

• APTIV •

Sustainability in Action

2026 SUSTAINABILITY SUMMARY REPORT

Delivering on Our Sustainability Strategy

In 2025, we continued to execute our sustainability strategy. Since introducing our sustainability commitments in 2020, we have made significant progress toward our 2025 targets, reflecting meaningful advancement across our four strategic pillars: People, Planet, Product and Platform. Our achievements demonstrate how sustainability is not only a responsibility but also a strategic enabler of business value and innovation. It strengthens our reputation as a trusted partner and positions Aptiv as a leader as we build a more automated, electrified and digitalized future.

The separation of our Electrical Distribution Systems business remains on track for completion on April 1, 2026, and would result in two independent companies, each positioned to pursue its unique market opportunities and increase value for all of its stakeholders.

MARKET NEEDS

What we enable



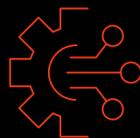
AUTOMATION

Performing complex tasks with minimal human intervention



ELECTRIFICATION

Powering intelligent edge devices and the infrastructure that supports them



DIGITALIZATION

Leveraging connected technologies to deliver insights, transform operations and unlock value

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 operational efficiency 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, GREENER, MORE CONNECTED WORLD

PEOPLE

STRENGTHENING OUR WORKFORCE AND COMMUNITIES

At Aptiv, people are the performance engine behind our strategy. We win through execution — by empowering a high-performing, inclusive team that delivers for customers at scale across our manufacturing sites and technical centers, supported by a regional service model and a lean, flexible cost structure. We are building talent for the convergence of automation, electrification and digitalization — a shift that demands deep capability, a culture that turns values into action, and programs that convert learning, safety and community engagement into measurable business outcomes.

INVESTING IN TALENT

- Delivered more than 2 million hours of training over the past five years to prepare our workforce for the future — fueling innovative products, faster launches, better quality and stronger execution across regions

SAFETY & WELLBEING

- Sustained industry-leading safety performance (fewer than 0.1 lost workday cases per 100 employees) year after year, reflecting a strong commitment to protecting people, fostering a culture of care and maintaining operational excellence

COMMUNITY ENGAGEMENT

- Exceeded our community outreach targets by up to five times through volunteerism and STEM education initiatives



PRODUCTS

INNOVATION FOR SUSTAINABLE IMPACT

Aptiv's Product pillar centers on delivering responsibly designed, developed and manufactured high-quality solutions that solve our customers' toughest challenges. This commitment is reflected in our continued investment in advanced technologies such as software-defined architectures, electrification systems and lifecycle management — tools that help customers reduce emissions, improve efficiency and extend product longevity. These innovative solutions meet evolving customer expectations while accelerating the transition to cleaner, smarter and more efficient technologies.

ELECTRIFICATION & CONNECTIVITY LEADERSHIP

- Contributed to the avoidance of approximately 480 million metric tons of CO₂ emissions (since 2015), enabled by Aptiv's high-voltage portfolio

BREAKTHROUGH TECHNOLOGIES

- Launched more capable and efficient solutions, including our [Gen 6 ADAS platform](#), [Gen 8 radars](#), [PULSE™ sensor](#), award-winning [ML Behavior Planner](#) and Winchester Modulus Connectors

LIFECYCLE IMPACT

- Used Wind River software to empower developers to deliver [over-the-air updates](#), and increased usage of sustainable materials in key product lines



PLANET

ADVANCING ENVIRONMENTAL STEWARDSHIP

Aptiv’s Planet pillar highlights our efforts to lessen the environmental impact of our operations while enabling a low-carbon, resource-efficient future. We are reducing greenhouse gas (GHG) emissions, increasing energy efficiency and advancing toward long-term climate goals. By minimizing our operational footprint and enabling customers to reduce vehicle-related emissions, we advance cleaner, more efficient technologies while embedding sustainability throughout our product lifecycles and manufacturing processes.

CARBON REDUCTION & RENEWABLE ENERGY ADOPTION

- Exceeded our 2025 target of a 25 percent reduction in Scope 1 and 2 emissions (against our 2019 baseline) by enhancing energy efficiency, increasing electrification and sourcing 50 percent of our electricity from renewable sources — surpassing our renewable electricity target of 25 percent

RESOURCE EFFICIENCY

- Executed a systemic approach to water stewardship, optimizing water consumption intensity through ongoing evaluation of water scarcity risks and the comprehensive implementation of best practices

CIRCULARITY

- Maintained a waste recycling rate above target year after year, reducing generation at the source while consistently recycling over 80 percent of generated waste and supporting a circular-economy approach



PLATFORM

STRENGTHENING GOVERNANCE AND PARTNERSHIPS

The Platform pillar underpins Aptiv's entire sustainability framework by ensuring strong governance, ethical business practices and responsible supply chain management. It reflects Aptiv's commitment to operating with integrity, maintaining strong compliance systems and managing environmental and social risks across the value chain. This pillar is the foundation of how Aptiv achieves its mission.

FOSTERING AN ETHICAL CULTURE

- Surpassed target (greater than 95 percent) for employee completion of online ethics and compliance training and continued our data-driven approach to tailored training and outreach

SUSTAINABLE SUPPLY CHAIN

- Drove supply chain transparency and resiliency through ongoing development and implementation of our proprietary digital twin, the value of which our customers have recognized through multiple awards, including the Volkswagen Group Award in the Resilient Supply Chains category, General Motors' Supplier Quality Excellence Awards and Nissan's Global Supplier Innovation Award

RECOGNITION OF OUR VALUES

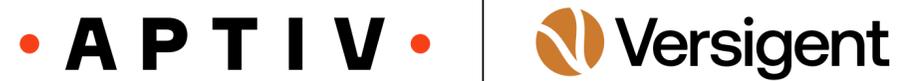
- Ranked among the World's Most Ethical Companies 14 years in a row by Ethisphere, a global leader in advancing the standards of ethical business practices



LOOKING AHEAD

As we close 2025, Aptiv stands at the forefront of sustainable innovation and operational performance. As we begin a new chapter as two independent public companies, we are positioned to continue delivering value to all of our stakeholders. Our focus on minimizing environmental impact, strengthening operational resiliency and supporting our employees and the communities where we live and operate continues to serve as the foundation for delivering on our mission.

Following the spin-off of our Electrical Distribution Systems business, which will be named Versigent, future sustainability reporting will be conducted independently by each company, with decisions on reporting cadence, scope and frameworks tailored to each company's respective business models and stakeholder expectations.



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Sustainability in Action

2026 SUSTAINABILITY PROGRESS REPORT

PEOPLE

Sustainable Development Goals on this page:



COMMITMENT	2025 TARGET	KEY PERFORMANCE INDICATOR	ANNUAL PROGRESS	
			2025	2024
PEOPLE				
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)	84%****	83%****
	Increase internal fill rate on open positions	Internal fill rate on open positions	51%**	61%**
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	85%	89%*
	Improve workplace safety through a safe culture and strong leading indicators	Lost workday case rate (# of cases per 100 employees)	0.04	0.08
INCLUSIVE CULTURE				
Cultivate an inclusive workforce that engages and attracts the best talent to fuel innovation	Conduct pay equity studies globally and implement program to close gaps	Female pay equity % gap	Achieved*	Achieved ****
	Ensure equity and equal access throughout the Aptiv employee experience	Female diversity in total workforce	49%	48%
		Female diversity in management roles	27%	26%
		Female diversity in technical roles	22%	22%
		Ethnic diversity in U.S. workforce	49%	48%
		Ethnic diversity in U.S. management roles	34%	32%
		Ethnic diversity in U.S. technical roles	44%	44%
COMMUNITY INVOLVEMENT, ENGAGEMENT & WELLBEING				
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)	6,737* 42,306* cumulatively	9,051*
	Green: Plant 80,000 trees per year (480,000 total trees by 2025)	Green: Support global reforestation (# of trees planted)	66,762* 539,482* cumulatively	70,549*
	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)	1,344* 15,486* cumulatively	1,281*

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

Sustainable Development Goals on this page:



COMMITMENT	2025 TARGET	KEY PERFORMANCE INDICATOR	ANNUAL PROGRESS	
			2025	2024
PRODUCTS				
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	\$3.0B	\$2.9B
	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	\$1.6B	\$1.8B
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	\$1.5B	\$1.4B
	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	Connected: % of OTA-updatable ADAS, UX and body platforms	36%	31%
	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	98%	95%
		Warranty expense as a % of annual revenues	0.53%	0.36%
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	N/A ¹	1,170+

¹ The Voice of the Customer survey was paused in 2025 as Aptiv aligned its customer experience measurement with evolving business needs. Throughout the year, Aptiv maintained customer engagement through frequent operational interactions, which continue to inform its long-term customer experience strategy.

PLANET

Sustainable Development Goals on this page:



COMMITMENT	2025 TARGET	KEY PERFORMANCE INDICATOR	ANNUAL PROGRESS	
			2025	2024
PRODUCTS				
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	10 sites	9 sites
	Power our operations with 25% renewable electricity	% of renewable energy sourced	50%	43%
		Energy indirect (Scope 2) KWh consumption	1.0B	1.0B
	Continue to reduce the carbon footprint of our supply chain, through emissions and waste reduction	Direct (Scope 1) GHG emissions (metric tons)	25,608	15,995#
		Energy indirect (Scope 2 market-based) GHG emissions (metric tons)	212,552	230,264
		Scope 1 and 2 GHG emissions intensity (metric tons/employee)	1.18	1.23
		Total Scope 3 GHG emissions (metric tons)	28,059,456	24,026,846*****
	Ensure all manufacturing sites have environmental management system certification and are aligned with an international standard	% of manufacturing sites with ISO 14001 certification	92%	89%
WASTE & PACKAGING				
Reduce generation of waste and increase recycling	Achieve and maintain a waste recycling rate from manufacturing at or above 80% through a circular-economy approach	Total amount of waste at manufacturing and technical centers (metric tons)	106,511	100,753***
		% of waste recycled at manufacturing and technical centers	83%	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%*	87%***
	Identify water-scarcity areas where Aptiv has operations	% of consumption in water-scarce areas	48%	50%***
	Reduce water consumption in high-risk areas by 2% per year	Water consumption intensity (thousands of liters per employee)	12.41	11.97***

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 ***** Aptiv has restated 2023 Scope 1 and Scope 3 emissions and factored those considerations into the 2024 emissions. Refer to page 20 for details.

PLATFORM

Sustainable Development Goals on this page:



COMMITMENT	2025 TARGET	KEY PERFORMANCE INDICATOR	ANNUAL PROGRESS	
			2025	2024
PLATFORM				
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	97%	97%
	Conduct an annual risk assessment across all sites globally	% of reporting entities included in risk assessment	100%	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%	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 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 employees trained on enterprise cybersecurity	97%	94%
	Achieve target of zero incidents of compromised security systems, loss of data or breaches of privacy	# of reportable security and privacy incidents	0	0

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.

The performance results of acquisitions HellermannTyton ("HT"), gabocom, Intercable Automotive Solutions ("IAS"), Wind River, and Winchester Interconnect are included in this report, unless otherwise noted in the footnote disclosures.

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 created by the conflict between Ukraine and Russia, and its impacts to the European and global economies and our operations in each country; uncertainties created by the conflicts in the Middle East and their impacts on global economies; 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; the effects of significant increases in trade tariffs, import quotas and other trade restrictions or actions, including retaliatory responses to such actions; changes to tax laws; future significant public health crises; the ability of the Company to integrate and realize the expected benefits of recent transactions; the ability of the Company to achieve the intended benefits from, or to complete, the proposed separation of its Electrical Distribution Systems business; 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 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. Aptiv 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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