

• APTIV •

Sustainability in Motion

2021 Sustainability Report

Aptiv brings safe, green and connected products to life — a mission that guides us as we help our customers and the world put **Sustainability in Motion**.

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A NOTE FROM OUR CEO

Aptiv's common values underpin our success. For a global organization like ours, having a core set of values bridges cultural differences and keeps everyone moving toward the same goals, which was critical last year.



As we responded to the pandemic in 2020, our values of “acting with urgency” and “working as one team” allowed Aptiv to make important decisions quickly, and our value of “thinking and acting like owners” meant everyone on the front line did the right thing to keep our people and our communities safe. This was an enormous undertaking, and I could not be prouder of the way our team met the challenges.

Our response to the pandemic demonstrated what we can accomplish when we have that sense of urgency, that single purpose and that understanding of priorities throughout the organization. It is a powerful lesson.

At Aptiv, applying that lesson starts with our mission to enable a safer, greener and more connected future of mobility. Following our mission, our products help transform society by saving lives, reducing carbon emissions and connecting people in new ways. Knowing that our products can have that impact is a significant motivator for our people, and it brings focus to everything we do.

But even as our mission promises sustainability through our products, we also apply it to the way we operate, pushing ourselves to achieve sustainable operations with the same level of passion.

CARBON-NEUTRAL BY 2040

Critical to this effort is Aptiv's ambitious plan to provide carbon neutral products to our customers and achieve net neutrality by 2040. As with the pandemic response, we fully understand that reaching this goal will take a comprehensive strategy, intense coordination and execution by many people over a sustained period. The goal builds on the commitments we set out in last year's sustainability report: to decrease CO₂ emissions by 25 percent by 2025 while increasing our recycling of waste, conserving water and sourcing responsibly.

To meet those commitments, we need to have the right people in place. For Aptiv, diversity and inclusion are not just checkboxes. We understand that they are vital for the success of our organization. Our pandemic response drew on the strengths of people from vastly different backgrounds, from all over the world, and those people were diverse in experience, as well as gender and ethnicity. Diversity gives us resilience, and inclusion gives us strength. These factors will be instrumental as we continue to move technology forward in a sustainable way.

At Aptiv, sustainability starts with our mission and is executed through our products. But we realize that the only way to hit targets is to have a

plan, and then focus on executing against that plan. We track our sustainability progress every month, at every step. We assign sustainability objectives to the heads of our business units, and they cascade those throughout our organizations.

In all of these efforts, our values continue to anchor us, especially the most important value of all: “Always do the right thing, the right way.” Recognized by *Ethisphere Magazine* as one of the World's Most Ethical Companies for the ninth year in a row, Aptiv understands that *how* we do things matters as much as *what* we do.

This is how change happens. This is how we build for the future. The pandemic tested us, it tested our values. We not only overcame the challenge, it made us stronger.

KEVIN P. CLARK

President & Chief Executive Officer

APTIV AT A GLANCE

Putting Sustainability in Motion

Aptiv innovates at the intersection of disruptive trends in the mobility industry. As a global technology leader, our growing portfolio of solutions makes vehicles safer, greener and more connected, enabling the future of mobility and a more sustainable world.

**SAFE**

A society with zero accidents, zero injuries and zero fatalities

**GREEN**

Zero emissions, minimizing mobility's total lifecycle environmental impact

**CONNECTED**

Seamless integration between the vehicle, its passengers and the world around it

\$13.1B

2020 revenue

\$1.94

2020 earnings per share

adjusted for restructuring and other special items

180,000+

employees

18,200

scientists and engineers

\$1.3B

2020 investment in engineering

44

countries

124

manufacturing facilities

12

major technical centers

OUR BUSINESS SEGMENTS

The only provider of both the brain and nervous system of the vehicle

Aptiv is accelerating the transition to the electrified, software-defined vehicle of the future — employing a holistic engineering and development approach to optimize the full vehicle stack of software and system solutions.

**Advanced Safety & User Experience**

Encompasses our deep expertise in software-enabled solutions that improve the safety, comfort and convenience of the vehicle, supported by core capabilities in advanced computing, connectivity, data management and analytics.

**Signal & Power Solutions**

Leverages our heritage as a global architecture provider and systems integrator to deliver the high-speed data and high-power electrical systems required for feature-rich, highly automated vehicles.

The democratization of technologies such as active safety, high voltage electrification and advanced vehicle architectures has the potential to save lives, reduce carbon emissions and save the automotive industry billions in development and repair costs. Never has Aptiv's mission been more meaningful than it is today.

New This Year

As Aptiv continues to progress toward our 2025 commitments, we are doing what it takes to ensure that our organization meets those commitments on time and in a transparent way – while planning for sustainability goals beyond 2025.

SETTING NEW TARGETS

Sustainability has always been core to Aptiv’s business, values and culture. Our solutions address our customers’ toughest challenges while delivering innovative mobility technologies that help the industry and the world become safer, greener and more connected – and thereby more sustainable.

With that mission in mind, Aptiv in 2021 announced aggressive plans to ensure that all of our operations in 44 countries are 100 percent powered by renewable energy by 2030. We also expect Aptiv’s entire product portfolio – from source to disposal – to be carbon-neutral by 2040.

We are making these commitments because we believe that Aptiv’s long-term success as a business and our ability to create value for stakeholders are strongly linked to the positive impact our products have on people and the planet.

This strong, foundational focus on sustainability makes Aptiv a partner of choice for our customers, a desirable place to work for our employees and a valued contributor to the communities in which we operate.

OPERATIONALIZING OUR PASSION

As a purpose-led company with a strong track record of meeting our commitments, Aptiv continues to translate our safe, green and connected mission into actionable initiatives and evolve them over time as needed.

We have operationalized our 2025 commitments throughout our organization to ensure that we deliver progressive improvements. Learn more in the Governance and Risk Management section of this report.

[SUSTAINABILITY GOVERNANCE >](#)

ENHANCING OUR REPORTING

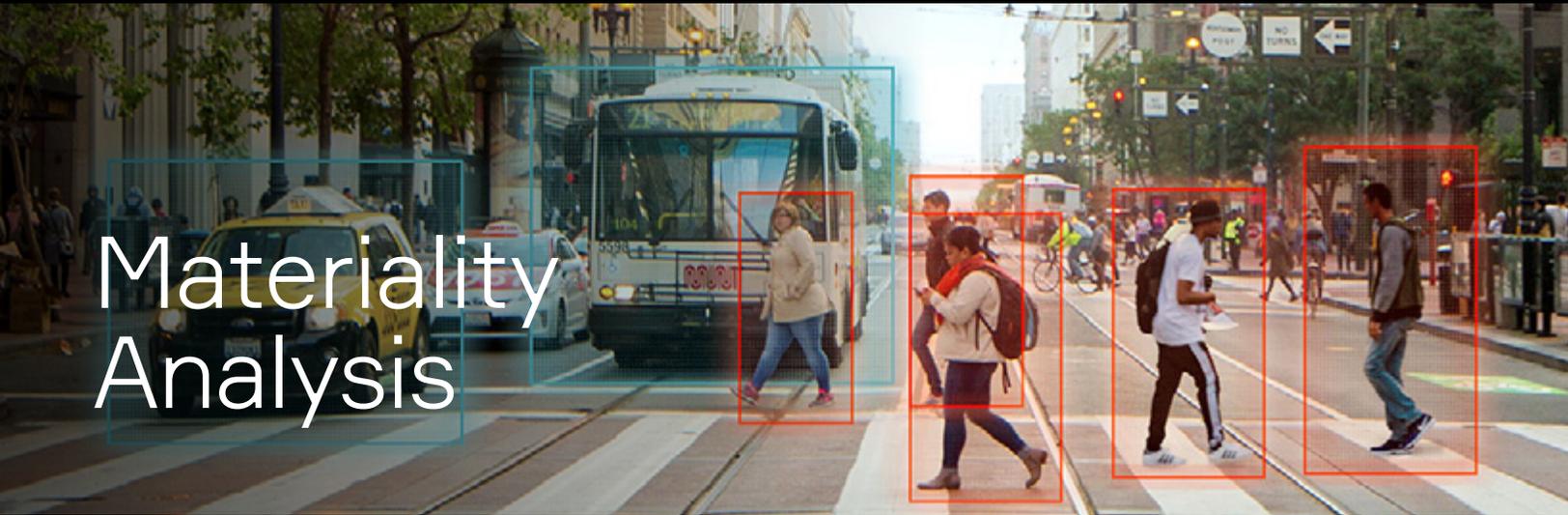
Transparency in our sustainability efforts is important to us and to our stakeholders. As we continue to push our sustainability performance, we are always looking for ways to better ensure that we report our progress as openly as possible.

To that end, we align our reporting with the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) standards. This year, we have added disclosures based on guidance from the Task Force on Climate-related Financial Disclosures (TCFD) that can be found in a new index at the end of this report.

[ABOUT THIS REPORT >](#)

RECENT RECOGNITION





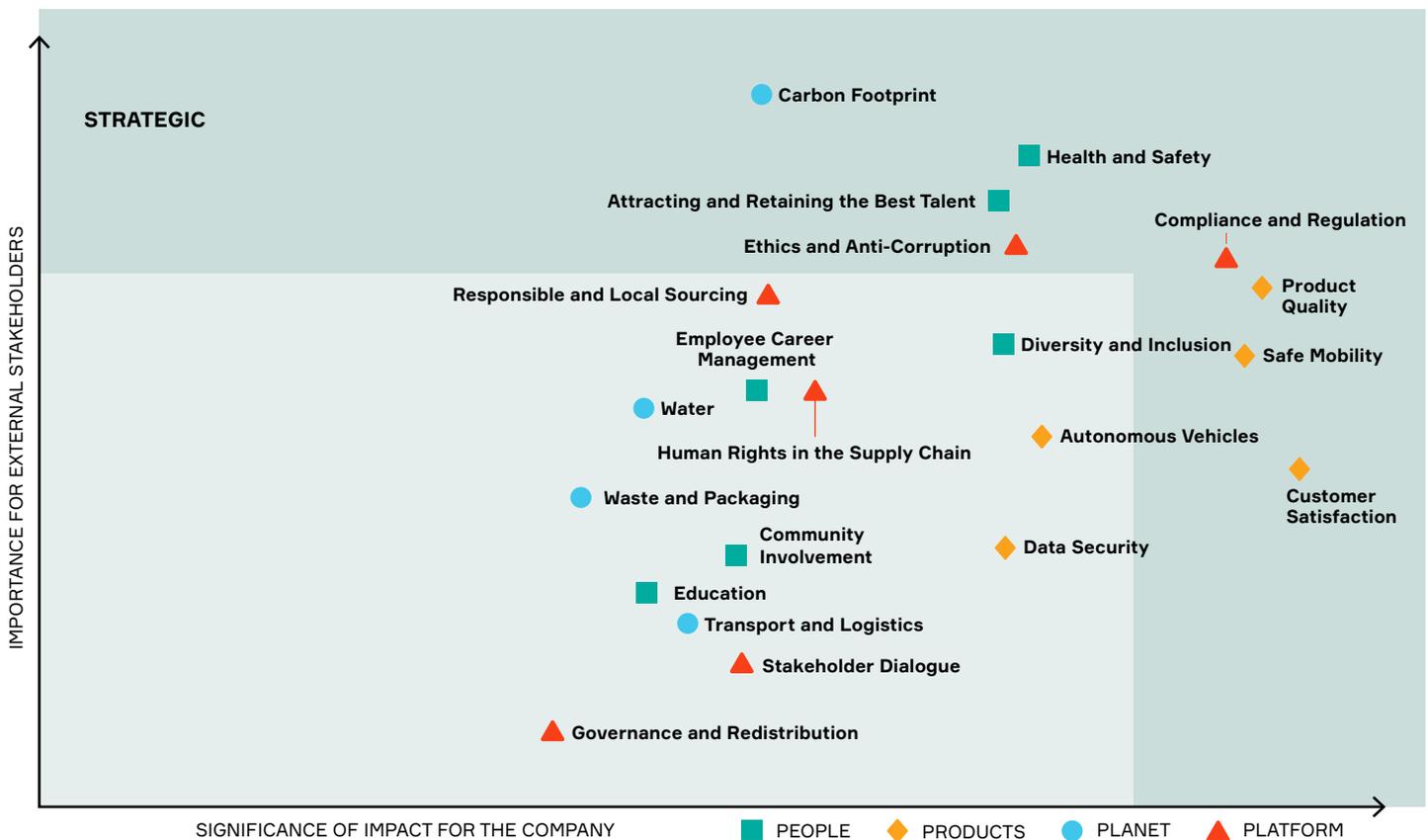
Materiality Analysis

A materiality analysis defines the environmental, social and governance topics that matter most to an organization and its key stakeholders. Aptiv conducted a thorough materiality assessment in 2019, leveraging input from independent experts and internal and external stakeholders to identify common concerns and

priorities. Our process is aligned with current GRI principles and the United Nations' Sustainable Development Goals to ensure the sustainability of our impact and success.

Our materiality assessment helped us refine our sustainability framework and identify tier-one and tier-two sustainability commitments and targets,

which are detailed in this report under [2025 Commitments](#). Tier-one topics encompass the strategic issues material to our growth and ongoing success. We regularly revisit our materiality assessment to ensure that we understand issues of emerging concern for our stakeholders and our business.



Explanation of boundaries is included in the GRI index for the Material Topic.

Our Sustainability Strategy



AT APTIV, WE SET A HIGH BAR AND DO WHAT IS NECESSARY TO MEET OUR OBJECTIVES.

We make **products** and solutions of the highest quality — designed, developed and manufactured responsibly — that transform society by enabling safer, greener and more connected mobility. In doing so, we take care of our **people** and communities, minimize our impact on the **planet** and manage our company according to an enduring ethical **platform**.

[ALL 2025 COMMITMENTS >](#)

OUR FRAMEWORK 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 healthy, inclusive workplaces and communities



PRODUCTS

Design and deliver solutions that transform society



PLANET

Minimize environmental impact



PLATFORM

Do the right things in the right way



IMPACT

Our effect on the world

CUSTOMERS' PARTNER OF CHOICE

ENGAGED EMPLOYEES

STRONGER COMMUNITIES

SAFER VEHICLES

GREENER WORLD

MORE CONNECTED MOBILITY

INCREASED STAKEHOLDER VALUE

Our Strategic Commitments



Details of Aptiv's sustainability initiatives can be found in the [2025 Commitments](#) section of this report. These eight strategic material topics focus on our sustainability pillars:



PEOPLE

Promote employee **health and safety** through our strong safety culture and training

Advance a culture of **diversity and inclusion**, improving access to opportunities and ensuring equal pay for equal work within markets

Attract and retain the **best talent**, enhance mentoring and development, and live our values



PRODUCTS

Transform mobility with solutions that are **safer, greener** and more **connected** as our customers' partner of choice

Design, manufacture and deliver **high-quality products** using Lean principles that eliminate waste



PLANET

Decrease Aptiv's **carbon footprint** by 2025, targeting a 25 percent reduction in our CO₂ emissions, market-based, on 2019 baseline



PLATFORM

Adhere to the most rigorous **ethical standards**, training all salaried employees in conduct, conflict and anti-corruption

Conduct ongoing holistic assessments of long-term risks to the company

PEOPLE

Empowering Our People

Our mission of transforming mobility begins and ends with people. It takes a talented and highly skilled workforce to design and build products that save lives, reduce society's impact on the environment and connect vehicles in ways that improve the quality of life for people around the world. Through our culture and our shared passion, we align our employees to this common purpose and encourage collaboration, innovation and contributions from diverse voices.



Our people are integral to our progress in building a more sustainable business. We embrace diversity as an engine of innovation, and we vigorously promote healthy, safe workplaces and employee wellbeing. These principles in action were on display during the pandemic — we shut down and restarted more than 220 facilities globally in a matter of weeks, implementing industry-leading protocols to ensure the safety of our teams and deliver for our customers.”



MARIYA TRICKETT

Senior Vice President and
Chief Human Resources Officer

STRATEGIC COMMITMENTS



Be a leader in employee **health and safety**



Advance a culture of **diversity and inclusion**



Attract and retain the **best talent**

[ALL 2025 COMMITMENTS >](#)



Health and Safety



Protecting our employees always has been, and remains, a key priority at Aptiv. We promote the wellbeing of our people and consistently achieve best-in-class safety performance.

Our Environmental, Health & Safety (EHS) teams remain on the front line of the battle against COVID-19, where they have been since the virus first emerged. We continue to work closely with medical experts, EHS professionals, local governments, union leaders, work councils, customers and suppliers to ensure that our sites continue to operate safely. We make Aptiv's COVID-19 [Safe Operations Protocols](#) publicly available, because sharing best practices contributes to a safer world.

PROTECTING OUR PEOPLE

Every person working for Aptiv and anyone who enters one of Aptiv's sites is under our health and safety management system.

From defining policies to identifying potential risks, we proactively follow well-defined processes based on international standards and third-party certifications. Over the next five years, all of our manufacturing sites will be certified for ISO 45001.

40%

of our sites to be certified ISO 45001 by 2022

Our employees and contractors are well trained on employee health and safety. We routinely assess occupational health and safety risks, actively address issues, and establish targets for lost workday case rates, safety incident rates, safety habits training and number of training hours per employee.

These measures help us consistently achieve best-in-class lost workday case rates compared with industry peers.

A ROBUST SYSTEM

Aptiv's EHS Operating System helps us protect the health and safety of our global employees by identifying and mitigating occupational and environmental risks resulting from our activities, products and services, as well as external environmental threats.

The operating system is outlined in [Aptiv's Environmental, Health and Safety Policy](#). Every Aptiv site meets our EHS standards and performs risk assessments on a continuous basis to identify vulnerabilities.



Aptiv's mission includes making the world we live in a better place — for the people who work here, our families, our communities and future generations. We continue to nurture an Environmental, Health & Safety culture of zero harm to our people or to the environment while making a positive impact on the health and wellbeing of our employees and society. Actively integrating EHS into the way we work on a daily basis is our commitment to our organization, to each other and to the world in which we live.”



TARA O'LEARY

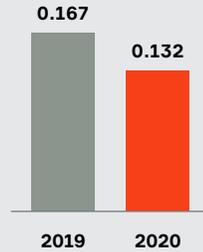
Vice President
Environment, Health,
Safety & Sustainability

Additionally, our local and corporate EHS teams report, track and review every incident that takes place in our global manufacturing and non-manufacturing sites. They perform a “look-across” procedure, which allows us to prevent incidents and correct EHS deficiencies across all Aptiv sites by learning from incidents and taking actions to avoid similar situations globally. Using an internal online platform, e-Look Across, we have access to all cases reported and the respective actions launched. During 2020, we evaluated 92 cases across Aptiv sites globally.

Every employee, upon joining the company, goes through mandatory health and safety training, and we recently launched sustainability training aligned to our sustainability framework and 2025 Commitments.

WE ARE A LEADER IN WORKPLACE SAFETY

Lost Time Injury Frequency Rate
(number of cases per million hours worked)



Best in Class Benchmark
*Lost Time Injury Frequency Rate: 0.3

Lost Workday Case Rate
(number of cases per 100 employees)



Best in Class Benchmark
*Lost Workday Case Rate: 2.9

**U.S. Bureau of Labor Statistics*

OUR COVID-19 RESPONSE

Aptiv worked closely with relevant local authorities throughout the pandemic. Local governments in Mexico and Morocco recognized Aptiv for our practices to keep our employees safe during the pandemic. In fact, at the government’s request, we hosted Morocco’s state-owned national TV broadcaster to share Aptiv’s best-practice safety measures.





Aptiv’s distinct values and behaviors unite our diverse workforce and inform how we select, promote and reward our people. These values represent the foundation of our culture of innovation and execution.



PLAY TO WIN



ONE TEAM



THINK AND ACT LIKE OWNERS



ACT WITH URGENCY



PASSION FOR RESULTS



OPERATE WITH RESPECT

ALWAYS DO THE RIGHT THING, THE RIGHT WAY

We believe in doing the right thing, the right way — always. We believe in playing to win while operating with respect for others. We believe in moving as one team while thinking and acting like owners. And we believe in acting with urgency because we have a passion for results.

These are Aptiv’s values, and they have served us well. They are the keys to our success. During the pandemic, we leaned on these values to show us the way forward during uncertain times, as our people rapidly embraced new safe operations protocols and adapted seamlessly to new ways of working and innovating in the face of adversity as a unified team.

Aptiv’s mission promotes sustainability by design in everything we do: making the future of mobility safer, greener and more connected. Our culture and values support that mission by ensuring that we remain focused and diligent in delivering on our highest-priority goals the right way.

LIVING OUR VALUES

We see our culture as a distinct advantage and look to magnify our strengths to drive operational performance, sustainability performance and employee engagement.

We encourage local sustainability champions across Aptiv who commit

to advancing our sustainability efforts through projects to improve their sites, communities and the world.

We use a variety of channels to continuously engage with our employees, including quarterly all-employee broadcasts, monthly global leadership dialogues, regular skip-level meetings and employee surveys. In 2020, we shifted to virtual forums and online town halls, increasing the frequency of our outreach to ensure that we stayed connected with our teams during the pandemic.

Our ongoing culture surveys help us measure employee engagement, and we use them to extract actionable insights.

OUR RECENT EMPLOYEE SURVEY

More than 80 percent of Aptiv's participating salaried employees responded to the 2020 culture survey, reflecting strong participation and employee engagement, and the results showed significant progress in employee motivation, commitment and passion since our 2019 survey.

Responses also described an enterprise culture with strong clarity of purpose, a relentless customer focus and a high level of adaptability.

Additionally, through various employee forums and targeted workshops, we continue to encourage actions that

advance our culture and values. We are committed to understanding what really matters to our people through ongoing pulse surveys and employee roundtables, and to taking site-specific actions to address their needs.

#BETTERTOGETHER WELLNESS & WELLBEING CAMPAIGN

Aptiv launched our #BetterTogether awareness campaign to help us all focus on our wellbeing and address the variety of challenges we have experienced over the course of the pandemic. #BetterTogether has been an important initiative as we have adapted to operating in a new environment.

Each week of the 10-week #BetterTogether campaign focused on ways to enhance our resiliency, our mindfulness, and our physical and financial wellbeing by providing educational interactive resources. Topics included:

1. Resilience: Managing Life's Challenges
2. Stress and Anxiety: Calming Your Mind
3. Embracing Change
4. The Health Benefits of Mindfulness
5. Empathy and Self-Compassion
6. What Works When Working Remote
7. Physical Wellbeing
8. Financial Wellbeing
9. Eating for a Healthy Mind and Body
10. Thriving in a New Normal

140,000 Employees*

Safely back to the workplace by June 2020

**Manufacturing employees and other essential workers*

TAKING CARE OF OUR PEOPLE DURING COVID-19

88%

of respondents said they felt well informed.

*Average scores of weekly surveys for on-site employees
Follow-up in place for any areas of concern raised*

90%

agreed that Aptiv cared about their safety.



Diversity and Inclusion

Aptiv fosters a culture of respect and inclusive collaboration. We know through experience that more voices and varied perspectives make us better innovators and better partners to our many customers around the world. We are committed to the principles of equal opportunity, equal pay for equal work within markets, diversity and inclusion.

Aptiv provides equal opportunities for all applicants and employees, regardless of race, ethnicity, age, gender, religion, sexual orientation and other diverse backgrounds.

We continue to advance diversity across Aptiv, ensuring the representation of women and minorities in our workforce, including leadership and technical roles.

We also know there is more to be done. To that end, our Board of Directors reviews Aptiv’s talent evolution, inclusion and diversity efforts

annually, and our Compensation and Human Resources Committee reviews employee retention, attrition and pay equity on an ongoing basis.

Our key diversity and inclusion initiatives span people, workplaces, markets and communities.

PEOPLE TALENT DEVELOPMENT

At Aptiv, we know the importance of mentorship and the role it plays in

personal and professional growth. In 2020, we expanded our mentoring program to further develop talent within Aptiv, increase engagement and retention, and provide ongoing support and encouragement. In 2021, we are focused on increasing the number of women in leadership roles mentored by senior executives.

ATTRACTING & RETAINING THE BEST TALENT >

OUR APPROACH AND KEY INITIATIVES

Diversity and Inclusion



PEOPLE

Attract and retain talent that looks to thrive in a culture of excellence and innovation

- Talent Development
- Target Recruiting
- Pay Equity Analysis



MARKETS

Build a reputation as a partner of choice and encourage diversity in the supply chain

- Supplier Diversity Program



WORKPLACE

Foster a safe and healthy environment where backgrounds, perspectives and experiences are valued

- Culture of Inclusion
- Employee-Led Communities



COMMUNITY

Take care of our communities and elevate the next generation

- STEM Education
- Women in Engineering

TARGETED RECRUITING

We partner with various recruitment organizations to build deep and diverse talent pools at all levels of the organization. This effort includes partnerships with universities around the world: the AGH University of Science and Technology, Carnegie Mellon University, the Karlsruhe Institute of Technology, Massachusetts Institute of Technology, the National University of Singapore, North Carolina Agricultural and Technical State University, RWTH Aachen University, the University of Michigan, Xi'an Jiaotong University, and Zhejiang University. In 2020, the Aptiv Foundation contributed to scholarships at our university partners.

PAY EQUITY ANALYSIS

Aptiv is committed to providing equal opportunities for all applicants and employees. Our employment policies and practices prohibit employment decisions, including compensation decisions, based on protected characteristics such as gender or race.

To help identify and close gaps, we conduct pay equity studies on gender globally and on race in the United States. Our next recurring comprehensive pay equity study is scheduled for mid-2021.

Our remuneration programs and pay decisions are designed to ensure equal pay for equal work within markets for the same job, market competitiveness and performance.

WORKPLACE

EMPLOYEE-LED COMMUNITIES (ELC)

Employee-led communities (ELCs) foster a diverse and inclusive workplace and increase employee engagement. For example, we have a thriving Women in Technology group in Germany. To add support and structure to the ELCs, we are assigning executive sponsors to each group who can bring more visibility to the communities and their initiatives.

MARKETS

SUPPLIER DIVERSITY

We continue our long-standing global support of supplier diversity. This includes participating in many major national supplier organizations. Aptiv is a member of the Asian Pacific American Chamber of Commerce (APACC), the National Minority Supplier Diversity Council (NMSDC), the National Veteran Business Development Council (NVBDC) and the Women's Business Enterprise National Council (WBENC). These organizations help us identify suppliers and verify their certifications, supporting our continuing efforts for diversity and inclusion.

In the United States, we have more than 100 diverse suppliers, both direct and indirect. We have identified diverse suppliers as a focus area and are targeting 10 percent of eligible spend in North America to supplier businesses owned by minorities, women and veterans.

COMMUNITY

STEM EDUCATION / WOMEN IN ENGINEERING

Aptiv is a longtime supporter of education in science, technology, engineering and math (STEM) around the world — providing team mentors to high school students, donating funds to support 25 FIRST Robotics Competition teams and granting sponsorships to Greenlight for Girls. We play an active role with the Society of Women Engineers, particularly in racial equality programs that target underprivileged communities, and we regularly hold Women in Engineering events focused on increasing diversity and supporting the career progression of women at Aptiv.

In 2021, we are establishing an apprenticeship program in the United States that supports underprivileged youth and expands our talent pipeline beyond university graduates. This is a two-year project-based apprenticeship for competencies in demand, such as software testing and architecture, application programming interfaces, cybersecurity, AUTOSAR and technician activities.

WORKING CAREGIVER GROUP

Our recently established Working Caregiver group has been well received. Caregivers have faced unique and rising challenges because of the pandemic. Women have borne the brunt of pandemic-related burdens, with four times as many women as men dropping out of the workforce to meet the demands of child care, remote schooling, or caring for elderly or sick relatives. Group members have told us that having a peer group dedicated to extending support, problem-solving and providing much-needed empathy has helped lighten that load. All of our employee-led communities have intensified their support during this crisis.

DIVERSITY IN NUMBERS

49% Female

22% in management

19% in technical roles

Global workforce

40% Minority*

21% in management

44% in technical roles

U.S. workforce

**Minority: As defined by the U.S. Equal Employment Opportunity Commission*



Attracting and Retaining the Best Talent

Aptiv's culture of innovation and shared values attracts top talent, and that is a legacy we defend and extend. We want the best of the best to join and stay with us.

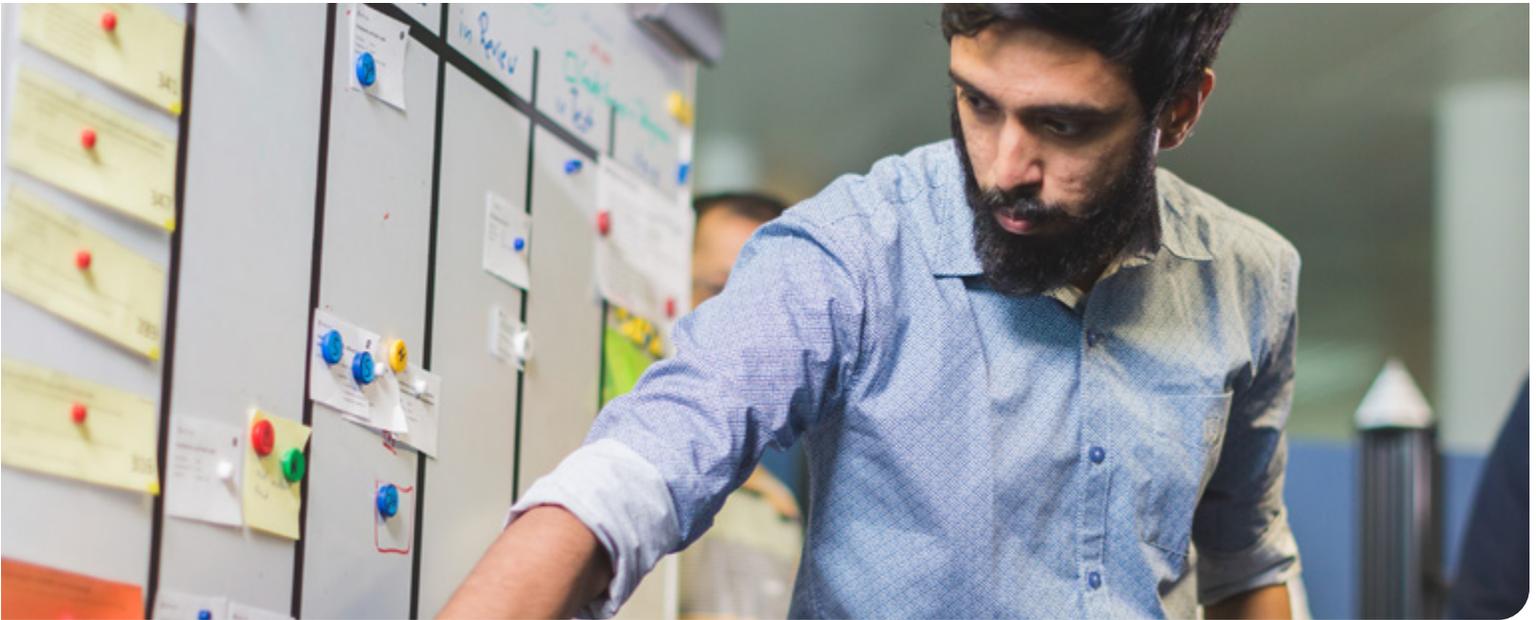
Increasingly, sustainability plays a part in why people choose Aptiv. Today's recruits want to work for a company they can feel good about — building a better future not just for themselves but for their communities and beyond. People join Aptiv to change the world.

PRIORITIZING THE EMPLOYEE EXPERIENCE

Recognizing that attracting the best talent is a cornerstone of our sustainability commitments, we launched a new Aptiv Careers website that provides an immersive, content-rich platform for the workforce of our future and emphasizes our core values in our recruiting communications. This effort is continuing to evolve in 2021.

For current employees, Aptiv invests in training and development curricula to help them continue to succeed in their careers. These programs align with our culture and values and include various leadership and unconscious-bias training for our managers.





What attracted me to Aptiv was the commitment to sustainability. The YouTube videos were great, and the webpage design very clean, clear and professional – among the best experiences I’ve seen. But the kicker was Aptiv’s commitment to building a more sustainable world.”



KLAYTON KOWALSKI
Software Developer

LEADERS

How We Nurture Our Culture

Supervisors, managers and executives lead our people through the employee lifecycle using the **ENGAGE-LEAD-DEVELOP** model. These three imperatives are the cornerstone for effective leadership across Aptiv as we help our employees thrive.

ENGAGE Appreciate and empathize with each employee

LEAD Lead from the front and stay conscious of one’s “leadership shadow”

DEVELOP Provide just-in-time feedback to grow and nurture our people’s careers

ENGAGE
Building Strong Engagement

The leadership team holds monthly town halls for all employees, sharing our strategies, business updates, achievements and challenges. We also foster an open dialogue and solicit direct employee feedback using on-site roundtables, CEO roundtables with employees throughout the year, online social networking forums, surveys and more.

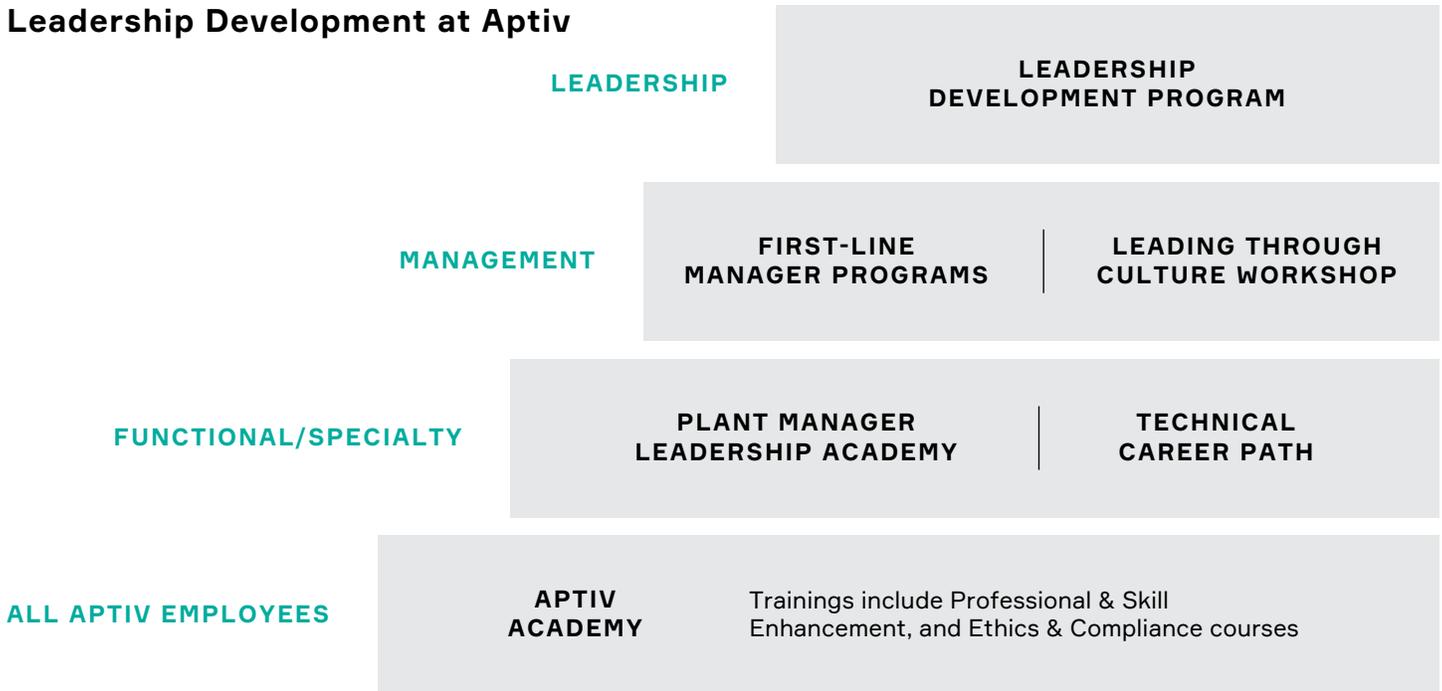
LEAD
Driving Performance and Personal Excellence

We share annual and long-term company goals with employees and ask everyone to develop his or her own goals, in alignment with the business. We encourage our people to focus on impact, not on activities, and to reflect our values in their behavior.

Performance Feedback Reviews

We provide employees with the opportunity to receive frequent performance feedback. Throughout the year, salaried employees discuss goal alignment, performance, and career development with their managers. These reviews evaluate each employee’s strengths, skills and areas for opportunity, which are important for career development and Aptiv’s talent management.

Leadership Development at Aptiv



DEVELOP

Aptiv Academy

We take a purposeful approach to investing in our employees' careers and personal growth. Our online learning management system is available to all employees and provides access to many interactive online training courses and external in-person sessions.

410,000 courses completed in 2020

Plant Manager Leadership Academy

This program builds skills for plant managers across the enterprise, reinforcing our values to create high-performing operations.

Technical Career Path

Aptiv offers employees tuition reimbursement for various educational opportunities. We partner with numerous universities to provide ongoing education opportunities for employees, including the University of Michigan's Integrative Systems + Design program and a custom curriculum on systems engineering.

First-Line Managers Programs

We believe that first-line managers are key to ensuring that employees continue to develop and stay engaged. This program provides managers with the tools to achieve those goals.

The program consists of two chapters:

Leadership Foundation

This program focuses on developing leaders in the early stages of their leadership roles. It reinforces key values and behaviors, with a "learning to lead" emphasis — moving from managing oneself to managing others and teams.

License-to-Lead Program

This four-day development program for more experienced managers focuses on building a strong and engaged first-line management layer to drive performance and engagement and build a strong global infrastructure for leadership at Aptiv.

Leading Through Culture Workshop

Our two-day workshop focuses on living our values and encouraging behaviors that promote those values throughout our leadership team.

Leadership Development Program

This nine-month leadership development program focuses on the critical competencies needed to reinforce our strong and empowered team, create a stronger business impact and build a leadership community.

36,000+ total hours of leadership and management training completed in 2020



2020 was a severe VUCA [volatility, uncertainty, complexity and ambiguity] year! We should all be very thankful, as we were mentally prepared for such a crazy time. What we learned was that it is crucial to keep our people connected and motivated, for the best of Aptiv but also for the best of our people. Thanks again for that."



JEROME COUDRE
Business Unit Director – Advanced Safety

Community

Aptiv is about action — we turn challenges into solutions and put sustainability in motion. Action also defines our approach to community.

As we look to make the world safer, greener and more connected, we also take actions to strengthen the many communities around the world that we call home, through direct social investments and by supporting employee-led efforts.

APTIV CARING

Aptiv Caring is our community involvement program focused on making a real and significant impact on three issues aligned with our mission: road safety, reforestation and girls in technology.



Providing both the brain and nervous system, Aptiv is uniquely positioned to enable the future of mobility. Driving it all is our passion for improving people's lives. There is heart at our core — the beat that creates the connections from person to person, from point to point, from idea to innovation. The people of Aptiv care. So there it is: brain, nervous system, heart. I sketched that on a Post-it, and one of our graphic designers turned it into the Aptiv Caring icon we use today.”



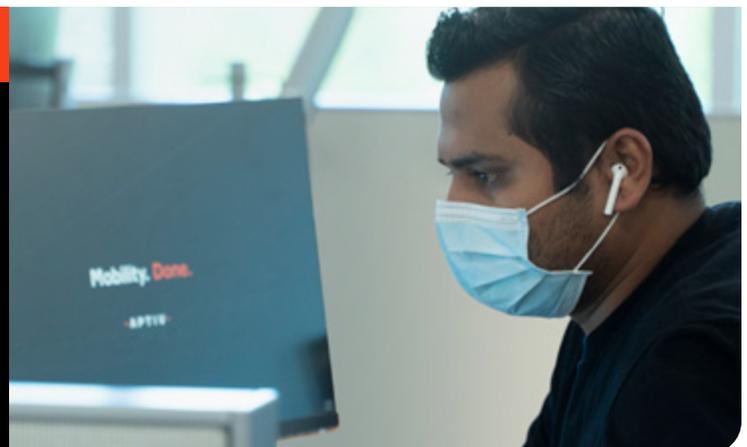
ALDO GOMEZ
Director of Global Environmental, Health and Safety



OUR COVID-19 RESPONSE

Donations with Impact

In 2020, the Aptiv Foundation made a \$500,000 donation to the GlobalGiving fund to help some of the most vulnerable communities around the world respond to the pandemic. This year, the foundation donated an additional \$50,000 to the India COVID-19 relief fund for lifesaving medical supplies and essential items for frontline workers.



APTIV FOUNDATION

Established in 1999, the Aptiv Foundation is an independent nonprofit organization that helps communities in which Aptiv operates around the world. In addition to making contributions to promote road safety and reforestation, the foundation seeks to connect and support women, minorities and diverse communities, primarily through education in STEM. In 2020, the foundation supported numerous organizations, including GlobalGiving, Greenlight for Girls, FIRST, Code2College, Winning Futures, and Girls on the Run.

At the 10th China Charity Festival, Aptiv China won **2020 Responsible Brand of the Year**



FIRST

Through this mentoring program involving robotics team competitions, the foundation helps students from ages 9 to 18 develop skills as future engineers and technologists. Of recent participants, half identify as minorities and a third are young women.

The Aptiv team donated 185 computers to the students at Loyola High School in Detroit, Mich., helping to further support their academic achievements.



PRODUCTS

Transforming Mobility

Sustainability is integral to the safe, green and connected products we create and the way we conduct business all around the world — from how we collaborate with customers on next-generation solutions to how we procure equipment and supplies and manage risk along our global and local supply chains.



While many aspects of our work and our lives have changed over the last year, there is one thing that remains constant: our relentless focus on innovation. We deliver technologies that address our customers' toughest challenges with solutions that save lives, improve the planet and make us more connected."



GLEN DE VOS

Senior Vice President and Chief Technology Officer

STRATEGIC COMMITMENTS



Transform mobility with solutions that are **safe, green and connected**



Design, manufacture and deliver **high-quality products**



[ALL 2025 COMMITMENTS >](#)

Partner of Choice

We seek to be our customers' partner of choice in transformative mobility solutions. From design through delivery, the quality of our customers' experience is paramount.

Account leads and teams from quality control, engineering and sales work alongside customers to ensure that we fully understand their requirements, communicate them clearly throughout the organization and deliver on them. Our engineering teams work closely with customer engineering teams through a robust product development process.

ENGINEERING AND PROCESS INNOVATION

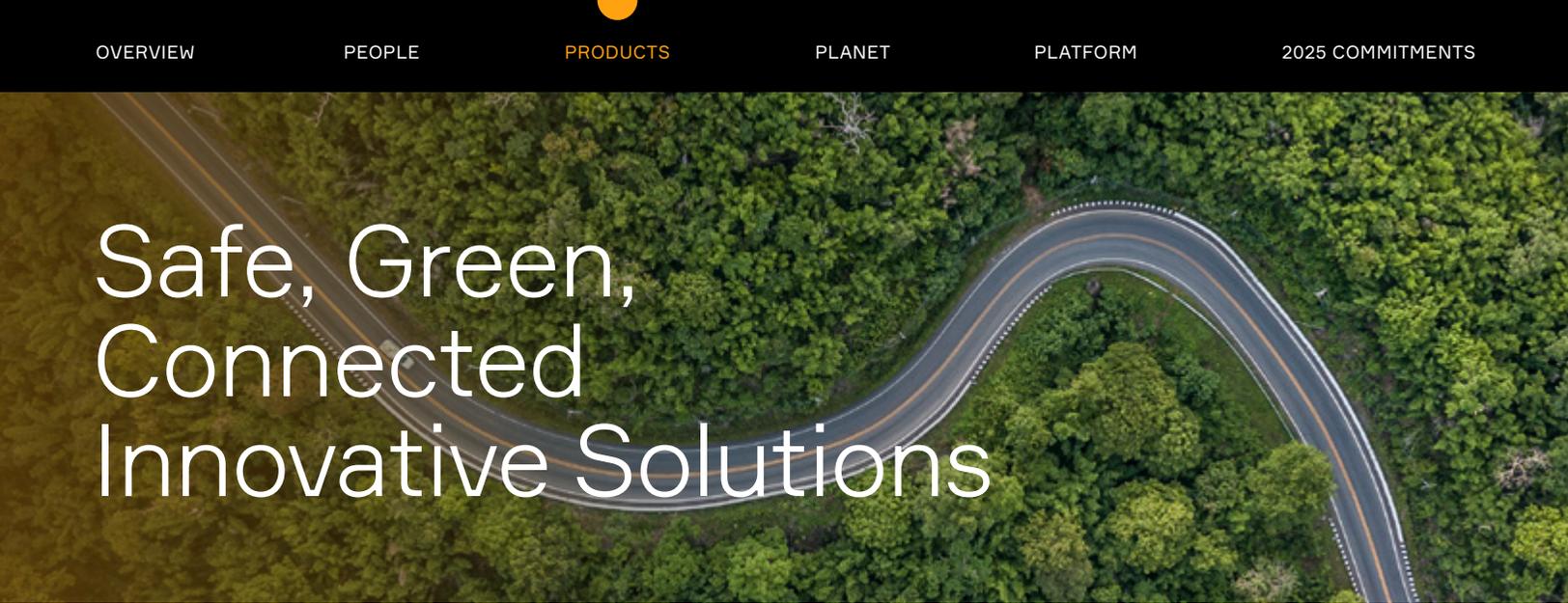
Innovation is not as simple as coming up with new product ideas. To bring ideas to life, we empower our people to come up with better ways to manufacture, assemble and

ship our products, as well as better ways to work. And to ensure that we get access to the best ideas to solve tough challenges, our engineers collaborate and innovate beyond our walls, engaging with OEMs, suppliers, universities and technology partners.

APTIV IMPACT

As we move toward achieving carbon neutrality by 2040, we continue to innovate in vehicle energy efficiency and in electrification. Our OEM customers value our proven ability to find smarter ways to reduce vehicle weight, with products that deliver superior performance while using fewer resources, less energy and less space. Reducing weight reduces emissions: The lighter the vehicle, the less fuel and power it uses, and that means a smaller carbon footprint for each vehicle and each fleet.





Safe, Green, Connected Innovative Solutions

Our advanced safety solutions protect drivers, passengers and other road users. Our electrification solutions lower the carbon footprint of the vehicles our customers bring to the world. And our connectivity solutions enable new user experiences and business models.

INNOVATIONS WITH IMPACT



SAFE

Satellite Architecture

OEMs are rolling out platforms today that use Aptiv's Satellite Architecture to centralize compute power for sensors, reduce weight and increase flexibility. This approach provides higher levels of active safety by enabling advanced sensor fusion and democratizes advanced safety systems by lowering costs.

Next-Gen ADAS Software Platform

Aptiv's platform for developing advanced safety features and highly automated vehicles will lower total cost of ownership through next-generation perception systems, scalability across platforms and upgradeability over the vehicle lifecycle.



GREEN

Optimization of Low-Voltage Wiring

Aptiv helps leading OEMs optimize their vehicle architectures' low-voltage wiring. Zone controllers and smart fusing allow OEMs to use smaller and lighter power lines. Zone controllers also consolidate data from different sensors onto fewer data lines — reducing weight and lowering total system costs.

High-Voltage Solutions

Our new family of high-voltage interconnects supports the demanding requirements of electrification. They are purpose-built for architectures that accommodate larger battery packs, faster charging and the increasing demands of traction motor systems — all while maintaining peak performance throughout the life of the vehicle.



CONNECTED

Interior Sensing for In-Cabin UX

Our open platforms for the in-cabin user experience enable seamless access to digital consumer ecosystems. They can host a full suite of applications, including our interior sensing solutions, which are evolving from basic driver monitoring for safety to more sophisticated comfort and convenience functionality.

OTA Software Updates

Aptiv has enabled over-the-air (OTA) updates across our platform solutions, allowing OEMs to add and upgrade features and functions over the life of a vehicle. This significantly reduces total cost of ownership and clears the way for new business models.

Operational Execution

Building the technologies and solutions that will shape the future of mobility requires a systematic focus on quality and execution.

QUALITY AND LEAN

We are reinvigorating Lean principles across our enterprise in an initiative we call Lean 2.0. Lean 2.0 has been instrumental in transforming our culture and delivering sustainable business performance. Lean thinking streamlines workflows, saving time and effort that can instead be spent solving our customers' challenges. We have created an extensive training series to enculturate Lean 2.0 throughout our global business.

EVERY DAY

90+
million components shipped

2
million unique part numbers

<1
rejected parts per million shipped

99%
on-time delivery

Zero
tolerance for error

DEPLOYING LEAN PRINCIPLES

Breakthrough Thinking

Prioritize ideas with the highest impact

Daily Performance Management

Drive a consistent way of working and a culture of continuous improvement to better serve customers

Continuous Improvement

Listen to customers and use their feedback to optimize processes every day

Leader as a Coach

Empower leaders to drive operational excellence and lead change by living our values

DIGITIZATION AND AUTOMATION INNOVATION

Aptiv continues to make progress in manufacturing automation, which has led to recent improvements in our proprietary methods of producing wiring harnesses.

Separately, the pandemic prompted us to look for more efficient ways to collaborate from different locations. We have accelerated our move toward augmented-reality work environments and increased our use of Microsoft

HoloLens 2 and Teams. Applications include Lean maturity assessments, implementation of safe-start protocols, safety observations, value-stream mapping and customer approvals. We are also exploring virtual reality (VR) with Oculus and The Leadership Network to enable the rollout of compelling training at scale, in a controlled and cost-effective way, that enables real-time collaboration.

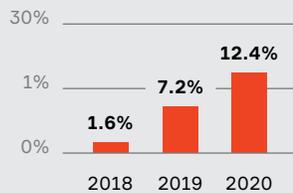
With VR, Aptiv can reduce in-person training from

2 days to 4 hours

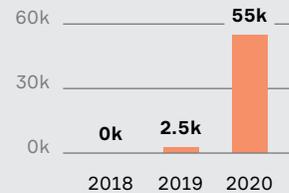
while eliminating the cost and carbon impact of travel

LEAN IMPACT – DRIVING PRODUCTIVITY AND SPARKING IDEAS IN OUR AS&UX BUSINESS

PRODUCTIVITY



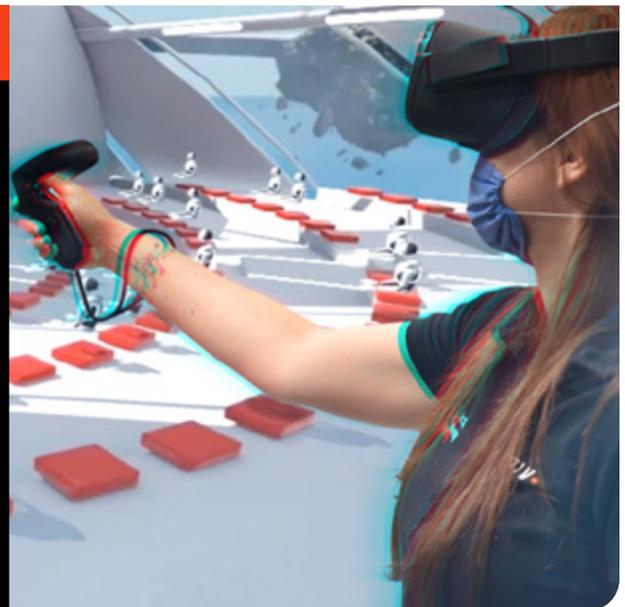
KAIZEN IDEAS



OUR COVID-19 RESPONSE

Lean Gemba

Part of Lean manufacturing is the concept of *gemba*, a Japanese word meaning “the place where it happens” — or, in manufacturing terms, the shop floor — and the necessity of management by walking around and seeing operations firsthand. The pandemic led us to develop innovative ways to practice *gemba* remotely using Microsoft HoloLens technology. We also converted many of our established training modules into VR sessions.



Sustainability in our Supply Chain

Sustainability is a key element of our strategy for supply chain resiliency. We continue to drive Lean methodology and localized sourcing across the business where possible while we increase our use of recyclable and sustainable materials.

The pandemic reinforced the value of supply chain resiliency as we flexed and adapted to volatile changes in supply and demand. We continue to use value-stream mapping and data science to better determine the weak points in our supply network and position ourselves to respond with urgency and foresight.

We are also training suppliers on the importance of sustainability. The [Aptiv Sustainability Training](#) program communicates our sustainability targets and sets expectations for how suppliers will be measured. More than 300 direct suppliers are expected to complete the training this year.



We have rapidly evolved away from a cost and compliance perspective on sustainability in our sourcing to something far more powerful: a focus on sustainable performance, evidence-based, as a competitive advantage. We're more aligned with our key suppliers on the opportunities that sustainability creates. It's brilliant. This is what our customers want and what our people want."



FERGAL POWER

Vice President,
Indirect Sourcing and
Global Real Estate

EMPLOYEE SPOTLIGHT

Manuel's department ensures that trailers are fully utilized, reducing emissions and fuel use. For example, when a plant requests 10 trucks to transport goods to a customer plant, Manuel may find that the request would use just 75 percent of the overall carrying capacity of the trucks and recommends eliminating two trucks. In this way, Manuel and his team eliminated 2,894 truck runs in 2020, benefiting both Aptiv and the environment.



MANUEL MARRUFO
Logistics Manager



Data Security

We build cybersecurity into every step of the product development lifecycle — not as a bolt-on but as an integral part of the process.

Through rigorous penetration testing, Aptiv proactively identifies security gaps or vulnerabilities in our products to prevent malefactors from disrupting our mobility technologies. We further track components in a software bill of materials for future vulnerability management and response post-production. Aptiv's security researchers, drawn from the government, leading tech companies and elsewhere, work closely with our product engineers to ensure that we provide digitally secure products.

CYBERSECURITY LAB

Aptiv's cybersecurity resources include a lab at our Troy Technical Center that features one of the largest Faraday cages in private industry, creating a work environment impervious to outside

digital interference. Within the lab, we can subject our products and solutions to intense digital assault, allowing us to test advanced technologies in a controlled environment.



Our team includes physicists, engineers, hackers, and criminal justice and forensic specialists, all monitoring and testing for digital vulnerabilities. The work is compelling — keeping mobility safe, monitoring the dark web — and we get to work on the leading edge.”



KRISTIE PFOFI
Director of Cybersecurity

OUR COVID-19 RESPONSE

Data Security

Shifting more than 20,000 employees to working from home changed the way employees consume Aptiv data. Suddenly and quickly, our IT operations and security teams had to work together to overcome new stresses on the network and data infrastructure. By adopting a cloud-based solution, Aptiv was able to quickly deliver a scalable service to our employees to allow them to work remotely while still connecting in a secure and controlled environment to Aptiv data and applications, both in the cloud and on our internal network.



PLANET

Sustaining Our World

We design solutions that help transition the world’s vehicles to cleaner sources of power. But we also have committed to dramatically reducing our own environmental footprint throughout our operations around the globe.



We pursue efficiency in everything we do to reduce consumption of materials and energy. Aptiv is aligned to our customers’ sustainability commitments. We actively partner with them in their journey to carbon neutrality, where our products, the materials we use, the design and the way the products are manufactured have a direct impact on meeting their goals. Sustainability is integral to who we are and what we do. We are operationalizing our beliefs and commitments and living them daily.”



PASQUALE ABRUZZESE

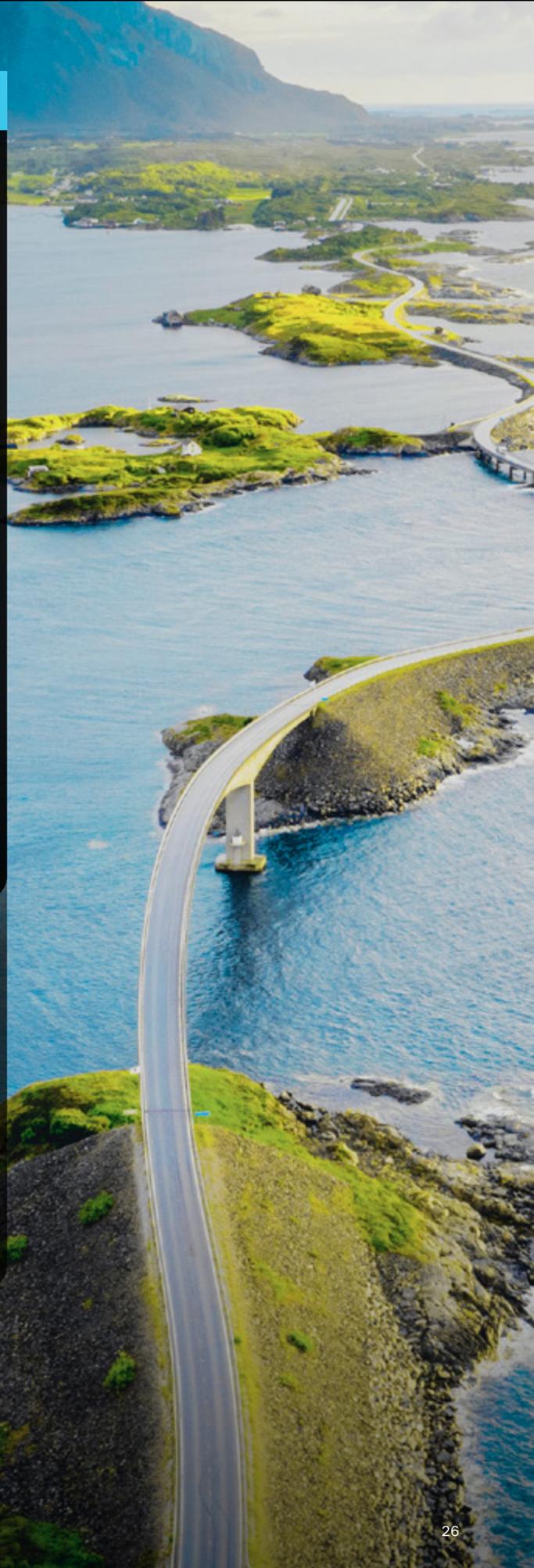
Vice President,
Global Manufacturing

STRATEGIC COMMITMENTS



Decrease Aptiv’s
carbon footprint

[ALL 2025 COMMITMENTS >](#)



Climate Change and Our Carbon Footprint

Aptiv has committed to becoming carbon-neutral by 2040 – 10 years earlier than our previous target. Around the globe, we are aggressively transitioning away from carbon-intensive energy.

Our current effort is to reduce CO₂ emissions by 25 percent across our global operations by 2025. The next step is to continue to reduce the carbon footprint of our operations through electricity savings projects, optimizing machine power consumption, and sourcing 100 percent of the electricity for our operations from renewable sources by 2030.

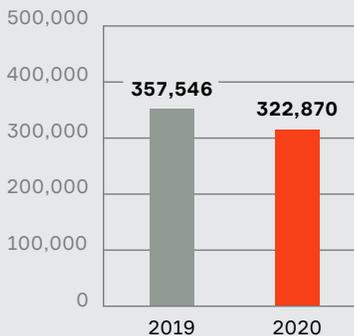
Key to achieving these goals is our global EHS management system, which keeps us aligned with the most stringent EHS regulations and provides a structure for continuous improvement. This system applies to all Aptiv sites, meaning that in some countries our procedures go beyond local regulations and requirements. We continuously update this system to ensure that our procedures are up to date.

Another critical part of reaching our goal of carbon neutrality is to have robust and reliable data. In 2021, we are performing a pre-assurance process on our greenhouse gas emissions with outside consultants in preparation for the assurance process that will take place in 2022.

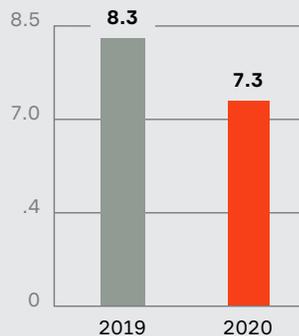
USAGE OF GREENHOUSE GAS

ABSOLUTE

Scope 1 & 2 Emissions*
(tons of CO₂e)



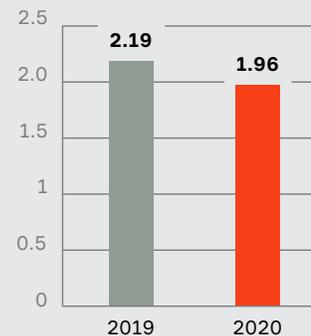
Scope 3 Emissions*
(million tons of CO₂e)



*Scope 1 & 2 reflect market-based emissions

INTENSITY

Scope 1 & 2 Emissions*
(kgCO₂e / employee)



REAL-TIME ENERGY CONSUMPTION MONITORING

Multiple teams at our sites in Morocco and Germany have implemented real-time energy consumption monitoring. This technology has allowed us to reduce energy consumption and is serving as a model for our path toward carbon neutrality.

We also have partnered with a consulting firm to assess the renewable energy market globally. This will help us find the best options to source green electricity in our various markets.

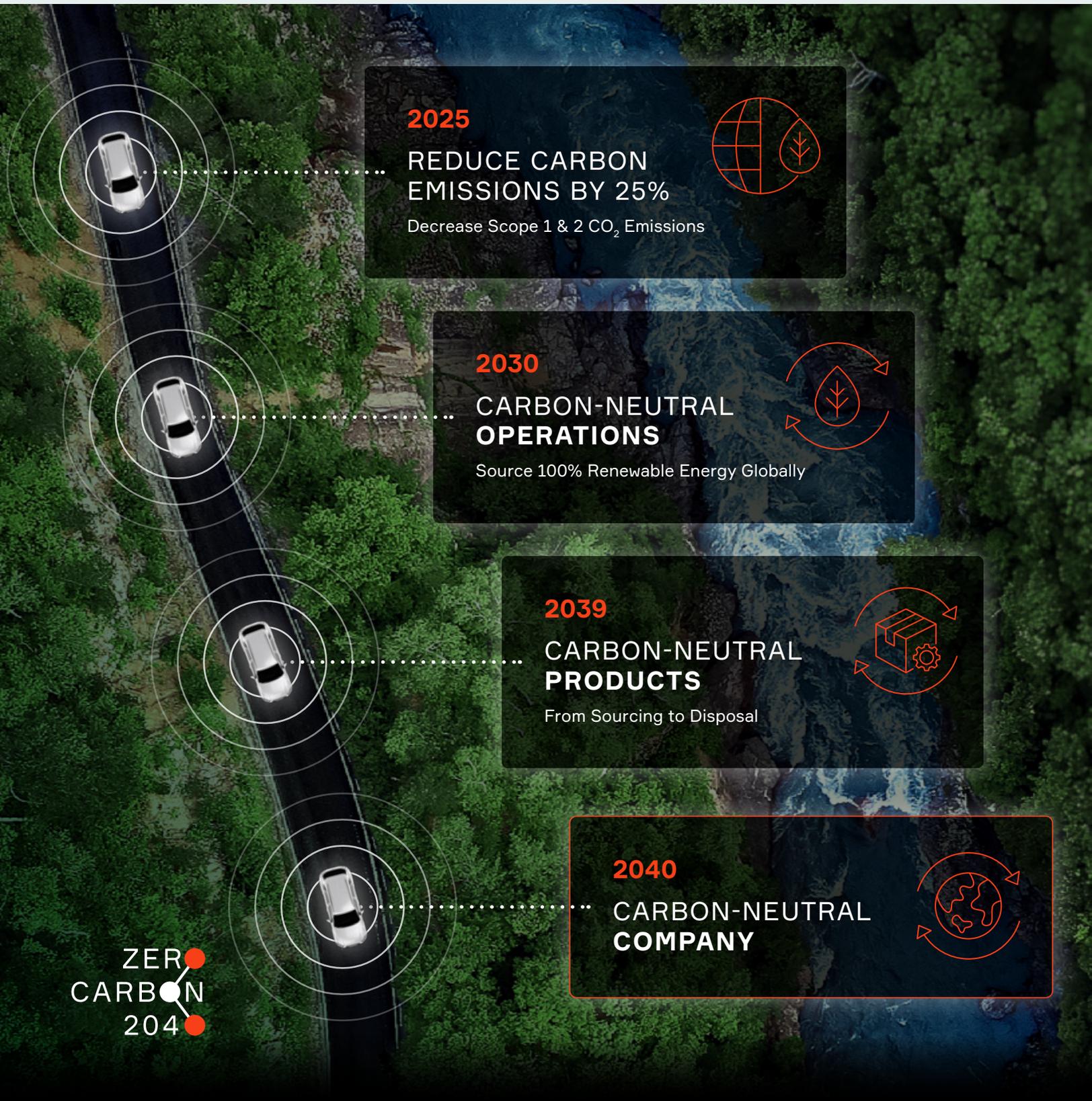
“By 2025, we intend to have our top 10 most energy-intensive sites certified to the ISO 50001 standard.”

To reach our carbon-neutrality goal, we have started the process of aligning and certifying our two most energy-intensive sites, one in the United States and one in China, to the ISO 50001 standard. In 2022, two more sites will go through the same process. By 2025, we intend to have our top 10 most energy-intensive sites certified to this high standard.



ROADMAP TO CARBON NEUTRALITY

We have mapped out and committed to an ambitious plan to become carbon-neutral by 2040.



2025

REDUCE CARBON EMISSIONS BY 25%

Decrease Scope 1 & 2 CO₂ Emissions



2030

CARBON-NEUTRAL OPERATIONS

Source 100% Renewable Energy Globally



2039

CARBON-NEUTRAL PRODUCTS

From Sourcing to Disposal



2040

CARBON-NEUTRAL COMPANY



ZERO
CARBON
2040

Water, Waste and Materials

In addition to fighting climate change by reducing emissions, we are committed to reducing waste, consuming less water and using less materials in our operations.

While Aptiv's operations are not water intensive, we include water into our environmental risk management approach as well as our Environmental, Health and Safety Policy. We identify areas where we operate that are water-scarce and take action to reduce our water consumption accordingly while also meeting high levels of compliance

with best practices in lower-risk areas. We have been completing CDP's water module since 2013 and most recently received a B rating in water security. This puts us ahead of many peers but is a rating we intend to improve upon. Among the many factors evaluated, we scored highly on water policies, business impacts, and

targets and goals, indicating that the task ahead is mainly one of execution. In addition, we have included this water scarcity assessment into our real estate strategy so we can avoid acquiring a site located in such areas.

WATER USAGE

ABSOLUTE

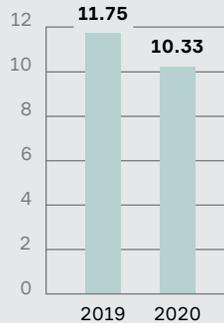
Water consumption, in millions of liters



1%
reduction
in total
consumption

INTENSITY

Water consumption, in thousands of liters per employee



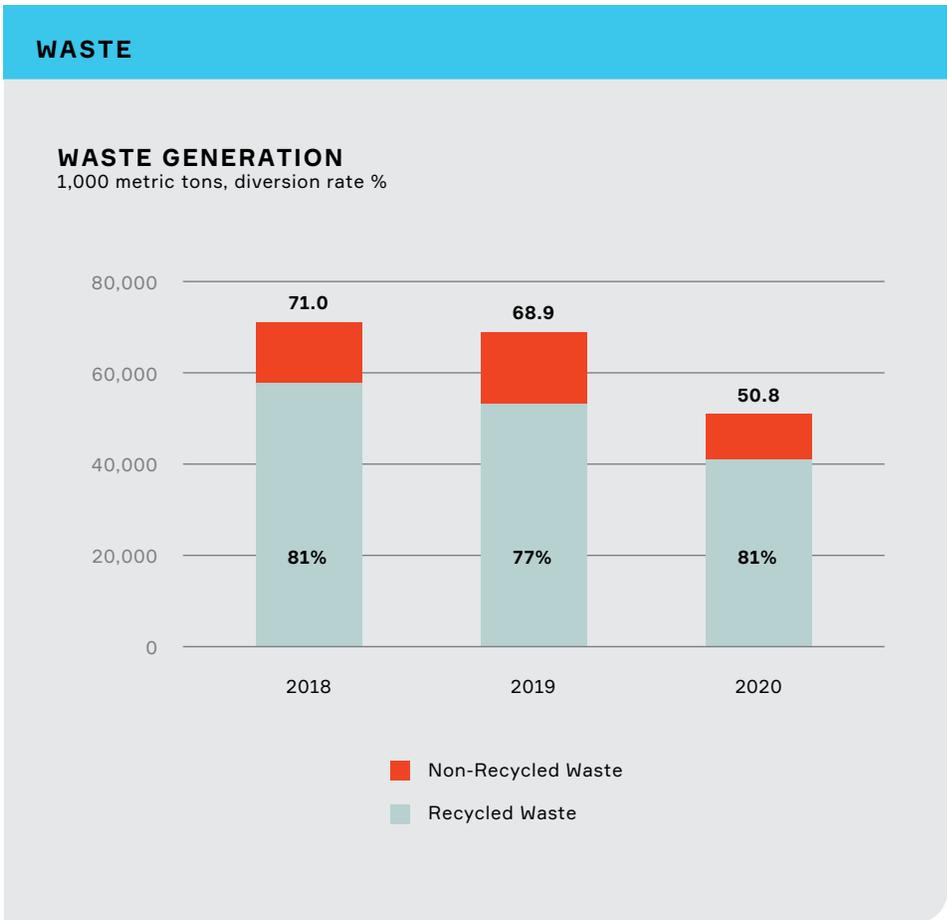
12%
reduction in
consumption
per employee

- Consumption total
- Consumption in water-scarce areas

Aptiv is committed to reducing waste, with a waste diversion target (volume of recycled waste / total waste volume) of 80 percent. We met this target in 2020.

We continue to actively reduce and properly manage waste across our manufacturing operations, as well as in our office facilities. We are creating packaging that uses less materials, and we continue to increase the share of waste and excess materials we divert to recycling. We are implementing simpler measures as well, such as moving away from plastic cups and bottles in our offices.

As a result of the global pandemic, our waste generation increased in 2020. This was due primarily to the disposable items (personal protective equipment such as masks, gloves and hand sanitizer) needed as part of our COVID-19 Safe Operations Protocols, which may affect our 2021 performance as well.



PLATFORM

Doing the Right Thing the Right Way

The foundational principle of Aptiv’s values is to always do the right thing the right way — to act responsibly and ethically in every circumstance. Through the tools in our Platform pillar, we govern our operations accordingly and equip our employees with the knowledge and training they need.

“Everyone, from our employees to our Board, plays a part in living Aptiv’s values. For me, that means helping to develop and enforce standards centered on our values and creating tools to ensure that ethics and integrity are the cornerstones for everything we do at Aptiv.”



KATE RAMUNDO
Senior Vice President,
Chief Legal Officer,
Chief Compliance Officer
and Secretary

STRATEGIC COMMITMENTS



Adhere to the most rigorous **ethical standards**



Conduct ongoing holistic assessments of long-term risks to the company

[ALL 2025 COMMITMENTS >](#)

Governance and Risk Management

Meeting our sustainability goals requires strong environmental, social and corporate governance (ESG) to make sure we have alignment throughout the organization, comprehensive measurements and accurate reporting.

With ongoing guidance and oversight from our Board of Directors and our Sustainability Committee, in 2019 we set our 2025 Sustainability Commitments and integrated these targets into our business strategy and operations.

Aptiv business presidents and senior executives ensure proper measurements and reporting of progress. Operational leads at each business unit collect data and report quarterly progress to corporate leaders using standardized scorecards.

Our Sustainability Committee, made up of cross-functional executive sponsors and team leads, educates the Executive Leadership Team on sustainability topics and shares best practices across the global enterprise.

MEASUREMENT

Operational leads use an online data collection platform to report progress on their sustainability commitments. This tool allows us to consolidate information on this progress in a single place, making it easier to access the data when needed and preventing its loss. The tool also facilitates quarterly or yearly reporting at a pillar level (by People, Products, Planet or Platform) and provides the ability to drill down to the site level.

REPORTING

During quarterly business reviews with the Executive Leadership Team, business unit presidents and corporate leaders provide an update

on progress toward sustainability goals, using a scorecard that shows their 2025 commitments, current-year targets, performance levels and quarterly highlights.

AUDITING

Our 2025 sustainability commitments are included in our internal EHS management system (aligned with ISO 14001 and 45001), which is audited externally by a third party. In partnership with Aptiv's internal audit team, we will include sustainability in every internal EHS audit. The sustainability section of the audit protocol will include questions focused on employee health and safety and environmental commitments.



Governing Our Supply Chain

Aptiv is focused on improving the environmental and social management of our global supply chain. In 2020, our due diligence of ESG-related matters was extended to indirect suppliers to monitor the next tier of suppliers.

We require our strategic suppliers to have their environmental management systems certified for ISO 14001. Our environmental expectations for suppliers align with International Labour Organization standards, including decreasing greenhouse gas emissions and reducing waste while preserving natural resources.

RESPONSIBLE SOURCING

All Aptiv strategic suppliers are requested to adhere to our [Code of Conduct for Business Partners](#), which is guided by international standards such as U.N. human rights policies and trade compliance regulations and includes a focus on the environment. Ninety-nine percent of our key direct material suppliers have signed our Code of Conduct or sent us their equivalent code of conduct.

Aptiv annually publishes and updates our Conflict Minerals Reporting Template to survey our suppliers. In response to questions about the sourcing of cobalt, in 2020 we created a Cobalt Reporting Template and surveyed 270 suppliers for this new initiative.



HUMAN RIGHTS

Aptiv's principles are clear on the preservation and promotion of human rights in the supply chain, as outlined in our Code of Conduct for Business Partners. During the selection process of new strategic suppliers, we screen for reputational issues, including controversies over labor conditions, human rights, and health and safety.

Ethics and Integrity



Aptiv is committed to solving mobility’s toughest challenges while maintaining the highest ethical standards.

Our [Code of Ethical Business Conduct](#) defines our expectations for compliance with the law and ethical business practices. The code is available in 20 languages, covering over 95 percent of employees’ native languages.

Our policies against corruption, bribery, sexual harassment and anti-competitive behavior, as well as policies covering interactions with government officials involving retaliation and gifts and entertainment, are also translated into the native languages of the majority of our workforce. These policies are available on our [Aptiv Policies](#) webpage.

PROCESSES FOR COMPLIANCE

Aptiv’s Chief Legal Officer and Chief Compliance Officer has executive responsibility for managing and delivering our business ethics programs. Compliance oversight starts at the top, with our Board of Directors and Executive Leadership Team; extends deep into the organization, with functional leaders and regional compliance officers; and spreads to suppliers and business partners.

We train employees on ethical best practices annually, and in the process they repledge their commitment to ethics and compliance. The Board receives compliance training, and new directors are briefed on compliance policies upon onboarding.

Suppliers and business partners are assessed against our Code of Conduct for Business Partners when onboarded. We have begun a process to engage suppliers annually to review our policies.

DRIVE LINE

The [Aptiv DRIVE Line](#), widely promoted within our facilities and offices, is an anonymous (if requested) communication tool that allows employees to notify the company of concerns regarding ethics and compliance. Operated by an independent company 24 hours a day, seven days a week, the Aptiv DRIVE Line offers translation services.

We treat all reports confidentially and have a strict non-retaliation policy. Our Chief Legal Officer and Chief Compliance Officer reviews the DRIVE Line statistics, the nature of any allegations, and their consequentiality and time to resolution with the Audit Committee at every Board meeting.

ONE OF THE WORLD’S MOST ETHICAL COMPANIES

We are proud to have been designated one of the World’s Most Ethical Companies by the Ethisphere Institute for the ninth year in a row.

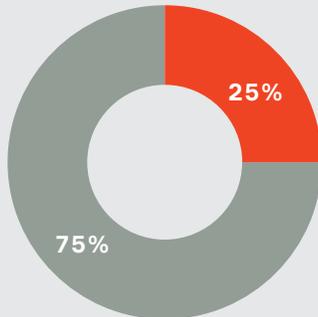


Board of Directors

Our Board provides strategic guidance, oversees performance and takes action to ensure that Aptiv appropriately evaluates, manages and mitigates risk. The Board shares our mission, our values and our commitment to sustainability.

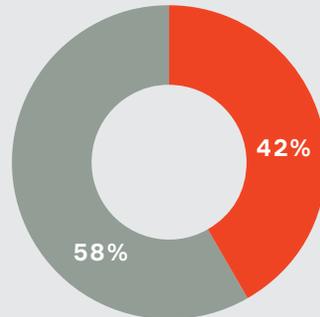
WE HAVE INCREASED THE DIVERSITY OF OUR BOARD TO OVER 40 PERCENT, TO BETTER REFLECT THE WORLD WE SERVE

GENDER DIVERSITY



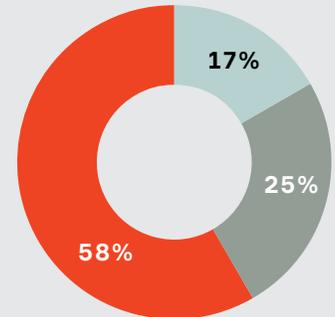
Men
Women

BOARD DIVERSITY



Non-Diverse
Diverse

BOARD TENURE



0-4 Years
5-8 Years
9-12 Years

The Board makes key decisions quickly and effectively, in meetings characterized by an environment of trust, confidentiality, open dialogue, constructive commentary and mutual respect. The Board and Aptiv’s leadership team enjoy a strong partnership, which encourages transparent, consistent and frequent engagement and

critical business reviews. The Board actively engages in the strategy and risk assessment of the business.

Aptiv’s Board has five standing committees made up entirely of independent directors: Audit, Compensation and Human Resources, Finance, Innovation and Technology, and Nominating and Governance.

Matters of sustainability are generally the province of the Nominating and Governance Committee.

Additional details on our Board’s committees, its charters and how Board performance is evaluated are available on [our website](#) and in our [proxy statement](#).

Stakeholder Engagement



At Aptiv, we engage directly with internal and external stakeholders to better understand their priorities for ESG issues. This ongoing dialogue helps us shape our strategy and reporting.

CUSTOMERS

- Annual voice-of-the-customer survey
- Participation in customer audits and surveys
- [Aptiv.com](https://www.aptiv.com) website
- Regular meetings on sustainability strategy updates
- Sustainability requirements cascaded through our Code of Conduct for Business Partners

INVESTORS/SHAREHOLDERS

- Annual report
- Proxy statement
- Annual shareholder meeting
- Quarterly earnings calls
- Auto, tech, industrial and ESG conferences
- Annual sustainability report aligned to GRI, SASB and TCFD
- Annual stewardship outreach
- Regular one-on-one meetings with investors
- Aptiv-hosted events such as technology teach-ins
- Quarterly newsletter
- Aptiv investor relations website
- Sustainability rating agencies / investment indices

EMPLOYEES

- Annual leadership summit
- Monthly global leadership dialogue meetings
- Quarterly all-employee broadcast meetings with the CEO and senior leadership team
- Open forum meetings with business units and functions
- Skip-level meetings with the CEO or regional business leaders
- GoAptiv, our interactive mobile application for employee communication
- Annual ethics and compliance training on our Code of Ethical Business Conduct and an Aptiv culture workshop for all managers
- Aptiv employee-led communities
- Corporate giving through the Aptiv Foundation
- Aptiv Caring, for community wellbeing and employee volunteering and participation, to improve the communities where we work and live
- Regular employee surveys
- Open dialogues with employees' representatives through union workforce

INDUSTRY ASSOCIATIONS

We are a member of several industry associations working on policy development, including:

- **CLEPA, the European supplier automotive association:** Aptiv is a member and part of the sustainability working group. Aptiv is also leading a task force on the self-assessment questionnaire.
- **VDA, the German association of the automotive industry:** Aptiv is a member of the sustainability working group.
- **Automotive Industry Action Group (AIAG):** Aptiv is a member of the AIAG Corporate Sustainability Steering Committee. Aptiv is also a member of the Greenhouse Gas and Health & Safety expert groups.
- **Drive+, a subgroup of Drive Sustainability:** Established in 2021, the purpose of this group is to connect OEMs and suppliers to discuss sustainability topics.
- **Corporate Eco Forum:** This group is an executive network that promotes sustainability initiatives.

2025 COMMITMENTS

Our Sustainability Commitment

We make **products** and solutions of the highest quality — designed, developed and manufactured responsibly — that transform society by enabling safer, greener and more connected mobility. In doing so, we take care of our **people** and communities, work to minimize our impact on the **planet** and manage our company according to an enduring ethical **platform**.



PEOPLE

Foster healthy, diverse workplaces and communities



PRODUCTS

Design and deliver solutions that transform society



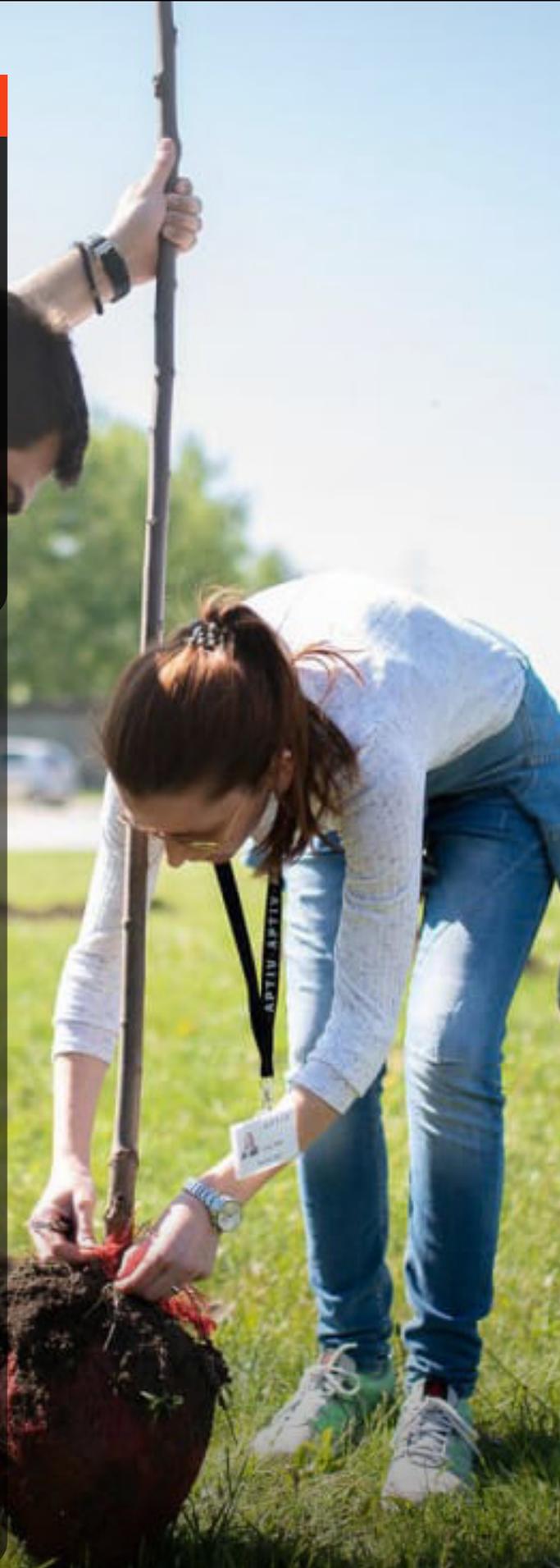
PLANET

Minimize environmental impact



PLATFORM

Do the right thing in the right way



PEOPLE

Promote healthy and diverse workplaces and employee wellbeing, and improve communities in which we operate.



2025 COMMITMENTS TO OUR PEOPLE

Sustainable Development Goals (SDGs) on this page:



Framework	Material Topic & Commitments	2025 Targets	SDGs
<p>Promote the health and safety of all of our employees</p>	<p>Health & Safety Promote workplace safety, exhibited through our safety culture and strong leading and leadership indicators.</p>	<ul style="list-style-type: none"> Collaborate and partner with suppliers and industry participants to promote collective action and knowledge sharing (as with COVID-19) 	8
		<ul style="list-style-type: none"> Ensure 100% of our manufacturing sites have ISO45001 certification 	8
		<ul style="list-style-type: none"> Improve workplace safety through safe culture and strong leading indicators 	8
		<ul style="list-style-type: none"> Building on our Lean culture, provide every employee with 4 hours of safety training per year 	8
<p>Advance community wellbeing through employee engagement, social investments and key partnerships</p>	<p>Community Involvement Aptiv Caring and the Aptiv Foundation execute community impact strategy aligned with Aptiv's safe, green and connected mission.</p>	<ul style="list-style-type: none"> Safe: Conduct vehicle safety education for 30,000 children 	4
		<ul style="list-style-type: none"> Green: Plant 80,000 trees per year 	13
		<ul style="list-style-type: none"> Connected: Empower girls in tech through 3,000 hours of workshops 	4
<p>Foster diversity and inclusion in the workplace</p>	<p>Diversity & Inclusion Improve access to opportunities and promote a culture of inclusion, educating our people on unconscious bias and ensuring equal pay for equal work within markets.</p>	<ul style="list-style-type: none"> Grow executive sponsorship of employee-led communities 	8
		<ul style="list-style-type: none"> Achieve year-over-year improvement in employee engagement scores; regular employee surveys and pulse surveys 	8
		<ul style="list-style-type: none"> Endorse the United Nations Women's Empowerment Principles 	5
		<ul style="list-style-type: none"> Conduct pay equality studies for gender globally and for race in the United States, to identify and close gaps 	5/8
		<ul style="list-style-type: none"> Increase gender diversity 	8
		<ul style="list-style-type: none"> Increase racial diversity in United States 	8



2025 COMMITMENTS TO OUR PEOPLE

SDGs on this page:



Framework	Material Topic & Commitments	2025 Targets	SDGs
<p>Retain highly qualified leadership talent, develop talent and adopt successful succession planning (training, engagement)</p>	<p>Attracting & Retaining the Best Talent Enhance our mentoring, talent forums and employee development programs.</p>	<ul style="list-style-type: none"> • Increase internal fill rate on open positions 	8
		<ul style="list-style-type: none"> • Decrease voluntary attrition rates 	8
		<ul style="list-style-type: none"> • Increase intern conversion rate to entry-level positions 	8
	<p>Attracting & Retaining the Best Talent Continue to build a thriving culture by actively living our values.</p>	<ul style="list-style-type: none"> • All managers participate in Leading Through Culture workshops 	8

PRODUCTS

Design and deliver solutions that transform mobility for a more sustainable future.



2025 COMMITMENTS TO OUR PRODUCTS

SDGs on this page:



Framework	Material Topic & Commitments	2025 Targets	SDGs
<p>Be our customers' partner of choice with high-quality products and services that set industry standards</p>	<p>Product Quality Design and manufacture products and solutions utilizing Lean principles that allow us to deliver high-quality products while eliminating waste.</p>	<ul style="list-style-type: none"> • Advance Lean maturity at all sites, underpinning a culture of continuous improvement 	9
		<ul style="list-style-type: none"> • Meet and exceed customer quality and service requirements for quality, delivery, warranty and project execution as measured in voice-of-the-customer scorecards 	9
		<ul style="list-style-type: none"> • Expand and maintain Customer First program at all Aptiv's manufacturing sites 	12
		<ul style="list-style-type: none"> • Reduce waste in the form of transport, inventory, motion, waiting, over-production and defects to drive efficiency and effectiveness 	12
	<p>Customer Satisfaction Be our customers' partner of choice with high-quality products and services that set industry standards.</p>	<ul style="list-style-type: none"> • Conduct annual Voice-of-the-Customer survey 	12
		<ul style="list-style-type: none"> • Proactively engage with customers to understand their sustainability goals and propose solutions and services to reach those goals 	12
<ul style="list-style-type: none"> • Conduct customer outreach, sending annual sustainability package to our largest customers 		12	
<p>Support data security, privacy and responsible application of technology</p>	<p>Data Security Continuously improve Aptiv's security policies and standards, and provide direction to users and system owners on secure design, operation and management.</p>	<ul style="list-style-type: none"> • Align all of Aptiv's data cybersecurity practices with appropriate international standards 	9
		<ul style="list-style-type: none"> • Continuously train Aptiv employees using systems and services on cyber risks and how to prevent them 	9
		<ul style="list-style-type: none"> • Pursue a target of zero incidents of compromised security systems, loss of data or breaches of privacy 	9



2025 COMMITMENTS TO OUR PRODUCTS

SDGs on this page:



Framework	Material Topic & Commitments	2025 Targets	SDGs
<p>Develop innovative technologies that:</p> <ul style="list-style-type: none"> • Save lives • Reduce emissions • Enable seamless connectivity between passengers, the vehicle and the world around it 	<p>Safe Mobility SAFE</p> <p>Enable customers to democratize active safety solutions that help save lives and prevent accidents.</p>	<ul style="list-style-type: none"> • Innovate advanced driver-assistance systems (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 	3/11
		<ul style="list-style-type: none"> • 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) 	3/11
	<p>Carbon Footprint GREEN</p> <p>Deliver optimized solutions to customers that minimize the environmental impact of consumer vehicles.</p>	<ul style="list-style-type: none"> • 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 	13
		<ul style="list-style-type: none"> • Develop transformative, sustainable architecture that enables feature-rich, highly automated, electrified vehicles of the future 	13
	<p>Safe Mobility CONNECTED</p> <p>Develop solutions that enable passenger safety and seamless connectivity with the vehicle and the world around it.</p>	<ul style="list-style-type: none"> • Innovate and deliver high-speed data connectivity solutions 	9
		<ul style="list-style-type: none"> • Develop open platforms that enable seamless access to digital consumer ecosystems that enhance the in-cabin user experience 	9
		<ul style="list-style-type: none"> • Enable over-the-air updates across our platform solutions 	9
		<ul style="list-style-type: none"> • Develop connected solutions for commercial fleet vehicles that improve emissions, energy utilization, operational efficiencies and total cost of ownership 	9

PLANET

Minimize our environmental footprint.



2025 COMMITMENTS TO OUR PLANET

SDGs on this page:



Framework	Material Topic & Commitments	2025 Targets	SDGs
Reduce our carbon footprint	Carbon Footprint Decrease CO ₂ emissions by 25%.	<ul style="list-style-type: none"> Reduce electricity consumption at the top 10 most energy-intensive sites by certifying them for ISO50001 	7
		<ul style="list-style-type: none"> Power our operations with 25% of renewable electricity 	7
		<ul style="list-style-type: none"> Ensure 100% of manufacturing sites have environmental management system certification and are aligned with an international standard 	13
		<ul style="list-style-type: none"> Continue to reduce the carbon footprint of our supply chain, through emissions and waste reduction 	13
		<ul style="list-style-type: none"> Externally audit our greenhouse gas emissions 	13
Use water responsibly	Water Reduce our water consumption in water-scarce areas.	<ul style="list-style-type: none"> Reduce water consumption in high-risk areas by 2% per year; target 80% compliance with best practices for water management in low-risk areas 	6
		<ul style="list-style-type: none"> Identify water scarcity areas where Aptiv has operations 	6
Reduce and properly manage waste	Waste & Packaging Increase the volume of waste recycled.	<ul style="list-style-type: none"> Achieve and maintain waste diversion rate from manufacturing at or above 80% with a circular economy approach 	12

PLATFORM

Ethics, good governance and economic performance: do the right thing the right way.



2025 COMMITMENTS TO OUR PLATFORM

SDGs on this page:



Framework	Material Topic & Commitments	2025 Targets	SDGs
Ethics Good Governance Economic Performance Doing the right thing, the right way	Ethics & Anti-Corruption Always strive to be an ethical company.	• Provide Code of Ethics and Global Business Conduct and Conflict training to 95% of salaried employees	16
		• Deploy onboarding Code of Ethical Business Conduct training for all new salaried hires	16
	Compliance & Regulation Conduct ongoing holistic assessment of long-term risks to the company.	• Conduct annual risk assessment across all sites globally	12
		• Expand scope of annual risk assessment to include labor law compliance	8
		• Based on the risk assessment, develop an annual flexible risk-based audit plan, including any risks, matters or control concerns identified by management	8
	Stakeholder Dialogue Communicate and increase visibility of our sustainability initiatives and commitments.	• Communicate sustainability strategy during all-employee broadcast meetings and global leadership calls	12
• Publish annual Sustainability Report, along with media posts on Aptiv's sustainable activities and community involvement		12	
Champion compliance with human rights in the supply chain	Human Rights in the Supply Chain Encourage that every worker within our key supply chain is granted with basic human rights related to safety, labor conditions and fair wages.	• Encourage key suppliers to agree to Supplier Code of Conduct principles and expand third-party due diligence program	12
Increase sustainability awareness in our supply chain	Responsible & Local Sourcing Promote responsible consumption through integrated sourcing and manufacturing initiatives.	• Approved suppliers to take Aptiv sustainability training and agree to Supplier Code of Conduct principles	12
		• Publish and update annually our Conflict Mineral Reporting Template (CMRT)	12
		• Increase localized sourcing and use of recyclable and sustainable materials	12

ABOUT THIS REPORT

This report contains information about Aptiv's financial and non-financial results which are not presented in accordance with Generally Accepted Accounting Principles (GAAP). Specifically, environmental (i.e., CO₂ emissions, water consumption, waste disposal), workforce, community involvement, product quality, and governance metrics are non-financial, 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, 2020, 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.

For additional details, visit our Sustainability website:

[OUR SUSTAINABILITY WEBSITE >](#)

FORWARD-LOOKING STATEMENTS

This report, 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 and resulting from the United Kingdom's exit from the European Union, commonly referred to as "Brexit"; uncertainties posed by the novel coronavirus (COVID-19) pandemic and the difficulty in

predicting its future course and its impact on the global economy and the Company's future operations; 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 integral to the Company's products, including the current 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 ability of the Company to integrate and realize the expected benefits of recent transactions; 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. The Company 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.

GRI INDEX

This report has been prepared in accordance with the GRI Standards: Core option

Organizational Profile	Disclosure	Description	Location and Notes
Core	102-1	Name of the organization	Page 2
Core	102-2	Activities, brands, products, and services	Aptiv Annual Report (10-K)
Core	102-3	Location of headquarters	Aptiv Annual Report (10-K)
Core	102-4	Location of operations	Aptiv Annual Report (10-K)
Core	102-5	Ownership and legal form	Aptiv Annual Report (10-K)
Core	102-6	Markets served	Aptiv Annual Report (10-K)
Core	102-7	Scale of the organization	Page 2
Core	102-8	Information on employees and other workers	Page 2 Headcount by region details are included on page 51
Core	102-9	Supply chain	Page 24-25 Page 35
Core	102-10	Significant changes to the organization and its supply chain	Page 16 + Page 24-25
Core	102-11	Precautionary principle or approach	Aptiv Annual Report (10-K)
Core	102-12	External initiatives	Page 17-18 Page 38
Core	102-13	Membership of associations	Page 38
Strategy			
Core	102-14	Statement from senior decision-maker	Page 1
	102-15	Key impacts, risks and opportunities	Aptiv Annual Report (10-K)
Ethics and Integrity			
Core	102-16	Values, principles, standards, and norms of behavior	Page 10
	102-17	Mechanisms for advice and concerns about ethics	Page 36
Governance			
Core	102-18	Governance structure	Page 3 + Page 34
	102-19	Delegating authority	Proxy Statement
	102-20	Executive-level responsibility for economic, environmental, and social topics	CDP climate change disclosure
	102-21	Consulting stakeholders on economic, environmental, and social topics	Page 38
	102-22	Composition of the highest governance body and its committees	Proxy Statement
	102-23	Chair of the highest governance body	Proxy Statement
	102-24	Nominating and selecting the highest governance body	Proxy Statement

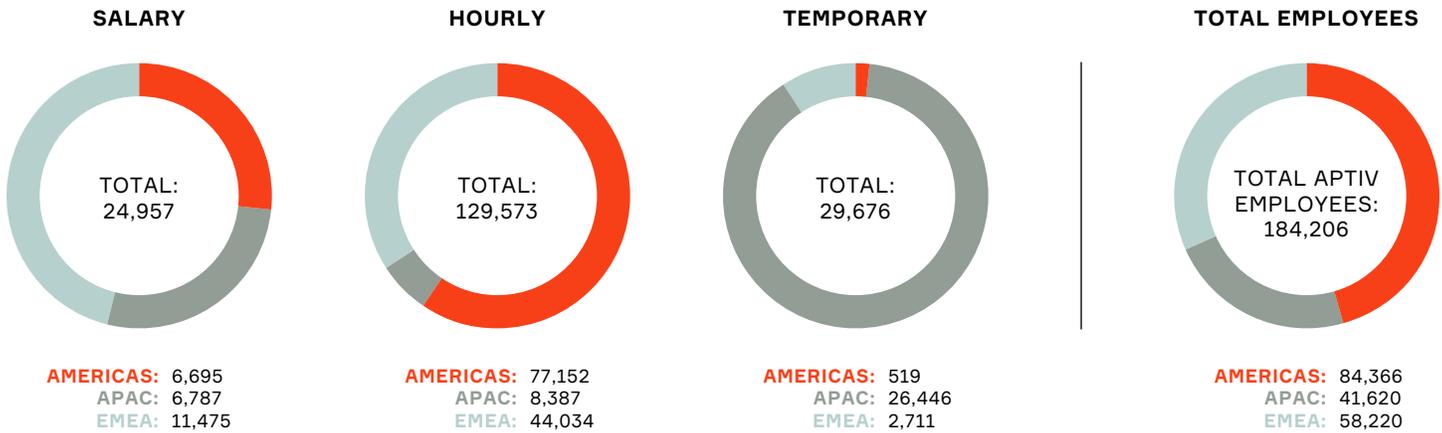
Organizational Profile	Disclosure	Description	Location and Notes
	102-25	Conflicts of interest	Code of Ethical Business Conduct
	102-26	Role of highest governance body in setting purpose, values, and strategy	Proxy Statement
	102-27	Collective knowledge of highest governance body	Proxy Statement
	102-28	Evaluating the highest governance body's performance	Proxy Statement
	102-29	Identifying and managing economic, environmental, and social impacts	Page 4
	102-30	Effectiveness of risk management processes	Proxy Statement
	102-31	Review of economic, environmental, and social topics	Proxy Statement
	102-32	Highest governance body's role in sustainability reporting	Proxy Statement
	102-37	Stakeholders' involvement in remuneration	Page 4
	102-38	Annual total compensation ratio	Proxy Statement
	102-39	Percentage increase in annual total compensation ratio	Proxy Statement
Stakeholder Engagement			
Core	102-40	List of stakeholder groups	Page 38
Core	102-41	Collective bargaining agreements	2020 Sustainability Report (Page 14)
Core	102-42	Identifying and selecting stakeholders	Page 38
Core	102-43	Approach to stakeholder engagement	Page 38
Core	102-44	Key topics and concerns raised	Page 4 Page 38
Reporting Practice			
Core	102-45	Entities included in the consolidated financial statements	Aptiv Annual Report (10-K) Page 46
Core	102-46	Defining report content and topic Boundaries	Page 4
Core	102-47	List of material topics	Page 4 Page 6
Core	102-48	Restatements of information	-
Core	102-49	Changes in reporting	-
Core	102-50	Reporting period	01/01/2020 - 12/31/2020
Core	102-51	Date of most recent report	2020
Core	102-52	Reporting cycle	Annual - Calendar year
Core	102-53	Contact point for questions regarding the report	sustainability@aptiv.com
Core	102-54	Claims of reporting in accordance with the GRI Standards	Reporting in accordance with the GRI Standards: Core option
Core	102-55	GRI Content Index	Page 47
Core	102-56	External assurance	None

Organizational Profile	Disclosure	Description	Location and Notes
GRI Material Topics			
ENVIRONMENTAL			
GRI 305: Emissions			
Core	103-1	Explanation of the material topic and its Boundaries	Page 28 Aptiv assess its carbon emissions and report them through CDP. Our 2025 commitments include a new set of targets to reduce Aptiv's carbon footprint, in addition our strategy is aligned with our customers requirements.
	103-2	The management approach and its components	Page 28 CDP climate change disclosure
	103-3	Evaluation of the management approach	Page 28 CDP climate change disclosure
	305-1	Direct (Scope 1) GHG emissions	Aptiv EHSS policy
	305-2	Energy indirect (Scope 2) GHG emissions	Aptiv EHSS policy
	305-3	Other indirect (Scope 3) GHG emissions	Aptiv EHSS policy
	305-4	GHG emissions intensity	Page 28
	305-5	Reduction of GHG emissions	Page 28
	305-6	Emissions of ozone-depleting substances (ODS)	-
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	-
SOCIAL			
GRI 401: Employment			
Core	103-1	Explanation of the material topic and its Boundaries	Page 10-11
	103-2	The management approach and its components	Page 10-11
	103-3	Evaluation of the management approach	Page 10-11
	401-1	New employee hires and employee turnover	575 new hires in 2020 (69% male; 31% female)

Organizational Profile	Disclosure	Description	Location and Notes
GRI 403: Occupational Health & Safety			
Core	103-1	Explanation of the material topic and its Boundaries	Page 8-9 Aptiv considers Health&Safety as top priority. Our procedures provide a safe and healthy working conditions for the prevention of work related injury and ill health. Our 2025 commitment includes Health & Safety target aligned with customers requirements.
	103-2	The management approach and its components	Page 8-9
	103-3	Evaluation of the management approach	Page 8-9
	403-1	Health and safety management system	Page 8-9
	403-2	Identification, risk assessment, and incident investigation	Page 8-9
	403-3	Health services	Page 8-9
	403-4	Participation, consultation, and communication on occupational health and safety	Page 8-9
	403-5	Training on occupational health and safety	Page 8-9
	403-6	Promotion of worker health	Page 8-9
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Page 8-9
	403-8	Workers covered by an occupational health and safety management system	Aptiv EHSS policy
	403-9	Work-related injuries	Page 8-9
GRI 404: Training and Education			
Core	103-1	Explanation of the material topic and its Boundaries	Page 14-16
	103-2	The management approach and its components	Page 14-16
	103-3	Evaluation of the management approach	Page 14-16
	404-1	Average hours of training per year per employee	Page 16
	404-2	Programs for upgrading employee skills and transition assistance programs	Page 16
	404-3	Percentage of employees receiving regular performance and career development reviews	Page 15
GRI 405: Diversity & Inclusion			
Core	103-1	Explanation of the material topic and its Boundaries	Page 12-13
	103-2	The management approach and its components	Page 12-13
	103-3	Evaluation of the management approach	Page 12-13
	405-1	Diversity of governance bodies and employees: Gender	Page 13 Page 37
	405-1	Diversity of governance bodies and employees: Age group	Generation Z (1997 and onwards): 3% Generation Y / Millennials (1981-1996): 25% Generation X (1965-1980): 54% Baby Boomers (1946-1964): 18%
	404-2	Ratio of basic salary and remuneration of women to men	Page 13

Organizational Profile	Disclosure	Description	Location and Notes
Aptiv Topics			
Quality Products			
Core	103-1	Explanation of the material topic and its Boundaries	Page 22-23
	103-2	The management approach and its components	Page 22-23
	103-3	Evaluation of the management approach	Page 22-23
Customer satisfaction			
Core	103-1	Explanation of the material topic and its Boundaries	Aptiv 2020 Sustainability Report
	103-2	The management approach and its components	Aptiv 2020 Sustainability Report
Safe mobility			
Core	103-1	Explanation of the material topic and its Boundaries	Page 21
	103-2	The management approach and its components	Page 21
Data security			
Core	103-1	Explanation of the material topic and its Boundaries	Page 26
	103-2	The management approach and its components	Page 26
	103-3	Evaluation of the management approach	Page 26

APTIV EMPLOYEES AS OF DECEMBER 31, 2020



SASB INDEX

Sustainability Accounting Standards Board (SASB)

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.

Accounting Metric	Code	Disclosure
Energy Management		
Total energy consumed	TR-AP-130a.1 / TC-SI-130a.1	769,287 MWh total energy consumed
Percentage grid electricity	TR-AP-130a.1 / TC-SI-130a.1	695,458 MWh (99.7%) total electricity consumed
Percentage renewable	TR-AP-130a.1 / TC-SI-130a.1	17,266 MWh (2.5%) total renewable electricity consumed
Waste Management		
Total amount of waste from manufacturing	TR-AP-150a.1	50,847 metric tons
Percentage hazardous	TR-AP-150a.1	0.2%
Percentage recycled	TR-AP-150a.1	80.70%
Design for Fuel Efficiency		
Revenue from products designed to increase fuel efficiency and/or reduce emissions	TR-AP-410a.1	<p>Aptiv's Signal & Power Solutions (S&PS) segment delivers the high-speed data and high-power electrical systems required for automated and electrified vehicles. In 2020, S&PS revenue total \$9.5B. This includes:</p> <ul style="list-style-type: none"> • High Voltage Solutions: Enabling electrification for 48 volts and higher; 2020 revenue of \$0.5B • Low Voltage Solutions: Required for both traditional and electric vehicles
Competitive Behavior		
Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulation	TR-AP-5201a.1	In 2020, there were zero allegations of anti-competitive behavior.

Accounting Metric	Code	Disclosure
Employee Diversity & Inclusion		
Percentage of gender representation for:		
Management	TC-HW-330a.1 / TC-SI-330a.3	22% of management
Technical staff	TC-HW-330a.1 / TC-SI-330a.3	19% of technical staff
All other employees	TC-HW-330a.1 / TC-SI-330a.3	49% of total workforce
Percentage of racial/ethnic group representation for:		
Management	TC-HW-330a.1 / TC-SI-330a.3	21% of management in the U.S. workforce
Technical staff	TC-HW-330a.1 / TC-SI-330a.3	44% of technical roles in the U.S. workforce
All other employees	TC-HW-330a.1 / TC-SI-330a.3	40% of the U.S. workforce
Employee engagement as a percentage	TC-SI-330a.2	Page 11
Product Security		
Description of approach to identifying and addressing data security risks in products"	TC-HW-230a.1	<p>During design threat modelling 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.</p> <p>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.</p>
Activity Metrics		
Number of parts produced	TR-AP-000.A	Aptiv ships over 90 million components with 2 million unique part numbers
Area of manufacturing plants	TR-AP-000.C	Approximately 2 million square meters

TCFD INDEX

Task Force On Climate-Related Financial Disclosures (TCFD) Index

We are responding for the first time to the Task Force for Climate-Related Financial Disclosures. Click [here](#) to reference Aptiv's 2020 CDP Climate Change Response.

Key Elements	Recommended Disclosure	Description	Aptiv Response
Governance	a. Board Oversight	Describe the board's oversight of climate-related risks and opportunities.	2020 CDP Climate Change Response: C1. Governance - C1.1
	b. Management's Role	Describe management's role in assessing and managing climate-related risks and opportunities.	2020 CDP Climate Change Response: C1. Governance - C1.2
Strategy	a. Risks and Opportunities	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	2020 CDP Climate Change Response: C2. Risk & Opportunities - C2.2a
	b. Impact on Organization	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	2020 CDP Climate Change Response: C2. Risk & opportunities - C2.3a & C2.4a
	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.	Aptiv has not performed a climate scenario analysis yet but plan to perform one in FY2022.
Risk Management	a. Risk Assessment Processes	Describe the organization's processes for identifying and assessing climate-related risks.	2020 CDP Climate Change Response: C2 Risk & Opportunities - C2.2
	b. Risk Management Processes	Describe the organization's processes for managing climate-related risks.	2020 CDP Climate Change Response: C2. Risk & 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	2020 CDP Climate Change Response: C2. Risk & 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.	2020 CDP Climate Change Response: C5. Emissions methodology - C5.1
	b. Scope 1,2,3 GHG Emissions	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	2020 CDP Climate Change Response: C6. Emissions data - C6.1 & C6.3 & C6.5
	c. Climate Related Targets	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2020 CDP Climate Change Response: C4. Targets and performance - C4.1b

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