

• APTIV •

SUSTAINABLE BY DESIGN

# Improving Mobility. Improving the World.

2020 Sustainability Report



At Aptiv, sustainability is integral to both the products we create and the way we conduct business. Our industry-leading portfolio of advanced technologies solves our customers' biggest challenges and enables a safer, greener and more connected future of mobility. A future that is focused on making the world a better place. Aptiv is sustainable by design, and our direction is clear: **improve mobility, improve the world.**

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### A NOTE FROM OUR CEO

**Never has Aptiv's mission of enabling a safer, greener and more connected world had more meaning for our society than it does today. The pandemic has led to a re-evaluation of how we as a global community view safety. We have a glimpse of what a greener world could be, as staying home has meant fewer cars on the road and planes in the sky. And we are reminded of just how connected the world is as we all work together toward an end to the pandemic, the recovery of our economies and the promotion of rights to justice and inclusion.**

Safety has always been vital for Aptiv, not just in the products we build but also in our factories and offices. At the start of the crisis, we immediately implemented preventative measures to protect our people, including halting all travel throughout the company and restricting non-essential visitors from entering our facilities in early February. Working closely with government, union representatives, medical experts and employee health and safety experts, we developed our Safe Operations Protocols, detailing the measures we saw as critical to safely ramping up our operations across our global facilities to minimize risks to employees.

These actions build on our already-strong record for employee safety. In 2019 we achieved a lost workday case rate of 0.033, one of the lowest in the industry, while averaging 5.9 hours of safety training per employee, greatly exceeding our target of 3.5 hours.

We also strive to reduce our impact on the environment as we develop technologies that enable a greener world. Across the board, we have exceeded the environmental goals we publicly set for ourselves seven years ago – reducing CO<sub>2</sub> emissions by 41%, cutting water consumption by 38% and eliminating 32% of waste. We know we can always do better, so this year we are renewing our commitments with the significant goals for 2025 set forth in this report.

Our products extend these values to the public. The democratization of technologies such as active safety, electrification and advanced vehicle architectures has the potential to save lives, reduce carbon emissions and save the industry billions in development costs and expensive vehicle repairs. As the only provider of both the brain and nervous system of the vehicle, Aptiv is positioned to deliver integrated solutions to these challenges in ways our competitors cannot.

To continue to innovate, we recognize that Aptiv will need diverse skills, talent and expertise, in addition to diversity in race, culture, gender, ethnicity and age. We are committed to creating a more diverse and inclusive culture in 2020.

The market shares our values, as our customers see Aptiv as their partner of choice. From 2015 to 2019, our cumulative bookings reached \$6 billion for high voltage and \$14.3 billion for active safety, contributing to our consistent growth above market of 7% during that time period, and that contribution is expected to continue for the foreseeable future.

Most importantly, we achieved this success as we built our business on a cultural foundation of always doing the right thing, the right way.

Aptiv has been recognized by *Ethisphere Magazine* as one of the World's Most Ethical Companies for the eighth year in a row.

We believe that our long-term success as a business and ability to create value for all our stakeholders are strongly linked to the positive impact we have on our people, our portfolio and our planet. This year, the pandemic, as well as the protests against prejudice and violence, have shown everyone what really matters. While the challenges ahead are undeniable, we are well positioned to lead our industry in the next phase of its evolution as we reaffirm our commitment to making the world safer, greener and more connected.

**KEVIN P. CLARK**  
President & Chief Executive Officer

**Find more information about  
our response to Covid-19 [here](#). →**

## APTIV AT A GLANCE

## Delivering sustainable mobility solutions

## OUR MISSION

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.



## APTIV BY THE NUMBERS

**\$22.1B**

2019 Business bookings

**+4%**2019 Sales growth  
at constant foreign  
exchange and commodity  
rates**\$14.4B**

2019 Revenue

**\$4.80**2019 Earnings per  
share  
Adjusted for restructuring  
and other special items**\$1.5B**2019 Investment  
in engineering**20,200**Scientists and  
engineers**160,000+**

People

**126**Manufacturing  
facilities**15**Major technical  
centers**44**

Countries

## OUR BUSINESS SEGMENTS

## Uniquely positioned as the only provider of both the vehicle's brain and nervous system

We build the intelligence that brings to life the software-defined vehicle of the future and the technologies that connect every part of the vehicle, enable it to sense the world around it and allow it to communicate.

**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 the technologies in these business segments has the potential to save lives, save the industry billions in costly vehicle repairs, and reduce carbon emissions.



# Meeting Today's Challenges

We solve our customers' toughest challenges, delivering innovative mobility technologies that help the industry and the world become safer, greener and more connected—and thereby more sustainable.



## SAFE

### SOCIETAL CHALLENGES

**94%**

Of all accidents are caused by human error

NHTSA

**1.35 million**

Road traffic deaths annually

World Health Organization

### OUR SOLUTIONS

- Perception systems, tracking and sensor fusion
- Active safety, hands-free HMI and interior sensing software
- ADAS domain controllers and ECUs
- High-fidelity, high-reliability interconnects and signal distribution
- Integration, validation and testing of safety-critical systems



## GREEN

**4.6**

Metric tons of CO<sub>2</sub> emitted from a typical passenger vehicle per year

EPA

**#1**

Air pollution is the top environmental cause of death in the European Union

European Environmental Agency

- High voltage wiring and electrical centers
- High voltage connectors, plug-in chargers and cord sets
- Aluminum wire harnesses for light-weighting
- Sensing and compute platforms optimized for power management and consumption
- Architecture optimization for mass and weight reduction



## CONNECTED

**125 billion**

Connected IoT devices worldwide by 2030

IHS Markit

**50%**

Average annual increase of global data transmissions over the next 15 years

IHS Markit

- Secure connected gateways (cellular, satellite, DSRC, GPS)
- Wireless (Wi-Fi, Bluetooth), media modules and consumer ports
- V2X solutions: vehicle-to-vehicle / infrastructure / grid
- Over-the-air (OTA) updates for software and firmware
- Edge processing, cloud analytics and cybersecurity
- Ruggedized electronic and automotive-grade connection systems

## RECENT RECOGNITION



Ethisphere Institute: **2019 World's Most Ethical Companies®** for the eighth year in a row.



FTSE4Good

Included in the **FTSE4Good Index Series**, demonstrating strong environmental, social and governance practices measured against globally recognized standards.

ecovadis

EcoVadis: **68/100, Gold rating**. This result places Aptiv among the top 5% of companies assessed by EcoVadis.



Carbon Disclosure Project: Volunteer respondent to climate investor carbon and water reporting since 2012. **CDP Climate Change Score: B.**

MEMBER OF  
**Dow Jones Sustainability Indices**

Included in the **Dow Jones Sustainability Indices (DJSI)**; DJSI tracks the stock performance of the world's leading companies in terms of economic, environmental and social criteria.



Sustainalytics: **Low Risk** ESG Risk Rating. Ranked No. 5 in the Auto Parts industry category.



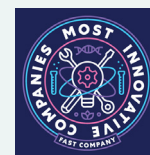
**Ranked No. 4** in the Autos & Parts industry category and included in the JUST U.S. Large Cap Equity ETF.

**MSCI**  
ESG RATINGS



CCC B BB BBB A AA AAA

In 2020, Aptiv received a rating of **AA** (on a scale of AAA-CCC) in the MSCI ESG Ratings assessment\*.



Named to Fast Company's prestigious annual list of the **World's Most Innovative Companies** for 2020.

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## EVOLVING OUR REPORTING

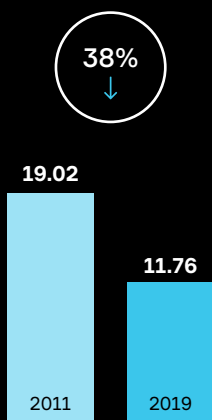
Sustainability is not new to us. It starts with our product portfolio, helping to solve our customers' safe, green and connected challenges, and extends to how we operate. It is core to our values and ingrained in our culture. We know it is the right thing to do for society and for our business as we evolve.

This strong and intrinsic focus on sustainability makes Aptiv a better partner for our customers and a more desirable place to work. And our continuous measurement helps us to manage our business better. We are committed to improving both our sustainability performance and our reporting on it, year by year.

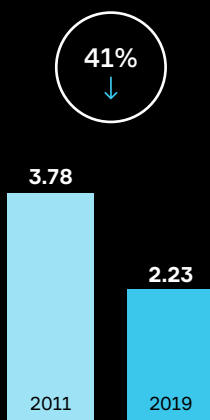
## A PROVEN ABILITY TO DELIVER ON AMBITIOUS GOALS

In 2013, we shared publicly our goal of achieving by 2020, on a 2011 baseline, a 30% reduction in three key metrics. Aptiv exceeded all of these 2020 environmental targets.

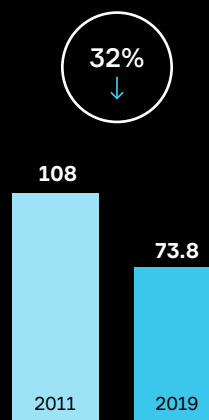
**WATER CONSUMPTION**  
(kL/employee)



**CO<sub>2</sub> EMISSIONS**  
(kgCO<sub>2</sub>/employee)



**WASTE DISPOSAL**  
(kg/employee)



## NEW THIS YEAR

- Publishing our latest materiality analysis
- Evolving our sustainability framework
- Establishing 2025 commitments and targets
- Adopting GRI and SASB Standards

## A NOTE ON GRI

Global Reporting Initiative (GRI) standards have proven to be the most efficient and widely employed method to capture and respond to social, environmental, economic and governance impacts and risks. Additionally, the Sustainability Accounting Standards Board (SASB) helps businesses identify, manage and report on the sustainability topics that matter most to their investors.

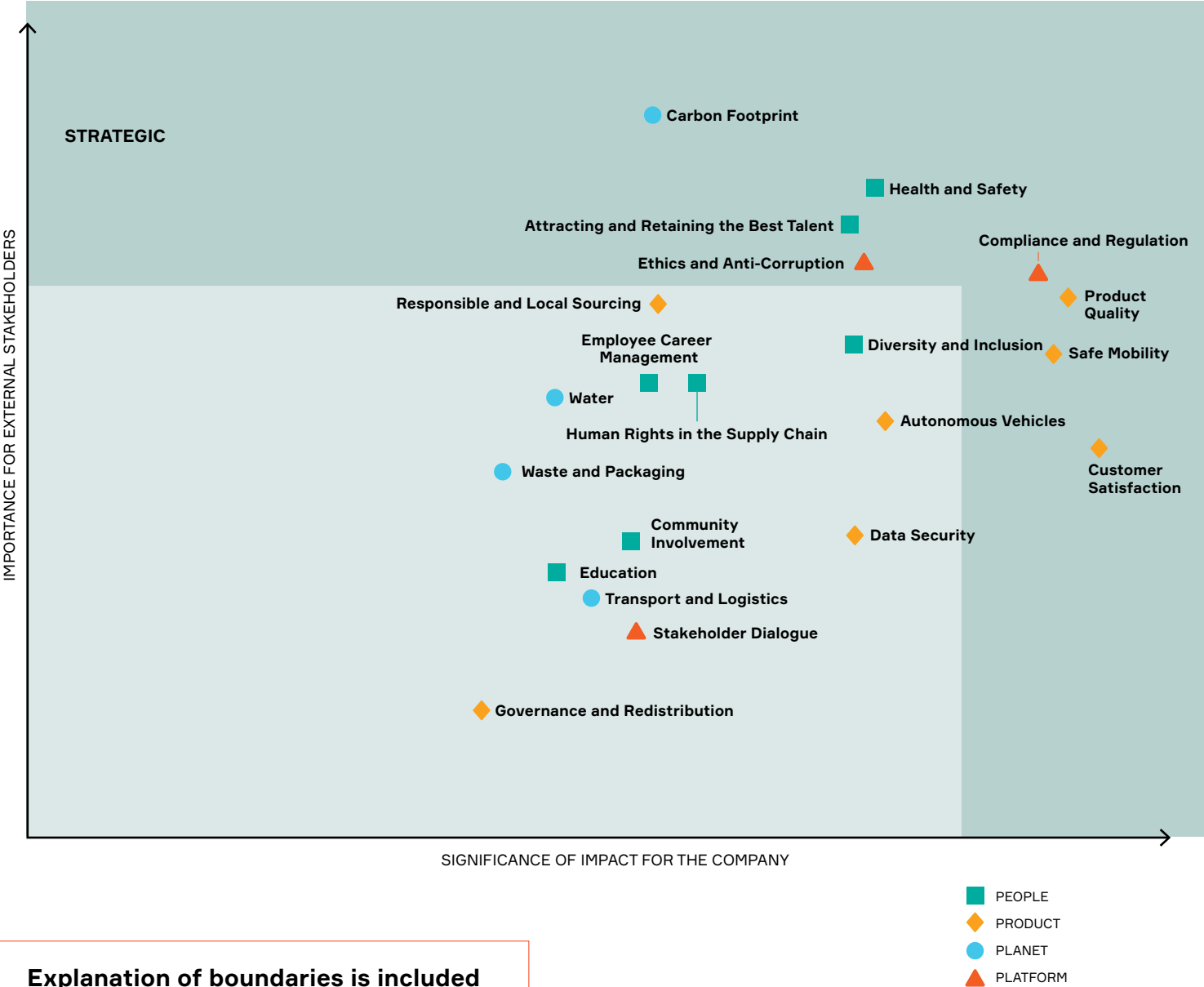
As our voluntary reporting, we have mapped our sustainability framework to [GRI here](#) → and [SASB here](#) →

STAKEHOLDER ENGAGEMENT AND MATERIALITY ANALYSIS

In our quest for excellence, we conducted a thorough materiality assessment, leveraging input from independent experts. Our analyses begin with engaging stakeholders to define and help us adapt to what they find most material to Aptiv’s business. Engaging directly with our stakeholders helps us to better understand their priorities for social, environmental and governance issues.

Internal and external stakeholders shared common concerns. Both focused on carbon footprint and health and safety as critical priorities, along with having the best talent, strong ethics and product quality as keys to our success going forward.

Such analyses have led us to develop our sustainability framework and to formulate 2025 targets for each of our sustainability commitments, which are detailed in the following pages.



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



# Our Sustainability Framework

Our sustainability framework has evolved through a rigorous materiality process in alignment with current GRI principles and the Sustainable Development Goals (SDGs). It clearly defines our sustainability commitments across our people, our products and the planet.

## OUR SUSTAINABILITY COMMITMENT:

Our products and solutions are of the highest quality, are designed, developed and manufactured responsibly, and transform society — making mobility safer, greener and more connected.



### PEOPLE

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

- Promote the health and safety of all of our employees
- Foster diversity and inclusion in the workplace
- Retain highly qualified leadership talent, develop talent and adopt successful succession planning (training, engagement)
- Champion compliance with human rights in the supply chain
- Advance community wellbeing through employee engagement, social investments and key partnerships



### PRODUCT

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

- Develop innovative technologies that:
  - Save lives
  - Reduce emissions
  - Enable seamless connectivity between passengers, the vehicle and the world around it
- Be our customers' partner of choice with high-quality products and services that set industry standards
- Support data security, privacy and responsible application of technology



### PLANET

**Minimize our environmental footprint**

- Reduce our carbon footprint
- Use water responsibly
- Reduce and properly manage waste
- Increase sustainability awareness in our supply chain



### PLATFORM

+ Ethics + Good Governance + Economic Performance + Doing the right thing, the right way



## PEOPLE

### Empowering Talent to Drive Change

People join Aptiv to help bring safe, green and connected mobility solutions to life. The health and safety of our people will always be among our highest priorities. Their success is our success, so we provide many opportunities for them to grow as employees and as people. Diverse as the world we serve, we work in an inclusive culture of innovation and execution that creates value for all of our stakeholders.

#### 2019 ACHIEVEMENTS

Pledged to support more inclusive workplaces with

### CEO **ACTION** FOR DIVERSITY & INCLUSION

### The Aptiv Foundation

donated to the GlobalGiving Fund



0.033

Top-quartile performance for lost workday cases versus our peers

“

At Aptiv, we value everyone's perspective and foster a strong culture of respect and inclusive collaboration. Tapping into our employees' diverse backgrounds and experiences ensures we make better decisions and supports stronger operating performance. In addition to being united across the world in pursuit of our mission to deliver safer, greener and more connected technologies, in the wake of the global pandemic we are also united in our priority to keep employees safe and preserve their wellbeing. By engaging all of our employees in this effort, we developed industry-leading safety protocols that have been shared and successfully deployed by customers, suppliers, competitors and governments, ensuring safe and efficient operational restarts around the world.”



**Mariya Trickett**  
Senior Vice President and  
Chief Human Resources Officer



OUR VALUES

Our Culture Embodies Distinct Values

Our culture represents a system of organizational values and behaviors that serve as a common denominator to unite Aptiv’s diverse workforce and inform how we select, promote and reward our best people. Together, we thrive in a culture of innovation and execution.



PLAY TO WIN

- Have the courage to be the leader
- Deliver beyond expectations
- Celebrate wins, learn from losses



ONE TEAM

- All of us are better than one of us
- Make others better
- Seek only the best
- Put team before self
- Value diversity



THINK AND ACT LIKE OWNERS

- Care intensely about Aptiv’s success
- Deliver results, not activities
- Make no excuses
- Obligation to speak up



ACT WITH URGENCY

- Learn and fail fast
- Act decisively
- Address issues before they become problems
- Reduce complexity, drive simplicity



PASSION FOR RESULTS

- Dream big and make it happen
- Be our customers’ partner of choice
- Prioritize for highest impact
- Deliver top-quartile shareholder returns



OPERATE WITH RESPECT

- Listen well before we act
- Have empathy
- Can always be relied upon
- Inspire others by actions
- Be candid and direct

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Always do the right thing,  
the right way.

### Culture Transformation

In 2019, Aptiv embarked on a multi-year, enterprise-wide cultural transformation initiative, focused on mobilizing, aligning, adapting and energizing our worldwide workforce. As part of this effort, we launched a series of employee engagement surveys, evaluating our cultural strengths and identifying areas of opportunity, focused on the key factors proven to drive operational performance and employee engagement. These surveys were supplemented with employee interviews and leadership development workshops in North America, Europe and Asia. Each session was hosted by our CEO, CHRO and multiple members of our Executive Leadership team, along with expert cultural acceleration facilitators, focused on leading through culture by embodying our values and behaviors across our extended global leadership team to fulfill our purpose and execute on our strategy.

In 2020 and beyond, we will host similar workshops for over 2,000 mid-level managers, while continuing our ongoing organizational surveys. Given the COVID-19 pandemic, our original plans to conduct these sessions face-to-face have been converted to virtual workshops, launching midyear. We still plan to reach the original number of leaders in half the time.

**In mid-2020, in light of the global pandemic, we moved Leading Through Culture workshops for mid-level managers online, so our cultural transformation could continue to accelerate without interruption.**





## LIVING OUR VALUES

# Attracting and Retaining the Best Talent

Aptiv's culture is grounded in our values: being one team, operating with respect, thinking and acting like owners, and always doing the right thing the right way. This is how we play to win.

**Our people drive Aptiv's success. We look to put the best players on the field, tapping into the diversity that thrives throughout our company. As such, we take our commitment to the principles of equal opportunity, pay equity, inclusion and diversity very seriously.**

### Diversity and inclusion

Everyone at Aptiv commits to treat one another with respect and appreciate the diversity of identities, thoughts, backgrounds and styles around us. Our values promote an inclusive culture in which all employees feel supported and valued.

We have made strides in advancing diversity across Aptiv, and in particular the representation of women in our workforce. There is a lot more to be done. Therefore, we will continue to focus on and invest in embedding diversity and inclusion into our DNA as a business.

To that end, our full Board of Directors reviews Aptiv's talent evolution, inclusion and diversity efforts annually, and our Compensation & Human Resources Committee reviews employee retention, attrition and pay equity on an ongoing basis. 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.



### Female diversity in numbers

**47%**

women in global workforce

**22%**

women in management

### Expanded mentoring programs

At Aptiv, we recognize the importance of mentorship and the part it plays in personal and professional growth. In 2020, we have expanded and formalized our mentoring program. This program is designed to develop talent within Aptiv, increase engagement and retention, and provide ongoing support and encouragement.

Mentorship is mutually beneficial and personally rewarding for both parties, as important skills and knowledge are passed on from mentor to mentee:

- **Mentee:** Gains an increased understanding of the “big picture” at Aptiv, receives exposure to leadership and the attributes necessary for success, and has access to an unbiased resource for personal and professional development.
- **Mentor:** Provides perspective as someone outside the mentee's team, broadens ability to coach and influence the new generation, and gains an opportunity to give back.

### Robust talent management

We provide all employees with the opportunity to receive frequent performance feedback. On a regular basis throughout the year, salaried employees have goal alignment,

performance and career development discussions with their managers (via annual goal setting, mid-year and year-end performance and talent reviews) and receive candid feedback on their performance and productivity against set objectives. These reviews evaluate each employee's strengths, skills and areas for opportunity, which are important for career development and Aptiv's talent management.

Additionally, Aptiv has implemented regular talent reviews (including a special focus on diversity and inclusion) that have been institutionalized and implemented throughout our global enterprise. These reviews incorporate Aptiv's values and behaviors and ensure management alignment, calibration and active management of talent development plans.

### Right incentives / total rewards alignment

Having the right people organized the right way allows us to provide total rewards to encourage the values, behaviors and sustainable results to which we aspire. We maintain a strong focus on performance, associating management compensation with the creation of long-term sustainable shareholder value.

For our executive population, a substantial portion of pay is at risk. See more [here](#).

- Our Board of Directors conducts annual pay-for-performance alignment reviews for our most senior executives. Management reviews the competitiveness of all components of our total rewards portfolio, including benefits and cash compensation.
- We use incentive metrics in our short- and long-term compensation plans that strongly reflect Aptiv's focus on delivering challenging and sustainable results the right way. Up to 10% of the annual incentive plan for our executives is tied directly to achieving goals that support the sustainability of the business, notably in the areas of culture, talent and quality.

- We believe our portfolio approach to total rewards balances the interests of all stakeholders, ensuring that we are able to attract, retain and motivate the industry's best talent committed to achieving our mission of a safer, greener and more connected future of mobility.

For our non-executive population, we provide competitive compensation.

- Aptiv commits to comply in all business locations with applicable labor and human rights laws.
- Aptiv provides benefits specific to country needs that include health and welfare, time-off provisions, flexible work arrangements, discounts, educational opportunities and tuition reimbursement.

## Training and development

Aptiv invests in training and development curricula that provide our employees resources to be successful in their careers. These programs align with our culture and values, including:

### • Leadership Development

#### Leadership Accelerating Program

— Nine-month leadership development program focused on critical competencies, creating a strong and empowered team for higher business impact, and building a leadership community that leverages the power of many to make a difference



## Connecting women across Aptiv

Connected Women focuses on empowering women in our workplace and serves as a platform for knowledge and experience sharing.

“

We firmly believe that this will add value to participants and Aptiv as a whole. Having the network in place will make us more competitive when it comes to recruiting. The interest shown in the network has been very high. We are planning a mix of lectures, discussions and more relaxed meetings, on topics that are related directly to our mission, as well as career developments topics. We are aiming for a group where everybody feels included and engaged. Everyone should feel joy and responsibility in participating.”



**Linda Ivarsson**

Launched the Connected Women network in the Gothenburg, Sweden, office

**License to Lead Program**—Four-day development program targeted for first-time and new hire managers, aimed at building a strong and engaged first-line management layer to drive performance and engagement and build a strong global infrastructure for leadership at Aptiv

**Plant Manager Leadership Academy**—Program designed to leverage Aptiv leadership to build a standard model of skillsets for plant managers across the enterprise, embracing our values to create high-performing operations

- **Unconscious Bias Training**—Robust training for managers that provides tools to adjust patterns of thinking and creates equal opportunities at work
- **Aptiv Academy**—An online learning management system that provides Aptiv employees access to over 2,900 interactive online training courses and external in-person sessions

### Employee engagement

Across the globe, our highly engaged employees contribute to delivering on Aptiv’s mission and overall business strategy. We use a variety of channels to engage with our employees, including quarterly livestream all-employee

broadcasts, monthly global leadership calls, local town hall meetings, and GoAptiv, our interactive mobile application for employees.

### Revitalized executive support for employee communities

Aptiv’s Employee-Led Communities (ELC) foster a diverse and inclusive workplace, increase employee engagement and align with Aptiv’s mission, culture and values. As part of our ongoing effort to promote a culture of inclusion, we are expanding and enhancing our ELCs by assigning executive sponsors to each group. This will help provide support and structure for the groups and ultimately more visibility to the communities and their initiatives.

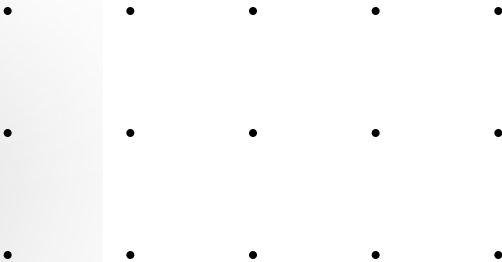
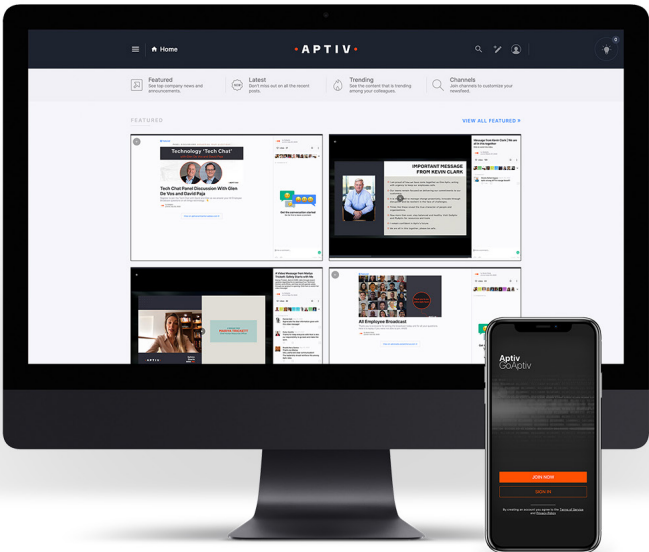
### Succession planning

We are committed to providing employees valuable, rewarding work experiences and professional development opportunities that help them advance in their careers at Aptiv. In 2019, as part of our culture transformation, we developed robust succession plans for our top 250 leaders. These plans align with our diversity initiatives, such as advancing women in leadership and in engineering and manufacturing functions.

“

Retention of highly qualified and diverse talent is critical to Aptiv’s continued outperformance and to successful succession planning. Over the last four years at Aptiv, I have seen a strategic and intentional effort to provide talented and diverse individuals an opportunity to leverage their demonstrated performance and gain sustainable leadership qualities aligned to our mission, culture and values. As a result, our leaders take on more complex responsibilities, benefiting both the individual and the organization.”

**Elena Rosman**  
Vice President,  
Investor Relations





HEALTH AND SAFETY

Protecting Our People

At Aptiv, we prioritize the wellbeing of our people—making sure that our employees know how to work safely.

From defining policy to identifying risks, we take a proactive approach using well-defined, leading processes based on key performance indicators from third-party certification for ISO 45001. We routinely assess occupational health and safety risks, including annual internal audits for all manufacturing sites, with established targets for lost workday case rates, safety incident rates, safety habits training, and number of training hours per employee.

Best-in-class safety performance

Aptiv consistently achieves best-in-class lost workday case rates.

2019 Lost Workday Cases

CASES:	55
ANNUAL RATE:	0.033

COVID-19's Impact

During the COVID-19 pandemic, protecting the health and wellbeing of our employees continues to be our top priority. As the pandemic spread, our leadership team worked in close collaboration with medical experts, environmental health and safety professionals, local governments, union leaders, work councils, customers and suppliers to ensure Aptiv's sites would be ready to operate even more safely when the time came to resume operations. While we cannot control COVID-19 and the actions others take, we, as One Aptiv, can control how we work and keep one another safe. Our collective success in maintaining a safe work environment is the result of each team member consistently following Aptiv's Safe Operations Protocols and maintaining safe practices outside of the workplace. These protocols are based on the latest information and guidance from the World Health Organization, the U.S. Centers for Disease Control and Prevention, medical experts and various government agencies, and are rigorously communicated and followed at each of our sites. [Learn more here.](#) →

Health and safety integral to our labor agreements

We maintain constructive and collaborative relationships with the unions that represent our employees. Approximately 25% of Aptiv employees are represented by a trade union or work council. Our labor agreements comply with all local country laws and, while elements within these agreements can and do differ according to the locale where they are signed, all agreements include health and safety clauses. For example, our Ohio agreement is a comprehensive document of more than 500 pages that covers a wide range of topics, including 10 pages on health and safety. Within these documents, elements of the Aptiv EHS policy are included in whole or in part. All employees, whether represented or not, are required to train on the Aptiv EHS policy during their onboarding process.

“

When Aptiv says that worker health and safety is the top priority, we believe it, because we see it every day. We have a great working relationship: open communication, shared concerns, and an absolute focus on everyone going home safe and well after every shift.”

Ana Ferreira  
EHS EDS Director



“

The purpose of a union leader is to be the voice of the workers. What I'm most passionate about is the opportunity to listen to people and serve them. We like to collaborate with the company because we are both focused on the same thing: the wellbeing of all the employees.”

Mercedes Lopez  
Union Representative



“

My role as a union leader is 100% helping people, since we are serving people not just within these four walls, but inside and outside. I see that the company is interested in us as people and wants to keep us safe. I work hand in hand with my manager. All of us are in this together.”

Petra García López  
Union Representative



### Identifying hazards, assessing risks and investigating incidents

We use an independent process to identify and manage risks at all Aptiv facilities. Each site is required to assess all health and safety risks related to its activity and implement the Aptiv health and safety management system. We investigate every health and safety incident and report all occupational incidents in accordance with Aptiv and government requirements.

### Safety training

Every employee receives extensive and ongoing training on health and safety procedures, and we encourage all our people to help us meet the highest occupational standards. All sites hold monthly health and safety reviews. Our efforts cover not only our employees but also contractors, visitors and all external parties when on site.



### Improving access to healthcare

We offer vaccinations and check-ups for Aptiv employees at all of our sites in Mexico, representing about 40% of our workforce. Every doctor and nurse is a certified or licensed practitioner, and all medical records are kept strictly confidential. We recently conducted a special health campaign in Juarez, Mexico, in collaboration with Fundación del Empresariado Chihuahuense, that helped detect visual problems and perform cataract surgery for employees and their direct relatives. More than 200 employees attended an onsite visual checkup.

### Keeping safety top-of-mind

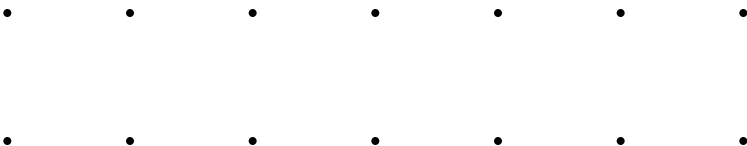
Every month Aptiv conducts a unique safety campaign to raise awareness of the vital importance of reporting any situation that could result in an incident.

### Ergonomic design

Minimizing ergonomic risks reduces injuries. All Aptiv sites benefit from our ergonomics program, which is used during the design of a machine or workstation and updated periodically at each site. Each site's ergonomics committee conducts risk assessments with all stakeholders, including the equipment operators and the engineering team. Together, they define tools and guidelines to address any issues. In 2019, our Brazil facilities implemented ergonomics projects across three plants with a total of 2,924 employees.

### Safe machinery

Aptiv actively participates in advanced development projects that incorporate environmental, health and safety, and ergonomic requirements in the early stages of machine development — with the goal that our machinery is designed for safety from the ground up.



HUMAN RIGHTS

Human Rights in the Supply Chain

We evaluate Aptiv suppliers against our Code of Conduct for Business Partners, which is guided by international standards such as UN Human Rights Policies and Trade Compliance Regulations, and includes a focus on the environment.

We expect our strategic suppliers to have their environmental management system certified for ISO 14001, and supervise smaller suppliers that do not have the capacity to install ISO 14001 systems for management of environmental issues. Our environmental expectations align with International Labour Organization standards. We expect all suppliers to decrease their greenhouse gas emissions and reduce waste while preserving natural resources, human rights, data security and business ethics. In addition:

- We require the Aptiv UK Modern Slavery Act Policy for all direct and indirect suppliers.
- We require the Aptiv Conflict Minerals Policy for all direct and indirect suppliers, and compliance is monitored annually.

Our Code covers all Tier 1 suppliers in all regions and is part of the onboarding process. Aptiv engages with suppliers to ensure compliance and expects that these suppliers will flow conduct standards to their own suppliers.

In 2018, we updated our Code of Conduct for Business Partners to add a section on data processing in response to new data privacy laws. Currently, suppliers are not required to periodically review and sign the Code of Conduct.

Code of Conduct violations

If an issue is raised regarding a violation of the Code of Conduct — either by internal or external stakeholders or by third-party services used to monitor suppliers — Aptiv works with the supplier to resolve any potential issues. Third-party services also ensure that suppliers conform to the Foreign Corrupt Practices Act and Responsible Mineral Inputs using third-party smelter audits. We review companies that manage waste. Our anonymous grievance mechanism allows confidential notification of concerns regarding ethics and compliance.

Leaders in supplier diversity

Aptiv employees serve in leadership roles with various regional and minority and women business councils and boards. We have won several supplier diversity development awards from customers and councils, and in recent years we have hosted a matchmaker event to identify opportunities for top-line growth among diverse suppliers. In addition, our goal is 10% of eligible spend in North America to minority-owned suppliers, and we expect our North America-based supplier partners to report their spend data with minority-, women- and veteran-owned businesses.

Hispanic Businesses Empowered

Priscilla Trujillo, program manager in our Advanced Safety group, serves as a board member of the Michigan Hispanic Chamber of Commerce (MHCC). The chamber works with a variety of automotive companies, large OEMs and manufacturers. Aptiv is the only Tier 1 supplier participating in the chamber. Priscilla’s work with the MHCC has enabled Aptiv to nurture relationships with small, local suppliers, creating opportunities for these businesses to participate in the value creation story of the automotive supply chain. MHCC seeks to become a premier business organization, supporting relationships between Hispanic business enterprises and the automotive sector.



Priscilla Trujillo  
Program Manager,  
Advanced Safety  
Group



## COMMUNITY WELLBEING

## Building Sustainable Communities

Every year we work to improve the communities where we work and live, organizing our efforts around our three megatrends:

<b>Safe</b>	Road safety education for children
<b>Green</b>	Reforestation through tree planting
<b>Connected</b>	STEM education for children

In addition, each Aptiv site is encouraged to support local organizations in their communities.

### Honoring sustainable projects

Every year for the past 16 years, we have sponsored Sustainability Awards to recognize the great work our global employees do to improve their

communities, either on behalf of Aptiv or on their own time. In 2019, employees submitted a record 194 projects for consideration, nearly double historic levels. Examples of recent projects include:

### SAFE

#### Red line for safety

Forty percent of all forklift accidents involve pedestrians. Our team in Bursa, Turkey, added red lights to forklifts to warn pedestrians that a forklift is approaching. This “red zone” is designed to prevent pedestrians from approaching within about two feet of the forklifts, protecting them from foot injuries and forklift crashes.

### GREEN

#### Earth Day and Safety Day competition

As part of the celebrations of Earth Day and Safety Day at the Aptiv plant in Jelesnia, Poland, the plant conducted a health, safety and environmental protection competition for all employees—nearly 200 in all. The competition involved answering

two questions, one about how to help protect native plant and animal species, and another regarding everyday safety habits used outside of work. Authors of the three most interesting answers received awards.

### Tree planting in India

Aptiv employees in Chennai, India, created a community-based group called Pasumai Nizhal and started a green drive. Over the last four years, the group has planted more than 200 trees. All funding for the group has come from the community itself.

### CONNECTED

#### Aptiv volunteers

Aptiv volunteers at our Las Vegas location donated their time to 501(c)(3) organizations. Team members volunteered onsite, offsite and through donation drives—benefiting organizations such as the Make-A-Wish Foundation, Sole Angels, Vitalant Blood Services, and HELP of Southern Nevada, while also bringing STEM education support to Clark County School District.



### 2019 Results of Employee-Led Sustainable Projects Worldwide

7,215,811 kWh

Energy Saved

\$2,048,538

Total Savings

52,701 L

Water Saved

76,921

People Reached

10,516 tons

Waste Reduction

\$255,199

Amount of Donations

1,913

Trees Planted



APTIV FOUNDATION

Giving Back

Aptiv Foundation activities align with our 2025 commitments and targets for supporting our communities around the world. Diversity is a priority.

The foundation has spent close to 20% of its annual budget over the last three years on efforts promoting diversity. Initiatives have targeted support for women, minorities and diverse groups, through STEM education and other non-profit events.

Supporting global pandemic response

In response to the COVID-19 pandemic, The Aptiv Foundation donated \$500,000 to the [GlobalGiving Fund](#). Thanks to the foundation and the generosity of other donors, GlobalGiving made rapid response grants to nonprofit partners in 20 countries where need was greatest, including hotspots in China, the United States, Germany, India, Morocco and Italy.

GlobalGiving partners continue to support the brave women and men treating patients at hospitals and clinics — nurses, doctors and technicians, as well as workers cleaning and disinfecting medical facilities. Together, we stand in solidarity with these amazing responders as the world rises to face one of the most challenging crises in modern history.



## PRODUCT

# Creating Sustainable Mobility

Working to world-class quality standards in everything we do, we design and manufacture safe, green and connected products that transform mobility for a safe and sustainable future.

## 2019 ACHIEVEMENTS



**15 million**

Vehicles equipped with Aptiv's advanced driver-assistance systems

**UP TO 40%**

Vehicle architecture weight reduction from our high-voltage electrification solutions

**99%**

On-time product delivery

“

I can point to many, many vehicles on the road that have Aptiv sensors and Aptiv technology on them. And as an engineer at Aptiv, it really is special that we are part of a technology, part of a company, and part of an industry that is saving lives every day.”



**Sandeep Punater**  
Global Managing Director,  
Safety Electronics (ADAS)



## QUALITY PRODUCTS

# Meeting the Highest Standards

**Quality fuels our growth, our innovation and our reputation. Every day we ship more than 90 million components with 2 million unique part numbers—with fewer than one rejected part per million shipped. We do it for 7,300 customer locations in 45 different countries with a 99% on-time delivery and zero tolerance for error.**

**We engineer technologies and solutions that aim to reduce traffic deaths to zero. This is an immense goal. But we keep pursuing it with a relentless focus on quality and execution because we are Aptiv, and we do not know any other way.**

### 160,000+ people, one focus

At Aptiv, quality is everyone's responsibility. Integrating sustainability is part of a long established quality culture, where we ensure the highest quality standard in everything we do, from advanced development to production. Our product development process is committed to designing and manufacturing safe, green and connected solutions at world-class quality levels, in the most eco-friendly way possible and fully compliant with global Substance of Concern Regulations. Our well-defined product quality process identifies continuous improvement opportunities and encourages structured problem-solving and KPI achievement in every plant. Local teams draw on the strength of enterprise-wide quality teams and key leaders to ensure excellence.

Quality is not just part of our culture; it is inseparable from how we think, how we act and who we are.

### Enterprise Operating System

The Enterprise Operating System (EOS), in combination with customer-

specific requirements, defines the Quality Management System. The EOS is Aptiv's business process management and quality management system that defines how the enterprise operates from end to end. EOS aligns action to strategy, defines how all work gets done, enables achievement of excellence in business performance results while meeting all stakeholders' requirements, and drives continual improvement of all aspects of the enterprise. Designed to sustain excellence in our business processes and set guiding principles for manufacturing advanced mobility products, the EOS focuses on quality with minimal resource consumption, prevention and risk mitigation.

### Training for quality

Every Aptiv manufacturing employee is part of our *Quality Starts With Me* program, and is trained to internalize quality in all aspects of their job.

Employees receive electronically delivered quality awareness training to understand their role in driving quality forward. This training covers how to exceed customer expectations and where to find customer requirements. It details their authority to stop production to correct or prevent quality problems, and it discusses annually updated quality objectives. Quality personnel are trained in a combination of classroom instruction, conference calls, and self-paced review, in all areas needed for functional expertise, including advanced quality planning, quality core tools, change management, internal auditing, failure analysis, defect prevention and warranty management.

All employees, including operators and technicians, receive basic problem-solving tools training, including basic statistical knowledge. The "3 Legged 5 Why" process is trained and used at all levels. Higher levels of problem-solving techniques are trained via classroom and conference call trainings supported by improvement projects and coaching sessions.

We are very proud of the recognition our customers give us. In 2019, this included:

## Supply Chain Best Cooperation Award

SAIC-GM

## Best Supplier Excellence

GREAT WALL MOTORS

## Excellent Supplier Award for Research and Development

SVW

## Supplier Quality Excellence Award

GENERAL MOTORS

## Brand Pillar Award Safe Pillar: Safety First

FORD

## Inspection Free Supplier

CATERPILLAR

## Quality Performance Achievement

TOYOTA

## Best Supplier Award

GEELY

## Quality Contribution Award

JAC

Targets are set for the number of employees to become certified as Six Sigma Green Belts, Black Belts / Red X journeymen, and Master Black Belts / Red X Masters. All training progress is reviewed as part of the annual goal setting and performance review process.



**Unremitting approach to quality**  
Our pursuit of quality never stops.

**DAILY**  
Our plant leadership drives key performance metrics, tracks internal quality performance and emerging issues and assigns kaizen teams to top-priority improvement initiatives.

**WEEKLY**  
We assign customer champions and review the Voice-of-Customer feedback on key customer scorecards. Plant quality managers respond to metrics and prepare plans to address issues. Weekly reviews also investigate potential emerging issues and reports from OEMs.

**BIWEEKLY**  
We review leading indicators, including readiness of equipment and materials, internal audits, and line-side reviews in Customer First Reviews with the quality vice president.

**MONTHLY**  
Segment presidents conduct a monthly management business review evaluating Voice-of-Customer feedback, high-priority action plans and PPM performance. The CEO also participates in these reviews.

**QUARTERLY**  
The CEO and VPs review product quality, delivery, warranty, and project execution.

**ANNUALLY**  
A rigorous annual management review, guided by the International Automotive Task Force (IATF) standard, evaluates product quality issues such as rejects and customer feedback.

### Taking process improvement further

Lean 2.0 is Aptiv's continuous process improvement methodology, building on Lean principles. It is also a way of life, going beyond the factory and across company functions, so that we pursue perfection in everything we do by focusing on what adds value to the customer.

Lean 2.0 aligns with our values and the cultural transformation our people are embracing. Everyone acts with urgency in the "one team" spirit, with passion for results, thinking and acting as owners, operating with respect, and always looking to do the right thing the right way.

Small and multiple improvements made every day are led by those closest to the action. This creates a sense of empowerment in all levels of the organization. Continuous learning helps each individual grow and develop. Leaders become coaches rather than the bottleneck of escalations, engaging everyone in improving every day.

As we understand where our biggest opportunities are, we are able to ensure we align our resources to the

biggest improvement opportunities. The cumulative impact is sustainable breakthrough performance.

### Complete customer satisfaction

Our account leads and teams from quality, engineering and sales work

closely with customers to ensure we fully understand their requirements, communicate them clearly throughout the organization, and deliver on them to the letter. Our engineering teams work closely with customer engineering teams through a robust product development process.

### Deploying Lean Principles

- ✓ **BREAKTHROUGH THINKING**  
Support the organization to prioritize for the highest impact through interventions
- ✓ **DAILY PERFORMANCE MANAGEMENT**  
Drive a consistent way of working and a kaizen culture to better serve our customers
- ✓ **CONTINUOUS IMPROVEMENT**  
Partner with the business to improve results and boost the speed of change
- ✓ **LEADER AS A COACH**  
Empower leaders to drive operational excellence and lead change by living our values

### Guided by international standards

All wholly Aptiv-owned product manufacturing and remote support locations are International Automotive Task Force (IATF) 16949 2016-certified. This standalone quality management standard for automotive products is based on the ISO 9001 quality management system and has 106 different clauses covering hardware/software quality, warranty reliability, quality systems and more.

As products have become more software-driven, we have continued to implement rigorous protocols for software testing in compliance with Automotive Software Performance Improvement and Capability determination (ASPICE), an automotive standard that provides guidelines to improve software development processes and assess suppliers.



## DESIGN INNOVATION

# Innovating to Improve the World

**Overcoming mobility's biggest challenges takes a strong focus on innovation and a company culture that encourages it, supports it and is built around it.**

**Some of our key automotive innovations reduce weight and provide safe and green mobility.**

### Reducing weight reduces emissions

Weight is a major consideration in the design of automotive products, as it contributes to fuel use and carbon emissions produced by a vehicle.

The packaging of our high voltage electrification solutions—the wiring harness, connectors, electrical centers and cable management—reduces weight and size of the vehicle architecture by 30% to 40%, saving our OEM customers

considerable investment while boosting the environmental performance of their vehicles.

Our Smart Vehicle Architecture™ (SVA™) reduces the weight of traditional wiring harnesses by 20%. Using aluminum wiring instead of copper also reduces weight—up to 48% over today's average conventional wiring harnesses. Aptiv splice technology has eliminated complex welded splice interfaces, reducing their size by 45% while enabling automation and increasing durability. And SVA™ reduces the weight of compute and packaging by 25%.

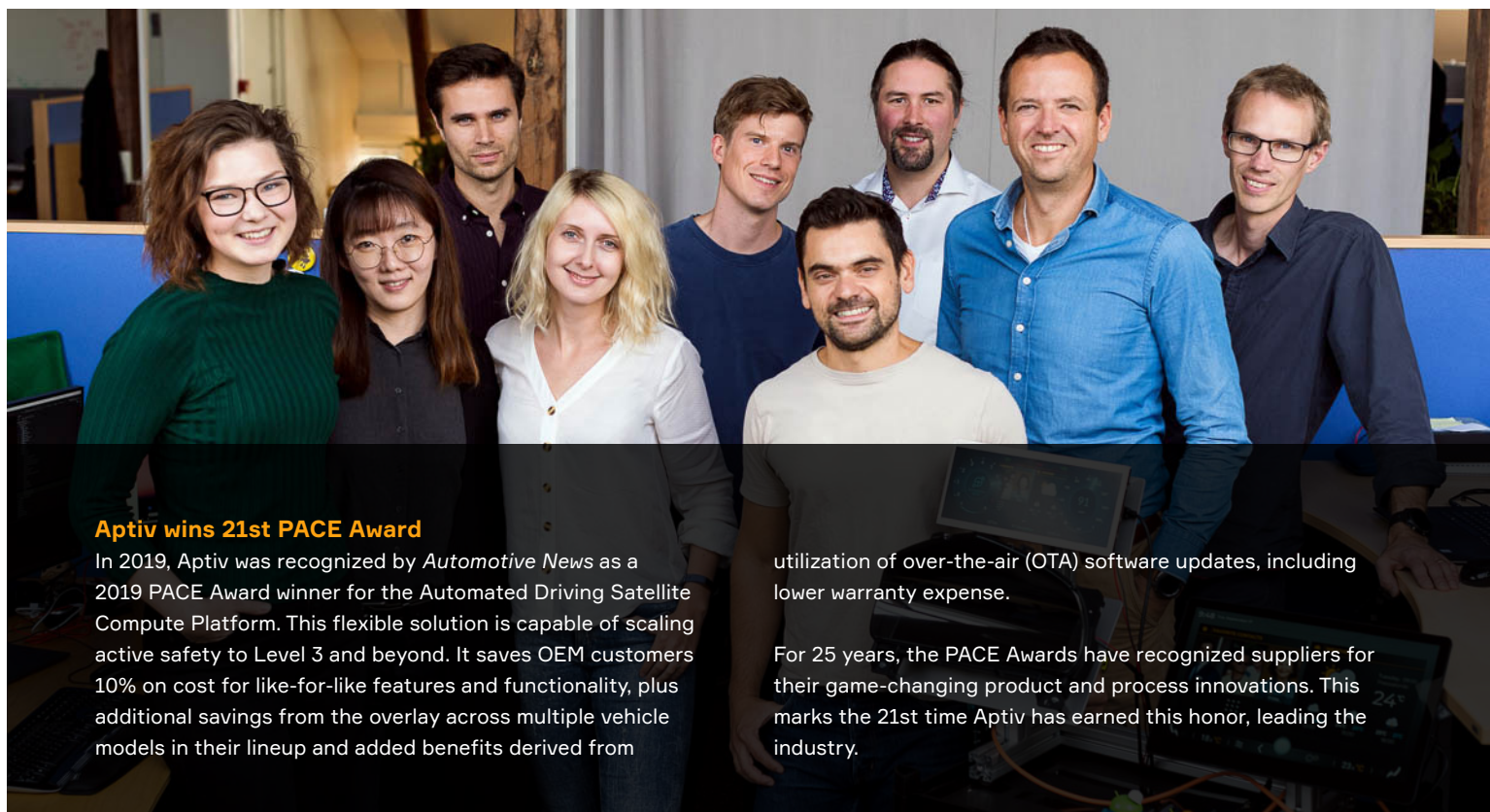
The European Commission says that reducing a car's weight by 100 kg leads to a reduction in CO<sub>2</sub> emissions of 7.6 g/km. With the weight of wiring harnesses and compute approaching 50 kg (110 pounds) or more on a high-content vehicle, Aptiv's capabilities can help OEMs make meaningful progress toward reducing emissions by reducing weight.

### Our safe mobility goal: zero road fatalities

Aptiv is committed to making roads safer for drivers, passengers, bikers and pedestrians. In 1999, we were the first company to put radar in vehicles, and we continue to refine the technology to make it more sophisticated and efficient.

Today our advanced driver-assistance systems are installed in more than 15 million vehicles. The potential for reduced accidents is staggering: 94% of all accidents are caused by human error, and a mere half-second more of reaction time could prevent 60% of them. That is one reason these systems have been adopted at scale in recent years.

Active safe mobility is about more than what is happening on the road. Our intelligent technology also looks inside vehicles to detect drowsy drivers or the presence of a child—which is required to achieve a 5-star rating for vehicles in Europe.



### Aptiv wins 21st PACE Award

In 2019, Aptiv was recognized by *Automotive News* as a 2019 PACE Award winner for the Automated Driving Satellite Compute Platform. This flexible solution is capable of scaling active safety to Level 3 and beyond. It saves OEM customers 10% on cost for like-for-like features and functionality, plus additional savings from the overlay across multiple vehicle models in their lineup and added benefits derived from

utilization of over-the-air (OTA) software updates, including lower warranty expense.

For 25 years, the PACE Awards have recognized suppliers for their game-changing product and process innovations. This marks the 21st time Aptiv has earned this honor, leading the industry.





### Safe mobility even at rest

Reminding the driver of a child's presence can save a precious life. Vehicular heatstroke takes the lives of more than 50 children a year in the United States alone.

Accurate detection is key. Aptiv has developed a system able to monitor babies, young children or even pets, through a combination of advanced sensors and sophisticated algorithms. Our sensing capabilities can see through heavy blankets or other obstructions to detect an infant's breathing or pulse, are designed to avoid false positives and represent the most comprehensive approach to child presence detection and alerts.

### Green mobility means cleaner air

We believe in a future populated by clean electric vehicles (EVs). Our differentiated capabilities in both low- and high-voltage products are designed to optimize vehicle architectures and reduce mass, CO<sub>2</sub> and complexity.

Our full suite of high-voltage products to enable EVs includes:

- **Charging products** to distribute power from the grid to EVs, including inlets, cables and connectors.
- **Power distribution products** for battery packs that distribute electric charge within the battery and to inverters and electric motors.

Aptiv's Smart Vehicle Architecture™ integrates all of the electrical and electronic systems in a vehicle in an optimized way.

### Collaboration means innovation

Collaboration is very important in product development because it spurs innovation. We collaborate and engage with OEMs and suppliers on targets for electric fleets, and with universities and technology companies to ensure ongoing innovation.

We stay engaged in Institute of Electrical and Electronics Engineers (IEEE) and Society of Automotive

Engineers (SAE) standards and ensure that our solutions stay ahead of regulations through knowledge and research sharing among engineers. Moreover, our participation in standard-setting committees helps Aptiv understand product requirements and provides a forum for sharing knowledge.

### University project sponsorships

Aptiv sponsors multiple university projects that help move our mission forward. Recent projects include:

- System Security: Preventing Automotive Cyber Attacks
- Machine Learning Application for Autonomous Driving Data
- Electrical Distribution System Design Optimization
- Advanced Analytics and Visualization on Time Series
- User Experience Data for Infotainment Devices

## DATA SECURITY

# Keeping Data Safe, Secure and Private

**Aptiv has a robust process to ensure the security and privacy of employee, supplier and financial data. We comply with guidelines and do not collect or store any consumer data.**

### Compliance with key industry standards

Aptiv adopts various industry and regulatory cybersecurity standards to ensure the best protection and defense for our products. These include standards from the National Institute of Standards and Technology (NIST), the Society of Automotive Engineers (SAE), the International Organization for Standardization (ISO), the Automotive Information Sharing and Analysis Center (AUTO-ISAC) and others. We comply with all appropriate governing regulations, including General Data Protection Regulation (GDPR), Task Force for Administrative Reform (TFAR) for sites that work with the U.S. government, and the emerging EU standard Trusted Information Security Assessment Exchange (TISAX), which defines information security guidelines for the automotive sector in alignment with ISO 29001. Seven Aptiv sites are currently TISAX-certified.

### A proactive approach to data security

Our enterprise security team defines policies and standards and guides Aptiv on good security practices and vendor management. Enterprise-wide tools monitor core systems, ensuring that systems and software are updated, that privileged account access is monitored, and that all accounts comply with password change policies.

Our Product Security Group works with product engineering teams to ensure that they comply with a secure development lifecycle to implement best practices. This group scans all systems, networks and applications for vulnerabilities, and we implement penetration testing via a third-party security vendor.

Aptiv's security operations operate under the principles of instant detection, instant management and instant response. All wholly Aptiv-owned manufacturing sites are International Automotive Task Force (IATF) audited annually, including auditing for cybersecurity events and their impact on the business continuity.

### Keeping private data secure

Our privacy office manages privacy in compliance with GDPR, using privacy risk scores and assessments to understand the nature and usage of personal data, and implementation of protection measures such as data encryption.

An internal Aptiv audit team from the compliance department ensures compliance with Sarbanes-Oxley, and we have an annual third-party review of systems for best practices and maturity on enterprise security, driving continuous improvement.

We have defined an Incident Response Plan with processes and procedures in place for reporting and escalating incidents. We measure key risk indicators (KRIs) for security and have set thresholds for them, based on the volume of malicious email.

Our CTO provides monthly updates to internal leadership and quarterly reports to the Board on performance against these KRIs and areas for improvement.

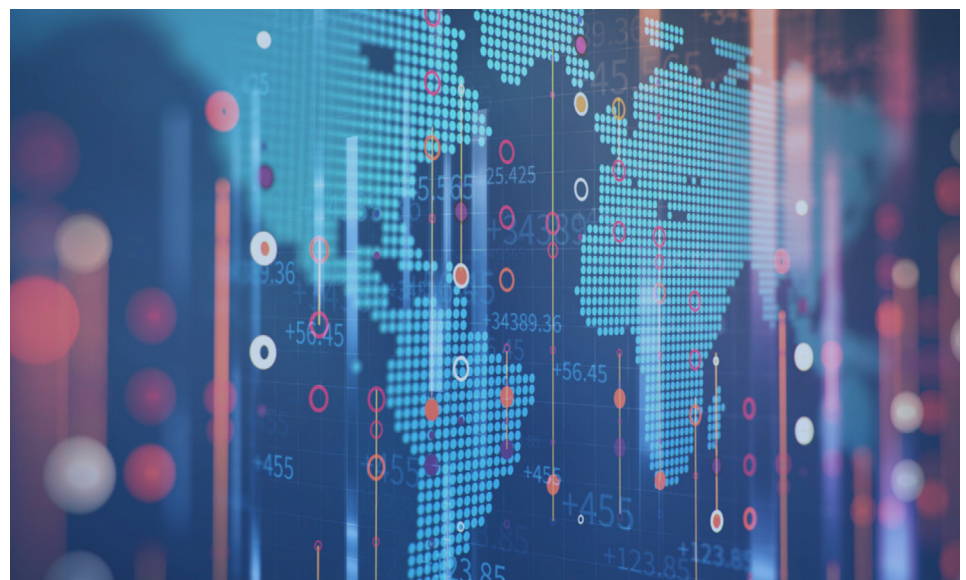
### Employee cyber training

We train all employees annually with an online course that focuses on threats, policies and procedures. Employees must pass the accompanying test, or are required to retake the training. New hires are trained in their first month.

### Communications

Each month, we publish information on security topics through internal communication channels to keep employees updated on security issues and run a quarterly phishing simulation with 10% of employees.

Thanks to our thorough, proactive approach, we have had no incidents of compromised security systems, loss of data or breaches of privacy.

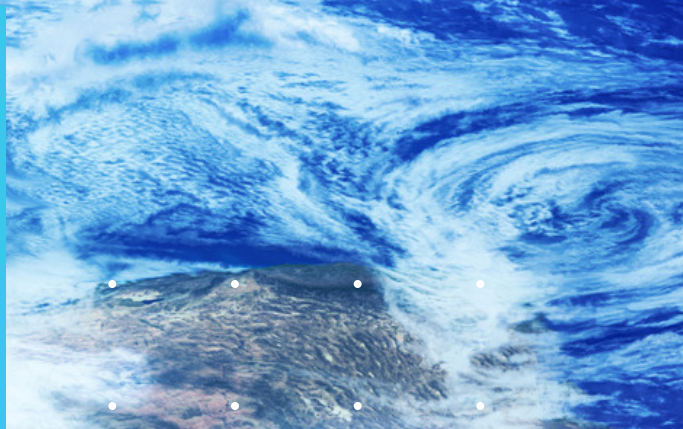




## PLANET

# Taking on Today's Environmental Issues

Aptiv is taking on some of society's most difficult challenges with innovations that dramatically reduce or eliminate emissions and keep people safe in their vehicles. We are aggressive in our environmental targets because the world needs it, and we know the people of Aptiv can deliver it.



## 2019 ACHIEVEMENTS

**85%**

Of strategic suppliers certified with an environmental management system

**41%**

CO<sub>2</sub> emissions reduction between 2011 and 2019

**38%**

Water consumption reduction between 2011 and 2019

**32%**

Water disposal reduction between 2011 and 2019

“

It makes me very proud that at Aptiv we have made it our strategy to empower people to eliminate waste in all its forms. This ensures we have a sustainable enterprise that has a positive impact on the planet. From solving climate change to ensuring water resources are properly managed, Lean thinking at every level and function is how everyone at Aptiv contributes. We make products that make the world greener, but we believe it is also important how we make them. Being sustainable by design means we shrink our operations environmental footprint by reducing CO<sub>2</sub> emissions, increasing the usage of renewable energy and reducing water consumption and waste disposal. Our teams are very passionate and committed to innovate and act through projects onsite and in their communities. Aptiv's commitments are ever-present and alive in every site. That is why our people's actions are a testament to their drive for a greener world. Our people making a difference through their daily actions is what powers our success.”



**Pasquale Abruzzese**  
Vice President, Global Manufacturing and Operations



ENVIRONMENTAL COMPLIANCE

Going Beyond Environmental Compliance

Part of our mission is to be green — to minimize a vehicle’s total lifecycle environmental impact. It is a mission everyone at Aptiv is extremely passionate about. We continue to aggressively pursue initiatives to reduce emissions, waste and water consumption in every region in which we operate.

Focused on doing things right, we base our environmental policy on internationally recognized standards and management systems. Every Aptiv site must follow established guidelines, including environmental requirements that 100% of our manufacturing sites are certified according to ISO 14001, a voluntary norm going above and beyond legal obligations.

Each site evaluates, manages, monitors and mitigates its environmental risks, using key performance indicators to measure performance and regular management reviews to monitor progress and drive continuous improvement to meet our goals. Independent third parties audit our processes yearly, and EHS representatives at each site ensure compliance with all local laws and regulations.

Non-compliance with environmental laws and/or regulations

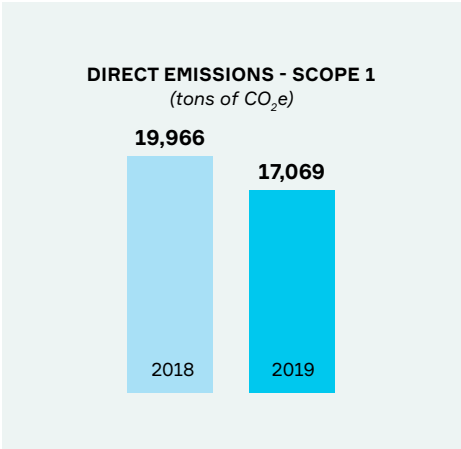
At the corporate level, we maintain a Notices of Violation (NOV) tracking system for any environmental non-compliance and potential fines we receive. Every site has the obligation to report its non-compliance to local regulations through this system. In 2019, we had a total of seven minor instances reported through this system — well below expectations for a company of our scale and reach, and something we continuously work to improve upon.

CARBON FOOTPRINT

Reducing Our Environmental Impact

We continue to take actions to reduce our greenhouse gas emissions and have reduced Scope 1 + 2 emissions per employee annually each of the last five years.

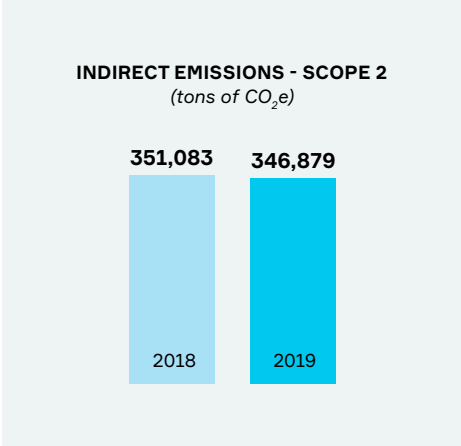
**Scope 1:** These are the emissions created from manufacturing operations, primarily natural gas used for heating. In 2019, Aptiv globally generated 17,069 tons of CO<sub>2</sub>e compared to 19,966 tons in 2018.



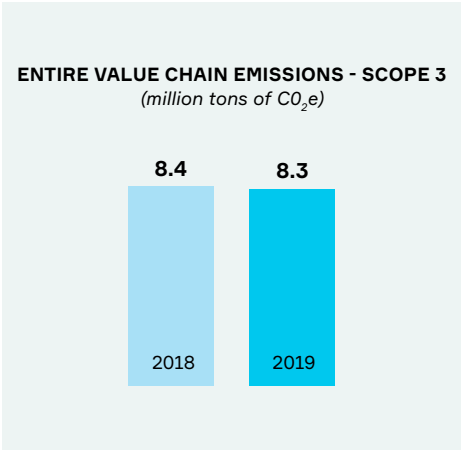
**CDP Climate Change Score: B**

In 2013, Aptiv began voluntary disclosure of greenhouse gas emissions through the CDP climate change questionnaire. In 2019 we marked an important milestone by achieving a B score.

**Scope 2:** The power plants that generate the electricity consumed at Aptiv sites produce indirect emissions. In 2019, Aptiv globally consumed 790,215 MWh of electricity, resulting in 346,879 tons of CO<sub>2</sub>e (location-based), compared to 772,999 MWh resulting in 351,083 tons of CO<sub>2</sub>e in 2018.



**Scope 3:** Scope 3 emissions are from the entire value chain located upstream or downstream from Aptiv, from raw material extraction to end of vehicle life. In 2019, Aptiv value chain emissions generated 8.3 million tons of CO<sub>2</sub>e compared to 8.4 million tons in 2018.





↑ Rooftop solar panels at Aptiv Jianghai contribute to generating 2 kWh/day of solar energy at two of our sites in China.

← Team members in Novi Sad, Serbia, and Krakow, Poland, planted trees as part of our global green commitment.

## Actions and impact

We are addressing all three scopes with specific actions throughout our global operations:

- **Increasing shared renewables** to reduce carbon footprint, including self-production of electricity with solar panels and green electricity. In 2019, Aptiv sourced 14,013 MWh of renewable electricity globally. Two of our sites in China installed rooftop solar panels that generate 2 kWh/day. These solar projects drive cost savings and contribute to reduced CO<sub>2</sub> emissions while reducing temperatures in our workshops. We have also installed a conversion device to automatically switch to drawing power from the grid when power generation from the solar panels cannot support the power consumption of the plant.
- **Purchasing energy-efficient equipment** such as gear boxes, air compressors with variable speed and heat recuperation, LED lights (re-lamping), high-efficiency boilers, HVAC and boilers. In 2019, our plant in Paraisopolis, Brazil, installed a new lighting system and invested in LEDs, resulting in saving 358,729 kWh of electricity.
- **Reducing energy consumption** by establishing machine idling programs, tracking leaks in air compressors, lowering temperatures of certain processes, and training employees in energy-saving behaviors.
- **Planting trees** in recognition of Earth Day, our sites across the world engaged with their employees to alert them about climate change. Our sites in Novi Sad, Serbia, and Krakow, Poland, organized tree-planting activities.
- **Stimulating innovation** and fostering best practices to reduce energy and greenhouse gas emissions, water consumption, waste disposal, and environmental risk through Aptiv's Sustainability Awards program, now in its 16th year.

## WATER, WASTE AND MATERIALS

# Reducing Water Use and Waste

**Aptiv committed to reducing our water use by at least 30% by 2020, from a baseline of 2011. We exceeded that target and expect to reduce it even further going forward. For 2025, we are targeting a reduction in water consumption in water-scarce areas by 2% on a 2019 baseline.**

While water usage is not a material topic for Aptiv and the number and scope of projects is limited, in 2019 five of our sites voluntarily implemented water savings projects that resulted in a total savings of \$65,000.

### A continuing focus on reducing waste

We have put into place corporate procedures to define waste treatment while ensuring employee health and protecting the environment. We have implemented a robust system to eliminate, minimize, segregate and properly manage waste.

In 2019, we achieved a waste diversion rate of 81% for recycled non-hazardous waste\* in our manufacturing. Our 2025 target is to keep that rate at 80% or above.

\* Diversion rate: Nonhazardous waste recycled / total nonhazardous waste

Examples of Aptiv locations that have taken innovative approaches to managing waste include:

**Aptiv Krakow Technical Center:** In 2019, the center replaced plastic cups in dispensers with paper cups, replaced plastic stirrers with ecological wooden ones, and replaced water in plastic bottles with carafes and water jugs. These actions will eliminate almost 750,000 plastic cups, 500,000 plastic stirrers and 40,000 plastic bottles in a single year.

**Aptiv Brazil:** These locations recently transitioned from a paper-based system to a digital system, saving time and money. The sites were using approximately 10 million sheets of paper per year to print orders, representing nearly 1,000 trees per year. The system also had significant non-paper costs, including printing, energy and disposal costs. In addition, because production orders were delivered in paper by Production Control to the operators, delays could cause line downtime. The new digital system offers several benefits, including allowing operators to produce the right part, at the right time and in the right quantity. The environmental impact of the plants has also significantly decreased in terms of printing, energy consumption and waste disposal.

### Using materials responsibly

We use several materials, including copper, rubber, virgin plastic and printed circuits boards in the manufacture of our products. The emissions associated with material use amount to 4,362,233 tons of CO<sub>2</sub> in 2019, calculated using spend.



↑ The move from a paper-based order system to a digital one saved time and money, as well as nearly 1,000 trees per year.

### Material efficiency and reduction initiatives

Some of Aptiv's manufacturing processes generate scrap plastic. We reuse up to 20% of re-grinded material, applicable to our Advanced Safety & User Experience division. We are also in discussion with some of our customers to increase this 20% threshold of recycled material, but the nature of our products means we must ensure that the safety of these products will not be compromised, so this development will take time.

In addition to reusing materials, we seek ways to switch from the materials we currently use to others that are less risky and have less environmental impact. For example, to reduce a vehicle's weight, we found a way to replace copper wiring with aluminum. But connecting aluminum wires to copper connectors requires advanced technology that was not available. We created an innovative approach that reduces the weight of aluminum wiring systems by up to 48% compared to typical conventional wiring harnesses.



## PLATFORM

## Guiding One of the World's Most Ethical Companies

Our approach to corporate governance is guided by the same principles that drive everything we do: always do the right thing, the right way.

## 2019 ACHIEVEMENTS

# 94%

Of global salaried employees completed Code of Conduct training

# 8TH YEAR

In a row named to "World's Most Ethical Companies" by Ethisphere

# 95%

Of all direct production suppliers agreed to our Code of Conduct for Business Partners →

# ZERO

Allegations of anti-competitive behavior

# ZERO

Incidents of bribery or corruption

# “

Our Board embodies our commitment to acting with integrity in everything we do. We always strive to do the right thing, the right way, and that is clearly the expectation and standard the Board has established.”



**David M. Sherbin**  
Senior Vice President, General Counsel,  
Chief Compliance Officer and Secretary

## ETHICS AND INTEGRITY

# Ensuring Ethics and Integrity

**Our business is built on a foundation of ethics and integrity, and a culture of continuous improvement in everything we do.**

Our Code of Ethical Business Conduct (the Code) defines the company's expectations for compliance with the law and ethical business practices consistent with Aptiv's Values, including Operate with Respect, and Always Do the Right Thing, the Right Way.

The Code has been translated into approximately 20 languages and includes topics such as legal compliance, anti-corruption, fair treatment, workplace standards, environmental health and safety, and whistleblowing procedures.

Aptiv's General Counsel has executive responsibility for management and delivery of our business ethics programs, including anti-corruption. Employees are trained annually, and in the process they repledge

their compliance, reinforcing their commitment to living our values and sound business decision-making.

Compliance oversight starts at the top, with our Board of Directors and Executive Leadership Team, extends deep in the organization with functional leaders and regional compliance officers, and spreads across to suppliers and business partners.

**Employees** receive training in the Code when they join Aptiv and must show that they understand it. Everyone at Aptiv reviews the Code annually.

**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 policies.

Anti-corruption measures are also pursued, though Aptiv is not in a high-risk industry for corruption. We have performed a risk assessment for our entire business and have assessed



### World's Most Ethical Companies

We are proud to have been named one of the "World's Most Ethical Companies" for the eighth year in a row. This validates Aptiv's commitment to solving mobility's toughest challenges with the highest ethical standards.

Our customers choose to work with Aptiv because of trust—trust in our technology, trust in our people, and trust in how we operate.

risk in particular geographies. We deliver training on anti-corruption, and our anti-corruption policies are managed consistently with our Code of Ethical Business Conduct. Currently, our Human Rights Policy and Insider Trading Policy are public; all other policies are available to employees internally.

**Our Code of Conduct is available in approximately 20 languages, covering 95% of employees' native languages. Our anti-corruption, anti-bribery, sexual harassment, and anti-competitive behavior policies, as well as policies covering interactions with government officials involving anti-retaliation and gifts and entertainment, are also translated into the native languages of the majority of our workforce.**



### How we manage employee grievances

The Aptiv DRIVE Line 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, available at all times. We treat all reports confidentially and have a strict non-retaliation policy.

The Aptiv DRIVE Line is prominently displayed in all Aptiv facilities, and reinforced in employee communications and training, as well as with suppliers, customers and the general public, and is accessible at aptiv.com. Our chief compliance officer reviews the DRIVE Line statistics, nature of allegations, consequentiality and time to resolution with the Audit Committee at every Board meeting.

LEADERSHIP

Aptiv’s Board of Directors

Our Board provides strategic guidance, oversees performance and ensures that Aptiv appropriately evaluates, manages and mitigates risk. The Board is guided by our mission and values and reinforces our commitment to personal and professional integrity.

Committee Composition

Aptiv’s Board has five standing committees, comprised entirely of independent directors: Audit, Compensation and Human Resources, Finance, Innovation and Technology, and Nominating and Governance. Additional details on our Board’s committees and their charters are available on our website.

- Governance Documents
- Board Committees
- Proxy Statement

Board culture and engagement

The Board’s culture enables it to make key decisions quickly and effectively. Board meetings are 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 is actively engaged in the strategy and risk assessment of the business.

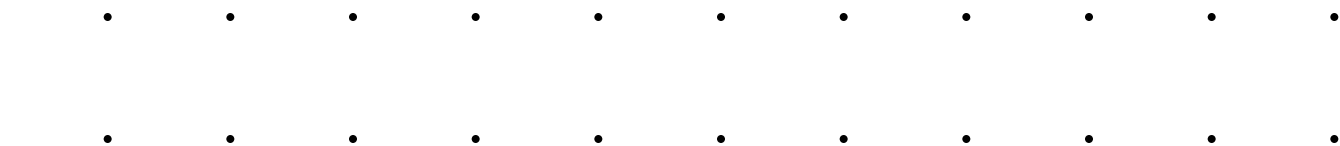
Evaluation of Board performance

The Nominating and Governance Committee coordinates the Board’s ongoing and annual assessments of its effectiveness, including the effectiveness of its committees and each director. All directors complete an evaluation of the Board and each committee on which they serve. Evaluation topics include number, length and agenda for the meetings, quality of materials provided, committee structure and activities, Board composition and expertise, succession planning, director participation and interaction with management, and promotion of the company’s values and ethical behavior. Our Board considers the results when making decisions on the structure of our Board and its committees, agendas and meeting schedules for our Board and its committees, and changes in the composition of our Board.

The Board also conducts individual director and peer assessments. The chairman meets with each director to obtain his or her assessment of director performance, Board dynamics and the effectiveness of the Board and its committees. These evaluations have consistently found that the Board and its committees are operating effectively, while identifying opportunities to improve the way the Board and its committees operate.

BOARD AS OF SEPTEMBER 2020

- 12Size of Board
- 11Independent Directors
- YesIndependent Chairman
- 66Average Age
- 5 yearsAverage Director Tenure
- YesAnnual Election of Directors
- 17%Women Board Members
- 20%Women Board Committee Chairs
- 33%Board Diversity
- 9Board Meetings in 2019





## 2025 COMMITMENTS

### Our Sustainability Commitment:

To ensure our products and solutions are of the highest quality; are designed, developed and manufactured responsibly; and transform society — making it safer, greener and more connected.

## OUR 2025 COMMITMENTS

### PEOPLE

**Strive** to ensure all managers participate in Leading Through Culture workshops

**Identify** and close pay equity gaps

### PRODUCT

Advance Lean maturity in **100%** of manufacturing sites

Pursue target of **zero incidents** of compromised security systems, loss of data or breaches of privacy

### PLANET

**↓25%** CO<sub>2</sub> emissions on 2019 baseline

**80%+** Recycled waste volume from manufacturing

### PLATFORM

Conduct annual **risk assessment**

Provide Code of Ethics and Global Business Conduct & Conflict training to **95% of salaried employees**

# Taking Action With Our Commitments



## COMMITMENTS TO OUR PEOPLE

## 2025 TARGETS



### Attracting and Retaining the Best Talent

Continue to build a thriving culture by actively living our values.

Enhance our mentoring, talent forums and employee development programs.

#### Living our values

- All managers participate in Leading Through Culture workshops
- Measure progress through regular employee surveys
- Incorporate Aptiv Values and Behaviors in all performance and talent management processes

#### Building a culture of talent development

- Expand the reach of Aptiv mentoring programs; further build a culture of talent development
- Institutionalize regular talent forums for all segments and regions focused on career development, succession and feedback
- Measure progress in the number of development assignments
- Continue to invest in leadership, manager and employee talent development through a mix of internal and external programs

### Health and Safety

Be a leader in workplace safety, exhibited through our safety culture and strong leading and leadership indicators.



#### Protecting our people

- Collaborate and partner with suppliers and industry participants to promote collective action and knowledge sharing (as with COVID-19)
- Ensure 100% of our manufacturing sites have ISO45001 certification
- Improve workplace safety through safe culture and strong leading indicators
- Building on our Lean culture, provide every employee with 4 hours of safety training per year





COMMITMENTS TO OUR PEOPLE

2025 TARGETS



Diversity and Inclusion

Improve access to opportunities and promote a culture of inclusion, educating our people on unconscious bias and ensuring equal pay for equal work.

Building a culture of inclusion

- Improve participation of women and minorities in Aptiv mentoring programs
- Provide structured interviewing and manager training on unconscious bias
- Grow executive sponsorship of Employee Communities
- Conduct global gender and U.S. race pay equality study to identify and close gaps
- Endorse the United Nations Women's Empowerment Principles

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.

Safeguarding human rights

- Encourage key suppliers to agree to Supplier Code of Conduct principles and expand third-party due diligence program

Community Involvement

Aptiv Caring and the Aptiv Foundation execute community impact strategy aligned with Aptiv's Safe, Green and Connected mission.



Caring for our communities

- **SAFE:**  
Safe driving - conduct vehicle safety education for 30,000 children
- **GREEN:**  
Reforestation - plant 80,000 trees per year
- **CONNECTED:**  
Empowering girls in tech - conduct 3,000 hours of workshops





## COMMITMENTS TO OUR PRODUCT

## 2025 TARGETS



### Safe Mobility and Product Carbon Footprint

#### SAFE

**Enable customers to democratize active safety solutions that help save lives and prevent accidents.**

#### Saving lives

- Innovate advanced driver-assistance systems (ADAS) solutions that lower the total cost of ownership and meet or exceed the most stringent regulatory and rating agency targets
- 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)
- Deliver next-gen ADAS platform that optimizes cost through maximum reusability

#### GREEN

**Deliver optimized solutions to customers that minimize the environmental impact of consumer vehicles.**

#### Reducing emissions

- Deliver optimized solutions that reduce weight for the compute systems and the electrical distribution systems (e.g. by cabling light-weighting, elimination of housings, miniaturization)
- Deliver next-gen high voltage architecture that enables faster charging, reduces mass and weight and simplifies manufacturability
- Innovate high voltage solutions to help drive consumer adoption by lowering total cost of ownership and addressing customers' concerns (e.g. range anxiety, fast charging)
- Develop transformative, sustainable architecture that enables feature-rich, highly automated, electrified vehicles of the future

#### CONNECTED

**Develop solutions that enable passenger safety and seamless connectivity with the vehicle and the world around it.**

#### Enabling seamless connectivity

- Innovate and deliver high-speed data connectivity solutions
- Develop open platforms that enable seamless access to digital consumer ecosystems that enhance the in-cabin user experience
- Enable over-the-air updates across our platform solutions
- Develop connected solutions for commercial fleet vehicles that improve operational efficiencies, reduce total cost of ownership, improve energy utilization, and reduce emissions





COMMITMENTS TO OUR PRODUCT

2025 TARGETS



Product Quality

Design and manufacture products and solutions utilizing Lean principles that allow us to deliver high-quality products while eliminating waste.



Earning customer loyalty

- Advance Lean maturity at all sites, underpinning a culture of continuous improvement
  - Meet and exceed customer quality and service requirements for quality, delivery, warranty and project execution as measured in Voice of Customer scorecards
  - Expand and maintain Customer First program at all of Aptiv's manufacturing sites
  - Conduct annual Voice of Customer survey
  - Reduce waste in the form of transport, inventory, motion, waiting, over-production and defects
  - Proactively engage with customers to understand their sustainability goals and propose solutions and services to reach those goals
  - Conduct customer outreach, sending an annual sustainability package to our largest customers

Data Security

Continuously improve Aptiv's security policies and standards, and provide direction to users and system owners on secure design, operation and management.

Elevating cybersecurity

- Align all of Aptiv's data cybersecurity practices with appropriate international standards
  - Continuously train Aptiv employees using systems and services on cyber risks and how to prevent them
  - Pursue a target of zero incidents of compromised security systems, loss of data or breaches of privacy



## COMMITMENTS TO OUR PLANET

## 2025 TARGETS



### Carbon Footprint

Decrease CO<sub>2</sub> emissions by 25%.

#### Combating climate change

- Reduce electricity consumption at the most energy-intensive sites
- Power our operations with 25% of renewable electricity
- Ensure 100% of manufacturing sites have environmental management system certification and are aligned with an international standard
- Continue to reduce the carbon footprint of our supply chain through emissions and waste reduction
- Externally audit our greenhouse gas emissions

### Water

Reduce our water consumption in water-scarce areas.

#### Conserving water

- Identify water scarcity areas where Aptiv has operations
- Reduce water consumption in high-risk areas by 2%; target 80% compliance with best practices for water management in low-risk areas

### Waste and Packaging

Increase the volume of waste recycled.

#### Reducing waste

- Achieve and maintain waste diversion rate from manufacturing at or above 80% with a circular economy approach

### Responsible and Local Sourcing

Promote responsible consumption through integrated sourcing and manufacturing initiatives.

#### Raising awareness

- Approved suppliers to take Aptiv sustainability training and agree to Supplier Code of Conduct principles
- Publish and update annually our Conflict Mineral Reporting template
- Increase localized sourcing and use of recyclable and sustainable materials



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## COMMITMENTS TO OUR PLATFORM

## 2025 TARGETS



### Ethics and Anti-corruption

Always strive to be an ethical company.

#### Elevating ethics

- Provide Code of Ethics and Global Business Conduct and Conflict training to 95% of salaried employees
- Deploy onboarding Code of Ethical Business Conduct training for all new salaried hires

### Compliance and Regulation

Conduct an annual risk assessment of financial and regulatory compliance risks.

#### Managing risk

- Conduct annual risk assessment across all global sites
- Expand scope of annual risk assessment to include labor law compliance
- Based on the risk assessment, develop an annual flexible risk-based audit plan, including any risks, matters or control concerns identified by management

### Stakeholder Dialogue

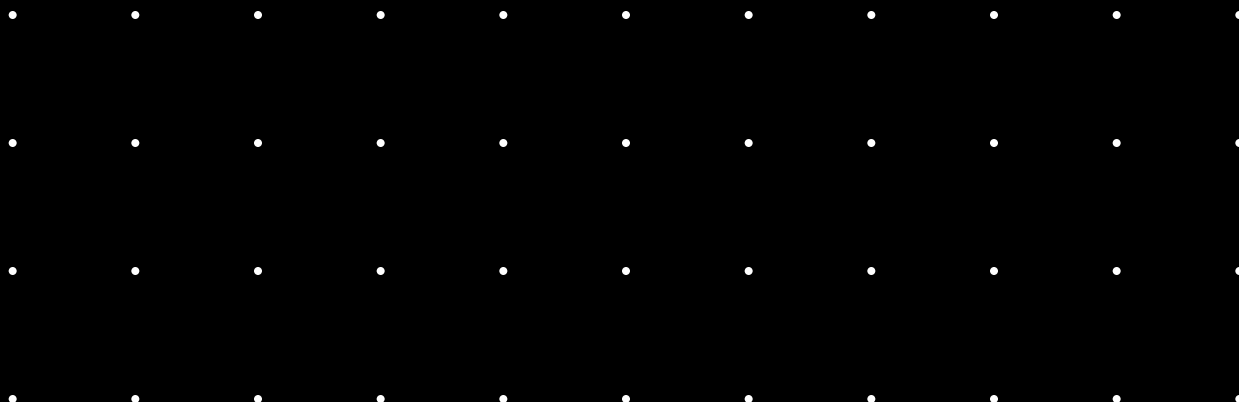
Communicate and increase visibility of our sustainability initiatives and commitments.



#### Communicating responsibly

- Communicate sustainability strategy during all-employee broadcast meetings and global leadership calls
- Publish annual sustainability report, along with media posts on Aptiv's sustainable activities and community involvement

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### About This Report

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

This is our first report that has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option and SASB standard. Our full GRI Index is available beginning on page 40. Unless otherwise noted, all data is as of December 31, 2019, and references to currency are expressed in United States Dollars (USD). The scope of the environmental and social metrics included in this report represent at least 75% of Aptiv's total revenue.

For additional details, visit our Sustainability website: [aptiv.com/sustainability](https://aptiv.com/sustainability) →

### Forward-Looking Statements

This press release, 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; uncertainties posed by the 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; 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 slowdown 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
<b>GRI 102: General Disclosures</b>			
Core	102-1	Name of the organization	– Page 2
Core	102-2	Activities, brands, products and services; Location of headquarters; Location of operations; Ownership and legal form	– Pages 2-3
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
Core	102-9	Supply chain	– Aptiv 2019 Investor Day presentation – Page 16
Core	102-10	Significant changes to the organization and its supply chain	– Aptiv 2019 Investor Day presentation – Page 16
Core	102-11	Precautionary principle or approach	– Aptiv annual report (10-K)
Core	102-12	External initiatives	– Page 16 – Page 23
Core	102-13	Membership of associations	– Page 16 – Page 23
<b>Strategy</b>			
Core	102-14	Statement from senior decision-maker	– Page 1
	102-15	Key impacts, risks and opportunities	– Aptiv annual report (10-K)
<b>Ethics and Integrity</b>			
Core	102-16	Values, principles, standards and norms of behavior	– Page 9
	102-17	Mechanisms for advice and concerns about ethics	– Page 30



Organizational Profile	Disclosure	Description	Location and Notes
<b>Governance</b>			
Core	102-18	Governance structure	– Page 34
	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 6
	102-24	Nominating and selecting the highest governance body	– Proxy Statement
	102-25	Conflicts of interest	– Code of Ethical Business Conduct
	102-29	Identifying and managing economic, environmental and social impacts	– Page 6
	102-37	Stakeholders' involvement in remuneration	– Page 6
<b>Stakeholder Engagement</b>			
Core	102-40	List of stakeholder groups	– Page 6 – During our materiality process we engaged with customers, investors, authorities and suppliers
Core	102-41	Collective bargaining agreements	– Page 14
Core	102-42	Identifying and selecting stakeholders	– Page 6
Core	102-43	Approach to stakeholder engagement	– Page 6
Core	102-44	Key topics and concerns raised	– Page 6
<b>Reporting Practice</b>			
Core	102-45	Entities included in the consolidated financial statements	– Aptiv annual report (10-K) – Page 39
Core	102-46	Defining report content and topic boundaries	– Pages 6 - 7
Core	102-47	List of material topics	– Page 6 – Material Topics are the sustainability challenges marked as "Strategic" in the matrix, for which information is provided as aligned with the GRI Standards for the GRI Topics
Core	102-48	Restatements of information	– Not applicable - Aptiv's 2020 Sustainability Report is the first report aligned with the GRI standards.
Core	102-49	Changes in reporting	– Not applicable - No significant change in the scope of the reporting
Core	102-50	Reporting period	– 01/01/2019 - 09/24/2020
Core	102-51	Date of most recent report	– 2019
Core	102-52	Reporting cycle	– Annual - Calendar year

Organizational Profile	Disclosure	Description	Location and Notes
Core	102-53	Contact point for questions regarding the report	– <a href="mailto:sustainability@aptiv.com">sustainability@aptiv.com</a>
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 40
Core	102-56	External assurance	– None
<b>GRI Material Topics</b>			
<b>GRI 305: Emissions</b>			
<b>GRI 103: Management Approach</b>			
	103-1	Explanation of the material topic and its boundaries	<ul style="list-style-type: none"> <li>– Page 26</li> <li>– Aptiv has assessed its carbon emissions and reported them through CDP since 2013. 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.</li> </ul>
	103-2	The management approach and its components	<ul style="list-style-type: none"> <li>– Page 26</li> <li>– CDP climate change disclosure</li> </ul>
	103-3	Evaluation of the management approach	<ul style="list-style-type: none"> <li>– Page 26</li> <li>– CDP climate change disclosure</li> </ul>
<b>Topic-specific disclosures</b>			
	305-1	Direct (Scope 1) GHG emissions	– Page 26
	305-2	Energy indirect (Scope 2) GHG emissions	– Page 26
	305-3	Other indirect (Scope 3) GHG emissions	– Page 26
	305-4	GHG emissions intensity	– CDP climate change disclosure
	305-5	Reduction of GHG emissions	– Page 5
	305-6	Emissions of ozone-depleting substances (ODS)	– Not applicable - We do not measure these emissions
	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	– Not applicable - We do not measure these emissions
<b>GRI 403: Occupational Health &amp; Safety</b>			
<b>GRI 103: Management Approach</b>			
Core	103-1	Explanation of the material topic and its boundaries	<ul style="list-style-type: none"> <li>– Page 14</li> <li>– Aptiv considers Health &amp; Safety a top priority. Our procedures provide safe and healthy working conditions for the prevention of work-related injuries and ill health. Our 2025 commitment includes Health &amp; Safety targets aligned with customers' requirements.</li> </ul>
	103-2	The management approach and its components	– Page 14
	103-3	Evaluation of the management approach	– Page 14

Organizational Profile	Disclosure	Description	Location and Notes
Topic-specific disclosures			
	403-1	Occupational health and safety management system	– Page 14
	403-2	Hazard identification, risk assessment and incident investigation	– Page 15
	403-3	Occupational health services	– Page 15
	403-4	Worker participation, consultation and communication on occupational health and safety	– Page 15
	403-5	Worker training on occupational health and safety	– Page 15
	403-9	Work-related injuries	– Page 14
GRI 404: Training and Education			
GRI 103: Management Approach			
Core	103-1	Explanation of the material topic and its boundaries	– Page 11
	103-2	The management approach and its components	– Aptiv annual report (10-K)
	103-3	Evaluation of the management approach	– Page 11
Topic-specific disclosures			
	404-1	Average hours of training per year per employee	<ul style="list-style-type: none"> <li>– An average of 18 to 27 hours per employee in Mexico in 2018. Aptiv implemented a central training system for salaried employees in the third quarter of 2020, which will be described in our 2021 Sustainability Report.</li> <li>– Page 1: Averaging 5.9 hours of safety training per employee, greatly exceeding our target of 3.5 hours.</li> </ul>
	404-2	Programs for upgrading employee skills and transition assistance programs	– Pages 12-13
	404-3	Percentage of employees receiving regular performance and career development reviews	– 64% of global salaried employees and hourly employees in Mexico and China.
Aptiv Topics			
Quality Products			
GRI 103: Management Approach			
Core	103-1	Explanation of the material topic and its boundaries	– Pages 20-21



Organizational Profile	Disclosure	Description	Location and Notes
	103-2	The management approach and its components	– Pages 20-21
	103-3	Evaluation of the management approach	– Pages 20-21
<b>Customer satisfaction</b>			
<b>GRI 103: Management Approach</b>			
Core	103-1	Explanation of the material topic and its boundaries	– Page 23
	103-2	The management approach and its components	– Page 23
<b>Safe mobility</b>			
<b>GRI 103: Management Approach</b>			
Core	103-1	Explanation of the material topic and its boundaries	– Page 22
	103-2	The management approach and its components	– Page 22
<b>Data security</b>			
<b>GRI 103: Management Approach</b>			
Core	103-1	Explanation of the material topic and its boundaries	– Page 24
	103-2	The management approach and its components	– Page 24
	103-3	Evaluation of the management approach	– Page 24

# Sustainability Accounting Standards Board (SASB) Index

## Transportation + Technology & Communications Standards\*

\*Note: 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 Auto Parts; Technology & Communications – Hardware; and Technology & Communications – Software & IT Services.

Accounting Metric	Code	Disclosure
<b>Energy Management</b>		
Total energy consumed	TR-AP-130a.1 / TC-SI-130a.1	887'432 MWh total energy consumed
Percentage grid electricity	TR-AP-130a.1 / TC-SI-130a.1	790'215 MWh total electricity consumed
Percentage renewable	TR-AP-130a.1 / TC-SI-130a.1	16'309 MWh
<b>Waste Management</b>		
Total amount of waste from manufacturing	TR-AP-150a.1	70'124 metric tons
Percentage hazardous	TR-AP-150a.1	0,8%
Percentage recycled	TR-AP-150a.1	76,46%
<b>Design for Fuel Efficiency</b>		
Revenue from products designed to increase fuel efficiency and/or reduce emissions	TR-AP-410a.1	<p>Aptiv's Signal &amp; Power Solutions (S&amp;PS) segment delivers the high-speed data and high-power electrical systems required for automated and electrified vehicles.</p> <p>In 2019, S&amp;PS revenue total \$10.3B. This includes:</p> <ul style="list-style-type: none"> <li>• <b>High Voltage Solutions:</b> Enabling electrification for 48 volts and higher; 2019 revenue of \$340M</li> <li>• <b>Low Voltage Solutions:</b> Required for both traditional and electric vehicles</li> </ul>
<b>Materials Sourcing</b>		
Description of the management of risks associated with the use of critical materials	TR-AP-440a.1	See <a href="#">Responsible Sourcing</a> section of our sustainability report for our risk oversight and management processes
<b>Materials Efficiency</b>		
Percentage of products sold that are recyclable	TR-AP-440b.1	Our products meet our customer requirements for recyclability in accordance with the European End of Life Vehicle Directive (ELV) and are a <b>minimum 30% recyclable</b> . This is validated through the International Material Data System (IMDS). Aptiv's inter-functional Product Stewardship Team ensures that we comply with the ELV and all other recycling and chemical restrictions in plastics, metals and other additives.
Percentage of input materials from recycled or remanufactured content	TR-AP-440b.2	Aptiv's Advanced Safety & User Experience segment reuses <b>up to 20%</b> of re-grinded material and is in discussion with customers to increase this threshold.

Accounting Metric	Code	Disclosure
<b>Competitive Behavior</b>		
Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behavior regulation	TR-AP-5201a.1	In 2019, there were zero allegations of anti-competitive behavior.
<b>Recruiting &amp; Managing a Global, Diverse &amp; Skilled Workforce</b>		
Percentage of gender and racial/ethnic group representation for:		
Management	TC-HW-330a.1 / TC-SI-330a.3	27% of management is female
Technical staff	TC-HW-330a.1 / TC-SI-330a.3	25% of technical staff is female
All other employees	TC-HW-330a.1 / TC-SI-330a.3	47% of total workforce is female
Employee engagement as a percentage	TC-SI-330a.2	<p>In 2019, Aptiv launched a series of employee engagement surveys, evaluating our cultural strengths and identifying areas of opportunity.</p> <p>For example, Aptiv conducted a culture focused survey facilitated by a third-party consultant. Over 2,000 salaried employees from across the business were selected to participate. The total response rate was 61%.</p> <p>In 2020 and beyond, we plan to continue our ongoing organizational surveys. For additional details, refer to Page 10 on Culture Transformation.</p>
<b>Product Security</b>		
Description of approach to identifying and addressing data security risks in products	TC-HW-230a.1	During design perform threat modelling on potential security weaknesses. Build-in mitigations to these weaknesses via secure coding techniques, secure boot, and fuzz testing. Late in the design a complete penetration test is executed to check the product for robust security. Maintain the product during its lifecycle through secure over-the-air updates to continually harden the software and patch new vulnerabilities as they occur.
<b>Activity Metrics</b>		
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	2 million square meters