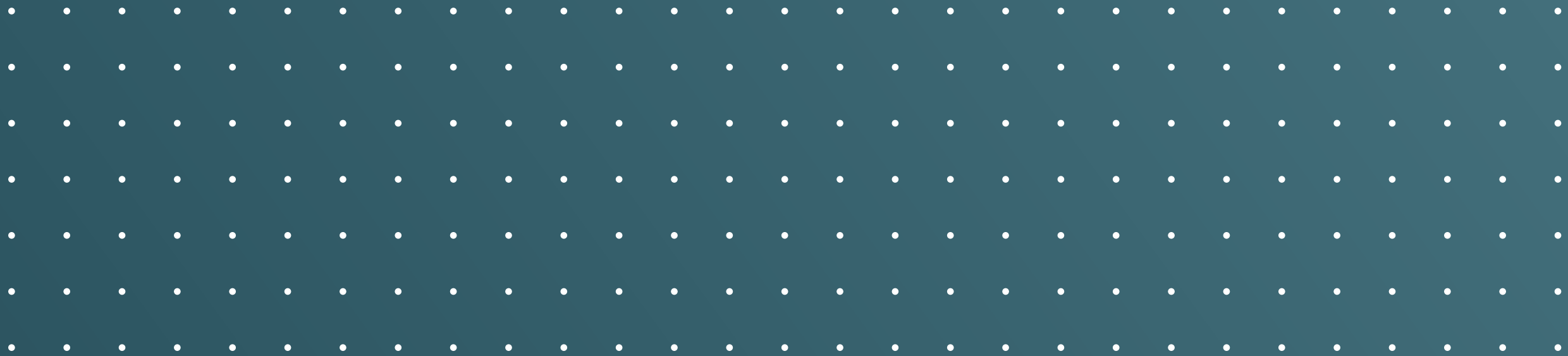# APTIV

2025 Consolidated Sustainability Report
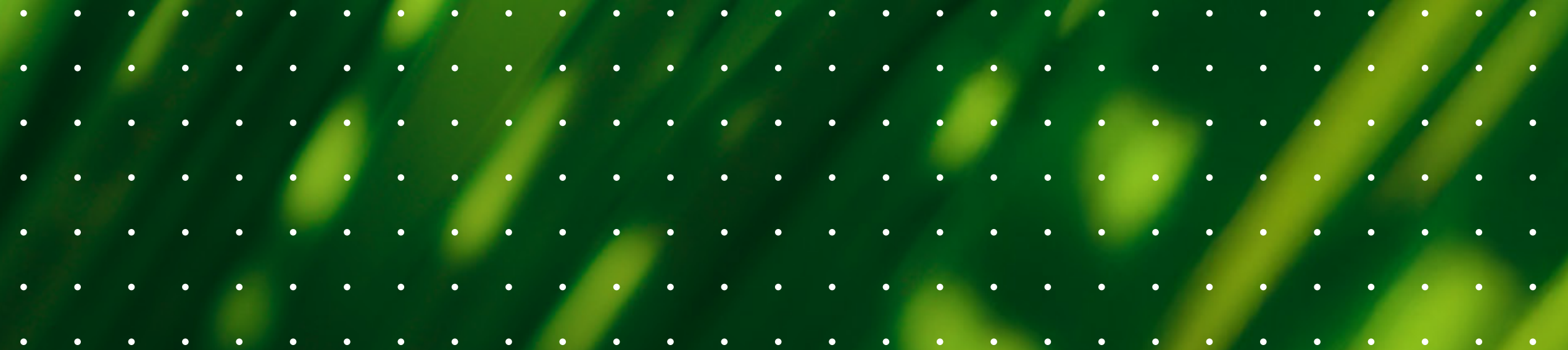
SUSTAINABILITY IN ACTION

APTIV

Sustainability in Action

2025 SUSTAINABILITY SUMMARY REPORT

A Note From Our CEO

POWERING A SUSTAINABLE FUTURE THROUGH INNOVATION, EXECUTION, AND RESPONSIBILITY

In 2024, Aptiv continued to execute our strategy, bringing together advanced technologies and a global team aligned on creating a more resilient business model that enables a safer, greener and more connected future.

The industries we serve are dependent on mission-critical systems that have become increasingly complex, capable and software defined. Our customers face mounting pressure to improve performance, accelerate development and reduce costs. We are helping them meet these challenges with our deep systems expertise and advanced software and hardware solutions.

INNOVATION WITH PURPOSE

At Aptiv, we use advanced technology to solve real-world problems and deliver sustainable solutions across multiple industries. In 2024, we continued our industry leadership by accelerating our development of intelligent, connected solutions, applying artificial intelligence and machine learning to improve the adaptability and efficiency of our products and operations.

SCALED IMPACT THROUGH PEOPLE

We recognize that the impact of our innovations depends on how well we execute.

In 2024, we significantly increased our investment in critical learning and development tools to prepare our workforce to meet the needs of our customers in an AI-driven software defined future. We delivered education, training and enablement across our Aptiv Academy and Career Hub, which gives employees access to over 12,000 courses to fuel performance and career growth. We are committed to developing a more resilient, high-performing team, operating in an environment where they are supported, empowered and can contribute at their best.

RESPONSIBILITY AS A COMPETITIVE ADVANTAGE

We have made meaningful strides in supply chain transparency and resilience. By expanding our digital mapping and deepening supplier engagement, we have enhanced sustainable practices across our network. Importantly, being named one of the World's Most Ethical Companies for the 13th consecutive year reflects our commitment to doing the right thing, the right way.

We are proud of what we have accomplished. Looking ahead, we are confident in our ability to navigate an increasingly complex landscape. We remain focused on bold innovation, operational excellence and outcomes that create value for our customers, employees and shareholders.

"At Aptiv, we use advanced technology to solve real-world problems and deliver sustainable solutions across multiple industries."

Thank you for your continued trust and partnership.

Kevin P. Clark
Chair and Chief Executive Officer

Our Sustainability Strategy

AT APTIV, WE SET A HIGH BAR

We provide high-quality products and solutions — designed, developed and manufactured responsibly — that enable a safer, greener and more connected future. In doing so, we take care of our employees and the communities they live in, minimize Aptiv's and our customers' environmental impact, enhance the resiliency of our operations and create value by living the values that serve as the foundation 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 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

Materiality Analysis

A MATERIALITY ANALYSIS DEFINES THE TOPICS THAT MATTER MOST TO AN ORGANIZATION AND ITS KEY STAKEHOLDERS.

In 2024, we refreshed our materiality assessment to ensure that our sustainability strategy continues to drive impact and align well with the priorities of our business and our stakeholders. This process provides valuable insights that we use to refine our evolving sustainability strategy.

We will continue to enhance this process and regularly evaluate our impact.

APTIV SUSTAINABILITY COMMITMENTS

PEOPLE

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

ATTRACT, DEVELOP & RETAIN THE BEST TALENT

Ensure we have engaged teams with the right skills
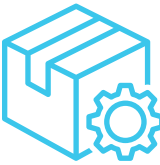
HEALTH & SAFETY

Proactively mitigate risks and implement health and safety best practices

INCLUSIVE CULTURE

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

COMMUNITY INVOLVEMENT, ENGAGEMENT & WELL-BEING

Encourage meaningful employee participation in community outreach

PRODUCTS

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

SAFE, GREEN & CONNECTED SOLUTIONS

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

PRODUCT QUALITY

Develop and deliver reliable products and solutions with expected levels of performance

CUSTOMER SATISFACTION

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

PLANET

Increase operational efficiency and reduce our impact on the environment

CLIMATE CHANGE

Develop solutions that improve energy efficiency and reduce carbon emissions

WASTE & PACKAGING

Reduce generation of waste and increase recycling

WATER

Reduce water usage in the integrated supply chain

PLATFORM

Do the right thing, the right way

ETHICS & COMPLIANCE

Foster a culture of adhering to the highest standards of conduct

SUSTAINABLE SUPPLY CHAIN

Champion an ethical supply chain through a robust *Supplier Code of Conduct* and due diligence process

DATA SECURITY

Adhere to rigorous cybersecurity, privacy and data governance standards

Resilient People

PREPARING OUR PEOPLE FOR THE FUTURE

The 21st-century workplace is evolving rapidly and bringing new challenges in recruiting and retaining top talent, but also opportunities for innovation that has an impact. By investing in ongoing career development, we can cultivate a workforce that learns, grows and becomes more resilient.

This commitment drives our approach to enhancing employee engagement — creating a safe, innovative and inclusive workplace that empowers our people to deliver outcomes and strengthens the communities in which we operate.

Our goal is not just to attract top talent but also to enable employees to excel in a dynamic business environment and drive results, making Aptiv a high-impact organization and a destination for high performers.

By equipping the right people with the right skills and tools, we are turning this vision into a reality and developing products and services that enable a more sustainable world.

Obed Louissaint
*Executive Vice President and
Chief People Officer*

Empowering Growth Through Learning

By nurturing talent, building critical skill sets and enabling career growth, Aptiv is creating a more productive, motivated and high-performing workforce. Our People initiatives include:

- **A culture of continuous learning:** All employees can use our Aptiv Academy and Career Hub to access more than 12,000 curated courses designed to fuel their performance and career growth. More than 360,000 hours of training were delivered in 2024.

- **Management education:** Last year, a thousand employees attended our New Manager Academy, a first-year manager onboarding program, while 5,100 experienced managers and emerging leaders benefited from the Aptiv Manager Academy. These tailored programs equip managers with essential skills to help them lead with impact.

- **Leadership development:** Our portfolio of leadership programs — including Onboarding New Executives, the Leadership Acceleration Program and the Leading Forward Together learning series — ensure that our high-potential and executive talent receive support through mentorship, sponsorship, coaching and customized learning experiences. In 2024, almost 60 percent of Leadership Acceleration Program participants advanced to their next-level role at Aptiv.

Investing in employees generates real results. People who are engaged contribute to the company's goals — and everybody wins.

"Aptiv is creating a more productive, motivated and high-performing workforce."

A DESTINATION FOR AI PROFESSIONALS

AI and machine learning (ML) are critical elements in our products, accelerating development, improving performance and providing a more humanlike experience. Our employees are also using generative AI as a tool to increase their efficiency. As a result, Aptiv has become a talent magnet for AI/ML specialists, with 16,000 applicants submitting applications for 100 newly opened AI/ML roles.

CREATING A SAFETY CULTURE

The Aptiv Look Across program ensures that all employees in our manufacturing sites adopt a holistic approach to safety by motivating our teams to improve processes across the organization. We have enhanced the program by implementing a global employee well-being policy, along with a training program and preventive measures that are being rolled out to all sites. Employees are encouraged to invest in their own physical, emotional and social health, which we support through informative, rewarding programs.

EMPLOYEE AND COMMUNITY ENGAGEMENT

Our global employee resource groups and other employee-led communities continue to expand, supported by strong executive sponsorship and a robust chapter governance structure. These efforts drive meaningful internal engagement and strengthen our community impact. Last year, our Mexico Sustainability Committee celebrated its 10-year anniversary, with more than 60,000 employees in Mexico supporting community education, health and environmental projects.

Resilient Products

DESIGNING FOR A SMARTER, MORE SUSTAINABLE FUTURE

The industries we serve are dynamic, complex and full of opportunities. Success requires innovation, resilience and a readiness to tackle whatever comes next.

While each sector faces unique demands, they share the need for smarter, safer and more sustainable systems. In automotive, that means technologies that help eliminate accidents and emissions. In telecommunications, it is building more energy-efficient, software-defined networks. In aerospace and defense, it is enabling high-performance systems that are secure, scalable and reliable.

Turning that vision into reality demands advanced solutions that are responsibly designed, delivered and manufactured. At Aptiv, we are delivering intelligent technologies, from sensor to cloud, that help customers across industries optimize their performance, increase their resilience and reduce their environmental impact.

We create value by building platforms that are adaptable, scalable and secure, and enable a safe, green and connected future.

Javed Khan
Executive Vice President and President,
Software and Advanced Safety and User Experience
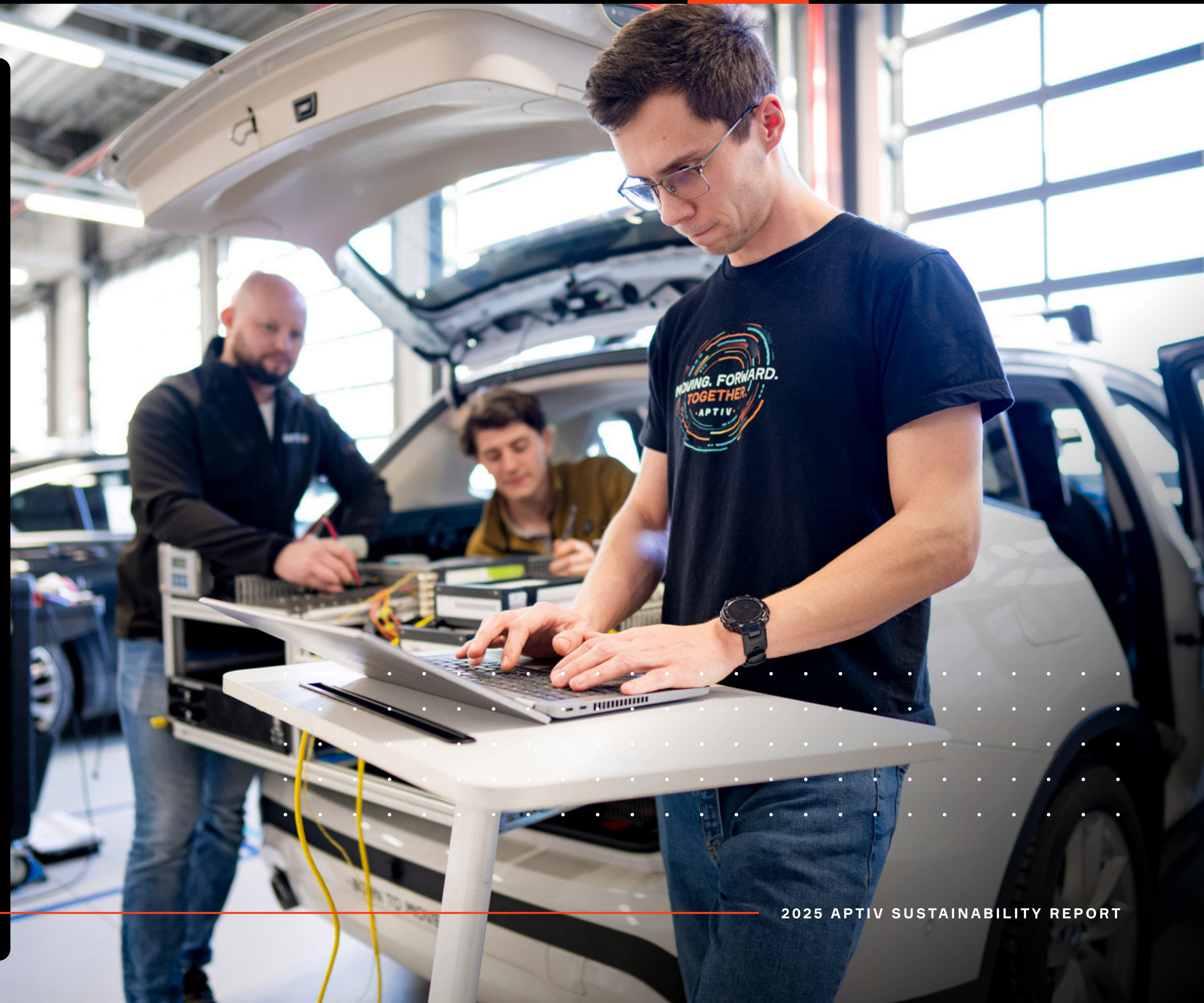
Advancing Edge AI Across Critical Industries

In 2024, Aptiv continued to expand the reach and impact of edge AI by advancing our edge-to-cloud portfolio, growing our partner ecosystem and helping customers in automotive, aerospace, defense, telecommunications and industrial sectors make faster, smarter decisions while reducing energy consumption and system complexity.

At Aptiv, we enhanced our ADAS solutions with new AI and machine learning capabilities to improve real-time perception and decision-making. Our updated ML Behavior Planner integrates inputs from multiple sensors to build a contextual model of the environment and identify the safest path forward. These advancements were recognized by *Automotive News* with a 2025 PACE Pilot Innovation to Watch Award.

Wind River's Cloud Platform earned the No. 1 ranking in 5G cloud-native platforms from ABI Research and was named the top cloud infrastructure solution by Omdia. These recognitions reflect key deployments of Wind River Cloud Platform in telecom environments, including Boost Mobile. The team also introduced eLxr Pro, a commercial Linux offering for AI and mission-critical edge workloads.

Together, we are delivering edge AI solutions engineered for performance, scalability and sustainability, enabling systems that are updatable over time, adaptable to future needs and capable of reducing energy use by up to 60 percent and system costs by 25 percent.

"At Aptiv, we enhanced our ADAS solutions with new AI and machine learning capabilities to improve real-time perception and decision-making"

SAFE

BETTER SENSING – IN A SMALL SPACE

Aptiv combined a camera with an ultra-short-range radar in a small package called the Aptiv PULSE Sensor. In automotive, the innovation enables 360-degree sensing while reducing blind spots, cost and vehicle complexity. The compact design could also prove useful in other industries that require short-range sensing in cluttered environments, such as industrial robotics.

GREEN

RETHINKING CORE MATERIALS

Aptiv is always looking for opportunities to use recycled, lower carbon materials in places where they will have the greatest benefit. During 2024, we developed our first wire harness program using 100% recycled copper, which will launch on an OEM vehicle platform in early 2026. By prioritizing investment in the design, development and manufacturing of products using recycled materials, we are building a circular business and significantly reducing the carbon footprint of our wiring harnesses.

CONNECTED

PERFORMING SOFTWARE UPDATES RESPONSIBLY

Customers across industries are looking to up-integrate safety-critical and non-safety-critical functions together onto a single semiconductor chip, reducing weight, cost and physical complexity. Aptiv supports this up-integration by using Wind River's hypervisor, operating systems and other software to enable companies to innovate at the edge and perform containerized updates — safely and securely, without interfering with other software on the same semiconductor chip.

Resilient Planet

PREPARING FOR THE FUTURE OF THE PLANET

Sustainable innovation is essential to ensuring a resilient business that can continue to be successful over the long term — and it is the right thing to do for the planet.

By prioritizing meaningful sustainability goals that align with our customers' objectives, we empower our entire organization to identify opportunities where Aptiv can improve efficiency, reduce waste and costs, and streamline operations, from sourcing to disposal.

We set targets for the products we make — as well as the operations where we make them — through a systematic approach that follows evidence-backed standards across every stage of the production process, from sourcing to disposal.

Aptiv is building a culture of sustainable innovation to enable our global team to work together to pioneer sustainable products and solutions.

Joe Massaro
*Vice Chair and President,
Engineered Components Group*

Executing on a Blueprint for Carbon-Neutral Operations

At the annual Aptiv Innovation Awards, a global decarbonization project led by seven Advanced Safety & User Experience (AS&UX) employees won the first Sustainability Accelerator Award. Among the team's efforts are initiatives in modernizing and optimizing energy management systems and onsite generation that will reduce operating costs. Equipment is being upgraded to improve energy efficiency, such as replacing a gas humidification system with a system that's more environmentally friendly.

The results are promising: We have achieved an annual carbon emissions reduction of approximately 521 tons from AS&UX operations — which will result in a 36 percent reduction of Scope 1 carbon emissions in 2025. And we are working to improve that further.

This effort demonstrates Aptiv's commitment to reducing our carbon footprint, and our dedication to reaching our goal of achieving carbon-neutral operations. The AS&UX decarbonization project is functioning as a blueprint for future transitions.

"We have achieved an annual carbon emissions reduction of approximately 521 tons from AS&UX operations — which will result in a 36 percent reduction of Scope 1 carbon emissions in 2025."

PROGRESS TOWARD 100% RENEWABLE ENERGY

In 2024, Aptiv sourced 43% renewable energy — versus 4% in 2021 — mainly from onsite solar panels and energy supplier green power programs, while keeping costs down and improving efficiency. More renewable energy initiatives are underway, such as a new 85 MW Power Purchase Agreement that will nearly cover Aptiv's energy consumption in Europe.

THE CIRCULAR ECONOMY

At Aptiv, we are increasingly focused on product remanufacturing opportunities. Revitalizing used parts creates value, conserves natural resources, minimizes waste and decreases energy consumption. One of our electronics teams advanced the circular economy business model by preparing five new remanufacturing projects across four global customers, supporting the reduction of CO_2 by 299 tons and eliminating 14,840 kg of waste.

ADAPTING TO CHANGE

Establishing climate adaptation standards helps us ensure business continuity during extreme weather events, such as storms and heat waves. All manufacturing sites have been ISO 14001 certified. ISO 50001 expansion is underway, with nine of our most energy-intensive sites already certified.

Resilient Platform

PREPARING OUR BUSINESS FOR THE FUTURE

To build a strong, resilient business that creates value, we must ensure compliance with and accountability for all legal and regulatory requirements, company policies and operational best practices.

Through ongoing training and communication, we equip our teams with the skills to navigate unknown challenges over the horizon. These resources are made available across multiple channels throughout the year to reinforce our shared responsibility to uphold integrity in everything we do while staying agile in an ever-evolving business landscape.

Continued enhancements to our supplier due diligence and risk mitigation programs ensure lasting partnerships grounded in trust and ongoing collaboration.

Aptiv's Employee Code of Conduct and Supplier Code of Conduct anchor our workforce and supplier partners in a shared commitment to ethical behavior. Especially in times of uncertainty, these values guide our decisions and actions, helping us deliver on our mission to make the world safer, greener and more connected.

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

Strengthening our Supply Chain Resiliency

Aptiv's supply chain resiliency efforts continue to create value. Building on our digital twin implementation, we have strengthened our ability to maintain a resilient supply chain and develop differentiated, localized solutions.

In light of ongoing geopolitical and climate uncertainties, the digital twin has become even more essential to proactively identifying opportunity and addressing risk. We use the technology to map our supplier network from point of origin to end customer and create part-level risk profiles across the supply chain. It allows us to find multiple sources for validated parts and identify potential issues, helping us to ensure that our customers remain connected with supply across the globe.

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

In particular, we look to develop SoC-agnostic solutions. This approach allows the re-use of software and hardware, to reduce the energy drain of compute cycles and increase the functional lifespan of materials. By prioritizing both responsible sourcing and resiliency management, we continue to reduce our environmental impact, while allowing our customers to thrive.

"We have strengthened our ability to maintain a resilient supply chain and develop differentiated, localized solutions."

FOSTERING AN ETHICAL CULTURE

We are committed to training and fostering dialogue about ethics and compliance principles. Senior executives include Compliance Spotlights in their meetings and town halls, we issue monthly Legal & Compliance newsletters, and we recently launched a Code of Conduct website. We use a data-driven approach with various data sources, including our Aptiv Drive Line ethics helpline and employee engagement surveys, to tailor our training and outreach.

SUPPLIER DEVELOPMENT AND TRANSPARENCY

In 2024, we used EcoVadis, a global platform for assessing businesses' sustainability, to engage with strategic supplier partners representing 80% of addressable spend. The results gave us a better view into our supply chain's environmental maturity and risk profiles. We also hosted a Supplier Sustainability Forum, where participants across key stakeholder groups gathered to learn, exchange ideas and share best practices for sustainability.

RECOGNITION OF OUR VALUES

Aptiv has been designated one of the World's Most Ethical Companies 13 years in a row by Ethisphere, a global leader in defining and advancing the standards of ethical business practices.

2025 WORLD'S MOST ETHICAL COMPANIES® ETHISPHERE 13-TIME HONOREE

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Sustainability in Action

PEOPLE

Sustainable Development Goals (SDGs) on this page:

COMMITMENT	2025 TARGET	KEY PERFORMANCE INDICATOR	ANNUAL PROGRESS	
PEOPLE			**2024**	**2023**
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)	83%****	78%*
	Increase internal fill rate on open positions	Internal fill rate on open positions	61%**	46%**
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	89%	76%
	Improve workplace safety through a safe culture and strong leading indicators	Lost workday case rate (# of cases per 100 employees)	0.08	0.09
INCLUSIVE CULTURE				
Cultivate an inclusive workforce that engages and attracts the best talent to fuel innovation	Conduct pay equality studies for females globally and to identify and close gaps	Female pay equity % gap	Achieved Pay Equity****	Achieved Pay Equity*
	Ensure equity and equal access throughout the Aptiv employee experience	Female diversity in total workforce	48%	49%
		Female diversity in management roles	26%	26%
		Female diversity in technical roles	22%	22%
		Ethnic diversity in U.S. workforce	48%	47%
		Ethnic diversity in U.S. management roles	32%	30%
		Ethnic diversity in U.S. technical roles	44%	43%
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)	9,051*	6,255*
	Green: Plant 80,000 trees per year (480,000 total trees by 2025)	**Green:** Support global reforestation (# of trees planted)	70,549*	143,343*
	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)	1,281*	5,638*

* 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 (SDGs) on this page:

COMMITMENT	2025 TARGET	KEY PERFORMANCE INDICATOR	ANNUAL PROGRESS	
PRODUCTS			**2024**	**2023**
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	$2.9B	$2.5B
	Provide multi-modal human-machine interface solutions that reduce driver distraction and improve convenience when interacting with the vehicle (e.g., driver monitoring systems, gesture recognition, child presence detection)	**Safe:** Aptiv revenue $ generated on user experience platforms	$1.8B	$2.0B
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	$1.4B	$1.7B
	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	31%	33%
	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	95%	100%
		Warranty expense as a % of annual revenues	0.36%	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	1,170+ customer contacts*	1,300+ customer contacts*

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PLANET

Sustainable Development Goals (SDGs) on this page:

COMMITMENT	2025 TARGET	KEY PERFORMANCE INDICATOR	ANNUAL PROGRESS	
PRODUCTS			**2024**	**2023**
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	9 sites	8 sites
	Power our operations with 25% renewable electricity	% of Renewable energy sourced	43%	33%
		Energy indirect (Scope 2) KWh consumption	1.0B	1.02B
	Continue to reduce the carbon footprint of our supply chain, through emissions and waste reduction	Direct (Scope 1) GHG emissions (metric tons)	15,995#	19,311#
		Energy indirect (Scope 2 market-based) GHG emissions (metric tons)	230,264	264,587
		Scope 1 & 2 GHG emissions intensity (metric tons/employee)	1.23	1.34
		Total Scope 3 GHG emissions (metric tons)	24,026,846#	29,028,702#
	Ensure all manufacturing sites have environmental management system certification and are aligned with an international standard	% of manufacturing sites with ISO 14001 certification	89%	94%
WASTE & PACKAGING				
Reduce generation of waste and increase recycling	Achieve and maintain waste recycling rate from manufacturing at or above 80% with a circular economy approach	Total amount of waste at manufacturing and technical centers (metric tons)	100,753***	96,421***
		% 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	87%***	86%***
	Identify water scarcity areas where Aptiv has operations	% of consumption in water-scarce areas	50%***	52%***
	Reduce water consumption in high-risk areas by 2% per year	Water consumption intensity (thousands of liters per employee)	11.97***	12.29***

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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 (SDGs) on this page:

COMMITMENT	2025 TARGET	KEY PERFORMANCE INDICATOR	ANNUAL PROGRESS	
PLATFORM 2024 2023			**2024**	**2023**
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%	99%
	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	94%	91%*
	Target of zero incidents of compromised security systems, loss of data or breaches of privacy	# of reportable security and privacy incidents	0	0

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Sustainability in Action

2025 SUSTAINABILITY INDEX REPORT

GRI INDEX

Aptiv PLC has reported the information cited in this GRI content index for the period 1/1/2024-12/31/2024 with reference to the GRI Standards.

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021	2-1 Organizational details	[2024 Form 10-K](#), page 1
	2-2 Entities included in the organization's sustainability reporting	[2024 Form 10-K](#), pages 190-195 (exhibit 21.1) The scope of the environmental and social metrics included in this report represent at least 85 percent of Aptiv's total revenue.
	2-3 Reporting period, frequency and contact point	01/01/2024 - 12/31/2024 Annual - Calendar Year sustainability@aptiv.com
	2-4 Restatements of information	Total Scope 1 GHG emissions for FY2023 has been restated as a result of the following: Propane has become a more material source of Scope 1 GHG inventory in the current period, therefore in line with our policy we have included an estimate of 1,540 tCO_2e for propane in our FY2024 Scope 1 GHG emissions and we have restated FY2023 Scope 1 GHG and total emissions by including an estimate of 1,289 tCO_2e for propane in the prior year. Total Scope 3 GHG emissions for FY2023 has been restated as a result of the following: During the process of calculating FY2024 GHG emissions for Category 11: Use of Sold Products, we discovered that our process did not fully capture source data (weight of products sold). We enhanced our process to ensure a complete capture of source data, which has allowed for a more accurate calculation of Use of Sold Products. Total Scope 3 GHG emissions for FY2023 are restated to 29,028,702 tCO_2e, an increase of 16,888,893 tCO_2e compared to previously reported amounts. We continue to improve our data management system in order to report the most accurate information.

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021 (Continued)	2-5 External assurance	EY provided limited level assurance on the following subject matter:

Subject matter	Total
Scope 1 GHG emissions (tCO$_2$e)	15,995
Scope 2 market-based GHG emissions (tCO$_2$e):	230,264
Scope 3 GHG emissions — purchase of goods and services (tCO$_2$e)	4,476,832
Scope 3 GHG emissions — use of sold products (tCO$_2$e)	17,343,259
Restated FY2023 Scope 3 GHG emissions - use of sold products (tCO$_2$e)	21,382,363

Limited Assurance Statement

	2-6 Activities, value chain and other business relationships	2024 Form 10-K, page 6-13, 16-28
	2-7 Employees	2024 Form 10-K, page 11
		Headcount by region details are included on page 5 of this report
	2-8 Workers who are not employees	2024 Form 10-K, page 11
	2-9 Governance structure and composition	2025 Proxy Statement, page 15-19, 22
	2-10 Nomination and selection of the highest governance body	2025 Proxy Statement, pages 18-19
	2-11 Chair of the highest governance body	2025 Proxy Statement, page 16
	2-12 Role of the highest governance body in overseeing the management of impacts	2025 Proxy Statement, pages 19-21
	2-13 Delegation of responsibility for managing impacts	2023 Aptiv Stewardship Outreach, page 15
	2-14 Role of the highest governance body in sustainability reporting	2025 Proxy Statement, page 21
	2-15 Conflicts of interest	2025 Proxy Statement, page 70
		Aptiv Conflict of Interest Policy
	2-16 Communication of critical concerns	Aptiv Code of Conduct, pages 8-18
	2-17 Collective knowledge of the highest governance body	2025 Proxy Statement, page 19
	2-18 Evaluation of the performance of the highest governance body	2025 Proxy Statement, pages 17-18
	2-19 Remuneration policies	2025 Proxy Statement, pages 24-45
	2-20 Process to determine remuneration	2025 Proxy Statement, pages 24-45
	2-21 Annual total compensation ratio	2025 Proxy Statement, page 59

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021 (Continued)	2-22 Statement on sustainable development strategy	2025 Proxy Statement, pages 7-8
	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 non-compliance with laws and regulations during the reporting period.
	2-28 Membership associations	2021 Sustainability Report, page 37
	2-29 Approach to stakeholder engagement	2025 Summary Report, pages 1-3
MATERIAL TOPICS		
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2025 Summary Report, pages 2-3
	3-2 List of material topics	2025 Summary Report, page 3
	3-3 Management of material topics	2025 Summary Report, pages 2-3
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	100% of Aptiv sites are included in the annual risk assessment and audit plan
	205-2 Communication and training about anti-corruption policies and procedures	Salaried employees are trained on ethical best practices annually and in the process repledge their commitment 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 anti-competitive behavior, anti-trust, and monopoly practices	There were no significant legal actions for anti-competitive behavior, anti-trust 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	15,995 metric tons
	305-2 Energy indirect (Scope 2 market-based) GHG emissions	230,264 metric tons
	305-3 Other indirect (Scope 3) GHG emissions	24,026,846 metric tons
	305-4 GHG emissions intensity	1.23 metric tons/employee
	305-5 Reduction of GHG emissions	13% reduction of Scope 1 & 2 GHG emissions (2024 versus 2023)

| GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION
GRI 401: Employment 2016	3-3 Management of material topics	2025 Summary Report, pages 4-5
	401-1 New employee hires and employee turnover	2,933 salaried new hires in 2024 (66% male; 33% female; 1% do not wish to disclose)
	401-3 Parental leave	Aptiv's Parental Leave Policy and other employee benefits policies vary by location. Refer to the Aptiv Career 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, and 11
	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, pages 4, 14, 16, 18, 25 and 26
	403-4 Worker participation, consultation and communication on occupational health and safety	Environmental, Health, Safety and Energy Policy, page 4
	403-5 Worker training on occupational health and safety	5.6 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 26
	403-8 Workers covered by an occupational health and safety management system	134,527 employees covered by externally certified management system
	403-9 Work-related injuries	0.08 incidents per 100 employees
GRI 404: Training and Education 2016	3-3 Management of material topics	2025 Summary Report, page 5
	404-1 Average hours of training per year per employee	8.1 average hours of training per salaried employee
	404-2 Programs for upgrading employee skills and transition assistance programs	2025 Summary Report, page 5
	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, mid-year 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	2025 Summary Report, pages 4-5
		2025 Progress Report, page 1
	405-1 Diversity of governance bodies and employees: Females	48% female diversity in total global workforce 26% female diversity in management 22% female diversity in technical roles
	405-1 Diversity of governance bodies and employees: Minority	48% ethnic diversity in U.S. workforce 32% ethnic diversity in U.S. management 44% ethnic diversity in U.S. technical roles
	405-2 Ratio of basic salary and remuneration of women to men	Global female wage gap of 0%, or pay equity, in 2025, reflecting pay by gender and adjusting for experience and job function

EMPLOYEE HEAD COUNT BY REGION

Salary
30,559 Total
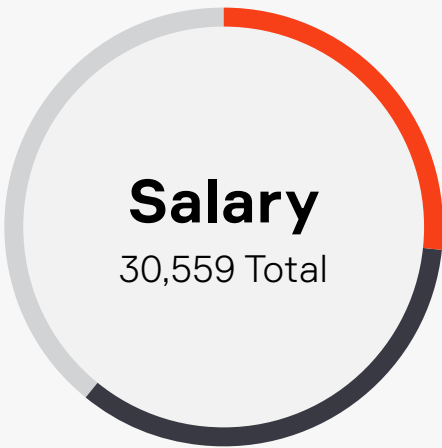
AMERICAS	8,222
APAC	10,390
EMEA	11,947

Hourly
110,163 Total

AMERICAS	69,380
APAC	8,589
EMEA	32,194

Temporary
50,434 Total
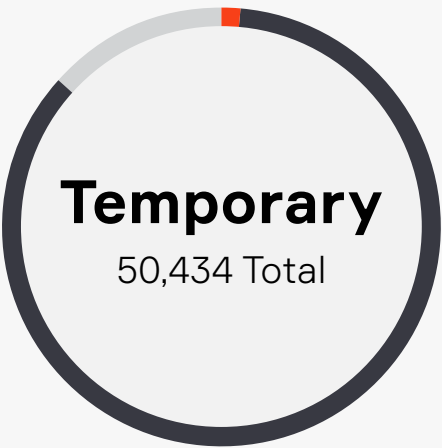
AMERICAS	826
APAC	42,886
EMEA	6,722

Total
191,156 Total
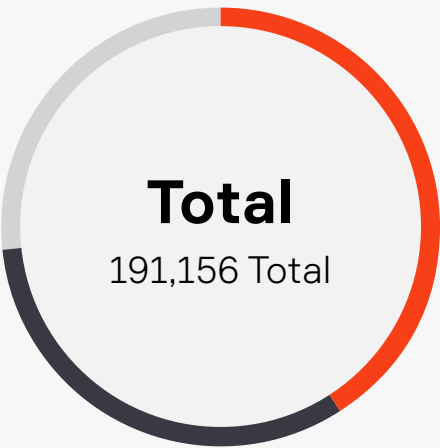
AMERICAS	78,428
APAC	61,865
EMEA	50,863

SUSTAINABILITY ACCOUNTING STANDARDS BOARD INDEX (SASB) INDEX

TRANSPORTATION + TECHNOLOGY & COMMUNICATIONS STANDARDS

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

TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE
Energy Management	TR-AP-130a.1	(1) Total energy consumed	3,166,905 GJ
		(2) Percentage grid electricity	92%
		(3) Percentage renewable	43% renewable energy
Waste Management	TR-AP-150a.1	(1) Total amount of waste from manufacturing	100,753 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	In 2024, Aptiv revenue totaled ~$19.7B. This included $6.2B of revenue on electrified vehicle platforms.
Materials Efficiency	TR-AP-440b.1	Percentage of products sold that are recyclable	Aptiv's products meet customers' requirements for recyclability in accordance with the European End of Life Vehicle Directive (ELV). This is validated through the International Material Data System (IMDS).
Competitive Behavior	TR-AP-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	There were no monetary losses as a result of legal proceedings associated with anticompetitive behavior during the reporting period.
Recruiting and Managing a Global, Diverse and Skilled Workforce	TC-HW-330a.1 / TC-SI-330a.3	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	In Aptiv's global workforce: (1) 48% female diversity in total global workforce (2) 26% female diversity in management (3) 22% female diversity in technical roles In Aptiv's U.S. workforce: (1) 48% ethnic diversity in U.S. workforce (2) 32% ethnic diversity in U.S. management (3) 44% ethnic diversity in U.S. technical roles
	TC-SI-330a.2	Employee engagement as a percentage	83% participation rate in annual engagement survey or salaried employees

TOPIC	CODE	ACCOUNTING METRIC	DISCLOSURE
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 lifecycle 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 140 million components to over 4,000 various ship locations per day
	TR-AP-000.C	Area of manufacturing plants	24,490,582 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.	2024 CDP Climate Change Response: C4. Governance - C4.1
	b. Management's Role	Describe management's role in assessing and managing climate-related risks and opportunities.	2024 CDP Climate Change Response: C4. Governance - C4.3
Strategy	a. Risks and Opportunities	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2024 CDP Climate Change Response: C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities - C2.2
	b. Impact on Organization	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	2024 CDP Climate Change Response: C3. Disclosure of risks and opportunities - C3.1 & C3.6
	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.	2024 CDP Climate Change Response: C5. Business strategy - C5.1, C5.2 & C5.3
Risk Management	a. Risk Assessment Process	Describe the organization's processes for identifying and assessing climate-related risks.	2024 CDP Climate Change Response: C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities - C2.2
	b. Risk Management Processes	Describe the organization's processes for managing climate-related risks.	2024 CDP Climate Change Response: C2. Identification, assessment, and management of dependencies, impacts, risks, and 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.	2024 CDP Climate Change Response: C2. Identification, assessment, and management of dependencies, impacts, risks, and 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.	2024 CDP Climate Change Response: C7. Environmental performance - Climate change - C7.1
	b. Scope 1, 2, 3 GHG Emissions	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse	2024 CDP Climate Change Response: C7. Environmental performance - Climate change - C7.6 & C7.7 & C7.8
	c. Climate-Related Targets	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2024 CDP Climate Change Response: C7. Environmental performance - Climate change - C7.53

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, 2024, 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.

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.

Please visit Sustainability Report criteria for additional details about this report.

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 partial work stoppage or slow down 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.