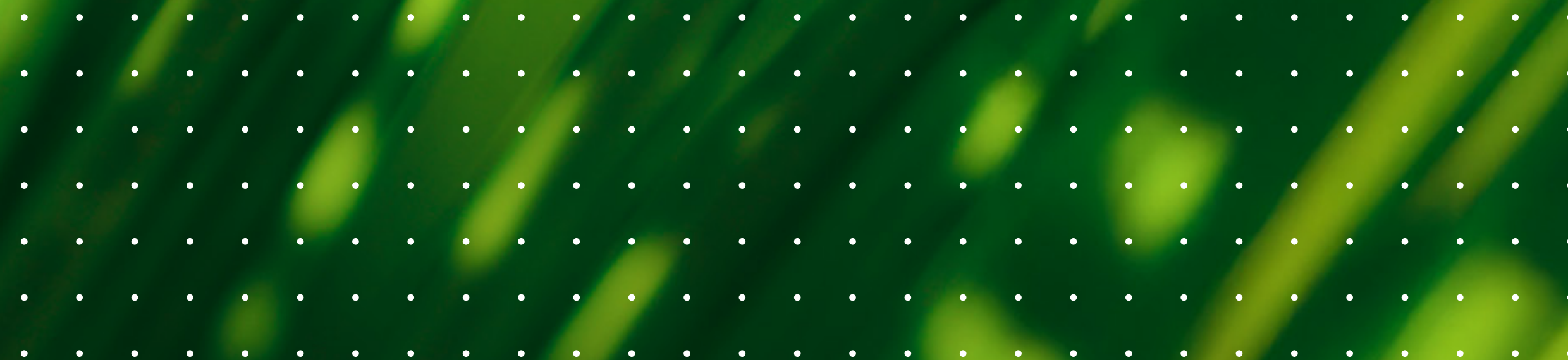


• APTIV •

# Sustainability in Action

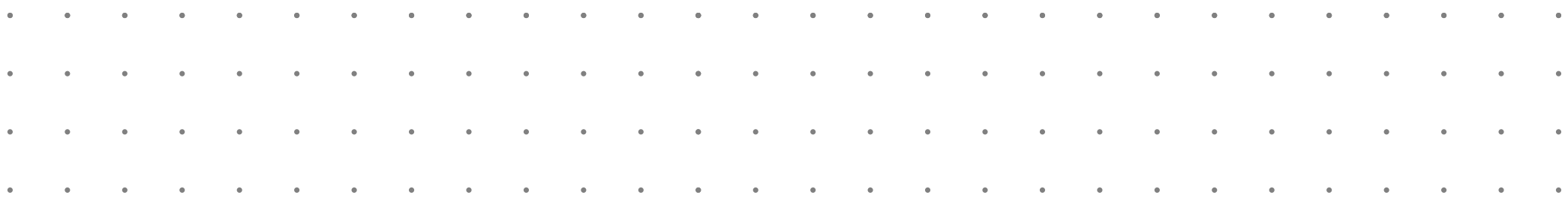
2025 SUSTAINABILITY SUMMARY REPORT





# 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

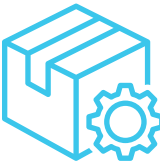
Proactively mitigate risks and implement health and safety best practices

#### 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.

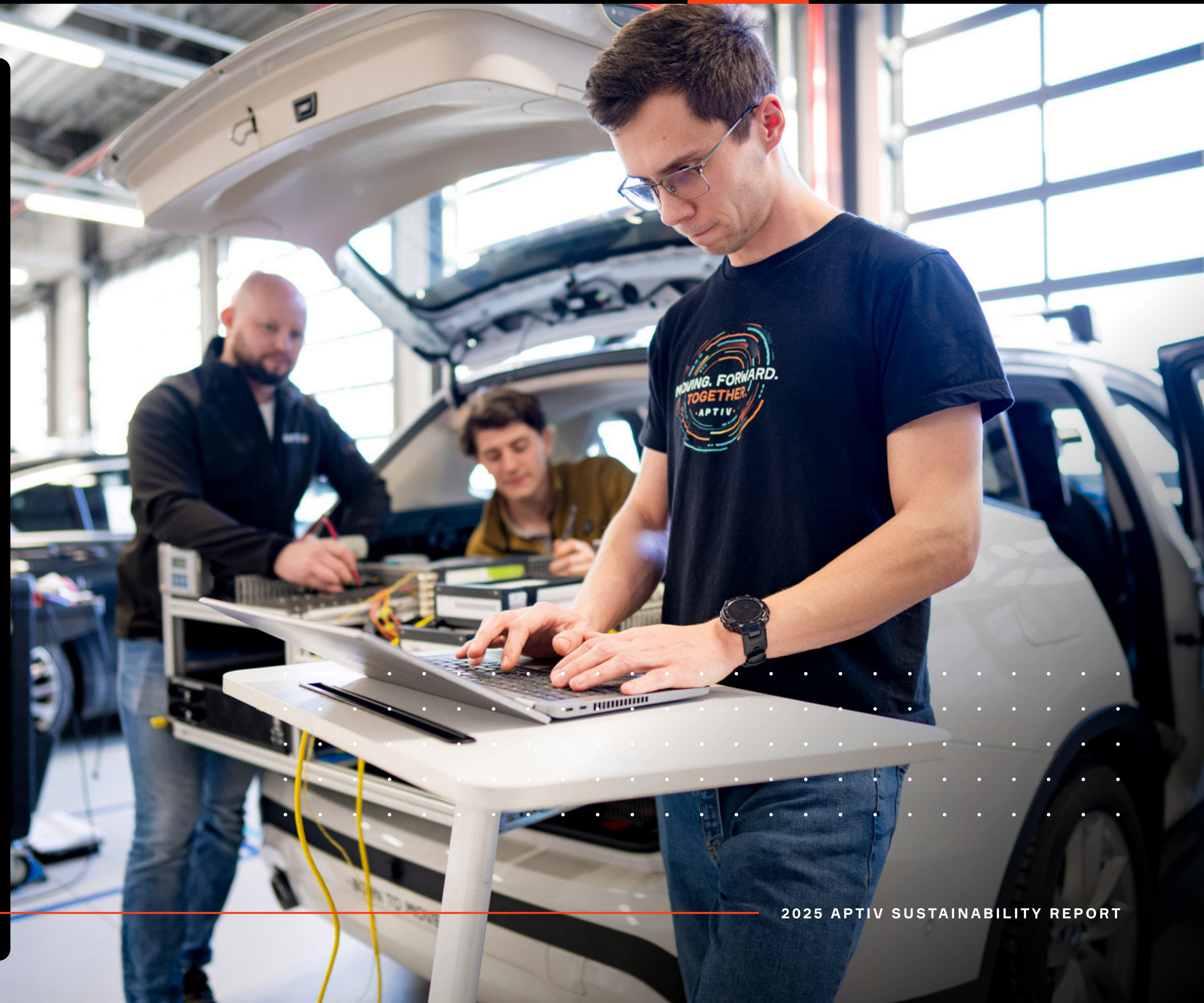
Turning that vision into reality demands advanced solutions that are responsibly designed, delivered and manufactured. At Aptiv, we are delivering intelligent technologies, from sensor to cloud, that help customers across industries optimize their performance, increase their resilience and reduce their 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<sub>2</sub> 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.





# 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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