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## DELTA REPORT

### 10-K

LKQ - LKQ CORP

10-K - DECEMBER 31, 2024 COMPARED TO 10-K - DECEMBER 31, 2023

The following comparison report has been automatically generated

TOTAL DELTAS 4642

█ CHANGES 457

█ DELETIONS 2760

█ ADDITIONS 1425

UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
WASHINGTON, D.C. 20549

FORM 10-K

(Mark One)

ANNUAL REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the fiscal year ended **December 31, 2023** **December 31, 2024**

OR

TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the transition period from \_\_\_\_\_ to \_\_\_\_\_

Commission File Number: **000-50404 001-42002**

**LKQ CORPORATION**

(Exact name of registrant as specified in its charter)

Delaware

**36-4215970**

(State or other jurisdiction of incorporation or organization)

(I.R.S. Employer Identification Number)

**500 West Madison Street, Suite 2800 5846 Crossings Boulevard**

**Chicago, Illinois Antioch, Tennessee**

**60661 37013**

(Address of principal executive offices)

(Zip Code)

Registrant's telephone number, including area code: **(312) 621-1950 (615) 781-5200**

Securities registered pursuant to Section 12(b) of the Act:

Title of Each Class

Trading Symbol(s)

Name of each exchange on which registered

Common Stock, par value \$0.01 per share

**LKQ**

**The Nasdaq Global Select Market**

**4.125% Notes due 2031**

**LKQ31**

**The Nasdaq Global Select Market**

Securities registered pursuant to Section 12(g) of the Act: None

Indicate by check mark if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act. Yes  No

Indicate by check mark if the registrant is not required to file reports pursuant to Section 13 or 15(d) of the Act. Yes  No

Indicate by check mark whether the registrant: (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes  No

Indicate by check mark whether the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T (§232.405 of this chapter) during the preceding 12 months (or for such shorter period that the registrant was required to submit such files). Yes  No

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, a smaller reporting company or an emerging growth company. See the definitions of "large accelerated filer," "accelerated filer," "smaller reporting company" and "emerging growth company" in Rule 12b-2 of the Exchange Act.

Large accelerated filer  Accelerated filer  Emerging growth company

Non-accelerated filer  Smaller reporting company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Indicate by check mark whether the registrant has filed a report on and attestation to its management's assessment of the effectiveness of its internal control over financial reporting under Section 404(b) of the Sarbanes-Oxley Act (15 U.S.C.7262(b)) by the registered public accounting firm that prepared or issued its audit report.

If securities are registered pursuant to Section 12(b) of the Act, indicate by check mark whether the financial statements of the registrant included in the filing reflect the correction of an error to previously issued financial statements.

Indicate by check mark whether any of those error corrections are restatements that required a recovery analysis of incentive-based compensation received by any of the registrant's executive officers during the relevant recovery period pursuant to §240.10D-1(b).

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Act). Yes  No

As of **June 30, 2023** **June 30, 2024**, the aggregate market value of common stock outstanding held by stockholders who were not affiliates (as defined by regulations of the Securities and Exchange Commission) of the registrant was approximately **\$15.5** **\$10.9 billion** (based on the closing sale price on The Nasdaq Global Select Market on such date). The number of outstanding shares of the registrant's common stock as of **February 16, 2024** **February 14, 2025** was **266,606,602** **259,154,784**.

Documents Incorporated by Reference

Those sections or portions of the registrant's proxy statement for the Annual Meeting of Stockholders to be held on **May 7, 2024** **May 7, 2025**, described in Part III hereof, are incorporated by reference in this report.

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## PART I

### SPECIAL NOTE ON FORWARD-LOOKING STATEMENTS

Statements and information in this Annual Report on Form 10-K that are not historical are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995 and are made pursuant to the "safe harbor" provisions of such Act.

Forward-looking statements include, but are not limited to, statements regarding our outlook, guidance, expectations, beliefs, hopes, intentions and strategies. Words such as "may," "will," "plan," "should," "expect," "anticipate," "believe," "if," "estimate," "intend," "project" and similar words or expressions are used to identify these forward-looking statements. These statements are subject to a number of risks, uncertainties, assumptions and other factors that may cause our actual results, performance or achievements to be materially different. All forward-looking statements are based on information available to us at the time the statements are made. We undertake no obligation to update any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.

You should not place undue reliance on our forward-looking statements. Actual events or results may differ materially from those expressed or implied in the forward-looking statements. The risks, uncertainties, assumptions and other factors that could cause actual results to differ from the results predicted or implied by our forward-looking statements include those identified in the sections entitled "Risk Factors" in Part 1A and "Management's Discussion and Analysis of Financial Condition and Results of Operations" in Item 7 of this Annual Report on Form 10-K.

Copies of our Annual Report on Form 10-K, Quarterly Reports on Form 10-Q, Current Reports on Form 8-K, and amendments to those reports filed or furnished pursuant to Section 13(a) or 15(d) of the Securities Exchange Act of 1934 are available free of charge through our website ([www.lkqcorp.com](http://www.lkqcorp.com)) at [www.lkqcorp.com](http://www.lkqcorp.com) ("Website") as soon as reasonably practicable after we electronically file the material with, or furnish it to, the Securities and Exchange Commission.

We routinely post important information on our website, [www.lkqcorp.com](http://www.lkqcorp.com), Website in the "Investor Relations" section. We also may use our website Website as a means of disclosing material, non-public information and for complying with our disclosure obligations under Regulation FD. Accordingly, investors should monitor the Investor Relations section of our website, Website, in addition to following our press releases, SEC filings, public conference calls, presentations and webcasts. The information contained on, or that may be accessed through, our website Website is not incorporated by reference into, and is not a part of, this document.

## ITEM 1. BUSINESS

### OVERVIEW

LKQ Corporation ("LKQ," the "Company" or "we"), a member of the Standard & Poor's 500 Stock Index ("S&P 500 Index"), is a global distributor of vehicle products, including replacement parts, components and systems used in the repair and maintenance of vehicles, and specialty aftermarket products and accessories to improve the performance, functionality and appearance of vehicles.

Buyers of vehicle replacement products have the option to purchase from primarily five sources: new products produced by original equipment manufacturers ("OEMs"); new products produced by companies other than the OEMs, which are referred to as aftermarket products; recycled products obtained from salvage and total loss vehicles; recycled products that have been refurbished; and recycled products that have been remanufactured. We distribute a variety of products to collision and mechanical repair shops, including aftermarket collision and mechanical products; recycled collision and mechanical products; refurbished collision products such as wheels, bumper covers and lights; and remanufactured engines and transmissions. Collectively, we refer to the four sources that are not new OEM products as alternative parts.

Our Wholesale - North America segment is a leading provider of alternative vehicle collision replacement products, paint and related body repair products, and alternative vehicle mechanical replacement products, with our sales, processing, and distribution facilities reaching most major markets in the United States and Canada. Our Europe segment is a leading provider of alternative vehicle replacement and maintenance products in Germany, the United Kingdom ("U.K."), the Benelux region (Belgium, Netherlands, and Luxembourg), Italy, Czech Republic, Austria, Slovakia, Poland, France and various other European countries. Our Specialty segment is a leading distributor of specialty vehicle aftermarket equipment and accessories reaching most major markets in the U.S. and Canada. Our Self Service segment operates self service retail facilities across the U.S. that sell recycled automotive products from end-of-life-vehicles.

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In 2023, we acquired Uni-Select Inc. ("Uni-Select"), a leading distributor of automotive refinish and industrial coatings and related products in North America through its FinishMaster business and a leading distributor of automotive maintenance parts and accessories serving the Canadian market through its Canadian Automotive Group business. This acquisition complemented our existing North American paint distribution operations and provided a scaled position in the Canadian replacement and maintenance parts market, with opportunity for future consolidation and growth.

We are organized into four operating segments: Wholesale - North America; Europe; Specialty; and Self Service, each of which is presented as a reportable segment. See Note 25, "Segment and Geographic Information" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for financial information by reportable segment and by geographic region.

### HISTORY

We were initially formed in 1998 through the combination of a number of wholesale recycled products businesses and subsequently expanded through internal development and acquisitions of aftermarket, recycled, refurbished, and remanufactured product suppliers and manufacturers; self service retail businesses; and specialty vehicle aftermarket equipment and accessories suppliers. We have completed approximately 300 business acquisitions. Our most significant acquisitions include:

- 2007 acquisition of Keystone Automotive Industries, Inc., which, at the time of acquisition, was the leading domestic distributor of aftermarket products, including collision replacement products, paint products, refurbished steel bumpers, bumper covers and alloy wheels.
- 2011 acquisition of Euro Car Parts Holdings Limited, a vehicle mechanical aftermarket parts distribution company operating in the U.K. This acquisition served as our entry into the European automotive aftermarket business, from which we have expanded our European footprint through organic growth and subsequent acquisitions.
- 2013 acquisition of Sator Beheer B.V. (now known as Fource), a vehicle mechanical aftermarket parts distribution company based in the Netherlands, with operations in the Netherlands, Belgium and France. This acquisition allowed us to further expand our geographic presence into continental Europe.

- 2014 acquisition of Keystone Automotive Holdings, Inc., which expanded our product offering and increased our addressable market to include specialty vehicle aftermarket equipment and accessories.
- 2016 acquisition of Rhiag-Inter Auto Parts Italia S.r.l., a distributor of aftermarket spare parts for passenger cars and commercial vehicles in Italy, Czech Republic, Slovakia, Switzerland, Hungary, Romania, Ukraine, Bulgaria, Poland and Spain. This acquisition expanded our geographic presence in continental Europe.
- 2018 acquisition of Stahlgruber GmbH ("Stahlgruber"), a wholesale distributor of aftermarket spare parts for passenger cars, tools, capital equipment and accessories with operations in Germany, Austria, Italy, Slovenia, and Croatia, with further sales to Switzerland. This acquisition expanded our geographic presence in continental Europe and serves as an additional strategic hub for our European operations.
- 2023 acquisition of Uni-Select Inc. ("Uni-Select"), a leading distributor of automotive refinish and industrial coatings and related products in North America through its FinishMaster business and a leading distributor of automotive parts and accessories serving the Canadian market through its Canadian Automotive Group business. This acquisition complements our existing North American paint distribution operations and provides a scaled position in the Canadian mechanical parts space, with opportunity for future consolidation and growth.

Since 2017, we have divested certain businesses due to the ongoing rationalization of our asset base by divesting certain non-core and/or lower margin businesses, and mandatory divestiture requirements due to certain acquisitions. Three of these divestitures have been reported as discontinued operations.

## STRATEGY

Our mission is to be the leading global value-added and sustainable distributor of vehicle parts and accessories by offering our customers the most comprehensive, available and cost-effective selection of parts and service solutions while building strong partnerships with our employees and the communities in which we operate. To achieve this mission, our strategy focuses on executing three key initiatives:

### **From 1998 Capitalizing on profitable growth opportunities**

We are dedicated to 2018, the Company focused on consolidating the alternative building competitive advantages and specialty vehicle parts markets to develop scale across an extensive network of salvage and aftermarket facilities throughout North America and on building a pan-European aftermarket parts distributor maintaining our leadership positions in the large, fragmented European market. This focus created a leading distributor of alternative collision and mechanical parts and a provider of vehicle diagnostics services markets in North America, a leading distributor of specialty vehicle parts and accessories for automotive, marine and recreational vehicles ("RV") in North America, a leading distributor of

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aftermarket mechanical parts in Europe, and a leading self service yard operator that offers high quality older and lower cost salvage vehicle parts to a broad set of do-it-yourself and do-it-for-me customers across a network of locations in the U.S.

Beginning in 2019, which we expanded our strategy to include operate. We focus on driving higher levels of profitable growth and increasing free cash flow profitable while maintaining a strong balance sheet. We foster an entrepreneurial and employee-centric culture that enables agility and innovation, empowering our businesses to succeed in the markets they serve. To continuously enhance the quality of our portfolio, our growth enhanced margins, and strategy is driven by organic investments in automation, productivity improvements, talent development, through our operational excellence initiatives, and strategic acquisitions.

**In Expanding our Europe segment, we are implementing a multi-year business transformation by establishing a Pan-European organization and lean operating model. The purpose of this multi-year "1 LKQ Europe" plan is to create one single operation by integrating the various acquisitions the Company has completed across the European continent since entering the market in 2011. This plan will leverage the full potential of our leading European scale position as a single entity in areas such as procurement, logistics, product strategy, revenue optimization, digitization, and value-added services for our customers. model**

We have four primary strategic pillars to build economic value: growing our diversified product and service offerings; expanding our geographic footprint; adapting to evolving technology; and rationalizing our asset base. We believe our extensive distribution network, with a deep and broad inventory of quality collision and mechanical repair products and specialty vehicle aftermarket products, high fulfillment rates, delivery reliability, and superior customer service, provide us with competitive advantages. To execute our strategy, we focus on a number of key areas, including:

- Leading distribution network.** We have invested significant capital to develop an extensive network of facilities across the geographies we serve in our operating segments. On a global basis, we operate approximately 1,650 facilities. Our ability to move inventory throughout our distribution networks increases the availability of our products and allows us to fill a higher percentage of our customers' requests. In order to expand our distribution network, we may seek to enter new markets through geographic expansion, organic development, or acquisitions that target high synergies and/or add critical capabilities.
- Broad product and service offerings.** The breadth and depth of our inventory across our operating segments reinforces our ability to provide a "one-stop" solution for our customers' alternative parts, specialty vehicle products and vehicle services needs.

- **High fulfillment rates.** We manage our inventory to optimize stocking levels in each of our operating segments. Maintaining industry leading fill rates, coupled with best-in-class service levels, is critical to our customers' productivity and their focus on reducing cycle time for repairs.
- **Strong business relationships.** We have developed business relationships with key constituents, including customers, vehicle insurance companies, multiple-location vehicle collision and mechanical repair operations, vendor partners and other industry participants in North America, Europe, and Asia. We monitor the start-up and venture capital landscape to develop business relationships and enhance our portfolio of potential offerings.
- **Technology driven business processes.** We focus on technology development to expand our competitive advantage. We have built data analytics capabilities and data assets and believe that we can more cost effectively leverage our data to make better business decisions than most of our competitors. Leveraging our data and market position, we utilize artificial intelligence ("AI") to make more accurate purchase decisions for our salvage business, therefore allowing us to better control our inventory. We continue to look for and invest in opportunities to further leverage AI, machine learning and neural networks for more effective procurement methods.
- **Adaptation to evolving technology in the vehicle industry.** We are committed to monitoring generating sustainable returns on invested capital by driving operational excellence and adapting lean management across our business businesses. We continuously evaluate and pursue opportunities to the technological changes in the vehicle industry. We have improve efficiency, margins and returns on invested capital. Through targeted productivity initiatives and a forward-looking strategy disciplined approach to cost management, we drive performance across key metrics, such as free cash flow generation, organic growth and innovation team that helps us monitor megatrends profit margins. Our current initiatives include optimizing working capital through expansion of our vendor financing program, enhancing margins through our inventory optimization efforts and assess the potential opportunities reducing selling, general and risks associated with several areas including, but not limited to, electric vehicles, advanced driver assistance systems, vehicle connectivity, autonomous vehicles, e-commerce administrative costs through streamlining our footprint and ride-sharing trends. reducing complexity across our business.
- **Rationalized asset base.** We have a Disciplined capital allocation and portfolio review process to continually analyze and execute on initiatives to reduce our operating costs and drive efficiencies, including brand rationalization, rightsizing efforts, and productivity initiatives with the underlying focus to drive higher levels of margins. simplification
- **Sustainability.** We are focused on driving maximizing return on investment through efficient allocation of capital. We seek to deploy capital for acquisitions in attractive growth areas. We apply strict criteria, targeting accretive tuck-in acquisition opportunities with high synergies that align with the core businesses in our Sustainability strategy and message to multiple stakeholders, both internally and externally. Our Sustainability strategy is focused on creating an inclusive culture, engaging strategic framework. We proactively divest businesses that no longer align with our employees and suppliers, tracking and reducing strategic vision, financial objectives or have limited long-term value potential, as demonstrated by our carbon footprint, and supporting the communities in which we operate.

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- **Employees and communities.** We focus on employees and communities through continuous improvement in our social initiatives. Our top priority is the health and safety divestment of certain of our employees, customers operations in Poland in 2024. Finally, we maintain a prudent and communities in which we operate.

We measure disciplined financial policy that prioritizes returning cash to shareholders through dividends and share repurchases, while maintaining our progress toward achieving our strategic goals based on our performance with respect to the following key priorities: free cash flow, profitable growth, enhanced margins, and talent development. We have implemented various improvement plans to enhance our operational efficiencies and actively monitor these and other important operating metrics. investment grade credit rating.

#### WHOLESALE - NORTH AMERICA SEGMENT

Our Wholesale - North America segment, which consists of aftermarket and salvage operations, sells five product types (aftermarket, OEM recycled, OEM remanufactured, OEM refurbished and, to a lesser extent, new OEM parts) to professional collision and mechanical vehicle repair businesses, which represents the source of the majority of the revenue generated by the segment.

As the profile and complexity of vehicles being repaired evolves, we have expanded and continue to expand our offerings to customers. In recent years, we have begun to offer on-site mobile and remote diagnostics services through our brand known as Elitek Vehicle Services. Additionally, we began offering proprietary hybrid battery reconditioning and installation services which create a more reliable hybrid battery while also extending the battery's useful life. We expect these areas, as well as our overall product and service offerings, to grow in the coming years as the number of technological components in vehicles increases.

Most recently,

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In August 2023, we acquired Uni-Select, including Canadian Automotive Group, a leading distributor of automotive parts and accessories serving the Canadian market, providing an which provided entry to the Canadian mechanical parts space; and FinishMaster, a leading distributor of paint and related products and supplies, which expands expanded our

existing North American paint business, collectively now branded as LKQ Refinish.

## Inventory

Our aftermarket products encompass items commonly prone to damage in a collision, including bumper covers, automotive body panels, and lights, as well as paint and paint related consumables for refinishing vehicles. Additionally, through the acquisition of Canadian Automotive Group, we have broadened our product offerings to include a range of mechanical automotive parts and accessories. Platinum Plus is our exclusive product line offered under the Keystone brand of aftermarket products. We also offer a product line called "Value Line" for more value conscious, often self-pay, consumers. We receive certifications on certain of our products from Certified Automotive Parts Association, an independent organization that evaluates the quality of our parts compared to OEM collision replacement products. Our salvage products include both mechanical and collision parts, including engines; transmissions; door assemblies; sheet metal products such as trunk lids, fenders and hoods; lights; and bumper assemblies.

The aftermarket products we distribute are purchased from independent manufacturers and distributors located primarily in North America and Asia, principally Taiwan. In 2023, 2024, approximately 51% 49% of our aftermarket purchases were made from our top seven six vendors, with our largest vendor providing approximately 12% 19% of our annual inventory purchases for the Wholesale - North America segment. We believe we are one of the largest customers of each of these suppliers. Through the This is primarily related to our acquisition of FinishMaster, where we obtained a strategic relationship with a supplier for paint and related products. This partnership will continue to play a key role in the expansion of our offerings for paint and related products. We believe we are one of the largest customers of each of these suppliers. Outside of this group, no other supplier provided more than 4% of our supply of aftermarket products in 2023, 2024. We purchased approximately 56% of our aftermarket products in 2023, 2024 from vendors located in the U.S.; however, we believe the majority of these products were manufactured in Taiwan, Mexico or other foreign countries, with the remaining aftermarket products being purchased directly from manufacturers in Taiwan and other Asian countries.

Within our wholesale operations, we focus our procurement on products that are in the most demand, based on a number of factors such as historical sales records of vehicles by model and year, customer requests, and projections of future supply and demand trends. Because lead times may be 40 days or more on imported aftermarket products, sales volumes and in-stock inventory are important factors in the procurement process.

We procure recycled products for our wholesale operations by dismantling total loss vehicles, typically acquired at regional salvage auctions, and inventorying the parts. The availability and pricing of the salvage vehicles we procure for our wholesale recycled products operations may be impacted by a variety of factors, including the production level of new vehicles and the percentage of damaged vehicles declared total losses. Our bidding specialists are equipped with a proprietary software application that allows them to compare the vehicles at salvage auctions against our current inventory levels, historical demand, and recent average selling prices to arrive at an estimated maximum bid. Additionally, we have embedded AI technology into

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our salvage procurement software to assist in the procurement decision making process, reducing the amount of labor and human error in the process.

## Scrap and Other Materials

Our salvage operations generate scrap metal and other materials that we sell to metals recyclers. Vehicles that have been dismantled for recycled products and "crush only" end-of-life vehicles acquired from other companies are typically crushed using equipment on site. In other cases, we will hire mobile crushing equipment to crush the vehicles before they are transported to shredders and scrap metal processors. Damaged and unusable wheel cores are melted in our aluminum furnace and sold to consumers of aluminum ingots and sows for the production of various automotive products, including wheels. We also sell the precious metals contained in certain of our recycled parts such as catalytic converters.

## Customers

We sell our products to wholesale customers that include collision and mechanical repair shops and new and used car dealerships, as well as to retail customers. The majority of these customers tend to be individually-owned small businesses, although the number of independent and dealer-operated repair facilities has declined over the last decade as a result of consolidation. While the majority of our distribution is done through a two-step model, our Canadian Automotive Group business utilizes a mix of both a two-step (i.e., direct sales to repair shop customers) and three-step model (i.e., sales to distributors who in turn sell to repair shop customers).

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Automobile insurance companies affect the demand for our collision products; while insurance companies do not pay for our products directly, they ultimately pay for the repair costs of insured vehicles in excess of any deductible amount. As a result, insurance companies often influence the types of products used in a repair. The use of our alternative parts instead of new OEM products provides a direct benefit to insurance companies by lowering the cost of repairs, by decreasing the repair time and thus the time the vehicle's owner is without a vehicle, and by providing a replacement product that is of similar quality and comparable performance to the part being replaced.

Since we have comparable options from both our aftermarket and recycled parts stock, our sales staff can access both sales systems and fill requests by cross selling if the desired part is not in stock.

To better serve our customers, we take a consolidated approach to the electronic sale of wholesale products in our Wholesale - North America segment. A full suite of e-commerce services is available to approved partners that helps us improve order accuracy, reduce return rates and better fit our customer workflow. Using these services in coordination with our partners, products can be searched, priced and ordered without leaving the customers' own operating systems.

#### **Distribution**

We believe our Wholesale - North America segment has the largest distribution network of alternative vehicle parts and accessories for the vehicle collision and mechanical repair market in North America. We have a distribution network of warehouses and cross dock facilities, which allows us to develop and maintain our service levels with local repair shops while providing industry leading fulfillment rates that are made possible by our nationwide presence. Our delivery fleet utilizes a third party software provider to optimize delivery routes and to track the progress of delivery vehicles throughout their runs. This third party software connects into each of our wholesale systems to allow a single interface for our management team to facilitate a single delivery to our customer, regardless of the product line or operating system. Our local presence allows us to provide a responsive and predictable experience, delivering daily if required and using consistent drivers each delivery. Our sales force and local delivery drivers develop and maintain critical personal relationships with the local repair shops, which benefit from access to our wide selection of products that we are able to offer as a result of our regional inventory network. We operate a delivery fleet of trucks and vans, which deliver multiple product types on the same delivery routes to minimize distribution costs, improve customer service and reduce environmental impacts.

#### **Competition**

We consider all suppliers of vehicle collision and mechanical products to be competitors, including aftermarket suppliers, recycling businesses, refurbishing operations, parts remanufacturers, OEMs and internet-based suppliers. We compete with alternative parts distributors on the basis of our nationwide distribution system, our product lines and inventory availability, customer service, our relationships with insurance companies, and to a lesser extent, price; we compete with OEMs primarily on the basis of price and, to a lesser extent, on service and product quality. In the U.S., we do not consider retail chains that focus on the do-it-yourself market to be our direct competitors because many of our wholesale product sales are influenced by

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insurance companies, who ultimately pay for the repair costs of insured vehicles in excess of any deductible amount, rather than the end user, and there is limited overlap in the products that we sell.

#### **Information Technology Systems**

In our aftermarket operations, we use a third party enterprise management system along with other third party software packages to enhance our online business-to-business platforms - OrderKeystone.com and Keyless. The recently acquired FinishMaster business will integrate (now included within LKQ Refinish) was fully integrated onto our aftermarket systems in 2024, while Canadian Automotive Group will remain remains on its existing, separate, enterprise management system.

Our wholesale recycled product locations in North America operate an internally-developed, proprietary enterprise management system called LKQX. We believe that the use of a single system across a majority of our wholesale recycled product operations helps facilitate the sales process; allows for continued implementation of standard operating procedures; and improves training efficiency, employee transferability, access to our national inventory database, management reporting and data storage. The system also supports an electronic exchange process for identifying and locating parts at other select recyclers and facilitates brokered sales to fill customer orders for items not in stock.

We also use other third party software packages, such as a data warehouse and integrated budgeting system, to leverage centralized data and information to conduct enhanced analytics and reporting.

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#### **EUROPE SEGMENT**

Our Europe segment operates in over approximately 20 countries and was built up through a series of acquisitions. Our businesses consist primarily of aftermarket operations, but we have begun expanding into wholesale recycling operations through the acquisition of businesses with salvage and vehicle repair facilities in Sweden and Norway in 2014, remanufacturing in Tunisia in 2018, and remanufacturing and salvage in the Netherlands and Poland in 2023.

#### **1 LKQ Europe**

Our European strategy, facilitated through our 1 LKQ Europe plan, is to leverage the strengths of acquired businesses, reduce procurement costs by consolidating We divested certain operations in Slovenia, Poland and streamlining our product offerings, and combine into an integrated organization driving for functional excellence with the necessary technology linking our business processes Bosnia in 2024 as these operations did not align with our customers and suppliers. As part of our 1 LKQ Europe plan, we are integrating our European operations in order to optimize purchasing, warehousing, systems, logistics and back-office functions, and aligning our private label products across the segment. This

integration includes product line rationalization, and we have phased out or replaced more than 150 product lines in recent years. We are reorganizing our non-customer-facing teams and support systems through various projects including the implementation of a common Enterprise Resource Planning ("ERP") platform, changes to ways of working, further rationalization of our product portfolio, and creation of European headquarters and central back offices. We completed the organizational design and implementation projects in June 2021, with the remaining projects scheduled to be completed by the end of 2027. **strategic objectives.**

#### **Inventory**

Our inventory is primarily composed of mechanical aftermarket parts for the repair of vehicles 3 to 15 years old. Our top selling products include brake pads, discs and sensors, clutches, electrical products such as spark plugs and batteries, steering and suspension products, filters, and oil and automotive fluids. **We currently have Our inventory is comprised of over 900,000 unique part numbers. Our continuing goal is, of which, parts related to reduce common passenger vehicles represents the complexity of largest group. We are committed to simplifying our business by optimizing our product portfolio, reduce offerings. Our current efforts are focused on evaluating the product mix and market demand for common passenger vehicles parts to identify opportunities for streamlining - including reducing the number of parts SKU's offered, consolidating suppliers and reduce increasing private label penetration. This evaluation is over halfway complete, with a target of reaching 80% by the number end of suppliers. In addition to the rationalization 2025. Implementation actions already taken, up to 80% of our current product portfolio is being reviewed are planned for possible reduction. 2025 through 2027.**

In 2023, 2024, our top supplier represented 9% of our aftermarket inventory purchases for our Europe segment. No other suppliers comprised more than 5% 4% of our purchases. Further, we purchased 94% 91% of our products from companies in Europe, and 70% 73% and 20% 18% of our total inventory purchases were made in euros and pounds sterling, respectively, in 2023. As part of our 1 LKQ Europe initiatives, we 2024. **We are expanding the distribution of our private label products. Our key strategic private labels are products, which include Optimal, ERA and MPM Oils.**

In our salvage operations, we purchase severely damaged or total loss vehicles from insurance companies and auctions, which are transferred to our dismantling facilities or sold to other third party dismantlers.

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#### **Customers**

We primarily operate a two-step (i.e., direct sales to repair shop customers) distribution model in Europe, although certain businesses located in Italy, the Netherlands, Germany, Switzerland, and Hungary operate partially a three-step (i.e., sales to distributors who in turn sell to repair shop customers) distribution model. In our two-step operations, we sell the majority of our products to commercial customers primarily consisting of professional repairers, including both independent mechanical repair shops and collision repair shops. In our three-step operations, we sell products to wholesale distributors or jobbers. In addition to our sales to repair shops and wholesale distributors, we generate a portion of our revenue through sales to retail customers from e-commerce platforms and from point of sale transactions at branch locations.

#### **Distribution**

We currently have operations in over approximately 20 different European countries, which we believe represents the broadest and largest footprint in the aftermarket industry in Europe with a distribution network larger than those of any of our principal competitors. Our European operations employ a distribution model in which inventory is stored at national or international distribution centers or regional hubs, with fast moving product stored at branch locations. The large distribution centers regularly restock the smaller branches and hubs and hold slower moving items, helping us to improve fulfillment rates. Product is moved through the distribution network on our trucks, vans or via common carriers. **In 2021, we finished building a new central distribution center in Berkel en Rodenrijs, the Netherlands, similar to our We have major international central distribution centers in Tamworth, England, and Sulzbach-Rosenberg, Germany, and Berkel en Rodenrijs, the Netherlands, that is allowing have allowed us to consolidate multiple regional distribution centers. centers while maintaining local distribution centers as necessary to support our businesses.**

#### **Competition**

We view all suppliers of replacement repair products as our competitors, including other alternative parts suppliers and OEMs and their dealer networks. We face significant competition in many markets where even smaller competitors can compete on price and service, and the OEMs compete via ties to brand loyalty of the consumer while also remaining competitive on price, service and availability. We believe we have been able to distinguish ourselves from other alternative parts suppliers primarily through our distribution network, efficient inventory management systems and proprietary technology, which allows us to deliver our products quickly, reliably, and at competitive prices.

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#### **Information Technology Systems**

Our aftermarket operations in Europe use various information technology ("IT") systems. Our systems are complex and designed to perform a variety of tasks (depending on the market), including but not limited to customer orders, inventory management, budgeting, analytics, warehouse and logistics, data warehousing, and financial reporting. Certain of our IT systems can interface with the respective IT systems of our repair shop customers, which enables our customers to identify and order the part required for the repair. As part of our **1 LKQ Europe strategy**, **efforts to integrate the operations**, we **initiated** **are executing** a multi-year plan to develop and implement a European wide ERP system, which has reduced and will continue to reduce the number of IT systems we operate through its projected completion date in 2027.

#### **SPECIALTY SEGMENT**

Our Specialty segment was formed in 2014 with our acquisition of Keystone Specialty, a leading distributor and marketer of specialty vehicle aftermarket products and accessories in North America. We **have** subsequently expanded through acquisitions within the core business and adjacent markets, including high performance vehicle equipment and electrical marine products. Our Specialty operations reach most major markets in the U.S. and Canada and serve the following seven product segments: RV; truck and off-road; towing; speed and performance; wheels, tires and performance handling; marine; and miscellaneous accessories.

##### ***Inventory***

The specialty vehicle aftermarket equipment and accessories we distribute and raw materials for products we manufacture are purchased from suppliers located primarily in the U.S., Canada, and China. Our top selling products are **RV** **recreational vehicles ("RV")** appliances and air conditioners, towing hitches, truck bed covers, vehicle protection products, marine electronics, cargo management products, and wheels, tires, and suspension products. Our 2017 acquisition of Warn Industries, Inc. ("Warn") gave us internal capabilities to manufacture and source aftermarket winches, hoists, and bumpers. Specialty aftermarket suppliers are typically small to medium-sized, independent businesses that focus on a narrow product or market niche. Due to the highly fragmented supplier base for specialty vehicle aftermarket products, we have limited supplier concentration. In **2023, 2024**, approximately **19%** **21%** of our specialty vehicle aftermarket purchases were made from our top three suppliers to this segment, with our largest supplier

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providing approximately **9%** **12%** of our annual inventory purchases. No other suppliers comprised more than 4% of our purchases during **2023, 2024**.

##### ***Customers***

Overall, the specialty vehicle aftermarket parts and accessories market serves a fragmented customer base composed of RV, marine, and specialty automotive dealers, installers, jobbers, builders, parts chains, and mail-order businesses. Our customers are principally small, independent businesses. These customers depend on us to provide a broad range of products, rapid delivery, marketing support and technical assistance. In addition to traditional customers, we sell to several large parts and accessory online retailers. Our Specialty segment also operates retail stores in northeast Pennsylvania.

We promote our products to customers through marketing programs, which include: (i) catalogs, advertising, sponsorships and promotional activities, (ii) product level marketing and merchandising support, and (iii) online and digital marketing initiatives. We stage in-person and/or virtual trade shows across the U.S., which provide an opportunity to improve sales through the showcasing of new and innovative products from our vendors to our customers.

Online sales, which represent the majority of our sales, of our Specialty products take place primarily through our ekeystone.com, viantp.com, and SeaWideB2B.com sites and our mobile app. These sites provide customers (i) the ability to match products with the make and model of vehicle thus allowing the customer to order the correct part, (ii) product information (e.g., pictures, attributes) available for review and (iii) the convenience of searching inventory availability and ordering the product on the site. Additionally, these sites can provide sales opportunities by suggesting other parts to purchase based on an inquiry submitted by the customer.

##### ***Distribution***

Our Specialty segment operations employ a hub-and-spoke distribution model that enables us to transport products from our primary distribution centers to our non-inventory stocking cross docks, some of which are co-located with our Wholesale - North America operations and provide distribution points to key regional markets and synergies with our existing infrastructure. We believe this provides added value to our customers through a broader product offering and more efficient distribution process. We use our delivery routes to provide delivery and returns of our products directly to and from our customers in all 48

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continental U.S. states and 9 Canadian provinces, and we ship globally to customers in other countries. Our delivery fleet utilizes a third party software provider to optimize delivery routes, and to track the progress of delivery vehicles.

##### ***Competition***

Industry participants have a variety of supply choices. Vendors can deliver products to market via warehouse distributors and mail order catalog businesses, or directly to retailers and/or consumers. We view all distributors of specialty vehicle aftermarket equipment and accessories as our competitors. We believe we have been able to distinguish ourselves from other specialty vehicle aftermarket parts and equipment distributors primarily through our broad product selection, which encompasses both popular and hard-to-find products,

our national distribution network, and our efficient inventory management systems, as well as through our service. We compete on the basis of product breadth and depth, rapid and dependable delivery, marketing initiatives, support services, and price.

#### **Information Technology Systems**

Most of our Specialty operations utilize an internally developed inventory management and order entry system that interfaces with third party software systems for accounting, transaction processing, inventory and warehouse management, data analytics, and reporting. By utilizing an internally developed system, real-time updates, improvements, and developments can be programmed to fit the business's ongoing and changing needs.

#### **SELF SERVICE SEGMENT**

Our Self Service segment consists of retail operations, most of which operate under the name "LKQ Pick Your Part," and allows consumers to come directly to the yard to pick parts off of salvage vehicles. We also sell scrap metal and other materials to recyclers from cars that are no longer available for customers in the yard. In addition to revenue from the sale of parts, cores, scrap steel and other metals, we charge a nominal admission fee to access the property.

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#### **Inventory**

We acquire salvage vehicles for our self service retail product operations from a variety of sources, including but not limited to towing companies, vehicle auctions, the general public, municipality sales, insurance carriers, and charitable organizations. The salvage vehicles we procure are generally older and priced lower than the salvage vehicles we purchase for our wholesale recycled product operations. Vehicles are delivered to our locations by the seller, or we arrange for transportation. Once on our property, minimal labor is required to process the vehicle other than removing the battery, fluids, refrigerants, catalytic converters and hazardous materials. The extracted fluids are stored in bulk and subsequently sold to recyclers. Vehicles are then placed in the yard for customers to remove parts. In our self service business, availability of a specific part will depend on which vehicles are currently at the site and to what extent parts may have been previously sold. We usually keep a vehicle at our facility for 30 to 120 days, depending on the capacity of the yard and the number of customers serviced, before it is crushed and sold to scrap metal processors.

#### **Scrap and Other Materials**

Our self service operations generate scrap metal, alloys and other materials that we sell to recyclers. Vehicles that we no longer make available to the public and "crush only" vehicles acquired from other companies, including OEMs, are typically crushed using equipment on site. Damaged and unusable wheel cores are melted in our aluminum furnace and sold to consumers of aluminum ingots and sows for the production of various automotive products. We also extract and sell the precious metals contained in certain of our recycled parts such as catalytic converters.

#### **Customers**

The customers of our self service yards are frequently do-it-yourself mechanics, small independent repair shops servicing older vehicles, auto rebuilders, and resellers. The scrap from vehicle hulks is sold to metals recyclers, with whom we may also compete when procuring salvage vehicles for our operations.

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#### **Competition**

There are competitors operating self service businesses in all of the markets in which we operate. In some markets, there are numerous competitors, often operating in close proximity to our operations. We try to differentiate our business by the quality of the inventory, the size and cleanliness of the property, and digital marketing initiatives, including our mobile app. The mobile app allows customers to receive daily push notifications when vehicles they have identified an interest in are placed into their favorite yards and also allows them to input search parameters, including specific parts and the year, make, and model of their vehicle, to show which compatible parts are available in a specific yard. We do not consider retail chains that focus on the do-it-yourself market to be our direct competitors, as there is limited overlap in the products that we sell.

#### **Information Technology Systems**

In our self service business, we operate two internally-developed, proprietary enterprise management systems. The point of sale system is used to record retail sales transactions and reporting. The Carbuy system is used for the purchasing and inventorying of vehicles. We also use a module within the Carbuy system to record all sales transactions of scrap and other materials.

#### **HUMAN CAPITAL**

At LKQ, our team members are at the heart of everything we do. As of December 31, 2024, we employ approximately 47,000 people globally, of which approximately 19,000 were based in North America, 26,000 based in Europe and 2,000 based in Asia. Of our employees in North America, approximately 1,000 were represented by unions. Outside of North America, we have government-mandated collective bargaining agreements and union contracts in certain countries, particularly in Europe where many of our employees are represented by unions and/or works councils.

#### **Health and Safety**

We are dedicated to ensuring a safe and secure work environment for all team members, where unnecessary risks are minimized, and safety is a shared priority. Our proactive approach includes implementing a range of programs and practices aimed at preventing accidents and fostering a culture of safety throughout our organization.

#### **Employee Engagement and Empowerment**

We strive to create an environment where creativity thrives, and team members are empowered to make decisions that are best for their teams and the business. One example of this practice is our global employee engagement survey, which provides an opportunity to listen to our organization, understand what we are doing well, and identify areas for improvement. As a result of feedback from this survey, we launched the Inspired to Thrive Global Initiative, which reinforces our commitment to fostering an inclusive culture where every team member feels valued, respected, and empowered to contribute their unique perspectives and talents. This initiative is built on five pillars: (i) holistic well-being; (ii) financial empowerment; (iii) inclusive culture; (iv) professional growth; and (v) community engagement. Each of these pillars is supported by robust programs that enable our team members to lead fulfilling lives both in and outside of the workplace. And through this initiative, we prioritize the well-being, development, and engagement of our workforce, recognizing that a diverse and inclusive environment drives both innovation and success.

#### **Commitment to Values and Ethics**

Our Code of Ethics empowers our team members to make principled decisions in every aspect of their work. Covering essential topics such as the responsible use of company assets, bribery and corruption, conflicts of interest, discrimination, harassment, health and safety, privacy and data protection, and the safeguarding of confidential information, our Code of Ethics reflects our dedication to maintaining a high level of integrity. Additionally, our global Speak Up program provides a secure, anonymous channel for reporting complaints related to potential violations of our Code of Ethics, policies, laws, or safety practices.

#### **INTELLECTUAL PROPERTY**

We own and have the right to use various intellectual property, including intellectual property acquired as a result of past acquisitions, such as intellectual property related to winches manufactured by Warn. In addition to trade names, trademarks and patents, we also have technology-based intellectual property that has been both internally developed and obtained through license agreements and acquisitions. We do not believe that our business is materially dependent on any single item of intellectual property, or any single group of related intellectual property, owned or licensed, nor would the expiration of any particular item or related group of intellectual property, or the termination of any particular intellectual property license

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agreement, materially affect our business. See the risk factor "*Intellectual property claims relating to aftermarket products could adversely affect our business.*" in Part I, Item 1A of this Annual Report on Form 10-K for further information regarding the risks related to intellectual property.

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#### **HUMAN CAPITAL**

Our people are our most valuable asset. The core values of development, excellence, leadership, integrity and trust, value-added, embracing change, resourceful, and sustainability establish the foundation of our culture and give our people the opportunity to thrive. Our key human capital management objectives are attracting, retaining, developing, and supporting the highest quality talent. Our human resources programs aim to accomplish three things: (i) acquire and develop talent to prepare them for critical roles within our Company, (ii) reward and support employees with competitive pay and benefit programs, and (iii) enhance our culture through efforts to make the workplace more engaging and inclusive.

#### **Employees**

As of December 31, 2023, we employed approximately 49,000 persons, of which approximately 20,000 were based in North America and approximately 29,000 were based outside of North America. Of our employees in North America, approximately 1,000 were represented by unions. Outside of North America, we have government-mandated collective bargaining agreements and union contracts in certain countries, particularly in Europe where many of our employees are represented by unions and/or works councils. We consider our employee relations to be good. We ask our employees to participate in an annual engagement survey to better understand their needs to remain engaged. This helps us determine how we prioritize our human capital programs.

## **Health and Safety**

We are committed to providing all our employees with a safe and secure work environment where no one is subject to unnecessary risk. As a key focus, we have implemented various programs and practices to prevent accidents and foster a safety culture. We also provide several avenues for employees to speak up, including anonymously, if they see something inconsistent with good safety practices.

## **Inclusion and Diversity**

We value and promote inclusion and diversity in our workplace. Together, we create inclusive workplaces that represent the communities we serve. We recognize that diverse backgrounds, skills, and experiences drive new ideas, products, and services. We recruit, hire, promote and retain employees based on merit and demonstrated skills. We have a long-standing commitment to provide equal employment opportunities. It is our policy and practice to hire, train, promote and compensate employees, and administer all of our personnel policies without regard to race, color, ethnicity, national origin, ancestry, citizenship status, religion, religious creed, sex, gender, gender identity and expression, age, disability, protected medical condition, marital status, veteran or military status, sexual orientation, pregnancy, genetic information or any other characteristic protected by civil rights laws.

## **Commitment to Values and Ethics**

At our Company, acting with integrity is not just expected, but required. Our Code of Ethics guides our employees to make ethical decisions in all aspects of their work. It includes topics such as using company assets, bribery and corruption, conflicts of interest, discrimination, harassment, health and safety, privacy and data protection, and protecting confidential information. Our commitment to acting with a high level of integrity includes a global Speak Up program and policy that provides guidance for reporting complaints in the event of alleged violations of our Code, policies or law. Individuals have the option of submitting concerns anonymously. They are assured that we do not tolerate harassment or retaliation against persons that report improper behavior.

## **Compensation and Benefits**

We strive to attract and retain our talented employees by providing market-competitive compensation and benefits. We engage an outside consulting firm to objectively evaluate our compensation program and benchmark it against industry peers and other similarly situated organizations. Our short and long-term incentive programs are aligned with our vision, and key business objectives and are intended to motivate strong performance. We offer benefits that support our employees' physical, financial, and emotional well-being. We are committed to providing a nurturing environment that helps our employees thrive. Our global initiative focuses on overall wellness in every aspect of life. We provide eligible employees medical, dental, and vision coverage, health savings and flexible spending accounts, paid time off, an employee assistance program and fund, voluntary short-term disability insurance, company-paid long-term disability insurance, company-paid term life insurance, a tuition reimbursement program, a scholarship program for the children of employees, a program to match charitable donations, paid

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parental leave, and retirement plan contributions. Our benefits vary by location and are designed to meet or exceed local laws and to be competitive in the marketplace.

## **Professional Development and Training**

A key factor in employee retention is training and professional development. We have training programs across all levels of the Company to meet the needs of various roles, specialized skill sets, and departments. Development is part of our core values and key to employee retention. We believe in the importance of cultivating employee growth and have implemented several measures to ensure everyone is given an opportunity for development at all levels of the organization. Our training includes creating individual plans tailored toward leadership roles, legal and compliance topics, and general workplace safety. We are also committed to safeguarding personal information by employing advanced security software tools along with regular cybersecurity training sessions.

## **REGULATION**

Our operations and properties are subject to laws and regulations relating to the protection of the environment in the U.S. and the other countries in which we operate. See the risk factor "**We are subject to environmental regulations and incur costs relating to environmental matters**" in Part I, Item 1A of this Annual Report on Form 10-K for further information regarding the effects of environmental laws and regulations on us.

We may be affected by tariffs and other import laws and restrictions because we import into the U.S. a significant number of products for sale and distribution. See the risk factors "**If significant tariffs or other restrictions are placed on products or materials we import or any related counter-measures are taken by countries to which we export products, our revenue and results of operations may be materially harmed**" and "**Intellectual property claims relating to aftermarket products could adversely affect our business.**" in Part I, Item 1A of this Annual Report on Form 10-K for further information regarding importation risks.

Our business processes and operations are subject to laws and regulations relating to privacy and data protection. See the risk factor "**The costs of complying with the requirements of laws pertaining to data privacy and cybersecurity of personal information and the potential liability associated with the failure to comply with such laws could materially adversely affect our business and results of operations.**" in Part I, Item 1A of this Annual Report on Form 10-K for further information about privacy and data protection risks.

Some jurisdictions have enacted laws to restrict or prohibit the sale of alternative vehicle parts. See the risk factor "**Existing or new laws and regulations, or changes to enforcement or interpretation of existing laws or regulations, may prohibit, restrict or burden the sale of aftermarket, recycled, refurbished or remanufactured products.**" in Part I, Item 1A of this Annual Report on Form 10-K for further information concerning regulatory restrictions on the sale of our products.

We have thousands of employees located in the U.S. and many other countries and are subject to labor and employment laws in numerous jurisdictions. See the risk factor "**Our business may be adversely affected by union activities and labor and employment laws.**" "Risk Factors" in Part I, Item 1A of this Annual Report on Form 10-K for further information regarding **these** the effects of environmental laws and regulations on us, importation risks, privacy and data protection risks, regulatory restrictions on the sale of our products, and labor and employment risks.

## SEASONALITY

Our operating results are subject to quarterly variations based on a variety of factors, including, but not limited to, seasonal weather **patterns, patterns and events.** For our Wholesale - North America segment, we tend to see higher demand for our collision related products during periods of cold inclement weather, which creates a higher likelihood of increased collision **frequency, frequency and repairable claims.** For our Europe segment, many of our aftermarket service-related products are impacted by weather patterns. For example, during periods of extreme cold, our Europe segment historically witnesses an increase in battery demand. Our Specialty segment sells parts for RV and marine products, and as a result, we tend to see higher demand for our products during periods of warmer weather due to an increased level of outdoor leisure activity.

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## SUSTAINABILITY MATTERS

### **Environmental Profitably Delivering Sustainable Solutions**

LKQ's business operations help reduce the use of raw materials through our vehicle recycling and reuse programs helping to contribute to a circular economy. Our North American and European recycling operations **harvest vehicle purchase used vehicles and remove certain components for reuse in the repair of vehicles.** vehicles which helps reduce the use of raw materials and contributes to a circular economy. Once the parts are **harvested, removed from end-of-life vehicles, some of the remaining valuable materials are removed collected** and repurposed for use in the manufacturing of new basic materials such as steel, aluminum, plastic, and rubber. Additionally, we extract fluids, **that we recycle some of which are recycled or utilized** utilized in our own operations, such as fuel to run our own truck fleet, on- and off-site fleet, and washer fluid.

Our recycling expertise and efforts are a key pillar of our mission statement of being a **responsible steward leading global value-added and sustainable distributor of the environment** vehicle parts and a true partner with the communities in which we operate. This stewardship has been embedded in our culture since our inception in 1998. accessories. Our recycling efforts preserve natural resources, reduce the demand for scarce landfill space, and help decrease air and water pollution, the latter attributed due to the avoidance of new manufacturing activities that would otherwise would be required for these materials required.

### **Social**

We believe diverse thinking and an inclusive work environment encourages human ingenuity and a culture of integrity where everyone feels they belong. LKQ puts our employees first and they are the heart of LKQ. Refer to the "Human Capital" section above for more information. People-led Performance

Part of LKQ's mission is to build strong partnerships with our employees and the communities in which we operate. Along those lines, we strive to create a culture of respect and inclusivity and encourage everyone to be their authentic selves. We are committed to maintaining a physically and psychologically safe and inclusive environment, free from bullying and harassment, in alignment with our core values. And in furtherance of our mission, in 2020 we established the LKQ Community Foundation, which is committed to supporting charitable organizations that help the communities where we our employees live and operate. LKQ continually seeks to grow effective, strategic partnerships and to create awareness of these initiatives with our employees. Our employees are encouraged to volunteer in local community activities, and we have established a charitable foundation (the "LKQ Community Foundation") to distribute funds to local and international causes. operates.

### **Strong Governance and Ethical Practices**

We continue to make substantial progress in the area of corporate governance. Our Board of Directors ("the Board" (the "Board") refreshment process has resulted in over half of our current Board being added since August 2018, and currently, **44% 38%** of our Board is comprised of persons from underrepresented groups. Additionally, **seven eleven** of our **nine thirteen** directors are independent. We believe that the skill sets of our Board effectively address the areas of focus that are important for our short and long-term strategic objectives.

We have adopted "proxy access," which permits an eligible stockholder to nominate and include in our proxy materials director nominees (subject to the terms set forth in our Bylaws). We also have majority voting for the election of our directors, requiring a director who fails to receive a majority vote to tender his or her resignation to the Board.

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Our Board adopted a revised Code of Ethics in 2019 to help ensure that everyone at LKQ is clear on our mission, values and guiding ethical principles. Our Code of Ethics 2024, which covers a variety of topics, including the use of company assets, bribery and corruption, conflicts of interest, discrimination, harassment, health and safety, privacy and data protection, protecting and the safeguarding of confidential information, and reporting Code of Ethics violations. It is now available in 19 languages through our website at [www.lkgcorp.com](http://www.lkgcorp.com). We also operate an anonymous global Speak Up line, available in every language in which we routinely conduct business. Website.

More information on our Sustainability initiatives can be found in our 2022 Sustainability Report on our website at [www.lkgcorp.com](http://www.lkgcorp.com). Website. The Sustainability Report is not incorporated by reference and should not be considered part of this Annual Report on Form 10-K.

#### ITEM 1A. RISK FACTORS

The following risk factors and other information included in this Annual Report on Form 10-K should be carefully considered. The occurrence of any of the following risks or of unknown risks and uncertainties may adversely affect our business, operating results and financial condition.

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##### Risks Relating to Our Business

***Our operating results and financial condition have been and could continue to be adversely affected by the economic, political and social conditions in North America, Europe, Taiwan and other countries, as well as the economic health of vehicle owners and numbers and types of vehicles sold.***

Changes in economic, political and social conditions in North America, Europe, Taiwan and other countries in which we are located or do business could have a material effect on our company. Negative effects to our supply chain, costs of doing business, sales and distribution activity may occur due to factors such as war or threats of war, restrictive governmental actions (e.g., tariffs), natural disasters, nuclear facility accidents, public health emergencies, major logistics disruptions, sanctions, utility interruptions, terrorism and social unrest.

Our business is also affected by a number of other factors. For example, the number and types of new vehicles produced and sold by OEM affects our business. A decrease in the number of vehicles on the road may result in a decrease in repairs. In addition, our sales are impacted by changes to the economic health of vehicle owners. The economic health of vehicle owners is affected by many factors, including, among others, general business conditions, interest rates, inflation, insurance premiums and deductibles, consumer debt levels, the availability of consumer credit, taxation, fuel prices, new and used vehicle pricing, unemployment trends and other matters that influence consumer confidence and spending. Many of these factors are outside of our control. If inflationary pressures or any of these other conditions worsen, our business, results of operations, financial condition and cash flows could be adversely affected.

In addition, economic conditions, including decreased access to credit, may result in financial difficulties leading to restructurings, bankruptcies, liquidations and other unfavorable events for our customers, suppliers, logistics and other service providers and financial institutions that are counterparties to our credit facilities and hedge transactions. These unfavorable events affecting our business partners could have an adverse effect on our business, results of operations, financial condition and cash flows.

We have a substantial business presence in Europe, including a significant presence in the U.K. and the Republic of Ireland ("ROI"). The U.K.'s withdrawal from the European Union (also known as Brexit) became effective on January 31, 2020. While a Trade and Cooperation Agreement exists between the U.K. and European Union, we have and continue to observe shipment delays, particularly with respect to the products we supply to our business in the ROI. The long-term extent and impact of these issues still remains unclear at this point which could have adverse impacts on our business.

We also have a presence in the Ukraine and are monitoring the situation there carefully. In addition, a number of our suppliers are based in China and Taiwan and so increasing strains and any political repercussions may have implications upon our supply chain.

Although we do not have significant customers or suppliers in the Middle East region, we do have customers and suppliers in regions that may be affected. Further escalation of the Israel and Hamas conflict and related geopolitical tensions, including the crisis in the Red Sea and increased trade barriers or restrictions on global trade, could result in, among other things, supply disruptions, lower consumer demand, and changes to foreign exchange rates and financial markets, any of which may adversely affect our business, financial condition and results of operations.

***We face competition from local, national, international, and internet-based vehicle products providers, and this competition could negatively affect our business.***

The vehicle replacement products industry and vehicle accessory parts industry are highly competitive and are served by numerous suppliers of OEM, recycled, aftermarket, refurbished and remanufactured products. Within each of these categories of suppliers, there are local owner-operated companies, larger regional suppliers, national and international providers, and internet-based suppliers and distributors. Providers of vehicle replacement and accessory products that have traditionally sold only certain categories of such products may decide to expand their product offerings into other categories of vehicle products.

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which may further increase competition. Some of our current and potential competitors may have more operational expertise; greater financial, technical, manufacturing, distribution, and other resources; longer operating histories; lower cost structures; and better relationships in the insurance and vehicle repair industries or with consumers, than we do. Business transacted on online marketplaces continues to increase, which presents additional competitive pressures on us; in addition, the owners of these online marketplaces control access to their platforms and may prohibit us from participating.

In North America and Europe, local companies have formed cooperative efforts to compete in our industry. As a result of these factors, our competitors may be able to provide products that we are unable to supply, provide their products at lower costs, or supply products to customers that we are unable to serve.

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We believe that a majority of collision parts by dollar amount are supplied by the OEMs, with the balance being supplied by distributors of alternative aftermarket, recycled, refurbished and remanufactured collision parts like us. The OEMs are therefore able to exert pricing pressure in the marketplace. We compete with the OEMs primarily on price and, to a lesser extent, on service and quality. Our operations worldwide are dependent upon clear laws and regulation regarding the manufacture of automotive parts in competition with OEM parts.

From time to time, the OEMs have engaged in efforts seeking to increase OEM market share and to restrict consumers' choice to use recycled or aftermarket parts to repair consumers' vehicles. Examples of these efforts include blocking the use of vehicle telematics by the independent repair industry, demanding that suppliers provide certain parts exclusively to the OEMs, embedding software in certain vehicle parts that prevents them from being recycled and used to repair other vehicles, repair shop certification programs that, in some cases, require the repair shops to use only OEM parts, refusing to sell certain OEM parts unless the buyer is an OEM-certified shop, obtaining patents and trademarks on various subcomponents of vehicles to prohibit the use of an aftermarket part alternative, and price matching and rebate programs on certain aftermarket products. See the risk factor entitled "***Intellectual property claims relating to aftermarket products could adversely affect our business.***" for further information about the OEM patents and trademarks.

With respect to telematics, vehicles are increasingly being equipped with systems that transmit data to the OEMs wirelessly regarding, among other items, accident incidents, maintenance requirements, location of the vehicle, identification of the closest dealership, and other statistics about the vehicle and its driving history. To the extent that this data is not shared with alternative suppliers, the OEMs will have an advantage with respect to such matters as contacting the vehicle driver, recommending repairs and maintenance, and directing the vehicle owner to an affiliated dealership.

The frequency and intensity of these OEM efforts has been increasing over time. The growth and effectiveness of these efforts or the introduction of new ones could have a material adverse effect on our business.

***We rely upon insurance companies and our customers to promote the usage of alternative parts.***

We rely on business relationships with insurance companies and our customers, and our success depends, in part, on the acceptance and promotion of alternative parts usage by automotive insurance companies and vehicle repair facilities. There can be no assurance that current levels of alternative parts usage will be maintained or will increase in the future.

These insurance companies encourage vehicle repair facilities to use products we provide. The business relationships include in some cases participation in aftermarket quality and service assurance programs that may result in a higher usage of our aftermarket products than would be the case without the programs. Our arrangements with these companies may be terminated by them at any time, including in connection with their own business concerns relating to the offering, availability, standards or operations of the aftermarket quality and service assurance programs. We rely on these relationships for sales to some repair shops, and a modification or termination of these relationships may result in a loss of sales, which could adversely affect our results of operations.

In addition, to the extent that the repair industry continues to consolidate, the buying power of repair shop customers may further increase, putting additional pressure on our financial returns.

***Intellectual property claims relating to aftermarket products could adversely affect our business.***

OEMs and others have attempted to use claims of intellectual property infringement against manufacturers and distributors of aftermarket products to restrict or eliminate the sale of aftermarket products that are the subject of the claims. OEMs have brought such claims in court and with the U.S. International Trade Commission. In some cases, we have entered into patent license agreements with OEMs that allow us to sell aftermarket parts that replicate the patented protected parts in exchange for a royalty and otherwise in accordance with the terms of the agreements.

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To the extent OEMs and other manufacturers obtain design patents or trademarks and are successful in asserting claims of infringement of these patents or trademarks against us, we could be restricted or prohibited from selling certain aftermarket products, which could have an adverse effect on our business. In the event that our license agreements, or other

similar license arrangements with OEMs or others, are terminated or we are unable to agree upon renewal terms, we may be subject to costs and uncertainties of litigation as well as restrictions on our ability to sell aftermarket parts that replicate parts covered by those design patents or trademarks. We have filed, and may file in the future, challenges to OEM patents, including patents owned by OEMs with which we have patent license agreements. We also may file challenges to OEM trademarks. To the extent OEMs are successful in defending their patents or trademarks, we could be restricted or prohibited from selling the corresponding

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aftermarket products, which could have an adverse effect on our business. Also, we will likely incur expenses investigating, pursuing and defending intellectual property claims.

U.S. Customs and Border Protection has taken the position that certain of our aftermarket parts infringe certain OEM trademarks and seized our aftermarket parts as we attempted to import them into the U.S. We have incurred costs and expenses convincing Customs and Border Protection to release the seized goods and in litigation where we sought a determination of non-infringement. In the event Customs and Border Protection seizes our products again in the future, we may be unsuccessful in obtaining their release, and such goods may be subject to forfeiture and other penalties, and we would incur legal fees in contesting those seizures.

Independent organizations that certify aftermarket products may revoke the certification of products that are the subject of intellectual property disputes. Lack of certification may negatively impact us because many major insurance companies recommend or require the use of aftermarket products only if they have been certified by such an organization.

***If the number of vehicles involved in accidents or being repaired declines, or the mix of the types of vehicles in the overall vehicle population changes, our business could suffer.***

Our business depends on vehicle accidents, mechanical failures and routine maintenance for both the demand for repairs using our products and services and the supply of recycled, remanufactured and refurbished parts. In addition, our business is impacted by factors that influence the number and/or severity of accidents and mechanical failures including, but not limited to, the number of vehicles on the road, the number of miles driven, the ages of drivers, the occurrence and severity of certain weather conditions, the congestion of traffic, distracted driving, the use of alcohol or drugs by drivers, the usage rate and effectiveness of accident avoidance systems in new vehicles, the reliability of new OEM parts, the condition of roadways and the increase in vehicle speeds. In addition, an increase in fuel prices may cause the number of vehicles on the road, the number of miles driven, and the need for mechanical repairs and maintenance to decline, as motorists seek alternative transportation options. Mild weather conditions, particularly during winter months, tend to result in a decrease in vehicle accidents. Moreover, legislation banning the use of handheld electronic devices while driving could lead to a decline in accidents.

Systems designed to minimize accident frequency and severity are becoming more prevalent and more technologically sophisticated. To the extent OEMs install or are mandated by law to install accident avoidance systems in their vehicles, the number and severity of accidents could decrease, which could have a material adverse effect on our business.

The average number of new vehicles sold annually has fluctuated from year-to-year. Periods of decreased sales could result in a reduction in the number of vehicles on the road and consequently fewer vehicles involved in accidents or in need of mechanical repair or maintenance. Substantial declines in automotive sales in the future could have a material adverse effect on our business, results of operations and/or financial condition. In addition, if vehicle population trends result in a disproportionately high number of older vehicles on the road, insurance companies may find it uneconomical to repair such vehicles or there could be less costly repairs. If vehicle population trends result in a disproportionately high number of newer vehicles on the road, the demand generally for mechanical repairs and maintenance would likely decline due to the newer, longer-lasting parts in the vehicle population and mechanical failures being covered by OEM warranties for the first years of a vehicle's life. Moreover, alternative collision and mechanical parts are less likely to be used on newer vehicles. Our Specialty segment depends on sales of pickup trucks, sport utility vehicles, crossover utility vehicles, high performance vehicles, marine vehicles and RVs; any reduction in the number of such vehicles in operation will adversely affect demand for our Specialty products.

Electric vehicles do not have traditional engines, transmissions, and certain related parts. Engines and transmissions represent some of our largest revenue generating SKUs in North America, and parts for engines and transmissions represent a significant amount of the revenue of our European operations. Thus, an increase in electric vehicles as a percentage of vehicles sold could have a negative impact on our sales of engines, transmissions, and other related parts.

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***Fluctuations in the prices of commodities could adversely affect our financial results.***

Our recycling operations generate scrap metal and precious metals (such as platinum, palladium, and rhodium) as well as other metals that we sell. After we dismantle or process a vehicle, the remaining vehicle hulks are sold to scrap processors and other remaining metals are sold to processors and brokers of metals. In addition, we receive "crush only" vehicles or vehicles to be further processed from other companies, including OEMs, which we dismantle and which generate scrap metal and other metals, in accordance with the guidelines of our agreements with the providing company. The prices of scrap and other metals have historically fluctuated, sometimes significantly, due to market factors. In addition, buyers may stop purchasing metals entirely due to excess supply. To the extent that the prices of metals decrease materially or buyers stop purchasing metals, our revenue from such sales will suffer and a write-down of our inventory value could be required.

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The cost of our self service retail and, to a lesser extent, our wholesale recycled inventory purchases will change as a result of fluctuating scrap metal and other metals prices. In a period of falling metal prices, there can be no assurance that our inventory purchasing cost will decrease the same amount or at the same rate as the scrap metal and other metals prices decline, and there may be a delay between the scrap metal and other metals price reductions and any inventory cost reductions. The prices of steel, aluminum, and plastics are components of the cost to manufacture products for our aftermarket business. If the prices of commodities rise and result in higher costs to us for products we sell, we may not be able to pass these higher costs on to our customers.

***An adverse change in our relationships with our suppliers, disruption to our supply of inventory, or the misconduct, performance failures or negligence of our third party vendors or service providers could increase our expenses, impede our ability to serve our customers, or expose us to liability.***

Our Wholesale - North America business is dependent on a relatively small number of suppliers of aftermarket products, a large portion of which are sourced from Taiwan. Our European business acquires products from a wide variety of suppliers, including products from Asian sources. We incur substantial freight costs to import parts from our suppliers, many of which are located in Asia. The cost of freight and shipping containers **rose in 2021 and 2022 relative** have historically fluctuated, sometimes significantly, due to **historical levels, and if market factors**. If the cost of freight and shipping containers **rise again** in the future, we might not be able to pass the cost increases on to our customers. Furthermore, although alternative suppliers exist for substantially all aftermarket products distributed by us, the loss of any one supplier could have an adverse effect on us until alternative suppliers are located and have commenced manufacturing and providing the relevant products. In addition, we are subject to disruptions from work stoppages and other labor disputes at port facilities through which we import our inventory. We also face the risk that our suppliers could attempt to circumvent us and sell their product directly to our customers; consolidation of our suppliers could enhance their ability to distribute products through additional sales channels and thus decrease their reliance on wholesale distributors like us.

Moreover, our operations are subject to the customary risks of doing business abroad, including, among other things, natural disasters, **the occurrence and severity of certain weather conditions**, transportation costs and delays, political instability, currency fluctuations and the imposition of tariffs, import and export controls and other non-tariff barriers (including changes in the allocation of quotas). See the risk factor entitled "**If significant tariffs or other restrictions are placed on products or materials we import or any related counter-measures are taken by countries to which we export products, our revenue and results of operations may be materially harmed**" for further information.

Because a substantial volume of our sales involves products manufactured from sheet metal, we can be adversely impacted if sheet metal becomes unavailable or is only available at higher prices, which we may not be able to pass on to our customers. In addition, as OEMs convert to raw materials other than steel, it may be more difficult or expensive to source aftermarket parts made with such materials, and it may be more difficult for repair shops to work with such materials in the repair process.

Most of our wholesale recycled and a portion of our self service inventory is obtained from vehicles offered at salvage auctions that are owned and operated by **third-party** **third party** companies. We do not typically have contracts with these auction companies. According to industry analysts, a small number of companies control a large percentage of the salvage auction market. If an auction company prohibited us from participating in its auctions, began competing with us, or significantly raised its fees, our business could be adversely affected through higher costs or the resulting potential inability to service our customers. Moreover, we face competition in the purchase of vehicles from direct competitors, rebuilders, exporters and other bidders. To the extent that the number of bidders increases, it may have the effect of increasing our cost of goods sold for wholesale recycled products. Some jurisdictions regulate bidders to help ensure that salvage vehicles are purchased for legal purposes by qualified buyers. Auction companies have been actively seeking to reduce, circumvent or eliminate these regulations, which would further increase the number of bidders.

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In addition, there is a limited supply of salvage vehicles in North America, and thus the costs to us of these vehicles could increase over time. In some states, when a vehicle is deemed a total loss, a salvage title is issued. Whether states issue salvage titles is important to the supply of inventory for the vehicle recycling industry because an increase in vehicles that qualify as salvage vehicles provides greater availability and typically lowers the price of such vehicles. Currently, these titling issues are a matter of state law. The vehicle recycling industry generally favors a uniform definition, since it would avoid inconsistencies across state lines, and generally favors a definition that expands the number of damaged vehicles that qualify as salvage. However, certain interest groups, including repair shops and some insurance associations, may oppose this type of legislation. There can be no assurance that such legislation will be enacted in the future.

We also acquire inventory directly from insurance companies, OEMs, and others. To the extent that these suppliers decide to discontinue these arrangements, our business could be adversely affected through higher costs or the resulting potential inability to service our customers.

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As vehicle technology changes, some parts will become more complex and the design or technology of those parts may be covered by patents, proprietary software, access restrictions or other rights that make it difficult for manufacturers to supply such aftermarket parts to companies such as ours. The complexity of the parts may include software or other technical aspects that make it difficult to identify what is wrong with the vehicle. More complex parts may be difficult to repair and may require expensive or difficult to obtain software updates, limiting our ability to compete with the OEMs.

We rely on third parties to provide products, services and services data relating to our industry that are integral to our operations. If we fail to adequately assess, monitor and regulate the performance of our third-party third party vendors and service providers, we could be subject to additional risk caused by the misconduct, performance failures or negligence of these third parties. For example, these could include violations of, or noncompliance with, laws and/or regulations governing our business (including, but not limited to, anti-slavery, bribery, child labor, cybersecurity or privacy laws), which could lead to sanctions and/or fines from governmental agencies. Our arrangements with third-party third party vendors and service providers may cause us financial and reputational harm if those third parties fail to satisfy their obligations to us, including their obligations to maintain and protect the security and confidentiality of our information and data or the information and data relating to our customers. See the risk factor entitled "***The costs of complying with the requirements of laws pertaining to the privacy and security of personal information and the potential liability associated with the failure to comply with such laws could materially adversely affect our business and results of operations***" for further information about the security and confidentiality of our information and data. Further, noncompliance with contract terms by our third party vendors or service providers could expose us to liability to other third parties or our employees.

***Future public health emergencies could have a material adverse impact on our business, results of operation, financial condition and liquidity, the nature and extent of which is highly uncertain.***

The global outbreak of the coronavirus ("COVID-19") significantly increased economic, demand and operational uncertainty. Our operations have generally stabilized since the peak of the COVID-19 pandemic, and, in May 2023, the World Health Organization declared an end to COVID-19 as a public health emergency. However, a resurgence or development of new strains of COVID-19 or any other public health emergencies could result in unpredictable responses by authorities around the world which could negatively impact our global operations, customers and suppliers. Any future pandemics or public health emergencies could reduce demand for our products and/or result in disruptions to our operations, including higher rates of employee absenteeism, and supply chain challenges, which could negatively impact our ability to meet customer demand. The extent to which new strains or variants of COVID-19 or other public health emergencies could impact our business, results of operations, financial condition or liquidity is highly uncertain and would depend on future developments, including the spread and duration of any such virus and the variants thereof, potential actions taken by governmental authorities and how quickly economic conditions stabilize and recover.

***If we determine that our goodwill or other intangible assets have become impaired, we may incur significant charges to our pretax income.***

Goodwill represents the excess of cost over the fair market value of net assets acquired in business combinations. In the future, our goodwill and intangible assets may increase as a result of acquisitions. Goodwill is reviewed at least annually for impairment. Impairment may result from, among other things, deterioration in the performance of acquired businesses, deterioration of expected future cash flows or performance, increases in our cost of capital, adverse market conditions, and adverse changes in applicable laws or regulations, including modifications that restrict the activities of the acquired business. As of **December 31, 2023** **December 31, 2024**, our total goodwill subject to future impairment testing was **\$5,600** **\$5,448** million. For further discussion of our annual impairment test, see "Goodwill Impairment" in the Critical Accounting Estimates section of Part II, Item 7 and **"Intangible**

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**"Intangible Assets"** in Note 2, "Summary of Significant Accounting Policies" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K.

Except for indefinite-lived intangibles, we amortize other intangible assets over the assigned useful lives, each of which is based upon the expected period to be benefited. We review indefinite-lived intangible assets for impairment annually or sooner if events or changes in circumstances indicate that the carrying value may not be recoverable. We review finite-lived intangible assets for possible impairment whenever events or changes in circumstances indicate that the carrying value may not be recoverable. In the event conditions change that affect our ability to realize the underlying cash flows associated with our intangible assets, we may record an impairment charge. As of **December 31, 2023** **December 31, 2024**, the value of our other intangible assets, net of accumulated amortization, was **\$1,313** **\$1,150** million.

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***We could be subject to product liability claims and involved in product recalls.***

If our products cause injury or property damage, we could be subject to product liability claims. The successful assertion of this type of claim could have an adverse effect on our business, results of operations or financial condition. In addition, we may become involved in the recall of a product that is determined to be defective. More generally, a recall involving alternative parts, even if we did not sell the recalled products, could adversely affect the perceived quality of alternative parts, leading to decreased usage of alternative parts. The expenses of a recall and the damage to our reputation, or the reputation of alternative parts generally, could have an adverse effect on our business, results of operations or financial condition.

In certain circumstances, we have agreed to defend and indemnify insurance companies and customers against claims and damages relating to product liability and product recalls. The existence of claims or damages for which we must defend and indemnify these parties could also negatively impact our business, results of operations or financial condition.

***We may not be able to successfully acquire businesses or integrate acquisitions, and we may not be able to successfully divest certain businesses.***

We may not be able to successfully complete potential strategic acquisitions if we cannot reach agreement on acceptable terms, if we do not obtain required antitrust or other regulatory approvals, or for other reasons. Moreover, we may not be able to identify acquisition candidates at reasonable prices and/or be able to successfully integrate acquisitions.

If we buy a business or a division of a business, we may experience difficulty integrating that business' or division's personnel and operations, which could negatively affect our operating results. In addition:

- the key personnel of the acquired business may decide not to work for us;
- customers of the acquired business may decide not to purchase products from us;
- suppliers of the acquired business may decide not to sell products to us;
- we may experience business disruptions as a result of IT systems conversions;
- we may experience additional financial and accounting challenges and complexities in areas such as tax planning, treasury management, and financial reporting;
- we may be held liable for environmental, tax or other risks and liabilities as a result of our acquisitions, some of which we may not have discovered during our due diligence;
- we may intentionally assume the liabilities of the businesses we acquire, which could result in material adverse effects on our business;
- the acquired business could place unanticipated demands on our management, operational resources and financial and internal control systems;
- our existing business may be disrupted or receive insufficient management attention;
- we may not be able to realize the cost savings or other financial benefits we anticipated, either in the amount or in the time frame that we expect; and
- we may incur debt or issue equity securities to pay for any future acquisition, the issuance of which could involve the imposition of restrictive covenants or be dilutive to our existing stockholders.

For example, we have undertaken the 1 LKQ Europe program to create structural centralization and standardization of key functions to facilitate the operation of the Europe segment as a single business; this program has presented and will continue to present a number of execution challenges.

In addition to acquisitions, we have divested, and will continue to divest, certain businesses, either because they do not meet our performance standards or for other reasons. As a result of a divestment, we may not recover the carrying value of our investment in the divested business; in addition, such divestment transactions require significant management time and attention.

#### Risks Relating to Our Financial Structure

**We have a substantial amount of indebtedness, which could have a material adverse effect on our financial condition and our ability to obtain financing in the future and to react to changes in our business.**

As of December 31, 2023 December 31, 2024, we had approximately \$1,943 1,651 million aggregate principal amount of unsecured, variable-rate debt outstanding under our Senior Unsecured Credit Agreement (the "credit agreement") and Senior Unsecured Term Loan Agreement (the "CAD Note"), of which \$987 million matures during 2026 and \$664 million in 2028, and approximately \$976 1,222 million of availability under the Senior Unsecured Credit Agreement credit agreement (\$1,086 1,336 million of availability reduced by \$110 \$114 million of amounts outstanding under letters of credit). In addition, we had approximately \$2,228 \$2,436 million aggregate

principal amount of unsecured, fixed rate debt outstanding comprised of €500 million (\$552 million) aggregate principal amount of 3.875% senior notes due 2024 (the "Euro Notes (2024)"), €250 million (\$276 259 million) of 4.125% senior notes due 2028 (the "Euro Notes (2028)"), \$800 million of 5.75% senior notes due 2028 (the "U.S. Notes (2028)"), €750 million (\$777 million) of 4.125% senior notes due 2031 (the "Euro Notes (2031)"), and \$600 million of 6.25% senior notes due 2033 (the "U.S. Notes (2033)," and together with the Euro Notes (2024) (2028), the Euro U.S. Notes (2028), and the U.S. Euro Notes (2028) (2031), the "senior notes").

Our substantial amount of debt and our debt service obligations could limit our ability to satisfy our obligations, limit our ability to operate our business and impair our competitive position.

For example, our debt and our debt service obligations could:

- increase our vulnerability to adverse economic and general industry conditions, including interest rate fluctuations, because a portion of our borrowings are and will continue to be at variable rates of interest;
- require us to dedicate a substantial portion of our cash flow from operations to payments on our debt, which would reduce the availability of our cash flow from operations to fund working capital, capital expenditures, dividends, share repurchases, other investments or other general corporate purposes;
- limit our flexibility in planning for, or reacting to, changes in our business and industry;
- place us at a disadvantage compared to competitors that may have proportionately less debt;
- limit our ability to obtain additional debt or equity financing due to applicable financial and restrictive covenants in our debt agreements; and

- increase our cost of borrowing.

In addition, if we or our subsidiaries incur additional debt, the risks associated with our substantial leverage and the ability to service such debt would increase.

***Our senior notes do not impose any limitations on our ability to incur additional debt or protect against certain other types of transactions, and we may incur certain additional indebtedness under our credit agreement.***

Although we are subject to our credit agreement and CAD Note for so long as **it each of those respectively** remains in effect, the indentures governing the senior notes do not restrict the future incurrence of unsecured indebtedness, guarantees or other obligations. The indentures contain certain limitations on our ability to incur liens on assets and engage in sale and leaseback transactions. However, these limitations are subject to important exceptions. In addition, the indentures do not contain many other restrictions, including certain restrictions contained in our credit agreement, including, without limitation, making investments, prepaying subordinated indebtedness or engaging in transactions with our affiliates.

Our credit agreement will permit, subject to specified conditions and limitations, the incurrence of a significant amount of additional indebtedness under the existing agreement. As of December 31, **2023** **2024**, we would have been able to incur an additional **\$976** 1,222 million of indebtedness under our credit agreement (**\$1,086** 1,336 million of availability reduced by **\$110** 114 million of amounts outstanding under letters of credit). If we or our subsidiaries incur additional debt, the risks associated with our substantial leverage and the need to service such debt would increase.

***Our Each of our credit agreement and CAD Note imposes operating and financial restrictions on us and our subsidiaries, which may prevent us from capitalizing on business opportunities.***

**Our Each of our credit agreement and CAD Note** imposes operating and financial restrictions on us. These restrictions may limit our ability, among other things, to:

- incur, assume or permit to exist additional indebtedness (including guarantees thereof) outside of our **credit agreement**; **existing indebtedness**;
- incur liens on assets;

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- engage in transactions with affiliates;
- sell certain assets or merge or consolidate with or into other companies;
- guarantee indebtedness; and
- alter the business we conduct.

As a result of these covenants and restrictions, we may be limited in how we conduct our business and we may be unable to raise additional debt or equity financing to compete effectively or to take advantage of new business opportunities. The terms of any future indebtedness we may incur could include more restrictive covenants. In the event we fail to maintain compliance with these covenants in the future, we may be unable to obtain waivers from the lenders and/or amend the covenants. Failure to comply with any of these covenants would cause a default under the credit **agreement**, **agreement** and the CAD Note. A default, if not waived, could result in

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acceleration of our debt, in which case the debt would become immediately due and payable. If this occurs, we may not be able to repay our debt or borrow sufficient funds to refinance it. Even if new financing were available, it may be on terms that are less attractive to us than our existing credit facilities or it may be on terms that are not acceptable to us.

***We may not be able to generate sufficient cash to service all of our indebtedness and may be forced to take other actions to satisfy our obligations under our indebtedness, which may not be successful.***

Our ability to make scheduled payments on or to refinance our debt obligations depends on our financial condition and operating performance, which are subject to prevailing economic and competitive conditions and to certain financial, business and other factors beyond our control. We cannot guarantee that we will maintain a level of cash flows from operating activities sufficient to permit us to pay the principal, premium, if any, and interest on our indebtedness. If our cash flows and capital resources are insufficient to fund our debt service obligations, we may be forced to reduce or delay investments and capital expenditures, or to sell assets, seek additional capital or restructure or refinance our indebtedness. These alternative measures may not be successful and may not permit us to meet our scheduled debt service obligations. If our operating results and available cash are insufficient to meet our debt service obligations, we could face substantial liquidity problems and might be required to dispose of material assets or operations to meet our debt service and other obligations. We may not be able to consummate those dispositions or to obtain the proceeds that we hope to realize from them, and these proceeds may not be adequate to meet any debt service obligations then due. Any future refinancing of our indebtedness could be at higher interest rates and may require us to comply with more onerous covenants which could further restrict our business operations.

***Our future capital needs may require that we seek to refinance our debt or obtain additional debt or equity financing, events that could have a negative effect on our business.***

We may need to raise additional funds in the future to, among other things, refinance existing debt, fund our existing operations, improve or expand our operations, respond to competitive pressures, or make acquisitions. From time to time, we may raise additional funds through public or private financing, strategic alliances, or other arrangements. Funds may not be available or available on terms acceptable to us as a result of different factors, including but not limited to turmoil in the credit markets that results in the tightening of credit conditions and current or future regulations applicable to the financial institutions from which we seek financing. If adequate funds are not available on acceptable terms, we may be unable to meet our business or strategic objectives or compete effectively. If we raise additional funds by issuing equity securities, stockholders may experience dilution of their ownership interests, and the newly issued securities may have rights superior to those of our common stock. If we raise additional funds by issuing debt, we may be subject to higher borrowing costs and further limitations on our operations. If we refinance or restructure our debt, we may incur charges to write off the unamortized portion of deferred debt issuance costs from a previous financing, or we may incur charges related to hedge ineffectiveness from our interest rate swap obligations. There are limitations in the indentures that govern the U.S. Notes (2028), Euro Notes (2031) and U.S. Notes (2033) on our ability to refinance such notes prior to May 15, 2028, December 13, 2030 and March 15, 2033, respectively. We could refinance the senior notes through open market purchases, subject to a limitation in our credit agreement on the amount of such purchases. If we fail to raise capital when needed, our business may be negatively affected.

***Our variable rate indebtedness subjects us to interest rate risk, which could cause our indebtedness service obligations to increase significantly.***

Borrowings under our credit agreement and CAD Note are at variable rates of interest and expose us to interest rate risk. If interest rates increase, our debt service obligations on the variable rate indebtedness would increase even though the amount borrowed remained the same, and our net income and cash flows, including cash available for servicing our indebtedness, would correspondingly decrease. Moreover, changes in market interest rates could affect the trading value of the senior notes.

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***Repayment of our indebtedness is dependent on cash flow generated by our subsidiaries.***

We are a holding company and repayment of our indebtedness is dependent on cash flow generated by our subsidiaries and their ability to make such cash available to us, by dividend, debt repayment or otherwise. Unless they are borrowers or guarantors of the indebtedness, our subsidiaries do not have any obligation to pay amounts due on the indebtedness or to make funds available for that purpose. Our subsidiaries may not be able to, or be permitted to, make distributions to enable us to make payments in respect of our indebtedness, including the senior notes. Each of our subsidiaries is a distinct legal entity and, under certain circumstances, legal and contractual restrictions may limit our ability to obtain cash from our subsidiaries and, under certain circumstances, distributions from our subsidiaries may be subject to taxes that reduce the amount of such distributions available to us. While the indentures governing the senior notes limit the ability of our subsidiaries to restrict the payment of dividends or to restrict other intercompany payments to us, these limitations are subject to certain qualifications and

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exceptions. In the event that we do not receive sufficient distributions from our subsidiaries, we may be unable to make required principal and interest payments on our indebtedness, including the senior notes.

***A downgrade in our credit rating would impact our cost of capital.***

Credit ratings have an important effect on our cost of capital. Credit rating agencies rate our debt securities on factors that include, among other items, our results of operations, business decisions that we make, their view of the general outlook for our industry, and their view of the general outlook for the economy. Actions taken by the rating agencies can include maintaining, upgrading, or downgrading the current rating or placing us on a watch list for possible future downgrading. We believe our current credit ratings enhance our ability to borrow funds at favorable rates. A downgrade in our current credit rating from a rating agency could adversely affect our cost of capital by causing us to pay a higher interest rate on borrowed funds under our credit facilities. A downgrade could also adversely affect our ability to issue debt securities in the future or incur other indebtedness upon favorable terms. If we are downgraded to a rating that is below investment grade, the pricing on our debt under the credit agreement and CAD Note may increase and we may also become subject to additional covenants under our senior notes.

***The amount and frequency of our share repurchases and dividend payments may fluctuate.***

The amount, timing and execution of our share repurchase program may fluctuate based on our priorities for the use of cash for other purposes such as operational spending, capital spending, acquisitions or repayment of debt. Changes in cash flows, tax laws and our share price could also impact our share repurchase program and other capital activities. In addition, decisions to return capital to shareholders, including through our repurchase program or the issuance of dividends on our common stock, remain subject to determination of our Board that any such activity is in the best interests of our shareholders and is in compliance with all applicable laws and contractual obligations.

#### **Legal and Regulatory Risks**

***Existing or new laws and regulations, or changes to enforcement or interpretation of existing laws or regulations, may prohibit, restrict or burden the sale of aftermarket, recycled, refurbished or remanufactured products.***

Many states have introduced or passed laws that limit the use of aftermarket products in collision repair. These laws include requirements relating to consumer disclosure, vehicle owner's consent regarding the use of aftermarket products in the repair process, and the requirement to have aftermarket products certified by an independent testing organization. Additional legislation of this kind may be introduced in the future. If additional laws prohibiting or restricting the use of aftermarket products are passed, it could have an adverse impact on our aftermarket products business.

Certain independent organizations test the quality and safety of aftermarket products. If these organizations decide not to test a particular aftermarket product, or in the event that such organizations decide that a particular product does not meet applicable quality or safety standards, we may decide to discontinue sales of such product or insurance companies may decide to discontinue authorization of repairs using such product. Such events could adversely affect our business.

Some jurisdictions have enacted laws prohibiting or severely restricting the sale of certain recycled products that we provide, such as airbags. In addition, laws relating to the regulation of parts affecting vehicle emissions, such as California's Proposition 65, may impact the ability of our Specialty segment to sell certain accessory products. These and other jurisdictions could enact similar laws or could prohibit or severely restrict the sale of additional recycled products. The passage of legislation with prohibitions or restrictions that are more severe than current laws could have a material adverse effect on our business. In addition, Congress could enact federal legislation restricting the use of aftermarket or recycled automotive products used in the course of vehicle repairs.

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In Europe, the Motor Vehicle Block Exemption Regulations ("MVER") regulate the competition rules on automotive spare parts. In April 2023, the MVER was extended for 5 years. The MVER and accompanying guidance clarified that data generated by vehicle sensors may be an 'essential input' for the provision of repair and maintenance services. Therefore, independent repairers should have access to such data on an equal footing to OEM authorized dealers. The existing principles for the provision of technical information, tools and training necessary for the repair and maintenance services have also been extended to explicitly cover vehicle-generated data. A similar regulation has also been adopted in the U.K. under the Motor Vehicle Block Exemption Order, which addresses technological and data requirements and remains in force until May 31, 2029.

The Federal Trade Commission has issued guides that regulate the use of certain terms such as "rebuilt" or "remanufactured" in connection with the sale of automotive parts. Restrictions on the products we are able to sell and on the marketing of such products could decrease our revenue and have an adverse effect on our business and operations.

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***We are subject to environmental regulations and incur costs relating to environmental matters.***

We are subject to various environmental protection and health and safety laws and regulations governing, among other things: the emission and discharge of hazardous materials into the ground, air, or water; exposure to hazardous materials; and the generation, handling, storage, use, treatment, identification, transportation, and disposal of industrial by-products, waste water, storm water, and mercury and other hazardous materials. We are also required to obtain environmental permits from governmental authorities for certain of our operations. If we violate or fail to obtain or comply with these laws, regulations, or permits, we could be fined or otherwise sanctioned by regulators or lose our operating permits. We could also become liable if employees or other parties are improperly exposed to hazardous materials. We have an environmental management process designed to facilitate and support our compliance with these requirements; however, we cannot guarantee complete compliance with such requirements.

We have made and will continue to make capital and other expenditures relating to environmental matters. Although we presently do not expect to incur any capital or other expenditures relating to environmental controls or other environmental matters in amounts that would be material to us, we may be required to make such expenditures in the future.

Under certain environmental laws, we could be held responsible for all of the costs relating to any contamination at, or migration to or from, our present facilities or our predecessors' past facilities and at independent waste disposal sites. These laws often impose liability even if the owner or operator did not know of, or was not responsible for, the release of such hazardous substances. Some of our facilities are located on or near properties with a history of industrial use that may have involved hazardous materials. As a result, some of our properties may be contaminated. Some environmental laws hold current or previous owners or operators of real property liable for the costs of cleaning up contamination. These environmental laws also impose liability on any person who disposes of, treats, or arranges for the disposal or treatment of hazardous substances, regardless of whether the affected site is owned or operated by such person, and at times can impose liability on companies deemed under law to be a successor to such person. Third parties may also make claims against owners or operators of properties, or successors to such owners or operators, for personal injuries and property damage associated with releases of hazardous or toxic substances.

Contamination resulting from the vehicle recycling processes can include soil and ground water contamination from the release, storage, transportation, or disposal of gasoline, motor oil, antifreeze, transmission fluid, chlorofluorocarbons from air conditioners, other hazardous materials, or metals such as aluminum, cadmium, chromium, lead, and mercury. Contamination from the refurbishment of chrome plated bumpers can occur from the release of the plating material. Contamination can migrate on-site or off-site, which can increase the risk, and the amount, of any potential liability.

When we identify a potential material environmental issue during our acquisition due diligence process, we analyze the risks, and, when appropriate, perform further environmental assessment to verify and quantify the extent of the potential contamination. Furthermore, where appropriate, we have established financial reserves for certain environmental matters. In the event we discover new information or if laws change, we may incur significant liabilities, which may exceed our reserves.

Environmental laws are complex, change frequently, and have tended to become more stringent over time. Our costs of complying with current and future environmental and health and safety laws, and our liabilities arising from past or future releases of, or exposure to, hazardous substances, may adversely affect our business, results of operations, or

financial condition.

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***If we fail to maintain proper and effective internal control over financial reporting in the future, our ability to produce accurate and timely financial statements could be negatively impacted, which could harm our operating results and investor perceptions of our company and as a result may have a material adverse effect on the value of our common stock.***

Pursuant to Section 404 of the Sarbanes-Oxley Act of 2002 and related rules, our management is required to report on, and our independent registered public accounting firm is required to attest to, the effectiveness of our internal control over financial reporting. The rules governing the standards that must be met for management to assess our internal control over financial reporting are complex and require significant documentation, testing, and, in some instances, remediation. **We have acquired entities that had no publicly traded debt or equity and therefore were not previously required to conform to the rules and regulations of the SEC, especially related to their internal control structure. Integrating acquired entities into our internal control over financial reporting has required and will continue to require significant time and resources from our management and other personnel, which increases our compliance costs. We must complete the evaluation and integration of internal controls over financial reporting and report our assessment within the required time frame.**

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In addition, with the increasing frequency of cyber-related frauds perpetrated to obtain inappropriate payments, we need to ensure our internal controls related to authorizing the transfer of funds and changing our vendor master files are adequate. Furthermore, the introduction of new, and changes to existing, ERP and financial reporting information systems create implementation and change management risks that require effective internal controls to mitigate. Failure to maintain an effective internal control environment could have a material adverse effect on our ability to accurately report our financial results, the market's perception of our business, and our stock price.

***We may be adversely affected by legal, regulatory or market responses to global climate change.***

Growing concern over climate change has led policy makers to enact or consider the enactment of legislative and regulatory proposals that would impose mandatory requirements on greenhouse gas emissions. Such laws, if enacted, are likely to impact our business in a number of ways. For example, significant increases in fuel economy requirements, new regulatory restrictions on emissions of carbon dioxide or new incentive programs that may be imposed on vehicles and automobile fuels could adversely affect demand for vehicles, annual miles driven or the products we sell. We may not be able to accurately predict, prepare for and respond to new kinds of technological innovations with respect to electric vehicles and other technologies that minimize emissions.

**Furthermore, we may be adversely affected by certain additional climate-related risks including natural disasters, carbon pricing, shift of vehicles in operation, and product and vehicle regulations.** Compliance with any new or more stringent laws or regulations, or stricter interpretations of existing laws, could require additional expenditures by us or our suppliers. Our inability or perceived inability to appropriately respond to such changes could adversely impact our business, financial condition, results of operations or cash flows.

Moreover, the perspectives of our customers, suppliers, stockholders, employees, community partners, regulatory agencies and other stakeholders regarding climate change are evolving. These stakeholders are increasingly requesting disclosures and actions relating to not only climate change but other environmental and social matters and corporate governance practices. The increase in costs to comply with such evolving expectations, including any rules or regulations resulting from these evolving expectations, as well as any risk of noncompliance or perceived unwillingness to comply with such evolving expectations, could adversely impact us.

***Our amended and restated bylaws provide that the courts in the State of Delaware are the exclusive forums for substantially all disputes between us and our stockholders, which could limit our stockholders' ability to obtain a favorable judicial forum for disputes with us or our directors, officers or employees.***

Our amended and restated bylaws provide that the Court of Chancery of the State of Delaware (or if the Court of Chancery does not have jurisdiction, another court of the State of Delaware, or if no court of the State of Delaware has jurisdiction, the federal district court for the District of Delaware) shall be the exclusive forum for the following types of actions or proceedings:

- any derivative action or proceeding brought on our behalf;
- any action asserting a breach of fiduciary duty;
- any action asserting a claim against us arising under the Delaware General Corporation Law, our certificate of incorporation, or our bylaws;
- any action asserting a claim governed by the internal-affairs doctrine; and
- any action to interpret, apply, enforce or determine the validity of our certificate of incorporation or our bylaws.

The choice of forum provision in our bylaws does not apply to claims brought to enforce any duty or liability created by the Exchange Act or the Securities Act or any claim with respect to which the federal courts have exclusive jurisdiction.

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Although we believe this provision benefits us by providing increased consistency in the application of Delaware law in the types of lawsuits to which it applies, the provision may have the effect of discouraging lawsuits against our directors and officers due to, among other possible factors, increased costs of such lawsuits and limitations on the ability to bring claims in a judicial forum that the plaintiffs may consider more favorable. Alternatively, if a court were to find the choice of forum provision contained in our bylaws to be inapplicable or unenforceable in an action, we may incur additional costs associated with resolving such action in other jurisdictions, which could materially adversely affect our business, financial condition and operating results.

***Our effective tax rate could materially increase as a consequence of various factors, including U.S. and/or international tax legislation, applicable interpretations and administrative guidance, our mix of earnings by jurisdiction, and U.S. and foreign jurisdictional audits.***

We are a U.S. based multinational company subject to income taxes in the U.S. and a number of foreign jurisdictions. Therefore, we are subject to changes in tax laws in each of these jurisdictions, and such changes could have a material adverse effect on our effective tax rate and cash flows.

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On August 16, 2022, the U.S. enacted legislation commonly referred to as the Inflation Reduction Act (the "IRA"). The IRA contained a number of new provisions the most significant of which are a new Corporate Alternative Minimum Tax and a new Stock Repurchase Excise Tax. In addition, the Organization for Economic Co-operation and Development (the "OECD") released a framework, referred to as Pillar Two, to implement a global minimum corporate tax rate of 15% on certain multinational enterprises. Certain countries have enacted legislation to adopt the Pillar Two framework while several countries are considering or still announcing changes to their tax laws to implement the minimum tax directive. While we do not currently expect Pillar Two to did not have a material impact on our effective tax rate for 2024, our analysis will continue as the OECD continues to release additional guidance and countries implement legislation.

The tax rates applicable in the jurisdictions within which we operate vary. Therefore, our effective tax rate may be adversely affected by changes in the mix of our earnings by jurisdiction.

We are also subject to ongoing audits of our income tax returns in various jurisdictions both in the U.S. and internationally. While we believe that our tax positions will be sustained, the outcomes of such audits could result in the assessment of additional taxes, which could adversely impact our cash flows and financial results.

***If significant tariffs or other restrictions are placed on products or materials we import or any related counter-measures are taken by countries to which we export products, our revenue and results of operations may be materially harmed.***

The U.S. has imposed tariffs on certain materials imported into the U.S. from China, and announced additional tariffs on other goods from China and other countries, and threatened to impose additional tariffs on goods from other countries. Moreover, counter-measures have been taken by other countries in retaliation for the U.S.-imposed tariffs and countries may take additional countermeasures and/or impose other restrictions on the importation of products in response to the threatened tariffs. The tariffs cover products and materials that we import, and the counter-measures may affect products we export. The effects currently are not material; however, depending on the breadth of products and materials ultimately affected by, and the duration of, the tariffs and countermeasures, our financial results may be materially harmed. In addition, countries may impose other restrictions on the importation of products.

***Governmental agencies may refuse to grant or renew our operating licenses and permits.***

Our operating subsidiaries in our salvage, self service, and refurbishing operations must obtain licenses and permits from state and local governments to conduct their operations. When we develop or acquire a new facility, we must seek the approval of state and local units of government. Governmental agencies may resist the establishment of a vehicle recycling or refurbishing facility in their communities. There can be no assurance that future approvals or transfers will be granted. In addition, there can be no assurance that we will be able to maintain and renew the licenses and permits our operating subsidiaries currently hold.

***The costs of complying with the requirements of laws pertaining to data privacy and cybersecurity of personal information and the potential liability associated with the failure to comply with such laws could materially adversely affect our business and results of operations.***

We collect personally identifiable information ("PII") and other data as part of our business processes and operations. The legislative and regulatory framework relating to privacy and data protection is rapidly evolving worldwide and is likely to remain uncertain for the foreseeable future. This data is subject to a variety of U.S. and international laws and regulations. Many foreign countries and governmental bodies, including the European Union, Canada, U.K., Switzerland and other

jurisdictions where we conduct business, have laws and regulations concerning the collection and use of PII and other data obtained from their residents or by businesses operating within their jurisdictions that are more restrictive than those in the U.S. In addition, the European Union adopted the General Data Protection Regulation ("GDPR") that imposes more stringent data protection requirements for processors and controllers of personal data, including expanded disclosures about how PII is to be used, limitations on retention of PII, mandatory data breach notification requirements, possible restrictions on cross border transfers of PII and higher standards for data controllers to demonstrate that they have obtained valid consent for certain data processing activities. The GDPR provides severe penalties for noncompliance. In addition, stricter laws in this area are being enacted in certain states in the U.S. and in other countries, and more jurisdictions are likely to follow this trend. Most recently, the The SEC has announced implemented strict disclosure rules for material cybersecurity incidents.

Any inability, or perceived inability, to adequately address privacy and data protection issues, even if unfounded, or comply with applicable laws, regulations, policies, industry standards, contractual obligations or other legal obligations (including at newly-acquired companies) could result in additional cost and liability to us, result in governmental investigations and enforcement actions, give rise to civil litigation, result in damage to our reputation (including the loss of trust by our customers and employees), inhibit sales, and otherwise adversely affect our business. We also may be subject to these adverse effects if other parties with whom we do business, including lenders, suppliers, consultants and advisors, violate applicable laws or contractual obligations or suffer a security breach.

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#### **General Risk Factors**

##### ***Our employees are important to successfully manage our business and achieve our objectives.***

Our future success depends in large part upon the leadership and performance of our executive management team and key employees at the operating level. If we lose the services of one or more of our executive officers or key employees, or if one or more of them decides to join a competitor or otherwise compete directly or indirectly with us, we may not be able to successfully manage our business or achieve our business objectives. If we lose the services of any of our key employees at the operating or regional level, we may not be able to replace them with similarly qualified personnel, which could harm our business. In addition, we have experienced wage inflation in the jurisdictions in which we operate. An inability to respond to these inflationary pressures could impact our ability to retain key employees or we may experience increased costs due to difficulties related to hiring and retaining employees.

##### ***We operate in foreign jurisdictions, which exposes us to foreign exchange and other risks.***

We have operations in North America, Europe and Taiwan, and we may expand our operations in the countries in which we do business and into other countries. Our foreign operations expose us to additional risks associated with international business, which could have an adverse effect on our business, results of operations and/or financial condition, including import and export requirements and compliance with anti-corruption laws, such as the U.K. Bribery Act 2010 and the Foreign Corrupt Practices Act. We also incur costs in currencies other than our functional currencies in some of the countries in which we operate. We are thus subject to foreign exchange exposure to the extent that we operate in different currencies, as well as exposure to foreign tax and other foreign and domestic laws. In addition, certain countries in which we operate have a higher level of political instability and criminal activity than the U.S. that could affect our operations and the ability to maintain our supply of products.

##### ***Our business may be adversely affected by union activities and labor and employment laws.***

Certain of our employees are represented by labor unions and works councils and other employee representative bodies and work under collective bargaining or similar agreements, which are subject to periodic renegotiation. From time to time, there have been efforts to organize additional portions of our workforce and those efforts can be expected to continue. In addition, legislators and government agencies could adopt new regulations, or interpret existing regulations in a manner, that could make it significantly easier for unionization efforts to be successful. Also, we have been and may in the future be subject to strikes or work stoppages, union and works council campaigns, and other labor disruptions and disputes. Additional unionization efforts, new collective bargaining or similar agreements, and work stoppages could materially increase our costs and reduce revenue and could limit our flexibility in terms of work schedules, reductions in force and other operational matters.

We also are subject to laws and regulations that govern such matters as minimum wage, overtime and other working conditions. Some of these laws are technical in nature and could be subject to interpretation by government agencies and courts different than our interpretations. Efforts to comply with existing laws, changes to such laws and newly-enacted laws may increase our labor costs and limit our flexibility. If we were found not to be in compliance with such laws, we could be subject to fines, penalties and liabilities to our employees or government agencies. In addition, efforts to better protect local markets from

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foreign workers and decisions of countries to withdraw from treaties and joint economic areas may lead to increased restrictions on the free movement of people and labor and may limit our ability to place key personnel where they could best serve our needs.

##### ***We rely on information technology and communication systems in critical areas of our operations and a disruption relating to such technology and systems, including cybersecurity threats, could harm our business.***

In the ordinary course of business, we rely upon IT networks and systems, some of which are provided by or leased from third parties, to process, transmit and store electronic information and to manage and support a variety of business processes and activities. The secure operation of these IT networks and the processing and maintenance of this information is critical to our business operations and strategy. **Despite security measures**

The IT networks and business continuity plans, these systems upon which we rely face increasing cybersecurity threats, including unauthorized access to sensitive data and service disruptions. These threats come from various actors such as foreign governments, criminals, competitors, hackers, cyber terrorists and politically motivated groups. These IT networks and infrastructure may also be vulnerable to damage, disruptions, shutdowns, or shutdowns data theft due to future attacks by cyber criminals, breaches due to employee error or malfeasance, disruptions during the process of upgrading or replacing computer software or hardware, terminations of business relationships by third party service providers, power outages, computer viruses, telecommunication or utility failures, terrorist acts, natural disasters or other catastrophic events. Additionally, political instability in certain geographic regions in which our business partners operate exposes us to an increased risk of state-sponsored threats.

The occurrence of any of these adverse cybersecurity events in the future involving us or involving the third parties with whom we do business could compromise our or the third parties' networks, and the information stored in those networks could be accessed, publicly disclosed, compromised, destroyed, lost or stolen. Any such We experienced an incident in November 2024 involving a third party obtaining unauthorized access disclosure to IT systems of one of our Canadian business units, which we do not believe to have been material to our financial condition or loss results of information operations as a result of our efforts to contain and mitigate the threat; however, failure on our part to successfully prevent or mitigate cybersecurity threats in the future could result in data loss, legal claims or proceedings, disruption to our operations liability and damage to our reputation, any of reputation. We may face legal and financial exposure from such threats, including higher transaction fees and regulatory fines, which could adversely materially affect our business. In

27 While our insurance policies cover certain liabilities and lost profits, a significant security incident could result in damages exceeding our coverage. We cannot guarantee that insurance will remain available on reasonable terms or that insurers will not deny future claims. Large claims exceeding our coverage or changes in insurance policies, such as premium increases or higher deductibles, could materially affect our financial condition and cash flows.

addition, as security threats continue We also may incur significant costs to evolve, we will likely protect against or remediate incidents and may need to invest additional more resources in prevention and mitigation activities as threats evolve. Regardless of any protective measures that we are taking or may take in the future, our preventative efforts could fail due to protect a variety of factors, including technical malfunctions and human error. Despite the implementation of any protective measures, we cannot guarantee total success in preventing or detecting all security of our systems. threats.

In the event that we decide to switch providers or to implement upgrades or replacements to our own systems, we may be unsuccessful in the development of our own systems or we may underestimate the costs and expenses of switching providers or developing and implementing our own systems. Also, our Our revenue further may be hampered during the period of implementing an alternative system, which period could extend longer than we anticipated. We are in the midst of a systems conversion project for our European businesses, which will be subject to all of these risks.

**Business interruptions in our distribution centers or other facilities may affect our operations, the function of our computer systems, and/or the availability and distribution of merchandise, which may affect our business.**

Weather, terrorist activities, war or other disasters, or the threat of any of them, may result in the breakdown of our distribution center systems, closure of our distribution centers or other facilities or may adversely affect our ability to deliver inventory through our system on a timely basis. This may affect our ability to serve our customers, resulting in lost sales or a potential loss of customer loyalty. Some of our merchandise is imported from other countries and these goods could become difficult or impossible to bring into the countries in which we operate, and we may not be able to obtain such merchandise from other sources at similar prices. Such a disruption in revenue could potentially have a negative impact on our results of operations and financial condition.

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**If we experience problems with our fleet of trucks and other vehicles, our business could be harmed.**

We use a fleet of trucks and other vehicles to deliver the majority of the products we sell. We are subject to the risks associated with providing delivery services, including inclement weather, disruptions in the transportation infrastructure, governmental regulation, availability and price of fuel, liabilities arising from accidents to the extent we are not covered by insurance, insurance premium increases, and ability to hire drivers. In addition, our failure to deliver products in a timely and accurate manner could harm our reputation and brand, which could have a material adverse effect on our business.

**We may lose the right to operate at key locations.**

We lease most of the properties at which we conduct our businesses. At the end of a lease term, we must negotiate a renewal, exercise a purchase option (to the extent we have that right), or find a new location. There can be no assurance that we will be able to negotiate renewals on terms acceptable to us or that we will find a suitable alternative location, especially with respect to our salvage operations (which have characteristics that are often not attractive to landlords, local governments, or neighbors). In such cases, we may lose the right to operate at key locations.

**Activist investors could cause us to incur substantial costs, divert management's attention, and have an adverse effect on our business.**

We have in the past received, and we may in the future be subject to, proposals by activist investors urging us to take certain corporate actions. Activist Depending on the circumstances, we may reach agreements with such investors, such as the cooperation agreement that we entered into with Ancora Catalyst Institutional, LP, Engine Capital, LP

and certain of their affiliates in February 2025. In some instances though, activist investor activities could cause our business to be adversely affected because responding to proxy contests and other demands by activist investors can be costly and time-consuming, disrupt our operations, and divert the attention of management and our employees. For example, we have retained, and may in the future be required to retain, the services of various professionals to advise us on activist investor matters, including legal, financial and communications advisors, the costs of which may negatively impact our future financial results. Campaigns by activist investors to effect changes at publicly-traded companies are sometimes led by investors seeking to increase short term investor value through actions such as financial restructuring, increased debt, special dividends, stock repurchases, or sales of assets or the entire company. Perceived uncertainties as to our future direction, strategy or leadership that arise as a consequence of activist investor initiatives may result in the loss of potential business opportunities, harm our ability to attract new investors, employees and business partners, and cause our stock price to experience periods of volatility or stagnation.

#### ITEM 1B. UNRESOLVED STAFF COMMENTS

None.

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#### ITEM 1C. CYBERSECURITY

**Our** The Company's Board recognizes the critical importance of maintaining the trust and confidence of our customers, clients, business partners and employees. The Board is actively involved in oversight of the Company's risk management program, and cybersecurity represents an important component of the Company's overall approach to risk management. The Company's cybersecurity policies, standards, processes and practices are fully integrated into the Company's operations and are based on recognized frameworks established by the International Organization for Standardization, the National Institute of Standards and Technology and other applicable industry standards. In general, the Company seeks to address cybersecurity risks through a comprehensive, cross-functional approach that is focused on preserving the confidentiality, integrity and availability of the information that the Company collects and stores and maintaining access to critical systems by identifying, preventing and mitigating cybersecurity threats and effectively responding to cybersecurity incidents when they occur.

##### Risk Management and Strategy

As one of the critical elements of the Company's overall risk management approach, the Company's cybersecurity program is focused on the following key areas:

**Governance:** As discussed in more detail under the heading "Governance," the Board's oversight of cybersecurity risk management is supported by the Audit Committee of the Board (the "Audit Committee"), which regularly interacts with and receives cybersecurity information or reports from members of the Company's Risk Management Committee, the Company's Chief Information Security Officer ("CISO") and other members of management.

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**Collaborative Approach:** The Company's Board and management have Company has implemented a comprehensive, cross-functional approach to identifying, preventing and mitigating cybersecurity threats and incidents, while also implementing controls and procedures that provide for the prompt escalation of certain cybersecurity incidents so that decisions regarding the public disclosure and reporting of such incidents can be made by management in a timely manner. The Company also purchases cybersecurity insurance to mitigate the financial risk associated with cybersecurity breaches.

**Technical Safeguards:** The Company deploys technical safeguards that are designed to protect the Company's information systems from cybersecurity threats, including but not limited to secure web gateways, secure e-mail gateways, multi-factor authentication, endpoint detection and response, cloud security posture management, privileged access management, firewalls, intrusion detection/prevention systems, and web application firewalls.

**Incident Response and Recovery Planning:** The Company has established and maintains comprehensive incident response and recovery plans that fully address the Company's response to a cybersecurity incident, and such plans are maintained, tested and evaluated on a regular basis.

**Third-Party Risk Management:** The Company maintains a risk-based approach to identifying and overseeing cybersecurity risks presented by third parties, including vendors, service providers and other external users of the Company's systems, as well as the systems of third parties that could adversely impact our business in the event of a cybersecurity incident affecting those third-party third party systems.

**Education and Awareness:** The Company provides regular, mandatory training for personnel regarding cybersecurity threats and best practices as a means to equip the Company's personnel with effective tools to address cybersecurity threats, and to communicate the Company's information security policies, standards, processes and practices.

The Company engages in the periodic assessment and testing of adherence to the Company's policies, standards, processes and practices that are designed to address cybersecurity risks, threats and incidents. These efforts include a wide range of activities, including audits, assessments, tabletop exercises, vulnerability testing and other exercises focused on evaluating the effectiveness of our cybersecurity measures and planning. The Company regularly engages third parties to perform assessments on our cybersecurity measures, including information security maturity assessments, audits and independent reviews of our information security control environment and operating effectiveness. The results of such assessments, audits and reviews are reported to the Risk Management Committee and the Board, and the Company adjusts its cybersecurity policies, standards, processes and practices as necessary based on the information provided by these assessments, audits and reviews.

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## Governance

The Board, in coordination with the Audit Committee and the Risk Management Committee, which is comprised of senior management of the Company, oversees the Company's risk management process, including the management of risks arising from cybersecurity threats. The Board, Audit Committee and the Risk Management Committee each receive regular presentations and reports on cybersecurity risks, which address a wide range of topics including recent developments, evolving standards, vulnerability assessments, third party and independent reviews, the threat environment, technological trends and information security considerations arising with respect to the Company's peers and third parties. The Board Audit Committee and the Risk Management Committee also receive prompt and timely information regarding any cybersecurity incident that meets or could potentially meet materiality reporting thresholds, as well as ongoing updates regarding any such incident until it has been addressed. On a quarterly basis, the CISO holds security risk meetings with LKQ's business segment leadership to highlight the security risk environment, policies, controls, and remedial actions planned to address risks or vulnerabilities. On an annual basis, the Board and the Company's Chief Information Officer ("CIO") senior executives and CISO discuss the Company's approach to cybersecurity risk management.

The CISO, in coordination with the Risk Management Committee, which includes among others, our Chief Executive Officer ("CEO"), Chief Financial Officer ("CFO"), CIO Senior Vice President of Policy and Administration, and General Counsel ("GC"), works collaboratively across the Company to implement a program designed to protect the Company's information systems from cybersecurity threats and to promptly respond to any cybersecurity incidents in accordance with the Company's incident response and recovery plans. To facilitate the success of the Company's cybersecurity risk management program, multidisciplinary teams throughout the Company are deployed to address cybersecurity threats and to respond to cybersecurity incidents. Through ongoing communications with these teams, the CISO monitors the prevention, detection, mitigation and remediation of cybersecurity threats and incidents in real time, and reports significant (including potentially material) threats and incidents to executive leadership.

The CISO has served in various roles in IT and information security for over 26 years, including serving as the Chief Information Security Officer of two large public companies. The CISO holds an undergraduate degree in computer science and a graduate degree in business and attained professional certification as a Certified Information System Security Professional ("CISSP"), Certified Information Security Manager ("CISM") and GIAC Certified Incident Handler ("GCIH"). The CIO holds an undergraduate degree in Economics Company's

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CEO, CFO, Senior Vice President of Policy and a master's degree in business administration, and has served in various roles in IT for over 25 years, including serving as the Chief Information Officer of three public companies. The Company's CEO, CFO Administration, and GC each hold undergraduate and graduate degrees in their respective fields, and each has experience managing risks at the Company and at similar companies, including risks arising from cybersecurity threats.

**Cybersecurity** To date, we do not believe that any risks from any cybersecurity threats, including as a result of any previous cybersecurity incidents, have not materially affected the Company, or are reasonably likely to materially affect us, including its our business strategy, results of operations, or financial condition. However, the sophistication of cyber threats continues to increase, and the preventative actions we take to reduce the risk of cybersecurity incidents and protect our systems and information may be insufficient. Accordingly, no matter how well designed or implemented our controls are, we will not be able to anticipate all security incidents of these types, and we may not be able to implement effective preventive measures against such security incidents in a timely manner. See the risk factor titled "**We rely on information technology and communication systems in critical areas of our operations and a disruption relating to such technology and systems, including cybersecurity threats, could harm our business.**" in Part I, Item 1A of this Annual Report on Form 10-K for further information.

## ITEM 2. PROPERTIES

As of December 31, 2023 December 31, 2024, our operations included approximately 1,650 1,450 facilities, most of which are leased. Of our total facilities, approximately 550 450 facilities were located in the U.S. and approximately 1,100 1,000 facilities were located in over approximately 25 other countries. Many of our locations stock multiple product types and/or serve more than one function.

Our global principal executive offices and North American headquarters are located at 500 West Madison Street, Suite 2800, Chicago, Illinois 60661.

Our North American headquarters, located in 5846 Crossings Boulevard, Antioch, Tennessee maintains 37013, and maintain certain centralized functions for our Wholesale - North America and Self Service operations, including accounting, procurement, and information systems support.

Our European headquarters are located in Zug, Switzerland, and certain back-office support functions for our European segment are located in Katowice, Poland, which began operations in the second half of 2021. Our largest distribution centers are located in Tamworth, England, Sulzbach-Rosenberg, Germany, and Berkel en Rodenrijs, the Netherlands.

Our Specialty operations maintain primary procurement, accounting and finance functions in Exeter, Pennsylvania.

Certain back-office support functions for our segments are performed in Bengaluru, India. Additionally, we operate an aftermarket parts warehouse in Taiwan to aggregate inventory for shipment to our locations in North America and manage supplier relationships and purchase orders.

Our properties are sufficient to meet our present needs, and we do not anticipate any difficulty in securing additional space to conduct operations or additional office space, as needed, on terms acceptable to us.

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#### ITEM 3. LEGAL PROCEEDINGS

In April 2019, Plastique Royal Inc., a subsidiary of Uni-Select, received an Environment Protection Compliance Order ("EPCO") from the Environment and Climate Change Canada ("ECCC") under the Canadian Environmental Protection Act, 1999, alleging that certain products sold by Plastique Royal had volatile organic compound ("VOC") concentration that exceeded the limit set out in the applicable environmental regulations. The ECCC also alleged that Plastique Royal failed to comply with the EPCO. On November 6, 2023, as part of a negotiated plea agreement, Plastique Royal pleaded guilty to one count of violating the Canadian Environmental Protection Act, 1999 and one count of violating the VOC Concentration Limits for Automotive Refinishing Products Regulations and was ordered to pay a fine of C\$600,000, which was paid in November 2023.

In addition, we are from time to time subject to various claims and lawsuits incidental to our business. In the opinion of management, currently outstanding claims and lawsuits will not, individually or in the aggregate, have a material adverse effect on our financial position, results of operations or cash flows.

#### ITEM 4. MINE SAFETY DISCLOSURES

Not applicable.

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#### PART II

#### ITEM 5. MARKET FOR REGISTRANT'S COMMON EQUITY, RELATED STOCKHOLDER MATTERS AND ISSUER PURCHASES OF EQUITY SECURITIES

Our common stock is traded on The Nasdaq Global Select Market under the symbol "LKQ." At February 16, 2024 February 14, 2025, there were 15 16 record holders of our common stock.

A summary of the dividend activity for our common stock for the year ended December 31, 2023 December 31, 2024 is as follows:

Dividend Amount	Declaration Date	Record Date	Payment Date
\$0.275 0.30	February 21, 2023 20, 2024	March 16, 2023 14, 2024	March 30, 2023 28, 2024
\$0.275 0.30	April 25, 2023 22, 2024	May 18, 2023 16, 2024	June 1, 2023 May 30, 2024
\$0.275 0.30	July 25, 2023 23, 2024	August 17, 2023 15, 2024	August 31, 2023 29, 2024
\$0.30	October 24, 2023 22, 2024	November 16, 2023 14, 2024	November 30, 2023 27, 2024

On February 20, 2024 February 18, 2025, our Board declared a quarterly cash dividend of \$0.30 per share of common stock, payable on March 28, 2024 March 27, 2025, to stockholders of record at the close of business on March 14, 2024 March 13, 2025. The payment of any future dividends will be at the discretion of our Board and will depend upon our results of operations, financial condition, business prospects, capital requirements, contractual restrictions, any potential indebtedness we may incur, restrictions imposed by applicable law, tax considerations and other factors that our Board deems relevant.

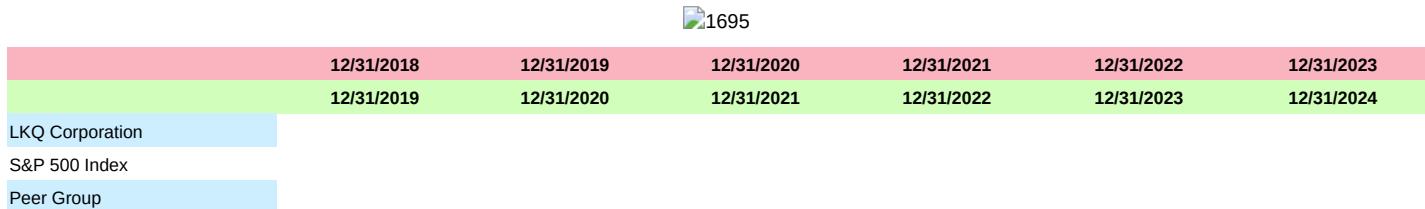
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## Stock Performance Graph and Cumulative Total Return

The following graph compares the percentage change in the cumulative total returns on our common stock, the S&P 500 Index and the Dow Jones U.S. Auto Parts Index (the "Peer Group") for the period beginning on **December 31, 2018** December 31, 2019 and ending on **December 31, 2023** December 31, 2024 (which was the last day of our **2023** 2024 fiscal year). The stock price performance in the graph is not necessarily indicative of future stock price performance. The graph assumes that the value of an investment in each of the Company's common stock, the S&P 500 Index and the Peer Group was \$100 on **December 31, 2018** December 31, 2019 and that all dividends, where applicable, were reinvested.

**Comparison of Cumulative Return**  
**Among LKQ Corporation, the S&P 500 Index and the Peer Group**



This stock performance information is "furnished" and shall not be deemed to be "soliciting material" or subject to Rule 14A, shall not be deemed "filed" for purposes of Section 18 of the Securities Exchange Act of 1934 or otherwise subject to the liabilities of that section, and shall not be deemed incorporated by reference in any filing under the Securities Act of 1933 or the Securities Exchange Act of 1934, whether made before or after the date of this report and irrespective of any general incorporation by reference language in any such filing, except to the extent that it specifically incorporates the information by reference.

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## Issuer Purchases of Equity Securities

Our Board has authorized a stock repurchase program under which we are able to purchase **up to \$3,500 million** of our common stock from time to time. On October 22, 2024, our Board authorized a \$1,000 million increase to our existing stock repurchase program, raising the aggregate program authorization to \$4,500 million, and extended the duration through the scheduled duration of the program on October 25, 2025 October 25, 2026. Repurchases under the program may be made in the open market or in privately negotiated transactions, with the amount and timing of repurchases depending on market conditions and corporate needs. The repurchase program does not obligate us to acquire any specific number of shares and may be suspended or discontinued at any time.

The following table summarizes our stock repurchases for the three months ended **December 31, 2023** December 31, 2024 (in millions, except per share data):

Period	Total Number of Shares Purchased	Average Price Paid per Share	Total Number of Shares Purchased as Part of Publicly Announced Program	Approximate Dollar Value of Shares that May Yet Be Purchased Under the Program
October 1, 2023 - October 31, 2023	0.2	\$ 43.73	0.2	\$ 1,099
November 1, 2023- November 30, 2023	0.1	\$ 43.83	0.1	\$ 1,096
December 1, 2023 - December 31, 2023	0.4	\$ 45.65	0.4	\$ 1,076
<b>Total</b>	<b>0.7</b>		<b>0.7</b>	

Period	Total Number of Shares Purchased	Average Price Paid per Share (1)	Total Number of Shares Purchased as Part of Publicly Announced Program	Approximate Dollar Value of Shares that May Yet Be Purchased Under the Program
October 1, 2024 - October 31, 2024	1.9	\$ 38.63	1.9	\$ 1,725
November 1, 2024 - November 30, 2024	0.2	\$ 37.33	0.2	\$ 1,716
December 1, 2024 - December 31, 2024	—	\$ —	—	\$ 1,716
<b>Total</b>	<b>2.1</b>		<b>2.1</b>	

(1) Average price paid per share excludes the 1% excise tax accrued on our share repurchases as a result of the Inflation Reduction Act of 2022.

## Securities Authorized for Issuance Under Equity Compensation Plans

Information about our common stock that may be issued under our equity compensation plans as of **December 31, 2023****December 31, 2024** included in Part III, Item 12 of this Annual Report on Form 10-K is incorporated herein by reference.

#### ITEM 6. [RESERVED]

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#### ITEM 7. MANAGEMENT'S DISCUSSION AND ANALYSIS OF FINANCIAL CONDITION AND RESULTS OF OPERATIONS

The following discussion of our financial condition and results of operations should be read in conjunction with our audited Consolidated Financial Statements and notes thereto included in Part II, Item 8, "Financial Statements and Supplementary Data," of this Annual Report on Form 10-K. Discussion of **2021****2022** items and the year-over-year comparison of changes in our financial condition and the results of operations as of and for the years ended **December 31, 2023** and **December 31, 2022** and **December 31, 2021** for our **Consolidated Results of Operations** can be found in Part II, Item 7, "Management's Discussion and Analysis of Financial Condition and Results of Operations," of our Annual Report on Form 10-K for the year ended **December 31, 2022****December 31, 2023** filed with the SEC on **February 23, 2023****February 22, 2024**. Unless otherwise indicated or the context otherwise requires, as used in this "Management's Discussion and Analysis of Financial Condition and Results of Operations," the terms "we," "us," "the Company," "our," "LKQ" and similar terms refer to LKQ Corporation and its subsidiaries.

##### Overview

We are a global distributor of vehicle products, including replacement parts, components and systems used in the repair and maintenance of vehicles, and specialty aftermarket products and accessories to improve the performance, functionality and appearance of vehicles.

Buyers of vehicle replacement products have the option to purchase from primarily five sources: new products produced by OEMs; new products produced by companies other than the OEMs, which are referred to as aftermarket products; recycled products obtained from salvage and total loss vehicles; recycled products that have been refurbished; and recycled products that have been remanufactured. We distribute a variety of products to collision and mechanical repair shops, including aftermarket collision and mechanical products; recycled collision and mechanical products; refurbished collision products such as wheels, bumper covers and lights; and remanufactured engines and transmissions. Collectively, we refer to the four sources that are not new OEM products as alternative parts.

We are organized into four operating segments: Wholesale - North America; Europe; Specialty; and Self Service, each of which is presented as a reportable segment.

Our Wholesale - North America segment is a leading provider of alternative vehicle collision replacement products, paint and **body repair** related products, and alternative vehicle mechanical replacement products, with our sales, processing, and distribution facilities reaching most major markets in the United States and Canada. Our Europe segment is a leading provider of alternative vehicle replacement and maintenance products in Germany, the U.K., the Benelux region, Italy, Czech Republic, Austria, Slovakia, **Poland**, **France** and various other European countries. Our Specialty segment is a leading distributor of specialty vehicle aftermarket equipment and accessories reaching most major markets in the U.S. and Canada. Our Self Service segment operates self service retail facilities across the U.S. that sell recycled automotive products from end-of-life-vehicles.

Our operating results have fluctuated on a quarterly and annual basis in the past and can be expected to continue to fluctuate in the future as a result of a number of factors, some of which are beyond our control. Please refer to the factors referred to in Special Note on Forward-Looking Statements and Risk Factors above. Due to these factors and others, which may be unknown to us at this time, our operating results in future periods can be expected to fluctuate. Accordingly, our historical results of operations may not be indicative of future performance.

##### Acquisitions and Investments

Since our inception in 1998, we have pursued a growth strategy through both organic growth and acquisitions. **Through 2018**, our **current** acquisition strategy was **focused****focuses** on **consolidation** to build scale in fragmented markets across North America and Europe. We targeted companies that were market leaders, expanded our geographic presence and enhanced our ability to provide a wide array of vehicle products through our distribution network. In the last few years, we have shifted our focus to **highly accretive tuck-in** acquisitions that target high with significant synergies and/or add critical capabilities including the acquisition of Uni-Select, completed in August 2023, that complements our existing North American paint distribution operations and provides a scaled position in the Canadian mechanical parts space, with opportunity for future consolidation and growth. **no** large platform acquisitions are expected. Additionally, from time to time, we have made **make** investments in various businesses to advance our strategic objectives. See Note 3, "Business Combinations" and Note **11****10**, "Equity Method Investments" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for additional information related to our acquisitions and investments.

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##### Sources of Revenue

We report our revenue in two categories: (i) parts and services and (ii) other. Our parts revenue is generated from the sale of vehicle products, including replacement parts, components and systems used in the repair and maintenance of vehicles, and specialty products and accessories used to improve the performance, functionality and appearance of vehicles. Our service revenue is generated primarily from the sale of service-type warranties, fees for admission to our self service yards, and

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diagnostic and repair services. During the year ended **December 31, 2023** **December 31, 2024**, parts and services revenue represented **95.0%** **95.6%** of our consolidated revenue. Revenue from other sources includes **sales** of scrap and other metals (including precious metals - platinum, palladium and rhodium - contained in recycled parts such as catalytic converters) **sales**, bulk sales to mechanical manufacturers (including cores) and sales of aluminum ingots and sows from our furnace operations. Other revenue will vary from period to period based on fluctuations in commodity prices and the volume of materials sold. See Note **13, 12**, "Revenue Recognition" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for additional information related to our sources of revenue.

#### **Critical Accounting Estimates**

The preparation of the Consolidated Financial Statements in accordance with accounting principles generally accepted in the United States of America ("GAAP") requires management to make use of certain estimates and assumptions that affect the reported amounts of assets, liabilities, revenues and expenses, as well as related disclosure of contingent assets and liabilities in the Consolidated Financial Statements and accompanying notes. We base our estimates on historical experience and on various other assumptions that we believe are reasonable under the circumstances. Historically, we have not made significant changes to the methods for determining these estimates as our actual results have not differed materially from our estimates. We do not believe it is reasonably likely that the estimates and related assumptions will change materially in the foreseeable future; however, actual results could differ from those estimates under different assumptions, judgments or conditions.

Critical accounting estimates are those that are most important to the portrayal of our financial condition and results of operations, and which require us to make our most difficult and subjective judgments, often as a result of the need to make estimates of matters that are inherently uncertain. Based on this definition, we have identified the critical accounting estimates addressed below. For additional information related to significant accounting policies used in the preparation of our Consolidated Financial Statements, see Note 2, "Summary of Significant Accounting Policies" to the accompanying Consolidated Financial Statements.

#### **Goodwill Impairment**

##### *Description*

Goodwill is obtained through business acquisitions and recorded at the estimated fair value at the date of acquisition. Goodwill is not amortized but instead tested for impairment annually or sooner if events indicate that an impairment may exist. In performing this test, we compare the carrying value of the asset to its fair value. To derive the fair value for our reporting units which carry goodwill, we consider the use of various valuation techniques, with the primary technique being an income approach via a discounted cash flow method and another being a market approach via a guideline public company method. If the carrying value of these assets exceeds the estimated fair value, the asset is considered impaired and an impairment charge is recognized. In performing the test for impairment of goodwill, goodwill is allocated to the reporting units expected to benefit from the business combination.

##### *Judgments and Uncertainties*

Determining whether impairment indicators exist and estimating fair values as part of impairment testing require significant judgment. Estimating the fair values of our reporting units which have goodwill requires the use of significant unobservable inputs, or Level 3 inputs, as defined by the fair value hierarchy. As part of applying the discounted cash flow method and guideline public company method, we use significant assumptions which include sales growth, operating margins, discount rates, perpetual growth rates and valuation multiples which consider our budgets, business plans, economic projections and marketplace data.

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##### *Sensitivity of Estimate to Change*

The balance of our goodwill was **\$5,600 million** **\$5,448 million** and **\$4,319 million** **\$5,600 million** as of December 31, **2023** **2024** and **December 31, 2022** **December 31, 2023**, respectively. We have not made material changes in the accounting methodology used to evaluate impairment of goodwill during the last three years. The assumptions used to assess impairment consider historical trends, macroeconomic conditions, and projections consistent with the Company's operating strategy. Changes in these estimates can have a significant impact on the assessment of fair value which could result in material impairment losses. During fiscal year **2023** **2024**, we elected to perform a quantitative impairment test for our goodwill. No impairment charges were recorded as a result of the testing as the fair value of each goodwill reporting unit exceeded the calculated carrying value. A 10% decline in projected cash flows or a 10% increase in the discount rate would not have resulted in an impairment to goodwill.

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## **Business Combinations**

### **Description**

We account for business combinations using the acquisition method of accounting, under which the acquisition purchase price is allocated to the assets acquired, including purchased intangible assets, and liabilities assumed based upon their respective fair values. The excess of the fair value of the purchase price over the fair values of these assets acquired and liabilities assumed is recorded as goodwill.

### **Judgments and Uncertainties**

Accounting for business combinations requires management to make significant estimates and assumptions to determine the fair values of assets acquired and liabilities assumed at the acquisition date. Although we believe the assumptions and estimates we have made in relation to the acquisitions are appropriate, they are based, in part, on historical experience, information obtained from management of the acquired companies and information obtained from independent third party valuation firms and are inherently uncertain. Critical estimates in valuing certain acquired intangible assets include, but are not limited to, future expected cash flows including revenue growth rate assumptions from product sales and customer contracts, estimated royalty rates used in valuing related intangible assets, customer attrition rates and discount rates. The discount rates used to discount expected future cash flows to present value are typically derived from a weighted-average cost of capital analysis and adjusted to reflect inherent risks. Unanticipated events and circumstances may occur that could affect either the accuracy or validity of such assumptions, estimates or actual results.

### **Sensitivity of Estimate to Change**

The amount of goodwill recorded from our 2023 acquisitions was \$1,221 million as of December 31, 2023. While we use our best estimates and assumptions to accurately value assets acquired and liabilities assumed at the acquisition date, our estimates are inherently uncertain and subject to refinement. Changes in the estimates applied or values of acquired assets and liabilities could have a material impact on our financial statements. As a result, during the measurement period, which may be up to one year from the business acquisition date, we may record adjustments to the originally assigned values of assets acquired and liabilities assumed with the corresponding offset to goodwill.

### **Recently Issued Accounting Pronouncements**

See "Recent Accounting Pronouncements" in Note 2, "Summary of Significant Accounting Policies" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for information related to new accounting standards.

### **Financial Information by Geographic Area**

See Note 13, 12, "Revenue Recognition" and Note 25, "Segment and Geographic Information" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for information related to our revenue and long-lived assets by geographic region.

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## **1 LKQ Europe Plan**

We have undertaken the 1 LKQ Europe plan to create structural centralization and standardization of key functions to facilitate the operation of the Europe segment as a single business. Under this multi-year plan, we expect to recognize the following:

- **Restructuring expenses** — Non-recurring costs resulting directly from the implementation of the 1 LKQ Europe plan from which the business will derive no ongoing benefit. See Note 14, "Restructuring and Transaction Related Expenses" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for further details.
- **Transformation expenses** — Period costs incurred to execute the 1 LKQ Europe plan that are expected to contribute to ongoing benefits to the business (e.g., non-capitalizable implementation costs related to a common ERP platform). These expenses are recorded in selling, general and administrative ("SG&A") expenses.
- **Transformation capital expenditures** — Capitalizable costs for long-lived assets, such as software and facilities, that directly relate to the execution of the 1 LKQ Europe plan.

Costs related to the 1 LKQ Europe plan are reflected in SG&A expenses, Restructuring and transaction related expenses and Purchases of property, plant and equipment in our Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K.

We are executing on the various projects associated with the 1 LKQ Europe plan and expect to be completed by the end of 2027. In the second quarter of 2023, we extended the completion date from 2025 to 2027 based on a detailed project review, after which we concluded that the common ERP system implementation would require additional time to allow for operational process reengineering to support further standardization across the segment. The extended implementation schedule and incremental process reengineering work will help to minimize potential business disruptions but increased the overall cost estimate by \$85 million. We expect to achieve additional cost benefits through expanded

application of shared services and productivity improvements along with working capital reductions related to inventory rationalization. We are currently realizing a portion of the benefits of the 1 LKQ Europe plan, and we expect to grow Segment EBITDA margin in the future as further actions in the plan are implemented. During the year ended December 31, 2023, we incurred \$27 million in costs across all three categories noted above. We expect that costs of the plan, reflecting all three categories noted above, will range between \$125 million to \$155 million for 2024 through the projected plan completion date in 2027. In the future, we may also identify additional initiatives and projects under the 1 LKQ Europe plan that may result in additional expenditures, although we are currently unable to estimate the range of charges for such potential future initiatives and projects. We expect the plan to continue to enable trade working capital and productivity initiatives that will help fund the plan cost.

#### **Ukraine/Russia Conflict**

The Russian invasion of Ukraine and resulting global governmental response impacted our business in 2022 and 2023, and are expected to continue to impact our business in 2024. Governmental sanctions imposed on Russia have restricted our ability to sell to and collect from customers based in Russia and Belarus, and Russian military activity in Ukrainian territory has temporarily changed the way in which we operate in Ukraine. Many of our branches in Ukraine have remained open, although operating at less than full capacity, during the conflict, while others have closed temporarily. We expect to continue operating in this manner unless conditions change. We currently do not expect the conflict to have a material impact on our ongoing results of operations or cash flows. Our operations in Ukraine represented approximately 1% of both our total annual revenue and total annual operating profit for fiscal year 2023 and comprised approximately \$69 million of total assets as of December 31, 2023. In addition, LKQ revenue from customers in Russia and Belarus represented less than 0.3% of our total revenue in 2021 (the last full year before we stopped selling to customers in these countries). As future developments in the conflict are difficult to predict and outside of our control, it is possible that estimates underlying our financial statements may change significantly in future periods.

#### **Key Performance Indicators**

We believe that organic revenue growth, Segment EBITDA and free cash flow are key performance indicators for our business. Segment EBITDA is our key measure of segment profit or loss reviewed by our chief operating decision maker ("CODM"). Free cash flow is a financial measure that is not prepared in accordance with U.S. generally accepted accounting principles ("non-GAAP").

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- *Organic revenue growth* - We define organic revenue growth as total revenue growth from continuing operations excluding the effects of acquisitions and divestitures (i.e., revenue generated from the date of acquisition to the first anniversary of that acquisition, net of reduced revenue due to the disposal of businesses) and foreign currency movements (i.e., impact of translating revenue at different exchange rates). Organic revenue growth includes incremental sales from both existing and new (i.e., opened within the last twelve months) locations and is derived from expanding business with existing customers, securing new customers and offering additional products and services. We believe that organic revenue growth is a key performance indicator as this statistic measures our ability to serve and grow our customer base successfully.

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- *Segment EBITDA* - See Note 25, "Segment and Geographic Information" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for a description of the calculation of Segment EBITDA. We believe that Segment EBITDA provides useful information to evaluate our segment profitability by focusing on the indicators of ongoing operational results.
- *Free Cash Flow* - We calculate free cash flow as net cash provided by operating activities, less purchases of property, plant and equipment. Free cash flow provides insight into our liquidity and provides useful information to management and investors concerning cash flow available to meet future debt service obligations and working capital requirements, make strategic acquisitions, repurchase stock, and pay dividends.

These three key performance indicators are used as targets in determining incentive compensation at various levels of the organization, including senior management. By using these performance measures, we attempt to motivate a balanced approach to the business that rewards growth, profitability and cash flow generation in a manner that enhances our long-term prospects.

#### **Results of Operations—Consolidated**

The following table sets forth statements of income data as a percentage of total revenue for the periods indicated:

Year Ended December 31,	Year Ended December 31,	Year Ended December 31,
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Revenue
Revenue
Revenue
Cost of goods sold
Cost of goods sold
Cost of goods sold
Gross margin
Gross margin
Gross margin
Selling, general and administrative expenses
Selling, general and administrative expenses
Selling, general and administrative expenses
Restructuring and transaction related expenses
Restructuring and transaction related expenses
Restructuring and transaction related expenses
Gain on disposal of businesses
Gain on disposal of businesses
Gain on disposal of businesses
Depreciation and amortization
Depreciation and amortization
Depreciation and amortization
Operating income
Operating income
Operating income
Total other expense, net
Total other expense, net
Total other expense, net
Income from continuing operations before provision for income taxes
Income from continuing operations before provision for income taxes
Income from continuing operations before provision for income taxes
Provision for income taxes
Provision for income taxes
Provision for income taxes
Equity in earnings of unconsolidated subsidiaries
Equity in earnings of unconsolidated subsidiaries
Equity in earnings of unconsolidated subsidiaries
Income from continuing operations
Income from continuing operations
Income from continuing operations
Net (loss) income from discontinued operations
Net (loss) income from discontinued operations
Net (loss) income from discontinued operations
Net income
Net income
Net income
Less: net income attributable to continuing noncontrolling interest
Less: net income attributable to continuing noncontrolling interest
Less: net income attributable to continuing noncontrolling interest
Net income attributable to LKQ stockholders
Net income attributable to LKQ stockholders
Net income attributable to LKQ stockholders

Note: In the table above, the sum of the individual percentages may not equal the total due to rounding.

Year Ended December 31, 2023 December 31, 2024 Compared to Year Ended December 31, 2022 December 31, 2023

#### Revenue

The following table summarizes the changes in revenue by category (in millions):

		Year Ended December 31,		Year Ended December 31,		Percentage Change in Revenue					
		2023	2022	Organic	2023	Acquisition and Divestiture	2023	Foreign Exchange	2023	Total Change	
		2024	2024	2024	2023	Change					
Parts & services revenue	Parts & services revenue	\$13,174	\$11,933	4.7	4.7	4.8	0.9	10.4	10.4	10.4	
Other revenue	Other revenue	692	861	(16.0)	(16.0)	(3.4)	(0.1)	(19.6)	(19.6)	(19.6)	
Total revenue	Total revenue	\$13,866	\$12,794	3.3	3.3	4.2	0.8	8.4	8.4	8.4	

Note: In the table above, the sum of the individual percentages may not equal the total due to rounding.

The increase in parts and services revenue of **10.4%** \$544 million, or **4.1%**, represented increases in segment revenue of **18.2%** 9.9% in Wholesale - North America **10.4%** and **1.3%** in Europe, and **2.4%** partially offset by decreases of 8.4% in Self Service partially offset by a decrease of 6.9% and 0.7% in Specialty. This overall increase was driven by organic parts and services revenue growth of 4.7%, a **4.8%** 6.3% increase due to the net impact of acquisitions and divestitures, partially offset by an organic parts and a 0.9% increase due to fluctuations in foreign exchange rates, services revenue decline of 2.2%. The decrease in other revenue of **19.6%** 7.8% was primarily driven by a decrease in organic revenue of **\$138** \$56 million, or 8.1%, due to unfavorable movements in precious metals lower commodities prices and scrap steel prices volumes compared to the prior year, primarily attributable to which resulted in a **\$93** \$46 million organic revenue decrease in our Self Service segment and a **\$41** \$12 million organic revenue decrease in our Wholesale - North America segment. Refer to the discussion of our segment results of operations for factors contributing to the changes in revenue by segment for the year ended December 31, 2023 December 31, 2024 compared to the year ended December 31, 2022 December 31, 2023.

#### Cost of Goods Sold

Cost of goods sold as a percentage of revenue increased to 60.9% for the year ended December 31, 2024 from 59.8% for the year ended December 31, 2023 from 59.2% for the year ended December 31, 2022. Cost of goods sold primarily reflects increases an increase of 0.4% from our Specialty segment, and 0.3% 1.0% from our Wholesale - North America segment (including a 0.5% dilutive effect related to our acquisition of Uni-Select), partially offset by a decrease of 0.2% attributable to mix primarily due to a decline in revenue in our Specialty segment. Refer to the discussion of our segment results of operations for factors contributing to the changes in cost of goods sold as a percentage of revenue by segment for the year ended December 31, 2023 December 31, 2024 compared to the year ended December 31, 2022 December 31, 2023.

#### Selling, General and Administrative Expenses

Our SG&A expenses as a percentage of revenue increased decreased to 27.3% for the year ended December 31, 2024 from 27.9% for the year ended December 31, 2023 from 27.7% for the year ended December 31, 2022. The year over year change decrease in SG&A expense was mostly impacted by offsetting factors including primarily reflects an unfavorable mix effect, and a reduction in impact of 0.7% related to our Wholesale - North America segment, which benefited from the Uni-Select Acquisition segment. Refer to the discussion of our segment results of operations for factors contributing to the changes in SG&A expenses as a percentage of revenue by segment for the year ended December 31, 2023 December 31, 2024 compared to the year ended December 31, 2022 December 31, 2023.

#### Restructuring and Transaction Related Expenses

The following table summarizes restructuring and transaction related expenses for the periods indicated (in millions):

	Year Ended December 31,			Change
	2023		2022	
	\$	44 <sup>(1)</sup>	\$	15 <sup>(2)</sup>
Restructuring expenses				\$ 29
Transaction related expenses		21 <sup>(3)</sup>		5 <sup>(3)</sup> 16
Restructuring and transaction related expenses	\$	65	\$ 20	\$ 45

(1) Restructuring increased by \$70 million, primarily due to (i) a \$98 million increase in restructuring expenses for the year ended December 31, 2023 primarily consisted of (i) \$29 million related to our acquisition integration plans, 2024 Global Restructuring plan, partially offset by (ii) \$14 a \$17 million decrease related to transaction related expenses and (iii) an \$8 million decrease in restructuring expenses related to our global restructuring plans, and (iii) \$1 million related to our 1 LKQ Europe plan.

40 2022 Global Restructuring Plan.

#### Depreciation and Amortization

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(2) Depreciation and amortization expense increased by Restructuring expenses for the year ended December 31, 2022 \$78 million, primarily consisted due to an increase in amortization expense of (i) \$11 million related to our global restructuring plans, (ii) \$3 million related \$56 million driven by an increase in Wholesale - North America primarily due to our acquisition integration plans, and (iii) \$1 million related to our 1 LKQ Europe plan. of Uni-Select in August 2023.

(3) Transaction related expenses  
The key measure of segment profit or loss reviewed by our chief operating decision maker, CODM, our Chief Executive Officer, is Segment EBITDA. We use The CODM uses Provision for the years ended December 31, 2023 and 2022 primarily related to executive costs such as legal, accounting and advisory fees related to corporate and potential segment EBITDA to compare profitability among the segments and evaluate business strategies. Segment EBITDA includes revenue and expenses that are controllable by the segment. Corporate general and administrative expenses are allocated to the segments based on usage, with shared expenses apportioned based on the segment's percentage of consolidated revenue. We calculate Segment EBITDA as Net Income excluding net income and loss attributable to LKQ stockholders excluding noncontrolling interest; income and loss from discontinued operations; depreciation, depreciation, amortization; interest; gains and losses on debt extinguishment; income tax expense; restructuring and transaction related expenses (which includes restructuring expenses recorded in Cost of goods sold); expenses; change in fair value of contingent consideration liabilities; other gains and losses related to acquisitions, equity method investments, or divestitures; equity in losses and earnings of unconsolidated subsidiaries; equity investment fair value adjustments; impairment charges, and direct impacts of the Ukraine/Russia conflict and related sanctions (including provisions for and subsequent adjustments to reserves for asset recoverability and expenditures to support our employees and their families). conflict. See Note 25, "Segment and Geographic Information" to the Consolidated Financial Statements in Part II, During the year ended December 31, 2022 we recorded a \$159 million gain on divestitures, including \$155 million (\$127 million after tax) from the sale of PGW Auto Glass ("PGW") and \$4 million from the sale of a business within our Self Service segment. See "Other Divestitures (Not Classified in Discontinued Operations)" in Note 4, "Discontinued Year Ended December 31, 2024 Compared to Year Ended December 31, 2023", Item 8 of this Annual Report on Form 10-K for further information on our gain on disposal of businesses.

#### Wholesale - North America

##### Depreciation and Amortization

The following table provides a reconciliation of Revenue to Segment EBITDA in our Wholesale - North America segment (in millions):

The following table summarizes depreciation and amortization for the periods indicated (in millions):

	Year Ended December 31,				
	2024		2023		Change
	Segment Revenue	% of Total	Segment Revenue	% of Total	
Wholesale - North America					
Parts and services revenue	\$ 5,465	\$ 5,763	\$ 157	\$ 4,974	\$ 491 <sup>(1)</sup>
Amortization	297		126	307	\$ 80 <sup>(2)</sup>
Depreciation and amortization	1	\$ 1	283	\$ 1	\$ 46 <sup>(3)</sup>
Total segment revenue					
(1) Depreciation expense increased primarily related to an increase in capital expenditures, primarily in our Europe and Wholesale - North America segments, and \$3 million from Cost of goods sold of Uni-Select.	3,252		2,796		456
Gross margin					
Selling, general and administrative expenses	1,567	27.2 %	1,535	29.0 %	32 <sup>(3)</sup>
Less: Other segment items <sup>(4)</sup>	(15)		(24)		9
Total Other Expense, Net	\$ 959	16.6 %	\$ 975	18.5 %	\$ (16)
Segment EBITDA					

The following table summarizes Total other expense, net for the periods indicated (in millions): Interest Expense

(1) Parts and services revenue increased by \$491 million, or 9.9%, to \$5,465 million for the year ended December 31, 2024. This increase was primarily driven by acquisitions, net of divestitures revenue of \$779 million, or 15.7%, primarily due to the acquisition of Uni-Select in the third quarter of 2023. See Note 3, "Business Combinations" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for further information on the acquisition of Uni-Select. This was partially offset by an Interim revenue decrease of \$278 million, or 5.6% (6.3% on a per day basis), primarily due to a reduction in aftermarket collision volumes, which were negatively impacted by a reduction in repairable claims. We believe this is mainly attributable to difficult economic conditions. Additionally, organic revenue was negatively impacted by (i) a reduction in paint revenue related to increased competition and (ii) weather related events in 2024.

(2) Gross margin increased by \$25 million, or 1.0%, to \$2,511 million for the year ended December 31, 2024. This increase was driven by the acquisition of Uni-Select, partially offset by a decrease in parts and services organic revenue and a decline in commodities prices. The decrease in gross margin as a percentage of total segment revenue of 3.4% for the year ended December 31, 2024 compared to the prior year was primarily due to the dilutive nature of the acquisition of Uni-Select, which changed the segment's product mix to reflect a greater percentage of paint, body and equipment and maintenance product lines. These product lines have a lower gross margin structure than our

(i) In other wholesale product lines. Additionally, the gross margin was negatively affected by the related mix effect resulting from lower aftermarket revenue, which has a higher margin than our other wholesale lines as well as decreases in salvage margins tied to softening salvage revenue and a decline in commodities prices. (ii) An increase from higher selling, general and administrative expenses increased by \$32 million, or 2.3%, to \$1,567 million for the year ended December 31, 2024. The increase in selling, general and administrative expense primarily reflects unfavorable impacts of (i) \$71 million from personnel costs excluding incentive compensation primarily due to the acquisition of Uni-Select, (ii) \$36 million from facility costs primarily due to the acquisition of Uni-Select, (iii) \$11 million from increased freight, vehicle, and fuel costs, partially offset by (iv) \$42 million from lower incentive compensation, (v) \$27 million from an increase from Related

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Gains on foreign exchange translation, primarily contracts - acquisition related decreased \$38 million to an increase in the euro \$49 million pretax gain on the foreign exchange rate. (2) Related forward contracts related to the Uni-Select Acquisition. Acquisition in 2023. See Note 3, "Business Combinations" and Note 20, 19, "Derivative Instruments and Hedging Activities" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for further information.

(g) The increase in Interest income and other income, net is primarily comprised of (i) a \$20 million increase related to interest income, mostly related to the proceeds from the U.S. Notes (2028/33) that were invested in money market funds between the bond issuance date and the Uni-Select Acquisition date, (ii) a \$5 million increase from funds received to settle professional fees primarily related to 2023, (iii) a \$2 million increase related to the proceeds from the favorable settlement of a legal claim in 2024, (iv) \$6 million from lower charitable contributions in the prior year period.

and (vii) other individually immaterial factors representing an \$11 million favorable impact in the aggregate. Selling, general and administrative expenses as a percent of total segment revenue decreased by 1.8% to 27.2% for the year ended December 31, 2024. In addition to the factors noted above, the decrease in Selling, general and administrative expenses as a percent of total segment revenue was driven by cost saving initiatives and acquisition related synergies, partially offset by inflationary pressures.

(4) Amounts primarily represent other non operating income and expenses, as well as reconciling items to remove depreciation - cost of goods sold and restructuring - cost of goods sold, which are excluded from the calculation of Segment EBITDA. See Note 13, "Restructuring and Transaction Related Expenses" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for additional information on restructuring charges.

not accounted for under the equity method compared to the prior year, and (iv) a \$2 million increase from the change in foreign currency gains and losses, partially offset by (v) Europe individually insignificant decreases that had a \$1 million impact in the aggregate.

The following table provides a reconciliation of Revenue to Segment EBITDA in our Europe segment (in millions):

Our effective income tax rate for the year ended December 31, 2023 was 24.8%, compared to 25.3% for the year ended December 31, 2022. The decrease in the effective tax rate for the year ended December 31, 2023 compared to the year ended December 31, 2022, is primarily attributable to greater benefits from discrete items in 2023 than 2022. Discrete items had favorable effects in both years, with a 2% rate benefit in the current year, mostly related to the Uni-Select Acquisition foreign exchange forward contract gain, and a 1%

Europe	2024	Segment Revenue	2023	Segment Revenue	\$ Change
Rate benefit in the prior year, primarily related to the sale of PGW in the second quarter of 2022. Unfavorable rate effects in 2023 from non-reducible transaction costs and negative impacts to service credit availability caused by Uni-Select related transaction activity partially offset the benefit from discrete items.					\$ 83 <sup>(1)</sup>
Other revenue	21		20		1
See Note 24, "Income Taxes" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for further information.					
Total segment revenue	6,407		6,323		84
<b>Cost of production of Unconsolidated Subsidiaries</b>	<b>3,953</b>		<b>3,886</b>		<b>67</b>
Gross margin	2,454	38.3 %	2,437	38.5 %	17 <sup>(2)</sup>
Equity in earnings of unconsolidated subsidiaries for the year ended December 31, 2023 increased by \$4 million primarily related to an increase in year over year results in an immaterial investment in our Wholesale - North America segment.	1,855	28.9 %	1,842	29.1 %	13
Less: Other segment items <sup>(4)</sup>	(35)		(19)		(16)
<b>Segment EBITDA Impact</b>	<b>\$ 634</b>	<b>9.9 %</b>	<b>\$ 614</b>	<b>9.7 %</b>	<b>\$ 20</b>

We translate our statements of income at the average exchange rates in effect for the period. Relative to the rates used for the year ended December 31, 2022 December 31, 2023, <sup>(1)</sup> Parts and services revenue increased by \$83 million, or 1.3%, to \$6,386 million for the year ended December 31, 2024. This increase was primarily due to a parts and services trans organic revenue increase of \$76 million, or 1.2% (0.7% on a per day basis), driven by pricing initiatives to offset increased costs resulting from inflationary pressures and, to a lesser extent, increased volumes. The effects of hedge instruments (combined with the translation effect of the change in foreign currencies against the U.S. dollar had a net effect) Gross margin increased by \$17 million, or 0.7%, to \$2,454 million for the year ended December 31, 2024. This increase was primarily attributable to increased revenue through foreign pricing initiatives, partially offset by unfavorable customer mix, inflationary pressures and a \$16 million reduction primarily related to restructuring expenses incurred as part of the 2024 Global Restructuring Plan. These restructuring expenses are excluded from the calculation of Segment EBITDA. See Note 13, "Restructuring and Transaction Net (Related Expenses", and Note 25, "Segment and Geographic Information" for further information.

<sup>(3)</sup> Selling, general and administrative expenses increased by \$13 million, or 0.7%, to \$1,855 million for the year ended December 31, 2024. The increase in selling, general and administrative expense primarily reflects unfavorable impacts of (i) \$15 million from professional fees related to several strategic central and regional IT initiatives, (ii) \$14 million from increased outbound freight and logistics costs, (iii) \$7 million from increased personnel costs mainly due to wage inflation, and (iv) other individually immaterial factors representing a \$1 million unfavorable impact in the aggregate, partially offset by favorable impacts of (v) \$13 million due to lower energy and utilities costs compared to the prior year across all geographies, and (vi) \$1 million of non-recurring expense in the prior year related to the settlement of a value-added tax issue in Italy. See Note 4, "Discontinued Operations and Dispositions" for further information.

<sup>(4)</sup> Amounts primarily represent other non operating income and expenses, as well as reconciling items to remove depreciation - cost of goods sold and restructuring - cost of goods sold, which are excluded from the calculation of Segment EBITDA. See Note 13, "Restructuring and Transaction Related Expenses" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for additional information on restructuring charges.

We have presented the growth of our revenue and profitability in our operations on both <sup>39</sup> as reported and a constant currency basis. The constant currency presentation, which is a non-GAAP measure, excludes the impact of fluctuations in foreign currency exchange rates. We believe providing constant currency information provides valuable supplemental information regarding our growth and profitability, consistent with how we evaluate our performance, as this statistic removes the translation impact of exchange rate fluctuations, which are outside of our control and do not reflect our operational performance. Constant currency revenue and Segment EBITDA results are calculated by translating prior year revenue and Segment EBITDA in local currency using the current year's currency conversion rate. This non-GAAP financial measure has important limitations as an analytical tool and should not be considered in isolation or as a substitute for an analysis of our results as reported under GAAP. Our use of this term may vary from the use of similarly-titled measures by other issuers due to potential inconsistencies in the method of calculation and differences due to items subject to interpretation. In addition, not all companies that **Specialty**

report revenue or profitability on a constant currency basis calculate such measures in the same manner as we do, and accordingly, our calculations are not necessarily comparable. The following table provides a reconciliation of Revenue to Segment EBITDA in our Specialty segment (in millions): other companies.

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Specialty	Year Ended December 31,				
	2024	% of Total		% of Total Segment Revenue	\$ Change
		Segment Revenue	2023		
Parts & services revenue	\$ 1,654		\$ 1,665	\$ (11) <sup>(1)</sup>	—
The following table presents our financial performance, including third party revenue, total revenue and Segment EBITDA, by reportable segment for the periods indicated (in millions).	3		3		
Total segment revenue	1,657		1,668	Year Ended December 31,	(11)
Cost of goods sold	1,238		1,268	Year Ended December 31,	—
Gross margin	419	25.3 %	190	Year Ended December 31 <sup>(2)</sup>	(11) <sup>(2)</sup>
Selling, general and administrative expenses	315	19.0 %	305	18.3 %	10 <sup>(3)</sup>
<b>Third Party Revenue</b>					
Less: Other segment items <sup>(4)</sup>	(9)		(9)		—
<b>Third Party Revenue</b>	<b>\$ 113</b>	<b>6.8 %</b>	<b>\$ 134</b>	<b>8.0 %</b>	<b>\$ (21)</b>
<b>Third Party Revenue</b>					

#### Wholesale - North America

(i) Parts and services revenue decreased by \$11 million, or 0.7%, to \$1,654 million for the year ended December 31, 2024. This was primarily due to a parts and services organic revenue decrease of \$75 million, or 4.5% (5.3% on a per day basis), driven by demand softness in the RV and automotive product lines, as unit retail sales for RV and certain automotive categories have declined year over year. This was partially offset by a net increase of \$66 million, or 4.0%, in acquisition and divestiture revenue primarily related to our acquisition of one Specialty business in 2023.

#### Europe

(2) Gross margin decreased by \$11 million, or 2.6%, to \$419 million for the year ended December 31, 2024. This decrease was primarily driven by higher discounts to help maintain sales volume in the first six months of the year, as well as lower revenue.

(3) Selling, general and administrative expenses increased by \$10 million, or 3.3%, to \$315 million for the year ended December 31, 2024. The increase in selling, general and administrative expenses reflects unfavorable impacts of (i) \$5 million from increased personnel costs, (ii) \$3 million related to higher credit loss reserves compared to prior year, (iii) other individually immaterial factors representing a \$5 million unfavorable impact in the aggregate, partially offset by a favorable impact of (iv) \$3 million due to lower freight, vehicle and fuel expenses.

#### Specialty

(4) Amounts primarily represent other non operating income and expenses, as well as reconciling items to remove depreciation - cost of goods sold and restructuring - cost of goods sold, which are excluded from the calculation of Segment EBITDA. See Note 13, "Restructuring and Transaction Related Expenses" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for additional information on restructuring charges.

#### Self Service

#### Self Service

Total third party revenue

The following table provides a reconciliation of Revenue to Segment EBITDA in our Self Service segment (in millions):

#### Total Revenue

#### Total Revenue

#### Total Revenue

#### Wholesale - North America

Self Service	2024	Year Ended December 31,		\$ Change
		% of Total Segment Revenue	2023	
Parts & services revenue	\$ 213	\$ 232	\$ (19) <sup>(1)</sup>	
Other revenue	319	365	(46) <sup>(2)</sup>	
<b>Wholesale - North America</b>	<b>532</b>	<b>597</b>	<b>(65)</b>	
Cost of goods sold	305	375	(70) <sup>(3)</sup>	
Gross margin	227	222	37.2 %	
Selling, general and administrative expenses	179	188	31.5 %	
Less: Other segment items <sup>(4)</sup>	(2)	(2)	—	
<b>Segment EBITDA</b>	<b>\$ 50</b>	<b>9.3 %</b>	<b>\$ 36</b>	<b>6.0 %</b>
<b>Segment EBITDA</b>				

#### Specialty

#### Self Service

#### Self Service

#### Self Service

#### Eliminations

#### Eliminations

#### Eliminations

(1) Parts and services organic revenue decreased by \$19 million, or 8.4% (8.7% on a per day basis), to \$213 million for the year ended December 31, 2024. This decrease was primarily due to lower parts volumes from a reduced number of customer admissions.

(2) Other organic revenue decreased \$46 million, or 12.7%, to \$319 million for the year ended December 31, 2024. This decrease was primarily driven by (i) a \$28 million decrease in revenue from precious metals due to lower prices and lower volumes and (ii) a \$24 million decrease in revenue from scrap steel primarily related to lower volumes and lower prices, partially offset by (iii) a \$6 million increase in revenue from other scrap (e.g., aluminum) and cores due to higher prices, partially offset by lower volumes.

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**Gross margin** increased by \$5 million, or 2.3%, to \$227 million for the year ended December 31, 2024. The increase is attributable to improvements in vehicle procurement costs, partially offset by lower commodities prices. Decreases in precious metals prices contributed an estimated \$13 million decline in gross margin relative to the year ended December 31, 2023. During the year ended December 31, 2024, scrap steel prices had a \$2 million unfavorable impact on gross margin, compared to a \$5 million favorable impact during the year ended December 31, 2023. The unfavorable impacts for the year ended December 31, 2024 resulted from decreases in scrap steel prices between the date we purchased a vehicle, which influences the price we pay for a vehicle, and the date we scrapped a vehicle, which influences the price we receive for scrapping a vehicle.

**Wholesale - North America**

**Selling, general and administrative expenses** decreased by \$9 million, or 5.0%, to \$179 million for the year ended December 31, 2024. The decrease in Selling, general and administrative expenses primarily reflects individually immaterial factors representing a \$9 million favorable impact in the aggregate primarily related to operational productivity initiatives.

**Other** amounts primarily represent other non operating income and expenses, as well as reconciling items to remove depreciation - cost of goods sold and restructuring - cost of goods sold, which are excluded from the calculation of Segment EBITDA. See Note 13, "Restructuring and Transaction Related Expenses" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for additional information on restructuring charges.

**Specialty**  
**Year Ended December 31, 2023 Compared to Year Ended December 31, 2022**  
**Self Service**

**Wholesale - North America**

Self Service

**Third Party Revenue**

Note: In the table above, the percentages of total segment revenue may not recalculate due to rounding.

The following table summarizes the changes in third party revenue by category provides a reconciliation of Revenue to Segment EBITDA in our Wholesale - North America segment. Note: In the table above, the percentages of total segment revenue may not recalculate due to rounding.

	Year Ended December 31,		Year Ended December 31,		Percentage Change in Revenue								
	2023	2022	Organic	Acquisition and Divestiture	Foreign Exchange	Total Change							
<b>Wholesale - Wholesale</b>													
<b>North - North</b>													
<b>America - America</b>													
<b>Wholesale - North</b>													
<b>America</b>													
<b>Wholesale - North</b>													
<b>America</b>													
Parts & services revenue													
Parts & services revenue	\$ 4,974	\$ 4,207	8.2 %	8.2 %	10.3 %	(0.2) %	18.2 %	\$ 4,974	\$ 4,207				
Other revenue	307	349	(11.8)	(11.8) %	0.1 %	(0.2) %	(12.0) %	Other revenue	307				
Total third party revenue	\$ 5,281	\$ 4,556	6.6 %	9.5 %	(0.2) %	15.9 %		349	349 (42)				

Note: In the table above, the sum of the individual percentages may not equal the total due to rounding.

**Intersegment revenue**

Total segment revenue

Total segment revenue

Total segment revenue

Cost of goods sold

Cost of goods sold

Cost of goods sold

Gross margin

&lt;p

Less: Other  
segment  
items<sup>(5)</sup>

Segment EBITDA

Segment EBITDA

Segment EBITDA

(1) Parts and services organic revenue increased 8.2% (8.6% on a per day basis) by \$767 million, or 18.2%, to \$4,974 million for the year ended December 31, 2023 compared to the prior year. This increase was primarily driven by pricing initiatives which focused on offsetting inflation on input costs and a net volume increase. Aftermarket collision parts volumes increased year over year due to reduced pressures on our supply chain. Aftermarket collision parts volumes also grew as a result of the continued rollout of State Farm's aftermarket parts program, which began on a trial basis in June 2022 and has subsequently been expanded.

(2) Other organic revenue decreased 11.8%, or \$41 million, year over year primarily related to (i) a \$46 million decrease in revenue from precious metals (platinum, palladium, and rhodium) due to lower prices, partially offset by higher volumes, partially offset by (ii) a \$5 million increase in revenue from other scrap (e.g., aluminum) and cores due to higher volumes, partially offset by lower prices.

(3) Acquisition an acquisition and divestiture parts and services revenue was a net increase of \$432 million, or 10.3%, primarily due to the acquisition of Uni-Select in the third quarter of 2023, partially offset by the divestiture of our PGW aftermarket glass business in the second quarter of 2022. See Note 3, "Business Combinations" and "Other Divestitures (Not Classified in Discontinued Operations)" in Note 4, "Discontinued Operations and Divestitures" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for further information on the acquisition of Uni-Select and the divestiture of PGW, respectively.

#### Segment EBITDA

Segment EBITDA Additionally, parts and services organic revenue increased \$123 million, or 14.5%, 8.2% (8.6% on a per day basis) for the year ended December 31, 2023 compared to the prior year, primarily driven pricing initiatives which includes a \$46 million positive impact related to the acquisition of Uni-Select in the third quarter of 2023 (Uni-Select increases Segment EBITDA dollars but dilutes the Segment EBITDA percentage) focused on offsetting inflation on input costs and a \$19 million negative net volume increase. Aftermarket collision parts volumes increased year over year effect related due to the PGW business, which we divested in the second quarter of 2022. The remaining increase is primarily attributable to lower freight costs, higher selling prices reduced pressures on parts, improved aftermarket volumes, and productivity initiatives helping to offset inflationary pressures related to product cost. We estimate that precious metals and scrap steel pricing had a net unfavorable effect of \$28 million, or 0.4%, on Segment EBITDA margin relative to the prior year.

The following table summarizes the changes in Segment EBITDA as a percentage of revenue in our Wholesale - North America segment:

	Percentage of Total Segment Revenue
<b>Wholesale - North America</b>	
Segment EBITDA for the year ended December 31, 2022	18.7 %
Increase (decrease) due to:	
Uni-Select Acquisition	(1.2)% <sup>(1)</sup>
Change in gross margin	0.7 % <sup>(2)</sup>
Change in segment operating expenses	0.1 % <sup>(3)</sup>
Change in other income and expenses, net	0.1 %
Segment EBITDA for the year ended December 31, 2023	18.5 %

Note: In the table above, the sum of the individual percentages may not equal the total due to rounding.

supply chain. Aftermarket  
44 41

collision parts volumes also grew as a result of the continued rollout of State Farm's aftermarket parts program, which began on a trial basis in June 2022 and has subsequently been expanded.

(1) Other revenue decreased by \$42 million, or 12.0%, to \$307 million for the year ended December 31, 2023. This decrease was primarily due to an other organic revenue decrease of \$41 million, or 11.8%, primarily related to (i) a \$46 million decrease in revenue from precious metals (platinum, palladium, and rhodium) due to lower prices, partially offset by higher volumes, partially offset by (ii) a \$5 million increase in revenue from other scrap (e.g., aluminum) and cores due to higher volumes, partially offset by lower prices.

(2) Gross margin increased by \$277 million, or 12.5%, to \$2,486 million for the year ended December 31, 2023. The decrease in gross margin as a percentage of total segment revenue of was primarily driven by (i) an unfavorable impact of 2.1% related to the acquisition of Uni-Select in the third quarter of 2023 was primarily driven by (i) a 2.1% decrease in gross margin due to product mix as the paint, body, and equipment and maintenance parts lines have a lower gross margin structure than other wholesale product lines, partially offset by (ii) a favorable impact of 0.9% related to a decrease in overhead expenses as Uni-Select operates with lower overhead expenses than our other wholesale product lines.

(2) The increase in gross margin of 0.7% was primarily driven by (i) a 0.5% benefit from lower inbound freight costs and (ii) (iii) a 0.2% mix benefit resulting from the PGW divestiture in the second quarter of 2022.

(3) (4) Selling, general and administrative expenses increased by \$163 million, or 11.8%, to \$1,535 million for the year ended December 31, 2023. The decrease in segment operating Selling, general and administrative expenses as a percentage of revenue reflects the favorable impact of (i) 0.9% related to the acquisition of Uni-Select as Uni-Select operates with lower overhead expenses than our other wholesale product lines, (ii) 0.5% from decreased freight, vehicle, and fuel costs and (iii) (iv) other individually immaterial factors representing a 0.2% favorable impact in the aggregate, partially offset by (iii) (iv) 0.4% from higher professional fees and (iv) (v) 0.2% from higher charitable contributions.

(5) Amounts primarily represent other non operating income and expenses, as well as reconciling items to remove depreciation - cost of goods sold and restructuring - cost of goods sold, which are excluded from the calculation of Segment EBITDA. See Note 13, "Restructuring and Transaction Related Expenses" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for additional information on restructuring charges.

## Europe

### Third Party Revenue

The following table summarizes the changes in third party revenue by category provides a reconciliation of Revenue to Segment EBITDA in our Europe segment (in millions):

Europe	Year Ended December 31,		Year Ended December 31,		Percentage Change in Revenue				
	Europe	2023	2022	Organic	Acquisition and Divestiture (2)	Foreign Exchange			Total Change
Parts & services revenue									
Parts & services revenue	\$6,303	\$5,711	6.9	6.9 %	1.3 %	2.1 %	\$6,303	\$5,711	\$592
Other revenue	20	24	24	(14.2)	(14.2) %	— %	(1.4) %	(15.6) %	
Total third party revenue	\$6,323	\$5,735		6.8 %	1.3 %	2.1 %	10.2 %		

Note: In the table above, the sum of the individual percentages may not equal the total due to rounding.

Total segment revenue						
Total segment revenue						
Total segment revenue						
Cost of goods sold						
Cost of goods sold						
Cost of goods sold						
Gross margin						
Gross margin	2,437	38.5 %	2,215	38.6 %	222	(2)
Selling, general and administrative expenses	1,842	29.1 %	1,651	28.8 %	191	(3)
Less: Other segment items <sup>(4)</sup>						
Segment EBITDA						
Segment EBITDA						
Segment EBITDA						

(1) Parts and services organic revenue increased by \$592 million, or 10.4%, to \$6,303 million for the year ended December 31, 2023 increased by . This increase was primarily due to (i) a parts and services organic revenue increase of 6.9% (7.4% on a per day basis), primarily driven by pricing initiatives across all geographies to offset increased costs resulting from inflationary pressures and to a lesser extent, higher volumes.

(2) Acquisition volumes, (ii) an acquisition and divestiture revenue was a net increase of \$76 million, or 1.3%, primarily related to our acquisition of seven wholesale businesses from the beginning of 2022 through the one-year anniversary of the acquisition dates.

(3) Exchange rates increased our revenue growth by dates and (iii) an exchange rate increase of \$121 million, or 2.1%, primarily due to the weaker U.S. dollar against the euro, Czech koruna and pound sterling for the year ended December 31, 2023 relative to the prior year.

## Segment EBITDA

Segment EBITDA (2) Gross margin increased \$29 million, by \$222 million, or 5.1%<sup>(1)</sup> 10.0%, to \$2,437 million for the year ended December 31, 2023 compared to the prior year. On a constant currency basis (i.e., excluding the translation impact), Segment EBITDA increased by \$18 million, or 3.0%, compared to the prior year. The increase in dollar terms is attributable to organic revenue growth of \$391 million and benefits from productivity initiatives. Europe's results were negatively impacted by an \$11 million charge to settle a value-added tax issue in Italy related to prior years and a loss of revenue and associated. Gross margin in our German operations caused by labor strikes, which we estimate resulted in lower Segment EBITDA of \$17 million. Refer to the Foreign Currency Impact discussion within the Results of Operations—Consolidated section above for further detail regarding foreign currency impact on our results for the year ended December 31, 2023.

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The following table summarizes the changes in Segment EBITDA as a percentage of total segment revenue in our Europe segment:

	Percentage of Total Segment Revenue
<b>Europe</b>	
Segment EBITDA for the year ended December 31, 2022	10.2 %
Increase (decrease) due to:	
Change in gross margin	— % <sup>(1)</sup>
Change in segment operating expenses	(0.4)% <sup>(2)</sup>
Change in other income and expenses, net	(0.1)%
Segment EBITDA for the year ended December 31, 2023	9.7 %

Note: In the table above, the sum of the individual percentages may not equal the total due to rounding.

(1) Gross margin was flat on a year to date basis, as favorable impacts from price increases were offset by inflationary pressures and difficult macro-economic conditions causing consumer price sensitivity, most notably in our Central and Eastern European regions.

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(2) Selling, general and administrative expenses increased by \$191 million, or 11.6%, to \$1,842 million for the year ended December 31, 2023. The increase in segment operating expenses selling, general and administrative expense as a percentage of total segment revenue primarily reflects the unfavorable impacts of (i) 0.2% due to the settlement of a value-added tax issue in Italy and (ii) leverage effects of 0.2% caused by strike activity in Germany.

(4) Amounts primarily represent other non operating income and expenses, as well as reconciling items to remove depreciation - cost of goods sold and restructuring - cost of goods sold, which are excluded from the calculation of Segment EBITDA. See Note 13, "Restructuring and Transaction Related Expenses" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for additional information on restructuring charges.

## Specialty

### Third Party Revenue

The following table summarizes the changes in third party revenue by category provides a reconciliation of Revenue to Segment EBITDA in our Specialty segment (in millions):

Specialty	Specialty	Year Ended December 31,			Year Ended December 31,			Year Ended December 31,			Percentage Change in Revenue		
		2023	2022		Organic <sup>(1)</sup>		Acquisition and Divestiture <sup>(2)</sup>		Foreign Exchange		Total Change		
Parts & services revenue	Parts & services revenue	\$1,665	\$1,788		(10.1)		(10.1)		3.6		(0.3)		(6.9)

Other revenue	—	—	—	%	—	%	—	%	—	%
Total third party revenue	\$1,665	\$1,788	(10.1)	%	3.6	%	(0.3)	%	(6.9)	%
Note: In the table above, the sum of the individual percentages may not equal the total due to rounding.										
Parts & services revenue										
Parts & services revenue										
Intersegment revenue										
Intersegment revenue										
Intersegment revenue										
Total segment revenue										
Total segment revenue										
Total segment revenue										
Cost of goods sold										
Cost of goods sold										
Cost of goods sold										
Gross margin										
Gross margin										
Gross margin										
Selling, general and administrative expenses										
Selling, general and administrative expenses										
Selling, general and administrative expenses										
Less: Other segment items <sup>(4)</sup>										
Less: Other segment items <sup>(4)</sup>										
Less: Other segment items <sup>(4)</sup>										
Segment EBITDA										
Segment EBITDA										
Segment EBITDA										

(1) Parts and services organic revenue decreased by \$123 million, or 6.9%, to \$1,665 million for the year ended December 31, 2023, decreased by . This decrease was primarily due to a parts and services organic revenue decrease of 10.1% primarily due to demand softness in the RV product line, as RV unit retail sales and wholesale shipments have declined year over year.

(2) Acquisition This was partially offset by an acquisition and divestiture parts and services revenue was a net increase of \$64 million, or 3.6%, primarily related to our acquisition of one Specialty business in 2023.

#### Segment EBITDA

Segment EBITDA<sup>(2)</sup> Gross margin decreased \$65 million, by \$91 million, or 32.7% 17.4%, to \$430 million for the year ended December 31, 2023 compared to the prior year. Gross margin as a percent of total segment revenue decreased primarily due to the organic revenue decline and the negative effect of inflation on overhead expenses.

The following table summarizes the changes in Segment EBITDA as a percentage of revenue in our Specialty segment:

	Percentage of Total Segment Revenue
<b>Specialty</b>	
Segment EBITDA for the year ended December 31, 2022	11.1 %
Increase (decrease) due to:	
Change in gross margin	(3.3)% <sup>(1)</sup>
Change in segment operating expenses	0.2 % <sup>(2)</sup>
Segment EBITDA for the year ended December 31, 2023	8.0 %

Note: In the table above, the sum of the individual percentages may not equal the total due to rounding.

(1) The decrease in gross margin primarily was driven by (i) product channel mix toward lower margin auto and marine products and (ii) increased competitive pricing due to broader availability of inventory among competitors in the market.

(2) (3) Segment operating Selling, general and administrative expenses decreased by \$20 million, or 6.4%, to \$305 million for the year ended December 31, 2023. The decrease in selling, general and administrative expenses as a percentage of total segment revenue decreased despite the negative leverage effect from the 10.1% organic revenue decline. This was primarily due to a 0.2% decrease in personnel costs, mainly driven by decreased workers compensation and health insurance expenses, as well as restructuring activities.

(4) Amounts primarily represent other non operating income and expenses, as well as reconciling items to remove depreciation - cost of goods sold and restructuring - cost of goods sold, which are excluded from the calculation of Segment EBITDA. See Note 13, "Restructuring and Transaction Related Expenses" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for additional information on restructuring charges.

## Self Service

### Third Party Revenue

The following table summarizes the changes in third party revenue by category provides a reconciliation of Revenue to Segment EBITDA in our Self Service segment (in millions):

		Year Ended December 31,		Year Ended December 31,		Year Ended December 31,		Percentage Change in Revenue	
		Year Ended December 31,		Year Ended December 31,		Year Ended December 31,			
<u>Self Service</u>									
<u>Self Service</u>	<u>Self Service</u>	2023	2022	Organic	(1)	Acquisition and Divestiture <sup>(3)</sup>	Foreign Exchange	Total Change	
Parts & services revenue	Parts & services revenue	\$232	\$227	2.4		2.4 %	— %	— %	2.4 %
Parts & services revenue	Parts & services revenue								
Other revenue	Other revenue	365	488	(488)	(19.1)	(19.1)% <sup>(2)</sup>	(6.1) %	(25.2) %	
Total third party revenue		\$597	\$715		(12.3) %		(4.2) %		(16.5)%

Note: In the table above, the sum of the individual percentages may not equal the total due to rounding.

Other revenue
Other revenue
Total segment revenue
Total segment revenue
Total segment revenue
Cost of goods sold
Cost of goods sold
Cost of goods sold
Gross margin
Gross margin
Gross margin
Selling, general and administrative expenses
Selling, general and administrative expenses
Selling, general and administrative expenses
Less: Other segment items <sup>(5)</sup>
Less: Other segment items <sup>(5)</sup>
Less: Other segment items <sup>(5)</sup>
Segment EBITDA
Segment EBITDA
Segment EBITDA

(1) Parts and services organic revenue increased by \$5 million, or 2.4%, to \$232 million for the year ended December 31, 2023 compared to the prior year, primarily driven by pricing initiatives which focused on offsetting inflation on input costs resulting from greater competition for vehicles.

(2) Other organic revenue decreased 19.1% by \$123 million, or 25.2%, to \$365 million for the year ended December 31, 2023, primarily driven by an other organic decrease of \$93 million, year over year or 19.1%, due to (i) a \$79 million decrease in revenue from precious metals (platinum, palladium, and rhodium) due to lower prices, (ii) a \$20 million decrease in revenue from scrap steel related to lower prices and lower volumes, partially offset by (iii) a \$6 million increase in revenue from other scrap (including (e.g., aluminum) and cores primarily related to higher volumes, partially offset by lower prices.

(3) **Acquisition** Additionally, acquisition and divestiture other revenue was a net decrease of \$30 million, or 4.2% 6.1%, due to the divestiture of a business in the third quarter of 2022. See "Other Divestitures (Not Classified in Discontinued Operations)" in Note 4, "Discontinued Operations and Divestitures" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for further information on the divestiture.

#### Segment EBITDA

Segment EBITDA<sup>(3)</sup> Gross margin decreased \$47 million, by \$56 million, or 57.3% 20.0%, to \$222 million for the year ended December 31, 2023 compared to the prior year. The decrease is driven by the decline in revenue primarily due to an unfavorable movements in commodity prices compared to the prior year and gross margin compression as impact resulting from vehicle procurement costs have decreased decreasing at a lesser rate than commodity prices. Decreases in precious metals prices contributed an estimated \$60 million \$60 million decline in Segment EBITDA gross margin relative to the year ended December 31, 2022. Net sequential changes in scrap steel prices partially offset the impact of the decline in precious metals prices. During the year ended December 31, 2023, scrap steel prices had a \$5 million \$5 million favorable impact on Segment EBITDA, gross margin compared to an \$15 million a \$15 million unfavorable impact during the year ended December 31, 2022. The favorable impacts for the year ended December 31, 2023 resulted from the increase in scrap steel prices between the date we purchased a vehicle, which influences the price we pay for a vehicle, and the date we scrapped a vehicle, which influences the price we receive for scrapping a vehicle.

The following table summarizes the changes in Segment EBITDA as a percentage of revenue in our Self Service segment:

	Percentage of Total Segment Revenue
<b>Self Service</b>	
Segment EBITDA for the year ended December 31, 2022	11.7 %
Increase (decrease) due to:	
Change in gross margin	(1.5)% <sup>(1)</sup>
Change in segment operating expenses	(4.2)% <sup>(2)</sup>
Segment EBITDA for the year ended December 31, 2023	<u><u>6.0 %</u></u>

Note: In the table above, the sum of the individual percentages may not equal the total due to rounding.

<sup>(1)</sup> The decrease in gross margin reflects an unfavorable impact resulting from vehicle procurement costs decreasing at a lesser rate than commodity prices.

<sup>(2)</sup> Selling, general and administrative expenses decreased by \$8 million, or 3.9%, to \$188 million for the year ended December 31, 2023. The increase in segment operating selling, general and administrative expenses as a percentage percent of total segment revenue reflects (i) was primarily due to a negative leverage effect of 5.7% from decreases in metals revenue, partially offset by (ii) other individually immaterial factors representing a 1.5% favorable impact in the aggregate.

<sup>(4)</sup> Amounts primarily represent other non operating income and expenses, as well as reconciling items to remove depreciation - cost of goods sold and restructuring - cost of goods sold, which are excluded from the calculation of Segment EBITDA. See Note 13, "Restructuring and Transaction Related Expenses" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for additional information on restructuring charges.

#### Liquidity and Capital Resources

We assess our liquidity and capital resources in terms of our ability to fund our operations and provide for expansion through both internal development and acquisitions. Our primary sources of liquidity are cash flows from operations and our revolving credit facilities. We utilize our cash flows from operations to fund working capital and capital expenditures, with the excess amounts going towards funding acquisitions, paying dividends, repurchasing our common stock, paying down outstanding debt, paying dividends or repurchasing our common stock, funding acquisitions. As we have pursued acquisitions as part of our historical growth strategy, our cash flows from operations have not always been sufficient to cover our investing activities. To fund our acquisitions, we have accessed various forms of debt

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financing, including revolving credit facilities, term loans, and senior notes. We currently believe we have sufficient access to capital markets to support our future growth objectives.

The following table summarizes liquidity data as of the dates indicated (in millions):

		<b>Adjusted<sup>(4)</sup></b>			
	<b>December 31, 2023</b>		<b>December 31, 2022</b>		<b>December 31, 2022</b>
Cash and cash equivalents	\$ 299	\$ 278	\$ 278		
Total debt	4,281 <sup>(3)</sup>	2,662 <sup>(5)</sup>	2,662 <sup>(3)</sup>		
Current maturities <sup>(1)</sup>	596	34	34		
Capacity under revolving credit facilities	2,000	2,000	3,150		
Availability under revolving credit facilities <sup>(2)</sup>	976	645	1,295		
Total liquidity (cash and cash equivalents plus availability under credit facilities)	1,275	923	1,573		

	<b>December 31, 2024</b>	<b>December 31, 2023</b>
Capacity under revolving credit facilities	\$ 2,000	\$ 2,000
Less: Revolving credit facilities borrowings	664	914
Less: Letters of credit	114	110
Availability under credit revolving facilities	1,222	976
Add: Cash and cash equivalents	234	299
Total liquidity	<b>\$ 1,456</b>	<b>\$ 1,275</b>

(1) We had \$1,222 million Debt amounts reflect the gross values to be repaid in the next 12 months (excluding immaterial debt issuance costs as of December 31, 2023 and 2022, respectively).

(2) available under Availability under our revolving credit facilities is derived by as of December 31, 2024. Combined with \$234 million of cash and cash equivalents at December 31, 2024, we had \$1,456 million in available liquidity, an increase of \$181 million from our available liquidity as of December 31, 2023, primarily as a result of reducing capacity under the our revolving credit facilities borrowings by our borrowings under the revolving credit facilities and outstanding letters of credit (\$110 million and \$69 million at December 31, 2023 and 2022, respectively) \$250 million.

(3) Debt amounts reflect the gross values to be repaid (excluding debt issuance costs and unamortized bond discount of \$30 million and \$6 million as of December 31, 2023 and 2022, respectively).

(4) Amounts presented represent the termination of the senior secured credit agreement ("Prior Credit Agreement") and inclusion of the new credit agreement ("Senior Unsecured Credit Agreement") as if both were in effect as of December 31, 2022. See Note 19, 18, "Long-Term Obligations" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for further information.

(5) information regarding total debt outstanding. Debt amount presented above reflects the gross values to be repaid (excluding debt issuance costs of \$13 million as of December 31, 2022).

As of December 31, 2023, we had senior debt outstanding as follows:

		<b>December 31, 2023</b>		
		<b>Maturity Date</b>	<b>Interest Rate</b>	<b>Amount Outstanding</b>
<i>Senior Unsecured Credit Agreement:</i>				
Term loan payable		January 2026	6.83 %	\$ 500
Revolving credit facilities		January 2028	6.25 % <sup>(1)</sup>	914
<i>Senior Unsecured Term Loan Agreement:</i>				
Term loan payable (CAD 700 million)		July 2026	6.82 %	529
<i>Unsecured Senior Notes:</i>				
U.S. Notes (2028)		June 2028	5.75 %	800
U.S. Notes (2033)		June 2033	6.25 %	600
Euro Notes (2024) (€500 million)		April 2024	3.875 %	552
Euro Notes (2028) (€250 million)		April 2028	4.125 %	276

(1) Interest rate derived via a weighted average

We had approximately \$976 million available under our revolving credit facilities in place as of December 31, 2023. Combined with \$299 million of cash and cash equivalents at December 31, 2023, we had approximately \$1,275 million in available liquidity, a decrease of \$298 million from our available liquidity as of December 31, 2022, primarily as a result of reducing our overall revolving credit facility capacity by \$650 million after entering into the Senior Unsecured Credit Agreement.

The enterprise value for the Uni-Select Acquisition at the time of the acquisition was approximately CAD 2.8 billion (\$2.1 billion), which was financed with the gross proceeds from the issuance of Unsecured Senior Notes of \$1,400 million, Senior Unsecured Term Loan Agreement ("CAD Note") of CAD 700 million, and borrowings under our revolving credit facility and cash on hand of approximately \$150 million and \$50 million, respectively.

We believe that our current liquidity, cash expected to be generated by operating activities in future periods and access to capital markets will be sufficient to meet our current operating and capital requirements. However, as noted, we accessed additional financing sources to fund the Uni-Select transaction. Our capital allocation strategy includes spending to support growth driven capital projects, complete synergistic acquisitions, and return stockholder value through the payment of dividends and repurchasing shares of our common stock, completing highly synergistic tuck-in acquisitions and debt repayment.

See Part II, Item 5 of this Annual Report on Form 10-K for further information on a ~~regarding~~ ~~summary~~ of the dividend activity for our common stock for the year ended ~~December 31, 2023~~ December 31, 2024.

On ~~February 20, 2024~~ February 18, 2025, our Board declared a quarterly cash dividend of \$0.30 per share of common stock, payable on ~~March 28, 2024~~ March 27, 2025, to stockholders of record at the close of business on ~~March 14, 2024~~ March 13, 2025.

We believe that our future cash flow generation will permit us to continue paying dividends in future periods; however, the timing, amount and frequency of such future dividends will be subject to approval by our Board, and based on considerations of capital availability, and various other factors, many of which are outside of our control.

With ~~\$1,275 million~~ \$1,456 million of total liquidity as of ~~December 31, 2023~~ December 31, 2024 and ~~\$596 million~~ \$38 million of current maturities, we have access to funds to meet our near term commitments. Our current maturities include the 3.875% €500 million Euro Notes (2024) due April 2024, which we intend to refinance on or before the scheduled maturity. We have a surplus of current assets over current liabilities, which further reduces the risk of short-term cash shortfalls.

Our Senior Unsecured Credit Agreement and our CAD Note both include two financial maintenance covenants: a maximum total leverage ratio and minimum interest coverage ratio. The terms maximum total leverage ratio and minimum interest coverage ratio are specifically calculated per both the Senior Unsecured Credit Agreement and CAD Note, and differ in specified ways from comparable GAAP or common usage terms. We were in compliance with all applicable covenants under both our Senior Unsecured Credit Agreement and CAD Note as of December 31, ~~2023~~ 2024. The required debt covenants per both the Senior Unsecured Credit Agreement and CAD Note and our actual ratios with respect to those covenants are as follows as of December 31, ~~2023~~ 2024:

	Covenant Level	Ratio Achieved as of December 31, <del>2023</del> 2024
Maximum total leverage ratio	4.00 : 1.00	2.3
Minimum interest coverage ratio	3.00 : 1.00	7.5

~~The total leverage ratio increased from 1.5 as of December 31, 2022 as we added debt from the U.S. Notes (2028/33) and the CAD Note in the second and third quarters of 2023. The spread applied to the interest rate on our credit facility borrowings increased in the third quarter and remained the same through the fourth quarter as a result of the total leverage ratio rising above 2.0.~~

The indentures relating to our U.S. Notes and Euro Notes do not include financial maintenance covenants, and the indentures will not restrict our ability to draw funds under the Senior Unsecured Credit Agreement. The indentures do not prohibit amendments to the financial covenants under the Senior Unsecured Credit Agreement and CAD Note as needed.

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While we believe that we have adequate capacity under our existing revolving credit facilities to finance our current operations, from time to time we may need to raise additional funds through public or private financing, strategic relationships or modification of our existing Senior Unsecured Credit Agreement to finance additional investments or to refinance existing debt obligations. There can be no assurance that additional funding, or refinancing of our Senior Unsecured Credit Agreement, if needed, will be available on terms attractive to us, or at all. Furthermore, any additional equity financing may be dilutive to

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stockholders, and debt financing, if available, may involve restrictive covenants or higher interest costs. Our failure to raise capital if and when needed could have a material adverse impact on our business, operating results, and financial condition.

As part of our effort to improve our operating cash flows, we may negotiate payment term extensions with suppliers. These efforts are supported by our supply chain finance programs. See Note 18, "Supply Chain Financing" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for further information related to our supply chain financing arrangements.

We hold interest rate swaps to hedge the variable rates on a portion of our credit agreement borrowings. After giving effect to these contracts outstanding, the weighted average interest rate on borrowings outstanding under our Senior Unsecured Credit Agreement was 6.0% 5.8% at December 31, 2023 2024. Including our senior notes and CAD Note, our overall weighted average interest rate on borrowings was 5.7% 5.3% at December 31, 2023 2024. Under the Senior Unsecured Credit Agreement, our borrowings bear interest at the Secured Overnight Financing Rate (i.e., SOFR) plus the applicable spread or other risk-free interest rates that are applicable for the specified currency plus a spread. Under the CAD Note, the interest rate may be (i) a forward-looking term rate based on the Canadian Dollar Offer Overnight Repo Rate Average ("CORRA") for an interest period chosen by the Company of one or three months or (ii) the Canadian Prime Rate (as defined in the CAD Note), plus in each case a spread based on the Company's debt rating and total leverage ratio, spread. See Note 19, "Long-Term Obligations" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for information related to our borrowings and related interest. The interest rate swaps are described in Note 20, "Derivative Instruments and Hedging Activities" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K.

We had outstanding borrowings under our revolving credit facilities and the term loans payable of \$1,943 million \$1,651 million and \$1,786 1,943 million at December 31, 2023 2024 and 2022, 2023, respectively. Of these amounts, there were no current maturities at December 31, 2023 2024 or 2022, 2023.

The See Note 18, "Long-Term Obligations" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for information regarding the scheduled maturities of long-term obligations outstanding at December 31, 2023, are as follows (in millions):

	Amount
2024 <sup>(1)</sup>	\$ 596
2025	23
2026	1,040
2027	9
2028	2,002
Thereafter	611
<b>Total debt <sup>(2)</sup></b>	<b>\$ 4,281</b>

<sup>(1)</sup> Long-term obligations maturing by December 31, 2024 include \$16 million of short-term debt that may be extended beyond the current year ending December 31, 2024.  
<sup>(2)</sup> The total debt amounts presented above reflect the gross values to be repaid (excluding debt issuance costs and unamortized bond discount of \$30 million as of December 31, 2023).

As of December 31, 2023 December 31, 2024, the Company had cash and cash equivalents of \$299 234 million, of which \$232 \$213 million was held by foreign subsidiaries. In general, it is our practice and intention to permanently reinvest the undistributed earnings of our foreign subsidiaries. We believe that we have sufficient cash flow and liquidity to meet our financial obligations in the U.S. without repatriating our foreign earnings. We may, from time to time, choose to selectively repatriate foreign earnings if doing so supports our financing or liquidity objectives. Distributions of dividends from our foreign subsidiaries, if any, would be generally exempt from further U.S. taxation, either as a result of the 100% participation exemption under the Tax Cuts and Jobs Act enacted in 2017, or due to the previous taxation of foreign earnings under the transition tax and the Global Intangible Low-Taxed Income regime ("GILTI").

The procurement of inventory is the largest operating use of our funds. We normally pay for aftermarket product purchases on standard payment terms or at the time of shipment, depending on the manufacturer and the negotiated payment terms. We normally pay for salvage vehicles acquired at salvage auctions and under direct procurement arrangements at the time that we take possession of the vehicles.

The following table sets forth a summary of our aftermarket and manufactured inventory procurement for the years ended December 31, 2023, and 2022 (in millions):

	Year Ended December 31,		
	2023	2022	Change
Wholesale - North America	\$ 1,430	\$ 1,172	\$ 258 <sup>(1)</sup>
Europe	3,696	3,498	198 <sup>(2)</sup>
Specialty	1,273	1,304	(31) <sup>(3)</sup>
<b>Total</b>	<b>\$ 6,399</b>	<b>\$ 5,974</b>	<b>\$ 425</b>

(1) Inventory purchases across the Wholesale - North America segment increased for the year ended December 31, 2023 compared to the prior year primarily due to a \$393 million increase attributable to inventory purchases at Uni-Select from the date of acquisition through December 31, 2023, partially offset by higher purchasing levels in the prior year due to restocking efforts to rebuild inventory levels.

(2) The increase in inventory purchases in our Europe segment included an increase of \$70 million attributable to the increase in the value of the euro, and to a lesser extent, the pound sterling for the year ended December 31, 2023 compared to the prior year. On a constant currency basis, inventory purchases increased compared to the prior year, primarily due to increased sales and prices for the year ended December 31, 2023 compared to the prior year.

(3) The decrease in inventory purchases in the Specialty segment compared to the prior year was primarily due to matching inventory levels with demand.

The following table sets forth a summary of our global wholesale salvage and self service procurement for the years ended December 31, 2023, and 2022 (in thousands):

	Year Ended December 31,		
	2023	2022	% Change
Wholesale - North America salvage vehicles	258	246	4.9 %
Europe wholesale salvage vehicles	29	29	— %
Self Service salvage vehicles	497	517	(3.9)%

Wholesale - North America salvage purchases in 2023 increased relative to the prior year due to improved availability of vehicles at auctions. Self Service salvage purchases in 2023 decreased relative to the prior year due to a focus on reducing car cost as car costs rose faster than commodity prices in late 2022 and early 2023.

The following table summarizes the components of the change in net cash provided by operating activities (in millions):

	Operating Cash	
Net cash provided by operating activities for the year ended December 31, 2022	\$	1,250
Increase (decrease) due to:		
Working capital accounts: (1)		
Receivables		21
Inventories		413
Accounts payable		(274)
Other operating activities		(54) <sup>(2)</sup>
Net cash provided by operating activities for the year ended December 31, 2023	\$	1,356

(1) totaled \$1,121 million compared to \$1,356 million for the same period of 2023. Cash flows related to our primary working capital accounts can be volatile as the purchases, payments and collections can be timed differently from period to period.

- Receivables was a \$21 million incremental cash inflow in 2023 primarily at our Wholesale - North America and Europe segments as a result of collections and timing of sales.
- Inventories represented \$413 million in incremental cash outflows for the year ended December 31, 2024 compared to the same period of 2023. Accounts payable produced \$256 million in incremental cash inflows for the year ended December 31, 2023 December 31, 2024 compared to the same period of 2022, including \$294 million in our Europe segment 2023. Other operating activities primarily due to improved inventory management, \$93 million in our Wholesale - North America segment primarily due to higher purchasing levels in 2022 due to restocking efforts to rebuild inventory levels, and \$26 million in our Specialty segment inventory due to decreasing inventory purchasing levels to align with softening demand.

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- Accounts payable produced \$274 million in incremental cash outflows for the year ended December 31, 2023 compared to the same period of 2022 on a consolidated basis. This was primarily attributable to incremental cash outflows in our Wholesale - North America segment of \$295 million (partly related to accelerated vendor payments in late 2021 to ensure priority access to inventory), partially offset by our Specialty segment which contributed a \$16 million lower cash outflow. Europe was roughly flat primarily attributable to higher payments in 2023, resulting from increased inventory purchases in 2022 that were in accounts payable at the end of December 2022, offset by an increase in its accounts payable under its supply chain financing program, which has longer payment terms.
- Primarily reflects the aggregate effect of lower cash earnings, higher interest payments (primarily due to higher interest rates and additional borrowings for the Uni-Select Acquisition) and higher interest rates, partially offset by lower and higher cash paid for taxes during the year ended December 31, 2023 December 31, 2024 compared to the same period of 2022, 2023.

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For the year ended December 31, 2023 December 31, 2024, net cash used in investing activities totaled \$2,442 million \$406 million compared to net cash provided by investing activities of \$172 \$2,442 million for the same period of 2022, 2023. We invested \$2,225 million \$49 million and \$4 million \$2,225 million of cash in business acquisitions during the years ended December 31, 2023 December 31, 2024 and 2022, 2023, respectively. Proceeds from the disposal of businesses, net of divested cash were an outflow of \$11 million for the year ended December 31, 2024, compared to an inflow of \$110 million for the year ended December 31, 2023, primarily related to the sale of GSF Car Parts, compared to \$399 million for the year ended December 31, 2022 primarily related to PGW Parts. Property, plant and equipment purchases were \$358 million \$311 million for the year ended December 31, 2023 December 31, 2024 compared to \$222 million \$358 million in the prior year. During the year ended December 31, 2023, we settled our foreign exchange forward contracts related to the Uni-Select purchase price with the counterparties and received \$49 \$49 million due primarily to strengthening in the Canadian exchange rate relative to the contract rates.

The following table reconciles Net Cash Provided by Operating Activities to Free Cash Flow (in millions):

Net cash provided by operating activities
Net cash provided by operating activities
Net cash provided by operating activities
Less: purchases of property, plant and equipment
Less: purchases of property, plant and equipment
Less: purchases of property, plant and equipment
Free cash flow
Free cash flow
Free cash flow

For the year ended December 31, 2023 December 31, 2024, net cash used in financing activities totaled \$746 million compared to net cash provided by financing activities totaled \$1,102 million compared to net cash used in financing activities of \$1,394 \$1,102 million for the same period of 2022, 2023. The increase decrease is primarily due to proceeds (net of unamortized bond discount) discounts) of \$1,394 million \$1,394 million from the issuance of the U.S. Notes (2028/33) in 2023, decreases in 2023. Cash outflows for share repurchases were \$360 million and dividends paid were \$318 million for the year ended December 31, 2024 compared to \$38 million for share repurchases and \$302 million for dividends paid for the same period of common stock 2023. Net debt payments (net of \$1,002 million, and net borrowings of \$111 unamortized bond discounts) were \$17 million for the year ended December 31, 2023 (including proceeds from the CAD Note of \$531 million) December 31, 2024 compared to net repayments on our debt borrowings (net of \$48 unamortized bond discounts) of \$111 million for the same period of 2022, 2023 (excluding proceeds from the issuance of the U.S. Notes (2028/33) of \$1,394 million).

We intend to continue to evaluate markets for potential growth through the internal development of distribution centers, processing and sales facilities, and warehouses, through further integration of our facilities, and through selected business acquisitions. Our future liquidity and capital requirements will depend upon numerous factors, including the costs and timing of our internal development efforts and the success of those efforts.

We have various contractual obligations and commitments arising in the normal course of business. The following represent our anticipated material cash requirements from known contractual and other obligations as of December 31, 2023 December 31, 2024.

- Long-term debt of \$4,281 million \$4,198 million and related interest totaling \$1,021 \$914 million, of which \$596 million \$38 million and \$232 \$223 million, respectively, is expected to be paid within twelve months. Current maturities include the 3.875% €500 million Euro Notes (2024) due on April 1, 2024, which we intend to refinance on or before the scheduled maturity. See Note 19, 18, "Long-Term Obligations" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for more information related to debt amounts outstanding at December 31, 2023 December 31, 2024.
- Operating lease payments of \$1,790 \$1,838 million, of which \$317 \$333 million is expected to be paid within twelve months. See Note 22, 21, "Leases" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for more information related to lease amounts outstanding at December 31, 2023 December 31, 2024.
- Purchase obligations of \$646 \$693 million for open purchase orders for aftermarket inventory all expected to be paid within twelve months.

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- Net pension obligations of \$83 million \$84 million, of which \$8 million is expected to be paid within twelve months. Benefit payments for our funded plans will be made from plan assets, whereas benefit payments for our unfunded plans are made from cash flows from operating activities. See Note 23, 22, "Employee Benefit Plans" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for more information related to net pension obligations at December 31, 2023 December 31, 2024.

- Self-insurance reserves of \$136 \$144 million, of which \$73 \$79 million is expected to be paid within twelve months. See Note 7, "Self-Insurance Reserves" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for more information relates related to self-insurance reserves at December 31, 2023 December 31, 2024.

#### Summarized Guarantor Financial Information

On May 24, 2023, we completed an offering of \$1,400 million aggregate principal amount of senior unsecured notes. This offering is Our U.S. Notes (2028/2033) and Euro Notes (2031) are guaranteed on a senior, unsecured basis by certain of our subsidiaries (each, a "subsidiary guarantor" and, together with LKQ, the "Obligor Group"), which are listed in Exhibit 22.1 on the Company's Registration Statement in Part IV, Item 15 of this Annual Report on Form S-4 filed with the SEC on September 1, 2023, 10-K. The guarantees are full and unconditional, joint and several, and subject to certain conditions for release. See Note 19, 18, "Long-Term Obligations" in Part II, Item 8 of this Annual Report on Form 10-K for information related to this offering, the Euro Notes (2031) and U.S. Notes (2028/2033).

Holders of the notes have a direct claim only against the Obligor Group. The following summarized financial information is presented for the Obligor Group on a combined basis after elimination of intercompany transactions and balances within the Obligor Group and equity in the earnings from and investments in any non-guarantor subsidiary.

#### Summarized Statements of Income (in millions)

	Fiscal Year Ended December 31,		
	2023	2022	2023 (2)
	2024		
Revenue			
Cost of goods sold			
Gross margin (1)			
Income from continuing operations			
Net income			

(1) Guarantor subsidiaries recorded \$53 million and \$46 \$53 million of net sales to and \$203 \$205 million and \$148 \$203 million of purchases from non-guarantor subsidiaries for the fiscal years ended December 31, 2023 December 31, 2024 and December 31, 2022 December 31, 2023, respectively.

(2) Information reflects the current Obligor Group listed in Exhibit 22.1 in Part IV, Item 15 of this Annual Report on Form 10-K.

#### Summarized Balance Sheets (in millions)

	December 31,		
	2023	2022	2023 (2)
	2024		
Current assets			
Noncurrent assets			
Noncurrent assets			
Noncurrent assets			
Current liabilities (1)			
Noncurrent liabilities			

(1) Current liabilities for guarantor subsidiaries included \$219 million of short term notes payable to non-guarantor subsidiaries as of December 31, 2024.

(2) Information reflects the current Obligor Group listed in Exhibit 22.1 in Part IV, Item 15 of this Annual Report on Form 10-K.

#### ITEM 7A. QUANTITATIVE AND QUALITATIVE DISCLOSURES ABOUT MARKET RISK

We are exposed to market risks arising from adverse changes in:

- foreign exchange rates;
- interest rates;
- commodity prices; and
- inflation.

## Foreign Exchange Rates

Foreign currency fluctuations may impact the financial results we report for the portions of our business that operate in functional currencies other than the U.S. dollar. Our operations outside of the U.S. represented 50.8% 52.4% and 48.2% 50.8% of our revenue during years ended December 31, 2023 December 31, 2024 and 2022, 2023, respectively. An increase or decrease in the strength of the U.S. dollar against these currencies by 10% would result in a 5.1% 5.2% change in our consolidated revenue and a 3.7% change in our operating income for the year ended December 31, 2023 December 31, 2024. See our Results of Operations discussion in Part II, Item 7 of this Annual Report on Form 10-K for additional information regarding the impact of fluctuations in exchange rates on our year over year results.

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Additionally, we are exposed to foreign currency fluctuations with respect to the purchase of aftermarket products from foreign countries, primarily in Europe and Asia. To the extent that our inventory purchases are not denominated in the functional currency of the purchasing location, we are exposed to exchange rate fluctuations. In several of our operations, we purchase inventory from manufacturers in Taiwan in U.S. dollars, which exposes us to fluctuations in the relationship between the local functional currency and the U.S. dollar, as well as fluctuations between the U.S. dollar and the Taiwan dollar. We hedge our exposure to foreign currency fluctuations related to a portion of inventory purchases in our Europe operations, but the notional amount and fair value of these foreign currency forward contracts at December 31, 2023 December 31, 2024 were immaterial. We do not currently attempt to hedge foreign currency exposure related to our foreign currency denominated inventory purchases in our Wholesale - North America operations, and we may not be able to pass on any resulting price increases to our customers.

To the extent that we are exposed to foreign currency fluctuations related to non-functional currency denominated transactions, we may hedge the exposure through the use of foreign currency forward contracts. In March 2023, we entered into foreign currency forward contracts related to the Uni-Select Acquisition. These contracts were settled in July 2023 ahead of closing of the Uni-Select Acquisition. See Note 3, "Business Combinations" and Note 20, 19, "Derivative Instruments and Hedging Activities" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for additional information.

Other than with respect to a portion of our foreign currency denominated inventory purchases and, from time to time, certain financing transactions, we do not hold derivative contracts to hedge foreign currency risk. Our net investment in foreign operations is partially hedged by the foreign currency denominated borrowings we use to fund foreign acquisitions; however, our ability to use foreign currency denominated borrowings to finance our foreign operations may be limited based on local tax laws. We have elected not to hedge the foreign currency risk related to the interest payments on foreign third party borrowings as we generate cash flows in the local currencies that can be used to fund debt payments. As of December 31, 2024, we had outstanding borrowings of €250 million under our Euro Notes (2028), €750 million under our Euro Notes (2031), CAD 700 million under our CAD Note, and Swedish Krona ("SEK") 25 million under our revolving credit facilities. As of December 31, 2023, we had outstanding borrowings of €500 million under our Euro Notes (2024) and €250 million under our Euro Notes (2028), CAD 700 million under our CAD Note, and €344 million and Swedish Krona ("SEK") 60 million under our revolving credit facilities. As of December 31, 2022, we had outstanding borrowings of €500 million under our Euro Notes (2024) and €250 million under our Euro Notes (2028), and €748 million and SEK 75 60 million under our revolving credit facilities.

## Interest Rates

Our results of operations are exposed to changes in interest rates primarily with respect to borrowings under our credit facilities, where interest rates are tied to SOFR, prime rate, Canadian Dollar Offered Rate, CORRA, Euro Interbank Offered Rate, SONIA, or Swiss Average Rate Overnight. Therefore, we implemented a policy to manage our exposure to variable interest rates on a portion of our outstanding variable rate debt instruments through the use of interest rate swap contracts. These contracts effectively converted a portion of our variable rate debt to fixed rate debt, matching the currency, effective dates and maturity dates to specific debt instruments. We designated our interest rate swap contracts as cash flow hedges, and net interest payments or receipts from interest rate swap contracts are included as adjustments to interest expense.

We had none of our variable rate debt under our credit facilities at fixed rates at December 31, 2022. However, in February 2023, we entered into two sets of interest rate swap agreements to hedge the variable rates on a portion of our credit agreement borrowings. See Note 19, 18, "Long-Term Obligations" and Note 20, 19, "Derivative Instruments and Hedging Activities" to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for additional information.

At December 31, 2023 December 31, 2024, we had approximately \$1,243 million \$951 million of variable rate debt that was not hedged. Using sensitivity analysis, a 100 basis point movement in interest rates would change interest expense by \$12 million \$10 million over the next twelve months.

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## Commodity Prices

We are exposed to market risk related to price fluctuations in scrap metal and other metals (including precious metals, such as platinum, palladium, and rhodium, contained in some recycled parts, such as catalytic converters). Market prices of these metals affect the amount that we pay for our inventory and the revenue that we generate from sales of these metals. As both our revenue and costs are affected by the price fluctuations, we have a natural hedge against the changes. However, there is typically a lag between the effect on our revenue from metal price fluctuations and inventory cost changes, and there is no guarantee that the vehicle costs will decrease or increase at the same rate as the metals

prices. Therefore, we can experience positive or negative gross margin effects in periods of rising or falling metals prices, particularly when such prices move rapidly. Additionally, if market prices were to change at a higher or lower rate than our vehicle acquisition costs, we could experience a positive or negative effect on our operating margin. The average of scrap metal prices for the year ended **December 31, 2023** **December 31, 2024** decreased by **6%** **5%** over the average for **2022**, **2023**, noting there was volatility from quarter to quarter prices decreased over both years. The average prices of

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palladium, rhodium and palladium platinum decreased by **60%** **26%**, **23%** and **38%** **2%**, respectively, while platinum increased by **1%** for the year ended **December 31, 2023** **December 31, 2024** compared to the average prices for the year ended **December 31, 2022** **December 31, 2023**.

#### *Inflation*

We are exposed to market risks related to inflation in product, labor, shipping, freight and general overhead costs. In **2022** and **2023**, inflation increased to rates beyond recent history, **and we experienced which resulted in rising costs**, but started to ease in **2024**. We adjusted our prices and drove productivity initiatives to **partially** mitigate the inflationary effects. If these pressures continue or increase in severity, we may not be able to fully offset such higher costs through price increases and productivity initiatives. Inflationary pressures in the future may have an adverse effect on our ability to maintain current levels of gross margin and SG&A expenses as a percentage of net revenue if the selling prices of our products do not increase with these increased costs, we cannot identify cost efficiencies, or the higher prices impact demand.

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#### ITEM 8. FINANCIAL STATEMENTS AND SUPPLEMENTARY DATA

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<a href="#">Reports of Independent Registered Public Accounting Firm (PCAOB ID No. 34)</a>	<b>57</b> <b>52</b>
<a href="#">Consolidated Statements of Income for the years ended <b>December 31, 2023</b> <b>December 31, 2024</b>, <b>2022</b> <b>2023</b> and <b>2021</b> <b>2022</b></a>	<b>61</b> <b>55</b>
<a href="#">Consolidated Statements of Comprehensive Income for the years ended <b>December 31, 2023</b> <b>December 31, 2024</b>, <b>2022</b> <b>2023</b> and <b>2021</b> <b>2022</b></a>	<b>62</b> <b>56</b>
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#### REPORT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM

To the Board of Directors and Stockholders of LKQ Corporation

##### **Opinion on the Financial Statements**

We have audited the accompanying consolidated balance sheets of LKQ Corporation and subsidiaries (the "Company") as of **December 31, 2023** **December 31, 2024** and **2022**, 2023, the related consolidated statements of income, comprehensive income, stockholders' equity, and cash flows, for each of the three years in the period ended **December 31, 2023** **December 31, 2024**, and the related notes (collectively referred to as the "financial statements"). In our opinion, the financial statements present fairly, in all material respects, the financial position of the Company as of **December 31, 2023** **December 31, 2024** and **2022**, 2023, and the results of its operations and its cash flows for each of the three years in the period ended **December 31, 2023** **December 31, 2024**, in conformity with accounting principles generally accepted in the United States of America.

We have also audited, in accordance with the standards of the Public Company Accounting Oversight Board (United States) (PCAOB), the Company's internal control over financial reporting as of December 31, 2023 December 31, 2024, based on criteria established in *Internal Control — Integrated Framework* (2013) issued by the Committee of Sponsoring Organizations of the Treadway Commission and our report dated February 22, 2024 February 20, 2025, expressed an unqualified opinion on the Company's internal control over financial reporting.

#### **Basis for Opinion**

These financial statements are the responsibility of the Company's management. Our responsibility is to express an opinion on the Company's financial statements based on our audits. We are a public accounting firm registered with the PCAOB and are required to be independent with respect to the Company in accordance with the U.S. federal securities laws and the applicable rules and regulations of the Securities and Exchange Commission and the PCAOB.

We conducted our audits in accordance with the standards of the PCAOB. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement, whether due to error or fraud. Our audits included performing procedures to assess the risks of material misstatement of the financial statements, whether due to error or fraud, and performing procedures that respond to those risks. Such procedures included examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements. Our audits also included evaluating the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of the financial statements. We believe that our audits provide a reasonable basis for our opinion.

#### **Critical Audit Matters Matter**

The critical audit **matters matter** communicated below **are matters** is a **matter** arising from the current-period audit of the financial statements that **were was** communicated or required to be communicated to the audit committee and that (1) **relate relates** to accounts or disclosures that are material to the financial statements and (2) involved our especially challenging, subjective, or complex judgments. The communication of critical audit matters does not alter in any way our opinion on the financial statements, taken as a whole, and we are not, by communicating the critical audit **matters matter** below, providing a separate **opinions opinion** on the critical audit **matters matter** or on the accounts or disclosures to which **they relate, it relates**.

#### **Goodwill Impairment Assessment - Refer to Notes 2 and 10 9 to the financial statements.**

##### *Critical Audit Matter Description*

The Company's evaluation of goodwill for impairment involves the comparison of the fair value of each reporting unit to its carrying value. The Company determines the fair value of its reporting units using a discounted cash flow model and the market approach, which require management to make significant estimates and assumptions.

Auditing the estimates and assumptions that impacted the valuation of certain reporting units involved especially subjective judgment; specifically, the forecasts of future revenue and profit margins ("forecasts"), the selection of discount rates, and the determination of market multiples.

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#### *How the Critical Audit Matter Was Addressed in the Audit*

Our audit procedures related to the forecasts, the selection of discount rates, and determination of market multiples included the following, among others:

- We tested the effectiveness of controls over the goodwill impairment assessments, including those over the forecasts and the selection of the discount rates and **the market multiples**.
- We evaluated management's ability to accurately forecast by comparing actual results to management's historical forecasts.
- We evaluated the reasonableness of management's forecasts by comparing the forecasts to (1) historical results, (2) internal communications to management and the Board of Directors, (3) analyst and industry reports of the Company and companies in its peer group, and (4) forecasts used in the preceding impairment assessments.
- With the assistance of our fair value specialists, we evaluated the discount rates, including (1) testing the underlying source information and the mathematical accuracy of the calculations, (2) developing a range of independent estimates and comparing those to the discount rates used by management, and (3) comparing the discount rates used by management to those used in the preceding impairment assessments.
- With the assistance of our fair value specialists, we evaluated the market multiples, including testing the underlying source information and mathematical accuracy of the calculations, and comparing the multiples selected by management to its guideline public companies and the multiples used in the preceding impairment assessments.

#### **Business Combinations - Refer to Note 3 to the financial statements.**

##### *Critical Audit Matter Description*

The Company completed the acquisition of Uni-Select Inc. for approximately \$2.1 billion on August 1, 2023. The Company accounted for this acquisition using the acquisition method of accounting, under which the acquisition purchase price is allocated to the assets acquired, including purchased intangible assets, and liabilities assumed based on their respective fair values.

The purchase price allocation included customer and supplier relationship intangible assets of \$669 million and trade name intangible assets of \$17 million. The Company's estimation of the value of the customer and supplier relationships and the trade names required management to make significant estimates and assumptions, including future expected cash flows including revenue growth assumptions from product sales and customer contracts, royalty rates, customer attrition rates and discount rates.

We identified the valuation of the customer and supplier relationship and trade name intangible assets for Uni-Select Inc. as a critical audit matter because of the significant estimates and assumptions management made to determine the fair value of these assets discussed above. This required a high degree of auditor judgment and an increased extent of effort, including the need to involve our fair value specialists, when performing audit procedures to evaluate management's valuation methodologies and the reasonableness of management's assumptions related to future expected cash flows and the selection of royalty rates, customer attrition rates and discount rates.

#### *How the Critical Audit Matter Was Addressed in the Audit*

Our audit procedures related to the fair value of the acquired intangible assets discussed above included the following, among others:

- We tested the effectiveness of controls over the purchase price allocation, including management's controls over the appropriateness of the valuation methodology, forecast of future expected cash flows, and selection of the royalty rates, customer attrition rates and discount rates.
- We assessed the reasonableness of management's forecast of future expected cash flows by comparing the projections to historical results and certain peer companies. We also evaluated whether the estimated future expected cash flows were consistent with evidence obtained in other areas of the audit.

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- With the assistance of our internal fair value specialists, we evaluated the reasonableness of the valuation methodology, royalty rates, customer attrition rates and discount rates by:
  - Testing the mathematical accuracy of the calculations.
  - Testing the source information underlying the determination of the royalty, customer attrition and discount rates.
  - Developing ranges of independent estimates and comparing those to the rates selected by management.

/s/ DELOITTE & TOUCHE LLP

Chicago, Illinois

February 22, 2024 20, 2025

We have served as the Company's auditor since 1998.

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#### **REPORT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM**

To the Board of Directors and Stockholders of LKQ Corporation

#### **Opinion on Internal Control over Financial Reporting**

We have audited the internal control over financial reporting of LKQ Corporation and subsidiaries (the "Company") as of December 31, 2023 December 31, 2024, based on criteria established in *Internal Control — Integrated Framework* (2013) issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO). In our opinion, the Company maintained, in all material respects, effective internal control over financial reporting as of December 31, 2023 December 31, 2024, based on criteria established in *Internal Control — Integrated Framework* (2013) issued by COSO.

We have also audited, in accordance with the standards of the Public Company Accounting Oversight Board (United States) (PCAOB), the consolidated financial statements as of and for the year ended **December 31, 2023** **December 31, 2024**, of the Company and our report dated **February 22, 2024** **February 20, 2025**, expressed an unqualified opinion on those financial statements.

As described in the Report of Management on Internal Control over Financial Reporting, management excluded from its assessment the internal control over financial reporting at Uni-Select Inc., which was acquired on August 1, 2023, and whose financial statements constitute 16% of total assets (inclusive of goodwill and acquired intangible assets) and 4% of revenue of the consolidated financial statement amounts as of and for the year ended December 31, 2023. Accordingly, our audit did not include the internal control over financial reporting at Uni-Select Inc.

#### Basis for Opinion

The Company's management is responsible for maintaining effective internal control over financial reporting and for its assessment of the effectiveness of internal control over financial reporting, included in the accompanying Report of Management on Internal Control over Financial Reporting. Our responsibility is to express an opinion on the Company's internal control over financial reporting based on our audit. We are a public accounting firm registered with the PCAOB and are required to be independent with respect to the Company in accordance with the U.S. federal securities laws and the applicable rules and regulations of the Securities and Exchange Commission and the PCAOB.

We conducted our audit in accordance with the standards of the PCAOB. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether effective internal control over financial reporting was maintained in all material respects. Our audit included obtaining an understanding of internal control over financial reporting, assessing the risk that a material weakness exists, testing and evaluating the design and operating effectiveness of internal control based on the assessed risk, and performing such other procedures as we considered necessary in the circumstances. We believe that our audit provides a reasonable basis for our opinion.

#### Definition and Limitations of Internal Control over Financial Reporting

A company's internal control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A company's internal control over financial reporting includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorizations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use, or disposition of the company's assets that could have a material effect on the financial statements.

Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.

/s/ DELOITTE & TOUCHE  
LLP

Chicago, Illinois  
February 22, 2024 20, 2025

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**LKQ CORPORATION AND SUBSIDIARIES**  
**Consolidated Statements of Income**  
**(In millions, except per share data)**

	Year Ended December 31,			
	2023	2022	2021	2024
Revenue				
Cost of goods sold				
Gross margin				
Gross margin				
Gross margin				
Selling, general and administrative expenses				
Restructuring and transaction related expenses				
Gain on disposal of businesses (1)				
Depreciation and amortization				
Operating income				
Operating income				

Operating income	
Other expense (income):	
Interest expense	
Interest expense	
Interest expense	
Loss on debt extinguishment	
Gains on foreign exchange contracts - acquisition related <sup>(2)</sup>	
Gains on foreign exchange contracts - acquisition related <sup>(2)</sup>	
Gains on foreign exchange contracts - acquisition related <sup>(2)</sup>	
Interest income and other income, net	
Total other expense, net	
Income from continuing operations before provision for income taxes	
Provision for income taxes	
Equity in earnings of unconsolidated subsidiaries	
Income from continuing operations	
Net (loss) income from discontinued operations	
Net income	
Less: net income attributable to continuing noncontrolling interest	
Net income attributable to LKQ stockholders	
Net income attributable to LKQ stockholders	
Net income attributable to LKQ stockholders	
Basic earnings per share: <sup>(3)</sup>	
Basic earnings per share: <sup>(3)</sup>	
Basic earnings per share: <sup>(3)</sup>	
Income from continuing operations	
Income from continuing operations	
Income from continuing operations	
Net (loss) income from discontinued operations	
Net income	
Less: net income attributable to continuing noncontrolling interest	
Net income attributable to LKQ stockholders	
Net income attributable to LKQ stockholders	
Net income attributable to LKQ stockholders	
Diluted earnings per share: <sup>(3)</sup>	
Diluted earnings per share: <sup>(3)</sup>	
Diluted earnings per share: <sup>(3)</sup>	
Income from continuing operations	
Income from continuing operations	
Income from continuing operations	
Net (loss) income from discontinued operations	
Net income	
Less: net income attributable to continuing noncontrolling interest	
Net income attributable to LKQ stockholders	
Net income attributable to LKQ stockholders	
Net income attributable to LKQ stockholders	

<sup>(1)</sup> Primarily related to the sale of PGW Auto Glass ("PGW"). Refer to Note 4, "Discontinued Operations and Divestitures" for further information.

<sup>(2)</sup> Related to the Uni-Select Inc. ("Uni-Select") acquisition. Refer to Note 3, "Business Combinations" and Note <sup>20,19</sup>, "Derivative Instruments and Hedging Activities" for further information.

<sup>(3)</sup> The sum of the individual earnings per share amounts may not equal the total due to rounding.

The accompanying notes are an integral part of the Consolidated Financial Statements.

**LKQ CORPORATION AND SUBSIDIARIES**  
**Consolidated Statements of Comprehensive Income**  
(In millions)

	Year Ended December 31,			
	2023	2022	2021	2024
<b>Net income</b>				
Less: net income attributable to continuing noncontrolling interest				
Net income attributable to LKQ stockholders				
Net income attributable to LKQ stockholders				
Net income attributable to LKQ stockholders				
<b>Other comprehensive income (loss):</b>				
<b>Other comprehensive income (loss):</b>				
<b>Other comprehensive income (loss):</b>				
<b>Other comprehensive (loss) income:</b>				
<b>Other comprehensive (loss) income:</b>				
<b>Other comprehensive (loss) income:</b>				
Foreign currency translation, net of tax				
Foreign currency translation, net of tax				
Foreign currency translation, net of tax				
Net change in unrealized gains/losses on cash flow hedges, net of tax				
Net change in unrealized gains/losses on pension plans, net of tax				
Other comprehensive income from unconsolidated subsidiaries				
Other comprehensive income (loss)				
Other comprehensive (loss) income from unconsolidated subsidiaries				
Other comprehensive (loss) income				
<b>Comprehensive income</b>				
<b>Comprehensive income</b>				
<b>Comprehensive income</b>				
Less: comprehensive income attributable to continuing noncontrolling interest				
Comprehensive income attributable to LKQ stockholders				
Comprehensive income attributable to LKQ stockholders				
Comprehensive income attributable to LKQ stockholders				

The accompanying notes are an integral part of the Consolidated Financial Statements.

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**LKQ CORPORATION AND SUBSIDIARIES**  
**Consolidated Balance Sheets**  
(In millions, except per share data)

	December 31,	
	2023	2022
	2024	2023
<b>Assets</b>		
Current assets:		
Current assets:		
Current assets:		
Cash and cash equivalents		
Cash and cash equivalents		
Cash and cash equivalents		

Receivables, net of allowance for credit losses
<b>Inventories</b>
Prepaid expenses and other current assets
Prepaid expenses and other current assets
Prepaid expenses and other current assets
Total current assets
Total current assets
Total current assets
Property, plant and equipment, net
Operating lease assets, net
Goodwill
Other intangibles, net
Equity method investments
Other noncurrent assets
Total assets
<b>Liabilities and Stockholders' Equity</b>
Current liabilities:
Current liabilities:
Current liabilities:
Accounts payable
Accounts payable
Accounts payable
Accrued expenses:
Accrued payroll-related liabilities
Accrued payroll-related liabilities
Accrued payroll-related liabilities
Refund liability
Other accrued expenses
Other accrued expenses
Other accrued expenses
Current portion of operating lease liabilities
Current portion of operating lease liabilities
Current portion of operating lease liabilities
Current portion of long-term obligations
Other current liabilities
Total current liabilities
Total current liabilities
Total current liabilities
Long-term operating lease liabilities, excluding current portion
Long-term obligations, excluding current portion
Deferred income taxes
Other noncurrent liabilities
Commitments and contingencies
Redeemable noncontrolling interest
Redeemable noncontrolling interest
Redeemable noncontrolling interest
Stockholders' equity:
Common stock, \$0.01 par value, 1,000.0 shares authorized, 323.1 shares issued and 267.2 shares outstanding at December 31, 2023; 322.4 shares issued and 267.3 shares outstanding at December 31, 2022
Common stock, \$0.01 par value, 1,000.0 shares authorized, 323.1 shares issued and 267.2 shares outstanding at December 31, 2023; 322.4 shares issued and 267.3 shares outstanding at December 31, 2022

Common stock, \$0.01 par value, 1,000.0 shares authorized, 323.1 shares issued and 267.2 shares outstanding at December 31, 2023; 322.4 shares issued and 267.3 shares outstanding at December 31, 2022

Stockholders' equity:

Stockholders' equity:

Common stock, \$0.01 par value, 1,000.0 shares authorized, 323.6 shares issued and 259.1 shares outstanding at December 31, 2024; 323.1 shares issued and 267.2 shares outstanding at December 31, 2023

Common stock, \$0.01 par value, 1,000.0 shares authorized, 323.6 shares issued and 259.1 shares outstanding at December 31, 2024; 323.1 shares issued and 267.2 shares outstanding at December 31, 2023

Common stock, \$0.01 par value, 1,000.0 shares authorized, 323.6 shares issued and 259.1 shares outstanding at December 31, 2024; 323.1 shares issued and 267.2 shares outstanding at December 31, 2023

Additional paid-in capital

Retained earnings

Accumulated other comprehensive loss

Treasury stock, at cost; 55.9 shares at December 31, 2023 and 55.1 shares at December 31, 2022

Treasury stock, at cost; 64.5 shares at December 31, 2024 and 55.9 shares at December 31, 2023

Total Company stockholders' equity

Noncontrolling interest

Total stockholders' equity

Total liabilities and stockholders' equity

The accompanying notes are an integral part of the Consolidated Financial Statements.

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**LKQ CORPORATION AND SUBSIDIARIES**  
**Consolidated Statements of Cash Flows**  
(In millions)

Year Ended December 31,

Year Ended December 31,

Year Ended December 31,

CASH FLOWS FROM OPERATING ACTIVITIES:

CASH FLOWS FROM OPERATING ACTIVITIES:

CASH FLOWS FROM OPERATING ACTIVITIES:

Net income

Net income

Net income

Adjustments to reconcile net income to net cash provided by operating activities:

Adjustments to reconcile net income to net cash provided by operating activities:

Adjustments to reconcile net income to net cash provided by operating activities:

Depreciation and amortization

Depreciation and amortization

Depreciation and amortization

Gain on disposal of businesses

Gain on disposal of businesses

Gain on disposal of businesses

Stock-based compensation expense

Stock-based compensation expense

Stock-based compensation expense

Loss on debt extinguishment

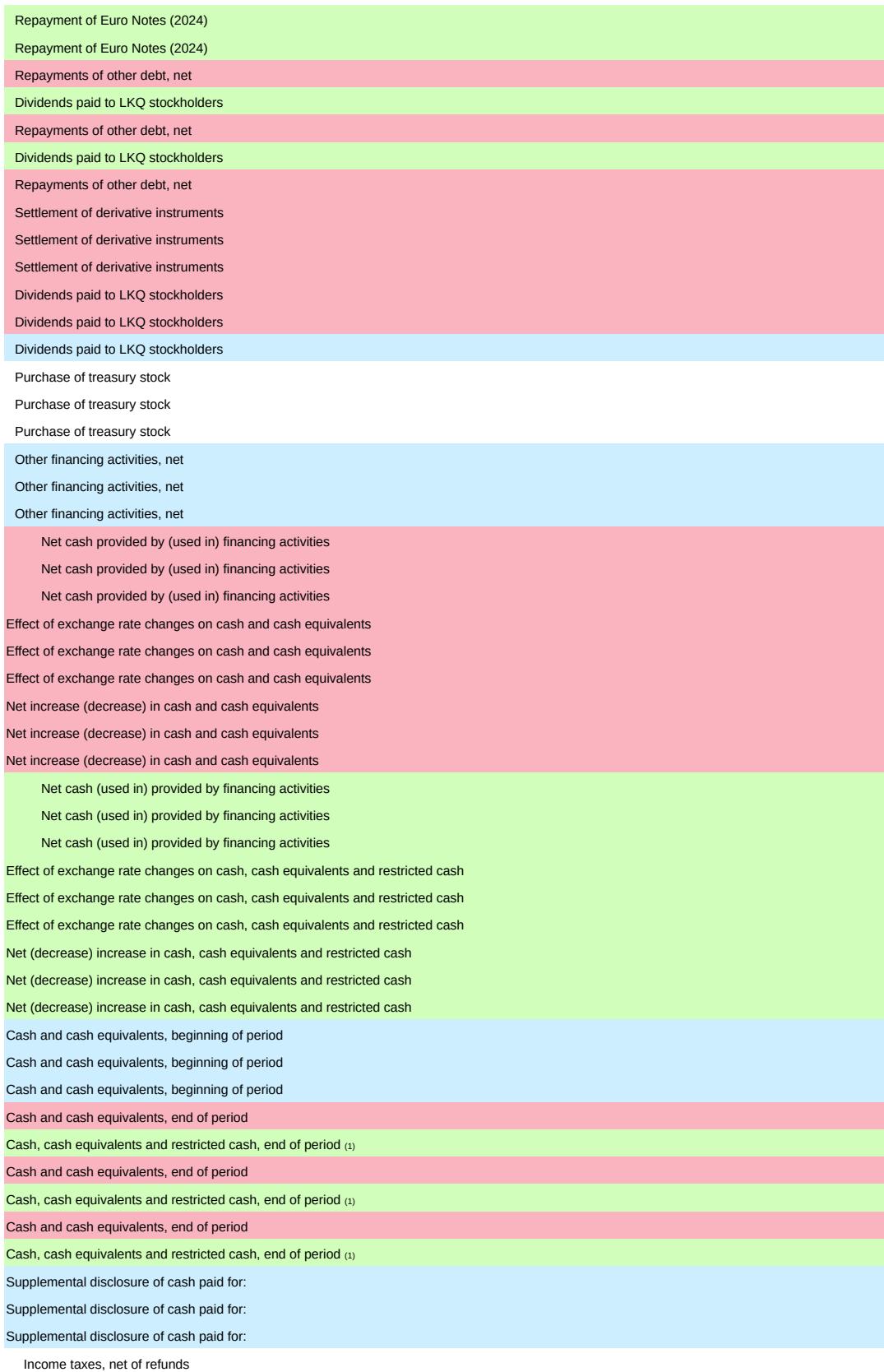
Loss on debt extinguishment

Loss on debt extinguishment

Gains on foreign exchange contracts - acquisition related

Gains on foreign exchange contracts - acquisition related	
Gains on foreign exchange contracts - acquisition related	
Deferred income taxes	
Deferred income taxes	
Deferred income taxes	
Other	
Other	
Other	
Changes in operating assets and liabilities, net of effects from acquisitions and dispositions:	
Changes in operating assets and liabilities, net of effects from acquisitions and dispositions:	
Changes in operating assets and liabilities, net of effects from acquisitions and dispositions:	
Receivables	
Receivables	
Receivables	
Inventories	
Inventories	
Inventories	
Other assets	
Other assets	
Other assets	
Prepaid income taxes/income taxes payable	
Prepaid income taxes/income taxes payable	
Prepaid income taxes/income taxes payable	
Accounts payable	
Accounts payable	
Accounts payable	
Other operating assets and liabilities	
Other operating assets and liabilities	
Other operating assets and liabilities	
Other liabilities	
Other liabilities	
Other liabilities	
Operating lease assets and liabilities	
Operating lease assets and liabilities	
Operating lease assets and liabilities	
Net cash provided by operating activities	
Net cash provided by operating activities	
Net cash provided by operating activities	
CASH FLOWS FROM INVESTING ACTIVITIES:	
CASH FLOWS FROM INVESTING ACTIVITIES:	
CASH FLOWS FROM INVESTING ACTIVITIES:	
Purchases of property, plant and equipment	
Purchases of property, plant and equipment	
Purchases of property, plant and equipment	
Proceeds from disposals of property, plant and equipment	
Proceeds from disposals of property, plant and equipment	
Proceeds from disposals of property, plant and equipment	
Acquisitions, net of cash acquired	
Acquisitions, net of cash acquired	
Acquisitions, net of cash acquired	
Proceeds from disposals of businesses	

Proceeds from disposals of businesses
Proceeds from disposals of businesses
Proceeds from disposals of businesses, net of divested cash
Proceeds from disposals of businesses, net of divested cash
Proceeds from disposals of businesses, net of divested cash
Proceeds from settlement of foreign exchange contracts - acquisition related
Proceeds from settlement of foreign exchange contracts - acquisition related
Proceeds from settlement of foreign exchange contracts - acquisition related
Other investing activities, net
Other investing activities, net
Other investing activities, net
Net cash (used in) provided by investing activities
Net cash (used in) provided by investing activities
Net cash (used in) provided by investing activities
CASH FLOWS FROM FINANCING ACTIVITIES:
CASH FLOWS FROM FINANCING ACTIVITIES:
CASH FLOWS FROM FINANCING ACTIVITIES:
Early-redemption premium
Early-redemption premium
Early-redemption premium
Debt issuance costs
Debt issuance costs
Debt issuance costs
Proceeds from issuance of U.S. Notes (2028/33), net of unamortized bond discount
Proceeds from issuance of U.S. Notes (2028/33), net of unamortized bond discount
Proceeds from issuance of U.S. Notes (2028/33), net of unamortized bond discount
Repayment of Euro Notes (2026)
Repayment of Euro Notes (2026)
Repayment of Euro Notes (2026)
Borrowings under revolving credit facilities
Borrowings under revolving credit facilities
Borrowings under revolving credit facilities
Repayments under revolving credit facilities
Repayments under revolving credit facilities
Repayments under revolving credit facilities
Borrowings under term loans
Borrowings under term loans
Borrowings under term loans
Repayments of other debt, net
Repayments of other debt, net
Repayments of other debt, net
Proceeds from issuance of U.S. Notes (2028/33), net of unamortized bond discount
Proceeds from issuance of U.S. Notes (2028/33), net of unamortized bond discount
Proceeds from issuance of U.S. Notes (2028/33), net of unamortized bond discount
Proceeds from issuance of Euro Notes (2031), net of unamortized bond discount
Proceeds from issuance of Euro Notes (2031), net of unamortized bond discount
Proceeds from issuance of Euro Notes (2031), net of unamortized bond discount
Repayment of Euro Notes (2024)



Income taxes, net of refunds

Interest

Interest

Interest

(i) Refer to Note 2, "Summary of Significant Accounting Policies" and Note 24, "Cash, Cash Equivalents and Restricted Cash" for further information on restricted cash.

The accompanying notes are an integral part of the Consolidated Financial Statements.

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**LKQ CORPORATION AND SUBSIDIARIES**  
**Consolidated Statements of Stockholders' Equity**  
(In millions, except per share data)

Years Ended December 31, 2024, 2023 and 2022

**LKQ Stockholders**

	Common Stock		Treasury Stock		Additional Paid-In Capital	Retained Earnings	Accumulated Other Comprehensive Loss		Noncontrolling Interest	Total Stockholders' Equity	
	Shares	Amount	Shares								Amount
Balance as of December 31, 2020											
Net income											
Other comprehensive loss											
Purchase of treasury stock											
Vesting of restricted stock units, net of shares withheld for employee tax											
Stock-based compensation expense											
Dividends declared to LKQ stockholders (\$0.25 per share)											
Dividends declared to LKQ stockholders (\$0.25 per share)											
Dividends declared to LKQ stockholders (\$0.25 per share)											
Capital contributions from, net of dividends declared to, noncontrolling interest shareholder											
Balance as of December 31, 2021											
Balance as of December 31, 2021											
Common Stock			Treasury Stock		Additional Paid-In Capital	Retained Earnings	Accumulated Other Comprehensive Loss		Noncontrolling Interest	Total Stockholders' Equity	
Shares	Amount		Shares		Capital	Earnings				Equity	Amount
Balance as of December 31, 2021											
Net income											
Other comprehensive loss											
Purchase of treasury stock											
Vesting of restricted stock units, net of shares withheld for employee tax											
Stock-based compensation expense											
Dividends declared to LKQ stockholders (\$1.025 per share)											
Dividends declared to LKQ stockholders (\$1.025 per share)											
Dividends declared to LKQ stockholders (\$1.025 per share)											

Capital contributions from, net of

dividends declared to,

noncontrolling interest shareholder

Capital contributions from, net of

dividends declared to,

noncontrolling interest shareholder

Foreign currency translation

adjustment on noncontrolling

interest

Foreign currency translation

adjustment on noncontrolling

interest

Foreign currency translation

adjustment on noncontrolling

interest

Balance as of December 31, 2022

Balance as of December 31, 2022

Balance as of December 31, 2022

Net income

Other comprehensive income

Purchase of treasury stock

Vesting of restricted stock units, net of

shares withheld for employee tax

Stock-based compensation expense

Dividends declared to LKQ

stockholders (\$1.125 per share)

Capital contributions from, net of

dividends declared to,

noncontrolling interest shareholder

Capital contributions from, net of

dividends declared to,

noncontrolling interest shareholder

Capital contributions from, net of

dividends declared to,

noncontrolling interest shareholder

Balance as of December 31, 2023

Balance as of December 31, 2023

Balance as of December 31, 2023

Net income

Other comprehensive loss

Purchase of treasury stock

Vesting of restricted stock units, net of

shares withheld for employee tax

Stock-based compensation expense

Dividends declared to LKQ

stockholders (\$1.20 per share)

Capital contributions from, net of

dividends declared to,

noncontrolling interest shareholder

Purchase of noncontrolling interest

Balance as of December 31, 2024

Balance as of December 31, 2024

Balance as of December 31, 2024

The accompanying notes are an integral part of the Consolidated Financial Statements.

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**LKQ CORPORATION AND SUBSIDIARIES**  
**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**Note 1. Business**

*Description of Business*

LKQ Corporation, a Delaware corporation, is a holding company and all operations are conducted by subsidiaries. When the terms "LKQ," "the Company," "we," "us," or "our" are used in this document, those terms refer to LKQ Corporation and its consolidated subsidiaries.

We are a global distributor of vehicle products, including replacement parts, components, and systems used in the repair and maintenance of vehicles, and specialty aftermarket products and accessories designed to improve the performance, functionality and appearance of vehicles. We operate in the United States, Canada, Germany, the U.K., the Benelux region (Belgium, Netherlands, and Luxembourg), Italy, Czech Republic, Austria, Slovakia, Poland, France and various other European countries.

We are organized into four operating segments: Wholesale - North America; Europe; Specialty; and Self Service, each of which is presented as a reportable segment.

**Note 2. Summary of Significant Accounting Policies**

*Basis of Presentation*

The Consolidated Financial Statements have been prepared in conformity with accounting principles generally accepted in the United States of America ("GAAP") and the rules and regulations of the U.S. Securities and Exchange Commission. **We have reclassified certain prior year amounts to conform to the current year presentation.**

*Principles of Consolidation*

The accompanying Consolidated Financial Statements include the accounts of LKQ Corporation and its subsidiaries. All intercompany transactions and accounts have been eliminated.

*Use of Estimates*

The preparation of the Consolidated Financial Statements in accordance with GAAP requires management to make certain estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities as of the date of the Consolidated Financial Statements and the reported amounts of revenue and expenses during the reported periods. We base our estimates on historical experience and on various other assumptions that management believes are reasonable under the circumstances, the results of which form the basis for making judgments about carrying values of assets and liabilities that are not readily apparent from other sources. Actual results and outcomes could differ from those estimates.

*Foreign Currency Translation*

Our reporting currency is the U.S. dollar. For most of our international operations, the local currency is the functional currency. Assets and liabilities are translated into U.S. dollars at the period-ending exchange rate. Statements of Income amounts are translated to U.S. dollars using monthly average exchange rates during the period. Translation gains and losses are reported as a component of Accumulated other comprehensive income (loss) in stockholders' equity.

*Revenue Recognition*

We recognize revenue when a sales arrangement with a customer exists (e.g., contract, purchase orders, others), the transaction price is fixed or determinable and we have satisfied its performance obligations per the sales arrangement. The majority of our revenue originates from contracts with a single performance obligation to deliver parts, whereby the performance obligation is satisfied when control of the parts is transferred to the customer per the arranged shipping terms. Some of our contracts contain a combination of delivering parts and performing services, which are distinct and accounted for as separate performance obligations. Revenue for the service component is recognized as the services are rendered.

**LKQ CORPORATION AND SUBSIDIARIES**  
**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

Our revenue is measured at the determinable transaction price, net of any variable considerations granted to customers. Variable considerations include the right to return parts, discounts, rebates, refunds, credits, price concessions, incentives, performance bonuses, or other similar items. These variable considerations are estimated throughout the year based on various factors, including contract terms, historical experience and performance levels.

**LKQ CORPORATION AND SUBSIDIARIES**  
**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

Sales tax and other tax amounts collected from customers for remittance to governmental authorities are excluded from revenue in the Consolidated Statements of Income and are shown as a current liability on the Consolidated Balance Sheets until remitted.

Any incremental costs to obtain a contract (commissions earned by our sales representatives on product sales) are expensed when incurred, as the amortization period of the asset would be one year or less due to the short-term nature of our contracts.

#### *Cost of Goods Sold*

Cost of goods sold includes: the price we pay for inventory, net of vendor discounts, rebates or other incentives; inbound freight and other transportation costs to bring inventory into our facilities; and overhead costs related to purchasing, warehousing and transporting our products from our distribution warehouses to our selling locations. For our salvage, remanufactured, refurbished and manufactured products, cost of goods sold also includes direct and indirect labor, equipment costs, depreciation, and other overhead to transform inventory into finished products suitable for sale. Cost of goods sold also includes expenses for service-type **warranties** and for assurance-type warranty programs.

#### *Selling, General and Administrative Expenses*

Selling, general and administrative ("SG&A") expenses include: personnel costs for employees in SG&A functions; costs to operate branch locations, corporate offices and back office support centers; costs to transport products from facilities to our customers; and other expenses, such as professional fees, supplies, and advertising expenses. The costs included in SG&A expenses do not relate to inventory processing or conversion activities, and, as such, are classified below Gross margin in the Consolidated Statements of Income.

#### *Stock-Based Compensation*

For the restricted stock units ("RSUs") that contain both a performance-based vesting condition and a time-based vesting condition, we recognize compensation expense using the accelerated attribution method, pursuant to which expense is recognized straight-line over the requisite service period for each separate vesting tranche of the award. For all other awards, which are subject to only a time-based vesting condition, we recognize compensation expense on a straight-line basis over the requisite service period of the entire award.

For performance-based RSUs ("PSUs"), the expense is calculated using the projected award value, which is based on an estimate of the achievement of the performance objectives, and is recognized on a straight-line basis over the performance period.

The impacts of forfeitures on RSUs and PSUs expense are recorded as they occur.

#### *Income Taxes*

Current income taxes are provided on income reported for financial reporting purposes, adjusted for transactions that do not enter into the computation of income taxes payable in the same year. Deferred income taxes are provided for temporary differences between the tax bases of assets and liabilities and their reported amounts in the financial statements. A valuation allowance is provided for deferred tax assets if it is more likely than not that these items will either expire before we are able to realize their benefit or that future deductibility is uncertain. Provision is made for taxes on undistributed earnings of foreign subsidiaries and related companies to the extent that such earnings are not deemed to be permanently invested.

We recognize the benefits of uncertain tax positions taken or expected to be taken in tax returns in the provision for income taxes only for those positions that are more likely than not to be realized. We follow a two-step approach to recognizing and measuring uncertain tax positions. The first step is to evaluate the tax position for recognition by determining if the weight of available evidence indicates it is more likely than not that the position will be sustained on audit, including resolution of related appeals or litigation processes, if any. The second step is to measure the tax benefit as the largest amount that is more than 50% likely of being realized upon ultimate settlement. We consider many factors when evaluating and estimating our tax positions

### **LKQ CORPORATION AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

and tax benefits, which may require periodic adjustments and which may not accurately forecast actual outcomes. Our policy is to include any interest and penalties associated with income tax obligations in income tax expense.

### **LKQ CORPORATION AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

#### *Cash, and Cash Equivalents and Restricted Cash*

Cash and cash equivalents include cash on hand, operating accounts, and deposits readily convertible to known amounts of cash. **Restricted cash** includes any cash that is legally or contractually restricted as to withdrawal or usage.

#### *Allowance for Credit Losses*

Receivables are reported net of an allowance for credit losses. The allowance is measured on a pool basis when similar risk characteristics exist, and a loss-rate for each pool is determined using historical credit loss experience as the basis for the estimation of expected credit losses. Adjustments to historical loss information are made for differences in current conditions (e.g., management's evaluation of the aging of customer receivable balances and the financial condition of our customers) as well as changes in forecasted macroeconomic conditions, such as changes in the unemployment rate, gross domestic product growth rate or credit default rates.

#### *Concentrations of Credit Risks*

Financial instruments that potentially subject us to significant concentration of credit risk consist primarily of cash and cash equivalents and receivables. We control our exposure to credit risk associated with these instruments by (i) placing cash and cash equivalents with several major financial institutions; (ii) holding high-quality financial instruments; and (iii) maintaining strict policies over credit extension that include credit evaluations, credit limits and monitoring procedures. In addition, our overall credit risk with respect to accounts receivable is limited to some extent because our customer base is composed of a large number of geographically diverse customers.

#### *Inventories*

Our inventory is stated at the lower of cost or net realizable value. Net realizable value can be influenced by current anticipated demand. If actual demand is lower than our estimates, additional reductions to inventory carrying value would be necessary in the period such determination is made.

The cost of our inventory is determined differently based on the category of inventory; (i) aftermarket and refurbished products, (ii) salvage and remanufactured products, and (iii) manufactured products.

An aftermarket product is a new vehicle product manufactured by a company other than the original equipment manufacturer. For aftermarket products, cost is established based on the average price paid for parts. Inventory cost for aftermarket products includes expenses incurred for freight in and overhead costs; for items purchased from foreign companies, import fees and duties and transportation insurance are also included. Refurbished products are parts that require cosmetic repairs, such as wheels, bumper covers and lights; we will apply new parts, products or materials to these parts to produce the finished product. Refurbished inventory cost is based upon the average price we pay for cores, which are recycled automotive parts that are not suitable for sale as a replacement part without further processing. The cost of refurbished inventory also includes expenses incurred for freight in, labor and other overhead costs.

A salvage product is a recycled vehicle part suitable for sale as a replacement part. Salvage product cost is established based upon the price we pay for a vehicle, including auction, storage and towing fees, as well as expenditures for buying and dismantling the vehicle. Inventory carrying value is determined using the average cost to sales percentage at each of our facilities and applying that percentage to the facility's inventory at expected selling prices, the assessment of which incorporates the sales probability based on a part's number of days in stock and historical demand. The average cost to sales percentage is derived from each facility's historical profitability for salvage vehicles. Remanufactured products are used parts that have been inspected, rebuilt, or reconditioned to restore functionality and performance, such as remanufactured engines and transmissions. Remanufactured inventory cost is based upon the price paid for cores and expenses incurred for freight in, direct manufacturing costs and other overhead costs.

A manufactured product is a new vehicle product. Manufactured product inventory can be a raw material, work-in-process or finished good. Manufactured product cost is established using the first-in first-out method.

### **LKQ CORPORATION AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

#### *Property, Plant and Equipment*

Property, plant and equipment are recorded at cost less accumulated depreciation. Depreciation is calculated using the straight-line method over the estimated useful lives or, in the case of leasehold improvements, the term of the related lease and reasonably assured renewal periods, if shorter. Depreciation expense associated with refurbishing, remanufacturing, manufacturing and furnace operations as well as distribution centers are recorded in Cost of goods sold in the Consolidated Statements of Income. Depreciation expense resulting from restructuring programs is recorded in Restructuring and transaction related expenses in the Consolidated Statements of Income. All other depreciation expense is reported in Depreciation and amortization in the Consolidated Statements of Income.

Expenditures for major additions and improvements that extend the useful life of the related asset are capitalized. Expenditures for maintenance and repairs are recorded as incurred to SG&A expenses in the Consolidated Statements of Income. As property, plant and equipment are sold or retired, the applicable cost and accumulated depreciation are removed from the accounts and any resulting gain or loss thereon is recognized. Construction in progress consists primarily of building and land improvements at our existing facilities.

#### *Intangible Assets*

Intangible assets consist primarily of goodwill (the cost of purchased businesses in excess of the fair value of the identifiable net assets acquired) and other specifically identifiable intangible assets, such as **trade names, trademarks**, customer and supplier relationships, **trade names, trademarks**, software and other technology related assets, and covenants not to compete.

Goodwill and indefinite-lived intangible assets are tested for impairment at least annually. We performed annual impairment tests during the fourth quarters of **2024, 2023 2022** and **2021, 2022**. Goodwill and indefinite-lived intangible assets impairment testing may also be performed on an interim basis when events or circumstances arise that may lead to impairment. The fair value estimates of our goodwill reporting units were established using weightings of the results of a discounted cash flow methodology and a comparative market multiples approach.

Based on the annual goodwill and indefinite-lived intangible assets impairment test performed in the fourth quarter of **2023, 2024**, we determined no impairment existed. The goodwill reporting units had a fair value estimate which exceeded the carrying value by at least **20% 10%**.

#### *Leases*

We determine if an arrangement is a lease at contract inception with lease right-of-use ("ROU") assets and lease liabilities being recognized based on the present value of the future minimum lease payments over the lease term at the commencement date. In determining the present value of future lease payments, we use the incremental borrowing rate based on the information available at commencement date when the implicit rate is not readily determinable. We determine the incremental borrowing rate by analyzing yield curves with consideration of lease term, country and Company specific factors. In assessing the ROU asset, we include any lease prepayments and exclude deduct lease incentives. We account for the lease and non-lease components of a contract as a single lease component and for leases with an initial term of 12 months or less, we have elected to not record an ROU asset and lease liability. In assessing the lease term, we include options to renew only when it is reasonably certain that the option will be exercised.

For certain lease agreements, rental payments are adjusted periodically for inflation. Typically, these adjustments are considered variable lease costs. Other variable lease costs consist of certain non-lease components that are disclosed as lease costs due to our election of the practical expedient to combine lease and non-lease components and include items such as variable payments for utilities, property taxes, common area maintenance, sales taxes, and insurance.

#### *Net Assets Held for Sale*

We record the net assets of held for sale businesses at the lower of fair value less cost to sell or carrying value. Fair values are based on projected discounted cash flows and/or estimated selling prices. Management's assumptions for the discounted cash flow analyses of the businesses are based on projected revenues and profits, tax rates, capital expenditures, working capital requirements and discount rates. For businesses for which we utilized estimated selling prices to calculate the fair value, the inputs to the estimates included projected market multiples and any reasonable offers. Due to uncertainties in the estimation process, it is possible that actual results could differ from the estimates used in management's analysis. The inputs utilized in the fair value estimates are classified as Level 3 within the fair value hierarchy. The fair values of the net assets were measured on a non-

### **LKQ CORPORATION AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

non-recurring recurring basis as of December 31, 2023 December 31, 2024. As of December 31, 2023 December 31, 2024 and 2022, 2023, assets and liabilities held for sale were insignificant. In 2024, we divested certain operations in Slovenia, Poland and Bosnia. Our decision to exit these businesses, as well as other factors, constituted a triggering event to evaluate our net assets held for sale for impairment, and as a result, we incurred impairment charges related to these divestitures during the year ended December 31, 2024. See Note 13, "Restructuring and Transaction Related Expenses" for further information related to these impairment charges. For the year ended December 31, 2023, we recorded an insignificant amount of impairment on our net assets held for sale.

#### *Impairment of Long-Lived Assets*

Long-lived assets are reviewed for possible impairment whenever events or circumstances indicate that the carrying amount of such assets may not be recoverable. If such review indicates that the carrying amount of long-lived assets is not recoverable, the carrying amount of such assets is reduced to fair value. As a result of the divestitures described in the "Net Assets Held for Sale" section above, we incurred impairment charges to the carrying value of long-lived assets during the year ended December 31, 2024. See Note 13, "Restructuring and Transaction Related Expenses" for further information related to these impairment charges. There were no material significant impairments to the carrying value of long-lived assets during the years ended December 31, 2023, 2022 or 2021, 2022.

#### *Equity Method Investments*

We account for our investments in unconsolidated subsidiaries using the equity method of accounting, as our investments give us the ability to exercise significant influence, but not control, over the investee. Under the equity method of accounting, the initial investment is recorded at cost and the investment is subsequently adjusted for its proportionate share of earnings or losses and dividends, including consideration of basis differences resulting from the difference between the initial carrying amount of the investment and the underlying equity in net assets, as applicable.

#### *Warranty Reserve*

Assurance-type warranties are not considered a separate performance obligation, and thus no transaction price is allocated to them. Our warranty reserve is calculated using historical claim information to project future warranty claims activity and is recorded within Other accrued expenses and Other noncurrent liabilities on our Consolidated Balance Sheets based on the expected timing of to settle the related payments. warranty claims. We record warranty costs in Cost of goods sold in our Consolidated Statements of Income.

#### *Self-Insurance Reserves*

We self-insure a portion of our employee medical benefits under the terms of our employee health insurance program. We purchase certain stop-loss insurance to limit our liability exposure. We also self-insure a portion of our property and casualty risk, which includes automobile liability, general liability, directors and officers liability, workers' compensation, and property coverage, under deductible insurance programs. The insurance premium costs are expensed over the contract periods. A reserve for liabilities associated with these losses is established for claims filed and claims incurred but not yet reported based upon our estimate of the ultimate cost, which is calculated using an analysis of historical data. We monitor new claim and claim developments as well as trends related to the claims incurred but not reported in order to assess the adequacy of our insurance reserves. The current portion of total self-insurance reserves is recorded in Other accrued expenses on the Consolidated Balance Sheet Sheets with the noncurrent portion is recorded in Other noncurrent liabilities on the Consolidated Balance Sheet Sheets, which reflects management's estimates of when claims will be paid.

#### *Litigation and Related Contingencies*

We have certain contingencies resulting from litigation, claims and other commitments and are subject to a variety of environmental and pollution control laws and regulations incident to the ordinary course of business. We currently expect that the resolution of such contingencies will not materially affect our financial position, results of operations or cash flows.

## Treasury Stock

We record common stock purchased for treasury stock at cost. The excise tax on share repurchases initiated on and after January 1, 2023 is included in the cost basis of treasury stock. See Note 24, "Income Taxes" for additional information related to the excise tax.

## LKQ CORPORATION AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

### Recent Accounting Pronouncements

#### Recently Adopted Accounting Pronouncements

During the first quarter of 2023, we adopted Accounting Standards Update No. 2022-04, "Liabilities—Supplier Finance Programs (Subtopic 405-50): Disclosure of Supplier Finance Program Obligations" ("ASU 2022-04"), which requires the buyer in a supplier finance program to disclose certain information about its program, including key terms, balance sheet presentation of amounts, outstanding amounts at the end of each period, and rollforwards of balances. We adopted the provisions of ASU 2022-04 on a retrospective basis, (see Note 18, "Supply Chain Financing"), except for the disclosure of rollforward information, which **will be** was adopted prospectively **in 2024** for the year ended December 31, 2024 as required. The adoption of ASU 2022-04 did not have a material impact on our Consolidated Financial Statements.

#### Recently Issued Accounting Pronouncements results of operations, financial position or cash flows but did result in additional disclosures.

In November 2023, the Financial Accounting Standards Board ("FASB") issued Accounting Standards Update No. 2023-07, "Segment Reporting (Topic 280): Improvements to Reportable Segment Disclosures" ("ASU 2023-07") (ASU 2023-07). The ASU expands public entities' segment disclosures by requiring disclosure of significant segment expenses that are regularly provided to the chief operating decision maker ("CODM") and included within each reported measure of segment profit or loss, an amount and description of its composition for other segment items, and interim disclosures of a reportable segment's profit or loss and assets. **The** We adopted the ASU **is** effective on a retrospective basis beginning in this Annual Report on Form 10-K for fiscal years beginning after December 15, 2023 and interim periods within fiscal years beginning after December 15, 2024 the year ended December 31, 2024. Early **The** adoption **is** permitted. We are currently evaluating the of ASU 2023-07 did not have a material impact of adopting this ASU on our Consolidated Financial Statements. results of operations, financial position or cash flows but did result in additional disclosures.

#### Recently Issued Accounting Pronouncements

In December 2023, the Financial Accounting Standards Board FASB issued Accounting Standards Update No. 2023-09, "Income Taxes (Topic 740): Improvements to Income Tax Disclosures" ("ASU 2023-09"). Disclosures. The ASU requires disclosure of disaggregated income taxes paid, prescribes standard categories for the components of the effective tax rate reconciliation, and modifies other income tax-related disclosures. The ASU **will be** is effective for fiscal years beginning after December 15, 2024, and requires prospective application with the option to apply it retrospectively. Early adoption is permitted. We are currently evaluating the impact of adopting this ASU on our Consolidated Financial Statements. consolidated financial statements.

In November 2024, the FASB issued Accounting Standards Update 2024-03, "Income Statement-Reporting Comprehensive Income-Expense Disaggregation Disclosures (Subtopic 220-40): Disaggregation of Income Statement Expenses." The ASU requires disclosure of specific expense categories within relevant income statement captions. The amendments in this ASU are effective for fiscal years beginning after December 15, 2026, and interim periods within fiscal years beginning after December 15, 2027. The ASU can be adopted prospectively or retrospectively and early adoption is permitted. We are currently evaluating the impact of adopting this ASU on our consolidated financial statements.

### Note 3. Business Combinations

On August 1, 2023 During the year ended December 31, 2024, we **acquired** completed acquisitions of eight businesses within our Wholesale - North America segment and two businesses within our Europe segment. These acquisitions were not material to our financial position or results of operations as of and for the year ended December 31, 2024. Additionally, in January 2024, we paid \$23 million (€21 million) to a minority shareholder to settle a put option exercised on redeemable shares issued in conjunction with a previous acquisition. This payment was presented within Other financing activities, net in financing activities in our Consolidated Statements of Cash Flows.

On February 26, 2023, we entered into a plan of arrangement to acquire all of Uni-Select's issued and outstanding shares. On August 1, 2023, we completed the acquisition of Uni-Select for an aggregate consideration paid of approximately Canadian dollar ("CAD") 48.00 per share in cash, representing a total enterprise value of approximately CAD 2.8 billion (\$2.1 billion) (the "Uni-Select Acquisition"), by way of a plan of arrangement (the "Arrangement") entered into on February 26, 2023, under the provisions of the Business Corporations Act (Québec). Uni-Select was a leading distributor of automotive refinish and industrial coatings and related products in North America through its FinishMaster segment, in the automotive aftermarket parts business in Canada through its Canadian Automotive Group segment and in the United Kingdom ("U.K.") through its GSF Car Parts segment.

During the second quarter of 2023, we received the required approvals from Uni-Select's shareholders, the Superior Court of Québec and regulators in the United States and Canada with respect to the Arrangement. On July 26, 2023, the U.K.'s Competition and Markets Authority cleared the acquisition, except with respect to the wholesale automotive parts business, GSF Car Parts in the U.K., which was divested in October 2023. See Note 4, "Discontinued Operations and Divestitures" for information related to the divestment of GSF Car Parts.

In order to reduce the risk related to changes in CAD foreign exchange rates for the CAD purchase price, **between** signing the Arrangement and closing of the Uni-Select Acquisition, we entered into foreign exchange contracts. These foreign exchange contracts did not qualify for hedge accounting, and therefore the changes in fair value **are** were reported in Gains on foreign exchange contracts - acquisition related in the Consolidated Statements of Income. We reported Gains on foreign exchange contracts - acquisition related of \$49 million for the year ended December 31, 2023. These foreign exchange contracts were settled in July 2023 ahead of closing of the Uni-Select Acquisition, resulting in total payments received of \$49 million. See Note 20, 19, "Derivative Instruments and Hedging Activities" for information related to these foreign exchange contracts. This acquisition

complemented our existing North American paint distribution operations and provided a scaled position in the Canadian replacement and maintenance parts market, with opportunity for future consolidation and growth.

In connection with the Uni-Select Acquisition, we entered into a senior unsecured bridge loan facility to obtain committed financing for a portion of the purchase price. The bridge loan facility was terminated in the second quarter of 2023 after arranging the permanent financing as discussed below. We incurred \$9 million in upfront fees related to the bridge loan facility and fully amortized these upfront fees (reported in Interest expense in the Consolidated Statements of Income) during the year ended December 31, 2023.

**LKQ CORPORATION AND SUBSIDIARIES**  
**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

For the permanent financing, on March 27, 2023, we entered into a new term loan credit agreement ("CAD Note") which established an unsecured term loan facility of up to CAD 700 million maturing in July 2026. Proceeds from the CAD Note could only be used (i) to finance a portion of the aggregate cash consideration for the Uni-Select Acquisition, (ii) to refinance certain outstanding debt of Uni-Select and (iii) to pay fees, costs and expenses related to the Uni-Select Acquisition. The CAD Note included a non-usage fee that was incurred through the date the proceeds were drawn on the facility. In connection with the closing of the Uni-Select Acquisition, we borrowed approximately \$531 million (CAD 700 million) under the CAD Note on July 31, 2023. There were no changes in borrowings against the CAD Note between the draw date and December 31, 2023. See Note 19, "Long-Term Obligations" for additional information related to the CAD Note.

Additionally, on May 24, 2023, we completed an offering of \$1,400 million aggregate principal amount of senior unsecured notes, consisting of \$800 million senior notes due 2028 (the "U.S. Notes (2028)") and \$600 million senior notes due 2033 (the "U.S. Notes (2033)") and together with the U.S. Notes (2028), the "U.S. Notes (2028/33)". The net proceeds from the offering of the U.S. Notes (2028/33) were used, together with borrowings under our CAD Note, (i) to finance a portion of the consideration payable for the Uni-Select Acquisition, including repaying existing Uni-Select indebtedness, (ii) to pay associated fees and expenses, including fees and expenses incurred in connection with the offering, and (iii) for general corporate purposes. See Note 19, "Long-Term Obligations" for additional information related to the offering of the Notes.

To hedge the movement of market interest rates for the senior notes prior to the issuance date, we entered into forward-starting interest rate swaps to lock interest rates for the five and ten year senior notes. These forward-starting interest rate swaps were settled in the second quarter following the issuance of the U.S. Notes (2028/33). See Note 20, "Derivative Instruments and Hedging Activities" for information related to these interest rate instruments.

We funded the remainder of the purchase price with borrowings under our revolving credit facility and cash on hand of approximately \$150 million and \$50 million, respectively.

In addition to our acquisition of Uni-Select, we completed acquisitions of three businesses within our Wholesale - North America segment, four businesses within our Europe segment and one business in our Specialty segment, during the year ended December 31, 2023.

The acquisition of Uni-Select complements our existing North American paint distribution operations and provides a scaled position in the Canadian mechanical parts space, with opportunity for future consolidation and growth. The primary objectives of our other acquisitions made during the year ended December 31, 2023 were to create economic value for our stockholders by enhancing our position as a leading source for alternative collision and mechanical repair products and to expand into other product lines and businesses that may benefit from our operating strengths.

When we identify potential acquisitions, we attempt to target companies with a leading market presence, experienced management team and workforce, high synergies and/or that add critical capabilities with opportunity for future consolidation and growth. For certain of our acquisitions, we have identified cost savings and synergies as a result of integrating the company with our existing business that provide additional value to the combined entity. In many cases, acquiring companies with these characteristics will result in purchase prices that include a significant amount of goodwill.

Our acquisitions are accounted for under the purchase method of accounting and are included in our consolidated financial statements from the dates of acquisition. The purchase prices were allocated to the net assets acquired based upon estimated fair values at the dates of acquisition. The During the year ended December 31, 2024, there have been no significant adjustments to the preliminary purchase price allocations for the acquisitions made during the year ended December 31, 2023 are preliminary as we are in the process of determining the following: 1) valuation amounts for certain receivables, inventories and fixed assets acquired; 2) valuation amounts for certain intangible assets acquired; 3) the acquisition date fair value of certain liabilities assumed; and 4) the tax basis of the entities acquired. We have recorded preliminary estimates for certain of the items noted above and will record adjustments, if any, to the preliminary amounts upon finalization of the valuations.

From the date of our preliminary allocation for Uni-Select in the third quarter of 2023 through December 31, 2023, we recorded adjustments based on our valuation procedures, primarily related to intangibles and deferred income taxes that resulted in the allocation of \$81 million of goodwill to acquired net assets. The income statement effect of these measurement period adjustments for our Uni-Select acquisition that would have been recorded in previous reporting periods if the adjustments had been recognized as of the acquisition dates was immaterial.

**LKQ CORPORATION AND SUBSIDIARIES**  
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The purchase price allocations for the acquisitions completed during the year ended December 31, 2023 are as follows (in millions):

	Year Ended December 31, 2023		
	Uni-Select <sup>(1)</sup>	Other Acquisitions <sup>(2)</sup>	Total
Receivables	\$ 123	\$ 33	\$ 156
Inventories <sup>(1)</sup>	327	67	394
Prepaid expenses and other current assets	30	6	36
Assets of discontinued operations <sup>(2)</sup>	299	—	299

Property, plant and equipment	102	11	113
Operating lease assets	80	11	91
Goodwill <sup>(3)</sup>	1,149	72	1,221
Other intangibles <sup>(4)</sup>	693	38	731
Other noncurrent assets	25	—	25
Current liabilities assumed <sup>(5)</sup>	(338)	(47)	(385)
Liabilities of discontinued operations <sup>(2)</sup>	(183)	—	(183)
Long-term operating lease liabilities, excluding current portion	(55)	(9)	(64)
Debt assumed	(1)	(12)	(13)
Other noncurrent liabilities assumed <sup>(6)</sup>	(167)	(4)	(171)
Other purchase price obligations	(3)	(22)	(25)
Cash used in acquisitions, net of cash acquired	\$ 2,081	\$ 144	\$ 2,225

(1) Primarily comprised of aftermarket and refurbished products.

(2) In connection with our acquisition of Uni-Select, we acquired one business (GSF Car Parts) which was required to be sold. Therefore, such business was classified as held for sale and was included within the "Assets of discontinued operations" and "Liabilities of discontinued operations" line items in the above preliminary allocation of purchase price. See Note 4, "Discontinued Operations and Divestitures" for information related to the GSF Car Parts business.

(3) We expect \$116 million and \$15 million of goodwill to be deductible for income tax purposes related to Uni-Select and our other acquisitions, respectively.

(4) The amount recorded for our acquisition of Uni-Select primarily includes \$17 million of trade names (3 to 5 year useful lives) and \$669 million of customer and supplier relationships (10 to 17 year useful lives).

(5) The amount recorded for our acquisition of Uni-Select includes \$64 million of Accounts Payable outstanding under a supply chain financing arrangement. See Note 18, "Supply Chain Financing" for information related to our supply chain financing programs.

(6) The amount recorded for our acquisition of Uni-Select includes \$154 million of net deferred income tax liability, the significant components of which are as follows: deferred tax liabilities related to customer relationships of \$174 million net with deferred tax assets related to Canadian net operating loss carryforwards of \$23 million.

(7) In the period between the acquisition date and December 31, 2023, Uni-Select, which is reported from those disclosed in our Wholesale - North America segment, generated revenue of \$546 million and an operating loss of \$17 million, including \$25 million of restructuring and transaction related expenses and \$34 million of amortization of acquired intangibles.

(8) In the period between the acquisition dates and December 31, 2023, these acquisitions generated revenue of \$156 million, including \$69 million within our Specialty segment, \$67 million within our Europe segment, and the remaining amount within our Wholesale - North America segment, and operating income of \$11 million, primarily within our Europe segment. Consolidated Financial Statements.

The fair value of our intangible assets is based on a number of inputs, including projections of future cash flows, assumed royalty rates and customer attrition rates, all of which are Level 3 inputs. The fair value of our property, plant and equipment is determined using inputs such as market comparables and current replacement or reproduction costs of the asset, adjusted for physical, functional and economic factors; these adjustments to arrive at fair value use unobservable inputs in which little or no market data exists, and therefore, these inputs are considered to be Level 3 inputs. See Note 21, "Fair Value Measurements" for further information regarding the tiers in the fair value hierarchy.

**LKQ CORPORATION AND SUBSIDIARIES**  
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*Unaudited Pro Forma Financial Information*

The following unaudited pro forma financial information presents the effect of the businesses acquired during the year ended December 31, 2023 December 31, 2024 as though the businesses had been acquired as of January 1, 2022 January 1, 2023. The unaudited pro forma financial information is based upon accounting estimates and judgments that we believe are reasonable. The unaudited pro forma financial information includes the effect of purchase accounting adjustments, such as the adjustment of inventory acquired to fair value, adjustments to depreciation on acquired property, plant and equipment, adjustments to rent expense for above or below market leases, adjustments to amortization on acquired intangible assets, adjustments to interest expense, and the related tax effects. These pro forma results are not necessarily indicative of what would have occurred if the acquisitions had been in effect for the periods presented or of future results. The unaudited pro forma financial information is as follows (in millions):

	Year Ended December 31,	Year Ended December 31,	Year Ended December 31,
	2023	2024	2024
Revenue			
Revenue			
Revenue			
Income from continuing operations			
Income from continuing operations			

## Income from continuing operations

The pro forma impact of our acquisitions also reflects the elimination of acquisition related expenses (net of tax) of \$18 million and gains on foreign exchange contracts - acquisition related of \$49 million for the year ended December 31, 2023. In addition, the unaudited pro forma financial information excludes the results of GSF Car Parts which was classified as discontinued operations upon the acquisition of Uni-Select. Refer to Note 14, 13, "Restructuring and Transaction Related Expenses" for further information regarding our acquisition related expenses, Note 20, 19, "Derivative Instruments and Hedging Activities" for further information on our foreign exchange contracts and Note 4, "Discontinued Operations and Divestitures" for further information related to the divestment of GSF Car Parts.

### Note 4. Discontinued Operations and Divestitures

#### GSF Car Parts

As part of the Uni-Select transaction, we were required to divest its U.K. subsidiary, GSF Car Parts, to comply with the U.K.'s Competition and Markets Authority regulatory ruling. Since the GSF Car Parts business was held separate and never integrated into our business, we classified the business as discontinued operations upon acquisition.

On October 25, 2023, we completed the divestment of divested GSF Car Parts to a third party for \$110 million of proceeds, net of cash divested, resulting in an immaterial loss on sale. The proceeds were used for repayments on our revolving credit facilities. In order to manage our exposure to variability in the cash flows related to the sale of GSF Car Parts, we entered into a foreign exchange forward contract to fix the amount of USD we received upon completion of the sale. This foreign exchange contract was settled in October 2023.

#### Glass Manufacturing Business

For the year ended December 31, 2022, we recorded to discontinued operations a \$5 million benefit primarily related to the reassessment of a previously recorded valuation allowance on a deferred tax asset related to our glass manufacturing business sold in 2017. For the year ended December 31, 2021, we recorded an insignificant gain related to the settlement of certain tax matters with the buyer.

#### Other Divestitures (Not Classified in Discontinued Operations)

In 2024, we divested certain operations in Slovenia, Poland and Bosnia. See Note 13, "Restructuring and Transaction Related Expenses" for further information related to these divestitures.

### LKQ CORPORATION AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

In April 2022, we completed the sale of PGW, our aftermarket glass business within our Wholesale - North America segment, to a third party for \$361 million resulting in recognition of a \$155 million pretax gain (\$127 million after tax). Additionally, in September 2022, we completed the sale of a business within our Self Service segment, to a third party, resulting in proceeds of \$25 million and the recognition of a \$4 million pretax gain (\$3 million after tax).

### LKQ CORPORATION AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

### Note 5. Inventories

We classify our inventory into the following categories: (i) aftermarket and refurbished products, (ii) salvage and remanufactured products, and (iii) manufactured products.

Inventories consist of the following (in millions):

	December 31,	
	2023	2022
Aftermarket and refurbished products	\$ 2,556	\$ 2,279
Salvage and remanufactured products	510	427
Manufactured products	55	46
Total inventories	\$ 3,121	\$ 2,752

Aftermarket and refurbished products and salvage and remanufactured products are primarily composed of finished goods. As of December 31, 2023, manufactured products inventory was primarily composed of \$26 million of raw materials \$7 million and finished goods.

Inventories consist of work in process, and \$22 million of finished goods. As of December 31, 2022, manufactured products inventory was composed of \$26 million of raw materials, \$5 million of work in process, and \$15 million of finished goods. The following (in millions):

	December 31,	
	2024	2023
Aftermarket and refurbished products	\$ 2,659	\$ 2,556
Salvage and remanufactured products	507	510

Manufactured products	54	55
Total inventories	\$ 3,220	\$ 3,121

#### Note 6. Property, Plant and Equipment

Property, plant and equipment consists of the following (in millions):

	Useful Life	Useful Life	2023	2022	Useful Life	2024	2023
Land and improvements							
Buildings and improvements							
Machinery and equipment							
Computer equipment							
Vehicles and trailers							
Furniture and fixtures							
Leasehold improvements							
Finance lease assets					2,557		
					2,705		
Less—Accumulated depreciation							
Construction in progress							
Total property, plant and equipment, net							

(1) Only applies to land improvements as land is not depreciated.

Total depreciation expense for the years ended December 31, 2023 December 31, 2024, 2023, and 2022 and 2021 was \$225 million, \$193 million, \$169 million, and \$180 \$169 million, respectively.

#### Note 7. Self-Insurance Reserves

To provide for the potential liabilities for certain risks, we use a combination of insurance and self-insurance mechanisms, including a consolidated, wholly-owned captive insurance subsidiary which provides insurance coverage for workers' compensation and automotive liability claim payments that are below our deductibles under our third-party policies. The activity related to our captive insurance subsidiary was not material for the years ended December 31, 2023 December 31, 2024, 2023, and 2022, respectively. 2022.

#### LKQ CORPORATION AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

Total self-insurance reserves were \$136 \$144 million and \$126 \$136 million, of which \$73 \$79 million and \$62 \$73 million were classified as current, as of December 31, 2023 December 31, 2024 and 2022, 2023, respectively. We had outstanding letters of credit of \$110 \$114 million and \$69 \$110 million, of which \$74 \$79 million and \$69 \$74 million were to guarantee self-insurance claims payments at December 31, 2023 December 31, 2024 and 2022, 2023, respectively. While we do not expect the amounts ultimately paid to differ significantly from the estimates, the insurance

#### LKQ CORPORATION AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

reserves and corresponding expenses could be affected if future claims experience differs significantly from historical trends and assumptions.

#### Note 8. Allowance for Credit Losses

Our allowance for expected credit losses was \$61 \$56 million and \$54 \$61 million as of December 31, 2023 December 31, 2024 and December 31, 2022 December 31, 2023, respectively. The provision for credit losses was an expense of \$17 million, \$12 million, and \$9 million, and a benefit of \$5 million for the years ended December 31, 2023 December 31, 2024, 2023, and 2022, and 2021, respectively.

A rollforward of our allowance for credit losses is as follows (in millions):

	2023	
	2023	
	2023	2022
	2024	
	2024	

	2024	2023
Balance as of January 1,		
Provision for credit losses		
Provision for credit losses		
Provision for credit losses		
Write-offs		
Write-offs		
Write-offs		
Impact of foreign currency		
Impact of foreign currency		
Impact of foreign currency		
Balance as of December 31,		
Balance as of December 31,		
Balance as of December 31,		

#### **Note 9. Noncontrolling Interest**

Prior to December 2023, we have presented redeemable shares issued to a minority shareholder in conjunction with a previous acquisition as redeemable noncontrolling interest outside of permanent equity on our Consolidated Balance Sheets. In December 2023, the minority shareholder exercised the put option on these shares at the fixed price of \$24 million (€21 million) payable in January 2024. As a result of this exercise, the redeemable noncontrolling interest has been reclassified to Other current liabilities on the Consolidated Balance Sheets at December 31, 2023.

#### **Note 10.9. Intangible Assets**

The changes in the carrying amount of goodwill by reportable segment is as follows (in millions):

	Wholesale - North America	Wholesale - North America	Europe	Specialty Service	Self	Wholesale - North America	Europe	Specialty Service	Self	Total
Balance as of January 1, 2022, gross										
Balance as of January 1, 2023, gross										
Balance as of January 1, 2022, gross										
Balance as of January 1, 2023, gross										
Balance as of January 1, 2022, gross										
Accumulated impairment losses as of January 1, 2022										
Balance as of January 1, 2022										
Business acquisitions and adjustments to previously recorded goodwill										
Disposal of businesses										
Disposal of businesses										
Disposal of businesses										
Exchange rate effects										
Balance as of December 31, 2022										
Balance as of January 1, 2023, gross										
Accumulated impairment losses as of January 1, 2023										
Balance as of January 1, 2023										
Business acquisitions										
Exchange rate effects										
Exchange rate effects										
Exchange rate effects										
Balance as of December 31, 2023										
Business acquisitions and adjustments to previously recorded goodwill										
Disposal of businesses										

Disposal of businesses  
Disposal of businesses  
Exchange rate effects  
Balance as of December 31, 2024

The components of other intangibles, net are as follows (in millions):

	December 31, 2024			December 31, 2023		
	Gross Carrying Amount	Accumulated Amortization	Net	Gross Carrying Amount	Accumulated Amortization	Net
Customer and supplier relationships	\$ 1,150	\$ (505)	\$ 645	\$ 1,176	\$ (412)	\$ 764
Trade names and trademarks	513	(248)	265	536	(226)	310
Software and other technology related assets	425	(266)	159	404	(246)	158
Covenants not to compete	—	—	—	2	(2)	—
Total finite-lived intangible assets	2,088	(1,019)	1,069	2,118	(886)	1,232
Indefinite-lived trademarks	81	—	81	81	—	81
Total other intangible assets	\$ 2,169	\$ (1,019)	\$ 1,150	\$ 2,199	\$ (886)	\$ 1,313

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The components of other intangibles, net are as follows (in millions):

	December 31, 2023			December 31, 2022		
	Gross Carrying Amount	Accumulated Amortization	Net	Gross Carrying Amount	Accumulated Amortization	Net
Trade names and trademarks	\$ 536	\$ (226)	\$ 310	\$ 489	\$ (194)	\$ 295
Customer and supplier relationships	1,176	(412)	764	479	(340)	139
Software and other technology related assets	404	(246)	158	361	(223)	138
Covenants not to compete	2	(2)	—	6	(6)	—
Total finite-lived intangible assets	2,118	(886)	1,232	1,335	(763)	572
Indefinite-lived trademarks	81	—	81	81	—	81
Total other intangible assets	\$ 2,199	\$ (886)	\$ 1,313	\$ 1,416	\$ (763)	\$ 653

Estimated useful lives for the finite-lived intangible assets are as follows:

	Method of Amortization		Useful Life
	Customer and supplier relationships	Trade names and trademarks	Software and other technology related assets
Customer and supplier relationships	Accelerated	Straight-line	Accelerated
Trade names and trademarks	Accelerated	Accelerated	Straight-line
Customer and supplier relationships	Straight-line	Straight-line	Straight-line
Software and other technology related assets	3-20 years	3-30 years	3-15 years
Covenants not to compete	3-20 years	3-20 years	2-5 years

Amortization expense for intangibles was \$182 million, \$126 million, \$95 million, and \$104 million during the years ended December 31, 2023 December 31, 2024, 2022, 2023, and 2021, respectively. Estimated amortization expense for each of the five years in the period ending December 31, 2028 December 31, 2029 is \$178 million, \$167 million, \$157 million, \$150 million, \$138 million, \$131 million and \$107 million, respectively.

**Note 11.10. Equity Method Investments**

The carrying value of our Equity method investments were as follows (in millions):

Segment	Ownership as of December 31, 2023	December 31, 2023	December 31, 2022	Segment	Ownership as of December 31, 2024	December 31, 2024	December 31, 2023
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## MEKO AB

(1)

Other

Total

(i) As of December 31, 2023 December 31, 2024, the Level 1 fair value of our investment in MEKO AB ("Mekonomen") was \$151 \$194 million based on the quoted market price for Mekonomen's common stock using the same foreign exchange rate as the carrying value. Our share of the book value of Mekonomen's net assets exceeded the book value of our investment by \$9 \$11 million; this difference is primarily related to Mekonomen's Accumulated Other Comprehensive Income balance as of our acquisition date in 2016. We record our equity in the net earnings of Mekonomen on a one quarter lag. During the year ended December 31, 2023, we received \$5 million, \$5 million, and \$3 million in dividend payments from Mekonomen. Mekonomen during the years ended December 31, 2024, 2023, and 2022, respectively.

## Note 12. Warranty Reserve

We provide warranties against defects and product failures on certain of our products, including remanufactured engines and transmissions (warranty periods ranging from 12 to 48 months) and certain salvage mechanical products are sold with a standard six month warranty against defects. Additionally, some (warranty period of our remanufactured engines are sold with a standard three 6 months or four year warranty against defects. 6,000 miles). We also provide a offer limited lifetime warranty for warranties on certain of our aftermarket collision sheet metal products.

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The changes in the warranty reserve are as follows (in millions):

	2023	2022
	2024	2023
Balance as of January 1,		
Warranty expense		
Warranty claims		
Balance as of December 31,		

## Note 13. Revenue Recognition

## Disaggregated Revenue

We report revenue in two categories: (i) parts and services and (ii) other.

Parts revenue is generated from the sale of vehicle products including replacement parts, components and systems used in the repair and maintenance of vehicles and specialty products and accessories to improve the performance, functionality and appearance of vehicles. Services revenue includes (i) additional services that are generally billed concurrently with the related product sales, such as the sale of service-type warranties, (ii) fees for admission to our self service yards, and (iii) diagnostic and repair services.

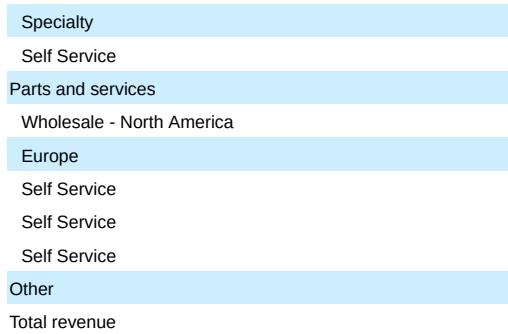
**LKQ CORPORATION AND SUBSIDIARIES**  
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For Wholesale - North America and Self Service, vehicle replacement products include sheet metal collision parts such as doors, hoods, and fenders; bumper covers; head and tail lamps; mirrors; grilles; wheels; and large mechanical items such as engines and transmissions. For Europe, and to a lesser extent for Wholesale - North America, vehicle replacement products include a wide variety of small mechanical products such as brake pads, discs and sensors; clutches; electrical products such as spark plugs and batteries; steering and suspension products; filters; and oil and automotive fluids. Additionally, in both our Wholesale - North America and Europe segments, we sell paint and paint related consumables for refinishing vehicles. For our Specialty operations, we serve seven product segments: truck and off-road; speed and performance; recreational vehicles; towing; wheels, tires and performance handling; marine; and miscellaneous accessories.

Other revenue includes sales of scrap and precious metals (platinum, palladium, and rhodium), bulk sales to mechanical manufacturers (including cores) and sales of aluminum ingots and sows from furnace operations. We derive scrap metal and other precious metals from several sources in both our Wholesale - North America and Self Service segments, including vehicles that have been used in our recycling operations and vehicles from OEMs and other entities that contract with us for secure disposal of "crush only" vehicles. Revenue from the sale of hulks in our Wholesale - North America and Self Service segments is recognized based on a price per ton of delivered material when the customer (processor) collects the scrap.

The following table sets forth our revenue disaggregated by category and reportable segment (in millions):

	Year Ended December 31,				
	2023	2022	2021	2024	2023
Wholesale - North America					
Europe					



**LKQ CORPORATION AND SUBSIDIARIES**  
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*Variable Consideration*

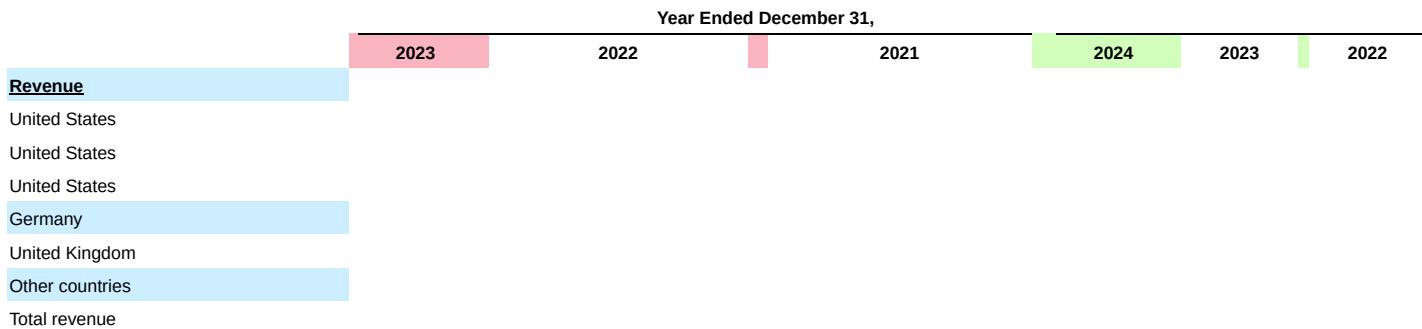
Amounts related to variable consideration on our Consolidated Balance Sheets are as follows (in millions):



**LKQ CORPORATION AND SUBSIDIARIES**  
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*Revenue by Geographic Area*

Our net sales are attributed to geographic area based on the location of the selling operation. The following table sets forth our revenue by geographic area (in millions):



**Note 14.13. Restructuring and Transaction Related Expenses**

From time to time, we initiate restructuring plans to integrate acquired businesses, to align our workforce with strategic business activities, or to improve efficiencies in our operations. Below is a summary of our current restructuring plans:

*2024 Global Restructuring Plan*

In the first quarter of 2024, we began a global restructuring initiative focused on enhancing profitability. This initiative includes exiting businesses and markets that do not align with our strategic objectives and executing on opportunities to reduce costs, streamline operations and consolidate facilities. As we continue to move forward with our plan, we have incurred and expect to incur impairments and other charges related to the disposal of long-lived assets, inventory, and other assets; costs for employee severance; lease termination charges and facility closure costs; and other contract termination charges. We expect that the largest portion of the activity will come from the Europe segment. In 2024, we divested our operations in Slovenia and Bosnia to third parties and, certain operations in Poland to Mekonomen, an equity method investment of which we own 26.6%, and received a combination of cash and notes receivable. Our decision to exit these markets constituted a triggering event to evaluate certain long-lived assets for impairment, and as a result, we incurred impairment charges with the divestitures of Slovenia, Poland, and Bosnia. This plan is scheduled to be substantially complete by the end of 2025 with an estimated total incurred cost of between \$130 million and \$150 million.

*2022 Global Restructuring Plan*

In the fourth quarter of 2022, we began a restructuring initiative covering all of our reportable segments designed to reduce costs, streamline operations, consolidate facilities and implement other strategic changes to the overall organization. We have incurred and expect to incur costs primarily for employee severance, inventory or other asset write-downs, and exiting facilities. This plan is scheduled to be substantially complete by the end of 2024 with an estimated total incurred cost of between \$25 million and \$35 million.

#### **2019/2020 Global Restructuring Plan**

In 2019, we commenced a cost reduction initiative, covering all of our reportable segments, designed to eliminate underperforming assets and cost inefficiencies. This plan was expanded in 2020 as we identified additional opportunities to eliminate inefficiencies, including actions in response to impacts to the business from COVID-19. We have incurred costs for inventory write-downs; employee severance and other expenditures related to employee terminations; lease exit costs, such as lease termination fees, accelerated amortization of operating lease assets and impairment of operating lease assets; other costs related to facility exits, such as moving expenses to relocate inventory and equipment; and accelerated depreciation of fixed assets to be disposed of earlier than the end of the previously estimated useful lives. This plan was completed in 2023/2024 with a total incurred cost of \$107/\$30 million.

#### **1 LKQ Europe Plan**

In 2019, we announced a multi-year plan called "1 LKQ Europe" which is intended to create structural centralization and standardization of key functions to facilitate the operation of the Europe segment as a single business. Under the 1 LKQ Europe plan, we are reorganizing our non-customer-facing teams and support systems through various projects including the implementation of a common Enterprise Resource Planning platform, rationalization of our product portfolio, and creation of a Europe headquarters office and central back office. We completed the organizational design and implementation projects in

#### **LKQ CORPORATION AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

June 2021, with the remaining projects scheduled to be completed by the end of 2027 with a total incurred cost of between \$30 million and \$40 million.

#### **Acquisition Integration Plans**

As we complete After completing the acquisition of a business, we may incur costs related to integrating the acquired business into our current business structure and systems. These costs are typically incurred within a year from the acquisition date and vary in magnitude depending on the size and complexity of the related integration activities. We expect to incur additional expenses of between \$10 million and \$20 million primarily in 2024 to complete substantially completed the integration plan in 2024 related to the Uni-Select Acquisition in our Wholesale - North America segment.

#### **LKQ CORPORATION AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

The following table sets forth the expenses incurred related to our restructuring plans (in millions):

Plan	Plan	Expense Type	Year Ended December 31,							
			2023	2022	2021	Plan	Expense Type	2024	2023	2022
2024 Global Plan										
	Facility exit costs									
	Inventory related costs <sup>(1)</sup>									
	Asset impairments <sup>(2)</sup>									
	Other costs									
	Total									
2022 Global Plan										
2022 Global Plan										
2022 Global Plan										
	Facility exit costs									
	Inventory related costs <sup>(1)</sup>									
	Other costs									
	Total									
2019/2020 Global Plan										
2019/2020 Global Plan										
2019/2020 Global Plan										
	Facility exit costs									
	Total									
	Total									

	Total
1 LKQ Europe Plan	
1 LKQ Europe Plan	
1 LKQ Europe Plan	
Facility exit costs	
Inventory related costs <sup>(1)</sup>	
Total	
Total	
Total	
Acquisition Integration Plans	
Acquisition Integration Plans	
Acquisition Integration Plans	
Facility exit costs	
Other costs	
Total	

#### Total restructuring expenses

#### Total restructuring expenses

#### Total restructuring expenses

(1) Recorded to Cost of goods sold in the Consolidated Statement of Income.

(2) Related to impairment of assets in Property, plant and equipment, net and Prepaid expenses and other current assets on the Consolidated Balance Sheets.

The following table sets forth the cumulative plan costs by segment related to our restructuring plans (in millions):

	Cumulative Program Costs											
	Wholesale - North America	Wholesale - North America	Europe	Specialty	Self Service	Total	Wholesale - North America	Europe	Specialty	Self Service	Total	
2024 Global Plan												
2022 Global Plan												
2019/2020 Global Plan												
1 LKQ Europe Plan												
1 LKQ Europe Plan												
1 LKQ Europe Plan												

#### The liabilities recorded Transaction Related Expenses

During the years ended December 31, 2024, 2023 and 2022, we incurred expenses totaling \$4 million, \$21 million and \$5 million, respectively, for legal, accounting and advisory services related to our restructuring plans were not material as of December 31, 2023 completed and 2022.

potential transactions.

### LKQ CORPORATION AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

#### Transaction Related Expenses

The following table sets forth the transaction related expenses incurred (in millions):

	Year Ended December 31,		
	2023	2022	2021
Professional fees <sup>(1)</sup>	\$ 21	\$ 5	\$ 3
Transaction related expenses	\$ 21	\$ 5	\$ 3

(1) Included external costs such as legal, accounting and advisory fees related to completed and potential transactions (including Uni-Select transaction costs in 2023).

#### Note 15, 14. Stock-Based Compensation

In order to attract and retain employees, non-employee directors, consultants, and other persons associated with the Company, we grant equity-based awards under the LKQ Corporation 1998 Equity Incentive Plan (the "Equity Incentive Plan"). The total number of shares approved by stockholders for issuance under the Equity Incentive Plan is 70 million shares, subject to anti-dilution and other adjustment provisions. We have granted RSUs, stock options, and restricted stock under the Equity Incentive Plan. Of the shares approved by stockholders for issuance under the Equity Incentive Plan, **7.5 million** **6.9 million** shares remained available for issuance as of **December 31, 2023** **December 31, 2024**. We expect to issue new or treasury shares of common stock to cover past and future equity grants.

#### RSUs

The RSUs we have issued vest over periods of up to five years, subject to a continued service condition. Currently outstanding RSUs (other than PSUs, which are described below) contain either a time-based vesting condition or a combination of a performance-based vesting condition and a time-based vesting condition, in which case both conditions must be met before any RSUs vest. For all of the RSUs containing a performance-based vesting condition, we must report positive diluted earnings per share, subject to certain adjustments, during any fiscal year period within five years following the grant date. Each RSU converts into one share of LKQ common stock on the applicable vesting date. The grant date fair value of RSUs is based on the market price of LKQ stock on the grant date.

**Starting with our 2019 grants, participants** **Participants** who are eligible for retirement (defined as a voluntary separation of service from the Company after the participant has attained at least 60 years of age and completed at least five years of service) will continue to vest in their awards following retirement; if retirement occurs during the first year of the vesting period (for RSUs subject to a time-based vesting condition) or the first year of the performance period (for RSUs with a performance-based vesting condition), the participant vests in a prorated amount of the RSU grant based on the portion of the year employed. **For our RSU grants prior to 2019, participants** forfeit their unvested shares upon retirement.

Outstanding unvested RSUs earn dividend equivalents at the same rate as dividends on LKQ's common stock. The dividend equivalents are subject to the same vesting requirements, restrictions and forfeiture provisions as the original award.

The Compensation and Human Capital Committee of our Board approved the grant of **228,570**, **169,511**, **169,605**, and **208,603** **169,605** RSUs to our executives that included both a performance-based vesting condition and a time-based vesting condition in **2024**, **2023**, **2022**, and **2021** **2022**, respectively. The performance-based vesting conditions for the **2024**, **2023**, **2022**, and **2021** **2022** grants to our executive officers have been satisfied.

The fair value of RSUs that vested during the years ended **December 31, 2023** **December 31, 2024**, **2023**, and **2022** and **2021** was **\$38** **\$31** million, **\$38** million, and **\$37** **\$38** million, respectively; the fair value of RSUs vested is based on the market price of LKQ stock on the date vested.

#### LKQ CORPORATION AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

The following table summarizes activity related to our RSUs under the Equity Incentive Plan for the year ended **December 31, 2023** **December 31, 2024** (in millions, except years and per share amounts):

Number Outstanding	Number Outstanding	Weighted Average Grant Date Fair Value	Weighted Average Remaining Contractual Term (in years)	Aggregate Intrinsic Value <sup>(1)</sup>	Number Outstanding	Weighted Average Grant Date Fair Value	Weighted Average Remaining Contractual Term (in years)	Aggregate Intrinsic Value <sup>(1)</sup>
Unvested as of January 1, 2023								
Unvested as of January 1, 2024								
Granted <sup>(2)</sup>								
Granted <sup>(2)</sup>								
Granted <sup>(2)</sup>								
Vested								
Vested								
Vested								
Forfeited / Canceled								
Forfeited / Canceled								
Forfeited / Canceled								
Unvested as of December 31, 2023								
Unvested as of December 31, 2023								
Unvested as of December 31, 2023								

Expected to vest after December 31, 2023
Expected to vest after December 31, 2023
Expected to vest after December 31, 2023
Unvested as of December 31, 2024
Unvested as of December 31, 2024
Unvested as of December 31, 2024
Expected to vest after December 31, 2024
Expected to vest after December 31, 2024
Expected to vest after December 31, 2024

(1) The aggregate intrinsic value of expected to vest RSUs represents the total pretax intrinsic value (the fair value of LKQ's stock on the last day of the period multiplied by the number of units) that would have been received by the holders had all the expected to vest RSUs vested. This amount changes based on the market price of LKQ's common stock.

(2) The weighted average grant date fair value of RSUs granted during the years ended December 31, 2022 December 31, 2023 and 2021 2022 was \$49.21 \$56.57 and \$39.22, \$49.21, respectively.

**LKQ CORPORATION AND SUBSIDIARIES**  
**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**PSUs**

We grant PSUs with a three-year performance period to certain employees, including executive officers, under our Equity Incentive Plan. As these awards are performance-based, the exact number of shares to be paid out may be up to twice the grant amount, depending on our performance and the achievement of certain performance metrics (adjusted earnings per share, average organic parts and services revenue growth, and average return on invested capital) over the applicable three year performance periods.

Outstanding unvested PSUs earn dividend equivalents at the same rate as dividends on LKQ's common stock. The dividend equivalents are subject to the same vesting requirements, restrictions and forfeiture provisions as the original award.

The fair value of PSUs that vested during the years ended December 31, 2023 December 31, 2024, 2023 and 2022 was \$11 million, \$13 million, and \$9 million respectively; the fair value of PSUs vested is based on the market price of LKQ stock on the date vested.

The following table summarizes activity related to our PSUs under the Equity Incentive Plan for the year ended December 31, 2023 December 31, 2024 (in millions, except years and per share amounts):

Number Outstanding	Number Outstanding	Weighted Average Grant Date Fair Value	Weighted Average Remaining Contractual Term (in years)	Aggregate Intrinsic Value <sup>(1)</sup>	Number Outstanding	Weighted Average Grant Date Fair Value	Weighted Average Remaining Contractual Term (in years)	Aggregate Intrinsic Value <sup>(1)</sup>
Unvested as of January 1, 2023								
Unvested as of January 1, 2024								
Granted <sup>(2)</sup>								
Granted <sup>(2)</sup>								
Granted <sup>(2)</sup>								
Performance-based adjustment <sup>(3)</sup>								
Performance-based adjustment <sup>(3)</sup>								
Performance-based adjustment <sup>(3)</sup>								

Vested
Vested
Vested
Unvested as of December 31, 2023
Unvested as of December 31, 2024
Unvested as of December 31, 2023
Unvested as of December 31, 2024
Unvested as of December 31, 2023
Expected to vest after December 31, 2023
Expected to vest after December 31, 2023
Expected to vest after December 31, 2023
Unvested as of December 31, 2024
Expected to vest after December 31, 2024
Expected to vest after December 31, 2024
Expected to vest after December 31, 2024

- (i) The aggregate intrinsic value of expected to vest PSUs represents the total pretax intrinsic value (the fair value of LKQ's stock on the last day of each period multiplied by the number of units) that would have been received by the holders had all the expected to vest PSUs vested. This amount changes based on the market price of LKQ's common stock and the achievement of the performance metrics relative to the established targets.
- (2) Represents the number of PSUs at target payout. The weighted average grant date fair value of PSUs granted during the years ended December 31, 2022 December 31, 2023 and 2021 2022 was \$48.95 \$56.83 and \$38.31, \$48.95, respectively.
- (3) Represents the net adjustment to the number of shares issuable upon vesting of performance-based PSUs based on the Company's actual financial performance metrics for the three year performance period ended December 31, 2023 December 31, 2024.

**LKQ CORPORATION AND SUBSIDIARIES**  
**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**Stock-Based Compensation Expense**

Stock-based compensation expense and the resulting tax benefits included in the Consolidated Statements of Income were as follows (in millions):

	Year Ended December 31,				
	2023	2022	2021	2024	2023
Stock-based compensation expense					
Income tax benefit					
Stock-based compensation expense, net of tax					

We did not capitalize any stock-based compensation costs during the years ended December 31, 2023 December 31, 2024, 2022, 2023, and 2021, 2022.

**LKQ CORPORATION AND SUBSIDIARIES**  
**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

As of December 31, 2023 December 31, 2024, unrecognized compensation expense related to unvested RSUs and PSUs is expected to be recognized as follows (in millions):

2024	Unrecognized Compensation Expense
	Unrecognized Compensation Expense
	Unrecognized Compensation Expense

2024	
2024	
2025	
2025	
2025	
2026	
2026	
2026	
2027	
2027	
2027	
2028	
2028	
2028	
Total unrecognized compensation expense	
Total unrecognized compensation expense	
Total unrecognized compensation expense	

Stock-based compensation expense related to these awards will be different to the extent that forfeitures are realized and performance under the PSUs differs from current achievement estimates.

#### Note 16, 15. Earnings Per Share

Basic earnings per share are computed using the weighted average number of common shares outstanding during the period. Diluted earnings per share incorporate the incremental shares issuable upon the assumed exercise of stock options and the assumed vesting of RSUs. Certain of our RSUs and stock options were excluded from the calculation of diluted earnings per share because they were antidilutive, but these equity instruments could be dilutive in the future.

The following chart sets forth the computation of earnings per share (in millions, except per share amounts):

	Year Ended December 31,				
	2023	2022	2021	2024	2023
Income from continuing operations					
Denominator for basic earnings per share—Weighted-average shares outstanding					
Effect of dilutive securities:					
RSUs					
RSUs					
RSUs					
PSUs					
Denominator for diluted earnings per share—Adjusted weighted-average shares outstanding					
Denominator for diluted earnings per share—Adjusted weighted-average shares outstanding					
Denominator for diluted earnings per share—Adjusted weighted-average shares outstanding	268.3	278.0	297.7	263.9	268.3
Basic earnings per share from continuing operations					
Diluted earnings per share from continuing operations <sup>(1)</sup>					
(1) Diluted earnings per share from continuing operations was computed using the treasury stock method for dilutive securities.					

The number of antidilutive securities was insignificant for the years ended December 31, 2023, 2022, and 2021.

#### LKQ CORPORATION AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

#### Note 17, 16. Accumulated Other Comprehensive Income (Loss)

The components of Accumulated Other Comprehensive Income (Loss) are as follows (in millions):

	Foreign Currency Translation	Unrealized Gain (Loss) on Cash Flow Hedges	Unrealized Gain (Loss) on Pension Plans	Other Comprehensive Income (Loss) from Unconsolidated Subsidiaries	Accumulated Other Comprehensive Income (Loss)	Foreign Currency Translation	Unrealized Gain (Loss) on Cash Flow Hedges	Unrealized Gain (Loss) on Pension Plans	Other Comprehensive Income (Loss) from Unconsolidated Subsidiaries	Accumulated Other Comprehensive Income (Loss)
Balance as of January 1, 2021										
Pretax (loss) income										
Income tax effect										
Reclassification of unrealized (gain) loss										
Reclassification of deferred income taxes										
Balance as of December 31, 2021										
Balance as of December 31, 2021										
Balance as of December 31, 2021										
Balance as of January 1, 2022										
Pretax (loss) income										
Income tax effect										
Disposal of business										
Disposal of business										
Disposal of business										
Other comprehensive income from unconsolidated subsidiaries										
Balance as of December 31, 2022										
Pretax income (loss)										
Income tax effect										
Reclassification of unrealized gain										
Reclassification of deferred income taxes										
Other comprehensive income from unconsolidated subsidiaries										

Other  
comprehensive  
income from  
unconsolidated  
subsidiaries  
Other  
comprehensive  
income from  
unconsolidated  
subsidiaries

Balance as of  
December 31, 2023

Pretax (loss)  
income  
Income tax effect  
Reclassification of  
unrealized gain  
Reclassification of  
deferred income  
taxes  
Disposal of  
business  
Other  
comprehensive  
loss from  
unconsolidated  
subsidiaries

Balance as of  
December 31, 2024

Net unrealized losses and gains related to our pension plans were reclassified to Interest income and other income, net in the Consolidated Statements of Income during each of the years ended December 31, 2023 December 31, 2024, 2022, 2023, and 2021, 2022.

Our policy is to reclassify the income tax effect from Accumulated other comprehensive income (loss) to the Provision for income taxes when the related gains and losses are released to the Consolidated Statements of Income.

**Note 18.17. Supply Chain Financing**

We utilize voluntary supply chain finance programs to support our efforts in negotiating payment term extensions with suppliers as part of our effort to improve our operating cash flows. These programs provide participating suppliers the opportunity to sell their LKQ receivables to financial institutions at the sole discretion of both the suppliers and the financial institutions. We are not a party to the agreement between the suppliers and financial institutions. The financial institutions participate in the supply chain financing initiative on an uncommitted basis and can cease purchasing receivables from our suppliers at any time. Our obligation to our suppliers, including amount due and payment date, are not impacted by the supplier's decision to sell amounts under these agreements. Our payment terms to the financial institutions, including the timing and amount of payments, are unchanged from the original supplier invoice. All outstanding payments owed under the supply chain finance programs with the participating financial institutions are recorded within Accounts payable on our Consolidated Balance Sheets. As of December 31, 2023 December 31, 2024 and 2022, 2023, we had \$416 million and \$411 million including \$70 million under the Uni-Select program, and \$248 million of Accounts payable outstanding under the arrangements, respectively.

A rollforward of obligations confirmed and paid during the year is as follows (in millions):

**LKQ CORPORATION AND SUBSIDIARIES  
NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

	<b>2024</b>
Balance as of January 1,	\$ 411
Invoices confirmed during the year	871
Confirmed invoices paid during the year	(840)
Impact of foreign currency	(26)
Balance as of December 31,	\$ 416

**Note 19, 18. Long-Term Obligations**

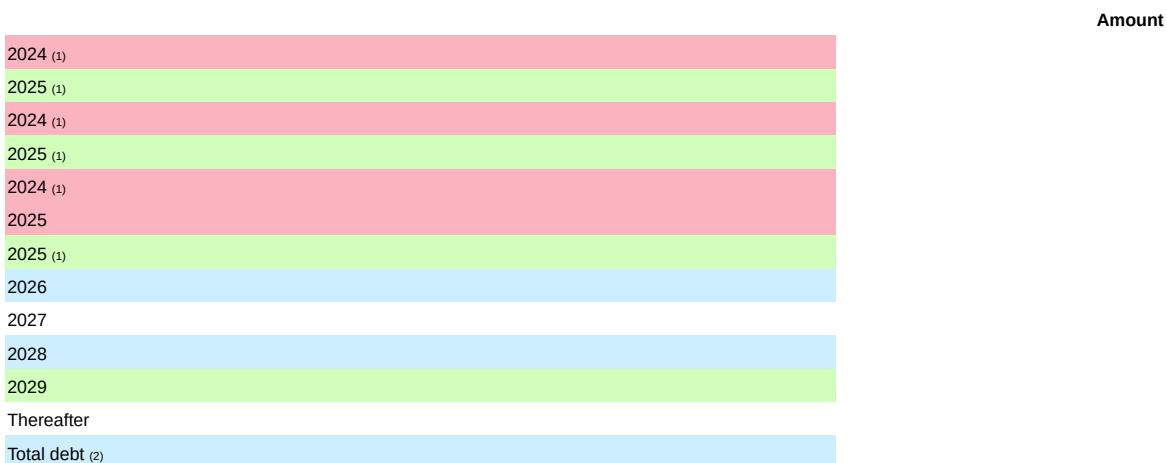
Long-term obligations consist of the following (in millions):

	December 31, 2023		December 31, 2022		December 31, 2024		December 31, 2023		Maturity Date	Interest Rate	Interest Amount
	Maturity Date	Maturity Date	Interest Rate	Amount	Interest Rate	Amount	Interest Rate	Amount			
<b>Senior Unsecured Credit Agreement:</b>											
Term loan payable											
Term loan payable											
Term loan payable											
<b>Revolving credit facilities</b>											
<b>Senior Secured Credit Agreement:</b>											
Senior Secured Credit Agreement:											
Senior Secured Credit Agreement:											
Senior Secured Credit Agreement:											
Revolving credit facilities											
Revolving credit facilities											
Revolving credit facilities											
<b>Senior Unsecured Term Loan Agreement:</b>											
Senior Unsecured Term Loan Agreement:											
Senior Unsecured Term Loan Agreement:											
Senior Unsecured Term Loan Agreement:											
Term loan payable											
Term loan payable											
Term loan payable											
<b>Unsecured Senior Notes:</b>											
Unsecured Senior Notes:											
Unsecured Senior Notes:											
U.S. Notes (2028)											
U.S. Notes (2028)											
U.S. Notes (2028)											
U.S. Notes (2033)											
Euro Notes (2024)											
Euro Notes (2028)											
Euro Notes (2031)											
Notes payable											
Notes payable											
Notes payable											
Finance lease obligations											
Other debt											
Total debt											
Less: long-term debt issuance costs and unamortized bond discount											
Less: long-term debt issuance costs and unamortized bond discounts											
Total debt, net of debt issuance costs and unamortized bond discount											
Total debt, net of debt issuance costs and unamortized bond discount											
Total debt, net of debt issuance costs and unamortized bond discount											

Total debt, net of debt issuance costs and unamortized bond discounts
Total debt, net of debt issuance costs and unamortized bond discounts
Total debt, net of debt issuance costs and unamortized bond discounts
Less: current maturities, net of debt issuance costs
Long term debt, net of debt issuance costs and unamortized bond discount
Long-term debt, net of debt issuance costs and unamortized bond discounts

(1) Interest rate derived via a weighted average

The scheduled maturities of long-term obligations outstanding at December 31, 2023 December 31, 2024 are as follows (in millions):



**LKQ CORPORATION AND SUBSIDIARIES**  
**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

(1) Long-term obligations maturing by December 31, 2024 December 31, 2025 include \$161 million of short-term debt that may be extended beyond the current year ending December 31, 2024 December 31, 2025.

(2) The total debt amounts presented above reflect the gross values to be repaid (excluding debt issuance costs and unamortized bond discount discounts of \$30 \$33 million as of December 31, 2023 December 31, 2024).

**LKQ CORPORATION AND SUBSIDIARIES**  
**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

**Senior Unsecured Credit Agreement**

On January 5, 2023, we and certain other subsidiaries of ours entered into a new credit agreement (the "Senior Unsecured Credit Agreement") which establishes: consists of (i) an unsecured revolving credit facility of up to a U.S. Dollar equivalent of \$2.0 billion, which includes a \$150 million sublimit for the issuance of letters of credit and a \$150 million sublimit for swing line loans and (ii) an unsecured term loan facility of up to \$500 million. Borrowings under the agreement bear interest at the Secured Overnight Financing Rate (i.e. "SOFR") plus the applicable spread or other risk-free interest rates that are applicable for the specified currency plus a spread, spread based on the Company's debt rating and total leverage ratio. On June 5, 2024, we entered into Amendment No. 1 to the Senior Unsecured Credit Agreement which replaced the Canadian Dollar Offer Rate ("CDOR") with the Canadian Overnight Repo Rate Average ("CORRA") for CAD denominated borrowings. The maturity date of the term loan is January 5, 2026 and may be extended by one additional year subject to agreement by the lenders. The term loan has no required amortization payments prior to its maturity date. The maturity date for the revolving credit facility is January 5, 2028, and may be extended by up to two additional years in one year increments.

The Senior Unsecured Credit Agreement contains customary covenants for an unsecured credit facility for a company that has debt ratings that are investment grade, such as, requirements to comply with a total leverage ratio and interest coverage ratio, each calculated in accordance with the terms of the Senior Unsecured Credit Agreement, and limits on the Company's and its subsidiaries' ability to incur liens and indebtedness.

Proceeds from the Senior Unsecured Credit Agreement were used to repay the outstanding principal amount under our prior Senior Secured Credit Agreement (the "Prior Credit Agreement"), to pay fees and expenses related to the Senior Unsecured Credit Agreement, and for other general corporate purposes.

**Senior Secured Credit Agreement**

In connection with entering into the Senior Unsecured Credit Agreement noted above, Wells Fargo Bank, National Association and the various lending parties terminated the Prior Credit Agreement and each amendment thereto resulting in an immaterial loss on extinguishment of debt.

#### Senior Unsecured Term Loan Credit Agreement

For the permanent financing related to the Uni-Select Acquisition, on March 27, 2023, we entered into the Senior Unsecured Term Loan Agreement ("CAD Note") which established an unsecured term loan facility of up to CAD 700 million maturing in July 2026. The CAD Note was funded on July 31, 2023, which was one business day prior to the consummation of the Uni-Select Acquisition.

The CAD Note contains customary covenants for an unsecured term loan for a company that has debt ratings that are investment grade, such as requirements to comply with a total leverage ratio and interest coverage ratio, each calculated in accordance with the terms of the CAD Note, and limits on the Company's and its subsidiaries' ability to incur liens and indebtedness.

On June 12, 2024, we entered into Amendment No. 1 to the CAD Note which replaced CDOR with CORRA. The variable interest rate applicable to the CAD Note may be (i) a forward-looking term rate based on the Canadian Dollar Offer Rate CORRA for an interest period chosen by the Company of one or three months or (ii) the Canadian Prime Rate (as defined in the CAD Note), plus in each case a spread based on the Company's debt rating and total leverage ratio.

#### U.S. Notes (2028/2033)

On May 24, 2023, as part of the financing for the Uni-Select Acquisition, we completed an offering of \$1,400 million aggregate principal amount of senior unsecured notes, consisting of \$800 million senior notes due 2028 (the "U.S. Notes (2028)") and \$600 million senior notes due 2033 (the "U.S. Notes (2033)" and together with the U.S. Notes (2028), the "U.S. Notes (2028/33)") in a private placement conducted pursuant to Rule 144A and Regulation S under the United States Securities Act of 1933.

The U.S. Notes (2028/33) are governed by the Indenture, dated as of May 24, 2023 (the "Indenture"), among the Company, certain of the Company's subsidiaries (the "Guarantors") and U.S. Bank Trust Company, National Association, as trustee. The U.S. Notes (2028/33) will be initially fully and unconditionally guaranteed on a senior unsecured basis by each of our wholly owned domestic subsidiaries that are guarantors under our Senior Unsecured Credit Agreement, dated as of January 5, 2023, or the CAD Note and each of our domestic subsidiaries that in the future agrees to guarantee obligations under the Senior

#### **LKQ CORPORATION AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

Unsecured Credit Agreement, the CAD Note, any other Credit Facility Debt or any Capital Markets Debt (as such terms are defined in the Indenture).

#### **LKQ CORPORATION AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

Each subsidiary guarantee will rank equally in right of payment with all existing and future liabilities of the applicable subsidiary guarantor that are not subordinated. Each subsidiary guarantee will effectively rank junior to any secured indebtedness of its respective subsidiary guarantor to the extent of the lesser of the amount of such secured indebtedness and the value of the assets securing such indebtedness. Under the terms of any subsidiary guarantee, holders of the U.S. Notes (2028/33) will not be required to exercise their remedies against us before they proceed directly against the subsidiary guarantors.

Prior to May 15, 2028 in the case of the U.S. Notes (2028) or March 15, 2033 in the case of the U.S. Notes (2033) (each such date a "Par Call Date"), we may redeem the U.S. Notes (2028) or U.S. Notes (2033), as applicable, at our option, in whole or in part, at any time and from time to time, at a redemption price equal to the greater of (i) the sum of the present values of the remaining scheduled payments of principal and interest thereon discounted to the redemption date (assuming, in each case, that such U.S. Notes (2028/33) matured on their applicable Par Call Date) on a semi-annual basis (assuming a 360-day year consisting of twelve 30-day months) at the Treasury Rate plus 40 basis points in the case of the U.S. Notes (2028) or 45 basis points in the case of the U.S. Notes (2033), less interest accrued to the date of redemption; and (ii) 100% of the principal amount of the U.S. Notes (2028/33) to be redeemed; plus in either case, accrued and unpaid interest thereon to, but excluding the redemption date. On or after the applicable Par Call Date we may redeem the U.S. Notes (2028/33) of the applicable series, in whole or in part, at any time and from time to time, at a redemption price equal to 100% of the principal amount of the U.S. Notes (2028/33) being redeemed plus accrued and unpaid interest thereon to, but excluding, the redemption date.

In connection with the sale of the U.S. Notes (2028/33), we entered into a Registration Rights Agreement, dated as of May 24, 2023 (the "Registration Rights Agreement"), with the Guarantors and BofA Securities, Inc. and Wells Fargo Securities, LLC, as representatives of the initial purchasers of the U.S. Notes (2028/33) identified therein. Pursuant to the terms of the Registration Rights Agreement, on September 1, 2023, the Company and the Guarantors filed a Registration Statement on Form S-4 ("Form S-4") with respect to a registered offer to exchange (the "Exchange Offer") each series of U.S. Notes (2028/33) and related guarantees for new notes of such series (the "Exchange Notes") and new related guarantees, which has terms substantially identical in all material respects to the applicable series of U.S. Notes (2028/33) (except that the Exchange Notes do not contain terms with respect to transfer restrictions and Additional Interest). The SEC declared the Form S-4 effective on September 14, 2023. The Exchange Offer closed in the fourth quarter of 2023.

The U.S. Notes (2028) and U.S. Notes (2033) bear interest at rates of 5.75% and 6.25%, respectively, per year from the date of original issuance or from the most recent payment date on which interest has been paid or provided for. Interest on the U.S. Notes (2028/33) is payable semi-annually in arrears on June 15 and December 15 of each year, beginning on December 15, 2023.

#### Euro Notes (2024) and Euro Notes (2031)

On April 14, 2016, LKQ Italia Bondco S.p.A. ("LKQ Italia"), an indirect, wholly-owned subsidiary of LKQ Corporation, completed an offering of €500 million aggregate principal amount of senior notes due April 1, 2024 (the "Euro Notes (2024)") in a private placement conducted pursuant to Regulation S and Rule 144A under the Securities Act of 1933. The proceeds from the offering were used to repay a portion of the revolver borrowings under the **Prior Credit Agreement** and to pay related fees and expenses.

On March 13, 2024, LKQ, together with its indirect, wholly-owned subsidiary, LKQ Dutch Bond B.V., a private company with limited liability, completed an offering and sale of €750 million aggregate principal amount of its 4.125% Notes due March 13, 2031 ("Euro Notes (2031)"). We used the net proceeds from this offering to (i) pay outstanding indebtedness, including all of the outstanding €500 million aggregate principal amount of the Euro Notes (2024) issued by the Company's indirect wholly-owned subsidiary, LKQ Italia Bondco di LKQ Italia Bondco GP S.r.l e C.S.A.P.A. (f/k/a LKQ Italia Bondco S.p.A.), and (ii) pay accrued interest and related fees, premiums and expenses. The Euro Notes (2024)(2031) are governed by the Euro Notes (2031) Indenture, dated as of April 14, 2016 (the "Euro Notes (2024) Indenture") among LKQ Italia, LKQ Corporation and certain of our subsidiaries (the "Euro Notes (2024) Subsidiaries"), the trustee, and the paying agent, transfer agent, and registrar.

Interest on the Euro Notes (2024) is payable in arrears on April 1 and October 1 of each year. The Euro Notes (2024) are fully and unconditionally guaranteed by LKQ Corporation and the Euro Notes (2024) Subsidiaries (the "Euro Notes (2024) Guarantors") March 13, 2024.

The Euro Notes (2024) and the related guarantees are, respectively, LKQ Italia's and each Euro Notes (2024) Guarantor's senior unsecured obligations and are subordinated to all (2031) bear interest at a rate of LKQ Italia's and 4.125% per year. Interest on the Euro Notes (2024) Guarantors' existing and future secured debt to the extent of the assets securing that secured debt. In addition, the (2031) is payable annually on each March 13, commencing on March 13, 2025. The Euro Notes (2024) are effectively subordinated to all (2031) will be initially fully and unconditionally guaranteed on a senior unsecured basis (the "Guarantees") by the Company and each of the liabilities of our its wholly owned U.S. subsidiaries that are not guaranteeing the Euro Notes (2024) to the extent of the assets of those subsidiaries, guarantors under our Senior Unsecured Credit Agreement and our CAD Note. The Euro Notes (2024) have been listed on the ExtraMOT, Professional Segment(2031) will also be guaranteed by each of the Borsa Italia S.p.A. securities exchange and Company's U.S. subsidiaries that in the Global Exchange Market of Euronext Dublin.

future agrees to guarantee the Company's obligations under the Senior Unsecured

**LKQ CORPORATION AND SUBSIDIARIES**  
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The Credit Agreement, the CAD Note, any other Credit Facility Debt or any Capital Markets Debt (both as defined in the Company's preliminary prospectus supplement filed with the SEC on February 28, 2024).

Prior to December 13, 2030 (the "Par Call Date"), the Euro Notes (2024)(2031) are redeemable, in whole or in part, at any time and from time to time, at a redemption price (expressed as a percentage of principal amount and rounded to three decimal places) equal to the greater of: (1)(a) the sum of the present values of the remaining scheduled payments of principal and interest thereon discounted to the redemption date (assuming that the Euro Notes (2031) matured on the Par Call Date) on an annual (ACTUAL/ACTUAL (ICMA)) basis at a rate equal to the Comparable Government Bond Rate (as defined in the Indenture, dated March 13, 2024 (the "Euro Notes (2031) Indenture")) plus 30 basis points, less (b) interest accrued to the date of redemption; and (2) 100% of the principal amount thereof, of the Euro Notes (2031) to be redeemed; plus, in either case, accrued and unpaid interest if any, thereon to, but excluding, the redemption date plus a "make whole" premium. date. On or after January 1, 2024, we may redeem some or all of the Euro Notes (2024) at a redemption price of 100% of the principal amount thereof, plus accrued and unpaid interest, if any, to the redemption date. We may be required to make an offer to purchase the Euro Notes (2024) upon the sale of certain assets, subject to certain exceptions, and upon a change of control. In addition, in the event of certain developments affecting taxation or under certain other circumstances which, in any case, require the payment of certain additional amounts, Par Call Date, we may redeem the Euro Notes (2024)(2031), in whole but not in part, at any time and from time to time, at a redemption price of equal to 100% of the principal amount thereof of the Euro Notes (2031) being redeemed plus accrued but and unpaid interest if any, thereon to, but excluding, the redemption date.

The Euro Notes (2031) and such certain additional amounts, if any, the Guarantees have been registered under the United States Securities Act of 1933 under the Registration Statement on Form S-3 (File No. 333-277267) filed by the Company with the SEC on February 22, 2024, as supplemented by the prospectus supplement filed by the Company with the SEC on March 1, 2024. In April 2024, the Euro Notes (2031) were approved for listing and registration on the Nasdaq.

Related to the **redemption date**, offering and sale of the Euro Notes (2031) in March 2024, we incurred \$7 million of fees, which were capitalized as an offset to Long-Term Obligations and are amortized over the term of the Euro Notes (2031).

**Euro Notes (2026/2028)**

On April 9, 2018, LKQ European Holdings B.V. ("LKQ Euro Holdings"), a wholly-owned subsidiary of LKQ Corporation, completed an offering of €1,000 million aggregate principal amount of senior notes. The offering consisted of €750 million senior notes due 2026 (the "Euro Notes (2026)") and €250 million senior notes due 2028 (the "Euro Notes (2028)" and, together with the Euro Notes (2026), the "Euro Notes (2026/28)") in a private placement conducted pursuant to Regulation S and Rule 144A under the Securities Act of 1933. The proceeds from the offering, together with borrowings under our senior secured credit facility, were used (i) to finance a portion of the consideration paid for the Stahlgruber acquisition, (ii) for general corporate purposes and (iii) to pay related fees and expenses, including the refinancing of net financial debt. The Euro Notes (2026/28) are governed by the Indenture dated as of April 9, 2018 (the "Euro Notes (2026/28) Indenture") among LKQ Euro Holdings, LKQ Corporation and certain of our subsidiaries (the "Euro Notes (2026/28) Subsidiaries"), the trustee, paying agent, transfer agent, and registrar.

On April 1, 2021, we redeemed the 3.625% Euro Notes (2026) at a redemption price equal to 101.813% of the principal amount of the Euro Notes (2026) plus accrued and unpaid interest thereon to, but not including, April 1, 2021. The total redemption payment was \$915 million (€777 million), including an early redemption premium of \$16 million (€14 million) and accrued and unpaid interest of \$16 million (€14 million). In the second quarter of 2021, we recorded a loss on debt extinguishment of \$24 million related to the redemption due to the early-redemption premium and the write-off of the unamortized debt issuance costs.

Interest on the Euro Notes (2028) is payable in arrears on April 1 and October 1 of each year. The Euro Notes (2028) are fully and unconditionally guaranteed by LKQ Corporation and the Euro Notes (2028) Subsidiaries (the "Euro Notes (2028) Guarantors").

The Euro Notes (2028) and the related guarantees are, respectively, LKQ Euro Holdings' and each Euro Notes (2028) Guarantor's senior unsecured obligations and will be subordinated to all of LKQ Euro Holdings' and the Euro Notes (2028) Guarantors' existing and future secured debt to the extent of the assets securing that secured debt. In addition, the Euro Notes (2028) are effectively subordinated to all of the liabilities of our subsidiaries that are not guaranteeing the Euro Notes (2028) to the extent of the assets of those subsidiaries. The Euro Notes (2028) have been listed on the Global Exchange Market of Euronext Dublin.

The Euro Notes (2028) are redeemable, in whole or in part, at any time at a redemption price of 100% of the principal amount thereof, plus accrued and unpaid interest, if any, to the redemption date plus a "make whole" premium. On or after April 1, 2023, we may redeem some or all of the Euro Notes (2028) at the applicable redemption prices set forth in the Euro Notes (2026/28) Indenture. We may be required to make an offer to purchase the Euro Notes (2028) upon the sale of certain assets, subject to certain exceptions, and upon a change of control. In addition, in the event of certain developments affecting taxation or under certain other circumstances which, in any case, require the payment of certain additional amounts, we may redeem the Euro Notes (2028) in whole, but not in part, at any time at a redemption price of 100% of the principal amount thereof, plus accrued but unpaid interest, if any, and such certain additional amounts, if any, to the redemption date.

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**Note 20, 19. Derivative Instruments and Hedging Activities**

We are exposed to market risks, including the effect of changes in interest rates, foreign currency exchange rates and commodity prices. Under current policies, we may use derivatives to manage our exposure to variable interest rates on our debt and changing foreign exchange rates for certain foreign currency denominated transactions. We do not hold or issue derivatives for trading purposes.

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*Derivative Instruments Designated as Cash Flow Hedges*

In February 2023, we entered into interest rate swap agreements to mitigate the risk of changing interest rates on our variable interest rate payments related to borrowings under our Senior Unsecured Credit Agreement. Under the terms of the interest rate swap agreements, we pay the fixed interest rate and receive a variable interest rate based on term SOFR that matches a contractually specified rate under the Senior Unsecured Credit Agreement. The agreements include a total \$400 million notional amount maturing in February 2025 with a weighted average fixed interest rate of 4.63% and a total \$300 million notional amount maturing in February 2026 with a weighted average fixed interest rate of 4.23%. Changes in the fair value of the interest rate swaps are recorded in Accumulated other comprehensive loss and reclassified to Interest expense when the hedged interest payments affect earnings. The activity related to the interest rate swaps is classified in operating activities in our Consolidated Statements of Cash Flows as the activity relates to normal recurring settlements to match interest payments.

In March 2023, we entered into forward starting interest rate swaps to hedge the risk of changes in interest rates related to forecasted debt issuance to finance a portion of the Uni-Select Acquisition. These swaps were settled in May 2023 upon issuance of the U.S. Notes (2028/33), resulting in total payments of \$13 million. See Note 19, 18, "Long-Term Obligations" for additional information related to the offering of the U.S. Notes (2028/33). Changes in the fair value of the interest rate swaps were recorded in Accumulated other comprehensive loss and the fair value at the termination date **will be is being** reclassified to Interest expense over the term of the debt. Payments made to settle the forward starting interest rate swaps were classified in financing activities in our Consolidated Statements of Cash Flows as these payments were related to the forecasted debt issuance.

All of our interest rate swap contracts have been executed with counterparties that we believe are creditworthy, and we closely monitor the credit ratings of these counterparties.

As of December 31, 2023, December 31, 2024 and 2023, the notional amounts, balance sheet classification and fair values of our derivative instruments designated as cash flow hedges were as follows (in millions) (there were no such hedges as of December 31, 2022):

	December 31, 2024	December 31, 2024	December 31, 2024		
	Notional Amount	Notional Amount	Notional Amount	Balance Sheet Caption	Fair Value - Asset / (Liability)
	Notional Amount	Notional Amount	Notional Amount		
Interest rate swap agreements					
Interest rate swap agreements					
Interest rate swap agreements					
Interest rate swap agreements					
Interest rate swap agreements					
Interest rate swap agreements					
Interest rate swap agreements					
	December 31, 2023				
	Notional Amount			Balance Sheet Caption	Fair Value - Asset / (Liability)
	Notional Amount				

Interest rate swap agreements	\$ 700	Other noncurrent liabilities	\$ (2)
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The activity related to our cash flow hedges is included in Note 17, "Accumulated Other Comprehensive Income (Loss)." As of December 31, 2023 December 31, 2024, we estimate that an insignificant amount \$2 million of derivative gains losses (net of tax) included in Accumulated other comprehensive loss will be reclassified into our Consolidated Statements of Income within the next 12 months.

The activity related to our previously matured cash flow hedges is included in Note 17, "Accumulated Other Comprehensive Income (Loss)" and presented in either operating activities or financing activities, as described above, in our Consolidated Statements of Cash Flows.

#### Derivative Instruments Not Designated as Hedges

To manage the foreign currency exposure related to the Uni-Select Acquisition purchase price (denominated in CAD), we entered into foreign exchange contracts in March 2023 to purchase CAD 1.6 billion for approximately \$1.2 billion. These contracts did not qualify for hedge accounting, and therefore, the contracts were adjusted to fair value through the results of operations as of each balance sheet date. We reported Gains on foreign exchange contracts - acquisition related on the

### LKQ CORPORATION AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

Consolidated Statements of Income of \$49 million for the year ended December 31, 2023. These contracts were settled in July 2023 resulting in total payments received of \$49 million.

To manage our foreign currency exposure on other non-functional currency denominated intercompany loans, we entered into short-term foreign currency forward contracts in 2023, from time to time. We have not elected to apply hedge accounting for these transactions, and therefore the contracts are adjusted to fair value through our results of operations as of each balance sheet date. The effect on our results of operations for these contracts during the years ended December 31, 2024, 2023, and 2022, were not material. The fair values of these short-term derivative instruments that remained outstanding as of year-end were recorded in either Prepaid expenses and other current assets or Other accrued expenses on our Consolidated Balance Sheets and were not material at December 31, 2023 December 31, 2024 and 2022 2023.

Additionally, we hold other short-term derivative instruments, including foreign currency forward contracts, to manage our exposure to variability in the cash flows related to inventory purchases denominated in a non-functional currency. We have not elected to apply hedge accounting for these transactions. The notional amount and fair value of these contracts at December 31, 2023 December 31, 2024 and December 31, 2022, 2023, along with the effect on our results of operations during the years ended December 31, 2023 December 31, 2024, 31, 2024.

### LKQ CORPORATION AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

2022, 2023, and 2021, 2022, were not material. The fair values of these contracts were recorded in either Prepaid expenses and other current assets or Other accrued expenses on our Consolidated Balance Sheets.

#### Gross vs. Net Presentation for Derivative Instruments

While certain derivative instruments executed with the same counterparty are subject to master netting arrangements, we present our cash flow hedge and other derivative instruments on a gross basis on our Consolidated Balance Sheets. The impact of netting the fair values of these contracts would result in an immaterial decrease to Prepaid expenses and other current assets and Other accrued expenses on our Consolidated Balance Sheets at December 31, 2023 December 31, 2024 and 2022, 2023.

#### Note 21, 20. Fair Value Measurements

##### Financial Assets and Liabilities Measured at Fair Value

We use the market and income approaches to estimate the fair value of our financial assets and liabilities, and during the year ended December 31, 2023 December 31, 2024, there were no significant changes in valuation techniques or inputs related to the financial assets or liabilities that we have historically recorded at fair value. The tiers in the fair value hierarchy include: Level 1, defined as observable inputs such as quoted market prices in active markets; Level 2, defined as inputs other than quoted prices in active markets that are either directly or indirectly observable; and Level 3, defined as significant unobservable inputs for which little or no market data exists, therefore requiring an entity to develop its own assumptions.

The following table presents information about our financial assets and liabilities measured at fair value on a recurring basis and indicate the fair value hierarchy of the valuation inputs we utilized to determine such fair value as of December 31, 2023 December 31, 2024 and 2022, 2023 (in millions):

	December 31,												
	2023		2022		2024		2023		2022		2023		
	Level 1	Level 1	Level 2	Level 3	Total	Level 1	Level 2	Level 3	Total	Level 1	Level 2	Level 3	Total
<b>Assets:</b>													
Investments - debt securities													

Investments - debt securities
Investments - debt securities
Investments - equity securities
Total Assets
<b>Liabilities:</b>
Interest rate swaps
Interest rate swaps
Interest rate swaps
Contingent consideration liabilities
Total Liabilities

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Investments in debt and equity securities relate to our captive insurance subsidiary and are included in Other noncurrent assets on the Consolidated Balance Sheets. The balance sheet classification of the interest rate swap agreements is presented in Note 20.19, "Derivative Instruments and Hedging Activities." For contingent consideration liabilities, the current portion is included in Other current liabilities and the noncurrent portion is included in Other noncurrent liabilities on the Consolidated Balance Sheets based on the expected timing of the related payments.

We value derivative instruments using a third party valuation model that performs discounted cash flow analysis based on the terms of the contracts and market observable inputs such as current and forward interest rates and current and forward foreign exchange rates.

Our contingent consideration liabilities are related to our business acquisitions. Under the terms of the contingent consideration agreements, payments may be made at specified future dates depending on the performance of the acquired business subsequent to the acquisition. The liabilities for these payments are classified as Level 3 liabilities because the related fair value measurement, which is determined using an income approach, includes significant inputs not observable in the market. **We have deferred compensation liabilities which are recorded in Other noncurrent liabilities on the Consolidated Balance Sheets. These liabilities are determined based on the values of investments in participants' phantom accounts, which is not a fair value measurement, and thus the liabilities are not included in the fair value hierarchy disclosure.**

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*Financial Assets and Liabilities Not Measured at Fair Value*

Our debt is reflected on the Consolidated Balance Sheets at cost. The fair value measurements of the borrowings under the credit agreement are classified as Level 2 within the fair value hierarchy since they are determined based upon significant inputs observable in the market, including interest rates on recent financing transactions with similar terms and maturities. We estimated the fair value by calculating the upfront cash payment a market participant would require at December 31, 2023 December 31, 2024 and 2022 2023 to assume these obligations. The fair values of the U.S. Notes (2028), U.S. Notes (2033), Euro Notes (2024), Euro Notes (2028) and Euro Notes (2028) (2031) are determined based upon observable market inputs including quoted market prices in markets that are not active, and therefore are classified as Level 2 within the fair value hierarchy.

Based on market conditions as of December 31, 2023, December 31, 2024 and 2023, the fair value of the borrowings under the Senior Unsecured Credit Agreement and CAD Note reasonably approximated their carrying values of \$1,414 million \$1,164 million and \$529 million, \$1,414 million, respectively. As of December 31, 2022, December 31, 2024 and 2023, the fair value of the Prior Credit Agreement borrowings under the CAD Note reasonably approximated the carrying value values of \$1,786 million, \$487 million and \$529 million, respectively.

The following table provides the carrying and fair value for our other financial instruments as of December 31, 2023 December 31, 2024 and December 31, 2022 December 31, 2023 (in millions):

	As of December 31, 2023		As of December 31, 2022					
	As of December 31, 2024		As of December 31, 2023					
	Carrying Value	Carrying Value	Fair Value	Carrying Value	Carrying Value	Fair Value	Carrying Value	Fair Value
U.S. Notes (2028)								
U.S. Notes (2028)								
U.S. Notes (2028)								
U.S. Notes (2033)								
Euro Notes (2024)								
Euro Notes (2028)								
Euro Notes (2031)								

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**Note 22, 21. Leases**

We have leases primarily for facilities, vehicles, and equipment.

The amounts recorded on the Consolidated Balance Sheets as of **December 31, 2023** **December 31, 2024** and **2022** **2023** related to our lease agreements are as follows (in millions):

	Leases	Leases	Classification		December 31,		Classification		December 31,	
			2023	2022	Leases	2024	2023	Leases	2024	2023
<b>Assets</b>										
Operating lease ROU assets, net										
Operating lease ROU assets, net										
Operating lease ROU assets, net										
Finance lease assets, net										
Total leased assets										
<b>Liabilities</b>										
Current										
Current										
Current										
Operating										
Operating										
Operating										
Finance										
Noncurrent										
Operating										
Operating										
Operating										
Finance										
Total lease liabilities										

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The components of lease expense are as follows (in millions):

	Lease Cost	Lease Cost	Year Ended December 31,			Lease Cost	2024	2023	2022
			2023	2022	2021				
Operating lease cost									
Short-term lease cost									
Variable lease cost									
Finance lease cost									
Amortization of leased assets									
Amortization of leased assets									
Amortization of leased assets									
Interest on lease liabilities									
Sublease income									
Net lease cost									

The future **minimum** lease commitments under our leases at **December 31, 2023** **December 31, 2024** are as follows (in millions):

Years Ending December 31,	Years Ending December 31,	Operating leases	Finance leases	Years Ending December 31,	Operating leases	Finance leases	Total
		(1)	(1)		(1)	(1)	
2024							
2025							
2026							
2027							

2028
2029
Thereafter
Future minimum lease payments
Future lease payments
Less: Interest
Present value of lease liabilities

(1) Amounts are included in the scheduled maturities of long-term obligations in Note 19, "Long-Term Obligations".

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As of December 31, 2023 December 31, 2024, minimum operating lease payments for leases that have not yet commenced totaled \$140 \$41 million, which primarily includes the synthetic lease arrangements discussed below. These operating leases will commence in the next 16 21 months with lease terms of 3 to 13 15 years. Most of these leases have not commenced because the assets are in the process of being constructed.

**Synthetic Lease Arrangements**

In the fourth quarter of 2024, we entered into two synthetic leases to finance the construction of salvage yard facilities, with an aggregate estimated cost of approximately \$100 million. These leases have an aggregate future lease commitment of approximately \$35 million as of December 31, 2024. The leases will commence upon completion of construction of the facilities which are expected to be in the later part of 2026. Each lease term is five years after commencement. At the end of the leases' terms, we will be required to purchase the facilities or, in the event that option is not elected, to request to extend the leases, or vacate the property and relocate. Upon each lease commencement, the lease classification, right-of-use asset, and lease liability will be determined and recorded. Each lease arrangement contains a residual value guarantee of 100% of the total construction cost. The synthetic leases contain covenants that are consistent with our Senior Unsecured Credit Agreement. See Note 18, "Long-Term Obligations" for further information on our Senior Unsecured Credit Agreement.

Other information related to leases is as follows:

Lease Term and Discount Rate	Lease Term and Discount Rate	2023	2022	Lease Term and Discount Rate	2024	2023
Weighted-average remaining lease term (years)						
Operating leases						
Operating leases						
Operating leases		8.2	9.1		7.7	8.2
Finance leases	Finance leases	6.7	8.5	Finance leases	7.2	6.7
Weighted-average discount rate						
Operating leases						
Operating leases						
Operating leases		6.00 %	5.75 %		5.92 %	6.00 %
Finance leases	Finance leases	4.83 %	3.69 %	Finance leases	5.06 %	4.83 %

Supplemental cash flows information (in millions)	Year Ended December 31,		
	2023	2022	2021
Cash paid for amounts included in the measurement of lease liabilities			
Operating cash outflows from operating leases	\$ 299	\$ 284	\$ 286
Financing cash outflows from finance leases	19	14	13
Leased assets obtained in exchange for finance lease liabilities	49	15	10
Leased assets obtained in exchange for operating lease liabilities <sup>(1)</sup>	310	159	248

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(1) Includes leased assets obtained in exchange for operating lease liabilities as a result of the Uni-Select acquisition. Refer to Note 3, "Business Combinations" for more information.

Supplemental cash flows information (in millions)	Year Ended December 31,		
	2024	2023	2022

Cash paid for amounts included in the measurement of lease liabilities				
Operating cash outflows from operating leases	\$ 328	\$ 299	\$ 284	284
Financing cash outflows from finance leases	28	19	14	14
Leased assets obtained in exchange for finance lease liabilities	49	49	15	15
Leased assets obtained in exchange for operating lease liabilities	384	310	159	159

**Note 23.22. Employee Benefit Plans**

*Defined Benefit Plans*

We have funded and unfunded defined benefit plans covering certain employee groups in various European countries and Canada. Local statutory requirements govern many of our European and Canadian plans. The defined benefit plans are mostly closed to new participants and, in some cases, existing participants no longer accrue benefits.

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*Funded Status*

The table below summarizes the funded status of the defined benefit plans (in millions):

	December 31,		
	2023	2022	2024
<b>Change in projected benefit obligation:</b>			
Projected benefit obligation - beginning of year			
Projected benefit obligation - beginning of year			
Projected benefit obligation - beginning of year			
Acquisitions and divestitures (1)			
Service cost			
Interest cost			
Participant contributions			
Actuarial (gain) / loss			
Benefits paid (2)			
Settlement			
Currency impact			
Currency impact			
Currency impact			
Projected benefit obligation - end of year			
<b>Change in fair value of plan assets:</b>			
Fair value - beginning of year			
Fair value - beginning of year			
Fair value - beginning of year			
Acquisitions and divestitures (1)			
Employer contributions			
Employer contributions			
Actual return on plan assets			
Employer contributions			
Participant contributions			
Benefits paid			
Settlement			
Currency impact			
Currency impact			
Currency impact			
Fair value - end of year			

Funded status at end of year (liability)

Accumulated benefit obligation

Accumulated benefit obligation

Accumulated benefit obligation

(1) 2023 activity relates to the Uni-Select acquisition. Refer to Note 3, "Business Combinations" for more information.

(2) Includes amounts paid from plan assets as well as amounts paid from Company assets.

The net amounts recognized for defined benefit plans on the Consolidated Balance Sheets were as follows (in millions):

	December 31,		
	2023	2022	
	2024	2023	
Noncurrent assets			
Current liabilities			
Noncurrent liabilities			

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The following table summarizes the accumulated benefit obligation and aggregate fair value of plan assets for pension plans with accumulated benefit obligations in excess of plan assets (in millions):

	December 31,		
	2023	2022	
	2024	2023	
Accumulated benefit obligation			
Aggregate fair value of plan assets			

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The following table summarizes the projected benefit obligation and aggregate fair value of plan assets for pension plans with projected benefit obligations in excess of plan assets (in millions):

	December 31,		
	2023	2022	
	2024	2023	
Projected benefit obligation			
Aggregate fair value of plan assets			

The table below summarizes the weighted-average assumptions used to calculate the year-end benefit obligations:

	December 31,		
	2023	2022	
	2024	2023	
Discount rate used to determine benefit obligation	Discount rate used to determine benefit obligation	3.7 %	Discount rate used to determine benefit obligation
Rate of future compensation increase	Rate of future compensation increase	2.6 %	Rate of future compensation increase

*Net Periodic Benefit Cost*

The table below summarizes the components of net periodic benefit cost for the defined benefit plans (in millions):

	Year Ended December 31,		Year Ended December 31,	
	2023	2022	2021	
	2024	2023	2022	
Service cost				
Interest cost				

Expected return on plan assets <sup>(1)</sup>
Amortization of actuarial (gain) loss <sup>(2)</sup>
Amortization of actuarial (gain) loss <sup>(2)</sup>
Amortization of actuarial (gain) loss <sup>(2)</sup>
Net periodic benefit cost
Net periodic benefit cost
Net periodic benefit cost

(1) We use the fair value of our plan assets to calculate the expected return on plan assets.

(2) Actuarial gains and losses are amortized using a corridor approach for our pension plans. Gains and losses are amortized if, as of the beginning of the year, the cumulative net gain or loss exceeds 10 percent of the greater of the projected benefit obligation or the fair value of the plan assets. Gains and losses in excess of the corridor are amortized over the average remaining service period of active members expected to receive benefits under the plan or, in the case of closed plans, the expected future lifetime of the employees participating in the plan.

The service cost component of net periodic benefit cost was classified in SG&A expenses, while the other components of net periodic benefit cost were classified in Interest income and other income, net in the Consolidated Statements of Income.

The table below summarizes the weighted-average assumptions used to calculate the net periodic benefit cost in the table above:

	Year Ended December 31,		
	2023	2022	2021
Discount rate used to determine service cost	3.4 %	1.0 %	0.4 %
Discount rate used to determine interest cost	3.4 %	1.2 %	0.8 %
Rate of future compensation increase	1.9 %	1.7 %	2.0 %
Expected long-term return on plan assets <sup>(1)</sup>	3.1 %	2.8 %	3.2 %

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	Year Ended December 31,		
	2024	2023	2022
Discount rate used to determine service cost	3.7 %	3.4 %	1.0 %
Discount rate used to determine interest cost	3.7 %	3.4 %	1.2 %
Rate of future compensation increase	2.6 %	1.9 %	1.7 %
Expected long-term return on plan assets <sup>(1)</sup>	4.3 %	3.1 %	2.8 %

(1) Our expected long-term return on plan assets is determined based on the asset allocation and estimate of future long-term returns by asset class.

Assumed mortality is also a key assumption in determining benefit obligations and net periodic benefit cost. In some of the European and Canadian plans, a price inflation index is also an assumption in determining benefit obligations and net periodic benefit cost.

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As of December 31, 2023 December 31, 2024, the pretax amounts recognized in Accumulated other comprehensive loss consisted of \$9 \$2 million of net actuarial gains for our defined benefit plans that have not yet been recognized in net periodic benefit cost. Of this amount, we expect \$1 million an insignificant amount to be recognized as a component of net periodic benefit cost during the year ending December 31, 2024 December 31, 2025.

*Fair Value of Plan Assets*

Fair value is defined as the amount that would be received for selling an asset or paid to transfer a liability in an orderly transaction between market participants. The tiers in the fair value hierarchy include: Level 1, defined as observable inputs such as quoted market prices in active markets; Level 2, defined as inputs other than quoted prices in active markets that are either directly or indirectly observable; and Level 3, defined as significant unobservable inputs in which little or no market data exists, therefore requiring an entity to develop its own assumptions. Investments that are valued using net asset value (or its equivalent) as a practical expedient are excluded from the fair value hierarchy disclosure.

For the unfunded pension plans, we pay the defined benefit plan obligations when they become due. The table below summarizes the fair value of our defined benefit plan assets by asset category within the fair value hierarchy for the funded defined benefit pension plans (in millions):

	December 31,		
	2023	2022	
	2024	2023	

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Assets for the defined benefit pension plans in Europe are invested primarily in insurance policies. For the defined benefit pension plans in Canada, a portion of the assets representing a subset of inactive plan participants are invested in insurance policies. Under these contracts, we pay premiums to the insurance company, which are based on an internal actuarial analysis performed by the insurance company; the insurance company then funds the pension payments to the plan participants upon retirement.

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*Employer Contributions and Estimated Future Benefit Payments*

During the year ended **December 31, 2023** **December 31, 2024**, we contributed **\$5.7** million to our pension plans. We estimate that contributions to our pension plans during **2024** **2025** will be **\$7** million.

The following table summarizes estimated future benefit payments as of **December 31, 2023** **December 31, 2024** (in millions):

Years Ending December 31,	Years Ending December 31,	Amount	Years Ending December 31,	Amount
2024				
2025				
2026				
2027				
2028				
2029 - 2033				
2029				
2030 - 2034				

**Note 24.23. Income Taxes**

The provision for income taxes consists of the following components (in millions):

	Year Ended December 31,			
	2023	2022	2021	2024
Current:				
Federal				
Federal				
Federal				
State				
Foreign				
Total current provision for income taxes				
Deferred:				
Federal				
Federal				
Federal				
State				
Foreign				
Total deferred (benefit) provision for income taxes				
Provision for income taxes				

Income taxes have been based on the following components of income from continuing operations before provision for income taxes (in millions):

	Year Ended December 31,			
	2023	2022	2021	2024
Domestic				
Foreign				
Income from continuing operations before provision for income taxes				

**LKQ CORPORATION AND SUBSIDIARIES**  
**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

The U.S. federal statutory rate is reconciled to the effective tax rate as follows:

	Year Ended December 31,			
	2023	2022	2021	2024

U.S. federal statutory rate	U.S. federal statutory rate	21.0 %	21.0 %	21.0 %	U.S. federal statutory rate	21.0 %	21.0 %	21.0 %
State income taxes, net of state credits and federal tax impact	State income taxes, net of state credits and federal tax impact	2.8 %	3.0 %	2.7 %	State income taxes, net of state credits and federal tax impact	2.7 %	2.8 %	3.0 %
Impact of rates on international operations	Impact of rates on international operations	1.2 %	1.1 %	1.2 %	Impact of rates on international operations	2.2 %	1.2 %	1.1 %
Change in valuation allowances	Change in valuation allowances	0.9 %	0.4 %	(0.8) %	Change in valuation allowances	1.1 %	0.9 %	0.4 %
Non-deductible expenses	Non-deductible expenses	1.2 %	1.0 %	0.4 %	Non-deductible expenses	0.6 %	1.2 %	1.0 %
Gains on foreign exchange contracts - acquisition related	Gains on foreign exchange contracts - acquisition related	(0.8) %	— %	— %	Gains on foreign exchange contracts - acquisition related	— %	(0.8) %	— %
Other, net	Other, net	(1.5) %	(1.2) %	(0.9) %	Other, net	0.9 %	(1.5) %	(1.2) %
Effective tax rate	Effective tax rate	24.8 %	25.3 %	23.6 %	Effective tax rate	28.5 %	24.8 %	25.3 %

Undistributed earnings of our foreign subsidiaries amounted to approximately \$1,818 million at December 31, 2023 December 31, 2024. Beginning in 2018, the Tax Cuts and Jobs Act generally provided a 100% participation exemption from further U.S. taxation of dividends received from 10-percent or more owned foreign corporations held by U.S. corporate shareholders. Although foreign dividend income is generally exempt from U.S. federal tax in the hands of the U.S. corporate shareholders, either as a result of the participation exemption, or due to the previous taxation of such earnings under the transition tax and GILTI regimes, companies must still apply the guidance of ASC 740: Income Taxes to account for the tax consequences of outside basis differences and other tax impacts of their investments in non-U.S. subsidiaries. Further, the 2017 transition tax reduced a majority of the previous outside basis differences in our foreign subsidiaries, and most of any new differences arising have extensive interaction with the GILTI regime discussed above.

Based on a review of our global financing and capital expenditure requirements as of December 31, 2023 December 31, 2024, we continue to plan to permanently reinvest the undistributed earnings of our international subsidiaries. Thus, no deferred U.S. income taxes or potential foreign withholding taxes have been recorded. Due to the complexity of the U.S. tax regime, it remains impractical to estimate the amount of deferred taxes potentially payable were such earnings to be repatriated.

On August 16, 2022, the Inflation Reduction Act of 2022 ("IRA") was signed into law in the United States. The IRA, among other provisions, enacted a 15% corporate minimum tax effective for taxable years beginning after December 31, 2022 and a 1% excise tax on the repurchase of corporate stock after December 31, 2022. The corporate minimum tax provisions of the IRA did not have a material impact on our financial results. The impact of the excise tax provisions will be dependent upon the volume of any future stock repurchases, and there was no excise tax due on our 2023 share repurchases.

The OECD released a framework, referred to as Pillar Two, to implement a global minimum corporate tax rate of 15% on certain multinational enterprises. Certain countries have enacted legislation to adopt the Pillar Two framework while several countries are considering or still announcing changes to their tax laws to implement the minimum tax directive. While we have evaluated the developments and do not currently expect Pillar Two to have a material impact on our effective tax rate, our analysis will continue as the OECD continues to release additional guidance and countries implement legislation, financial position, results of operations, or cash flows.

**LKQ CORPORATION AND SUBSIDIARIES**  
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The significant components of the deferred tax assets and liabilities are as follows (in millions):

	December 31,		
	2023	2022	2024
<b>Deferred Tax Assets:</b>			
Accrued expenses and reserves			
Accrued expenses and reserves			
Accrued expenses and reserves			
Qualified and nonqualified retirement plans			
Inventory			
Accounts receivable			
Interest deduction carryforwards			
Stock-based compensation			
Operating lease liabilities			
Net operating loss carryforwards			
Other			
Total deferred tax assets, gross			
Less: valuation allowance			
Total deferred tax assets			
<b>Deferred Tax Liabilities:</b>			

Goodwill and other intangible assets	
Goodwill and other intangible assets	
Goodwill and other intangible assets	
Property, plant and equipment	
Trade names	
Operating lease assets, net	
Other	
Total deferred tax liabilities	
Net deferred tax liability	

Deferred tax assets and liabilities are reflected on the Consolidated Balance Sheets as follows (in millions):

	December 31,		
	2023	2022	
	2024	2023	
Noncurrent deferred tax assets			
Noncurrent deferred tax liabilities			

Noncurrent deferred tax assets and noncurrent deferred tax liabilities are included in Other noncurrent assets and Deferred income taxes, respectively, on the Consolidated Balance Sheets.

We have net operating loss carryforwards, primarily for certain international tax jurisdictions, the tax benefits of which totaled approximately \$38 million and \$53 million at December 31, 2024 and \$19 million at December 31, 2023 and 2022, respectively. The \$34 million increase decrease in net operating loss carryforwards is primarily related to the inclusion sale of historical loss carryforwards from the acquisition of Uni-Select, certain European entities. At December 31, 2023 December 31, 2024 and 2022, we had tax credit carryforwards for U.S. and certain U.S. state jurisdictions, the tax benefits of which totaled approximately \$3 million and less than \$1 million, at both dates, respectively. As of December 31, 2023 December 31, 2024 and 2022, we had interest deduction carryforwards in Italy and Germany, the tax benefits of which totaled \$32 million and \$28 million, respectively. As of December 31, 2023 December 31, 2024 and 2022, we had capital loss carryforwards, the tax benefit of which totaled an insignificant amount at both periods. As of December 31, 2023 December 31, 2024 and 2022, valuation allowances of \$64 million and \$44 million, respectively, were recorded for deferred tax assets related to the foreign interest deduction carryforwards, certain foreign and U.S. net operating loss carryforwards and capital loss carryforwards. The \$20 million net increase decrease in valuation allowances was primarily attributable to the change in the net operating loss carryforwards and U.S. capital loss carryforward activity, previously noted.

**LKQ CORPORATION AND SUBSIDIARIES**  
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The majority of the net operating losses will generally carry forward until 2034 to 2043. The interest deduction carryforwards in Italy and Germany do not expire. U.S. capital losses can be carried back three years and forward for five years. Realization of these deferred tax assets is dependent on the generation of sufficient taxable income prior to the expiration dates, where applicable, or in the case of interest deduction carryforward, subject to legislative thin capitalization constraints, typically based on profitability. Based on historical and projected operating results, we believe that it is more likely than not that earnings will be sufficient to realize the deferred tax assets for which valuation allowances have not been provided. While we expect to realize the deferred tax assets, net of valuation allowances, changes in tax laws or in estimates of future taxable income may alter this expectation.

A reconciliation of the beginning and ending amount of gross unrecognized tax benefits is as follows (in millions):

	2023	2022	2021	2024	2023	2022
Balance at January 1,						
Additions for acquired tax positions						
Additions based on tax positions related to prior years						
Additions based on tax positions related to prior years						
Additions based on tax positions related to the current year						
Additions based on tax positions related to prior years						
Reductions for tax positions of prior year						
Lapse of statutes of limitations						
Settlements with taxing authorities						
Balance at December 31,						
Balance at December 31,						
Balance at December 31,						

During the twelve months beginning January 1, 2025, it is reasonably possible that we will reduce unrecognized tax benefits by \$17 million, none of which would impact our effective tax rate.

Included in the balance of unrecognized tax benefits above as of December 31, 2023 December 31, 2024, 2022 2023 and 2021, 2022, are approximately \$10 million, \$8 million and \$5 million, and \$4 million, respectively of tax benefits that, if recognized, would affect the effective tax rate. The balance of unrecognized tax benefits at December 31, 2023 December 31, 2024 includes \$18 million, 2022 and 2021, includes at both December 31, 2023 and 2022, an insignificant amount of tax benefits that, if recognized, would result in adjustments to deferred taxes.

We recognize interest and penalties accrued related to unrecognized tax benefits as income tax expense. During As of the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021, 2022, we had accumulated interest and penalties of \$1 million, attributable to the unrecognized tax benefits noted above. During the years ended December 31, 2023 December 31, 2024, 2022 2023 and 2021, 2022, we recorded \$1 million or less of interest and penalties through the income tax provision, prior to any reversals for lapses in the statutes of limitations.

During the twelve months beginning January 1, 2024, it is reasonably possible that we will reduce unrecognized tax benefits by \$3 million, most of which would impact our effective tax rate. limitations and settlements.

The Company and/or its subsidiaries file income tax returns in the U.S. federal jurisdiction, and various U.S. state and international jurisdictions. With few exceptions, we are no longer subject to U.S. federal, state and local, or international income tax examinations by tax authorities for years before 2015, 2018. Adjustments from examinations, if any, are not expected to have a material effect on our Consolidated Financial Statements.

#### Note 24. Cash, Cash Equivalents and Restricted Cash

The following table provides a reconciliation of Cash and cash equivalents as reported in the Consolidated Balance Sheets to Cash, cash equivalents and restricted cash shown in the Consolidated Statements of Cash Flows (in millions):

	December 31, 2024	December 31, 2023
Cash and cash equivalents	\$ 234	\$ 299
Restricted cash included in Other noncurrent assets <sup>(1)</sup>	5	—
Cash, cash equivalents and restricted cash	\$ 239	\$ 299

<sup>(1)</sup> Represents cash held with our captive insurance subsidiary for payments on self-insured claims.

#### Note 25. Segment and Geographic Information

We have four operating segments: Wholesale - North America; Europe; Specialty; and Self Service, each of which is presented as a reportable segment.

#### **LKQ CORPORATION AND SUBSIDIARIES** **NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

The segments are organized based on a combination of geographic areas served and type of product lines offered. The segments are managed separately as the businesses serve different customers and are affected by different economic conditions. Wholesale - North America and Self Service have similar economic characteristics and have common products and services, customers and methods of distribution. We are reporting these operating segments separately to provide greater transparency to investors.

#### **LKQ CORPORATION AND SUBSIDIARIES** **NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

The following tables present our financial performance by reportable segment for the periods indicated (in millions):

Year Ended December 31, 2024	Wholesale - North America	Wholesale - North America	Europe	Specialty	Self Service	Eliminations	Consolidated	Wholesale - North America	Europe	Specialty	Self Service	Eliminations	Consolidated
Revenue:													
Revenue:													
Revenue:													
Third Party													
Third Party													
Third Party													
Intersegment													

Total segment	
revenue	
Less: (1)	
Less: (1)	
Less: (1)	
Cost of goods sold	
Cost of goods sold	
Cost of goods sold	
Selling, general and	
administrative expenses	
Selling, general and	
administrative expenses	
Selling, general and	
administrative expenses	
Other segment items (2)	
Other segment items (2)	
Other segment items (2)	
Segment EBITDA	
Segment EBITDA	
Segment EBITDA	
Total depreciation	
and amortization	
(3)	
<b>Year Ended</b>	
<b>December 31,</b>	
<b>2023</b>	
Revenue:	
Revenue:	
Revenue:	
Third Party	
Third Party	
Third Party	
Intersegment	
Total segment	
revenue	
Less: (1)	
Less: (1)	
Less: (1)	
Cost of goods sold	
Cost of goods sold	
Cost of goods sold	
Selling, general and	
administrative expenses	
Selling, general and	
administrative expenses	
Selling, general and	
administrative expenses	
Other segment items (2)	
Other segment items (2)	
Other segment items (2)	
Segment EBITDA	
Total depreciation	
and amortization	
(1)	

Segment EBITDA	
Segment EBITDA	
Total depreciation and amortization	
(3)	
<b>Year Ended</b>	
<b>December 31,</b>	
<b>2022</b>	
Revenue:	
Revenue:	
Revenue:	
Third Party	
Third Party	
Third Party	
<b>Intersegment</b>	
Total segment revenue	
Less: (1)	
Less: (1)	
Less: (1)	
Cost of goods sold	
Cost of goods sold	
Cost of goods sold	
Selling, general and administrative expenses	
Selling, general and administrative expenses	
Selling, general and administrative expenses	
Other segment items (2)	
Other segment items (2)	
Other segment items (2)	
Segment EBITDA	
Total depreciation and amortization	
(1)	
<b>Year Ended</b>	
<b>December 31,</b>	
<b>2021</b>	
Revenue:	
Revenue:	
Revenue:	
Third Party	
Third Party	
Third Party	
<b>Intersegment</b>	
Total segment revenue	
Segment EBITDA	
Total depreciation and amortization	
(1)	
Segment EBITDA	

Total depreciation  
and amortization  
(3)

(1) The significant expense categories and amounts align with the segment-level information that is regularly provided to the CODM. Intersegment expenses are included within the amounts shown.

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(2) Amounts primarily represent other non operating income and expenses within each segment, as well as reconciling items to remove depreciation - cost of goods sold and restructuring - cost of goods sold, which are excluded from the calculation of Segment EBITDA. See Note 13, "Restructuring and Transaction Related Expenses" for additional information on the restructuring charges.

(3) Amounts presented include depreciation and amortization expense recorded within Cost of goods sold, SG&A expenses and Restructuring and transaction related expenses.

The key measure of segment profit or loss reviewed by our chief operating decision maker, CODM, our Chief Executive Officer, is Segment EBITDA. We use Segment EBITDA to compare profitability among the segments and evaluate business strategies. Segment EBITDA includes revenue and expenses that are controllable by the segment. Corporate general and administrative expenses are allocated to the segments based on usage, with shared expenses apportioned based on the segment's percentage of consolidated revenue. We calculate Segment EBITDA as Net Income excluding net income and loss attributable to LKQ stockholders excluding noncontrolling interest; income and loss from discontinued operations; depreciation; amortization; interest; gains and losses on debt extinguishment; income tax expense; restructuring and transaction related expenses (which includes restructuring expenses recorded in Cost of goods sold); expenses; change in fair value of contingent consideration liabilities; other gains and losses related to acquisitions, equity method investments, or divestitures; equity in losses and earnings of unconsolidated subsidiaries; equity investment fair value adjustments; impairment charges; and direct impacts of the Ukraine/Russia conflict and related sanctions (including provisions for and subsequent adjustments to reserves for asset recoverability and expenditures to support our employees and their families). conflict.

**LKQ CORPORATION AND SUBSIDIARIES**  
**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

The table below provides a reconciliation of Net Income to Segment EBITDA (in millions):

	Year Ended December 31,			Year Ended December 31,		
	2023	2022	2021	2024	2023	2022
Net income						
Less: net income attributable to continuing noncontrolling interest						
Net income attributable to LKQ stockholders						
Less: net (loss) income from discontinued operations						
Less: net (loss) income from discontinued operations						
Less: net (loss) income from discontinued operations						
Net income from continuing operations attributable to LKQ stockholders						
Adjustments - continuing operations attributable to LKQ stockholders:						
Adjustments:						
Depreciation and amortization						
Depreciation and amortization						
Depreciation and amortization						
Interest expense, net of interest income						
Interest expense, net of interest income						
Interest expense, net of interest income						
Loss on debt extinguishment						
Provision for income taxes						
Equity in earnings of unconsolidated subsidiaries (1)						
Equity in earnings of unconsolidated subsidiaries (1)						
Equity in earnings of unconsolidated subsidiaries (1)						
Gains on foreign exchange contracts - acquisition related (2)						
Equity investment fair value adjustments						
Restructuring and transaction related expenses (3)						
Restructuring and transaction related expenses (3)						
Restructuring and transaction related expenses (3)						
Restructuring expenses - cost of goods sold (3)						

Gain on disposal of businesses (4)
Gain on disposal of businesses (4)
Gain on disposal of businesses (4)
Change in fair value of contingent consideration liabilities
Gains on previously held equity interests
Gains on previously held equity interests
Gains on previously held equity interests
Direct impacts of Ukraine/Russia conflict (5)
Impairment of net assets held for sale
Segment EBITDA

(1) Refer to Note 11, 10, "Equity Method Investments," Investments for further information.

(2) Refer to Note 3, "Business Combinations" and Note 20, 19, "Derivative Instruments and Hedging Activities" for further information.

(3) Refer to Note 14, 13, "Restructuring and Transaction Related Expenses" for further information.

(4) Refer to "Other Divestitures (Not Classified in Discontinued Operations)" in Note 4, "Discontinued Operations and Divestitures," Divestitures for further information.

(5) Adjustments include provisions for and subsequent adjustments to reserves for asset recoverability (receivables and inventory) and expenditures to support our employees and their families in Ukraine.

The following table presents capital expenditures by reportable segment (in millions):

	Year Ended December 31,		
	2023	2022	2021
<b>Capital Expenditures</b>			
Wholesale - North America	\$ 118	\$ 84	\$ 113
Europe	163	105	141
Specialty	41	19	23
Self Service	36	14	16
Total capital expenditures	\$ 358	\$ 222	\$ 293

**LKQ CORPORATION AND SUBSIDIARIES**  
**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

The following table presents capital expenditures by reportable segment (in millions):

	Year Ended December 31,		
	2024	2023	2022
<b>Capital Expenditures</b>			
Wholesale - North America	\$ 143	\$ 118	\$ 84
Europe	134	163	105
Specialty	21	41	19
Self Service	13	36	14
Total capital expenditures	\$ 311	\$ 358	\$ 222

The following table presents assets by reportable segment (in millions):

	December 31, 2023	December 31, 2022
<b>Receivables, net of allowance for credit losses</b>		
Wholesale - North America <sup>(1)</sup>	\$ 470	\$ 351
Europe	580	547
Specialty	107	92
Self Service	8	8
Total receivables, net of allowance for credit losses	1,165	998
<b>Inventories</b>		
Wholesale - North America <sup>(1)</sup>	1,217	822
Europe	1,390	1,418

Specialty	475	469
Self Service	39	43
Total inventories	3,121	2,752
<b><u>Property, plant and equipment, net</u></b>		
Wholesale - North America <sup>(1)</sup>	644	505
Europe	642	547
Specialty	118	94
Self Service	112	90
Total property, plant and equipment, net	1,516	1,236
<b><u>Operating lease assets, net</u></b>		
Wholesale - North America <sup>(1)</sup>	615	541
Europe	494	466
Specialty	84	85
Self Service	143	135
Total operating lease assets, net	1,336	1,227
Other unallocated assets	7,941	5,825
<b>Total assets</b>	<b>\$ 15,079</b>	<b>\$ 12,038</b>

<sup>(1)</sup> The increase in assets for the Wholesale - North America segment is primarily attributable to the Uni-Select Acquisition.

	December 31, 2024	December 31, 2023
<b><u>Receivables, net of allowance for credit losses</u></b>		
Wholesale - North America	\$ 483	\$ 470
Europe	528	580
Specialty	102	107
Self Service	9	8
<b>Total receivables, net of allowance for credit losses</b>	<b>1,122</b>	<b>1,165</b>
<b><u>Inventories</u></b>		
Wholesale - North America	1,411	1,217
Europe	1,323	1,390
Specialty	449	475
Self Service	37	39
<b>Total inventories</b>	<b>3,220</b>	<b>3,121</b>
<b><u>Property, plant and equipment, net</u></b>		
Wholesale - North America	675	644
Europe	619	642
Specialty	115	118
Self Service	108	112
<b>Total property, plant and equipment, net</b>	<b>1,517</b>	<b>1,516</b>
<b><u>Operating lease assets, net</u></b>		
Wholesale - North America	668	615
Europe	467	494
Specialty	121	84
Self Service	132	143
<b>Total operating lease assets, net</b>	<b>1,388</b>	<b>1,336</b>
Other unallocated assets	7,708	7,941
<b>Total assets</b>	<b>\$ 14,955</b>	<b>\$ 15,079</b>

We report net receivables; inventories; net property, plant and equipment; and net operating lease assets by segment as that information is used by the chief operating decision maker CODM in assessing segment performance. These assets provide a measure for the operating capital employed in each segment. Unallocated assets include cash and cash equivalents, prepaid expenses and other current and noncurrent assets, goodwill, other intangibles and equity method investments.

#### LKQ CORPORATION AND SUBSIDIARIES

## NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

Our largest countries of operation are the U.S., followed by Germany and the U.K. Additional European operations are located in the Netherlands, Italy, Czech Republic, Belgium, Austria, Slovakia, Poland, France and other European countries. As a result of the Uni-Select Acquisition, we further expanded our wholesale operations in Canada. Our operations in other countries include remanufacturing operations in Mexico, an aftermarket parts freight consolidation warehouse in Taiwan, and administrative support functions in India.

## LKQ CORPORATION AND SUBSIDIARIES NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

The following table sets forth our tangible long-lived assets by geographic area (in millions):

<u>Long-lived assets</u>	December 31, 2023	December 31, 2022
	December 31, 2024	December 31, 2023
United States		
United States		
United States		
Germany		
United Kingdom		
Other countries		
Total long-lived assets		

### ITEM 9. CHANGES IN AND DISAGREEMENTS WITH ACCOUNTANTS ON ACCOUNTING AND FINANCIAL DISCLOSURE

None.

### ITEM 9A. CONTROLS AND PROCEDURES

#### Evaluation of Disclosure Controls and Procedures

As of December 31, 2023 December 31, 2024, the end of the period covered by this report, an evaluation was carried out under the supervision and with the participation of LKQ Corporation's management, including our Chief Executive Officer and our Chief Financial Officer, of our "disclosure controls and procedures" (as defined in Rule 13a-15(e) under the Securities Exchange Act of 1934). Based upon that evaluation, our Chief Executive Officer and Chief Financial Officer concluded that LKQ Corporation and subsidiaries' (the "Company") disclosure controls and procedures were effective to ensure that information required to be disclosed in the reports we file with the SEC is recorded, processed, summarized and reported within the time periods specified in the SEC's rules and forms and that information required to be disclosed is accumulated and communicated to the Company's management, including our Chief Executive Officer and Chief Financial Officer, as appropriate to allow timely decisions regarding required disclosure.

#### Report of Management on Internal Control over Financial Reporting dated February 22, 2024 20, 2025

Management of the Company is responsible for establishing and maintaining adequate internal control over financial reporting as defined in Rules 13a-15(f) and 15d-15(f) under the Securities Exchange Act of 1934. The Company's internal control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with accounting principles generally accepted in the United States. Internal control over financial reporting includes those policies and procedures that (i) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the Company, (ii) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the Company are being made only in accordance with authorizations of management and directors of the Company, and (iii) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use, or disposition of the Company's assets that could have a material effect on the Company's financial statements.

We have excluded from our assessment the internal control over financial reporting at Uni-Select, which was acquired in 2023. The financial statements of Uni-Select constitute 16% of total assets (inclusive of goodwill and acquired intangible assets) and 4% of revenue of the consolidated financial statement amounts as of and for the year ended December 31, 2023.

Internal control over financial reporting includes the controls themselves, monitoring and internal auditing practices, and actions taken to correct deficiencies as identified. Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions or that the degree of compliance with the policies or procedures may deteriorate.

Management assessed the effectiveness of the Company's internal control over financial reporting as of December 31, 2023 December 31, 2024. Management based this assessment on criteria for effective internal control over financial reporting described in *Internal Control—Integrated Framework* (2013) issued by the Committee of Sponsoring Organizations of the Treadway Commission. Management's assessment included an evaluation of the design of the Company's internal control over financial reporting and

testing of the operational effectiveness of its internal control over financial reporting. Management reviewed the results of its assessment with the Audit Committee of the Company's Board.

Based on this assessment, management determined that, as of December 31, 2023 December 31, 2024, the Company maintained effective internal control over financial reporting. Deloitte & Touche LLP, independent registered public accounting firm, who audited and reported on the Consolidated Financial Statements of the Company included in this report, has issued an attestation report on the effectiveness of our internal control over financial reporting as of December 31, 2023 December 31, 2024.

#### Changes in Internal Control over Financial Reporting

There was no change in the Company's internal control over financial reporting that occurred during the Company's most recently completed fiscal quarter that has materially affected, or is reasonably likely to materially affect, the Company's internal control over financial reporting.

#### ITEM 9B. OTHER INFORMATION

##### Securities Trading Plans of Directors and Executive Officers

During the fiscal year ended December 31, 2023, none None of the Company's directors or executive officers adopted, modified or terminated any contract, instruction or written plan for the purchase or sale of Company securities that was intended to satisfy the affirmative defense conditions of Rule 10b5-1(c) or any "non-Rule 10b5-1 trading arrangement."arrangement" during the quarter ended December 31, 2024.

#### ITEM 9C. DISCLOSURE REGARDING FOREIGN JURISDICTIONS THAT PREVENT INSPECTIONS

Not applicable.

### PART III

#### ITEM 10. DIRECTORS, EXECUTIVE OFFICERS AND CORPORATE GOVERNANCE

##### Directors

The information appearing under the caption "Election of our Board of Directors" in our Proxy Statement for the Annual Meeting of Stockholders to be held May 7, 2024 May 7, 2025 (the "Proxy Statement") is incorporated herein by reference.

##### Executive Officers

Our executive officers, their ages, at January 1, 2024, and their positions with us as of January 1, 2025 are set forth below. Our executive officers are elected by and serve at the discretion of our Board.

Name	Age	Position
Dominick Zarcone Justin L. Jude	65 49	President, Chief Executive Officer and Director
Michael T. Brooks S. Clark	54 50	Senior Vice President - Policy and Chief Information Officer Administration
Michael S. Clark Todd G. Cunningham	49 46	Vice President - Finance and Controller
Genevieve L. Dombrowski	47 48	Senior Vice President - Human Resources
Rick Galloway	45 46	Senior Vice President and Chief Financial Officer
Andy Hamilton <sup>(1)</sup>	49 50	Senior Vice President & President and Managing Director of LKQ Europe
Walter P. Hanley	57 58	Senior Vice President - Business Development
Justin L. Jude <sup>(2)</sup>	48	Executive Vice President and Chief Operating Officer Strategy
Matthew J. McKay	46 47	Senior Vice President - General Counsel & Corporate Secretary
John R. Meyne <sup>(3)</sup>	63	Senior Vice President & President of Wholesale - North America

**Dominick Zarcone Justin L. Jude** became our President and Chief Executive Officer in May 2017, July 2024. Prior to this role, Mr. Zarcone Jude was our Executive Vice President and Chief Financial Operating Officer from March 2015 January 2024 to May 2017. Prior to joining our Company, he was the Managing Director June 2024 and Chief Financial Officer of Baird Financial Group, a capital markets and wealth management company, and certain of its affiliates from April 2011 to March 2015. He also served from April 2011 to March 2015 as Treasurer of Baird Funds, Inc., a family of fixed income and equity mutual funds managed by Robert W. Baird & Co. Incorporated, a registered broker/dealer. From February 1995 to April 2011, Mr. Zarcone was a Managing Director of the Investment Banking department of Robert W. Baird & Co. Incorporated. From February 1986 to February 1995, he was with the investment banking company Kidder, Peabody & Co., Incorporated, most recently as Senior Vice President of Investment Banking. In November 2023, our Board approved a leadership succession plan pursuant Operations – Wholesale Parts Division from July 2015 to which December 2023. Mr. Zarcone will retire Jude has been with us since February 2004 in various roles, including from March 2008 to February 2011 as our President and Chief Executive Officer effective June 30, 2024. At that time, Mr. Zarcone will transition to a position as an executive officer of the Company with the title of Executive Advisor in order to facilitate an orderly chief executive officer transition and will serve in such capacity from July 1, 2024 through December 31, 2024. Mr. Zarcone is a member of the Board of Directors of Generac Power Systems, Inc., a designer and manufacturer of power generation equipment and engine-powered products.

**Michael T. Brooks** joined LKQ as Senior Vice President – Chief Supply Chain, from February 2011 to May 2014 as Vice President – Information Officer in February 2020. Prior Systems (North America), and from June 2014 to joining us, Mr. Brooks held various senior management positions with GATX Corporation, a global railcar leasing company, from 2008 to 2020, including Chief Information Officer and Chief July 2015 as President of Keystone Automotive Operations, Officer. Prior to GATX, he served as Chief Information

Officer for Constellation NewEnergy, a retail energy company, from 2003 to 2008. Mr. Brooks also spent over ten years in consulting focusing on process improvement and systems implementations with firms including Accenture and Oracle, Inc., our specialty automotive business.

**Michael S. Clark** has been our Senior Vice President, Policy and Administration in May 2024. Prior to this role, Mr. Clark served as our Vice President, – Finance and Controller since from February 2011. Prior thereto, he served as our 2011 to April 2024 and Assistant Controller since from May 2008. 2008 to February 2011. Prior to joining our Company, he was the SEC Reporting Manager of FMC Technologies, Inc., a global provider of technology solutions for the energy industry, from December 2004 to May 2008. Before joining FMC Technologies, Mr. Clark, a certified public accountant (inactive), worked in public accounting for more than eight years, leaving as a Senior Manager in the audit practice of Deloitte & Touche.

**Todd G. Cunningham** became our Vice President, Finance and Controller in May 2024. Prior to this role, Mr. Cunningham served as Assistant Controller from June 2021 to May 2024, Vice President, Corporate Audit from February 2018 to June 2021 and Finance Director at Euro Car Parts from July 2015 to February 2018. Prior to joining our company, Mr. Cunningham, a certified public accountant (inactive), began his career in public accounting with Arthur Andersen (and subsequently Deloitte) as an auditor with clients in various industries, including consumer services, manufacturing and distribution.

**Genevieve L. Dombrowski** became our Senior Vice President of Human Resources in March 2021. Ms. Dombrowski joined us from Republic Services where she held various leadership positions within the HR function from May 2011 to February 2021, most recently serving as Vice President of Talent. Prior to Republic Services, Ms. Dombrowski worked as an HR leader for six years with Aramark in its Sports and Entertainment line of business from February 2005 to May 2011.

**Rick Galloway** became our Senior Vice President and Chief Financial Officer in September 2022. Mr. Galloway served as Chief Financial Officer of our Wholesale - North America and Self Service segments from July 2019 to September 2022. Prior to joining our company, Mr. Galloway held various positions at Alcoa Corporation from 2010 to 2019, including Chief Financial Officer of Alcoa's Engineered Products and Solutions division, a business that consisted of 97 manufacturing facilities across the globe. Mr. Galloway began his career in public accounting with Grant Thornton as an auditor with clients in various industries, including manufacturing, oil and gas, non-profit, and government.

**Andy Hamilton** became Senior Vice President of LKQ Corporation and President and Managing Director of LKQ Europe in January 2024. In 2010, Mr. Hamilton joined Euro Car Parts, which was acquired by LKQ in 2011. During his tenure at Euro Car Parts, Mr. Hamilton held several executive roles through the end of 2015, the last of which was Chief Operating Officer. In 2016, Mr. Hamilton was appointed Chief Commercial Officer of LKQ Europe, where he was responsible for several key pan-European projects related to digital strategy, revenue optimization, and category and product management. From 2019 through 2023, Mr. Hamilton served as the Chief Executive Officer of LKQ Euro Car Parts. Prior to joining our Company, Mr. Hamilton held a variety of management roles for Halfords Group, the UK's leading automotive and leisure retailer.

**Walter P. Hanley** joined us became our Senior Vice President of Business Development and Strategy in December 2002 October 2024. Prior to this role, Mr. Hanley served as our Senior Vice President of Development from December 2005 to October 2024 and Vice President of Development, Associate General Counsel and Assistant Secretary. In Secretary from December 2005, he became 2002 to December 2005. Prior to joining our Senior Vice President of Development Company, Mr. Hanley served as Senior Vice President, General Counsel and Secretary of Emerald Casino, Inc., an owner of a license to operate a riverboat casino in the State of Illinois, from June 1999 until August 2002. Mr. Hanley served as Senior Vice President, General Counsel and Secretary of Blue Chip Casino, Inc., an owner and operator of a riverboat gaming vessel in Michigan City, Indiana, from July 1996 until November 1999. Mr. Hanley served as Vice President and Associate General Counsel of Flynn Enterprises, Inc. from May 1995 until February 1998 and as Associate General Counsel of Discovery Zone, Inc. from March 1993 until May 1995. Prior to March 1993, Mr. Hanley practiced corporate and securities law with the law firm of Bell, Boyd & Lloyd LLP (now known as K&L Gates LLP) in Chicago, Illinois.

**Justin L. Jude** became Executive Vice President and Chief Operating Officer in January 2024. Prior to this role, Mr. Jude was our Senior Vice President of Operations – Wholesale Parts Division since July 2015. Mr. Jude has been with us since February 2004 in various roles, including from March 2008 to February 2011 as Vice President - Supply Chain, from February 2011 to May 2014 as Vice President – Information Systems (North America), and from June 2014 to July 2015 as President of Keystone Automotive Operations, Inc., our specialty automotive business. In November 2023, our Board approved a leadership succession plan pursuant to which Mr. Jude will be appointed President and Chief Executive Officer of the Company effective July 1, 2024. Mr. Jude is a member of the Board of Directors of MEKO AB, an automotive spare parts chain in the Nordic region, of which we own approximately 26.6%.

**Matthew J. McKay** became our Senior Vice President, General Counsel and Corporate Secretary in March 2021. Prior thereto, he served as our Senior Vice President of Human Resources from June 2016 to March 2021 and Associate General Counsel from December 2007 to May 2016. Prior to joining us, Mr. McKay served as a law clerk for Judge William Bauer at the United States Court of Appeals for the Seventh Circuit.

**John R. Meyne** became Senior Vice President of LKQ Corporation and President of Wholesale – North America in January 2024. Mr. Meyne has been an LKQ team member since 2009. During his tenure, he has held various operational leadership roles. In 1987, Mr. Meyne began his career in our industry with Keystone Automotive Industries. In 2006, he started his own aftermarket collision parts company, which was acquired by LKQ in 2009. From 2011 through 2021, he served as Regional Vice President for the Southeast Region of the Company's Wholesale – North America segment. From 2022 through 2023, Mr. Meyne served as the East Division Vice President of Wholesale – North America.

#### Code of Ethics

A copy of our Code of Ethics, which is applicable to our principal executive officer, principal financial officer, and principal accounting officer, is available through our website at [www.lkqcorp.com](http://www.lkqcorp.com). Website. Any amendments to the elements of our Code of Ethics enumerated in paragraph (b) of Item 406 of Regulation S-K, or waivers granted to the above listed officers relating to such elements, will be posted on our website.

Website.

## Audit Committee

Information appearing under the caption "Corporate Governance—Committees of the Board—Audit Committee" in the Proxy Statement is incorporated herein by reference.

## Insider Trading Policies and Procedures

Information appearing under the caption "Insider Trading Policies and Procedures" in the Proxy Statement is incorporated herein by reference.

## ITEM 11. EXECUTIVE COMPENSATION

Information appearing under the captions "Director Compensation—Director Compensation Table," "Executive Compensation—Compensation Discussion and Analysis," "Corporate Governance—Compensation Committee Interlocks and Insider Participation" and "Executive Compensation—Compensation Tables" in the Proxy Statement is incorporated herein by reference.

## ITEM 12. SECURITY OWNERSHIP OF CERTAIN BENEFICIAL OWNERS AND MANAGEMENT AND RELATED STOCKHOLDER MATTERS

Information appearing under the caption "Other Information—Principal Stockholders" in the Proxy Statement is incorporated herein by reference.

The following table provides information about our common stock that may be issued under our equity compensation plans as of December 31, 2023 December 31, 2024 (in millions):

Plan Category	Plan Category	Equity Compensation Plan Information			Plan Category	Number of securities to be issued upon exercise of outstanding options, warrants, and rights (a)	Weighted-average exercise price of outstanding options, warrants, and rights (b)	Number of securities remaining available for future issuance under equity compensation plans (excluding securities reflected in column (a)) (c)
		Number of securities to be issued upon exercise of outstanding options, warrants, and rights (a)	Weighted-average exercise price of outstanding options, warrants, and rights (b)	Number of securities remaining available for future issuance under equity compensation plans (excluding securities reflected in column (a)) (c)				
Equity compensation plans approved by stockholders	Restricted stock units							
	Restricted stock units							
	Restricted stock units							
	Performance-based restricted stock units							
	Performance-based restricted stock units							
	Performance-based restricted stock units							
Total equity compensation plans approved by stockholders								
Total equity compensation plans approved by stockholders								

Total equity
compensation plans
approved by
stockholders
Equity compensation plans not approved by stockholders
Total

See Note **15, 14**, "Stock-Based Compensation," to the Consolidated Financial Statements in Part II, Item 8 of this Annual Report on Form 10-K for further information related to the equity incentive plans listed above.

#### **ITEM 13. CERTAIN RELATIONSHIPS AND RELATED TRANSACTIONS, AND DIRECTOR INDEPENDENCE**

Information appearing under the captions "Other Information—Certain Transactions," "Election of our Board of Directors" and "Corporate Governance—Director Independence" in the Proxy Statement is incorporated herein by reference.

#### **ITEM 14. PRINCIPAL ACCOUNTANT FEES AND SERVICES**

Information appearing under the captions "Ratification of Appointment of Our Independent Registered Public Accounting Firm—Audit Fees and Non-Audit Fees" and "Ratification of Appointment of Our Independent Registered Public Accounting Firm—Policy on Audit Committee Approval of Audit and Non-Audit Services" in the Proxy Statement is incorporated herein by reference.

### **PART IV**

#### **ITEM 15. EXHIBITS AND FINANCIAL STATEMENT SCHEDULES**

##### **(a)(1) Financial Statements**

Reference is made to the information set forth in Part II, Item 8 of this Annual Report on Form 10-K, which information is incorporated herein by reference.

##### **(a)(2) Financial Statement Schedules**

All schedules for which provision is made in the applicable accounting regulations of the SEC have been omitted because they are not required under the related instructions, are not applicable, or the information has been provided in the Consolidated Financial Statements or the notes thereto.

##### **(a)(3) Exhibits**

The exhibits to this Annual Report on Form 10-K are listed in Item 15(b) of this Annual Report on Form 10-K. Included in the exhibits listed therein are the following exhibits which constitute management contracts or compensatory plans or arrangements:

**Exhibit****Number****Description**

<a href="#">10.1</a>	LKQ Corporation 401(k) Plus Plan dated August 1, 1999.
<a href="#">10.2</a>	Amendment to LKQ Corporation 401(k) Plus Plan.
<a href="#">10.3</a>	Trust for LKQ Corporation 401(k) Plus Plan.
<a href="#">10.4</a>	LKQ Corporation 401(k) Plus Plan II, as amended and restated effective as of January 1, 2019.
<a href="#">10.5</a>	LKQ Corporation 1998 Equity Incentive Plan, as amended.
<a href="#">10.6</a>	Form of LKQ Corporation Restricted Stock Unit Agreement for Non-Employee Directors.
<a href="#">10.7</a>	Form of LKQ Corporation Deferred Restricted Stock Unit Agreement for Non-Employee Directors.
<a href="#">10.8</a>	Form of LKQ Corporation Restricted Stock Unit Agreement for Employees.
<a href="#">10.9</a>	Form of LKQ Corporation Performance-Based Restricted Stock Unit Agreement (PSU 1 Award).
<a href="#">10.10</a>	Form of LKQ Corporation Performance-Based Restricted Stock Unit Agreement (PSU 2 Award).
<a href="#">10.11</a>	LKQ Corporation Cash Incentive Plan.
<a href="#">10.12</a>	Form of LKQ Corporation Annual Cash Bonus Award Memorandum.
<a href="#">10.13</a>	Form of LKQ Corporation Long-Term Cash Incentive Award Memorandum.
<a href="#">10.14</a>	Form of Indemnification Agreement between directors and officers of LKQ Corporation and LKQ Corporation.
<a href="#">10.15</a>	Change of Control Agreement between LKQ Corporation and Walter P. Hanley dated as of July 24, 2014.
<a href="#">10.16</a>	Change of Control Agreement between LKQ Corporation and Michael S. Clark dated as of July 24, 2014.
<a href="#">10.17</a>	Change of Control Agreement between LKQ Corporation and Dominick P. Zarcone dated as of March 30, 2015.
<a href="#">10.18</a>	Change of Control Agreement between LKQ Corporation and Justin L. Jude dated as of May 13, 2015.
<a href="#">10.19</a>	Change of Control Agreement between LKQ Corporation and Matthew J. McKay dated as of June 1, 2016.
<a href="#">10.20</a>	Change of Control Agreement between LKQ Corporation and Michael T. Brooks dated as of January 31, 2020.
<a href="#">10.21</a>	Change of Control Agreement between LKQ Corporation and Genevieve L. Dombrowski dated as of March 22, 2021.
<a href="#">10.22</a>	Change of Control Agreement between LKQ Corporation and Rick Galloway dated as of September 15, 2022.
<a href="#">10.23</a>	Change of Control Agreement between LKQ Corporation and Andy Hamilton dated as of January 1, 2024.
<a href="#">10.24</a>	Change of Control Agreement between LKQ Corporation and John R. Meyne dated as of January 1, 2024.
<a href="#">10.25</a>	LKQ Severance Policy for Key Executives.
<a href="#">10.26</a>	Offer Letter to Dominick P. Zarcone dated February 12, 2015.
<a href="#">10.27</a>	Memorandum dated as of May 25, 2017 from Joseph M. Holsten to Dominick P. Zarcone.
<a href="#">10.28</a>	Memorandum dated as of September 14, 2022 from Dominick Zarcone to Rick Galloway.
<a href="#">10.29</a>	LKQ Corporation Nonqualified Deferred Compensation Plan for Non-Employee Directors.
<a href="#">97.1</a>	LKQ Corporation Policy for Recoupment of Incentive Compensation.

**(b) Exhibits****Exhibit****Number****Description**

<a href="#">2.1*</a>	Arrangement Agreement, dated as of February 26, 2023, by and among LKQ Corporation, Uni-Select Inc. and 9485-4692 Québec Inc. (incorporated herein by reference to Exhibit 2.1 to the Company's report on Form 8-K filed with the SEC on February 28, 2023).
<a href="#">3.1</a>	Restated Certificate of Incorporation of LKQ Corporation (incorporated herein by reference to Exhibit 3.1 to the Company's report on Form 10-Q filed with the SEC on October 31, 2014).
<a href="#">3.2</a>	Amended and Restated Bylaws of LKQ Corporation, as amended as of November 6, 2023 (incorporated herein by reference to Exhibit 3.1 to the Company's report on Form 8-K filed with the SEC on November 9, 2023).
<a href="#">3.3</a>	Certificate of Amendment to Restated Certificate of Incorporation of LKQ Corporation (incorporated herein by reference to Exhibit 3.1 to the Company's report on Form 8-K filed with the SEC on May 10, 2024).
<a href="#">4.1</a>	Specimen of common stock certificate (incorporated herein by reference to Exhibit 4.1 to the Company's Registration Statement on Form S-1/A, Registration No. 333-107417 filed with the SEC on September 12, 2003).
<a href="#">4.2</a>	Indenture dated as of April 9, 2018 among LKQ European Holdings B.V., as Issuer, LKQ Corporation, certain subsidiaries of LKQ Corporation, the trustee, paying agent, transfer agent, and registrar (incorporated herein by reference to Exhibit 4.1 to the Company's report on Form 8-K filed with the SEC on April 12, 2018).
<a href="#">4.3</a>	Supplemental Indenture dated as of July 16, 2018 among LKQ European Holdings B.V., as Issuer, LKQ Corporation, certain subsidiaries of LKQ Corporation, as Guarantors, and BNP Paribas Trust Corporation UK Limited, as Trustee (incorporated herein by reference to Exhibit 4.6 to the Company's report on Form 10-Q filed with the SEC on August 6, 2018).
<a href="#">4.4</a>	Supplemental Indenture dated as of June 21, 2019 among LKQ European Holdings B.V., as Issuer, LKQ Corporation, certain subsidiaries of LKQ Corporation, as Guarantors, and BNP Paribas Trust Corporation UK Limited, as Trustee (incorporated herein by reference to Exhibit 4.2 to the Company's report on Form 10-Q filed with the SEC on August 2, 2019).

[4.5](#) Description of the Company's Securities Registered Pursuant to Section 12 of the Securities Exchange Act of 1934 (incorporated herein by reference to Exhibit 4.21 to the Company's report on Form 10-K filed with the SEC on February 26, 2021).

[4.6](#) Credit Agreement, dated as of January 5, 2023, by and among LKQ Corporation and certain additional subsidiaries of LKQ Corporation, as borrowers, certain financial institutions, as lenders, and Wells Fargo Bank, National Association, as administrative agent (incorporated herein by reference to Exhibit 4.1 to the Company's report on Form 8-K filed with the SEC on January 6, 2023).

[4.3](#) Indenture dated as of April 14, 2016 among LKQ Italia Bondco S.p.A., as Issuer, LKQ Corporation, certain subsidiaries of LKQ Corporation, the Trustee, and the Paying Agent, Transfer Agent and Registrar (incorporated herein by reference to Exhibit 4.1 to the Company's report on Form 8-K filed with the SEC on April 18, 2016).

[4.4](#) Supplemental Indenture dated as of June 13, 2016 among Auto Kelly a.s., LKQ Corporation, LKQ Italia Bondco S.p.A. and the Trustee (incorporated herein by reference to Exhibit 4.2 to the Company's report on Form 10-Q filed with the SEC on August 2, 2016).

[4.5](#) Supplemental Indenture dated as of June 13, 2016 among ELIT CZ, spol. s r.o., LKQ Corporation, LKQ Italia Bondco S.p.A. and the Trustee (incorporated herein by reference to Exhibit 4.3 to the Company's report on Form 10-Q filed with the SEC on August 2, 2016).

[4.6](#) Supplemental Indenture dated as of June 13, 2016 among Rhiag-Inter Auto Parts Italia S.p.A., LKQ Corporation, LKQ Italia Bondco S.p.A. and the Trustee (incorporated herein by reference to Exhibit 4.4 to the Company's report on Form 10-Q filed with the SEC on August 2, 2016).

[4.7](#) Supplemental Indenture dated as of June 13, 2016 among Bertolotti S.p.A., LKQ Corporation, LKQ Italia Bondco S.p.A. and the Trustee (incorporated herein by reference to Exhibit 4.5 to the Company's report on Form 10-Q filed with the SEC on August 2, 2016).

[4.8](#) Supplemental Indenture dated as of September 9, 2016 among LKQ Italia Bondco S.p.A., as Issuer, certain subsidiaries of LKQ Corporation, as Guarantors, and BNP Paribas Trust Corporation UK Limited, as Trustee (incorporated herein by reference to Exhibit 4.2 to the Company's report on Form 10-Q filed with the SEC on November 1, 2016).

[4.9](#) Supplemental Indenture dated as of July 24, 2017 among LKQ Italia Bondco S.p.A., as Issuer, certain subsidiaries of LKQ Corporation, as Guarantors, and BNP Paribas Trust Corporation UK Limited, as Trustee (incorporated herein by reference to Exhibit 4.16 to the Company's report on Form 10-K filed with the SEC on February 28, 2018).

[4.10](#) Supplemental Indenture dated as of November 29, 2017 among LKQ Italia Bondco S.p.A., as Issuer, certain subsidiaries of LKQ Corporation, as Guarantors, and BNP Paribas Trust Corporation UK Limited, as Trustee (incorporated herein by reference to Exhibit 4.17 to the Company's report on Form 10-K filed with the SEC on February 28, 2018).

[4.11](#) Supplemental Indenture dated as of April 27, 2018 among LKQ Italia Bondco S.p.A., as Issuer, certain subsidiaries of LKQ Corporation, as Guarantors, and BNP Paribas Trust Corporation UK Limited, as Trustee (incorporated herein by reference to Exhibit 4.3 to the Company's report on Form 10-Q filed with the SEC on August 6, 2018).

[4.12](#) Supplemental Indenture dated as of July 16, 2018 among LKQ Italia Bondco S.p.A., as Issuer, certain subsidiaries of LKQ Corporation, as Guarantors, and BNP Paribas Trust Corporation UK Limited, as Trustee (incorporated herein by reference to Exhibit 4.5 to the Company's report on Form 10-Q filed with the SEC on August 6, 2018).

[4.13](#) Supplemental Indenture dated as of June 21, 2019 among LKQ Italia Bondco S.p.A, as Issuer, certain subsidiaries of LKQ Corporation, as Guarantors, and BNP Paribas Trust Corporation UK Limited, as Trustee (incorporated herein by reference to Exhibit 4.1 to the Company's report on Form 10-Q filed with the SEC on August 2, 2019).

[4.14](#) Indenture dated as of April 9, 2018 among LKQ European Holdings B.V., as Issuer, LKQ Corporation, certain subsidiaries of LKQ Corporation, the trustee, paying agent, transfer agent, and registrar (incorporated herein by reference to Exhibit 4.1 to the Company's report on Form 8-K filed with the SEC on April 12, 2018).

[4.15](#) Supplemental Indenture dated as of July 16, 2018 among LKQ European Holdings B.V., as Issuer, LKQ Corporation, certain subsidiaries of LKQ Corporation, as Guarantors, and BNP Paribas Trust Corporation UK Limited, as Trustee (incorporated herein by reference to Exhibit 4.6 to the Company's report on Form 10-Q filed with the SEC on August 6, 2018).

**Exhibit****Number****Description**

<a href="#">4.16</a>	Supplemental Indenture dated as of June 21, 2019 among LKQ European Holdings B.V., as Issuer, LKQ Corporation, certain subsidiaries of LKQ Corporation, as Guarantors, and BNP Paribas Trust Corporation UK Limited, as Trustee (incorporated herein by reference to Exhibit 4.2 to the Company's report on Form 10-Q filed with the SEC on August 2, 2019).
<a href="#">4.17</a>	Description of the Company's Securities Registered Pursuant to Section 12 of the Securities Exchange Act of 1934 (incorporated herein by reference to Exhibit 4.21 to the Company's report on Form 10-K filed with the SEC on February 26, 2021).
<a href="#">4.18</a>	Credit Agreement, dated as of January 5, 2023, by and among LKQ Corporation and certain additional subsidiaries of LKQ Corporation, as borrowers, certain financial institutions, as lenders, and Wells Fargo Bank, National Association, as administrative agent (incorporated herein by reference to Exhibit 4.1 to the Company's report on Form 8-K filed with the SEC on January 6, 2023).
<a href="#">4.19</a>	Term Loan Credit Agreement, dated as of March 27, 2023, by and among LKQ Corporation as borrower, certain financial institutions, as lenders, and Wells Fargo Bank, National Association, as administrative agent (incorporated herein by reference to Exhibit 4.1 to the Company's report on Form 8-K filed with the SEC on March 28, 2023).
<a href="#">4.20</a> <a href="#">4.8</a>	Indenture dated as of May 24, 2023 among LKQ Corporation, as Issuer, the Guarantors, and U.S. Bank Trust Company, National Association, as Trustee (incorporated herein by reference to Exhibit 4.1 to the Company's report on Form 8-K filed with the SEC on May 26, 2023).
<a href="#">4.21</a> <a href="#">4.9</a>	Supplemental Indenture dated as of February 15, 2024 among LKQ Corporation, as Issuer, certain subsidiaries of LKQ Corporation, as Guarantors, and U.S. Bank National Association, as Trustee (incorporated herein by reference to Exhibit 4.21 to the Company's report on Form 10-K filed with the SEC on February 22, 2024).

Exhibit Number	Description
<a href="#">4.10</a>	Indenture, dated as of March 13, 2024, among LKQ Dutch Bond B.V., as Issuer, LKQ Corporation, as a guarantor, the other guarantors identified therein, U.S. Bank Trust Company, National Association, as trustee, registrar and transfer agent, and Elavon Financial Services DAC, as paying agent (incorporated herein by reference to Exhibit 4.1 to the Company's report on Form 8-K filed with the SEC on March 14, 2024).
<a href="#">4.11</a>	Supplemental Indenture, dated as of March 13, 2024, among LKQ Dutch Bond B.V., as Issuer, LKQ Corporation, as a guarantor, the other guarantors identified therein, U.S. Bank Trust Company, National Association, as trustee, registrar and transfer agent, and Elavon Financial Services DAC, as paying agent (incorporated herein by reference to Exhibit 4.2 to the Company's report on Form 8-K filed with the SEC on March 14, 2024).
<a href="#">4.12</a>	Form of 4.125% Note due 2031 (incorporated herein by reference to Exhibit 4.3 (included in Exhibit 4.2) to the Company's report on Form 8-K filed with the SEC on March 14, 2024).
<a href="#">4.13</a>	Amendment No. 1 dated as of June 5, 2024 to the Credit Agreement, dated as of January 5, 2023, by and among LKQ Corporation and certain additional subsidiaries of LKQ Corporation, as borrowers, certain financial institutions, as lenders, and Wells Fargo Bank, National Association, as administrative agent (incorporated herein by reference to Exhibit 4.1 to the Company's report on Form 10-Q filed with the SEC on July 25, 2024).
<a href="#">4.14</a>	Amendment No. 1 dated as of June 12, 2024 to the Term Loan Credit Agreement, dated as of March 27, 2023, by and among LKQ Corporation as borrower, certain financial institutions, as lenders, and Wells Fargo Bank, National Association, as administrative agent (incorporated herein by reference to Exhibit 4.2 to the Company's report on Form 10-Q filed with the SEC on July 25, 2024).
<a href="#">10.1**</a>	LKQ Corporation 401(k) Plus Plan dated August 1, 1999 (incorporated herein by reference to Exhibit 10.23 to the Company's Registration Statement on Form S-1, Registration No. 333-107417 filed with the SEC on July 28, 2003).
<a href="#">10.2**</a>	Amendment to LKQ Corporation 401(k) Plus Plan (incorporated herein by reference to Exhibit 10.24 to the Company's Registration Statement on Form S-1, Registration No. 333-107417 filed with the SEC on July 28, 2003).
<a href="#">10.3**</a>	Trust for LKQ Corporation 401(k) Plus Plan (incorporated herein by reference to Exhibit 10.25 to the Company's Registration Statement on Form S-1, Registration No. 333-107417 filed with the SEC on July 28, 2003).
<a href="#">10.4**</a>	LKQ Corporation 401(k) Plus Plan II, as amended and restated effective as of January 1, 2019 (incorporated herein by reference to Exhibit 10.4 to the Company's report on Form 10-K filed with the SEC on March 1, 2019).
<a href="#">10.5**</a>	LKQ Corporation 1998 Equity Incentive Plan, as amended (incorporated herein by reference to Exhibit 10.1 to the Company's report on Form 10-Q filed with the SEC on November 1, 2016).
<a href="#">10.6**</a>	Form of LKQ Corporation Restricted Stock Unit Agreement for Non-Employee Directors (incorporated herein by reference to Exhibit 10.6 to the Company's report on Form 10-K filed with the SEC on February 26, 2021).
<a href="#">10.7**</a>	Form of LKQ Corporation Deferred Restricted Stock Unit Agreement for Non-Employee <b>Directors</b> (incorporated herein by reference to Exhibit 10.7 to the Company's report on Form 10-K filed with the SEC on February 22, 2024).
<a href="#">10.8**</a>	Form of LKQ Corporation Restricted Stock Unit Agreement for Employees (incorporated herein by reference to Exhibit 10.7 to the Company's report on Form 10-K filed with the SEC on February 25, 2022).
<a href="#">10.9**</a>	Form of LKQ Corporation Performance-Based Restricted Stock Unit Agreement (PSU 1 Award) (incorporated herein by reference to Exhibit 10.7 to the Company's report on Form 10-K filed with the SEC on February 27, 2020).
<a href="#">10.10**</a>	Form of LKQ Corporation Performance-Based Restricted Stock Unit Agreement (PSU 2 Award) (incorporated herein by reference to Exhibit 10.8 to the Company's report on Form 10-K filed with the SEC on February 27, 2020).
<a href="#">10.11**</a>	LKQ Corporation Cash Incentive Plan (incorporated herein by reference to Exhibit 10.6 to the Company's report on Form 10-Q filed with the SEC on May 2, 2019).
<a href="#">10.12**</a>	Form of LKQ Corporation Annual Cash Bonus Award Memorandum (incorporated herein by reference to Exhibit 10.10 to the Company's report on Form 10-K filed with the SEC on February 27, 2020).
<a href="#">10.13**</a>	Form of LKQ Corporation Long-Term Cash Incentive Award Memorandum (incorporated herein by reference to Exhibit 10.11 to the Company's report on Form 10-K filed with the SEC on February 26, 2021).
<a href="#">10.14**</a>	Form of Indemnification Agreement between directors and officers of LKQ Corporation and LKQ Corporation (incorporated herein by reference to Exhibit 10.30 to the Company's Registration Statement on Form S-1, Registration No. 333-107417 filed with the SEC on July 28, 2003).
<a href="#">10.15**</a>	Change of Control Agreement between LKQ Corporation and Walter P. Hanley dated as of July 24, 2014 (incorporated herein by reference to Exhibit 10.4 to the Company's report on Form 8-K filed with the SEC on July 28, 2014).

Exhibit Number	Description
<a href="#">10.16**</a>	Change of Control Agreement between LKQ Corporation and Michael S. Clark dated as of July 24, 2014 (incorporated herein by reference to Exhibit 10.8 to the Company's report on Form 8-K filed with the SEC on July 28, 2014).
<a href="#">10.17</a>	Change of Control Agreement between LKQ Corporation and Dominick P. Zarcone dated as of March 30, 2015 (incorporated herein by reference to Exhibit 10.7 to the Company's report on Form 10-Q filed with the SEC on May 1, 2015).
<a href="#">10.18**</a>	Change of Control Agreement between LKQ Corporation and Justin L. Jude dated as of May 13, 2015 (incorporated herein by reference to Exhibit 10.32 to the Company's report on Form 10-K filed with the SEC on February 25, 2016).
<a href="#">10.19</a> <a href="#">10.18**</a>	Change of Control Agreement between LKQ Corporation and Matthew J. McKay dated as of June 1, 2016 (incorporated herein by reference to Exhibit 10.34 to the Company's report on Form 10-K filed with the SEC on February 27, 2017).
<a href="#">10.21</a> <a href="#">10.19**</a>	Change of Control Agreement between LKQ Corporation and Genevieve L. Dombrowski dated as of March 22, 2021 (incorporated herein by reference to Exhibit 10.24 to the Company's report on Form 10-K filed with the SEC on February 25, 2022).
<a href="#">10.22</a> <a href="#">10.20**</a>	Change of Control Agreement between LKQ Corporation and Rick Galloway dated as of September 15, 2022 (incorporated herein by reference to exhibit 10.4 of the Company's report on Form 10-Q filed with the SEC on November 1, 2022).
<a href="#">10.21**</a>	Change of Control Agreement between LKQ Corporation and Andy Hamilton dated as of January 1, 2024 (incorporated herein by reference to Exhibit 10.23 to the Company's report on Form 10-K filed with the SEC on February 22, 2024).
<a href="#">10.22**</a>	Change of Control Agreement between LKQ Corporation and John R. Meyne dated as of January 1, 2024 (incorporated herein by reference to Exhibit 10.24 to the Company's report on Form 10-K filed with the SEC on February 22, 2024).
<a href="#">10.23**</a>	Change of Control Agreement between LKQ Corporation and Todd G. Cunningham dated as of May 1, 2024 (incorporated herein by reference to exhibit 10.1 of the Company's report on Form 10-Q filed with the SEC on July 25, 2024).
<a href="#">10.24**</a>	LKQ Severance Policy for Key Executives (incorporated herein by reference to Exhibit 10.1 to the Company's report on Form 8-K filed with the SEC on July 28, 2014).
<a href="#">10.25</a>	Memorandum dated as of May 25, 2017 from Joseph M. Holsten to Dominick P. Zarcone (incorporated herein by reference to Exhibit 10.1 to the Company's report on Form 8-K filed with the SEC on June 5, 2017).
<a href="#">10.26**</a>	Memorandum dated as of September 14, 2022 from Dominick Zarcone to Rick Galloway (incorporated herein by reference to Exhibit 10.2 to the Company's report on Form 8-K filed with the SEC on September 20, 2022).
<a href="#">10.27</a> <a href="#">10.26**</a>	LKQ Corporation Nonqualified Deferred Compensation Plan for Non-Employee Directors (incorporated herein by reference to Exhibit 10.29 to the Company's report on Form 10-K filed with the SEC on February 23, 2023).
<a href="#">10.27</a>	Cooperation Agreement, dated as of February 5, 2025, by and among LKQ Corporation, Ancora Catalyst Institutional, LP, Engine Capital, LP, and the other parties thereto (incorporated herein by reference to Exhibit 10.1 to the Company's report on Form 8-K filed with the SEC on February 6, 2025).
<a href="#">19.1</a>	LKQ Corporation Policy on Insider Trading.
<a href="#">21.1</a>	List of subsidiaries, jurisdictions and assumed names.
<a href="#">22.1</a>	Subsidiary <a href="#">Guarantor</a> <a href="#">Guarantors</a> of Guaranteed <a href="#">Securities</a> (incorporated herein by reference to Exhibit 22.1 to the Company's report on Form S-4 filed with the SEC on September 1, 2023). <a href="#">Securities</a> .
<a href="#">23.1</a>	Consent of Independent Registered Public Accounting Firm.
<a href="#">31.1</a>	Certification of Chief Executive Officer Pursuant to Rule 13a-14(a) or Rule 15d-14(a), as adopted pursuant to Section 302 of the Sarbanes-Oxley Act of 2002.
<a href="#">31.2</a>	Certification of Chief Financial Officer Pursuant to Rule 13a-14(a) or Rule 15d-14(a), as adopted pursuant to Section 302 of the Sarbanes-Oxley Act of 2002.
<a href="#">32.1</a>	Certification of Chief Executive Officer Pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.
<a href="#">32.2</a>	Certification of Chief Financial Officer Pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.
<a href="#">97.1**</a>	LKQ Corporation Policy for Recoupment of Incentive <a href="#">Compensation</a> . <a href="#">Compensation</a> (incorporated herein by reference to Exhibit 97.1 to the Company's report on Form 10-K filed with the SEC on February 22, 2024).
101.INS	Inline XBRL Instance Document
101.SCH	Inline XBRL Taxonomy Extension Schema Document
101.CAL	Inline XBRL Taxonomy Extension Calculation Linkbase Document
101.DEF	Inline XBRL Taxonomy Extension Definition Linkbase Document
101.LAB	Inline XBRL Taxonomy Extension Label Linkbase Document

Exhibit Number	Description
101.PRE	Inline XBRL Taxonomy Extension Presentation Linkbase Document
104	Cover Page Interactive Data File (embedded within the Inline XBRL document)

\* Certain schedules and exhibits have been omitted pursuant to Item 601(a)(5) of Regulation S-K. A copy of any omitted schedule or exhibit will be furnished supplementally to the SEC or its staff upon request.

\*\* Identifies management contract or compensatory plans, contracts or arrangements required to be filed as an exhibit.

**ITEM 16. FORM 10-K SUMMARY**

Not applicable.

**SIGNATURES**

Pursuant to the requirements of Section 13 or 15(d) of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized, on **February 22, 2024** **February 20, 2025**.

**LKQ CORPORATION**

By: /s/ **DOMINICK ZARONE JUSTIN L. JUDE**

**Dominick Zarone Justin L. Jude**

*President and Chief Executive Officer*

Pursuant to the requirements of the Securities Exchange Act of 1934, this report has been signed below by the following persons on behalf of the registrant and in the capacities indicated on **February 22, 2024** **February 20, 2025**.

114 105

**Exhibit 4.21 19.1**

SUPPLEMENTAL INDENTURE LKQ Corporation

## Policy on Insider Trading

(adopted September 2003; amended March 3, 2013; May 4, 2015; August 6, 2018; August 11, 2020; and November 6, 2023)

**SUPPLEMENTAL INDENTURE** (this "Supplemental Indenture"), dated as of February 15, 2024, among Earl Owen Co., a Texas corporation, Uni-Select USA Holdings, Inc., a Delaware corporation, Uni-Select USA LLC, a Delaware limited liability company, and FinishMaster, Inc., an Indiana corporation (each a "Guaranteeing Subsidiary"). The main purpose of the LKQ Corporation ("LKQ") Policy on Insider Trading (the "Policy") is to prevent unlawful trading in public securities by LKQ directors, officers, and employees. Unlawful insider trading occurs when a person uses material, non-public information obtained through employment or other involvement with a company to make decisions to purchase, sell or otherwise trade that company's securities or

to provide that information to others outside the company. The prohibitions against insider trading apply to trading and making recommendations to trade by virtually any person, including all persons associated with the company, if the information involved is "material" and "non-public."

#### **1. Guaranteeing Subsidiaries No Trading On Material, Non-Public Information.**

If you are aware of material, non-public information about ***any publicly-held company***, each a direct including LKQ, any customer or indirect subsidiary vendor of LKQ Corporation (or its permitted successor), or any other company with which LKQ has contractual or other relationships, may be negotiating transactions or otherwise may be providing material non-public information to LKQ, you may ***not*** (1) buy, sell or otherwise enter into a ***Delaware corporation*** (the "Issuer" transaction involving securities of that company, (2) pass along the information to others (so called "tipping"), or (3) permit any member of your immediate family (for example, your spouse, parent, child, or sibling), any entity that you control or anyone acting on your behalf, or anyone to whom you have disclosed the ***Issuer*** information, to purchase, sell, or otherwise enter into a transaction involving those securities. There is ***no*** exception for transactions (a) that may be necessary or justifiable for independent reasons (such as your need to raise money for an emergency expenditure) or (b) where you did not actually use the ***other Guarantors*** (as defined inside information. You must avoid even the appearance of an improper transaction to preserve LKQ's reputation for adhering to the highest standards of conduct. To allow for public dissemination and evaluation of the information after public disclosure through appropriate channels, you must allow a reasonable time to elapse (at least one full trading day) before trading in the ***Indenture referred*** security. Our Insider Trading Compliance Officers, which are LKQ's General Counsel and Deputy General Counsel, are available to ***herein*** assist you in determining whether information or knowledge constitutes "material, non-public information."

#### **2. Restrictions Relating to Purchase or Sale of LKQ Securities — Preapprovals and U.S. Bank National Association, "Blackout Periods."**

***Preapproval Policy. You may not trade in LKQ securities at any time, without prior clearance.*** Requests for preapproval to trade in LKQ securities must be received by an Insider Trading Compliance Officer at least two business days in advance of the proposed transaction. An Insider Trading Compliance Officer will evaluate each proposed transaction to determine if it raises insider trading or other securities law concerns and will then respond to your request as trustee under soon as practicable. Clearance of a transaction is valid only for two business days. If the ***Indenture referred to below*** (the "Trustee").

#### **WITNESSETH**

***WHEREAS***, transaction order is not placed within that two business day period, you must re-request clearance. If an Insider Trading Compliance Officer denies your request for preapproval, you must keep confidential the ***Issuer*** has heretofore executed and delivered fact of such denial. Any advice rendered by an Insider Trading Compliance Officer will relate solely to the ***Trustee*** legal restraints on a proposed transaction and will not constitute investment advice. ***Even if the Insider Trading Compliance Officer approves the transaction, you are never allowed to trade in LKQ stock (or other securities) while aware of material, non-public information.*** Transactions effected under an ***indenture***, dated as existing trading plan authorized by Section 4 of May 24, 2023 (the "Indenture"), providing for this Policy do not require advance approval. However, LKQ must preapprove any trading plan, or changes to a trading plan (including the issuance suspension or termination of the ***Issuer's 5.750% Notes due 2028*** (the "2028 Notes") and the ***Issuer's 6.250% Notes due 2033*** (the "2033 Notes" and, together with the 2028 Notes, the "Notes")):

***WHEREAS***, the Indenture provides that under certain circumstances each of the Guaranteeing Subsidiaries shall execute and deliver to the ***Trustee*** a supplemental indenture trading plan other than upon its expiration pursuant to which each such Guaranteeing Subsidiary shall unconditionally guarantee all its terms), as described in Section 4(b) of the ***Issuer's Obligations under the Notes and the Indenture on the terms and conditions set forth herein*** (the "Note Guarantee"); and

***WHEREAS***, pursuant to Section 8.01 of the Indenture, the ***Trustee*** is authorized to execute and deliver this ***Supplemental Indenture***.

***NOW, THEREFORE, in consideration of the foregoing and for other good and valuable consideration, the receipt of which is hereby acknowledged, each of the Guaranteeing Subsidiaries and the ***Trustee*** mutually covenant and agree for the equal and ratable benefit of the Holders of the Notes as follows:***

***1. CAPITALIZED TERMS.*** Capitalized terms used herein without definition shall have the meanings assigned to them in the Indenture.

***2. AGREEMENT TO GUARANTEE.*** Such Guaranteeing Subsidiary hereby agrees to provide an unconditional Guarantee on the terms and subject to the conditions set forth in the Note Guarantee and in the Indenture including but not limited to Article Ten thereof.

***4. NO RE COURSE AGAINST OTHERS.*** No director, officer, employee, incorporator member of the Board of Directors or holder of Capital Stock of the ***Issuer*** or of any ***Guarantor***, as such, shall have any liability for any obligations of the ***Issuer*** or the ***Guarantors*** under the Notes, this Supplemental Indenture or the Note Guarantees or for any claim based on, in respect of, or by reason of, such obligations or their creation. Each Holder of Notes by accepting a Note waives and releases all such liability.

***5. THIS SUPPLEMENTAL INDENTURE SHALL BE GOVERNED BY AND CONSTRUED IN ACCORDANCE WITH THE LAWS OF THE STATE OF NEW YORK, BUT WITHOUT GIVING EFFECT TO APPLICABLE PRINCIPLES OF CONFLICTS OF LAW TO THE EXTENT THAT THE APPLICATION OF THE LAW OF ANOTHER JURISDICTION WOULD BE REQUIRED THEREBY.*** Policy.

**6. EFFECT OF HEADINGS.** *Blackout Periods.* There are certain routine periods during the year when it is expected that you will be more likely to be in possession of material, non-public information. These typically include the period from near the end of a fiscal quarter until the financial and other material results for that quarter are disclosed in a press release. You are **not** permitted to trade in LKQ's stock (or other securities) during the period beginning 15 calendar days before the end of a fiscal quarter and ending after the lapse of one full trading day following the public release of quarterly or annual financial results of LKQ (e.g., if earnings are publicly announced at 8 a.m. (ET) on a Thursday, the blackout would end at 8 a.m. (ET) on the following Friday, assuming each weekday is a trading day).

Further, LKQ may, from time to time, determine to impose event-specific blackout periods, which may prohibit all or certain transactions by designated persons, including, potentially, transactions pursuant to an existing trading plan. The failure of LKQ to designate you as being subject to an event-specific blackout will not relieve you of your obligation not to trade while you are aware of material, non-public information.

***During any blackout period, no clearances will be given and you will be prohibited from trading in LKQ's securities even if you are not aware of material, non-public information, unless such trades occur pursuant to a trading plan authorized by Section headings herein 4 of this Policy and LKQ has not prohibited transactions pursuant to that trading plan.*** If you have questions about whether there is an active blackout period applicable to you, please contact an Insider Trading Compliance Officer.

***Equity Incentive Transactions.*** You will be permitted to receive shares upon vesting of restricted stock units ("RSUs") and to exercise LKQ stock options under LKQ's equity incentive plans during blackout periods, but you will **not** be permitted to sell those shares during a blackout period (for example, a "cashless" exercise is prohibited since it constitutes a buy and a sell), unless such sales occur pursuant to an existing trading plan authorized by Section 4 of this Policy and LKQ has not prohibited transactions pursuant to that trading plan. Net settlements (i.e. the satisfaction of your tax withholding obligation and exercise price payment, if applicable, by LKQ retaining a sufficient number of shares upon exercise or vest) are **for convenience only** also permitted during a blackout period to the extent net settlements are authorized by LKQ's Compensation and **shall** Human Capital Committee of the Board of Directors.

### **3. Other Trading Restrictions.**

In addition to the trading restrictions described above, you may not **affect** the construction hereof.

**7. THE TRUSTEE.** The Trustee shall not be responsible **engage** in any **manner whatsoever for or in respect of** the **validity** following activities with respect to securities of LKQ:

- a. Trading in stock (or other securities) on a short-term basis by directors, executive officers, and 10% or **sufficiency** greater stockholders of this **Supplemental Indenture** LKQ. Any stock purchased must be held for a minimum of six months before sale, unless the stock was originally received upon exercise of an option or for vesting of an RSU or in respect is subject to forced sale (e.g., as a consequence of a merger or acquisition);
- b. Short sales (selling stock you do not own at the time of the **recitals** contained herein, **all sale**);
- c. Any hedging or similar transactions, including through the use of **which recitals are made solely** financial instruments such as prepaid variable forwards, equity swaps, collars and exchange funds;
- d. Securities held in a margin account as collateral for a margin loan may be **sold** by the **Guaranteeing Subsidiaries and broker** without the **Issuer**.

**[Remainder** customer's consent if the customer fails to meet a margin call. Similarly, securities pledged (or hypothecated) as collateral for a loan may be sold in foreclosure if the borrower defaults on the loan. Because a margin sale or foreclosure sale may occur at a time when the pledgor is aware of

**Page Intentionally Blank** material nonpublic information or otherwise is not permitted to trade in LKQ securities, you are prohibited from

IN WITNESS WHEREOF, holding LKQ securities in a margin account or otherwise pledging LKQ securities as collateral for a loan; or e. Participating in the parties have caused this Supplemental Indenture decisions of an investment club that trades in LKQ securities (consult with our Insider Trading Compliance Officers if you want to be duly executed all as participate in an investment club).

#### 4. Trading Plans.

An SEC rule (Rule 10b5-1) has established an affirmative defense from insider trading liability under Rule 10b-5 in connection with certain preplanned trading programs. This defense generally is available to any person who can demonstrate that the transaction occurred pursuant to a **binding** contract, trading instruction, or written plan that came into existence while the person was not aware of the date material non-public information and year first written above.

that otherwise complies with Rule 10b5-1.

EARL OWEN CO., as Guarantor

By: As a result of the SEC rule, you will be permitted to purchase and sell LKQ securities during blackout periods, /s/Rick Galloway but only if you strictly adhere to this Policy and such transactions are pursuant to a trading plan that complies in all respects with Rule 10b5-1

Name: Rick Galloway

Title: Vice President and Chief Financial Officer You may time a single transaction to occur on a particular date outside of a window period to meet a specific objective. Alternatively, you may devise a trading plan for multiple transactions over a prescribed period of time that may involve fixed price limits, formula pricing, or delegation of discretion to another person.

UNI-SELECT USA HOLDINGS, INC. In order to trade in securities during a blackout period (routine or other), as Guarantor

By: you /s/Rick Galloway must meet the following requirements:

Name: Rick Galloway

Title: Vice President and Chief Financial Officer

UNI-SELECT USA LLC, as Guarantor

By: a. While not aware of material, non-public information, and at a time that is /s/Rick Galloway not within a blackout period, you must, in a manner that strictly complies with Rule 10b5-1:

Name: Rick Galloway

Title: Vice President and Chief Financial Officer

FINISHMASTER, INC., as Guarantor

By: • /s/Rick Galloway Enter into a written, binding contract to purchase or sell the securities;

Name: Rick Galloway

Title: Vice President and Chief Financial Officer

LKQ CORPORATION,

- Instruct another person in writing (such as Issuer a broker or bank) with whom you maintain only a professional, arms' length relationship, to purchase or sell the securities for your account only at such times as the person is unaware of material, non-public information; or

By: • /s/Rick Galloway Adopt a written plan for trading the securities (the pre-existing contract, instruction, or plan generally will be referred to hereafter as a "trading plan").

b. LKQ must preapprove any trading plan, or changes to a trading plan (including the suspension or termination of a trading plan other than upon its expiration pursuant to its terms), involving potential sales (or purchases) of LKQ securities.

Name: Rick Galloway

c. The trading plan must:

Title: Senior Vice President

- (i) Specify the amount, price, and Chief Financial Officer date of the transaction; (ii) include a written formula or algorithm, or computer program, for determining amounts, prices, and dates of transactions; or (iii) not permit the instructing person (i.e., you) to exercise any subsequent influence over how, when, or whether to effect purchases or sales;

Signature Page to Supplemental Indenture

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A&A AUTO PARTS STORES, INC.

AMERICAN RECYCLING INTERNATIONAL, INC.

ASSURED QUALITY TESTING SERVICES, LLC

AUTOMOTIVE CALIBRATION & TECHNOLOGY SERVICES, LLC

DRIVERFX.COM, INC.

GLOBAL POWERTRAIN SYSTEMS, LLC

KAIR IL, LLC

KAO LOGISTICS, INC.

KAO WAREHOUSE, INC.

KEYSTONE AUTOMOTIVE INDUSTRIES, INC.

KEYSTONE AUTOMOTIVE OPERATIONS, INC.

KEYSTONE AUTOMOTIVE OPERATIONS OF CANADA, INC.

KPGW CANADIAN HOLDCO, LLC

- With respect to directors and officers of LKQ, AUTO PARTS OF CENTRAL CALIFORNIA, INC.

LKQ BEST AUTOMOTIVE CORP.

LKQ CENTRAL, INC.

LKQ FOSTER AUTO PARTS, INC.

LKQ INVESTMENTS, INC.

LKQ LAKENOR AUTO & TRUCK SALVAGE, INC.

LKQ MIDWEST, INC.

LKQ NORTHEAST, INC.

LKQ PICK YOUR PART CENTRAL, LLC

LKQ PICK YOUR PART MIDWEST, LLC

LKQ PICK YOUR PART SOUTHEAST, LLC

LKQ SOUTHEAST, INC.

LKQ TAIWAN HOLDING COMPANY

LKQ TRADING COMPANY

NORTH AMERICAN ATK CORPORATION

PICK-YOUR-PART AUTO WRECKING

POTOMAC GERMAN AUTO, INC.

REDDING AUTO CENTER, INC.

each as a Guarantor contain terms that cause the trading plan to comply in all respects with Rule 10b5-1, including with respect to any applicable "cooling-off" period after the establishment of the trading plan or an amendment to the trading plan; and

By:    /s/Rick Galloway With respect to all employees that are not directors or officers of LKQ, contain terms that cause the trading plan to comply in all respects with Rule 10b5-1, including a 30 day "cooling-off" period after the establishment of the trading plan or an amendment to the trading plan.

d. Any purchase or sale must occur pursuant to the trading plan. LKQ will not be responsible for your compliance with the terms of any trading plan.

Name: Rick Galloway

Title: Vice President

- e. You must enter into any trading plan in good faith and Chief Financial Officer not as part of a plan or scheme to evade provisions of the federal securities laws prohibiting trading in securities on the basis of material, non-public information, and you must act at all times in good faith with respect to the trading plan from and after the establishment of the trading plan.
- f. You may not have more than one active trading plan at any one time, except as permitted under Rule 10b5-1. You also may not have more than one "single-trade plan" within any 12-month period. A "single-trade plan" is a trading plan that is designed to effect the open-market purchase or sale of the total amount of securities as a single transaction.

**Except as otherwise noted herein, this Section 4 does not change the prohibited transactions set forth in Section 3 of this Policy.**

#### **5. Violations.**

Any person who violates the federal securities laws and regulations has committed a crime and may be subject to imprisonment and significant criminal fines and may also be personally liable in civil lawsuits for up to three times the profit gained or the harm caused by illegal trading by the violator or by other persons trading on material, non-public information provided by or through the violator. The SEC and courts have great power to impose penalties for violations of the insider trading provisions of the federal securities laws. The SEC and governmental prosecutors vigorously enforce these insider trading laws against both institutions and individuals. LKQ will cooperate with any state or federal law enforcement agency with jurisdiction to bring to justice persons who trade on or transmit material, non-public information.

In addition to federal securities laws, profiting from, or unauthorized disclosure of, material, non-public information could also violate (1) state securities laws, (2) state right to financial privacy statutes, (3) federal and state laws relating to theft and conversion, and (4) confidentiality agreements between LKQ and companies with which LKQ does business.

You should note that, as a matter of law and of LKQ policy, LKQ will not indemnify you if you are convicted of a criminal violation of insider trading laws. **Furthermore, failure to comply with any provision of this Policy may subject you to disciplinary action, up to and including discharge.**

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**Ultimately, it is your sole responsibility to adhere to this Policy and avoid unlawful transactions.**

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The Insider Trading Compliance Officers are available to assist you in determining whether information or knowledge about a company constitutes "material, non-public information." If you have any questions concerning the propriety of a proposed transaction, or any questions about this Policy generally, please contact an Insider Trading Compliance Officer.

Please note that LKQ will continue to review, and may amend, this Policy.

Signature Page to Supplemental Indenture

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#### **Important Terms and Definitions**

**LKQ Corporation**

## Policy on Insider Trading

Trading plans must specify the **amount**, **price**, and **date** of the transaction, defined as follows:

- "Amount" means either a specified number of shares or other securities or a specified dollar value of securities;
- "Price" means the market price on a particular date, a limit price, or a particular dollar price; and
- "Date" means: (1) in the case of a market order, the specific day of the year on which the order is to be executed (or as soon thereafter as is practicable under ordinary principles of best execution), or (2) in the case of a limit order, the day(s) of the year on which the limit order is in force.

**Terms of Transactions.** The trading plan must either specify precisely how determinations as to amounts, prices, dates, and frequency of transactions are to be made (e.g., by a designated formula or algorithm), or delegate discretionary trading authority to a named party who neither is subject to your influence nor is privy to material non-public information about LKQ.

**Duration of Plan.** The trading plan must include an expiration date that is at least six months but not more than 60 months from the effective date of the plan, unless the intention is to continue the trading plan for an indefinite period under specified guidelines until there either are no more securities available (in the case of sales) or no more funds available (in the case of purchases).

**Automatic Cancellation.** The trading plan must include a provision that all trading of LKQ securities subject to the trading plan will automatically be suspended or cancelled upon the announcement of a pending or proposed merger, acquisition, joint venture, tender offer, exchange offer, or significant sale of assets involving LKQ, or the occurrence of an event that would cause the transaction either to violate the law, or to have an adverse effect on LKQ, as determined by LKQ in its sole discretion.

**Restrictions on Parties Effecting Transactions.** Unless the trading plan specifically delegates discretionary trading authority to a named party, the trading plan must indicate that any person executing trading plan transactions may not deviate from the instructions provided in the trading plan. In addition, the trading plan must state that no transaction under the trading plan may be effected by a person who is aware of material, non-public information at the scheduled time of the transaction. Where the trading plan delegates discretionary trading authority to another party, the trading plan must indicate that such party must make all trading decisions independently, without any influence from the person who created the trading plan.

**Notification and Reporting Compliance.** The trading plan must contain provisions instructing the parties effecting transactions under the trading plan to provide timely notification of such transactions to you for purposes of assuring compliance with applicable reporting requirements, such as those arising under Rule 144 under the Securities Act of 1933 and Section 16 of the Securities Exchange Act of 1934. You should also note that a properly-structured trading plan provides a defense only with respect to Rule 10b5; the reporting and liability provisions of Section 16, as well as the restrictions described in Section 3.a. of this Policy, would continue to apply to all transactions, including those made under a trading plan.

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### WARN INDUSTRIES, INC.

as **Amendment, Suspension or Termination of a Guarantor Trading Plan.** Amendments, suspensions and terminations of trading plans will be viewed in hindsight and could call into question whether a trading plan was entered into or operated in good faith. As a result, amendments, suspensions and terminations of established trading plans require preapproval in accordance with this Policy. As part of the preapproval, LKQ may inquire into the change in circumstances that has occurred since the inception of the trading plan that is giving rise to the requested amendment, suspension or termination. Scheduled sales or purchases of LKQ securities pursuant to the trading plan will not be halted during the pendency of an amendment, suspension or termination request. LKQ has the right at any time to require additional and/or different requirements in connection with the amendment, suspension or termination of a trading plan.

In any event, any amendment, suspension, or termination of an established trading plan is subject to the following additional conditions:

- An individual may not amend, suspend, or terminate an established trading plan during a blackout period that is applicable to the individual. All amendments, suspensions and terminations of established trading plans must be preapproved.

By: • /s/William Rogers Individuals may not amend, suspend, or terminate an established trading plan if, at the time of the amendment, suspension or termination, the individual possesses material, non-public information concerning LKQ.

Name: William Rogers

Title: President

Signature Page to Supplemental Indenture

• Any amendment, suspension or termination must include a cooling off period between the commitment to such amendment, suspension or termination and its effectiveness. The length of the cooling off period must comply with Rule 10b5-1. Trading under the trading plan will continue pursuant to the original terms of the trading plan until the applicable cooling off period has elapsed, at which time the amended trading plan will become effective or the plan will be suspended or terminated (as applicable).

- No suspension of an established trading plan may exceed 60 calendar days.
- A minimum of 30 days must elapse between the termination of an established trading plan and the individual's entry into a separate trading plan.
- Individuals will be limited to one amendment or suspension of any established trading plan during its term.

**Nature of Program.** The trading plan may take a wide variety of forms, including instructions to a broker, an option exercise and sale program, a blind trust, discretionary accounts with banks or brokers, limit orders, or any of several other forms. Regardless of which form is chosen, it must be specifically identified in the trading plan before it will be approved by LKQ.

**Material, Non-public Information** includes information that is not available to the public at large that could affect the market price of the security and that a reasonable investor would want to know in deciding whether to buy, sell, or retain the security. Common examples of information that will frequently be regarded as material to LKQ are: (1) matters involving significant new products or services and/or agreements or relationships; (2) matters relating to public offerings or other new financings; (3) gain or loss of a significant customer or vendor; (4) preliminary financial results that vary significantly from market expectations; (5) new internally developed financial projections; (6) a pending or proposed merger, acquisition, joint venture, tender offer, exchange offer, or significant sale of assets; (7) changes in dividend policies, the declaration of a stock split, or the offering of additional securities; (8) impending bankruptcy or financial liquidity problems; (9) changes in management; or

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U.S. BANK TRUST COMPANY, NATIONAL ASSOCIATION, as Trustee(10) significant litigation or notifications from regulatory authorities (for example, the SEC). Note that either positive or negative information may be material.

By: Trading Outside of an Established Trading Plan /s/Linda Garcia

Name: Linda Garcia

Title: Vice President

Signature Page to Supplemental Indenture

Exhibit 10.7

## RESTRICTED STOCK UNIT AGREEMENT

This Restricted Stock Unit Agreement (this "Agreement") is made and entered into as . Individuals with established trading plans may only purchase or sell LKQ securities outside of the [XX] day plan in accordance with our Insider Trading Policy. In addition, individuals may not buy or sell LKQ securities in an effort to use a hedging strategy to offset plan trades while a plan is in effect. Any trading outside of May, [YEAR] (the "Grant Date") by and between LKQ Corporation, a Delaware corporation (the "Company"), and [[FIRSTNAME]] [[LASTNAME]] (the "Key Person").

### Recitals

The Board is of the opinion that the interests of the Company will be advanced by encouraging certain persons affiliated with the Company, upon whose judgment, initiative and efforts the Company depends for the successful conduct of the Company's business, to acquire or increase their proprietary interest in the Company, thus providing them with a more direct stake in its welfare and assuring a closer identification of their interests with those of the Company.

The Board is of the opinion that the Key Person is such a person.

The Company desires to grant restricted stock units ("RSUs") to the Key Person, and the Key Person desires to accept such grant, all on the terms and subject to the conditions set forth in this Agreement and set forth in the Company's 1998 Equity Incentive an established Rule 10b5-1 Trading Plan (the "Plan"). Any capitalized term used herein that is not defined shall have the meaning of such term set forth in the Plan.

### Covenants

NOW, THEREFORE, the parties hereto, intending to be legally bound, hereby agree as follows:

1. Grant of Restricted Stock Units. The Company hereby grants to the Key Person and the Key Person hereby accepts from the Company \_\_\_\_\_ RSUs, on the terms and subject to the conditions set forth herein and in the Plan (the "Award").
2. Representations of Key Person. The Key Person hereby represents and warrants that the Key Person has been provided a copy of the Plan (which is also filed publicly) and a Plan prospectus describing the material terms of the Plan, and is accepting the RSUs with full knowledge of and subject to the restrictions contained in this Agreement and the Plan.
3. Vesting and Settlement. (a) The RSUs shall may be subject to time-based vesting conditions (which must heightened scrutiny and, depending on the circumstances, it may be satisfied before advisable not to engage in any trading outside the plan. Accordingly, LKQ may decline to preapprove any proposed trading outside of an established trading plan, regardless of whether the individual is in possession of material, non-public information or whether the proposed trading would occur outside of an applicable portion blackout period. This prohibition does not apply to transactions in which securities are issued directly by LKQ (e.g., upon exercise of options), which are not executed in the open market.

**Public Announcements.** LKQ may elect in its sole discretion to make a public announcement that any trading plan is being or has been established, amended, suspended or terminated. LKQ will consider in each case whether a public announcement would be in the best interest of LKQ. LKQ also may elect in its sole discretion to make public announcements or respond to inquiries from the media as transactions are completed under an established trading plan. In accordance with applicable regulations, LKQ will make required disclosures in its filings with the Securities and Exchange Commission regarding any trading plan that has been established or terminated by directors and officers (as defined in Rule 16a-1(f) under the Securities Exchange Act of 1934).

**Additional Trading Plan Provisions.** None of the Award is considered earned and payable) as follows: requirements, terms or conditions currently contemplated by this Policy are exhaustive or limiting on LKQ. LKQ has the Award shall vest right to require the inclusion of additional provisions in any trading plan, whether before or after it has been preapproved, or to delete or amend existing provisions of an established trading plan, whether to comply with respect to 100% of the number of RSUs subject to the Award on the earlier of (i) \_\_\_\_\_ (unless such date is a day on which the U.S. stock exchanges are closed, changes in which case the vesting date shall be extended to the next succeeding business day), and (ii) the date of the 2024 Annual Meeting of the Stockholders of the Company (the "Vesting Period"). applicable law or otherwise.

(b) One Share shall be delivered to the Key Person in settlement of each vested RSU within 30 days following the Key Person's Separation from Service or, if earlier, immediately prior to a Change of Control, provided that such Change of Control qualifies as a change in control event for purposes of Code Section 409A.

**4. LKQ Termination of Relationship. Corporation Policy on In the event the Key Person incurs a Separation from Service for any reason other than death or Disability, all RSUs of such Key Person that are unvested at the date of Separation from Service shall be forfeited to the Company. In the event the Key Person incurs a Separation from Service due to death or Disability, all RSUs of such Key Person shall immediately become fully vested on the date of termination and all restrictions shall lapse. Insider Trading Compliance Statement**

5. **Change of Control.** In the event of a Change of Control occurring after the Grant Date, the Change of Control provisions of Article 14 of the Plan shall apply to the RSUs. TO: Insider Trading Compliance Officers

6. **Non-Transferability of RSUs.** Except as expressly provided in the Plan or this Agreement, the RSUs may not be sold, assigned, transferred, pledged or otherwise disposed of, shall not be assignable by operation of law, and shall not be subject to execution, attachment or similar process, except by will or the laws of descent and distribution. Any attempted sale, assignment, transfer, pledge or other disposition of any RSU prior to vesting shall be null and void and without effect.

7. **Taxes.** The Key Person shall be responsible for taxes due upon the settlement of any RSU granted hereunder and upon any later transfer by the Key Person of any Share received upon the settlement of an RSU.

8. **No Rights as a Stockholder.** Prior to the settlement of any RSU, the Key Person has no rights with respect to the Share issuable to the Key Person upon such settlement, shall not be treated as a Stockholder, and shall not have any voting rights or the right to receive any dividends with respect to the RSU or the underlying Share.

9. **Notices.** Any notices required or permitted hereunder shall be sent using any means (including personal delivery, courier, messenger service, facsimile transmission or electronic transmission), if to the Key Person, at the address as the Key Person may designate in writing to the Company or to the Key Person's home address if no other address has been provided to the Company; and, if to the Company, at the address of its headquarters in Chicago, Attention: General Counsel, or such other address as the Company may designate in writing to the Key Person. Such notice shall be deemed duly given when it is actually received by the party for whom it was intended. The Company may deliver any documents related to current or future participation in the Plan by electronic means and the Key Person's acceptance of the Award constitutes the Key Person's consent to receive those documents by electronic delivery and to participate in the Plan through any on-line or electronic system established and maintained by the Company or a third party designated by the Company.

10. **Failure to Enforce Not a Waiver.** The failure of the Company to enforce at any time any provision of this Agreement shall in no way be construed to be a waiver of such provision or of any other provision hereof.

11. **Amendment or Termination.** This Agreement may not be amended or terminated unless such amendment or termination is in writing and duly executed by each of the parties hereto.

RE: LKQ Corporation Policy on Insider Trading

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12. **Benefit and Binding Effect.** This Agreement shall be binding upon and shall inure to the benefit of the Company, its successors and assigns, and the Key Person and the Key Person's executors, administrators, personal representatives and heirs. In the event that any

part of this Agreement shall be held to be invalid or unenforceable, the remaining parts hereof shall nevertheless continue to be valid and enforceable as though the invalid portions were not a part hereof.

13. Entire Agreement. This Agreement contains I have carefully reviewed the entire understanding LKQ Corporation Policy on Insider Trading and understand all of the parties hereto with respects its provisions. I certify that I will adhere to the subject matter hereof Policy and supersedes all prior agreements, discussions its procedures from and understandings relating to such subject matter; provided, however, for after the avoidance of doubt, the parties acknowledge that any confidentiality, non-competition, non-solicitation or similar restrictive covenant agreed to by the parties hereto on or before the Grant Date is not superseded by this Agreement and is an obligation of the parties hereto in addition to Section 17 date set forth below.

14. Governing Law I realize that failure to observe and Venue. This Agreement shall be governed by, and construed and enforced in accordance with, the laws of the State of Delaware, without giving effect to principles and provisions thereof relating to conflict or choice of laws. Any and all actions concerning any dispute arising hereunder shall be filed and maintained only in a state or federal court sitting in the County of Cook, State of Illinois. The parties hereto specifically consent and submit to the jurisdiction of such court.

15. Incorporation of Terms of Plan. The terms of the Plan are incorporated herein by reference and the Key Person's rights hereunder are subject to the terms of the Plan to the extent they are inconsistent with or in addition to the terms set forth herein. The Key Person hereby agrees to comply with all requirements of the Plan.

16. Non-Competition and Confidentiality. (a) Notwithstanding any provision provisions contained in the Policy may subject me to the contrary set forth elsewhere herein, the RSUs, the Shares underlying the RSUs, and any proceeds received by the Key Person upon the sale of Shares underlying the RSUs shall be forfeited by the Key Person to the Company without any consideration therefore, if the Key Person is not in compliance, at any time during the period commencing on the Grant Date and ending nine months following the Key Person's Separation from Service, with all applicable provisions of the Plan and with the following conditions:

(i) the Key Person shall not directly or indirectly (1) be employed by, engage or have any interest in any business which is or becomes competitive with the Company or its Subsidiaries or is or becomes otherwise prejudicial to or in conflict with the interests of the Company or its Subsidiaries, (2) induce any customer of the Company or its Subsidiaries to patronize such competitive business or otherwise request or advise any such customer to withdraw, curtail or

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cancel any of its business with the Company or its Subsidiaries, or (3) hire or solicit for employment any person employed by the Company or its Subsidiaries or hire any person who was employed by the Company or its Subsidiaries at any time within nine months of such hire; provided, however, that this restriction shall not prevent the Key Person from acquiring and holding disciplinary action, up to two percent of the outstanding shares of capital stock of any corporation which is or becomes competitive with the Company or is or becomes otherwise prejudicial to or in conflict with the interests of the Company if such shares are available to the general public on a national securities exchange or in the over-the-counter market; and

(ii) the Key Person shall not use or disclose, except for the sole benefit of or with the written consent of the Company, any confidential information relating to the business, processes or products of the Company. Nothing in this Agreement, however, prohibits the Key Employee from reporting violations of law or regulation to any U.S. federal, state or local governmental or law enforcement branch, agency or entity (collectively, a "Governmental Entity"), or from cooperating with any Governmental Entity, including the EEOC, the Securities and Exchange Commission or the Department of Justice.

(b) The Company shall notify in writing the Key Person of any violation by the Key Person of this Section 16. The forfeiture shall be effective as of the date of the occurrence of any of the activities set forth in Section 16(a) above. If the Shares underlying the RSUs have been sold, the Key Person shall promptly pay to the Company the amount of the proceeds from such sale. The Key Person hereby consents to a deduction from any amounts owed by the Company to the Key Person from time to time (including amounts owed as wages or other compensation, fringe benefits or vacation pay) to the extent of the amounts owed by the Key Person to the Company under this Section 16.

Whether or not the Company elects to make any set-off in whole or in part, the Key Person agrees to timely pay any amounts due under this Section 16. In addition, the Company shall be entitled to injunctive relief for any violation by the Key Person of this Section 16.

(c) Notwithstanding any provision of this Agreement to the contrary, the Key Person shall be entitled to communicate, cooperate and file a complaint with any Governmental Entity concerning possible violations of any U.S. federal, state or local law or regulation, and to otherwise make disclosures to any Governmental Entity, in each case, that are protected under the whistleblower provisions of any such law or regulation, as long as in each case the communications and disclosures are consistent with applicable law. The Key Person shall not forfeit any RSUs, Shares held in connection with any RSUs or proceeds from the sale of such Shares as a result of exercising any rights under this Section 16(c).

(d) The obligations of this **Section 16** shall survive the Key Person's Separation from Service.

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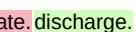
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17. **Hedging Positions.** The Key Person agrees that, at any time during the period commencing on the Grant Date and ending when the Award is fully settled or the RSUs are forfeited, the Key Person shall not (a) directly or indirectly sell any equity security of the Company if the Key Person does not own the security sold, or if owning the security, does not deliver it against such sale within 20 days thereafter; or (b) establish a derivative security position with respect to any equity security of the Company that increases in value as the value of the underlying equity decreases (including a long put option and a short call option position) with securities underlying the position exceeding the underlying securities otherwise owned by the Key Person. In the event the Key Person violates this provision, the Company shall have the right to cancel the Award.

18. **Code Section 409A.** The RSUs and any related dividend equivalents are intended to comply with Code Section 409A. This Agreement shall be construed and interpreted in a manner consistent with (a) the requirements for avoiding taxes or penalties under Code Section 409A, consistent with Section 18.6 of the Plan, and (b) the Company's Nonqualified Deferred Compensation Plan for Non-Employee Directors. For purposes of Code Section 409A, each installment payment under this Agreement or the Plan, or otherwise payable to the Key Employee, shall be treated as a separate payment. Notwithstanding the foregoing, neither the Company nor the Committee shall have any obligation to take any action to prevent the assessment of any additional tax or penalty on the Key Employee under Code Section 409A and neither the Company nor the Committee shall have any liability to the Key Employee for such tax or penalty.

19. **Clawback.** The Award and all amounts and benefits received or outstanding under the Plan shall be subject to potential clawback, cancellation, recoupment, rescission, payback, reduction or other similar action in accordance with the terms and conditions of any applicable Company clawback or similar policy or any applicable law related to such actions, as may be in effect from time to time. The Key Person's acceptance of the Award constitutes the Key Person's acknowledgement of and consent to the Company's application, implementation and enforcement of any applicable Company clawback or similar policy that may apply to the Key Person, whether adopted before or after the Grant Date, and any provision of applicable law relating to clawback, cancellation, recoupment, rescission, payback or reduction of compensation, and the Key Person's agreement that the Company may take such actions as may be necessary to effectuate any such policy or applicable law, without further consideration or action.

20. **Dividend Equivalents.** If a dividend is paid with respect to the Common Stock, a dividend equivalent equal to the total dividend the Key Person would have received had the RSUs been actual Shares shall be accumulated and shall be credited to the Key Employee and shall become earned and payable, without interest, as and when the underlying RSUs become earned and payable. If the underlying RSUs are forfeited, the Key Person shall have no right to such dividend equivalents.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the Grant Date. 

LKQ CORPORATION    KEY PERSON

By: \_\_\_\_\_  
 Name: \_\_\_\_\_  
 Title: President & Chief Executive Officer

By: \_\_\_\_\_  
 Name: \_\_\_\_\_  
 Address: \_\_\_\_\_

CONFIDENTIAL

### Change of Control Agreement

January 1, 2024

Andrew Craig Hamilton  
 500 W. Madison Street, Suite 2800  
 Chicago, IL 60661

Dear Andrew:

LKQ Corporation, a Delaware corporation (the "Company"), considers it essential to the best interests of its stockholders to take reasonable steps to retain key management personnel. Further, the Board of Directors of the Company (the "Board") recognizes that the uncertainty and questions that might arise among management in the context of any possible Change of Control (as defined below) of the Company could result in the departure or distraction of management personnel to the detriment of the Company and its stockholders.

In order to reinforce and encourage your continued attention and dedication to your assigned duties without distraction in the face of potentially disturbing circumstances arising from any possible Change of Control, the Company has determined to enter into this letter agreement (the "Agreement"), which addresses the terms and conditions of your separation from the Company in connection with a Change of Control or within two (2) years following the Change of Control Date (the "Change of Control Period"). Capitalized words that are not otherwise defined herein shall have the meanings assigned to those words in Section 11 hereof.

The Agreement provides severance benefits to you under certain circumstances since you are in a select group of management or highly compensated employees of the Company. This Agreement is designed to be an "employee welfare benefit plan," as defined in Section 3(1) of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"). Exhibit A is a part of this Agreement and provides important information regarding this Agreement.

1. **Operation of Agreement.** The provisions of this Agreement pertaining to the terms and conditions of your separation from the Company in connection with a Change of Control (collectively, the "Severance Provisions") shall apply only if a Change of Control occurs during the Effective Period. If a Change of Control occurs during the Effective Period, the Severance Provisions become effective on the date of the Change of Control (the "Change of Control Date"). Notwithstanding the foregoing, if (a) a Change of Control occurs during the Effective Period; and (b) your employment with the Company is terminated (other than your voluntary resignation without Good Reason or due to your death or Disability) during the Effective Period, but within twelve (12) months prior to the date on which the Change of Control occurs; and (c) it is reasonably demonstrated by you that such termination of employment (i) was at the request of a third party

that has taken steps reasonably calculated to effect a Change of Control or (ii) otherwise arose in connection with or in anticipation of a Change of Control, then the "Change of Control Date" shall instead mean the date immediately prior to the date of such termination of employment. In connection with the foregoing, your unvested equity-based compensation awards that are outstanding as of your termination shall remain outstanding to the extent necessary (but subject in all cases to their maximum term) to enable their potential future

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vesting and exercisability should a Change of Control occur within twelve months after your termination without Cause by the Company. This Agreement will remain in effect until the later of (x) the last day of the Effective Period; or (y) if a Change of Control occurs during the Effective Period, the date on which all benefits due to you under this Agreement, if any, have been paid. However, this Agreement will expire earlier (i) upon the date that your employment is terminated by the Company for Cause or by you without Good Reason or (ii) upon the first anniversary of the termination of your employment by the Company without Cause if no Change of Control has occurred before such first anniversary.

2. **Termination of Employment by Reason of Death or Disability.** Your employment shall terminate automatically if you die during the Change of Control Period. If the Company determines in good faith that you incurred a Disability during the Change of Control Period, it may give you written notice, in accordance with Section 5 hereof, of its intention to terminate your employment. In such event, your employment with the Company shall terminate effective on the thirtieth (30) calendar day after your receipt of such notice if you have not returned to full-time duties within thirty (30) calendar days after such receipt. If your employment is terminated for death or Disability during the Change of Control Period, this Agreement shall terminate without further obligations on the part of the Company other than the obligation to pay to you or your representative, as applicable, the following amounts:
  - a. the Accrued Obligations, which shall be paid to you in a single lump sum cash payment within fifteen (15) calendar days of the Date of Termination;
  - b. the Pro Rata Bonus, which shall be paid to you in a single lump sum cash payment no later than the later of (i) fifteen (15) calendar days following the Date of Termination or (ii) the effective date of the Waiver and Release; and
  - c. the Other Benefits, which shall be paid in accordance with the terms and conditions of such plans, programs, policies, arrangements or agreements.
3. **Termination for Cause; Resignation Other Than for Good Reason.** If your employment is terminated for Cause or you resign for other than Good Reason during the Change of Control Period, your employment will terminate on the Date of Termination in accordance with Section 5 hereof and this Agreement shall terminate without further obligations on the part of the Company other than the obligation to pay to you the following:
  - a. the Accrued Obligations, which shall be paid to you in a single lump sum cash payment within fifteen (15) calendar days of the Date of Termination; and
  - b. the Other Benefits, which shall be paid in accordance with the terms and conditions of such plans, programs or policies.
4. **Termination as a Result of an Involuntary Termination.** In the event that your employment with the Company should terminate during the Change of Control Period as a result of an Involuntary Termination, the Company will be obligated, except as provided in Section 8 or Section 9 hereof, to provide you the following benefits:
  - a. **Severance Payment.** The Company shall pay to you the following amounts:
    - i. the Accrued Obligations, which shall be paid to you in a single lump sum cash payment within fifteen (15) calendar days of the Date of Termination;

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- ii. the Pro Rata Bonus, which shall be paid to you in a single lump sum cash payment no later than the later of (A) fifteen (15) calendar days following the Date of Termination or (B) the effective date of the Waiver and Release;
- iii. an amount equal to the product of (A) 2.0 times (B) the sum of (1) your Adjusted Base Salary plus (2) the greater of (x) your Target Bonus or (y) the average of the annual bonuses paid or to be paid to you with respect to the immediately preceding three (3) fiscal years, which amount shall be paid to you in a single lump sum cash payment no later than the later of (i) fifteen (15) calendar days following the Date of Termination or (ii) the effective date of the Waiver and Release;
- iv. if you had previously consented to the Company's request to relocate your principal place of employment more than forty (40) miles from its location immediately prior to the Change of Control, all unreimbursed relocation expenses incurred by you in accordance with the Company's relocation policies, which expenses shall be paid to you in a single lump sum cash payment no later than the later of (A) fifteen (15) calendar days following the Date of Termination or (B) the effective date of the Waiver and Release; and
- v. the Other Benefits, which shall be paid in accordance with the then-existing terms and conditions of such plans, programs or policies.

b. **Benefit Continuation.** You and your then eligible dependents shall continue to be covered by and participate in the group health and dental care plans (collectively, "Health Plans") of the Company (at the Company's cost) in which you participated, or were eligible to participate, immediately prior to the Date of Termination through the end of the Benefit Continuation Period; **provided, however,** that any medical or dental welfare benefit otherwise receivable by you hereunder shall be reduced to the extent that you become covered under a group health or dental care plan providing comparable medical and health benefits. You shall be eligible to participate in such Health Plans on terms that are at least as favorable as those in effect immediately prior to the Date of Termination. However, in the event that the terms of the Company's Health Plans do not permit you to participate in those plans (other than pursuant to an election under the Consolidated Omnibus Budget Reconciliation Act of 1985 ("COBRA")), in lieu of your and your eligible dependent's coverage and participation under the Company's Health Plans, the Company shall pay to you within fifteen (15) calendar days after the effective date of the Waiver and Release a lump sum equal to two (2) times your monthly COBRA premium amount for the number of months remaining in the Benefit Continuation Period. In addition, for the purposes of coverage under COBRA, your COBRA event date will be the date of loss of coverage described in this paragraph above.

c. **Outplacement Services.** The Company shall, at its sole expense as incurred, provide you with outplacement services on such terms and conditions as may be reasonably determined by the Company prior to the Change of Control.

d. **Acceleration of Stock Awards.** All your outstanding awards of restricted stock, stock options, and other equity-based compensation shall become fully vested and exercisable in full immediately upon the effective date of the Waiver and Release; provided, however, that any such awards that would be out of the money as of the

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Date of Termination may be terminated pursuant to Section 9(b) hereof. In addition, all of your outstanding awards of restricted stock, stock options, and other equity-based compensation that are not assumed or substituted with awards of equivalent value in connection with a Change of Control shall become fully vested and exercisable in full immediately upon the Change of Control.

5. **Date and Notice of Termination.** Any termination of your employment by the Company or by you during the Change of Control Period shall be communicated by a notice of termination to the other party hereto (the "Notice of Termination"). The Notice of Termination shall indicate the specific termination provision in this Agreement relied upon and shall set forth in reasonable detail the facts and circumstances claimed to provide a basis for termination of your employment under the provision so indicated. The date of your termination of employment with the Company (the "Date of Termination") shall be determined as follows: (i) if your employment is terminated for Disability, thirty (30) calendar days after a Notice of Termination is received by you (provided that you shall not have returned to the full-time performance of your duties during such thirty (30) calendar day period), (ii) if your employment is terminated by the Company in an Involuntary Termination, the later of the date specified in the Notice of Termination or five (5) calendar days after the date the Notice of Termination is received by you, (iii) if you terminate your employment for Good Reason, five (5) calendar days after the date the Notice of Termination is received by the Company, and (iv) if your employment is terminated by the Company for Cause, the later of the date specified in the Notice of Termination or five (5) calendar days following the date such notice is received by you. The Date of Termination for a resignation of employment other than for Good Reason shall be the date set forth in the applicable notice.

6. **No Mitigation or Offset; D&O Insurance.**

- No Mitigation or Offset.** You shall not be required to mitigate the amount of any payment provided for herein by seeking other employment or otherwise, nor shall the amount of any payment or benefit provided for herein be reduced by any compensation earned by you as the result of employment by another employer.
- D&O Insurance, and Indemnification.** Through at least the sixth anniversary of the Date of Termination, the Company shall maintain coverage for you as a named insured on all directors' and officers' insurance maintained by the Company for the benefit of its directors and officers on at least the same basis as all other covered individuals and provide you with at least the same corporate indemnification as it provides to other senior executives.

7. **Confidentiality.** You agree to treat all Confidential Information as confidential information entrusted to you solely for use as an employee of the Company, and shall not divulge, reveal or transmit any Confidential Information in any way to persons not employed by the Company at any time from the date hereof until the end of time, whether or not you continue to be an employee of the Company, unless authorized in writing by the Company.

8. **Code Section 409A.** The Agreement is not intended to constitute a "nonqualified deferred compensation plan" within the meaning of Code Section 409A. Notwithstanding the foregoing, in the event this Agreement or any benefit paid under this Agreement to you is deemed to be subject to Code Section 409A, you consent to the Company's adoption of such conforming amendments as the Company deems advisable or necessary, in its sole discretion (but without an obligation to do so), to comply with Code Section 409A and avoid the imposition of taxes under Code Section 409A. This Agreement will be

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interpreted and construed to not violate Code Section 409A, although nothing herein will be construed as an entitlement to or guarantee of any particular tax treatment to you.

For purposes of this Agreement, a termination of employment means a "separation from service" as defined in Code Section 409A. Each payment made pursuant to any provision of this Agreement shall be considered a separate payment and not one of a series of payments for purposes of Code Section 409A. While it is intended that all payments and benefits provided under this Agreement to you will be exempt from or comply with Code Section 409A, the Company makes no representation or covenant to ensure that the payments under this Agreement are exempt from or compliant with Code Section 409A. The Company will have no liability to you or any other person or entity if a payment or benefit under this Agreement is challenged by any taxing authority or is ultimately determined not to be exempt or compliant. You further understand and agree that you will be entirely responsible for any and all taxes on any benefits payable to you as a result of this Agreement. As a condition of participation in the Agreement, you understand and agree that you will never assert any claims against the Company for reimbursement or payment of any Code Section 409A additional taxes, penalties and/or interest.

If upon your "separation from service" within the meaning of Code Section 409A, you are then a "specified employee" (as defined in Code Section 409A), then solely to the extent necessary to comply with Code Section 409A and avoid the imposition of taxes under Code Section 409A, the Company shall defer payment of "nonqualified deferred compensation" subject to Code Section 409A payable as a result of and within six (6) months following such "separation from service" under this Agreement until the earlier of (i) the first business day of the seventh month following your "separation from service," or (ii) ten (10) days after the Company receives written confirmation of your death. Any such delayed payments shall be made without interest. For avoidance of doubt, any payment whose amount is derived from the value of a Company common share shall be calculated using the value of a common share as of the closing on the expiration date of the foregoing Code Section 409A delay period.

To the extent any nonqualified deferred compensation payment to you could be paid in one or more of your taxable years depending upon you completing certain employment-related actions, then any such payments will commence or occur in the later taxable year to the extent required by Code Section 409A.

No reimbursement payable to you pursuant to any provisions of this Agreement or pursuant to any plan or arrangement of the Company shall be paid later than the last day of the calendar year following the calendar year in which the related expense was incurred, and no such reimbursement during any calendar year shall affect the amounts eligible for reimbursement in any other calendar year, except, in each case, to the extent that it does not violate Code Section 409A.

Any reimbursement payable to you under this Agreement or pursuant to any plan or arrangement of the Company shall be paid in accordance with the Company's established procedures provided, however, that to the extent necessary to comply with Code Section 409A, the following requirements will be adhered to: (1) such reimbursement arrangements will provide an objectively determinable nondiscretionary definition of the expenses eligible for reimbursement or of the in-kind benefits to be provided, (2) such reimbursement arrangements will provide for the reimbursement of expenses incurred or for the provision of the in-kind benefits during an objectively and specifically prescribed period (including the lifetime of the service provider), (3) such reimbursement arrangements will provide that the amount of expenses eligible for reimbursement, or in-kind benefits provided, during your taxable year may not affect the expenses eligible for

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reimbursement, or in-kind benefits to be provided, in any other taxable year, (4) the reimbursement of an eligible expense will be made on or before the last day of your taxable year following the taxable year in which the expense was incurred, and (5) the right to reimbursement or in-kind benefits will not be subject to liquidation or exchange for another benefit. Additionally, to the extent required by Code Section 409A, an eligible reimbursement expense must be incurred by you no later than the end of the second year following the year in which your Date of Termination occurs and any reimbursement payments to you must be made not later than the end of the third year following your Date of Termination (or, in the case of in-kind benefits, by the end of the second year following your Date of Termination). Acknowledged by:

9. Certain Reduction of Payments by the Company.

- a. Best Net. Anything in this Agreement to the contrary notwithstanding, in the event that the independent auditors of the Company (the "Accounting Firm") determine that receipt of all payments or distributions in the nature of compensation to or for your benefit, whether paid or payable pursuant to this Agreement or otherwise ("Payments"), would subject you to tax under Section 4999 of the Code, the Payments paid or payable pursuant to this Agreement (the "COC Payments"), including payments made with respect to equity-based compensation accelerated pursuant to Section 4(d) hereof, but excluding payments made with respect to Sections 4(a)(i) and 4(a)(ii) hereof (except as provided below), may be reduced (but not below zero) to the Reduced Amount, but only if the Accounting Firm determines that the Net After-Tax Receipt of unreduced aggregate Payments would be equal to or less than the Net After-Tax Receipt of the aggregate Payments as if the Payments were reduced to the Reduced Amount. If such a determination is not made by the Accounting Firm, you shall receive all COC Payments to which you are entitled under this Agreement.

b. **Reduced Amount.** If the Accounting Firm determines that Payments should be reduced to the Reduced Amount, the Company shall promptly give you notice to that effect and a copy of the detailed calculation thereof. Absent manifest error, all determinations made by the Accounting Firm under this Section 9 shall be binding upon you and the Company and shall be made as soon as reasonably practicable and in no event later than twenty (20) business days following the Change of Control Date, or such later date on which there has been a Payment. The reduction of the Payments, if applicable, shall be made by reducing the payments and benefits hereunder in the following order, and only to the extent necessary to achieve the Reduced Amount:

The Company shall reduce or eliminate the Payments, by first reducing or eliminating the portion of the Payments which are not payable in cash and then by reducing or eliminating cash payments, in each case in reverse order beginning with payments or benefits which are to be paid the farthest in time from the determination.

All fees and expenses of the Accounting Firm in implementing the provisions of this Section 9 shall be borne by the Company. To the extent requested by you, the Company shall cooperate with you in good faith in valuing services provided or to

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be provided by you (including without limitation, your agreeing to refrain from performing services pursuant to a covenant not to compete or similar covenant) before, on or after the date of a change in ownership or control of the Company (within the meaning of Q&A-2(b) of the Treasury Regulations adopted under Section 280G of the Code (the "Regulations")), such that payments in respect of such services may be considered reasonable compensation within the meaning of Q&A-9 and Q&A-40 to Q&A-44 of the Regulations and/or exempt from the definition of the term "parachute payment" within the meaning of Q&A-2(a) of the Regulations in accordance with Q&A-5(a) of the Regulations.

c. **Subsequent Adjustment.** As a result of the uncertainty in the application of Section 4999 of the Code at the time of the initial determination by the Accounting Firm hereunder, it is possible that amounts will have been paid or distributed by the Company to you or for your benefit pursuant to this Agreement which should not have been so paid or distributed ("Overpayment") or that additional amounts which will have not been paid or distributed by the Company to you or for your benefit pursuant to this Agreement could have been so paid or distributed ("Underpayment"), in each case, consistent with the calculation of the Reduced Amount hereunder. In the event that the Accounting Firm, based upon the assertion of a deficiency by the Internal Revenue Service against either the Company or you that the Accounting Firm believes has a high probability of success, determines that an Overpayment has been made, you shall pay any such Overpayment to the Company; *provided, however,* that no amount shall be payable by you to the Company if and to the extent such payment would not either reduce the amount of taxes to which you are subject under Sections 1 and 4999 of the Code or generate a refund of such taxes. In the event that the Accounting Firm, based upon controlling precedent or substantial authority, determines that an Underpayment has occurred, any such Underpayment shall be paid promptly (and in no event later than sixty (60) days following the date on which the Underpayment is determined) by the Company to you or for your benefit.

10. **Successors; Binding Agreement.**

a. **Assumption by Successor.** The Company will require any successor (whether direct or indirect, by purchase, merger, consolidation or otherwise) to all or substantially all of the business or assets of the Company expressly to assume and to agree to perform its obligations under this Agreement in the same manner and to the same extent that the Company would be required to perform such obligations if no such succession had taken place; *provided, however,* that no such assumption shall relieve the Company of its obligations hereunder. As used herein, the "Company" shall mean the Company as hereinbefore defined and any successor to its business or assets as aforesaid which assumes and agrees to perform its obligations by operation of law or otherwise.

b. **Enforceability; Beneficiaries.** This Agreement shall be binding upon and inure to the benefit of you (and your personal representatives and heirs) and the Company and any organization which succeeds to substantially all of the business or assets of the Company, whether by means of merger, consolidation, acquisition of all or substantially all of the assets of the Company or otherwise, including, without limitation, as a result of a Change of Control or by operation of law. This Agreement shall inure to the

benefit of and be enforceable by your personal or legal representatives, executors, administrators, successors, heirs, distributees, devisees and legatees. If you should die while any amount would still be payable

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to you hereunder if you had continued to live, all such amounts, unless otherwise provided herein, shall be paid in accordance with the terms of this Agreement to your devisee, legatee or other designee or, if there is no such designee, to your estate.

**11. Definitions.** For purposes of this Agreement, the following capitalized terms have the meanings set forth below:

- a. **Accounting Firm** has the meaning assigned thereto in Section 9 hereof.
- b. **Accrued Obligations** shall mean all compensation earned or accrued through the Date of Termination but not paid as of the Date of Termination, including base salary, bonus for the prior performance year, accrued but unused vacation, and reimbursement of business expenses accrued in accordance with the Company's business expense reimbursement policies.
- c. **Adjusted Base Salary** means the greater of your base salary in effect immediately prior to (i) the Change of Control Date or (ii) the Date of Termination.
- d. **Agreement** has the meaning assigned thereto in the second introductory paragraph hereof.
- e. **Signature:** **Benefit Continuation Period** means the period beginning on the Date of Termination and ending on the last day of the month in which occurs the earlier of (i) the 24-month anniversary of the Date of Termination and (ii) the date on which you elect coverage for you and your covered dependents under substantially comparable benefit plans of a subsequent employer.
- f. **Board** has the meaning assigned thereto in the first introductory paragraph hereof.
- g. **Bonus Opportunity** for any performance year means your maximum cash bonus opportunity for that year, on the assumption that the Company achieves all applicable performance targets and that you achieve all applicable individual performance criteria.
- h. **Cause** shall mean (i) your engaging in willful and continued failure to substantially perform your material duties with the Company (other than due to becoming Disabled); ***provided, however,*** that the Company shall have provided you with written notice of such failure and such failure is not cured by you within twenty (20) calendar days of such notice; (ii) your engaging in misconduct that is materially and demonstrably injurious to the Company; (iii) your conviction of, or plea of no contest to, a felony, other crime of moral turpitude; or (iv) a final non-appealable adjudication in a criminal or civil proceeding that you have committed fraud. For purposes of the previous sentence, no act or failure to act on your part shall be deemed "willful" if it is done, or omitted to be done, by you in good faith and with a reasonable belief that it was in the best interest of the Company.
- i. **Change of Control** shall mean:
  - i. any "person" (within the meaning of Section 13(d)(3) or 14(d)(2) of the Securities Exchange Act of 1934, as amended (the "Exchange Act")) becomes the beneficial owner (within the meaning of Rule 13d-3

promulgated under the Exchange Act) of 30% or more of either (A) the then-outstanding shares of common stock of the Company (the "Outstanding Company Common Stock") or (B) the combined voting power of the then-outstanding voting securities of the Company entitled to vote generally in the election of directors (the "Outstanding Company Voting Securities"); provided, however, that, for purposes of this Section, the following acquisitions shall not constitute a Change of Control: (i) any acquisition directly from the Company, (ii) any acquisition by the Company, (iii) any acquisition by any employee benefit plan (or related trust) sponsored or maintained by the Company, or (iv) any acquisition pursuant to a transaction that complies with Sections 11(i)(iii)(A), (B), and (C);

- ii. during any period of two consecutive years (not including any period prior to the Effective Date), individuals who at the beginning of such period constituted the Board and any new directors, whose election by the Board or nomination for election by the Company's stockholders was approved by a vote of at least three-fourths of the directors then still in office who either were directors at the beginning of the period or whose election or nomination for election was previously so approved, cease for any reason to constitute a majority thereof; or
- iii. there is a consummation of a reorganization, merger, statutory share exchange or consolidation or similar transaction involving the Company or any of its subsidiaries, a sale or other disposition of all or substantially all of the assets of the Company, or the acquisition of assets or stock of another entity by the Company or any of its subsidiaries (each, a "Business Combination"), in each case unless, following such Business Combination, (A) all or substantially all of the individuals and entities that were the beneficial owners of the Outstanding Company Common Stock and the Outstanding Company Voting Securities immediately prior to such Business Combination beneficially own, directly or indirectly, more than 50% of the then-outstanding shares of common stock (or, for a non-corporate entity, equivalent securities) and the combined voting power of the then-outstanding voting securities entitled to vote generally in the election of directors (or, for a non-corporate entity, equivalent governing body), as the case may be, of the entity resulting from such Business Combination (including, without limitation, an entity that, as a result of such transaction, owns the Company or all or substantially all of the Company's assets either directly or through one or more subsidiaries) in substantially the same proportions as their ownership immediately prior to such Business Combination of the Outstanding Company Common Stock and the Outstanding Company Voting Securities, as the case may be, (B) no Person (excluding any corporation resulting from such Business Combination or any employee benefit plan (or related trust) of the Company or such corporation resulting from such Business Combination) beneficially owns, directly or indirectly, 30% or more of, respectively, the then-outstanding shares of common stock of the corporation resulting from such Business Combination or the combined voting power of the then-outstanding voting securities of such corporation, except to the extent that such ownership existed prior to the Business Combination, and (C) at least a majority of the members of the board of directors (or, for a non-corporate entity, equivalent governing body) of the entity resulting from such Business Combination were members of the incumbent Board at the

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time of the execution of the initial agreement or of the action of the Board providing for such Business Combination.

- j. "Change of Control Date" has the meaning assigned thereto in Section 1 hereof.
- k. "Change of Control Period" has the meaning assigned thereto in the second introductory paragraph hereof.
- l. "COC Payments" has the meaning assigned thereto in Section 9 hereof.
- m. "Code" shall mean the Internal Revenue Code of 1986, as amended, and the rules and regulations promulgated thereunder.
- n. "Company" has the meaning assigned thereto in the first introductory paragraph hereof.
- o. "Confidential Information" shall mean all financial information, trade secrets, personnel records, training and operational manuals, records, contracts, lists, business procedures, business methods, accounts, brochures, and handbooks that was learned or

obtained by you in the course of your employment by the Company, and all other documents relating to the Company or persons doing business with the Company that are proprietary to the Company.

- p. "Date of Termination" has the meaning assigned thereto in Section 5 hereof.
- q. "Disability" shall mean your incapacity due to physical or mental illness as defined in the long-term disability plan sponsored by the Company or an affiliate of the Company for your benefit and which causes you to be absent from the full-time performance of your duties.
- r. "Effective Period" shall mean the period commencing on the date hereof (the "Effective Date") and ending on the third anniversary of the date of this Agreement; **provided, however,** that beginning on the third anniversary of the date of this Agreement and on each one-year anniversary thereafter (each such date a "Renewal Date"), the Effective Period shall be automatically extended for a period of two years beginning on such Renewal Date, unless at least sixty (60) calendar days prior to such Renewal Date, the Company shall give notice that the Effective Period shall not be so extended.
- s. "Good Reason" shall mean the occurrence of any of the following events or circumstances:
  - i. a substantial adverse change in your title, position, offices, or the nature of your duties or responsibilities from those in effect immediately prior to the Change of Control, or in the position, level, or status of the person to whom you report.
  - ii. a reduction by the Company in your annual base salary, Target Bonus, or benefits as in effect immediately prior to the Change of Control or as the same may be increased from time to time thereafter, other than a general reduction in benefits applicable across similarly situated executives within the Company;
  - iii. a failure by the Company to pay you material compensation or benefits when due including, without limitation, failure by the Company to pay any accrued relocation expenses or Other Benefits;
  - iv. the relocation of the office of the Company where you are principally employed immediately prior to the Change of Control to a location which is more than forty (40) miles from such office of the Company (except for required travel on the Company's business to an extent substantially consistent with your customary business travel obligations in the ordinary course of business prior to the Change of Control); or any failure by a successor to the Company to assume and agree to perform this Agreement, as contemplated by Section 10(a) hereof, or any agreement with respect to your outstanding equity awards.

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**provided, however,** that no event or condition set forth in subparagraphs (i) through (v) above shall constitute Good Reason unless (x) you give the Company written notice of objection to such event or condition within sixty (60) calendar days of the initial occurrence of such event or condition and (y) such event or condition is not corrected or remedied, in all material respects, by the Company within thirty (30) calendar days of its receipt of such notice; and **provided, further, however,** that your mental or physical incapacity following the occurrence of an event described above in subparagraphs (i) through (v) above shall not affect your ability to terminate employment for Good Reason and that your death following delivery of a Notice of Termination shall not affect your estate's entitlement to the payments and benefits provided hereunder upon an Involuntary Termination. In order to qualify as a termination of employment due to Good Reason, you must resign your employment for Good Reason within forty (40) calendar days after you have provided the Company with the foregoing notice that a Good Reason event has occurred.

- t. "Involuntary Termination" shall mean, during the Change of Control Period, (i) your termination of employment by the Company without Cause or (ii) your resignation of employment with the Company for Good Reason.
- u. "Net After-Tax Receipt" shall mean the present value (as determined in accordance with Section 280G(d)(4) of the Code) of a Payment net of all taxes imposed on you with respect thereto under Sections 1 and 4999 of the Code and under applicable state and local laws, determined by applying the highest marginal rate under Section 1 of the Code and under state and local laws

which applied to your taxable income for the immediately preceding taxable year, or such other rate(s) as you certify as likely to apply to you in the relevant tax year(s).

- v. "Notice of Termination" has the meaning assigned thereto in Section 5 hereof.
- w. "Other Benefits" means, to the extent not theretofore paid or provided, any other amounts or benefits required to be paid or provided to you or that you are eligible to receive under any plan, program, policy, practice, contract or agreement of the Company in accordance with such applicable terms at the time of the Date of Termination. Nothing herein shall prohibit the Company from changing, modifying, amending, or eliminating any benefit plans in accordance with the terms of such plans prior to the Date of Termination, with or without prior notice.
- x. "Overpayment" has the meaning assigned thereto in Section 9 hereof.

y. "Pro Rata Bonus" means a pro rata portion of your Bonus Opportunity for the performance year in which the Date of Termination occurs, calculated based on the number of days that you are employed in the performance year up through and including the Date of Termination.

z. "Payment" has the meaning assigned thereto in Section 9 hereof.

aa. "Reduced Amount" shall mean \$1,000.00 less than the greatest amount of Payments that can be paid that would not result in the imposition of the excise tax under Section 4999 of the Code.

ab. "Severance Policy" means the Company's Severance Policy for Key Executives as adopted on July 21, 2014 and as may be amended from time to time.

ac. "Target Bonus" for any year means your total cash target, but not maximum, bonus for that year, on the assumption that the Company has achieved, but not exceeded, all applicable performance targets and that you have achieved, but not exceeded, all applicable individual performance criteria.

ad. "Underpayment" has the meaning assigned thereto in Section 9 hereof.

ae. "Tax Authority" has the meaning assigned thereto in Section 9 hereof.

12. Notice. For the purpose of this Agreement, notices and all other communications provided for in this Agreement shall be in writing and shall be deemed to have been duly given when delivered or mailed by United States registered mail, return receipt requested, postage prepaid, addressed to the Board of Directors, LKQ Corporation, 500 West Madison Street, Suite 2800, Chicago, IL 60661, with a copy to the General Counsel of the Company, or to you at the address set forth on the first page of this Agreement or to such other address as either party may have furnished to the other in writing in accordance herewith, except that notice of change of address shall be effective only upon receipt.

13. Release. As a condition to receiving any payments or benefits pursuant to this Agreement by reason of your death, Disability or Involuntary Termination, you (or in the case of your death, the executor of your estate) must execute a waiver and release of claims, including confidentiality and non-disparagement covenants, substantially in the form approved by the Company prior to the Change of Control Date (as set forth on Exhibit B attached hereto) (a "Waiver and Release"), and such executed Waiver and Release must be delivered to the Company (and not revoked by you) and become effective by its own terms no later than 55 days after the later of (i) the Change of Control or (ii) the termination of your employment with the Company.

14. Arbitration. Any dispute or controversy arising under or in connection with this Agreement that cannot be mutually resolved by the parties hereto shall be settled exclusively by arbitration in Chicago, Illinois under the employment arbitration rules of the American Arbitration Association before one arbitrator of exemplary qualifications and stature, who shall be selected jointly by the Company and you, or, if the Company and you cannot agree on the selection of the arbitrator, such arbitrator shall be selected by the American

Arbitration Association. Judgment may be entered on the arbitrator's award in any court having jurisdiction. The parties hereby agree that the arbitrator shall be empowered to enter an equitable decree mandating specific enforcement of the terms of this Agreement. The Company agrees to pay as incurred, to the fullest extent permitted by law, the costs and fees of the arbitration, including all legal fees and expenses which

you may reasonably incur as a result of any contest (regardless of the outcome thereof) by the Company, you or others of the validity or enforceability of, or liability under, any provision of this Agreement (including as a result of any contest by you about the amount of any payment pursuant to this Agreement), plus in each case interest on any delayed payment at the applicable Federal rate provided for in Section 7872(f)(2)(A) of the Code.

15. Date: Miscellaneous.

- a. Amendments, Waivers, Etc. No provision of this Agreement may be modified, waived or discharged unless such waiver, modification or discharge is agreed to in writing. No waiver by either party hereto at any time of any breach by the other party hereto of, or compliance with, any condition or provision of this Agreement to be performed by such other party shall be deemed a waiver of similar or dissimilar provisions or conditions at the same or at any prior or subsequent time. No agreements or representations, oral or otherwise, express or implied, with respect to the subject matter hereof have been made by either party which are not expressly set forth in this Agreement and this Agreement shall supersede all prior agreements, negotiations, correspondence, undertakings and communications of the parties, oral or written, with respect to the subject matter hereof. Notwithstanding the foregoing and for avoidance of doubt, this Agreement does not supersede or replace the Severance Policy. However, any payments or benefits provided (or to be provided) under this Agreement shall be reduced and offset by payments or benefits of the same type that are received by you from the Company under the Severance Policy or any other severance arrangement.
- b. Validity. The invalidity or unenforceability of any provision of this Agreement shall not affect the validity or enforceability of any other provision of this Agreement, which shall remain in full force and effect.
- c. Counterparts. This Agreement may be executed in several counterparts, each of which shall be deemed to be an original but all of which together will constitute one and the same instrument.
- d. No Contract of Employment. Nothing in this Agreement shall be construed as giving you any right to be retained in the employ of the Company or shall affect the terms and conditions of your employment with the Company prior to the commencement of the Change of Control Period.
- e. Withholding. Amounts paid to you hereunder shall be subject to all applicable federal, state and local withholding taxes.
- f. Source of Payments. All payments provided under this Agreement shall be paid in cash from the general funds of the Company, and no special or separate fund shall be established, and no other segregation of assets made, to assure payment. You will have no right, title or interest whatsoever in or to any investments which the Company may make to aid it in meeting its obligations hereunder. To the extent that any person acquires a right to receive payments from the Company hereunder, such right shall be no greater than the right of an unsecured creditor of the Company.
- g. Headings. The headings contained in this Agreement are intended solely for convenience of reference and shall not affect the rights of the parties to this Agreement.

- h. **Governing Law.** This Agreement is governed by ERISA and, to the extent applicable, the laws of the State of Delaware without regard to conflicts of law.
- i. **Effect on Benefit Plans.** In the event of any inconsistency between the provisions of this agreement and the provisions of any benefit plan of the Company, the provisions that are more favorable to you shall control.

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By signing below, you acknowledge that this Agreement sets forth our agreement on the subject matter hereof. Kindly sign and return to the Company the enclosed copy of this letter which will then constitute our agreement on this subject.

Sincerely,

**LKQ CORPORATION**

By: /s/ Matthew J. McKay

Name: Matthew J. McKay

Title: Senior Vice President and  
General Counsel

Agreed to as of this January 1, 2024

/s/ Andy Hamilton

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Andrew Craig Hamilton  
President and Managing Director of LKQ Europe

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#### **EXHIBIT A**

The Agreement, including its Exhibits, constitutes both the official plan document and the required summary plan description under ERISA.

#### **ELIGIBILITY**

The Agreement is effective for the individual named in the Agreement ("you").

#### **BENEFITS**

You shall be eligible for severance benefits at such times and in such amounts as may be specified in your Agreement.

## OTHER IMPORTANT INFORMATION

**A. Agreement Administration.** As the Agreement Administrator, the Company has the full and sole discretionary authority to administer and interpret the Agreement, including discretionary authority to determine eligibility for participation in and for benefits under the Agreement, to determine the amount of benefits (if any) payable per participant, and to interpret any terms of this document. All determinations by the Agreement Administrator will be final and conclusive upon all persons and be given the maximum possible deference allowed by law. The Agreement Administrator is the "named fiduciary" of the Agreement for purposes of ERISA and will be subject to the applicable fiduciary standards of ERISA when acting in such capacity. The Company may delegate in writing to any other person all or a portion of its authority or responsibility with respect to the Agreement.

**B. Source of Benefits.** The Agreement is unfunded, and all severance benefits will be paid from the general assets of the Company or its successor. No contributions are required under the Agreement.

**C. Claims Procedure.** If you believe you have been incorrectly denied a benefit or are entitled to a greater benefit than the benefit you received under the Agreement, you may submit a signed, written application to the Company's Senior Vice President of Human Resources ("Claims Administrator"). You will be notified in writing of the approval or denial of this claim within ninety (90) days of the date that the Claims Administrator receives the claim, unless special circumstances require an extension of time for processing the claim. In the event an extension is necessary, you will be provided written notice prior to the end of the initial ninety (90) day period indicating the special circumstances requiring the extension and the date by which the Claims Administrator expects to notify you of approval or denial of the claim. In no event will an extension extend beyond ninety (90) days after the end of the initial ninety (90) day period. If your claim is denied, the written notification will state specific reasons for the denial, make specific reference to the Agreement provision(s) on which the denial is based, and provide a description of any material or information necessary for you to perfect the claim and why such material or information is necessary. The written notification will also provide a description of the Agreement's review procedures and the applicable time limits, including a statement of your right to bring a civil suit under section 502(a) of ERISA following denial of your claim on review.

You will have sixty (60) days from receipt of the written notification of the denial of your claim to file a signed, written request for a full and fair review of the denial by a review panel which will be a named fiduciary of the Agreement for purposes of such review. This request should include the reasons you are requesting a review and may include facts supporting your request and any other relevant comments, documents, records and other information relating to your claim. Upon request and free of charge, you will be provided with reasonable access to,

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and copies of, all documents, records and other information relevant to your claim, including any document, record or other information that was relied upon in, or submitted, considered or generated in the course of, denying your claim. A final, written determination of your eligibility for benefits shall be made within sixty (60) days of receipt of your request for review, unless special circumstances require an extension of time for processing the claim, in which case you will be provided written notice of the reasons for the delay within the initial sixty (60) day period and the date by which you should expect notification of approval or denial of your claim. This review will take into account all comments, documents, records and other information submitted by you relating to your claim, whether or not submitted or considered in the initial review of your claim. In no event will an extension extend beyond sixty (60) days after the end of the initial sixty (60) day period. If an extension is required because you fail to submit information that is necessary to decide your claim, the period for making the benefit determination on review will be tolled from the date the notice of extension is sent to you until the date on which you respond to the request for additional information. If your claim is denied on review, the written notification will state specific reasons for the denial, make specific reference to the Agreement provision(s) on which the denial is based and state that you are entitled to receive upon request, and free of charge, reasonable access to, and copies of, all documents, records and other information relevant to your claim, including any document, record or other information that was relied upon in, or submitted, considered or generated in the course of, denying your claim. The written notification will also include a statement of your right to bring an action under section 502(a) of ERISA.

If your claim is initially denied or is denied upon review, you are entitled to receive upon request, and free of charge, reasonable access to, and copies of, any document, record or other information that demonstrates that (1) your claim was denied in accordance with the terms of the Agreement, and (2) the provisions of the Agreement have been consistently applied to similarly situated participants, if any. In pursuing any of your rights set forth in this section, your authorized representative may act on your behalf.

If you do not receive notice within the time periods described above, whether on initial determination or review, you may initiate a lawsuit under Section 502(a) of ERISA.

**D. Indemnification.** The Company agrees to indemnify its officers and employees and the members of the Board of Directors of the Company from all liabilities from their acts or omissions in connection with the administration, amendment or termination of the Agreement, to the maximum extent permitted by applicable law.

**E. Severability.** If any provision of the Agreement is held invalid or unenforceable, its invalidity or unenforceability will not affect any other provision of the Agreement, and the Agreement will be construed and enforced as if such provision had not been included.

**F. Headings.** Headings in the Agreement are for purposes of reference only and will not limit or otherwise affect the meaning hereof.

## STATEMENT OF ERISA RIGHTS

As a participant in the Agreement you are entitled to certain rights and protections under ERISA. ERISA provides that all Agreement participants shall be entitled to:

### A. Receive Information About Your Agreement and Benefits

Examine, without charge, at the Agreement Administrator's office and at other specified locations, such as work sites, all documents governing the Agreement.

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Obtain, upon written request to the Agreement Administrator, copies of documents governing the operation of the Agreement. The Agreement Administrator may impose a reasonable charge for the copies.

### B. Prudent Actions by Agreement Fiduciaries

In addition to creating rights for Agreement participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your Agreement, called "fiduciaries" of the Agreement, have a duty to do so prudently and in the interest of you and other Agreement participants and beneficiaries. No one, including your employer or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a welfare benefit or exercising your rights under ERISA.

### C. Enforce Your Rights

If your claim for a welfare benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Agreement documents and do not receive it within 30 days, you may file suit in a federal court. In such a case, the court may require the Agreement Administrator to provide the materials and pay you up to \$110.00 per day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Agreement Administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or federal court after you have completed the Agreement's administrative appeals process. If you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

### D. Assistance With Your Questions

If you have any questions about the Agreement, you should contact the Agreement Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Agreement Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory, or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue

N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

#### ADDITIONAL AGREEMENT INFORMATION

Name of Agreement:	Change of Control Agreement
Employer Sponsoring Agreement:	LKQ Corporation. 500 West Madison Street, Suite 2800, Chicago, IL 60661
Employer Identification Number:	36-4215970
Agreement Number:	532
Agreement Year:	Calendar Year
Agreement Administrator:	LKQ Corporation c/o Senior Vice President of Human Resources 500 West Madison Street, Suite 2800, Chicago, IL 60661 Telephone No. (312) 621-1950
Agent for Service of Legal Process:	Agreement Administrator, at the above address
Type of Agreement:	Employee Welfare Benefit Plan providing for severance benefits
Agreement Costs:	The cost of the Agreement is paid by LKQ Corporation
Type of Administration:	Self-administered by the Agreement Administrator

#### EXHIBIT B

##### WAIVER AND GENERAL RELEASE AGREEMENT

This Waiver and Release Agreement (this "Release") is entered into as of the date indicated on the signature page of this Release by and between LKQ Corporation, a Delaware corporation (the "Company") and ("Employee"). Employee has been employed by the Company, and the parties are entering into this Release because the employment relationship is ending, without fault or wrongdoing on the part of either the Company or Employee, who agree as follows:

1. Release.

a. In exchange for the valuable consideration set forth in the Change of Control Agreement dated as of \_\_\_\_\_, 20\_\_\_\_ (the "Letter Agreement"), between Employee and the Company, the receipt and adequacy of which are herein acknowledged, Employee hereby agrees to release and forever discharge the Company and its present, former and future partners, shareholders, affiliates, direct and indirect parents, subsidiaries, successors, directors, officers, employees, agents, attorneys, heirs and assigns (the "Released Parties"), from any and all claims, actions and causes of action (the "Claims") arising out of (i)

his employment relationship with and service as an employee of the Company and its affiliates, and the termination of such relationship or service, or (ii) any event, condition, circumstance or obligation that occurred, existed or arose on or prior to the date hereof, including, but not limited to any Claims under Title VII of the Civil Rights Act of 1964, the Rehabilitation Act of 1973, the Americans With Disabilities Act of 1990, the Civil Rights Act of 1866, the Civil Rights Act of 1991, the Employee Retirement Income Security Act of 1974 (ERISA), the Family and Medical Leave Act of 1993, the California Fair Employment and Housing Act; the California Workers' Compensation Act; the California Unruh and Ralph Civil Rights Laws; the California Alcohol and Drug Rehabilitation Law and any other federal, state or local law, statute, regulation or ordinance, or law of any foreign jurisdiction, whether such Claim arises under statute or common law and whether or not Employee is presently aware of the existence of such Claim. Employee also forever releases, discharges and waives any right he may have to recover in any proceeding brought by any federal, state or local agency against the Released Parties to enforce any laws. To ensure that this Release is fully enforceable in accordance with its terms, Employee agrees to waive any and all rights to any Claims, whether or not he knows or suspects them to exist in his favor, which if known to him would have materially affected his execution of this Release. Notwithstanding the foregoing, this Release does not apply to Employee's rights, claims, or benefits under the Letter Agreement or to Employee's rights, if any, to payment of benefits pursuant to any employee benefit plan. This Release also does not apply to Employee's rights, claims, or benefits claims for unemployment compensation benefits, workers compensation benefits, claims under the Fair Labor Standards Act, health insurance benefits under the Consolidated Omnibus Budget Reconciliation Act (COBRA), or claims with regard to vested benefits under a retirement plan governed by ERISA.

b. **To ensure that this Release is fully enforceable in accordance with its terms, Employee hereby agrees to waive any and all rights under Section 1542 of the California Civil Code (to the extent applicable) as it exists from time to time, which provides:**

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A general release does not extend to claims which the creditor does not know or suspect to exist in his favor at the time of executing the release, which if known by him must have materially affected his settlement with the debtor.

In addition, to ensure that this Release is fully enforceable in accordance with its terms, Employee hereby agrees to waive any protection that may exist under any comparable or similar statute and under any principle of common law of the United States or any and all States.

**EMPLOYEE UNDERSTANDS THAT, BY SIGNING THIS RELEASE, EMPLOYEE WILL HAVE WAIVED ANY RIGHT THAT HE MAY HAVE TO BRING A LAWSUIT OR MAKE ANY CLAIM AGAINST THE COMPANY AND THE RELEASED PARTIES BASED ON ANY ACT OR OMISSIONS BY THEM UP TO THE DATE OF SIGNING THIS AGREEMENT.**

c. In further consideration of the payments and benefits provided to Employee under the Letter Agreement, Employee hereby releases and forever discharges the Released Parties from any and all Claims that he may have as of the date he signs this Release arising under the federal Age Discrimination in Employment Act of 1967, as amended, and the applicable rules and regulations promulgated thereunder ("ADEA"). By signing this Release, Employee hereby acknowledges and confirms the following: (i) he was advised by the Company in connection with his termination to consult with an attorney of his choice prior to signing this Release and to have such attorney explain to him the terms of this Release, including, without limitation, the terms relating to his release of claims arising under the ADEA; (ii) if Employee is 40 years of age or older as of the date of execution of this Release, he was given a period of not fewer than 21 calendar days to consider the terms of this Release and to consult with an attorney of his choosing with respect thereto; (iii) he is providing the release and discharge set forth in this Paragraph 1(c) only in exchange for consideration in addition to anything of value to which he is already entitled and (iv) he can revoke this Release without it becoming effective as described below.

2. **No Legal Claim.** Employee has not commenced any legal action, which term includes, without limitation, any demand for arbitration proceedings and any charge, complaint, filing or submission with any federal, state or local agency, court or other tribunal, to assert any Claim against a Released Party, and covenants and agrees not to do so in the future with respect to the matters released herein. If Employee commences or joins any legal action against a Released Party, Employee agrees that such an action is prohibited by this Release, and further agrees to promptly indemnify such Released Party for its reasonable costs and attorneys fees incurred in defending

such action as well as forfeit or return any monetary judgment obtained by Employee against any Released Party in such action. Nothing in this Paragraph 2 is intended to reflect any party's belief that Employee's waiver of claims under the ADEA is invalid or unenforceable under this Release, it being the intent of the parties that such claims are waived.

3. **Nondisparagement.** Employee agrees to refrain, except as required by law or in connection with a judicial proceeding, from making directly or indirectly, now or at any time in the future, any written or oral statements, representations or other communications that disparage or are otherwise damaging to the business or reputation of the Released Parties.
4. **Continuing Obligations.** This Release shall not supersede any continuing obligations Employee may have under the terms of the Letter Agreement or any other agreement between Employee and the Company.
5. **Disclaimer.** Employee hereby certifies that Employee has read the terms of this Release, that Employee has been advised by the Company to consult with an attorney of Employee's own choice prior to executing this Release, that Employee has had an opportunity to do so, and that Employee understands the provisions and consequences of this Release. Employee further certifies that the Company has not made any representation to Employee concerning this Release other than those contained herein.
6. **Governing Law.** This Release is governed by ERISA and, to the extent applicable, the laws of the State of Delaware without regard to conflicts of law.
7. **Separability of Clauses.** If any provisions of this Release shall be finally determined to be invalid or unenforceable under applicable law by a court of competent jurisdiction, that part shall be ineffective to the extent of such invalidity or unenforceability only, without in any way affecting the remaining provisions of this Release.
8. **Counterparts.** This Release may be executed by the parties hereto in counterparts, each of which shall be deemed an original, but both such counterparts shall together constitute one and the same document.
9. **Effectiveness.** This Release shall be effective only when it has been executed by Employee and the executed original has been returned to the Company, and any applicable revocation period has expired.

IN WITNESS WHEREOF, the Company has caused this Release to be signed by its duly authorized officer, and Employee has executed this Release as of the day and year indicated below Employee's signature.

LKQ CORPORATION

By:

Name:

Title:

If Employee is 40 years of age or older as of the date of execution of this Release, Employee shall have the right to revoke this Release during the seven-day period (the "Revocation Period") commencing immediately following the date he signs and delivers this Release to the Company. The Revocation Period shall expire at 5:00 p.m. [INSERT TIME ZONE] Time on the last day of the Revocation Period; provided, however, that if such seventh day is not a business day, the Revocation Period shall extend to 5:00 p.m. on the next succeeding business day. In the event Employee revokes this Release, all obligations of the Company under this Release and under any agreement which are conditional upon this Release shall terminate and be of no further force and effect as of the date of such revocation. No such revocation by Employee shall be effective unless it is in writing and signed by him and received by the Company prior to the expiration of the Revocation Period at the following address:

**LKQ Corporation**  
**ATTN: General Counsel**

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**500 W. Madison Street, Suite 2800**  
**Chicago, IL 60661**

**I HAVE READ AND AGREE**  
**TO THIS RELEASE:**

Name:  
Date:

**Exhibit 10.24**

**CONFIDENTIAL**

**Change of Control Agreement**

January 1, 2024

John R. Meyne  
500 W. Madison Street, Suite 2800  
Chicago, IL 60661

Dear John:

LKQ Corporation, a Delaware corporation (the "Company"), considers it essential to the best interests of its stockholders to take reasonable steps to retain key management personnel. Further, the Board of Directors of the Company (the "Board") recognizes that the uncertainty and questions that might arise among management in the context of any possible Change of Control (as defined below) of the Company could result in the departure or distraction of management personnel to the detriment of the Company and its stockholders.

In order to reinforce and encourage your continued attention and dedication to your assigned duties without distraction in the face of potentially disturbing circumstances arising from any possible Change of Control, the Company has determined to enter into this letter agreement (the "Agreement"), which addresses the terms and conditions of your separation from the Company in connection with a Change of

Control or within two (2) years following the Change of Control Date (the "Change of Control Period"). Capitalized words that are not otherwise defined herein shall have the meanings assigned to those words in Section 11 hereof.

The Agreement provides severance benefits to you under certain circumstances since you are in a select group of management or highly compensated employees of the Company. This Agreement is designed to be an "employee welfare benefit plan," as defined in Section 3(1) of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"). Exhibit A is a part of this Agreement and provides important information regarding this Agreement.

1. **Operation of Agreement.** The provisions of this Agreement pertaining to the terms and conditions of your separation from the Company in connection with a Change of Control (collectively, the "Severance Provisions") shall apply only if a Change of Control occurs during the Effective Period. If a Change of Control occurs during the Effective Period, the Severance Provisions become effective on the date of the Change of Control (the "Change of Control Date"). Notwithstanding the foregoing, if (a) a Change of Control occurs during the Effective Period; and (b) your employment with the Company is terminated (other than your voluntary resignation without Good Reason or due to your death or Disability) during the Effective Period, but within twelve (12) months prior to the date on which the Change of Control occurs; and (c) it is reasonably demonstrated by you that such termination of employment (i) was at the request of a third party that has taken steps reasonably calculated to effect a Change of Control or (ii) otherwise arose in connection with or in anticipation of a Change of Control, then the "Change of Control Date" shall instead mean the date immediately prior to the date of such termination of employment. In connection with the foregoing, your unvested equity-based compensation awards that are outstanding as of your termination shall remain outstanding to the extent necessary (but subject in all cases to their maximum term) to enable their potential future.

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vesting and exercisability should a Change of Control occur within twelve months after your termination without Cause by the Company. This Agreement will remain in effect until the later of (x) the last day of the Effective Period; or (y) if a Change of Control occurs during the Effective Period, the date on which all benefits due to you under this Agreement, if any, have been paid. However, this Agreement will expire earlier (i) upon the date that your employment is terminated by the Company for Cause or by you without Good Reason or (ii) upon the first anniversary of the termination of your employment by the Company without Cause if no Change of Control has occurred before such first anniversary.

2. **Termination of Employment by Reason of Death or Disability.** Your employment shall terminate automatically if you die during the Change of Control Period. If the Company determines in good faith that you incurred a Disability during the Change of Control Period, it may give you written notice, in accordance with Section 5 hereof, of its intention to terminate your employment. In such event, your employment with the Company shall terminate effective on the thirtieth (30) calendar day after your receipt of such notice if you have not returned to full-time duties within thirty (30) calendar days after such receipt. If your employment is terminated for death or Disability during the Change of Control Period, this Agreement shall terminate without further obligations on the part of the Company other than the obligation to pay to you or your representative, as applicable, the following amounts:
  - a. the Accrued Obligations, which shall be paid to you in a single lump sum cash payment within fifteen (15) calendar days of the Date of Termination;
  - b. the Pro Rata Bonus, which shall be paid to you in a single lump sum cash payment no later than the later of (i) fifteen (15) calendar days following the Date of Termination or (ii) the effective date of the Waiver and Release; and
  - c. the Other Benefits, which shall be paid in accordance with the terms and conditions of such plans, programs, policies, arrangements or agreements.
3. **Termination for Cause; Resignation Other Than for Good Reason.** If your employment is terminated for Cause or you resign for other than Good Reason during the Change of Control Period, your employment will terminate on the Date of Termination in accordance with Section 5 hereof and this Agreement shall terminate without further obligations on the part of the Company other than the obligation to pay to you the following:

- a. the Accrued Obligations, which shall be paid to you in a single lump sum cash payment within fifteen (15) calendar days of the Date of Termination; and
- b. the Other Benefits, which shall be paid in accordance with the terms and conditions of such plans, programs or policies.

4. Termination as a Result of an Involuntary Termination. In the event that your employment with the Company should terminate during the Change of Control Period as a result of an Involuntary Termination, the Company will be obligated, except as provided in Section 8 or Section 9 hereof, to provide you the following benefits:

- a. Severance Payment. The Company shall pay to you the following amounts:
  - i. the Accrued Obligations, which shall be paid to you in a single lump sum cash payment within fifteen (15) calendar days of the Date of Termination;
  - ii. the Pro Rata Bonus, which shall be paid to you in a single lump sum cash payment no later than the later of (A) fifteen (15) calendar days following the Date of Termination or (B) the effective date of the Waiver and Release;
  - iii. an amount equal to the product of (A) 2.0 times (B) the sum of (1) your Adjusted Base Salary plus (2) the greater of (x) your Target Bonus or (y) the average of the annual bonuses paid or to be paid to you with respect to the immediately preceding three (3) fiscal years, which amount shall be paid to you in a single lump sum cash payment no later than the later of (i) fifteen (15) calendar days following the Date of Termination or (ii) the effective date of the Waiver and Release;
  - iv. if you had previously consented to the Company's request to relocate your principal place of employment more than forty (40) miles from its location immediately prior to the Change of Control, all unreimbursed relocation expenses incurred by you in accordance with the Company's relocation policies, which expenses shall be paid to you in a single lump sum cash payment no later than the later of (A) fifteen (15) calendar days following the Date of Termination or (B) the effective date of the Waiver and Release; and
  - v. the Other Benefits, which shall be paid in accordance with the then-existing terms and conditions of such plans, programs or policies.
- b. Benefit Continuation. You and your then eligible dependents shall continue to be covered by and participate in the group health and dental care plans (collectively, "Health Plans") of the Company (at the Company's cost) in which you participated, or were eligible to participate, immediately prior to the Date of Termination through the end of the Benefit Continuation Period; **provided, however,** that any medical or dental welfare benefit otherwise receivable by you hereunder shall be reduced to the extent that you become covered under a group health or dental care plan providing comparable medical and health benefits. You shall be eligible to participate in such Health Plans on terms that are at least as favorable as those in effect immediately prior to the Date of Termination. However, in the event that the terms of the Company's Health Plans do not permit you to participate in those plans (other than pursuant to an election under the Consolidated Omnibus Budget Reconciliation Act of 1985 ("COBRA")), in lieu of your and your eligible dependent's coverage and participation under the Company's Health Plans, the Company shall pay to you within fifteen (15) calendar days after the effective date of the Waiver and Release a lump sum equal to two (2) times your monthly COBRA premium amount for the number of months remaining in the Benefit Continuation Period. In addition, for the purposes of coverage under COBRA, your COBRA event date will be the date of loss of coverage described in this paragraph above.
- c. Outplacement Services. The Company shall, at its sole expense as incurred, provide you with outplacement services on such terms and conditions as may be reasonably determined by the Company prior to the Change of Control.
- d. Acceleration of Stock Awards. All your outstanding awards of restricted stock, stock options, and other equity-based compensation shall become fully vested and exercisable in full immediately upon the effective date of the Waiver and Release; provided, however, that any such awards that would be out of the money as of the

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**Date of Termination** may be terminated pursuant to Section 9(b) hereof. In addition, all of your outstanding awards of restricted stock, stock options, and other equity-based compensation that are not assumed or substituted with awards of equivalent value in connection with a Change of Control shall become fully vested and exercisable in full immediately upon the Change of Control.

5. **Date and Notice of Termination.** Any termination of your employment by the Company or by you during the Change of Control Period shall be communicated by a notice of termination to the other party hereto (the "Notice of Termination"). The Notice of Termination shall indicate the specific termination provision in this Agreement relied upon and shall set forth in reasonable detail the facts and circumstances claimed to provide a basis for termination of your employment under the provision so indicated. The date of your termination of employment with the Company (the "Date of Termination") shall be determined as follows: (i) if your employment is terminated for Disability, thirty (30) calendar days after a Notice of Termination is received by you (provided that you shall not have returned to the full-time performance of your duties during such thirty (30) calendar day period), (ii) if your employment is terminated by the Company in an Involuntary Termination, the later of the date specified in the Notice of Termination or five (5) calendar days after the date the Notice of Termination is received by you, (iii) if you terminate your employment for Good Reason, five (5) calendar days after the date the Notice of Termination is received by the Company, and (iv) if your employment is terminated by the Company for Cause, the later of the date specified in the Notice of Termination or five (5) calendar days following the date such notice is received by you. The Date of Termination for a resignation of employment other than for Good Reason shall be the date set forth in the applicable notice.

6. **No Mitigation or Offset; D&O Insurance.**

- a. **No Mitigation or Offset.** You shall not be required to mitigate the amount of any payment provided for herein by seeking other employment or otherwise, nor shall the amount of any payment or benefit provided for herein be reduced by any compensation earned by you as the result of employment by another employer.
- b. **D&O Insurance, and Indemnification.** Through at least the sixth anniversary of the Date of Termination, the Company shall maintain coverage for you as a named insured on all directors' and officers' insurance maintained by the Company for the benefit of its directors and officers on at least the same basis as all other covered individuals and provide you with at least the same corporate indemnification as it provides to other senior executives.

7. **Confidentiality.** You agree to treat all Confidential Information as confidential information entrusted to you solely for use as an employee of the Company, and shall not divulge, reveal or transmit any Confidential Information in any way to persons not employed by the Company at any time from the date hereof until the end of time, whether or not you continue to be an employee of the Company, unless authorized in writing by the Company.

8. **Code Section 409A.** The Agreement is not intended to constitute a "nonqualified deferred compensation plan" within the meaning of Code Section 409A. Notwithstanding the foregoing, in the event this Agreement or any benefit paid under this Agreement to you is deemed to be subject to Code Section 409A, you consent to the Company's adoption of such conforming amendments as the Company deems advisable or necessary, in its sole discretion (but without an obligation to do so), to comply with Code Section 409A and avoid the imposition of taxes under Code Section 409A. This Agreement will be

interpreted and construed to not violate Code Section 409A, although nothing herein will be construed as an entitlement to or guarantee of any particular tax treatment to you.

For purposes of this Agreement, a termination of employment means a "separation from service" as defined in Code Section 409A. Each payment made pursuant to any provision of this Agreement shall be considered a separate payment and not one of a series of payments for purposes of Code Section 409A. While it is intended that all payments and benefits provided under this Agreement to you will be exempt from or comply with Code Section 409A, the Company makes no representation or covenant to ensure that the payments under this Agreement are exempt from or compliant with Code Section 409A. The Company will have no liability to you or any other person or entity if a payment or benefit under this Agreement is challenged by any taxing authority or is ultimately determined not to be exempt or compliant. You further understand and agree that you will be entirely responsible for any and all taxes on any benefits payable to you as a result of this Agreement. As a condition of participation in the Agreement, you understand and agree that you will never assert any claims against the Company for reimbursement or payment of any Code Section 409A additional taxes, penalties and/or interest.

If upon your "separation from service" within the meaning of Code Section 409A, you are then a "specified employee" (as defined in Code Section 409A), then solely to the extent necessary to comply with Code Section 409A and avoid the imposition of taxes under Code Section 409A, the Company shall defer payment of "nonqualified deferred compensation" subject to Code Section 409A payable as a result of and within six (6) months following such "separation from service" under this Agreement until the earlier of (i) the first business day of the seventh month following your "separation from service," or (ii) ten (10) days after the Company receives written confirmation of your death. Any such delayed payments shall be made without interest. For avoidance of doubt, any payment whose amount is derived from the value of a Company common share shall be calculated using the value of a common share as of the closing on the expiration date of the foregoing Code Section 409A delay period.

To the extent any nonqualified deferred compensation payment to you could be paid in one or more of your taxable years depending upon you completing certain employment-related actions, then any such payments will commence or occur in the later taxable year to the extent required by Code Section 409A.

No reimbursement payable to you pursuant to any provisions of this Agreement or pursuant to any plan or arrangement of the Company shall be paid later than the last day of the calendar year following the calendar year in which the related expense was incurred, and no such reimbursement during any calendar year shall affect the amounts eligible for reimbursement in any other calendar year, except, in each case, to the extent that it does not violate Code Section 409A.

Any reimbursement payable to you under this Agreement or pursuant to any plan or arrangement of the Company shall be paid in accordance with the Company's established procedures provided, however, that to the extent necessary to comply with Code Section 409A, the following requirements will be adhered to: (1) such reimbursement arrangements will provide an objectively determinable nondiscretionary definition of the expenses eligible for reimbursement or of the in-kind benefits to be provided, (2) such reimbursement arrangements will provide for the reimbursement of expenses incurred or for the provision of the in-kind benefits during an objectively and specifically prescribed period (including the lifetime of the service provider), (3) such reimbursement arrangements will provide that the amount of expenses eligible for reimbursement, or in-kind benefits provided, during your taxable year may not affect the expenses eligible for

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reimbursement, or in-kind benefits to be provided, in any other taxable year, (4) the reimbursement of an eligible expense will be made on or before the last day of your taxable year following the taxable year in which the expense was incurred, and (5) the right to reimbursement or in-kind benefits will not be subject to liquidation or exchange for another benefit. Additionally, to the extent required by Code Section 409A, an eligible reimbursement expense must be incurred by you no later than the end of the second year following the year in which your Date of Termination occurs and any reimbursement payments to you must be made not later than the end of the third year following your Date of Termination (or, in the case of in-kind benefits, by the end of the second year following your Date of Termination).

9. Print Name: Certain Reduction of Payments by the Company.

a. **Best Net.** Anything in this Agreement to the contrary notwithstanding, in the event that the independent auditors of the Company (the "Accounting Firm") determine that receipt of all payments or distributions in the nature of compensation to or for your benefit, whether paid or payable pursuant to this Agreement or otherwise ("Payments"), would subject you to tax under Section 4999 of the Code, the Payments paid or payable pursuant to this Agreement (the "COC Payments"), including payments made with respect to equity-based compensation accelerated pursuant to Section 4(d) hereof, but excluding payments made with respect to Sections 4(a)(i) and 4(a)(ii) hereof (except as provided below), may be reduced (but not below zero) to the Reduced Amount, but only if the Accounting Firm determines that the Net After-Tax Receipt of unreduced aggregate Payments would be equal to or less than the Net After-Tax Receipt of the aggregate Payments as if the Payments were reduced to the Reduced Amount. If such a determination is not made by the Accounting Firm, you shall receive all COC Payments to which you are entitled under this Agreement.

b. **Reduced Amount.** If the Accounting Firm determines that Payments should be reduced to the Reduced Amount, the Company shall promptly give you notice to that effect and a copy of the detailed calculation thereof. Absent manifest error, all determinations made by the Accounting Firm under this Section 9 shall be binding upon you and the Company and shall be made as soon as reasonably practicable and in no event later than twenty (20) business days following the Change of Control Date, or such later date on which there has been a Payment. The reduction of the Payments, if applicable, shall be made by reducing the payments and benefits hereunder in the following order, and only to the extent necessary to achieve the Reduced Amount:

The Company shall reduce or eliminate the Payments, by first reducing or eliminating the portion of the Payments which are not payable in cash and then by reducing or eliminating cash payments, in each case in reverse order beginning with payments or benefits which are to be paid the farthest in time from the determination.

All fees and expenses of the Accounting Firm in implementing the provisions of this Section 9 shall be borne by the Company. To the extent requested by you, the Company shall cooperate with you in good faith in valuing services provided or to

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be provided by you (including without limitation, your agreeing to refrain from performing services pursuant to a covenant not to compete or similar covenant) before, on or after the date of a change in ownership or control of the Company (within the meaning of Q&A-2(b) of the Treasury Regulations adopted under Section 280G of the Code (the "Regulations") **LKQ CORPORATION POLICY ON INSIDER TRADING COMPLIANCE STATEMENT**), such that payments in respect of such services may be considered reasonable compensation within the meaning of Q&A-9 and Q&A-40 to Q&A-44 of the Regulations and/or exempt from the definition of the term "parachute payment" within the meaning of Q&A-2(a) of the Regulations in accordance with Q&A-5(a) of the Regulations.]

c. **Subsequent Adjustment.** As a result of the uncertainty in the application of Section 4999 of the Code at the time of the initial determination by the Accounting Firm hereunder, it is possible that amounts will have been paid or distributed by the Company to you or for your benefit pursuant to this Agreement which should not have been so paid or distributed ("Overpayment") or that additional amounts which will have not been paid or distributed by the Company to you or for your benefit pursuant to this Agreement could have been so paid or distributed ("Underpayment"), in each case, consistent with the calculation of the Reduced Amount hereunder. In the event that the Accounting Firm, based upon the assertion of a deficiency by the Internal Revenue Service against either the Company or you that the Accounting Firm believes has a high probability of success, determines that an Overpayment has been made, you shall pay any such Overpayment to the Company; provided, however, that no amount shall be payable by you to the Company if and to the extent such payment would not either reduce the amount of taxes to which you are subject under Sections 1 and 4999 of the Code or generate a refund of such taxes. In the event that the Accounting Firm, based upon controlling precedent or substantial authority, determines that an Underpayment has occurred, any such Underpayment shall be paid promptly (and in no event later than sixty (60) days following the date on which the Underpayment is determined) by the Company to you or for your benefit.

10. **Successors; Binding Agreement.**

a. **Assumption by Successor.** The Company will require any successor (whether direct or indirect, by purchase, merger, consolidation or otherwise) to all or substantially all of the business or assets of the Company expressly to assume and to agree

to perform its obligations under this Agreement in the same manner and to the same extent that the Company would be required to perform such obligations if no such succession had taken place; **provided, however**, that no such assumption shall relieve the Company of its obligations hereunder. As used herein, the "Company" shall mean the Company as hereinbefore defined and any successor to its business or assets as aforesaid which assumes and agrees to perform its obligations by operation of law or otherwise.

b. **Enforceability; Beneficiaries.** This Agreement shall be binding upon and inure to the benefit of you (and your personal representatives and heirs) and the Company and any organization which succeeds to substantially all of the business or assets of the Company, whether by means of merger, consolidation, acquisition of all or substantially all of the assets of the Company or otherwise, including, without limitation, as a result of a Change of Control or by operation of law. This Agreement shall inure to the benefit of and be enforceable by your personal or legal representatives, executors, administrators, successors, heirs, distributees, devisees and legatees. If you should die while any amount would still be payable

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to you hereunder if you had continued to live, all such amounts, unless otherwise provided herein, shall be paid in accordance with the terms of this Agreement to your devisee, legatee or other designee or, if there is no such designee, to your estate.

11. **Definitions.** For purposes of this Agreement, the following capitalized terms have the meanings set forth below:

- a. **"Accounting Firm"** has the meaning assigned thereto in Section 9 hereof.
- b. **"Accrued Obligations"** shall mean all compensation earned or accrued through the Date of Termination but not paid as of the Date of Termination, including base salary, bonus for the prior performance year, accrued but unused vacation, and reimbursement of business expenses accrued in accordance with the Company's business expense reimbursement policies.
- c. **"Adjusted Base Salary"** means the greater of your base salary in effect immediately prior to (i) the Change of Control Date or (ii) the Date of Termination.
- d. **"Agreement"** has the meaning assigned thereto in the second introductory paragraph hereof.
- e. **"Benefit Continuation Period"** means the period beginning on the Date of Termination and ending on the last day of the month in which occurs the earlier of (i) the 24-month anniversary of the Date of Termination and (ii) the date on which you elect coverage for you and your covered dependents under substantially comparable benefit plans of a subsequent employer.
- f. **"Board"** has the meaning assigned thereto in the first introductory paragraph hereof.
- g. **"Bonus Opportunity"** for any performance year means your maximum cash bonus opportunity for that year, on the assumption that the Company achieves all applicable performance targets and that you achieve all applicable individual performance criteria.
- h. **"Cause"** shall mean (i) your engaging in willful and continued failure to substantially perform your material duties with the Company (other than due to becoming Disabled); **provided, however**, that the Company shall have provided you with written notice of such failure and such failure is not cured by you within twenty (20) calendar days of such notice; (ii) your engaging in misconduct that is materially and demonstrably injurious to the Company; (iii) your conviction of, or plea of no contest to, a felony, other crime of moral turpitude; or (iv) a final non-appealable adjudication in a criminal or civil proceeding that you have committed fraud. For purposes of the previous sentence, no act or failure to act on your part shall be deemed "willful" if it is done, or omitted to be done, by you in good faith and with a reasonable belief that it was in the best interest of the Company.
- i. **"Change of Control"** shall mean:
  - i. any "person" (within the meaning of Section 13(d)(3) or 14(d)(2) of the Securities Exchange Act of 1934, as amended (the "Exchange Act")) becomes the beneficial owner (within the meaning of Rule 13d-3

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promulgated under the Exchange Act) of 30% or more of either (A) the then-outstanding shares of common stock of the Company (the "Outstanding Company Common Stock") or (B) the combined voting power of the then-outstanding voting securities of the Company entitled to vote generally in the election of directors (the "Outstanding Company Voting Securities"); provided, however, that, for purposes of this Section, the following acquisitions shall not constitute a Change of Control: (i) any acquisition directly from the Company, (ii) any acquisition by the Company, (iii) any acquisition by any employee benefit plan (or related trust) sponsored or maintained by the Company, or (iv) any acquisition pursuant to a transaction that complies with Sections 11(i)(iii)(A), (B), and (C);

- ii. during any period of two consecutive years (not including any period prior to the Effective Date), individuals who at the beginning of such period constituted the Board and any new directors, whose election by the Board or nomination for election by the Company's stockholders was approved by a vote of at least three-fourths of the directors then still in office who either were directors at the beginning of the period or whose election or nomination for election was previously so approved, cease for any reason to constitute a majority thereof; or
- iii. there is a consummation of a reorganization, merger, statutory share exchange or consolidation or similar transaction involving the Company or any of its subsidiaries, a sale or other disposition of all or substantially all of the assets of the Company, or the acquisition of assets or stock of another entity by the Company or any of its subsidiaries (each, a "Business Combination"), in each case unless, following such Business Combination, (A) all or substantially all of the individuals and entities that were the beneficial owners of the Outstanding Company Common Stock and the Outstanding Company Voting Securities immediately prior to such Business Combination beneficially own, directly or indirectly, more than 50% of the then-outstanding shares of common stock (or, for a non-corporate entity, equivalent securities) and the combined voting power of the then-outstanding voting securities entitled to vote generally in the election of directors (or, for a non-corporate entity, equivalent governing body), as the case may be, of the entity resulting from such Business Combination (including, without limitation, an entity that, as a result of such transaction, owns the Company or all or substantially all of the Company's assets either directly or through one or more subsidiaries) in substantially the same proportions as their ownership immediately prior to such Business Combination of the Outstanding Company Common Stock and the Outstanding Company Voting Securities, as the case may be, (B) no Person (excluding any corporation resulting from such Business Combination or any employee benefit plan (or related trust) of the Company or such corporation resulting from such Business Combination) beneficially owns, directly or indirectly, 30% or more of, respectively, the then-outstanding shares of common stock of the corporation resulting from such Business Combination or the combined voting power of the then-outstanding voting securities of such corporation, except to the extent that such ownership existed prior to the Business Combination, and (C) at least a majority of the members of the board of directors (or, for a non-corporate entity, equivalent governing body) of the entity resulting from such Business Combination were members of the incumbent Board at the

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time of the execution of the initial agreement or of the action of the Board providing for such Business Combination.

- j. "Change of Control Date" has the meaning assigned thereto in Section 1 hereof.

- k. "Change of Control Period" has the meaning assigned thereto in the second introductory paragraph hereof.
- l. "COC Payments" has the meaning assigned thereto in Section 9 hereof.
- m. "Code" shall mean the Internal Revenue Code of 1986, as amended, and the rules and regulations promulgated thereunder.
- n. "Company" has the meaning assigned thereto in the first introductory paragraph hereof.
- o. "Confidential Information" shall mean all financial information, trade secrets, personnel records, training and operational manuals, records, contracts, lists, business procedures, business methods, accounts, brochures, and handbooks that was learned or obtained by you in the course of your employment by the Company, and all other documents relating to the Company or persons doing business with the Company that are proprietary to the Company.
- p. "Date of Termination" has the meaning assigned thereto in Section 5 hereof.
- q. "Disability" shall mean your incapacity due to physical or mental illness as defined in the long-term disability plan sponsored by the Company or an affiliate of the Company for your benefit and which causes you to be absent from the full-time performance of your duties.
- r. "Effective Period" shall mean the period commencing on the date hereof (the "Effective Date") and ending on the third anniversary of the date of this Agreement; **provided, however**, that beginning on the third anniversary of the date of this Agreement and on each one-year anniversary thereafter (each such date a "Renewal Date"), the Effective Period shall be automatically extended for a period of two years beginning on such Renewal Date, unless at least sixty (60) calendar days prior to such Renewal Date, the Company shall give notice that the Effective Period shall not be so extended.
- s. "Good Reason" shall mean the occurrence of any of the following events or circumstances:
  - i. a substantial adverse change in your title, position, offices, or the nature of your duties or responsibilities from those in effect immediately prior to the Change of Control, or in the position, level, or status of the person to whom you report.
  - ii. a reduction by the Company in your annual base salary, Target Bonus, or benefits as in effect immediately prior to the Change of Control or as the same may be increased from time to time thereafter, other than a general reduction in benefits applicable across similarly situated executives within the Company;

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- iii. a failure by the Company to pay you material compensation or benefits when due including, without limitation, failure by the Company to pay any accrued relocation expenses or Other Benefits;
- iv. the relocation of the office of the Company where you are principally employed immediately prior to the Change of Control to a location which is more than forty (40) miles from such office of the Company (except for required travel on the Company's business to an extent substantially consistent with your customary business travel obligations in the ordinary course of business prior to the Change of Control); or any failure by a successor to the Company to assume and agree to perform this Agreement, as contemplated by Section 10(a) hereof, or any agreement with respect to your outstanding equity awards.

**provided, however**, that no event or condition set forth in subparagraphs (i) through (v) above shall constitute Good Reason unless (x) you give the Company written notice of objection to such event or condition within sixty (60) calendar days of the initial occurrence of such event or condition and (y) such event or condition is not corrected or remedied, in all material respects, by the Company within thirty (30) calendar days of its receipt of such notice; and **provided, further, however**, that your mental or physical incapacity following the occurrence of an event described above in subparagraphs (i) through (v) above shall not affect your ability to terminate employment for Good Reason and that your death following delivery of a Notice of Termination shall not affect your estate's entitlement to the payments and benefits provided hereunder upon an Involuntary Termination. In order to qualify as a termination of employment due to Good Reason, you must resign your employment for

Good Reason within forty (40) calendar days after you have provided the Company with the foregoing notice that a Good Reason event has occurred.

- t. "Involuntary Termination" shall mean, during the Change of Control Period, (i) your termination of employment by the Company without Cause or (ii) your resignation of employment with the Company for Good Reason.
- u. "Net After-Tax Receipt" shall mean the present value (as determined in accordance with Section 280G(d)(4) of the Code) of a Payment net of all taxes imposed on you with respect thereto under Sections 1 and 4999 of the Code and under applicable state and local laws, determined by applying the highest marginal rate under Section 1 of the Code and under state and local laws which applied to your taxable income for the immediately preceding taxable year, or such other rate(s) as you certify as likely to apply to you in the relevant tax year(s).
- v. "Notice of Termination" has the meaning assigned thereto in Section 5 hereof.
- w. "Other Benefits" means, to the extent not theretofore paid or provided, any other amounts or benefits required to be paid or provided to you or that you are eligible to receive under any plan, program, policy, practice, contract or agreement of the Company in accordance with such applicable terms at the time of the Date of Termination. Nothing herein shall prohibit the Company from changing, modifying, amending, or eliminating any benefit plans in accordance with the terms of such plans prior to the Date of Termination, with or without prior notice.
- x. "Overpayment" has the meaning assigned thereto in Section 9 hereof.

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- y. "Pro Rata Bonus" means a pro rata portion of your Bonus Opportunity for the performance year in which the Date of Termination occurs, calculated based on the number of days that you are employed in the performance year up through and including the Date of Termination.
- z. "Payment" has the meaning assigned thereto in Section 9 hereof.
- aa. "Reduced Amount" shall mean \$1,000.00 less than the greatest amount of Payments that can be paid that would not result in the imposition of the excise tax under Section 4999 of the Code.
- ab. "Severance Policy" means the Company's Severance Policy for Key Executives as adopted on July 21, 2014 and as may be amended from time to time.
- ac. "Target Bonus" for any year means your total cash target, but not maximum, bonus for that year, on the assumption that the Company has achieved, but not exceeded, all applicable performance targets and that you have achieved, but not exceeded, all applicable individual performance criteria.
- ad. "Underpayment" has the meaning assigned thereto in Section 9 hereof.
- ae. "Tax Authority" has the meaning assigned thereto in Section 9 hereof.

12. Notice. For the purpose of this Agreement, notices and all other communications provided for in this Agreement shall be in writing and shall be deemed to have been duly given when delivered or mailed by United States registered mail, return receipt requested, postage prepaid, addressed to the Board of Directors, LKQ Corporation, 500 West Madison Street, Suite 2800, Chicago, IL 60661, with a copy to the General Counsel of the Company, or to you at the address set forth on the first page of this Agreement or to such other address as either party may have furnished to the other in writing in accordance herewith, except that notice of change of address shall be effective only upon receipt.

13. Release. As a condition to receiving any payments or benefits pursuant to this Agreement by reason of your death, Disability or Involuntary Termination, you (or in the case of your death, the executor of your estate) must execute a waiver and release of claims,

including confidentiality and non-disparagement covenants, substantially in the form approved by the Company prior to the Change of Control Date (as set forth on Exhibit B attached hereto) (a "Waiver and Release"), and such executed Waiver and Release must be delivered to the Company (and not revoked by you) and become effective by its own terms no later than 55 days after the later of (i) the Change of Control or (ii) the termination of your employment with the Company.

14. **Arbitration.** Any dispute or controversy arising under or in connection with this Agreement that cannot be mutually resolved by the parties hereto shall be settled exclusively by arbitration in Chicago, Illinois under the employment arbitration rules of the American Arbitration Association before one arbitrator of exemplary qualifications and stature, who shall be selected jointly by the Company and you, or, if the Company and you cannot agree on the selection of the arbitrator, such arbitrator shall be selected by the American Arbitration Association. Judgment may be entered on the arbitrator's award in any court having jurisdiction. The parties hereby agree that the arbitrator shall be empowered to enter an equitable decree mandating specific enforcement of the terms of this Agreement. The Company agrees to pay as incurred, to the fullest extent permitted by law, the costs and fees of the arbitration, including all legal fees and expenses which

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you may reasonably incur as a result of any contest (regardless of the outcome thereof) by the Company, you or others of the validity or enforceability of, or liability under, any provision of this Agreement (including as a result of any contest by you about the amount of any payment pursuant to this Agreement), plus in each case interest on any delayed payment at the applicable Federal rate provided for in Section 7872(f)(2)(A) of the Code.

15. **Miscellaneous.**

- a. **Amendments, Waivers, Etc.** No provision of this Agreement may be modified, waived or discharged unless such waiver, modification or discharge is agreed to in writing. No waiver by either party hereto at any time of any breach by the other party hereto of, or compliance with, any condition or provision of this Agreement to be performed by such other party shall be deemed a waiver of similar or dissimilar provisions or conditions at the same or at any prior or subsequent time. No agreements or representations, oral or otherwise, express or implied, with respect to the subject matter hereof have been made by either party which are not expressly set forth in this Agreement and this Agreement shall supersede all prior agreements, negotiations, correspondence, undertakings and communications of the parties, oral or written, with respect to the subject matter hereof. Notwithstanding the foregoing and for avoidance of doubt, this Agreement does not supersede or replace the Severance Policy. However, any payments or benefits provided (or to be provided) under this Agreement shall be reduced and offset by payments or benefits of the same type that are received by you from the Company under the Severance Policy or any other severance arrangement.
- b. **Validity.** The invalidity or unenforceability of any provision of this Agreement shall not affect the validity or enforceability of any other provision of this Agreement, which shall remain in full force and effect.
- c. **Counterparts.** This Agreement may be executed in several counterparts, each of which shall be deemed to be an original but all of which together will constitute one and the same instrument.
- d. **No Contract of Employment.** Nothing in this Agreement shall be construed as giving you any right to be retained in the employ of the Company or shall affect the terms and conditions of your employment with the Company prior to the commencement of the Change of Control Period.
- e. **Withholding.** Amounts paid to you hereunder shall be subject to all applicable federal, state and local withholding taxes.
- f. **Source of Payments.** All payments provided under this Agreement shall be paid in cash from the general funds of the Company, and no special or separate fund shall be established, and no other segregation of assets made, to assure payment. You will have no right, title or interest whatsoever in or to any investments which the Company may make to aid it in meeting its obligations hereunder. To the extent that any person acquires a right to receive payments from the Company hereunder, such right shall be no greater than the right of an unsecured creditor of the Company.

g. **Headings.** The headings contained in this Agreement are intended solely for convenience of reference and shall not affect the rights of the parties to this Agreement.

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h. **Governing Law.** This Agreement is governed by ERISA and, to the extent applicable, the laws of the State of Delaware without regard to conflicts of law.

i. **Effect on Benefit Plans.** In the event of any inconsistency between the provisions of this agreement and the provisions of any benefit plan of the Company, the provisions that are more favorable to you shall control.

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By signing below, you acknowledge that this Agreement sets forth our agreement on the subject matter hereof. Kindly sign and return to the Company the enclosed copy of this letter which will then constitute our agreement on this subject.

Sincerely,

LKQ CORPORATION

By: /s/ Matthew J. McKay

Name: Matthew J. McKay

Title: Senior Vice President and  
General Counsel

Agreed to as of this January 1, 2024

/s/ John R. Meyne

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John R. Meyne  
Senior Vice President of LKQ Corporation and President of  
Wholesale - North America

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**EXHIBIT A**

The Agreement, including its Exhibits, constitutes both the official plan document and the required summary plan description under ERISA.

## ELIGIBILITY

The Agreement is effective for the individual named in the Agreement ("you").

## BENEFITS

You shall be eligible for severance benefits at such times and in such amounts as may be specified in your Agreement.

## OTHER IMPORTANT INFORMATION

**A. Agreement Administration.** As the Agreement Administrator, the Company has the full and sole discretionary authority to administer and interpret the Agreement, including discretionary authority to determine eligibility for participation in and for benefits under the Agreement, to determine the amount of benefits (if any) payable per participant, and to interpret any terms of this document. All determinations by the Agreement Administrator will be final and conclusive upon all persons and be given the maximum possible deference allowed by law. The Agreement Administrator is the "named fiduciary" of the Agreement for purposes of ERISA and will be subject to the applicable fiduciary standards of ERISA when acting in such capacity. The Company may delegate in writing to any other person all or a portion of its authority or responsibility with respect to the Agreement.

**B. Source of Benefits.** The Agreement is unfunded, and all severance benefits will be paid from the general assets of the Company or its successor. No contributions are required under the Agreement.

**C. Claims Procedure.** If you believe you have been incorrectly denied a benefit or are entitled to a greater benefit than the benefit you received under the Agreement, you may submit a signed, written application to the Company's Senior Vice President of Human Resources ("Claims Administrator"). You will be notified in writing of the approval or denial of this claim within ninety (90) days of the date that the Claims Administrator receives the claim, unless special circumstances require an extension of time for processing the claim. In the event an extension is necessary, you will be provided written notice prior to the end of the initial ninety (90) day period indicating the special circumstances requiring the extension and the date by which the Claims Administrator expects to notify you of approval or denial of the claim. In no event will an extension extend beyond ninety (90) days after the end of the initial ninety (90) day period. If your claim is denied, the written notification will state specific reasons for the denial, make specific reference to the Agreement provision(s) on which the denial is based, and provide a description of any material or information necessary for you to perfect the claim and why such material or information is necessary. The written notification will also provide a description of the Agreement's review procedures and the applicable time limits, including a statement of your right to bring a civil suit under section 502(a) of ERISA following denial of your claim on review.

You will have sixty (60) days from receipt of the written notification of the denial of your claim to file a signed, written request for a full and fair review of the denial by a review panel which will be a named fiduciary of the Agreement for purposes of such review. This request should include the reasons you are requesting a review and may include facts supporting your request and any other relevant comments, documents, records and other information relating to your claim. Upon request and free of charge, you will be provided with reasonable access to,

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and copies of, all documents, records and other information relevant to your claim, including any document, record or other information that was relied upon in, or submitted, considered or generated in the course of, denying your claim. A final, written determination of your eligibility for benefits shall be made within sixty (60) days of receipt of your request for review, unless special circumstances require an extension of time for processing the claim, in which case you will be provided written notice of the reasons for the delay within the initial sixty (60) day period and the date by which you should expect notification of approval or denial of your claim. This review will take into account all comments, documents, records and other information submitted by you relating to your claim, whether or not submitted or considered in the initial review of your claim. In no event will an extension extend beyond sixty (60) days after the end of the initial sixty (60) day period. If an extension is required because you fail to submit information that is necessary to decide your claim, the period for making the benefit determination on review will be tolled from the date the notice of extension is sent to you until the date on which you respond to the request for additional information. If your claim is

denied on review, the written notification will state specific reasons for the denial, make specific reference to the Agreement provision(s) on which the denial is based and state that you are entitled to receive upon request, and free of charge, reasonable access to, and copies of, all documents, records and other information relevant to your claim, including any document, record or other information that was relied upon in, or submitted, considered or generated in the course of, denying your claim. The written notification will also include a statement of your right to bring an action under section 502(a) of ERISA.

If your claim is initially denied or is denied upon review, you are entitled to receive upon request, and free of charge, reasonable access to, and copies of, any document, record or other information that demonstrates that (1) your claim was denied in accordance with the terms of the Agreement, and (2) the provisions of the Agreement have been consistently applied to similarly situated participants, if any. In pursuing any of your rights set forth in this section, your authorized representative may act on your behalf.

If you do not receive notice within the time periods described above, whether on initial determination or review, you may initiate a lawsuit under Section 502(a) of ERISA.

**D. Indemnification.** The Company agrees to indemnify its officers and employees and the members of the Board of Directors of the Company from all liabilities from their acts or omissions in connection with the administration, amendment or termination of the Agreement, to the maximum extent permitted by applicable law.

**E. Severability.** If any provision of the Agreement is held invalid or unenforceable, its invalidity or unenforceability will not affect any other provision of the Agreement, and the Agreement will be construed and enforced as if such provision had not been included.

**F. Headings.** Headings in the Agreement are for purposes of reference only and will not limit or otherwise affect the meaning hereof.

## STATEMENT OF ERISA RIGHTS

As a participant in the Agreement you are entitled to certain rights and protections under ERISA. ERISA provides that all Agreement participants shall be entitled to:

### A. Receive Information About Your Agreement and Benefits

Examine, without charge, at the Agreement Administrator's office and at other specified locations, such as work sites, all documents governing the Agreement.

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Obtain, upon written request to the Agreement Administrator, copies of documents governing the operation of the Agreement. The Agreement Administrator may impose a reasonable charge for the copies.

### B. Prudent Actions by Agreement Fiduciaries

In addition to creating rights for Agreement participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your Agreement, called "fiduciaries" of the Agreement, have a duty to do so prudently and in the interest of you and other Agreement participants and beneficiaries. No one, including your employer or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a welfare benefit or exercising your rights under ERISA.

### C. Enforce Your Rights

If your claim for a welfare benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Agreement documents and do not receive it within 30 days, you may file suit in a federal court. In such a case, the court may require the Agreement Administrator to provide the materials and pay you up to \$110.00 per day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Agreement Administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file

suit in a state or federal court after you have completed the Agreement's administrative appeals process. If you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

#### **D. Assistance With Your Questions**

If you have any questions about the Agreement, you should contact the Agreement Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Agreement Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory, or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

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#### **ADDITIONAL AGREEMENT INFORMATION**

<b>Name of Agreement:</b>	Change of Control Agreement
<b>Employer Sponsoring Agreement:</b>	LKQ Corporation. 500 West Madison Street, Suite 2800, Chicago, IL 60661
<b>Employer Identification Number:</b>	36-4215970
<b>Agreement Number:</b>	531
<b>Agreement Year:</b>	Calendar Year
<b>Agreement Administrator:</b>	LKQ Corporation c/o Senior Vice President of Human Resources 500 West Madison Street, Suite 2800, Chicago, IL 60661 Telephone No. (312) 621-1950
<b>Agent for Service of Legal Process:</b>	Agreement Administrator, at the above address
<b>Type of Agreement:</b>	Employee Welfare Benefit Plan providing for severance benefits
<b>Agreement Costs:</b>	The cost of the Agreement is paid by LKQ Corporation
<b>Type of Administration:</b>	Self-administered by the Agreement Administrator

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#### **EXHIBIT B**

#### **WAIVER AND GENERAL RELEASE AGREEMENT**

This Waiver and Release Agreement (this "Release") is entered into as of the date indicated on the signature page of this Release by and between LKQ Corporation, a Delaware corporation (the "Company") and ("Employee"). Employee has been employed by the Company, and the parties are entering into this Release because the employment relationship is ending, without fault or wrongdoing on the part of either the Company or Employee, who agree as follows:

1. Release.

- a. In exchange for the valuable consideration set forth in the Change of Control Agreement dated as of \_\_\_\_\_, 20\_\_\_\_ (the "Letter Agreement"), between Employee and the Company, the receipt and adequacy of which are herein acknowledged, Employee hereby agrees to release and forever discharge the Company and its present, former and future partners, shareholders, affiliates, direct and indirect parents, subsidiaries, successors, directors, officers, employees, agents, attorneys, heirs and assigns (the "Released Parties"), from any and all claims, actions and causes of action (the "Claims") arising out of (i) his employment relationship with and service as an employee of the Company and its affiliates, and the termination of such relationship or service, or (ii) any event, condition, circumstance or obligation that occurred, existed or arose on or prior to the date hereof, including, but not limited to any Claims under Title VII of the Civil Rights Act of 1964, the Rehabilitation Act of 1973, the Americans With Disabilities Act of 1990, the Civil Rights Act of 1866, the Civil Rights Act of 1991, the Employee Retirement Income Security Act of 1974 (ERISA), the Family and Medical Leave Act of 1993, the California Fair Employment and Housing Act; the California Workers' Compensation Act; the California Unruh and Ralph Civil Rights Laws; the California Alcohol and Drug Rehabilitation Law and any other federal, state or local law, statute, regulation or ordinance, or law of any foreign jurisdiction, whether such Claim arises under statute or common law and whether or not Employee is presently aware of the existence of such Claim. Employee also forever releases, discharges and waives any right he may have to recover in any proceeding brought by any federal, state or local agency against the Released Parties to enforce any laws. To ensure that this Release is fully enforceable in accordance with its terms, Employee agrees to waive any and all rights to any Claims, whether or not he knows or suspects them to exist in his favor, which if known to him would have materially affected his execution of this Release. Notwithstanding the foregoing, this Release does not apply to Employee's rights, claims, or benefits under the Letter Agreement or to Employee's rights, if any, to payment of benefits pursuant to any employee benefit plan. This Release also does not apply to Employee's rights, claims, or benefits claims for unemployment compensation benefits, workers compensation benefits, claims under the Fair Labor Standards Act, health insurance benefits under the Consolidated Omnibus Budget Reconciliation Act (COBRA), or claims with regard to vested benefits under a retirement plan governed by ERISA.
- b. To ensure that this Release is fully enforceable in accordance with its terms, Employee hereby agrees to waive any and all rights under Section 1542 of the California Civil Code (to the extent applicable) as it exists from time to time, which provides:

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A general release does not extend to claims which the creditor does not know or suspect to exist in his favor at the time of executing the release, which if known to him must have materially affected his settlement with the debtor.

In addition, to ensure that this Release is fully enforceable in accordance with its terms, Employee hereby agrees to waive any protection that may exist under any comparable or similar statute and under any principle of common law of the United States or any and all States.

**EMPLOYEE UNDERSTANDS THAT, BY SIGNING THIS RELEASE, EMPLOYEE WILL HAVE WAIVED ANY RIGHT THAT HE MAY HAVE TO BRING A LAWSUIT OR MAKE ANY CLAIM AGAINST THE COMPANY AND THE RELEASED PARTIES BASED ON ANY ACT OR OMISSIONS BY THEM UP TO THE DATE OF SIGNING THIS AGREEMENT.**

- c. In further consideration of the payments and benefits provided to Employee under the Letter Agreement, Employee hereby releases and forever discharges the Released Parties from any and all Claims that he may have as of the date he signs this Release arising under the federal Age Discrimination in Employment Act of 1967, as amended, and the applicable rules and regulations promulgated thereunder ("ADEA"). By signing this Release, Employee hereby acknowledges and confirms the following: (i) he was advised by the Company in connection with his termination to consult with an attorney of his choice prior to

signing this Release and to have such attorney explain to him the terms of this Release, including, without limitation, the terms relating to his release of claims arising under the ADEA; (ii) if Employee is 40 years of age or older as of the date of execution of this Release, he was given a period of not fewer than 21 calendar days to consider the terms of this Release and to consult with an attorney of his choosing with respect thereto; (iii) he is providing the release and discharge set forth in this Paragraph 1(c) only in exchange for consideration in addition to anything of value to which he is already entitled and (iv) he can revoke this Release without it becoming effective as described below.

2. **No Legal Claim.** Employee has not commenced any legal action, which term includes, without limitation, any demand for arbitration proceedings and any charge, complaint, filing or submission with any federal, state or local agency, court or other tribunal, to assert any Claim against a Released Party, and covenants and agrees not to do so in the future with respect to the matters released herein. If Employee commences or joins any legal action against a Released Party, Employee agrees that such an action is prohibited by this Release, and further agrees to promptly indemnify such Released Party for its reasonable costs and attorneys fees incurred in defending such action as well as forfeit or return any monetary judgment obtained by Employee against any Released Party in such action. Nothing in this Paragraph 2 is intended to reflect any party's belief that Employee's waiver of claims under the ADEA is invalid or unenforceable under this Release, it being the intent of the parties that such claims are waived.
3. **Nondisparagement.** Employee agrees to refrain, except as required by law or in connection with a judicial proceeding, from making directly or indirectly, now or at any time in the future, any written or oral statements, representations or other communications that disparage or are otherwise damaging to the business or reputation of the Released Parties.
4. **Continuing Obligations.** This Release shall not supersede any continuing obligations Employee may have under the terms of the Letter Agreement or any other agreement between Employee and the Company.

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5. **Disclaimer.** Employee hereby certifies that Employee has read the terms of this Release, that Employee has been advised by the Company to consult with an attorney of Employee's own choice prior to executing this Release, that Employee has had an opportunity to do so, and that Employee understands the provisions and consequences of this Release. Employee further certifies that the Company has not made any representation to Employee concerning this Release other than those contained herein.
6. **Governing Law.** This Release is governed by ERISA and, to the extent applicable, the laws of the State of Delaware without regard to conflicts of law.
7. **Separability of Clauses.** If any provisions of this Release shall be finally determined to be invalid or unenforceable under applicable law by a court of competent jurisdiction, that part shall be ineffective to the extent of such invalidity or unenforceability only, without in any way affecting the remaining provisions of this Release.
8. **Counterparts.** This Release may be executed by the parties hereto in counterparts, each of which shall be deemed an original, but both such counterparts shall together constitute one and the same document.
9. **Effectiveness.** This Release shall be effective only when it has been executed by Employee and the executed original has been returned to the Company, and any applicable revocation period has expired.

IN WITNESS WHEREOF, the Company has caused this Release to be signed by its duly authorized officer, and Employee has executed this Release as of the day and year indicated below Employee's signature.

**LKQ CORPORATION**

By:

Name:

Title:

If Employee is 40 years of age or older as of the date of execution of this Release, Employee shall have the right to revoke this Release during the seven-day period (the "Revocation Period") commencing immediately following the date he signs and delivers this Release to the Company. The Revocation Period shall expire at 5:00 p.m. [INSERT TIME ZONE] Time on the last day of the Revocation Period; provided, however, that if such seventh day is not a business day, the Revocation Period shall extend to 5:00 p.m. on the next succeeding business day. In the event Employee revokes this Release, all obligations of the Company under this Release and under any agreement which are conditional upon this Release shall terminate and be of no further force and effect as of the date of such revocation. No such revocation by Employee shall be effective unless it is in writing and signed by him and received by the Company prior to the expiration of the Revocation Period at the following address:

**LKQ Corporation**  
**ATTN: General Counsel**

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**500 W. Madison Street, Suite 2800**  
**Chicago, IL 60661**

**I HAVE READ AND AGREE**  
**TO THIS RELEASE:**

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Name:

Date:

**Exhibit 21.1**

**LIST OF SUBSIDIARIES OF LKQ CORPORATION (as of December 31, 2023 December 31, 2024)**

Subsidiary	Jurisdiction	Assumed Names
<b>U.S. Entities</b>		
A&A Auto Parts Stores, Inc.	Pennsylvania	
American Recycling International, Inc.	California	LKQ Pick Your Part Chula Vista
Assured Quality Testing Services, LLC	Delaware	
Automotive Calibration & Technology Services, LLC	Delaware	
AutoTech Fund I L.P. (8.25% stake)	Delaware	
AutoTech Fund II L.P. (6.66% stake)	Delaware	
AutoTech Fund III L.P. (8.55% stake)	Delaware	
Central Basin Insurance Company	Tennessee	
DriverFx.com, Inc.	Delaware	
Earl Owen Co.	Texas	Earl Owen Company, Inc.
FinishMaster, Inc.	Indiana	
Global Powertrain Systems, LLC	Delaware	
KAIR IL, LLC	Illinois	
KAO Logistics, Inc	Pennsylvania	
KAO Warehouse, Inc.	Delaware	
Keystone Automotive Industries, Inc.	California	Transwheel; Chrome Enhancements; Elitek Vehicle Services; Green Bean Battery; Auto Data Labels; All Factory Wheels; Wheel Fix It; Auto Parts Outlet
Keystone Automotive Operations, Inc.	Pennsylvania	
Keystone Automotive Operations of Canada, Inc.	Delaware	
KPGW Canadian Holdco, LLC	Delaware	
Lakefront Capital Holdings, LLC	California	
LKQ Auto Parts of Central California, Inc.	California	
LKQ Best Automotive Corp.	Delaware	LKQ Auto Parts of South Texas; LKQ International Sales; LKQ Pick Your Part; LKQ Auto Parts of Central Texas
LKQ Central, Inc.	Delaware	LKQ Auto Parts of Lincoln; LKQ of NW Arkansas; Mabry Auto Salvage
LKQ Corporation	Delaware	
LKQ Delaware LP	Delaware	
LKQ Foster Auto Parts, Inc.	Oregon	LKQ Barger Auto Parts; LKQ KC Truck Parts-Inland Empire; LKQ KC Truck Parts-Western Washington; LKQ of Eastern Idaho; LKQ Heavy Truck
LKQ Investments, Inc.	Delaware	
LKQ Lakenor Auto & Truck Salvage, Inc.	California	
LKQ Midwest, Inc.	Delaware	LKQ Smart Parts; LKQ Heavy Truck
LKQ Northeast, Inc.	Delaware	LKQ Thruway Auto Parts; LKQ Venice Auto Parts; LKQ Triple Nickel Trucks; Ernie's Auto Enterprises; LKQ Heavy Truck
LKQ Pick Your Part Central, LLC	Delaware	LKQ Pull N Save Auto Parts of Aurora LLC; LKQ of Colorado; LKQ Self Service Auto Parts-Denver; LKQ Western Truck Parts; LKQ Pick Your Part; LKQ Heavy Truck

Subsidiary	Jurisdiction	Assumed Names
LKQ Pick Your Part Midwest, LLC	Delaware	LKQ Pick Your Part
LKQ Pick Your Part Southeast, LLC	Delaware	LKQ Pick Your Part; LKQ Pick Your Part - Baton Rouge

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Subsidiary	Jurisdiction	Assumed Names
LKQ Receivables Finance Company, LLC	Delaware	
LKQ Southeast, Inc.	Delaware	LKQ Fort Myers; LKQ Gulf Coast; LKQ Pick Your Part; LKQ Melbourne; LKQ North Florida; LKQ West Florida; <b>LKQ of North Louisiana</b> ; LKQ Heavy Truck Jackson; LKQ Crystal River; LKQ Heavy Truck; LKQ Service Center of Crystal River
LKQ Taiwan Holding Company	Illinois	
LKQ Trading Company	Delaware	
Motorhomey, L.P. (54.75% stake)	Delaware	
North American ATK Corporation	California	
Pick-Your-Part Auto Wrecking	California	
Potomac German Auto, Inc.	Maryland	LKQ Norfolk; LKQ Pick Your Part
<b>Princeton Nuenergy Inc. (6.16% stake)</b>	<b>Delaware</b>	
Redding Auto Center, Inc.	California	LKQ Auto Sales of Rancho Cordova; LKQ <b>Specialized Auto</b> Parts of Northern California
Rydell Motor Company, LLC (1% stake)	Iowa	
<b>Uni-Select USA Holdings, Inc.</b>	<b>Delaware</b>	
Uni-Select USA LLC	Delaware	
Warn Industries, Inc.	Delaware	Fab Fours; Fabtech Motorsports

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Subsidiary	Jurisdiction	Assumed Names
<b>Foreign Entities</b>		
1323352 Alberta ULC	Alberta	
1323410 Alberta ULC	Alberta	
2613616 Alberta Ltd.	Alberta	
9331972 Canada Inc.	Canada (Federal)	
9072-6191 Québec Inc.	Quebec	
Alder Auto Parts Ltd.	British Columbia	
All Parts Automotive Limited	Ontario	
A.S.A.P. Supplies Limited	England & Wales	
Alfa Paints B.V.	Netherlands	
Annex-Technik GmbH (subsidiary of PV Automotive GmbH)	Germany	
Aquafax Limited	England & Wales	
Arleigh Group Limited	England & Wales	
Arleigh International Limited	England & Wales	
ATK Canada Inc.	Canada (Federal)	
ATR International AG (20% subsidiary of Auto-Teile-Ring)	Germany	
Atracco AB	Sweden	
ATRACCO AS	Norway	
Atracco Auto AB	Sweden	
Atracco Group AB	Sweden	
Auto Kelly Bulgaria EOOD	Bulgaria	
Automotive Academy B.V.	Netherlands	
Auto-Teile-Ring-GmbH (37.5% stake)	Germany	
Blue Moose Holdings Ltd.	England & Wales	
Bols Motoren B.V.	Netherlands	
B.V. Twimva	Netherlands	
Car Parts 4 Less Limited	England & Wales	
Car Systems B.V.	Netherlands	
Caruso GmbH	Germany	
Commercial Parts UK Holdco Limited	England & Wales	
Digraph Transport Supplies Limited	England & Wales	
Digraph Transport Supplies (Telford) Limited	England & Wales	
Distribuidora Hermanos Copher Internacional, SA	Guatemala	
ECP France SAS Du-So Pièces d'auto Inc.	France Quebec	
Elit Group GmbH	Switzerland	
Elit Kar OOD (20% stake)	Bulgaria	
ELIT Polska Sp. z o.o.	Poland	
ELIT ROMANIA Piese Auto Originale S.R.L.	Romania	
ELIT-UKRAINE LLC	Ukraine	
Emotive B.V.	Netherlands	
Emotive FR SAS	France	
EMOTIVE GmbH	Switzerland	
ERA S.r.l. Emotive Iberia S.L.	Italy	
Euro Car Parts Ireland Limited	Ireland	
Euro Car Parts Limited	England & Wales Spain	

Subsidiary	Jurisdiction	Assumed Names
ERA S.r.l.	Italy	
Euro Car Parts Limited	England & Wales	
Fource Automotive B.V.	Netherlands	
Fource B.V.	Netherlands	
Fource Holding B.V.	Netherlands	
Fource Services B.V.	Netherlands	
Gestion Méliissa Guay Inc. Gilbert Supply Company Ltd.	Quebec	
Gestion Vanessa Guay Inc.	Quebec British Columbia	
Heuts Beheer B.V.	Netherlands	
HF Services B.V.	Netherlands	
HF Services BV (Van Heck Interpieces NV 99.9% share & Fource Holding B.V. 0.1%)	Belgium	
H.G. Baker & Associates Inc.	Ontario	
In2 Developments Limited	England & Wales	
In2 Management Group Limited	England & Wales	
inSiamo S.c.a.r.l. (26.76% (26.14% stake)	Italy	
IPAR Industrial Partners B.V.	Netherlands	
J. Elmer s.r.o.	Czech Republic	
Karkraft (N.I.) Limited	Northern Ireland	
KARSTORPS BILDEMONTERING Aktiebolag	Sweden	
Keystone Automotive de Mexico, Sociedad de Responsabilidad Limitada de Capital Variable	Mexico	
Keystone Automotive Industries ON, Inc.	Canada (Federal)	
LÁNG Kft.	Hungary	
Leaseservice Partner B.V.	Netherlands	
Les Peintures Eurotek Inc.	Quebec	
Leo de Groot Gereedschappen en Automaterialen B.V.	Netherlands	
LKQ (Shanghai) Auto Parts Co., Ltd.	China	
LKQ Belgium BV	Belgium	
LKQ Canada Auto Parts Inc.	Canada (Federal)	
LKQ CZ s.r.o.	Czech Republic	
LKQ (Distribution Ireland) Limited	Ireland	
LKQ Dutch Bond B.V.	Netherlands	
LKQ Europe GmbH	Switzerland	
LKQ European Holdings B.V.	Netherlands	
LKQ European Services B.V.	Netherlands	
LKQ German Holdings GmbH	Germany	
LKQ Group (UK) Limited	England & Wales	
LKQ India Private Limited	India	
LKQ Italia Bondco di LKQ Italia Bondco GP S.r.l. e C. S.A.P.A. (99.9%)	Italy	
LKQ Italia S.r.l., 0.1% LKQ Italia Bondco GP S.r.l.)		
LKQ Italia Bondco GP S.r.l.	Italy	
LKQ Italia S.r.l.	Italy	
LKQ North-West Europe B.V.	Netherlands	
LKQ Ontario LP	Ontario	
LKQ Polska Sp. z o.o.	Poland	
LKQ SK s.r.o.	Slovakia	
M.P.M. International Oil Company B.V.	Netherlands	
M.R.T. Polska Sp z.o.o.	Poland	
Marine Mart Märkesdemo AB (37.92% stake)	Sweden	
Masslack Supply Limited	England & Wales Quebec	

Subsidiary	Jurisdiction	Assumed Names
Märkesdemo AB (37.92% stake)	Sweden	
Maslack Supply Limited	Ontario	
Mätorit Data Aktiebolag	Sweden	
MEKO AB (26.5% stake)	Sweden	
Midland Chandlers Limited	England & Wales	
Milano Distribuzione 2 S.r.l.	Italy	
Millaire & Godbout Inc.	Quebec	
Motorparts S.r.l.	Italy	
MRT-Engines B.V.	Netherlands	
Neimcke AT GmbH & Co. KG (subsidiary of Neimke GmbH & Co. KG)	Austria	
Neimcke AT Verwaltungs GmbH (subsidiary of Neimke GmbH & Co. KG)	Austria	
Neimcke Geschäftsführungs-und Verwaltungs GmbH (74% stake)	Germany	
Neimcke GmbH & Co. KG (74% stake)	Germany	
Neimcke Holding GmbH (subsidiary of Neimke GmbH & Co. KG)	Germany	
Newparts B.V.	Netherlands	
Nipparts B.V.	Netherlands	
Nova Leisure Limited	England & Wales	
NTP/Stag Canada Inc.	Canada (Federal)	
OPTIMAL Automotive GmbH	Germany	
Optimal İstanbul Yedek Parca Otomotiv Sanayi Ve Ticaret Ltd. (95% subsidiary of Optimal AG & Co. KG)	Turkey	
Optimal Otomotiv Dis Ticaret Ltd. (subsidiary of Optimal AG & Co. KG)	Turkey	
Optimal Recambios S.L. (26.4% subsidiary of Optimal AG & Co. KG)	Spain	
Optimalrecambio Cia Ltda. (51% subsidiary of Optimal Recambios S.L.)	Ecuador	
Örebro Bildemontering Aktiebolag	Sweden	
Partslife GmbH (2.27% subsidiary of PV Automotive GmbH)	Germany	
Pika Autoteile GmbH	Germany	
Plastique Royal Inc.	Quebec	
PV Automotive GmbH (66.67% stake)	Germany	
PV Technik GmbH (subsidiary of PV Automotive GmbH)	Germany	
Q-Parts24 GmbH & Co. KG (51% subsidiary of Optimal AG & Co. KG)	Germany	
Q-Parts24 Verwaltungs GmbH (subsidiary of Q-Parts24 GmbH & Co. KG)	Germany	
Recopart AB	Sweden	
Rhenoy Onderdelen B.V.	Netherlands	
Rhiag - Inter Auto Parts Italia S.r.l.	Italy	
Rhiag Group GmbH	Switzerland	
Rijsbergen Automotive B.V.	Netherlands	

Subsidiary	Jurisdiction	Assumed Names
SiM Impex d.o.o.	Bosnia and Herzegovina	
Stahlgruber - B.M. S.r.l.	Italy	
Stahlgruber Beteiligungsgesellschaft mbH	Germany	
<b>STAHLGRUBER d.o.o.</b>	<b>Croatia</b>	
Stahlgruber Gesellschaft m.b.H.	Austria	
Stahlgruber GmbH	Germany	
Stahlgruber Holding GmbH	Germany	
Stahlgruber trgovina d.o.o.	<b>Slovenia</b>	
<b>Stahlgruber trgovina d.o.o.</b> (51% stake)	Croatia	
Stichting AutoFirst Nederland	Netherlands	
Technisch Service Centrum Rheno <b>Twimva Almelo</b> B.V.	Netherlands	
Tubize Parts Service S.r.l.	<b>Belgium</b>	
<b>Uni Sélect Lux Holdco 2018 Inc.</b>	<b>Federal</b>	
Uni Select Luxembourg 2018 SARL	Luxembourg	
Uni-Select Inc.	Quebec	
Upplands bildemontering AB	Sweden	
Vakgarage Franchise B.V.	Netherlands	
Vakgarage Projekten B.V.	Netherlands	

Subsidiary	Jurisdiction	Assumed Names
Van Heck Interpieces B.V.	Belgium	
Van Heck Interpieces France S.A.S.	France	
Vanesch Verf Nederland B.V.	Netherlands	
<b>VEGE AUTOMOTIVE SPAIN, S.L.U.</b>	<b>Spain</b>	
VEGE COM S.A.R.L. (subsidiary of VEGE Moteurs S.A.)	Tunisia	
Vége de Mexico S.A. de C.V.	Mexico	
VEGE Moteurs S.U.A.R.L.	Tunisia	
Vege-Motodis S.A. de C.V.	Mexico	
Verfhandel Willy Pijnenborg B.V.	Netherlands	
WJCM de Mexico, Sociedad de Responsabilidad Limitada de Capital Variable	Mexico	

Exhibit 22.1

#### LIST OF SUBSIDIARY GUARANTORS

The following subsidiaries (collectively, the "Subsidiary Guarantors") of LKQ Corporation, a Delaware corporation (the "Company"), were, as of the date of the filing of this exhibit, guarantors of the Company's 5.750% senior notes due 2028 and 6.250% senior notes due 2033:

Name of Subsidiary	Jurisdiction of Incorporation/Organization	Obligor Type
A&A Auto Parts Stores, Inc.	Pennsylvania	Guarantor
American Recycling International, Inc.	California	Guarantor
Assured Quality Testing Services, LLC	Delaware	Guarantor
Automotive Calibration & Technology Services, LLC	Delaware	Guarantor
DriverFX.com, Inc.	Delaware	Guarantor
Global Powertrain Systems, LLC	Delaware	Guarantor
KAIR IL, LLC	Illinois	Guarantor
KAO Logistics, Inc.	Pennsylvania	Guarantor
KAO Warehouse, Inc.	Delaware	Guarantor
Keystone Automotive Industries, Inc.	California	Guarantor
Keystone Automotive Operations, Inc.	Pennsylvania	Guarantor
Keystone Automotive Operations Of Canada, Inc.	Delaware	Guarantor
KPGW Canadian Holdco, LLC	Delaware	Guarantor
LKQ Auto Parts Of Central California, Inc.	California	Guarantor
LKQ Best Automotive Corp.	Delaware	Guarantor
LKQ Central, Inc.	Delaware	Guarantor
LKQ Foster Auto Parts, Inc.	Oregon	Guarantor
LKQ Investments, Inc.	Delaware	Guarantor
LKQ Lakenor Auto & Truck Salvage, Inc.	California	Guarantor
LKQ Midwest, Inc.	Delaware	Guarantor
LKQ Northeast, Inc.	Delaware	Guarantor
LKQ Pick Your Part Central, LLC	Delaware	Guarantor
LKQ Pick Your Part Midwest, LLC	Delaware	Guarantor
LKQ Pick Your Part Southeast, LLC	Delaware	Guarantor
LKQ Southeast, Inc.	Delaware	Guarantor
LKQ Taiwan Holding Company	Illinois	Guarantor
LKQ Trading Company	Delaware	Guarantor
North American ATK Corporation	California	Guarantor
Pick-Your-Part Auto Wrecking	California	Guarantor
Potomac German Auto, Inc.	Maryland	Guarantor
Redding Auto Center, Inc.	California	Guarantor
Warn Industries, Inc.	Delaware	Guarantor
Uni-Select USA LLC	Delaware	Guarantor

The Company and the above-listed Subsidiary Guarantors, were, as of the date of the filing of this exhibit, also guarantors of the 4.125% senior notes due 2028 (the "Euro Notes (2028)") issued by LKQ European Holdings B.V., the Company's wholly owned subsidiary.

The Company and the above-listed Subsidiary Guarantors, were, as of the date of the filing of this exhibit, also guarantors of the 4.125% senior notes due 2031 (the "Euro Notes (2031)") issued by LKQ Dutch Bond B.V., the Company's wholly owned subsidiary.

Exhibit 23.1

#### CONSENT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM

We consent to the incorporation by reference in Registration Statement Nos. 333-110149, 333-128151, and 333-174450 on Form S-8 and No. 333-277267 on Form S-3 of our reports dated **February 22, 2024** **February 20, 2025**, relating to the consolidated financial statements of LKQ Corporation and subsidiaries, and the effectiveness of LKQ Corporation and subsidiaries' internal control over financial reporting, appearing in this Annual Report on Form 10-K of LKQ Corporation for the year ended **December 31, 2023** **December 31, 2024**.

/s/ DELOITTE & TOUCHE LLP

Chicago, Illinois

February 22, 2024

20, 2025

Exhibit 31.1

#### CERTIFICATION

I, **Dominick Zarcone**, **Justin L. Jude**, certify that:

1. I have reviewed this annual report on Form 10-K of LKQ Corporation;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
  - a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
  - c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
  - a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
  - b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

February 22, 2024

/s/ **Dominick Zarcone** **Justin L. Jude**

**Dominick Zarcone** **Justin L. Jude**

*President and Chief Executive Officer*

Exhibit 31.2

#### CERTIFICATION

I, Rick Galloway, certify that:

REFINITIV CORPORATE DISCLOSURES | [www.refinitiv.com](http://www.refinitiv.com) | Contact Us

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REFINITIV 

1. I have reviewed this annual report on Form 10-K of LKQ Corporation;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
  - a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
  - c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
  - a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
  - b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

February 22, 2024

/s/ RICK GALLOWAY

Rick Galloway

Senior Vice President and Chief Financial Officer

Exhibit 32.1

**CERTIFICATION PURSUANT TO  
18 U.S.C. SECTION 1350,  
AS ADOPTED PURSUANT TO  
SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002**

In connection with the Annual Report of LKQ Corporation (the "Company") on Form 10-K for the fiscal year ended December 31, 2023 December 31, 2024, as filed with the Securities and Exchange Commission on the date hereof (the "Report"), the undersigned, as President and Chief Executive Officer of the Company, hereby certifies, pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, that to his knowledge:

- (1) the Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m or 78o(d)); and
- (2) the information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

Dated: February 22, 2024

/s/ DOMINICK ZARONE JUSTIN L. JUDE

Dominick Zarone Justin L. Jude

President and Chief Executive Officer

Exhibit 32.2

CERTIFICATION PURSUANT TO  
18 U.S.C. SECTION 1350,  
AS ADOPTED PURSUANT TO  
SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002

In connection with the Annual Report of LKQ Corporation (the "Company") on Form 10-K for the fiscal year ended **December 31, 2023** **December 31, 2024**, as filed with the Securities and Exchange Commission on the date hereof (the "Report"), the undersigned, as Senior Vice President and Chief Financial Officer of the Company, hereby certifies, pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, that to his knowledge:

- (1) the Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m or 78o(d)); and
- (2) the information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

Dated: **February 22, 2024** **February 20, 2025**

/s/ RICK GALLOWAY

Rick Galloway

*Senior Vice President and Chief Financial Officer*

**Exhibit 97.1**

**LKQ CORPORATION**  
**POLICY FOR RECOUPMENT OF INCENTIVE COMPENSATION**

**1. Introduction**

In accordance with Section 10D of the Securities Exchange Act of 1934, as amended, and the regulations thereunder, the Board of Directors (the "Board") of LKQ Corporation (the "Company") has adopted a policy (the "Policy") providing for the Company's recoupment of certain incentive-based compensation received by Covered Executives (as defined below) in the event that the Company is required to prepare an accounting restatement due to its material noncompliance with any financial reporting requirement under the securities laws.

**2. Administration**

Administration and enforcement of this Policy is delegated to the Compensation and Human Capital Committee of the Board (as constituted from time to time, and including any successor committee, the "Committee"). The Committee shall make all determinations under this Policy in its sole discretion. Determinations of the Committee under this Policy need not be uniform with respect to any or all Covered Executives (as defined below) and will be final and binding.

**3. Effective Date**

This Policy shall be effective as of September 1, 2023 (the "Effective Date") and shall apply only to Covered Compensation (as defined below) that is received by Covered Executives on or after the Effective Date, except as otherwise agreed to by any Covered Executive.

**4. Covered Executives**

This Policy covers each current or former officer of the Company subject to Section 16 of the Securities Exchange Act of 1934, as amended (each, a "Covered Executive").

**5. Covered Compensation**

This Policy applies to any cash-based and equity-based incentive compensation, bonuses, and awards that are received by a Covered Executive and that were based, wholly or in part, upon the attainment of any financial reporting measure ("Covered Compensation"). For the

avoidance of doubt, none of the following shall be deemed to be Covered Compensation: base salary, a bonus that is paid solely at the discretion of the Committee or Board and not paid from a bonus pool determined by satisfying a financial reporting measure performance goal, cash or equity-based awards that are earned solely upon satisfaction of one or more subjective or strategic standards, and cash or equity-based awards for which the grant is not contingent upon achieving any financial reporting measure performance goal and vesting is contingent solely upon completion of a specified employment period and/or attaining one or more nonfinancial reporting measures. This Policy shall apply to any Covered Compensation received by an employee who served as a Covered Executive at any time during the performance period for that Covered Compensation.

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## **6. Financial Restatements; Recoupment**

In the event that the Company is required to prepare an accounting restatement due to the material noncompliance of the Company with any financial reporting requirement under the securities laws, including any required accounting restatement to correct an error in previously issued financial statements that is material to the previously issued financial statements, or that would result in a material misstatement if the error were corrected in the current period or left uncorrected in the current period (such an accounting restatement, a "Restatement"), the Committee shall review the Covered Compensation received by a Covered Executive during the three-year period preceding the Required Financial Restatement Date (as defined below) as well as any transition period that results from a change in the Company's fiscal year within or immediately following those three completed fiscal years. Regardless of whether the Company filed the restated financial statements, the Committee shall, to the fullest extent permitted by governing law, seek recoupment of any Covered Compensation, whether in the form of cash or equity, received by a Covered Executive (computed without regard to any taxes paid), if and to the extent:

- a. the amount of the Covered Compensation was calculated based upon the achievement of certain financial results that were subsequently the subject of a Restatement; and
- b. the amount of the Covered Compensation that would have been received by the Covered Executive had the financial results been properly reported would have been lower than the amount actually awarded (any such amount, "Erroneously-Awarded Compensation").

To the extent Covered Compensation was based on the achievement of a financial reporting measure, but the amount of such Covered Compensation was not awarded or paid on a formulaic basis, the Committee shall determine the amount, if any, of such Covered Compensation that is deemed to be Erroneously-Awarded Compensation.

For purposes of this Policy, the "Required Financial Restatement Date" is the earlier to occur of:

- a. the date the Board, a committee of the Board, or any officer or officers authorized to take such action if Board action is not required, concludes, or reasonably should have concluded, that the Company is required to prepare a Restatement; or
- b. the date a court, regulator, or other legally authorized body directs the Company to prepare a Restatement.

For the avoidance of doubt, a Covered Executive will be deemed to have received Covered Compensation in the Company's fiscal period during which the financial reporting measure specified in the award is attained, even if the Covered Executive remains subject to additional payment conditions with respect to such award.

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## **7. Method of Recoupment**

The Committee will determine, in its sole discretion, the method for recouping Erroneously-Awarded Compensation, which may include, without limitation:

- a. requiring reimbursement of cash incentive compensation previously paid;
- b. cancelling or rescinding some or all outstanding vested or unvested equity (and/or equity-based) awards;
- c. adjusting or withholding from unpaid compensation or other set-off to the extent permitted by applicable law; and/or
- d. reducing or eliminating future salary increases, cash-based or equity-based incentive compensation, bonuses, awards or severance.

## **8. Impracticability Exceptions**

The Committee shall not seek recoupment of any Erroneously-Awarded Compensation to the extent it determines that:

- a. the direct expense paid to a third party to assist in enforcing this Policy would exceed the amount of Erroneously-Awarded Compensation to be recovered;
- b. recovery would violate home country law where that law was adopted prior to November 28, 2022; and/or
- c. recovery would likely cause an otherwise tax-qualified retirement plan, under which benefits are broadly available to Company employees, to fail to meet the requirements of Sections 401(a)(13) and 411(a) of the Internal Revenue Code of 1986, as amended, and the regulations thereunder.

## **9. No Indemnification**

For the avoidance of doubt, the Company shall not indemnify any Covered Executive against the loss of any Erroneously-Awarded Compensation or any Covered Compensation that is recouped pursuant to the terms of this Policy, or any claims relating to the Company's enforcement of its rights under this Policy.

## **10. Severability**

If any provision of this Policy or the application of any such provision to any Covered Executive shall be adjudicated to be invalid, illegal or unenforceable in any respect, such

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invalidity, illegality or unenforceability shall not affect any other provisions of this Policy, and the invalid, illegal or unenforceable provisions shall be deemed amended to the minimum extent necessary to render any such provision or application enforceable.

## **11. Amendments**

The Committee may amend, modify or terminate this Policy in whole or in part at any time and may adopt such rules and procedures that it deems necessary or appropriate to implement this Policy or to comply with applicable laws and regulations.

## **12. No Impairment of Other Remedies**

The remedies under this Policy are in addition to, and not in lieu of, any legal and equitable claims the Company may have, the Company's ability to enforce, without duplication, the recoupment provisions set forth in any separate Company policy or in any Company plan, program or agreement (each, a "Separate Recoupment Policy" and collectively, the "Separate Recoupment Policies"), or any actions that may be imposed by law enforcement agencies, regulators or other authorities. Notwithstanding the foregoing, in the event that there is a conflict between the application of this Policy to a Covered Executive in the event of a Restatement and any additional recoupment provisions set forth in a Separate Recoupment Policy to which a Covered Executive is subject, the provisions of this Policy shall control. The Company may also adopt additional Separate Recoupment Policies in the future or amend existing requirements as required by law or regulation.

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