

• APTIV •

Sustainability in Motion

2024 SUSTAINABILITY INDEX REPORT



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.

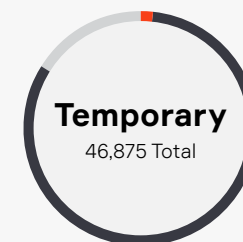
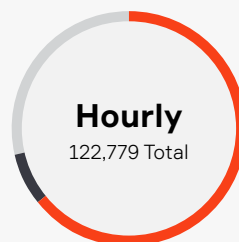
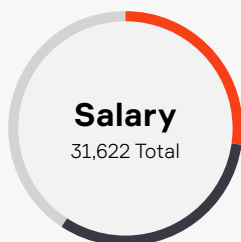
GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION														
GENERAL DISCLOSURES																
GRI 2: General Disclosures 2021	2-1 Organizational details	2023 Form 10-K , page 1														
	2-2 Entities included in the organization's sustainability reporting	2023 Form 10-K , pages 164-170 (exhibit 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: <table border="1" data-bbox="1129 857 1900 1112"> <thead> <tr> <th>Subject matter</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Scope 1 GHG emissions (tCO₂e)</td> <td>18,022</td> </tr> <tr> <td>Scope 2 GHG emissions (tCO₂e)</td> <td>264,587</td> </tr> <tr> <td>GHG emissions intensity</td> <td>1.33</td> </tr> <tr> <td>Scope 3 GHG emissions — purchase of goods and services (tCO₂e)</td> <td>6,218,895</td> </tr> <tr> <td>Scope 3 GHG emissions — use of sold products (tCO₂e)</td> <td>4,493,470</td> </tr> <tr> <td>Lost workday case rate per 100 employees (#)</td> <td>0.09</td> </tr> </tbody> </table> Limited Assurance Statement	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
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	Scope 3 GHG emissions — use of sold products (tCO ₂ e)	4,493,470														
Lost workday case rate per 100 employees (#)	0.09															
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



Total 201,276



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	<p>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.</p> <p>In 2023, S&PS revenue totaled ~\$14.4B. This includes:</p> <ul style="list-style-type: none"> • 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	<p>In Aptiv's global workforce:</p> <p>(1) 49.1% female in total global workforce (2) 25.8% female in management (3) 21.8% female in technical roles</p> <hr/> <p>In Aptiv's U.S. workforce:</p> <p>(1) 46.5% minority in total U.S. workforce (2) 30.4% minority in management (3) 42.8% minority in technical roles</p>
	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	<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 occur.</p>
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: C2. 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., CO₂e 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.

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