



SUSTAINABILITY REPORT 2022



RANDY BREAU

PRESIDENT'S STATEMENT

At Motion, we have always prioritized growth and customer satisfaction. Now, we intend to put the same efforts toward sustainability initiatives. With our locations around the globe, Motion aims to operate as a responsible corporate citizen by reducing our carbon footprint, improving the lives of our employees and their communities, and holding

ourselves and our partners accountable to uphold our values. Our 2022 Sustainability Report highlights our new environment, social, and governance (ESG) strategy and our dedication to providing the same excellent service without hurting our planet.

ESG standards are not new to us; they have always been a part of our operations and core values. In 2022, we took this to a whole new level. Firstly, we added a dedicated role to lead our ESG efforts, ensuring that each decision we make regarding the company aligns with our ESG goals. Secondly, we conducted a materiality assessment to help direct our planning and communications and developed an initial baseline for greenhouse gas emissions reporting. The new global emissions calculation serves as a guidepost as we develop a comprehensive global carbon abatement strategy. Thirdly, we created a comprehensive structure and roadmap for developing our ESG program to provide greater accountability at all company levels.

At Motion, we know the true importance of our team members and customers. We work daily to earn our place as the premier industrial solutions provider to our valued customers by providing the preferred customer experience, treating our customers fairly, and energizing our talent. We treat our workforce respectfully and invest in them to improve their future, retaining happy Motion employees for longer. We are also partnering with teammates at all levels across our businesses to launch resource groups that empower them to come together with others who share their interests and experiences while enhancing and developing their leadership skills and networks. In addition, we are taking action outside of Motion to support organizations focused on advancing racial equality and helping diverse and underserved communities worldwide.

Thank you to Genuine Parts Company for supporting, overseeing, and directing our developing program. I'd also like to thank our partners, suppliers, and fantastic team members who enable us to provide unmatched service and strengthen our communities while taking steps towards a better, healthier planet. We still have more work to do, but I am proud of how far we have come. I look forward to the future of Motion and seeing what new heights we can achieve together.

A handwritten signature in black ink, appearing to read "R. Breaux". The signature is fluid and cursive, with a large, stylized "R" and "B".

RANDY BREAU
PRESIDENT OF MOTION

ABOUT THIS REPORT

This 2022 Sustainability Report outlines environmental, social, and governance (ESG) metrics for the fiscal year 2021 (January 1, 2021, to December 31, 2021, unless otherwise noted). The report includes ESG activities from January 1, 2021, to August 1, 2022.

Motion is included in parts of the Genuine Parts Company Sustainability report. This is Motion's first independent Sustainability Report focused on sharing more about our sustainability efforts. Moving forward, we plan to publish annually during the month of June. We are proud to share our Sustainability Report with our valued stakeholders. The expanded reporting and disclosure coverage reflect our commitment to transparency, accountability, and continuous improvement.

FORWARD-LOOKING STATEMENTS

Some statements in this presentation, as well as in materials the company files with the Securities and Exchange Commission (SEC), release to the public, or make available on the company's 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 the company's view of business and economic trends for the coming year, the company's ability to execute our strategic priorities and capitalize in light of these business and economic trends, and the established full-year 2023 financial guidance for the company provided above. Senior officers may also make verbal statements to analysts, investors, the media and others that are forward-looking. The company cautions that all forward-looking statements involve risks and uncertainties, and while the company believes that its expectations for the future are reasonable in view of currently available information, you are cautioned not to place undue reliance on our forward-looking statements. Actual results or events may differ materially from those indicated as a result of various important factors. Such factors may include, among other things, changes in general economic conditions, including unemployment, inflation (including the impact of tariffs) or deflation and geopolitical conflicts such as the conflict between Russia and Ukraine; volatility in oil prices; significant cost increases, such as rising fuel and freight expenses; public health emergencies such as the COVID-19 pandemic, including the effects on the financial health of our business partners and customers, on supply chains and our suppliers, on vehicle miles driven as well as other metrics that affect our business, and on access to capital and liquidity provided by the financial and capital markets; our ability to maintain compliance with our debt covenants; our ability to successfully integrate acquired businesses into our operations and to realize the anticipated synergies and benefits; our ability to successfully implement our business initiatives in our two business segments; slowing demand for our products; the ability to maintain favorable supplier arrangements and relationships; changes in national and international legislation or government regulations or policies, including changes to import tariffs, environmental and social policy, infrastructure programs and privacy legislation, and their impact to us, our suppliers and customers; changes in tax policies; volatile exchange rates; our ability to successfully attract and retain employees in the current labor market; uncertain credit markets and other macroeconomic conditions; competitive product, service and pricing pressures; failure or weakness in our disclosure controls and procedures and internal controls over financial reporting, including as a result of the work from home environment; the uncertainties and costs of litigation; disruptions caused by a failure or breach of our information systems, as well as other risks and uncertainties discussed in the company's Annual Report on Form 10-K for 2022 and from time to time in the company's subsequent filings with the SEC. Forward-looking statements speak only as of the date they are made, and the company undertakes 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.

MOTION BY THE NUMBERS OUR BUSINESS



8

Countries



650

Locations



10,000+

Employees



\$6.5B

2021 Revenue



SUCCESSFUL SUSTAINABILITY IS STRONG GOVERNANCE

We recognize that the key to a successful sustainability program is determined by the strength of the governance that embodies it. Motion follows the lead set by the diverse board of its parent company, Genuine Parts Company. The talented Motion leadership team then implements the strategy and participates in quarterly board reviews and feedback on continued operational improvements. We are proud to have a governing body with a cumulative 350+ years of experience in various industries.

IMPROVING THE PLANET FOR THE NEXT GENERATION

As a leading industrial distributor, we strive to transfer impact and raise social, ethical, and environmental standards wherever we do business. We are committed to delivering superior service and value to our supply chain partners. This means creating and sustaining a relationship of trust and transparency and a platform for mutual benefit and growth. We value a culture of strong ethics, continuous service improvement, collaboration, and responsiveness in our relationships.



COMMITTING TO DIVERSITY & INCLUSION

We have an inherently inclusive mission—empowering everyone on the planet. Diversity and inclusion are core to our business model, which informs our actions and can impact economies and people worldwide. The better we represent that diversity inside Motion, the better we can innovate for those we seek to empower. We believe in a work environment built on respect, dignity, and fairness towards everyone, where people feel a sense of belonging, and all voices are welcome and valued.

THE MOTION TEAM

SUSTAINING OUR WORKFORCE

Motion is an international industrial solutions provider comprised of a talented and diverse workforce paired with innovative services and Tier 1 products to serve our customers all over the world. As the world changes, we rely more now than ever on our workforce to pursue our strategic growth plans, expand our offerings and reach our sustainability goals.

We are committed to caring for our employees and our communities. That's why we provide significant and ongoing job and leadership development, as well as safety training. Our various benefits targeted at promoting comprehensive well-being include mental health coverage, traditional health coverage, and financial resources to maximize current earning for future returns. We also survey our teams annually to determine their engagement and satisfaction, correcting concerning trends to help us improve and stay relevant in the marketplace. This ensures that we continue recruiting the market's best talent.

Our employees are invested in our business and in the communities where we live. We have programs designed to engage employees in these communities specifically around educational programs, housing development, and wellness. There's something for everyone as we partner with key organizations such as Junior Achievement, Habitat for Humanity, and the American Heart Association.

MOTION GOALS

GPC conducts an annual Employee Engagement Survey across all business units. Motion's teams had a 77% participation rate in the overall survey and the results unique to our business group are here

SATISFIED EMPLOYEES — MOTION SATISFACTION SCORE 87%

The satisfaction score is based off the following metrics:

90%

I'm proud to work for Motion

87%

Motion is a good place to work

86%

My work gives me a feeling of personal accomplishment

77%

Motion employee participation rate

2021 PHILANTHROPIC GIVING

We support more than 100 individual charities and key partnerships across the globe with resources to care for the communities where we live. **Here are a few key partners.**



DIVERSITY, EQUITY & INCLUSION

OUR VISION

Getting the right person in the right job while creating opportunities in an inclusive environment for women and diverse employees to thrive and succeed.

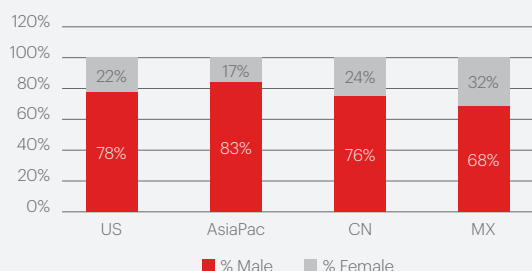
OUR COMMITMENT

Motion is and has always been committed to diversity, equity and inclusion (DE&I) throughout all levels of the organization. Our teammates around the world reflect the communities and cultures we serve. We believe in a work environment built on respect, dignity and fairness towards everyone, where people feel a sense of belonging, and all voices are welcome and valued. We denounce racism and bigotry wherever they exist and support those who peacefully further the ideals of inclusiveness, nonviolence and equal treatment.

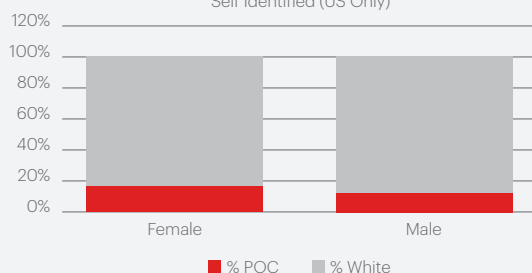
To advance our commitment to DE&I, we established a formal Director of DE&I position and strengthened our equal employment opportunity policies. Going forward, our goal is to increase diversity at all levels, by advancing our existing team members and encouraging the external recruitment, hiring and retention of qualified women and minorities.



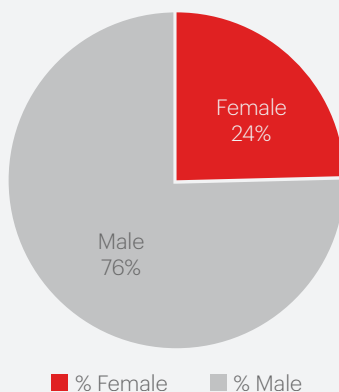
Gender Diversity by Country



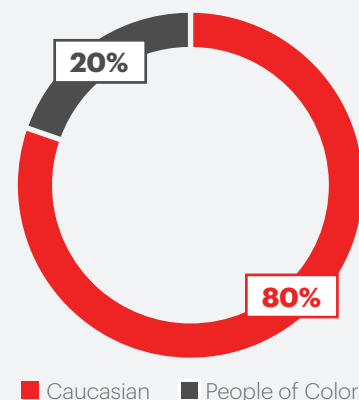
People of Color in Leadership
Self Identified (US Only)



Women in Leadership
Self Identified (US Only)



20% People of Color (POC)
Self Identified (US Only)



DE&I ROADMAP

In 2021, Motion concluded the Mi Path pilot process, where a diverse group of high-performing employees from our distribution centers completed a career succession program that catapulted them to the next level of positions in other departments.

JOB POSTINGS

In addition to changing our approach to in-person recruiting events, we have also expanded our online presence. We are actively recruiting via Handshake Premium. This will allow us to run targeted recruiting campaigns and host career events attracting new talent.

CAMPUS RECRUITING

Today, we attend 20+ recruiting events annually at various colleges. As part of our roadmap initiatives, we have partnered with Historically Black Colleges and Universities to become more integral to these institutions; we'll attend campus recruiting events, but have also paired with them to share our story and case studies in the classroom. By driving awareness of our organization with these candidates, we will move toward our diversity goals.

MILITARY RECRUITING

Motion recognizes the great sacrifices military members and veterans have made in support of our great nation. We want you to be part of our team because we deeply appreciate the service of our veterans and guard/reserve members. Motion is always looking to add strong leaders and talented individuals to our growing team! Today, Motion has approximately 300 military veterans from all branches of service, working across the United States in various roles within the company (branches, distribution centers, repair shops, and our corporate HQ in Birmingham, AL). If you are interested in joining the Motion team, please visit the Careers Page on our website to learn more.



CAREERS

Scan here to learn more

PROGRAM OVERVIEW AND 2021 SPEND

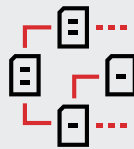
SUPPLIER DIVERSITY

The mission of Supplier Diversity at Motion is to promote inclusiveness and economic value through the support of diverse companies in our supply chain.



IDENTIFICATION

- Reviewing existing supplier base to document Diverse Supplier status.
- Engaging with key Diverse Supplier Councils to identify new Diverse Supplier opportunities.
- Partnering with Sales to develop strategy and implementation with measurable results.



UTILIZATION

In 2021, Motion spent approximately:

- \$244 million with over 6,000 small businesses.
- \$71 million with disadvantaged/underutilized businesses.
- \$42.5 million with veteran-owned, women-owned, or minority-owned businesses.



REPORTING

- Provide sourcing assistance and supplier capabilities.
- Engage in customers' diverse supplier requirements.
- Report and analyze diverse vendor spend reporting.

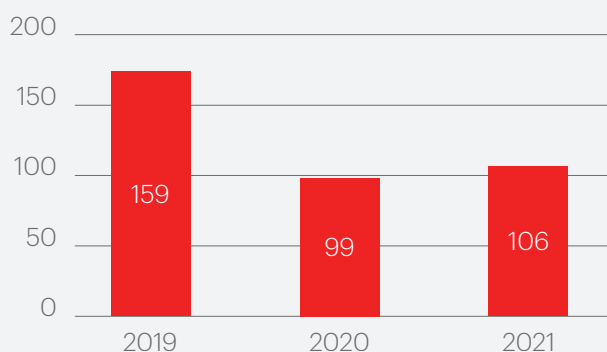
ENVIRONMENTAL, HEALTH, AND SAFETY REPORTING

EMPLOYEE SAFETY

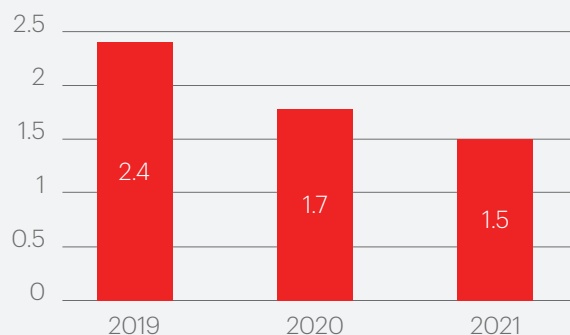
Motion is committed to providing a safe work environment. Our EHS (environmental, health, and safety) professionals work diligently to keep our team members safe. They administer the required training and oversee the programs that keep our operations running safely and sustainably.

Our EHS program brings the topic into all areas of our business operations. By making safety top of mind, we ensure that all team members know our proper procedures to keep our teams safe. The EHS team is also responsible for applying applicable federal, state and local regulations and for considering proposed legislation from the Occupational Health and Safety Administration, the U.S. Environmental Protection Agency, and the U.S. Department of Transportation.

Total Injuries 2019–2021



Total Recordable Incident Rate 2019–2021

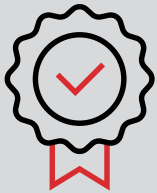


PHYSICAL, MENTAL AND FINANCIAL HEALTH TEAM WELL-BEING

Motion is committed to the safety and well-being of all our team members. As part of that commitment, we provide these valued team members with various benefits including a comprehensive well-being package designed to meet the physical needs, mental health needs, and financial goals of our employees. We accomplish this through providing options for individual and family health care coverage, resources for mental health, and investment opportunities through 401K programs, stock programs, and other resources.

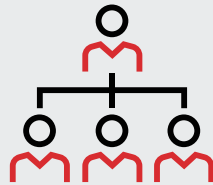
In addition, we provide extensive training for job-related duties, safety, and leadership development. As a member of GPC, we are also proud to offer tuition reimbursement plans and scholarship opportunities for the children of our associates—ensuring that generations have access to advanced education opportunities.

We focus on the health and safety of our employees. Monthly training and assessments are required on various health and safety topics. We also provide both general and advanced safety training for role-specific job requirements.



EMPLOYEE SATISFACTION

At Motion, we are proud to provide an environment employees are glad to be part of. Through our annual employee satisfaction survey, we can say with confidence that employees believe we are delivering on our values of being treated fairly, dealing ethically, and being inclusive.




EMPLOYEE MANAGEMENT

Motion engages in a formal employee management program inclusive of semi-annual reviews. While we believe in fostering an open door environment with continuous feedback, we know that providing structured feedback is the key to long-term engagement and employee development. During these reviews, our employees have the opportunity to formally discuss growth opportunities, training needs, stretch goals, and succession planning.



EMPLOYEE APPRECIATION

Motion strives to be a preferred employer, and to achieve this position, we must properly reward and appreciate our team members. Team member tenure is awarded with milestone recognition. In addition, we take opportunities to thank our employees wherever possible, including entertainment opportunities, outings, celebratory meals, and other events to create a culture of servant leadership and inclusion.



2021 Employee Online
Completions Exceeded

1 Million

2021 LIVE Class
Attendees

3,500

LEARNING & DEVELOPMENT

Motion recognizes the world around us is changing at every turn. To ensure our teams are prepared for this continuing evolution, we offer various ongoing training opportunities both virtually through our Exceed learning platform and in person for job and leadership development.

In 2021, we provided 275 in-person class opportunities and served more than 3,000 employees. Our classes included:

- Motion-developed and -led
 - *Hands-on Technical Product Application*
 - *Specialty classes focused on Apache Belting and Conveyance Solutions products and applications*
- *Supplier-led product and product application*
- *Operations Management Development*
- *Impact Team classes: Making an Impact Personally, Professionally & Publicly*
- *Samford Leadership class*

PERSONALLY, PROFESSIONALLY AND PUBLICLY

MAKING AN IMPACT IN THE COMMUNITY

The Mi Impact Team program launched in 2017 and was designed to support the vision of “Energizing Our Talent.” **In 2021, our Impact Team has grown and now consists of 150 individuals across 5 geographies in 2 countries! We were able to impact our local communities with over 2,400 volunteer hours.**

Impact Team members are nominated by executive management. Participating employees invest themselves in a year-long program which includes:

- Six leadership and/or professional development classes
- Self-assessments and goal setting
- Executive-level coaching
- Team-building exercises
- Presentation opportunities
- Community service

Motion and our employees are representing our values; we are invested in employee development, employee satisfaction, and caring for the communities in which we live and work.

GREENHOUSE GAS, RECYCLING AND SUSTAINABLE PRACTICES

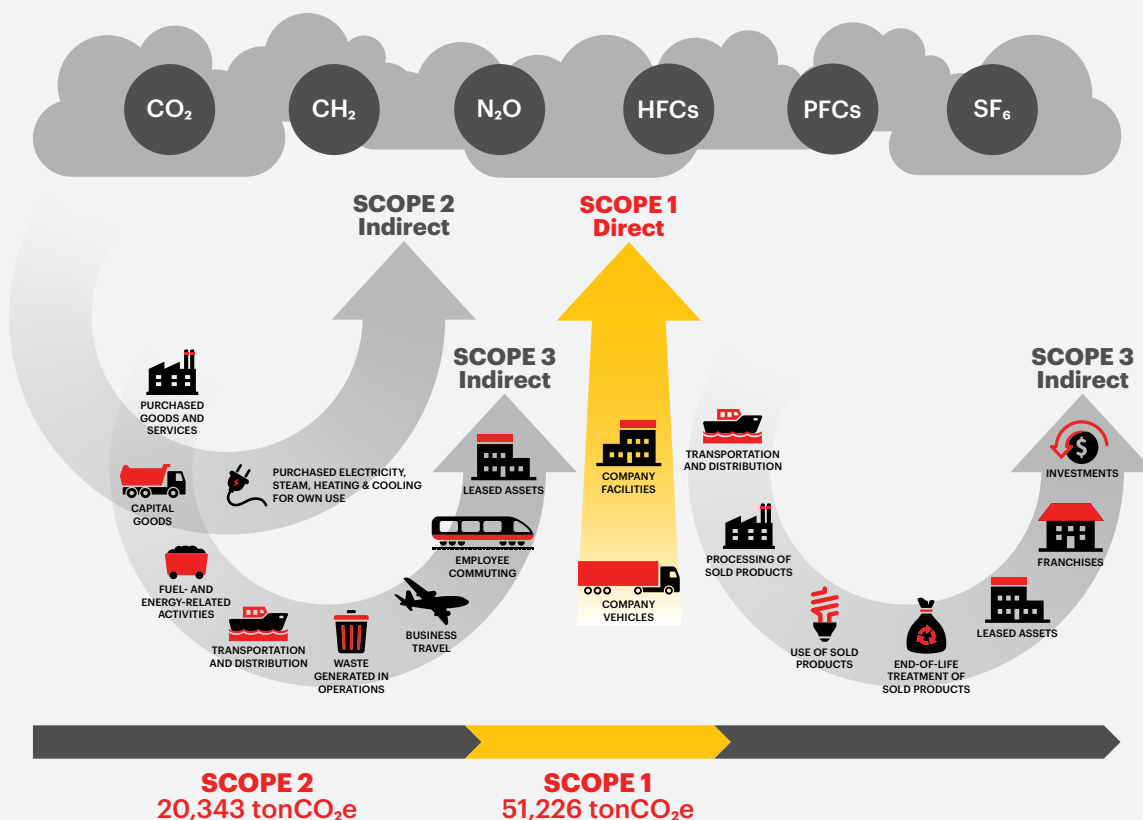
ENVIRONMENTAL RESPONSIBILITY

At Motion, we understand that caring for the world where we live and serve is vital. As such, we have started down a more structured path with an experienced third-party provider to baseline our greenhouse gas emissions. We are already monitoring certain elements of this, such as fuel and travel cost, as part of our daily operations and growth strategy. But this additional insight will afford us the opportunity to create appropriate strategies for the future.

That said, there are several areas where we are continuing to reduce overall emissions as a result of good business practices. Some of these areas include:

- Focused programs on waste management and recycling.
- Retrofitting or designing new locations with LED lighting and building management systems.
- Replacing gas powered fork trucks with electric.
- Providing Energy Team services to our customers.

In addition, we are in the beginning phases of a new project to work collaboratively with our Tier 1 suppliers to evaluate and reduce packaging and dunnage, and improve logistics where feasible.



ENVIRONMENTAL RECYCLING HIGHLIGHTS

Based on **529** tons of recycled material in 2021, our corporate recycling program has had the following impact on the world:



2.36 Tons
Recycled



Households' Annual
Energy Consumption
75 kW-hrs



64,702 Gallons
of Oil Saved



Number of Mature Trees Saved:
6348



3.70 Gallons
of Water Saved (Millions)



1,851 cu yd
Landfill Airspace saved



MBTU Net Energy Reduction
8,041 Million BTUS

Total Greenhouse Gas
Reduction in Metric Tons:
1,682 Metric Tons

This is the equivalent to
one of the following:

190,968 Gallons
of Gasoline saved



308 Passenger Cars
Not Driven for One Year

MOTION ENERGY SERVICES TEAM

Motion's Energy Services Team conducted 75 energy audits for our customers with these results:

- 126MM kWh Reduced
- > 126MM lbs. or > 57,500 Metric Tons of CO₂ Reduced
- \$4.9M Energy Savings from Reductions
- \$10.5M Total Savings Realized



**SCAN HERE TO
LEARN MORE**



PROGRAM OVERSIGHT AND ADMINISTRATION

GOVERNANCE

Motion recognizes the key to a successful sustainability program is determined by the strength of the governance that embodies it.

Under the leadership of Genuine Parts Company, our governance programs are tightly integrated and reflective of strategy and planning, including corporate risk management. In addition to this, Motion is responding to customer requests by engaging in governance projects to further evaluate and report on our Value Chain Management. These projects will include evaluating our alignment with suppliers on topics such as: Code of Conduct, Human Rights, and environmental responsible sourcing.

GOVERNANCE BOARD AND ENGAGEMENT

Motion follows the lead set by the diverse board of its parent company, Genuine Parts Company. The talented Motion leadership team then implements the strategy and participates in quarterly board reviews and feedback on continued operational improvements. We are proud to have a governing body with cumulative 350+ years of experience in various industries.



Elizabeth Camp
President & CEO,
DF Management,
Inc.



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



Paul Donahue
Chairman & CEO,
Genuine Parts
Company



Gary Fayard
Retired CFO,
The Coca-Cola
Company



**P. Russell
Hardin**
President, Robert
W. Woodruff
Foundation



John Holder
Chairman & CEO,
Holder Properties



Donna Hyland
President &
CEO, Children's
Healthcare of
Atlanta



John Johns
Retired Chairman &
CEO, Protective Life
Corporation



**Jean-Jacques
Lafont**
Co-Founder
& Executive
Chairman, Alliance
Automotive



**Robert
Loudermilk, Jr.**
President & CEO,
The Loudermilk
Companies



**Wendy
Needham**
Retired Managing
Director, Global
Automotive
Research, Credit
Suisse First Boston

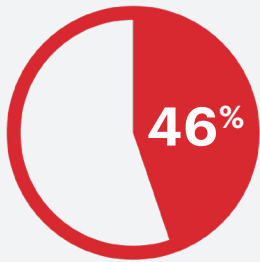


Juliette Pryor
General Counsel
& Corporate
Secretary,
Albertsons
Companies



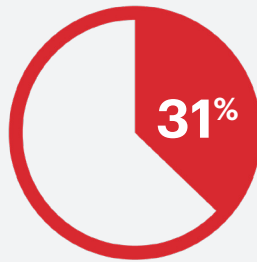
E. Jenner Wood
Retired Executive
Vice President,
SunTrust Banks, Inc.

GPC BOARD SNAPSHOT



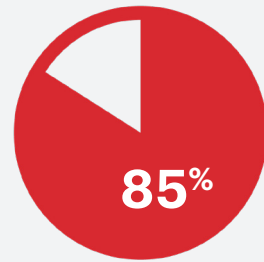
DIVERSE

6 out of 13 directors are diverse



FEMALE

4 out of 13 directors are women



INDEPENDENT

11 out of 13 directors are independent

65

YEARS AVERAGE AGE

2 directors are in their 50s
7 directors are in their 60s
4 directors are in their 70s

9.5

YEARS AVERAGE BOARD TENURE

3, 0–5 years
5, 6–10 years
5, 11+ years

DATA SECURITY AND PRIVACY INFORMATION TECHNOLOGY

Motion is committed to doing everything possible to keep our data and our partners' data safe. Following current best practices, our data security standards and the cybersecurity program provide a framework for responsible collection, storage, transfer, use and destruction of data.

Motion follows the ISO 27001/2 Cybersecurity Framework and utilizes NIST controls. In addition, in support of our Department of Defense (DOD) customer base, Motion is pursuing the Cybersecurity Maturity Model Certification (CMMC) and expects to complete this in early 2023.

WHISTLEBLOWER INDEPENDENT PROVIDER **ETHICS REPORTING**

At Motion, we strive to work with integrity and honesty in all situations. We have institutionalized this to the level that working ethically is one of our four core values. Integrity is the foundation of trust upon which our reputation is built.

To that end, we provide an ethics hotline for reporting concerns, such as:

- Theft, fraud or any other form of dishonesty
- Harassment or discrimination
- Accounting of financial irregularities
- Violation of laws, regulations, policies or procedures
- Violence or threatening behavior
- Substance abuse

The system is neutral, administered by a third party, and available 24/7/365 via phone or online.



ENTERPRISE RISK MANAGEMENT **GOVERNANCE**

Motion conducts an annual risk assessment to our business as part of the complete GPC Enterprise Risk Assessment. During this evaluation, all key functional areas conduct extensive risk assessment and provide mitigation measures. Areas include:

- Finance
- Human Resources
- Information Technology
- Operations
- Legal

OUR RESPONSE

COVID-19

At Motion, we have seen the impact of the COVID-19 global pandemic firsthand and are committed to the health and well-being of our teammates. As essential workers, keeping our manufacturing customers operational and our team members safe was paramount throughout the pandemic. The pandemic continues to impact our lives, but our dedication to the health and safety of our employees, customers and communities has not wavered.

We continually monitor and follow guidance from the Centers for Disease Control (CDC) and enforce enhanced cleaning procedures and screening protocols. We provide protective equipment for our teammates and regularly employ our emergency relief fund to help those employees impacted by COVID-19. Teammates affected by COVID-19 are eligible to receive leaves of absence, as well as other forms of aid as support.

As a result of our external outreach to manufacturers and suppliers, and our downstream communication to Sales and customers, we could better respond to customer inquiries on alternative products, offer advice on process or product substitutes, and generally create a positive response for our customers.



