401(k) Savings Plan

QUICK GUIDE

YOUR FUTURE MATTERS

CONTENTS

Welcome to the 401(k) Savings Plan! We believe this Plan is one of your most important employee benefits and provides you with an easy and convenient way to save for retirement. The Plan offers you the choice and flexibility needed to help achieve your savings goals for tomorrow.

Why Save for the Future?

To maintain your lifestyle during retirement, financial experts now estimate that you will need between 80% and 100% of your pre-retirement income for each year you will be retired. Today, we're not only living longer, but we're also staying active longer too—and that means we will be doing more and spending more. In retirement, we will face far more expenses than our parents and grandparents: medical costs, nursing home care, and taxes, not to mention inflation. These expenses don't even include basic living. That's why every GPC employee needs to save for tomorrow.

Your 401(k) Savings Plan Account will provide the opportunity to:

- Save for retirement
- Receive matching contributions from GPC
- Reduce your current taxes if you contribute on a pre-tax basis, or set up a tax-free source of retirement income if you contribute on a Roth after-tax basis.

This guide will provide you an overview of the Plan and its many benefits, as well as information on how to enroll. Please take a few minutes to review the information and see how to get started. For detailed information about the Plan, please refer to the Summary Plan Description.

Remember, by starting now—even if you save just a little—you can make a big difference in the long run. Get ready to save and invest because tomorrow starts today, and we want you to be prepared.

How the Plan Works

WHEN ARE YOU ELIGIBLE TO PARTICIPATE IN THE PLAN?

You become eligible to participate in the Plan as a full-time or part-time employee after 60 days of continuous employment and attainment of age 18.

If you are a rehired employee and were previously eligible to participate in the 401(k) Savings Plan, you are immediately eligible to participate in the 401(k) Savings Plan on your date of rehire.

WHY PARTICIPATE IN THE PLAN NOW?

You may be thinking: "Why should I start contributing to the Plan right now?"

The straightforward answer is: The 401(k) advantage.

- Automatic deductions from your pay, so you don't have to remember to save for retirement
- Tax savings benefits
- Company contributions to your account
- Fully vested in the Company matching contribution after two years of service

TWO WAYS TO MAKE CONTRIBUTIONS

Pre-Tax Contributions

You can choose to contribute to the Plan on a pre-tax basis. Pre-tax contributions are deducted from your paycheck before federal, state and local income taxes are withheld. This provides an upfront advantage of reducing your current taxable income. You don't pay taxes on your pre-tax contributions, or their earnings, until you withdraw them from the Plan.

Roth After-Tax Contributions

You can also choose to contribute to the Plan on a Roth after-tax basis. Roth after-tax contributions are deducted from your paycheck after federal, state and local income taxes are withheld. The benefit is that you will not pay taxes on these contributions or their earnings upon withdrawal, provided you are age 59 ½ or older, and your Roth after-tax contributions remain in the Plan for at least five years. This gives you a tax-free source of income in retirement.

The five-year period of qualified Roth after-tax contributions begins on the date of the paycheck in which you make your first Roth after-tax contribution to the 401(k) Savings Plan.

What's Different

The primary difference in pre-tax contributions and Roth after-tax contributions is how taxes are applied to contributions and distributions.

FEATURE	PRE-TAX CONTRIBUTION	ROTH AFTER-TAX CONTRIBUTION
Income Tax at Time of Contribution	Contributions not taxed until distributed	Contributions taxed
Income Tax at Time of Distribution	Contributions and earnings taxed	Contributions and earnings not taxed if you are over age 59 ½ and it has been at least five years since your first Roth after-tax contribution

ARE PRE-TAX OR ROTH AFTER-TAX CONTRIBUTIONS BETTER FOR YOU?

Whether pre-tax contributions or Roth after-tax contributions offer you the greater advantage depends on your individual situation, your savings habits and your expected future tax rates.

While it's difficult to predict what your income and tax rate may be in the future, the chart below provides general guidelines.

TAX RATE DURING RETIREMENT	PREFERRED OPTION
Higher than your current tax rate	**Roth after-tax**. Since you already paid taxes on your contributions, withdrawals are tax-free if certain conditions are met.
Lower than your current tax rate	**Pre-tax.** While this money is taxable, you expect to benefit by being in a lower tax bracket during retirement.
Same as your current tax rate	**Roth after-tax and/or pre-tax.** Having both can provide a hedge against the uncertainty of future tax rates.

Other Important Considerations

WHEN TO CONSIDER A ROTH AFTER-TAX CONTRIBUTION	ROTH AFTER-TAX CONTRIBUTION BENEFIT
When you are younger	The longer your time horizon, the more time you have to accumulate tax-free earnings using Roth after-tax contributions.
Your income level	• If you are just beginning your career or your income puts you in a relatively low tax bracket, Roth after-tax contributions can protect you from paying more in taxes if your income tax bracket is higher in the future. • If your income level makes you ineligible for a Roth Individual Retirement Account (IRA), you can use Roth after-tax contributions to get similar tax benefits.
Option to leave a tax-free inheritance	Your Roth after-tax contributions may be passed to your beneficiaries tax-free, so Roth after-tax contributions could be a part of your overall estate planning.

You're encouraged to consult with your personal financial or tax advisor to determine whether the pre-tax or Roth after-tax option is best for you.

PARTICIPANT CONTRIBUTIONS

Whether you save on a pre-tax basis, a Roth after-tax basis or a combination of both, the GPC 401(k) Savings Plan allows you to contribute from 1% to 50% of your pay into the Plan each year, not to exceed the total annual dollar limit set by the IRS, which is **$23,000 for 2024**.

CATCH-UP CONTRIBUTIONS FOR PARTICIPANTS AGE 50 OR OLDER

If you didn't get an early start on savings, or if you want to make additional contributions toward your retirement savings, catch-up contributions can give your savings an extra boost. If you reach age 50 or older during any calendar year, you're eligible to make an additional contribution, up to the IRS maximum amount. **For 2024, the catch-up contribution limit is $7,500.** You can make catch-up contributions on a pre-tax basis, a Roth after-tax basis, or a combination of both.

To qualify for catch-up contributions, you must contribute the maximum dollar limit to the Plan by the end of the year or have contributed the maximum contribution percent allowed by the Plan. If you do not meet one of these limits, and you have elected catch-up contributions, your catch-up contributions will be reclassified at the end of the year.

COMPANY MATCHING CONTRIBUTIONS

The Company matches 100% on up to 5% of your pay each pay period. So for every $1 you contribute up to 5% of your pay, the Company adds another $1. That's like earning an immediate 100% return on your savings. The match is made in the same fund elections you have selected for your account and begins with your first contribution.

Assuming you earn $30,000 a year and put 10% or $3,000 of your pay into the Plan, the Company will add another $1,500 to your account as a matching contribution. After one year of participation, your account balance would be $4,500 before considering any gains or losses on your investments. When you consider how much investment earnings could add, imagine how your account could grow over 10, 20, or 30 years!

Company matching contributions are made on both pre-tax and Roth after-tax contributions. All Company matching contributions will be made in the form of a pre-tax contribution—regardless of whether you contribute on a pre-tax or Roth after-tax basis. Company matching contributions and Company match earnings are subject to taxes upon withdrawal from your 401(k) Savings Plan account.

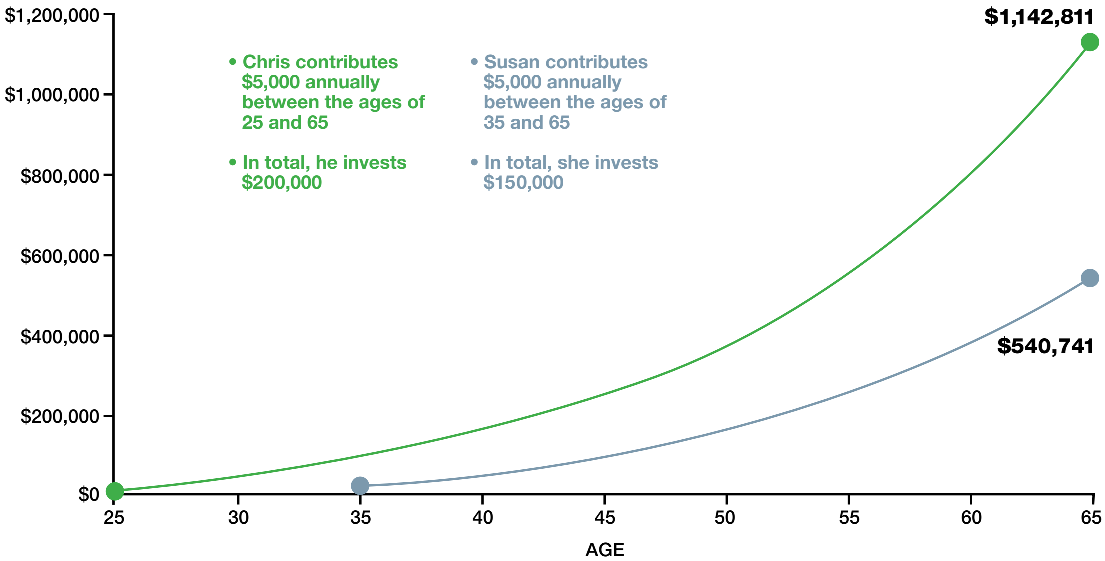
VESTING

Vesting refers to your ownership rights to contributions credited to your Plan account. You're always 100% vested in your Plan contributions, as well as associated earnings, whether you remain with the Company or not, regardless of your years of service. Company matching contributions and associated earnings become 100% vested after you have completed two years of vesting service.

THE SOONER YOU START SAVING IN THE PLAN, THE BETTER

Does retirement seem so far away that you aren't even thinking about it? You may want to reconsider. Saving early for retirement in the Plan can have a dramatic impact on the growth of your retirement savings. Why? The answer lies in the power of compounding. When you invest, your money earns returns over time. Your returns are then reinvested, and soon you are not only earning interest on your contributions, but also on the interest you've already earned. This is called compounding, and the results are generally greatest the sooner you start saving and investing.

The following example illustrates saving early vs. saving later



The above example is for illustrative purposes only and not indicative of any investment. Account value in this example assumes a 7% annual return.

YOUR INVESTMENT CHOICES AND THE BASICS OF INVESTING

Choosing investments that meet your needs is one of the most challenging aspects facing most investors. As an investor, you'll want to balance earning potential, or reward, with risk, over the amount of time you have to invest. The potential reward of your investments typically relates to the amount of risk involved. Balancing risk and rewards to suit your needs is known as an investment strategy.

Your Investment Options At-A-Glance

You have two ways to select investments for the 401(k) Savings Plan—choosing between 10 Core Funds or selecting from 11 Target Retirement Funds. The following pages provide an overview of your investment fund options.

Can I select a different investment fund option(s) for my pre-tax contributions than I select for my Roth after-tax contributions into the 401(k) Savings Plan?

No, you will not be able to select different investment fund options for your pre-tax contributions than your Roth after-tax contributions into the 401(k) Savings Plan. Pre-tax contributions and Roth after-tax contributions will be directed into the same investment fund election(s) you elect for your overall 401(k) Savings Plan account.

A LOOK AT YOUR CORE FUNDS

You have the option to invest your savings in the 10 Core Funds listed below. These funds include balanced and stable value funds that can be used in combination. If you choose to invest in Core Funds, you can select a combination of funds and their specific asset allocation to create your desired investment mix.

FUND NAME	GOAL	WHAT THE FUND INVESTS IN	WHO MIGHT WANT TO INVEST
GPC Income Fund	Provide competitive current income and general price stability, while maintaining a high degree of liquidity	A managed portfolio of fixed and variable rate Guaranteed Investment Contracts (GICs), short-term U.S. Treasury securities, mortgage-backed securities, corporate bonds and short-term money market instruments	Investors seeking to lower investment risk
GPC Fixed Income Fund	Seeks preservation of capital	Blend of U.S. and non-U.S. fixed income securities	Investors seeking to lower investment risk
GPC Balanced Fund	Provide a combination of current income and capital appreciation	Primarily in common stocks and fixed-income securities	Share price will fluctuate, so it may be suitable for investors looking for both income and appreciation as part of a balanced approach to long-term investing
GPC Large Cap Value Fund	Provide capital appreciation with a secondary goal of generating current income.	Dividend-oriented common stocks that the fund managers believe represent good value at the time of purchase	Share price will fluctuate, so it may be suitable for long-term investors who can bear the risk of some short-term volatility
Vanguard Institutional Index Fund	Match the performance of the Standard & Poor's 500 Index. The fund uses a passive management strategy designed to track the performance of the Index by investing all or substantially all of its assets in the stocks that make up the Index	Stocks of large U.S. companies that comprise the S&P 500 Index	Long-term investors who can bear the risk of short-term volatility
GPC Large Cap Growth Fund	Provide capital appreciation	Primarily in common stocks that have growth potential	Share price will fluctuate, so it may be suitable for long-term investors who can bear the risk of short-term volatility
GPC International Fund	Seeks long-term capital appreciation by investing primarily in diversified portfolio of stocks of foreign companies	Stocks of non-U.S. companies.	Share price will fluctuate, therefore it may be more suitable for long-term investors who can bear the risk of short-term volatility
GPC Mid Cap Equity Fund	Provide capital appreciation by investing primarily in common stocks with aggressive growth characteristics.	Blend of stocks of small to medium size companies in the U.S. and abroad.	Long-term investors who can bear the risk of short-term volatility.
GPC Global Fund	Provides capital appreciation and investment income	Portfolio of U.S. and non-U.S. stocks, fixed income and money market securities	Long-term investors who can bear the risk of short-term volatility
GPC Small Cap Equity Fund	Provides long-term growth of capital	Stocks of small cap U.S. companies	Long-term investors who can bear the risk of short-term volatility

VANGUARD TARGET RETIREMENT FUNDS

With a variety of Core Funds to choose from, you may wonder which ones are best for you. That's where Vanguard Target Retirement Funds can help make your decision easier. Target Retirement Funds are "one decision" funds that have been designed for investors who would prefer to or are more comfortable relying on more experienced investment managers to manage their investment mix. Each Target Retirement Fund—named for a retirement year—is made up of a mix of investments designed for people planning to retire in the fund's target year. As your retirement date approaches, the fund gradually and automatically reduces risk by shifting to more conservative investments. Below is a list of the available Vanguard Target Retirement Funds and their corresponding investment mix.

STOCKS BONDS

YOUR AGE AT YEAR END 2022	POTENTIAL FUND CHOICE	INVESTMENT MIX*
< 22	Vanguard Target Retirement 2065 Fund	90.40% 9.60%
22 – 26	Vanguard Target Retirement 2060 Fund	90.40% 9.60%
27 – 31	Vanguard Target Retirement 2055 Fund	90.30% 9.70%
32 – 36	Vanguard Target Retirement 2050 Fund	90.30% 9.70%
37 – 41	Vanguard Target Retirement 2045 Fund	85.30% 14.70%
42 – 46	Vanguard Target Retirement 2040 Fund	78.20% 21.80%
47 – 51	Vanguard Target Retirement 2035 Fund	70.80% 29.20%
52 – 56	Vanguard Target Retirement 2030 Fund	63.30% 36.70%
57 – 61	Vanguard Target Retirement 2025 Fund	54.10% 45.90%
62 +	Vanguard Target Retirement Income Fund	70.60% 29.40%

* Approximate allocation targets for each fund as of December 31, 2023. Allocations for the date-specific funds will shift (from stocks to bonds and short-term reserves) over time, based on an assumed retirement age of 65.

Risk level takes into account the different types of risk applicable to each fund's asset class and investment style. If you think you'll retire significantly earlier or later, you may want to consider a fund with an asset allocation more appropriate to your situation.

DIVERSIFICATION IS THE KEY TO INVESTMENT SUCCESS

Diversification is probably the most important safeguard in investing. The idea is simple: build a portfolio using different types of assets so that when one type of investment does poorly, another may be doing well. This way, the winners help offset the losers and the value of your overall portfolio doesn't move up and down as much.

In the 401(k) Savings Plan, Vanguard Target Retirement Funds can take the guesswork out of creating a diversified portfolio. But if you're creating your own investment mix, here are some basics you should know about. There are four main types of investments: stable value funds, short-term reserves, bonds, and stocks. Each involves different risk and potential returns.

INVESTMENT TYPE	DESCRIPTION	KEY RISK
Stable value funds	Stable value funds invest primarily in investment contracts issued by life insurance companies and commercial banks. In addition, the funds may invest in high-quality cash instruments, including money market funds, as a liquidity reserve for participant transactions.	Because stable value funds are conservative, they usually generate relatively low returns and are vulnerable to the effects of inflation.
Short-term reserves	Short-term reserves are short-term loans to creditworthy borrowers. They are designed to conserve the principal value of your investment and provide income that rises and falls with short-term interest rates. Examples are U.S. Treasury bills, certificates of deposit (CDs), and money market instruments.	Like stable value funds, short-term reserves are conservative, so they usually generate relatively low returns and are vulnerable to the effects of inflation.
Bonds	Bonds are longer-term loans made to a company, government, or government agency. The borrower, or issuer, agrees to repay the principal after a certain period and also may make regular interest payments along the way.	If interest rates increase, bond prices usually fall. (Conversely, if rates fall, bond prices generally go up.) Bonds also face credit risk and the risk of default by the issuer.
Stocks	Stocks represent partial ownership in a corporation. A stock can increase in value through a rise in the market price of its shares. Many stocks also pay dividends.	Stock prices move unpredictably based on the issuing company's performance, market swings, and the state of the economy. Stocks have yielded the highest returns over the long term but can also experience prolonged downturns.

CHANGING YOUR INVESTMENTS

You can change the investment direction of your future contributions or reallocate your existing investment fund balances on a daily basis through the GPC Retirement Plan Services website or the automated telephone system. In addition, you can elect to reallocate your balance as a percentage of your total account value or as a specified flat dollar amount. Changes will apply to both pre-tax and Roth after-tax contribution elections.

Changes to your investment election(s)—the way your future contributions are invested—become effective as soon as administratively possible. Reallocations of your existing balance (among the investment funds) that are made before 3 p.m., Central time, or before the markets close, whichever is earlier, normally will be processed that day. Balance reallocations made after 3 p.m., Central time, after the markets close, on weekends or holidays normally will be processed on the next business day.

WITHDRAWING MONEY FROM YOUR 401(K) SAVINGS PLAN

The Plan is designed for long-term savings objectives, like retirement. However, circumstances may make it necessary for you to request a withdrawal from your Plan account while you are an employee of the Company.

You can withdraw your money after age 59 ½ for any reason without penalty. Prior to reaching age 59 ½, IRS rules and regulations allow you to withdraw your pre-tax contributions only if you have an immediate and heavy financial need that cannot be reasonably satisfied by using other financial resources. While you can withdraw Roth after-tax contributions at any time without penalty, the earnings on those contributions are subject to similar restrictions if you are not yet age 59 ½ and your first Roth after-tax contributions have not been in the Plan for at least five years.

LOANS FROM YOUR 401(K) SAVINGS PLAN

The Plan permits you to borrow money from your account for any reason. The loan feature lets you borrow up to 50% of your vested account balance (not including the company matching contributions). The minimum loan amount is $1,000 and the maximum is $50,000. This means you must have a vested balance of at least $2,000 in order to request a loan.

You may have only one loan outstanding at a time. Loans may be taken for any reason, including the purchase of a primary residence. Each loan will be charged a stated rate of interest (prime rate + 1%) and will be subject to a $50 loan origination fee.

Loans are repaid, including interest, through automatic deductions from your paycheck each pay period. Loan repayments generally start the month after you receive your loan. A lump-sum repayment option (no prepayment penalty) is also available.

After you pay off your outstanding loan, you must wait 30 days from the date of the loan payoff before being eligible to reapply for a new loan.

Distributions
By law, any distributions, or withdrawals of tax-deferred money you receive from the Plan will be subject to withholding of a mandatory 20% federal income tax, unless you request a direct rollover into an IRA or another qualified retirement plan. You may also have to pay additional federal and state income tax and an additional 10% federal excise tax if you take a withdrawal or distribution before age 59 ½. Since the Company does not provide tax advice, it’s recommended that you consult with a professional tax advisor.

ROLLOVERS TO THE PLAN

You can roll over payouts from eligible qualified plans of a previous employer to the GPC 401(k) Savings Plan. Your rollover will be credited to your account based on your investment directions. Please log on to the GPC Retirement Plan Services website or call the automated telephone line and speak to a Retirement Plan Services Representative for further information. Likewise, you can roll over assets to another qualified plan that accepts the rollover if you should ever leave the Company.

IF YOU LEAVE THE COMPANY

The full value of your Plan account is payable 15 days from when you terminate employment, retire, become disabled, or die. You may choose to have your account balance paid in a complete or partial lump sum or as a direct rollover to another employer's qualified retirement plan or an Individual Retirement Account (IRA).

If you choose a rollover, you will be able to defer tax payments until you actually begin receiving payments from your account. If you neither elect a distribution or a rollover, balances of $1,000 or less will be automatically paid as a lump-sum and account balances between $1,001 and $7,000 will be paid into an IRA through Alight Solutions Financial Services as a rollover. Account balances over $7,000 will remain in the 401(k) Savings Plan until you elect to receive your account payout.

Participating in the Plan

AUTOMATIC ENROLLMENT

Employees who join GPC will be automatically enrolled in the 401(k) Savings Plan on the first day after 60 days of continuous employment. However, if you are a rehired or acquired employee and are immediately eligible to participate in the 401(k) Savings Plan, you will automatically be enrolled in the Plan by the third payroll period following your rehire date or acquisition date. In some cases, the automatic enrollment may be postponed to the fourth payroll period following your rehire date or acquisition date due to administrative processing and payroll cut off deadlines.

Prior to automatic enrollment, you will be able to make an active election of your contribution rate, contribution tax basis, investment fund and beneficiary online or via the phone. You may also opt out of participation in the Plan.

If you don't make active elections or opt out of participation, you will be enrolled with the following defaults:

- A contribution rate of 3% of pre-tax pay
- Contributions will increase 1% annually beginning January 1 of the second year following the year in which you enroll, up to 10%
- The age appropriate Vanguard Target Retirement Fund
- Beneficiary default according to Plan guidelines.

Please note that contribution refunds will not be provided to employees who do not wish to contribute to the Plan, but did not opt out of participation prior to automatic enrollment.

MAKE ACTIVE ELECTIONS

You'll receive a Notice of Automatic Enrollment at your home address as soon as administratively possible before becoming eligible for the 401(k) Savings Plan. During this time, you'll have the opportunity to make your own active elections or opt out of participation before you're automatically enrolled.

If you are a rehired employee or acquired employee immediately eligible to participate in the Plan, the Notice of Automatic Enrollment will be mailed as soon as administratively possible following your rehire date or acquisition date. You will have until the third payroll period following your rehire date or acquisition date to make an election to participate or opt out of participation before you are automatically enrolled.

Wondering If You Can Afford to Save?

If you have trouble saving, try this approach:

- Determine a contribution percentage you would be comfortable saving now.
- Increase your contributions by one percentage point each year. Before you know it, you'll have reached the maximum.
- Consider dedicating your pay increases to savings in your 401(k) Savings Plan. For example, if you received a pay raise, increase your contribution to the Plan by that amount.

Accessing Your 401(k) Savings Plan Account

You can access your 401(k) Savings Plan account and specific Plan information by going online, using a mobile app or telephone.

ONLINE ACCESS

GPC Retirement Plan Services

You can access your account details and complete all transactions online through GPC Retirement Plan Services website at **gpcretirementplanservices.com**. If you are logging into the website for the first time, you will be prompted to create a unique user ID and password.

GPC Connect

You can also access your account on the GPC Retirement Plan Services website by logging into GPC Connect website at **gpcconnect.com**.

MOBILE APP

For easy account access anytime and anywhere, use the Alight Mobile app on your Apple or Android device. Simply search, **Alight Mobile**. The app allows you to view your overall account balance and dig deeper into the detail of the Plan features.

When using the app, enter **Genuine Parts Company** as your employer. Next, and if you are using the app for the first time, you will be prompted to create a unique user ID and password.

TELEPHONE

You can call GPC Retirement Plan Services at **866-415-3395**, Monday through Friday, 8:30 a.m. to 4:30 p.m. CT

Scan the QR Code to easily access the Alight Mobile app for your 401(k) Savings Plan account information.

If you need help accessing your 401(k) Savings Plan account through the GPC Retirement Plan Services website or the Alight Mobile app, you can contact GPC Retirement Plan Services at **866-415-3395**, Monday through Friday, 8:30 a.m. to 4:30 p.m. CT.

Alight Financial Advisory Services, LLC (AFA)

GPC has partnered with Alight Financial Advisors, LLC (AFA) to assist you in making better retirement decisions now and in the future. All employees are eligible to participate in the service, which will:

- Help you take better advantage of the 401(k) Savings Plan
- Provide unbiased advice to help you pick the right investments
- Create a comprehensive retirement plan that considers all of your investments

You have two options to take advantage of AFA's services:

1. Online Advice

Online Advice offers unlimited, no-cost access to comprehensive retirement planning tools that allow you to manage your 401(k) investments and savings with the click of a mouse.

How to Access Online Advice
GPC Retirement Plan Services website: Under the Savings & Retirement menu located at the top of the home page, select "Investment Advice for You." Next, from the pop-up screen, choose "Get Help Making Changes." Then select "Manage it on your own."

2. Professional Management

Professional Management provides an opportunity to work directly with investment advisors to develop a personalized plan that incorporates all of your retirement investments, savings and sources of income. There is a program fee associated with this option, which is determined based on your 401(k) account balance.

There are two ways to access Professional Management:

Online
GPC Retirement Plan Services website: Under the Savings & Retirement menu located at the top of the home page, select "Investment Advice for You." Next, from the pop-up screen, choose "Get Help Making Changes." Then select "Let us do it for you."

By phone
Call GPC Retirement Plan Services at **1-866-415-3395** and select the Investment Advice option in the menu to speak with an Investment Advisor, 9 a.m.–9 p.m. ET, business days.

About Alight

- Alight is the administrator of our 401(k) Savings Plan.
- AFA is a federally registered investment advisory firm that provides financial planning, investment advice and financial education services.
- AFA has a partnership with Financial Engines — one of America's largest independent registered investment advisors— to serve as sub-advisors.

Retirement Planning Starts Now!

If you haven't signed up for the 401(k) Savings Plan and started saving for the long-term…what's holding you back? There's no time like the present to start. It makes sense to contribute part of your pay because it's a great way to:

- Set aside money for long-term needs during retirement
- Get a tax-deferral today if you choose pre-tax contributions, or set up a tax-free source of retirement income if you choose Roth after-tax contributions—or choose a combination of both
- Have the Company add money to your savings
- Choose how your account is invested
- Watch your dollars grow tax-deferred over the years
- Secure your financial future

Tools and Resources

For retirement and financial planning tools, please visit the GPC Retirement Plan Services website which can be found at **gpcretirementplanservices.com** or accessed directly through at **gpcconnect.com**.

Important Legal Information

This information provides highlights to the 401(k) Savings Plan. A complete description of the Plan can be found in the Plan's legal documents and Summary Plan Description (SPD). Every effort has been made to provide an accurate summary of the Plan. However, this information does not replace or change the meaning of the legal document and SPD. If there is a conflict with this information and the official Plan document, the official Plan document is controlling. Please note that there are still some details where final Plan design decisions have not yet been made. Therefore, the information contained in this brochure may not ultimately reflect, in all respects, the provisions of the official Plan document.

Genuine Parts Company reserves the right to terminate or amend the 401(k) Savings Plan at any time, in whole or in part, for any reason. Any such amendment or termination may apply to current and future participants.

Examples are helpful to illustrate points discussed in this announcement. However, examples are based on hypothetical individuals using various assumptions. Assumptions used to project a retirement benefit may or may not provide accurate information about future benefits. Your actual retirement benefits could be less than or greater than amounts shown in the examples even if your age and pay are similar to those in the example.

The information in this announcement is not intended to constitute investment advice. You should consult with your financial advisor regarding investment decisions under the 401(k) Savings Plan. Several statements in this brochure indicate your decisions will influence how quickly your savings in the 401(k) Savings Plan will grow. Please remember that there is risk in investing and it is possible to experience a loss in principal. Genuine Parts Company neither endorses the providers available via the Personal Finance Center nor limits your choice of other providers.
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