

• APTIV •

# 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.

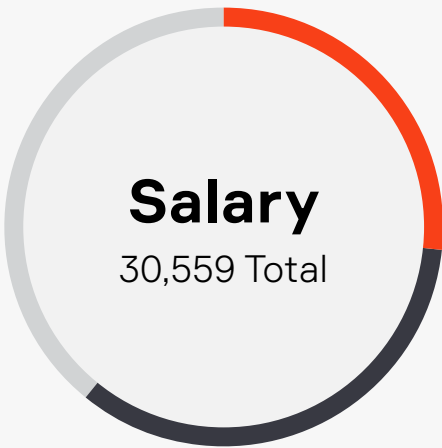
GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION
GENERAL DISCLOSURES		
GRI 2: General Disclosures 2021	2-1 Organizational details	<a href="#">2024 Form 10-K</a> , page 1
	2-2 Entities included in the organization's sustainability reporting	<a href="#">2024 Form 10-K</a> , pages 190-195 (exhibit 21.1) The 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 <a href="mailto:sustainability@aptiv.com">sustainability@aptiv.com</a>
	2-4 Restatements of information	<p>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<sub>2</sub>e 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<sub>2</sub>e for propane in the prior year.</p> <p>Total Scope 3 GHG emissions for FY2023 has been restated as a result of the following:</p> <p>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.</p> <p>Total Scope 3 GHG emissions for FY2023 are restated to 29,028,702 tCO<sub>2</sub>e, an increase of 16,888,893 tCO<sub>2</sub>e compared to previously reported amounts.</p> <p>We continue to improve our data management system in order to report the most accurate information.</p>

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: <table><tr><th>Subject matter</th><th>Total</th></tr><tr><td>Scope 1 GHG emissions (tCO<sub>2</sub>e)</td><td>15,995</td></tr><tr><td>Scope 2 market-based GHG emissions (tCO<sub>2</sub>e):</td><td>230,264</td></tr><tr><td>Scope 3 GHG emissions — purchase of goods and services (tCO<sub>2</sub>e)</td><td>4,476,832</td></tr><tr><td>Scope 3 GHG emissions — use of sold products (tCO<sub>2</sub>e)</td><td>17,343,259</td></tr><tr><td>Restated FY2023 Scope 3 GHG emissions - use of sold products (tCO<sub>2</sub>e)</td><td>21,382,363</td></tr></table> <a href="#">Limited Assurance Statement</a>	Subject matter	Total	Scope 1 GHG emissions (tCO <sub>2</sub> e)	15,995	Scope 2 market-based GHG emissions (tCO <sub>2</sub> e):	230,264	Scope 3 GHG emissions — purchase of goods and services (tCO <sub>2</sub> e)	4,476,832	Scope 3 GHG emissions — use of sold products (tCO <sub>2</sub> e)	17,343,259	Restated FY2023 Scope 3 GHG emissions - use of sold products (tCO <sub>2</sub> e)	21,382,363
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	Restated FY2023 Scope 3 GHG emissions - use of sold products (tCO <sub>2</sub> e)	21,382,363												
	2-6 Activities, value chain and other business relationships	<a href="#">2024 Form 10-K</a> , page 6-13, 16-28												
	2-7 Employees	<a href="#">2024 Form 10-K</a> , page 11 Headcount by region details are included on <a href="#">page 5</a> of this report												
	2-8 Workers who are not employees	<a href="#">2024 Form 10-K</a> , page 11												
	2-9 Governance structure and composition	<a href="#">2025 Proxy Statement</a> , page 15-19, 22												
	2-10 Nomination and selection of the highest governance body	<a href="#">2025 Proxy Statement</a> , pages 18-19												
	2-11 Chair of the highest governance body	<a href="#">2025 Proxy Statement</a> , page 16												
	2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">2025 Proxy Statement</a> , pages 19-21												
	2-13 Delegation of responsibility for managing impacts	<a href="#">2023 Aptiv Stewardship Outreach</a> , page 15												
	2-14 Role of the highest governance body in sustainability reporting	<a href="#">2025 Proxy Statement</a> , page 21												
	2-15 Conflicts of interest	<a href="#">2025 Proxy Statement</a> , page 70 <a href="#">Aptiv Conflict of Interest Policy</a>												
	2-16 Communication of critical concerns	<a href="#">Aptiv Code of Conduct</a> , pages 8-18												
	2-17 Collective knowledge of the highest governance body	<a href="#">2025 Proxy Statement</a> , page 19												
	2-18 Evaluation of the performance of the highest governance body	<a href="#">2025 Proxy Statement</a> , pages 17-18												
	2-19 Remuneration policies	<a href="#">2025 Proxy Statement</a> , pages 24-45												
2-20 Process to determine remuneration	<a href="#">2025 Proxy Statement</a> , pages 24-45													
2-21 Annual total compensation ratio	<a href="#">2025 Proxy Statement</a> , page 59													

GRI STANDARD/OTHER SOURCE		DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021 (Continued)		2-22 Statement on sustainable development strategy	<a href="#">2025 Proxy Statement</a> , pages 7-8
		2-23 Policy commitments	<a href="#">Aptiv Code of Conduct</a>
		2-24 Embedding policy commitments	<a href="#">Aptiv Code of Conduct</a>
		2-25 Processes to remediate negative impacts	<a href="#">Aptiv Code of Conduct</a>
		2-26 Mechanisms for seeking advice and raising concerns	<a href="#">Aptiv Code of Conduct</a>
		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	<a href="#">2021 Sustainability Report</a> , page 37
		2-29 Approach to stakeholder engagement	<a href="#">2025 Summary Report</a> , pages 1-3
MATERIAL TOPICS			
GRI 3: Material Topics 2021		3-1 Process to determine material topics	<a href="#">2025 Summary Report</a> , pages 2-3
		3-2 List of material topics	<a href="#">2025 Summary Report</a> , page 3
		3-3 Management of material topics	<a href="#">2025 Summary Report</a> , 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	<a href="#">Environmental, Health, Safety and Energy Policy</a> , 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	<a href="#">2025 Summary Report</a> , 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 <a href="#">Aptiv Career website</a> for country specific benefits.
GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	<a href="#">Environmental, Health, Safety and Energy Policy</a> , pages 7-8, and 11
	403-1 Occupational health and safety management system	<a href="#">Environmental, Health, Safety and Energy Policy</a> , page 4
	403-2 Hazard identification, risk assessment and incident investigation	<a href="#">Environmental, Health, Safety and Energy Policy</a> , pages 4, 14, 16, 18, 25 and 26
	403-4 Worker participation, consultation and communication on occupational health and safety	<a href="#">Environmental, Health, Safety and Energy Policy</a> , 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	<a href="#">Environmental, Health, Safety and Energy Policy</a> , 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	<a href="#">2025 Summary Report</a> , 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	<a href="#">2025 Summary Report</a> , 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	<a href="#">2025 Summary Report</a> , pages 4-5
		<a href="#">2025 Progress Report</a> , 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

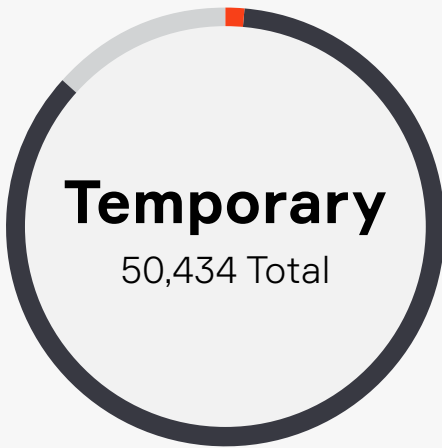
EMPLOYEE HEAD COUNT BY REGION



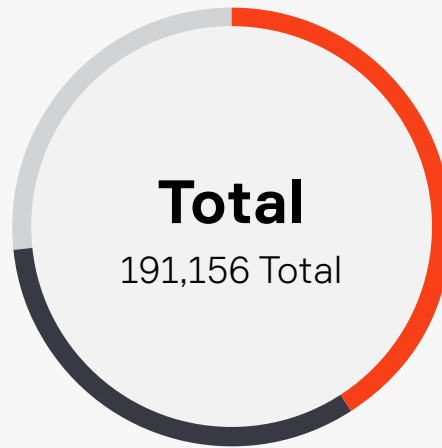
**AMERICAS** ● 8,222  
**APAC** ● 10,390  
**EMEA** ● 11,947



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



**AMERICAS** ● 826  
**APAC** ● 42,886  
**EMEA** ● 6,722



**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.
	TR-AP-000.A	Number of parts produced	Aptiv ships over 140 million components to over 4,000 various ship locations per day
Activity Metrics	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.	<a href="#">2024 CDP Climate Change Response: C4. Governance - C4.1</a>
	b. Management’s Role	Describe management’s role in assessing and managing climate-related risks and opportunities.	<a href="#">2024 CDP Climate Change Response: C4. Governance - C4.3</a>
Strategy	a. Risks and Opportunities	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	<a href="#">2024 CDP Climate Change Response: C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities - C2.2</a>
	b. Impact on Organization	Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	<a href="#">2024 CDP Climate Change Response: C3. Disclosure of risks and opportunities - C3.1 &amp; C3.6</a>
	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.	<a href="#">2024 CDP Climate Change Response: C5. Business strategy - C5.1, C5.2 &amp; C5.3</a>
Risk Management	a. Risk Assessment Process	Describe the organization’s processes for identifying and assessing climate-related risks.	<a href="#">2024 CDP Climate Change Response: C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities - C2.2</a>
	b. Risk Management Processes	Describe the organization’s processes for managing climate-related risks.	<a href="#">2024 CDP Climate Change Response: C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities - C2.2</a>
	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.	<a href="#">2024 CDP Climate Change Response: C2. Identification, assessment, and management of dependencies, impacts, risks, and opportunities - C2.2</a>
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.	<a href="#">2024 CDP Climate Change Response: C7. Environmental performance - Climate change - C7.1</a>
	b. Scope 1, 2, 3 GHG Emissions	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse	<a href="#">2024 CDP Climate Change Response: C7. Environmental performance - Climate change - C7.6 &amp; C7.7 &amp; C7.8</a>
	c. Climate-Related Targets	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<a href="#">2024 CDP Climate Change Response: C7. Environmental performance - Climate change - C7.53</a>

# About This Report

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

This report has been prepared in accordance with the GRI Standards (Core option), the SASB standard, and TCFD recommendations. Unless otherwise noted, all data is as of December 31, 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.

## 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

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](#) →

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.

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