employee surveys and pulse surveys | % of employee engagement (participation rate in engagement survey for salaried employees)     | 73%             |
|   | Increase internal fill rate on open positions  | Internal fill rate on open positions  | 40%             |
| HEALTH & SAFETY   |  |   |                 |
| Proactively mitigate risks and implement health and safety best practices                     | Ensure 100% of manufacturing sites have ISO 45001 certification  | % of manufacturing sites with ISO 45001 certification   | 58%             |
|   | Improve workplace safety through a safe culture and strong leading indicators                                | Lost workday case rate (# of cases per 100 employees)   | 0.08*           |
| INCLUSIVE CULTURE   |  |   |                 |
| Cultivate an inclusive workforce that engages and attracts the best talent to fuel innovation | Conduct pay equality studies for gender globally and to identify and close gaps                              | Gender pay equity % gap   | 2.3%            |
|   | Increase gender diversity  | Gender diversity in total workforce   | 50%             |
|   |  | Gender diversity in management roles  | 24%             |
|   |  | Gender diversity in technical roles   | 22%             |
|   | Increase racial diversity in United States   | Racial diversity in U.S. workforce  | 43%             |
|   |  | Racial diversity in U.S. management roles   | 34%             |
|   |  | Racial diversity in U.S. technical roles  | 42%             |
| COMMUNITY INVOLVEMENT, ENGAGEMENT & WELL-BEING  |  |   |                 |
| Encourage meaningful employee participation in community outreach                             | <b>Safe:</b> Conduct vehicle safety education for 5,000 children per year (30,000 total children by 2025)    | <b>Safe:</b> Conduct vehicle safety education (# of children engaged in road safety training) | 8,263           |
|   | <b>Green:</b> Plant 80,000 trees per year (480,000 total trees by 2025)                                      | <b>Green:</b> Support global reforestation (# of trees planted)                               | 80,828          |
|   | <b>Connected:</b> Empower girls in tech through 500 hours of workshops per year (3,000 total hours by 2025)  | <b>Connected:</b> Empower girls in tech (# of hours of Girls in Tech workshops)               | 2,823           |

\* Disclosure in the MD&A of our 2022 Annual Report reflects a lost workday case rate of 0.029, which excludes HellermannTyton and Winchester Interconnect.



PROGRESS REPORT

# Products

Sustainable Development Goals (SDGs) on this page:



| COMMITMENT  | 2025 TARGET   | KEY PERFORMANCE INDICATOR  | ANNUAL PROGRESS          |
|---|---|--|--------------------------|
| PRODUCTS  |   |  | 2022                     |
| SAFE, GREEN & CONNECTED SOLUTIONS   |   |  |                          |
| Develop advanced technologies that save lives, reduce emissions and enable seamless connectivity      | 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         | <b>Safe:</b> Aptiv revenue \$ generated on active safety platforms                 | \$2.0B                   |
|   | 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) | <b>Safe:</b> Aptiv revenue \$ generated on user experience platforms               | \$1.9B                   |
| Enable high-voltage electrification and fast charging   | 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                         | <b>Green:</b> Aptiv revenue \$ generated on high-voltage electrification platforms | \$1.2B                   |
|   | Develop transformative, sustainable architecture that enables feature-rich, highly automated, electrified vehicles of the future  |  |                          |
| Drive OTA capabilities with SVA™  | Enable over-the-air updates across our platform solutions   | <b>Connected:</b> % of OTA-updatable ADAS, UX and Body platforms                   | 21%                      |
|   | Innovate and deliver highspeed data connectivity solutions  |  |                          |
| PRODUCT QUALITY   |   |  |                          |
| Develop and deliver reliable products and solutions with expected levels of performance               | Meet and exceed customer quality and service requirements for quality, delivery, warranty and project execution as measured in Voice of the Customer scorecards   | % of manufacturing and major technical sites with IATF 16949 certification         | 100%                     |
|   |   | Warranty expense as a % of annual revenues   | 0.27%                    |
| CUSTOMER SATISFACTION   |   |  |                          |
| Continue to be our customers' partner of choice by delivering industry-leading products and solutions | Conduct annual Voice of the Customer survey   | Number of Voice of Customer surveys sent   | 1,200+ customer contacts |

# PROGRESS REPORT

# Planet

Sustainable Development Goals (SDGs) on this page:



| COMMITMENT  | 2025 TARGET  | KEY PERFORMANCE INDICATOR   | ANNUAL PROGRESS |
|---|--|---|-----------------|
| PLANET  |  |   | 2022            |
| CLIMATE CHANGE  |  |   |                 |
| Develop innovative solutions that reduce carbon emissions and improve energy efficiency | Reduce electricity consumption at the top 10 most energy-intensive sites by certifying them for ISO 50001                        | # of sites with ISO 50001 certification   | 4 sites         |
|   | Power our operations with 25% renewable electricity  | % of renewable energy sourced   | 10%             |
|   |  | Energy indirect (Scope 2) kWh consumption   | 788,076,000     |
|   | Continue to reduce the carbon footprint of our supply chain, through emissions and waste reduction                               | Direct (Scope 1) GHG emissions (metric tons)  | 21,281          |
|   |  | Energy indirect (Scope 2) GHG emissions (metric tons)   | 341,216         |
|   |  | Scope 1 & 2 GHG emissions intensity (metric tons/employee)  | 1.79            |
|   |  | Total Scope 3 GHG emissions (metric tons)   | 11,854,712      |
|   | Ensure all manufacturing sites have environmental management system certification and are aligned with an international standard | % of manufacturing sites with ISO 14001 certification   | 97%             |
|   | WASTE & PACKAGING  |   |                 |
| Reduce generation of waste and increase recycling                                       | Achieve and maintain waste recycling rate from manufacturing at or above 80% with a circular economy approach                    | Total amount of waste at manufacturing and technical centers (metric tons)  | 83,835          |
|   |  | % of waste recycled at manufacturing and technical centers  | 84%             |
| WATER   |  |   |                 |
| Reduce water usage in the integrated supply chain                                       | Target 80% compliance with best practices for water management in low-risk areas   | % average compliance with water management best practices across all manufacturing sites not located in high-risk areas | 83%             |
|   | Identify water scarcity areas where Aptiv has operations   | % of consumption in water-scarce areas  | 61%             |
|   | Reduce water consumption in high-risk areas by 2% per year   | Water consumption intensity (thousands of liters per employee)  | 12.67           |



## PROGRESS REPORT

# Platform

Sustainable Development Goals (SDGs) on this page:

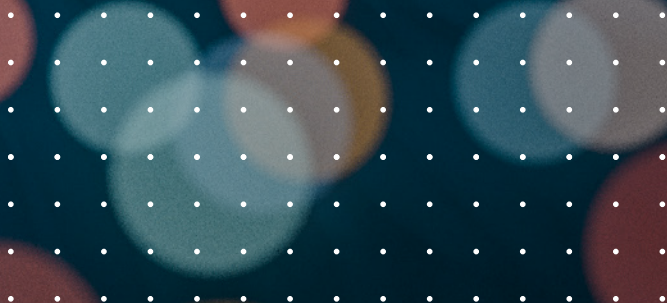


| COMMITMENT  | 2025 TARGET  | KEY PERFORMANCE INDICATOR   | ANNUAL PROGRESS |
|---|--|---|-----------------|
| <b>PLATFORM</b>   |  |   | <b>2022</b>     |
| <b>ETHICS &amp; COMPLIANCE</b>  |  |   |                 |
| Foster a culture of adhering to the highest standards of conduct  | Provide Code of Ethical Business Conduct and other required compliance training to 95% of salaried employees   | % of salaried employees trained on the Code of Ethical Business Conduct   | 97%             |
|   | Conduct an annual risk assessment across all sites globally  | % of reporting entities included in risk assessment   | 100%            |
|   | Expand scope of annual risk assessment to include compliance with labor laws   | 100% of Aptiv sites included in the annual audit plan are assessed for labor law compliance                                     | 100%            |
|   | Based on the risk assessment, develop an annual risk-based audit and remediation plan, including any risks, matters or control concerns identified by management | % of reporting entities audited (100% of Aptiv sites are audited every four years)  | 25%             |
| <b>SUSTAINABLE SUPPLY CHAIN</b>   |  |   |                 |
| Champion an ethical supply chain through a robust Code of Conduct for Business Partners and due diligence process | Encourage key suppliers to agree to Aptiv Code of Conduct for Business Partners principles and expand third-party due diligence program                          | % of key direct suppliers signing the Aptiv Code of Conduct for Business Partners or affirming adherence to a comparable code   | 100%            |
| <b>DATA SECURITY</b>  |  |   |                 |
| Adhere to rigorous cybersecurity, privacy and data governance standards   | Align all of Aptiv's data cybersecurity practices with appropriate international standards   | % of alignment with appropriate industry, regulatory and customer requirements, specifically TISAX, SOX, GDPR, ISO/SAE and IATF | 100%            |
|   | Continually train Aptiv employees using systems and services on cyber risks and how to prevent them  | % of salaried employees who passed enterprise cybersecurity training  | 97%             |
|   | Target of zero incidents of compromised security systems, loss of data or breaches of privacy  | # of reportable security and privacy incidents  | 0               |

• APTIV •

# Sustainability in Motion

2023 SUSTAINABILITY INDEXES





## GRI INDEX

Aptiv PLC has reported the information cited in this GRI content index for the period 1/1/2022-12/31/2022 with reference to the GRI Standards.

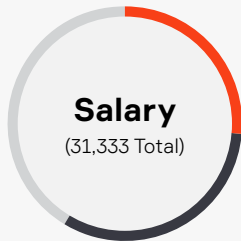
| GRI STANDARD/OTHER SOURCE  | DISCLOSURE  | LOCATION   |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
|--|---|--|----------------|-------|--|--------|--|---------|-------------------------|------|---|-----------|---|-----------|--|------|
| GENERAL DISCLOSURES  |   |  |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
| GRI 2: General Disclosures 2021  | 2-1 Organizational details  | <a href="#">2022 Form 10-K</a> , page 1  |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
|  | 2-2 Entities included in the organization's sustainability reporting                                    | <a href="#">2022 Form 10-K</a> , pages 169-174 (Exhibit 21.1)<br>The scope of the environmental and social metrics included in this report represent at least 75 percent of Aptiv's total revenue.   |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
|  | 2-3 Reporting period, frequency and contact point   | 01/01/2022 - 12/31/2022<br>Annual — Calendar Year<br><a href="mailto:sustainability@aptiv.com">sustainability@aptiv.com</a>  |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
|  | 2-4 Restatements of information   | N/A  |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
|  | 2-5 External assurance  | EY provided limited level assurance on the following subject matter: <table><tr><td>Subject matter</td><td>Total</td></tr><tr><td>Scope 1 GHG emissions (tCO<sub>2</sub>e)</td><td>21,281</td></tr><tr><td>Scope 2 GHG emissions (tCO<sub>2</sub>e)</td><td>341,216</td></tr><tr><td>GHG emissions intensity</td><td>1.79</td></tr><tr><td>Scope 3 GHG emissions — purchase of goods and services (tCO<sub>2</sub>e)</td><td>5,314,008</td></tr><tr><td>Scope 3 GHG emissions — use of sold products (tCO<sub>2</sub>e)</td><td>5,112,638</td></tr><tr><td>Lost Workday Case Rate per 100 employees (#)</td><td>0.08</td></tr></table> <a href="#">Independent Limited Assurance Statement</a> | Subject matter | Total | Scope 1 GHG emissions (tCO <sub>2</sub> e) | 21,281 | Scope 2 GHG emissions (tCO <sub>2</sub> e) | 341,216 | GHG emissions intensity | 1.79 | Scope 3 GHG emissions — purchase of goods and services (tCO <sub>2</sub> e) | 5,314,008 | Scope 3 GHG emissions — use of sold products (tCO <sub>2</sub> e) | 5,112,638 | Lost Workday Case Rate per 100 employees (#) | 0.08 |
|  | Subject matter  | Total  |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
|  | Scope 1 GHG emissions (tCO <sub>2</sub> e)  | 21,281   |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
|  | Scope 2 GHG emissions (tCO <sub>2</sub> e)  | 341,216  |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
|  | GHG emissions intensity   | 1.79   |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
|  | Scope 3 GHG emissions — purchase of goods and services (tCO <sub>2</sub> e)                             | 5,314,008  |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
|  | Scope 3 GHG emissions — use of sold products (tCO <sub>2</sub> e)                                       | 5,112,638  |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
|  | Lost Workday Case Rate per 100 employees (#)  | 0.08   |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
|  | 2-6 Activities, value chain and other business relationships  | <a href="#">2022 Form 10-K</a> , pages 5-13, 16-27   |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
|  | 2-7 Employees   | <a href="#">2022 Form 10-K</a> , page 11<br><br>Head count by region details are included on <a href="#">page 4</a> of this report.  |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
|  | 2-8 Workers who are not employees   | <a href="#">2022 Form 10-K</a> , page 11   |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
|  | 2-9 Governance structure and composition  | <a href="#">2023 Proxy Statement</a> , pages 16-19, 24   |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
| 2-10 Nomination and selection of the highest governance body                     | <a href="#">2023 Proxy Statement</a> , page 19  |  |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
| 2-11 Chair of the highest governance body  | <a href="#">2023 Proxy Statement</a> , page 17  |  |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
| 2-12 Role of the highest governance body in overseeing the management of impacts | <a href="#">2023 Proxy Statement</a> , pages 21-23  |  |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
| 2-13 Delegation of responsibility for managing impacts                           | <a href="#">2022 Aptiv Annual Stewardship Outreach</a> , page 10  |  |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
| 2-14 Role of the highest governance body in sustainability reporting             | <a href="#">2023 Proxy Statement</a> , page 22  |  |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |
| 2-15 Conflicts of interest   | <a href="#">2023 Proxy Statement</a> , page 67<br><br><a href="#">Aptiv Conflict of Interest Policy</a> |  |                |       |  |        |  |         |                         |      |   |           |   |           |  |      |

| GRI STANDARD/OTHER SOURCE              | DISCLOSURE  | LOCATION  |
|--|---|---|
|  | 2-16 Communication of critical concerns   | <a href="#">Aptiv Code of Ethical Business Conduct</a> , pages 9 -13  |
|  | 2-17 Collective knowledge of the highest governance body                              | <a href="#">2023 Proxy Statement</a> , page 20  |
|  | 2-18 Evaluation of the performance of the highest governance body                     | <a href="#">2023 Proxy Statement</a> , pages 18-19  |
|  | 2-19 Remuneration policies  | <a href="#">2023 Proxy Statement</a> , pages 26-44  |
|  | 2-20 Process to determine remuneration  | <a href="#">2023 Proxy Statement</a> , pages 26-44  |
|  | 2-21 Annual total compensation ratio  | <a href="#">2023 Proxy Statement</a> , page 57  |
|  | 2-22 Statement on sustainable development strategy                                    | <a href="#">2023 Proxy Statement</a> , pages 21-22  |
|  | 2-23 Policy commitments   | <a href="#">Aptiv Code of Ethical Business Conduct</a>  |
|  | 2-24 Embedding policy commitments   | <a href="#">Aptiv Code of Ethical Business Conduct</a>  |
|  | 2-25 Processes to remediate negative impacts  | <a href="#">Aptiv Code of Ethical Business Conduct</a> , pages 9 -13  |
|  | 2-26 Mechanisms for seeking advice and raising concerns                               | <a href="#">Aptiv Code of Ethical Business Conduct</a> , pages 9 -13  |
|  | 2-27 Compliance with laws and regulations   | There were zero significant instances of noncompliance with laws and regulations during the reporting period.   |
|  | 2-28 Membership associations  | <a href="#">2021 Sustainability Report</a> , page 37  |
|  | 2-29 Approach to stakeholder engagement   | <a href="#">2021 Sustainability Report</a> , page 37  |
| <b>MATERIAL TOPICS</b>                 |   |   |
| GRI 3: Material Topics 2021            | 3-1 Process to determine material topics  | 2023 Sustainability Summary Report, page 3  |
|  | 3-2 List of material topics   | 2023 Sustainability Summary Report, page 3  |
|  | 3-3 Management of material topics   | <a href="#">2022 Aptiv Annual Stewardship Outreach</a> , pages 7, 10  |
| GRI 205: Anti-Corruption 2016          | 205-1 Operations assessed for risks related to corruption                             | 100% of Aptiv sites are included in the annual risk assessment and audit plan.  |
|  | 205-2 Communication and training about anti-corruption policies and procedures        | Salaried employees are trained on ethical best practices annually and in the process repledge their commitment to abide by Aptiv's Code of Ethical Business Conduct, policies and the law. Additional communications include targeted training about Aptiv's policies and procedures, such as anti-corruption, Compliance Spotlights at town halls and business meetings, and monthly Legal & Compliance newsletters. |
|  | 205-3 Confirmed incidents of corruption and actions taken                             | There were zero confirmed incidents of corruption during the reporting period.  |
| GRI 206: Anticompetitive Behavior 2016 | 206-1 Legal actions for anticompetitive behavior and antitrust and monopoly practices | There were no significant legal actions for anticompetitive behavior or antitrust and monopoly practices during the reporting period.   |
| GRI 305: Emissions 2016                | 3-3 Management of material topics   | <a href="#">Environmental, Health, Safety and Energy Policy</a> , page 2  |
|  | 305-1 Direct (Scope 1) GHG emissions  | 21,281 metric tons  |
|  | 305-2 Energy indirect (Scope 2) GHG emissions   | 341,216 metric tons   |
|  | 305-3 Other indirect (Scope 3) GHG emissions  | 11,854,712 metric tons  |
|  | 305-4 GHG emissions intensity   | 1.79 metric tons/employee   |
|  | 305-5 Reduction of GHG emissions  | 2% reduction of Scope 1 and 2 GHG emissions (2022 versus 2021)  |

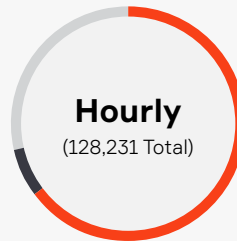


| GRI STANDARD/OTHER SOURCE                     | DISCLOSURE  | LOCATION   |
|---|---|--|
| GRI 401: Employment 2016                      | 3-3 Management of material topics   | 2023 Sustainability Summary Report, pages 4-8  |
|   | 401-3 Parental leave  | Aptiv's Parental Leave Policy and other employee benefits policies vary by location. Refer to the <a href="#">Aptiv Careers website</a> for country-specific benefits.   |
| GRI 403: Occupational Health and Safety 2018  | 3-3 Management of material topics   | <a href="#">Environmental, Health, Safety and Energy Policy</a> , pages 7-8  |
|   | 403-1 Occupational health and safety management system  | <a href="#">Environmental, Health, Safety and Energy Policy</a> , page 4   |
|   | 403-2 Hazard identification, risk assessment and incident investigation   | <a href="#">Environmental, Health, Safety and Energy Policy</a> , page 5   |
|   | 403-4 Worker participation, consultation and communication on occupational health and safety                        | <a href="#">Environmental, Health, Safety and Energy Policy</a> , page 1   |
|   | 403-5 Worker training on occupational health and safety   | 4.8 safety training hours per employee   |
|   | 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | <a href="#">Environmental, Health, Safety and Energy Policy</a> , page 17  |
|   | 403-8 Workers covered by an occupational health and safety management system  | 72,665 employees are covered by an externally certified management system.   |
|   | 403-9 Work-related injuries   | 0.08 incidents per 100 employees   |
| GRI 404: Training and Education 2016          | 3-3 Management of material topics   | <a href="#">2021 Sustainability Report</a> , pages 14-16   |
|   | 404-1 Average hours of training per year per employee   | 12.8 average hours of training per salaried employee   |
|   | 404-2 Programs for upgrading employee skills and transition assistance programs                                     | <a href="#">2021 Sustainability Report</a> , page 16   |
|   | 404-3 Percentage of employees receiving regular performance and career development reviews                          | We provide all employees with the opportunity to receive frequent performance feedback. On a regular basis throughout the year, salaried employees have goal alignment performance and career development discussions with their managers (via annual goal setting, midyear and year-end performance and talent reviews) and receive candid feedback on their performance and productivity against set objectives. |
| GRI 405: Diversity and Equal Opportunity 2016 | 3-3 Management of material topics   | 2023 Sustainability Summary Report, pages 4-8  |
|   |   | 2023 Sustainability Progress Report, page 1  |
|   |   | <a href="#">2023 Investor Conference</a> , page 88   |
|   | 405-1 Diversity of governance bodies and employees: Gender  | 50% female in total global workforce<br>24% female in management<br>22% female in technical roles  |
|   | 405-1 Diversity of governance bodies and employees: Minority  | 43% minority in total U.S. workforce<br>34% minority in management<br>42% minority in technical roles  |
|   | 405-2 Ratio of basic salary and remuneration of women to men  | Global gender wage gap of 2.3% in 2022, reflecting pay by gender in all 31 countries where Aptiv has at least 20 employees and adjusting for experience and job function   |

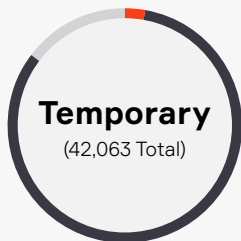
## 2022 EMPLOYEE HEAD COUNT BY REGION



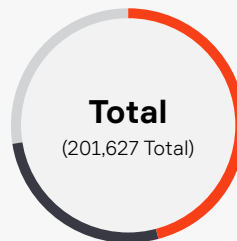
**Americas** ● 8,342  
**APAC** ● 10,027  
**EMEA** ● 12,964



**Americas** ● 83,118  
**APAC** ● 8,742  
**EMEA** ● 36,371



**Americas** ● 1,244  
**APAC** ● 34,719  
**EMEA** ● 6,100



**Americas** ● 92,704  
**APAC** ● 53,488  
**EMEA** ● 55,435



## SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX (SASB)

### TRANSPORTATION + TECHNOLOGY & COMMUNICATIONS STANDARDS

Given the technological focus of our business alongside the core market of automobile components, Aptiv believes our material ESG reporting should include indicators across SASB standards for Transportation — Auto Parts; Technology & Communications — Hardware; and Technology & Communications — Software & IT Services.

| TOPIC   | CODE                        | ACCOUNTING METRIC  | DISCLOSURE  |
|---|-----------------------------|--|---|
| Energy Management   | TR-AP-130a.1                | (1) Total energy consumed  | 3,833,402 GJ  |
|   |                             | (2) Percentage grid electricity  | 87%   |
|   |                             | (3) Percentage renewable   | 10% renewable energy  |
| Waste Management  | TR-AP-150a.1                | (1) Total amount of waste from manufacturing   | 83,835 metric tons  |
|   |                             | (2) Percentage hazardous   | 16%   |
|   |                             | (3) Percentage recycled  | 84%   |
| Design for Fuel Efficiency                                      | TR-AP-410a.1                | Revenue from products designed to increase fuel efficiency and/or reduce emissions   | <p>Aptiv's Signal &amp; Power Solutions (S&amp;PS): This segment provides complete design, manufacture and assembly of the vehicle's electrical architecture, including engineered component products, connectors, wiring assemblies and harnesses, cable management, electrical centers and hybrid high voltage and safety distribution systems. Our products provide the critical signal distribution and computing power backbone that supports increased vehicle content and electrification, reduced emissions and higher fuel economy.</p> <p>In 2022, S&amp;PS revenue total ~\$12.9B. This includes:</p> <ul style="list-style-type: none"> <li>• High-Voltage Solutions: Enabling electrification for 48 volts and higher; 2022 revenue of ~\$1.2B</li> <li>• Low-Voltage Solutions on battery electric vehicles: 2022 revenue of ~\$1.2B</li> <li>• Other Low-Voltage Solutions: Required for both traditional and electric vehicles</li> </ul> |
| Materials Efficiency  | TR-AP-440b.1                | Percentage of products sold that are recyclable  | Aptiv's products meet customers' requirements for recyclability in accordance with the European End of Life Vehicle Directive (ELV). This is validated through the International Material Data System (IMDS).   |
| Competitive Behavior  | TR-AP-520a.1                | Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations            | There were no monetary losses as a result of legal proceedings associated with anticompetitive behavior during the reporting period.  |
| Recruiting and Managing a Global, Diverse and Skilled Workforce | TC-HW-330a.1 / TC-SI-330a.3 | Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees | <p>In Aptiv's global workforce:</p> <p>(1) 24% female in management<br/>(2) 22% female in technical roles<br/>(3) 50% female in total global workforce</p>  |
|   | TC-SI-330a.2                | Employee engagement as a percentage  | <p>In Aptiv's U.S. workforce:</p> <p>(1) 34% minority in management<br/>(2) 42% minority in technical roles<br/>(3) 43% minority in total U.S. workforce</p> <p>73% participation rate in annual engagement survey of salaried employees</p>  |

| TOPIC            | CODE         | ACCOUNTING METRIC   | DISCLOSURE  |
|------------------|--------------|---|---|
| Product Security | TC-HW-230a.1 | Description of approach to identifying and addressing data security risks in products | <p>Design threat modeling is performed on potential security weaknesses. Mitigations to these weaknesses are built in via secure coding techniques, secure boot and fuzz testing. Late in the design, a complete penetration assessment is executed to check the product for robust security.</p> <p>Monitoring of the threat landscape is conducted to assess vulnerabilities and incidents for potential product impact. The product is maintained during its life cycle to continually harden the software and patch new vulnerabilities as they emerge.</p> |
| Activity Metrics | TR-AP-000.A  | Number of parts produced  | Aptiv ships over 90 million components to 5,200 customer locations per day.   |
|                  | TR-AP-000.C  | Area of manufacturing plants  | 2,702,838 square meters   |



## TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES (TCFD)

| KEY ELEMENTS        | RECOMMENDED DISCLOSURE                      | DESCRIPTION   | APTIV RESPONSE   |
|---------------------|---|---|--|
| Governance          | a. Board Oversight                          | Describe the board's oversight of climate-related risks and opportunities.  | 2022 CDP Climate Change Response: C1. Governance - C1.1                    |
|                     | b. Management's Role                        | Describe management's role in assessing and managing climate-related risks and opportunities.   | 2022 CDP Climate Change Response: C1. Governance - C1.2                    |
| Strategy            | a. Risks and Opportunities                  | Describe the climate-related risks and opportunities the organization has identified over the short, medium and long terms.                               | 2022 CDP Climate Change Response: C2. Risk & Opportunities - C2.2a         |
|                     | b. Impact on Organization                   | Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.                         | 2022 CDP Climate Change Response: C2. Risk & Opportunities - C2.3a & C2.4a |
|                     | c. Resilience of Strategy                   | Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. | Aptiv has not yet performed a climate scenario analysis.                   |
| Risk Management     | a. Risk Assessment Process                  | Describe the organization's processes for identifying and assessing climate-related risks.  | 2022 CDP Climate Change Response: C.2 Risk & opportunities - C2.2          |
|                     | b. Risk Management Processes                | Describe the organization's processes for managing climate-related risks.   | 2022 CDP Climate Change Response: C2. Risk & opportunities - C2.2          |
|                     | c. Integration Into Overall Risk Management | Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.      | 2022 CDP Climate Change Response: C2. Risk & opportunities - C2.2          |
| Metrics and Targets | a. Climate-Related Metrics                  | Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.    | 2022 CDP Climate Change Response: C5. Emissions methodology - C5.1         |
|                     | b. Scope 1, 2, 3 GHG Emissions              | Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse   | 2022 CDP Climate Change Response: C6. Emissions data - C6.1 & C6.3 & C6.5  |
|                     | c. Climate-Related Targets                  | Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.                          | 2022 CDP Climate Change Response: C4. Targets and performance - C4.1b      |





# About This Report

This report contains information about Aptiv's financial and nonfinancial results that are not presented in accordance with Generally Accepted Accounting Principles (GAAP). Specifically, environmental (i.e., CO<sub>2</sub>e emissions, water consumption and waste disposal), workforce, community involvement, product quality and governance metrics are nonfinancial, non-GAAP measures.

This report has been prepared in accordance with the GRI Standards (Core option), the SASB standard, and TCFD recommendations. Unless otherwise noted, all data is as of December 31, 2022, and references to currency are expressed in U.S. dollars (USD). The scope of the environmental and social metrics included in this report represent at least 75 percent of Aptiv's total revenue.

New acquisitions are included in this report within three years from the date of acquisition. Prior-year comparatives and base-year figures are not updated nor restated for changes in emissions factors, subsidiary acquisitions or disposals of subsidiaries.

For additional details, visit our [Sustainability website](#). →

## FORWARD-LOOKING STATEMENTS

This presentation, as well as other statements made by Aptiv PLC (the "Company"), contain forward-looking statements that reflect, when made, the Company's current views with respect to current events, certain investments and acquisitions and financial performance. Such forward-looking statements are subject to many risks, uncertainties and factors relating to the Company's operations and business environment, which may cause the actual results of the Company to be materially different from any future results. All statements that address future operating, financial or business performance or the Company's strategies or expectations are forward-looking statements. Factors that could cause actual results to differ materially from these forward-looking statements include, but are not limited to, the following: global and regional economic conditions, including conditions affecting the credit market; global inflationary pressures; uncertainties posed by the COVID-19 pandemic and the difficulty in predicting its future course and its impact on the global economy and the Company's future operations; uncertainties created by the conflict between Ukraine and Russia, and its impacts to the European and global economies and our operations in each country; fluctuations in interest rates and foreign currency exchange rates; the cyclical nature of global automotive sales and production; the potential disruptions in the supply of and changes in the competitive environment for raw material and

other components integral to the Company's products, including the ongoing semiconductor supply shortage; the Company's ability to maintain contracts that are critical to its operations; potential changes to beneficial free-trade laws and regulations, such as the United States-Mexico-Canada Agreement; changes to tax laws; the ability of the Company to integrate and realize the expected benefits of recent transactions; the ability of the Company to attract, motivate and/or retain key executives; the ability of the Company to avoid or continue to operate during a strike or a partial work stoppage or slowdown by any of its unionized employees or those of its principal customers; and the ability of the Company to attract and retain customers. Additional factors are discussed under the captions "Risk Factors" and "Management's Discussion and Analysis of Financial Condition and Results of Operations" in the Company's filings with the U.S. Securities and Exchange Commission. New risks and uncertainties arise from time to time, and it is impossible for us to predict these events or how they may affect the Company. It should be remembered that the price of the ordinary shares and any income from them can go down as well as up. The Company disclaims any intention or obligation to update or revise any forward-looking statements, whether as a result of new information, future events and/or otherwise, except as may be required by law.



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