About Delphi Technologies

We’re a global provider of propulsion technologies that make vehicles drive cleaner, better and further. As a leading automotive supplier, we deliver pioneering original equipment and aftermarket solutions for combustion, hybrid and electric vehicles.

From the latest powertrain technologies to advanced service parts, tools and training, we partner with our customers to ensure we make a difference.

We operate technical centers, manufacturing sites and customer support service centers in more than 20 countries and employ some 21,000 people around the world.

Update: On June 25, 2020, Delphi Technologies’ shareholders approved the previously announced transaction with BorgWarner Inc., which is expected to close in second half of 2020.

To learn more visit www.delphi.com

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Pioneers in propulsion technologies, solutions and services for global OEMs and the Aftermarket

Key facts and figures

- Leading provider of propulsion technologies and solutions that make vehicles drive cleaner, better and further
- Comprehensive portfolio of advanced technologies for internal combustion engine and electrified vehicles to meet current and future market needs
- Deep expertise in electrification with differentiated power electronics and software capabilities
- Strong position in high pressure fuel injection systems for light and commercial vehicles

$4.4 billion revenue in 2019
~21,000 employees
24 manufacturing sites
5,000+ engineers, scientists and technicians

Business overview

Powertrain
Our Powertrain people are committed to engineering fuel handling and engine components that monitor, control and optimize powertrain efficiency. It’s thanks to the dedication of this 5,000 strong team that we deliver vehicle technology that offers a cleaner, better drive – no matter the power source.

Electrification & Electronics
Our Electrification & Electronics division has been at the forefront of electrified powertrain solutions for the past 25 years. And our people are continually pioneering to secure its next 25 by producing solutions that support OEMs at every stage of their electrification journey.

Fuel Injection Systems
With 9,000 employees globally, our Fuel Injection Systems division is powered by people who are passionate about delivering the future of driving. Our teams are constantly developing innovative solutions that drive down fuel consumption and emissions, while enhancing responsiveness and reliability, enabling our customers to enjoy the best of both worlds.

Aftermarket
Operating across 150 countries with a global network of service centers, our Aftermarket team employs people who want to be part of a truly international enterprise, helping to create end-to-end solutions for technicians, garages and distributors who are committed to making vehicles safer, cleaner and go further.

Sales mix in 2019

- Powertrain Products: 26%
- Commercial Vehicle Diesel: 25%
- Light Vehicle Fuel Injection: 19%
- Electronics (1): 18%
- Aftermarket: 12%

(1) Electronics includes power electronics, ECUs and other gas electronics
Acting sustainably is at the core of who we are and how we operate both now and in the future.

Our success is based on a shared culture of transparency, inclusion, excellence and respect. We are a truly global organization, with people from all backgrounds who bring new energy and ideas to our work, and who are united by a relentless drive to make a difference.

As our industry shifts toward autonomous, connected and electrified vehicles, our deep domain expertise means we are defining the next generation of connected and intelligent propulsion systems that will transform the way we drive.

Our solutions are helping to reduce vehicle emissions, improve performance and extend vehicle range throughout its lifecycle.

Our vision
Who we are and who we want to be in the future
To be the pioneers in propulsion technologies, solutions and services.

Our mission
What we do every day to get there
To make vehicles drive cleaner, better and further while being the partner of choice for all stakeholders.

Cleaner
Consumers are demanding more sustainable transportation. We are crafting vehicle systems that maximize clean propulsion.

Better
Consumers are expecting connectivity and automation. We are designing systems to make propulsion predictive, active and knowing.

Further
Consumers are open to new forms of vehicle power with a caveat—no compromises. We are exploring and developing new avenues in energy management and the driving experience.

Our values
How we behave and make decisions
Transparency  Inclusion  Excellence  Respect

Our vision, mission and values guide our strategic direction
Welcome to our 2019 Sustainability Report, likely to be our final report as a standalone company due to the transaction with BorgWarner, which we expect to complete later this year.

At Delphi Technologies we have always believed that actions count, and that what we do and how we do it makes a difference.

We apply the highest standards of health and safety across our organization and operate a sustainable business delivering real reductions in resource use. We are actively engaged in our communities, both as a company and a team of individuals wanting to make positive change.

We are committed to a longer-term vision for the automotive industry, working with our partners to deliver vehicles with cleaner emissions and better performance that drive further on any source of power.

As we prepare to integrate into BorgWarner, we can be proud of our best-in-class safety performance and strong customer recognition – these are without question ongoing strengths.

I’ve always believed that being a ‘Pioneer’ means having the courage to lead and explore new frontiers, and I have no doubt our people will remain ‘Pioneers’. They will continue to help solve the industry’s future propulsion challenges, as well as tackling important issues in the communities in which we operate.

You can read about our performance and accomplishments in the following pages. I am proud of the work we have done, and recognize success only matters if it supports all our stakeholders – our people, our investors and our communities.

Be the Best!

Richard F. Dauch
Chief Executive Officer

Our ‘Sustainability Roadmap’

During the year we made good progress in developing our roadmap, which sets our direction and ambition in the short-term to medium-term and allows us to assess our progress against our ambition to be a ‘partner of choice’.

Key:
- Overall ambition
- Actions in 2020
- Actions implemented

External recognition highlights

European Agency for Health and Safety at Work
We are proud to continue as a long-standing “Steering Group” member for EU-OSHA, working actively to support and engage in healthy workplace campaigns.

Top Employers Institute China, Certified Top Employer
In China, we have once again been recognized as one of China’s top employers for our best practices and excellence in developing our people and local communities.
Aligning with best practice to shape our future

In this report we provide an update on our sustainability activities during 2019, along with all relevant non-financial performance disclosures.

When it comes to sustainability, we understand we cannot achieve our wider goals on our own. To ensure we remain relevant, we align our reporting efforts to the standards and assurances set by several global organizations that make it their mission to create a better world.

We have always been proud of our strong management systems - all our sites have been ISO14001 accredited since 2003, and OHSAS18001 since 2005 (transitioning to ISO45001 in 2020) - and this provides a robust and comprehensive set of reporting mechanisms.

With the implementation of SoFi, our new sustainability management reporting system, in 2019, we extended our reporting to conform with the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), the Science Based Targets Initiative and the United Nations Global Compact Principles. We are also reporting via the Carbon Disclosure Project (CDP) - under both its carbon and water schemes.

The UN Sustainable Development Goals are the blueprint to a better and more sustainable future by 2030. Delphi Technologies is embracing the “Decent Work and Economic Growth”; “Responsible Consumption and Production”; and “Climate Action” goals.

Why are SDGs relevant to Delphi Technologies? What are our responsibilities and opportunities?

- **Decent Work and Economic Growth**: We directly employ nearly 21,000 people and many more are dependent upon our presence. Many can be found in emerging markets. Our responsibilities are to ensure that we and our supply chains are providing decent working conditions and to promote economic growth for our employees and their communities. Our opportunity is to progressively extend decent working conditions along our upstream supply chain, ensuring all our direct employees are employed in good conditions and are properly remunerated is a principal priority.

- **Responsible Consumption and Production**: Automotive production is currently linear for both natural and synthetic materials. This means that waste is generated during production and products become waste at the end of their life. Our responsibilities are to ensure that we minimize the materials we need to produce our products and to design products that are made from the most sustainable material sources. Our opportunity is to participate in the development of circular product lifecycles that enable the continuous recycling of materials.

- **Climate Action**: The emissions from our activities are a contributor to climate change. Our responsibilities are to ensure that we significantly reduce our energy requirements and that we use as much renewable and low carbon energy as possible. Our priorities are to reduce our energy use, to shift to lower emission fuels and to convert more of our electricity supply to renewable sources.
Materiality assessment

Recognizing and understanding our stakeholders and their opinions plays an important part in our business strategies and approach to sustainability.

This is why we commit to connecting with our stakeholders across our different channels, at both the global and local levels. In the past 12 months, we undertook a four-stage approach to our materiality assessment in order to align our reporting to best practices, identify the topics that are most material to our stakeholders and understand how best to prioritize and take actions toward them.

Research
We undertook a benchmarking exercise, focusing on the range of international reporting standards, as well as how our peers in the automotive sector and in other best practice companies are reporting. We worked closely with ‘thinkstep/Sphera’, a global sustainability consultancy service, to develop our methodology. This allowed us to calibrate our sustainability topics and categories against the external environment and ensure relevance.

Stakeholder consultation
Our in-depth stakeholder review took the form of an external online survey where we sought quantitative and qualitative responses. We received an encouraging level of stakeholder engagement with more than 600 responses.

Engagement included internal representation from Delphi Technologies employees, and external representation from a broad range of stakeholders including suppliers, regulators, academia, customers, rating agencies and investors. The geographical distribution of respondents was evenly split across the regions of Asia Pacific, Europe, Middle East and Africa (EMEA), and North America.

Analysis
With the results we were able to map the issues stakeholders view as most significant. We then undertook an evaluation exercise involving our senior business leaders in order to determine the potential impact the issues could have on our business and strategic priorities.

This process also helped us consider how and where we can contribute to global efforts such as the UN’s Sustainable Development Goals and understand more clearly the areas where we can focus our resources to achieve the greatest impact. For more see “Materiality Topics assessed against Global Standards” on page 17.

Results
By integrating the results from our internal and external exercises, we identified the most material topics for the organization and grouped them into one of three categories. The results can be seen in our ‘Materiality Matrix’ (see right).

- **Material Topics** - 10 in total, representing the issues which are most important to meeting our strategic objectives and shaping the “North Star” goals for each topic.
- **Monitoring and Improvement Topics** - 5 in total, representing issues of high importance and needing to be monitored and improved as necessary to support our strategic objectives.
- **Monitoring Topics** - 5 in total, representing issues which are equally important, but most likely to require ongoing monitoring and assessment.

Materiality Matrix

**OUR APPROACH**
OUR APPROACH

Our approach to reporting

To make vehicles drive cleaner, better and further while being the partner of choice for all stakeholders

Environment
The contribution we as an organization make to climate change through greenhouse gas emissions, waste management and energy efficiency

Governance
The rules, or principles, which set out the responsibilities and expectations between different stakeholders across our organization

Products
Covering aspects associated with what we make and sell as an organization and our role in ensuring they are sustainable

Stakeholders
Covering issues such as adherence to workplace health and safety, human rights, and labor standards in our supply chain

Our materiality assessment allowed us to clearly identify the topics our stakeholders find important, align each of these topics into four sustainability categories, and develop our reporting accordingly.

The table (see right) outlines the four key sustainability categories, and the respective topics that fall under each. The categories are aligned with our mission - cleaner, better further and being a partner of choice.

Where a topic is “Material,” we have indicated this in blue, and it is the first aspect we report on when presenting key information for the year.

The “Our performance” section of this document pages 8 to 16 presents our performance during the year across all “Material” topics, along with additional relevant updates in the other topics that we monitor.
Delphi Technologies is dedicated to protecting human health, natural resources and the global environment.

Climate Change and Air Emissions
The greenhouse gas emissions we currently monitor are related mainly to electricity consumption. We are using an intensity-based performance indicator (tons of CO₂ per full time equivalent (FTE)), which provides a fair and objective view on the emissions as we grow and gain market share. In 2019, these emissions amounted to 9.23 mTon CO₂e/FTE, a significant reduction of 5% from 9.75 in 2017.

We continue to closely monitor energy demand in our operations, whereby any improvement also reduces our carbon footprint. We have also developed a “Climate Change Toolbox,” our own system of initiatives and ideas around combating the effects of global warming.

Further to this, we are currently implementing an internal carbon tax pricing mechanism. Under this effort, each site calculates its carbon emissions in tons per year, which is then multiplied by our internal carbon price. The resulting amount can then be spent by each site on measures to minimize greenhouse gas emissions.

We use this information to set our fact-based, comprehensive and ambitious emissions reduction targets, which are aligned with the Science Based Target Initiative to future-proof our growth.

OUR PERFORMANCE
Environment

Delphi Technologies is dedicated to protecting human health, natural resources and the global environment.

Our reporting
- Climate Change and Air Emissions
- Waste Management
- Water Management
- Biodiversity

Rating agencies – Our current scores and continued success as a partner of choice

SAQ 3.0 (Self Assessment Questionnaire) / NQC Supplier Assurance platform
- Current Score: Average 88%
- Accredited by OEMs including Volkswagen Group, Volvo Car Corp., Daimler, BMW, Honda and Ford

EcoVadis: Silver
- Accredited by OEMs including Groupe PSA, Groupe Renault

CDP (Carbon Disclosure Project)
- Climate Change: Score C (all participant companies global average is C)
- Water Security: Score B- (all participant companies global average is B-)

CO₂ EMISSIONS / ENERGY

Emissions by FTE (mTon CO₂e / FTE)

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2030</th>
</tr>
</thead>
<tbody>
<tr>
<td>Delphi Technologies 3-year performance</td>
<td>9.70</td>
<td>9.25</td>
<td>9.23</td>
<td>8.98</td>
<td>8.48</td>
</tr>
<tr>
<td>Goal for WB2C emissions – reduce emissions by 32.5%</td>
<td>9.46</td>
<td>9.30</td>
<td>9.22</td>
<td>8.41</td>
<td>6.55</td>
</tr>
<tr>
<td>Goal for 1.5ºC emissions – reduce emissions by 54.5%</td>
<td>9.30</td>
<td>8.89</td>
<td>8.41</td>
<td>6.55</td>
<td>4.41</td>
</tr>
</tbody>
</table>

5% reduction from 2017
On track with reduction goals to keep global warming below 2ºC
**Environment**

**Waste Management**

We have a strong system in place for managing waste. We have adopted the principles of first avoiding or reducing waste. Second, reusing as much as possible. And third, diverting as much as possible to recycling before finally sending residues to energy recovery and/or final disposal. In 2020 we will continue to set reduced targets by waste type (Hazardous and Non-Hazardous) and by final treatment (Recovery, Incineration, Landfill).

**Our 2019 highlights**

- 26% reduction in total waste produced 2017-2019
- 11% Waste to Landfill: 1.3% Hazardous
- 37% of our sites are "landfill free" (Blois, Izmir, Blonie, Sudbury, Chihuahua, Gurgoan, Changwon)
- 16% of our sites achieved a recycling rate beyond 90% (Seixal, Park Royal, Shanghai)

**Waste**

**Waste total by FTE (kg/FTE)**

- 2017: 1,228
- 2018: 1,286
- 2019: 904

**2019 Waste breakdown**

- Landfill - Hazardous Waste: 1.3%
- Landfill - Non Hazardous Waste: 9.7%
- Recovery & Incineration - Non-Hazardous Waste: 51.0%
- Recovery & Incineration - Hazardous Waste: 38.0%

**Water Management**

We actively measure and monitor our water consumption across all our sites. Our performance indicator for water consumption is intensity based (m³ per FTE).

We have implemented a range of initiatives to reduce the amount of water required for our operations, such as installing new wastewater plants, water recycling systems and discharge improvement processes.

These initiatives have resulted in a reduction of 13% over the past two years, and in 2019 we were inside our declared target for the year by 8.3%. We have an annual target to reduce our water consumption by 2.6% and a long-term goal to achieve a reduction of 34% in consumption per FTE.

**Our 2019 highlights**

- Beijing, China - New wastewater treatment plant installed and delivered financial savings
- Juarez, Mexico - Installation of water recycling system in component washing process reduced water consumption and wastewater generation
- Piracicaba, Brazil - Improvements in the waste water discharge process eliminated wastewater leakage

**Water**

**Water consumption by FTE (m³ / FTE)**

- 2017: 44.7
- 2018: 38.7
- 2019: 38.9
- 2020: 41.2
- 2030: 29.5

**Beat targeted goal by 8.3% in 2019**

**13% reduction from 2017**

**Declared target to reduce consumption by 34% before 2030**
Delphi Technologies is committed to ethical conduct in our business, and we strive to comply with the letter and spirit of the law.

**Our reporting**

1. Compliance
2. Ethics and Integrity
3. Human Rights and Working Conditions
4. Company Culture
5. Stakeholder Involvement

**Compliance - Ethics and Integrity**

At Delphi Technologies we foster a culture of responsibility, integrity and ethical behavior. We are committed to ethical conduct in our business, and we strive to comply with the letter and spirit of the law.

All our employees understand that acting with integrity is the most important thing they can do in performing their roles. And we are all responsible for adhering to our ‘Code of Ethical Conduct’ (‘Ethical Code’), compliance policies, and core values: Transparency, Inclusion, Excellence, Respect.

Throughout the year all senior employees, those with externally facing roles and other appropriate employees, complete regular mandatory ethics and compliance training. To ensure the widest accessibility this training is delivered online and rolled out in multiple languages.

Our ‘Ethical Code’ guides us when we need advice to determine the right course of action and we live up to the standards reflected in our code and values, as well as our corporate and operating company policies. We extend our commitment to our suppliers through our detailed supplier code of conduct.

For more on our ‘Ethical Code’ - go online here.

**Human rights and Working Conditions**

Delphi Technologies success depends on our achievements as individuals and as members of effective teams. We believe that our differences are a source of strength, and actively encourage a culture of tolerance and collaboration.

We provide equal employment opportunities to individuals of diverse backgrounds and experiences. We do not discriminate against an employee or applicant because of their race, ethnicity, gender, sexual orientation, religion, union activities, political beliefs, or any other status that is protected by law in a particular jurisdiction.

We comply with applicable laws in each jurisdiction in which we conduct business, and in accordance with international labor organization standards.

We do not use or tolerate forced, slave or child labor, or any form of human trafficking.

We recognize the right of employees to freedom of association, and to communicate openly with management regarding working conditions without fear of retaliation or intimidation.

We are committed to protecting the health and safety of each employee as our overriding priority. Delphi Technologies believes that all occupational injuries, and illnesses are preventable, and there will be no compromise of an individual’s wellbeing in anything we do.

**Company Culture - Stakeholder Involvement**

Delphi Technologies has a tool in place called ‘BeTheVoice’. This allows employees to anonymously report alleged ethical or compliance violations, without fear of retaliation.

We are dedicated to conducting our business consistent with the highest standards of business ethics. We enforce comprehensive sustainable procurement policies on both social and environmental factors and integrate social and environmental clauses into supplier contracts. This includes the policy on conflict minerals issues, where we maintain a thorough due diligence process and report via the Conflict Mineral Reporting Template (CMRT).

We recognize our obligation to all stakeholders - employees, investors, customers, suppliers and the communities we work in – is to be clear, consistent and fair in all business dealings.
Our products support and enhance the sustainability objectives of our customers and the wider industry.

We continue to make considerable investments in expanding our global footprint, product development capabilities and manufacturing capacity in order to better serve our customers.

**Błonie plant opening in Poland**

During 2019 we officially opened our new Electrification & Electronics plant in Błonie, Poland to support growing demand for electrification solutions. The plant will initially produce electronic control units for various vehicle manufacturers, primarily in Europe.

The plant provides additional capabilities to support the growth of the European electrification market over the coming years and aligns with EU initiatives to reduce CO₂ emissions. It also supports new technical jobs in the region that are linked to the future of vehicle propulsion.

**Industry first – 800-volt silicon carbide inverter**

We achieved a first in the industry with volume production of an 800-volt silicon carbide (SiC) inverter, one of the key components of highly efficient next-generation electric and hybrid vehicles.

The new inverter enables electrical systems up to 800 volts, significantly extending electric vehicle (EV) range and halving charging times when compared with today’s state-of-the-art 400-volt systems.

**Reducing particulate emissions by up to 50% - 500+ bar GDi system**

We are helping automakers comply with future emissions regulations quickly and cost effectively, simplify Real Driving Emissions test (RDE) compliance, and contribute to improved air quality.

Building off our 350 bar Gasoline Direct Injection (GDi) system, we developed a 500+ bar GDi system that can reduce particulate emissions by up to 50 percent without the expensive engine re-designs for most applications.

Go online for more about our products and technologies [www.delphi.com/featured-technologies](http://www.delphi.com/featured-technologies)

REMEN: enabling a circular economy

Our REMEN remanufacturing program reduces resource use and recycles our products, by remanufacturing them to original specifications and strict quality standards. The environmental benefits of REMEN are significant. Remanufacturing uses significantly less energy to produce each product compared to production of new products. Industry experts estimate 55% less energy is used when compared to new goods.

Our global manufacturing sites celebrate Remanufacturing Day

Product Safety and Quality

We are committed to ensuring that our products and supply chain are the best they can be, and we work closely with internal and external teams throughout the year to develop better ways of working.

During 2019 we established the Enterprise Quality Council (EQC), comprising of over 20 quality managers and key functional partners. It was established to support delivery of our goals and objectives, to benchmark our quality systems, and to build upon our quality strategy by leveraging “Hoshin Kanri” planning.

Our Błonie facility in Poland hosted our first Council meeting, where our new quality systems strategic plan was created. The 2nd planning session took place in Seixal, Portugal.
Workers Health, Safety and Well-Being

It has been more than 10 years since we have implemented the Occupational Health and Safety Assessment Series OHSAS 18001 standard in our businesses. Until recently, this was the most advanced standard worldwide to control and improve health and safety performance. We have now commenced transitioning to the most recent international health and safety standard ISO 45001, to stay at the leading edge of ensuring the well-being and safety of our employees.

With our robust management systems and policies, Delphi Technologies consistently outperforms other companies inside and outside of our industry when it comes to global safety. Through our commitment to rigorous safety management systems, we are exceeding the average industry safety performance. Our company culture fosters an open and transparent communication.

Our Safety Program – ‘Road to Zero’

- Ownership at all levels
  - Safety alerts raised by employees (not by HSE) – leading problem solving for themselves
- Communication
  - Safety Pyramid – owned by each site and department
- Problem Solving
  - Routines: daily, weekly, quarterly and annual
  - Daily reviews, containment actions, appropriate rapid problem solving process
- LookAcross
  - Regular distribution and received

Globally Benchmarked Performance in Health and Safety - culture, programs, processes and results

- Achieving an annual LWD rate of 0.067 - 27 times lower than EU average* for manufacturing industries and 12 times lower than U.S. average of 0.8 for Vehicle Parts Manufacturing Industries NAICS**
- Reduced LWD cases by 24% - consistent reduction since 2017
- Maintain zero LWD objective; reducing year on year; reach one digit in 2021

Lost Working Days annual rates

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cases</td>
<td>2249</td>
<td>3674</td>
<td>4639</td>
</tr>
</tbody>
</table>

Safety Alert Communication annual rates

<table>
<thead>
<tr>
<th>Year</th>
<th>2017</th>
<th>2018</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cases</td>
<td>25.88</td>
<td>19.6</td>
<td>12.04</td>
</tr>
</tbody>
</table>

* Eurostat 2017, Manufacturing Industries: EU accidents average of 1837 accidents per 100,000 employees. A 0.067 LWD rate equals to 67 accidents per 100,000 employees, 27 times less than EU average. ** U.S. Bureau of Labor Statistics, 2018 Motor Vehicle Parts Manufacturing NAICS code 3363, cases away from work rate of 0.8.
Focus on: Lost Working Day (LWD) cases and our global sites

“LookAcross” is a multi-site tool for safety alert communication. This system enables near misses, minor injuries, safety risks and hazards to be solved and communicated between all our plants to further improve the safety at our sites and in our processes. The number of these communications has increased five-fold in the last four years.

Together with effective problem-solving capabilities and safety ownership processes, Delphi Technologies continues to stay at the forefront of safety in our industry. Across all sites we have implemented:

- A focus on respective incident trends (monitoring & continuous improvement)
- A focus on this culture approach and strengthening problem solving and “LookAcross”

Focus on: Safety alerts, communication, problem solving culture and “LookAcross”

### Our Performance

**Stakeholders**

- Chihuahua, Mexico working together on a Roadmap to Zero program to achieve fewer LWD cases

<table>
<thead>
<tr>
<th>Year</th>
<th>LWD</th>
<th>Minor injury/illness</th>
<th>Near misses</th>
<th>Hazards</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018</td>
<td>17</td>
<td>643</td>
<td>3,031</td>
<td>87,80</td>
</tr>
<tr>
<td>2019</td>
<td>13</td>
<td>605</td>
<td>3,845</td>
<td>11,049</td>
</tr>
</tbody>
</table>

- Consistent increase in prevention, communication culture and safety alerts:
  - +27% “Near miss” safety alerts identified, communicated and solved
  - +26% “Hazard” safety alerts identified, communicated and solved

Beijing, China – Recognized by government with Work Safety Month Activity Best Practice Award
Customer Relations - Environmental and Social Standards in the Supply Chain

Working alongside our partners - As a supplier of automotive products and technologies to a range of OEMs, we play a key role in the industry supply chain, providing a link between raw material producers and end users. We regularly engage with our customers in managing wider social and environmental issues associated with product manufacture.

It is vital that our relationships with business partners and suppliers are aligned with our own business principles and our approach to sustainability. Our own supplier code of conduct sets out expectations for suppliers, and adherence to these expectations is a condition of supply to our business.

We are dedicated to conducting our business consistent with the highest standards of business ethics. We enforce comprehensive sustainable procurement policies on both social and environmental factors and integrate social and environmental clauses into supplier contracts.

This includes our policy on conflict minerals issues, where we maintain a thorough due diligence process and report via the Conflict Mineral Reporting Template (CMRT).

Diversity, Equal Opportunity and Inclusion

As a company, we have an outstanding track record of creating a culture and work environment where everyone, regardless of gender, race, ethnicity, nationality, religious affiliation or sexual orientation, is welcome and has an equal opportunity to contribute and succeed. Our diversity is a foundational strength of our company.

- We have a diverse workforce of more than 20,000 employees
- Our people represent over 60 nationalities and are located in more than 20 countries
- We have approximately 10,000 employees in EMEA; 5,100 in North America; just over 4,300 people in Asia Pacific; and 940 in South America
- 69 percent of our global employees are men and 31 percent women

Compliance and audits

We have in place an independent scheme of 3rd party Compliance Audits on Environment, Health & Safety, Fire Prevention and Facilities. This is managed by the Internal Audit group, so completely independent from the internal EH&S services, and all audits are run in each country by local experts in EH&S legal requirements.

All types of locations are audited including our manufacturing sites, technical centers, warehouses, test facilities, offices, workshops and minor joint ventures. When planning our auditing schedule and frequency, a number of risk factors are taken into consideration, and there is a maximum period of four years between audits. Legal compliance aspects are checked as part of a 3-day thorough audit.

Our internal goal is to close all findings within 90 days of the audit, with all findings needing more time to be escalated and managed by top leadership.

As a global company, we also have the obligation to be a leader. We must speak out about the issues of systemic racism that are causing such pain, unrest and conflict across many of our communities. There is no tolerance for discrimination in any form at Delphi Technologies. We lead, work and live by our TIER values of Transparency, Inclusion, Excellence and Respect.

We have a track record of creating a culture and work environment where everyone, regardless of gender, race, ethnicity, nationality, religious affiliation or sexual orientation, is welcome and has an equal opportunity to contribute and succeed. Our diversity is a foundational strength of our company.

I am honored and humbled to be the leader of our company during these turbulent times. Together we will make a difference.

We are proud to display prominent messages on external social media channels in support of the fight against racism and inequality.
Community engagement - Social Responsibility

We are committed to making a positive impact in our local communities, running multiple initiatives at a global and local level.

India - Teams took part in a 5K and 3K Fun Run for conservation of a newly developed lake near the office.

Mexico - Torreon plant employees celebrated Earth Day with plants donations.

Poland - Teams participated in the Poland Business Run to raise money for those under the care of the Poland business Run Foundation.

Europe - More than 90 bikers from 11 countries and multiple plants cycled some 300 km over three days to raise money for charities.

Portugal - The Seixal plant organized a recycling workshop to raise awareness and interest in the topic.
Community engagement - COVID-19 initiatives

Protecting our employees while supporting local communities was Delphi Technologies’ main priority during this unprecedented time. We would like to thank those who have been involved and have helped each other. We are proud of our people!

China - Suzhou team supported local mask production

United States - Team donated gloves to support hospitals throughout the Detroit Area

UK - Team members helped cook and deliver food to hospitals and charities

Brazil - Employees collected almost 400kg of food and more than 650 cleaning and personal hygiene items for charities in the region

Safety measures have been established on our site around the world – This is an example of what have been implemented in Stonehouse (UK)
### Reporting and Partnerships

#### Frameworks and assurance

See below how we have applied the GRI reporting principles to this report and how our Materiality Topics align to wider Global Standards.

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Email: sustainability@delphi.com

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