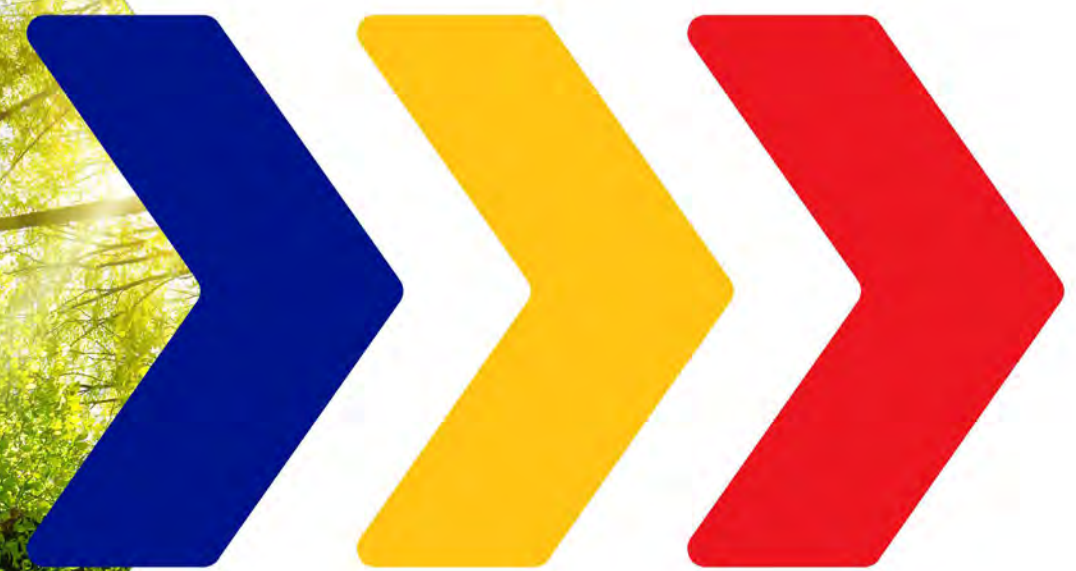




# 2025 Sustainability Report



*WE KEEP THE WORLD  
MOVING*



## Contents

<b>Introduction</b>		<b>Advancing Sustainable Operations</b> .....	<b>13</b>	<b>Operating With Integrity</b> .....	<b>26</b>
<b>Message to Our Stakeholders</b> .....	<b>3</b>	<b>Managing Global Emissions</b> .....	<b>14</b>	<b>Understanding Our Governance Structure</b> .....	<b>27</b>
<b>About GPC</b> .....	<b>4</b>	<b>Assessing Climate Risk</b> .....	<b>14</b>	GPC Management Team.....	27
<b>Sustainability at GPC</b> .....	<b>5</b>	<b>Improving Efficiency in Facilities</b> .....	<b>18</b>	Board of Directors.....	27
		Energy Sourcing and Usage .....	18	ESG Oversight and Governance.....	28
		Water Usage .....	18	<b>Living Our Values and Ethics</b> .....	<b>28</b>
<b>Supporting Our Teammates</b> .....	<b>6</b>	<b>Reducing Operational Waste</b> .....	<b>18</b>	Code of Conduct.....	28
<b>Fostering Culture and Engagement</b> .....	<b>7</b>	<b>Operating in the Circular Economy</b> .....	<b>19</b>	Whistleblower and Non-Retaliation Policies.....	28
The Power of One GPC .....	7	<b>Managing the Fleet Responsibly</b> .....	<b>20</b>	Human Rights.....	28
Talent Demographics .....	8			Responsible Sourcing.....	28
Teammate Listening .....	8	<b>Strengthening Our Communities</b> .....	<b>21</b>	<b>Keeping Our Data Safe and Secure</b> .....	<b>29</b>
<b>Attracting and Retaining Top Talent</b> .....	<b>9</b>	<b>Investing in Our Communities</b> .....	<b>22</b>	Cybersecurity Program.....	29
Talent Acquisition .....	9	Corporate Philanthropy .....	22	Governance .....	29
Compensation and Benefits.....	9	Local Community Partnerships .....	22	Policies .....	29
<b>Advancing Learning and Development</b> .....	<b>10</b>	Teammate Giving and Volunteering .....	22	Training.....	29
Training and Capability Building .....	10	<b>Giving Back With Purpose</b> .....	<b>22</b>	<b>Managing Risk Across the Enterprise</b> .....	<b>29</b>
Career Development Programs .....	10	Housing .....	22		
Internships and Apprenticeships .....	11	Education .....	23	<b>Appendix</b>	
Performance Management .....	11	Nutrition .....	24	<b>About This Report</b> .....	<b>30</b>
<b>Championing Health and Safety</b> .....	<b>11</b>	Health .....	25	<b>Forward-Looking Statements</b> .....	<b>30</b>
A Culture of Safety.....	11			<b>Sustainability Accounting Standards</b>	
Teammate Wellbeing.....	12			<b>Board (SASB) Index</b> .....	<b>31</b>
				<b>Task Force on Climate-Related Financial</b>	
				<b>Disclosures (TCFD) Index</b> .....	<b>32</b>

Learn more about our company, our sustainability initiatives and related news at [www.genpt.com](http://www.genpt.com).



**Will Stengel**

President & Chief Executive Officer

*"We are continuously pursuing ways to make our business stronger – including initiatives to consider our environmental impact, support our people, give back to the communities we serve and ensure appropriate corporate governance."*

## Message to Our Stakeholders

At Genuine Parts Company, we are finding smarter, faster and better ways of working as One GPC Team to turn our strategy into results. This mindset drives how we deliver for our customers, operate with discipline and build a resilient, profitable business that performs over the long term.

We apply this same approach to sustainability, focusing on our environmental impact, our people, the communities we serve and the strength of our governance. Guided by our global sustainability framework and grounded in our SPIRIT values, teams across our global operations are activating local plans based on their unique needs.

In my first year as CEO, I have witnessed the remarkable power of our collective focus. From our corporate offices to distribution centers and field operations, our people are working together and moving faster with purpose to execute on our shared priorities.

This momentum is reflected in the meaningful progress we are making across each area of our sustainability strategy:

**Advancing Sustainable Operations:** We conducted our first global climate scenario analysis to better understand how climate-related risks and opportunities could impact the company and our stakeholders.

**Supporting Our Teammates:** We united the global workforce under a single HR platform, thanks to the dedication of the Workday team, who successfully completed the multi-year implementation across 17 countries.

**Strengthening Our Communities:** We invested in local organizations focused on GPC's giving priorities: Housing, Education, Nutrition and Health. This demonstrates our commitment to creating lasting impact where we live and work.

**Operating With Integrity:** We aligned board composition changes with our robust succession plan and commitment to ensuring directors' expertise aligns with the company's evolving strategy.

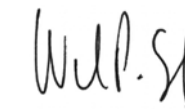
We are proud of the progress we've made both in our business and sustainability efforts. By continuously improving how we work and doing so together, we increase our ability to lead responsibly and deliver meaningful outcomes for all stakeholders.

While we made strong progress in 2024, we recognize the importance of continuing to evolve. At the same time, we are building on recent progress in our people strategy to better support, engage and develop our global workforce.

Looking ahead, we will continue to focus on building high-performing teams, executing with discipline and learning from each other to increase our collective impact. Thank you to our teammates, customers, suppliers, investors and communities for your continued support.

I invite you to explore this year's report to learn more about how we are working as One GPC Team to build a more sustainable and successful future.

Sincerely,



Will Stengel  
President & Chief Executive Officer

# At GPC, We Keep the World Moving

In 1928, our founder Carlyle Fraser purchased Motor Parts Depot, an automotive parts store in Atlanta, Georgia, with annual sales of \$75,000 and six teammates. He had an innovative vision for the small store to provide people with quality, affordable replacement parts to keep their vehicles on the road. He renamed the business Genuine Parts Company, and the rest is our history.

Today, we are a global service organization engaged in the distribution of automotive and industrial replacement parts with more than \$23.5 billion in annual revenues and a proven track record of success. Across our vast global supply chain, we proudly serve hundreds of thousands of retail, commercial and industrial customers in North America, Europe and Australasia.



Learn more about the history of GPC with this video.

## GPC Snapshot

<b>Founded</b>	<b>1928</b>
<b>Headquarters</b>	<b>Atlanta, GA</b>
<b>Countries Served</b>	<b>17</b>
<b>Annual Revenues</b>	<b>\$23.5B</b>
<b>Teammates</b>	<b>63,000+</b>
<b>Number of Locations</b>	<b>~10,700</b>

As of December 31, 2024

Learn more about GPC and our business segments in the 2024 Annual Report.

We are committed to fostering sustainability across all aspects of our operations. This report reflects our collective efforts across GPC, including our portfolio of business units and brands.



Alliance Automotive Group (AAG) distributes passenger and commercial vehicle parts to the independent automotive aftermarket in France, the U.K., Ireland, Germany, the Netherlands, Belgium, Spain, Portugal and Poland. We serve thousands of customers across Europe through a logistics infrastructure that includes more than 2,500 stores, more than 70 DCs and warehouses and thousands of vehicle repairers, body shops and automotive centers.



As one of the largest industrial and automotive aftermarket parts and service suppliers in Asia Pacific, we sell and distribute more than 80,000 automotive replacement parts, accessories and related tools and equipment. Our passionate teams proudly serve retail, commercial and industrial customers through our portfolio of respected and recognized brands in Australia, New Zealand and Southeast Asia.



As a leading industrial distributor in North America and Australasia, we offer access to more than 18 million parts and supplies to help MRO (maintenance, repair and operations) and OEM (original equipment manufacturer) customers keep their essential equipment working safely and efficiently. Across more than a dozen industries, we've built our reputation through hard work, dedication and the genuine belief that we can deliver the best solutions for our customers.



With approximately 6,000 auto parts stores and more than 18,000 auto care and collision centers in the U.S., NAPA has America's largest network of parts and care. We help automotive service professionals, do-it-yourselfers and everyday drivers keep their vehicles running through the nationwide NAPA Network with approximately 800,000 available parts, accessories and supplies.



UAP is the Canadian leader in the distribution of replacement parts and accessories for cars, trucks and heavy vehicles. With more than 700 stores and one million parts in stock, we serve consumers, automotive maintenance and repair shops, and commercial fleet operators through our global and regional brands.

## Sustainability at GPC

Sustainability is built into how we do business. Since our founding, we have helped people repair their vehicles and essential machinery instead of replacing them.

We embarked on a more intentional journey in 2017 with the global Roadmap for Sustainability, a multi-year guide that formalized our plans, scope and approach to sustainability. It also served as a framework for teams to align their efforts into a cohesive, managed program.

Our global sustainability approach, “locally around the globe,” sets consistent direction across our operations with centralized oversight and reporting. Local teams have the flexibility to adapt and activate based on their specific market needs. This balance allows us to move with purpose, at scale.

We focus on practical sustainability: setting clear priorities, executing with discipline and delivering measurable results. This approach helps us manage risk, develop talent, reduce environmental impact and create lasting value for our customers, teammates, partners, investors and the communities we serve.

### Sustainability Priorities

Our strategy aligns to four priorities that drive our work in environmental sustainability, social responsibility and responsible governance.



#### Supporting Our Teammates

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

##### Focus Areas

- Culture and Engagement
- Talent Acquisition and Retention
- Talent Development
- Safety and Wellbeing



#### Advancing Sustainable Operations

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

##### Focus Areas

- Global Emissions Management
- Climate Risk Assessment
- Building Efficiency
- Waste Management
- Circular Economy
- Fleet Management



#### Strengthening Our Communities

We invest in our communities to create a lasting, positive impact where we live and work.

##### Focus Areas

- Corporate Philanthropy
- Community Partnerships
- Teammate Giving and Volunteering



#### Operating With Integrity

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

##### Focus Areas

- Governance Structure
- Values and Ethics
- Data Privacy and Security
- Enterprise Risk Management

# Supporting Our Teammates

## Empowered People Means Stronger Business

We invest in our teammates, because engaged, capable people fuel our shared success. As part of our commitment to being an employer of choice, we are creating opportunities for our people, building high-performing teams and ensuring we have the skills necessary to deliver on our promises. At the same time, we are preserving the unique culture that defines us.

## Focus Areas

- Culture and Engagement
- Talent Acquisition and Retention
- Talent Development
- Safety and Wellbeing



*Our ability to report certain metrics for 2024 may have been impacted by the global implementation of Workday, as some systems were transitioning during the reporting period. Every effort has been made to ensure that metrics are accurate and complete.*



**Jenn Hulett**  
Executive Vice President,  
Chief People Officer



## INTRODUCING GPC'S NEW CHIEF PEOPLE OFFICER

Jenn Hulett joined GPC in August 2024 as the Executive Vice President, Chief People Officer. Her passion for developing people, driving positive change and delivering results makes her uniquely qualified to evolve and strengthen our One GPC HR organization.

She joined GPC with more than 25 years of HR experience, most recently serving as the Executive Vice President and Chief People Officer for Dollar Tree. Her impressive career also includes leadership roles at Core-Mark, Ericsson and General Electric, highlighting her ability to navigate diverse and complex HR challenges within large, global organizations.

Jenn is leading the transformation of GPC's HR function to better support the company's future growth. She is focused on strengthening global Centers of Excellence and expanding the role of HR Business Partners. Jenn emphasizes leveraging technology and cultivating a culture of collaboration and co-ownership aligned with our "One GPC" approach, while advancing the skills and capabilities HR needs to meet tomorrow's challenges.

## Fostering Culture and Engagement

Our talented teammates and unique culture set us apart. Since our founding nearly 100 years ago, people have been at the heart of our success — working, winning and evolving together.

### The Power of One GPC

One GPC sits intentionally at the intersection of culture and operating strategy, because how we treat people directly impacts how we achieve business goals. More than 63,000 teammates work together to win with customers, attract and develop top talent, partner with suppliers, support our communities and create value for our shareholders.

The One GPC culture guides how we work together, make decisions and treat others. It preserves what makes our culture unique, while challenging us to evolve and be better every day. As the future of work continues to change, we believe that working together will propel us into the next century of excellence.

Our teammates are the stewards of our culture that includes the following core elements:

- **Purpose:** Drives everything we do.
- **Mission:** Serves as the guiding force that shapes decisions, actions and behaviors.
- **Vision:** Provides clear direction so our teammates know where we are going as we all strive for excellence.
- **SPiRiT Values:** Ensure we create positive, productive work environments so our people can do their best work.

Check out Spirit Day at the Atlanta Campus.



**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

- S**erve
- P**erform
- I**nfluence
- R**espect
- I**nnovate
- T**eam



New hires do a service activity on their first day



Celebrating Diwali at the Atlanta Campus



Spirit Day 2024 at the Atlanta Campus



Team-building at the Global Technology Center (GTC) picnic



### TEAMMATE SPOTLIGHT



### Living the “S” in Our SPiRiT Values

Amanda Hans-Ali’s career at NAPA began nine years ago as an Online Call Center Representative, where her commitment to serve and improve customer satisfaction quickly set her apart.

She was instrumental in the successful transition of the Customer Care team from IT to Store Operations, where she now excels as a Process Manager. A graduate of the Dale Carnegie Training program and the GPC CORE Leadership programs, Amanda is also a lifelong learner.

“Amanda is the heartbeat of Customer Care. She tackles customer issues head-on with a positive attitude, determined to find solutions and improve their experience,” said Kristin Watts, NAPA, Director of Customer Care.

**Talent Demographics**

GPC is an Equal Employment Opportunity employer in the U.S. and adheres to applicable employment laws where we operate. We do not discriminate based on race, color, religion, sex, sexual orientation, gender identity, national origin or any other protected class.

**People of Color**

- Board of Directors – **25%**
- Managers – **25%**
- Non-managers – **32%**

**Women**

- Board of Directors – **25%**
- Managers – **23%**
- Non-managers – **21%**

**Military Service**

- Workforce – **3.3%** Data is U.S. only.

**Teammate Listening**

We routinely gather feedback from our employees to identify growth opportunities and adapt our people strategy.

Every 18 to 24 months, we run a global engagement survey that is available in multiple languages and accessible across devices. In addition to engagement, we focus on manager effectiveness, performance enablement and culture.

The latest Teammate Engagement Survey, completed in 2024, had a 79% response rate. Business units and leaders received their metrics and worked with HR partners on localized action plans to address areas of opportunity.

**BY THE NUMBERS**

- 81%** Overall Engagement Score
- 91%** I know what is expected of me at work.
- 84%** I am proud to work for this company.
- 80%** I would recommend the company as a good place to work.



Stacy McCormack and Rebecca Wood accepted the award from Chairman Paul Donahue

Chairman Paul Donahue presented the 2024 GPC Chairman's Award to the Global Workday team. The company's highest honor celebrates people who embody our culture, deliver exceptional performance and make a lasting impact.

The global team successfully implemented Workday across 17 countries, empowering more than 63,000 teammates with modern tools and standardized HR and financial processes. Workday now supports talent management, payroll and workforce planning; enhances data-driven decision-making; and unites the global workforce under a single platform, further bringing our One GPC vision to life.



**RECOGNIZING EXCELLENCE**

Across the organization, our teams are pushing boundaries. We celebrate their exceptional work that has been recognized by industry peers, partners and the communities we serve.

**GPC**

- Selected as one of **Time's World's Best Companies** based on employee satisfaction surveys, revenue growth and sustainability data.
- Included on **Newsweek's America's Greatest Workplaces for Parents & Families**, which recognizes companies that offer flexibility and work-life balance.

**GPC ASIA PACIFIC**

- Named a finalist for the **Best Leadership Development Program** at the NZATD Awards and the **Learning and Development Capability Award** at the HR New Zealand Awards for the Momentum Leadership Development Program.
- Named a finalist for the **Wellbeing Programme Award** at the HR New Zealand Awards for Safety Week 2024.

**AAG**

- Received two awards at the **Car Aftermarket Trader (CAT) Awards 2024**: Retailer of the Year for Parts in Motion and Garage Concept of the Year for AutoCare.



AAG team at the CAT Awards

**UAP**

- Named one of **Canada's Top 100 Employers** by Media Corp and The Globe and Mail.
- Received the automotive industry's first **silver-level Gender Parity Certification** from Women in Governance.
- Named as a top three finalist for the **Workplace Benefits Awards** in Canada for the best mental health program at organizations with 1,000+ employees.



UAP leaders at the Canada's Top 100 event

**MOTION**

- Received **Supplier of the Year** awards from Toyota, Honda and four other customers.

## Attracting and Retaining Top Talent

Our ability to attract and retain top talent is essential to remain competitive. We follow a global talent strategy supported by local execution. This model ensures consistency in recruiting tools, processes and resources while giving on-the-ground teams the flexibility to identify and engage prospective teammates who align with their local needs.

### Talent Acquisition

Developing a strong talent pipeline starts with engaging individuals at every stage of their career journey. Through a variety of outreach channels, we introduce the company, highlight the opportunities we offer and build meaningful connections early and consistently.

Recruiters engage with candidates online and at in-person events, including career fairs and visits to technical schools, colleges and universities. We also partner with organizations, such as DODSkillBridge in the U.S., to connect with people from varied backgrounds and help them explore career opportunities with us.

Many teammates also play a key role in extending our reach. Through their networks, including alumni associations and professional organizations, they help build meaningful relationships and introduce new audiences to our company.

We also participate in career education efforts in K-12 schools to raise awareness about our industry.



#### DID YOU KNOW?

GPC's Work Buddy Program pairs new hires with experienced teammates to help them navigate their first six months.



*In 2024, we unveiled a new global Careers website that supports GPC and all our brands. Potential applicants can search for jobs across the GPC network in 17 countries or focused on one area. The site also streamlines the candidate experience, from applying to accepting a role.*

Check out the new Careers website.



*Onboarding is crucial for setting teammates up for success. At the state-of-the-art GPC Asia Pacific Melbourne Distribution Centre, new teammates and managers participate in a two-day induction program, which is the start of a their three-month training journey, to learn about culture, safety and operations. Through the program, participants also have the opportunity to earn forklift licenses.*

### Compensation and Benefits

Our full range of market-competitive, performance-based compensation and benefits, resources and support services help people feel and do their best at work and in their personal lives. Packages are tailored to job level and the unique needs in different countries.

We remain committed to ensuring teammates are rewarded equitably regardless of gender, age or ethnicity. To support this commitment, pay equity audits are conducted every two years with the next one scheduled for 2025.

Full- and part-time teammates can choose from benefits that we regularly review to ensure they support our workforce's evolving needs.

Benefits<sup>1</sup> 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

<sup>1</sup> Some benefits offered in the U.S. only.

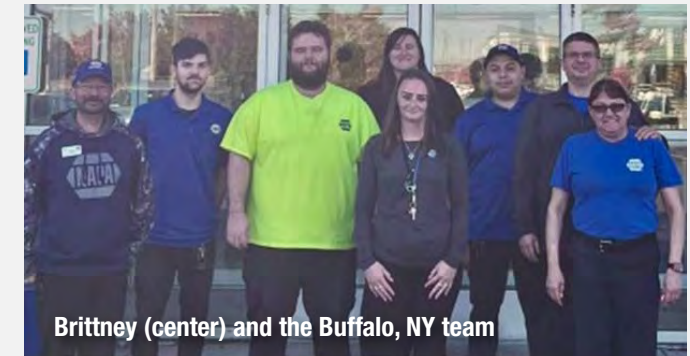


#### DID YOU KNOW?

*In 2024, 88 U.S. teammates received more than \$257,000 toward the cost of tuition, textbooks and/or certifications and licenses as part of the GPC Tuition Reimbursement Plan.*



### TEAMMATE SPOTLIGHT



**Brittney (center) and the Buffalo, NY team**

### Achieving New Heights

Since Brittney Salisbury joined NAPA in 2018 as a dispatcher, she has quickly risen to the role of Store Manager at a NAPA Auto Parts Store in Buffalo, New York.

Under Brittney's guidance, her team has set records, including in 2024 with the highest trade sales ever in the Buffalo District and two prestigious Triple Crown Awards for sales, EBITDA and inventory turn.

Her team's success is a testament to the power of shared goals. "Letting your staff know they are appreciated goes a long way," she said. "I believe when employees know you trust them, it builds their trust with you in return."

"Brittney has open communication with all her customers and always finds a way to provide best-in-class service," said Thomas Leiser, Brittney's District Manager. "Her dedication to her craft has led to the admiration of all her staff and counterparts."



**TEAMMATE SPOTLIGHT**



**Turning Experience Into Learning**

Steve Newton has dedicated 37 years to Motion, serving in various roles and currently excelling as a Technical Training Specialist.

Drawing on his extensive field experience and expertise as a hydraulic specialist in the Fluid Power Shop, he is inspiring the next generation. His long tenure reflects his deep knowledge, valuable contributions and strong relationships with colleagues.

“Steve is a vital asset to our growing Learning and Development team. He has decades of hands-on experience and a passion for sharing that knowledge with others. It’s special to find someone who can seamlessly transition from turning wrenches to leading a four-day training session,” said Brock Culpepper, Director of Learning and Development.

**Advancing Learning and Development**

We provide a range of training, mentorship and career development opportunities tailored to different roles, locations and career paths. People can choose the opportunities that align with their career goals.

**Training and Capability Building**

We offer online and in-person training, so teammates can build new skills or strengthen existing ones. Globally, they complete required training and access on-demand content through the online learning management system (LMS).

In 2024, we launched Workday Learning, a new LMS accessible to most teammates. The LMS integrates with LinkedIn Learning, which is available for everyone at GPC, Motion, NAPA and GPC Asia Pacific, as well as senior managers and above in the field. In less than six months, people viewed more than 24,000 videos and completed nearly 1,000 courses on LinkedIn Learning.

The GPC Talent & Development team offers more than 7,000 online, virtual and in-person courses for GPC teammates. In 2024, the team engaged more than 800 Atlanta-based corporate teammates who completed 4,500 courses across the training channels.

Our businesses also design and deliver their own training programs to ensure people stay current on safety practices and can perform their roles effectively. Much of this training happens in the field, so it is hands-on and aligned to day-to-day operations.

**Career Development Programs**

We offer professional development opportunities that support teammates at every stage of their career journey, whether they are starting out or stepping into senior leadership roles.

*Global Program*

The Management Development Seminar (MDS) invites high-potential teammates from all business units to a rigorous program at the GPC headquarters. In 2024, 39 participants learned about business operations, enhanced their leadership skills and developed career plans.

[Check out the 2024 MDS program.](#)

*Local Programs*

**CORE Leadership Program:** Hosted at the Atlanta Campus, CORE is a four-month program for first-time corporate people managers. In 2024, 18 program graduates spent time building leadership and team development skills.

**LEAD:** This program empowers leaders and selected individual contributors at UAP to build skills, expand networks and develop strategies. In 2024, 68 leaders completed the program that included a group project generating actionable ideas to improve operations and the teammate experience and wellbeing.

[Learn more about UAP’s LEAD program.](#)

**Momentum:** GPC Asia Pacific’s immersive development program provides participants with new skills, executive coaching, mentoring and career planning. In 2024, 20 current and emerging leaders completed the program.

**AAG Management Development Seminar (MDS):** Like the global MDS program, this weeklong seminar helps cultivate strong leaders. In 2024, 19 teammates from across Europe participated in skill- and team-building activities.

**Motion Leadership Development Program:** Developed in partnership with Samford University, this program helps leaders build strategic thinking and leadership skills. In 2024, 72 participants engaged in professor-led courses and applied their learning through a competitive business simulation.



**TEAMMATE SPOTLIGHT**



“The A Effect Program enabled me to take an introspective look at myself. As a woman, I should not hold myself back but instead take risks, trust myself more and build my network. In this program, we were immersed in a bubble of support that pushes you to surpass yourself.”

**Ambre Varsovie, Transport and Customs Analyst,** UAP participant in the pilot for The A Effect’s Ambition Challenge Program



Several AAG teams are ensuring that our young professionals are set up for success. In Benelux, the team launched a Young Professionals group (pictured above) to encourage networking, professional development and engagement. In Germany, the team hosted a Young Talent Summit where 10 participants learned leadership skills for their future roles.

**Internships and Apprenticeships**

Our internships, apprenticeships and rotational programs provide hands-on experience to students and recent graduates from trade schools, colleges and universities. Whether in the field or an office, participants gain skills, explore career paths and make meaningful contributions from Day One.



**BY THE NUMBERS**

We welcomed nearly **200 interns, apprentices and emerging leaders** in 2024.

- 38** | GPC Headquarters interns
- 33** | GPC Asia Pacific, including Motion APAC interns
- 26** | EMT program USAG
- 14** | EDGE HQ USAG
- 75** | Lead program USAG
- 5** | UAP interns
- 6** | GTC interns

Check out how our interns celebrated National Intern Day 2024!



Motion partnered with United Ability on a pre-apprenticeship program where participants with disabilities can job shadow and receive certifications, including forklift operation.



**TEAMMATE SPOTLIGHT**

**From Intern to Valued Teammate**



Wiktor Satora joined the GPC Global Technology Center (GTC) as an intern in 2023 because he wanted to gain new experience with a global company. Today, he is a Software Engineer and helping to recruit the next generation of interns.

“As interns, I liked that we were assigned to existing teams and worked on real tasks. We participated in regular team meetings, which gave us a chance to fully engage in the work. Overall, we felt like actual teammates, and that made the whole experience even more valuable.”



**DID YOU KNOW?**

In 2024, apprenticeship programs across the NAPA Network of Auto Centers successfully graduated **40 participants**.

**Performance Management**

Our approach centers on continuous feedback. Through regular performance conversations, teammates and managers align on progress, identify development opportunities and connect individual contributions to broader company goals.

In 2024, eligible teammates globally could complete the performance management cycle using Workday. We will continue using the platform to support the annual goal-setting and review cycle for a consistent experience across the company.

**Championing Health and Safety**

Through global standards, local adaptability and ongoing investment in resources and training, we’re building workplaces where safety and wellbeing are shared responsibilities and a core part of our culture.

**A Culture of Safety**

Our global approach to Environmental, Health and Safety (EHS) provides the foundation for safety excellence. At the same time, local teams tailor their programs to meet the unique needs of their business and regional regulations.

Across all our locations, the EHS management system applies to all full- and part-time teammates, contractors, temporary workers, customers and visitors. Our aim is to prevent injuries, illnesses and incidents by identifying hazards, assessing risks and implementing effective controls.

A strong safety culture begins with clear expectations and consistent training. Everyone working for or on behalf of the company receives regular safety training, starting with the Code of Conduct that outlines individual responsibilities for maintaining a safe environment. In addition, visitors to our facilities receive safety and emergency assistance information.



USAG introduced a new ergonomics and stretching program at all sites and new power pallet jacks at DCs to reduce the risk of musculoskeletal injuries, strains and sprains.



**DID YOU KNOW?**

Motion teammates often work with industrial equipment and in their customers' manufacturing facilities, so they receive extensive training for those settings, including chemical safety, machine guarding, heat stress and lockout tagout measures.



**TEAM SPOTLIGHT**



**Turning Commitment Into Culture**

During the GPC Asia Pacific Safety Week 2024, teammates across Australia, New Zealand and Indonesia took action to strengthen their safety culture.

The five-day initiative focused on the principles of Human and Organizational Performance (HOP) that includes learning and empowerment, not just preventing failure. Through hands-on activities, personal reflections and new tools, Safety Week 2024 made safety more visible and personal.



Here is how teams brought it to life:

**Personalizing Safety:** Across sites, teammates created “My Pledge, My Reason” cards on why they choose to work safely.

**Creating Safety Zones:** Teams made centralized areas with easy access to tools and reminders that help people use the right equipment and reduce injuries.

**Cleaning Up Workspaces:** Teammates cleaned stores, offices and DCs and completed more than 6,000 inspections to reduce slip, trip and fall risks.

**Working Safely at Heights:** Teams added visual cues, like Velcro strips, to the last rung of ladders to prevent missteps.

**Celebrating Safety Heroes:** Managers and peers sent more than 200 eCards to people who showed strong safety behaviors.

**Sharing Tools:** The Safety Week Sharepoint site received more than 2,100 views as people explored safety tips and accessed new tools.

Watch highlights from Safety Week 2024.

**Teammate Wellbeing**



**GPC Wellbeing Live 365**

The GPC Wellbeing Program provides teammates in the U.S. and Canada with on-demand access to tools, information and activities to support a healthy lifestyle.

By completing activities, such as wellbeing assessments, biometric screenings and health tracking, participants can earn up to \$500 a year to use for gift cards, Health Savings Account contributions or medical plan premium credits.

**2024 Program Participation**

- **60%** Eligible teammates registered on wellbeing site
- **7,067** Completed biometric screenings

We also have **1,124** people in the U.S. enrolled in healthy lifestyle programs in partnership with Livongo®.

**R U OK? Day**

The GPC Asia Pacific team participated in R U OK? Day, an annual Australian day of action aimed at supporting emotional and mental health. In 2024, the team partnered with their Employee Assistance Provider to deliver four wellbeing sessions on topics like self-compassion and growing emotional intelligence.

The team published a special e-magazine with resources and tips to support personal wellbeing. They also encouraged participation with a photo competition, screensavers and Teams backgrounds.



*Motion partnered with Hand in Paw to host Wags for Wellness at the company headquarters. Therapy-certified dogs visited with teammates and brought them joy throughout the day.*

**Mental Health at Work**

UAP has a year-round strategy to support teammate mental health. The approach includes enhanced benefits, practical resources and required training for everyone.

In 2024, the team launched a toolkit to help teammates with balancing their workload and hosted a leadership conference where attendees talked openly about building a more supportive, resilient workplace.



Repco teammates participate in R U OK? Day

# Advancing Sustainable Operations

## Efficiency With Purpose

Environmental sustainability is an important part of how we make our business smarter, faster and better. We actively work to lower our environmental impact while giving local teams the freedom to use solutions that work best in their areas.

By improving efficiency, using resources wisely and investing in new solutions, we are creating a stronger, more resilient business that cares about protecting the planet for future generations.

## Focus Areas

- Global Emissions Management
- Climate Risk Assessment
- Building Efficiency
- Waste Management
- Circular Economy
- Fleet Management



### GPC FOOTPRINT

Our global distribution network includes warehouses, storage facilities, distribution centers (DCs), offices, retail outlets and other physical spaces in 17 countries.

#### Automotive Parts Group

Number of LOCATIONS <b>10,008</b>	DISTRIBUTION FACILITIES <b>162</b>	RETAIL (Owned & Independent) <b>9,846</b>
--------------------------------------	---------------------------------------	--

**Countries of Operation:** U.S., Canada, Mexico, France, the U.K., Ireland, Germany, Poland, the Netherlands, Belgium, Spain, Portugal, Australia and New Zealand

#### Industrial Parts Group

Total Industrial LOCATIONS <b>785</b>	DISTRIBUTION CENTERS <b>30</b>	SERVICE CENTERS <b>81</b>	BRANCHES <b>674</b>
--	-----------------------------------	------------------------------	------------------------

**Countries of Operation:** U.S., Canada, Mexico, Australia, New Zealand, Indonesia and Singapore

## Managing Global Emissions

We remain committed to tracking and managing our global GHG emissions and improving how we report on climate-related metrics that impact our business and communities. As part of this commitment, we implemented a new third-party carbon accounting calculation tool in 2024. This technology-enabled solution will allow us to more accurately calculate and monitor our GHG emissions, strengthening the foundation of our sustainability efforts.

With the implementation of this tool, 2024 will serve as our new baseline year for measuring and reporting our global GHG emissions. This baseline establishes a clear point of reference from which we will track our progress toward reducing our environmental impact. We have deferred providing a schedule of emissions in this year's report due to changes in our calculation methodology and operational scope. We remain dedicated to continuously refining our data inputs and calculation methodologies to ensure accurate and reliable emissions reporting.

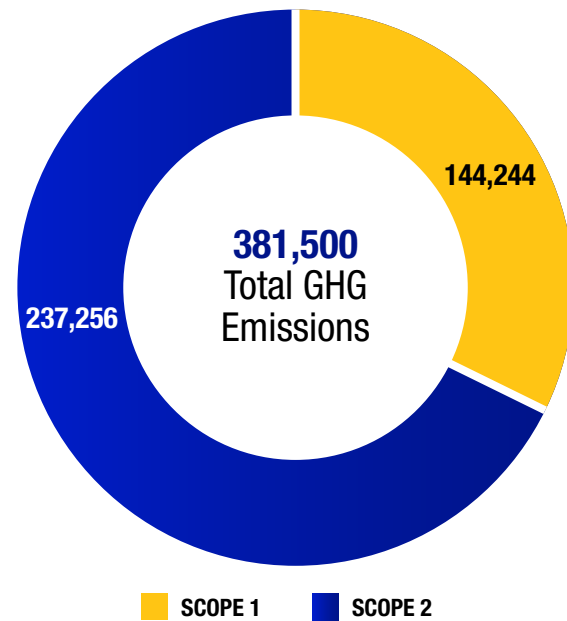
As part of our comprehensive emissions inventory, we are also advancing our focus on Scope 3 GHG emissions, which represent indirect emissions that occur in a company's value chain, outside of its direct operational control. These can include emissions from suppliers, product use, transportation, waste, and more. Understanding and monitoring Scope 3 emissions is vital as they often represent the largest portion of a company's total carbon footprint.

In 2024, we started to analyze GPC's business value chain and identify the relevant Scope 3 GHG categories applicable to our operations. This initial assessment provides critical insight that will guide our strategy to address and reduce these indirect emissions in the coming years.

Detailed here are our 2024 emissions figures, including GPC's global GHG footprint for Scope 1 (direct-owned or operated) and Scope 2 (purchased electricity) emissions based on 2024 data.

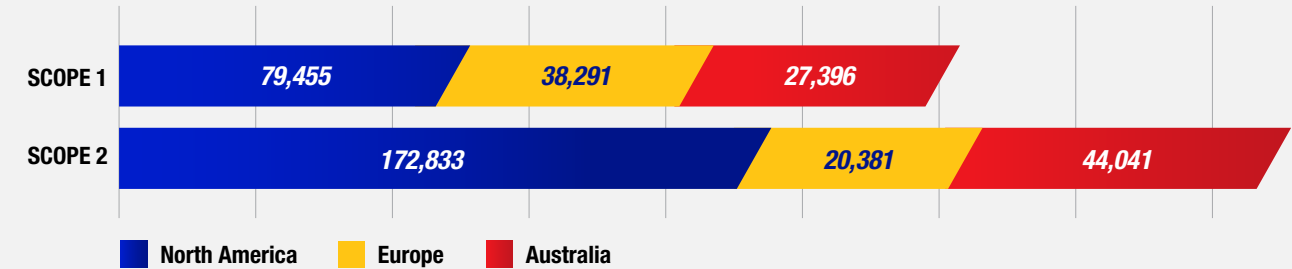
For 2024, our combined total Scope 1 and 2 GHG emissions were approximately 381,500 MTCO<sub>2</sub>e. This number includes all emissions associated with our facilities and our fleet worldwide. Our total 2024 Scope 1 and 2 GHG emissions intensity based on revenue was 0.15%.

**Total GPC Global Carbon Emissions (MTCO<sub>2</sub>e)**



Refer to the Appendix for additional details on GPC's GHG calculation methodology

**GPC Global Carbon Emissions (MTCO<sub>2</sub>e) by Region**



### Understanding the Metrics

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

Abbreviation	Name	Definition
MTCO <sub>2</sub> e	Metric Tons of Carbon Dioxide equivalent	At standard temperature and pressure, one metric ton of carbon dioxide (CO <sub>2</sub> ) would fill a sphere 32 feet (about 9.8 meters) in diameter.
CO <sub>2</sub> e	Carbon Dioxide equivalent	"CO <sub>2</sub> e" represents an amount of a GHG whose atmospheric impact has been standardized to that of one unit mass of carbon dioxide (CO <sub>2</sub> ).
CO <sub>2</sub>	Carbon Dioxide	CO <sub>2</sub> only accounts for carbon dioxide, while CO <sub>2</sub> e 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) 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.

## Assessing Climate Risk

Identifying and understanding climate-related risks and how they could affect our business is a key part of our sustainability strategy. We assess these risks, and we are working to integrate them with the same rigor as other business risks within our Enterprise Risk Management (ERM) framework. This ensures that climate-related considerations are evaluated across a full range of risk categories, including safety and security, operational, strategic, financial, and legal and compliance domains.

In 2024, we started our first company-wide climate scenario analysis in partnership with a third-party climate risk expert. This analysis was designed to deepen our understanding of how climate-related risks and opportunities may evolve over time and how they could impact GPC and our subsidiaries.

Guided by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the analysis considered both physical risks and transition risks. It examined these risks across short-term (by 2028), medium-term (by 2035) and long-term (by 2050) time horizons, using a range of climate scenarios.

Our external partner used three climate scenarios in our analysis, which allowed us to highlight a range of plausible climate futures while also being aligned with the recommendations of TCFD and other common practices. Each scenario narrative summarizes a set of assumptions regarding global socioeconomic development and the transition to a lower carbon economy. Scenario narratives and assumptions are informed by publicly established reference scenarios (Intergovernmental Panel on Climate Change (IPCC) and Shared Socioeconomic Pathways (SSP)) and associated data.

In addition, our external partner conducted internal stakeholder interviews, performed peer benchmarking and reviewed industry research to identify and refine a comprehensive list of climate-related risks and opportunities relevant to our business. The initial list of climate risks and opportunities was prioritized and scored using prioritization criteria that aligned with our ERM framework.

The criteria were weighted across three categories — relevance, impact and probability — collectively contributed to a final score for each identified risk and opportunity. The relevance category incorporated inputs from multiple sources, placing the greatest weight on whether a risk or opportunity was identified during the GPC stakeholder interviews. The impact category assessed the potential financial, operational and strategic impacts for our business. Finally, the probability category evaluated the likelihood of each risk and opportunity occurring.

From this initial list, a subset of six highest-scoring risks and opportunities was selected for in-depth across the previously described climate scenarios and time horizons.

The tables beginning on the following page summarize the six key physical and transition risks identified, their potential impacts and related management strategies.

Climate Scenario Narratives		Reference Scenarios
<p><b>Low Emissions</b></p>	<p><b>Transition risks and opportunities are very present</b></p> <ul style="list-style-type: none"> <li>Globally coordinated effort to reduce emissions to net-zero by 2050, aiming to meet the Paris Agreement and achieve steep decarbonization</li> <li>Accelerated transition to renewables/electrification; aggressive regulations limiting extraction and use of fossil fuels in many sectors and many economies</li> </ul>	<ul style="list-style-type: none"> <li><b>Transition: SSP1-1.9 (IPCC)</b></li> <li><b>Physical: SSP1-2.6 (IPCC)</b></li> </ul>
<p><b>Medium Emissions</b></p>	<p><b>Moderate decarbonization, with moderate transition and physical risks</b></p> <ul style="list-style-type: none"> <li>Assumes governments worldwide fully meet climate commitments (including Nationally Determined Contributions (NDCs) and recently announced pledges in preparation for COP26)</li> <li>Assumes universal access to sustainable, affordable and modern energy by 2030</li> </ul>	<ul style="list-style-type: none"> <li><b>Transition: SSP2-4.5 (IPCC)</b></li> <li><b>Physical: SSP2-4.5 (IPCC)</b></li> </ul>
<p><b>High Emissions</b></p>	<p><b>Physical risks are very present</b></p> <ul style="list-style-type: none"> <li>Assumes slow implementation of in-place and in-development policies, based on the many existing political, institutional and societal barriers</li> <li>Emission reduction policies limited to current policies announced today, and global coordination on addressing climate change is lacking; continued use of fossil fuels and energy intensive activities</li> <li>More visible physical effects of climate change; significant investments in adaptation measures to protect assets, infrastructure, communities</li> </ul>	<ul style="list-style-type: none"> <li><b>Transition: SSP5-8.5 (IPCC)</b></li> <li><b>Physical: SSP5-8.5 (IPCC)</b></li> </ul>

**Physical Risk Assessment**

Physical climate risks are the direct effects of climate change on our facilities, operations, supply chains and people. The climate scenario analysis looked at two types of physical risks: acute risks, which are sudden and extreme weather events, and chronic risks, which are long-term changes in climate patterns.

Acute risks, like floods, wildfires, hurricanes and snowstorms, may impact GPC by causing temporary shutdowns of distribution centers, warehouses and offices. These events could reduce productivity and lead to revenue loss. Disruptions to supply chains can lead to delays or inability to fulfill customer orders, resulting in potential lost sales and decreased revenue.

Chronic risks are slower, long-term changes, like rising mean temperatures, that can lead to higher energy use for cooling resulting in increased utility bills and added overhead costs to maintain buildings and equipment, as well as additional building maintenance and repairs. Over time, these gradual changes may strain supply chains and impact teammate wellbeing. Persistent disruptions in manufacturing or supply chains due to chronic climate risks may result in reduced production capacity and sales, negatively affecting revenue.

**Transition Risk Assessment**

Transition risks are business challenges that arise from changes in laws, policies, technologies and public expectations. Our climate scenario analysis explored how these changes could affect our operations, products and long-term strategy.

A key transitional risk type identified was policy and legal risk. Governments worldwide are introducing stricter climate regulations, including new rules for climate-related disclosures. These require more detailed data and greater accuracy and come with increased scrutiny, raising short-term costs and the risk of legal exposure if requirements are not met. Under the medium and high emissions scenarios, our annual compliance costs are projected to remain relatively constant, with only slight changes in the medium emissions scenario. In contrast, under the low emissions scenario, annual compliance costs are projected to increase steadily over time.

Beyond disclosure, new and proposed laws at state, federal and international levels are addressing packaging, materials, energy use and GHG emissions. These laws could introduce new compliance requirements, like carbon pricing or emission caps, that could increase costs and require operational updates. In the medium- and long-term time horizons, the low emissions scenario may lead to higher decarbonization costs for GPC in comparison to both the medium and high emissions scenario.

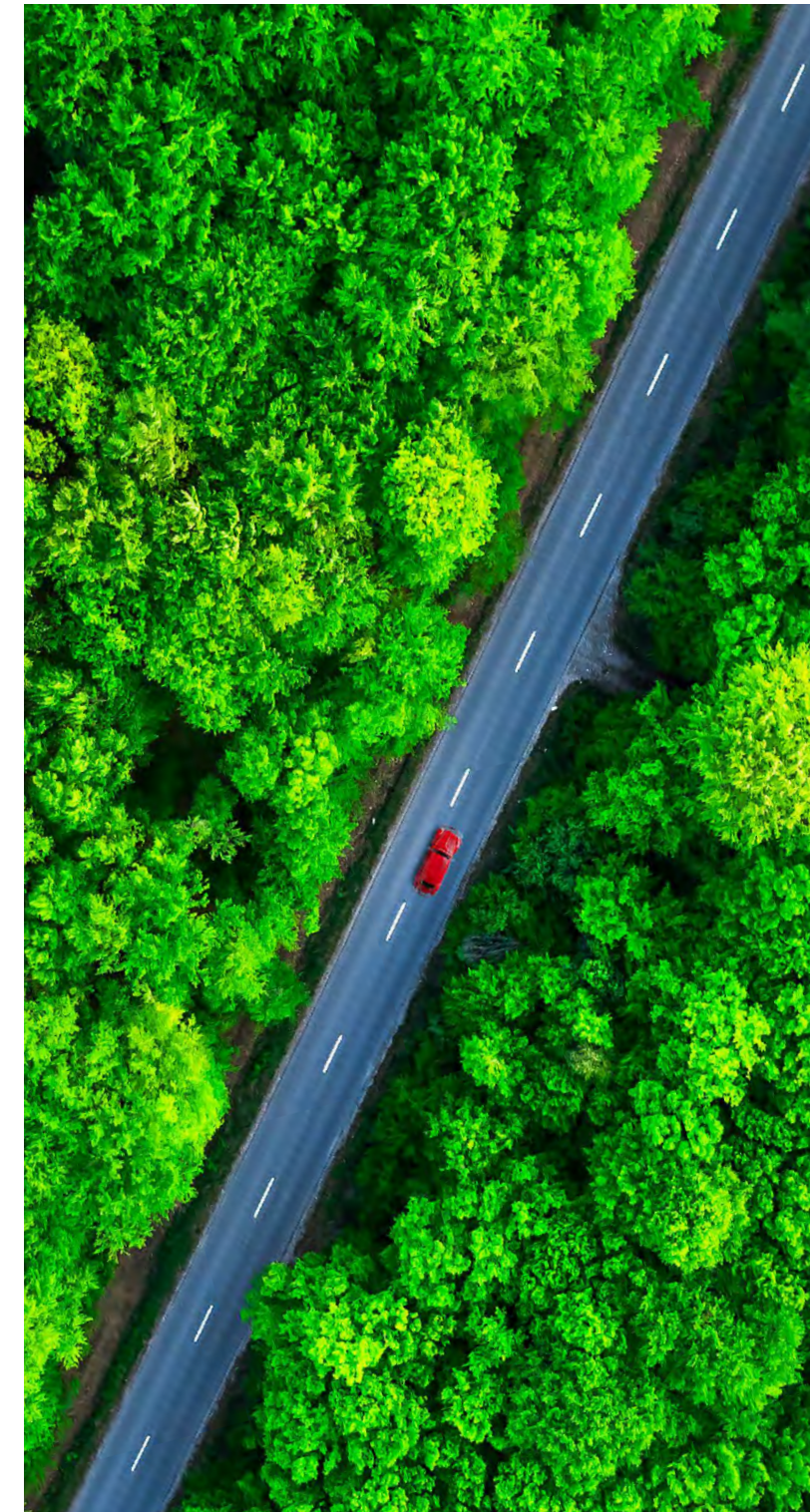
At the same time, industry standards, like ISO 9000 and ISO 14001, are evolving to include more climate-related criteria. There's also growing pressure to maintain strong environmental, social and governance (ESG) ratings from third parties, like EcoVadis. Falling behind these expectations could lead to penalties, reputational risks and operational disruptions.

**Priority Climate-Related Opportunities**

The climate scenario analysis identified key areas where we can strengthen our strategy by adapting to the global shift toward a more sustainable future.

A major transition opportunity is the continued shift toward hybrid and electric vehicles (EVs). As demand grows, we are uniquely positioned to expand our offerings by training our workforce in EV maintenance, offering specialized repair services and providing software solutions for EV systems. For both the EV automotive and industrial parts businesses, GPC may generate an increased sales revenue in the low emissions scenario in the long-term time horizon when compared to the medium emissions scenario.

In addition, climate-related weather events, such as snowstorms, hurricanes and extreme temperatures, can lead to higher demand for many of our core automotive products, including wiper blades, batteries and other automotive parts. As these events become more frequent or intense, we may see continued growth in product sales tied to vehicle repairs and replacements.



**Key Physical Risks**

Risk	Risk Type	Description	Management Method
<b>Extreme weather events</b>	<b>Acute</b>	Our business operations may be susceptible to disruption from severe weather events, including floods, wildfires, hurricanes, extreme precipitation and extreme heat. The greatest number of GPC-operated facilities have high or very high exposure to wildfires and extreme precipitation in the short-, medium- and long-term. GPC facilities were least exposed to cyclones across all considered time horizons. These acute climate hazards may threaten business continuity, effective maintenance of inventory, employee safety and overall financial performance across GPC's global operations.	We track the impact of extreme weather events on sales, human capital and facilities. However, despite the increase in natural disaster events, our insurance claims have been on the decline due to strategic facility placements and effective redundancy systems. Our Operations and Real Estate Teams, in coordination with our Risk Assessment and Facilities Teams, also assess the vulnerability of facilities and employee safety protocols, adapting our operational procedures to prepare for such events where necessary. We also have business continuity plans that are regularly reviewed and updated.
<b>Chronic physical risks (e.g. rising mean temperatures)</b>	<b>Chronic</b>	We may face increased operating costs due to chronic physical risks, such as rising mean temperatures. GPC-operated facilities in Louisiana, Florida and Oregon currently have very high exposure ratings to chronic precipitation, while facilities in Florida have very high exposure ratings to chronic heat. These chronic physical risks may impose financial and operational burdens on our global operations.	PC and our subsidiaries continue to implement various energy efficiency projects to address climate risks. We will continue to look to improve the energy efficiency of our facilities like warehouses, distribution centers and offices to reduce heat load and carbon footprint, possibly using advanced HVAC systems or cooling technologies. We will also continue working towards diversifying our supply chain to reduce our vulnerability to chronic physical risks.

**Key Transitional Risks**

Risk	Risk Type	Description	Management Method
<b>Regulations related to climate reporting</b>	<b>Policy &amp; Legal</b>	Emerging regulations on climate-related disclosures (e.g., in the EU, California and Australia) impose extensive disclosure requirements and increased scrutiny on the accuracy of disclosed data. This may lead to potential legal challenges and additional short-term expenses to ensure compliance. Failure to integrate these standards into our compliance efforts may result in penalties, increased scrutiny and operational challenges, ultimately raising compliance costs and impacting our financial performance.	We have invested in resources to streamline compliance including a dedicated sustainability reporting team and standardized data collection and reporting systems across GPC and our subsidiaries. We will also continue to consult third-party advisors on an as needed basis to stay up to date on regulatory requirements, as well as engage third-party auditors to verify sustainability-related data to ensure compliance.
<b>Regulation related to decarbonization, energy, packaging and materials use</b>	<b>Policy &amp; Legal</b>	We operate within a complex and dynamic regulatory landscape characterized by extensive oversight by state, federal and international governmental authorities. Emerging and existing regulations related to packaging, materials use, energy and decarbonization may pose risks to us. These regulations may introduce new compliance expectations, including pricing and caps on GHG emissions and carbon taxes, leading to increased operational costs. Non-compliance could result in fines, sanctions and permit losses, further increasing future expenditures. Evolving standards and regulatory measures, such as extended producer responsibility regulations, may impose additional operational burdens and costs, impacting GPC's financial condition and market competitiveness.	We continuously monitor sustainability-related regulations across regions where GPC operates to equip personnel and resources with the information they need to effectively comply with emerging regulations.

**Key Opportunities**

Risk	Risk Type	Description	Management Method
<b>Expansion of EV offerings</b>	<b>Products &amp; Services</b>	As the automotive industry undergoes a global transition towards hybrid and electric vehicles (EVs), there is potential for GPC to capitalize on future increased demand, boosting sales and increasing revenue. We have the opportunity to expand its EV automotive parts offerings and sell industrial products to EV manufacturers. This may allow us to capitalize on the market shift, increase sales, secure a competitive advantage and establish itself as a leader in an emerging field.	Our automotive business is equipped for the transition to electric vehicles, having already included in its portfolio the Internal Combustion Engine (ICE) car products that are adaptable to EVs and initiated EV and hybrid repair training programs, like NAPA's NexDrive. The NexDrive initiative focuses on training repair shops for EVs, addressing the specialized needs of EV maintenance, providing garages with the necessary skills and knowledge to service these vehicles effectively.
<b>Increased demand for products due to severe weather</b>	<b>Products &amp; Services/ Markets</b>	Severe weather events can increase demand for our products (e.g., automotive parts, wiper blades, batteries, etc.), as storms and extreme cold weather can damage car parts requiring replacement. As climate change intensifies these extreme weather events, GPC may experience an increase in sales and revenue.	As severe weather becomes more frequent, we will continue to monitor inventory and stock products accordingly should there be increased demand. We will also continue to focus on supply chain resilience, utilizing changing technology to understand how to meet demand.

## Improving Efficiency in Facilities

Across our global operations, we manage energy and water use to improve efficiency, lower costs and support environmental responsibility. At the same time, we prioritize a positive experience for customers and teammates.

### Energy Sourcing and Usage

Our energy strategy focuses on using less energy, shifting to more sustainable sources and encouraging energy-conscious behaviors from teammates. Currently, facilities use a mix of renewable and non-renewable energy based on availability and business needs. For example, our sustainability efforts include several renewable battery storage and solar system investments supporting our power grid throughout the U.S.



On October 8, 2024, UAP officially inaugurated its new offices in Montreal. Originally constructed in 1957, the building was fully renovated from an industrial space to a carbon-neutral home office. It is the first office building in Canada to receive the Zero Carbon Design V3 certification.

Teams complete local projects to improve energy efficiency at existing sites, particularly retail stores, warehouses and DCs where upgrades can have the greatest impact. Common improvements include LED and motion-sensor lighting, high-efficiency HVAC systems and automated building controls. Many locations also collaborate with local governments and utilities to support broader sustainability efforts.

New buildings and renovations have energy-efficient systems, renewable energy readiness, electric vehicle infrastructure and advanced monitoring technologies. Several business units are currently consolidating their DC footprint into state-of-the-art hubs that improve customer service while reducing environmental impact.

Local teams are also making site-specific changes to more efficient energy sources, such as switching to gas-powered or electric forklifts, installing hybrid heat pumps and adding solar panels. In Europe, facilities in the U.K., France and the Netherlands have transitioned to sustainable energy contracts.

### Water Usage

While our operations are not water-intensive, we still manage water use responsibly. Local teams monitor usage and look for practical ways to conserve, including installing low-flow faucets with motion sensors, conducting regular inspections and repairing and preventing leaks proactively.



#### DID YOU KNOW?

Motion New Zealand installed 200-micron filters on all drains at the Vestey Drive, Mount Wellington facility to prevent stormwater contamination. Bulk containers capture any runoff, which is treated and collected by a wastewater partner.



We celebrated the NAPA Upstream Indianapolis DC expansion that now includes 600,000 square feet to serve our customers more efficiently. The upgraded facility features energy-efficient systems, electric forklifts and recycling compactors.

## Reducing Operational Waste

We are improving how we manage and reduce waste at every level of the business. That includes increasing recycling rates, reducing waste volume, educating teammates and working with partners to responsibly dispose of or repurpose materials aligned to local guidelines or requirements.



#### BY THE NUMBERS

In the U.S., Motion has a well-established waste diversion program for hazardous and non-hazardous materials. With their partners, they achieved the following in 2024:

- 1,855.6 tons** of combined hazardous and non-hazardous waste diverted from landfills
- 5,818.05 tons CO<sub>2</sub>e** reduced in GHG emissions from recycled hazardous and non-hazardous waste
- 2.83 metric tons CO<sub>2</sub> equivalent** per ton of hazardous waste recycled (vs. landfill)
- 68% increase** in non-hazardous recycling from 2022 to 2024

*Fuel blending included as hazardous waste recycling. Emission calculations based on the EPA's Waster Reduction Model 2024.*



GPC Asia Pacific achieved its biggest decrease in single-use plastics after eliminating plastic bags from the Repco range of brake rotors and drums. Instead of plastic packaging, the products have a zinc/aluminum water-based anti-corrosive coating to protect them from rust.

- Removed **539,671 total plastic bags** in Australia and New Zealand
- Diverted more than **13,490 kg of single-use plastic** from landfills

## Operating in the Circular Economy

As a global distributor of aftermarket automotive and industrial parts, our purpose is to help customers keep their vehicles and heavy machinery running safely instead of replacing them. From product remanufacturing to recycling programs, we support circular solutions that minimize waste and create value from things that would otherwise be discarded.

### Lead Battery Recycling

Aligned with local laws and government regulations, the Automotive Parts Group teams collect and recycle lead batteries, which are nearly 100% recyclable. Learn more about two programs:

**GPC Asia Pacific** participates in their partner's Used Lead Battery program that collects 12V batteries from Repco and NAPA Auto Parts Stores and repurposes them into everyday products, like cabling and plant pots.

- **724 tons** of batteries collected in 2024
- **4% increase** over 2023
- **~279,700 batteries** collected in 18 years

**U.S. Automotive Group (USAG)** collects old batteries from customers and works with a battery supplier to recycle them into core parts for new batteries.

- **7,276,826 batteries** collected in 2024
- **Recycled content** for new batteries
  - **Lead:** 140,770,199 lbs
  - **Plastic:** 12,225,068 lbs
  - **Acid:** 1,208,920 lbs

### Industrial Repair Services

Motion's Repair and Services team helps industrial customers extend the lives of damaged or worn machinery instead of replacing them. By prioritizing repair over replacement, customers can reduce waste from discarding machinery and significantly decrease the environmental impact associated with manufacturing new equipment.



#### BY THE NUMBERS

**8,407,950.17 kg CO<sub>2</sub>e** - Emissions from repair services

**84,079,501.71 kg CO<sub>2</sub>e** - Estimated emissions from manufacturing new products

**75,671,551.54 kg CO<sub>2</sub>e** - Emissions avoided by repairing instead of replacing



### Product Take-Backs

UAP partners with several suppliers on programs for returning select parts categories. In a new effort for 2024, UAP repackaged and returned \$1.5M CAD of products to suppliers instead of diverting them to the landfill. The average return rate for the parts covered by this program is 80%.



### DRIVING THE CIRCULAR ECONOMY WITH RECONDITIONED PARTS

Back2car, a program by Alliance Automotive Group (AAG), is committed to reducing automotive waste and advancing the circular economy.

At five specialized centers across France, the team recycles **up to 95% of end-of-life vehicles (ELVs)**. Valuable materials, like platinum and steel, are recycled, while waste products, such as oil, are repurposed for energy use.

Launched in 2017, Back2car originally offered recycled parts to automotive professionals, delivering near-new quality at a lower cost. Today, the program also serves consumers with a wide range of reused, repaired and remanufactured automotive parts.

Back2car offers two main product lines:

- **Réemploi (Reuse):** Parts from dismantled ELVs that are in good condition for sale.
- **Reman:** Parts that are fully disassembled, refurbished and rebuilt using strict industrial processes

The team cleans and tests all parts, which also come with a warranty, including a lifetime guarantee for Réemploi parts. In 2024, they handled approximately **26,000 vehicles and 400,000 parts**.

In 2024, the Reman range expanded to include lithium and NiMH batteries from electric vehicles. These batteries undergo thorough diagnostics and are sold as-is, lightly repaired or fully remanufactured.



### Back2Car Process

1. Accept ELV at a recycling center.
2. Check and test vehicle parts.
3. Dismantle the vehicle.
4. Clean and evaluate each part.
5. Photograph part and identify it with original manufacturer number.
6. Define part price based on quality and the Back2Car algorithm.
7. Pack and send orders to customers within 48 hours.



Back2Car received the Green Innovation of the Year Award from Auto Plus Awards

## Managing the Fleet Responsibly

Our fleet plays a central role in delivering parts and services to customers. In 2024, fleet operations accounted for approximately 67% of our global Scope 1 emissions, or around 96,279 metric tons of CO<sub>2</sub>e.

To address this impact, our fleet management strategy focuses on three core areas:

- **Electronic Monitoring and Route Optimization:** All fleet vehicles have electronic monitoring and route optimization systems. These tools track key metrics, like driving time, distance and idling, and can help reduce fuel use, avoid unnecessary trips and improve deliveries.
- **Anti-Idling and Auxiliary Power Units:** Most trucks have anti-idling systems that automatically shut off engines after five minutes. Auxiliary power units allow drivers to keep the cabin comfortable without running the engine.
- **Lower-Emission Vehicles:** Across the company, teams are piloting hybrids and electric vehicles (EVs) and replacing select internal combustion engine vehicles for deliveries. Charging infrastructure continues to expand at headquarters, retail locations and DCs to support this transition and provide convenient access for teammates and customers with EVs.

As we scale, we continue to evaluate emerging technologies to make the fleet cleaner and more efficient.



### BY THE NUMBERS

For its trucking fleet, NAPA participates in the Environmental Protection Agency's SmartWay program in partnership with its trucking partner to promote sustainable transportation.

- **89** fleet vehicles in 2024
- **12%** decrease in miles driven per truck
- **13%** decrease in used gallons of diesel
- **13%** decrease in total CO<sub>2</sub> emissions

\*2024 year-over-year



### DID YOU KNOW?

UAP replaced **127 fuel-inefficient vehicles** with Mercedes Sprinter cargo vans (4-cylinder diesel), reducing CO<sub>2</sub> emissions by **30%**.



GTC team helps clean up in the Tatra Mountains



### DID YOU KNOW?

NexDrive Powered by NAPA is a service network of independent automotive workshops in the U.K. and Canada that specialize in the maintenance of electric and hybrid vehicles.



### TEAMMATE SPOTLIGHT

#### Driving Change from the Inside Out



David Beghin, a Freight Advisor at UAP, is passionate about making a difference on the road and in the workplace. In his role, he focuses on optimizing delivery routes to reduce UAP's carbon footprint. However, his commitment to sustainability goes even further.

In 2024, David took the initiative to lead workshops that follow a grassroots approach from Climate Fresk, an organization dedicated to raising awareness of climate change. So far, he has facilitated six workshops that have engaged colleagues in meaningful conversations and inspired them to take action.

"At UAP, we foster a culture that embraces change," David said. "With support from UAP, I'm helping bring these conversations into the workplace and building knowledge that will benefit us all."



NAPA teammates at Chastain Horse Park



Motion teammates in Birmingham volunteered **30 hours** at the Birmingham Botanical Gardens, **27 hours** cleaning South Bend Parks and **45 hours** with the Cahaba River Society, where they collected **more than 4,000 pounds of trash!**

# Strengthening Our Communities

## Local Roots, Lasting Impact

Supporting our communities has always been a part of who we are. It's rooted in our values and reflected in how we show up where our teammates live and work.

Our commitment is long term, and our goal is simple: to help our communities thrive. When communities are healthy and resilient, people and businesses grow stronger together.

We work with global, national and local partners to meet people's needs in ways that are relevant, practical and built to last.

## Focus Areas

- Corporate Philanthropy
- Community Partnerships
- Teammate Giving and Volunteering



### DID YOU KNOW?

Approximately 50 years ago, GPC founder Carlyle Fraser established a charitable fund to give back to organizations in our communities.



**Amanda Waters**  
Senior Customer Representative, Mi Conveyance



### TEAMMATE SPOTLIGHT

#### Exemplifying What it Means to Make a Difference

In the heat of July 2024, Amanda Waters, Senior Customer Representative for Mi Conveyance, was not relaxing inside in the comfort of air conditioning.

Instead, Amanda, her husband and son installed playground equipment in their local park in Shellsburg, Iowa.

On the coldest day of 2024, Amanda was braving the frigid temperatures with her two children and the rest of Boy Scout Troop 766 for their monthly troop campout.

From fundraising for galas and budgeting for charity walks to dry cleaning band uniforms, Amanda volunteered more than 400 hours across multiple organizations and events in 2024.

"I have always had a love of volunteering," Amanda said. "It is a way for me to give back to my community to try and make the world a better place for everyone."

Over the years, she has also volunteered with March of Dimes, the American Heart Association and United Way and served on the board of directors for I-Renew, an organization that raises awareness for renewable energy in Iowa.

## Investing in Our Communities

As One GPC Team, we combine our ability to perform at scale with a shared vision to improve the wellbeing of our communities and the people who live in them. We support our communities in the following ways:

### Corporate Philanthropy

We focus on building strategic partnerships with nonprofit and community organizations that align with our sustainability goals and are unique to our role in the business community. These partnerships allow us to provide support through financial contributions, leadership engagement, product donations and volunteer opportunities for our teammates.

### Local Community Partnerships

Within our business units, teams work with nonprofits that support the needs in their local communities. These partnerships are aligned to our giving priorities, while empowering teams to support the causes that matter most to them.

### Teammate Giving and Volunteering

Our people are the driving force behind many of our community efforts. They generously contribute their time, skills and resources in support of the causes they value most. Through our giving platform, teammates can donate to charities of their choice via payroll deductions or direct contributions.



#### BY THE NUMBERS

- ~ **19,000** Volunteer hours – GPC in North America
- ~ **\$1.3 million** in corporate and teammate donations – GPC in North America
- ~ **\$571k** raised by GPC Asia Pacific through fundraising, volunteering and disaster relief

## Giving Back With Purpose

Through global, national and local efforts, we support people's essential needs: Housing, Education, Nutrition and Health. Check out some of the ways our One GPC Team is supporting community wellbeing:

### Housing

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

We are a proud partner of **City of Refuge Atlanta**, an organization dedicated to helping people and families transition out of crisis by offering supportive environments and essential resources. In 2024, Atlanta-based teammates volunteered to clean and beautify the campus, assist with summer camp activities for kids and distribute Halloween candy.

We continued our long-time support of **Habitat for Humanity** with build days around the U.S. The Motion team in Birmingham, AL, participated in a Home for the Holidays build, while the NAPA DC team in Buffalo, NY, helped assemble furniture and worked on the home's exterior. An Atlanta-based team laid sod and completed a family's new yard.

In partnership with **The Salvation Army**, teammates nationwide volunteer through service projects and donation drives. In 2024, GPC, Motion and NAPA Fleet teams joined the Angel Tree Program, with GPC collecting 86 gifts for children and seniors. Atlanta-based teammates also supported the Red Kettle Drive.

GPC Asia Pacific works with **HoMie**, a Melbourne-based social enterprise, to support youth at risk of homelessness. As a HoMie Pathway Alliance Employer Partner, they help young people gain experience in their stores, as well as accredited training and holistic care.

We worked with the **Center for Family Resources (CFR)** on its mission to reduce childhood homelessness in Atlanta. In 2024, teammates helped set up three furnished apartments, part of CFR's short-term housing program for families. In addition, Jennifer Dawson, GPC's Vice President, Internal Audit & Compliance, served as chair of the CFR Board of Directors in 2024.

NAPA partners with the **United Way of Greater Atlanta (UWGA)** on the 211 Center that helps low-income people with automotive repairs so that they do not have to choose between affording food, a place to live and a vehicle that runs.



*In Montreal, UAP employees volunteered at **Le Chainon**, Quebec's largest shelter and support network for women. The team helped prepare living spaces and tackled daily tasks.*



*In October 2024, a dangerous storm caused severe flooding in Paiporta, home to one of our AAG Iberia locations. The team in Spain responded swiftly, prioritizing safety and offering support to teammates and community members.*



## GOING THE DISTANCE FOR A GREAT CAUSE



The Workshop Pro team, part of AAG, conquered the National Three Peaks Challenge — climbing the three highest peaks in Scotland, England and Wales — to raise more than £4,000 for **Ben Automotive**, a charity that provides health and wellbeing support for people in the automotive industry.

In just 24 hours, the team of six climbed Ben Nevis, Scafell Pike and Snowdon, covering 23 miles (37 km) and more than 10,052 ft (3,064 meters) of ascent.

“The team put in huge efforts throughout the challenge, battling tough conditions on all three mountains,” said Ian Burt, Workshop Pro UK and ROI Sales Manager. “The team's spirits remained high throughout, with one goal in mind, to complete the challenge in aid of such a great cause.”

The team included:

- Ian Burt – Workshop Pro Sales Manager
- Yvette Taylor – Workshop Pro Sales Supervisor
- Heidi Mathewson – Workshop Pro Technical Sales and Training Administrator
- Chris Banks - Workshop Pro Field Sales Manager
- Ray Charter – Workshop Pro Administrator and
- Rob Webb – Workshop Pro Technical Sales

Special thanks to Lee Dunkley, Technical Specialist, who drove the team more than 1,100 miles between peaks.



Junior Achievement Volunteer Days at BizTown



Habitat for Humanity - NAPA DC team in Buffalo



Interns volunteer at City of Refuge Atlanta

**Education**

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

**Junior Achievement** is a longtime GPC partner, and our teammates support their education mission in many ways. In Georgia, GPC and NAPA volunteers help guide middle schoolers through BizTown, where students run a simulated NAPA Auto Parts Store and NAPA Auto Care Center. In 2024, Motion contributed \$10,000 to Junior Achievement of Alabama to provide learning experiences in 14 classrooms.

In the U.S., we sponsor scholarship programs in partnership with **Scholarship America**. In 2024, we awarded 17 \$2,500 scholarships for eligible children of GPC, USAG and Motion teammates to use toward their study at accredited colleges, universities or vocational-technical schools.



Through the **NAPA Auto Skills Training Center at City of Refuge Atlanta**, people learn valuable skills and earn certifications to become automotive technicians. In 2024, 45 graduates received stocked tool chests and full-time job offers. To date, more than 280 have completed the program.



**NAPA IS HELPING CLOSE THE TECHNICIAN GAP**



UTI Summer Ignite participants

As the number of qualified automotive technicians declined, NAPA embarked on a mission to address one of the biggest issues facing the automotive industry.

Here is how NAPA is helping to close the technician gap:

- Partners with **Universal Technical Institute (UTI)** on 13 high-tech, hands-on automotive campuses around the U.S.
- Sponsors UTI's Summer Ignite program. High school juniors take a free three-week course in science, technology, engineering and math, and if they enroll in UTI's automotive technician program, they receive credit for the course.
- Provides scholarships for people pursuing education to be automotive technicians. In 2024, NAPA awarded 26 scholarships through partnerships with industry leaders, including the **TechForce Foundation** and **WD-40 Brand**.
- Sponsors learning opportunities for high school and college students through **SkillsUSA**. In 2024, NAPA participated in the SkillsUSA's National Leadership & Skills Conference, the largest gathering of America's future skilled workforce.

Learn how NAPA and SkillsUSA are partnering on education for the next generation.



In Australia, the Repco Alice Springs team led by Branch Manager Michael Ryan supports **Rusted Gems**, an initiative that teaches Indigenous community members mechanical skills while promoting wellbeing and leadership. The team donates tools and time to help participants learn how to restore vehicles for an annual showcase.



Two years ago, we launched the **GPC Vocational Rehabilitation Program** in partnership with Atlanta's **Shepherd Center**, a nonprofit specializing in spinal cord and brain injury recovery. The program helps people get back to work after experiencing the most complex conditions. In 2024, our teams supported program participants by volunteering for therapeutic activities like serving meals and leading enrichment programs.

**Nutrition**

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



**DID YOU KNOW?**

*Rather than a one-size-fits-all approach, we support this priority through local partnerships with food banks and community organizations.*



**WORKING AS ONE GPC TO COLLECT FOOD FOR KIDS**

In 2024, we hosted the **Feeding the Children Food Drive** where local GPC, NAPA and Motion teams collected food for the nonprofits of their choice. Their collective efforts raised more than 40,000 lbs of food for more than a dozen organizations.



*The UAP Ontario team joined forces with **Food4Kids** to prepare and package nutritious food for kids who do not have access to school meal programs on the weekends and during school breaks.*



Atlanta teammates packed supplies for the Center for Family Resources



Teams in Edmonton and North Alberta volunteered at Edmonton's Food Bank to assemble 250 food hampers



*NAPA teams across the U.S. participated in **local food drives** for their communities. In Western North Carolina, the team collected much-needed food and supplies for people impacted by Hurricane Helene.*



The Motion team packed food for the Community Foodbank of Central Alabama



Two GPC teams packed more than 11,000 meals for Open Hand Atlanta and Second Helpings Atlanta



**DRIVING CHANGE ON THE GREEN**



Pacific Region team's golf tournament

The NAPA and Altrou teams in Canada transformed annual golf tournaments into meaningful opportunities to give back, raising more than \$35,000 in support of health-focused charities.

- In British Columbia, the Pacific Region raised more than \$14,000 for the **Heart and Stroke Foundation** in memory of longtime teammate Wayne Balliet.
- In Ontario, the 20th NAPA / UAP charity tournament hit a record with more than 230 participants and raised \$12,000 for the **Make-A-Wish Foundation**.
- In Alberta, the NAPA Edmonton tournament raised a record \$9,115 for the **Stollery Children's Hospital Foundation**.



NAPA Edmonton tournament raises record amount

**Health**

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

We support the **American Cancer Society (ACS)** through several key initiatives, including mobile mammography screenings, early detection education and awareness activities. In 2024, NAPA's Justin Ducharme, SVP, Distribution and Logistics, and GPC's Matt Brigham, VP & Treasurer, participated in the Men Wear Pink campaign and raised more than \$415,249 for cancer research and education.

Each year, U.S. teammates join the **American Heart Association's (AHA)** "Go Red Day" to raise awareness for women's heart health. In celebration of the AHA's 100th anniversary, Heather Ross, VP of Global Strategic Communications, served as chairperson for the Atlanta Heart Walk, where more than 100 teammates participated and raised more than \$24,000. Across the country, the Motion team raised more than \$120,000 through AHA Heart Walks.

The UAP team in Canada supports the **Heart and Stroke Foundation of New Brunswick**. They hosted the 12th edition of the NAPA Hockey Heroes Weekend that raised \$1.15 million for the organization. Of the 28 participating teams, two represented UAP: The NAPA Heartthrobs, who raised \$182,106, and Traction Heavy Duty, who raised \$21,857.

In the U.K. and Ireland, the AAG team raised more than £20,000 for charitable causes throughout 2024, including **Macmillan Cancer Support, Irish Cancer Society, Ben Automotive and Race Against Dementia**. Fundraising initiatives included coffee mornings, dedicated fundraising weekends with NAPA Racing U.K., Christmas jumper day and many more.

Many teams support organizations that help sick children. In Asia Pacific, the GPC team raised more than \$240,000 for their key fundraising partner, the **Starlight Children's Foundation**. The UAP team in Montreal hosted a holiday market, which raised \$5,720 through sales and donations for Operation Enfant Soliel. NAPA and UAP teams sponsored wishes for sick children through the **Make-A-Wish Foundation**.



*Motion Indonesia partnered with neighboring businesses to host a blood drive benefiting **Palang Merah Indonesia**. More than 100 people donated blood, such an overwhelming response that the nurses had to get more supplies to collect donations!*



*GPC Global Technology Center teammates participated in the **Fundacja Poland Business Run** to support individuals with disabilities. Our CIDO Naveen Krishna ran in Atlanta to support the cause and the GTC team.*



ACS Men Wear Pink celebration in Atlanta



Atlanta Heart Walk participants



Birmingham Heart Walk participants



ACS Power of Pick Day at a NAPA store in Hawaii

# Operating With Integrity

## Principled Performance

Our comprehensive governance approach provides a strong foundation for decision-making and accountability, while remaining flexible in a rapidly changing world. By promoting a culture of integrity, trust and transparency, we position the business for responsible growth and sustained long-term performance.

## Focus Areas

- Governance Structure
- Values and Ethics
- Data Privacy and Security
- Enterprise Risk Management

## Publicly Available Governance-Related Documents

- [2025 Proxy Statement](#)
- [2024 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](#)

## Understanding Our Governance Structure

This section reflects the composition of the management team and board of directors as of this report's publication.

### GPC Management Team

Since the last Sustainability Report, we have had three executive leadership changes that were part of strategic succession planning:

- Paul Donahue transitioned from Executive Chairman to Non-Executive Executive Chairman, effective December 31, 2025.
- Jenn Hulett joined GPC as Executive Vice President and Chief People Officer, effective August 19, 2024.
- Randy Breaux, Group President, GPC North America, will retire at the end of 2025. Alain Masse, formerly President, UAP, Inc., GPC's Canadian automotive business, moved to the role of President, North America Automotive, effective August 1, 2025. Mr. Breaux will serve in an advisory role until his retirement.

### Board of Directors

The GPC Board of Directors brings independent oversight and strategic guidance to support long-term value creation. It helps ensure accountability, uphold strong governance and reinforce our ethical business practices.

The board includes the following three committees:

#### Audit Committee

**Responsibilities:** Financial reporting, audits, compliance and cybersecurity

#### Compensation and Human Capital Committee

**Responsibilities:** Executive compensation, succession planning, management performance and key talent initiatives

#### Nominating and ESG Committee

**Responsibilities:** Board nominations, ESG oversight, and corporate governance practices and policies

The board and its committees conduct annual self-evaluations to assess effectiveness and improve governance. The Nominating and ESG Committee also reviews board composition to ensure members' expertise aligns with the company's evolving strategy.

In early 2025, board members Gary Fayard, Johnny Johns, Betsy Camp and Wendy Needham reached the mandatory retirement age for board members and stepped down from their roles as directors. GPC's shareholders elected Laurie Schupmann as a new director of the company, effective April 29, 2025.

#### 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.

**75% Independent Directors**

**25% Women**

**33% Diverse** (Ethnicity and/or nationality)

**6.4 Years Average Tenure**



#### Genuine Parts Company Board of Directors

*Left to Right:*

Richard Cox, Jr., Charles K. Stevens, III, Darren M. Rebelez, Juliette W. Pryor, John R. Holder, William P. Stengel, II, Paul D. Donahue, Laurie Schupmann, Jean-Jacques Lafont, Donna W. Hyland, Robert C. "Robin" Loudermilk, Jr., P. Russell Hardin.



#### EXPERTISE AND EXPERIENCE

CEO/Leadership Position	<b>86%</b>
Government/Regulatory	<b>55%</b>
Finance and Accounting	<b>43%</b>
Distribution/Supply Chain	<b>43%</b>
Automotive	<b>36%</b>
International	<b>29%</b>
Legal	<b>29%</b>

#### Tenure

- 7** - 0-5 years
- 2** - 6-10 years
- 3** - 11+ years
- 6 years** - average tenure

As of April 30, 2025

[Learn more about the GPC Board of Directors.](#)



#### MEET THE NEWEST BOARD MEMBER

**Laurie Schupmann**  
Retired Global Client Partner  
PwC



Laurie Schupmann joined the board of directors on April 29, 2025. Before retiring in 2023, Ms. Schupmann worked for nearly 40 years at PwC, an audit, assurance, consulting and tax advisory firm. She served in various leadership roles of increasing responsibility, including as a Global Client Partner from October 1995 to June 2023.

Ms. Schupmann earned a Bachelor of Science degree in business with a concentration in accounting from Indiana University – Kelly School of Business. She attended the Executive Education program at INSEAD and received a Corporate Governance Certificate from the Kellogg Executive Education program.

She is a certified public accountant and brings extensive financial and accounting expertise to the board.

## ESG Oversight and Governance

Our approach to ESG governance ensures sustainability is integrated throughout the business.

Under the board's leadership, the Nominating and ESG Committee oversees the sustainability strategy, policies and goals, including climate-related issues. This committee also monitors ESG and climate-related risks and opportunities in accordance with the company's Enterprise Risk Management (ERM) framework. GPC's Global Sustainability Reporting Team, in coordination with leaders of the Finance, Legal and Operations teams, are responsible for ESG and climate-related strategy and implementation. The Committee members receive quarterly updates from the GPC management team and present briefings to the full board as merited on sustainability-related matters, including the areas of responsibility listed above, progress and key initiatives.

Business unit and functional leaders are responsible for activating sustainability initiatives in their areas. These cross-functional leaders focus on day-to-day progress including teammate-related programs and local carbon reduction efforts. Quarterly, GPC's General Counsel and Sustainability Reporting Team meet with these leaders to receive updates and review progress on the areas listed above, address concerns, identify challenges and share best practices.

Stakeholder engagement plays a central role in shaping our sustainability goals. Committee members regularly gather feedback from key stakeholders to ensure our sustainability efforts align with their expectations and our business priorities. They use feedback to adjust strategies and initiatives where necessary.

## Living Our Values and Ethics

### Code of Conduct

Called Integrity at Work, the GPC Code of Conduct (the "Code") outlines the ethical and legal standards that guide how we do business and treat teammates, customers, suppliers and communities. Maintained by HR and reviewed by the Compliance team with board oversight, the Code applies to all teammates and anyone working on our behalf, including consultants, vendors and partners.

The Code provides practical guidance to help teammates make responsible decisions and support a respectful, inclusive workplace. All teammates complete Code of Conduct training at onboarding and regular intervals. Additional ethics training is available based on roles, and HR regularly reviews training materials to stay relevant. Managers are responsible for ensuring ethics compliance and leading by example.

Senior financial officers follow an enhanced Code of Conduct to uphold integrity and transparency in financial practices and reporting.

The code outlines GPC's ethical and legal standards in these areas:

- Company values and ethical practices
- Workplace conduct
- Conflicts of interest
- Use of company assets and information
- Compliance with laws and regulations
- Financial integrity and reporting
- Whistleblowing and reporting violations
- Social responsibility and sustainability
- Accountability and enforcement

### Whistleblower and Non-Retaliation Policies

The Code of Conduct provides guidance for teammates on reporting situations that conflict with 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.

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

The Internal Audit department head receives accounting, auditing or financial reporting complaints that are escalated to the Audit Committee as needed.

### Human Rights

We are committed to a safe and ethical environment for all. Our Human Rights Policy applies across the value chain. We require all suppliers to meet high ethical standards and provide safe working conditions. We prohibit child labor, forced labor and human trafficking, and we do not work with companies that engage in those activities.

Our policies align with the United Nations Universal Declaration of Human Rights. We have zero tolerance for discrimination, harassment or any violations of our standards.

Our teams and suppliers strictly adhere to the following policies:

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

### Responsible Sourcing

Given the scale of our global business, we work with thousands of suppliers to help build a more sustainable, equitable supply chain. The Automotive Group sources approximately 800,000 parts from hundreds of suppliers, while the Industrial Group manages more than 18 million items from more than 45,000 suppliers.

The Global Sourcing team manages vendors to ensure they meet our standards for ethics, quality and responsibility, as well as align with our company values.

Their three-part oversight process, which they assess and update regularly, includes:

- **Supplier Quality Audits:** Conducts universal audits for more than 400 offshore suppliers with both our internal Global Sourcing team and authorized independent auditing agencies to ensure strict compliance with quality standards, including ISO-9001 and IATF 16949. Maintains our certification under the U.S. Customs Trade Partnership Against Terrorism (C-TPAT) program.
- **Supplier Social Audits:** Completes social audits for suppliers in high-risk countries using SA8000 Social Certification Standards to assess human rights records, labor practices, working conditions, compensation and other metrics.
- **Product Compliance:** Monitors products for compliance and regulatory testing and verification across regions where we do business to meet local and international safety regulations, including Prop 65 in California and guidelines in the U.K. and European Union.

## Keeping Our Data Safe and Secure

Technology drives our growth, and responsible data management is key to creating value. We take a responsible, holistic approach to collecting, using, storing and disposing of data that is grounded in strong privacy principles and rigorous security standards.

Our comprehensive data security policies apply to everyone with authorized access to our information, systems or media, ensuring a consistent framework across the organization. We respect and protect the privacy of customers, teammates, suppliers and partners.

We maintain a secure data environment through robust board oversight, cross-functional leadership, expert cybersecurity and privacy teams, regular training and tools that empower individuals to safeguard data and exercise their privacy rights.



### Cybersecurity Program

As cyber threats grow more sophisticated, our cybersecurity program works to proactively reduce risks while protecting the integrity, availability and resilience of our systems. We continue to invest in the tools, processes and expertise needed to stay ahead of threats and maintain business continuity and stakeholder trust.

Our dedicated Chief Information Security Officer (CISO) and team are responsible for assessing, identifying and managing cybersecurity risks. We follow industry-leading frameworks, such as the National Institute of Standards and Technology Cybersecurity Framework, and other applicable industry standards.

The cybersecurity team conducts regular assessments and audits, both internally and with external partners, to evaluate our systems, processes and procedures. They also regularly test the incident response plan through simulated events to ensure rapid, effective action. These reviews help identify vulnerabilities and guide improvements to stay ahead of emerging threats.

The team tracks privacy and security incidents. Following third-party risk management practices, they identify and mitigate vendor- and supplier-related risks to support security across the supply chain.

### Governance

The board of directors has oversight of program-related risks with support from senior technology leaders. The CISO and Chief Information and Digital Officer (CIDO) provide periodic updates to the Audit Committee, CEO and other executive leaders on internal programs and external threats. The Audit Committee chair then reports to the full board on cybersecurity, IT security risks and mitigation strategies.

### Policies

We maintain information security and privacy policies guided by regulatory requirements. They are reviewed periodically to ensure they are aligned with the latest standards.

### Training

All employees receive data privacy and security training as part of their onboarding, with mandatory annual training to reinforce key practices. Additional training is provided when needed to address emerging threats, policy updates or role-specific risks.

## Managing Risk Across the Enterprise

We have a robust Enterprise Risk Management (ERM) framework to anticipate and respond to potential threats that could prevent us from delivering on strategic goals and objectives.

The board of directors provides oversight into how the GPC management team handles risk.

- **Compensation and Human Capital Committee:** Risks related to compensation policies and practices, management development and talent strategy, including leadership succession
- **Nominating and ESG Committee:** ESG-related risks
- **Audit Committee:** Risks related to financial accounting and audits, internal controls, and IT and cybersecurity

We have communication channels to ensure leaders and teams are informed when risks could impact their business areas. In addition, ERM results are included in the Risk Factors section of SEC filings for the investor community.



### Key Components of the ERM Framework

**Risk Identification:** Business unit management identifies, assesses and scores potential risks that pose a threat to achieving their business goals or objectives.

**Risk Assessment:** GPC Risk Committee evaluates those risks to assess severity, potential consequences and ability to disrupt the business. Based on the assessment, the committee categorizes and identifies the company's top risks.

**Mitigation and Response:** Business unit management develops proactive, targeted mitigation plans that align with the company's strategic planning and quota-setting process.

**Monitoring and Reporting:** GPC Risk Committee continuously monitors and tracks the effectiveness of risk-mitigation efforts and reports regularly to the GPC management team, external auditors and board of directors.

## About This Report

The 2025 Sustainability Report Sustainability Report outlines environmental, social and governance (ESG) metrics, activities and performance for fiscal year 2024 (January 1 to December 31, 2024, unless otherwise noted).

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 2024.

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.

Learn more about our company, our sustainability initiatives and related news at [www.genpt.com](http://www.genpt.com).

## Forward-Looking Statements

Some statements in this report, as well as in other materials we file with the Securities and Exchange Commission (SEC), release to the public, or make available on our website, 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 direct and indirect impact of tariffs and other similar measures, as well as the potential impact of retaliatory tariffs and other actions) or deflation, financial institution disruptions and geopolitical conflicts such as the conflict between Russia and Ukraine, 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 direct and indirect 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; 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 2024 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.

## GHG Calculation Methodology

GPC calculates GHG emissions in accordance with the World Resources Institute Greenhouse Gas Protocol. Our methodology encompasses direct emissions from company operations (Scope 1) and indirect emissions from purchased electricity (Scope 2), using the location-based approach. Where possible, we use actual activity data—such as measured energy consumption—to calculate emissions for our facilities. Where actual energy consumption data is unavailable, we estimate energy use based on a combination of available inputs—such as facility square footage, operational characteristics, and industry benchmarks. We are committed to continuously improving the accuracy and alignment of our activity data with our facilities and will refine our methodology as more precise and comprehensive data becomes available.

Our company applies the operational control approach to define organizational boundaries for GHG reporting, aligned with the Greenhouse Gas Protocol Corporate Standard. We include emissions from all operations, subsidiaries, and entities where we have the authority to implement day-to-day operational policies that impact emissions. This includes wholly owned and leased facilities, as well as any subsidiaries or entities where operational control is exercised. This methodology ensures that emissions reported reflect our operational responsibility and influence. Emissions from joint ventures or partnerships are included only when the company holds operational control.

## Sustainability Accounting Standards Board (SASB) Index

SASB Code	Accounting Metric	Category	Unit of Measure	Answer, Cross-References, Omissions and Explanations
<b>Energy Management in Retail and Distribution</b>				
CG-MR-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	GPC 2025 Sustainability Report, Managing Global Emissions, p. 14
<b>Data Security</b>				
CG-MR-230a.1	Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	GPC 2025 Sustainability Report, Keeping Our Data Safe and Secure, p. 29; 2025 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.
<b>Labor Practices</b>				
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: 38% Voluntary turnover rate: 25% Involuntary turnover rate: 13% Turnover due to job elimination: 0.4% <i>Metrics are for U.S. Automotive Group only</i>
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
<b>Workforce Diversity and Inclusion</b>				
CG-MR-330a.1	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Quantitative	Percentage (%)	GPC 2025 Sustainability Report, Talent Demographics, p. 8
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.
<b>Product Sourcing, Packaging &amp; Marketing</b>				
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 2025 Sustainability Report, Responsible Sourcing, p. 28
CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	N/A	GPC 2025 Sustainability Report, Reducing Operational Waste, p. 18
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	Approximately 20 million square feet of retail locations Approximately 7 million 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
<b>Governance</b>		
Disclose the organization's governance around climate-related risks and opportunities	<ul style="list-style-type: none"> <li>a. Describe the board's oversight of climate-related risks and opportunities.</li> <li>b. Describe management's role in assessing and managing climate-related risks.</li> </ul>	GPC 2025 Sustainability Report, Managing Risk Across the Enterprise, p. 29; 2025 Proxy Statement; Corporate Governance Guidelines; Committee Charters
<b>Strategy</b>		
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"> <li>a. Describe the climate-related risks and opportunities the organization has identified over the short-, medium- and long- term.</li> <li>b. Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.</li> <li>c. Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy and financial planning.</li> </ul>	<p>GPC 2025 Sustainability Report, Assessing Climate Risk, pp. 14-17.</p> <p>GPC 2025 Sustainability Report, Managing Risk Across the Enterprise, p. 29; 2024 Annual Report.</p>
<b>Risk Management</b>		
Disclose how the organization identifies, assesses, and manages climate-related risks	<ul style="list-style-type: none"> <li>a. Describe the organization's processes for identifying and assessing climate-related risks.</li> <li>b. Describe the organization's processes for managing climate-related risks.</li> <li>c. Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.</li> </ul>	GPC 2025 Sustainability Report, Managing Risk Across the Enterprise, p. 29; 2025 Proxy Statement; Corporate Governance Guidelines; Committee Charters
<b>Metrics</b>		
Disclose how the organization identifies, assesses, and manages climate-related risks	<ul style="list-style-type: none"> <li>a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.</li> <li>b. Disclose Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions and the related risks.</li> <li>c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.</li> </ul>	<p>GPC 2025 Sustainability Report, Managing Global Emissions, p. 14</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>