

• APTIV •

# Sustainability in Action

2025 SUSTAINABILITY PROGRESS REPORT



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	<b>Safe:</b> Conduct vehicle safety education for 5,000 children per year (30,000 total children by 2025)	<b>Safe:</b> Conduct vehicle safety education (# of children engaged in road safety training)	9,051*	6,255*	
	<b>Green:</b> Plant 80,000 trees per year (480,000 total trees by 2025)	<b>Green:</b> Support global reforestation (# of trees planted)	70,549*	143,343*	
	<b>Connected:</b> Empower girls in tech through 500 hours of workshops per year (3,000 total hours by 2025)	<b>Connected:</b> 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		<b>Safe:</b> 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)		<b>Safe:</b> 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		<b>Green:</b> 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		<b>Connected:</b> % 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 <sup>#</sup>	19,311 <sup>#</sup>	
		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 <sup>#</sup>	29,028,702 <sup>#</sup>	
	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
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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# 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.

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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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