

Powering Progress: Our Sustainability Strategy

The three pillars of our strategy demonstrate that managing sustainability risks and capitalizing on opportunities are at the heart of the value we deliver as a global business.



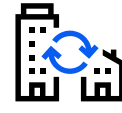
Profitably delivering sustainable solutions

Delivering economic and sustainable value go hand-in-hand



People-led performance

Empowering our diverse workforce to excel in delivering value safely



Strong governance and ethical practices

Reinforcing our values through robust corporate citizenship and ethical practices

Profitably Delivering Sustainable Solutions

21% of global revenue linked to circular economy

284K vehicles processed

4.9M parts reused, refurbished, and remanufactured

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

Our Core Operations Play a Pivotal Role Across The Vehicle Lifecycle



Parts Recovery & Remanufacturing



Inventory Management



Order Fulfillment

Keeping vehicles on the road longer is one of the most effective ways to advance sustainability in the automotive industry. Through high-quality, cost-effective replacement parts, we enable repairs that extend vehicle life and provide customers with affordable, sustainable mobility solutions.

Vehicle Use

Collision Repair

Extending Product Lifespan

Vehicle Recovery

Salvage

Recycling, Remanufacturing, and Repair

Rater and Ranker Highlights



Our Sustainability Goals and Progress

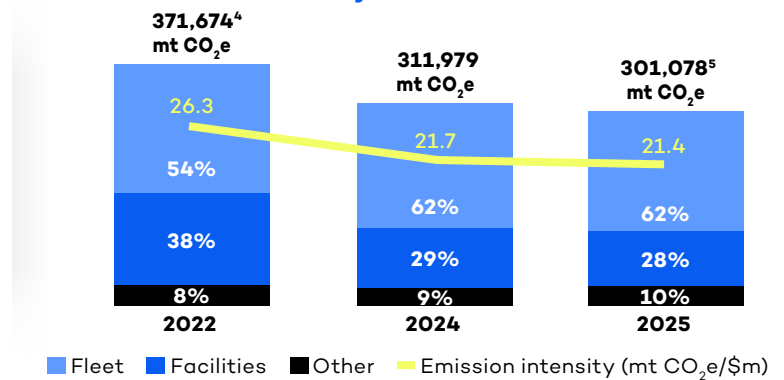
	Goals	Progress
Profitably Delivering Sustainable Solutions ¹	By 2025 , establish a published roadmap to achieve the 2030 30% reduction of Scope 1 and 2 emissions.	Goal achieved. Refer to page 14 of the Sustainability Report for more details.
	By 2030 , reduce global Scope 1 and Scope 2 emissions relative to revenue by 30% by 2030 compared to the 2022 base year.	Our Scope 1 and 2 emissions in 2025 were -18.6% vs. 2022.
	By 2050 , achieve net zero emissions across our operations.	We aim to achieve net zero emissions (Scope 1 and 2) by 2050.
People-Led Performance	By 2025 and 2030 , achieve 73% and 78% participation in employee engagement surveys, and engagement scores of 76 and 78, respectively.	In 2025, we achieved an 86% participation rate (2024: 85%) and an overall engagement score of 72 (2024: 72) ² .
	By 2025 , increase the global female representation in our workforce to 20%.	Goal achieved in 2024 and 2025.
Strong Governance and Ethical Practices	Annually contribute \$4 million through LKQ's Community Foundation.	Goal achieved in 2023, 2024, and 2025.
	98% of salaried, office, and sales-related team members complete Code of Ethics attestation annually .	100% achieved in 2023, 2024, and 2025.

Our Progress on Scope 1 and Scope 2 Emissions

Across our dismantling sites, distribution centers, and logistics network, we continue to invest in renewable-energy procurement, solar installations, and energy and fuel efficiency upgrades to reduce our carbon footprint and support our 2030 goal of a 30% reduction in Scope 1 and 2 emissions intensity.

In 2025, we achieved a 3.5% year-over-year absolute reduction and a 19.0% reduction versus our base year, reflecting the tangible impact of our targeted investments and operational improvements.

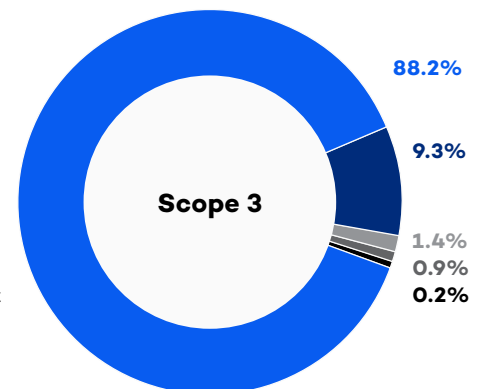
Total Scope 1 and Scope 2 GHG Inventory by Activities³



Strengthening Our Understanding of Value Chain Emissions

Scope 3 emissions represent the largest share of LKQ's greenhouse gas footprint. In 2025, we strengthened the accuracy, coverage, and transparency of our Scope 3 reporting, building on the foundation established in 2024. Through value chain mapping aligned with GHG Protocol relevance and materiality principles, LKQ refined its methodology and identified five relevant Scope 3 categories. In 2026, we continue to strengthen data accuracy and completeness by refining methodologies, expanding category coverage, and deepening engagement with priority suppliers.

- Use of sold products
- Purchased goods and services
- Upstream transportation and distribution
- End-of-life treatment of sold products
- Waste generated in operations



¹ For tracking against its goals to reduce GHG emissions, LKQ utilizes the market-based methodology for Scope 2 accounting.

² While the engagement score did not meet our 2025 target, we continue to be committed to our 2030 targets.

³ In 2025 we harmonized activities to three categories which align with our carbon reduction initiatives.

⁴ Recalculated from the 2024 reported value (2022: 365,389 mt CO₂e) following corrections to the emission factors used for European diesel and petrol.

⁵ For additional details about the scope of work performed by external auditors on our 2025 Scope 1 and 2 GHG emissions, refer to page 56 of our 2025 Sustainability Report.

People-Led Performance

Safety is a Shared Value

3.0 2025 Total Recordable Incident Rate (TRIR)^{1,2}

We treat safety as a shared responsibility across every role, site, and region. By focusing on prevention, clear expectations, and accountability, we embed safety into daily decisions. We reinforce this through our anonymous hotline and Safety Pit Stop program, supporting a speak-up culture, while strong leadership and employee engagement help us continuously improve and look out for one another.

Mentoring at LKQ

In 2025 we launched our Global Mentoring program tracked via our Global Learning Management System. We have hundreds of active mentors and mentees in the mentoring marketplace. We plan to continue the success of this global program by cascading the approach deeper into the organization connecting our people across continents and functions.

LKQ Inspires

LKQ Inspires is our global recognition platform, celebrating individual and team contributions across roles and regions. In 2025, we shared over 61,000 recognitions, highlighting everyday impact, collaboration, and milestones. By recognizing both big achievements and small moments, the platform reinforces our values and strengthens connection across our workforce.



Global Inclusion Networks



"At LKQ, inclusion means creating an environment where people feel seen, heard, and respected, where they can bring their full selves to work and contribute with confidence. When people understand how they belong and how their work matters, it strengthens trust, collaboration, and performance across the organization."

— Cecilia Mendoza, Director, Internal Communications & Inclusion

Additional Sustainability Highlights

Renewable Energy in Action

In 2025, LKQ signed a 20-year Power Purchase Agreement for its Sulzbach-Rosenberg logistics hub in Germany, where a rooftop solar system covers more than 12,000 m² with over 6,000 photovoltaic modules. The installation is expected to generate up to 50% of the site's energy needs and serve as a scalable model for renewable-energy deployment. Learn more about this initiative [here](#).

LKQ Foundation

The LKQ Foundation reflects our commitment to supporting our people and the communities we serve. Through global giving and employee-driven initiatives, we focus on meaningful impact where it matters most. In 2025, we contributed \$4 million to organizations supporting health, education, environmental efforts, and employee assistance.



Download our full 2025 Sustainability Report:
www.lkqcorp.com/sustainability

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

¹ TRIR is a mathematical calculation that describes the number of employees per 100 full-time employees that have been involved in a recordable injury or illness. Number of recordable incidents x 200,000 / total number of labor hours worked = TRIR.

² In 2025 we captured TRIR in Europe and are now reporting a global TRIR number.