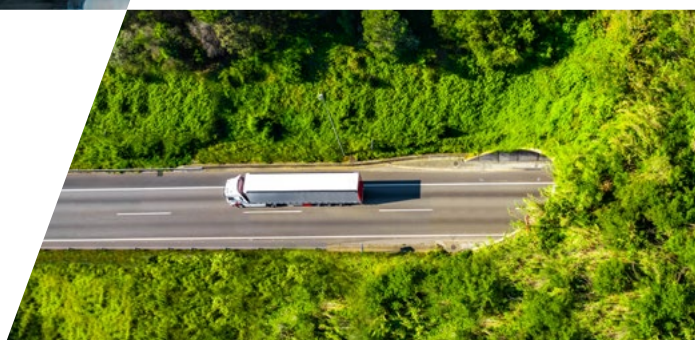
MOTION®

Corporate Responsibility Report









2026

About This Report

This report highlights Motion's corporate responsibility programs, performance and progress during the 2025 reporting year, which covers Jan. 1, 2025, through Dec. 31, 2025, unless otherwise noted.

The report covers Motion's operations in the United States, Canada and Mexico, including Motion Conveyance Solutions, Motion Repair & Services and Motion Automation Intelligence (Motion Ai). During the reporting year, Motion operated as part of Genuine Parts Company (GPC). Unless otherwise noted, the information presented reflects Motion's North American operations.

Motion publishes an annual report to demonstrate our commitment to corporate responsibility. This report provides updated performance data and expands our disclosures across key topics. It highlights how we support customers, invest in our employees, manage environmental impacts and operate our business with integrity.

The content of this report is informed by the materiality assessment (completed in 2022 and updated in 2025) and ongoing engagement with customers, employees, suppliers, investors and other stakeholders. Unless otherwise noted, reported data is rounded in accordance with standard reporting practices.

This report has been prepared with reference to the GRI Standards, Task Force on Climate-related Financial Disclosures (TCFD) and the United Nations Sustainable Development Goals (UN SDGs) that are most relevant to our business. We also disclose climate-related information through CDP as part of our broader approach to environmental transparency.

Visit our dedicated website to learn more about corporate responsibility at Motion: motionesg.com

Forward-Looking Statements

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 remainder of the year, our expectations regarding our ability to capitalize on these business and economic trends and to execute our strategic priorities, including GPC's anticipated separation of Global Automotive and Global Industrial into two independent, publicly traded companies. 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 persistent inflation (including the direct and indirect impact of tariffs and retaliatory tariffs) or deflation, geopolitical uncertainty and unrest (including from the conflict involving the United States and Iran) and declining consumer confidence; our ability to successfully implement the separation of Global Automotive and Global Industrial and achieve the anticipated benefits of such transaction; volatility in oil prices; significant costs, such as elevated fuel and freight expenses; 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 three 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 global trade regulations, environmental and social policy, infrastructure programs and privacy legislation and related uncertainties, 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; the uncertainties and costs of litigation; 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; disruptions caused by a failure or breach of our information systems; the success of our global restructuring efforts and the annualized cost savings arising therefrom, as well as other risks and uncertainties discussed in our 2025 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.

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Message to Stakeholders



For 80 years, Motion has helped customers keep critical operations running. That focus on customers has always been central to our business, and this year we made it even more explicit in our corporate responsibility strategy.

In 2025, we updated our materiality assessment and refined our priorities to better align with our business strategy and the needs of our stakeholders. Helping Customers Meet Their Goals is our first priority, alongside Improving Environmental Performance, Supporting People in Motion and Operating With Integrity.

That change reflects how we see corporate responsibility at Motion. Some of our greatest opportunities to make a positive impact come through the work we already do every day, including helping customers extend equipment life, improve energy efficiency, modernize operations and solve complex challenges. Corporate responsibility is a core part of how we create value.

Our approach to corporate responsibility remains practical and scalable. We set clear priorities, execute with discipline and focus on measurable progress and continuous improvement. Our values — fair, ethical, inclusive and invested — continue to guide our decisions and the way we work.

We made meaningful progress in 2025. We expanded the ways we help customers operate more efficiently, took new steps to understand environmental risks across our own operations and continued investing in the development and safety of our people. Our improved EcoVadis rating is one indication that this work is moving in the right direction while also showing where we have opportunities to keep improving.

As Motion prepares for an important next chapter, we remain committed to ensuring we operate responsibly. While our business continues to evolve, what matters most remains consistent: helping our customers succeed, supporting the people who keep industry moving and building a stronger business for the future.

I'm grateful to our employees for the work they do every day and to our customers, suppliers and partners for their continued trust and partnership.

James Howe
President

2025 Highlights

22,000+ Assets Repaired

Helped customers extend equipment life and avoid an estimated 74,703 metric tons of CO_2e (carbon dioxide equivalent) emissions through repairs.

57 Energy Audits Completed

Identified more than $5.4 million in annual energy savings for customers.

EcoVadis Bronze Rating

Improved our score and moved from the 28th to the 69th percentile in one year.

New ISO Certifications Achieved

Earned ISO 14001 certification for environmental management and ISO 45001 certification for occupational health and safety at our Corporate Office.

170,000+ Employee Training Hours

Advanced employee development with nearly 18 hours of training per employee.

$230,000+ Invested in Our Communities

Supported nonprofits and community partners through corporate giving and sponsorships.

Looking Ahead

Preparing for Motion's Next Chapter

In February 2026, Genuine Parts Company announced plans to separate its Automotive and Industrial businesses into two independent, publicly traded companies. The separation is expected to close in Q1 2027.

As we prepare for this next chapter, we remain focused on strengthening our business and continuing to deliver for our customers, employees and other stakeholders.

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About Motion

As a leading industrial distributor in North America, we offer access to more than 10 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.

Founded in 1946 and headquartered in Birmingham, Alabama, Motion serves customers in more than a dozen industries through a network of branches, distribution centers, repair and service centers and specialized operations. For 80 years, we have built our reputation through hard work, dedication and the genuine belief that we can deliver the best.

Since 1976, Motion has been a subsidiary of Genuine Parts Company (GPC).

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**

At a Glance as of Dec. 31, 2025

Founded
1946

Headquarters
Birmingham, Alabama

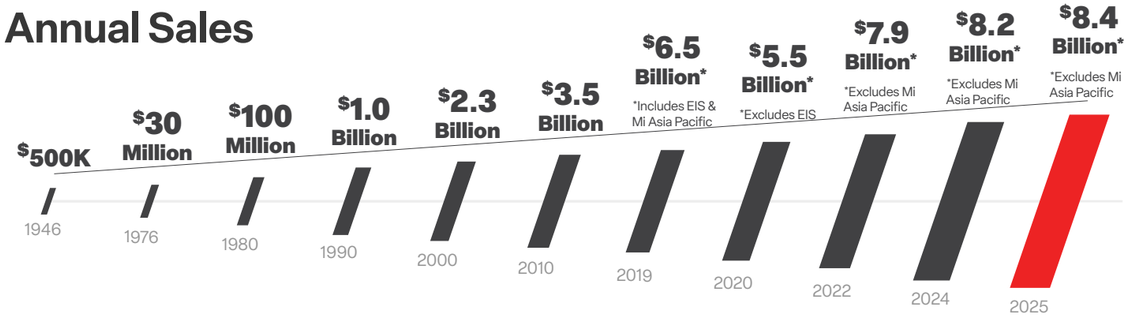
Countries Served
3

Locations
589

Distribution Centers
19

Employees
9,800+

Annual Sales



Our Solutions

We offer an array of products, services and technical solutions to help customers keep their operations running. Our specialists understand the unique challenges different industries face and work alongside customers to deliver practical solutions that improve reliability, increase efficiency and solve complex operational challenges.

MOTION

- Mi CONVEYANCE SOLUTIONS
- Mi REPAIR & SERVICES
- MOTION Automation Intelligence Ai

Industries We Serve

- Aggregate & Cement
- Automotive
- Chemical & Allied Products
- Data Center
- Equipment & Machinery
- Equipment Rental & Leasing
- Fabricated Metals
- Food & Beverage
- Fulfillment & Distribution Centers
- Government
- Iron & Steel
- Lumber & Wood
- Mining
- Oil & Gas
- Pulp & Paper
- Rubber & Plastic
- Semiconductor
- Water Treatment

2025 Business Highlights

We continue to grow by investing in the capabilities that matter most to our customers. In 2025, we expanded our business through strategic acquisitions that broadened our expertise, strengthened our geographic reach and enhanced the products and services we provide.

SUNSET INDUSTRIAL Knowledge & Value Delivered.

McKEE

MAGUIRE BEARING COMPANY

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Corporate Responsibility at Motion

At Motion, we help customers keep their critical operations running every day. That responsibility extends beyond the products we distribute and the services we provide. It influences how we manage our business, support our employees, work with suppliers and serve the communities where we operate.

Our approach to corporate responsibility focuses on the areas that matter most to our business. We work to build a strong supply chain, provide a safe workplace, reduce our environmental impact and operate with integrity. These efforts help us meet customer expectations, manage risk and support the long-term success of our business.

As our business evolves, so does our reporting. We continue to improve how we collect data, measure performance and report on progress. Each year, we build on what we've learned and look for opportunities to strengthen our programs.

Our Priorities

Our corporate responsibility strategy is organized around four priorities that reflect how we create value and where we can have the greatest impact. In 2025, we updated these priorities to better align with our business strategy and the needs of customers and other stakeholders.

01
Helping Customers Meet Their Goals

We work alongside customers to improve operational performance, strengthen supply chains and support their sustainability goals.

Focus areas:

- Solutions & technical expertise
- Responsible sourcing
- Product stewardship

02
Managing Environmental Performance

We recognize our responsibility to manage resources wisely and improve environmental performance across our operations and value chain.

Focus areas:

- Climate
- Operations
- Water & waste

03
Supporting People in Motion

We foster a safe, inclusive workplace while investing in employee growth and strengthening the communities where we live and work.

Focus areas:

- Culture
- Talent recruitment
- Learning & development
- Health, safety & wellbeing
- Community support

04
Operating With Integrity

We earn trust through ethical business practices, strong governance, transparency and accountability.

Focus areas:

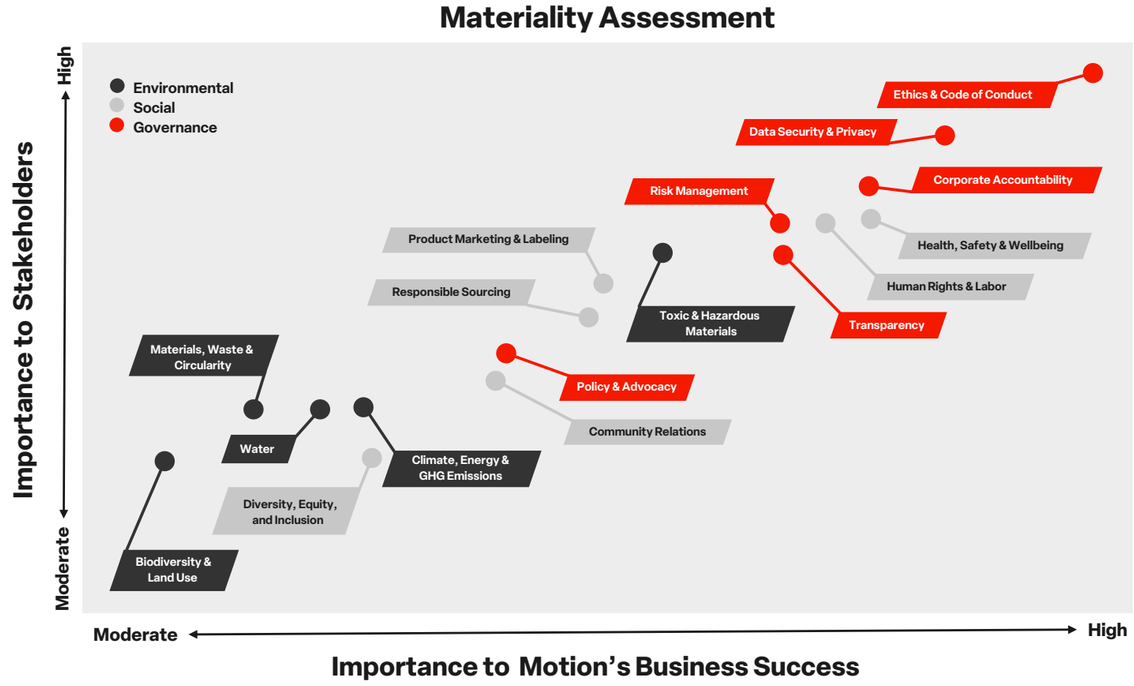
- Board oversight
- Values & ethics
- IT & cybersecurity
- Risk management

Materiality Assessment

The corporate responsibility priorities are informed by the environmental, social and governance (ESG) topics that are most important to our business and stakeholders.

In 2022, we worked with an independent sustainability consultant to conduct the first materiality assessment using industry best practices and a proxy-based approach. The assessment considered input from company leaders, industry trends, customer expectations, regulatory developments and business priorities to identify the topics most relevant to our business.

In 2025, we revisited the assessment through a survey of senior leaders with deep knowledge of our business and customer needs. Their input helped confirm our priorities, reflect changes in our business and update the materiality matrix.



Governance and Oversight

During the 2025 reporting year, Motion operated as part of GPC. Our corporate responsibility program operated within the GPC governance framework, with oversight provided by the GPC Board of Directors and its Nominating and ESG Committee.

Within this governance structure, we developed and advanced our own sustainability priorities based on the needs of our business and stakeholders. These priorities reflect the role we play in helping customers keep their operations running while addressing the ESG topics most relevant to our long-term success.

Motion leaders and teams are responsible for executing the corporate responsibility strategy and incorporating these priorities into daily operations. By working across the business, we integrate corporate responsibility into decision-making, operational practices and customer relationships to support long-term value creation.

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Stakeholder Engagement

We regularly engage with customers, employees, suppliers, investors, communities and other stakeholders through everyday business interactions, formal feedback channels and ongoing collaboration.

These conversations help us identify emerging issues, improve our business and inform our corporate responsibility priorities. They also provide valuable insight into customer expectations, employee experiences and industry trends.

Stakeholder feedback helps us:

- Understand changing expectations
- Improve our business and operations
- Shape our corporate responsibility priorities
- Strengthen relationships built on trust

We encourage stakeholders to share questions, concerns and feedback through the appropriate communication channels.

Stakeholder Group	Types of Engagement	Topics
Customers	Social media, Motion.com, Satisfaction surveys, In-person and virtual meetings	Product/hands-on training, E-stores, Supply chain management, Product safety and sustainability, Advanced solutions, Repair services
Employees	Satisfaction and engagement surveys, Motion Connect and GPC Connect, Town hall meetings, Training and development, Performance reviews, In-person and virtual meetings, Social media, ServiceNow	Benefits and compensation, Values and culture, Development opportunities, Engagement, Satisfaction, Safety, health and wellbeing; Environment and sustainability practices
Suppliers, contractors and consultants	Supplier portal, Motion.com, Surveys, Site visits, In-person and virtual meetings	Supplier survey, Supplier compliance, Product quality and safety, Products and services
Shareholders and investors (via GPC)	SEC filings, Annual shareholders' meeting, genpt.com, Conference presentations, In-person and virtual meetings, Speaking engagements, Social media, Shareholder outreach	Annual report, Proxy statement, Business results, Company strategy, Governance practices, Risk management, Environment and sustainability
Communities	Memberships, Support communities, Site visits and tours, Volunteer and community projects	Community development, Community support, Employment opportunities
Universities	In-person engagement, Networking, Workshops and webinars, Internships, Publications	Student recruitment, Career preparation, Knowledge sharing, Partnership and collaboration
Regulators and auditors	Site visits, In-person and virtual meetings	Regulatory compliance, Standardization, Industry compliance, International trade, Job creation, Taxes and revenue
Potential employees	Social media, Job announcements, In-person and virtual meetings, Conference presentations, Networking	Job opportunities, Training and development, Recruitment

EcoVadis Recognition

Independent assessments provide valuable insight into the progress we've made and where we can continue to improve.

In 2024, Motion earned a Committed rating from EcoVadis with a score of 45 out of 100, placing us in the 28th percentile of companies assessed. The assessment identified opportunities to strengthen our reporting and disclosures, particularly in labor and human rights and sustainable procurement.

We used that feedback to improve our policies, management systems and reporting. In 2025, Motion earned a Bronze rating with an overall score of 64 out of 100, placing us in the 69th percentile. We improved our performance across all four EcoVadis assessment areas: environment, labor and human rights, ethics and sustainable procurement.





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Helping Customers Meet Their Goals

We help customers keep their operations running by providing the products, services and technical expertise they need to solve complex challenges, improve equipment performance and extend the life of critical assets.

We also recognize the important role we play in our customers' supply chains. They depend on us to deliver quality products, reliable service and responsible business practices that support their operational and sustainability goals.

By working closely with customers and suppliers, we help strengthen supply chains, source products responsibly and create long-term value.

Focus areas:

Solutions & technical expertise | **Responsible sourcing** | **Product stewardship**

Solutions & Technical Expertise

Our range of solutions and services helps customers operate more efficiently while making the most of their existing equipment and resources. Whether they are improving energy performance, repairing critical assets or modernizing operations, our specialists work alongside customers to identify practical solutions that support their business goals.

Energy Services

The Energy Services team helps customers understand how energy is used throughout their facilities and identify practical opportunities to reduce consumption. Through facility assessments, technical expertise and tailored recommendations, we help improve system performance, lower operating costs and support our customers' energy and sustainability goals.

By the Numbers: 2025 Energy Services Team Audits

57 Audits Performed	**120,808,044 kWh** in Energy Reduction
76,819,757 Pounds or 34,845 Metric Tons of CO_2 Emissions Avoided	**$5,401,614** in Annual Energy Savings

$5,026,959 in Realized Cost Savings, including Energy Savings, Maintenance Reductions, Cost Avoidance, Assessment Fees and Utility Incentives

In 2025, the Energy Services team received the ***Highest kWh Savings award from Entergy Solutions,*** a program of Entergy Arkansas, for reducing energy use by more than 3.1 million kWh. The savings were independently verified by CLEAResult, demonstrating the measurable impact of the team's energy efficiency work.

Driving Energy Efficiency for a Fertilizer Manufacturer

Steam systems are critical to many industrial manufacturing processes, but failing steam traps and system leaks can waste energy, increase operating costs and reduce overall efficiency. A large fertilizer manufacturer engaged our Energy Services team to assess more than 300 steam traps and identify opportunities to improve system performance.

Using thermal imaging and ultrasound technology, the team inspected every steam trap and documented steam leaks throughout the system, including piping, valves and other components. The assessment identified 107 failed steam traps and 27 steam leaks, giving the customer a clear understanding of where energy losses were occurring and how they could improve system performance.

If the customer implements the repairs and upgrades, it could:

- Achieve $346,761 in annual energy savings
- Reduce steam losses by more than 32,500 tons per year
- Lower energy consumption by 78,185 MMBtu annually
- Reduce annual carbon emissions by more than 9.1 million pounds of CO_2
- Achieve an estimated payback period of about four months on the approximately $120,000 repair investment



Repair & Services

The Repair & Services team helps customers by repairing and maintaining critical equipment through a network of service centers across the U.S., Canada and Mexico. Our technicians provide mechanical, fluid power and process pump repair that can reduce downtime and extend the life of valuable assets.

Repairing equipment instead of replacing it helps customers reduce waste, avoid the environmental impacts of manufacturing new equipment and maximize the value of existing assets.

Mechanical	Fluid Power	Process Pumps	Packaged Solutions	Field Service
• Gearbox Repair & Assembly • Industrial Drive Shaft Repair & Assembly • Clutch, Brake & Variable Speed Drive Repair • Material Handling Component Repair	• Pump, Motor & Valve Repair • Pump Assembly • Hydrostatic Transmission Repair • Cylinder Repair, Design & Build	• Repair & Assembly • Protective Coating • Impeller Trimming/ Balancing	• Hydraulic Power Units • Pump Skids • Drive Packages • Control Systems • Custom Machine Design & Build	• Equipment Inspections • Field Repair • Preventive Maintenance • Install & Commissioning • Troubleshooting & Application Engineering

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In 2025, our team repaired more than 22,000 assets through the Repair & Services network, extending the useful life of existing equipment and reducing the need for replacement. We estimate these repairs contributed to 74,703 metric tons of avoided CO_2e emissions.

To estimate avoided emissions, we calculated emissions from repair activities using Motion's annual repair revenue and the U.S. Environmentally-Extended Input-Output (USEEIO) emissions factor for NAICS 811310 (Commercial and Industrial Machinery and Equipment Repair and Maintenance). This resulted in an estimated 8,300 metric tons of CO_2e emissions.

We applied the assumption that repairs generate 10% of the emissions associated with purchasing equivalent new equipment. From there, we estimated new-equipment emissions at approximately 83,003 metric tons of CO_2e. The difference between the two scenarios represents our calculation for avoided emissions from repair services which is approximately 74,703 metric tons of avoided CO_2e emissions.

Repair Services Emissions (metric tons CO_2e)

Year	Emissions from Repair Services	Estimated Emissions from New Products	Avoided Emissions ($MTCO_2e$)
2023	7,927.42	79,274.20	71,347.78
2024	8,407.95	84,079.50	75,671.55
2025	8,300.32	83,003.19	74,702.87

Engineering a Safer Solution in the Oil and Gas Industry

Ore processing plants operate in some of the toughest conditions in the oil and gas industry. They use 150-ton sizers to break down raw mined material before it can be refined into petroleum products. The equipment is exposed to constant wear, so crews must move it regularly for repairs.

For one Motion customer, that maintenance process had become a challenge. They relied on specialized hydraulic pressure units (HPUs), similar to forklifts, to move the sizers from the plant to a maintenance area. The existing HPUs were large, difficult to operate and increasingly unreliable. Moving the equipment often required multiple technicians, and heavy hydraulic hoses created strain for workers and tripping hazards around the work area.

Our Fluid Power Services Group partnered with the customer to design a new HPU built around safety, reliability and ease of use. The redesigned unit was smaller and lighter, making it easier to maneuver while still performing the same job.

A hydraulic propulsion and steering system replaced the previous electrical controls, improving reliability and operator control. Retractable hose reels reduced strain and tripping hazards while built-in storage helped keep tools organized and work areas clear.

The new design transformed the maintenance process. One technician can now safely operate the HPU, a task that previously required several technicians. The result is a safer, more efficient maintenance process that helps reduce downtime and keep critical equipment running.



Storeroom Management & Onsite Solutions

The Onsite Solutions team helps customers manage inventory, improve equipment reliability and control operating costs. Using technology and onsite expertise, we automate inventory replenishment and give customers greater visibility into their operations. This helps them reduce downtime, make better decisions and keep equipment running efficiently. In 2025, the team completed 195 customer engagements.

Building a Smarter Storeroom for a Power Generation Facility

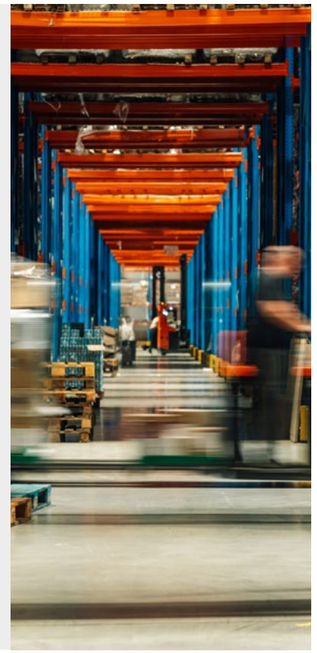
Power generation facilities depend on ready access to thousands of parts to keep equipment running. When inventory becomes difficult to manage, maintenance teams spend more time searching for parts and less time maintaining critical equipment.

Limited staffing made it difficult to maintain accurate inventory while inconsistent processes and unrestricted storeroom access further reduced visibility. Without reliable inventory data, the plant often relied on reactive rather than planned maintenance.

Our Storeroom Integration team partnered with the customer to redesign storeroom operations. The team implemented standardized inventory processes, strengthened inventory controls and improved visibility into available parts. We also worked directly with the customer's maintenance planners to improve forecasting and ensure the right parts were available before scheduled work began.

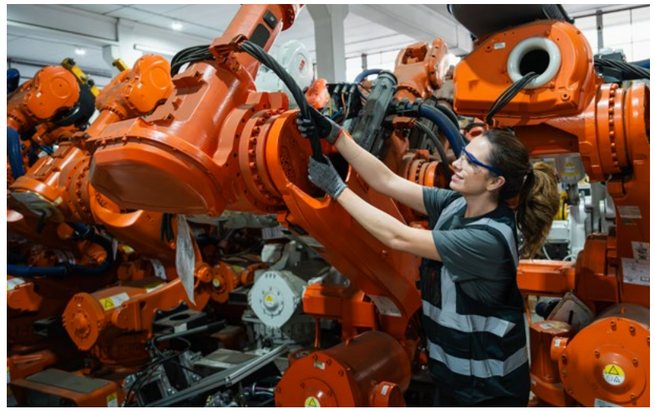
The new approach created a more organized and reliable operation. Accurate inventory records gave maintenance teams greater confidence when planning work and helped reduce unnecessary purchases. More planned maintenance also helped minimize unplanned downtime.

Since implementing the program, our team has helped identify more than $8 million in customer cost savings. The customer now operates a more efficient storeroom that supports planned maintenance and enables better use of inventory and resources.



Automation Intelligence

The Automation Intelligence team helps customers modernize their operations through automation, controls and motion control technologies. Our engineers and product specialists design and integrate solutions in robotics, machine vision, industrial networking, pneumatics and custom mechatronic systems to improve performance and solve complex operational challenges.



Motion was named ***Supplier of the Year by Banner Engineering*** for strong performance, strategic execution and the continued growth of the partnership. The award reflects our investment in automation expertise and ability to deliver complex, high-value solutions for customers nationwide.

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Automating Safer, More Sustainable Operations

Cleaning rail tank cars is a demanding process that has traditionally required workers to enter confined spaces and use large amounts of water and cleaning chemicals. The work can increase safety risks while generating waste that requires treatment or disposal.

We partnered with an industrial customer to automate its tank cleaning process. The solution uses programmable wash patterns and adjustable flow rates to clean tanks consistently while adapting to different tank conditions.

In many applications, the system uses the tank's original liquid as the cleaning solution, reducing or eliminating the need for additional chemicals. Reclaimed product can then be recovered or reused instead of discarded.

Our team members from across the U.S. collaborated to design, build and implement the system, bringing together specialized expertise and expanded production capacity. Before shipment, the team hosted the customer for factory acceptance testing to validate performance and build confidence ahead of installation.

Today, workers no longer need to enter tanks during the cleaning process. The automated system improves cleaning consistency while helping reduce safety risks. By minimizing chemical use and reclaiming product for reuse or recycling, the solution also helps reduce waste and supports more sustainable operations.



Responsible Sourcing

The Global Sourcing team manages thousands of supplier relationships and evaluates them against expectations for quality, ethics and responsible operations.

The team regularly assesses and updates its three-part oversight process, which includes:

- **Supplier Social Audits:** Completes social audits for suppliers in high-risk countries using the SA8000 Standard to assess human rights practices, 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 California's Proposition 65 and guidelines in the U.K. and European Union.
- **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 (CTPAT) program.

We also provide hazardous materials shipping training to employees who work with regulated products. This training supports safety and helps ensure shipments comply with applicable regulations. A dedicated product compliance team also works directly with customers to respond to product compliance requests.

We recognize the value that small and diverse businesses bring to our supply chain and continue to evaluate opportunities to expand supplier diversity across our business.

By the Numbers

Total Suppliers:
~40,000

Supplier Diversity:

- Small business suppliers: **3,191**
- Spend with small business suppliers: **$353 million**
- Diverse suppliers: **3,334**
- Spend with diverse suppliers: **$397.2 million**

Supplier Risk Management and Engagement

We regularly assess supply chain risks to better understand where our suppliers operate and identify areas that may require additional oversight. Our assessments consider factors such as logistics performance, country risk, business climate and ESG risk.

Most of our suppliers are located in the U.S., Canada and Mexico, which currently fall within categories of low or very low-risk. When suppliers operate in higher-risk countries, we conduct additional reviews focused on labor practices, human rights and environmental risks.

In late 2024, we strengthened our approach by completing a country-level supplier risk assessment. The assessment provides a structured view of geographic risk and helps us prioritize oversight and mitigation activities.

Building on that work, we launched a Supplier Engagement Program in 2025 that applies to all suppliers. They are required to commit to the Motion Supplier Code of Conduct (or provide an equivalent code) and complete our Sustainability Self-Assessment Survey (or a third-party equivalent).

For our top 200 suppliers, which represent about 70% of our total spend, we follow a more focused, risk-based approach because of their greater potential impact on our business. In addition to priority engagement, we conduct enhanced risk assessments for these suppliers to evaluate their ESG practices, business-related controversies and sustainability disclosures.

By the end of 2025:

- Suppliers representing more than 50% of our total supplier spend had committed to our Supplier Code of Conduct or provided an equivalent standard.
- Suppliers representing more than 50% of our total supplier spend had completed a sustainability assessment through our self-assessment survey or an independent platform such as EcoVadis.

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Product Stewardship

We are certified to ISO 9001:2015, demonstrating our commitment to consistent quality management and continuous improvement. In 2025, we expanded these efforts by achieving ISO 14001 and ISO 45001 certification for our corporate headquarters, further integrating environmental and occupational health and safety management into our business.

During 2025, we managed 23 product recalls through established quality and product safety procedures. When issues arise, we work closely with suppliers and manufacturers to communicate quickly and take appropriate corrective action.

Customer Health and Safety

We evaluate relevant product categories through established quality and compliance processes that support product safety throughout the distribution process.

These processes include supplier qualification, review of manufacturer specifications and safety documentation, availability of safety data sheets (SDS), where required, and compliance with applicable regulatory and industry requirements. We also conduct internal quality audits and monitor customer feedback to identify opportunities for improvement.

We maintain formal procedures for identifying, investigating and resolving product-related concerns. Reported issues are evaluated through documented complaint handling and root cause analysis, with corrective actions implemented as appropriate.

Significant matters are escalated when necessary, and corrective actions are monitored to help prevent recurrence. Product safety concerns and regulatory compliance matters are managed in accordance with company policies and applicable laws.

Product Information and Labeling

We work closely with suppliers to help ensure products are supported by the appropriate technical, safety and regulatory documentation.

Depending on the product, this information may include product specifications, safe handling and use instructions, regulatory compliance information, warranty details and sustainability information, where applicable.

Customers can access this information through manufacturer documentation, product packaging, digital catalogs, e-commerce platforms or technical support from Motion employees.

We also review marketing and product communications to help ensure they are accurate, consistent and aligned with manufacturer information and applicable regulatory requirements.



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Managing Environmental Performance

Across our network of branches, distribution centers and transportation assets, we look for practical ways to use resources more efficiently and reduce our environmental impact while better serving our customers.

We continue to strengthen our environmental data so that we can better understand where we have the greatest opportunities to improve. These insights help us make informed decisions, strengthen our reporting and support customers as they work toward their own sustainability goals.

In 2025, we received no environmental citations or penalties.

Focus areas:

Climate **Operations** **Waste & recycling**

Climate

Understanding our greenhouse gas (GHG) emissions and climate-related risks helps us make informed decisions about our business. We continue to strengthen our data, improve how we measure emissions and identify practical opportunities to reduce our environmental impact while supporting long-term business resilience.

Climate Risk Assessment

Understanding climate-related risks and opportunities is an important part of building a resilient business. In 2025, GPC completed its first company-wide climate scenario analysis to better understand how climate-related risks and opportunities could affect its businesses over time. As a GPC business at the time, Motion participated in the assessment.

Guided by the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), the analysis evaluated both physical and transition risks across three time horizons: short term (by 2028), medium term (by 2035) and long term (by 2050). The assessment considered multiple climate scenarios to better understand how different climate futures could affect operations, supply chains and customers.

GPC partnered with an independent climate risk expert to conduct the assessment. The analysis used three climate scenarios informed by publicly available reference scenarios developed by the Intergovernmental Panel on Climate Change (IPCC) and based on Shared Socioeconomic Pathways (SSPs). Together, these scenarios represent a range of plausible climate futures and align with established climate risk assessment practices.

The assessment also included stakeholder interviews, peer benchmarking and industry research to identify climate-related risks and opportunities relevant to GPC's businesses, including Motion. Each risk and opportunity was evaluated using criteria aligned with GPC's Enterprise Risk Management (ERM) framework, including relevance, potential impact and likelihood.

Relevance considered insights from internal stakeholders and industry research. Impact evaluated the potential financial, operational and strategic implications for the business, while likelihood assessed the probability of each risk or opportunity occurring. Based on this process, the highest-priority climate-related risks and opportunities were selected for further evaluation across each climate scenario and time horizon.

The following summarized findings reflect the climate-related risks and opportunities identified for Motion through GPC's 2025 climate scenario analysis.

Scenario	Climate Scenario Narrative	Reference Scenarios
Low Emissions	**Transition risks and opportunities are significant** • Globally coordinated effort to reduce emissions to net-zero by 2050, aiming to meet the Paris Agreement and achieve steep decarbonization. • Accelerated transition to renewables and electrification; aggressive regulations limiting extraction and use of fossil fuels in many sectors and many economies.	**Transition:** SSP1-1.9 (IPCC) **Physical:** SSP1-2.6 (IPCC)
Medium Emissions	**Moderate decarbonization, with moderate transition and physical risks** • Assumes governments worldwide fully meet climate commitments, including Nationally Determined Contributions (NDCs) and pledges announced in preparation for COP26. • Assumes universal access to sustainable, affordable and modern energy by 2030.	**Transition:** SSP2-4.5 (IPCC) **Physical:** SSP2-4.5 (IPCC)
High Emissions	**Physical risks are significant** • Assumes slow implementation of in-place and in-development policies, based on the many existing political, institutional and societal barriers. • Emission reduction policies are limited to current policies in place, and global coordination on addressing climate change is lacking; continued use of fossil fuels and energy-intensive activities. • More pronounced physical effects of climate change; significant investments in adaptation measures to protect assets, infrastructure and communities.	**Transition:** SSP5-8.5 (IPCC) **Physical:** SSP5-8.5 (IPCC)

Physical Risk Assessment

Physical climate risks are the direct effects of climate change on Motion's facilities, operations, supply chain and workforce. The assessment evaluated both acute risks, which are sudden weather-related events, and chronic risks, which result from long-term changes in climate patterns.

Acute risks, including floods, wildfires, hurricanes and winter storms, could temporarily disrupt facilities, transportation networks and supplier operations. These events may interrupt operations, delay deliveries and make it more difficult to meet customer demand.

Chronic risks, such as rising temperatures, may increase energy use for cooling and raise operating and facility maintenance costs over time. Long-term changes in climate conditions could also place additional pressure on supply chains and affect workforce wellbeing, creating operational challenges that require ongoing planning and adaptation.

Transition Risk Assessment

Transition risks are business challenges that arise as governments, customers and markets respond to climate change. The climate scenario analysis evaluated how these changes could affect Motion's operations, services and long-term strategy.

Among the most significant transition risks identified were policy and legal risk. Governments around the world continue to introduce climate-related regulations, including expanded disclosure requirements. These regulations require more comprehensive data, greater transparency and increased reporting, which may increase compliance costs and require continued investment in systems and governance.

Beyond disclosure, new regulations related to greenhouse gas emissions, energy use and industrial operations could require operational changes or additional investment over time. As climate policies continue to evolve, Motion will need to monitor regulatory developments and adapt to changing requirements across the regions where we operate.

The assessment also identified evolving industry standards and stakeholder expectations as an important transition risk. Customers, suppliers and third-party rating organizations increasingly expect companies to demonstrate strong environmental performance and transparent sustainability reporting. Meeting these expectations will require continued attention to data quality, governance and responsible business practices.

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Priority Climate-Related Opportunities
The climate scenario analysis identified opportunities for Motion to strengthen its business while helping customers improve operational efficiency and resilience.

Manufacturers continue to look for ways to increase productivity, extend equipment life and reduce resource consumption. Motion is well positioned to support these efforts through automation, repair and reliability services, fluid power expertise and engineered solutions that help customers improve equipment performance and reduce downtime.

The assessment also highlighted opportunities to strengthen supply chain resilience and expand technology-enabled services. As customers adapt to changing operating conditions, Motion can help them improve reliability, optimize maintenance practices and operate more efficiently.

Key Physical Risks

Risk	Risk Type	Description	Management Method
Extreme weather events	**Acute**	Severe weather events, including floods, wildfires, hurricanes, extreme precipitation and extreme heat, could disrupt Motion's facilities, supply chain and distribution network. These events may interrupt operations, delay customer deliveries, affect employee safety and increase operating costs. As the frequency and severity of extreme weather events continue to change, they may present additional challenges to business continuity.	Motion monitors the effects of severe weather on its facilities, operations and employees. Business continuity plans are regularly reviewed and updated while facility procedures and emergency response plans are evaluated to strengthen resilience and support safe operations.
Chronic physical risks	**Chronic**	Long-term changes in climate, including rising temperatures, could increase energy use, operating costs and facility maintenance needs. Chronic climate conditions may also place additional pressure on supply chains and affect workforce wellbeing, creating operational challenges that require ongoing planning and adaptation.	Motion continues to improve the energy efficiency of its facilities while evaluating opportunities to strengthen operational resilience. The company also works to enhance supply chain flexibility to reduce potential disruptions associated with long-term climate risks.

Key Transitional Risks

Risk	Risk Type	Description	Management Method
Regulations related to climate reporting	**Policy & Legal**	Climate-related disclosure requirements continue to expand across many jurisdictions, increasing expectations for accurate data, transparency and reporting. Compliance may require additional investment in reporting systems, data management and governance while increasing regulatory scrutiny and compliance costs.	Motion continues to strengthen sustainability reporting processes, improve data collection and monitor regulatory developments to support compliance with evolving disclosure requirements.
Regulations related to decarbonization, energy, packaging and materials use	**Policy & Legal**	Regulations related to greenhouse gas emissions, energy use and industrial operations continue to evolve. New requirements could increase operating costs, require changes to business practices or affect how Motion serves customers in certain markets. Monitoring regulatory developments will remain important as environmental policies continue to change.	Motion monitors regulatory developments across the regions where it operates and evaluates potential business impacts to help ensure compliance with evolving environmental requirements.

Key Opportunities

Opportunity	Opportunity Type	Description	Management Method
Helping customers improve operational efficiency	**Products & Services**	Manufacturers continue to invest in improving equipment performance, extending asset life and operating more efficiently. Motion is well positioned to support these efforts through automation, repair and reliability services, fluid power expertise and engineered solutions that help customers improve productivity, reduce downtime and optimize operations.	Motion continues to invest in engineering capabilities and value-added services that help customers improve equipment reliability and operational performance.
Technology-enabled services and operational resilience	**Products & Services, Markets**	As customers adapt to changing operating conditions, demand is expected to grow for services that improve maintenance practices, strengthen supply chain resilience and support more reliable operations. These trends create opportunities to expand Motion's technology-enabled solutions while helping customers address evolving operational challenges.	Motion continues to enhance digital capabilities and service offerings that help customers improve maintenance planning, increase reliability and adapt to changing operating conditions.

Greenhouse Gas Emissions

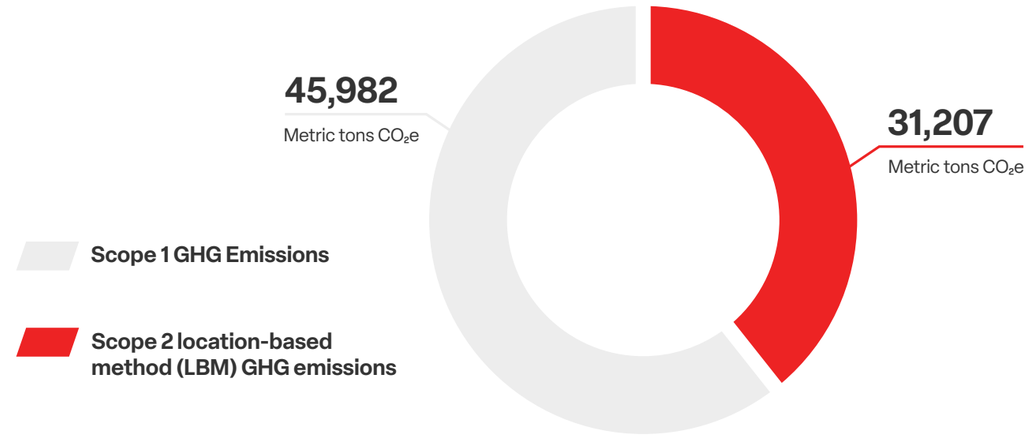
We continue to improve how we measure and manage GHG emissions across our operations. Establishing a reliable emissions baseline and improving data quality help us better understand our environmental footprint and identify opportunities to improve operational efficiency.

In 2024, we established a new method for global GHG emissions reporting using an enhanced carbon accounting approach. This provides a more consistent framework for tracking Scope 1 and Scope 2 emissions and measuring progress over time.

In 2025, we built on this foundation by expanding our understanding of emissions sources, evaluating opportunities to improve performance and advancing our approach to value chain emissions. We also continued to assess relevant Scope 3 categories to better understand the indirect emissions associated with our business activities and identify areas for future focus.

Our combined total Scope 1 and Scope 2 GHG emissions in 2025 were approximately 77,189 $MTCO_2e$. This number includes all emissions associated with our facilities and our fleet operation. Our total 2025 scope 1 and 2 GHG emissions intensity based on revenue was 9.19 (MT CO_2e/$M revenue).

Total Motion Global Carbon Emissions



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Operations

Across our network of 589 branches, distribution centers and service locations, we look for practical ways to operate more efficiently. By improving our facilities, managing energy and water use and optimizing our fleet, we can reduce operating costs, conserve resources and support reliable service for our customers.

Energy Sourcing and Usage

We continue to improve how we measure energy use across our facilities to better understand consumption patterns and identify opportunities to improve efficiency.

We are building a standardized energy management framework by expanding energy monitoring for gas and electricity across our operations.

With more accurate and consistent data, we can better identify trends, prioritize energy reduction projects and evaluate the impact of efficiency improvements over time. These insights also support better decision-making and strengthen our environmental reporting.

While we do not currently use renewable energy sources in our operations, we continue to monitor emerging technologies and evaluate opportunities that align with our operational needs and business objectives.

Energy Consumption

Electricity	Heat	Total Energy Consumption
98,965 MWh	193,963 MWh	292,928 MWh

Water Usage

Although our operations are not water intensive, we recognize the importance of using water responsibly. Across our facilities, local teams monitor water use and look for practical ways to conserve resources. These efforts include installing low-flow fixtures with motion sensors, conducting routine inspections and repairing leaks to help reduce unnecessary water use.

We continue to build a standardized water management framework across our operations. In 2025, 44% of our locations actively tracked water use, expanding our ability to measure consumption, identify targeted conservation opportunities and improve data quality. As monitoring expands, we are building a more complete understanding of water use across our operations.

Water use intensity (gallons per square foot) is our key metric for measuring water performance because it accounts for changes in our facility footprint resulting from acquisitions, divestitures and other operational changes. We also completed our first water risk assessment in 2025 using the World Wildlife Fund (WWF) Water Risk Filter v3.0. The assessment evaluated physical, regulatory and reputational water risks across 589 operational sites.

While a limited number of locations were identified in higher-risk basins, our operations primarily rely on municipal water supplies for sanitary and limited facility uses rather than water-intensive manufacturing processes. As a result, our overall operational water risk was assessed as low. The assessment establishes a baseline for ongoing monitoring and supports our enterprise risk management process.

Water Use Intensity

	WUI gal/ft² 2024	WUI gal/ft² 2025
Reporting Motion Locations	8.4	8.0

Water Risk Assessment

Water Risk	Locations at Low Risk or Below	Locations at Medium Risk	Locations at High Risk
Basin Physical Risk	64.3%	31.5%	4.2%
Basin Regulatory Deficiency Risk	84.5%	15.5%	0.0%
Basin Reputational Risk	13.0%	85.6%	1.4%

Fleet Management

Our fleet plays an important role in serving customers across North America. It is also one of the largest sources of our Scope 1 GHG emissions. In 2025, fleet operations accounted for approximately 77% of our Scope 1 emissions, representing 35,547 metric tons CO_2e.

We regularly evaluate ways to improve the efficiency of our transportation network. By using better data, optimizing delivery routes and planning deliveries more effectively, we can reduce fuel use, improve fleet performance and better serve our customers.

We continue to monitor low-emission vehicle technologies and evaluate where they make sense for our business. While currently available electric vehicles do not yet meet all of our fleet's range, capacity and performance requirements, we will continue to assess new technologies as they evolve.

Biodiversity

We are committed to minimizing the environmental impact of our operations and protecting natural ecosystems in the communities where we operate. We comply with applicable environmental regulations, maintain spill prevention and response measures, implement waste reduction and pollution prevention, and continue to improve our environmental management processes to reduce risks to biodiversity.

Because we primarily operate distribution centers and service facilities located in developed industrial areas, our operations involve limited land disturbance and no extractive or manufacturing activities. As a result, our direct biodiversity impact is expected to be low.

In 2025, we completed our first biodiversity assessment using the WWF Biodiversity Risk Filter v3.0. The assessment found that none of our 589 operational sites are located within IUCN Categories I-IV protected areas or uncategorized protected areas. The results reflect regional ecological conditions rather than company-specific impacts.

Based on the assessment and our limited operational footprint, our overall direct biodiversity impact was assessed as low. The assessment establishes a baseline for continued biodiversity risk screening and integration into our environmental risk management processes.

Biodiversity Risk Assessment

Biodiversity Risk	Locations at Low Risk	Locations at Medium Risk	Locations at High Risk
Scape Physical Risk	3.4%	94.2%	2.3%
Scape Regulatory Deficiency Risk	3.1%	96.9%	0%
Scape Reputational Risk	12.2%	87.8%	0%

Note: Percentages may not total 100% due to rounding.

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Employees collected 4,000 pounds of trash from the Cahaba River.

Waste & Recycling

We continue to look for practical ways to reduce waste across our operations. Our focus is on increasing recycling, minimizing waste and helping employees support these efforts through engagement programs and training. We also work with recycling and waste management partners to help ensure materials are handled in accordance with applicable requirements.

In 2025, we estimated the GHG emissions avoided through our recycling efforts using the U.S. Environmental Protection Agency's Waste Reduction Model (WARM). The methodology includes fuel blending as a form of recycling and estimates that each ton of material diverted from landfill avoided approximately 2.83 metric tons CO_2e of emissions.

We also continued building a standardized approach to waste management by expanding centralized waste tracking across our operations. In 2025, 66% of our locations reporting nonhazardous waste were integrated into our centralized monitoring system. As coverage expands, we are improving data quality and building a more complete understanding of waste generation across our operations.

Approximately 3.8% of our locations manage hazardous waste streams. This reflects our operational profile as a distributor with primarily warehouse and office-based activities rather than manufacturing operations. Hazardous waste is generally limited to maintenance-related materials and regulated items, such as used batteries. In some cases, designated facilities consolidate hazardous waste from nearby locations to support compliant transportation and disposal.

During 2025, we further strengthened waste data management by centralizing manifest information from hazardous and nonhazardous waste vendors and aligning it with our facilities database. This improves data accuracy, supports regulatory compliance and strengthens enterprise-wide reporting.

Nonhazardous Waste (Tons)

	2023	2024	2025
Total Weight	***8,004.36***	***11,428.47***	***10,247.58***
Disposal Methods			
Landfill	6,772.41	9,601.53	8,834.14
Recycling	1,231.95	1,826.96	1,413.44
Diversion Rate	**15.4%**	**16.0%**	**13.8%**

Hazardous Waste (Tons)

	2023	2024	2025
Total Weight	***82.56***	***60.04***	***36.39***
Disposal Methods			
Landfill	29.85	16.52	8.94
Fuel Blending	39.24	24.65	8.39
Incineration	5.79	6.2	8.20
Recycling	4.69	3.99	9.44
Waste-to-Energy	0.21	0.03	0.26
Wastewater Treatment	2.78	8.65	1.16
Diversion Rate	**63.8%**	**72.5%**	**75.4%**

Waste Treatment and GHG Emission Reductions

Waste Treatment Type		Weight (Tons)			Avoided GHG Emissions (Metric Tons CO_2e)		
		2023	**2024**	**2025**	**2023**	**2024**	**2025**
Hazardous	*Fuel Blending*	39.14	24.65	8.39	111.04	69.75	23.74
	Recycling	4.69	3.99	9.44	13.28	11.3	26.71
Nonhazardous	*Recycling*	1,231.95	1,826.96	1,413.44	3,486.42	5,170.30	4,000.04
	TOTAL	**1,275.78**	**1,855.6**	**1,431.27**	**3,610.74**	**5,251.35**	**4,050.49**

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Supporting People in Motion

Our people are the reason Motion has earned the trust of customers for 80 years. Every day, they solve problems, share their expertise and help keep our customers' operations running.

We want Motion to be a place where people feel safe, respected and supported. We invest in training, leadership development and competitive benefits while creating opportunities for employees to build rewarding careers. Just as important, we recognize their contributions and the role they play in our success.

Our commitment to people extends beyond the workplace. We support the communities where we live and work through charitable giving, volunteer service and local partnerships. Together, these efforts strengthen the connections between our business, our employees and our communities while reflecting the values that guide how we work.

Focus areas:

- **Culture**
- **Learning & development**
- **Community support**
- **Talent recruitment**
- **Health, safety & wellbeing**

Motion is an equal 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.***

Employee Demographics

		Total	% of Workforce	% Male	% Female
Employees by Gender	Permanent Employees	*9,491*	*96%*	*76%*	*24%*
	Temporary Employees	*386*	*4%*	*n/a**	*n/a*
	Full-Time Employees	*9,492*	*99%*	*75%*	*25%*
	Part-Time Employees	*89*	*1%*	*73%*	*27%*
	Leaders (CEO through Supervisor)	*1,344*	*14%*	*73%*	*27%*
Employees by Race and Ethnicity	People of Color	*1,942*	*20%*	*88%*	*12%*
	White	*6,077*	*64%*	*77%*	*23%*
	Not disclosed	*1,472*	*16%*	*74%*	*26%*
People of Color - Managers/Supervisors		*181*	*9%*	*73%*	*27%*
People of Color - Non-Managers/Supervisors		*1,804*	*91%*	*75%*	*25%*
Employees with Military Service		*212*	*2%*	*93%*	*7%*

**Gender data is not available for temporary employees.*

Culture

Our culture is shaped by the values that guide how we work together and serve our customers. These values influence how we make decisions, build relationships and support each other every day.

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 welcome 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.

As our business continues to evolve, our focus remains on creating a workplace where employees are respected, supported and empowered to do their best work. We encourage open communication, recognize strong performance and provide opportunities for employees to share ideas and feedback that help strengthen our organization.

Employee Listening

Through employee surveys, manager conversations and other feedback channels, we gather insights that help us understand employee experiences and identify opportunities for improvement. This feedback informs decisions about our workplace, programs and employee experience.

Motion participates in the GPC global engagement survey every 18 to 24 months. The latest survey was completed in 2024 using Perceptyx, a third-party employee survey platform.

We had an 87% response rate and an 87% overall engagement score. Business units and leaders received their metrics and worked with Human Resources partners on localized action plans to address areas of opportunity.

2024 Employee Engagement Survey Results

Survey Question	Percentage (%)
Employees with a clear understanding of company goals/objectives	80%
Employees seeing a clear link between their work and company success	84%
Employees intending to stay with the company for the next 12 months	90%

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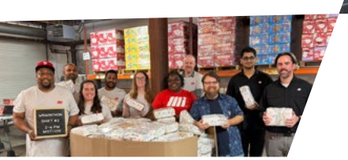
Employee Appreciation & Engagement

Recognizing employees and celebrating their contributions are important parts of our culture. Throughout the year, we recognize career milestones, individual and team achievements, and the many ways our employees bring Motion's values — fair, ethical, inclusive and invested — to life.

We also create opportunities for employees to connect beyond their day-to-day work. Employee-led business resource groups, cultural and recognition events, team activities, wellness programs and volunteer opportunities bring people together to share experiences, build relationships and give back to their communities.

Together, these efforts help us celebrate the people who keep Motion moving and strengthen a culture where employees feel connected to one another and to the values that guide our business.







Labor Standards & Practices

Notice of Operational Changes

We are committed to communicating significant operational changes in a timely and transparent manner. When restructurings, facility consolidations or other changes affect employees, we provide advance notice in accordance with applicable laws, company policies and contractual obligations.

Employees receive information through leadership communications, Human Resources, MiConnect and written notifications, as appropriate.

For employees covered by collective bargaining agreements, notice periods and consultation requirements are governed by the applicable agreements. We honor those commitments and engage with union representatives in good faith while respecting employees' rights to freedom of association and collective bargaining.

Time Away and Leave Policies

We recognize that employees need time away from work to rest, care for themselves and their families, fulfill civic responsibilities and navigate major life events. Our paid time off and leave programs help employees balance work and personal responsibilities while supporting their health and wellbeing.

Eligible employees receive paid time off for vacation, holidays, sick leave, bereavement, jury duty and other qualifying absences. We also provide paid parental leave, along with short- and long-term disability benefits to support employees during times of need.

When extended time away from work is needed, we offer a variety of paid and unpaid leave options, including family and medical leave, military leave, personal leave and reasonable accommodation leave. Additional leave benefits may be available based on local, state or provincial laws.

Our leave programs are administered in accordance with applicable laws and designed to support employees through different stages of life while helping them return to work when they are ready.

Talent Recruitment and Retention

Finding and developing great people is essential to our success. We look for employees with technical expertise, a passion for serving customers and a desire to grow their careers. From branches and distribution centers to service operations and corporate teams, we recruit for a wide range of roles across our business.

We use a combination of online recruiting and in-person outreach to connect with candidates. Our recruiters participate in career fairs, technical school visits, college and university events and industry programs that introduce students and job seekers to careers at Motion. We also partner with organizations and programs, including the Defense Department's SkillBridge program, that help transitioning service members and other skilled professionals explore career opportunities with us.

In 2025, we continued to improve the candidate experience through recruiting technology updates that make it easier to learn about Motion and apply for open positions. We also expanded our presence across online recruiting platforms and professional networks to connect with a broader pool of qualified candidates.

Total Rewards

We offer market-competitive, performance-based compensation and benefits to support employees at work and in their personal lives. Total rewards programs are tailored to job level and the needs of employees across the countries where we operate.

Eligible full-time and part-time employees have access to a broad range of benefits that support their health, financial wellbeing and work-life balance. We regularly review our offerings to ensure they remain competitive and continue to meet the evolving needs of our workforce.

Benefits include, but are not limited to:

- Medical, dental and vision insurance
- Life and AD&D insurance
- Disability plans
- Voluntary benefits (e.g., pet insurance, accident insurance)
- 401(k) with matching contribution
- Paid time off
- Tuition reimbursement
- Discounts

Note: Some benefits are available only to U.S. employees.

Benefits Participation

	2024	2025
Health Coverage: Eligible employees enrolled in the medical plan	78.5%	77.3%
Retirement: Eligible employees participating in the 401(k) retirement plan	95%	94.4%

Pay Equity

We are committed to providing equitable compensation practices and regularly review our programs to help ensure employees are compensated fairly regardless of gender, age or ethnicity. As part of this commitment, we conduct periodic pay equity assessments to evaluate our practices and identify opportunities for continued improvement.

In 2025, GPC completed a comprehensive pay equity review of all U.S.-based salaried positions, including positions at Motion. The analysis indicated little to no variation in compensation based on gender or race. In instances where differences were identified, we conducted further review and implemented appropriate adjustments.

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Learning & Development

We provide learning opportunities that help employees strengthen technical expertise, build leadership capabilities and prepare for new opportunities throughout their careers.

Employee Training and Learning

We offer a mix of online, instructor-led and hands-on training to help employees build the knowledge and skills to succeed in their roles. Required training and self-paced learning are available through our learning management system (LMS) while our experts and experienced employees deliver technical and role-specific training.

Our state-of-the-art Learning and Development Center (LDC) in Birmingham, Alabama, provides hands-on instruction across industrial products, safety, leadership and professional development. The LDC offers in-person training sessions for employees and customers, and we are expanding hands-on training to more locations in the field.

In 2025, we added a reliability-centered maintenance course for employees and customers, as well as a train-the-trainer course for Motion Conveyance Field Service supervisors to learn a standardized belt splicing technique to then implement with their teams. We also expanded our professional development programs to include topics ranging from business etiquette and leadership to technology and role-specific needs. In addition, we launched a new employee orientation module that provides new employees a high-level introduction to Motion.

We continued working with strategic supplier partners to provide in-person and digital product training that helps our sales teams stay current on the products and solutions they bring to customers.

2025 Training Highlights

Total Training Time Completed	170,406 hours
Average Training Time per Employee	17.95 hours
Available Courses and Programs	2,131 courses in 12 learning categories
Total Live Learning Events	443
Average Score for New Employee Onboarding Course	4.66 out of 5
Workday Learning Courses Completed	Approximately 300,000*
LinkedIn Learning Courses Completed	12,974*

** Includes repeat attendees who completed multiple courses.*

2025 Live Learning Metrics

Live learning events are instructor-led classes available in person or virtually.

Total Live Learning Events	443
Customer Classes	81
Open Enrollment Classes	175
Professional Development Classes	30
Operations Manager Classes	4
Vendor Training Classes	58
Impact Team Classes	19
Field-Reported Training	42
Department-Specific Training	15
Software Training Classes	19
Employee Attendees	6,587*
Customer Attendees	2,030*
Cost Savings	$546,470

** Includes repeat attendees who participated in multiple live training events.*

2025 Training Metrics

Learning Topics	Completion Rate (%)
Business Ethics	99.28%
Anti-Bribery and Anti-Corruption	99.14%
Cybersecurity	98.52%
Environment	98.54%
Health & Safety	98.50%
Diversity, Discrimination & Harassment	99.27%
Skills Training & Hands-on Knowledge	90.88%
Product Training	84.33%

**The completion rate represents the percentage of assigned training that was completed.*

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Career Development

We support employees at every stage of their careers through leadership development, professional training and opportunities to build new skills. These programs help employees prepare for greater responsibilities while strengthening the capabilities of our organization.

Motion Leadership Development Program: Developed in partnership with Samford University, the Motion Leadership Development Program helps leaders strengthen strategic thinking, business acumen and leadership skills through instructor-led courses and applied learning experiences. In 2025, 36 employees participated in the program. Since the program launched in 2012, more than 600 employees have completed the program.

Innovative Leadership Program: The Innovative Leadership Program helps emerging leaders build self-awareness, strengthen leadership capabilities and develop the skills needed to lead through change. In 2025, 25 employees participated in the program's third cohort, combining classroom learning with practical application and peer collaboration.

Impact Team Program: The Impact Team Program supports personal and professional growth through leadership development, coaching, team collaboration and community engagement. During the 15-month experience, participants take part in full-day classes every eight weeks, weekly book discussions, team-building exercises, monthly coaching sessions and community service activities. In 2025, 50 employees completed the Individual Contributor track while 73 completed the Leadership track. Since it launched in 2016, more than 750 employees have completed the program.

GPC Management Development Seminar: The GPC Management Development Seminar (MDS) brings together high-potential employees from across GPC to broaden business knowledge, strengthen leadership capabilities and build relationships across the organization. In 2025, 40 Motion employees participated in the GPC MDS.

Mentorships

Mentorship helps employees learn from experienced colleagues, expand their professional networks and prepare for future opportunities. These relationships encourage knowledge sharing, collaboration and continuous learning across the organization.

In 2025, there were 58 mentorship pairs that completed 219 sessions.

Internships and Apprenticeships

Internships and apprenticeships provide students and early-career professionals with practical experience while introducing them to careers at Motion. Participants develop technical and professional skills by working alongside experienced employees in real-world environments. In 2025, 49 people participated in summer internships at Motion facilities.

We also offer apprenticeship programs that prepare employees for skilled technical careers. One example is our Conveyance Solutions Field Service Development program that combines classroom instruction with hands-on training in safety, maintenance, repair and customer service. In 2025, 15 participants enrolled in the program.

We also continue to expand access to career pathways through community partnerships. In 2024, we launched a pre-apprenticeship program with United Ability to help people with disabilities develop workplace skills and earn certifications, including forklift operation. The program graduated 11 participants in 2025, representing its fourth class.

Performance Management

Regular performance conversations help employees understand expectations, recognize accomplishments and identify opportunities for growth. Our performance management process includes mid-year and year-end reviews, supported by ongoing feedback between employees and managers throughout the year.

Performance discussions inform development planning, succession planning and career progression across the organization. Promoting from within remains an important part of our approach to developing talent. In 2025, 567 employees were promoted internally, representing 6% of our employee population. Of those promoted, 29% were women and 25% identified as members of underrepresented racial or ethnic groups.



2025 Performance Management Cycle

	Number	% of employees
Mid-Year Review	8,613	87.2%
Year-End Review	8,156	82.6%

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Health, Safety & Wellbeing

Safety is a shared responsibility that extends from leadership to every employee, contractor and visitor across our operations. Through consistent standards, local accountability and ongoing investment in training and resources, we work to prevent injuries, protect employee wellbeing and foster a culture where everyone is empowered to speak up and work safely.

Safety Management System

Our Occupational Health and Safety (OHS) Management System provides a consistent approach to identifying and managing workplace risks across our operations in the U.S., Canada and Mexico. It applies to employees, contractors, temporary workers, customers and visitors, and covers activities such as operations, equipment use, maintenance, chemical handling and emergency preparedness.

By applying consistent health and safety standards across our operations, we strive to prevent work-related injuries and illnesses while strengthening our safety culture at every level of the organization. Our program is designed to support compliance with applicable Occupational Safety and Health Administration (OSHA) requirements in the U.S., as well as relevant occupational health and safety regulations in Canada and Mexico.

In 2025, the corporate office achieved ISO 45001 certification, demonstrating alignment with an internationally recognized occupational health and safety management standard. While our other locations are not yet certified, the principles of ISO 45001 are embedded throughout our health and safety program. We plan to pursue certification for additional sites over time.

Our OHS Management System is built around five key elements:

- **Policy and Commitment:** Leadership establishes environmental, health and safety expectations and reinforces accountability throughout the organization.
- **Planning:** We identify hazards, assess risks and establish measurable safety objectives.
- **Implementation:** We provide the resources, procedures and training needed to support safe operations.
- **Performance Evaluation:** Inspections, audits and management reviews help us monitor performance and identify opportunities to improve.
- **Continuous Improvement:** Incident reviews, performance data and employee feedback help strengthen our safety program over time.

Hazard Identification & Prevention

Preventing incidents starts with identifying hazards before work begins. We use a formal Safety Aspects, Impacts and Risk Assessment Procedure to evaluate workplace risks based on regulatory requirements, the likelihood of an incident, the severity of potential injuries and the overall level of risk.

We identify hazards through site audits, job-specific risk assessments, employee observations, operational change reviews and evaluations of incidents and near misses. When risks are identified, we apply the hierarchy of controls, starting with elimination and substitution whenever possible, followed by engineering controls, administrative controls and personal protective equipment.

When incidents or near misses occur, we investigate the root cause, identify corrective actions and track completion through our electronic Quality Management System (eQMS). This process helps us address issues consistently and share lessons learned across the business.

Employee Participation & Contractor Safety

A strong safety culture depends on employee involvement. Safety committees at our locations bring employees and managers together to discuss hazards, review corrective actions and monitor safety performance.

Employees are encouraged to report injuries, near misses, unsafe conditions and opportunities for improvement through supervisors, internal reporting systems or our confidential ethics and compliance hotline. Our non-retaliation policy protects employees who raise concerns in good faith.

Employees also have stop-work authority and may remove themselves from situations they believe present an imminent danger without fear of retaliation. Regular safety meetings, toolbox talks, online courses, posted communications and management reviews help reinforce safe work practices across our operations.

We expect contractors and third-party service providers to meet the same high safety standards. Contractors working at our facilities must follow site-specific safety requirements, participate in required safety orientations, use appropriate personal protective equipment and report incidents or unsafe conditions. Site management monitors contractor activities, and any incidents are managed through our Injury and Illness Incident Process.

Health & Safety Training

Every employee completes safety orientation when joining the company, covering workplace hazards, emergency procedures, incident reporting, safe work practices and regulatory requirements.

Employees also receive training based on their roles and responsibilities. Additional training is provided when job duties change, new equipment or processes are introduced, incident investigations identify training needs or regulations change.

Supervisors are responsible for ensuring required training is completed and documented, and training records are reviewed through internal audits.

Training topics include, but are not limited to:

- Safety orientation
- Hazard communication
- Emergency response
- Personal protective equipment
- Lockout/tagout
- Hazardous materials awareness
- Workplace violence prevention
- Forklift and vehicle safety
- Heat stress awareness
- Housekeeping and bloodborne pathogens

92,959 hours of environmental, health and safety training completed



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Safety Performance

Monitoring safety performance helps us measure the effectiveness of our programs, identify trends and focus improvement efforts where they are needed most.

2025 Work-Related Injuries & Ill Health

	2023	2024	2025
Fatalities	0	0	0
Recordable Injuries	136	138	133
High-Consequence Injuries	0	0	0
Total Recordable Incident Rate (TRIR)	1.59	1.59*	1.35
Total Hours Worked	17,093,440	17,380,480	19,676,300
Fatalities from Work-Related Ill Health	0	0	0
Recordable Work-Related Ill Health Cases	0	0	0

Note: Work-related illness includes skin disorders, respiratory conditions, poisoning, hearing loss and all other illnesses.

**The 2024 TRIR has been recalculated and updated in accordance with GRI guidance.*

Regular audits help verify compliance with company standards, reinforce consistent safety practices and identify opportunities for improvement across our operations.

Safety & Loss Prevention Audit Results

	2023	2024	2025
Total Site Audits Conducted	450	488	416
Percentage of Operational Sites Audited	71.7%	77.7%	70.6%
Average Audit Score (out of 100)	95.8	94.6	93.5
Percentage of Locations Scoring 90% or Greater	21%	22%	18%
Percentage of Locations Scoring 85% or Greater	93%	90%	87%
Percentage of Locations Scoring 70% or Greater	95%	93%	93%
Percentage of Locations Scoring Less Than 70%	0.20%	0.60%	2%

Note: Total number of operational sites is 628 in 2024 and 589 in 2025.

Employee Wellbeing

We take a holistic approach to wellbeing by offering programs and resources that support physical, mental and financial health while providing occupational health services that help employees recover from work-related injuries and return to work safely.

Occupational Health

We provide occupational health services to help prevent and manage work-related injuries and illnesses while supporting employees as they recover and return to work. Incidents are managed in accordance with our Environmental, Health and Safety Guidelines and Incident Management Process.

Employees who need medical treatment are referred to approved occupational health providers, and fitness-for-duty evaluations are conducted when appropriate to help ensure they can safely perform their responsibilities.

We work closely with medical providers and internal teams to manage workers' compensation cases and support timely, safe return-to-work plans. Occupational health services are provided through external medical providers and benefit plan administrators and are available to eligible employees under applicable benefit plans. Employee medical information is handled in accordance with applicable privacy regulations.

Wellbeing Programs

We support employee wellbeing through benefits and programs that promote physical, mental and financial health. Eligible employees have access to medical, prescription drug, dental and vision coverage, retirement savings plans, employee stock purchase opportunities and financial wellbeing resources.

Employees can also participate in annual wellness screenings at no cost and have access to our Employee Assistance Program (EAP), which provides confidential counseling and support services, including mental health and educational resources.

The GPC Wellbeing Program offers employees in the U.S. and Canada tools and activities that encourage healthy lifestyles. In 2025, participants could complete wellbeing assessments, biometric screenings and health tracking activities and earn incentives of up to $500 annually, which could be applied toward gift cards, health savings account contributions or medical plan premium credits. Participation is voluntary.

We also promote healthy workplaces through initiatives such as our smoke-free headquarters in Birmingham, Alabama, along with smoking cessation resources and onsite exercise classes for employees at our corporate office.



During Wags for Wellness, Hand in Paw brought therapy-certified dogs to visit with teammates.

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Community Support

Supporting the communities where we live and work is an extension of our values. Our employees build lasting relationships in the communities they serve, and we believe strong businesses have a responsibility to help those communities thrive.

We contribute through corporate giving, local partnerships and employee volunteerism, supporting organizations that address essential community needs while creating opportunities for employees to make a meaningful impact.

Giving Priorities

We focus our community investments on organizations and programs that make a lasting difference in the places where we live and work. Along with company-supported initiatives, our locations have the flexibility to support causes that matter most in their communities.

Our giving focuses on four areas:

- **Housing:** Supporting organizations that expand access to safe, stable housing and address homelessness.
- **Education:** Investing in educational opportunities, skilled trades and workforce development to help prepare future generations for success.
- **Nutrition:** Partnering with organizations that help address hunger and improve access to nutritious food.
- **Health:** Supporting programs that promote physical and mental wellbeing and improve access to healthcare services.

Employee Giving and Volunteerism

Our employees make a difference in their communities every day. They volunteer their time, share their skills and support organizations that are important to them.

Throughout the year, employees participated in volunteer projects, community events and charitable giving campaigns across our network. During the reporting year, they also had the opportunity to participate in company-supported giving programs offered through GPC.

Our Impact in 2025

We believe community investment is most meaningful when it creates lasting value. We continue to evaluate our programs and partnerships to better understand their impact and identify opportunities to strengthen our support.

In 2025, we supported nonprofits and community partners through corporate giving and employee volunteerism. Here are some of the ways our teams made a difference in the communities where we live and work:

$230,000+ invested in our communities

Organizations we supported include:

- American Heart Association's Birmingham Heart Walk
- March of Dimes, including the March for Babies event
- American Cancer Society
- Habitat for Humanity builds
- Junior League of Birmingham
- Teal Wings of Hope
- United Way
- Special Olympics New Hampshire

*We presented **10 new scholarships and 19 renewal scholarships** to eligible children of U.S. employees for study at accredited colleges, universities or vocational-technical schools through our partnership with Scholarships Across America.*

Selected Volunteer Impact

- Helped build two homes for the Habitat for Humanity Home Builders Blitz (Bessemer, Alabama).
- Welcomed Shades Valley High School students for tours and career exposure.
- Hosted Bessemer High School students through the Ready to Work Program.
- Donated 575 pounds of food to Grace Klein Community.
- Supported 680 households through food-packing efforts at Community Food Bank.
- Donated blood to the American Red Cross.
- Volunteered to help clear trails and move bales of hay for the Red Barn Community Service.
- Supported local children through Salvation Army Angel Tree program donations.
- Collected garbage as part of the Cahaba River Earth Day Cleanup.
- Read to students during the Black History Read-a-Thon at Tarrant Elementary.
- Collected diapers, wipes and other baby supplies for the Movers for Moms donation drive.
- Helped children with fun activities as part of the United Ability Gone Fishin' event.







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Operating With Integrity

Trust is essential to the way we do business. Our customers depend on us to deliver reliable products and services, our suppliers rely on us to operate responsibly and our employees expect a workplace built on respect and accountability. We support that trust through strong governance, ethical business practices and effective risk management.

During the 2025 reporting year, Motion operated as part of GPC. Our governance framework, policies and oversight reflected GPC's governance structure and enterprise-wide standards while supporting Motion's business and operations.

Publicly Available Governance-Related Documents

The following materials are available on the GPC Investor Relations website.

- *2026 Proxy Statement*
- *2025 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*

Focus areas:

Board oversight | **IT & cybersecurity** | **Values & ethics** | **Risk management**

Board Oversight

The GPC Board of Directors provided oversight and strategic guidance, helping ensure accountability, effective governance and ethical business practices across the organization.

The Board oversees the company's strategy, enterprise risk management and governance while its committees provide focused oversight in key areas. To support effective governance, the Board and its committees conduct annual self-evaluations to assess performance, identify opportunities for improvement and confirm they are effectively fulfilling their responsibilities.

The Board includes the following three committees:

- **Audit Committee:** Financial reporting, audits, compliance and cybersecurity
- **Compensation and Human Capital Committee:** Executive compensation, succession planning, management performance and key talent initiatives
- **Nominating and ESG Committee:** Board nominations, ESG oversight and corporate governance practices and policies

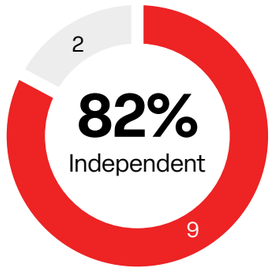
The Nominating and ESG Committee regularly reviews Board composition to help ensure directors bring the experience, skills and perspectives needed to support the company's evolving strategy and governance priorities.

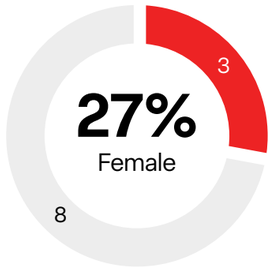
GPC continued its ongoing board refreshment efforts during 2025, reducing the size of the Board while adding financial, industry and operational expertise to support the company's evolving strategy.

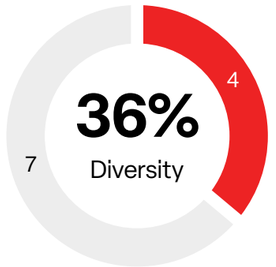
In early 2025, directors Gary Fayard, Johnny Johns, Betsy Camp and Wendy Needham retired from the Board after reaching the mandatory retirement age established in GPC's corporate governance guidelines. At the 2025 Annual Meeting of Shareholders, Laurie Schupmann was elected to the Board of Directors, effective April 29, 2025.

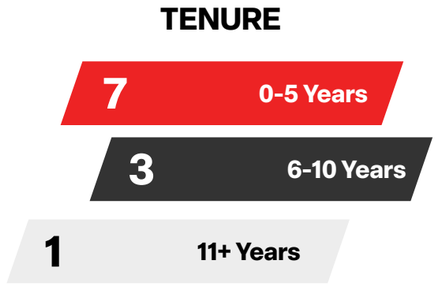
In September 2025, GPC announced additional Board changes in connection with a cooperation agreement with Elliott Investment Management, L.P. Directors Robert ("Robin") Charles Loudermilk, Jr. and John R. Holder retired from the Board. Courtney ("Court") Carruthers, former President and Chief Executive Officer of TricorBraun, and Matt Carey, former Executive Vice President, Customer Experience and Chief Information Officer at The Home Depot, joined the Board as independent directors.

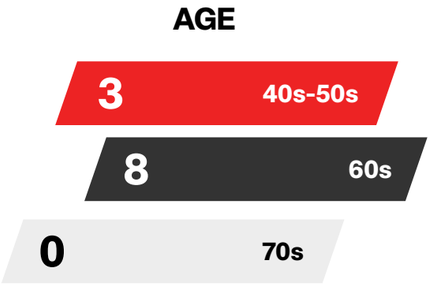
Following the close of the reporting year, GPC announced that Non-Executive Chairman Paul D. Donahue intended to retire from the Board at the 2026 Annual Meeting of Shareholders. The Board also appointed President and Chief Executive Officer Will Stengel to assume the additional role of Chairman upon Mr. Donahue's retirement, combining the roles of Chairman and Chief Executive Officer.











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Board Snapshot (as of June 30, 2026)

	Years on the Board	Age	Gender	Race / Ethnicity	Nationality
Matt Carey Retired Executive Vice President of Customer Experience The Home Depot, Inc.	0	61	M		
Court Carruthers Vice Chair and Former President & CEO TricorBraun	0	53	M		
Richard Cox Senior Vice President, Airport Customer Service Delta Airlines	6	56	M	✓	
Russ Hardin Lead Independent Director Trustee Robert W. Woodruff Foundation	9	68	M		
Donna Hyland President & CEO Children's Healthcare of Atlanta	11	65	F		
Jean-Jacques Lafont Executive Chairman Alliance Automotive Group	6	66	M		✓
Juliette Pryor Executive Vice President, Chief Legal Officer and Corporate Secretary Lowe's Companies, Inc.	5	61	F	✓	
Darren Rebelez Chairman, President & CEO Casey's General Stores, Inc.	3	60	M	✓	
Laurie Schupmann Retired Global Client Partner PwC, LLP	1	63	F		
Will Stengel Chairman & Chief Executive Officer Genuine Parts Company	2	48	M		
Chuck Stevens Retired EVP & CFO General Motors Company	2	66	M		

Values & Ethics

We are committed to earning the trust of our customers, employees, suppliers and communities by acting ethically, complying with applicable laws and fostering a workplace built on respect, accountability and transparency.

Code of Conduct

We follow the GPC Code of Conduct, which establishes the ethical and legal standards that guide our business practices and interactions with employees, customers, suppliers and communities. The Code applies to all employees and to individuals working on Motion's behalf, including consultants, contractors, suppliers and other business partners.

The Code provides practical guidance for making ethical decisions and addressing situations employees may encounter in their daily work. Employees complete Code of Conduct training during onboarding and at regular intervals throughout their employment, with additional role-specific training provided as needed. Leaders are expected to reinforce these standards and lead by example.

Senior financial officers are also subject to an enhanced Code of Conduct that supports integrity, transparency and accountability in financial reporting and business practices.

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
- Reporting concerns and violations
- Social responsibility and sustainability
- Accountability and enforcement

Workplace Conduct and Fair Competition

We strive to maintain a workplace where employees are treated with respect, and business is conducted ethically. Our policies prohibit discrimination, harassment, retaliation and anti-competitive conduct, and we expect all employees to uphold these standards in their daily work.

Employees are encouraged to raise questions or report concerns about potential violations of company policies, ethical standards or applicable laws through management, Human Resources, senior leadership or the company's confidential ethics hotline, which is available globally 24 hours a day, seven days a week. Anonymous reporting is available where permitted by law.

In 2025, 32 incidents were reported through the third-party hotline and reviewed in accordance with our established investigation procedures. We received no allegations and identified no confirmed incidents of corruption.

We do not tolerate retaliation against employees who raise concerns or participate in investigations in good faith. Reported concerns are reviewed promptly and confidentially, and when allegations are substantiated, appropriate corrective actions are taken. Depending on the circumstances, these actions may include disciplinary measures, additional training, policy reinforcement or other remedial actions. Accounting, auditing and financial reporting concerns are referred to Internal Audit and escalated to the Audit Committee, as appropriate.

We also support fair and open competition and comply with applicable antitrust and competition laws wherever we operate. Our Code of Conduct prohibits unethical practices such as price fixing, bid rigging, market allocation and abuse of market dominance. Regular ethics and compliance training helps employees understand these expectations and supports responsible business practices across our operations.

During 2025, Motion was not subject to any legal actions related to anti-competitive behavior, antitrust violations or monopolistic practices.

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Human Rights

We respect internationally recognized human rights and conduct business in a manner that protects the dignity, rights and wellbeing of employees and the people affected by our operations.

We follow the GPC Human Rights Policy and expect suppliers to uphold these standards. We prohibit child labor, forced labor and human trafficking and do not knowingly conduct business with organizations that engage in these practices. Our approach aligns with the principles of the United Nations Universal Declaration of Human Rights.

These expectations are reinforced through our:

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

Together, these policies establish expectations for ethical business practices, safe working conditions and respect for human rights throughout our operations and supply chain.

IT and Cybersecurity

Reliable technology and secure information systems are essential to serving our customers and protecting our business. During the 2025 reporting year, Motion's information technology and cybersecurity programs operated within the GPC enterprise framework, providing a consistent approach to managing cyber risk, protecting information and supporting business continuity.

We are committed to safeguarding the information entrusted to us by our customers, employees, suppliers and business partners. Comprehensive information security and privacy policies establish expectations for anyone with authorized access to company systems, data or devices, helping ensure information is collected, used, stored and protected responsibly.

As cyber threats continue to evolve, Motion benefits from GPC's enterprise cybersecurity program, which combines governance, technology and employee awareness to reduce risk and strengthen operational resilience. The program is led by GPC's Chief Information Security Officer (CISO), who oversees cybersecurity strategy, risk management and incident response using recognized industry frameworks, including the National Institute of Standards and Technology (NIST) Cybersecurity Framework.

Cybersecurity controls are regularly evaluated through internal and third-party assessments, security audits and incident response exercises designed to identify vulnerabilities and strengthen preparedness. Third-party risk management processes also help assess cybersecurity risks associated with suppliers and service providers that support our business.

Oversight of cybersecurity is provided by the GPC Board of Directors, with regular reporting from the Chief Information Security Officer to executive leadership and the Audit Committee. This governance structure helps ensure cybersecurity risks are integrated into broader enterprise risk management and business planning.

Employees play an important role in protecting company information. All employees complete information security and data privacy training during onboarding and participate in annual refresher training. Additional education is provided throughout the year to address emerging threats, changes in company policies and role-specific risks.

During 2025, Motion did not experience an information or data breach.

Risk Management

Managing risk is an essential part of operating responsibly and achieving our business objectives. During 2025, Motion participated in GPC's enterprise risk management (ERM) framework, which provides a structured approach to identifying, assessing and managing risks that could affect the company's strategy, operations or long-term performance.

The ERM framework helps integrate risk management into business planning and decision-making across the organization. Business leaders regularly evaluate potential risks within their areas of responsibility and work collaboratively to develop mitigation strategies that support operational resilience and business continuity.

The framework consists of four key components:

- **Risk Identification:** Business unit leaders identify, assess and prioritize risks that could affect the achievement of business objectives.
- **Risk Assessment:** The GPC Risk Committee evaluates identified risks, considering their potential impact, likelihood and ability to disrupt the business. Based on this assessment, the committee identifies and prioritizes the company's most significant enterprise risks.
- **Risk Mitigation and Response:** Business leaders develop targeted action plans to reduce identified risks. These mitigation strategies are integrated into strategic planning and business objectives.
- **Monitoring and Reporting:** The GPC Risk Committee monitors the effectiveness of mitigation efforts and provides regular updates to executive leadership, external auditors and the Board of Directors. Risk information also supports public disclosures, including the Risk Factors section of GPC's SEC filings.

Oversight of enterprise risk management is provided by the GPC Board of Directors and its committees, each of which is responsible for monitoring specific categories of risk:

- **Compensation and Human Capital Committee:** Oversees risks related to executive compensation, human capital management, talent strategy and leadership succession.
- **Nominating and ESG Committee:** Oversees risks related to environmental, social and governance matters.
- **Audit Committee:** Oversees risks related to financial reporting, internal controls, information technology and cybersecurity.

Regular communication across the organization helps ensure business leaders remain informed of emerging risks that may affect their operations and supports timely decision-making as risks evolve.

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2025 Risk Assessment Summary

We regularly assess risks that could affect our business and use the findings to inform how we manage and prepare for potential impacts. In 2025, we assessed and rated 12 areas of risk, adding changes in market conditions and customer demand, as well as safety, to reflect evolving business priorities.

The following section provides a closer look at six of these risk areas, including their potential impacts and how we are working to manage them.

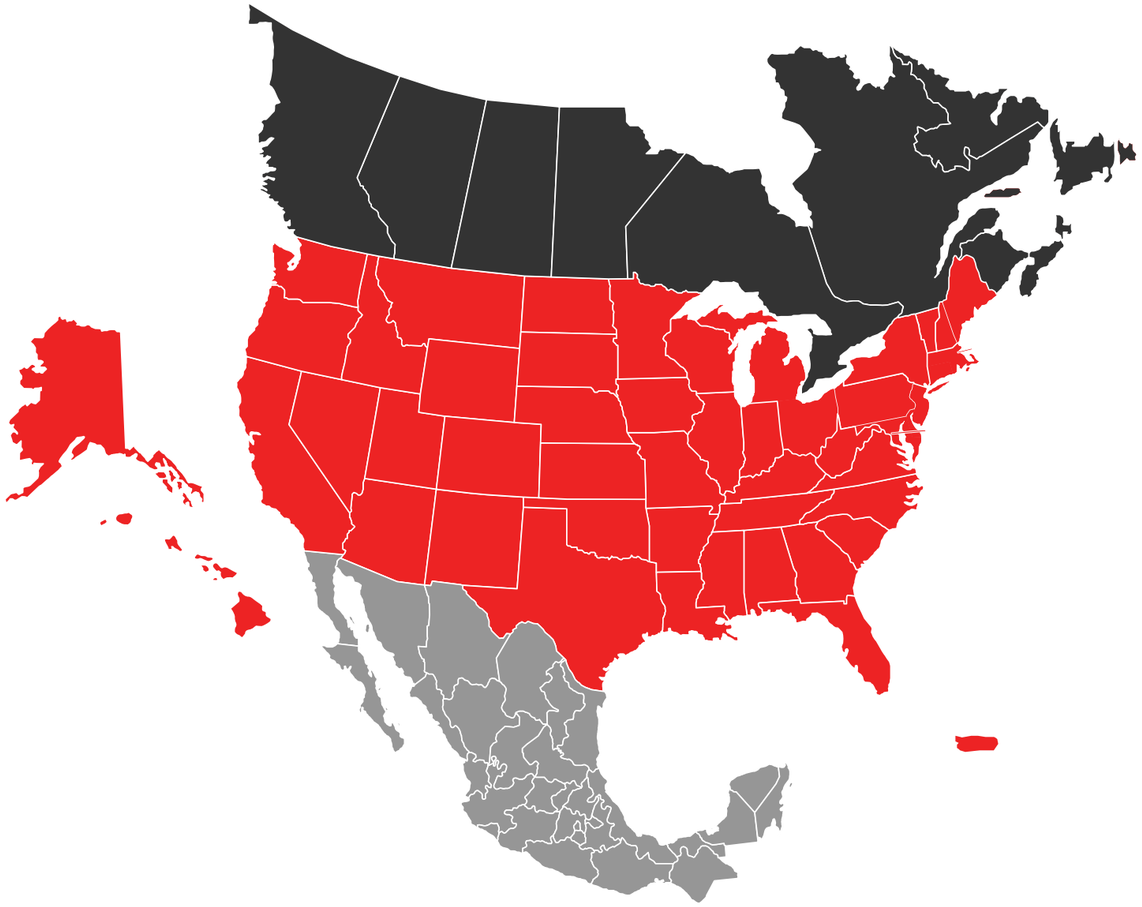
- **Technology Implementation and Integration:** Motion continues to modernize its technology landscape to improve efficiency and support the customer experience. As we implement new systems and integrate acquired businesses, we manage risks related to system compatibility, data integrity and connectivity. Ongoing technology investments help strengthen system reliability and support performance across our distribution network.
- **Market Conditions and Customer Demand:** Demand for Motion's products and services is influenced by economic conditions, geopolitical developments and changes across industrial markets. Inflation, tariffs and evolving trade relationships can affect customer demand and investment decisions while advances in automation and other technologies continue to reshape the industries we serve. We monitor these trends and work to position our business for changing market conditions.
- **Safety:** Providing a safe workplace remains a business priority. While our total recordable incident rate has continued to improve, we recognize there is more work to do. We continue to strengthen our environmental, health and safety programs and address findings from regulatory inspections to improve performance across our operations.
- **IT and Cybersecurity:** Protecting our information systems and maintaining business continuity remain critical priorities. We continue to invest in cybersecurity and modernize our technology infrastructure while strengthening security controls and disaster recovery capabilities. Acquired businesses also transition to our enterprise platforms over time.
- **Variable Systems:** In 2025, Motion implemented the Varicent incentive compensation platform, replacing its previous system. The new platform provides greater flexibility and reporting capabilities while supporting a more efficient, role-based approach to incentive compensation.
- **Pandemic Risk:** Our experience during the COVID-19 pandemic strengthened Motion's ability to respond to future disruptions. Business continuity processes and pandemic response planning provide a framework for responding to potential public health events while supporting continuity of our operations. Based on these lessons and the preparedness measures now in place, we are removing pandemic outbreak as a separate category from our risk assessment going forward.



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Workforce Metrics

Employees by Country



8,599 U.S. | **1,008** Canada | **270** Mexico

9,877 Total employees

2025 Employee Hire and Turnover

		Number of Hires	Hire Rate	Number of Separations	Turnover Rate
	All	*2,851*	*29.8%*	*1,594*	*16%*
By Gender	Male	*2,274*	*31.3%*	*1,258*	*17%*
	Female	*577*	*25.3%*	*331*	*15%*
By Age Group	Under 20	*67*	*311.6%*	*16*	*76%*
	20-29	*1,020*	*78.5%*	*351*	*28%*
	30-39	*702*	*36.3%*	*336*	*18%*
	40-49	*535*	*27.1%*	*267*	*14%*
	50-59	*365*	*14.2%*	*258*	*10%*
	60-69	*140*	*8.6%*	*334*	*21%*
	70 and Older	*22*	*17.5%*	*30*	*10%*
By Country	U.S.	*2,508*	*29.7%*	*1,375*	*16%*
	Canada	*200*	*19.5%*	*171*	*17%*
	Mexico	*131*	*52.0%*	*44*	*17%*

2025 First-Year Turnover

		Number of Separations	Turnover Rate
	All	*409*	*37%*
By Gender	Male	*313*	*38%*
	Female	*94*	*34%*
By Age Group	Under 20	*13*	*60%*
	20-29	*156*	*12%*
	30-39	*103*	*5%*
	40-49	*70*	*4%*
	50-59	*48*	*2%*
	60-69	*17*	*1%*
	70 and Older	*1*	*1%*
By Country	U.S.	*353*	*39%*
	Canada	*33*	*27%*
	Mexico	*22*	*34%*

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United Nations Sustainable Development Goals (SDGs) Alignment

SDGs	Our Impact	Location in this Report
2 Zero Hunger	In 2025, our employees helped address food insecurity by donating 575 pounds of food to Grace Klein Community and supporting 680 households through food-packing efforts at Community Food Bank. These efforts contributed to improving access to food for people in our local communities.	*Supporting People in Motion, pp. 40-41*
3 Good Health and Well-being	We support employee health and wellbeing through occupational health services, comprehensive benefits, mental health resources and voluntary wellbeing programs. In 2025, eligible employees in the U.S. and Canada could participate in wellness assessments, screenings and healthy-lifestyle activities while access to counseling, preventive care and return-to-work support helped promote physical, mental and financial wellbeing.	*Supporting People in Motion, pp. 28-31, 39*
4 Quality Education	In 2025, we supported education and career development through leadership programs, mentorships, internships, apprenticeships and inclusive career pathways. We also provided $72,500 for 10 new and 19 renewal scholarships to eligible children of U.S. employees for study at accredited college, university or vocational-technical education.	*Supporting People in Motion, pp. 32-34, 40*
5 Gender Equality	We promote equitable opportunity through inclusive recruitment, career development, leadership training and regular pay equity assessments. We recruit for a broad range of roles and support employees of all genders through training, mentorship, advancement opportunities and competitive benefits.	*Supporting People in Motion, pp. 28-34*
6 Clean Water and Sanitation	We promote responsible water use across our facilities through low-flow fixtures, motion-sensor controls, routine inspections and leak repairs. In 2025, 44% of locations tracked water use, and water use intensity decreased from 8.39 gallons per square foot in 2024 to 8.03 in 2025. We also completed our first water-risk assessment across all operational sites, establishing a baseline for ongoing monitoring and targeted conservation efforts.	*Managing Environmental Performance, pp. 24-25*
8 Decent Work and Economic Growth	We support decent work through ethical business practices, respect for human rights and a workplace free from discrimination, harassment and retaliation. In 2025, Motion employed 9,877 people across the U.S., Canada and Mexico, including 96% permanent employees and 99% full-time employees. All employees receive Code of Conduct training during onboarding and regularly throughout employment, reinforcing expectations for ethical conduct, workplace respect and accountability.	*About Motion, p. 6 Operating with Integrity, p. 45*
9 Industry, Innovation and Infrastructure	We help customers strengthen and modernize industrial operations through technical expertise, equipment repair, energy services, automation and inventory-management solutions. In 2025, our Energy Services team completed 57 audits, identifying 120.8 million kWh in potential energy savings and $5.4 million in annual savings. We also repaired more than 22,000 customer assets, extending equipment life and avoiding an estimated 74,703 metric tons of CO_2e emissions.	*Helping Customers Meet Their Goals, p. 12*
10 Reduced Inequalities	We support reduced inequalities by maintaining a workplace that prohibits discrimination, harassment and retaliation while upholding human-rights expectations across our operations and supply chain. Our confidential ethics hotline and reporting processes help employees raise concerns safely. We also expand access to opportunity through education scholarships, workforce development initiatives and engagement with small and diverse suppliers. In 2025, we spent $353 million with small businesses and $397.2 million with diverse suppliers.	*Helping Customers Meet Their Goals, pp. 16-17 Supporting People in Motion, p. 40 Operating with Integrity, pp. 45-46*
11 Sustainable Cities and Communities	We support stronger, more resilient communities through corporate giving, local partnerships and employee volunteerism. In 2025, Motion supported community needs, including housing, education, nutrition and health. We contributed to Habitat for Humanity home builds, food programs serving 680 households, scholarships for employees' children and local community organizations.	*Supporting People in Motion, pp. 40-41*
12 Responsible Consumption and Production	We support responsible consumption and production by helping customers extend equipment life, reduce waste and use resources more efficiently. In 2025, we repaired more than 22,000 customer assets, avoiding an estimated 74,703 metric tons of CO_2e emissions associated with equipment replacement. We also continued to strengthen waste and recycling practices across our operations while advancing responsible sourcing and product stewardship throughout our supply chain.	*Helping Customers Meet Their Goals, pp. 12-18 Managing Environmental Performance, pp. 26-27*
13 Climate Action	We are strengthening our approach to measuring and managing greenhouse gas emissions, climate risks and operational impacts. In 2025, we improved environmental data management, optimized transportation planning to support fleet efficiency and expanded centralized waste tracking to 66% of reporting locations. Recycling and fuel-blending activities avoided approximately 4,050 metric tons of CO_2e, while our climate-risk assessment helps inform resilience planning for severe weather, supply-chain disruption and evolving regulatory requirements.	*Managing Environmental Performance, pp. 20-27*
17 Partnerships for the Goals	We strengthen responsible partnerships across our supply chain through supplier audits, risk assessments and engagement. In 2025, more than 50% of supplier spend was with suppliers committed to our Code of Conduct or completing sustainability assessments.	*Helping Customers Meet Their Goals, pp. 16-17*

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Global Reporting Initiative (GRI) Index

Statement of Use: Motion Industries, Inc. has reported the information cited in this GRI content index for the period Jan. 1 to Dec. 31, 2025, with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	*2026 Motion Corporate Responsibility Report, pp. 5-7*
	2-2 Entities included in the organization's sustainability reporting	*2026 Motion Corporate Responsibility Report, pp. 2, 6-7*
	2-3 Reporting period, frequency and contact point	*2026 Motion Corporate Responsibility Report, p. 2*
	2-4 Restatements of information	*There were no restatements of information during the reporting period.*
	2-5 External assurance	*The Scope 1 and Scope 2 greenhouse gas emissions have received external limited assurance from EY. The report as a whole was not externally assured; EY 2025 Limited Assurance Report, pp. 1-4*
	2-6 Activities, value chain and other business relationships	*2026 Motion Corporate Responsibility Report, pp. 6-7*
	2-7 Employees	*2026 Motion Corporate Responsibility Report, pp. 28-29*
	2-9 Governance structure and composition	*GPC 2026 Proxy Statement, pp. 11-18*
	2-10 Nomination and selection of the highest governance body	*GPC 2026 Proxy Statement, pp. 12-13*
	2-11 Chair of the highest governance body	*GPC 2026 Proxy Statement, p. 12*
	2-12 Role of the highest governance body in overseeing the management of impacts	*GPC 2026 Proxy Statement, pp. 17-18*
	2-13 Delegation of responsibility for managing impacts	*GPC 2026 Proxy Statement, pp. 14-16*
	2-14 Role of the highest governance body in sustainability reporting	*GPC 2026 Proxy Statement, pp. 15, 18*
	2-15 Conflicts of interest	*GPC 2026 Proxy Statement, p. 18*
	2-16 Communication of critical concerns	*GPC Code of Conduct, p. 41*
	2-17 Collective knowledge of the highest governance body	*GPC 2026 Proxy Statement, pp. 4-10, 18*
	2-18 Evaluation of the performance of the highest governance body	*GPC 2026 Proxy Statement, pp. 14-18; GPC Corporate Governance Guidelines*
	2-19 Remuneration policies	*GPC 2026 Proxy Statement, pp. 22-52; GPC 2025 Annual Report, pp. 32-33*
	2-20 Process to determine remuneration	*GPC 2026 Proxy Statement, pp. 22-52*
	2-21 Annual total compensation ratio	*GPC 2026 Proxy Statement, pp. 22-52*
	2-22 Statement on sustainable development strategy	*2026 Motion Corporate Responsibility Report, pp. 4-5, 8-9*

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GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021	2-23 Policy commitments	*GPC Code of Conduct; GPC Human Rights Policy; Supplier Code of Conduct; Environmental Commitment*
	2-24 Embedding policy commitments	*GPC 2025 Annual Report, p. 7; GPC 2026 Proxy Statement, p. 15*
	2-25 Processes to remediate negative impacts	*GPC Code of Conduct, p. 8*
	2-26 Mechanisms for seeking advice and raising concerns	*GPC Code of Conduct, pp. 8, 41*
	2-27 Compliance with laws and regulations	*GPC 2025 Annual Report, pp. 75-77*
	2-28 Membership associations	*GPC 2026 Proxy Statement, p. 17*
	2-29 Approach to stakeholder engagement	*2026 Motion Corporate Responsibility Report, pp. 9-10* *Feedback obtained through stakeholder engagement informs our materiality assessments, risk management processes and sustainability priorities. By maintaining structured and transparent engagement practices, Motion strengthens its ability to manage impacts responsibly, respond to stakeholder expectations and support long-term sustainable growth.*
	2-30 Collective bargaining agreements	*Motion complies with applicable labor laws and respects employees' rights to freedom of association and collective bargaining, where applicable. We maintain open communication with employees and, where relevant, their designated representatives.*
GRI 3: Material Topics 2021	3-1 Process to determine material topics	*2026 Motion Corporate Responsibility Report, pp. 8-9*
	3-2 List of material topics	*2026 Motion Corporate Responsibility Report, pp. 8-9*
	3-3 Management of material topics	*2026 Motion Corporate Responsibility Report, pp. 8-9*
GRI 101: Biodiversity 2024	101-1 Policies to halt and reverse biodiversity loss	*2026 Motion Corporate Responsibility Report, p. 25*
	101-2 Management of biodiversity impacts	*2026 Motion Corporate Responsibility Report, p. 25*
	101-4 Identification of biodiversity impacts	*2026 Motion Corporate Responsibility Report, p. 25*
	101-5 Locations with biodiversity impacts	*2026 Motion Corporate Responsibility Report, p. 25*

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GRI STANDARD	DISCLOSURE	LOCATION
GRI 102: Climate Change 2025	102-1 Transition plan for climate change mitigation	*GHG emissions baseline established; reduction plan and transition pathways are under development.*
	102-2 Climate change adaptation plan	*Motion does not currently have a formal climate adaptation plan.*
	102-3 Just transition	*Motion does not currently have a formal just-transition approach.*
	102-4 GHG emissions reduction targets and progress	*GHG emissions baseline established; emissions reduction targets are under development.*
	102-5 Scope 1 GHG emissions	*2026 Motion Corporate Responsibility Report, p. 23*
	102-6 Scope 2 GHG emissions	*2026 Motion Corporate Responsibility Report, p. 23*
	102-7 Scope 3 GHG emissions	*Scope 3 emissions have been calculated but are not disclosed in this report.*
	102-8 GHG emissions intensity	*2026 Motion Corporate Responsibility Report, p. 23*
	102-9 GHG removals in the value chain	*Motion was not aware of any GHG removals in its value chain in 2025.*
	102-10 Carbon credits	*Motion does not currently use or hold carbon credits.*
GRI 103: Energy 2025	103-1 Energy policies and commitments	*2026 Motion Corporate Responsibility Report, p. 24*
	103-2 Energy consumption and self-generation within the organization	*2026 Motion Corporate Responsibility Report, p. 24*
	103-3 Upstream and downstream energy consumption	*Data is not currently available.*
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	*GPC 2025 Annual Report, pp. 5-6, 13-14* *2026 Motion Corporate Responsibility Report, pp. 6-7*
	201-2 Financial implications and other risks and opportunities due to climate change	*Motion does not currently have a formal climate adaptation plan.*
	201-3 Defined benefit plan obligations and other retirement plans	*GPC 2025 Annual Report, pp. 32-33; GPC 2026 Proxy Statement, pp. 24-26* *2026 Motion Corporate Responsibility Report, pp. 31, 39*
	201-4 Financial assistance received from government	*GPC did not receive financial assistance from the government in 2025.* *GPC 2025 Results*
GRI 202: Market Presence 2016	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	*We comply with applicable wage and minimum-wage laws. Entry-level wage ratios by gender compared with local minimum wage are not currently disclosed.*
	202-2 Proportion of senior management hired from the local community	*Data on senior management hired from the local community are not currently available.*
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	*GPC 2025 Sustainability Report, pp. 18-25* *2026 Motion Corporate Responsibility Report, pp. 7, 12-15*
	203-2 Significant indirect economic impacts	*2026 Motion Corporate Responsibility Report, pp. 16-17, 31, 40-41*
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	*2026 Motion Corporate Responsibility Report, p. 17*

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GRI STANDARD	DISCLOSURE	LOCATION
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	*2026 Motion Corporate Responsibility Report, p. 47*
	205-2 Communication and training about anti-corruption policies and procedures	*GPC Code of Conduct, pp. 23-29* *2026 Motion Corporate Responsibility Report, pp. 33, 42, 45*
	205-3 Confirmed incidents of corruption and actions taken	*2026 Motion Corporate Responsibility Report, p. 45*
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	*GPC Code of Conduct, p. 28* *During the reporting period, Motion was not subject to any legal actions related to anti-competitive behavior, anti-trust or monopoly practices.*
GRI 207: Tax 2019	207-1 Approach to tax	*GPC 2025 Annual Report, pp. 22-27, 43, 48-49, 69-71; GPC 2026 Proxy Statement, pp. 56-58*
	207-2 Tax governance, control, and risk management	*GPC 2026 Proxy Statement, pp. 14, 17-18, 56-58*
	207-3 Stakeholder engagement and management of concerns related to tax	*GPC 2026 Proxy Statement, pp. 15-16*
	207-4 Country-by-country reporting	*GPC 2025 Annual Report, pp. 6, 70-71*
GRI 301: Materials 2016	301-1 Materials used by weight or volume	*Not identified as a material topic for Motion.*
	301-2 Recycled input materials used	*Not identified as a material topic for Motion.*
	301-3 Reclaimed products and their packaging materials	*Not identified as a material topic for Motion.*
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	*2026 Motion Corporate Responsibility Report, pp. 24-25*
	303-2 Management of water discharge-related impacts	*2026 Motion Corporate Responsibility Report, pp. 24-25*
	303-3 Water withdrawal	*2026 Motion Corporate Responsibility Report, pp. 24-25*
	303-4 Water discharge	*2026 Motion Corporate Responsibility Report, pp. 24-25*
	303-5 Water consumption	*2026 Motion Corporate Responsibility Report, pp. 24-25*
GRI 306: Effluents and Waste 2016	306-3 Significant spills	*No significant spills were identified or reported during the reporting period. As a distributor, Motion's operations do not involve manufacturing or production activities.*

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GRI STANDARD	DISCLOSURE	LOCATION
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	*2026 Motion Corporate Responsibility Report, pp. 26-27*
	306-2 Management of significant waste-related impacts	*2026 Motion Corporate Responsibility Report, pp. 26-27*
	306-3 Waste generated	*2026 Motion Corporate Responsibility Report, pp. 26-27*
	306-4 Waste diverted from disposal	*2026 Motion Corporate Responsibility Report, pp. 26-27*
	306-5 Waste directed to disposal	*2026 Motion Corporate Responsibility Report, pp. 26-27*
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	*Supplier environmental screening is being implemented through the Supplier Code of Conduct and sustainability self-assessment, currently focused on priority suppliers.*
	308-2 Negative environmental impacts in the supply chain and actions taken	*Consolidated data on supply chain environmental impacts and corrective actions are not currently available.*
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	*2026 Motion Corporate Responsibility Report, pp. 50-51*
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	*2026 Motion Corporate Responsibility Report, p. 31*
	401-3 Parental leave	*2026 Motion Corporate Responsibility Report, p. 30* *Parental leave benefits are disclosed; quantitative parental leave data is not disclosed.*
GRI 402: Labor/Management Relations 2016	402-1 Minimum notice periods regarding operational changes	*2026 Motion Corporate Responsibility Report, p. 30*
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	*2026 Motion Corporate Responsibility Report, pp. 36-37*
	403-2 Hazard identification, risk assessment, and incident investigation	*2026 Motion Corporate Responsibility Report, p. 36*
	403-3 Occupational health services	*GPC Code of Conduct, pp. 11-12* *2026 Motion Corporate Responsibility Report, p. 39*
	403-4 Worker participation, consultation, and communication on occupational health and safety	*2026 Motion Corporate Responsibility Report, p. 36-37, 39*
	403-5 Worker training on occupational health and safety	*2026 Motion Corporate Responsibility Report, p. 37*
	403-6 Promotion of worker health	*GPC 2025 Sustainability Report, p. 12* *2026 Motion Corporate Responsibility Report, p. 39*
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	*GPC 2025 Sustainability Report, pp. 11-12* *2026 Motion Corporate Responsibility Report, pp. 36-37*
	403-8 Workers covered by an occupational health and safety management system	*2026 Motion Corporate Responsibility Report, p. 36*
	403-9 Work-related injuries	*2026 Motion Corporate Responsibility Report, p. 38*
	403-10 Work-related ill health	*2026 Motion Corporate Responsibility Report, pp. 38-39*

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GRI STANDARD	DISCLOSURE	LOCATION
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	*2026 Motion Corporate Responsibility Report, p. 32*
	404-2 Programs for upgrading employee skills and transition assistance programs	*2026 Motion Corporate Responsibility Report, pp. 32-35*
	404-3 Percentage of employees receiving regular performance and career development reviews	*2026 Motion Corporate Responsibility Report, p. 35*
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	*2026 Motion Corporate Responsibility Report, pp. 28, 43-44*
	405-2 Ratio of basic salary and remuneration of women to men	*Motion does not publicly disclose the ratio of basic salary and remuneration of women to men. In 2025, GPC conducted a pay equity review of U.S.-based salaried positions, including positions at Motion.* *2026 Motion Corporate Responsibility Report, p. 31*
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	*2026 Motion Corporate Responsibility Report, p. 45* *One substantiated case of discrimination was identified, and corrective action was taken.*
GRI 407: Freedom of Association and Collective Bargaining 2016	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	*Motion complies with all applicable laws. Motion respects employees' rights to freedom of association and collective bargaining and prohibits discrimination, harassment or retaliation related to union participation or other protected activities.*
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	*Supplier Code of Conduct; GPC Human Rights Policy; GPC 2025 Sustainability Report, pp. 28-29;* *2026 Motion Corporate Responsibility Report, pp. 16-17, 47*
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	*Supplier Code of Conduct; GPC Human Rights Policy; GPC 2025 Sustainability Report, pp. 28-29;* *2026 Motion Corporate Responsibility Report, pp. 16-17, 47*
GRI 410: Security Practices 2016	410-1 Security personnel trained in human rights policies or procedures	*We maintain employee handbooks and contractor worker policies that outline required training, including relevant human rights policies and procedures. Required training is provided to applicable employees and contractors.*
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	*No incidents involving violations of the rights of Indigenous Peoples were identified during the reporting period.*
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	*2026 Motion Corporate Responsibility Report, pp. 40-41*
	413-2 Operations with significant actual and potential negative impacts on local communities	*Motion has not completed a formal assessment of significant actual or potential negative impacts on local communities.*
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	*2026 Motion Corporate Responsibility Report, pp. 16-17*
	414-2 Negative social impacts in the supply chain and actions taken	*2026 Motion Corporate Responsibility Report, pp. 16-17*
GRI 415: Public Policy 2016	415-1 Political contributions	*GPC Political Contributions; GPC Code of Conduct, p. 36*
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	*2026 Motion Corporate Responsibility Report, pp. 16-18, 47*
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	*2026 Motion Corporate Responsibility Report, p. 18*

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GRI STANDARD	DISCLOSURE	LOCATION
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	*2026 Motion Corporate Responsibility Report, p. 18*
	417-2 Incidents of non-compliance concerning product and service information and labeling	*2026 Motion Corporate Responsibility Report, p. 18* *No incidents of noncompliance were identified in 2025.*
	417-3 Incidents of non-compliance concerning marketing communications	*2026 Motion Corporate Responsibility Report, p. 18* *No incidents of noncompliance were identified in 2025.*
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	*2026 Motion Corporate Responsibility Report, pp. 46-48*

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

TOPIC	DISCLOSURE	RELEVANT SECTIONS
GOVERNANCE **Disclose the organization's governance around climate-related risks and opportunities.**	• Describe the board's oversight of climate-related risks and opportunities.	*2026 Motion Corporate Responsibility Report, p. 42* *GPC 2026 Proxy Statement, p. 17-18*
	• Describe management's role in assessing and managing climate-related risks and opportunities.	*2026 Motion Corporate Responsibility Report, p. 9*
STRATEGY **Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning where such information is material.**	• Describe the climate-related risks and opportunities the organization has identified over the short, medium and long terms.	*2026 Motion Corporate Responsibility Report, pp. 20-23*
	• Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	*2026 Motion Corporate Responsibility Report, pp. 20-23*
	• Describe the potential impact of different scenarios, including a 2°C scenario, on the organization's businesses, strategy and financial planning.	*2026 Motion Corporate Responsibility Report, p. 21*
RISK MANAGEMENT **Disclose how the organization identifies, assesses, and manages climate-related risks.**	• Describe the organization's processes for identifying and assessing climate-related risks.	*2026 Motion Corporate Responsibility Report, pp. 20-22*
	• Describe the organization's processes for managing climate-related risks.	*2026 Motion Corporate Responsibility Report, pp. 22-23*
	• Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	*2026 Motion Corporate Responsibility Report, pp. 20-23, 47-48*
METRICS **Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.**	• Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	*2026 Motion Corporate Responsibility Report, p. 20*
	• Disclose Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions and the related risks.	*2026 Motion Corporate Responsibility Report, p. 23*
	• Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	*2026 Motion Corporate Responsibility Report, p. 23*

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