APTIV

2024 Consolidated Sustainability Report

SUSTAINABILITY IN MOTION
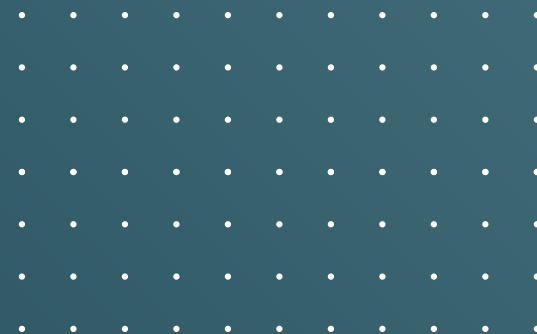
APTIV

Sustainability in Motion

2024 SUSTAINABILITY SUMMARY REPORT

A Note From Our CEO

BUILDING A SUSTAINABLE FUTURE

Every day, our employees around the world are developing innovative, sustainable products and services to power the software-defined future. A reflection of our values, sustainability permeates every aspect of our business, from how we develop our employees and serve our partners to how we support our communities and preserve our environment. From the sensor to the cloud, our unique full-system expertise enables us to anticipate the future needs of our customers and invest in the technologies necessary to make the world a better, safer place for generations to come.

As a global leader in the development and delivery of mission-critical intelligent systems, Aptiv understands that sustainability is a transformational journey that relies on our ability to support our people, products, platforms and planet. Our legacy has been built on our passion for innovation, which drives our teams around the world to continue to push the boundaries of what's possible.

It all starts with our employees — our most valuable asset — and we are committed to ensuring that they have the resources and training necessary to live our values while developing sustainable solutions to solve our customers' toughest challenges. We continue to invest in our world-class facilities, including our new technical center in Bengaluru, India, which opened last year, as well as in the development and retention of our global team. We continue to prioritize culture-defining experiences, including our annual Aptiv Innovation Awards, recognizing outstanding contributions from individuals and teams across functions and geographies. This annual event celebrates the many ways our people are transforming what we do — provide our customers with flexible, full-system solutions that enable the life-cycle management of their products — and how we do it.

To realize a future with zero accidents and emissions, we are developing solutions with a safe, green and connected impact in mind. Aptiv active safety technologies are currently deployed across more than 55 million vehicles worldwide, and last year we introduced industry-leading solutions –

including battery management software, power electronics and automated parking systems — that improve vehicle safety and performance. We also expanded our portfolio of recycled-plastic products to include transmission brackets, wire shields and floor side rails. Our platforms enable customers to accelerate the path to the fully electrified, software-defined vehicle. Aptiv's Smart Vehicle Architecture™ (SVA™) enables OEM partners to reduce weight, mass, labor and, ultimately, CO_2 emissions. And Wind River Studio works with a cloud-native software architecture and virtualized hardware to help customers across industries lower embedded software life-cycle costs, shorten time to market, accelerate innovation and capture new revenue opportunities.

By doing the right thing, the right way, we continue to reduce our environmental footprint and are on track to reach our 2025 sustainability goals and carbon neutrality by 2040. We remain focused on ensuring that our operations are streamlined and minimize risks to the environment, human rights, and data security across our supply chain. We continue to build diverse teams that develop innovative solutions with a positive impact on the environment. We are proud to be recognized by Ethisphere as one of the World's Most Ethical Companies for the 12th consecutive year — a reflection of the strength of our Code of Conduct, which serves as the basis for putting our values into action.

This report outlines our annual progress and the commitments we have made to our customers, communities and employees in making the world a better place. As we navigate the complexities of an ever-changing world, we do so with purpose, integrity and an unyielding dedication to building for a sustainable future.

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

Moving Forward Together

PREPARING OUR PEOPLE FOR THE FUTURE

A focus on people is critical to building a sustainable future. We're passionate about attracting, developing and engaging a diverse and talented workforce united by the shared purpose of creating a safer, greener and more connected future of mobility.

Aptiv is committed to making that vision a reality by enabling the right people, with the right skills and tools, to build sustainable products and services to power the software-defined future.

This commitment guides our approach to enhancing our employee experience to foster an irresistible, innovative and inclusive workplace — one that reflects the diversity of the communities in which we operate.

Our aim is not just to attract top talent but also to inspire our people to achieve their full potential, making Aptiv a talent magnet and a high-performing organization.

Obed Louissaint
Executive Vice President and Chief People Officer

2024 APTIV SUSTAINABILITY REPORT

INCLUSIVE CULTURE IN 2023

- 0% pay equity gap
- 46% internal fill rate
- 49% women
- 47% ethnic diversity

3

Inspiring Innovation Through Recognition

MAKING APTIV IRRESISTIBLE TO TOP TALENT

To accomplish our goal of creating a safer, greener and more connected future of mobility, we need the best people. And to attract and retain the best people, we must make our organization an irresistible place to work.

In part, that means recognizing and rewarding exceptional performance through programs such as the Aptiv Innovation Awards (AIA).

The AIA started in 1995 and has grown every year since to encompass more of Aptiv's business. Awards include the One Aptiv Award, the Innovator of the Year Award, the Team Innovation Award and the Rising Star Award. Receiving an award is a coveted honor among our employees.

In 2023, award submissions came from every business unit and region in which we operate. 2023 was also a record year for the event's reach and engagement, with nearly three times the number of submissions to the Team Innovation Award category. Our technical center in Kraków, Poland, hosted the event and streamed it live around the globe.

The response to the AIA event was overwhelmingly positive, showing that a little recognition goes a long way toward making Aptiv an irresistible workplace for top talent.

NEW TECHNICAL CENTER IN INDIA

Aptiv opened a state-of-the-art technical center in Bengaluru, India, to provide the tools and facilities needed to enable our people to learn, grow and do their best work. The location employs experts in the areas of cybersecurity, advanced safety, connectivity and digital cockpit solutions and will support our OEM customers worldwide.

LEADERSHIP DEVELOPMENT

At Aptiv, we take a personalized approach to employee development through internal leadership development programs focused on supply chain management, finance, tax and IT. Our Global Leadership Development Program also provides Aptiv employees from a variety of functions with the opportunity to upskill through hands-on leadership training in a collaborative environment.

INTERNAL TALENT MARKETPLACE

Aptiv's internal talent marketplace connects Aptiv employees with opportunities inside the company to help them grow, and to help managers discover great talent. Our internal fill rate grew from 40 percent in 2022 to 46 percent in 2023.

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. In 2023, we added eight locations to our women's networks, helping promote our goal of creating equal career opportunities across genders and making Aptiv a premier destination for female talent.

LOOK-ACROSS PROGRAM FOR ENHANCED SAFETY

Our innovative "safety look-across" program fosters a culture of safety by meticulously analyzing safety incidents, identifying root causes and implementing robust solutions across all global sites. Our dedicated team executes a comprehensive review process to ensure that all cases and proposed measures are disseminated to every site worldwide. Our passion for results makes us a leader in workplace safety, as reflected in our low 2023 lost workday case rate of 0.097 per 100 employees.

5

Realizing the Vision of the Automotive Industry

PREPARING OUR PRODUCTS FOR THE FUTURE

The automotive industry has a vision. We talk about it in different ways, but we all want the same things: the elimination of accidents and fatalities, electrified vehicles that charge quickly and maximize battery life, and the ability to comfortably and conveniently navigate the world.

But the truth is, delivering these solutions is difficult. The world is full of unknown obstacles, variables and challenges just around the corner. The road ahead isn't mapped, and the skies are not always blue. To realize our vision, we are going to have to solve some really tough challenges.

At Aptiv, we are uniquely positioned to support both the brain and the nervous system of the vehicle and to take those challenges head-on and deliver the future we all want.

Bill Presley
Vice Chairman and
Chief Operating Officer

Predictive BMS Optimizes the EV's Battery

PRACTICAL AND ACCESSIBLE

Aptiv's products have already helped eliminate 220 million tons of CO_2e emissions — demonstrating the power that vehicle electrification has to deliver a greener future of mobility. But to ensure that electric vehicles are sustainable over time, it's essential to optimize the most expensive asset on the vehicle: the battery.

In 2023, Aptiv unveiled a cutting-edge predictive battery management software (BMS) solution that leverages physics-based algorithms to model the complex inner workings of a battery, using a digital twin.

Traditional BMS relies on phenomenological measurements of the battery, reacting to changes in voltage, current and temperature. However, reactionary approaches are less efficient than predictive options. Aptiv's predictive BMS reduces degradation and improves battery safety and performance with real-time analytics, including remote health monitoring and anomaly alerts.

In addition to improving day-to-day charging performance, BMS is a powerful tool to reduce costs, save space and limit waste. Currently, portions of the EV's battery capacity are inaccessible to the consumer. This practice is known as grace capacity and provides a buffer against battery degradation, but it adds to the overall cost and mass of the battery without increasing driving range.

The introduction of predictive BMS offers a practical alternative to grace capacity by helping OEMs get the most from the vehicle's entire battery. It enables them to achieve greater performance from a battery that takes up less space, has less overall cost and weight, and has a smaller environmental impact.

By reducing degradation, BMS also ensures that the battery has a role to play long after it comes off the road for good — such as enabling its reuse in grid storage energy applications.

> *"We all want the same things: the elimination of accidents and fatalities, electrified vehicles that charge quickly and maximize battery life, and the ability to comfortably and conveniently navigate the world."*
>
> **Bill Presley** *Vice Chairman and Chief Operating Officer*

7

SAFE

55 million+ vehicles with Aptiv's active safety products

AUTOMATED PARKING

Aptiv introduced four different types of automated parking features on our ADAS platform — Surround View, Memory Parking, Auto Park Assist and Auto Park Valet — providing higher performance and greater availability for consumers.

APTIV RAPID POWER RESERVE

Aptiv introduced Aptiv Rapid Power Reserve (ARPR) as a reliable alternative to traditional 12V lead-acid batteries. Powered by advanced ultracapacitor technology, ARPR can provide instantaneous backup power to safety-critical systems, such as computing, steering and braking.

GREEN

220 million tons of CO_2e emissions eliminated

ENABLING NACS

Aptiv's innovations in charging inlets and harnesses enable OEMs to quickly transition to the emerging North American Charging Standard (NACS) for electric vehicles. With our technologies, OEMs can take advantage of the largest charging infrastructure in North America.

RECYCLED OCEAN PLASTIC

To help reduce the environmental impact of ocean plastic, Aptiv subsidiary HellermannTyton partnered with Ford to develop the first automotive part made from 100% recycled ocean plastic: a cable lead on the Ford Bronco Sport. Since its initial launch, the product line has expanded to include transmission brackets, wire shields and floor side rails.

CONNECTED

100% of applicable controllers and compute platforms embedded with over-the-air connectivity

WIND RIVER STUDIO

Aptiv continues to leverage Wind River Studio, improving cloud-scale automation and increasing developer productivity by 25%. Thanks to virtualized, shift-left testing, 20% of bugs are detected and fixed sooner during the development phase, helping us achieve faster time to market.

APTIV CONNECT ROLLS OUT GLOBALLY

Aptiv Connect uses innovations in connectivity and high-speed data acquisition to provide fleet managers with access to a wide range of data about the operation of their vehicles. Fleet managers can save more than $2,500 per vehicle by reducing unexpected downtime, improving fuel economy and streamlining vehicle operations.

Empowering Sustainable Innovation

PREPARING FOR THE FUTURE OF THE PLANET

Realizing meaningful sustainability goals requires empowering our entire organization to identify opportunities where Aptiv can make a positive impact at every level.

Building sustainable innovation into our culture enables us to work together as one team to accomplish our shared mission, and a systematic approach ensures that our targets align with evidence-backed standards across every stage of the production process, from sourcing to disposal.

Above all, we recognize that protecting the environment is not merely the right thing to do; it is essential for ensuring our continued success and the future resilience of our industry.

Joe Palmieri
Senior Vice President,
Supply Chain Management

Building a More Sustainable Culture

20TH SUSTAINABILITY AWARDS

2023 marked the 20th year of Aptiv's annual internal Sustainability Awards, and it was the largest one yet. More than 1,000 projects were submitted from around the globe, highlighting a wide variety of initiatives reflecting Aptiv's values, from process improvement projects to sustainable material sourcing initiatives to STEM events for children.

The Sustainability Awards were launched in 2003 to harness our team's passion and innovation to meet our sustainability targets in four key areas: reducing greenhouse gas (GHG) emissions, reducing waste, ensuring responsible water consumption and creating a positive community impact. In the awards' first year, we received about 100 submissions, but the number has expanded rapidly as we have built a culture driven by sustainability and employees across the globe have sought out new, innovative ways to contribute to Aptiv's sustainability goals.

Winners in 2023 included a wide range of process improvements and community engagement activities, including a rainwater collection system in our Cochin, India, facility that will save approximately 10,000 liters of water per year; a process improvement project in Nuremberg, Germany, that significantly reduced the amount of gold used in various terminal components; and a donation by Aptiv's Juarez, Mexico, technical center to provide unique STEM-focused educational opportunities to 65,000 students in Juarez public schools.

Incentives aimed at motivating our employees to think sustainably have led them to plant over 400,000 trees, cut our total water consumption per employee in half since 2013, and increase our renewable energy sourcing to 33 percent.

We will continue to work as one team throughout our organization to find innovative ways to reduce our environmental impact and give back to the communities in which we operate.

"Realizing meaningful sustainability goals takes industry alignment and a systematic approach to collectively address the future needs of the planet."

Joe Palmieri *Senior Vice President, Supply Chain Management*

OUR COMMITMENT TO SCIENCE-BASED TARGETS

The United Nations Science Based Targets initiative (SBTi) sets targets for businesses, nonprofits and government agencies to align their sustainability goals with the standards outlined by the Paris Agreement and limit rising global temperatures to an increase of no more than 1.5° C. In 2023, SBTi approved Aptiv's near-term science-based emissions reduction target. We have made a commitment to reduce absolute Scope 1 and 2 GHG emissions 100 percent by 2030 and to reduce absolute Scope 3 GHG emissions 47.4 percent within the same time frame, from a 2021 base year.

CLIMATE CHANGE

We are on target to reduce our Scope 1 and 2 carbon emissions 25 percent by 2025, from a 2021 baseline, thanks to efforts to improve energy efficiency and increase sustainable energy sourcing at multiple facilities across the globe. We currently have solar panel projects at 14 sites worldwide, generating more than 17 million kWh of electricity and eliminating nearly 9,800 tons of CO_2e emissions. Globally, Aptiv is powered by over 30 percent renewable energy sources. We completed ISO 50001 energy efficiency certification at four of our most energy-intensive sites in 2023 and have completed certifications at a total of eight sites to date — in line with our goal of certifying our 10 most energy-intensive sites by 2025.
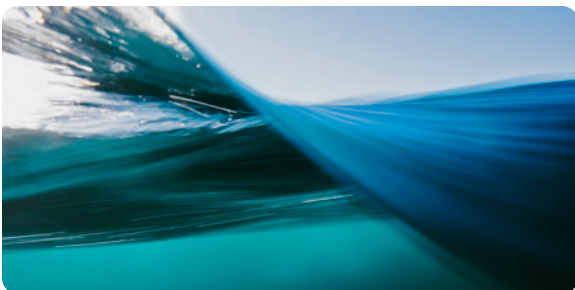
WATER

At Aptiv, we know the impact fresh water has on the health of the communities in which we operate. Although our operations are not water-intensive, we work hard to reduce water consumption at sites located in regions with water scarcity, through process improvements and water-capture initiatives. In total, our efforts saved over 83 million liters in 2023 — in line with our target of reducing water consumption in high-risk areas by 2 percent per year by 2025.

WASTE & PACKAGING

In addition to reducing costs and complexity, eliminating waste and packaging can have a positive impact on the environment. For example, the team at Aptiv's manufacturing facility in Suzhou, China, standardized the design of the trays used in our radar production line to allow the same trays to be utilized from raw material to packaging — eliminating 15 tons of plastic waste and 49 tons of CO_2e emissions and saving $95,000 annually.

The Right Thing, the Right Way

BUILDING A FOUNDATION FOR THE FUTURE

As we set a course to the future of mobility, it is important to be flexible and responsive to the challenges ahead. After all, success is not about knowing exactly which roads to take but instead knowing how to handle uncertainty along the way.

Aptiv is committed to providing our employees with the tools and training needed to always do the right thing, the right way — even when faced with uncertainty.

Our culture is built on a system of values and beliefs that unite our workforce. At the foundation of that culture is Aptiv's Code of Conduct, which helps ensure that we comply with all applicable legal requirements and policies and serves as a guide to navigating our complex, ever-changing business environment.

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 and build a strong, sustainable business that delivers long-term value to all of our stakeholders.

Kate Ramundo
Executive Vice President, Chief Legal Officer,
Chief Compliance Officer and Secretary

Supply Chain Resiliency

MANAGING RISKS

An ethical approach to business requires a holistic view of the entire value chain. As we invest in new technologies, we strive to ensure end-to-end visibility throughout our supply chain. In 2021, we developed a digital twin of our supplier network to build that view.

This is a custom tool we developed internally using graph database technology to keep our customers connected — one that moves the supply chain network from a "just in time" sourcing model to a resilient model that is designed around "just in case" best practices.

We have mapped our supplier network through multiple levels of sub-supply. We are developing alternative sources so we can ensure that our customers remain connected across the globe.

To improve supply stability and reduce our environmental impact, where locally available sources of supply exist, we endeavor to source suppliers that are local to the customer, with separate supply chain networks supporting every region in which we do business.

By developing a multifaceted approach that prioritizes responsible sourcing and resiliency management, we are ensuring a stable, ethical and sustainable business model for years to come.
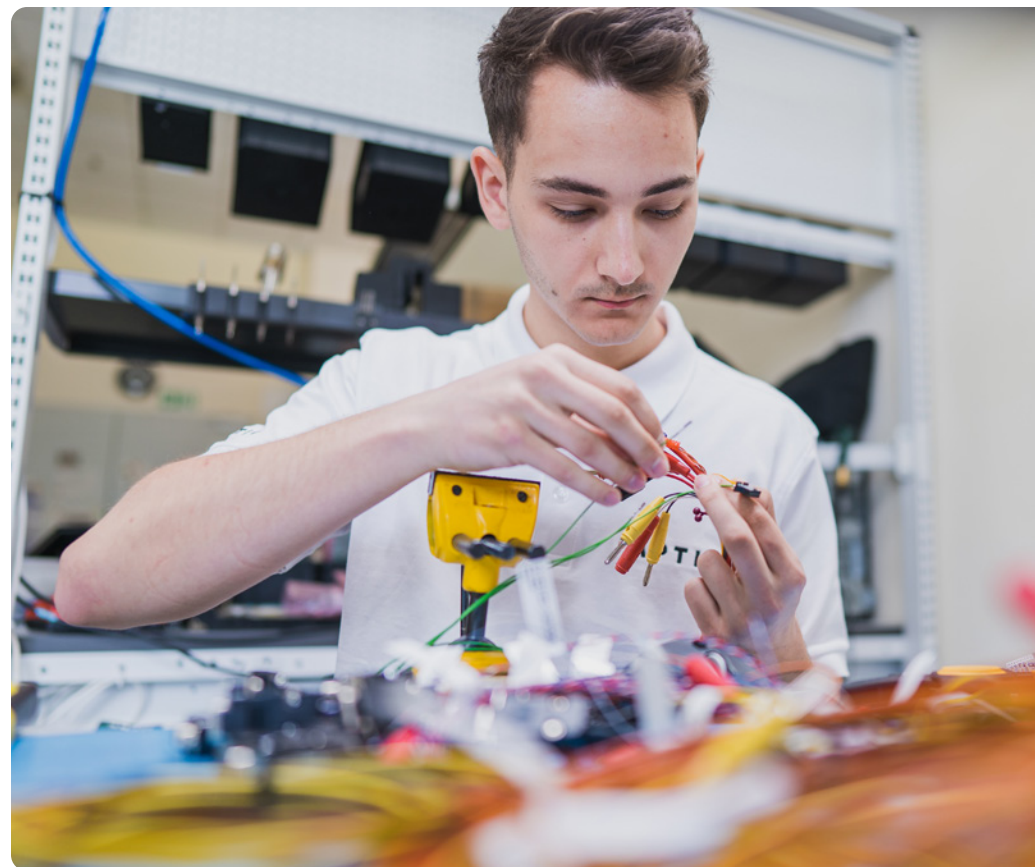
SUPPLIER CODE OF CONDUCT

- Affirmation by 100% of our key direct suppliers of their alignment with Aptiv's Code of Conduct or their own comparable code

- Standard-setting for Aptiv's supply chain on fundamental sustainability principles

SCREENING & MONITORING

- At selection and throughout our relationship with suppliers, real-time screening and monitoring of supply chain risks, including regulatory, compliance, reputational and financial risks

- Continual evaluation of changing laws and regulations to ensure up-to-date risk assessments of suppliers

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

13

ETHICS & COMPLIANCE AWARENESS

Aptiv's culture of compliance is the foundation of the Platform pillar. Providing our team with the tools, training and support to speak up if they become aware of unethical behavior helps us meet those goals. We implement many initiatives year-round to educate our employees about ethics and compliance, including featuring senior executives in Compliance Spotlights, providing targeted risk- and role-based training, and distributing a monthly newsletter to highlight the compliance topics that are most relevant to our business.

APTIV DRIVE LINE

Aptiv promotes open dialogue across all levels by providing our stakeholders with multiple channels to be heard, including the Aptiv Drive Line, our confidential ethics helpline. The Drive Line is operated by an independent third party 24 hours a day, seven days a week. Available at driveline.aptiv.com, it offers translation services in 16 languages. We treat all reports confidentially, investigate them thoroughly, react promptly and appropriately, and do not tolerate any form of retaliation.

ETHICAL RECOGNITION

Aptiv has been designated one of the World's Most Ethical Companies 12 years in a row by Ethisphere, a global leader in defining and advancing the standards of ethical business practices.

2024 WORLD'S MOST ETHICAL COMPANIES® ™
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12-TIME HONOREE

APTIV

Sustainability in Motion

2024 SUSTAINABILITY PROGRESS REPORT

Note: The scope of the performance results included in this report represent 100% of Aptiv's total revenue, unless stated otherwise.

The 2022 performance results do not include Intercable Automotive Solutions or Wind River due to the timing of these acquisitions (both acquired in Q4 2022).

Aptiv follows the GHG Protocol Corporate Accounting and Reporting Standard (GHG Protocol) to calculate value chain emissions. The GHG Protocol defines scope 1 emissions as direct greenhouse gas emissions that occur from sources that are owned or controlled by the company; scope 2 emissions as the indirect greenhouse gas emissions from the generation of purchased electricity, steam, heat, and cooling consumed by the company; and scope 3 emissions as all "other indirect emissions" that occur in the value chain of the reporting company, including both upstream and downstream emissions.

People

Sustainable Development Goals (SDGs) on this page:

COMMITMENT	2025 TARGET	KEY PERFORMANCE INDICATOR	ANNUAL PROGRESS	
PEOPLE			**2023**	**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)	78%*	73%**
	Increase internal fill rate on open positions	Internal fill rate on open positions	46%**	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	76%	58%**
	Improve workplace safety through a safe culture and strong leading indicators	Lost workday case rate (# of cases per 100 employees)	0.09	0.08
INCLUSIVE CULTURE				
Cultivate an inclusive workforce that engages and attracts the best talent to fuel innovation	Conduct pay equality studies for females globally to identify and close gaps	Female pay equity % gap	0.0%*	2.3%**
	Increase female diversity	Female diversity in total workforce	49%	50%
		Female diversity in management roles	26%	24%
		Female diversity in technical roles	22%	22%
	Increase ethnic diversity in United States	Ethnic diversity in U.S. workforce	47%	43%
		Ethnic diversity in U.S. management roles	30%	34%
		Ethnic diversity in U.S. technical roles	43%	42%
COMMUNITY INVOLVEMENT, ENGAGEMENT & WELL-BEING				
Encourage meaningful employee participation in community outreach	**Safe:** Conduct vehicle safety education for 5,000 children per year (30,000 total children by 2025)	**Safe:** Conduct vehicle safety education (# of children engaged in road safety training)	6,255*	8,263**
	Green: Plant 80,000 trees per year (480,000 total trees by 2025)	**Green:** Support global reforestation (# of trees planted)	143,343*	80,828**
	Connected: Empower girls in tech through 500 hours of workshops per year (3,000 total hours by 2025)	**Connected:** Empower girls in tech (# of hours of Girls in Tech workshops)	5,638*	2,823**

* The scope of the performance result does not include acquisitions HellermannTyton, Winchester Interconnect, Intercable Automotive Solutions and Wind River.

** The scope of the performance result does not include acquisitions HellermannTyton and Winchester Interconnect.

*** The scope of the performance result does not include acquisitions Winchester Interconnect and Wind River.

Products

Sustainable Development Goals (SDGs) on this page:

COMMITMENT	2025 TARGET	KEY PERFORMANCE INDICATOR	ANNUAL PROGRESS	
PRODUCTS			**2023**	**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	**Safe:** Aptiv revenue $ generated on active safety platforms	$2.5B	$2.0B
	Provide multimodal 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)	**Safe:** Aptiv revenue $ generated on user experience platforms	$2.0B	$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	**Green:** Aptiv revenue $ generated on high-voltage electrification platforms	$1.7B	$1.2B
	Develop a 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	**Connected:** % of OTA-updatable ADAS, UX and body platforms	33%	21%
	Innovate and deliver high-speed 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%	100%**
		Warranty expense as a % of annual revenues	0.27%	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 the Customer surveys sent	1,300+ customer contacts*	1,200+ customer contacts**

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Planet

Sustainable Development Goals (SDGs) on this page:

COMMITMENT	2025 TARGET	KEY PERFORMANCE INDICATOR	ANNUAL PROGRESS	
PLANET			**2023**	**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	8 sites	4 sites
	Power our operations with 25% renewable electricity	% of renewable energy sourced	33%	10%**
		Energy indirect (Scope 2) kWh consumption	1,016,033,000	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)	18,022	21,281
		Energy indirect (Scope 2) GHG emissions (metric tons)	264,587	341,216
		Scope 1 & 2 GHG emissions intensity (metric tons/employee)	1.33	1.79
		Total Scope 3 GHG emissions (metric tons)	12,139,809	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	94%	97%**
WASTE & PACKAGING				
Reduce generation of waste and increase recycling	Achieve and maintain a 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)	96,421***	83,835**
		% of waste recycled at manufacturing and technical centers	84%***	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	86%***	83%**
	Identify water scarcity areas where Aptiv has operations	% of consumption in water-scarce areas	52%***	61%**
	Reduce water consumption in high-risk areas by 2% per year	Water consumption intensity (thousands of liters per employee)	12.29***	12.67**

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Platform

Sustainable Development Goals (SDGs) on this page:

COMMITMENT	2025 TARGET	KEY PERFORMANCE INDICATOR	ANNUAL PROGRESS	
PLATFORM			**2023**	**2022**
ETHICS & COMPLIANCE				
Foster a culture of adhering to the highest standards of conduct	Provide Code of Conduct and other required compliance training to 95% of salaried employees	% of salaried employees trained on the Code of Conduct	99%	97%
	Conduct an annual risk assessment across all sites globally	% of reporting entities included in risk assessment	100%	100%
	Expand the scope of our 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%	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	25% of reporting entities audited annually to achieve 100% of Aptiv sites audited every four years	100%	100%
SUSTAINABLE SUPPLY CHAIN				
Champion an ethical supply chain through a robust Code of Conduct and due diligence process	Encourage key suppliers to agree to Aptiv Code of Conduct principles and expand the third-party due diligence program	% of key direct suppliers signing the Aptiv Code of Conduct or affirming adherence to a comparable code	100%*	100%**
DATA SECURITY				
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%	100%
	Train at least 90% of salaried employees to use systems and services on cyber risks and how to prevent them	% of salaried employees trained on enterprise cybersecurity	91%*	97%**
	Target of zero incidents of compromised security systems, loss of data or breaches of privacy	# of reportable security and privacy incidents	0	0

* The scope of the performance result does not include acquisitions HellermannTyton, Winchester Interconnect, Intercable Automotive Solutions and Wind River.

** The scope of the performance result does not include acquisitions HellermannTyton and Winchester Interconnect.

*** The scope of the performance result does not include acquisitions Winchester Interconnect and Wind River.

Sustainability in Motion

GRI INDEX

Aptiv PLC has reported the information cited in this GRI content index for the period 1/1/2023-12/31/2023 with reference to the GRI Standards.

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021	2-1 Organizational details	2023 Form 10-K, page 1
	2-2 Entities included in the organization's sustainability reporting	2023 Form 10-K, pages 164-170 (exhibit 21.1) The scope of the environmental and social metrics included in this report represent at least 90% of Aptiv's total revenue.
	2-3 Reporting period, frequency and contact point	01/01/2023 - 12/31/2023 Annual - Calendar Year sustainability@aptiv.com
	2-4 Restatements of information	N/A
	2-5 External assurance	EY provided limited level assurance on the following subject matter:

EY provided limited level assurance on the following subject matter:

Subject matter	Total
Scope 1 GHG emissions (tCO$_2$e)	18,022
Scope 2 GHG emissions (tCO$_2$e)	264,587
GHG emissions intensity	1.33
Scope 3 GHG emissions — purchase of goods and services (tCO$_2$e)	6,218,895
Scope 3 GHG emissions — use of sold products (tCO$_2$e)	4,493,470
Lost workday case rate per 100 employees (#)	0.09

Limited Assurance Statement

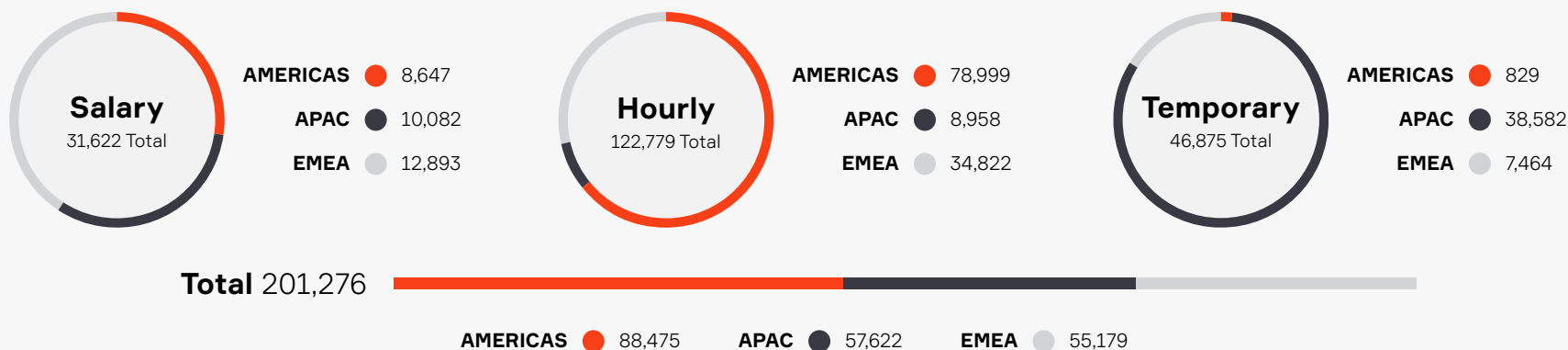| GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION
	2-6 Activities, value chain and other business relationships	2023 Form 10-K, pages 5-12, 15-27
	2-7 Employees	2023 Form 10-K, page 10 Head count by region details are included on page 4 of this report
	2-8 Workers who are not employees	2023 Form 10-K, page 10
	2-9 Governance structure and composition	2024 Proxy Statement, pages 16-20, 25
	2-10 Nomination and selection of the highest governance body	2024 Proxy Statement, page 19-20
	2-11 Chair of the highest governance body	2024 Proxy Statement, page 17

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION
	2-12 Role of the highest governance body in overseeing the management of impacts	2024 Proxy Statement, pages 21-24
	2-13 Delegation of responsibility for managing impacts	2023 Aptiv Annual Stewardship Outreach, page 15
	2-14 Role of the highest governance body in sustainability reporting	2024 Proxy Statement, page 23
	2-15 Conflicts of interest	2024 Proxy Statement, page 86
		Aptiv Conflict of Interest Policy
	2-16 Communication of critical concerns	Aptiv Code of Conduct, pages 9 -13
	2-17 Collective knowledge of the highest governance body	2024 Proxy Statement, pages 20-21
	2-18 Evaluation of the performance of the highest governance body	2024 Proxy Statement, pages 18-19
	2-19 Remuneration policies	2024 Proxy Statement, pages 27-50
	2-20 Process to determine remuneration	2024 Proxy Statement, pages 27-50
	2-21 Annual total compensation ratio	2024 Proxy Statement, page 65
	2-22 Statement on sustainable development strategy	2024 Proxy Statement, pages 21-24
	2-23 Policy commitments	Aptiv Code of Conduct
	2-24 Embedding policy commitments	Aptiv Code of Conduct
	2-25 Processes to remediate negative impacts	Aptiv Code of Conduct
	2-26 Mechanisms for seeking advice and raising concerns	Aptiv Code of Conduct
	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	2021 Sustainability Report, page 37
	2-29 Approach to stakeholder engagement	2023 Sustainability Report, pages 1 and 3
MATERIAL TOPICS		
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	2023 Aptiv Annual Stewardship Outreach, pages 5 and 15
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.

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION
	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 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, antitrust and monopoly practices during the reporting period.
GRI 305: Emissions 2016	3-3 Management of material topics	Environmental, Health, Safety and Energy Policy, page 2
	305-1 Direct (Scope 1) GHG emissions	18,022 metric tons
	305-2 Energy indirect (Scope 2) GHG emissions	264,587 metric tons
	305-3 Other indirect (Scope 3) GHG emissions	12,139,809 metric tons
	305-4 GHG emissions intensity	1.33 metric tons/employee
	305-5 Reduction of GHG emissions	22% reduction of Scope 1 and 2 GHG emissions (2023 versus 2022)
GRI 401: Employment 2016	3-3 Management of material topics	2024 Sustainability Summary Report, pages 3-5
	401-1 New employee hires and employee turnover	3,238 salaried new hires in 2023 (70% male, 30% female)
	401-3 Parental leave	Aptiv's Parental Leave Policy and other employee benefits policies vary by location. Refer to the Aptiv Careers website for country-specific benefits.
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	Environmental, Health, Safety and Energy Policy, pages 7-8
	403-1 Occupational health and safety management system	Environmental, Health, Safety and Energy Policy, page 4
	403-2 Hazard identification, risk assessment and incident investigation	Environmental, Health, Safety and Energy Policy, page 5
	403-4 Worker participation, consultation and communication on occupational health and safety	Environmental, Health, Safety and Energy Policy, page 1
	403-5 Worker training on occupational health and safety	5.7 safety training hours per employee
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Environmental, Health, Safety and Energy Policy, page 17
	403-8 Workers covered by an occupational health and safety management system	133,259 employees covered by externally certified management system
	403-9 Work-related injuries	0.09 incidents per 100 employees
GRI 404: Training and Education 2016	3-3 Management of material topics	2023 Sustainability Report, pages 7-8

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION
	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	2023 Sustainability Report, pages 7-8
	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	2024 Sustainability Summary Report, pages 3-5
		2024 Sustainability Progress Report, page 1
		2023 Investor Conference, page 88
	405-1 Diversity of governance bodies and employees: Females	49.1% female in total global workforce 25.8% female in management 21.8% female in technical roles
	405-1 Diversity of governance bodies and employees: Minority	46.5% minority in total U.S. workforce 30.4% minority in management 42.8% minority in technical roles
	405-2 Ratio of basic salary and remuneration of women to men	Global female wage gap of 0% in 2023, reflecting pay by gender and adjusting for experience and job function

2023 EMPLOYEE HEAD COUNT BY REGION

Salary
31,622 Total

AMERICAS	8,647
APAC	10,082
EMEA	12,893

Hourly
122,779 Total

AMERICAS	78,999
APAC	8,958
EMEA	34,822

Temporary
46,875 Total

AMERICAS	829
APAC	38,582
EMEA	7,464

Total 201,276

AMERICAS 88,475   APAC 57,622   EMEA 55,179

SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX (SASB) INDEX

Given the technological focus of our business alongside the core market of automobile components, Aptiv believes our material sustainability 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	3,977,773 GJ
		(2) Percentage grid electricity	98%
		(3) Percentage renewable	33% renewable energy
Waste Management	TR-AP-150a.1	(1) Total amount of waste from manufacturing	96,506 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	Aptiv's Signal & Power Solutions (S&PS): This segment provides complete design, manufacture and assembly of the vehicle's electrical architecture, including engineered components, connectors, wiring harnesses, and high voltage power and safety-critical data distribution systems. Our products provide the signal distribution and computing power backbone that supports increased vehicle content and electrification, reduced emissions, higher fuel economy and off-vehicle connectivity.

In 2023, S&PS revenue totaled ~$14.4B. This includes:

• High voltage solutions: Enabling electrification for 48 volts and higher; 2023 revenue of ~$1.7B

• Low voltage solutions on battery electric vehicles (BEVs): 2023 revenue of ~1.8B

• Other low voltage solutions: Required for both traditional and electric vehicles |
| 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. |

TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE
Recruiting and Managing a Global, Diverse and Skilled Workforce	TC-HW-330a.1 / TC-SI-330a.3	Percentage of females and ethnic group representation for (1) management, (2) technical staff and (3) all other employees	In Aptiv's global workforce: (1) 49.1% female in total global workforce (2) 25.8% female in management (3) 21.8% female in technical roles
			In Aptiv's U.S. workforce: (1) 46.5% minority in total U.S. workforce (2) 30.4% minority in management (3) 42.8% minority in technical roles
	TC-SI-330a.2	Employee engagement as a percentage	78% participation rate in annual engagement survey of salaried employees
Product Security	TC-HW-230a.1	Description of approach to identifying and addressing data security risks in products	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. 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 occur.
Activity Metrics	TR-AP-000.A	Number of parts produced	Aptiv ships over 150 million components to over 4,000 ship locations per day
	TR-AP-000.C	Area of manufacturing plants	2,264,559 square meters

TCFD INDEX

KEY ELEMENTS	RECOMMENDED DISCLOSURE	DESCRIPTION	APTIV RESPONSE
Governance	a. Board Oversight	Describe the board's oversight of climate-related risks and opportunities.	2023 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.	2023 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.	2023 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.	2023 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.	2023 CDP Climate Change Response: C3. Business Strategy - C3.1, C3.2 & C3.3
Risk Management	a. Risk Assessment Process	Describe the organization's processes for identifying and assessing climate-related risks.	2023 CDP Climate Change Response: C.2 Risk & opportunities - C2.2
	b. Risk Management Processes	Describe the organization's processes for managing climate-related risks.	2023 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.	2023 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.	2023 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 gas (GHG) emissions, and the related risks.	2023 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.	2023 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_2e 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, 2023, 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 materials 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.

• **APTIV** •