

Powering Progress: Our Sustainability Strategy

The three pillars of our strategy demonstrate that managing Sustainability risks and capitalizing on opportunities is at the heart of the value we deliver as a global business and effectively managing climate-related risks and opportunities are central to our global strategy.



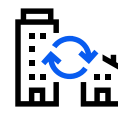
Profitably delivering sustainable solutions

Delivering economic and sustainable value go hand-in-hand



People-led performance

Empowering our diverse workforce to excel in delivering value safely

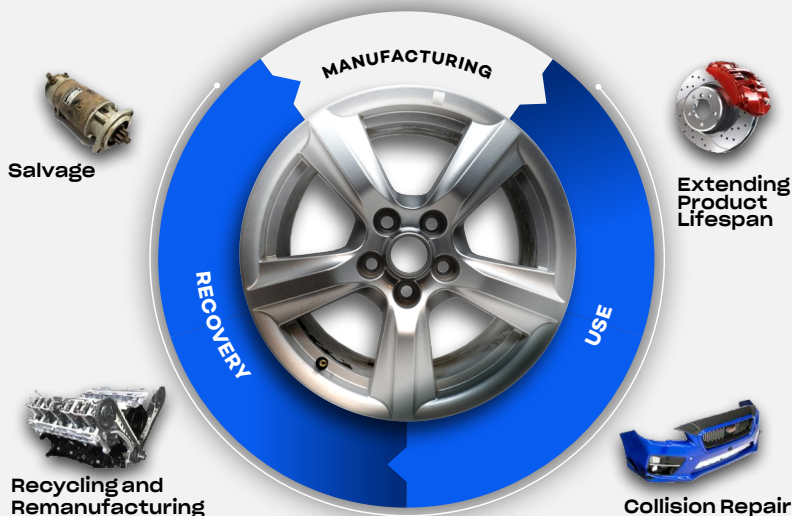


Strong governance and ethical practices

Reinforcing our values through robust corporate citizenship and ethical practices

Profitably Delivering Sustainable Solutions

LKQ's Role in the Vehicle Lifecycle



20% circular economy-linked global revenue

735K vehicles processed

11.7M parts reused, refurbished, and remanufactured

At LKQ Corporation, circularity isn't just a concept, it's the foundation of our business. Our ability to process hundreds of thousands of vehicles annually and recover a broad range of reusable parts underscores our industry leadership. By leveraging our operational scale and innovative practices, we maximize resource efficiency while creating lasting value for our customers, partners, and shareholders.

Did You Know?

Quantifiable Benefits



LKQ estimates that its efforts have **extended the lifespan of millions of vehicles globally**, resulting in substantial reductions in waste and emissions.

Resource Efficiency



1 million metric tons of steel saved annually by extending the lifespan of **1 million vehicles**¹

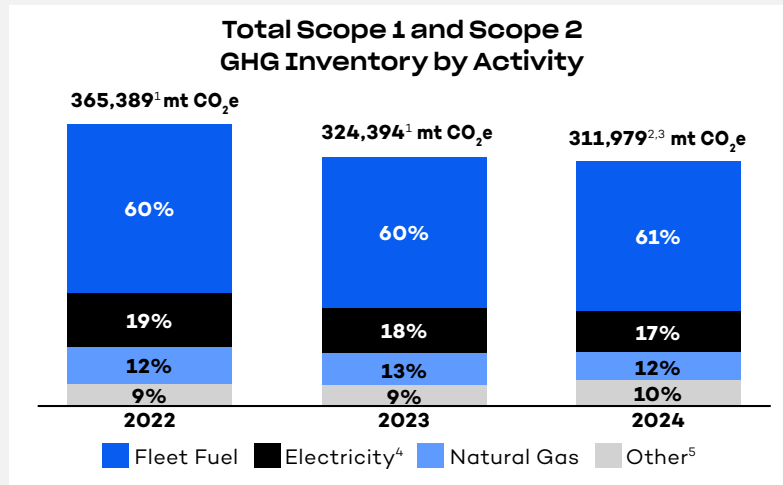
Reducing Carbon Footprint



Up to **10 million tons of CO₂e are avoided** annually by extending the lifespan of **1 million vehicles**¹

Charting Our Path to GHG Emissions Reduction

In responsibly managing the impacts of our operations, we aim to reduce our carbon footprint and advance our GHG emissions reduction goals while maintaining a balanced approach. Guided by actionable strategies and measurable goals, we are working to achieve a 30% intensity Scope 1 and 2 emissions reduction by 2030, leveraging the use of renewable energy, operational efficiency, and innovation to drive meaningful and economically viable change.



Our Sustainability Goals and Progress

Profitably Delivering Sustainable Solutions	Progress	UNSDG
<p>By 2025, establish a published roadmap to achieve the 2030 30% reduction of Scope 1 and 2 emissions.</p> <p>By 2030, reduce global Scope 1 and 2 emissions by 30% compared to the 2022 base year⁶ relative to revenue.</p> <p>By 2050, achieve net zero emissions across our operations.</p>	<p>In 2024, we developed a company-wide GHG emissions reduction plan. Refer to page 21 of our 2024 Sustainability Report.</p> <p>Our Scope 1 and 2 emissions in 2024 are 21.7 mt CO₂e/\$m, -1.8% vs 2023 (2023: 22.1 mt CO₂e/\$m) and -16.2% vs 2022 (2022: 25.9 mt CO₂e/\$m).</p> <p>We aim to achieve net zero emissions (Scope 1 and 2) by 2050.</p>	
People-Led Performance	Progress	UNSDG
<p>By 2025 and 2030, achieve 73% and 78% participation in employee engagement surveys, and engagement scores of 76 and 78, respectively.</p> <p>By 2025, increase the global female representation in our workforce to 20%.</p>	<p>In 2024, we achieved an 85% participation rate (2023: 89%) and an overall engagement score of 72 (2023: 74).</p> <p>Goal achieved in 2024.</p>	
Strong Governance and Ethical Practices	Progress	UNSDG
<p>Annually contribute \$4 million through LKQ's Community Foundation.</p> <p>98% of salaried, office, and sales-related team members complete Code of Ethics attestation annually.</p>	<p>Goal achieved in 2023 and 2024.</p> <p>100% achieved in 2023 and 2024.</p>	

1. Comparative figures for 2022 and 2023 have been adjusted to account for the impact of the Canadian Business acquired in 2023 (Uni-Select) and to account for corrections in calculation methodologies and identified data errors.

2. 2024 figures include the acquired Canadian Business (Uni-Select).

3. For additional details about the scope of work performed by external auditors on our 2024 Scope 1 and 2 GHG emissions, refer to page 59 of our 2024 Sustainability Report.

4. This chart represents Scope 2 market-based emissions including the effect of renewable electricity purchased where applicable.

5. Other include: Fuel Non-Fleet (including recovered fuel from our salvage operations) and District Heating.

6. The base year (unaudited) has been updated from 2021 to 2022 as 2022 better represents business-as-usual at LKQ globally following the significant disruption experienced in 2020 and 2021 due to Covid-19. Scope 1 and 2 emissions disclosed for 2021 were 331,065 mt CO₂e. Emissions for 2022 disclosed in this report are 365,389 mt CO₂e.

Download our full 2024 Sustainability Report:
www.lkqcorp.com/sustainability



In case of any questions or comments, please contact sustainability@lkqcorp.com

People-Led Performance

Safety is Our Number One Priority

4.7

2024 Total Recordable Incident Rate (TRIR)¹
(2023 Rate: 4.8)

4.0

2024 Days Away, Restricted and Transferred (DART)¹
(2023 Rate: 4.0)

We empower our employees to report safety concerns through our global anonymous hotline and through their engagement in our North America LKQ Safety Pit Stop Program.

2024 Employee Engagement Survey Results

85%

Participation Rate
(2023: 89%)

90% Agree

"I understand how my work contributes to the success of the business."
(2023: 91%)

90% Agree

"I am clear about what is expected of me in my job."
(2023: 91%)

Inspired to Thrive

Inspired to Thrive helps employees flourish in all aspects of life, focusing on holistic well-being, financial empowerment, inclusive culture, professional growth, and community engagement through a variety of global and regional initiatives. In 2024, LKQ introduced fertility treatment coverage in U.S. healthcare plans, Well-being Champion Training in the U.S. and EU, and ongoing assistance through the Compassion Program for team members facing difficult times in the U.S. and Canada, among many other initiatives.

Global Inclusion Networks



"At LKQ, our inclusion networks are more than just groups, they are the heart of our commitment to creating an environment where everyone feels valued and empowered. Belonging isn't just about being present; it's about being supported, and celebrated for who you are. Together, we build a stronger LKQ where every team member thrives."

Genevieve Dombrowski, Senior Vice President, Human Resources

Additional Sustainability Highlights

LKQ Academy

LKQ Academy is Europe's leading provider of aftermarket repair and maintenance training, helping customers adapt to new vehicle technologies. In 2024, it delivered over 33,000 courses, opened seven new flagship training centers, and covered key areas like diagnostics, electrics, and hybrid technology. With 52,000 users in 12 countries, LKQ Academy is dedicated to upskilling technicians and driving innovation.

LKQ Foundation

The LKQ Foundation is at the heart of our culture. Established in 2020, the LKQ Community Foundation proudly supports a diverse range of non-profit organizations that are making a meaningful impact across both our global and local communities. In total, the Foundation contributed over \$4 million to such organizations in both 2023 and 2024.

Rater and Ranker Achievements



11.0
Low Risk

