



**AutoZone<sup>®</sup>**

**PARTS ARE JUST PART OF WHAT WE DO**

**2026 Corporate Responsibility Report**

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# A Letter from our President and CEO

At AutoZone, I've always believed our success starts and ends with AutoZoners. Across our more than 7,700 stores, distribution centers and support centers worldwide, nearly 130,000 AutoZoners come to work every day, focused on doing What It Takes to Do the Job Right for our customers, their fellow AutoZoners and their communities. That commitment remains the driving force behind our performance and progress.

In FY2025, AutoZoners once again proved that growth and responsibility go hand in hand. Even as we expanded our footprint and served more customers, our teams found smarter, more efficient ways to operate. Through disciplined execution and long-term thinking, we significantly reduced our U.S. heat and electricity related emissions compared to our 2019 baseline, while continuing to invest in the systems and infrastructure that support our business for the future. Investments like our Texas solar project, energy-efficient store upgrades and improved fleet efficiency are examples of AutoZoners striving for exceptional performance while using resources wisely.

AutoZoners also continued to put customers first by ensuring the quality and safety of the products we sell. In FY2025 alone, more than 2,000 pre-shipment examinations were conducted at vendor facilities, reinforcing our commitment to high standards and doing business the right way. That same mindset extends to how we work with our vendors, holding them accountable to our Vendor Code of Conduct and our shared expectation of ethical, responsible practices.

The AutoZone Value, An AutoZoner Always... Cares about People, remains at the heart of who we are. AutoZoners supported one another through programs such as the AutoZoner Assistance Fund, which provided meaningful help to thousands of AutoZoners and their families facing unexpected challenges. They also gave back to the communities where we live and work, contributing time, talent and generosity through volunteer efforts and our Matching Gift program, which helped amplify AutoZoner giving and supported causes that mattered most to them.

Safety and well-being are also essential to caring about people. Throughout the year, AutoZoners across our stores, distribution centers and fleets focused on training, prevention and accountability to create safer workplaces. Whether it's investing in safer equipment, improving processes or reinforcing a culture where concerns are raised and addressed, our teams understand that taking care of people starts with keeping one another safe.

I'm proud of what we accomplished in FY2025, but even more proud of how we accomplished it. The progress outlined in the report reflects AutoZoners living our Pledge, embracing our Values and working together as 1TEAM. While we sell auto parts, our business has always been about people, and that has never been more evident than it is today.

Thank you to our AutoZoners for your hard work, dedication to our customers and commitment to one another. You are the reason AutoZone continues to move forward with confidence and purpose.



President and Chief Executive Officer (CEO)  
Customer Satisfaction



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# Who We Are

## ABOUT AUTOZONE

AutoZone is a 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 stores in the United States, Mexico and Brazil, AutoZone has a commercial sales program that provides prompt delivery of parts, products and commercial credit to local, regional and national repair garages, dealers, service stations, fleet owners and other accounts. AutoZone also sells automotive hard parts, maintenance items, accessories and non-automotive products through AutoZone.com, and commercial customers can make purchases through AutoZonePro.com. Additionally, AutoZone sells the ALLDATA brand of automotive diagnostic, repair, collision and shop management software through ALLDATA.com. AutoZone also provides product information on Duralast products through DuralastParts.com. AutoZone does 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, WITTDJR®. 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 founder, J.R. "Pitt" Hyde

## 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, 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, affectionately called AutoZoners, to build great careers; create shareholder value through relentless focus on execution and driving 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...

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### 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 FY2021, 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 commitments.

## Our Short-Term GHG Emissions Reduction Goal

Reduce 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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# Short-Term GHG Emissions Reduction Goal Achievement

In FY2021, we established a goal to achieve a 15% reduction in heat and electricity related GHG emissions from our U.S. operations by 2025, measured against a 2019 baseline. In FY2025, our U.S. heat and electricity related emissions decreased 77% compared to our baseline year, FY2019, significantly exceeding our goal. This reduction was primarily driven by the recognition of the first full year of renewable energy credits (RECs) generated by a Texas solar farm in which we invested. These RECs substantially reduced our market-based Scope 2 emissions. Scope 2 emissions declined 91% compared to FY2019, while Scope 1 emissions decreased 2.6% over the same period. In addition to the impact of RECs, operational factors contributed to emissions reductions. Despite a 15% increase in our U.S. store count since FY2019, our total electrical consumption increased by only 7%, reflecting our continued focus on energy efficiency through initiatives such as a centrally managed Energy Management System for heating and air conditioning (HVAC) and lighting, LED lighting upgrades and the ongoing installation of rooftop solar panels at stores. We will continue to explore initiatives that drive cost efficiencies while reducing the carbon footprint of our operations.

The following tables cover U.S. heat and electricity related emissions. FY2019-FY2024 emissions and intensity have been restated to include electric power consumption in leased stores where our landlord pays the utilities and we reimburse.

## SCOPES 1 & 2 HEAT AND ELECTRICITY RELATED GHG EMISSIONS (METRIC TONS CO<sub>2</sub>e) – U.S. OPERATIONS

	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025	% Change (FY2019-25)
Scope 1 (Natural gas and propane only)	37,861	31,573	31,689	38,381	32,578	31,167	36,859	-2.6%
Scope 2 <sup>1</sup> (Purchased electricity)	198,398	195,776	182,108	175,752	171,002	72,603	18,623	-90.6%
Total (Scope 1 + 2)	236,259	227,349	213,797	214,133	203,580	103,770	55,482	-76.5%

<sup>1</sup>Market-based figure.

## GHG EMISSIONS INTENSITY – U.S. OPERATIONS

	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025	% Change (FY2019-25)
Emissions Intensity (kg CO <sub>2</sub> e per sq ft)	4.7108	4.5105	4.1414	4.0644	3.7236	1.8307	0.9446	-79.9%



## 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 it is expected that the site will generate up to 400,000 megawatt hours (MWh) of renewable energy annually. We are purchasing the RECs produced as a direct incremental expense of \$17 million over the 10-year agreement without financial return. In FY2025, the solar farm generated over 370,000 RECs. As a result, in FY2025, even though we added 304 stores globally to our portfolio, increasing our square footage by 5%, our building-related emissions decreased by 27%. This decrease was primarily driven by the RECs generated from the solar farm. As evidenced by our FY2025 Scope 2 emissions reduction, the RECs generated from this investment significantly offset our U.S. electricity usage, helping us exceed 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.

Even with our commercial sales growth of almost 7% in FY2025, our vehicle emissions only increased 3%. We are continuing to see reductions in fuel consumed in our hub store fleet from the over 1,400 light-duty vehicles we placed in service in FY2024 to replace less fuel-efficient vehicles used on our hub delivery routes. We also continue to monitor the over 100 hybrid and 60 electric vehicles (EVs) we placed in service for research and development as we learn about these emerging technologies. 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, the integration of 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 implemented since establishing these goals in 2022.

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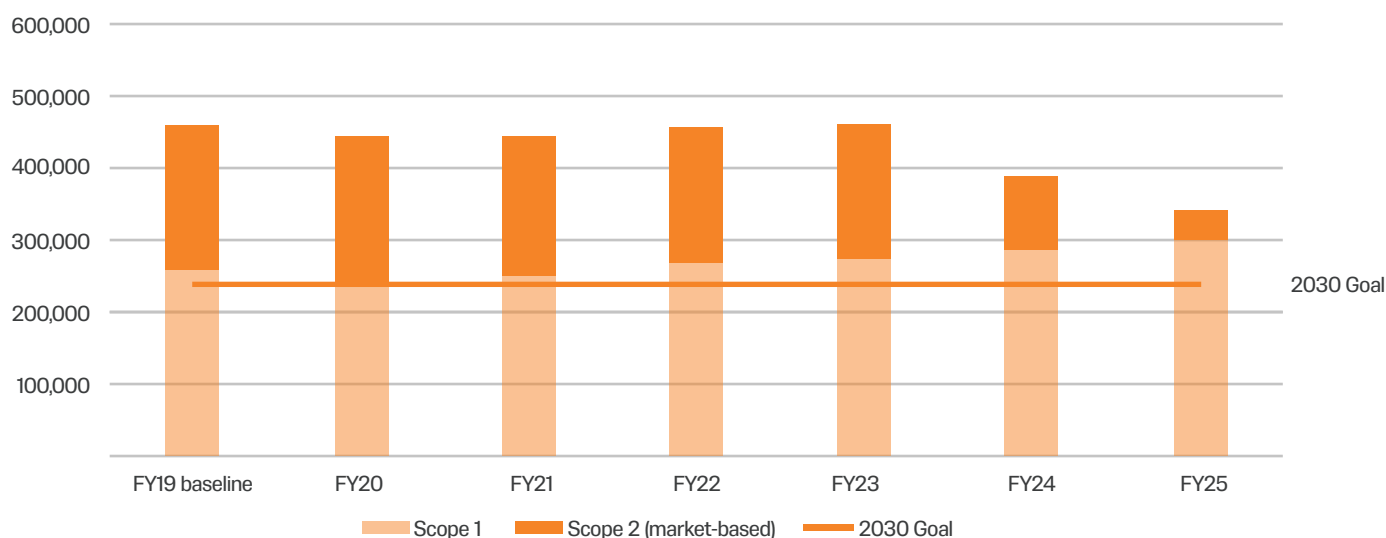
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# FY2025 Emissions and Energy

## Global GHG Emissions



## TOTAL SCOPES 1 & 2 GHG EMISSIONS (METRIC TONS CO<sub>2</sub>e) – GLOBAL OPERATIONS

	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025	% Change (FY2024-25)	% Change (FY2019-25)
Scope 1 <sup>1</sup>	260,621	240,047	251,327	269,024	276,372	287,470	300,888	4.7%	15.5%
Scope 2 <sup>2</sup> (location-based)	187,479	195,840	200,876	203,696	201,616	185,528	196,334	5.8%	4.7%
Scope 2 <sup>2,3</sup> (market-based)	217,089	222,063	209,166	204,257	202,117	102,495	54,460	-46.9%	-74.9%

## ENERGY CONSUMPTION (MWh) GLOBAL OPERATIONS

	FY2019	FY2020	FY2021	FY2022	FY2023	FY2024	FY2025	% Change (FY2024-25)	% Change (FY2019-25)
Scope 1 <sup>1</sup>	1,107,861	1,015,376	1,055,333	1,138,105	1,168,881	1,225,449	1,293,784	5.6%	16.8%
Scope 2	479,430	525,664	537,561	535,027	523,946	536,933	556,355	3.6%	16.0%
Total (Scope 1 + 2)	1,587,291	1,541,040	1,592,894	1,673,132	1,692,827	1,762,382	1,850,139	5.0%	16.6%

FY2019-FY2024 emissions and energy consumption have been restated to include fugitive emissions from refrigerant leaks in our facilities and electric power consumption in leased stores where our landlord pays the utilities and we reimburse.

<sup>1</sup> Includes Gasoline, Diesel, Natural Gas, Propane and Other Fuel.

<sup>2</sup> Location-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.

<sup>3</sup> FY2024 and FY2025 Market-Based GHG Emissions include 194,434 MWh and 371,530 MWh of RECs, respectively.



## 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 buildings, 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 FY2025, we installed lighting motion sensors in the hard parts section of over 1,700 stores in the U.S. to continue to reduce energy consumed in 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 initiatives:

- Operating a centrally managed Energy Management System to control 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 in select stores

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

In FY2025, 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 3% compared to FY2024 as our commercial business continued to accelerate. To support this growth, we are making targeted investments and pursuing strategies such as enhanced and optimized routing that improve delivery speed and service levels while also reducing unnecessary miles driven and fuel consumption. We seek investments that benefit the environment while also supporting our business. This initiative reduces fuel consumption and lowers fuel costs.

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 operate the tractors' battery-powered HVAC systems, as well as solar panels on trailers to help power liftgates
- Equipping tractors with automatic transmissions, which improved miles per gallon (MPG) by an average of 0.09 MPG in FY2025 compared to standard transmissions. As of FY2025, our tractor fleet is 99% automatic, with more than 77,000 gallons of diesel saved annually.





# Products

## 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 to maintain 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 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 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/or 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 for some items to fail the PSE initially. When this happens, the manufacturers/vendors are required to address the discrepancies and pass a re-inspection before shipment.

**Over 2,000 PSEs were conducted in FY2025 to verify our products met our quality standards.**

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## VENDOR CODE OF CONDUCT

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, we regularly 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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# Governance and Transparency

# CORPORATE RESPONSIBILITY GOVERNANCE

The **Board of Directors** oversees 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 Chief Executive Officer and the Executive Committee** provide the Board with up-to-date information on AutoZone's corporate responsibility practices and progress. They evaluate whether AutoZone's internal Corporate Responsibility Steering Committee has the right leadership in place. Our Chairman and Chief Executive Officer 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 the 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 across the organization. This Committee tracks progress toward goals and assesses initiatives to reach AutoZone's goals and aspirations.

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SASB Code	Accounting Metric	SASB Data																					
<b>Energy Management in Retail &amp; Distribution</b>																							
<b>CG-MR-130a.1</b>	1) Total energy consumed 2) Percentage grid electricity 3) Percentage renewable energy	See FY2025 Emissions and Energy; pg. 10.  1) 6,660,502 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 0.2%.																					
<b>Data Security</b>																							
<b>CG-MR-230a.1</b>	Description of approach to identifying and addressing data security risks	See <a href="#">2025 10-K Report</a> ; pg. 19-21, 24-25																					
<b>CG-MR-230a.2</b>	1) Number of data breaches 2) Percentage involving personally identifiable information (PII) 3) Number of customers affected	No material breaches during the reporting period.																					
<b>Labor Practices</b>																							
<b>CG-MR-310a.2</b>	1) Voluntary turnover rate for store and distribution center employees 2) Involuntary turnover rate for store and distribution center employees	<table border="1"> <thead> <tr> <th></th> <th>Voluntary Turnover</th> <th>Involuntary Turnover</th> <th>Total Turnover</th> </tr> </thead> <tbody> <tr> <td><b>DCs</b></td> <td>36.6%</td> <td>18.5%</td> <td>55.1%</td> </tr> <tr> <td><b>Stores</b></td> <td>38.9%</td> <td>10.2%</td> <td>49.1%</td> </tr> </tbody> </table> <p>Turnover metrics reflect full-time AutoZoner turnover.</p>		Voluntary Turnover	Involuntary Turnover	Total Turnover	<b>DCs</b>	36.6%	18.5%	55.1%	<b>Stores</b>	38.9%	10.2%	49.1%									
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<b>Workforce Diversity &amp; Inclusion</b>																							
<b>CG-MR-330a.1</b>	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><b>All AutoZoners</b></td> <td>23.3%</td> <td>52.9%</td> </tr> <tr> <td><b>Board of Directors</b></td> <td>44.4%</td> <td>33.3%</td> </tr> <tr> <td><b>Executive Committee</b></td> <td>25.0%</td> <td>31.3%</td> </tr> <tr> <td><b>Vice President</b></td> <td>23.3%</td> <td>37.2%</td> </tr> <tr> <td><b>Director</b></td> <td>20.9%</td> <td>34.9%</td> </tr> <tr> <td><b>Management</b></td> <td>28.9%</td> <td>45.8%</td> </tr> </tbody> </table>		% Women in Workforce	% Racially/Ethnically Diverse in Workforce	<b>All AutoZoners</b>	23.3%	52.9%	<b>Board of Directors</b>	44.4%	33.3%	<b>Executive Committee</b>	25.0%	31.3%	<b>Vice President</b>	23.3%	37.2%	<b>Director</b>	20.9%	34.9%	<b>Management</b>	28.9%	45.8%
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# SASB Index

SASB Code	Accounting Metric	SASB Data
<b>Product Sourcing, Packaging &amp; Marketing</b>		
<b>CG-MR-410a.1</b>	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.
<b>CG-MR-410a.2</b>	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	See Product Quality and Safety; pg. 14
<b>CG-MR-410a.3</b>	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"> <li>• Working to shrink packaging in line with the product size and eliminate redundant outer packaging</li> <li>• Removing inner case packaging where possible without risking damage to the products</li> <li>• Implementing perforated boxes to avoid the use of box cutters</li> <li>• Optimizing unit packaging to decrease the package footprint and increase storage capacity on shipping containers</li> </ul> <p>In FY2025, our packaging initiatives focused on establishing and documenting the full life cycle of vendor packaging materials to support compliance with Extended Producer Responsibility requirements.</p>
<b>Activity Metrics</b>		
<b>CG-MR-000.A</b>	Number of: 1) Retail locations 2) Distribution centers	1) 7,657 total stores 2) 16 distribution centers
<b>CG-MR-000.B</b>	Total area of: 1) Retail space 2) Distribution centers	1) 51,817,580 square feet of selling space 2) Approximately 8.5MM square feet in distribution centers

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GRI STANDARD		REFERENCE AND RESPONSES
GRI 2 - Organizational Profile		
GRI 2-1	Organizational details	<p><b>a. Legal Name:</b> AutoZone, Inc.</p> <p><b>b. Nature of Ownership and Legal Form:</b> AutoZone is a publicly traded company, incorporated in Nevada, and listed on the NYSE under the ticker symbol "AZO".</p> <p><b>c. Location of Headquarters:</b> Memphis, Tennessee</p> <p><b>d. Countries of Operation:</b> 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 AutoZoners. When noted, some of the data and information includes operations outside the U.S., such as those in Mexico and Brazil (i.e., global metrics).
GRI 2-3	Reporting period, frequency and contact point	<p>The 2026 Corporate Responsibility Report includes data from fiscal year 2025 (FY2025 - September 1, 2024 to August 30, 2025). We historically have reported sustainability information annually and our reporting period for sustainability reporting and financial reporting are aligned.</p> <p><b>Publication Date of this Report:</b> April 15, 2026</p> <p><b>Contact Information:</b> maria.leggett@autozone.com</p>
GRI 2-4	Restatements of information	Prior year emissions have been revised to reflect the addition of fugitive emissions from refrigerant leaks and electric power emissions from leased U.S. stores where our landlord pays the utilities and we subsequently reimburse them.
GRI 2-5	External Assurance	This report has not been externally assured.
GRI 2-6	Activities, value chain and other business relationships	<a href="#">2025 10-K Report</a> ; pg. 2-11
GRI 2-7	Employees	<p>As of August 30, 2025, we employed approximately 130K AutoZoners, approximately 60% of whom were employed full-time and the remaining 40% were employed part-time. About 91% of our AutoZoners were employed in stores or in direct field supervision, approximately 6% in distribution centers and approximately 3% in store support and other functions. Included in the above numbers are approximately 19K AutoZoners employed in our international operations.</p> <p><b>Omission Statement:</b> 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	<a href="#">Corporate Governance Webpage</a> <a href="#">2025 Proxy Statement</a> ; pg. 7-17

# GRI Index

GRI STANDARD		REFERENCE AND RESPONSES
GRI 2 - Organizational Profile		
GRI 2-10	Nomination and selection of the highest governance body	2025 Proxy Statement; pg. 17
GRI 2-11	Chair of the highest governance body	2025 Proxy Statement; pg. 7
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Governance and Transparency; pg. 20 2025 Proxy Statement; pg. 7-10
GRI 2-13	Delegation of responsibility for managing impacts	Governance and Transparency; pg. 20 2025 Proxy Statement; pg. 11-12
GRI 2-14	Role of the highest governance body in sustainability reporting	Governance and Transparency; pg. 20 2025 Proxy Statement; pg. 10
GRI 2-15	Conflicts of interest	2025 Proxy Statement; pg. 22-23 AutoZone Code of Conduct; pg. 20-21
GRI 2-16	Communication of critical concerns	2025 Proxy Statement; pg. 2, 20-22
GRI 2-17	Collective knowledge of the highest governance body	2025 Proxy Statement; pg. 13-15 AutoZone Corporate Governance Principles; pg. 1-4
GRI 2-18	Evaluation of the performance of the highest governance body	2025 Proxy Statement; pg. 16 AutoZone Corporate Governance Principles; pg. 7
GRI 2-19	Remuneration policies	2025 Proxy Statement; pg. 2, 34-36
GRI 2-20	Process to determine remuneration	2025 Proxy Statement; pg. 37-40
GRI 2-21	Annual total compensation ratio	2025 Proxy Statement; pg. 47-52, 64
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. 6-10 AutoZone Code of Ethical Conduct for Financial Executives; pg. 1-2 2025 Proxy Statement; pg. 9-10
GRI 2-24	Embedding policy commitments	AutoZone Vendor Code of Conduct; pg. 10 AutoZone Code of Ethical 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. 1 AutoZone Code of Conduct; pg. 25-30

# GRI Index

GRI STANDARD		REFERENCE AND RESPONSES
<b>GRI 2 - Organizational Profile</b>		
<b>GRI 2-26</b>	Mechanisms for seeking advice and raising concerns	AutoZone Code of Conduct; pg. 6, 9, 30 AutoZone Vendor Code of Conduct; pg. 1 AutoZone Code of Ethical Conduct for Financial Executives; pg. 2
<b>GRI 2-27</b>	Compliance with laws and regulations	2025 10-K Report; pg. 10, 21-24 AutoZone Code of Conduct; pg. 6-30 AutoZone Vendor Code of Conduct; pg. 3
<b>GRI 2-28</b>	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.
<b>GRI 2-29</b>	Approach to stakeholder engagement	2025 Proxy Statement; pg. 2, 20-21
<b>GRI 2-30</b>	Collective bargaining agreements	AutoZone has collective bargaining agreements in Brazil, as required by law..
<b>GRI 3 - Material Topics</b>		
<b>GRI 3-1</b>	Process to determine material topics	AutoZone 2022 ESG Report; pg 14 2025 10-K Report; pg. 13-23
<b>GRI 3-2</b>	List of material topics	AutoZone 2022 ESG Report; pg 14 2025 10-K Report; pg. 13-23
<b>GRI 3-3</b>	Management of material topics	Governance and Transparency; pg. 20 2025 10-K Report; pg. 13-23
<b>GRI 205 - Anti-Corruption</b>		
<b>GRI 205-1</b>	Operations assessed for risks related to corruption	2025 10-K Report; pg. 13-23
<b>GRI 205-2</b>	Communication and training about anti-corruption policies and procedures	AutoZone Code of Conduct; pg. 13, 26-28 AutoZone Vendor Code of Conduct; pg. 3

# GRI Index

GRI STANDARD		REFERENCE AND RESPONSES																
<b>GRI 302 - Energy</b>																		
<b>GRI 302-1</b>	Energy consumption within the organization	<p><b>FY2025 ENERGY BY SOURCE FOR SCOPES 1 &amp; 2 (GIGAJOULES) – GLOBAL OPERATIONS</b></p> <table border="1"> <tr> <td>Global Total</td> <td>6,660,502</td> </tr> <tr> <td>Gasoline – Mobile – Light-Duty Fleet</td> <td>2,857,054</td> </tr> <tr> <td>Electric Power<sup>1</sup></td> <td>2,002,880</td> </tr> <tr> <td>Diesel – Mobile – Heavy-Duty Fleet</td> <td>1,049,735</td> </tr> <tr> <td>Natural Gas</td> <td>713,056</td> </tr> <tr> <td>Propane</td> <td>16,079</td> </tr> <tr> <td>Other Fuel</td> <td>11,560</td> </tr> <tr> <td>On-site Solar</td> <td>10,138</td> </tr> </table> <p><sup>1</sup>RECs cover 1,337,508 gigajoules of the electric power generated in FY2025 Table excludes 19,965 mtons CO<sub>2</sub>e from Refrigerants.</p>	Global Total	6,660,502	Gasoline – Mobile – Light-Duty Fleet	2,857,054	Electric Power <sup>1</sup>	2,002,880	Diesel – Mobile – Heavy-Duty Fleet	1,049,735	Natural Gas	713,056	Propane	16,079	Other Fuel	11,560	On-site Solar	10,138
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<b>GRI 302-3</b>	Energy Intensity	Environmental Stewardship; pg. 7-10																
<b>GRI 302-4</b>	Reduction of energy consumption	Environmental Stewardship, Energy; pg. 11-12																
<b>GRI 305 - Emissions</b>																		
<b>GRI 305-1</b>	Direct (Scope 1) GHG emissions	<p>Environmental Stewardship; pg. 7-10 2025 CDP Report</p> <p>Emissions factors and GWP used:</p> <ul style="list-style-type: none"> <li>• GWP: AR6</li> <li>• U.S. EPA MRR, DEFRA 2025 and The Climate Registry 2025</li> </ul> <p>Consolidation approach for emissions: Operational Control The GHG Protocol is our primary guide for methodology standards</p>																
<b>GRI 305-2</b>	Energy indirect (Scope 2) GHG emissions	<p>Environmental Stewardship; pg. 7-10 2025 CDP Report</p> <p>Emissions factors and GWP used:</p> <ul style="list-style-type: none"> <li>• GWP: AR6</li> <li>• U.S. EPA eGRID2025 (w/2023 data) &amp; International Energy Agency 2025 (w/ 2023 data)</li> </ul> <p>Consolidation approach for emissions: Operational Control The GHG Protocol is our primary guide for methodology standards.</p>																
<b>GRI 305-4</b>	GHG emissions intensity	Environmental Stewardship; pg. 7-10																
<b>GRI 305-5</b>	Reduction of GHG emissions	Environmental Stewardship; pg. 7-12																

# GRI Index

GRI STANDARD		REFERENCE AND RESPONSES																								
<b>GRI 306 - Waste</b>																										
<b>GRI 306-1</b>	Waste generation and significant waste-related impacts	AutoZone's focus has been on understanding and reducing the impacts of waste in the organization's 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 208K metric tons of CO <sub>2</sub> e were avoided by AutoZone's store recycling efforts in FY2025.																								
<b>GRI 306-2</b>	Management of significant waste-related impacts	Governance and Transparency; pg. 20																								
<b>GRI 306-4</b>	Waste diverted from disposal	<p>Our recycling program is substantial and shows up in two distinct ways: recycling that occurs in our operations and recycling that our customers do through our stores.</p> <table border="1"> <thead> <tr> <th colspan="2">Recycling in Our Operations</th> <th colspan="2">Customer Recycling</th> </tr> <tr> <th>Material</th> <th>FY2025</th> <th>Product</th> <th>FY2025</th> </tr> </thead> <tbody> <tr> <td>Wood</td> <td>1,158,538 pallets</td> <td>Motor Oil</td> <td>17.3MM gallons</td> </tr> <tr> <td>Cardboard</td> <td>28,515 tons</td> <td>Batteries</td> <td>310,567 tons</td> </tr> <tr> <td>Steel</td> <td>22,634 tons</td> <td>Oil Filters</td> <td>Over 1MM</td> </tr> <tr> <td>Plastic</td> <td>1,322 tons</td> <td>Core Parts</td> <td>59,689 tons</td> </tr> </tbody> </table>	Recycling in Our Operations		Customer Recycling		Material	FY2025	Product	FY2025	Wood	1,158,538 pallets	Motor Oil	17.3MM gallons	Cardboard	28,515 tons	Batteries	310,567 tons	Steel	22,634 tons	Oil Filters	Over 1MM	Plastic	1,322 tons	Core Parts	59,689 tons
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<b>GRI 401 - Employment</b>																										
<b>GRI 401-2</b>	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Life insurance, healthcare, disability coverage, paid time off, parental leave, tuition reimbursement, 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.																								
<b>GRI 403 - Occupational Health and Safety</b>																										
<b>GRI 403-1</b>	Occupational health and safety management system	AutoZone follows Occupational Health and Safety Administration (OSHA) standards and submits OSHA required health and safety data in compliance with applicable regulatory requirements.																								
<b>GRI 403-2</b>	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 minimize 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 DC AutoZoners for physically demanding activities, provide feedback on proper body mechanics and help AutoZoners prevent injury. Our DC Advisors also identify safety issues. There are multiple postings throughout our DCs showing proper techniques and encouraging stretches before shifts to prevent injuries.																		
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. AutoZoners have options for virtual healthcare, including virtual primary care, urgent care and mental health counseling, as well as access to a self-guided mental well-being app.																		
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	<b>Direct Response:</b> AutoZone has implemented key elements of a safety, health and environmental system covering all AutoZoners.																		
GRI 403-9	Work-related injuries	<table border="1"> <thead> <tr> <th colspan="2">FY2025</th> </tr> </thead> <tbody> <tr> <td><b>DC OSHA Recordable Injury Rate<sup>1</sup></b></td> <td>2.09</td> </tr> <tr> <td><b>Total Lost Time Injury Rate<sup>2</sup></b></td> <td>0.91</td> </tr> <tr> <td>    <b>DCs</b></td> <td>0.71</td> </tr> <tr> <td>    <b>Stores</b></td> <td>0.93</td> </tr> <tr> <td>    <b>Fatalities</b></td> <td>6</td> </tr> <tr> <td><b>Preventable Collision Rate<sup>3</sup></b></td> <td></td> </tr> <tr> <td>    <b>Commercial Fleet</b></td> <td>8.45</td> </tr> <tr> <td>    <b>Class 8 Tractor and Trailer Fleet</b></td> <td>2.51</td> </tr> </tbody> </table> <p><sup>1</sup> Number of OSHA recordable incidents per 200,000 hours worked  <sup>2</sup> Number of lost time incidents per 200,000 hours worked  <sup>3</sup> Number of preventable collisions per 1,000,000 miles driven</p>	FY2025		<b>DC OSHA Recordable Injury Rate<sup>1</sup></b>	2.09	<b>Total Lost Time Injury Rate<sup>2</sup></b>	0.91	<b>DCs</b>	0.71	<b>Stores</b>	0.93	<b>Fatalities</b>	6	<b>Preventable Collision Rate<sup>3</sup></b>		<b>Commercial Fleet</b>	8.45	<b>Class 8 Tractor and Trailer Fleet</b>	2.51
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# GRI Index

GRI STANDARD		REFERENCE AND RESPONSES
<b>GRI 404 - Training and Education</b>		
<b>GRI 404-1</b>	Average hours of training per year	<b>Omission Statement:</b> 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 92K training modules every week.
<b>GRI 404-2</b>	Programs for upgrading employee skills and transition assistance programs	<p><b>a. Assistance provided to upgrade AutoZoner skills:</b> 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>b. Transition assistance programs:</b> Many resources are made available to AutoZoners on understanding Social Security and Medicare. Retiree Health Solutions is available 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>
<b>GRI 404-3</b>	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.
<b>GRI 405 - Diversity and Equal Opportunity</b>		
<b>GRI 405-1</b>	Diversity of governance bodies and employees	SASB CG-MR-330a.1 and GRI 401-1 <a href="#">2025 Proxy Statement</a> ; pg. 5
<b>GRI 412 - Human Rights Assessment</b>		
<b>GRI 412-2</b>	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 organization, including 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 of Conduct, among others. In FY2025, 100% of such AutoZoners completed these trainings.</p> <p><a href="#">AutoZone Code of Conduct</a>; pg. 16 <a href="#">AutoZone Vendor Code of Conduct</a>; pg. 8-9</p>
<b>GRI 412-3</b>	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<a href="#">AutoZone Vendor Code of Conduct</a> ; pg. 8-9

# GRI Index

GRI STANDARD		REFERENCE AND RESPONSES								
<b>GRI 413 - Local Communities</b>										
<b>GRI 413-1</b>	Operations with local community engagement, impact assessments, and development programs	We encourage AutoZoners to be active members of their communities. This is one of the ways we believe AutoZoners can LIVE the 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. Many of our CEO Team members lead the way by serving on nonprofit boards and lending their expertise to organizations serving the areas where we live, work and serve.								
<b>GRI 413-2</b>	Operations with significant actual and potential negative impacts on local communities	<b>Omission Statement:</b> 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.								
<b>GRI 414 - Supplier Social Assessment</b>										
<b>GRI 414-1</b>	New suppliers that were screened using social criteria	AutoZone Vendor Code of Conduct; pg. 6								
<b>GRI 414-2</b>	Negative social impacts in the supply chain and actions taken	AutoZone Vendor Code of Conduct; pg. 6								
<b>GRI 415 – Public Policy</b>										
<b>GRI 415-1</b>	Political contributions	<table border="1"> <thead> <tr> <th>Organization</th> <th>2025 Contribution</th> </tr> </thead> <tbody> <tr> <td>Auto Care Association</td> <td>\$155K</td> </tr> <tr> <td>Coalition for Automotive Repair Equality</td> <td>\$140K</td> </tr> <tr> <td>Retail Industry Leaders Association</td> <td>\$65K</td> </tr> </tbody> </table>	Organization	2025 Contribution	Auto Care Association	\$155K	Coalition for Automotive Repair Equality	\$140K	Retail Industry Leaders Association	\$65K
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Retail Industry Leaders Association	\$65K									
<b>GRI 416 - Customer Health and Safety</b>										
<b>GRI 416-1</b>	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. 9-10								
<b>GRI 416-2</b>	Incidents of non-compliance concerning the health and safety impacts of products and services	AutoZone Vendor Code of Conduct; pg. 9-10								
<b>GRI 418 - Customer Privacy</b>										
<b>GRI 418-1</b>	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2025 10-K Report; pg. 19-21, 24-25								

# 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.	2025 CDP Response: C4.1	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	2025 CDP Response: C2.1, C3.1, C3.6	a) Describe the organization's processes for identifying and assessing climate-related risks.	2025 CDP Response: C2.1, C2.2.2,	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	2025 CDP Response C7
b) Describe management's role in assessing and managing climate-related risks and opportunities.	2025 CDP Response: C4.3	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	2025 CDP Response: C2.2, C3.1, C3.6, C5.1, C5.2	b) Describe the organization's processes for managing climate-related risks.	2025 CDP Response: C2.1, C2.2	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	2025 CDP Response C7
		c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2° C or lower scenario.	2025 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.	2025 CDP Response: C2.1, C2.2	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2025 CDP Response C7

# 2024 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	4	2	28	6	-	4	-	1	11	-	-	1	1	-	58
First/Mid Level Officials and Managers	119	34	668	96	2	191	6	9	241	73	-	63	1	6	1,509
Professionals	193	55	442	127	5	50	2	18	151	105	2	26	3	9	1,188
Technicians	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sales Workers	20,959	6,379	33,711	12,588	296	1,445	774	343	8,748	3,975	87	194	291	114	89,904
Administrative Support Workers	22	41	52	51	1	13	-	2	67	75	-	6	2	2	334
Craft Workers	95	10	231	58	2	12	5	6	24	19	-	-	2	-	464
Operatives	1,427	1,020	1,489	518	16	55	22	32	828	316	8	42	8	15	5,796
Laborers & Helpers	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Service Workers	2,001	424	2,741	612	19	116	44	4	491	200	7	15	16	2	6,692
<b>Total</b>	<b>24,820</b>	<b>7,965</b>	<b>39,362</b>	<b>14,056</b>	<b>341</b>	<b>1,886</b>	<b>853</b>	<b>415</b>	<b>10,561</b>	<b>4,763</b>	<b>104</b>	<b>347</b>	<b>324</b>	<b>148</b>	<b>105,945</b>

# Forward-Looking Statements

Certain statements herein constitute forward-looking statements that are subject to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Forward-looking statements typically use words such as “believe,” “anticipate,” “should,” “intend,” “plan,” “will,” “expect,” “estimate,” “project,” “positioned,” “strategy,” “seek,” “may,” “could,” and similar expressions. These forward-looking statements include, but are not limited to, our GHG emissions reduction goals, ambition to reach net zero emissions by 2050, and steps to help us achieve them. These statements are based on assumptions and assessments made by our management in light of experience, historical trends, current conditions, expected future developments and other factors that we believe appropriate. These forward-looking statements are subject to a number of risks and uncertainties, including without limitation: global socio-demographic and economic trends, climate-related conditions and weather events, legislative and regulatory changes, and other unforeseen events or conditions, among others. Forward-looking statements are not guarantees of future performance and actual results may differ materially from those contemplated by such forward-looking statements. These and other risks and uncertainties are discussed in more detail in the “Risk Factors” section contained in Item 1A under Part 1 of our Annual Report on Form 10-K for the year ended August 30, 2025 (Annual Report). Events described above and in the “Risk Factors” section could materially and adversely affect our business. However, it is not possible to identify or predict all such risks and other factors that could affect these forward-looking statements. Forward-looking statements speak only as of the date made. Except as required by applicable law, we undertake no obligation to update publicly 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, AutoZone & Speedbar Design, ALLDATA, ALLDATA Collision, ALLDATA Diagnostics, ALLDATA Manage, ALLDATA Repair, ALLDATA Shop Manager, ALLDATA Tech-Assist, Automotive Intelligence, AutoZone Rewards, BatteryZone, Duralast, Econocraft, Get in the Zone, Loan-A-Tool, OilZone, PartsZone, Parts Are Just Part of What We Do, ProElite, Provantage, Proven Tough, ShopPro, SureBilt, The Best Parts in Auto Parts, TotalPro, Tougher Through Technology, TruGrade, Valucraft, What It Takes To Do The Job Right (WITTDJR), Z-net, and Zone, along with variations of these trademarks.

# AutoZone



BRAKE PADS & ROTORS  
**FREE**  
WHEELS! BRAKE PADS  
SHOCKS! BRAKE LINES!  
WASHERS! BRAKE FLUIDS!

**AutoZone**  
REWARDS  
GET A  
**\$5**  
BONUS  
REWARD

**NOW OPEN**  
VIA ABRIMOS

OIL + FILTER  
**\$34.99**

CAR WASH  
**50% OFF**

FREE REWARDS  
\$5 BONUS REWARD  
WE HAVE GAS CARDS

15,000 MILES  
PROTECTION  
GUARANTEED

