



AutoZone[®]

PARTS ARE JUST PART OF WHAT WE DO
2025 Corporate Responsibility Report

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The 2025 Corporate Responsibility Report includes data from fiscal year 2024 (FY2024) (August 27, 2023 to August 31, 2024).

A Letter from our President and CEO

Whenever I'm asked what inspires and motivates me, I confidently say, 'AutoZoners'. The approximately 126,000 AutoZoners across more than 7,300 stores, distribution centers (DCs) and support centers worldwide exemplify Great People, Great Service and significantly contribute to AutoZone's success. I believe serving our customers is our top priority now and forever. Along with our Pledge and Values, it is the cornerstone of our culture and the guiding principle in everything we do. Driven by this purpose, we strive to support our communities and outline our commitment to operating in an ethical, sustainable and socially responsible manner. Whether taking care of our customers, being good stewards of the environment or protecting the amazing culture we have cultivated, we don't take for granted that responsibility and what it means to be an AutoZoner.

This report provides meaningful disclosures and updates of our climate commitments. Our focused efforts are in service to our overall goal of reducing our carbon footprint and identifying the right "mix" of evolving strategies toward our Climate Transition Goals and Plan (see page 7) in a timely and cost-effective manner.

In FY2024, we added 213 global stores to our portfolio, a 3% increase in square footage. Yet our global emissions decreased by 20% compared to FY2023. This decrease was primarily driven by over 190,000 renewable energy credits (RECs) we purchased in FY2024 from the solar farm we funded as an investment tax credit (ITC) opportunity. We also continued to see improvement from the emissions reduction and efficiency projects we put in place over the last few years. Additionally, we deployed more fuel-efficient vehicles in our light-duty fleet. As we have done for years, we continue to prioritize recycling, as many of our products can be collected for reuse or safe disposal.

I often say while we sell auto parts, at our core, we're really in the people business. To that end, I am inspired by our unique and powerful people-centric culture and what we do together every day to impact the lives of people. I'm particularly proud that in large part, our success relates to each one of our six AutoZone Values and particularly "An AutoZoner Always...Cares About People". Despite the myriad of tactics we continue to leverage to be responsible corporate citizens, there is no doubt about it: our AutoZoners are the key to our success.

Since 1979, our innovative spirit and commitment to providing WOW! Customer Service has set high expectations for our customers. We've learned a lot over the past 45 years and remain dedicated to continuous learning and improvement. By Living our Pledge and exemplifying our Values, we continue to make great strides in our efforts. My sincere gratitude goes to our customers, AutoZoners and vendors who have supported our journey toward corporate responsibility. Through these efforts, we can positively impact the communities where we proudly work and live.

We have adopted the term "corporate responsibility" to our work disclosed in this report which more appropriately highlights and focuses on our commitment to creating value for all stakeholders. Starting with this publication of our FY2024 results we will use the term "Corporate Responsibility Report" (CRR), which continues to align with our business strategies, Values and goals and our ongoing commitment to ethical business practices.

Thank you, AutoZoners, for Living our Pledge, exemplifying our Values and what you do for our customers and fellow AutoZoners every day!



President and CEO
Customer Satisfaction



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President and CEO

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Who We Are

ABOUT AUTOZONE

AutoZone is the leading retailer and distributor of automotive replacement parts and accessories in the Americas. Each store carries an extensive product line for cars, sport utility vehicles, vans and light duty trucks, including new and remanufactured automotive hard parts, maintenance items, accessories and non-automotive products. In the vast majority of our domestic stores and our stores in Mexico and Brazil, we have a commercial sales program that provides prompt delivery of parts and other products and commercial credit to local, regional and national repair garages, dealers, service stations, fleet owners and other accounts. We also sell automotive hard parts, maintenance items, accessories and non-automotive products through www.autozone.com, and our commercial customers can make purchases through www.autozonepro.com. Additionally, we sell the ALLDATA brand of automotive diagnostic, repair, collision and shop management software through www.alldata.com. We also provide product information on our Duralast branded products through www.duralastparts.com. We do not derive revenue from automotive repair or installation services.

OUR CULTURE

We are guided by our Pledge and Values. Our Pledge is our promise to customers and to each other as AutoZoners. The four simple, actionable lines of our Pledge help AutoZoners across the company know What It Takes To Do The Job Right, or what we call, WITTD TJR. Every AutoZoner, from AutoZoners in our stores to our CEO Team (officers of the company), strives to LIVE the Pledge. We are also guided by our six Values as 1TEAM: *An AutoZoner Always... Puts Customers First, Cares About People, Strives for Exceptional Performance, Energizes Others, Embraces Diversity and Helps Teams Succeed.*



OUR HISTORY

Originally named “Auto Shack”, AutoZone began as a division of Malone & Hyde, Inc., a publicly traded wholesale food distributor started by the Hyde family. Our founder, J.R. “Pitt” Hyde, III started Auto Shack with a few key members of the Malone & Hyde management team. Seeking to diversify the business, Pitt and team researched several retail sectors and recognized an opportunity existed for a retail auto parts store that could supply individual customers with aftermarket parts so they could care for their own vehicles. Pitt believed the characteristics found in supermarkets could be applied to the auto parts business: clean, well-lit, well-merchandised stores and exceptional, friendly customer service. The first Auto Shack store opened in Forrest City, Arkansas on July 4, 1979. In 1987, the name was changed to AutoZone.

PARTS ARE JUST PART OF WHAT WE DO

We sell auto parts, but our true purpose is to serve our customers; empower our employees, affectionally called AutoZoners, to build great careers; create shareholder value through relentless focus on execution and accelerating growth; enhance customers’ experiences; and provide AutoZoners with development opportunities while protecting and caring for people, the environment and the communities we proudly serve.

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PLEDGE & VALUES

AutoZoners always put customers first!

We know our parts and products.

Our stores look great!

*We've got the best
merchandise
at the right price.*

AN AUTOZONER ALWAYS...

PUTS CUSTOMERS FIRST

Exceed your customers' expectations by providing WOW! Customer Service and going the Extra Mile. Understand your customers' needs and solve their problems. Treat each customer as your only customer.

CARES ABOUT PEOPLE

Treat people with dignity and respect. Recognize great work and provide frequent feedback. Demonstrate concern for others and your community. Create a safe environment. Own your development and help develop others.

STRIVES FOR EXCEPTIONAL PERFORMANCE

Be accountable and honor your commitments. Act in a manner of the highest legal and ethical standards. Use resources wisely and promote a culture of thrift. Take strong initiative, act quickly and do the job right the first time.

ENERGIZES OTHERS

Share your passion for the business. Generate enthusiasm, motivate others and promote innovation. Listen and assume positive intent in others.

EMBRACES DIVERSITY

Welcome each individual's heritage, differences and unique qualities. Build teams with diverse thoughts, skills, knowledge and backgrounds. Value the ideas and opinions of others.

HELPS TEAMS SUCCEED

Actively contribute to team goals and seek opportunities to lead. Be a reliable and supportive team member. Strive for accurate and clear communication. Place team goals over personal goals.



Environmental Stewardship



Our Climate Transition Goals & Plan

Our greenhouse gas (GHG) emissions and energy usage disclosures include the full enterprise. Since we first published our short-term GHG emissions reduction goal in 2021, we have made meaningful commitments and investments toward our goals. We will continue to assess and inventory our GHG emissions and energy usage across our company, and measure progress toward our developed commitments.

Our Short-Term GHG Emissions Reduction Goal

Reduce our heat- and electricity-related GHG emissions by 15% across Scopes 1 and 2 from our U.S. operations by 2025, measured against a 2019 baseline.

Our Medium-Term GHG Emissions Reduction Goal

Reduce Scopes 1 and 2 GHG emissions across the entire enterprise by approximately 50% by 2030, measured against a 2019 baseline.

Our Long-Term GHG Emissions Reduction Aspiration

Aspire to achieve Net Zero GHG emissions across Scopes 1 and 2 by 2050.

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Progress On Our Short-Term GHG Emissions Reduction Goal

In 2021, we established a goal to reduce our heat- and electricity-related GHG emissions by 15% across Scopes 1 and 2 from our U.S. operations by 2025, measured against a 2019 baseline. In FY2024, our U.S. heat- and electricity-related emissions decreased 58% compared to our baseline year, FY2019. These reductions were primarily driven by over 190,000 renewable energy credits (RECs) we recognized this year. Excluding the RECs, our heat- and electricity-related emissions decreased by 19% compared to FY2019. A mild winter reduced our need for natural gas and propane to heat our stores and reduced electricity usage across our stores. Additionally, we continued our store re-lamping program by adding new, more efficient LED lamps in over 1,000 of our stores in FY2023, resulting in energy efficiencies and cost savings in FY2024. With this re-lamp, electricity use decreased and so did the heat generated due to the more efficient lamps. This caused our heating and air conditioning (HVAC) systems to operate more efficiently and in turn further reduced our energy consumption in each store. We will continue our store re-lamping program and work to identify other opportunities to reduce the carbon footprint of our operations.

The following tables cover U.S. heat- and electricity-related emissions.

SCOPES 1 & 2 HEAT- AND ELECTRICITY-RELATED GHG EMISSIONS (METRIC TONS CO₂e) – U.S. OPERATIONS

	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	% Change (FY2019-24)
Scope 1 (Natural gas and propane only)	37,861	31,573	31,689	38,381	32,578	31,167	-17.7%
Scope 2 ¹ (Purchased electricity)	197,639	195,266	180,975	173,788	167,346	68,456	-65.4%
Total (Scope 1 + 2)	235,499	226,840	212,663	212,169	199,924	99,622	-57.7%

¹Market-based figure.

GHG EMISSIONS INTENSITY – U.S. OPERATIONS

	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	% Change (FY2019-24)
Emissions Intensity (kg CO ₂ e per sq ft)	5.5095	5.2106	4.7415	4.5475	4.1963	2.0514	-62.8%



Progress On Our Medium-Term Goal and Long-Term Aspiration

In FY2024, we invested \$215 million to build a solar farm outside of San Antonio, Texas for the investment tax credits (ITCs). The installation was completed in FY2024 and for the first time, we purchased the RECs from the project. In FY2024, the solar farm generated over 190,000 RECs in its first six months of operation. As a result, in FY2024, even though we added 213 stores globally to our portfolio, increasing our square footage by 3%, our building-related emissions decreased by 44%. This decrease was primarily driven by the RECs generated from the solar farm. Annually, it is expected that the site will generate up to 400,000 MWh of renewable energy. We are purchasing the RECs produced as a direct incremental expense of \$17 million over the 10-year agreement without financial return. As evidenced by our FY2024 Scope 2 emissions reduction, the RECs generated from this investment significantly offset our U.S. electricity usage, which will help us meet our 2025 GHG emissions reduction goal and meaningfully contribute toward our 2030 goal. We have made significant investments to support the greening of the grid, providing capital for the development of renewable energy projects and receiving ITCs in return.

While our mobile emissions increased by 5% versus FY2023, we saw reductions in fuel consumed in our hub store fleet as we placed over 1,400 light-duty vehicles in service to replace less fuel-efficient vehicles used in making our hub delivery routes. We also placed over 100 hybrid and 60 electric vehicles (EVs) in service for research and development as we learn about this emerging technology. We are learning more about the operational benefits and challenges of EVs and hybrid vehicles, their maintenance and failure cycles and their charging requirements. We will gain better insights into the impact on our business as EVs enter the vehicle populations we service and support, and this will ultimately enable us to continue to Put Our Customers First.

We expect our abatement projects, such as renewable energy investments, transition to more fuel-efficient vehicles and efficiency projects like on-site solar will continue to translate to reductions in emissions over the coming years. To meet our medium-term 2030 goal of reducing global Scopes 1 and 2 GHG emissions by approximately 50%, we are working to identify additional GHG reduction initiatives, especially in light of our accelerated new store opening plans and other growth initiatives since setting this goal in 2022.

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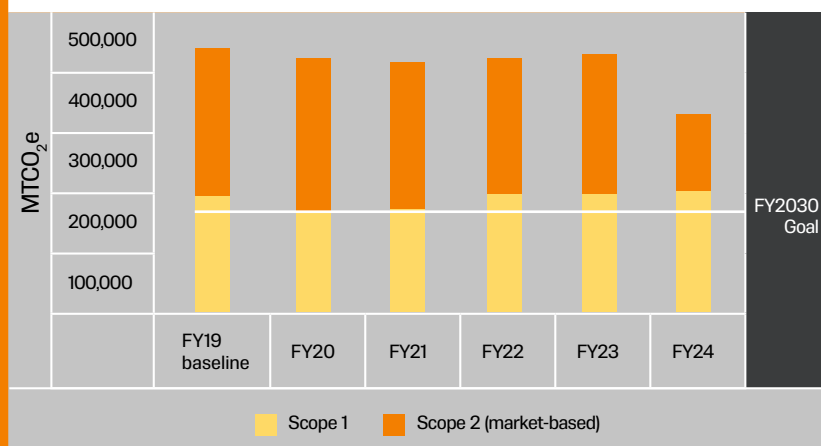
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FY2024 Emissions and Energy

GLOBAL CARBON EMISSIONS



ENERGY BY SOURCE FOR SCOPES 1 & 2 (GIGAJOULES) - GLOBAL OPERATIONS

	FY2024
Global Total	6,303,707
Gasoline - Mobile - Light - Duty Fleet	2,754,310
Electric Power ¹	1,892,092
Diesel - Mobile - Heavy Duty Fleet	1,024,799
Natural Gas	604,704
Propane	12,105
On-site Solar	10,036
Other	5,662

TOTAL SCOPES 1 & 2 GHG EMISSIONS (METRIC TONS CO₂e) - GLOBAL OPERATIONS

	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	% Change (FY2023-24)	% Change (FY2019-24)
Scope 1 ²	249,305	228,462	237,585	253,026	257,975	268,476	6.1%	7.7%
Scope 2 ³ (location-based)	186,677	195,154	198,661	200,080	198,230	181,610	-8.4%	-2.7%
Scope 2 ³ (market-based)	216,331	221,554	208,033	202,293	198,461	98,349	-50.4%	-54.5%

ENERGY CONSUMPTION (MWh) - GLOBAL OPERATIONS

	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	% Change (FY2023-24)	% Change (FY2019-24)
Scope 1 ²	1,107,861	1,015,376	1,055,333	1,138,105	1,168,881	1,225,449	4.8%	10.6%
Scope 2 ¹ (location-based)	477,631	523,826	534,525	527,115	514,326	331,179	-35.6%	-30.7%
Total (Scope 1 + 2)	1,585,492	1,539,202	1,589,859	1,665,220	1,683,207	1,556,628	-7.5%	-1.8%

¹RECs cover 699,962 gigajoules of the Electric Power generated in FY2024. FY2024 Energy Consumption is disclosed net of 194,434 MWh resulting from RECs.

² Includes Gasoline, Diesel, Natural Gas, Propane and Other Fuel.

³Location-based emissions reflect the average emissions intensity of the electricity grid where we operate, while market-based emissions reflect the emissions associated with the specific electricity purchases we made, including RECs.



ENERGY

We recognize the majority of our Scope 1 emissions stem from transporting products and people and the burning of fossil fuels to heat our business, while Scope 2 emissions are primarily a result of electricity purchased to power and cool our business.

Investments in Energy Efficiency

We have made significant investments in technologies and projects designed to use energy more efficiently. These efforts help us reduce GHG emissions and realize cost savings. In FY2024 alone, we completed LED or energy projects in over 1,000 stores in the U.S. As reported in FY2022 and FY2023, we installed more efficient LED lamps in over 2,300 of our stores. Other energy efficiency projects and measures we have deployed in select stores and most distribution centers (DCs), both domestically and internationally, include the following:

- Operating a centrally managed Energy Management System to control heating and air conditioning (HVAC) systems and lighting, while upgrading HVAC systems with peak power reduction controls
- Installing LED interior and exterior lighting, including signage
- Replacing dock doors at our DCs for improved insulation
- Using energy-efficient roofing to reduce heat buildup during the summer months
- Upgrading to more efficient battery chargers for powered industrial equipment
- Engaging independent auditors to perform energy conservation audits in our DCs
- Installing rooftop solar panels at 100 stores currently in progress

All stores and DCs are now using LED lamps. We also replaced HVAC units across various DCs to improve efficiency.

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ENERGY

Fuel Efficiency for Fleet

Total miles driven by our light-duty, private vehicle fleet, which is primarily used to deliver merchandise from our stores to commercial customers, increased by 13% compared to FY2023 as our commercial business continued to accelerate.

We are making significant investments to improve the fuel efficiency of this fleet. The investments in our fleet not only benefit the environment but benefit our business by lowering fuel costs. In FY2024, we placed over 1,400 vehicles in service to replace less fuel-efficient vehicles resulting in fuel consumption growth of only 5% compared to a 13% increase in miles driven.

For our Class 8 tractor and trailer fleet, which mainly transports merchandise from our DCs to stores, we are continuing to invest in the following technologies to capture greater fuel efficiencies:

- Updating the scheduling and routing system by examining daily routes to identify efficiencies, such as consolidating loads and reducing miles driven
- Installing solar panels on tractors to help run the tractors' battery-powered HVAC systems, as well as solar panels on trailers to help power liftgates
- Equipping tractors with automatic transmissions, which improved MPG by an average of 0.43 miles per gallon in FY2024 compared to standard transmissions. As of FY2024, our tractor fleet is 94% automated, with more than 390K gallons saved annually





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VENDOR AUDITS

We require merchandise vendors to adhere to our Vendor Code of Conduct (Vendor Code – see [page 15](#)). Our domestic vendors work with their factories to abide by the standards of factory audits. Our direct import vendors are audited by globally recognized, third-party auditors and/or AutoZoners on compliance with our Vendor Code and industry standards.

A prospective vendor must pass on-site factory and business assessments in order to become an AutoZone Global Sourcing partner. Thereafter, we conduct periodic unannounced and scheduled in-person factory evaluations and audits which identify risks, adherence and compliance to our requirements on human rights, safety, quality, performance, physical plant standards and other requirements. Our Global Sourcing and Quality teams personally make regular visits to our direct import vendors' factories to evaluate conditions. To remain an AutoZone vendor, it is well understood that our expectations and standards must be maintained and verified through our audit process. Vendors are subject to corrective action including, but not limited to, termination of our contractual relationship for violations of the Vendor Code and repeated audit and inspection failures. This includes violations of forced labor and/or human trafficking among others.

PRODUCT QUALITY AND SAFETY

Our pledge to our customers is that we have the best merchandise at the right price. Inherent in this pledge is that the auto parts and/or other products they buy from us will meet their expectations for quality, innovation and safety. To live up to that pledge, we conduct and require ongoing Product Qualification Testing so our products meet or exceed necessary safety and quality standards.

Once orders are placed with our direct import manufacturers/vendors and the product order is ready to ship, we conduct an on-site factory Pre-Shipment Examination (PSE). These inspections are conducted throughout the year for every direct import manufacturer/vendor.

It's not unusual to have some items fail the PSE initially. When this happens, the manufacturers/vendors are required to address the discrepancies and pass a re-inspection before shipment.

Nearly 2,000 PSEs were conducted in FY2024 so our products met our quality standards

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VENDOR CODE OF CONDUCT (VENDOR CODE)

We have a long history of operating our company through honest, ethical business practices. When we market our products, we do so fairly, accurately and truthfully. We do not misrepresent or make false claims about AutoZone or our products, and we do not make unfair or untrue statements about our competitors.

These are the same attributes we look for in our vendors. We seek out only ethical, law-abiding, high-quality vendors who share our Values. When we find companies that meet our high standards, we work with them to establish lasting relationships. We avoid doing anything to give one vendor an unfair advantage or preferential treatment over another.

Every AutoZone merchandise vendor is required to adhere to our [Vendor Code](#), which is also included in the vendor contract and must be signed before doing business with us. This agreement emphasizes our expectation that their business practices, workplace conditions and interactions with their employees and AutoZoners are consistent with our Values. Our zero-tolerance policy forbids any instance of underage and/or forced labor; harassment in the workplace; corruption and bribery; and human trafficking; among others. We do not do business with companies that do not prohibit such practices or violate our Vendor Code.

In addition to complying with our Vendor Code, we require all vendors to comply with applicable local laws and regulations in the countries and communities in which they do business. This includes, but is not limited to, legal employment age, compensation, maximum working hours and human rights laws.

TRAINING ON OUR VENDOR CODE

As part of the onboarding process, every new merchandise vendor acknowledges the Vendor Code. Additionally, on a regular basis, we train vendors and AutoZoners on our Vendor Code. Beyond this training, our annual Vendor Summits provide additional touchpoints where aspects of our Vendor Code are communicated, reinforced and our business requirements are underscored.

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AUTOZONERS IN THEIR COMMUNITIES

We encourage AutoZoners to be active members of their communities. This is one of the ways we believe AutoZoners can LIVE our Pledge and Values. We provide opportunities for AutoZoners to volunteer, support their giving through our Matching Gift program and offer payroll deductions as a means of giving directly to individual charities. Most of our CEO Team leads the way by serving on nonprofit boards and lending their expertise to organizations serving our communities.

Another way AutoZoners give back is through the AutoZone Matching Gift program, which is available to all AutoZoners. We support causes AutoZoners care about by matching their donations dollar-for-dollar up to \$500 to qualified charities of their choice. For Vice Presidents, AutoZone will match dollar-for-dollar up to \$10,000 and for Executive Officers, AutoZone will match dollar-for-dollar up to

\$50,000. In FY2024, AutoZone provided nearly \$1 million in matched gifts, generating a total of nearly \$2 million contributed through this program.

In FY2024, AutoZone recognized its top suppliers at the annual Merchandising Vendor Summit, which honored companies for their exceptional performance and strong commitment to customer satisfaction. The two-day event provided representatives from nearly 300 vendor partners with opportunities to gain knowledge and insight into our strategic initiatives. Our vendors partnered with us to support our community, raising \$1.4 million for the AutoZoner Assistance Fund (AAF) and select local nonprofit organizations, including Alpha Omega Veterans Services, Boys & Girls Clubs of Greater Memphis, the Mid-South Food Bank, and the National Civil Rights Museum.

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THE AUTOZONER ASSISTANCE FUND

The AutoZoner Assistance Fund (AAF) is an independent, nonprofit organization primarily funded by AutoZone and AutoZoners that helps cover the cost of unexpected personal tragedies, natural disasters or sudden loss. The organization is independently managed by a cross-functional board of AutoZoners who volunteer their time. Since its founding in 2000, it has provided more than \$14.7 million in financial assistance to AutoZoners. In FY2024, the AAF raised \$2 million and was able to assist over 2,000 AutoZoners and their families with over \$1.4 million of direct support.



THE ST. JUDE THANKS AND GIVING® CAMPAIGN

AutoZone and St. Jude Children’s Research Hospital have a long history of working together. In 2006, we joined forces to help support the mission of St. Jude: Finding cures. Saving children®. That same year, in looking to expand our reach and impact, we worked together to create a point-of-sale campaign that would encourage customers to get involved by making a small donation. Through the St. Jude Thanks and Giving campaign, AutoZone has helped raise more than \$63 million from customer donations since its inception. In FY2024, we raised \$4.8 million. AutoZone also supports St. Jude through grants, volunteerism, AutoZoner giving campaigns, in-kind donations and sponsorships.



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CORPORATE RESPONSIBILITY GOVERNANCE

The full **Board of Directors** has oversight of corporate responsibility. Certain corporate responsibility matters may be delegated to a specific committee and then brought back to the full Board for review and discussion, as needed.



Our **President and CEO and the Executive Committee** provide the Board with up-to-date information on AutoZone's corporate responsibility practices and progress. They ensure AutoZone's internal Corporate Responsibility Committee has the right leadership in place. Our CEO may engage directly with shareholders on their corporate responsibility priorities, while keeping the Board abreast of these discussions.



Our **Executive Committee** works to prioritize and align AutoZone's corporate responsibility programs with the company's broader strategic direction and long-term initiatives. The Executive Committee receives regular reports from the Corporate Responsibility Steering Committee about initiatives, progress towards goals and potential roadblocks.



Our **Corporate Responsibility Steering Committee** provides executive oversight of our corporate responsibility initiatives and builds awareness of priority topics across our organization. This Committee includes our Chief Executive Officer, Chief Financial Officer, Chief Operating Officer and Senior Vice President, General Counsel and Secretary plus four Vice Presidents among others in leadership roles. This Committee tracks progress toward goals and assesses initiatives submitted by the Corporate Responsibility Committee.



The **Corporate Responsibility Committee** is a cross-functional group of senior leaders drawn from the CEO Team (Vice Presidents and above) that is responsible for day-to-day leadership of our corporate responsibility program. They are tasked with monitoring progress towards goals and seeking innovative solutions to reach AutoZone's climate targets and aspirations.

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SASB Code	Accounting Metric	SASB Data												
Energy Management in Retail & Distribution														
CG-MR-130a.1	1) Total energy consumed 2) Percentage grid electricity 3) Percentage renewable energy	See FY2024 KPIs, Emissions and Energy on page 10. 1) 6,303,707 gigajoules (GJ) were consumed by AutoZone's global operations (Scopes 1 and 2). Higher Heating Values (HHVs) are considered for the fuels included in this total. 2) 30% of total energy consumed globally (across Scopes 1 and 2) was purchased electricity. 3) Percentage of energy consumed from a renewable energy source was 0.1%.												
Data Security														
CG-MR-230a.1	Description of approach to identifying and addressing data security risks	See 2024 10-K Report ; pg. 18-20, 22-23												
CG-MR-230a.2	(1) Number of data breaches (2) Percentage involving personally identifiable information (PII) (3) Number of customers affected	AutoZone experienced no material breaches or hacks during the reporting period.												
Labor Practices														
CG-MR-310a.1	(1) Average hourly wage (2) Percentage of in-store employees earning minimum wage, by region	1) U.S. Hourly employees (including store and DC employees) earned an average wage of \$15.94 per hour, with overtime earnings. 2) Approximately 16% of U.S. store hourly employees earned the local minimum wage and only one employee earned the federal minimum wage.												
CG-MR-310a.2	(1) Voluntary turnover rate for store and distribution center AutoZoners (2) Involuntary turnover rate for store and distribution center AutoZoners	<table border="1"> <thead> <tr> <th></th> <th>Voluntary Turnover</th> <th>Involuntary Turnover</th> <th>Total Turnover</th> </tr> </thead> <tbody> <tr> <td>DCs</td> <td>48.9%</td> <td>19.0%</td> <td>67.9%</td> </tr> <tr> <td>Stores</td> <td>46.6%</td> <td>10.5%</td> <td>57.1%</td> </tr> </tbody> </table> <p>Turnover metrics reflect full-time AutoZoner turnover.</p>		Voluntary Turnover	Involuntary Turnover	Total Turnover	DCs	48.9%	19.0%	67.9%	Stores	46.6%	10.5%	57.1%
	Voluntary Turnover	Involuntary Turnover	Total Turnover											
DCs	48.9%	19.0%	67.9%											
Stores	46.6%	10.5%	57.1%											
CG-MR-310a.3	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with labor law violations are included in AutoZone's 10-K.												

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SASB Code	Accounting Metric	SASB Data																					
Workforce Diversity & Inclusion																							
CG-MR-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management (2) non-executive management (3) all other employees	<table border="1"> <thead> <tr> <th></th> <th>% Women in Workforce</th> <th>% Racially/Ethnically Diverse in Workforce</th> </tr> </thead> <tbody> <tr> <td>All AutoZoners</td> <td>22.9%</td> <td>52.4%</td> </tr> <tr> <td>Board of Directors</td> <td>33.3%</td> <td>22.2%</td> </tr> <tr> <td>Executive Committee</td> <td>25.0%</td> <td>33.3%</td> </tr> <tr> <td>Vice President</td> <td>21.4%</td> <td>33.3%</td> </tr> <tr> <td>Director</td> <td>20.8%</td> <td>32.5%</td> </tr> <tr> <td>Management</td> <td>28.4%</td> <td>45.0%</td> </tr> </tbody> </table>		% Women in Workforce	% Racially/Ethnically Diverse in Workforce	All AutoZoners	22.9%	52.4%	Board of Directors	33.3%	22.2%	Executive Committee	25.0%	33.3%	Vice President	21.4%	33.3%	Director	20.8%	32.5%	Management	28.4%	45.0%
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Director	20.8%	32.5%																					
Management	28.4%	45.0%																					
CG-MR-330a.2	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with employment discrimination are included in AutoZone's 10-K.																					
Product Sourcing, Packaging & Marketing																							
CG-MR-410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	AutoZone does not use external certifications for product environmental/social standards but does set and uphold its own standards in working with manufacturing vendors.																					
CG-MR-410a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	See Product Quality and Safety, pg. 14																					
CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	<p>Over the past several years, we have accelerated efforts to optimize product packaging to reduce waste and cost, prevent potential injuries and improve our overall packaging footprint. We have engaged our suppliers in this effort.</p> <p>We continue to employ the following efforts:</p> <ul style="list-style-type: none"> Working to shrink packaging in line with the product size and eliminate redundant outer packaging Removing inner case packaging where possible without risking damage to the products Implementing perforated boxes to avoid the use of box cutters Optimize unit packaging to decrease the package footprint and increase storage capacity on shipping containers <p>In FY2024, the above efforts resulted in a reduction of over 12K pounds of packaging materials from our products.</p>																					
Activity Metrics																							
CG-MR-000.A	Number of: (1) Retail locations (2) Distribution centers	1) 7,353 total stores 2) 14 distribution centers																					
CG-MR-000.B	Total area of: (1) Retail space (2) Distribution centers	1) 49,417,237 square feet of selling space 2) Approximately 7.1MM square feet in distribution centers																					

GRI Index

GRI STANDARD		REFERENCE AND RESPONSES
GRI 2 - Organizational Profile		
GRI 2-1	Organizational details	<p>a. Legal Name: AutoZone, Inc.</p> <p>b. Nature of Ownership and Legal Form: AutoZone is a publicly traded company, incorporated in Nevada, and listed on the NYSE under the ticker symbol "AZO".</p> <p>c. Location of Headquarters: Memphis, Tennessee</p> <p>d. Countries of Operation: AutoZone stores are located in all 50 United States (U.S.), Puerto Rico, U.S. Virgin Islands, Mexico and Brazil; and we have DCs in the U.S., Mexico and Brazil.</p>
GRI 2-2	Entities included in the organization's sustainability reporting	The geographic boundaries of this report's data and information are mostly contained to U.S. operations, where we have the majority of our stores and employees. When noted, some of the data and information includes operations outside the U.S., such as those in Mexico and Brazil.
GRI 2-3	Reporting period, frequency and contact point	<p>The 2025 Corporate Responsibility Report includes data from fiscal year 2024 (FY2024 - August 27, 2023 to August 31, 2024). We historically have reported sustainability information annually and our reporting period for sustainability reporting and financial reporting are aligned.</p> <p>Publication Date of this Report: April 15, 2025</p> <p>Contact Information: maria.leggett@autozone.com</p>
GRI 2-4	Restatements of information	No restatements of information have been made in this report.
GRI 2-5	External Assurance	This report has not been externally assured.
GRI 2-6	Activities, value chain and other business relationships	2024 10-K Report ; pg. 2-11
GRI 2-7	Employees	<p>As of August 31, 2024, we employed approximately 126K AutoZoners, approximately 60% of whom were employed full-time and the remaining 40% were employed part-time. About 90% of our AutoZoners were employed in stores or in direct field supervision, approximately 6% in distribution centers and approximately 4% in store support and other functions. Included in the above numbers are approximately 17,500 AutoZoners employed in our international operations.</p> <p>Omission Statement: Total number of employees by contract type and region are not disclosed due to confidentiality constraints and competitive disadvantages that would arise if disclosed.</p>
GRI 2-8	Workers who are not employees	In the normal course of business, AutoZone engages with contractors and third-party service providers to perform a variety of services in support of AutoZone business.
GRI 2-9	Governance structure and composition	Corporate Governance Webpage 2024 Proxy Statement ; pg. 7-17
GRI 2-10	Nomination and selection of the highest governance body	2024 Proxy Statement ; pg. 17
GRI 2-11	Chair of the highest governance body	2024 Proxy Statement ; pg. 7-8
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Governance and Transparency; pg. 20-21 2024 Proxy Statement ; pg. 7-11
GRI 2-13	Delegation of responsibility for managing impacts	Governance and Transparency; pg. 20-21 2024 Proxy Statement ; pg. 9-12
GRI 2-14	Role of the highest governance body in sustainability reporting	Governance and Transparency; pg. 20-21 2024 Proxy Statement ; pg. 7-10

GRI Index

GRI STANDARD		REFERENCE AND RESPONSES
GRI 2 - Organizational Profile		
GRI 2-15	Conflicts of interest	2024 Proxy Statement; pg. 23-24 AutoZone Code of Conduct; pg. 20
GRI 2-16	Communication of critical concerns	2024 Proxy Statement; pg. 2, 21-23
GRI 2-17	Collective knowledge of the highest governance body	2024 Proxy Statement; pg. 13-15 AutoZone Corporate Governance Principles; pg. 1-3
GRI 2-18	Evaluation of the performance of the highest governance body	2024 Proxy Statement; pg. 17 AutoZone Corporate Governance Principles; pg. 1, 7-8
GRI 2-19	Remuneration policies	2024 Proxy Statement; pg. 2, 38-73
GRI 2-20	Process to determine remuneration	2024 Proxy Statement; pg. 45-49
GRI 2-21	Annual total compensation ratio	2024 Proxy Statement; pg. 55-61, 73
GRI 2-22	Statement on sustainable development strategy	A Letter from our President and CEO; pg. 3
GRI 2-23	Policy commitments	AutoZone Code of Conduct; pg. 6, 9, 16 AutoZone Policy on Political Contributions and Lobbying Engagements AutoZone Vendor Code of Conduct; pg. 6-11 AutoZone Code of Conduct for Financial Executives; pg. 1-2 2024 Proxy Statement; pg. 8-9
GRI 2-24	Embedding policy commitments	AutoZone Vendor Code of Conduct; pg. 12 AutoZone Code of Conduct for Financial Executives; pg. 1-2 AutoZone Code of Conduct; pg. 16, 27
GRI 2-25	Processes to remediate negative impacts	AutoZone Vendor Code of Conduct; pg. 2 AutoZone Code of Conduct; pg. 25-30
GRI 2-26	Mechanisms for seeking advice and raising concerns	AutoZone Code of Conduct; pg. 6, 9, 30 AutoZone Vendor Code of Conduct; pg. 2 AutoZone Code of Conduct for Financial Executives; pg. 2
GRI 2-27	Compliance with laws and regulations	2024 10-K Report; pg. 10, 20-23 AutoZone Code of Conduct; pg. 6-30 AutoZone Vendor Code of Conduct; pg. 3-6
GRI 2-28	Membership of associations	AutoZone dedicates attention and resources to various industry and trade memberships, commitments and appointments of our officers and others to boards and committees, and other related activities such as, for example, in Retail Industry Leaders Association (RILA), AutoCare, Coalition for Automotive Repair Equity (CARE), Responsible Battery Coalition, and other local and national organizations.
GRI 2-29	Approach to stakeholder engagement	2024 Proxy Statement; pg. 2, 21-23
GRI 2-30	Collective bargaining agreements	AutoZone has collective bargaining agreements in Brazil.

GRI Index

GRI STANDARD		REFERENCE AND RESPONSES
GRI 3 - Material Topics		
GRI 3-1	Process to determine material topics	AutoZone 2022 ESG Report ; pg 14
GRI 3-2	List of material topics	AutoZone 2022 ESG Report ; pg 14
GRI 3-3	Management of material topics	Governance and Transparency; pg. 20
GRI 205 - Anti-Corruption		
GRI 205-1	Operations assessed for risks related to corruption	2024 10-K Report ; pg. 13-22
GRI 205-2	Communication and training about anticorruption policies and procedures	AutoZone Code of Conduct ; pg. 13, 26 AutoZone Vendor Code of Conduct ; pg. 3
GRI 205-3	Confirmed incidents of corruption	AutoZone had no confirmed incidents of corruption in FY2024.
GRI 302 - Energy		
GRI 302-1	Energy consumption within the organization	Environmental Stewardship; pg. 7-10
GRI 302-2	Energy consumption within the organization	Omission Statement: AutoZone does not collect information on energy consumption outside of the organization.
GRI 302-3	Energy Intensity	Environmental Stewardship; pg. 7-10
GRI 302-4	Reduction of energy consumption	Environmental Stewardship, Energy; pg. 11-12
GRI 302-5	Reductions in energy requirements of products and services	Omission Statement: AutoZone does not currently report on this metric as the information is unavailable.

GRI Index

GRI STANDARD		REFERENCE AND RESPONSES																								
GRI 305 - Emissions																										
GRI 305-1	Direct (Scope 1) GHG emissions	Environmental Stewardship; pg. 7-10 2024 CDP Report Emissions factors and GWP used: • GWP: AR6 • U.S. EPA MRR, DEFRA 2024 and The Climate Registry 2024 Consolidation approach for emissions: Operational Control The GHG Protocol is our primary guide for methodology standards ¹																								
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Environmental Stewardship; pg. 7-10 2024 CDP Report Emissions factors and GWP used: • GWP: AR6 • U.S. EPA eGRID2025 (w/2023 data) & International Energy Agency 2024 (2022 data) Consolidation approach for emissions: Operational Control The GHG Protocol is our primary guide for methodology standards.																								
GRI 305-3	Other indirect (Scope 3) GHG emissions	Omission Statement: AutoZone does not currently report on this metric as information is unavailable.																								
GRI 305-4	GHG emissions intensity	Environmental Stewardship; pg. 7-10																								
GRI 305-5	Reduction of GHG emissions	Environmental Stewardship; pg. 7-12																								
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Omission Statement: AutoZone does not currently report on this metric as information is unavailable																								
GRI STANDARD		REFERENCE AND RESPONSES																								
GRI 306 - Waste																										
GRI 306-1	Waste generation and significant waste-related impacts	AutoZone's focus has been on understanding and reducing the impacts of waste in the organization's own operations and in some cases, downstream in the value chain. AutoZone is also focused on recycling materials that can be repurposed, reused and/or remanufactured. More than 202K metric tons of CO2e were avoided by AutoZone's store recycling efforts in FY2024.																								
GRI 306-2	Management of significant waste-related impacts	Governance and Transparency; pg. 20																								
GRI 306-3	Waste generated	Omission Statement: AutoZone does not currently report on this metric as information is unavailable.																								
GRI 306-4	Waste diverted from disposal	Our recycling program is substantial and shows up in two distinct ways: recycling that occurs in our own operations and recycling that our customers do through our stores. <table border="1" style="width: 100%; margin-top: 10px;"> <thead> <tr> <th colspan="2">Recycling in Our Operations</th> <th colspan="2">Customer Recycling</th> </tr> <tr> <th>Material</th> <th>FY2024</th> <th>Product</th> <th>FY2024</th> </tr> </thead> <tbody> <tr> <td>Wood</td> <td>1,066,928 pallets</td> <td>Motor Oil</td> <td>15.9MM gallons</td> </tr> <tr> <td>Cardboard</td> <td>28,511 tons</td> <td>Batteries</td> <td>287,046 tons</td> </tr> <tr> <td>Steel</td> <td>21,484 tons</td> <td>Oil Filters</td> <td>Over 970K</td> </tr> <tr> <td>Plastic</td> <td>1,394 tons</td> <td>Core Parts</td> <td>54,689 tons</td> </tr> </tbody> </table>	Recycling in Our Operations		Customer Recycling		Material	FY2024	Product	FY2024	Wood	1,066,928 pallets	Motor Oil	15.9MM gallons	Cardboard	28,511 tons	Batteries	287,046 tons	Steel	21,484 tons	Oil Filters	Over 970K	Plastic	1,394 tons	Core Parts	54,689 tons
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GRI 306-5	Waste directed to disposal	Omission Statement: AutoZone does not currently report on this metric as information is unavailable.																								

GRI Index

GRI STANDARD		REFERENCE AND RESPONSES																								
GRI 401 - Employment																										
GRI 401-1	New employee hires and employee turnover	<table border="1"> <thead> <tr> <th>Total New Hires</th> <th>Women</th> <th>Men</th> <th>Under 30</th> <th>Ages 30-50</th> <th>Over 50</th> </tr> </thead> <tbody> <tr> <td>89,509</td> <td>20,208</td> <td>69,301</td> <td>54,446</td> <td>24,224</td> <td>10,839</td> </tr> <tr> <td></td> <td>22.6%</td> <td>77.4%</td> <td>60.8%</td> <td>27.1%</td> <td>12.1%</td> </tr> </tbody> </table> <p>For Turnover, see SASB Index CG-MR-310a.2</p>	Total New Hires	Women	Men	Under 30	Ages 30-50	Over 50	89,509	20,208	69,301	54,446	24,224	10,839		22.6%	77.4%	60.8%	27.1%	12.1%						
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GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Life insurance, healthcare, disability coverage, parental leave, retirement plan and stock ownership are standard benefits for all full-time AutoZoners while healthcare, retirement plan and stock ownership are standard benefits for part-time AutoZoners. Voluntary identity theft protection, life insurance, accident/critical illness and hospital indemnity benefits are also available to all AutoZoners.																								
GRI 401-3	Parental leave	<table border="1"> <thead> <tr> <th>Eligible Parental Leave¹</th> <th>Women</th> <th>Men</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Full Time Hourly</td> <td>21,103</td> <td>58,501</td> <td>79,604</td> </tr> <tr> <td>Full Time Salary</td> <td>2,995</td> <td>7,702</td> <td>10,697</td> </tr> <tr> <td>Part-time</td> <td>19,082</td> <td>80,760</td> <td>99,842</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th>Parental Leave Taken</th> <th>Women</th> <th>Men</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td></td> <td>320</td> <td>132</td> <td>452</td> </tr> </tbody> </table> <p>¹Includes all AutoZoners who worked at AutoZone at any point during the reporting year and were entitled to and/or took parental leave. Parental leave includes family medical leave, parental leave and short-term disability leave. AutoZone doesn't report on AutoZoners return to work and/or retention after parental leave.</p>	Eligible Parental Leave ¹	Women	Men	Total	Full Time Hourly	21,103	58,501	79,604	Full Time Salary	2,995	7,702	10,697	Part-time	19,082	80,760	99,842	Parental Leave Taken	Women	Men	Total		320	132	452
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Parental Leave Taken	Women	Men	Total																							
	320	132	452																							
GRI 403 - Occupational Health and Safety																										
GRI 403-1	Occupational health and safety management system	AutoZone's occupational health and safety management system follows Occupational Health and Safety Administration (OSHA) standards. The company submits OSHA required health and safety data in compliance with applicable regulatory requirements.																								
GRI 403-2	Hazard identification, risk assessment and incident investigation	AutoZone's commitment to safety is evident in our various initiatives and programs. By engaging and empowering AutoZoners to take responsibility for creating a safe workplace and providing ongoing training and support, we can minimize incidents and injuries and create a positive and safe work environment for all. To ensure we minimize any safety risks across our operations, we work to standardize our operating procedures and foster a culture of safety. We use data and analytics to inform preventative strategies and decision-making; fine-tune our training, communications and processes; and get in front of potentially unsafe situations before an incident occurs.																								

GRI Index

GRI STANDARD		REFERENCE AND RESPONSES																		
GRI 403 - Occupational Health and Safety																				
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	AutoZoners joining the company in DC roles participate in safety training on day one and safety reviews with their managers after 30, 60 and 90 days of employment to ensure they understand our safety culture and injury prevention practices. We also provide ongoing safety training and consistent communications to raise awareness and keep best practices top-of-mind while AutoZoners are on the job. We have a 24/7, 365-day-a-year safety hotline that allows AutoZoners to report concerns, issues and problems anonymously.																		
GRI 403-5	Worker training on occupational health and safety	Store visits are conducted on a consistent basis by district and regional managers to recognize top performance, train and improve execution, elevate concerns, identify risks and participate in problem-solving. All DCs have an on-site safety manager and some engage a third-party, on-site vendor who is responsible for injury prevention and treatment. We have also partnered with an occupational health provider to train our "industrial athletes" for physically demanding activities, provide feedback on proper body mechanics and help AutoZoners prevent injury.																		
GRI 403-6	Promotion of worker health	AutoZone continues to invest in an expansive range of health and wellness programs to encourage and motivate AutoZoners to take control of their overall mental and physical health including an employee assistance program that offers mental health support and resources; diabetes, weight loss and physical fitness programs; and healthcare savings programs.																		
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	GRI 403-4 and 403-5																		
GRI 403-8	Workers covered by an occupational health and safety management system	Direct Response: AutoZone has implemented key elements of a safety, health and environmental system covering all AutoZoners. Omission Statement: AutoZone currently does not report on workers who are not employees. AutoZone currently does not have an annual internal or external audit of the process of management systems.																		
GRI 403-9	Work-related injuries	<table border="1"> <thead> <tr> <th colspan="2">FY2024</th> </tr> </thead> <tbody> <tr> <td>DC OSHA Recordable Injury Rate¹</td> <td>2.13</td> </tr> <tr> <td>Total Lost Time Injury Rate²</td> <td>1.47</td> </tr> <tr> <td>DCs</td> <td>0.55</td> </tr> <tr> <td>Stores</td> <td>1.55</td> </tr> <tr> <td>Fatalities</td> <td>2</td> </tr> <tr> <td>Preventable Collision Rate³</td> <td></td> </tr> <tr> <td>Commercial Fleet</td> <td>8.36</td> </tr> <tr> <td>Class 8 Tractor and Trailer Fleet</td> <td>2.17</td> </tr> </tbody> </table> <p>¹ Number of OSHA recordable incidents per 200,000 hours worked ² Number of lost time incidents per 200,000 hours worked ³ Number of preventable collisions per 1,000,000 miles</p>	FY2024		DC OSHA Recordable Injury Rate¹	2.13	Total Lost Time Injury Rate²	1.47	DCs	0.55	Stores	1.55	Fatalities	2	Preventable Collision Rate³		Commercial Fleet	8.36	Class 8 Tractor and Trailer Fleet	2.17
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GRI Index

GRI STANDARD		REFERENCE AND RESPONSES
GRI 404 - Training and Education		
GRI 404-1	Average hours of training per year	Omission Statement: AutoZone doesn't track the number of hours of annual training per AutoZoner. We track how many training modules AutoZoners take. On average, they engage in approximately 96K training modules every week.
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	<p>a. Assistance provided to upgrade employee skills: We invest in the advanced learning of our AutoZoners with tuition assistance to an accredited school, college or university. AutoZoners can also find additional higher education and certificate program discounts through our discount marketplace.</p> <p>b. Transition assistance programs: Many resources are made available to AutoZoners on understanding Social Security and Medicare. We added Retiree Health Solutions in FY2024 to help eligible AutoZoners learn and manage Medicare, so they can enroll in the right amount of coverage and don't spend more than they need to on Medicare benefits.</p>
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	Annual written and interactive performance evaluations are standard practice for AutoZoners. Managers work with their direct reports to develop individual development plans based on opportunities for growth and future career interests.
GRI 405 - Diversity and Equal Opportunity		
GRI 405-1	Diversity of governance bodies and employees	SASB CG-MR-330a.1 and GRI 401-1 2024 Proxy Statement ; pg. 5
GRI 405-2	Ratio of basic salary and remuneration of women to men	Omission Statement: AutoZone does not currently report on this metric as information is unavailable.
GRI 412 - Human Rights Assessment		
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments	Omission Statement: AutoZone does not currently report on this metric as information is unavailable.
GRI 412-2	Employee training on human rights policies or procedures	<p>When first joining the company, AutoZoners are required to acknowledge the Code of Conduct and other related policies essential for their roles and responsibilities as part of their onboarding process. For example, certain AutoZoners across the enterprise and particularly in Brazil, Mexico and Asia, receive targeted training on such Code topics as anti-corruption, anti-bribery, the U.S. Foreign Corrupt Practices Act, gifts and entertainment, conflicts of interest, forced labor, human trafficking and the Vendor Code, among others. In FY2024, 100% of such AutoZoners completed these trainings.</p> <p>AutoZone Code of Conduct; pg. 16 AutoZone Vendor Code of Conduct; pg. 8-11</p>
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	AutoZone Vendor Code of Conduct ; pg. 8-11

GRI Index

GRI STANDARD		REFERENCE AND RESPONSES
GRI 413 - Local Communities		
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	People and Communities; pg. 17-18
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	Omission Statement: This is not applicable to our business. AutoZone creates economic opportunities as an employer, in the communities in which we operate and serve, and as a leading retailer and distributor of automotive replacement parts and accessories in the Americas.
GRI 414 - Supplier Social Assessment		
GRI 414-1	New suppliers that were screened using social criteria	AutoZone Vendor Code of Conduct ; pg. 6
GRI 414-2	Negative social impacts in the supply chain and actions taken	AutoZone Vendor Code of Conduct ; pg. 6
GRI 416 - Customer Health and Safety		
GRI 416-1	Assessment of the health and safety impacts of product and service categories	Products, Product Quality and Safety; pg. 14 AutoZone Vendor Code of Conduct ; pg. 10-11
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	AutoZone Vendor Code of Conduct ; pg. 10-11
GRI 418 - Customer Privacy		
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2024 10-K Report ; pg. 18-20, 22-23

TCFD Index

GOVERNANCE		STRATEGY		RISK MANAGEMENT		METRICS AND TARGETS	
Disclose the organization's governance around climate-related risks and opportunities		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.		Disclose how the organization identifies, assesses, and manages climate-related risks.		Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	
Recommended Disclosures	AutoZone Response	Recommended Disclosures	AutoZone Response	Recommended Disclosures	AutoZone Response	Recommended Disclosures	AutoZone Response
a) Describe the board's oversight of climate-related risks and opportunities.	2024 CDP Response: C4.1.2	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2024 CDP Response: C2.1, C3.1, C3.6	a) Describe the organization's processes for identifying and assessing climate-related risks.	2024 CDP Response: C2.1, C2.2.1, C2.2.2, C2.2.5, C2.2.6, C2.2.8, C2.2.9	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	2024 CDP Response C7
b) Describe management's role in assessing and managing climate-related risks and opportunities.	2024 CDP Response: C4.3	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	2024 CDP Response: C3.6.1, C5.1.2, C5.2, C5.3.1, C5.3.2, C5.1	b) Describe the organization's processes for managing climate-related risks.	2024 CDP Response: C2.1, C2.2.1, C2.2.8, C2.2.9	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	2024 CDP Response: C1.5, C7
		c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2 C or lower scenario.	2024 CDP Response: C5.1	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	2024 CDP Response: C2.1, C2.2.1	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2024 CDP Response C7

2023 EEO-1 Report

Job Categories	Hispanic or Latino		Non-Hispanic or Latino												Overall Total
	Male	Female	Male						Female						
			White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	
Executive/Senior Level Officials and Managers	5	1	29	7	-	4	-	2	9	1	-	1	-	-	59
First/Mid Level Officials and Managers	100	31	661	86	1	185	6	11	234	70	-	60	2	5	1,452
Professionals	178	48	439	125	4	40	2	17	138	106	1	23	5	11	1,137
Technicians	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sales Workers	20,208	5,815	33,759	11,521	269	1,354	742	436	8,471	3,703	73	179	253	139	86,922
Administrative Support Workers	16	40	51	31	1	11	-	3	62	72	-	6	2	3	298
Craft Workers	79	9	225	47	2	10	4	6	23	11	-	-	2	2	420
Operatives	1,163	803	1,478	450	13	48	22	35	827	279	8	41	10	15	5,192
Laborers & Helpers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service Workers	-	-	15	1	-	-	-	-	3	8	-	-	-	-	27
Total	21,749	6,747	36,657	12,268	290	1,652	776	510	9,767	4,250	82	310	274	175	95,507

Forward-Looking Statements

Certain statements herein contain “forward-looking statements” within the meaning of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are based on our current expectations, beliefs, plans or forecasts and are typically identified by words or phrases such as “may,” “will,” “could,” “should,” “would,” “anticipate,” “estimate,” “expect,” “project,” “intend,” “plan,” “believe,” “target,” “prospects,” “potential,” “aim,” “commit” and “forecast,” and similar expressions. These forward-looking statements include, but are not limited to, our GHG emissions reduction goals, our ambition to reach net zero emissions by 2050, and steps we hope that will help us achieve these. Forward-looking statements involve estimates, expectations, projections, goals, forecasts, targets, assumptions, risks and uncertainties. These statements speak only as of the date they are originally made and are based on management’s current expectations in light of historical experience, expected future developments and other factors. These statements are not guarantees of future results or performance and are subject to known and unknown risks, uncertainties, changes in circumstances, and assumptions that are difficult to predict and are often beyond our control. Actual results and outcomes may differ materially from those expressed in or implied by any of these forward-looking statements due to a variety of factors, including, among others, global socio-demographic and economic trends, climate-related conditions and weather events, legislative and regulatory changes, the ability to consummate contractual arrangements on contemplated or otherwise desirable terms and other unforeseen events or conditions. You should not place undue reliance on any forward-looking statement. Factors that could cause actual results to differ materially from those described in forward-looking statements can be found in our filings with the SEC, including, without limitation, the “Risk Factors” section of our Annual Report on Form 10-K and Quarterly Reports on Form 10-Q. The company undertakes no obligation to publicly update any forward-looking statements, whether as a result of new information, future events or otherwise.

TRADEMARKS AND SERVICE MARKS

We have registered numerous trademarks and service marks with the U.S. Patent and Trademark Office as well as in more than 40 countries around the world. They include, without limitation: “AutoZone,” “Zone,” “PartsZone,” “OilZone,” “BatteryZone,” “ALLDATA,” “ALLDATA Tech-Assist,” “Get in the Zone,” “Parts Are Just Part of What We Do,” “What It Takes To Do The Job Right (WITTDJR),” “Duralast,” “Econocraft,” “ProElite,” “ShopPro,” “SureBilt,” “TotalPro,” “TruGrade,” “Valucraft,” “Loan-A-Tool,” and “Z-net,” along with variations of these trademarks. Solely for convenience, our trademarks, tradenames and service marks referred to in this report appear without the ®, TM and SM symbols, but those references are not intended to indicate, in any way, that we will not assert, to the fullest extent under applicable law, our rights to these marks. Third-party trademarks mentioned are the property of their respective owners. The use of words such as “partnered,” “partnering,” “partner” and variations of such words in this report are not intended to and shall not be construed to imply that a legal relationship exists between AutoZone and any other company.

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