



February 3, 2020

Amanda Keister
VP, Associate General Counsel and Assistant Corporate Secretary
Advance Auto Parts, Inc.
2635 E. Millbrook Road
Raleigh, NC 27604
amanda.keister@advance-auto.com

Re: Withdrawal of 2020 Proposal: Human Capital Management Disclosures

Dear Ms. Keister,

Based on our productive dialogue we understand that Advance Auto Parts, Inc. ("AAP") remains committed to engaging on environmental, social and governance ("ESG") issues that impact the long-term profitability and sustainability of its business. An important component of that commitment is ongoing communication with AAP stakeholders regarding ESG matters. We understand that AAP actively discusses ESG matters of importance to investors during outreach communications, and in December of 2018, AAP issued its inaugural Corporate Sustainability and Social Report. AAP is planning to issue its next report in March 2020, presenting information for the full year of 2019.

Following the publication of Sustainability Accounting Standards by the Sustainability Accounting Standards Board ("SASB") in late 2018, AAP considered the reporting standards created by SASB, along with those created by other organizations focused on sustainability reporting. We are pleased that it remains AAP's goal to provide investors with relevant, meaningful information about its business and to increase transparency with respect to matters that drive long-term success and sustainability. And that it is AAP's belief that SASB may help facilitate this goal. Accordingly, we are pleased that AAP has joined the SASB Alliance Group.

In 2020, AAP agrees to begin measuring data from ESG initiatives in accordance with SASB accounting standards, and in early 2021, AAP's Corporate Sustainability and Social Report will include metrics from SASB disclosure topics relevant to AAP's business. **That report will include, at a minimum, disclosure of voluntary and involuntary turnover rates for the in-store and distribution center employee population. AAP will continue to evaluate, in conjunction with shareholder input, which SASB disclosure topics and corresponding metrics further its goal of providing relevant, meaningful information about its business to investors.**

AAP also agrees to meet with As You Sow before the 2020 filing deadline for 2021 AGM shareholder proposals to update As You Sow on the company's progress.

In consideration of its continued commitment to ESG engagement and reporting, including a commitment to include SASB metrics in its ESG reports covering 2020 data onward, **reporting, at a**



AS YOU SOW

minimum, on voluntary and involuntary turnover rates for its in-store and distribution center employee population, As You Sow agrees to withdraw this proposal.

AS YOU SOW:

Andrew Behar
CEO

2/3/2020

Date

ADVANCE AUTO PARTS, INC.

Amanda Keister
VP, Associate General Counsel and Assistant Corporate Secretary

2/4/2020

Date