

SUPPLIER CODE OF CONDUCT



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OUR EXPECTATIONS FOR OUR SUPPLIERS



At Advance Auto Parts (Advance, Carquest, Worldpac and Autopart International), we serve our customers with **Care** and **Speed**. The suppliers, vendors, service providers and other third parties (“suppliers”) that we work with help us deliver on our commitment to getting the right part to the right customer at the right time.

This **Supplier Code of Conduct** (“Code”) sets out the expectations that we have for our suppliers and highlights some key laws and regulations. No code can cover all policies or laws, and if suppliers have questions, they can ask their primary business partner or email ethicsandcompliance@advance-auto.com.

We require our suppliers to comply with any applicable laws or regulations and expect them to comply with this Code when it is relevant to the goods or services they provide or to the work they do on our behalf. Additionally, we may have stricter requirements in some countries in which we do business.

We will audit from time to time our suppliers for compliance with applicable laws and standards and we expect their cooperation during an audit or inspection. We will work with our suppliers to help ensure they understand and meet our expectations. If a supplier is unable or unwilling to do this, then we may take action, up to and including termination of business with Advance.

Our Supplier Code complements our Code of Ethics and Business Conduct, which applies to our team members globally. We hold our team members and suppliers to the same high standards. If a supplier becomes aware of actual or potential misconduct — even if by one of our team members — the supplier must immediately report it using one of the options outlined in the **Report Violations or Concerns** section.

Suppliers include anyone that provides products or services to Advance Auto Parts, including goods for resale and goods or services for Advance’s own use. This Code applies to all suppliers that deliver goods and/or services to any entity of Advance Auto Parts, including any of its parent, subsidiary or affiliate entities as well as any of their respective employees and agents (individually and collectively referred to as “suppliers”).

This Code applies to suppliers that provide goods or services to Advance, Carquest, Worldpac or Autopart International.

OUR VISION, MISSION AND CULTURAL BELIEFS



Understanding our vision, mission and cultural beliefs is key to understanding how to work successfully with our company and team members. Because we hold our suppliers to the same high standards that we set for ourselves, we want them to understand the foundation behind all that we do.

VISION

Advancing A World In Motion

MISSION

Passion For Customers...Passion For Yes!

CULTURAL BELIEFS

Advance's company culture is how we think and act. Every team member has a role to play in determining the culture of Advance. Having clearly identified beliefs helps us all understand the behaviors we should exhibit when we come to work. These are the behaviors that will make Advance a great place for our team to work and a great place for our customers to shop.

- **Speak Up**
- **Be Accountable**
- **Take Action**
- **Grow Talent**
- **Move Forward**
- **Champion Inclusion**

ACT ETHICALLY AND IN COMPLIANCE WITH THE LAW



In addition to acting in compliance with applicable laws, we expect our suppliers to act ethically. This includes being honest and fair in all business dealings conducted on our behalf.

COMPLIANCE WITH THE LAW

We comply with all applicable international, national, state and local laws and regulations that apply to our business. We expect the same commitment from our suppliers. Through this joint commitment, we will be able to maintain our excellent reputation and continue to deliver on our Mission: **Passion for Customers...Passion for Yes!**

ANTI-BRIBERY AND ANTI-CORRUPTION

Our suppliers should not — directly or indirectly — offer, give, request or receive bribes, or make facilitation payments. Facilitation payments are payments of a small amount to ensure or speed up the proper performance of a government official's routine duties. Bribes or other improper benefits may include cash, charitable grants or donations, entertainment, favors, gifts, meals, job opportunities, political contributions or travel if they are offered to improperly influence any act or decision or to otherwise gain an improper benefit. Bribes or facilitation payments must not be paid to any person, including any government official, even if they are customary or expected.

When doing business on our behalf, we require suppliers to comply with any applicable national and global anti-bribery or anti-corruption laws that apply to either of us. These include the People's Republic of China Criminal Code and Anti-Unfair Competition Law, the United States Foreign Corrupt Practices Act (FCPA), and other applicable laws adopted pursuant to the Organization for Economic Cooperation and Development (OECD) Convention on Combating Bribery.

We expect our suppliers to keep accurate books and records, and we prohibit them from providing false or misleading information that could cause our books and records to be inaccurate.

We prohibit our team members from engaging in bribery or corrupt practices, including asking a supplier to engage in such actions on our behalf. A supplier must immediately notify our Ethics and Compliance team if a team member offers or suggests making an improper payment or improperly providing another item of value. (See the **Report Violations or Concerns** section for contact information.)

CONFLICTS OF INTEREST

All team members must ensure that their personal, business or financial interests do not conflict with Advance's interests. These types of conflicts can arise in our team members' relationships with our suppliers, and we expect our suppliers to help prevent them.

Suppliers may not use gifts, meals, entertainment or other items of value to attempt to improperly influence our team members. Team members are required to decline or donate inappropriate items offered by suppliers. Team members may not ask or allow suppliers to ship merchandise directly to their home addresses. A supplier must immediately notify Advance's Ethics and Compliance team if a team member requests an item of value, such as a meal, gift, product discount or sample for their personal use. The company recognizes limited exceptions for business-appropriate, modest and infrequent business meals, gifts or courtesies that do not inappropriately influence, or appear to influence, any business decision and that have appropriate management approval.

Suppliers and team members must not form personal relationships that could compromise — or appear to compromise — their integrity and impartiality. Where such a relationship exists, the supplier or team member must disclose it to Advance.

FAIR DEALING

We expect our suppliers to be fair and professional in their business dealings. This includes complying with all applicable fair trade, anti-trust and competition laws

and regulations. Our suppliers should not offer or provide Advance team members with confidential information about our competitors or engage in discussions about our competitors' prices. (This prohibition does not include Advance and industry leaders sharing benchmarking information in a transparent and equitable way.) If a team member solicits confidential, competitive information that could give us an unfair advantage, the supplier must immediately notify our Ethics and Compliance team.

INSIDER TRADING

Insider Trading laws prohibit suppliers from buying or selling Advance Auto Parts securities — or from providing tips to others to do so — when in possession of material, nonpublic information about Advance Auto Parts. Examples of material, nonpublic information might include information about a pending change in key product lines or merchandise, a proposed business combination or other information that individuals would consider important in making an investment decision. This information would also be considered confidential and is subject to the requirements in the **Confidential Information** section below.

CARE FOR PEOPLE, PLANET AND COMMUNITY



Advance believes that dignity and respect are fundamental rights of every individual, and we are committed to upholding basic human rights in all areas of our business. We also believe individuals deserve a safe workplace, and we know a proactive safety culture helps reduce the risk of workplace accidents and injuries. We focus on doing our part to reduce our environmental impact across all aspects of our operations. Lastly, we believe being a good corporate citizen means dedicating our time, talent and resources to individuals and organizations in need.

We expect our suppliers to demonstrate care for people and our planet, and we encourage them to support their communities by operating consistently with these principles.

FAIR AND RESPECTFUL WORKPLACE

We expect our suppliers to create a fair and respectful workplace for their employees. This includes maintaining a workplace that is free of discrimination, harassment, sexual harassment, or any other offensive or intimidating behavior on the basis of race, color, religion, sex, age, national origin, disability, sexual orientation, gender identity, or any other legally protected status. We also require suppliers that interact with our team members to treat them with respect and not harass or discriminate against them.

FORCED OR CHILD LABOR

We do not knowingly work with suppliers that use forced, bonded, indentured, child or involuntary prison labor. Child labor is defined as the oldest age of the following: the local minimum working age, the age for completing compulsory education, or age 15. We expect our suppliers to comply with applicable local laws and the International Labor Organization (ILO) regarding age-appropriate work.

Our suppliers should not confiscate government-issued identity or immigration documents, charge excessive recruitment fees, restrict freedom of movement, use debt bondage or participate in any other kind of exploitation, abuse or harsh treatment. Their employees must be able to terminate their employment with reasonable notice.

WORKING HOURS, COMPENSATION AND ELIGIBILITY

We expect our suppliers to observe applicable laws and regulations governing wages, benefits, work hours, breaks and rest days. Our suppliers should ensure living wages are paid in a timely manner and working hours are not excessive. They also should confirm their employees are legally eligible to work in the relevant country before hiring them.

DIVERSE WORKPLACE

Advance Auto Parts recognizes the value in hiring and retaining a diverse workforce, and we encourage our suppliers to do the same.

HEALTH AND SAFETY

We seek to work with suppliers that provide a safe and healthy work environment that complies with all applicable local, state and federal laws. Depending on the nature of the work they do, this includes having the required and appropriate protective safety programs in place and controls over the use, storage, clean-up and disposal of hazardous materials.

We expect our suppliers to minimize occupational hazards by establishing appropriate program controls, detecting and addressing health and safety risks, and providing relevant training. We encourage our suppliers to track their occupational injury and illness rates and implement corrective actions to address the root cause of incidents.

ENVIRONMENTAL SUSTAINABILITY

We expect our suppliers to operate in compliance with all applicable environmental laws and regulations. Our suppliers should strive to reduce their environmental footprint by protecting the environment, conserving natural resources and reducing waste and emissions. We encourage our suppliers to track and monitor relevant environmental data — such as their energy consumption or Scopes 1 and 2 greenhouse gas emissions — or the source of certain

raw materials. We ask our suppliers to share this data with us — and we will be transparent with our data in return — so we can work together to drive sustainability in our industries.

SOCIAL RESPONSIBILITY

At Advance, giving back has always been an important part of our company culture. We know that caring for others doesn't just feel good — it's the right thing to do. We encourage our suppliers to show a similar commitment to enriching their communities and supporting worthy causes.



Suppliers may have access to confidential or personal information as part of the products or services they provide to us. We expect them to have industry-standard controls related to information security, such as disaster recovery, identity and access management, and sub-contractor agreements. We also expect our suppliers to protect our confidential information even after we have ended our business relationship with them.

CONFIDENTIAL INFORMATION

Our suppliers may have access to confidential information, including nonpublic, commercially sensitive or proprietary information. Examples include but are not limited to business or marketing plans, intellectual property, wholesale pricing or terms of supply, promotional strategies and sales volume forecasts. We expect them to protect this information and only share it — with our approval — on a “need to know” basis and as contractually allowed, such as by a Non-Disclosure Agreement (NDA).

DATA PRIVACY

We require suppliers that have access to Advance’s data to have appropriate controls in place to protect individuals’ privacy and comply with applicable laws. Our suppliers must immediately notify us if there has been a breach that potentially or actually impacted any personal data associated with the company or its team members, customers or other business partners. Our suppliers should comply with any relevant record retention and destruction requirements communicated to them.

INFORMATION SECURITY

We require suppliers that have access to Advance’s systems or data to have appropriate information security controls to protect their data and systems from malware, phishing, or other types of cyber-attacks, and as appropriate, we will conduct due diligence to confirm these controls. In addition, suppliers must immediately notify us if there has been a breach that potentially or actually impacted any data associated with the company or its team members, customers or other business partners.

Advance participates in the U.S. Customs Trade Partnership Against Terrorism (CTPAT) program. Accordingly, we expect our international suppliers that are part of our supply chain to have comprehensive written cybersecurity policies or procedures to protect their information technology systems, to install sufficient software and hardware to protect against cyber-attacks, to have appropriate systems and controls in the event of a data breach, and to otherwise meet the CTPAT Minimum Security Criteria for Cybersecurity.

DELIVER QUALITY GOODS AND SERVICES



Our Vision: “**Advancing a World in Motion**” is not possible without the partnership of our suppliers. We require our suppliers to provide goods and services that comply with all applicable laws and that deliver the quality, safety and affordability our customers demand – and deserve.

IMPORT AND EXPORT CONTROLS

We trust our suppliers to comply with all applicable laws that regulate global trade, such as regulations governing country of origin, importation, customs entry, export, licensing and sale of imported merchandise. We expect our suppliers to accurately and truthfully label their products and relevant documentation to show the country of origin. As CTPAT participants, we encourage our international suppliers to strengthen their supply chains and improve United States border security by becoming a partner in this program or similar programs approved under a Mutual Recognition with the United States (such as the Authorized Economic Operator Program or AEO). If an international supplier that is part of our supply chain elects not to participate in an acceptable program, we expect it to commit to meeting the CTPAT Minimum Security Criteria (MSC). Lastly, our suppliers should not participate in international boycotts not sanctioned by the United States government or applicable laws.

PRODUCT QUALITY AND SAFETY

Advance cares for our customers. We are committed to providing them with products

that meet their needs and conform to industry standards. We need our suppliers’ help to achieve this goal.

We expect our merchandising suppliers to deliver products safe for use for their intended purpose. We should have quality control measures to ensure their products are reliable, authentic (not counterfeit) and meet our customers’ expectations. Lastly, these suppliers should have procedures to identify potentially harmful products and complete a product recall per applicable laws and industry practices.

RESPONSIBLE SOURCING

We work with suppliers that are committed to the responsible sourcing of materials. If applicable to the goods they are providing to us, we expect suppliers to confirm they have taken the reasonable actions necessary to comply with the disclosure requirements of applicable U.S. federal securities laws related to conflict minerals. Conflict minerals — including tantalum, tin, tungsten and gold — are mined in an area of armed conflict and are sold to finance that fighting directly or indirectly.

REPORT VIOLATIONS OR CONCERNS



We expect our suppliers to follow the applicable laws and the standards in this Code and promptly report any actual or suspected violations. This includes if a supplier suspects that an Advance team member is making a request or taking an action that contradicts the law or this Code.

In most cases, suppliers should reach out to their primary business partner as the first point of contact for clarification on our expectations and requirements or to share a concern. They also can contact the head of the department or function with which they do business to share their concerns.

When in doubt, suppliers should report issues or concerns to our Ethics and Compliance team. Advance will investigate any reported concerns and if we find a problem, we will address it appropriately. The Advance Auto Parts Hotline allows for anonymous reporting.

A supplier should directly contact our Ethics and Compliance team in any of the following situations:

- Bribery or corruption
- Breach of Advance's confidential information or personal information
- Customs or sanctions violations
- Forced or child labor
- Violence against or harassment of workers
- Unfair trade practices
- Government investigations or enforcement activities
- The supplier's primary business partner is implicated in actual or potential misconduct

HOW TO CONTACT ETHICS AND COMPLIANCE

HOTLINE

Via The Web:

<https://secure.ethicspoint.com/domain/media/en/gui/17654/index.html?234>

Via The Phone:

from the United States: 1-800-277-2900
from Taiwan: 00801-13-7956
from India: 000-800-9190-901

ETHICS AND COMPLIANCE

Via The Postal Service:

Advance Auto Parts
Attention: Chief Compliance Officer
4200 Six Forks Road, Suite 2000
Raleigh, NC 27609 USA

Via Email:

ethicsandcompliance@advance-auto.com

SUPPLIER INTERNAL REPORTING OPTIONS

Just as Advance has options for our team members and business partners to speak up if they have a concern, we encourage our suppliers to have similar options for their employees and investigate and, as needed, remediate reported concerns appropriately and promptly.