

***MiMOTION***<sup>®</sup>



2025

**SUSTAINABILITY  
REPORT**

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James Howe, President

## Message to Our Stakeholders

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Sustainability has always been integral to how we do business at Motion. For nearly 50 years, we have helped our customers keep their essential machinery running safely and efficiently instead of replacing it.

What has changed is the world around us. Our customers, employees, suppliers and communities are looking for us to do more. Today, more than ever, sustainability is tied to business performance. It's part of how we grow, operate and deliver long-term value.

That's why we follow a practical yet scalable approach: setting clear priorities, executing with discipline and delivering measurable results with a focus on continuous improvement. Our values — fair, ethical, inclusive and invested — guide how we work every day, inform our decisions and support our commitment to responsible growth.

This year's Sustainability Report outlines the steps we're taking to strengthen our sustainability foundation while meeting the needs of our stakeholders. Our efforts are helping us build a more resilient, responsive and responsible business.

### Growing Our Business

We expanded our operations and impact through six strategic acquisitions that brought new capabilities and expertise into our portfolio. We also opened a third distribution center in Texas designed with efficiency and environmental performance in mind. These moves reinforce our long-term strategy of sustainable growth, adding value without compromise.

### Sustaining Our World for Future Generations

We continued to improve transparency around our environmental impact. In 2024, our parent company, Genuine Parts Company (GPC) implemented a new third-party carbon accounting calculation tool. This technology-enabled solution will allow GPC and its subsidiaries 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 remain dedicated to continuously refining our data inputs and calculation methodologies to ensure accurate and reliable emissions reporting. In partnership with our parent company, Genuine Parts Company (GPC), we also completed our first climate risk assessment, helping us better understand how climate-related factors could affect our business and our customers.

### Caring for Our People

We continue to prioritize employee health and wellbeing through a strong commitment to workplace safety and ongoing improvements to our safety program. We're also investing in our team's growth through expanded training, professional development, mentorship opportunities and internship and apprenticeship programs. By fostering a culture of safety, learning and support, we empower our employees to thrive and grow alongside our business.

## Supporting Our Communities

Our teammates logged more than 730 volunteer hours in their communities to provide stable housing, education, nutrition and health services to people in need. We also expanded our involvement with the American Heart Association, March of Dimes and United Ability. These collaborations reflect our dedication to making a meaningful impact beyond the workplace, improving the health and lives of the people in the communities we serve.

## Operating With Integrity

We continue to align our governance programs with direction from GPC, its leadership and the board of directors. We monitor effectiveness through various channels, including enterprise risk management, internal and external audits, and a robust Quality Management System. In 2024, we increased the number of ISO 9001 certified sites by 20%. This achievement underscores our dedication to delivering consistent excellence and operational integrity.

As we look ahead, we remain steadfast in our commitment to advance responsible business practices that protect the planet, support our people and communities, and uphold strong ethical standards.

Thank you to our teammates, partners and suppliers for your continued contributions to exceed customers' expectations, invest in our communities and improve the world around us.

A handwritten signature in black ink that reads "James Howe". The signature is fluid and cursive, with the first name "James" written in a larger, more prominent script than the last name "Howe".

**James Howe**

**President**

## About This Report

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This report discloses Motion Industries, Inc.'s (Motion) environmental, social and governance (ESG) performance for fiscal year 2024 (January 1, 2024, to December 31, 2024, unless otherwise noted). The report boundary encompasses Motion's North American operations: United States, Mexico and Canada. Motion's North American business units are Motion Conveyance Solutions, Motion Repair & Services, and Motion Automation Intelligence (Motion Ai). Fulfilling Motion's vision and values, this report is published annually and continues to demonstrate our sustainability program's development and achievements.

This report's content is based on the Materiality Assessment conducted by a respected third party in 2022. Numbers and data figures are rounded and approximate according to disclosure best practices and industry-accepted methodologies.

As our reporting evolves, we also include references to the Global Reporting Initiative (GRI) and Sustainable Development Goals (SDGs).

**Visit our dedicated website to learn more about Motion's sustainability initiatives: [motionesg.com](https://motionesg.com)**



### Scan to Learn More

Motion recommends viewing this report online versus printing.

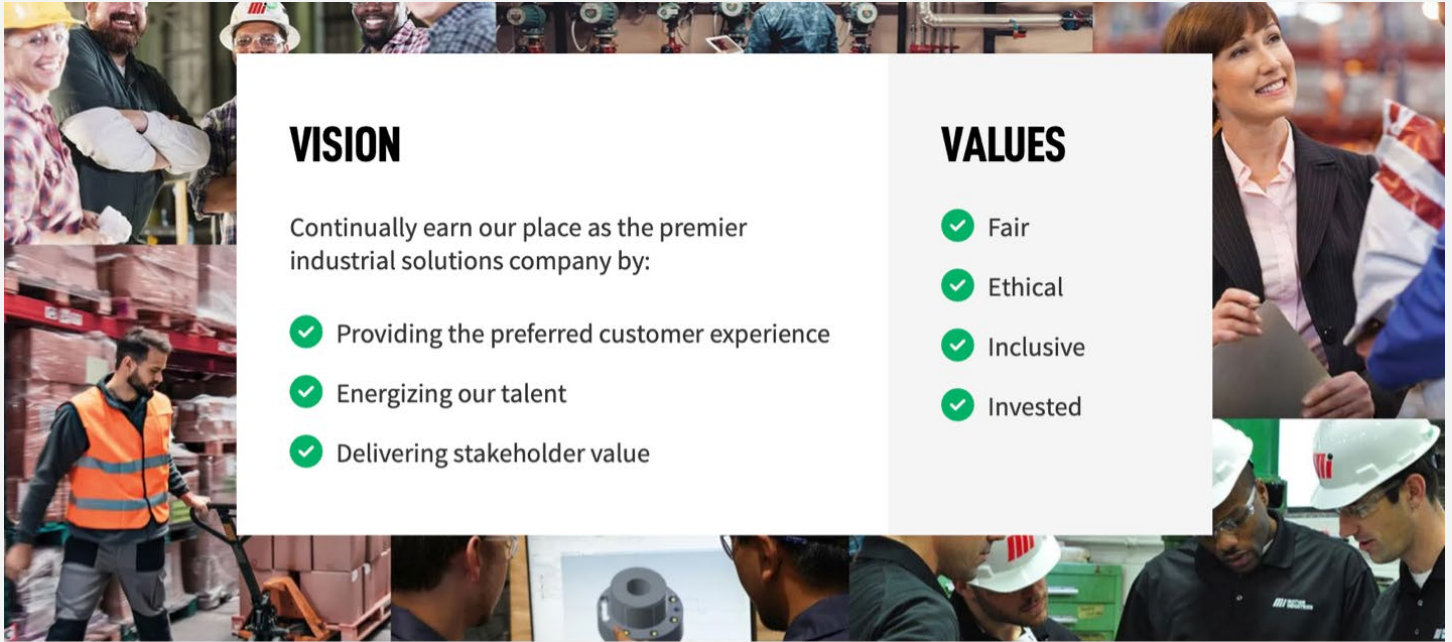
## Forward-Looking Statements

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Some statements in this presentation, 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 coming year, our expectations regarding our ability to capitalize on these business and economic trends and to execute our strategic priorities, and the established full-year 2024 financial guidance provided. Senior officers may also make verbal statements to analysts, investors, the media and others that are forward-looking. We caution you that all forward-looking statements involve risks and uncertainties, and while we believe that our expectations for the future are reasonable in view of currently available information, you are cautioned not to place undue reliance on our forward-looking statements. Actual results or events may differ materially from those indicated as a result of various important factors. Such factors may include, among other things, changes in general economic conditions, including unemployment, inflation (including the impact of tariffs) or deflation, financial institution disruptions and geopolitical conflicts such as the conflict between Russia and Ukraine, the conflict in the Gaza Strip and other unrest in the Middle East; volatility in oil prices; significant cost increases, such as rising fuel and freight expenses; public health emergencies, including the effects on the financial health of our business partners and customers, on supply chains and our suppliers, on vehicle miles driven as well as other metrics that affect our business, and on access to capital and liquidity provided by the financial and capital markets; our ability to maintain compliance with our debt covenants; our ability to successfully integrate acquired businesses into our operations and to realize the anticipated synergies and benefits; our ability to successfully implement our business initiatives in our two business segments; slowing demand for our products; the ability to maintain favorable supplier arrangements and relationships; changes in national and international legislation or government regulations or policies, including changes to import tariffs, environmental and social policy, infrastructure programs and privacy legislation, and their impact to us, our suppliers and customers; changes in tax policies; volatile exchange rates; our ability to successfully attract and retain employees in the current labor market; uncertain credit markets and other macroeconomic conditions; competitive product, service and pricing pressures; failure or weakness in our disclosure controls and procedures and internal controls over financial reporting, including as a result of the work from home environment; the uncertainties and costs of litigation; disruptions caused by a failure or breach of our information systems; as well as other risks and uncertainties discussed in our Annual Report on Form 10-K for 2024 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.

# About Motion

As a leading industrial distributor in North America, we offer access to more than 18 million parts and supplies across an extensive global network 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.



## VISION

Continually earn our place as the premier industrial solutions company by:

- ✓ Providing the preferred customer experience
- ✓ Energizing our talent
- ✓ Delivering stakeholder value

## VALUES

- ✓ Fair
- ✓ Ethical
- ✓ Inclusive
- ✓ Invested

Founded:

**1946**

Distribution Centers:

**17**

Headquarters:

**Birmingham, AL**

Repair & Service Centers:

**77**

Countries Served:

**3**

Employees:

**9,500+**

Locations:

**620+**

Annual Sales:

**\$8.2B**

*2024, sales for North America only*

## Our Solutions

From automation to parts repair and fabrication, our solutions are key to ensuring our customers' sites work at maximum efficiency. Our employees use their deep knowledge to bring the right solution to any and every application, no matter how challenging.



**MHI**MOTION

**MHI**CONVEYANCE  
SOLUTIONS

**MHI**REPAIR &  
SERVICES

**MOTION** Ai  
Automation Intelligence

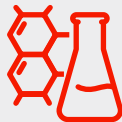
## Industries We Serve



Aggregate &  
Cement



Automotive



Chemical &  
Allied Products



Equipment &  
Machinery



Equipment  
Rental &  
Leasing



Fabricated  
Metals



Food &  
Beverage



Fulfillment &  
Distribution  
Centers



Government



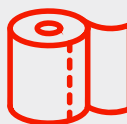
Iron & Steel



Lumber &  
Wood



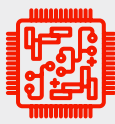
Oil & Gas



Pulp & Paper



Rubber &  
Plastics



Semiconductor



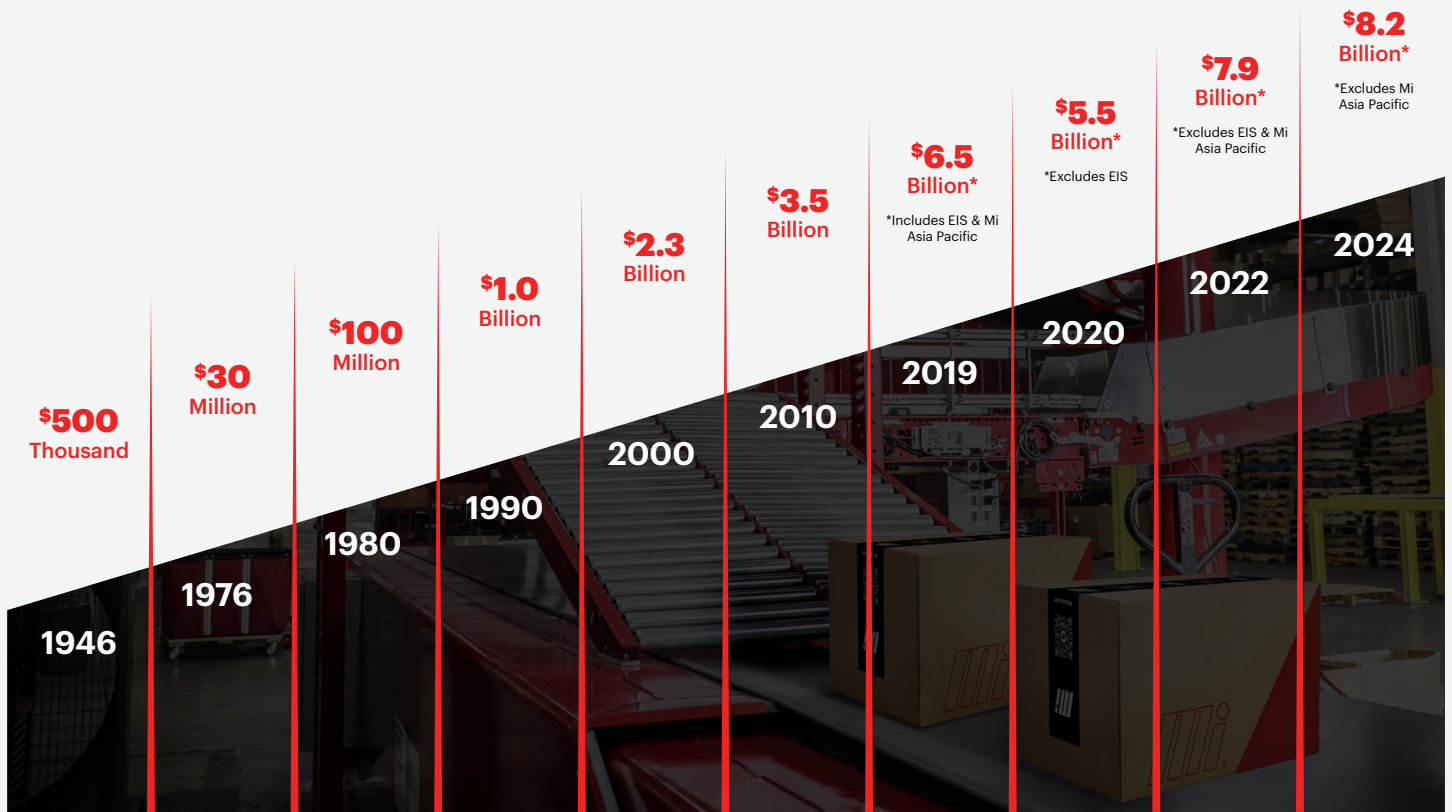
Water  
Treatment

## Strategic Business Growth

For nearly 50 years, we have grown both organically and through strategic acquisitions to establish our market position. In 2024, we acquired six businesses to expand our customer base and end markets and broaden our offerings.



## Revenue History



# Sustainability at Motion

## Our Approach

Sustainability is built into how we do business. For nearly half a century, we have helped companies repair their essential machinery rather than replace it. We've expanded that commitment from how we serve customers to how we embed sustainability into the value chain. We take a practical approach to sustainability: setting clear priorities, executing with discipline and delivering measurable results.

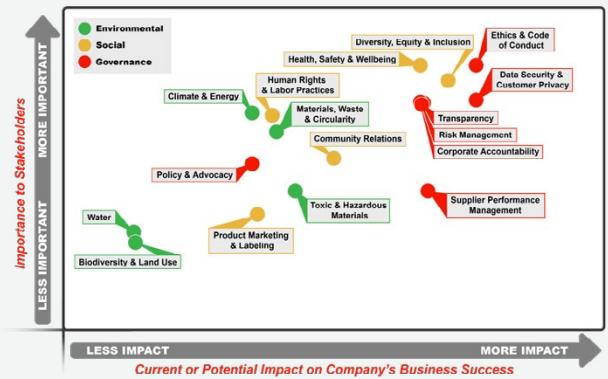
Our sustainability approach is guided by the 2022 Materiality Assessment conducted by an independent sustainability consultancy using industry best practices and a proxy approach. Senior leaders and key business stakeholders provided internal and external perspectives on customer and market conditions.

This assessment identified and prioritized key environmental, social and governance topics for stakeholder and business success, forming our Materiality Matrix—a key tool for sustainability strategy and reporting. This report highlights the most material topics and those aligned with market best practices.

## Our Priorities

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

### Materiality Assessment



### Sustaining the World for Future Generations

We understand that it is vital to care for the planet today and for future generations.

#### Focus Areas:

- Improving environmental performance
- Fostering a sustainable value chain
- Supporting our customers' sustainability journey



### Caring for Our People

We put our people at the very core of our culture and strategy.

#### Focus Areas:

- Cultivating our culture
- Attracting and retaining top talent
- Investing in learning and development
- Sustaining health and safety



### Supporting Our Communities

We believe in doing our part to make a difference where our people live and work.

#### Focus Areas:

- Investing in our communities
- Giving back with purpose



### Operating With Integrity

We recognize that strong governance is the key to sustainability.

#### Focus Areas:

- Understanding our governance structure
- Living our values and ethics
- Managing risk responsibly

# Sustaining Our World for Future Generations

Environmental stewardship strengthens our business and better supports our customers, communities and the planet. By improving efficiency, using resources wisely and investing in new solutions, we are building a more resilient company that is committed to protecting the environment for future generations.

In 2024, despite a rapidly evolving landscape of government regulations, stakeholder expectations and technological advancements, we remained fully compliant with all environmental and sustainability laws, receiving no citations or penalties.

## Improving Environmental Performance

### Greenhouse Gas (GHG) Emissions

We remain dedicated to improving our global emissions and the transparency of climate-related reporting. Our goal is to enhance our capabilities on carbon governance and, ultimately, pursue significant carbon reductions.

In 2023, our sustainability team completed comprehensive training on carbon accounting according to the Greenhouse Gas Protocol (GHG Protocol) on Scopes 1 and 2 emissions. The team is currently participating in a three-year training program on carbon accounting and reduction strategies.

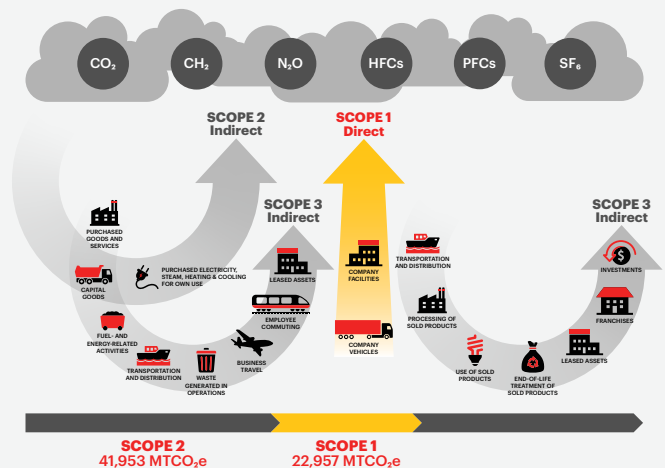
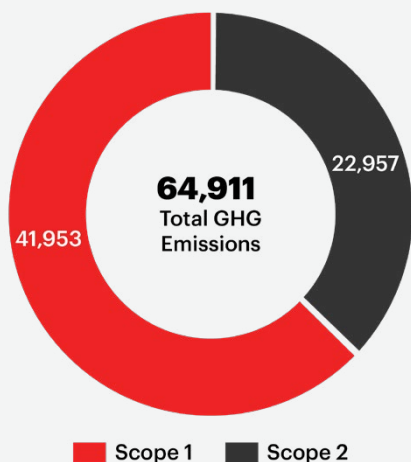
GPC implemented a new third-party carbon accounting calculation tool in 2024. This technology-enabled solution will allow GPC and its subsidiaries to more accurately calculate and monitor our GHG emissions, strengthening the foundation of our sustainability efforts. With the implementation of this tool, 2024 will serve as our new baseline year for measuring and reporting our global GHG emissions.

In 2024, we started to analyze Motion’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 Motion 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 Scope 2 GHG emissions were approximately 64,911 MTCO<sub>2</sub>e. This number includes all emissions associated with our facilities and our fleet operation. Our total 2024 scope 1 and 2 GHG emissions intensity based on revenue was 7.92 (MT CO<sub>2</sub>e/\$M revenue).

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



## **Climate Risk Management**

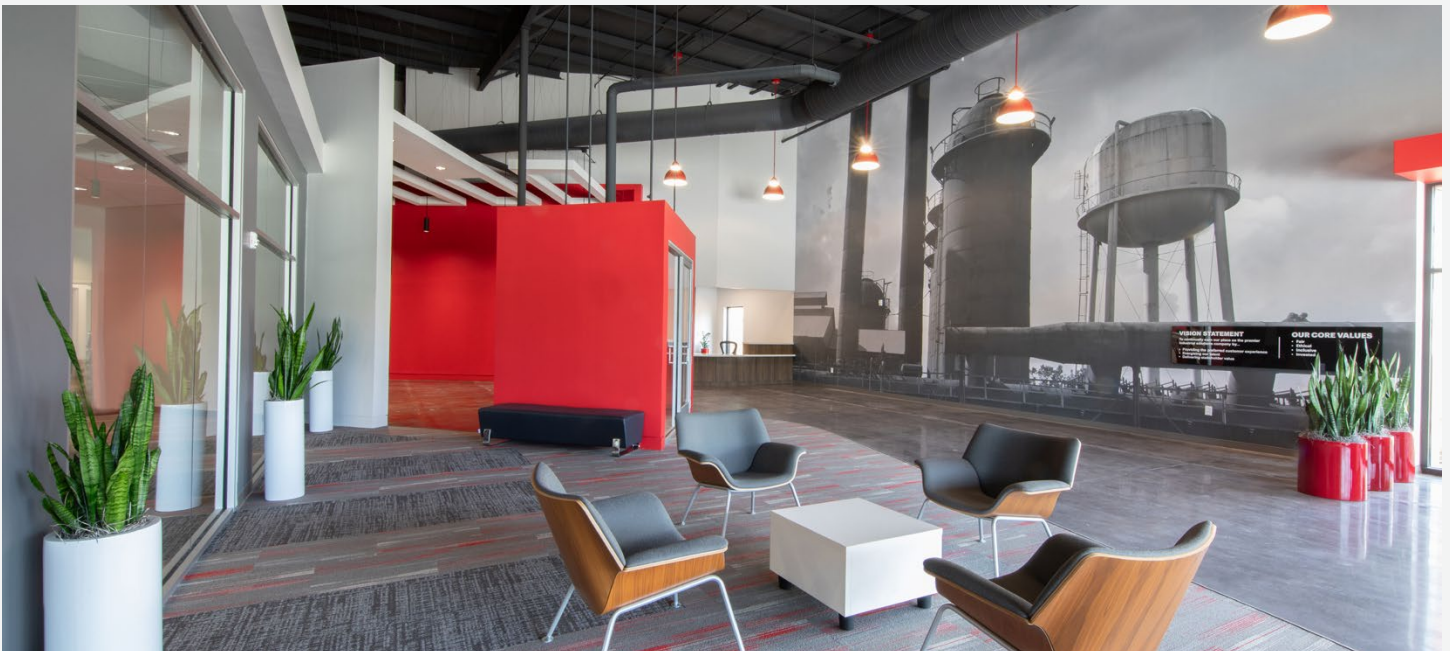
In 2024, GPC started its first company-wide climate scenario analysis in partnership with a third-party climate risk expert. The analysis was designed to deepen GPC's understanding of how climate-related risks and opportunities may evolve and impact the business over time. All of GPC's subsidiaries were involved in the analysis. However, the results and climate-related risks and opportunities identified are for the company at a global level and not specific to Motion.

View the full results of the climate scenario analysis in the 2025 GPC Sustainability Report.

## **Building Efficiency**

In North America, we have 628 facilities that are part of our GHG emissions reporting. We monitor energy, gas and water consumption to efficiently manage building emissions. Our strategy focuses on using less resources, shifting to more sustainable sources and encouraging energy-conscious behaviors from employees.

Many of our buildings have been thoughtfully designed with sustainability in mind. A number have been upgraded within the last five years with energy-efficient systems and technologies. Common improvements include LED and motion-sensor lighting, high-efficiency HVAC systems, electric fork trucks and automated building controls.



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.

## Operational Waste

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

Our efforts to recycle waste have resulted in significant GHG emissions reductions. Fuel blending is considered a recycling method and included in calculation accordingly. The calculation method used emission factors from EPA's Waste Reduction Model (WARM) 2024, which estimates 2.83 metric tons CO<sub>2</sub> equivalent/ton of waste recycled instead of landfilled.

<b>Non-Hazardous Waste (Tons)</b>		<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Total Weight</b>		<b>7,355.15</b>	<b>8,004.36</b>	<b>11,428.47</b>
Disposal Methods				
	Landfill	6,269.85	6,772.41	9,601.53
	Recycle	1,085.30	1,231.95	1,826.96
<b>Diversion Rate</b>		<b>13.0%</b>	<b>13.3%</b>	<b>13.8%</b>

<b>Hazardous Waste (Tons)</b>		<b>2022</b>	<b>2023</b>	<b>2024</b>
<b>Total Weight</b>		<b>106.66</b>	<b>82.56</b>	<b>60.04</b>
Disposal Methods				
	Landfill	18.45	29.85	16.52
	Fuel Blending	51.12	39.24	24.65
	Incineration	29.84	5.79	6.2
	Recycle	6.14	4.69	3.99
	Waste to Energy	0.04	0.21	0.03
	Waste Water treatment	1.07	2.78	8.65
<b>Diversion Rate</b>		<b>82.7%</b>	<b>63.8%</b>	<b>72.5%</b>

In 2024, we made significant strides in expanding and optimizing our operations, which naturally led to an increase in operational waste sent to landfill compared to 2023. This growth is primarily due to successfully onboarding 48 new sites into our waste management system, adding over a thousand tons of additional waste as we integrated these locations. Furthermore, we launched 2 new fulfillment centers, and while their setup activities generated considerable waste, these investments position us for enhanced future efficiency and service capability. We also responsibly closed several sites, carefully managing clearance and decommissioning processes to ensure compliance and safety.

Importantly, alongside this operational growth, our commitment to sustainability remains strong. We achieved a slight improvement in our recycling rate, demonstrating our ongoing dedication to waste diversion and environmental stewardship as we continue to scale our business responsibly.

<b>Waste Type</b>	<b>Hazardous Waste Treatment (Tons)</b>			<b>GHG Emissions Reductions (MTCO<sub>2</sub>e)</b>			
	<b>2022</b>	<b>2023</b>	<b>2024</b>	<b>2022</b>	<b>2023</b>	<b>2024</b>	
<b>Hazardous</b>	<i>Fuel Blending</i>	51.12	39.14	24.65	144.66	111.04	69.75
	<i>Recycle</i>	6.14	4.69	3.99	17.38	13.28	11.3
<b>Non-Hazardous</b>	<i>Recycle</i>	1,085.3	1,231.95	1,826.96	3,408	3,868	5,737
<b>Total</b>		<b>1,142.56</b>	<b>1,275.78</b>	<b>1,855.6</b>	<b>3,570.04</b>	<b>3,992.32</b>	<b>5,818.05</b>

## Fleet Management

Our fleet of vehicles 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 15,353 metric tons of CO<sub>2</sub>e.

We are actively evaluating advanced technologies to improve routing and scheduling across our delivery network. By leveraging data-driven tools, our aim is to boost efficiency, reduce fuel use and lower environmental impact through smarter route planning that minimizes travel distance and idle time.

Current electric vehicle (EV) options do not meet the performance, capacity or range required for our final-mile delivery operations. Market limitations restrict their feasibility for our needs. However, recognizing the importance of sustainable transportation, we continue to monitor EV advancements. As technology and infrastructure evolve to better align with our operational demands, we remain committed to adopting EVs where practical.

## Fostering a Sustainable Value Chain

We manage more than 18 million parts from more than 45,000 suppliers. Our global supply chain includes suppliers of component parts for machinery and equipment used in more than a dozen industries and numerous applications.

We are invested in fostering a more sustainable value chain by focusing on upstream and downstream stakeholders in the following ways:

- **Managing Scope 3 emissions:** A new supplier portal developed in collaboration with our Procurement team enables better communication, transparency and collaboration with our suppliers on sustainability goals for reducing indirect greenhouse gas emissions.
- **Meeting regulatory and customer requirements:** We launched a second tool designed to streamline our reporting of suppliers' procurement practices in areas, such as ethical standards and code of conduct adherence, sustainable sourcing practices and risk management. It also reports on key performance indicators requested by customers and other stakeholders.

## Supporting Our Customers' Sustainability Journey

Sustainability is a shared effort. Our environmental impact is closely connected to that of our customers. That's why dedicated employees play an active role in advancing our corporate sustainability goals by helping our customers meet theirs.

### Energy Services

The Motion Energy Services team is renowned for its expertise and reliability in delivering energy efficiency solutions. The team focuses on turnkey implementation and provides expert recommendations, while assisting businesses in reducing energy costs, enhancing system performance and maintaining regulatory compliance.

**In 2024, the Energy Services team conducted 66 audits for customers, which resulted in the following:**

- 96,213,836 kWh reductions
- 70,615,383 pounds or 32,030 metric tons of CO<sub>2</sub> reductions
- \$7,673,198 in annual energy savings from reduction
- \$5,060,454 in realized cost savings (includes energy savings, maintenance reductions, cost avoidance, assessment fees and utility incentives)

## Repair & Services

The Repair & Services team provides customers with timely and reliable repair solutions from strategically located shop facilities throughout the U.S. and Canada. With decades of experience and heavy investments in equipment, training and facilities, this team is the premier industrial repair solutions provider.



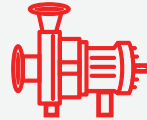
### MECHANICAL

- Gearbox Repair & Assembly
- Industrial Drive Shaft Repair & Assembly
- Clutch, Brake, VS Drive Repair
- Material Handling Component Repair



### FLUID POWER

- Pump, Motor & Valve Repair
- Pump Assembly
- Hydrostatic Transmission Repair
- Cylinder Repair, Design & Build



### PROCESS PUMPS

- Repair & Assembly
- Protective Coating
- Impeller Trimming/Balancing



### PACKAGED SOLUTIONS

- Hydraulic Power Units
- Pump Skids
- Drive Packages
- Control Systems
- Custom Machine Design & Build



### FIELD SERVICE

- Equipment Inspections
- Field Repair
- Preventive Maintenance
- Install & Commissioning
- Troubleshooting & Application Engineering

In 2024, the team repaired more than 20,000 industrial assets, which helped customers extend machinery life, reduce waste from replacing assets and decrease the environmental impact associated with manufacturing.

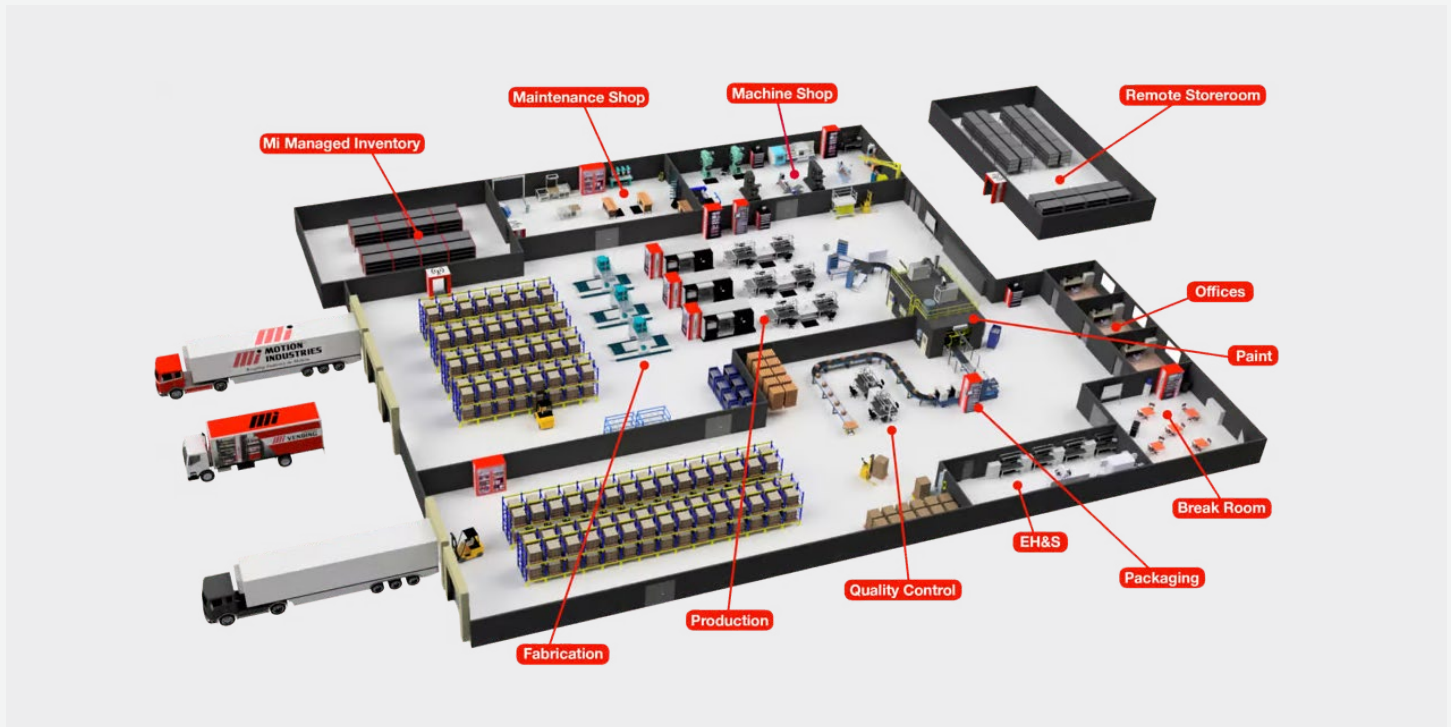
Prioritizing repair and maintenance over replacement avoids significant GHG emissions. Repair and maintenance services produce only 10% of the emissions required to manufacture new equipment.

From 2022 to 2024, we increased our customers avoided GHG emissions by 62% through repair and maintenance services. During this period, avoided emissions increased from 46.7 metric tons CO<sub>2</sub>e to 75.6 metric tons CO<sub>2</sub>e reflecting the substantial environmental benefits of extending product life rather than replacing with new items. This demonstrates how our repair and maintenance solutions have significantly reduced potential emissions by maximizing the use of existing products instead of producing new ones.

Year	Emissions from Repair Services (kgCO <sub>2</sub> e)	Estimated Emissions from New Products (kgCO <sub>2</sub> e)	Avoided Emissions (kgCO <sub>2</sub> e)	Avoided Emissions (MTCO <sub>2</sub> e)
2022	5,189,130	51,891,304	46,702,173	46,702
2023	7,927,420	79,274,201	71,346,781	71,347
2024	8,407,950	84,079,502	75,671,552	75,672

## Storeroom Management & Onsite Solutions

The Storeroom Management team specializes in creating organized spaces, ensuring every inch of a facility is utilized efficiently and accessible. Services, such as real-time asset tracking and expert site surveys, help customers maintain optimal stock levels while reducing waste and excess space. Our on-site inventory management solutions also cover every area of a customer's facility, from maintenance and machine shops to remote storerooms and front offices.

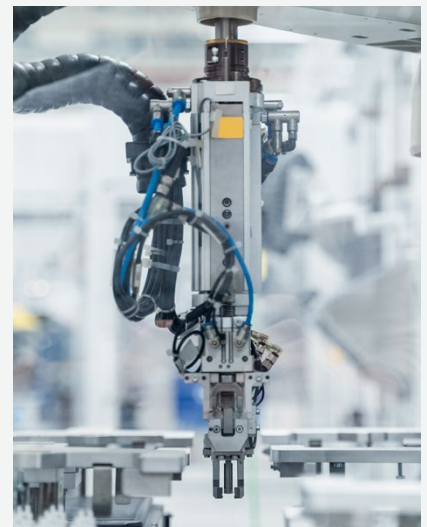


## Automation Intelligence

As a leading supplier of automation products and motion control solutions, the Automation Intelligence (Ai) division provides components, assembly services and engineered solutions for process automation, motion control, and power and energy management. Their solutions are geared for both OEMs and end users anywhere in the U.S.

They provide everything from single component replacements and custom kitting programs to retrofits and built-to-order installations. Their services include initial consultation, system design and build, installation, start-up commissioning and monitoring/reporting software.

Added value for customers is increased with exceptional product and technological expertise plus a commitment to service, safety and reliability unparalleled in the industry. By streamlining and optimizing our customers' sourcing and supply chain resources, the Ai team helps them lower costs, improve process efficiency, and reduce power and energy use. All these efforts contribute to customers' sustainability goals and boost their bottom line.



# Caring for Our People

Our people are at the heart of everything we do. Their talent, safety and wellbeing shape our culture and drive our success.

## Cultivating Our Culture

Since 1946, our people have worked together to keep industries in motion. Guided by a common goal to be the premier industrial solutions employer, our teams aim to provide the best experience and deliver value to our customers, suppliers, communities and each other.

Four core values communicate the kind of company we want to be. We use our values to guide how we work together, make decisions and treat others.



**Fair**



**Ethical**



**Inclusive**



**Invested**

- **Fair:** We strive to treat all employees and stakeholders fairly, ensuring equal opportunities and equitable outcomes.
- **Ethical:** We are committed to operating with integrity and honesty in all situations, reinforcing ethical conduct through training and accountability.
- **Inclusive:** We appreciate our diverse and inclusive workforce in which everyone feels welcomed and has opportunities to grow.
- **Invested:** We are invested in employee development, satisfaction and the wellbeing of the communities we serve, as demonstrated through community service programs and other initiatives.

We champion safe and uplifting workplaces where teammates can succeed and feel included, heard, engaged and supported. We encourage our employees to actively engage and build connections within the Motion Industries community. As an organization, we promote open dialogue across diverse groups to raise awareness and foster an inclusive culture where everyone feels a sense of belonging.

### Employee Appreciation

Motion strives to be a preferred employer and, to achieve this position, we must appropriately reward and appreciate our teammates. Employee tenure is an award-winning milestone recognition. In addition, we take opportunities to thank our employees wherever possible, including entertainment opportunities, outings, celebratory meals and other events to support our culture.



**Motion employees enjoying an appreciation event at the Birmingham Barons' baseball game.**

### Teammate Listening

We routinely gather feedback from our employees to identify growth opportunities and adapt our people strategy. Through the GPC global engagement survey every 18-24 months, we measure Motion teammates' engagement and satisfaction, in addition to other relevant culture- and business-related metrics.

The latest Teammate Engagement Survey completed in 2024 had a 87% response rate from Motion employees and a 87% Overall Engagement Score. Business units and leaders received their metrics and worked with HR partners on localized action plans to address areas of opportunity.

Survey Question	Percentage (%)
Employees with Clear Understanding of Company Goals/Objectives	80%
Employees Seeing a Clear Link Between Their Work & Company Success	84%
Employees Intending to Stay with the Company Next 12 Months	90%

### Talent Demographics

Motion 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.

Employees by Gender		Employees by Race/Ethnicity	
	Male	Female	Percentage (%)
Total Number	7,334	2,297	People of Color 19.8%
Total Percentage (%)	77%	23%	White 65.3%
Permanent Employees	76%	24%	Non-disclosed 14.9%
Temporary Employees	98%	2%	<b>People of Color</b>
Full-Time Employees	77%	23%	Managers 14.0%
Part-Time Employees	78%	22%	Non-managers 71.5%
Leaders (CEO to Supervisor)	74%	26%	<b>Military Service</b> 2.1%

## Attracting & Retaining Top Talent

A strong talent pipeline starts with engaging individuals at every stage of their career journey, building meaningful connections early, supporting their needs and rewarding their work.

### **Talent Acquisition**

Our strategic roadmap to recruiting includes initiatives that allow us to reach further into the market to attract talent. 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 RecruitMilitary in the U.S., to connect with people from varied backgrounds and help them explore career opportunities with us.

In 2024, GPC unveiled a new global Careers website that supports all of its brands, including Motion. Potential applicants can search for jobs across the GPC network in 17 countries or within one company. The site also streamlines the candidate experience, from applying to accepting a role.

Our expanded online recruiting presence also includes job posting sites and career networks, such as Handshake, Indeed, LinkedIn and HireEZ, enabling us to reach a larger pool of qualified candidates.

### **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 that 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 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

*Note: Some benefits offered in the U.S. only.*

*Note: Motion has a 95% participation rate in 401(k) retirement plan (7,712 employees out of 8,091 participate). In 2024, 78% of Motion employees eligible for medical benefits enrolled in the Medical plan.*

## Investing in Learning & Development

We provide significant professional development opportunities in a wide range of topics to continuously develop our team's capabilities. Our commitment to talent development ensures that employees remain at the forefront of industry innovation, enabling them to be more effective and fulfilled in their roles.

### *Employee Training and Learning*

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

In 2024, GPC launched Workday Learning. The new LMS integrates with LinkedIn Learning, which is available to everyone at Motion.

Our business also designs and delivers its own training programs to ensure our teammates stay current on safety practices and can perform their roles effectively. Much of the department-specific training happens in the field, so it is hands-on and aligned to day-to-day operations.

In-person sessions also occur at the 20,000-square-foot Motion Learning and Development Center (LDC) in Birmingham. Opened in 2023, the world-class facility hosts hands-on skills training for bearings, power transmission, motors and other industrial products. We also provide leadership, safety and other training tailored to our various internal and external stakeholder groups.



**Learn more about our Learning  
& Development Center**



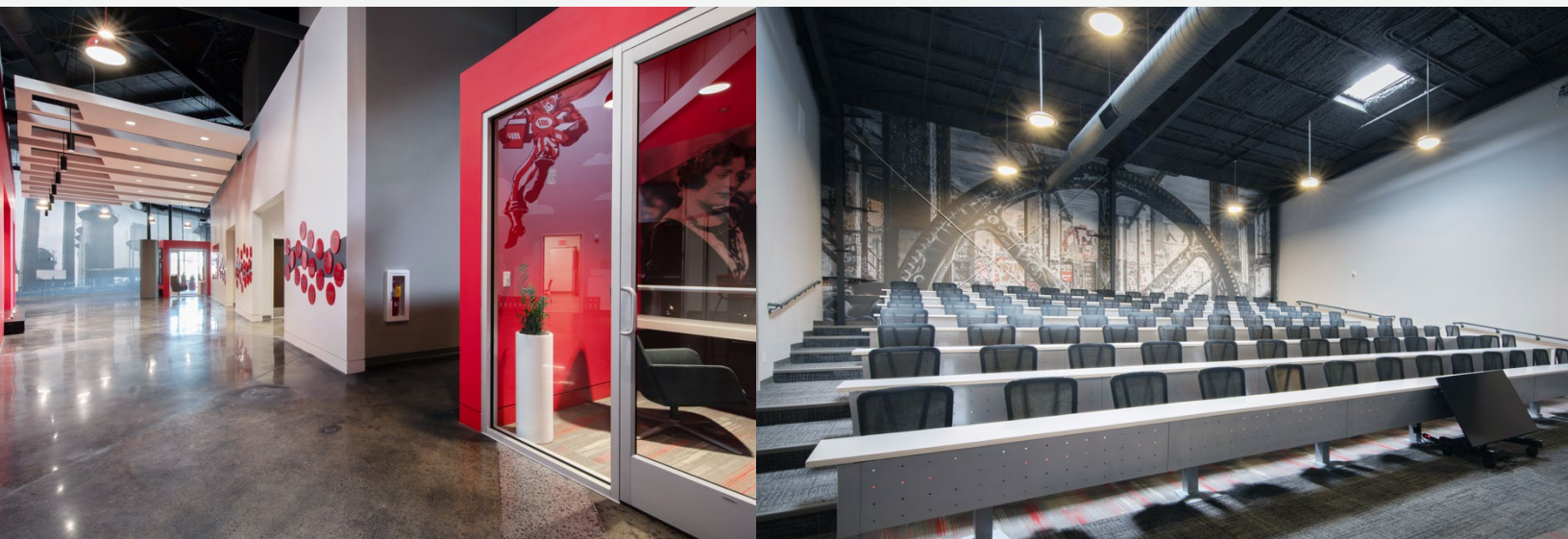
## 2024 Training Highlights

<b>Total Training Completed</b>	<b>127,523 hours</b>
Average Amount of Training Per Employee	13 hours
Live Courses Available	1,718 courses
Total Training Hours Available	2,949 hours

## Training Metrics

<b>Training Course</b>	<b>Completion Rate (%)*</b>
Business Ethics	<b>84%</b>
Anti-Bribery and Corruption	<b>85%</b>
Environmental, Health & Safety	<b>99%</b>
Diversity, Discrimination & Harassment	<b>98%</b>
Skills Training & Hands-on Knowledge	<b>84%</b>
Product Training	<b>96%</b>
Cybersecurity	<b>61%</b>

\*The completion rate is the comparison of assignments to completed.



## Career Development



We invest in our team through professional development, mentorship programs, technical training, vendor training and community service opportunities, all essential for talent retention and employee growth. There are opportunities that support teammates at every stage of their career journey, whether they are starting out or stepping into senior leadership roles. Here are some of our most notable programs:

- **The Motion Leadership Development Program**, formed in partnership with Samford University, 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.
- **The Innovative Leadership Program** examines key aspects of middle management leadership, starting with self-awareness, and focuses on change management from individual and leader perspectives. In 2024, 17 participants dedicated nearly 800 culminative hours to the program.
- **The Impact Team Program** has the mantra “Make an Impact Personally, Professionally, and Publicly.” Its individual contributor and leadership tracks involve full-day classes every eight weeks, weekly book discussions, team-building exercises, monthly coaching and community service. Our Impact Team has grown to consist of 150 employees.
- **The GPC Management Development Seminar** invites high-potential teammates from all business units, including Motion, to a rigorous program at the GPC headquarters. In 2024, 72 Motion participants learned about business operations, enhanced their leadership skills and developed career plans.

## Mentorships

Mentorship opportunities allow experienced professionals to support newer team members, adding to our culture of continuous learning and innovation. In addition to our company mentorship program, we work alongside the BRGs to provide teammates with mentorship and training programs facilitated by GPC.

In 2024, our mentoring program resulted in the following:

- **304** active mentors and mentees
- **181** pairings
- **543** mentoring hours
- **1,086** mentoring sessions

## Internships and Apprenticeships

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.

For example, our program for entry-level Conveyance Solutions Field Service Technicians helps apprentices develop their skills and enhance the customer experience. Focus areas include safety, product knowledge, maintenance and repair. Additionally, program participants learn business etiquette and professionalism to support their career growth. In 2024, 25 employees logged 525 cumulative hours of training in the program.

Last year, we also partnered with United Ability on a pre-apprenticeship program in which participants with disabilities job shadow and receive certifications, including forklift operation.

## Performance Management

We have a formal performance management program that includes semi-annual reviews. While we believe in fostering an open-door environment with continuous feedback, we know that providing structured feedback is the key to long-term engagement and development. During these reviews, our employees can formally discuss growth opportunities, training needs, stretch goals and succession planning. In 2024, we had 865 internal promotions.

## Sustaining Health & Safety

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

### A Culture of Safety

Our commitment to safety is embedded in every level of our organization, from leadership to frontline employees. By investing in people, systems and culture, we are building a safer, healthier future for all who work with and for us.

Our Occupational Health and Safety Management System provides a structured framework to manage workplace risks systematically. Across all our locations, this system applies to everyone on site, including full-time and part-time employees, contractors, temporary workers, customers and visitors. It covers all potentially hazardous activities, including operations, maintenance, assembly, equipment use, chemical handling and emergency response.

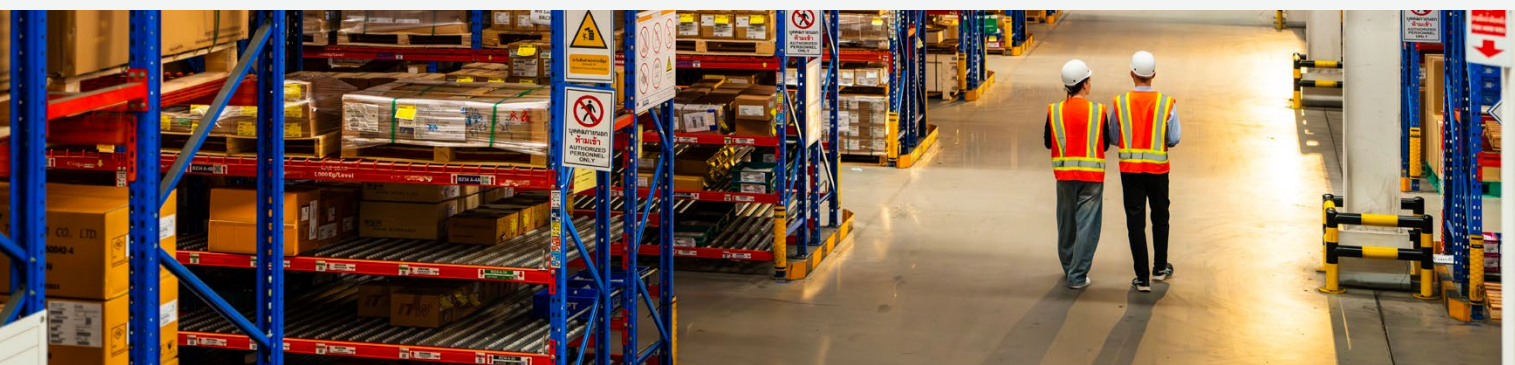
The system is built on five components:

- **Policy & Commitment:** Leadership defines our Environmental, Health and Safety (EHS) policy, committing to a safe and healthy workplace.
- **Planning:** We identify hazards, assess risks and establish measurable safety goals.
- **Implementation & Operation:** We allocate resources, develop procedures and deliver training.
- **Performance Evaluation:** We conduct inspections, audits and management reviews to track progress.
- **Continuous Improvement:** Insights from data, incidents and feedback help refine our safety practices.

We emphasize clear expectations and consistent safety training. Every employee undergoes job-specific training as defined by our EHS training matrix, with sessions required at key intervals: during onboarding, annually and following any incident.

Examples of Environmental, Health & Safety Training:

- Safety Orientation
- Chemical Safety and Hazard Communication (HazCom)
- Emergency Action Plans
- Personal Protective Equipment (PPE)
- Lockout/Tagout (LOTO) and Machine Guarding
- Hazardous Material (HazMat) General Awareness
- Workplace Violence Prevention
- Forklift and Vehicle Safety
- Heat Stress, Housekeeping, and Bloodborne Pathogens



In addition to required training, we promote active employee involvement and open communication in the following ways:

- Safety committees and worker representation
- Management training and regular team meetings
- Anonymous ethics hotline reporting
- An open-door policy that encourages direct feedback

**EHS By the Numbers**

**107,000+**  
hours of EHS training

**138**  
injuries

**1.88**  
Recordable injuries rate

**Safety & Loss Prevention Audit Results**

	<b>2023</b>	<b>2024</b>
Total Site Audits Conducted	450	488
Percentage of operational sites audited	71.7%	77.7%
Average Audit Score ( Score of 100)	95.8	94.6
Percentage of locations scoring 90% or greater	88%	82%
Percentage of locations scoring 85% or greater	93%	90%
Percentage of locations scoring 70% or greater	95%	93%
Percentage of locations with audit scores less than 70%	0.2%	0.6%

**Employee Wellbeing**

We take a holistic approach to wellbeing, focusing on the physical, mental and financial health goals of our employees. Employees have options for individual and family health care coverage, resources for mental health and investment opportunities through 401(k) programs, stock programs and other resources.

We offer annual wellness checks free of cost to employees, as well as access to the Employee Assistance Program that offers help in many areas, including mental health counseling and education consultation.

The GPC Wellbeing Program provides Motion 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 well-being 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.

As a premier member of the American Heart Association, we committed to making our Birmingham corporate headquarters a smoke-free campus. We also offer a smoking cessation program and provide on-site exercise classes at HQ.



**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.**

# Supporting Our Community

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We are committed to caring for our employees and our communities. Community involvement has always been a part of who we are. It's rooted in our values and reflected in how we show up for the places where our teammates live and work.

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:** At our sites, teams work with nonprofits that support the needs of their local communities. These partnerships are aligned with 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 the GPC giving platform, Motion teammates can donate to charities of their choice via payroll deductions or direct contributions.

## Giving Back With Purpose

Through our global, national and local efforts, we support people's essential needs through our giving priorities:

- **Housing:** We recognize that stable housing is not only a basic necessity but a fundamental building block for individuals and communities to thrive. We are committed to addressing the critical issue of homelessness and making a lasting impact on the lives of those affected.
- **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.
- **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.
- **Health:** A healthy community is a thriving community. We are passionate about improving access to healthcare, promoting mental well-being and addressing critical health issues.



## Measuring Our Impact in 2024

All our teams completed community service projects, demonstrating their investment in serving their local communities. We supported 100+ charities and key partnerships across the globe. In total, employees dedicated 730+ volunteer hours to giving back. Here are some of the ways they made a difference in 2024:

### *Motion Impact*

- Contributed **\$17,060 to Junior Achievement of Alabama** to provide learning experiences in **14 classrooms**
- Partnered with Scholarships Across America to **award \$2,500 scholarships to 17 eligible children of U.S. employees** to use toward their study at accredited colleges, universities or vocational-technical schools
- Raised and donated **more than \$120,000 to American Heart Association (AHA)** through AHA Heart Walks around the U.S.
- Raised and matched donations totaling **\$2,160 for the March of Dimes** to support NICU babies, expecting mothers and their families.

### *Teammate Impact*

- Collected and donated **2,700 pounds of food** for local charities
- Packed **1,200 food boxes for children, 670 boxes for seniors** and **420 boxes for mobile pantry distribution**
- Prepared **4,000 meals** for disadvantaged people
- Provided **3,670 meals** to children
- Donated **75 pairs of jeans, 100 shirts** and other essentials to a charter school that serves struggling students
- Purchased clothing and toys as **gifts for 50 lower-income children**
- Donated **20,000 diapers**, benefiting approximately 400 babies
- Purchased **100 t-shirts** for a fundraiser benefiting individuals with disabilities
- Volunteered **60 hours to grounds maintenance and cleaning** for a nonprofit that provides therapeutic horseback riding for lower-income children with disabilities
- Volunteered **70 hours for construction, repairs and cleaning** at a teaching farm for pre-K–8th grade students
- Built **two community homes** and volunteered **126 hours for Habitat for Humanity**
- Contributed **102 hours supporting environmental initiatives**
- Collected **4,000 pounds of river cleanup trash**



# Operating With Integrity

Under the leadership of GPC, our comprehensive governance programs provide a strong foundation for decision-making and accountability, while remaining flexible in a rapidly changing world. In addition, we are working on key projects to better govern and report on material items for our customers. By promoting integrity, trust and transparency, we position the business for responsible growth and sustained long-term performance.

## Understanding Our Governance Structure

### **Governance Board and Engagement**

Motion follows the lead set by the GPC Board of Directors, which brings independent oversight and strategic guidance to support long-term value creation across the GPC portfolio. The board helps ensure accountability, uphold strong governance and reinforce our ethical business practices.

The Motion leadership team follows the board's direction to implement the strategy and participate in quarterly board reviews and feedback on continued operational improvements.

### **Board Snapshot**

- 75% Independent Directors
- 25% Women
- 33% Diverse (ethnicity and/or nationality)
- 6.4 Years Average Tenure

*As of April 30, 2025*



**Learn more about the GPC Board of Directors**

### **ESG 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. This committee also monitors ESG-related opportunities and risks in accordance with GPC's Enterprise Risk Management (ERM) framework. Members receive regular 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.

A cross-functional group of business unit and functional leaders, including leaders from Motion, are responsible for executing sustainability initiatives in their areas. These working teams focus on day-to-day progress on meeting annual targets, including teammate-related programs and local carbon reduction efforts.

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

# Living Our Values and Ethics

## **Code of Conduct**

We adhere to the GPC Code of Conduct (the "Code"), which 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 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 to uphold integrity and transparency in financial practices and reporting.

The code outlines 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 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 against 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 follow the GPC Human Rights Policy and 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 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:

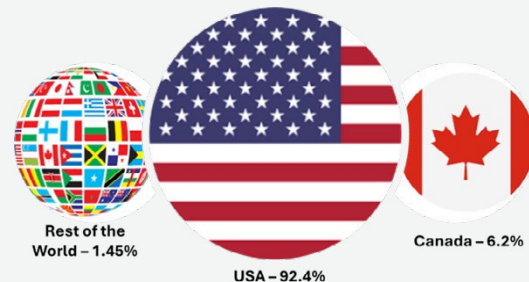
- **Supplier Quality Audits:** Conducts universal audits for offshore suppliers with authorized independent auditing agencies to ensure strict compliance with quality standards, including ISO-9001 and IATF 16949. Maintains our certification under the U.S. Customs Trade Partnership Against Terrorism (C-TPAT) 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.

Furthermore, we provide extensive Hazardous Material Shipping training to our employees. This furthers the goal that each shipment is created in compliance with applicable regulations and with the safety of our employees, partners and customers in mind. We have a dedicated team to address customer product compliance requests.

Additionally, we are committed to acting on our value of inclusivity when it comes to relationships with suppliers. In 2024, we spent approximately \$31.7 million with 1,125 small businesses, and \$18.3 million with 482 minority-owned, women-owned, veteran-owned, and other diverse business types.

In December 2024, we conducted a macro-level supplier risk assessment by cross-referencing index scores with the countries of our suppliers.

### Suppliers By Country



## 2024 Supplier Risk Assessment Results

<b>Logistics Performance Index (LPI)</b>	<b>3.81 (Good performance)</b>
Country Risk Assessment	1.01 (Very low risk)
Business Climate Assessments	1.00 (Very low risk)
ESG Risk Assessment	1.92 (Low risk)

*Note: Low-risk countries have LPI scores above 3, country risk scores below 3, and ESG risk scores below 3.*

Since our main suppliers are in the U.S., Mexico, and Canada — and each score in low or very low-risk categories— no further action is currently required. High-risk countries would trigger a detailed micro risk assessment focusing on labor rights, human rights and environmental factors.

### **Quality**

Motion is ISO 9001:2015 certified. This ensures that we operate with efficient, structured policies and procedures to provide the highest-quality service while continuously refining and improving our operations.

In 2024, we expanded our efforts for ISO certification from ISO 9001 and began pursuing additional certification for ISO 14001 and ISO 45001. In addition, we invested in risk assessments and tools to better manage sustainability compliance, meet corporate sustainability goals and drive impact by guiding the sustainability performance improvement of our company.

### **Customer Audits**

During 2024, we invited recognized external organizations, including Amazon and Together for Sustainability (TfS), to participate in an evaluation of our values. By collaborating with our customers, we aim to demonstrate transparency, strengthen stakeholder trust and continuously improve our responsible business conduct in line with industry-leading standards.

## IT & Cybersecurity

GPC centrally manages the IT and cybersecurity strategies for its subsidiaries, including Motion. Under that direction, 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.

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.

GPC maintains 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.

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

GPC's Chief Information Security Officer (CISO) and team are responsible for assessing, identifying and managing cybersecurity risks. They 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.

The GPC 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.

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

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 Responsibly

### Enterprise Risk Management (ERM)

GPC has a robust ERM framework to anticipate and respond to potential threats that could prevent the company 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.

### EcoVadis Rating

We have enhanced our commitment to sustainability by intensifying our focus on improving our EcoVadis rating to better align with evolving customer expectations. This work involves proactively inviting a third-party audit to conduct comprehensive reviews and validations of our social responsibility and sustainability practices.

Through this transparent and collaborative approach, we have successfully enhanced our sustainability performance, elevating our EcoVadis rating from the Partial to the Good category.

As a direct result of these efforts, we proudly attained the Committed Badge, reflecting our strengthened commitment to responsible business practices and continuous improvement in environmental and social governance. Our work is ongoing and continues into 2025 and beyond.



# United Nations Sustainable Development Goals (UNSDGs) Alignment

SDGS	Description	Location in This Report
 <p>2 ZERO HUNGER</p>	Supporting initiatives that fight hunger and alleviate food insecurity in our communities.	Measuring Our Impact in 2024, p 27
 <p>3 GOOD HEALTH AND WELL-BEING</p>	Investing in our employee Health and Wellness programs	Caring for our People, p 18, 20, 25
 <p>4 QUALITY EDUCATION</p>	<ul style="list-style-type: none"> <li>• Contributing to youth education and learning.</li> <li>• Investing in employee learning &amp; development</li> </ul>	Measuring Our Impact in 2024, p 27 Investing in Learning & Development, p 21-23
 <p>5 GENDER EQUALITY</p>	Getting and keeping the right people in the right jobs while creating opportunities in an inclusive environment for women and diverse employees to thrive and succeed	Caring for Our People, p 18-23
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<ul style="list-style-type: none"> <li>• Providing jobs to more than 9,500 people across 3 countries.</li> <li>• Being responsible for reinforcing the Code of Conduct throughout our business units and at all levels of the organization.</li> </ul>	About Motion, p 8 Operating With Integrity, p 29
 <p>10 REDUCED INEQUALITIES</p>	<ul style="list-style-type: none"> <li>• Committing to bring diverse workforce together to support organizations and focusing on advancing racial equality and helping diverse and undeserved communities worldwide.</li> </ul>	Caring for Our People, p 18-21
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Investing in improving our time, energy and resources into caring for the world around us and improving the communities where we live and serve.	Sustaining Our World for Future Generations, p 13-17
 <p>13 CLIMATE ACTION</p>	<ul style="list-style-type: none"> <li>• Tracking the scope 1 and scope 2 GHG emissions and working toward reducing carbon emissions.</li> <li>• Conducting energy audits for our customers, which resulted in energy reductions and cost saving.</li> <li>• Providing repair and services to customer, which resulted in GHG emissions reductions.</li> </ul>	Sustaining Our World for Future Generations, p 12-17
 <p>17 PARTNERSHIPS FOR THE GOALS</p>	Working with suppliers to ensure responsible sourcing, and production.	Operating with Integrity, p 30-31

# GRI Content Index

<b>Statement of use</b>	Motion Industries, Inc. has reported the information cited in this GRI content index for the period January 1 to December 31, 2024, with reference to the GRI Standards.	
<b>GRI 1 used</b>	GRI 1: Foundation 2021	
<b>GRI STANDARD</b>	<b>DISCLOSURE</b>	<b>LOCATION/DETAIL</b>
	2-1 Organizational details	<a href="#">GPC 2024 Annual Report, p 5-7</a>
	2-2 Entities included in the organization's sustainability reporting	<a href="#">2025 Motion Sustainability Report, p 6, 8</a>
	2-3 Reporting period, frequency and contact point	2025 Sustainability Report, p 6
	2-6 Activities, value chain and other business relationships	2025 Sustainability Report, p 8-10; <a href="#">GPC 2024 Annual Report, p 5-6</a>
	2-7 Employees	2025 Sustainability Report, p 8, 19
	2-9 Governance structure and composition	<a href="#">GPC 2024 Sustainability Report, p 38-40; Governance – Motion ESG,</a>
	2-10 Nomination and selection of the highest governance body	<a href="#">GPC Corporate Governance Guidelines; GPC 2024 Sustainability Report, p 38-40</a>
	2-11 Chair of the highest governance body	<a href="#">GPC 2024 Annual Report, p 77</a>
	2-12 Role of the highest governance body in overseeing the management of impacts	<a href="#">2024 Proxy Statement, p 3-10</a>
	2-13 Delegation of responsibility for managing impacts	<a href="#">GPC 2024 Sustainability Report, p 39-40</a>
	2-14 Role of the highest governance body in sustainability reporting	<a href="#">2024 GPC Sustainability Report, p 40; 2024 Proxy Statement, p 18</a>
	2-15 Conflicts of interest	<a href="#">2024 Proxy Statement, p 19</a>
	2-16 Communication of critical concerns	<a href="#">GPC Code of Conduct, p 41</a>
	2-17 Collective knowledge of the highest governance body	<a href="#">2024 Proxy Statement, p 4-9, 18</a>
	2-18 Evaluation of the performance of the highest governance body	<a href="#">2024 Proxy Statement, p 4-18; GPC Corporate Governance Guidelines</a>
	2-19 Remuneration policies	<a href="#">2024 Proxy Statement, p 24-78; GPC 2024 Annual Report, p 31</a>
	2-20 Process to determine remuneration	<a href="#">2024 Proxy Statement, p 24-78</a>
	2-21 Annual total compensation ratio	<a href="#">2024 Proxy Statement, p 25-30</a>
	2-22 Statement on sustainable development strategy	2025 Sustainability Report, p 4-5, 11-12
	2-23 Policy commitments	<a href="#">GPC Code of Conduct; GPC Human Rights Policy; Supplier Code of Conduct; Environmental Commitment</a>
	2-24 Embedding policy commitments	<a href="#">GPC 2024 Annual Report, p 6-7; 2024 Proxy Statement, p 16</a>
	2-25 Processes to remediate negative impacts	<a href="#">GPC Code of Conduct, p 8</a>
	2-26 Mechanisms for seeking advice and raising concerns	<a href="#">GPC Code of Conduct, p 8; 41</a>
	2-27 Compliance with laws and regulations	<a href="#">GPC 2024 Annual Report, p 78-81</a>
	2-28 Membership associations	<a href="#">2024 Proxy Statement, p 18</a>
	2-29 Approach to stakeholder engagement	<a href="#">2024 Proxy Statement, p 17, 61</a>
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2025 Sustainability Report, p 11
	3-2 List of material topics	2025 Sustainability Report, p 11
	3-3 Management of material topics	2025 Sustainability Report, p 11
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<a href="#">GPC 2024 Annual Report, p 5-6, 13</a> 2025 Sustainability Report, p 8, 10
	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">GPC 2024 Annual Report, p 13; 20-23</a>
	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">GPC 2024 Annual Report, p 67-68</a> ; <a href="#">2024 Proxy Statement, p 26-27</a> 2025 Sustainability Report, p 20, 25
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	2025 Sustainability Report, p 15, 20, 27
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	2025 Sustainability Report, p 30
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	2025 Sustainability Report, p 33
	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">GPC Code of Conduct, p 23-25; 2025 Sustainability Report, p 22, 28-29</a>
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">GPC Code of Conduct, p 28</a>

GRI 207: Tax 2019	207-1 Approach to tax	<a href="#">GPC 2024 Annual Report, p 25-26, 33, 48-49</a> ; <a href="#">2024 Proxy Statement, p 40-65</a>
	207-2 Tax governance, control, and risk management	<a href="#">2024 Proxy Statement, p 40-65</a>
	207-3 Stakeholder engagement and management of concerns related to tax	<a href="#">GPC 2024 Annual Report, 21-22</a>
GRI 302: Energy 2016	302-1 Energy consumption within the organization	2025 Sustainability Report, p 12-13
	302-4 Reduction of energy consumption	2025 Sustainability Report, p 12-13
GRI 303: Water and Effluents 2018	303-5 Water consumption	2025 Sustainability Report, p 13
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	2025 Sustainability Report, p 12
	305-2 Energy indirect (Scope 2) GHG emissions	2025 Sustainability Report, p 12
	305-3 Other indirect (Scope 3) GHG emissions	2025 Sustainability Report, p 12
	305-4 GHG emissions intensity	2025 Sustainability Report, p 12
	305-5 Reduction of GHG emissions	2025 Sustainability Report, p 12-14
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	2025 Sustainability Report, p 14
	306-2 Management of significant waste-related impacts	2025 Sustainability Report, p 14
	306-3 Waste generated	2025 Sustainability Report, p 14
	306-4 Waste diverted from disposal	2025 Sustainability Report, p 14
	306-5 Waste directed to disposal	2025 Sustainability Report, p 14
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	a. Total number and rate of new employee hires in 2024, by gender and age group. By gender: Female: 526 hires (23.5%), Male: 1,609 hires (22.4%), Unspecified gender: 34 hires (33.0%), total of 2169 hires (22.8%). By Age group: <20: 13 hires (1.9%), 20-29: 690 hires (61.5%), 30-39: 570 hires (30.9%), 40-49: 421 hires (21.8%), 50-59: 339 hires (13.0%), 60-69: 106 hires (5.7%), 70+ : 15 hires (9.9%), and unspecified age : 14 hires (700%), total: 2169 hires (22.7%) . b. Total number and rate of employee turnover in 2024, by gender and age group. By Gender: Female: 388 (17%), Male: 1237 (17%), Unspecified gender: 37 (36%), Total:1662 (17.4%). By Age group: <20: 7 (100%),20-29: 350 (31.2%), 30-39: 350 (19.0%), 40-49: 279 (14.4%), 50-59: 263 (10.1%), 60-60: 352 (18.9%), 70+: 59 (38.9%), Unspecified Age Group: 2 (100%), Total: 1662 (17.4%)
GRI 403: Occupational Health and Safety 2018	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2025 Sustainability Report, p 20, 25
	403-1 Occupational health and safety management system	2025 Sustainability Report, p 24-25
	403-2 Hazard identification, risk assessment, and incident investigation	2025 Sustainability Report, p 24-25
	403-3 Occupational health services	2025 Sustainability Report, p 24-25; <a href="#">GPC Code of Conduct, p 11-12</a>
	403-4 Worker participation, consultation, and communication on occupational health and safety	2025 Sustainability Report, p 24-25
	403-5 Worker training on occupational health and safety	2025 Sustainability Report, p 24-25
	403-6 Promotion of worker health	2025 Sustainability Report, p 20, 24-25; <a href="#">GPC 2024 Sustainability Report, p 23</a>
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">GPC 2024 Sustainability Report, p 22</a> ; 2025 Sustainability Report, p 24-25
	403-8 Workers covered by an occupational health and safety management system	2025 Sustainability Report, p 24
	403-9 Work-related injuries	2025 Sustainability Report, p 25 Number of Fatalities of work-related injury = 0 Number of hours worked = 17,380,480
	403-10 Work-related ill health	Partially reported - 2025 Motion Sustainability Report, p 25 Note: Motion Industries does not distinguish between injuries and ill health.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	2025 Sustainability Report, p 22
	404-2 Programs for upgrading employee skills and transition assistance programs	2025 Sustainability Report, p 21-24
	404-3 Percentage of employees receiving regular performance and career development reviews	2025 Sustainability Report, p 19
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2025 Sustainability Report, p 19, 28
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	2025 Sustainability Report, p 30-31, 33, <a href="#">Supplier Code of Conduct</a> ; <a href="#">GPC Human Rights Policy</a> ; <a href="#">GPC 2024 Sustainability Report, p 42-43</a>
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2025 Sustainability Report, p 30-31, 33, <a href="#">Supplier Code of Conduct</a> ; <a href="#">GPC Human Rights Policy</a> ; <a href="#">GPC 2024 Sustainability Report, p 42-43</a>
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	2025 Sustainability Report, p 26-27
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	2025 Sustainability Report, p 30-31
	414-2 Negative social impacts in the supply chain and actions taken	2025 Sustainability Report, p 30-31

GRI 415: Public Policy 2016	415-1 Political contributions	<a href="#">GPC Political Contributions; GPC Code of Conduct, p 36</a>
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	2025 Sustainability Report, p 30, 33
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information labeling	2025 Sustainability Report, p 15-17
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2025 Sustainability Report, p 32-33

