



2024

SUSTAINABILITY REPORT



WE KEEP *THE WORLD*
MOVING

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Learn more about our company, our sustainability initiatives and related news at www.genpt.com.

Message to Our Stakeholders



Paul Donahue | Executive Chairman & **Will Stengel** | President & CEO

At Genuine Parts Company, we believe that a sustainable future is a prosperous future — for our business, our communities and the planet. That’s why we’re committed to minimizing our environmental impact, fostering an inclusive culture, supporting our communities and operating with integrity in everything we do. This commitment is not new; it’s woven into the fabric of our company, echoing the vision of our founder, Carlyle Fraser.

Mr. Fraser, along with the CEOs who succeeded him, firmly believed in growing business while making a positive impact. They championed solutions that helped customers extend the lives of their vehicles, reducing waste and making a tangible difference in their lives. As proud members of the Atlanta community, they instilled a deep sense of community within GPC, a legacy that continues to thrive today. For more than 95 years, we’ve built upon this foundation, constantly evolving our approach to sustainability to meet the challenges of a changing world.

We recognize that the intersection of business and sustainability is essential for our long-term success. Across the globe, our 60,000 teammates embody this understanding, living our values and rallying around our purpose — *We Keep the World Moving*.

In 2023, we made significant strides in our sustainability journey. Here are some highlights we’re particularly proud of:

- **Investing in the Future of Our Workforce:** We launched programs to train the next generation of auto and industrial repair technicians, addressing the industry skills gap and ensuring a pipeline of talent for years to come.
- **Creating a More Sustainable Footprint:** We opened and repurposed facilities designed for greater efficiency and reduced environmental impact, demonstrating our commitment to responsible growth.
- **Building a More Inclusive GPC:** We welcomed three new Business Resource Groups further enriching our workplace culture and providing valuable support and resources for our workforce.
- **Empowering Teammate Wellbeing:** Our refreshed GPC Wellbeing Live 365 program saw impressive engagement, with more than 55% of U.S.-based teammates actively participating in initiatives promoting physical, mental and financial wellness.

- **Strengthening Our Commitment to Data Transparency:** We added a Director of Global Sustainability Reporting to oversee data collection and reporting efforts, ensuring greater accuracy and accountability as we track our progress.
- **Focusing Our Philanthropic Impact:** We established four new giving priorities for our philanthropic efforts, ensuring we are strategically directing resources to make the biggest impact where it matters most.

Together, we represent a continuous thread in GPC’s leadership, and we share a deep commitment to sustainability, building upon the legacy Carlyle Fraser established. We are excited to continue this journey as One GPC Team, always striving to do more for our customers, our communities and each other.

Looking ahead, we’re focused on improving our carbon footprint, enhancing our supply chain sustainability and furthering our social impact initiatives. We invite you to learn more about our progress in this full report and on our [website](#).

Thank you to our teammates, partners and suppliers for your dedication to delivering value for our customers and making the world a better place.

A handwritten signature in black ink that reads "Paul Donahue".

Paul Donahue
Executive Chairman

A handwritten signature in black ink that reads "Will Stengel".

Will Stengel
President and CEO

About This Report

The 2024 Sustainability Report outlines environmental, social and governance (ESG) metrics, activities and performance for fiscal year 2023 (January 1 to December 31, 2023, unless otherwise noted). Based on the report's publication date, we highlight sustainability activities from January 1, 2023, to April 30, 2024.

Since 2022, we report annually on sustainability progress and performance. We launched our Roadmap for Sustainability in 2017 and started our reporting process in 2018 with biannual sustainability reports and progress updates in non-reporting years. We published the last Sustainability Report in September 2023.

This report covers global operations, except where noted. We continue expanding global data collection and reporting efforts in advance of upcoming regulations and reporting requirements in countries where we do business. Working with a recognized third party, we are also centralizing and digitizing the global data collection process to streamline this and future reports.

This report was prepared in accordance with best practices and is aligned with the metrics and material issues identified by leading sustainability and climate risk reporting frameworks, specifically the Sustainability Accounting Standards Board (SASB) and the Taskforce on Climate-Related Financial Disclosures (TCFD). Our SASB and TCFD disclosures are included at the end of this report.

Forward-Looking Statements

Some statements in this report constitute forward-looking statements that are subject to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. All statements in the future tense and all statements accompanied by words such as “expect,” “likely,” “outlook,” “forecast,” “preliminary,” “would,” “could,” “should,” “position,” “will,” “project,” “intend,” “plan,” “on track,” “anticipate,” “to come,” “may,” “possible,” “assume,” or similar expressions are intended to identify such forward-looking statements. These forward-looking statements include our view of business and economic trends for the remainder of the year and our expectations regarding our ability to capitalize on these business and economic trends and to execute our strategic priorities. Senior officers may also make verbal statements to analysts, investors, the media and others that are forward-looking.

We caution you that all forward-looking statements involve risks and uncertainties, and while we believe that our expectations for the future are reasonable in view of currently available information, you are cautioned not to place undue reliance on our forward-looking statements. Actual results or events may differ materially from those

indicated as a result of various important factors. Such factors may include, among other things, changes in general economic conditions, including unemployment, inflation (including the impact of tariffs) or deflation, financial institution disruptions and geopolitical conflicts, such as the conflict between Russia and Ukraine and the conflict in the Gaza Strip and other unrest in the Middle East; volatility in oil prices; significant cost increases, such as rising fuel and freight expenses; public health emergencies, including the effects on the financial health of our business partners and customers, on supply chains and our suppliers, on vehicle miles driven as well as other metrics that affect our business, and on access to capital and liquidity provided by the financial and capital markets; our ability to maintain compliance with our debt covenants; our ability to successfully integrate acquired businesses into our operations and to realize the anticipated synergies and benefits; our ability to successfully implement our business initiatives in our two business segments; slowing demand for our products; the ability to maintain favorable supplier arrangements and relationships; changes in national and international legislation or government regulations or policies, including changes to import tariffs, environmental and social policy, infrastructure programs and privacy legislation, and their impact to us, our suppliers and customers; changes in tax policies; volatile exchange rates; our ability to successfully attract and retain employees in the current labor market; uncertain credit markets and other macroeconomic conditions; competitive product, service and pricing pressures; failure or weakness in our disclosure controls and procedures and internal controls over financial reporting, including as a result of the work from home environment; the uncertainties and costs of litigation; disruptions caused by a failure or breach of our information systems, as well as other risks and uncertainties discussed in our 2023 Annual Report on Form 10-K and from time to time in our subsequent filings with the SEC.

Forward-looking statements speak only as of the date they are made, and we undertake no duty to update any forward-looking statements except as required by law. You are advised, however, to review any further disclosures we make on related subjects in our subsequent Forms 10-K, 10-Q, 8-K and other reports filed with the SEC.

Materiality

The statements and data we discuss in this report are being provided, because we believe they may be material sustainability topics for our stakeholders. Such statements and data are not necessarily material for financial reporting or regulatory reporting purposes.

At GPC, We Keep the World Moving



When our founder, Carlyle Fraser, purchased Motor Parts Depot in 1928, he had an innovative vision for the small auto parts store in Atlanta, Georgia — to provide people with high-quality, affordable replacement parts to keep their vehicles on the road. He renamed his business Genuine Parts Company, and with only six teammates and annual sales of \$75,000, that first store laid the foundation for decades of industry excellence.



Today, we remain committed to our founder's legacy as a global service organization engaged in the distribution of automotive and industrial replacement parts with more than \$23 billion in annual revenues and a proven track record of success. Our vast global supply chain includes more than 10,700 locations across 17 countries in North America, Europe and Australasia. We serve hundreds of thousands of commercial, retail and industrial customers through two business segments and leading global brands.

GPC Snapshot



Founded
1928



Number of Locations
~10,700



Headquarters
Atlanta, GA



Number of Warehouses
~720



Countries Served
17



Distribution Facilities
~200



Employees
~60,000



Retail
(Owned & Independent)
~9,800



Annual Revenues
\$23B

As of December 31, 2023

Automotive Parts Group

62% OF TOTAL GPC NET SALES



The Automotive Parts Group distributes automotive replacement parts, accessories and service items throughout North America, Europe and Australasia.



- In North America, approximately 800,000 parts are sold primarily under the NAPA brand name.
- In Europe, the company continues to rollout the NAPA brand and serves each country under a variety of banners, including GROUPAUTO, Precisium Group, Pièces Auto, UAN, Coler, AAG Distribution GmbH, Hennig, Knoll, Voigt, Alliance Automotive Trading, PartsPoint, Lausan, Soulima and Gaudi.
- GPC Asia Pacific serves the Australasian markets primarily under the Repco and NAPA brand names.

Industrial Parts Group

38% OF TOTAL GPC NET SALES



The Industrial Parts Group is represented by Motion in North America and Mi Asia Pacific in Australasia.



- Our Industrial Group provides access to more than 19 million industrial replacement parts and supplies for more than 200,000 MRO (maintenance, repair and operations) and OEM (original equipment manufacturer) customers in all types of end markets.
- We track 14 different end markets which include: equipment and machinery, food and beverage, iron and steel, pulp and paper, mining and automotive, among others.

Our One GPC Culture

Across our business units, brands and locations, teammates come together as One GPC Team, united by a commitment to deliver exceptional service for customers and the communities we serve.

One GPC sits intentionally at the intersection of culture and operating strategy, because we believe that how we treat people impacts how we achieve business goals. It influences how we win with customers, attract and develop top talent, partner with suppliers, support our communities and create value for shareholders.

Teammates are the stewards of our culture, and their contributions and commitments shape who we are and how we interact with stakeholders and each other. They rally around the One GPC culture, which includes the following core elements that shape our decisions, actions and behaviors every day:

- **Purpose:** Drives everything we do.
- **Mission:** Serves as the guiding force that shapes our decisions, actions and behaviors.
- **Vision:** Provides clear direction for the future so that our teammates know where we are going as a company as they strive for excellence.
- **SPIRIT Values:** Ensure we create a positive, productive work environment where teammates feel supported and engaged in their work.

As we continue to evolve and adapt to changing business landscapes, we firmly believe that working together as One GPC Team will propel us into the next century of excellence.

OUR PURPOSE

WE KEEP *THE WORLD*
MOVING



OUR MISSION



**Be the Employer
of Choice**



**Be the Supplier
of Choice**



**Be a Valued
Customer**



**Be a Good
Corporate
Citizen**



**Be the
Investment of
Choice**

OUR VISION

Be the leading
global automotive
and industrial parts
distributor and
solutions provider

OUR VALUES

Serve
Perform
Influence
Respect
Innovate
Team

Sustainability at GPC

When our company formed nearly a century ago, we started our sustainability journey with a commitment to provide people with parts and services to repair their vehicles instead of replacing them. Today, we've expanded that commitment from how we serve customers to how we embed sustainability into the value chain.

We believe sustainable business practices are essential for our communities and the planet, as well as for our long-term success and how we deliver value to our stakeholders. By operating responsibly, we can strengthen our business model, inspire investor confidence, enhance customer satisfaction, attract and retain the next generation of talented leaders, and generate goodwill in our communities.

Our Approach

While sustainability has long been a part of our business ethos, we embarked on a more intentional sustainability journey in 2017 with the global Roadmap for Sustainability. This multi-year guide formalized the plans, scope and approach to sustainability and provided a framework for teams to align efforts into a cohesive, managed program.

Our sustainability approach, "locally around the globe," combines global oversight with local flexibility. Following the Roadmap for Sustainability, we have global leadership and strategic direction. We then empower businesses to tailor their initiatives to the unique needs of their locations, while ensuring they support our global direction and reporting efforts.

We regularly assess performance and adapt the approach to align best with the needs of stakeholders and the business. Our robust governance model includes the board of directors and ESG Leadership Council. We routinely gather direct and indirect insights from internal and external stakeholders to inform business decisions, prioritize initiatives and reduce risk.



Our Pillars

Our sustainability program has three focus areas that connect to how we deliver on our purpose: *We Keep the World Moving*. Based on annual assessments, we prioritize activities based on where we have opportunities to impact the environment or society and how they would impact our business and financial success.

Caring for Our Planet



We continuously implement initiatives to reduce our environmental impact across our global footprint.

- Energy & Emissions
- Fleet Management
- Effluents & Waste
- Products & Services
- Sustainable Supply Chain

Investing in Social Good



We put people first, because they are the most important part of everything we do.

- Talent Acquisition & Development
- Inclusive Culture
- Health & Wellbeing
- Social Responsibility

Ensuring Good Governance



We do the right thing to operate our businesses in a responsible manner.

- Business Ethics
- Cyber Security
- Robust Audit Practices

Caring for Our Planet



At GPC, we believe environmental stewardship is good business. That's why we have purposefully embedded it into the core business strategy and throughout our value chain. By integrating environmental considerations into our operations, we can minimize our impact on the planet while driving innovation, enhancing operational efficiency and creating value for our stakeholders.

Environmental challenges are often interconnected and require collective action on a global scale. By following our “locally around the globe” approach, we can make a positive impact as One GPC Team, while our teams can tailor their efforts to the unique needs of each community where we operate.

Our sustainability reporting for fiscal year 2023 is aligned to Sustainability Accounting Standards Board (SASB) and Task-Force on Climate-Related Financial Disclosures (TCFD) frameworks. We are currently investing in teams and systems to enhance our data collection and reporting to meet the needs of several sustainability rules, regulations and reporting standards in advance of upcoming changes to disclosure regulations in countries where we operate.

Environmental Focus Areas



Global Emissions Reduction



Circular Economy



Building Efficiency



Fleet Management



Waste Management



TEAM SPOTLIGHT

As part of their commitment to their communities, Motion teammates from U.S. facilities volunteered to help with environmental improvement projects. Together, they worked with 10 organizations to clean, beautify and protect local flora and fauna.

In Alabama, teammates helped with river clean-ups, while people in Georgia, New Mexico and North Carolina worked with local organizations to plant trees. Teammates in Texas cleaned parks, and in Wisconsin, they cleaned their local zoological park.



Improving Our Global Emissions

We remain committed to decreasing GHG emissions and improving how we report on climate-related metrics that impact our business and communities. Our strategy for reducing global emissions includes energy efficiency projects in our facilities, improved fleet management, fuel switching, waste reduction efforts and supplier assessments.

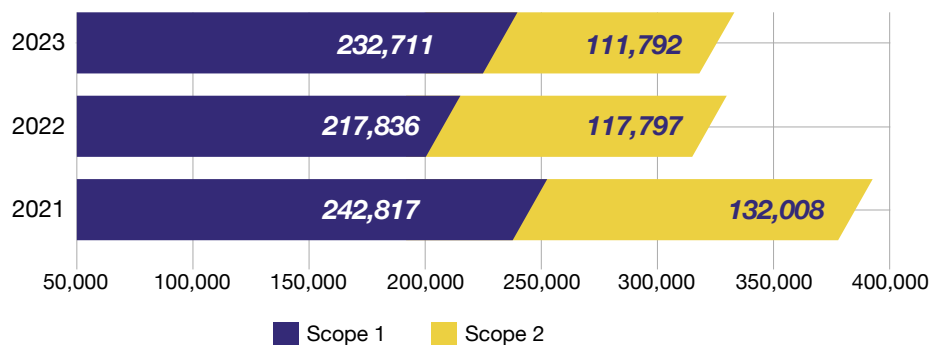
We regularly review our progress and best practices to understand how we can minimize our impact on the environment and then adjust our programs accordingly. All our businesses are required to include emissions reduction goals in their annual strategic objectives.

In our 2022 Sustainability Report, we shared our first global GHG footprint for Scope 1 (direct-owned or operated) and Scope 2 (purchased electricity) emissions based on 2021 data. In 2022, as part of our first update against that baseline, we recorded a 10.5% reduction in combined total Scope 1 and 2 GHG emissions.

For 2023, our combined total Scope 1 and 2 GHG emissions were approximately 344,503 MTCO2e, a 2.6% increase from the prior year. This number includes all emissions associated with our facilities and our fleet worldwide. The reported increase in total GHG emissions for 2023 stems from data integration finalization from various acquisitions and the continued refinement of our data collection and calculation methodology.

Our total 2023 Scope 1 and 2 GHG emissions intensity based on revenue decreased 1.8% from the previous year.

GPC Global Carbon Emissions (MTCO2e)



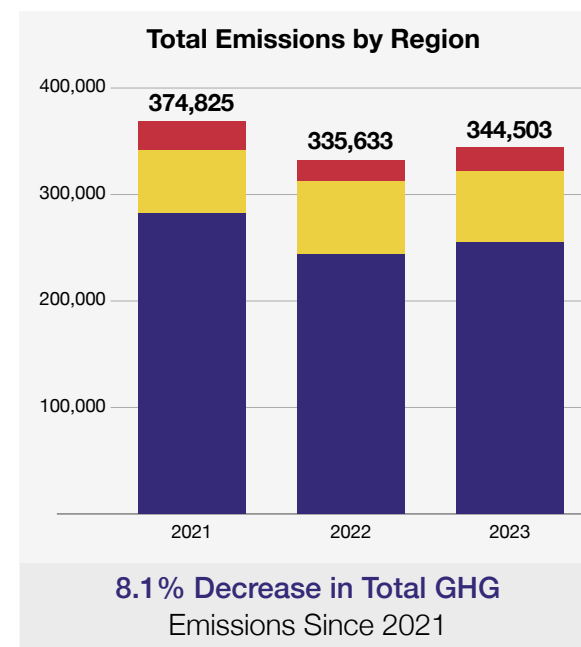
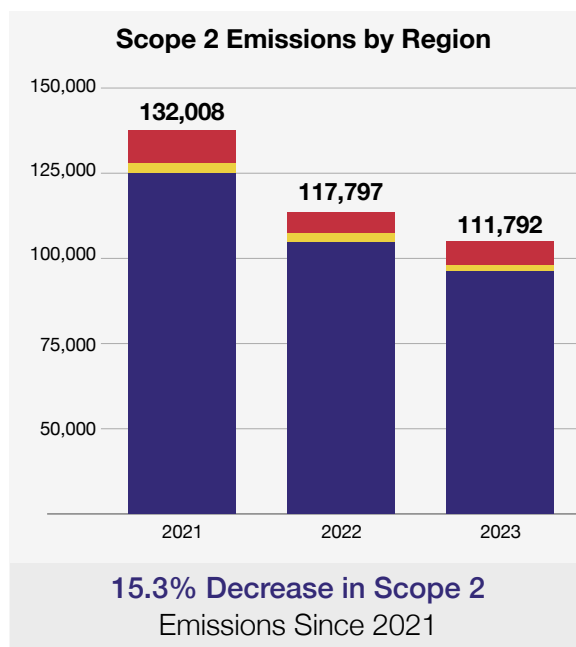
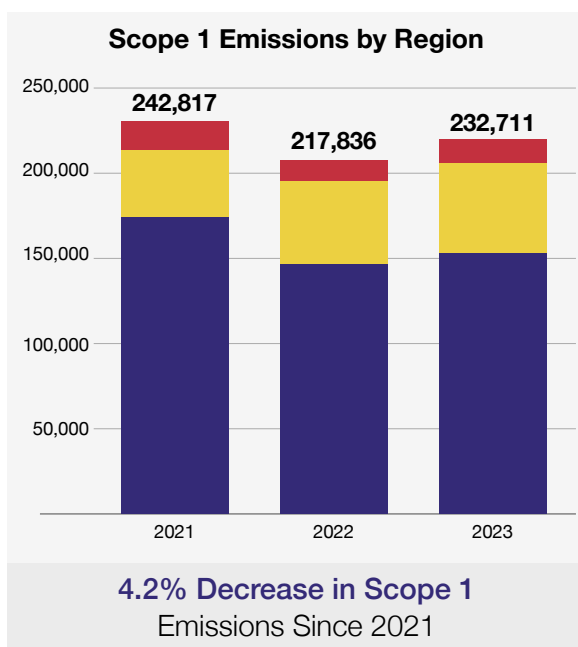
Understanding the Metrics

We use the following standard abbreviations and definitions when reporting our environmental metrics:

Abbreviation	Name	Definition
MTCO2e	Metric Tons of Carbon Dioxide equivalent	At standard temperature and pressure, one metric ton of carbon dioxide (CO2) would fill a sphere 32 feet (about 9.8 meters) in diameter.
CO2e	Carbon Dioxide equivalent	CO2e represents an amount of a GHG whose atmospheric impact has been standardized to that of one unit mass of carbon dioxide (CO2).
CO2	Carbon Dioxide	CO2 only accounts for carbon dioxide, while CO2e accounts for carbon dioxide and all the other gases as well, including methane, nitrous oxide and others.
MT	Metric Tons	A unit of weight equal to 1,000 kilograms (2,205 lbs)
kWh	Kilowatt Hours	One kilowatt of power for one hour
GHG	Greenhouse Gas	A greenhouse gas (GHG or GhG) absorbs and emits radiant energy within the thermal infrared range, causing the greenhouse effect. GHG by Revenue is calculated by dividing Scope 1 and 2 GHG emissions by revenue stated in USD.
GWP	Global Warming Potential	A term that describes the relative potency, molecule for molecule, of a greenhouse gas, taking account of how long it remains active in the atmosphere.

GPC MTCO₂e Carbon Emissions Status (FY'23)

■ North America ■ Europe ■ Australasia



North America		
2022	2023	+ / -
Scope 1	Scope 1	Scope 1
148,971	157,359	5.6%
Scope 2	Scope 2	Scope 2
100,372	94,346	(6.0)%
TOTAL	TOTAL	TOTAL
249,343	251,705	0.9%

GHG Intensity by Revenue decreased 1.1%

Europe		
2022	2023	+ / -
Scope 1	Scope 1	Scope 1
54,009	58,905	9.1%
Scope 2	Scope 2	Scope 2
3,518	3,338	(5.3)%
TOTAL	TOTAL	TOTAL
57,527	62,243	8.2%

GHG Intensity by Revenue decreased 5.4%

Australasia		
2022	2023	+ / -
Scope 1	Scope 1	Scope 1
14,856	16,477	10.7%
Scope 2	Scope 2	Scope 2
13,907	14,108	1.4%
TOTAL	TOTAL	TOTAL
28,763	30,555	6.2%

GHG Intensity by Revenue decreased 3.2%



Improving Efficiency in Our Facilities

Our global distribution network includes more than 10,700 warehouses, storage facilities, distribution centers (DCs), offices, retail outlets and other physical spaces in 17 countries. We are focused on optimizing efficiency, cost and resource reliability to do what's best for the environment, our business and the local communities where we operate.

Energy Sourcing and Usage

Our energy usage strategy centers on reducing overall consumption, switching to more sustainable energy sources and educating teammates on energy conservation. Currently, our facilities use energy from a variety of renewable and non-renewable resources, depending on their location and business purpose.

We continue exploring how best to scale renewable and more sustainable energy sources globally to meet our business needs, and in the meantime, local teams are empowered to adopt energy sources that align with their facility needs.

In 2023, we experienced a notable decrease in the purchase and use of electricity, which contributed to an overall decrease of 5.1% in Scope 2 emissions. NAPA facilities in North America contributed significantly to the decrease in Scope 2 emissions as a result of large-scale projects to update lighting and air conditioners across their facilities.

Snapshot of local energy consumption initiatives

- Installing new energy-efficient HVAC systems and retrofitting existing systems with improved controls
- Replacing conventional lighting with energy-efficient LED lights in offices, DCs and retail stores
- Installing motion-sensing lighting in facilities
- Implementing building management systems in North American facilities
- Launching teammate awareness initiatives



Snapshot of energy sourcing initiatives

- Replacing gas-powered forklifts with electric as part of Motion's fulfillment center project
- Replacing oil heaters with hybrid heat pumps at facilities in the U.S., U.K. and Germany
- Installing solar panels on DCs in Europe and Australasia
- Switching energy contracts to sustainable energy sources in the U.K. (100%), France (96%) and Benelux (38%)
- Using wind energy for our automotive business in the Netherlands

Water Consumption

We continue efforts to use less water at our facilities, including retail stores and DCs.

Snapshot of local water conservation initiatives

- Installing low-flow faucets with motion sensors in the U.S.
- Conducting regular inspections of water lines to find, repair and prevent leaks in the U.S.
- Evaluating water conservation projects for our operations in Europe and Australasia

Combining Sustainability and Business Performance in Facilities

Improving our facilities represents the biggest opportunity to better serve our customers and teammates while ensuring our geographic footprint is more sustainable and efficient. We are applying a sustainability mindset as we invest in new facilities and explore ways to repurpose or consolidate existing buildings.

Melbourne Distribution Center: From Greenfield to Reality

In June 2023, the GPC Asia Pacific team opened their built-for-purpose DC in Melbourne, Australia, as part of the city's first industrial estate to target a Green Star certified communities rating. The 39,000-square-meter facility combines advanced logistics operations, innovative technology and sustainability to anchor our growth strategy for GPC in Australia and New Zealand.



The facility achieved a 5 Star Green Star certified buildings rating from the Green Building Council Australia. It includes the following:

- 672 solar panels that generate 360kw per hour
- 30,000-liter capacity for grey water recycling, used for landscaping and toilets
- 8-ton corrugated material compactor for recycling
- 4 EV charging stations
- 32 electric forklifts with smart chargers
- Sensor LED lighting throughout the facility



UAP's Head Office: Repurposing Existing Real Estate

In Canada, the UAP team turned to an unused DC in Montreal for an unlikely purpose — to transform the industrial facility into a certified green building for its new head office. They now have a campus-style office that encourages team collaboration, integrates into the surrounding neighborhood and reduces their environmental impact.



During the renovation, the team incorporated environmentally friendly materials and technology to reduce the building's environmental footprint. Compared to a similar structure, the building's overall energy consumption has been reduced via intentional choices in lighting, heating, cooling and water retention systems.

Thanks to their incredible vision, the facility is carbon-neutral and the first office building in Canada to achieve a ZCB-Design v3 certification from the Canada Green Building Council.

Indianapolis Distribution Center: Consolidating Our Footprint

After assessing their supply chain needs, the NAPA team is consolidating some DCs into state-of-the-art regional distribution hubs that improve how they serve customers while reducing their impact on the environment.



In Indianapolis, Indiana, the expanded DC includes a building automation system, LED lighting and skylights, electric forklifts and energy-efficient insulation, HVAC units and fans. In addition, the site has compactors for recycling corrugated material and enhanced outdoor drainage.



Reducing Operational Waste

Our waste reduction strategy includes managing the waste we produce and supporting our customers with their product recycling needs. Within our facilities, we are focused on reducing the volume of waste, including primary and secondary packaging, and diverting more from landfills through recycling and other programs.

Snapshot of local waste programs

Canada: UAP has 147 stores participating in its RecycleSmart program to increase diversion, reduce waste costs and integrate waste management into the culture. The diversion rate increased from 41.5% in 2022 to 50.6% in 2023 for participating stores.

Europe: AAG has an 85% diversion rate, and the team recycles 54% of waste, including wood, paper and plastic.

Australasia: GPC has had a diversion rate of 27% for the past 12 months. Paper and cardboard make up the largest category of diverted waste.



Managing Our Fleet Responsibly

We use our fleet vehicles to deliver exceptional parts and service for our customers. In 2023, our fleet emissions globally accounted for approximately 68.7% of our Scope 1 emissions, or roughly 159,90 MTCO_{2e}.

Our fleet management approach prioritizes reducing emissions from our existing vehicles while adopting more sustainable vehicle options without sacrificing service.

Electronic Monitoring & Route Optimization

Our fleet vehicles use electronic monitoring and route optimization systems to track key metrics, such as driver hours, drive length and idling time. We use this data to enhance the driver experience, optimize deliveries and minimize “empty miles.”

Anti-Idling & Auxiliary Power Units

Most fleet trucks have anti-idling technology to automatically shut off engines after five minutes of idle time. Auxiliary power units enable drivers to use heating and cooling without running vehicle engines, which reduces idle time, improves fuel consumption and reduces fuel costs.

Hybrid and Electric Vehicle (EV) Programs

Many of our businesses are replacing some internal combustion engine vehicles with hybrids and EVs. They are also installing charging stations at headquarters, retail stores and DCs.

Atlanta Headquarters

- 14 Bosch EV charging stations installed

AAG

- 17 EVs piloted for “last mile” deliveries
- 97 charging stations installed

GPC Asia Pacific

- 31 hybrid vehicles ordered to transition small vehicle fleet

UAP

- 121 EVs and hybrids on the road
- 110 charging stations installed

USAG

- 320 EVs and hybrids on the road



In North America, our Motion team continues to be a role model in sustainability with their corporate recycling program. In 2023, the team recycled 1,232 tons of material and improved recycled tonnage by 14%.

Their impact equals:



3,868
Metric Tons
of GHG emission reduced



Operating in the Circular Economy

As a global leader in the distribution of automotive and industrial parts, we are well-positioned to play several roles in the circular economy and to divert waste from landfills for other uses.

Our parts and services help customers repair and maintain their vehicles and heavy machinery instead of replacing them. We offer customers the option of purchasing remanufactured or refurbished products and a place to recycle vehicle parts.

Here are examples of the circular economy in action:

Repair Instead of Replace

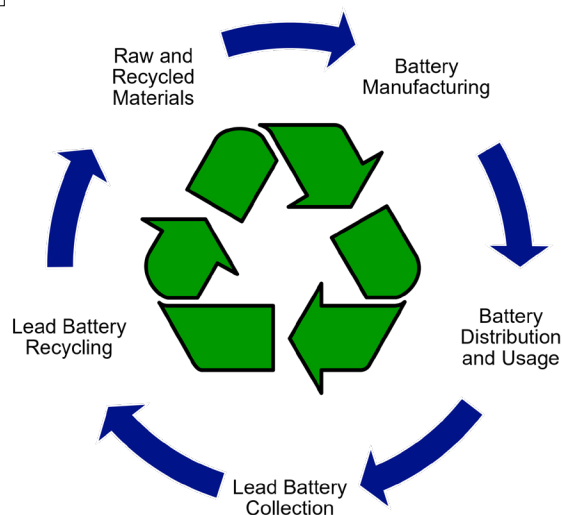
Motion's Repair and Services team has repaired more than 20,000 customer assets. Their work helps industrial customers extend the life of their machinery, reduce waste from replacing assets and decrease the environmental impact associated with manufacturing.

Scan the QR code for case studies.



Recycling Lead Batteries

Lead batteries — made of lead, plastic and acid — are virtually 100% recyclable. Our U.S. Automotive Group (USAG) business collects old batteries from customers and works with a battery supplier to recycle them into core parts for making new batteries. In 2023, USAG had a 96% battery recycling rate.



Saving Used Parts

The Alliance Automotive Group (AAG) Back2Car program collects parts and materials from end-of-life vehicles (ELVs) at five centers in France. Instead of going to landfills, they recycle valuable materials, including platinum and steel, and repurpose waste materials, such as oil, for energy production. The team also collects reusable parts, which they then test, refurbish and offer to customers with a guarantee.

Average Annual Figures

- 17,000 ELVs processed
- 350,000 disassembled parts
- 17,000 tons of steel valorized
- 5,150 tons of reclaimed valorized
- 7.23% Reuse and Global Valorization rate

Investing in Social Good



Supporting Our Genuine People

As One GPC Team, our 60,000 teammates are united by a shared commitment to our purpose: *We Keep the World Moving*. While our business has stood the test of time, it's our people who are at the heart of our success — working, winning and evolving together. Together, we strive every day to bring our purpose, mission, vision and values to life.

We take pride in our legacy, while we prepare for the future. A core part of our mission is to be the employer of choice. That means we are listening and adapting to our teammates' changing expectations of work while preserving the unique culture that's been a hallmark of our success.

We champion safe, equitable and uplifting work environments where our teammates can thrive and feel welcomed, heard, included, engaged and supported. We offer opportunities across our brands and businesses to define their careers and do rewarding, purposeful work that makes a difference.

Genuine People Focus Areas



Teammate Engagement



Safety & Wellbeing



Talent Acquisition & Retention



Inclusive Culture



Talent Development



TEAMMATE SPOTLIGHT

Khari Carter fell in love with NAPA at a young age when he attended “Bring Your Kid to Work” with his uncle. After high school, he started his career with NAPA as a delivery driver, and he worked his way up to an assistant store manager in Milam Dairy, Florida. During his time with the company, he has

earned several parts specialist certifications with the goal of managing a NAPA store.

Khari has a rich family history with NAPA, starting with his father, Irwin Carter, a delivery driver for the same NAPA store where Khari works. His uncle, Fred Wilson, has been with the company since 1995 and is an Inventory Manager at the NAPA Miami Distribution

Center. Prior to his passing, his uncle, Ernest Cox, also worked as a driver in Coral Gables, Florida, for almost 23 years.

“I love working here and look forward to coming to work each day. I take pride in knowing that we provide excellent service for our customers around the world.”



Engaging Our Teammates

We engage our teammates and value their feedback, leveraging it to inform our goals and initiatives. This engagement ensures the teammate experience is relevant and rewarding today and in the future.

Every 18 to 24 months, we conduct a global engagement survey, inviting all teammates to share their thoughts on the company and their work environment. This survey, available in seven languages and accessible on various devices, includes questions that help us track progress on our people-focused sustainability efforts. Based on the results, business units then collaborate with HR partners to create localized action plans and implement new programs or processes.

Our most recent engagement survey was conducted in 2022, and a separate wellbeing survey was conducted in 2023. The next company-wide survey is scheduled for fall 2024. In addition to these comprehensive surveys, we are developing targeted pulse surveys, and local teams can survey their teammates as needed.

In 2022, 78% of the global workforce completed the latest engagement survey. Here are some results from the survey:

78% Global Engagement Score

81% I am proud to work for this company.

81% I see a clear link between my work and the success of the company.

76% I recommend this company as a good place to work.

In October 2023, the UAP team conducted a survey to assess teammates' wellness needs, priorities, resources and communications preferences. They shared the results with teammates and used them to develop initiatives for 2024.



Attracting and Retaining Top Talent

Recruiting and supporting skilled, dedicated teammates drives our business forward and plays a pivotal role in nurturing our inclusive culture. We are committed to ensuring their work is enriching and that they can grow and succeed in meeting their personal and professional goals.

Talent Acquisition

Our approach to finding and hiring the best talent follows a global strategy with local implementation. We have centralized tools, processes and resources that ensure consistency in recruiting, while our on-site teams can recruit their own prospective teammates.

In North America, we are centralizing a NAPA talent acquisition team to focus on hiring hourly teammates for our retail stores. We are also launching a consolidated global career website for all our brands and businesses to improve how we build relevant relationships with prospective teammates.

Ensuring a strong pipeline of future talent is important for our long-term success. In addition to recruiting online and in person, we participate in activities to educate people about our industry and career opportunities with an emphasis on reaching people in underrepresented groups.

Our talent acquisition teams visit technical schools, colleges and universities, while members of the Business Resource Groups (BRGs) connect with their networks, including alumni organizations, professional organizations, fraternities and sororities.

The NAPA distribution center in Phoenix, Arizona, hosted a job fair in partnership with the Motorcycle Mechanics Institute.



Compensation and Benefits

We offer market-competitive, performance-based compensation and benefits packages that support the physical, mental and financial wellbeing of our teammates. The packages are tailored to job level and the unique needs in different countries.

We are committed to rewarding our teammates equitably around the globe, regardless of gender, age or ethnicity. Every two years, we conduct pay equity audits to ensure fairness, transparency and compliance with local regulations.

Full-time and part-time teammates can choose from various non-salary benefits to best support themselves and their families. We evaluate our benefits programs regularly to ensure they meet the evolving needs of our workforce.

Benefits¹ include, but are not limited to, the following:

- Medical, Dental and Vision Insurance
- Life and AD&D Insurance
- Disability Plans
- Voluntary Benefits (e.g., Pet Insurance, Accident Insurance)
- 401(k) with Matching
- Paid Time Off
- Tuition Reimbursement
- Discounts

¹ Some programs and benefits offered in the U.S. only

In 2023, we completed a pay equity review of all U.S. salaried positions. The results showed little to no variance in compensation based on gender or race. Where any variation was identified, we investigated and made appropriate adjustments.



The UAP team hosted its first internal Career Week where teammates learned about their colleagues' career paths, attended networking events and participated in career planning workshops.



TEAMMATE SPOTLIGHT

On February 24, 2022, Anastasiia Holovchuk's life changed forever. A citizen of Ukraine, she was on vacation in the U.S. when a sudden outbreak of war made it impossible to return home.

Hope for the future came unexpectedly a few weeks later. Anastasiia's husband worked in Ukraine for a company that was a member of the same organization as the Alliance Automotive Group (AAG). He reached out to AAG for help since he knew that the parent company, GPC, was based in the U.S. GPC put Anastasiia in touch with UAP, and the UAP team subsequently reached out with a job offer and relocation assistance.

Anastasiia is now a Talent Acquisition Specialist in Calgary, Canada. She credits her manager and colleagues with helping her adjust to her new role and environment.

"I quickly realized that the exceptional care and support I received were not exclusive to me. It is engrained in UAP's culture to prioritize its people."

She added that she's grown professionally in her two years with UAP, and she's amazed by what she has accomplished through care, tutorship and support from the company.

"My experience with UAP has been truly transformative. I have confidence that I will be understood and supported, and it inspires me every day."



Investing in Our Teammates

Professional development and training are crucial for fostering a skilled, adaptable workforce. We offer a variety of opportunities for upskilling, mentorship and career development tailored to locations, roles and career interests. While some programs are mandatory, teammates can select those that align with their career goals.

Training and Capability Building

Our training programs ensure teammates have the skills and knowledge they need for success. Through the online learning management system (LMS), teammates can complete required and voluntary on-demand courses to develop their technical and soft skills. In addition, our businesses offer online and in-person training to ensure their teams can do their jobs safely and effectively.

New hires must complete training modules aligned with the Code of Conduct, and we host online data security awareness training throughout the year.

On average, Motion's teammates complete more than eight hours of training per person. In 2023, teammates completed more than 304,000 online courses, and Motion offered hands-on training to more than 2,600 teammates and 900 customers.



Motion's new Learning & Development Center opened in 2023, repurposing a former industrial shop in Birmingham, Alabama, into a world-class training facility for teammate and customer education programs.

Career Development Programs

We offer professional development opportunities to help our teammates grow at every stage of their career — from early career support to senior leadership.

Snapshot of leadership development programs

- **Management Development Seminar (MDS):** As our global leadership development program, MDS engages selected high-potential leaders from all business units in learning about our business operations and developing career plans. We also have a similar MDS program in Europe.
- **GPC Core Leadership Program:** Hosted at the Atlanta campus, GPC Core is a five-month program for first-time people managers to develop leadership and team-building skills.
- **LEAD:** The UAP team launched a nine-month leadership development program in 2022, with the first class of 50 participants graduating in 2023. In its second year, the program expanded from high-potential teammates to include senior leaders.
- **Momentum:** GPC Asia Pacific created a nine-month development program to help teammates who currently or could potentially lead a team, department or business. In addition to knowledge and skill-building, the program includes executive coaching, mentoring and career planning.
- **Diverse Talent Development:** We partner with McKinsey's Management Accelerator Program on a development program to retain top talent. The program is open to teammates in the U.S. who are early-to-mid career and aspire to be leaders at GPC, Motion or USAG.



The MDS program in Europe had 26 participants from six countries in fall 2023.

“The McKinsey Management Accelerator Program was extremely beneficial for me. The management tools and skills that the instructors provided have proven to be very useful in my professional and personal lives and reiterated a lot of the lessons that I learned through the Motion Impact Programs. It is truly an honor and blessing to be part of an organization that develops its people personally and professionally.”



Corey Jackson, Regional Sales Manager – Motion Conveyance Solutions



The Momentum graduation honors participants and their mentors.

Performance Management

Our performance management approach emphasizes regular feedback to help everyone do their best work. Performance conversations allow teammates and managers to collaborate on progress and development opportunities, ensuring clear understanding of how individual work impacts broader company goals. Each year, teammates set short- and long-term goals with their managers and engage in progress discussions throughout the year, culminating in a formal year-end review.

In 2023, we launched our new Workday system and used it to manage a more unified year-end performance review cycle in North America.



TEAM SPOTLIGHT

For 60 years, we've recognized exceptional teammate performance through the Manager of the Year Award. In 2023, we rebranded it as the Genuine Parts Company Chairman's Award and opened it to any teammate or team that embodies our culture and impacts the business.

In 2024, our current Chairman and CEO Paul Donahue presented the inaugural award to the GPC Global Technology Center (GTC) in Krakow, Poland. Launched in late 2022, the GTC enhances our technology capabilities and builds common platforms to service our customers.

Led by Executive Vice President and CIDO Naveen Krishna, Robert Florczyk, Bozena Piotrowska, Joanna Rupik, Wit Wyborski and others, the GTC team quickly secured space in one of Krakow's iconic tech buildings. The team was operational and self-reliant within only nine months, creating all necessary support operations from scratch.

Home to more than 150 teammates, the GTC delivered key projects, including a Google-powered search platform, the Cyber Forensics lab and operations and GPC's Generative AI Center of Excellence. The team also built partnerships with engineering schools for recruiting and research and sponsored the first student-designed electric Formula racecar in Poland.

The UAP team launched internal mobility guidelines and career discussion workshops to support managers as they hosted performance management conversations with their teams.

Internships and Apprenticeships

We are investing in future talent through engaging internships, apprenticeships and rotational programs that are as varied as the parts of our business. Current students, recent graduates and aspiring leaders participate in hands-on education, mentoring and volunteer projects that help them gain knowledge and build strong relationships for their future careers.

By the Numbers

We welcomed more than **120 interns in 2023.**

 **26** at headquarters

 **4** at GPC Global Technology Center

 **31** 12 at headquarters and 19 in the field

 **15** interns and students at headquarters

 **52** 14 at headquarters and 38 in the field



NAPA partnered with TechForce Foundation's "Grab the Wheel" campaign with the goal of hiring one million new auto technicians in the next five years. Scan the QR code to learn more.

In addition, NAPA's Auto Care Apprenticeship program helps aspiring technicians gain in-demand automotive positions and complete their ASE certifications in 18 to 24 months.

TEAMMATE SPOTLIGHT

Former AAG apprentice Quentin Médard recently earned a gold medal in the Best Apprentice of France competition. Now an apprentice truck mechanic at the G-Truck / Top Truck workshop in Evreux, France, Quentin joined AAG as part of his industrial vehicle maintenance program and has since completed his vocational bachelor's degree.



During the Best Apprentice of France competition organized by the CFA (apprentice training center), Quentin excelled in seven troubleshooting tests. Competing as a multi-brand repairer, Quentin's success is a testament to his expertise and the robust training he received at AAG.

Quentin said that he values his time at AAG, because his mentor trusted and empowered him to find solutions on his own, which he credits with accelerating his learning.



Motion Conveyance Solutions celebrated the inaugural class of its Field Service Technician Apprenticeship Program with 23 apprentices on their way to being conveyor belt experts.



Keeping Everyone Safe and Healthy

The health, safety and wellbeing of our teammates, customers and communities are foundational for achieving our business and sustainability goals. We prioritize providing safe environments, equipping teams with safety tools and knowledge and investing in resources to support our teammates' wellbeing at work and at home.

A Culture of Safety

Our approach for Employee Health and Safety (EHS) establishes a global foundation for safety excellence and includes teammate training, common resources and a centralized global safety tracking system. Local teams can adapt programs based on their business needs and local safety legislation.

Everyone shares responsibility for creating a safe and healthy work environment, and as such, we provide all teammates with regular safety training relevant to their role. We start with our Code of Conduct training to ensure everyone understands and acknowledges their safety responsibilities.

We encourage teammates to participate in our LiveSafe program. This "safety toolbox" includes the safety responsibilities for everyone at a site; safety training requirements; safety committee activities; safety inspections; accident reporting and investigation; and tips for safe driving, strain reduction and slip and fall prevention.

In addition to safety training, many of our businesses have mental health training and resources. The UAP team provides mental health training for managers and launched "Take Care of Your Mental Health" training for all teammates in October 2023.

We are launching a global safety system to track and report on safety concerns, injuries and hazards for teammates, customers and visitors at all of our locations. It's the first time this information will be in one database, and the data will help identify hazards before they cause injuries and locations which might benefit from greater focus. The first phase of the system will launch in 2024.

As part of our ongoing commitment to teammate and community safety, we completed a full safety assessment of our Atlanta facilities, and based on feedback, we implemented several safety and security improvements.

2023 Health and Safety Training by the Numbers

50K+ hours of safety training completed at Motion

928 emergency officer certifications at AAG Europe

57% improvement in teammate hazard reporting to prevent injuries at GPC Asia Pacific

86% USAG teammates who completed quarterly safety training

317 leaders completed mental health training at UAP

11,752 hours of safety and wellbeing training completed at UAP

USAG partners with Lytx, Inc., on the DriveCam program for delivery vehicles that helps teammates improve their driving and streamlines accident information if one occurs.

61% decrease in Auto Accidents

64% decrease in Auto Claims
(liability and physical damage)

TEAM SPOTLIGHT

In 2023, the Automotive Operations team in New Zealand launched Safety Week based on teammate feedback. Led by Louise Sixton (front center), General Manager of Repco Operations, the team focused on prioritizing smarter, safer work choices, re-energizing the team around safety and bringing fun to safety messaging.



By the end of Safety Week, the team identified more than 165 hazards. They had more than 1,600 safety shout-outs and improved the safety training completion rate from 25% to 92%. For her efforts, Louise received the 2023 REACH "Make It Safe, Make It Home" award, which celebrates teammates who take proactive steps to ensure a safe workplace.



Wellbeing at GPC

Our healthy living program — GPC Wellbeing Live 365 — provides teammates in the U.S. and Canada with on-demand access to tools, information, activities and incentives to support living a healthy lifestyle. Based on teammate feedback, we refreshed the program in 2023 to ensure it aligns with their wellbeing goals.

We offer individual incentives for participation in monthly activities, such as completing a wellbeing assessment, obtaining a biometric screening and tracking hydration, sleep and steps. Participants can earn up to \$400 a year for completing activities, up \$100 from previous years, to use for electronic gift cards, Health Savings Account contributions or medical plan premium credits.

Program Participation

- **57%** Teammates Registered on Wellbeing Site
- **10,279** Wellbeing Assessments Completed
- **5,941** Hydration Activities Completed
- **5,470** Biometric Screenings Completed
- **5,062** Sleep Activities Completed
- **2,186** Step Activities Completed (240,000 steps in 30 days)
- **7,261** Financial Wellness Activities Completed

We also offer the following healthy lifestyle programs in the U.S. in partnership with Livongo®:

Diabetes Management Program

905 teammates enrolled

Hypertension Management Program

879 teammates enrolled

We continue assessing and updating the program based on teammate feedback. In 2024, we plan to increase the participation incentive, add a volunteer component and introduce wellbeing champions.



Rain didn't stop teammates from NAPA's Sacramento distribution center — called the NAPASac Race Team — from completing the California International Marathon.

The first Arts in Motion Employee Art Exhibit featured 14 art pieces from Motion teammates who represented a range of departments, including HR, Marketing, IT and even the C-Suite.



The NAPA Plainfield distribution center in Indiana hosted a biometric screening for teammates.



Advancing Our Inclusive Culture

We embrace diversity; seek to ensure fair treatment, equality of opportunity and fairness for all; and strive to foster an inclusive culture where all teammates — regardless of race, gender or other differences — feel safe and supported to be their true selves at work.

In 2021, we launched our five-year Global Roadmap to guide our efforts in building a more inclusive culture, which we started in the U.S. and have been expanding globally for the past two years. The Global Roadmap includes the following goals:

- Drive awareness and accountability across the entire organization
- Source and hire diverse candidates
- Utilize our platform to drive teammate engagement and experiences
- Collaborate with teammates on products, services and policy initiatives
- Develop partnerships within the communities we serve

People of Color	Women	Military Service
23.5% Managers	21.2% Managers	2.7% Workforce
32.2% Non-Managers	21.0% Non-Managers	
14.3% Board of Directors	28.6% Board of Directors	

Data is U.S. only. Metrics represent the most recent Equal Employment Opportunity report from 2022.



The LGBTQ+ Network and members of the Atlanta campus packed hygiene kits for Chris180, a nonprofit that provides mental health and family services to people who have experienced trauma.



“It is incredibly satisfying to be part of removing some of the barriers that women feel they face. We only have one life, and I feel fortunate to have a work environment that offers so much fulfillment. I’m humbled that I’ve been given so many opportunities to better myself while also being challenged to help others on their own path to success.”

April Williamson, Associate Category Manager, NAPA, and recipient of the Champion of the Year award from Women in Auto Care.



The NAPA distribution center in Plainfield, Indiana, honored their teammates who are veterans with special appreciation gifts.



The UAP team organized a colorful t-shirt day to celebrate Pride Month.



The Women’s BRG in Canada volunteered at the Le Chaînon thrift store and hosted collection drives to gather materials for women in need.

Drive Awareness and Accountability Entire Across the Organization

We are committed to building and nurturing an inclusive culture. Our priorities include ensuring that commitment is embedded across the organization, supporting our Business Resource Groups (BRGs) and celebrating our team's diversity with educational campaigns and activities.

In 2023, we expanded our team to include managers who support inclusion at UAP and NAPA and added a manager for NAPA's Supplier Diversity program. We're also partnering more closely with our global teams in Asia Pacific, Europe and North America to share best practices and tailor programs for local impact.

After the launch of three new groups in 2023, we now sponsor seven BRGs that promote engagement and help create a more inclusive workplace. More than 1,000 teammates are members of at least one BRG.

As part of their charters, the BRGs connect to teammates and communities in four key areas:

- Engaging and developing group members who seek leadership positions within their group or across the company.
- Helping to increase our candidate pipeline.
- Connecting their work to our business and sustainability initiatives and priorities.
- Sharing their perspectives with leaders on corporate goals, decisions and policies.



In May, Motion hosted the BOLD BRG meeting in Birmingham, Alabama, with nearly 50 members from GPC and USAG and 50 members from Motion.

Our Business Resource Groups



A3 celebrates the diversity of Asian American voices and provides connection and development opportunities for members.



BOLD discusses social issues impacting diverse teammates and supports African American teammates on their professional journey.



Creating Real Engagement for Women (CREW) raises awareness for issues impacting women and provides a network to support women as they grow their careers.



BRAVE helps veterans transition to civilian life and teaches nonveterans about the diversity and skills of their military teammates.

Our New BRGs in 2023



The ABLE Network strives to provide support and access to resources for people with disabilities and their allies.



Hispanic Network

The Hispanic Network promotes the contributions of the Hispanic community and facilitates collaboration and cross-cultural opportunities.



LGBTQ+ Network

The LGBTQ+ Network celebrates the community of LGBTQ+ teammates and their allies and provides resources for growth, development and connection.

In 2023, we introduced the Women's BRG in Canada, and the group gained 89 members in their first year.

Source and Hire Diverse Candidates

We believe our workforce should reflect the diversity of the communities we serve, and we are committed to removing barriers that prevent qualified people from joining us. As a complement to existing recruiting efforts, we've expanded our talent acquisition strategy to include activities that help us reach and recruit from a broader talent pool. We also promote and advance qualified teammates internally.

Snapshot of local recruiting activities

- GPC attended events to reach underrepresented groups, including the National Association of Black Accountants (NABA) conference and the Atlanta University Consortium, a career event at historically black colleges and universities (HBCUs), including Spelman College, Morehouse College and Clark Atlanta University.
- At AAG, hiring managers received training on how to conduct unbiased interviews and select the best candidates.
- Motion participated in career days and sponsored career-related activities at HBCUs and K-12 schools with high percentages of students from underrepresented groups.
- UAP launched an inclusive recruitment training program for all managers. To date, more than 50% of managers have participated with sessions scheduled for 2024.

"I am encouraged by the company's efforts to create these spaces where teammates of varied backgrounds, experiences and interests can connect. The LGBTQ+ Network has allowed me to share my complete self and gain the confidence to participate on a different level. I look forward to growing with this BRG and the other groups and aim to challenge myself to cultivate an atmosphere of acceptance and leadership. The resource groups are a welcome platform to express ideas and activities, helping us thrive as a company and as individuals. "



Leshundra "Shun" Reddock,
Supplier Sales Support Analyst II, Motion

TEAMMATE SPOTLIGHT



After spending five years in the U.S. Navy, Joel Rainey applied the skills he acquired while in service to a new career path in internal audit. He joined GPC in 2021 and currently serves as a Senior Internal Auditor.

Joel has helped enhance the company's operational audits for NAPA stores and distribution centers, impressively finding key areas for improvement. He says a highlight of his career at GPC was visiting Spain to help the AAG team with an inventory audit, which included Spanish translations.

"Working at GPC has given me the opportunity to collaborate with teammates globally. I love the camaraderie in the Audit department and am thrilled to work for a company that puts its people first."



Motion's A3 team celebrated Diwali, the Hindu festival of lights, and streamed the event with GPC teammates.



Members of BRAVE partnered with Wreaths Across America to honor fallen soldiers.

GPC Asia Pacific celebrated International Women's Day with a well-attended virtual event featuring guest speakers and a lively Q&A session.

Utilize Our Platform to Drive Engagement and Experiences

Incorporating inclusion into the teammate experience is essential to supporting our unique culture. In addition to the BRGs, we are expanding unconscious bias training, with nearly 2,000 teammates completing training in the U.S., and providing mentorship opportunities for teammates.

Snapshot of local engagement activities

- GPC launched mentoring programs for teammates in the Women in Technology group and the BOLD BRG, as well as a Finance team program that expanded from women to all Finance teammates. Approximately 30 people participated in the inaugural programs to help them with professional growth and talent development. The programs will expand to additional groups in 2024.
- In Canada, UAP launched an e-learning path for women in leadership roles.
- The AAG team shared inclusive content, including employee spotlights and local updates, in their monthly mAAGazine and internal newsletter.
- The team in Benelux launched a D&I taskforce to plan for initiatives in 2023 and 2024, including at regional meetings.
- Teammates in Germany and France participated in various activities related to our values and how to treat each other.

In 2023, we launched the Genuinely Speaking Series, an internal forum with special guests discussing business topics that impact our teammates, customers and communities.

During the most recent event, we hosted Katie Kirkpatrick (center), President and CEO of the Metro Atlanta Chamber of Commerce. Letty Ashworth (left), Director, Diversity, Equity and Inclusion, and Paul Donahue (right), GPC Chairman and CEO, welcomed Katie to the Atlanta campus.



Collaborate With Teammates on Products, Services and Policy Initiatives

We evaluate corporate objectives and business needs to ensure they are inclusive and relevant to our teammates. The BRGs are often consulted for feedback during the policy development process to make sure all voices are heard in corporate decision-making and that policies reflect the varied perspectives of our teammates.

Most notably, we updated the corporate parental leave policy in 2023 to include six additional weeks of paid time-off for both mothers and fathers, a direct result of work initiated by CREW, the Women's BRG.

Develop Partnerships Within the Communities We Serve

We work with our teammates and BRGs to identify and implement corporate partnerships that advance inclusion with our stakeholders outside the company. We're proud to partner with these organizations who share our commitment to building a more inclusive world:

- Atlanta Business League
- American Red Cross-Sickle Cell initiative
- Captain Planet Foundation
- Center for Civil and Human Rights
- Chris180
- Georgia Minority Supplier Diversity Council
- Hispanic Chamber of Commerce
- Meals on Wheels
- Morehouse College
- United Way-African American Partnership
- Urban League

NAPA's Supplier Diversity Program

The NAPA team launched a new Supplier Diversity Program in 2023 to expand their supplier base and engage with diverse businesses. This initiative aims to bring innovative ideas from a wide array of backgrounds, while ensuring competitive pricing, quality products and timely delivery.

The program is led by Lashelle Hamilton, Supplier Diversity Manager, who has 26 years of experience in the automotive field. "Supplier diversity is crucial for our company, because it reflects the inclusion of all communities where our stores are located and where our diverse employees live. By purchasing from diverse areas, we reinvest in our communities, while diversifying our supplier pool and maintaining the level of quality and service that our customers expect from us."



Investing in Social Good



Uplifting Our Communities

Supporting our communities started with our founder, Carlyle Fraser, more than 95 years ago. He created a fund — now named in his honor — that uses the annual stock dividend to give back to organizations that support the communities we are so proud to call home. That philanthropic spirit continues today as a vital part of our mission to be a good corporate citizen.



Genuine People Focus Areas



Corporate Philanthropy



Community Partnerships



Teammate Giving and Volunteerism



TEAMMATE SPOTLIGHT

For more than 60 years, GPC has helped create lasting change as a proud partner of the United Way of Greater Atlanta (UWGA). In addition to our corporate partnership, our teammates help UWGA through leadership support, volunteering and donations.

Jared Dorrell, Operations Manager for NAPA TRACS, continued our partnership by partici-

pating in UWGA's Loaned Executive Program supporting the Child Wellbeing initiative. He helped UWGA develop and implement their annual giving campaign, which raised more than \$790,000 for Atlanta area children.

"My biggest takeaway was that the children we are helping are not just numbers on reports; they're our neighbors. Children facing everyday hurdles in education and housing stability could be living just a block away."

Funds raised from GPC are already making a difference through the UWGA's Child Wellbeing pillars: Strong Learners, Brighter Future, College & Career Ready and Economic Stability.

"I am thankful to work for GPC, a company that leads by example, investing in the communities where we live, work and play, while supporting teammates to do the same."



Investing in Our Communities

We believe in supporting the communities where our 60,000 teammates live and work. We demonstrate this commitment through corporate philanthropy partnerships, community sponsorships and the contributions of our teammates.

Corporate Philanthropy Partnerships

We build strategic partnerships with nonprofits and community organizations that align with our sustainability strategy and business capabilities and where we can provide the most support.

Our philanthropic efforts include partnerships that are specific to GPC as a member of the Atlanta business community, as well as activities that our brands and businesses participate in together as One GPC Team around the globe. Corporate partnerships often include financial contributions, leadership engagement, product donations and employee giving and volunteerism.

Here are some of our corporate partnerships:

American Cancer Society (ACS)

In October, we participate in Breast Cancer Awareness Month activities, including the Men Wear Pink Campaign. Since 2018, we've selected leaders from GPC and USAG to raise funds and awareness to end breast cancer.

American Heart Association (AHA)

In February, we support the AHA's Go Red campaign. Teammates show their support by wearing red, participating in fundraising activities and learning about ways to prevent heart disease. Additionally, Team GPC participates in the Atlanta Heart Walk each year, and our Chairman and CEO, Paul Donahue, was recognized as the honoree of the 2024 Atlanta Heart Ball for his outstanding service to the community.

Junior Achievement (JA)

We support JA programs, including "JA in a Day," an annual event where teammates from Motion and our corporate headquarters teach fifth and sixth grade students about finance, budgeting and the importance of a good education.

National Center for Civil and Human Rights

Our partnership with the Center includes ongoing support for its capital campaign. GPC teammates can visit the Center in Atlanta using their employee badge, and we host events for interns and Management Development Seminar participants.

The Salvation Army

We support The Salvation Army through nationwide food drives across our brands and businesses. The collected food is distributed to children and families in our communities. In Atlanta, GPC and NAPA teammates participate in the annual angel tree program to provide clothes and toys to children in need during the holiday season.

SPOTLIGHT: GPC ANNUAL GIVING KICKOFF EVENT

We officially rolled out the new giving priorities in September 2023 with the GPC Annual Giving Kickoff Event at our Atlanta campus. The event was part of reaffirming our commitment to supporting the communities where our teammates live and work, particularly in disadvantaged areas.

During the event, teammates could engage with these nonprofit partners to find out how they can make a genuine difference in the community:

- American Cancer Society
- American Heart Association
- City of Refuge
- Cobb Community Foundation
- Easter Seals
- GPC Employee Relief Fund
- HOPE Atlanta
- Make A Wish
- Shepherd Center Foundation
- Special Olympics
- The Salvation Army
- United Way

Teammates heard from GPC and community leaders including (from left) Bruce Deel, City of Refuge founder and CEO; Milton Little Jr., United Way of Greater Atlanta President and CEO; Venitia Smith,



Director of Employee and Community Relations at GPC; Derek Goshay, VP Safety, Sustainability and DEI at GPC; Sarah Morrison, Shepherd Center CEO; and Paul Donahue, Chairman and CEO at GPC.

TEAMMATE SPOTLIGHT



In 2023, GPC launched the GPC Vocational Rehabilitation Program in collaboration with Atlanta's Shepherd Center, an Atlanta-based nonprofit specializing in complex medical conditions, such as spinal cord and brain injuries, multiple sclerosis, chronic pain and other neurological issues. The program helps people get back to work after experiencing the most complex conditions.

Bobby Rosenbleeth, a Senior Data Analyst at GPC, experienced the transformative care of Shepherd Center firsthand. After suffering two traumatic brain injuries—one from a skiing accident in 2015 and another during brain surgery in 2020—Bobby underwent extensive rehabilitation at Shepherd Pathways.

“Shepherd is instrumental in my recovery, both from a health standpoint and more broadly in life,” Bobby said. “Without their support, I wouldn't be this far along.”

Bobby's journey is marked by resilience and a passion for learning. Originally working in finance, he pivoted to data analysis after his second injury affected his speech. Despite challenges, he earned a data analyst certificate from the Georgia Institute of Technology in 2023, leading to his current role at GPC.

“I do enjoy learning new things, and especially in technology, you have to keep learning to stay up to date on new advances in the field. To stop is to fall behind.”

Bobby is also a leader of the ABLE Business Resource Group for people with disabilities and their allies. In his free time, he spends time with his dog, Stevie, and prioritizes family and wellness as guiding principles.

Local Community Sponsorships

Because our communities are unique, we encourage local teams to partner with organizations and participate in activities that make an impact where they live. There are hundreds of sponsorships across our local communities. Here are some of the ways our teams are making a difference:



American Heart Association.

American Heart Association (AHA)

The Motion team has been the top contributor for the Birmingham Heart Walk in Alabama for nine of the last 11 years. Teammates around the country participate in their local walks, and together, they raised more than \$70,000 for the AHA.



Support for life

Ben Automotive Industry Charity

AAG teammates in the U.K. and Ireland partnered with the Ben Automotive Industry Charity to raise \$18,000 for people in need who work in the automotive industry.



Heart & Stroke
Coeur + AVC
New Brunswick / Nouveau-Brunswick

Heart & Stroke Foundation of New Brunswick

As part of the annual NAPA Hockey Heroes Weekend, the NAPA team raised more than \$114,000 for the Heart and Stroke Foundation in the Atlantic region of Canada. In addition, 2024 will mark the team's 12th year of participating in the event.



LifeChanger

LifeChanger Foundation

The Repco teams in Australia and New Zealand support youth mental health in partnership with LifeChanger Foundation. Collectively, our Repco teams raised AU\$100,000 to support awareness-building and delivery of LifeChanger Foundation's vital youth mental health programs.



March of Dimes

Motion teammates participated in the annual March of Dimes Blue Jeans for Babies campaign and donated \$2,000 to support premature babies.

Moisson Montreal

Montreal Teammates from the UAP home office and distribution center come together every year to pack holiday food baskets for Canada's largest food bank.



Opération Enfant Soleil

Partners for more than 20 years, the UAP team in Canada raised \$20,000 for Opération Enfant Soleil to support pediatric centers, hospitals and other organizations in need.



Starlight Children's Foundation

Through a variety of initiatives, teammates across NAPA Australia, Repco Australia and AMX collectively raised \$334,000 to help place smiles on the faces of sick children in hospitals.



United Way of Greater Atlanta

The NAPA team partnered with the United Way's 211 program to provide select free car repairs and services for Atlantans in need. They also launched the New Driver Program, which provides teenagers with a free safe driver kit.

Teammate Giving and Volunteerism

Our teammates are passionate about giving back to their communities, generously volunteering their time and resources to support causes they care about. Through our online platform, they can make one-time or recurring contributions through payroll deduction or credit card payments to support charities of their choice. We are also implementing our volunteer tracking system in Canada and across the Motion organization in North America.

GPC Teammates in North America Give Back

~6,000
Volunteer Hours

~\$4M
Corporate and
Teammate Donations

January 1-December 31, 2023

Teammates can donate to the Giving Back Fund in the U.S. and the Hardship Fund in Asia Pacific to help coworkers facing financial hardships. In 2023, the funds distributed more than \$45,000 to teammates in need.



When GPC Asia Pacific teammate Bernice Calinawan lost everything to a house fire, the Brisbane Distribution Center team helped her family get back on their feet. Her teammate, Suzanne Mosman, visited her home, shared food with the family and organized a BBQ fundraiser to help Bernice secure housing for herself and her three grandchildren.

TEAMMATE SPOTLIGHT

When Centralian Senior College in Alice Springs, Australia, needed help launching its VROOM course, they contacted Michael “Mick” Ryan, a local Repco store manager. The course teaches general car maintenance, safety and more at a secondary school for predominantly First Nations students.



Our Repco team has helped equip the school's shop with tooling, car ramps and other donations. In addition, Mick has presented to the students several times during their course and regularly audits the classroom to make recommendations for updates.

“We had been in contact with many local businesses, but it was only his [Mick’s] vision and commitment to the VROOM project, even in its infancy, that enabled it to not only attract the students to support the subject but sustain the interest of the wider student body,” said Rupert Croutz, VROOM teacher.

With Mick’s support, two students enrolled in an unprecedented second semester of advanced VROOM and secured casual positions at the Repco Alice Springs store. His efforts also helped gain national attention for the program from Australia’s Prime Minister.





Giving Back With Purpose

In 2023, we formalized four focus areas for our philanthropic activities that combine our efforts and ensure we are making the biggest impact where it matters most. While these focus areas are new, they align with how our teams have been supporting their communities for decades.

- Stable Housing
- Food Insecurity
- Education and Career Readiness
- Health & Wellbeing

In addition to the core giving priorities, NAPA has partnerships that support workforce development, community car care and the local Atlanta community.

Stable Housing

We recognize that stable housing is not only a basic necessity but a fundamental building block for individuals and communities to thrive. We are committed to addressing the critical issue of homelessness and making a lasting impact on the lives of those affected.



The Motion team turned their parking lot into a workshop to build beds for children in Alabama.



GPC partners with the Center for Family Resources (CFR) to help reduce childhood homelessness in the Atlanta area. In early 2024, teammates helped set up three fully furnished apartments, which are part of CFR's short-term housing program for families that are facing homelessness. In addition, Jennifer Dawson, GPC's Vice President, Internal Audit & Compliance, serves on the CFR Board of Directors.



Motion teammates worked on two houses as part of Habitat for Humanity's Home for the Holidays building project.

Education and Career Readiness

We believe in the transformative power of education. By supporting programs that improve access to quality education and career readiness, we can help unlock the full potential of individuals and uplift entire communities.

Scholarship Programs

- U.S.-Based GPC Scholarship Program: In partnership with Scholarship America, we award college scholarships to eligible children of U.S. teammates. In 2023, we presented 10 scholarships to deserving students, with 70% attending historically black colleges and universities (HBCUs).



- Scholarships for Children of Motion Teammates: In 2023, the Motion team awarded 10 scholarships totaling \$25,000 to the children of U.S. teammates.
- GPC Asia Pacific's sponsorship program sponsored three people for employment and awarded four scholarships through the University of Wollongong program.

Motion donated \$1 million to scholarship granting organizations (SGOs) that distribute scholarships to eligible, low-income students to attend private schools.

NAPA Auto Skills Training Center at City of Refuge

The NAPA Auto Skills Training Center provides a 16-week, full-service auto mechanic training program for people who face barriers to employment. Since 2015, NAPA has partnered with Atlanta's City of Refuge to provide 239 graduates with instruction in ten different areas of auto mechanics and help with job placement after graduation. Newly trained automotive technicians complete the program with up to 24 certifications, including the CDX Auto certification, multiple SP2 certifications, MAC609 and the entry MLR ASE certification.



The 20th class of the NAPA Auto Parts Auto Technician Training included 12 graduates who all received job offers and placements in their field. Each graduate received a fully stocked toolbox to kickstart their careers.



NAPA is a diamond-level sponsor for Women in Auto Care (WIAC) and provided 20 female automotive students with toolkits as part of the WIAC scholarship program.

Food Insecurity

Access to nutritious food is a basic human right. We strive to support initiatives that fight hunger and alleviate food insecurity in our communities.



Motion teammates packed 4,300 pounds of food at the Kansas Food Bank.



The team at the Salt Lake City Automotive DC collected 6,812 pounds of food to help facilities in Utah.



Motion's Management Development team supported the Los Angeles Mission's Adopt-a-Meal program by raising more than \$1,500 and packing food for families.



Teammates from UAP spend a full day each December packing holiday baskets for Moisson Montreal, the largest food bank in Canada.



The NAPA People team packed food for Reflections of Trinity in time for Thanksgiving.



Members of the BRAVE BRG helped distribute food at an event with Soldiers' Angels, which provides aid and resources for veterans and their families.



Teammates at the GPC Global Technology Center partnered with Nobel Gift to purchase food, household supplies and clothing for a family in need.

Health and Wellbeing

A healthy community is a thriving community. We are passionate about improving access to healthcare, promoting mental wellbeing and addressing critical health issues.



The Motion team gathered and packed diapers for families in need in central Alabama.



Teammates from the GPC Global Technology Center and AAG Poland participated in the Fundacja Poland Business Run to raise money for people with disabilities.



Tim Inglis, Service Desk Manager for AAG in the U.K. and Ireland, ran more than 155 km in October to raise money and awareness for Prostate Cancer UK.



GPC Asia Pacific partnered with R U OK?, a public health nonprofit in Australia, to promote mental health support. Teammates at offices and stores hosted local events to encourage people to have meaningful conversations with each other.

We proudly support the Make-A-Wish Foundation through GPC and our NAPA brand. Our teams around the U.S. help grant wishes for children with critical illnesses.



Teammates in Atlanta were part of granting two wishes for dream garages.



The NAPA team in Sacramento helped grant a wish for a young boy who wanted to be a police officer. The team told him in person that his wish was coming true and then presented him with a motorized police scooter and uniform.

GPC and USAG Support Men Wear Pink



Every year, we select two leaders to serve as representatives for the American Cancer Society's Men Wear Pink program to raise awareness for breast cancer. In 2023, our honorees were Greg Cook, Executive Vice President and Chief Financial Officer at USAG, and Naveen Krishna, GPC Executive Vice President and Chief Information and Digital Officer. They ranked first and second respectively in the nation and raised \$512,676 for the fight against breast cancer!

Teammates at our U.S. facilities wore pink to raise awareness for the cause and support our fundraising efforts.



Ensuring Good Governance



At GPC, we embrace our responsibility to operate our business fairly and ethically, and we remain committed to doing the right thing, no matter what. Our comprehensive approach to corporate governance enables us to make smart business decisions that are good for our teammates, suppliers, customers, communities, investors and the planet. We believe strong governance can drive our continued growth and help us chart a sustainable path for the future. The following governance-related documents are available publicly as part of our commitment to transparency.

- [2024 Proxy Statement](#)
- [2023 Annual Report](#)
- [Corporate Governance Guidelines](#)
- [Code of Conduct](#)
- [Code of Conduct for Senior Financial Officials](#)
- [Human Rights Policy](#)
- [Political Contributions Policy](#)
- [Charter of the Audit Committee](#)
- [Charter of Compensation and Human Capital Committee](#)
- [Charter of Nominating and ESG Committee](#)

Genuine People Focus Areas



Governance Structure



Data Privacy and Security



Values and Ethics



Enterprise Risk Management



Human Rights and Responsible Sourcing



TEAMMATE SPOTLIGHT

Megan Langley serves as the new Director of Global Sustainability Reporting, a role that GPC added to further its commitment to sustainability. She oversees global sustainability reporting rules and regulations to ensure accurate and timely reporting across all our business units.

Since she joined GPC in 2018, Megan has excelled in several roles of increasing responsibility, including Manager of Financial Reporting and Technical Accounting and Director of SEC Reporting leading the SEC Reporting team. Her experience in financial reporting, SEC rules and regulations, internal controls and auditing positions her for success in her new role.

Megan received her Bachelor of Science and Business Administration degree in accounting and her master's degree in accounting from Auburn University. She began her career at EY working in Assurance Services before gaining valuable experience as Manager of Financial Reporting at Floor and Decor. Megan is a Certified Public Accountant, and she also serves as an advisory board member for Make-A-Wish Georgia.



Understanding Our Governance Structure

By working together, the GPC Board of Directors and our business leaders ensure that the strategic plans, including our sustainability programs, align with the company's values and vision, while addressing our shareholders' needs.

The board provides guidance and strategy for the company while the GPC management team is responsible for execution and daily operations. How they work together leads to better outcomes and sustained success for all our stakeholders.

GPC Management Team

We had two executive leadership changes at GPC, which are part of the company's ongoing commitment to strategic succession planning.

Paul Donahue announced in April 2024 his plans to transition from Chairman and CEO to Executive Chairman, effective June 3, 2024. At that time, Will Stengel, previously President and COO, became President and CEO of GPC and a member of the GPC Board of Directors.

In March 2024, Jim Neill, EVP and Chief Human Resources Officer, announced his plans to retire on April 30, 2024, under GPC's voluntary retirement program. To ensure a smooth transition, Jim will stay on until September 30, 2024, assisting in the search for his replacement and consulting for the company.

Kevin Herron, President of the U.S. Automotive Group (USAG), retired in 2023 after 34 years of service. As part of that announcement, Randy Breaux, previously President of Motion, was promoted to Group President, GPC North America, a new role that includes oversight for USAG and Motion.

Board of Directors

The board of directors is comprised of three committees: the Audit Committee, the Compensation and Human Capital Committee, and the Nominating and ESG Committee.

After a comprehensive evaluation facilitated by a third party, the board elected to split the former Compensation, Nominating and Governance Committee into the Compensation and Human Capital Committee and the Nominating and ESG Committee, effective January 1, 2023. Under the new structure, the Nominating and ESG Committee retains the director nominating and corporate governance

responsibilities previously exercised by the Compensation, Nominating and Governance Committee and adds oversight of the company's ESG-related strategies, policies, programs and risks.

The board and its committees conduct annual self-evaluations, which include qualitative assessments from all members on the overall effectiveness of the board and each respective committee. The evaluation results and recommendations support the board's oversight, enhance its role as a strategic partner with the GPC management team and improve governance processes.

The Nominating and ESG Committee assesses the board's composition annually to evaluate members and ensure their expertise and experience align with the evolving business landscape and the company's strategic direction. The assessments have resulted in five new independent directors in the last five years who have added new skills, perspectives and diversity to the board.

As part of the robust multiyear refresh, the board welcomed Darren Rebelez, President and CEO of Casey's General Stores, Inc., as an independent director in 2023. As a business leader in the convenience retail, fuel and restaurant industries, he adds expertise across operations, marketing and merchandising.

In April 2024, E. Jenner Wood III retired from the board as he reached the mandatory retirement age. Shareholders elected Charles "Chuck" K. Stevens III, a financial expert with significant automotive industry experience, as the board's newest independent member on April 29, 2024.

Meet Our Newest Board Member

Charles "Chuck" K. Stevens, retired Executive Vice President and CFO of General Motors Company, joined the board of directors on April 29, 2024.



He spent 40 years at General Motors (GM) in financial leadership positions, culminating with his responsibilities leading the company's financial and accounting operations worldwide. He previously served as CFO for GM North America, GM Mexico and GM Canada, as well as holding leadership positions in Asia Pacific.

Mr. Stevens earned a Bachelor of Industrial Administration degree from General Motors Institute (now Kettering University) and an MBA from the University of Michigan, Flint.

Given his tenure as a financial leader and senior executive at General Motors, he brings extensive automotive industry, financial and accounting expertise to the board.

Genuine Parts Company Board of Directors



Elizabeth W. "Betsy" Camp
President & CEO
DF Management, Inc.



John R. Holder
Chairman
Holder Properties



Wendy B. Needham
Retired Managing Director
Global Automotive Research
Credit Suisse First Boston



Richard Cox, Jr.
Senior Vice President
Reservation Sales &
Customer Care
Delta Air Lines



Donna W. Hyland
President & CEO
Children's Healthcare of Atlanta



Juliette W. Pryor
Executive Vice President
CLO & Corporate Secretary
Lowe's



Paul D. Donahue
Chairman & CEO
Genuine Parts Company



John D. Johns
Retired Chairman & CEO
Protective Life Corporation



Darren M. Rebelez
Chairman, President & CEO
Casey's General Stores, Inc.



Gary P. Fayard
Retired CFO
The Coca-Cola Company



Jean-Jacques Lafont
Executive Chairman
Alliance Automotive Group



Charles "Chuck" K. Stevens III
Retired Executive
Vice President & CFO
General Motors Company



P. Russell Hardin
President
Robert W. Woodruff Foundation



Robert C. "Robin" Loudermilk Jr.
President & CEO
The Loudermilk Companies, LLC

As of April 30, 2024

Board Snapshot

The board is composed of experienced members who represent different backgrounds, skills, experiences, genders, races and ethnicities. With their different perspectives, they can effectively facilitate the oversight of the company's strategy and governance. Since our last report, we added a new independent director, which expanded areas of expertise and experience.

Board Composition

86%
Independent
Directors

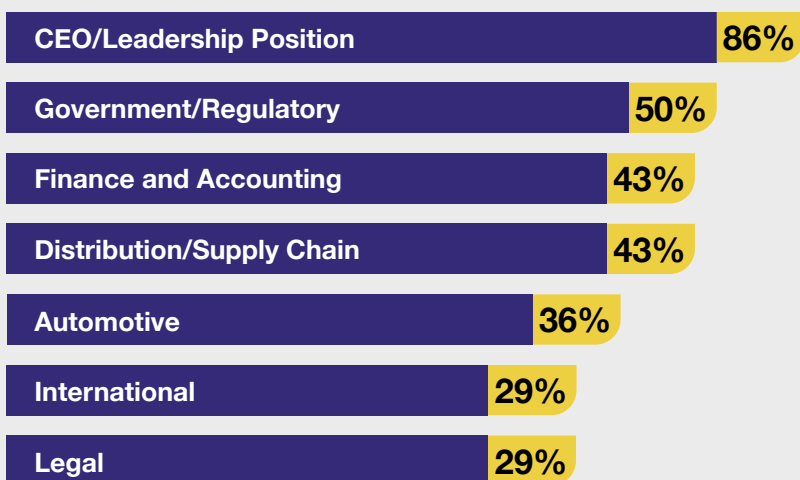
29%
Diverse¹

¹ Ethnicity and/or nationality

29%
Women

9.2
YEARS
Average Tenure

Expertise and Experience



As of April 30, 2024

ESG Oversight and Governance

We have a robust approach to ESG governance that ensures our commitment to sustainability impacts all parts of our business.

Through the Nominating and ESG Committee, the board of directors oversees sustainability policies, strategies and initiatives and monitors for ESG-related risks, which helps the board and GPC management team assess how sustainability fits into the company's strategy and decision-making. Committee members gather stakeholder feedback to align our sustainability goals with their expectations and our business needs. The Nominating and ESG Committee receives quarterly updates from the GPC management team and then reports to the full board on company progress and sustainability trends.

The ESG Leadership Council includes senior business and functional leaders who are responsible for the strategic execution and progress of the sustainability program. They represent all aspects of the business and as such, ensure sustainability goals are incorporated into annual goals. The council meets quarterly with the Global ESG Committee for progress updates and then with the Executive Chairman, CEO and CFO to present the consolidated progress.

The Global ESG Committee includes business unit and functional leaders who implement and manage the sustainability program within their parts of the business. They are responsible for achieving annual goals, including teammate-related progress and carbon emissions reduction. The committee meets quarterly to discuss progress, raise concerns, identify barriers and share best practices.

ESG Governance Structure

Board of Directors

Nominating and ESG Committee

Current ESG Leadership Council

- Executive Chairman
- President & CEO
- Executive Vice President & CFO
- Executive Vice President & CHRO
- Senior Vice President & General Counsel
- Vice President, Financial Services & Controller
- Vice President, Safety, Sustainability & DEI
- Vice President, Strategic Communications
- Senior Director, Investor Relations
- Director, Global Sustainability Reporting



Living Our Values and Ethics

Our values guide every interaction we have with teammates, suppliers, customers, communities and investors.

Code of Conduct

The [GPC Code of Conduct](#) represents our shared commitment to integrity, respect and responsibility in everything we do. Titled “Integrity at Work,” the Code of Conduct guides the behaviors and actions of our teammates to ensure everyone contributes to a positive and inclusive workplace.

Our Human Resources team maintains the Code of Conduct with oversight from the board of directors. It applies to all teammates, including full-time and part-time workers, and extends to people working on our behalf, including consultants, agents, vendors, suppliers, distributors and business partners.

All teammates must complete training and affirm their understanding of the code as part of their onboarding experience and at designated times during their time with the company. In addition, some teammates may complete other ethics training based on their roles. The Compliance team assesses training materials regularly to meet department and teammate needs.

Business leaders and managers are responsible for integrating ethics compliance into regular business processes and workflows and ensuring their teams adhere to the Code of Conduct.

Senior financial officers, including our Executive Chairman, CEO and President, CFO and other principal financial and accounting officers, also adhere to an enhanced Code of Conduct to ensure legal compliance, prevent conflicts of interest and guarantee accuracy and transparency in our financial reporting.

Whistleblower and Non-retaliation Policies

The Code of Conduct provides guidance for teammates on reporting situations that conflict with our company values or policies. They can report ethical concerns to managers, senior leaders or HR representatives. A toll-free ethics hotline is available globally 24 hours a day, seven days a week to report concerns anonymously.

Our Code

- Understand Your Responsibilities
- Make Good Decisions
- Speak Up
- Non-Retaliation Policy

Our People

- Diversity, Inclusion and Equal Opportunity
- Harassment-Free Workplace
- Healthy, Safe and Secure Workplace
- Positive Supplier Relationships

Our Company

- Audits and Government Investigations
- Protecting Confidential Information
- Insider Trading
- Company Property
- Records Management

Our Customers and Suppliers

- Anti-Corruption and Anti-Bribery
- Anti-Money Laundering
- Conflicts of Interest
- Competition and AntiTrust
- Gifts and Entertainment
- Import, Export and Trade Compliance
- Product and Service Quality and Safety

Our Community

- Environmental Protections
- Human Rights and Social Responsibility
- Charitable and Volunteer Activities
- Political Activities and Contributions
- Public and Media Relations
- Marketing and Advertising
- Social Media

We do not tolerate any form of retaliation or discrimination against whistleblowers or against teammates who participate in ethics violation investigations.

Accounting, auditing or financial reporting complaints are directed to the Internal Audit department head and escalated to the Audit Committee as needed.



Protecting Human Rights

We believe in a safe, ethical, equitable and inclusive environment at GPC and for all people around the world.

Our commitment to human rights extends across our entire value chain, and we require our suppliers to adhere to the highest ethical standards and safe working conditions. We prohibit child labor, forced labor and human trafficking in our operations and across our global supply chain. We do not purchase from or maintain relationships with companies that do.

We require all suppliers in our value chain to adhere to strict policies, which align with the United Nations Universal Declaration on Human Rights. We have zero tolerance for discrimination, bullying, harassment of any kind or non-compliance with our Human Rights Policy.

- **Human Rights Policy**
- **Supplier Code of Conduct**
- **Social Responsibility Standards and Policy**



Ensuring Responsible Sourcing

Given the size of our complex global business, we can collaborate with thousands of suppliers to collectively work toward a more sustainable, equitable supply chain. Our Automotive Group accesses more than 800,000 parts and supply items from hundreds of suppliers. In North America, our Industrial Group stocks or distributes more than 19 million different items from more than 47,000 suppliers.

The Global Sourcing team leads our efforts to evaluate, select and retain potential and existing suppliers and ensure they share our values of ethical conduct, product quality and social responsibility.

The team uses the following three-part process, which they assess and update regularly:

Supplier Quality Audits: Our team conducts universal audits for more than 600 offshore suppliers in partnership with authorized independent auditing agencies. They ensure strict adherence to quality standards, including ISO-9001 and IATF 16949. We also complete audits to maintain our certification under the U.S. Custom Trade Partnership Against Terrorism (C-TPAT) program.

Supplier Social Audits: We conduct social audits based on SA8000 Social Certification Standards for suppliers in high-risk counties in partnership with a recognized auditing and reporting agency. The audits assess suppliers' human rights records, working conditions, labor practices, compensation and other metrics to determine if the supplier aligns with our standards.

Product Compliance: We adhere to international and local product safety standards and compliance guidelines across North America, Europe and Australasia. Our Global Sourcing team monitors various products for compliance and regulatory testing and verification, including California's Prop65 and numerous programs in the U.K. and European Union.

In 2024, the NAPA team launched a new, mandatory Supplier Quality Manual to standardize guiding principles and outline required practices for suppliers that ensure the efficiency, safety and quality of their products.



Keeping Our Data Safe and Secure

We believe technology is a strategic enabler for growth and value creation at GPC. How we responsibly collect, store, transfer, use and destroy data is central to our business strategy. Our comprehensive data security standards apply to all individuals with authorized access to our information, systems, data or media, ensuring a consistent framework across the company.

Our cybersecurity program is managed by a dedicated Chief Information Security Officer (CISO) whose team is responsible for assessing, identifying and managing cybersecurity risks. We adhere to industry-leading frameworks, such as the National Institute of Standards and Technology Cybersecurity Framework, to guide our cybersecurity practices. This framework, along with other applicable industry standards, forms the foundation of our cybersecurity program.

We conduct regular assessments and audits, both internally and with external partners, to evaluate our systems, processes and procedures. These evaluations highlight potential vulnerabilities and areas for improvement so that we can proactively address emerging threats and enhance our defenses.

The Governance, Risk and Compliance team tracks and logs privacy and security incidents across our organization. Through rigorous third-party risk management practices, we identify and mitigate risks associated with vendors and suppliers to support the security of our entire supply chain.

We regularly review and test our incident response plan through simulated security events to ensure swift and effective responses in the event of a cybersecurity incident. Although we have not experienced a material breach to date, our systems and the systems of our third-party service providers have been, and will likely continue to be, subjected to unauthorized access or phishing attempts, computer viruses, malware, ransomware or other malicious codes.

While the board of directors has ultimate oversight for risks related to our programs and practices, our robust reporting structure ensures a regular flow of information to our board and decision-making leaders. Our CISO and Chief Information and Digital Officer (CIDO) periodically update the board's Audit Committee, our CEO and other executive leaders on our internal programs and external trends and threats. The Audit Committee chair is responsible for sharing updates on cybersecurity, IT security risk and mitigation strategies with the full board.



Managing Risk Across the Enterprise

How we identify, assess and manage risks can impact our business, stakeholders or the environment. We have a robust Enterprise Risk Management (ERM) framework to anticipate and respond effectively to potential threats that could prevent us from delivering on strategic goals and objectives.

The board of directors provides oversight for how the GPC management team handles risk. The Compensation and Human Capital Committee oversees risks related to our compensation policies and practices, management development and the talent strategy, including leadership succession, while the Nominating and ESG Committee oversees ESG-related risks. The Audit Committee oversees risks related to financial accounting and audit risks, internal control risks, and IT and cybersecurity risks.

We have communication channels in place to ensure leaders and teammates are aware of risks that may impact their part of the business. In addition, ERM results are included in the Risk Factors section of SEC filings for the investor community.

Key Components of our ERM Framework

Risk Identification

Our business unit management follows a rigorous process to identify, assess and score potential risks that pose a threat to achieving their business goals or objectives.

Risk Assessment

The GPC Risk Committee reviews those risks to gauge severity, possible consequences and potential to disrupt our business. The committee then categorizes them to determine the company's top risks.

Mitigation and Response

The business unit management then develops proactive, targeted mitigation plans for identified risks that align with the company's strategic planning and quota setting process.

Monitoring and Reporting

We maintain a continuous monitoring process to track the effectiveness of our risk mitigation efforts and report regularly to the GPC management team, external auditors and board of directors.

Sustainability Accounting Standards Board (SASB) Index

SASB Code	Accounting Metric	Category	Unit of Measure	Answer, Cross-references, omissions and explanations
Energy Management in Retail and Distribution				
CG-MR-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	GPC 2024 Sustainability Report, Improving Our Global Emissions p. 10
Data Security				
CG-MR-230a.1	Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	GPC 2024 Sustainability Report, Keeping Our Data Safe and Secure, p. 44; 2024 Proxy Statement: Board Oversight of Risk
CG-MR-230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative	Number, Percentage (%)	GPC did not experience a reportable data breach during the reporting period. Our cyber incident response plan provides the framework for incident identification, assessment, management and impact mitigation
Labor Practices				
CG-MR-310a.1	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	Quantitative	Reporting currency, Percentage (%)	100% of our in-store employees earn at least minimum wage (Federal/State/Municipal) in every U.S. region. GPC is not disclosing average hourly wage, because we consider it sensitive competitive data
CG-MR-310a.2	(1) Voluntary and (2) involuntary turnover rate for in-store employees	Quantitative	Rate	Total Turnover Rate: 43.5% Voluntary Turnover: 30.2% Involuntary Turnover: 12.3% Turnover Due to Job Elimination: 1.0% Metrics are for U.S. Automotive Group
CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	Quantitative	Reporting currency	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with labor law violations are included in our Form 10-K Report.

SASB Code	Accounting Metric	Category	Unit of Measure	Answer, Cross-references, omissions and explanations
Workforce Diversity and Inclusion				
CG-MR-330a.1	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Quantitative	Percentage (%)	GPC 2024 Sustainability Report, Advancing Our Inclusive Culture, p. 24
CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	Quantitative	Reporting currency	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with employment discrimination are included in our Form 10-K Report.
Product Sourcing, Packaging & Marketing				
CG-MR-410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	Reporting currency	GPC does not disclose this.
CG-MR-410a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	N/A	GPC 2024 Sustainability Report, Ensuring Responsible Sourcing, p. 43
CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	N/A	GPC 2024 Sustainability Report, Reducing Operational Waste, p. 14
CG-MR-000.A	Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	9,805 retail locations, 202 distribution centers
CG-MR-000.B	Total area of: (1) retail space and (2) distribution centers	Quantitative	Square Feet	23,084,117 square feet of retail locations 10,154,170 square feet of distribution centers

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

We are committed to providing transparency on our climate change risk management and governance. The Task Force on Climate-related Financial Disclosures (TCFD) has developed voluntary, consistent climate-related financial risk disclosures for use by companies in providing information to stakeholders. A summary of our most recent response to the TCFD-recommended disclosures is below, with references to where related information can be found in either this report or in other public documents.

Topic	Recommended Disclosure	Relevant Sections and Explanations
Governance		
Disclose the organization's governance around climate-related risks and opportunities	<ul style="list-style-type: none"> a. Describe the board's oversight of climate-related risks and opportunities. b. Describe management's role in assessing and managing climate-related risks 	GPC 2024 Sustainability Report, Managing Risk Across the Enterprise, p. 44; 2024 Proxy Statement; Corporate Governance Guidelines; Committee Charters
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material	<ul style="list-style-type: none"> a. Describe the climate-related risks and opportunities the organization has identified over the short-, medium- and long- term. b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning. c. Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy and financial planning. 	<p>GPC 2024 Sustainability Report, Managing Risk Across the Enterprise, p. 44; 2023 Annual Report.</p> <p>We have not conducted any climate-related scenario analyses. To the extent that any disclosures are required from the company in connection with climate-related scenario analysis, the company intends to comply.</p>
Risk Management		
Disclose how the organization identifies, assesses, and manages climate-related risks	<ul style="list-style-type: none"> a. Describe the organization's processes for identifying and assessing climate-related risks. b. Describe the organization's processes for managing climate-related risks. c. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management. 	GPC 2024 Sustainability Report, Managing Risk Across the Enterprise, p. 44; 2024 Proxy Statement; Corporate Governance Guidelines; Committee Charters
Metrics		
Disclose how the organization identifies, assesses, and manages climate-related risks	<ul style="list-style-type: none"> a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process. b. Disclose Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions and the related risks. c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. 	<p>GPC 2024 Sustainability Report, Improving Our Global Emissions p. 10</p> <p>We have set internal reduction targets, which have been communicated to each business unit and have been integrated into our annual strategic planning process.</p>