

Corporate Sustainability Report

2025



THE MISSION

Growth Powered by People.

Driven by our team members and preferred by our customers, Lithia & Driveway is the leading automotive retailer in each of our markets.

OUR VALUES

The fuel behind Lithia & Driveway



Earn Customers for Life

Create welcoming and trustworthy experiences for our customers.



Improve Constantly

Champion one another’s growth to achieve more together.



Take Personal Ownership

Enjoy the freedom to make the right choices and own our results.



Have Fun!

Connect as a team through celebration, positivity, passion, and purpose.

Leading the modernization of personal transportation solutions **wherever, whenever, and however** consumers desire.

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A Message from Bryan

Embracing a Sustainability Mindset

At Lithia & Driveway, we value how a sustainability mindset throughout our organization energizes our mission, *Growth Powered by People*, and enhances our ability to build loyalty, ignite potential, and drive future growth.

As we pursue an aggressive growth strategy, we recognize that sustainable, environmental practices can positively affect overall store performance with energy cost savings, waste reduction, and an increase in electric- and hybrid-vehicle sales.

Similarly, for our valued employees, social sustainability initiatives offer engaging community connections, inspire high performance, and create a safe, welcoming work environment where everyone can reach their potential.

You can see how we are activating this sustainability mindset in the 2025 Corporate Sustainability Report, which highlights real-world examples and various projects that are making a positive difference across our vast retail network.

Lastly, by providing transparency in reporting our sustainability practices and efforts, we demonstrate to ourselves—and to our industry—the benefits of measuring our impact on the land on which we live and within the communities we serve.

Better Together!



Bryan DeBoer
President & CEO

Our six sustainability goals align with our core values to fuel our commitment towards a brighter future.

ENVIRONMENTAL GOALS



Increase GreenCars on the Road



Operate Sustainable Stores



Extend Vehicle Lifecycles

SOCIAL GOALS



Strengthen Our Communities



Maximize Employee Health, Wellness & Safety



Champion an Inclusive, High-Performance Culture

CORE VALUES



Earn Customers for Life

Create welcoming and trustworthy experiences for our customers



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ENVIRONMENTAL GOAL

Increase GreenCars on the Road

Lithia & Driveway (LAD) can promote positive change environmentally by increasing the number of “greencars” on the road—specifically, by helping consumers learn about, experience, and purchase battery electric vehicles, hybrid electric vehicles, plug-in hybrid vehicles, and fuel-cell electric vehicles. Electric vehicles produce zero tailpipe emissions, while hybrid cars benefit the environment by significantly reducing the amount of gasoline used and by producing better fuel efficiency.

As the world’s largest family of automotive retailers selling over 50 brands, Lithia & Driveway impacts green-car sales with its continued growth, optionality, and scale. We’re strongly committed to engaging consumers on sustainable mobility and assisting stores on strategies and incentives to boost electric vehicle (EV) sales in their markets.

To accomplish these goals, we leverage our unique retail ecosystem that includes nearly 500 stores across three countries, innovative digital platforms, and other mobility-related adjacencies to interact with consumers wherever, whenever, and however they desire.

GreenCars Supports Sustainable Mobility

GreenCars is proud to be part of Lithia & Driveway’s unique retail ecosystem by offering consumers a digital, one-stop knowledge center on all things regarding EVs and other fuel-efficient electrified vehicles.

We know that the transition to electrification can be complex. That’s why GreenCars works consistently to demystify hybrid, plug-in hybrid, and electric cars with quality resources, news updates, and practical information to make a consumer’s EV journey smoother.



GreenCars Empowers Customers with Essential Tools

GreenCars makes it easy for consumers to learn about hybrid and electric cars with its easy-to-use, practical tools and resources—all designed to educate the public about sustainable mobility and help them find a green car that fits their lifestyle and budget. Here are four important online tools offered on GreenCars:



GreenCars Buyer’s Guide
Compare every EV and hybrid by price, range, and features



EV Matchmaker
Helps consumers find the electric or hybrid vehicle that fits their lifestyle



EV Lease Deals
Browse limited-time offers on popular electric and hybrid models



Personalized EV Incentives
Discover savings in specific states and zip codes

GreenCars Offers Consumers EVerything to Get Started

GreenCars 101—a major educational section on the website—is designed as a starting point for understanding electric, hybrid, and fuel-efficient vehicles. From how charging works to battery technology, GreenCars breaks down complex topics into easy-to-follow guides.

Website visitors can find informative and intuitive resources—such as industry expert insights and an EV news blog—to help them jumpstart their EV journey.

To enhance customer experiences at GreenCars, the site introduced a suite of new educational courses with in-depth information on vehicle basics, vehicle types, and emerging options.



Advice to Take Personal Ownership

For anyone interested in engaging more deeply into EVs—whether at future events or in everyday customer interactions—**start with reliable information**. GreenCars.com remains the industry’s go-to resource to expand EV knowledge and understanding.

Taylor Faust
Brand Manager | GreenCars (Oregon)

GreenCars Gains Traction with Stores

GreenCars solidified its impact within Lithia & Driveway’s retail network by successfully integrating nearly 300 US partner stores into the [GreenCars Partner Program](#), creating a unified platform for sustainable mobility education. The program can provide stores with GreenCars materials to showcase on their web-sites in addition to offering stores new sustainability-activation opportunities within their communities.



ACCELERATING CUSTOMER ENGAGEMENT

Out of these stores, nearly two-thirds hosted local EV test drives or community-education events, which are critical for consumer engagement. These activities ranged from local dealership ride-and-drive experiences—where customers physically tested hybrid and electric vehicles—to working with the GreenCars and Community Relations teams to provide EVs for showcasing at more large-scale activations, such as car expos and community events.

The stores’ hands-on approach with consumers contributes to transforming abstract interest in an EV or green car into tangible experience. When customers see, touch, and drive these green cars while learning about charging, range, and cost benefits, their curiosity evolves into confidence, and confidence leads to purchase decisions.

SUPPORTING A SIMPLE BUYING EXPERIENCE

In 2025, in an effort to create a simple, transparent, and convenient customer experience, GreenCars partnered with Driveway.com, our e-commerce platform, to help consumers purchase their favorite green car wherever, whenever, and however they desire. This new collaboration is part of the GreenCars Partner Program and designed to *Earn Customers for Life* while increasing sales of new and used sustainable vehicles across all our markets.

Roseville Toyota: The Brand’s #1 US Battery Electric Vehicle Retailer

Roseville Toyota in California was recognized as Toyota's #1 retailer of battery electric vehicles (BEVs) in the United States, cumulatively, across 2022 to 2025. This impressive achievement highlights their dedication, expertise, and passion for sustainable mobility. Congratulations to General Manager Tony Bernasconi and the entire Roseville Toyota team!



GreenCars is advancing the zero-emission evolution by accelerating the acceptance of sustainable vehicles through education, interaction, and marketing.

SPOTLIGHT

Electrify Expo: An Evolving Electric Vehicle Experience

For the second consecutive year, GreenCars participated in Electrify Expo—North America’s largest electric vehicle (EV) and technology festival—throughout its coast-to-coast tour across the United States. Electrify Expo is the premier event for EV enthusiasts, industry professionals, and everyday consumers eager to explore the future of mobility.

The GreenCars Team joined expo organizers in pursuing the mission to drive EV adoption through hands-on, pressure-free experiences and getting people behind the wheel, and on the seat, of the latest technology on the market. GreenCars had a 40-by-40-foot front seat at each of the eight-city expo venues, and several GreenCars experts and staff were there helping consumers learn about sustainable mobility.



Taylor Faust
Brand Manager
GreenCars (Medford, Oregon)
Years with Lithia & Driveway: 7

In general, what was your experience during the Electrify Expo?

Electrify Expo continued to cement its reputation as the premier gathering for electric-mobility enthusiasts, drawing an impressive 15,000 to 20,000 participants over a single weekend. For GreenCars, the event continued to be a natural fit—a high-energy platform showcasing the latest and greatest in EV technology.

Can you share memorable conversations or interactions from the expo experience?

Memorable conversations were abundant throughout the expo’s eight-city stops with many attendees expressing their appreciation for GreenCars’ commitment to providing accurate, up-to-date insights. Given that much of the audience consisted of first-time EV buyers or shoppers actively in the market, the GreenCars educational space became a trusted destination for clarity in a rapidly evolving landscape.

The most frequently asked questions centered around range, pricing, and the future development of battery technology—all of which are topics that remain top-of-mind for consumers considering the switch to electric. Additionally, we found ourselves clarifying several recurring misconceptions during the expo events. Most were tied to outdated information or misunderstood technological advancements. With EV knowledge advancing daily, staying informed remains a crucial part of fostering confident adoption.

How did you *Improve Constantly* at the 2025 Electrify Expo?

One big shift at the GreenCars’ expo stop in 2025 had to do with creating a more dedicated space for clear, trustworthy EV education for attendees—we noticed that type of space was missing at last year’s expo. To fill that need, GreenCars introduced the **EV Reality Check Booth**, an engaging and informative area designed to debunk common myths surrounding electric vehicles with live expert discussions, real-world data, and interactive Q&A sessions.

During each Electrify Expo weekend, the booth hosted 12 to 18 speakers, including representatives from local utility companies, industry experts, and well-known influencers who brought fresh perspectives and credibility to the conversations.

The evolution from 2024 to 2025 was evident not only in the educational offerings but also in the growing involvement of dealership teams. **Store participation expanded significantly in 2025**, both through their presence at the event and through creative external marketing tactics designed to turn attendees into actionable leads.

For example, when GreenCars was in San Francisco at the Electrify Expo, area Lithia & Driveway store leaders joined the staff to assist consumers in the EV Reality Check Booth.

Bay-Area general managers—including Jay Uppal of Lexus of Roseville (at right in photo), Jim Cyr of BMW of San Francisco, and Anthony Bernasconi of Roseville Toyota—played pivotal roles in enabling seamless customer interactions that even resulted in vehicle sales directly tied to the expo.

In 2026, GreenCars returns as an Electrify Expo sponsor, showcasing its new EV Reality Check Booth and leveraging more store partners to help consumers understand the real costs, benefits, and trade-offs of choosing to purchase hybrid or electric vehicles.



EV Reality Booth at 2025 Electrify Expo



GreenCars Team at the Expo



The GreenCars Partner Program

Nearly 300 US stores are now a part the GreenCars Partner Program, which, in part, means store websites feature sections on sustainable vehicles using the GreenCars design and education-based content strategy. Additionally, as part of the program, stores have new opportunities to create unique customer and community events to showcase their sustainable-vehicle brands.

Together, our partner stores are driving the transition toward cleaner, more sustainable transportation. This momentum positions Lithia & Driveway as a leader in EV adoption and customer education, reinforcing our commitment to innovative environmental responsibility. We’re pleased to feature a few store partners who are contributing to getting more green cars on the road.



Suburban Hosts EV Summit to Equip Detroit Dealers

For the second year, the Suburban Auto Group in Detroit, Michigan, hosted an EV summit, where dozens of team members from all 30 of its area stores gathered for an intensive training event that featured workshops and hands-on vehicle testing.

Summit attendees learned about EV sales from Dane Taylor, Regional Operations Trainer at Lithia & Driveway and gained valuable service insights from Robert Morrison, Fixed Operations Manager at Lithia & Driveway.

Outside, sustainable vehicle test drives gave employees insights into vehicles that will soon enter Suburban’s used fleets. These driving experiences will ultimately help them provide a better experience for our customers. The day culminated with an inspiring talk from Stephanie Valdez Streaty, Director of Industry Insights at Cox Automotive, on where the EV industry is headed.



Downtown LA Stores Unite to Lead EV & Hybrid Growth

Several Downtown Los Angeles (California) dealerships are working together with GreenCars to strengthen their collective focus on electric and hybrid vehicles. Important operational changes in the works include refining the EV sales process, exploring new promotional opportunities, and being more knowledgeable about charging stations and servicing EVs.

Participating Dealerships

- | | | |
|---------------------------|--------------------------------|-----------------------------|
| ▪ Audi Downtown LA | ▪ Mercedes-Benz of Los Angeles | ▪ Keyes Hyundai of Van Nuys |
| ▪ Ford of Downtown LA | ▪ Nissan of Downtown LA | ▪ Keyes Toyota |
| ▪ Infiniti of Downtown LA | ▪ Porsche Downtown LA | ▪ Volkswagen of Downtown LA |
| ▪ Keyes European | ▪ Toyota of Downtown LA | |

Audi Millburn Gifts EV Charger to Local Library

Audi Millburn in New Jersey and GreenCars celebrated the Maplewood Memorial Library’s new renovations by sponsoring a major event that was attended by over 1,000 people. During this festive occasion, the dealership unveiled a new EV charger—installed courtesy of the store and GreenCars—at the library’s location, and the store also presented a \$5,000 donation to the Library Foundation.

This community effort reflects the continued commitment to building accessible and environmental-friendly infrastructure in growing communities like Maplewood. “With the new library, EV charger, and donation, it was a fantastic day,” noted Al Khouri, General Manager at DCH Millburn Audi. “It’s exciting seeing businesses in the community find ways to create an everlasting impact.”



Powering the Future of Driving

As EVs continue to gain market share, Lithia & Driveway recognizes the importance of growing a robust EV-charging network to eliminate consumer concerns of charging availability. GreenCars embraces this goal with store partners by:

- 1. Installing a fast-charging network across our retail network,
- 2. Offering home-charging optionality to customers, and
- 3. Extending our charging coverage beyond our locations.

By helping EV shoppers overcome concerns about the home- and public-charging experiences, we can help grow our EV market share while increasing customer satisfaction. Several store partners embraced the “charge” for growing our EV-charging network in 2025. Here are two examples that represent what’s evolving across our vast store network:

SUBURBAN STORE MAKES ITS OWN “JUICE”

Dane Tocco, General Manager of Suburban Buick GMC of Troy (Michigan), installed new EV chargers at his store’s location for his dealership’s use, as well as for the neighboring Suburban dealerships that had limited access to charging.

These public chargers are indicated on PlugShare and included on Google and Apple maps, helping to enhance EV-charging availability in the community.



ARIZONA STORE INSTALLS CHARGEWAY BEACON

Avondale Nissan hosted a special event with Chargeway and GreenCars aimed at enhancing the EV-ownership experience by marking the introduction of a Chargeway beacon at the store.

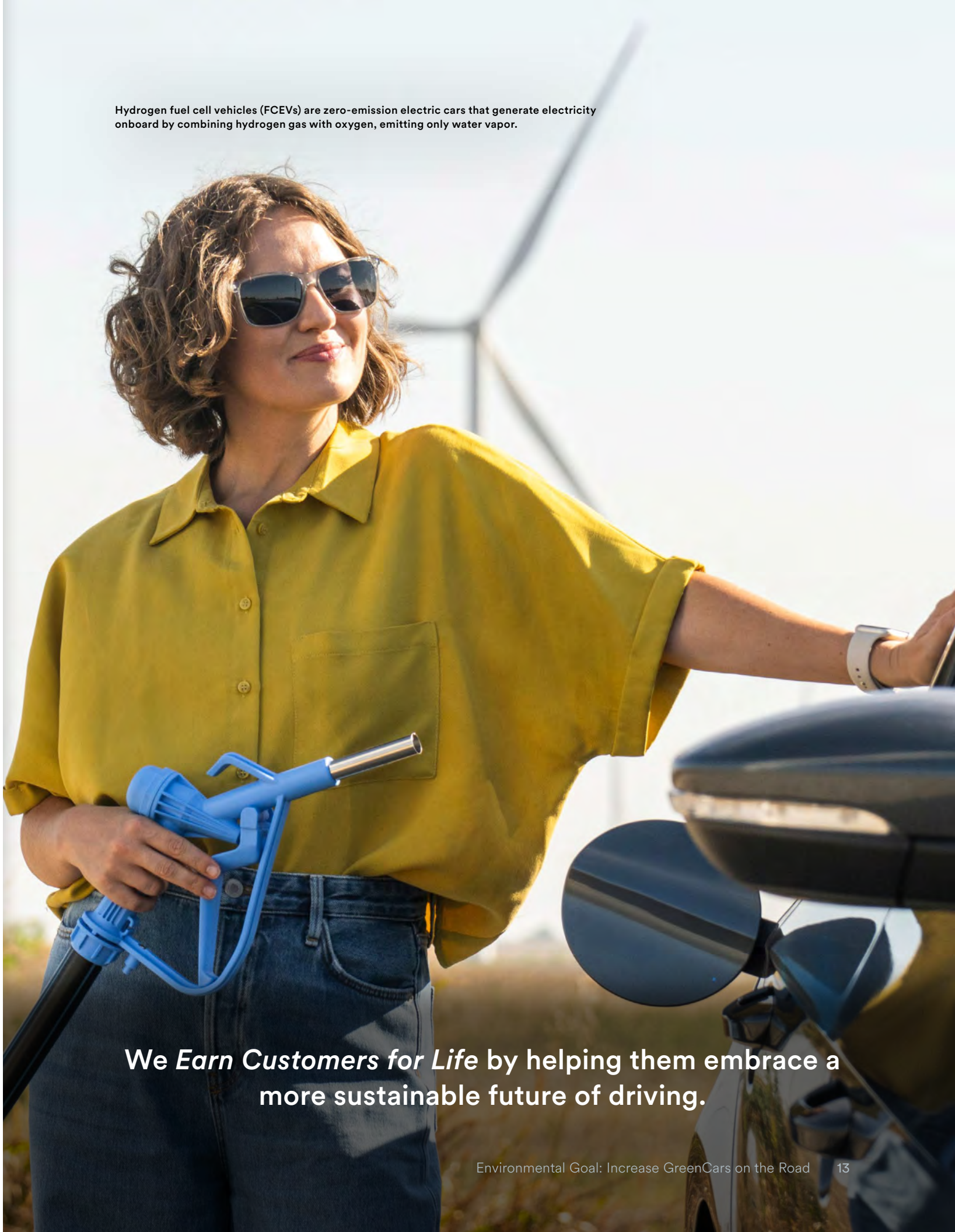
A Chargeway beacon is an educational tool—often an interactive kiosk—used in dealerships to simplify EV charging for potential buyers by translating complex charging info into an easy-to-understand system.



In 2025, Lithia & Driveway completed over 50 EV-charger projects—bringing the total number of EV-charging ports at LAD locations across North America to 1,571. In the United Kingdom, our locations host 692 EV-charging ports.

Across its educational platform, store partnerships, and marketing initiatives, GreenCars advances the zero-emission evolution by accelerating the acceptance of sustainable vehicles through education, interaction, and marketing to help customers embrace the future of driving.

Hydrogen fuel cell vehicles (FCEVs) are zero-emission electric cars that generate electricity onboard by combining hydrogen gas with oxygen, emitting only water vapor.



We Earn Customers for Life by helping them embrace a more sustainable future of driving.



ENVIRONMENTAL GOAL

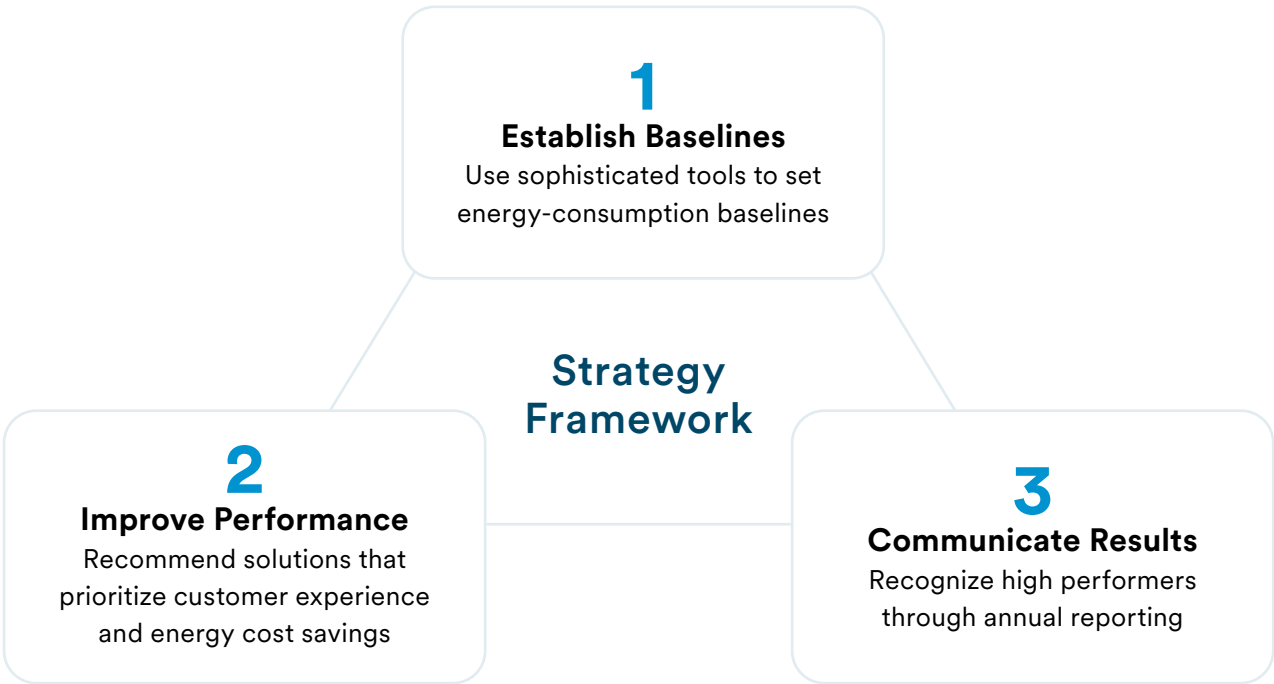
Operate Sustainable Stores

As the automotive industry evolves toward a cleaner future, Lithia & Driveway’s commitment to reducing its carbon footprint extends beyond the vehicles it sells to the spaces where it serves customers.

By operating stores and service facilities more sustainably, we aim to reduce energy consumption, lower emissions, and create a model for responsible retailing. Through strategic investments—such as solar energy and LED lighting retrofits—we are driving efficiency and innovation across our vast dealership network.

Our Energy-Efficiency Strategy

Lithia & Driveway’s long-term, energy-efficiency strategy focuses on identifying data-driven pathways for energy performance improvement. To remain hyper-focused on value generation for our stores, our internal Energy Efficiency Team adheres to a three-pillar framework, as illustrated below.



Establish Baselines

The team employs sophisticated tools ranging from utility data aggregation software to real-time electricity monitoring devices to set energy consumption baselines for each site in the Lithia & Driveway portfolio. Maintaining granular energy performance data streams allows us to identify opportunities for energy reduction, develop energy-efficiency projects in a targeted manner, and remain compliant with emerging regulations around energy usage at the local, state, and federal levels.

Improve Performance

The team uses insights from Lithia & Driveway’s energy performance data and reporting streams to then follow a store-specific engagement framework designed to prescribe right-fit, energy-efficiency solutions. These solutions prioritize the customer experience and energy cost savings at the store level, while achieving incremental energy-usage reduction and decarbonization at the enterprise level.

Recommendations are provided to stores with facility health, manufacturer guidelines, and geographic consideration in mind. Solutions employed typically fall into one of three categories:

- **Low/No-Cost Energy Conservation Measures**—Designed to create marginal reductions in energy consumption through operational best practices and low-investment building controls, such as networked thermostats
- **Building Systems Retrofits**—Aimed at modernizing the most energy-intensive components of store operations (including lighting and heating/cooling systems) while maintaining or enhancing positive customer experiences
- **Onsite Renewable Energy Production & Storage**—Deployed at right-fit sites where the energy cost savings and facility health supports the investment

Communicate Results

The Energy Efficiency Team maintains post-implementation monitoring on project successes, tracks energy-reduction progress, and sets new baselines, facilitating our ability to *Improve Constantly*. Lithia & Driveway makes an effort to recognize high performers through a number of channels, including annual sustainability reporting, federal Energy Star certification, and active participation in manufacturer Green Dealer programs. Since implementing the strategy, we have achieved significant improvements in Energy Efficiency performance across our portfolio.



2025 ENERGY-EFFICIENCY STRATEGY RESULTS

90%

US Business Units

Feature exterior
LED lighting

7.5%

US Business Units

Generating onsite
renewable energy

6

LAD Stores

ENERGY STAR
certified



**Fast
Fact**

In 2025, our total committed investment in energy-reduction programs through collaborating with our stores totaled \$6.77 million, including over \$5 million committed investment for renewable energy projects.

Energy-Efficiency Strategy in Action

In 2025, Lithia & Driveway's stores brought projects under contract—such as light-emitting diode (LED) lighting upgrades, on-site solar, and other energy-efficiency measures—that will save approximately 3.6 million kWh (kilowatt-hour) of energy annually. We discuss a few examples of these projects below, highlighting their positive impact both environmentally and fiscally.

LED Lighting Retrofits at Alaska Stores

ENERGY-SAVING PROJECT:

In Anchorage, our BMW, MINI, and Kia stores needed to replace their aging lighting infrastructure. In response, general managers, David Billman and Eric Connick, pursued a holistic facilities investment approach that balanced customer experience with energy efficiency. Each of the three locations installed highly efficient LED technology to replace their aging metal halide lights in their dealership parking lots.

POSITIVE/FUTURE IMPACT:

In addition to a substantial increase in light levels across all three lots, the stores were able to realize significant cost savings when compared to the older system's energy baselines:

- **Annual Energy Reduction: 297,000 kWh**
- **Annual Cost Savings Generated: \$71,000**



**Fast
Fact**

Our stores saved over \$460,000 from completed energy-reduction projects in 2025.

Electric-Vehicle Charging at New Jersey Store

CLEAN FUELS PROJECT:

Because Planet Honda in Union, New Jersey, is a high-volume dealer, Honda had some significant expectations around its electric vehicle (EV)-charging capacity. General Manager, Bill Feinstein, and his team took the opportunity to install EV-charging equipment that not only would meet the fast-paced store's operational needs but would also benefit the increasingly EV-minded local community by offering public fast-charging.

POSITIVE/FUTURE IMPACT:

Since its activation in summer of 2025, their direct-current (DC), fast-charging station for the public has become one of the highest-usage units in the Lithia & Driveway portfolio.

Equipment Installed

- 1 dual-port Level 3 DC fast charger (accessible to public)
- 10 back-of-house Level 2 chargers to satisfy the high-volume service department (not accessible to public)

Solar Installation & LED Lighting Retrofit in Michigan

ENERGY-SAVING PROJECT:

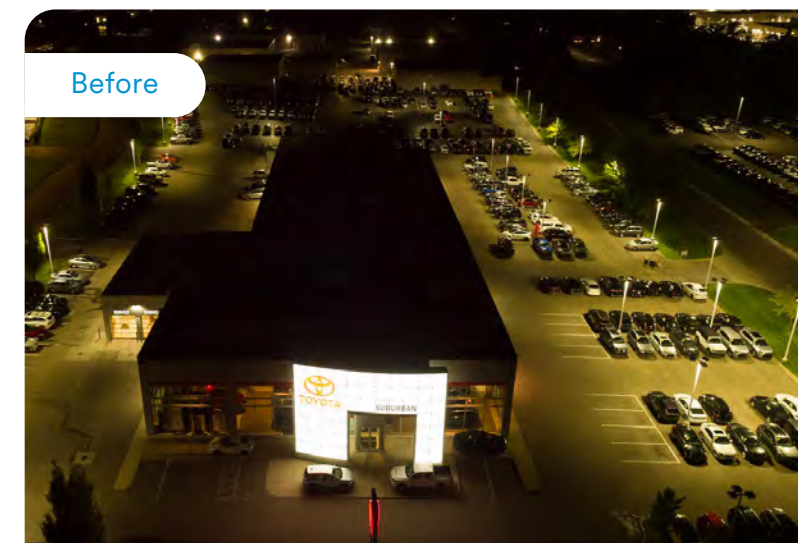
David Gottschalk, General Manager at Suburban Toyota of Troy, took an extremely opportunistic approach to facility investment in 2025 by completing a full interior and exterior lighting retrofit—as well as committing to install a 206 kW-DC (kilowatt-direct current) solar system.

POSITIVE/FUTURE IMPACT:

In addition to slashing annual electricity usage by over 90% from the previous baseline, the store was able to take advantage of expiring tax credits on solar, making the decision right for both the environment and store operations.

- **Annual Energy Reduction: 451,500 kWh**
 - Solar: 255,000 kWh
 - LED: 96,500 kWh
- **Annual Cost Savings Generated: \$63,000**
 - Solar: \$34,000
 - LED: \$29,000

Before



After





ENVIRONMENTAL GOAL

Extend Vehicle Lifecycles

Lithia & Driveway recognizes that extending the life of a vehicle can have a positive impact on the environment. By facilitating trade-ins, maintenance, and resales, we help ensure more vehicles are reused and retain value—helping us meet the personal transportation solutions of customers seeking quality used vehicles.

Value autos (vehicles with over 80,000 miles) play an integral part to our sustainability business model. By offering refurbished vehicles and affordable servicing options, customers gain access to reliable transportation at a lower cost, and we promote increased sustainable mobility.

In 2025, Lithia & Driveway stores sold over 89,000 value autos in North America. Extending the lifespan of both electric and gas-powered vehicles increasingly depends on the **availability of skilled automotive technicians**. This workforce is facing significant shortages across the industry due to the following factors:

1. Automotive service technicians are aging and retiring while fewer individuals are entering the automotive trades.
2. The rapid evolution of vehicle technology—including electric vehicles (EVs)—requires technicians to develop advanced, highly specialized skill sets to diagnose and repair complex, software-driven systems.

Technical School Partnerships

To meet the auto-tech challenge, Lithia & Driveway partners with several technical schools and trade programs across the United States to connect with automotive-trade students and increase awareness of the ample career opportunities within the industry and at Lithia & Driveway.

We foster these relationships with classroom sponsorships, volunteering, donations, and job-shadowing opportunities. Another rapidly growing activity we're pursuing with our tech-school partners is hosting onsite electric vehicle (EV) educational events, as illustrated next, to demonstrate the growing demand for qualified auto technicians to service these sustainable vehicles.



LAD leaders talk to auto-tech students in Virginia

Drive & Learn Day Inspires Future Auto Techs

In 2025, the Advanced Institute of Technology (ATI) in Virginia Beach, Virginia—in partnership with local Lithia & Driveway dealerships and GreenCars—hosted a one-day Drive & Learn event, drawing nearly 100 auto-technician students eager to explore the future of service technology for electric and hybrid vehicles.

Service technicians, salespeople, and general managers from nearly ten local LAD dealerships in Virginia provided expert insights into the evolving EV market. To give students a hands-on learning experience, they also showcased a range of EVs, hybrids, and sustainable vehicles and led four Skill Stations that included test drives of the green cars.

LAD TEAMS CONNECT WITH STUDENTS

The day kicked off with a presentation from various LAD representatives. Team members and leaders shared the company's story, how GreenCars is designed to accelerate the adoption of more sustainable vehicles, and how those vehicles are creating a demand for auto technicians with more specialized knowledge and skill sets.

Tony Tran, General Manager of Priority Honda Chesapeake, observed, "We showed these future technicians that LAD is a great company to complete their apprenticeship with while in school and to work for after graduation. They took away quite an impression of who we are nationally, and specifically, in the Hampton Roads area."





SKILL STATIONS HIGHLIGHT GREENCARS

Students then rotated through four Skill Stations that were led by our fixed ops leaders in Virginia. Each station was designed to highlight key aspects of EV and hybrid maintenance.

According to John Colón, Executive General Manager of Priority Toyota, Ford, and Infiniti, “The skill stations were a hit! You could really see the connection between our team members and the students.”

TEST DRIVES OFFER FIRST-HAND EXPERIENCES

To round out the EV Drive & Learn, students had the opportunity to test drive a variety of vehicles.

The LAD stores brought the following green cars: 2026 Honda Prologue (EV), Honda CR-V Hybrid, Toyota Tacoma Hybrid, and the Ford F-150 Lightning (EV), as well as a few gas-powered vehicles.

Participating Dealerships

- Priority Acura
- Priority Chevrolet Greenbrier
- Priority Honda Chesapeake
- Priority Hyundai
- Priority Infiniti
- Priority Toyota Chesapeake
- Priority Honda Hampton
- Priority Chevrolet
- Priority Ford Norfolk

“This event brought learning to life and reflected Lithia & Driveway’s genuine commitment to developing the next generation of automotive technicians.”

Andy Gladstein | Vice President of Advanced Institute of Technology



We Take Personal Ownership in supporting the next generation of auto technicians with strategic partnerships and community connections.



SPOTLIGHT

Partnering with SkillsUSA

SkillsUSA is a national 503(c) nonprofit dedicated to empowering students to become skilled professionals, career-ready leaders, and responsible community members. The nonprofit’s mission is accomplished through the SkillsUSA Framework of Personal Skills, Workplace Skills, and Technical Skills Grounded in Academics, which is integrated into classroom curriculum and demonstrated in various career competitions, including automotive programs.

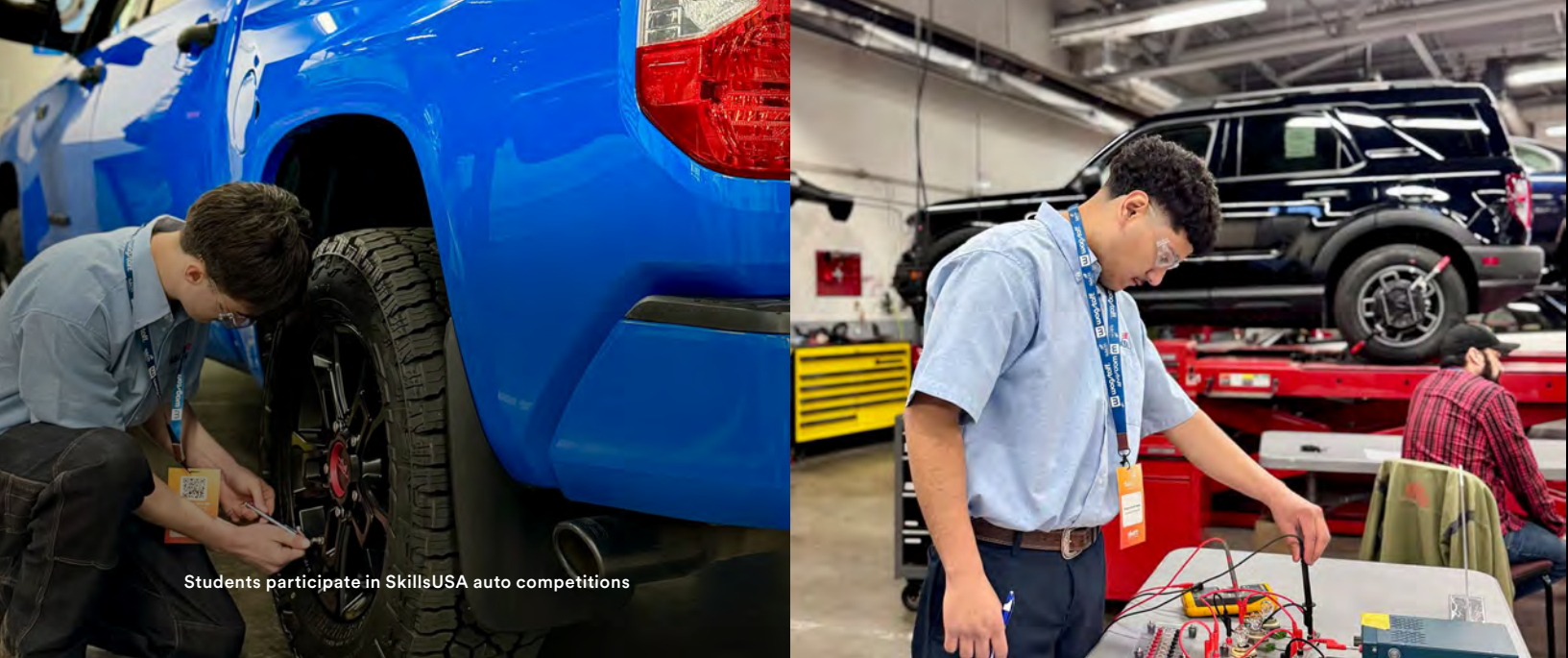
We have several stores and employees who work with SkillsUSA to facilitate automotive competitions, and we’re pleased to highlight one of these employees next.



Travis Stear
Shop Foreman & SkillsUSA Automotive Service Contest Chairman
Lithia Ford Lincoln of Boise (Idaho)
Years with Lithia & Driveway: 10

What motivated you to get involved with SkillsUSA and student competitions?
I got involved because I really wanted to make a difference for the youth in my community. I saw that SkillsUSA needed judges, so I decided to step up and give it a try. I started by judging the engine-performance station, and once I got a feel for how valuable these competitions were for students, I was hooked.

Later, when they asked if I’d take on the role of chair for the automotive competition, I was genuinely honored—and I didn’t hesitate to say yes. Being able to support and mentor the next generation of technicians has been incredibly rewarding. As contest chair, I oversee judge recruitment, test development, vehicle and material procurement, and the acquisition of donated prizes to support and recognize the top contestants.



Students participate in SkillsUSA auto competitions

How does SkillsUSA strengthen the long-term health of the automotive industry?
SkillsUSA is an outstanding program that helps guide students into technical career fields. Our industry has a significant need for skilled technicians, and mentorship is critical. We need experienced professionals to step up, support young people, and show them what a rewarding career automotive can be.

The more industry experts we can involve at the high school and college levels, the better chance these students have to build successful futures.

How can auto shops better engage with schools and training programs?
They can get involved by simply showing up and starting a conversation. Reaching out to local high schools, technical programs, or community colleges and offering shop tours, guest speaking, or job-shadow opportunities go a long way. Most programs are eager for industry support—they just need someone willing to connect.

The students really appreciate seeing real technicians who are passionate about what they do—it shows them what’s possible in these careers.

 Advice to Take Personal Ownership

If you want to help the next generation of auto techs, **raise your hand**. Volunteer to judge a competition or offer to mentor a student. There are plenty of ways to **make an impact**.

Travis Stear
Shop Forman | Lithia Ford Lincoln of Boise (Idaho)





SOCIAL GOAL

Strengthen Our Communities

Giving back to our communities is a vital part of Lithia & Driveway’s mission of *Growth Powered by People*. By encouraging employees and leaders to connect with local nonprofits and causes, we foster a culture of goodwill and create a shared team spirit.

These efforts, in turn, strengthen community ties that help us *Earn Customers for Life* and allow our team members to experience the rewards of helping others.

New Quarterly Focus Program

In 2025, we launched a Quarterly Focus Program to help unify our US stores in their giving-back efforts. The program designated a national nonprofit campaign or theme for each calendar quarter. Stores could choose to participate locally in any quarter(s) they preferred.

By participating, stores and their teams align with the company’s core values, help optimize our impact, and build strong community partnerships.

Q1 Special Olympics Fundraising tied to local Polar Plunges	Q2 Sustainability Local events that help the environment
Q3 Back to School Campaigns to support children’s education	Q4 Breast Cancer & Foodbanks Fundraising activities and volunteer opportunities

Lithia 4Kids

In addition to our stores taking action in their communities throughout the calendar year, Lithia 4Kids, our corporate-giving initiative founded in 2008, enriches the lives of thousands of children with widespread donations and sponsorships. Its mission is to educate, advocate, and strengthen the youth in and around the communities we serve.

QUARTER 1: SPECIAL OLYMPICS

Polar Plunge

The Polar Plunge is a national fundraiser for Special Olympics that occurs during winter in many areas. Participants raise funds from sponsors and then brave a jump into icy waters. In Oregon, over 25 stores participated in local plunges, and for the first time, we had stores from Seattle, WA; Redding & Fresno, CA; Spokane, WA; and Las Vegas, NV join the quarterly community focus. Together, **45 dealerships raised nearly \$100,000 for Special Olympics**.

SPOTLIGHT

Honoring our “Super Plunger”

A Special Olympics Super Plunger takes the fundraising commitment to an elite level by pledging to plunge into icy waters once every hour for 24 hours to generate more donations. This year, our very own Super Plunger in Oregon inspired stores and team members across the organization to raise extra funds for Special Olympics.



Brandon Wilson
DFC Collections Manager & Special Olympics Super Plunger
DFC (Portland, Oregon)
Years with Lithia & Driveway: 5



How much did you raise in 24 hours, and how did the process work?
My Super Plunge raised over \$23,000, and I couldn’t have done it without the amazing support from our stores across the nation. During the event, email updates kept getting forwarded to new stores, and the donations and words of encouragement kept rolling in. By uniting together, we earned the #1 Super Plunger spot for the year, breaking the previous record of \$19,000.



Why did you do the Super Plunge?
When I heard about the Super Plunge at our kick-off meeting, I thought what better way to get employees involved and support Special Olympics? After seeing how many stores and employees donated to my plunge, I’ll be doing it again in 2026, and going for a new Super Plunger record of \$30,000! #OneTeam!



Advice to Have Fun!

Take the Plunge! If it’s not the Special Olympics Polar Plunge, there are so many other great opportunities out there in every community. At the end of the day, the smiles alone are worth it.

Brandon Wilson
DFC Collections Manager
Driveway Office (Portland, Oregon)



Neighborhood Trash Cleanups

In honor of Earth Day, we encourage our stores and support teams to consider volunteer opportunities that focus on sustaining or conserving the environment. During the springtime months, many stores and team members decide to participate in local trash cleanups.

Community Partner: SOLVE in Oregon

Lithia & Driveway has been partnering with SOLVE—a nonprofit dedicated to protecting and restoring Oregon’s diverse and scenic landscapes—for several years. As part of this community partnership, we sponsor and participate in one of the organization’s annual trash cleanups.



OREGON SPRING CLEANUP

Every April, SOLVE organizes the Oregon Spring Cleanup, a one-day event where thousands of volunteers collect trash along beaches and in neighborhoods.

In 2025, we wanted to expand our event participation from the Portland Metro Area, so we invited all Oregon stores to join us.

As a result, **over 100 Lithia & Driveway volunteers from 17 dealerships cleared approximately 800 pounds of trash** from local parks, streets, and neighborhood blocks in four Oregon cities: Portland, Bend, Springfield, and Medford.

Environmental Impact Award Winner

Based on our ongoing support of the Oregon Spring Cleanup, the *Portland Business Journal* honored Lithia & Driveway with the Environment Impact Award at its 2025 Philanthropy Summit & Impact Awards ceremony.

Chuck Lietz (right), Senior Vice President of Finance, accepted the award on behalf of the company because of his longtime connection with SOLVE.

Receiving the Environmental Impact Award highlights our overall commitment to fostering sustainability throughout our operations and encouraging community engagement.



Lithia Reno Subaru Wades into Local River Trail Cleanup

In Reno, Nevada, our Subaru store partnered with a longtime community nonprofit, Keep Truckee Meadows Beautiful (KTMB), which promotes a sustainable community by conducting cleanups and beautification projects along the Truckee River.

In 2025, Lithia Reno Subaru not only did a \$5,000 sponsorship for KTMB’s Truckee River Cleanup, but its store volunteers took action by teaming up at a local trail to remove 220 pounds of trash, 300 pounds of green waste, and 700 pounds of weeds.



From Showroom to Shoreline: LA Stores Volunteer at Coastal Cleanup Day

Wanting to get his teams involved in helping the environment, Tim Muzyka, Platform General Manager of Downtown Los Angeles Mercedes, captained the drive to get his store—as well as several other downtown stores—involved in Coastal Cleanup Day. Nearly ten stores signed up to support this annual event that encourages international awareness and action to protect our oceans, watersheds, and wildlife from debris and plastic pollution.

Muzyka noted that out of the dozens of sites they could have supported, the store volunteers voted to clean up Hermosa Beach, which happens to be in his own backyard. Afterwards, everyone enjoyed a well-earned lunch and a time to visit outside of work. The store volunteers also parked a few brand-new GreenCars nearby to remind passersby how a sustainable ride can help the environment too.



Advice to Take Personal Ownership

Even though we’re mostly metro-based stores, many of us live in the beach communities. So what a great opportunity for us all to get together to **keep our beaches beautiful** and make a difference.

Tim Muzyka
Platform General Manager | Mercedes-Benz of Los Angeles (California)

Store volunteers help clean up Hermosa Beach, CA



QUARTER 3: BACK TO SCHOOL

School-Related Campaigns

To celebrate the traditional return to school in the fall, this quarter focuses on educational partnerships and events. Here are a few highlights of the many school-centric events where our stores and volunteers made a positive difference in the lives of young students.

Keyes Toyota’s Backpack Giveaway

In August, the Keyes Toyota team in Van Nuys, CA, partnered with Kids In Need Foundation (KINF)—a national nonprofit that provides school supplies to the country’s most under-resourced schools—to support students at nearby NEW Academy.

General manager, Craig Wolfson, and his executive team, went to the school to **donate 400 fully stocked backpacks** serving students from kindergarten through 6th grade. The backpacks were filled with essential supplies, ensuring students had what they needed to start the school year prepared and confident.

According to KINF, nearly two out of three students arrive on the first day of school without all the necessary school supplies. By filling this gap, community partners can create a more equitable learning environment for all students to succeed.

Wolfson said that the families the dealership serves don’t just walk through the showroom; they live, work, and raise their kids in the same neighborhoods that they do. Supporting initiatives like the backpack giveaway is the store’s way of showing up for them in a meaningful, lasting way. Partnering with organizations like NEW Academy and KINF allows Keyes Toyota to invest directly into the future of their local communities.



Advice to Earn Customers for Life

Bring your team into the community, not just your logo. The greatest return on investment you’ll ever see comes from service, empathy, and presence.

Craig Wolfson
General Manager | Keyes Toyota (Van Nuys, California)



Students show off goodie bags from Bell Road Toyota

Bell Road Toyota Connects with Local Students

Bell Toyota, located in Phoenix, AZ, received a letter from a local elementary school student whose class was learning about business and community partnerships. As part of that learning exercise, students were encouraged to write to local businesses to understand how they operate and support their communities.

In response, Rafeh Talas, Multi-Store General Manager, had his team help answer the student’s questions and fulfill his learning assignment. Inspired to encourage continued curiosity about business, reward student initiative, and create a positive, memorable connection, Talas also had his team put together Toyota-branded goodie bags for the student and his classmates. The bags included Toyota T-shirts and branded toy vehicles.

“We were pleased to support youth education in a meaningful and personal way,” said Talas. “It proved **an educational win-win for all of us.**”

Subaru Loves Learning

The Subaru Love Promise is about making the world a better place. One of the program’s main pillars is Education, or Subaru Loves Learning, which supports education and high-needs schools by providing teachers across the country with funding to purchase school supplies and resources to help their students thrive in the classroom. Several of our Subaru stores put this vision into action in 2025, including the following:

DIABLO SUBARU OF WALNUT CREEK

Diablo Subaru (CA) sponsored a benefit event to raise \$100,000 to provide high-quality backpacks, books, and school supplies to under-resourced youth across the Bay Area. When students can wear and use high-quality school supplies, it boosts their self-worth and drives their educational success.

MICHAEL’S SUBARU OF BELLEVUE

Michael’s Subaru (WA) donated items and funds to the Puesta Del Sol Elementary School’s Parent Teacher Association to benefit the students and after-school activities. In addition, they donated auto detail services to help Emerald Heights Academy’s auction raise funds to support student programs.



Students hold their new backpacks from Keyes Toyota

QUARTER 4: BREAST CANCER AWARENESS & FOODBANKS

Fundraisers and Local Food Drives

In honor of Breast Cancer Awareness Month in October and the festive holiday season that follows, we encourage stores and team members to help fight breast cancer and food insecurity. We’re so grateful for the numerous stores and employees who embraced the giving spirit in 2025. Here, we feature several types of nonprofit initiatives that were a part of this quarter’s focus.

“Men Wear Pink” to Drive out Breast Cancer

Lithia & Driveway held its Third Annual “Play for a Cure to Drive out Breast Cancer” Golf Tournament in Springfield, Oregon—**raising over \$135,000 in the fight against breast cancer!**



Matt Sidman (left), our U.S. Northwest Fixed Operations Director & American Cancer Society "Men Wear Pink" ambassador, hosted the event. The annual Men Wear Pink campaign leverages business and community networking to raise awareness of breast cancer and funding to support those who are fighting it.

Because of the outstanding response and participation in the golf tournament fundraiser, and its \$135,000 total, Matt was named one of the **2025 U.S. National Top 10 Ambassadors (#5).**

Our dedicated volunteers and employees organized this two-day event, which drew over 125 team members from dealerships and support teams across Alaska, California, Hawaii, Montana, Nevada, Oregon, and Washington. At the pre-tournament dinner, everyone met the event’s honoree, Bradley, who is a breast cancer survivor.

HITTING THE GREENS WEARING PINK

The golf tournament featured 30 teams—consisting of LAD team members, executives, vendors, and sponsors—all decked out in their “Men Wear Pink” costumes:



A Texas store leads breast cancer awareness walk

Hill Country Honda Sets the Pace at the “More Than Pink” Walk

Hill Country Honda in Texas was honored to serve as the official pace car for the Susan G. Komen More Than Pink Walk in San Antonio. This event brought together over 7,000 participants—survivors, families, and supporters—in the fight against breast cancer.

In addition, several Hill Country Honda staff manned a booth to hand out swag and smiles to the attendees. Aaron Garcia, Marketing Manager, said, “As a proud sponsor, Hill Country Honda helped set the pace for this incredible day, showing that when we come together, we’re more than pink—we’re unstoppable!”

New Jersey Stores Come Together to Fight Hunger

In New Jersey, nearly 100 accounting employees—along with their managers and coworkers from 20 dealerships—**collected over 9,000 pounds of donated food items** to help drive out hunger in their region. Kendra Ruff, Director of Accounting Operations, brought the idea of a statewide food drive to her employees as a way to foster teamwork and inspire community engagement. “They took the idea and ran with it,” she said.

FREEHOLD TOYOTA IN SOUTH NJ

Over 40 volunteers from seven dealerships delivered donations in two Toyota Tundra pickups to MTN Food Bank, a nearby mom-and-pop food pantry.

Every Thanksgiving, this nonprofit distributes 1,000 Thanksgiving meals to area residents. After meeting the operators, some employees were inspired to volunteer for meal distribution.

Participating Dealerships

- DCH Academy Honda
- DCH Brunswick Toyota
- DCH Ford of Eatontown
- DCH Freehold BMW
- DCH Freehold Toyota
- Hamilton Honda
- DCH Kay Honda



Advice to Take Personal Ownership

Coming together outside of work to give back to so many people was **truly heart-warming**. The food bank was incredibly appreciative, and it meant a lot to us to make such a positive impact.

Kim Gliottone
Business Manager
Hamilton Honda (New Jersey)



Hamilton Honda employees with food donations





Planet Honda food drive volunteers

PLANET HONDA IN CENTRAL NJ

Over 30 volunteers delivered a hefty food donation from five stores (below) to the Community Food Bank of New Jersey—a nonprofit organization that provides 90 million meals each year and supports over 800 local pantries across the region.

Participating Dealerships

- BMW of Bloomfield
- DCH Montclair Acura
- Planet Honda
- Audi Millburn
- DCH Honda of Nanuet

RAMSEY TOYOTA IN NORTH NJ

Nearly 50 employees from several northern stores delivered a very large donation to the Center for Food Action in Mahwah. Employees were inspired by an in-person overview of what the nonprofit does, and to increase participation, they built special donation boxes and created colorful signage.

Participating Dealerships

- Lexus of Orange County
- Ramsey BMW/MINI
- Prestige Toyota of Ramsey
- DCH Paramus Honda
- Prestige Lexus of Ramsey
- DCH Wappinger Falls Toyota
- Mercedes-Benz of Paramus

Oregonians Take Care of Each Other

Volunteers in Medford and Portland inspired food-drive participation by decorating offices with festive collection areas, and coordinators ramped up momentum with heartfelt messaging.

TEAMS IN PORTLAND

DFC & Driveway employees jumpstart-ed their drive by purchasing enough food to fill five grocery carts! Ultimately, the group delivered over 700 pounds of donations to the Oregon Food Bank.



TEAMS IN MEDFORD

After collecting from all the stores and offices, volunteers hauled more than 2,200 pounds of food items over to ACCESS, a nonprofit that provides food and shelter to low-income individuals.



2025 COMMUNITY PARTNER HIGHLIGHTS

Going the Extra Mile to Give Back

In 2025, we saw more stores and teams getting involved in their communities, with some deciding to make community connections throughout the year, as showcased next.

A Year of Giving at Priority Toyota Chesapeake

At the beginning of 2025, Priority Toyota Chesapeake (VA) decided to help as many nonprofits as they could. After careful consideration, they made their decisions and over each calendar quarter, the store reached out to connect personally with their new and established community partners.

In total, Priority Toyota Chesapeake **gave over \$180,000 to numerous local charities**, including hospitals, police and sheriff funds, food banks, schools, veterans, Special Olympics, and cancer research, to name a few. Here are a few highlights from a long list of nonprofit donations:

SPECIAL SUPPORT TO AREA HOSPITALS

1. **Children's Hospital of the King's Daughters**—A longtime community partner, the store donated \$10,000 to the hospital, which specializes in helping infants, youth, and young adults through medical and cancer treatments.
2. **Chesapeake Regional Hospital**—The store donated \$20,000 to the hospital's cancer research campaign and enjoyed participating in the "Bra-Ha-Ha" breast cancer event, where their decorated bras won two awards.

HELPING ANIMALS IN NEED

Priority Toyota made the following donations to the Society for the Prevention of Cruelty to Animals (SPCA), a longtime community partner, throughout the year:

- \$10,000 to Virginia Beach SPCA, Norfolk SPCA, and Chesapeake Animal Services to support "Home for the Holidays," a year-end, adoption campaign
- \$5,000 to a Norfolk SPCA fundraiser to support pet adoptions and keep the animals in the shelter healthy
- \$2,500 to sponsor a table for the Virginia Beach SPCA annual gala fundraiser



Advice to Take Personal Ownership

As I look back on this year of giving, it has been rewarding in so many ways. Even though people have needs worldwide, it felt good to help out on the local level. **Many people out there need our help.**

Mary Hames

Customer Relations Manager
Priority Toyota Chesapeake (Virginia)



SPOTLIGHT

Stores Unite for Greater Giving Impact

To support the Quarterly Focus Program for community giving, a platform director in Alaska proposed that all of her region’s stores combine their monthly giving budgets so they could provide one large quarterly donation, creating a bigger impact to area nonprofits in 2025.

The following stores all agreed to the idea, dubbing themselves **Lithia Team Alaska**:

- BMW of Anchorage
- Chevrolet of Wasilla
- Lithia Hyundai of Anchorage
- Chevrolet GMC of Fairbanks
- Lithia CDJRF of Anchorage
- Lithia Kia of Anchorage
- Chevrolet of South Anchorage
- Lithia CJDR of Wasilla
- MINI of Anchorage



Tessa Copeland
Platform Director
Accounting Operations (Anchorage, Alaska)
Years with Lithia & Driveway: 21

How did Lithia Team Alaska choose its nonprofits?
We followed the Quarterly Focus suggestions from Community Relations, selecting the following nonprofits:

- **Q1:** Special Olympics Alaska (\$12,500)
- **Q2:** King Tech High School Automotive Program (\$12,000)
- **Q3:** Boys & Girls Club (\$12,000) & Best Beginnings Literacy Program (\$10,000)
- **Q4:** Food Bank of Alaska (\$20,000)

In 2025, Lithia Team Alaska **donated over \$60,000** to these targeted nonprofits.

Why is community giving important to the stores?
Due to local and state cutbacks, a lot of Alaskans are struggling economically. Our donations make an impact for people who need it the most, and that feels really good.

I’ve had multiple dealership employees reach out about how they love to be a part of a company that is giving back.



Advice to Improve Constantly

We’d like to increase our employee volunteerism in the community.
Time is almost as important as money to a lot of nonprofits.

Tessa Copeland
Platform Director
Accounting Operations (Alaska)



Lithia 4Kids Boosts Nonprofits with Grant Awards

Lithia 4Kids is our corporate-giving initiative dedicated to supporting nonprofit organizations that advocate for, educate, and support youth in the communities we serve. As part of this mission, Lithia 4Kids offers a grant program for eligible youth-centric nonprofits. Every November, nonprofits can apply for grants for the following calendar year.

In 2025, Lithia 4Kids **gave nearly \$500,000 to over 150 nonprofit recipients** through its annual grant program. Nonprofits in over 25 states—from Oregon to New York—plus one in Ontario, Canada, received a Lithia 4Kids grant with award amounts ranging from \$1,000 to \$10,000. Grants are awarded to organizations that best support Lithia 4Kids’ mission to strengthen community youth.

Partnership Gives Cars to Veterans

The Military Warriors Support Foundation’s Transportation4Heroes Program awards payment-free vehicles to combat-wounded veterans. In addition to the vehicle, the recipient receives two years of family and financial mentoring to support their well-being. As part of this program, the foundation partners with banks and automotive retailers. In 2025, Lithia & Driveway senior leadership partnered with the foundation and JPMorgan Chase Bank to give away a Subaru vehicle to two veterans.

DCH SUBARU OF RIVERSIDE

During the week of the US Army’s 250th birthday, DCH Subaru of Riverside (CA) gave away a new 2025 Subaru Forester Touring to US Army Specialist and Purple Heart recipient, Glenn Coplin, for his military service and ongoing support of fellow veterans.



SUBARU OF STERLING

In Virginia, ahead of Veterans Day, Subaru of Sterling presented a new 2025 Subaru Forester to US Navy SEAL veteran, Westly Baldwin, for his outstanding military service and ongoing drive to help fellow veterans adjust to the challenges of post-combat life.



To continue honoring veterans, Lithia & Driveway has committed to giving away more vehicles in 2026 in partnership with JPMorgan Chase and the Military Warriors Support Foundation.



SOCIAL GOAL

Maximize Employee Health, Wellness & Safety

Our mission, *Growth Powered by People*, is at the heart of our strategy to build customer loyalty, ignite potential, and expand our footprint globally. Our people continue to execute exceptional customer experiences with their passion, knowledge, and energy—and we’re deeply committed to ensuring their health, wellness, and safety.

To support our team members, we offer a comprehensive selection of total rewards designed to elevate their employment experience at Lithia & Driveway. In addition to corporate support, our entrepreneurial store leaders strive to provide a welcoming workplace where everyone can learn, grow, and thrive.

Total Rewards

Because our employees live our core values and go the extra mile to *Earn Customers for Life*, we invest in meaningful rewards that go beyond the basics to support them, their families, and their careers.

As a **2025 Fortune Global 500 company (#434)**, we’re dedicated to delivering superior rewards that surpass the industry standard. Our Total Rewards include a host of benefits and perks in six distinct categories:

- Employee Experience
- Benefits
- Recognition
- Pay
- Well-Being
- Development

To make it easier to explore the numerous offerings, in 2025 we launched a **new employee Total Rewards website** that is an all-in-one resource. Employees can easily navigate sections to find details and tools on benefits ranging from health plans and financial security to career-growth opportunities and well-being programs.



Boosting Employee Well-Being

Our Total Rewards wellness programs are designed to provide resources, incentives, and discounts to team members that will encourage their physical, financial, and mental well-being. In 2025, Lithia & Driveway **ranked #53 on the Healthiest 100 Workplaces in America list**. Presented by Healthiest Employers®, this award recognizes people-first organizations of all sizes with exceptional, proactive employee wellness programs. Below, we discuss a few of the reasons why we won this award.

NATIONAL MENTAL HEALTH AWARENESS MONTH

Every year, in honor of Mental Health Awareness Month in May, Lithia & Driveway promotes a series of informative live or on-demand webinars for all employees. In 2025, we offered the following webinars to support mental health:

- The Benefits of Mindfulness
- Mental Health Matters: How to Find Support with Regence
- Embracing Neurodiversity with Kaiser Permanente

EMPLOYEE ASSISTANCE PROGRAM (EAP)

The EAP is available 24/7 to help all employees and their family members with the demands of every-day life, including stress, relationships, legal and financial matters, education resources, dependent care, and caregiving services. This benefit is available to all US employees regardless of insurance coverage. Team members have access to unlimited confidential consultations and up to three in-person counseling sessions per year.

WELLNESS BONUS PROGRAM

To encourage good health, we offer an **annual \$250 Wellness Bonus** to each team member—in addition to their spouse or domestic partner—who are enrolled in a Lithia & Driveway medical plan. To receive this bonus, they schedule a preventive-care exam, have their physician complete and sign the Wellness Bonus Form, and then submit the form for payment.



In 2025, the Wellness Bonus Program awarded one million dollars to over 4,000 employees.

Building Strong Workplaces

Our vision to meet personal mobility solutions whenever, wherever, and however consumers desire requires engaged employees who enjoy where they work.

Ensuring that employees feel safe, respected, and supported promotes *Growth Powered by People*. Here, we'd like to recognize stores that demonstrated this drive to build empowering workplaces.

2025 “Best Dealerships to Work for” Winners

Every year, *Automotive News* magazine selects the Top 150 “Best Dealerships to Work For” for their ability to create a positive work culture for their employees.

To determine its honorees, the magazine works with an independent research group to measure workplace satisfaction. This group administers confidential employee surveys—which represent 80% of a dealership’s overall score.

“BEST DEALERSHIPS TO WORK FOR” IN CANADA

In 2025, **eight of our Canadian stores made the magazine’s Top 40 list**. (The stores are listed alphabetically because the list did not feature individual rankings):



Acura of
Thornhill (ON)



Pfaff
BMW (ON)



Audi
Newmarket (ON)



Pfaff
Subaru (ON)



Honda of
Thornhill (ON)



Porsche Centre
Markham (ON)



McLaren
Vancouver,
Pfaff Reserve (BC)



Volkswagen of
Newmarket (ON)

“BEST DEALERSHIPS TO WORK FOR” IN THE UNITED STATES

In 2025, **20 of our U.S. stores made the Top 150 overall rankings**. Out of the 20 honorees:

- Audi Coral Springs (FL) won the #1 spot in the Large Dealership category and #2 in the Diversity, Equity & Inclusive category.
- Audi Millburn (NJ) was the top dealership in the Minority Leadership category.



#5
Audi
Coral Springs (FL)



#67
Hamilton
Honda (NJ)



#6
Kia of
North Austin (TX)



#77
Lithia Ford-Lincoln
of Fresno (CA)



#7
Audi
Millburn (NJ)



#92
Suburban Mazda of
Farmington Hills (MI)



#11
DCH
Academy Honda (NJ)



#103
Wesley Chapel
Honda (FL)



#18
Tampa
Honda (FL)



#107
DCH
Tustin Acura (CA)



#41
DCH
Kay Honda (NJ)



#113
Lithia Chevrolet
of Redding (CA)



#46
DCH Ford
of Eatontown (NJ)



#115
Centennial
Hyundai (NV)



#48
BMW
of Freehold (NJ)



#130
DCH Honda
of Temecula (CA)



#58
Wesley Chapel
Toyota (FL)



#132
Lexus
of Roseville (CA)



#62
DCH Subaru of
Thousand Oaks (CA)



#147
Subaru of
Gainesville (FL)

SPOTLIGHT

Hyundai's Global Dealer of the Year Winner

Every year, Hyundai Motor Company honors a select number of top-performing dealerships with its prestigious Global Dealer of the Year (DOTY) Award.



Broken down into certain regions, this award recognizes the highest level of excellence in sales, service, and customer experience, placing winners among the top 100 or fewer Hyundai dealers globally.

In 2025, Hyundai announced that Lithia & Driveway's **Evans Halshaw Hyundai Leeds store won the DOTY award** in the United Kingdom region.



Evans Halshaw Hyundai Leeds in the UK wins 2025 Global Dealer of the Year



Paul Augey
Head of Business
Evans Halshaw Hyundai Leeds (United Kingdom)
Years with Lithia & Driveway: 6

What does winning the DOTY Award mean to you and your team?
It was extremely meaningful to us as it validated and recognized all the team's hard work and efforts over 2024–25.

How does this recognition reflect the culture you've built inside the dealership?
Our culture is one of togetherness where all departments work closely to get the very best results for each other, Lithia & Driveway, and, of course, our customers. Every team member throughout our entire store shared in the sense of achievement this award represented.



Evans Halshaw Hyundai Leeds in the UK

What role does training and professional development play in your success?

Training is very important to our culture as we want competent and confident team members. Our entire leadership team is in their first management roles—something we're very proud of. This has given us the opportunity to recruit new team members, some of which have little experience but a fantastic attitude, which has made us stronger culturally. By adding training and development to these positive attitudes, we think this will be the key to future success.

How do you approach leadership when building a high-performance dealership culture?

Our approach to leadership is closely tied to one of our core values—*Take Personal Ownership*. We believe that all our teams should reflect our leadership team, and ownership of these roles is vital. If you hold a role in our store, then you always represent the store, Lithia & Driveway, and our OEM partner.

What excites you most about the next five years for the dealership?

We look forward to watching the growth of our store and its rising stars, our first-time leaders and new starters, as they develop into top performers. We have people who have started their careers with us at Hyundai Leeds and have the potential to go right to the very top with Lithia & Driveway.



Advice to Take Personal Ownership

Top-performing cultures have never changed; **it's always been about the right people and right processes.**

Paul Augey
Head of Business | Evans Halshaw Hyundai Leeds (United Kingdom)



SOCIAL GOAL

Champion an Inclusive, High-Performance Culture

Since 1946, Lithia & Driveway's success has been firmly rooted in family and hard work while being powered by a passion for cars, forward-thinking strategies, and a high-performance culture.

To foster these key mindsets across our organization, we champion a working environment where every individual—regardless of age, background, or life experience—can feel heard, respected, and supported. We appreciate and value all perspectives that help us to *Improve Constantly* as a team and as an exceptional partner to our customers and communities.

To attract, develop, and retain loyal employees at Lithia & Driveway, we support professional development programs that advance leadership skills, diversity, and careers. Additionally, we offer recognition programs across our organization that celebrate employee milestones, awards, and achievements.

Developing Future Leadership

As a publicly held corporation with locations across North America and the United Kingdom, we rely on strong, entrepreneurial leadership to stay nimble, informed, and responsive to the rapidly evolving technologies, trends, and roadblocks within the industry.

In addition, leaders need to promote a culture focused on loyalty, potential, and growth to align with our ambitious growth strategy. That's why we invest in leadership development programs to help elevate the employee experience and inspire professional growth.



A 2025 class of Accelerate My Potential (AMP) graduates

Accelerate My Potential

The Accelerate My Potential (AMP) Program is designed to invest in high-potential talent, fueling both individual development and organizational success through the advancement of our people. The program equips emerging leaders with practical tools, resources, and training to bolster their skills, broaden their impact, and prepare them for future leadership roles.

AMP also generates meaningful collaboration and networking across the organization, helping to build stronger relationships and a more unified leadership community. At its core, AMP reflects our belief that by growing our leaders, we grow our entire organization.

2025 AMP PROGRAM HIGHLIGHTS

- **Expanded Participation**—We expanded participation to include all our North American stores—growing the program beyond the United States and into our Canadian locations.
- **Impact**—Thirty-six employees participated and two program graduates already have moved into general manager roles, demonstrating the program's effectiveness in preparing high-potential talent for advancement.
- **Regional President Collaboration**—Our Regional Presidents joined People & Culture leadership in organizing and administering the program, strengthening its evolution as an integral part of our development strategy. From the outset, Regional Presidents helped identify program topics, select speakers, and personally hand-select participants. This partnership ensured the content was highly relevant, operationally aligned, and directly connected to the leadership capabilities needed in the field.

Looking ahead, there is strong potential for AMP to evolve into a more global program as we continue to align leadership development initiatives across regions.

Women LEAD

In 2025, we hosted our 10th Annual Women LEAD event by focusing on individual development and sharing best practices from team members across Lithia & Driveway.

The event’s theme, The L-P-G of Leadership, (L-P-G representing Loyalty, Potential, Growth) was an intentional strategy to complement the Lithia & Driveway Partners Group (LPG) Program, a hallmark of our organization that recognizes leaders who achieve high levels of performance. Over 700 team members from the Home Office, store network, and accounting operations attended the live online sessions. Several hundred more watched the session recordings.

ENGAGING SESSIONS INSPIRED INSIGHTS

Each year, the program highlights topics to help shape an inclusive workplace. 2025 Women LEAD featured four online sessions that focused on leadership, growth, and development. Hosted by Lithia & Driveway leaders and managers, each of the following sessions was designed to provide practical insights and inspiration to attendees looking to accelerate their career journey:

LPG for Everyone

How Loyalty, Potential, and Growth is for everyone

Earning Loyalty: Our Values in Action

Practical ways to activate our values for customers

Igniting Potential in Ourselves & Others

How leaders drive performance within teams

Driving Future Growth

Real-world stories from our employees

I loved that the speakers were from different parts of the organization. Their feedback and tips were insightful and ones that I can implement in my day to day.

2025 Women LEAD attendee



We seek opportunities to *Have Fun* promoting high performance and celebrating our collective achievements.

Recognizing High Performance

Our culture celebrates team and individual successes as part of our mission of *Growth Powered by People*. Every store has its own unique recognition program to acknowledge employee wins and milestones. At the corporate level, we recognize individual top performers with membership in the Lithia & Driveway Partners Group, the company’s highest operational honor.

We also highlight when our executives and senior leadership are recognized as industry standouts for their expertise, unique perspectives, and instrumental leadership.

Lithia & Driveway Partners Group

Every year, the Lithia & Driveway Partners Group (LPG) is proud to recognize our top-performing leaders who exemplified Loyalty, Potential, and Growth, while embodying our core values in their respective positions. These exceptional leaders serve as role models for organizational success and earn the prestigious title of LPG Winner—a distinction that every team member strives to achieve. As an LPG Winner, they each gain the opportunity to participate in exclusive networking events designed to advance their careers, expand their networks, and foster continued store growth.

PARTNER LEVELS

Partner levels—platinum, gold, and silver—are determined by the total number of winning years each manager has accumulated. Store general and department managers (for business, sales, and aftersales) are eligible to achieve LPG status. Department managers were added to LPG eligibility in 2024, increasing performance and potential across more stores.



2025 FOUNDER’S CUP WINNERS

Among each year’s LPG winners, senior leadership also recognize the highest-performing stores across all business lines, relative to their potential, with the coveted Founder’s Cup trophy. We select one to two Founder’s Cup winners from each of the manager areas. We’d like to honor the following Founder’s Cup winners for 2025:



Courtney Cohen
General Manager | Chevrolet of Wesley Chapel (Florida)



Chase Reed
Sales Manager | Clear Lake Infiniti (Texas)



Jay Streeter
Aftersales Manager | Wilde Toyota (Wisconsin)



Kimberly Petrasso
Business Manager | Porsche & BMW Markham, BMW Mississauga (Canada)



Rhett Sheeder
Aftersales Manager | Lithia Ford Lincoln of Boise (Idaho)

Executive Awards

Our senior leadership keeps the company moving forward as the world’s largest omnichannel mobility retailer. In 2025, they led the company to double-digit growth in earnings per share, same-store growth across all business lines, record profitability in financing operations, and a more diversified store network. We’re pleased to share that several of our executives received honors from trade publications and organizations in recognition of their significant contributions to the automotive industry.



“100 LEADING WOMEN” HONOREE
Dianna du Preez

Chief Customer Officer | Lithia & Driveway (NYSE: LAD)

Dianna’s extensive career within the auto industry as a strategic leader and thinker landed her as one of the 2025 100 Leading Women by *Automotive News*—America’s pre-eminent newspaper covering the industry. As an honoree, Dianna represents a growing progression of female leaders who are driving diversity and innovation across all levels, including from startups to legacy automakers and retailers.

Dianna leads our online retail vertical, Driveway.com, along with marketing, aftersales strategy, and our customer ecosystem initiatives. She has built a team to improve our service retention and sales effectiveness. Her strong work ethic and diversified leadership experience grows store strategies that fuel our ability to meet customers wherever, whenever, and however they desire.



“WOMEN IN AUTO FINANCE” & “100 LEADING WOMEN” HONOREE
Tina Miller

Senior Vice President & Chief Financial Officer | Lithia & Driveway (NYSE: LAD)

To recognize women with crucial skills—such as accounting and law—within the used-car industry, *Auto Fin Journal* published its list of 2025 Women in Auto Finance in October, naming Tina as one of its honorees. The executive editors noted they wanted to showcase women in the automotive industry who continue “to push the envelope forward on leadership, innovation, and standard practice.”

In May, Tina was also named as one of the 2025 100 Leading Women by *Automotive News*—America’s pre-eminent newspaper covering the industry. This recognition reflects Tina’s role as a visionary, problem-solver, and innovator in an industry that is ever-evolving. She is part of a network of women who are making a lasting impact on the industry.

Tina has been instrumental in leading accounting, tax, corporate finance, financial planning and analysis, risk management, and treasury functions for the company.

Her strategic leadership has contributed to Lithia & Driveway achieving sector-leading growth while maintaining low leverage; launching DFC, our captive finance company; and promoting a diverse and inclusive work environment.

“One of my passions is technicians, technician development, and the trades. Technicians are vitally important to our industry and our Customer Experience. We need to raise awareness among school leaders and parents that tech positions can be an ideal career choice for their children and students. Additionally, these roles are ideal for young women as vehicles become more technologically advanced and diagnostics and problem-solving capabilities are as important as the mechanical side of repair and maintenance.”

Dianna du Preez | Chief Customer Officer

“LAD has always been a growth company, and ever since joining in 2005, I’ve been given many opportunities to expand into larger roles, learning to adjust leadership styles to tackle industry challenges, mentor the next generation of leaders, and achieve company goals.”

Tina Miller | Chief Financial Officer

DeBoer Family’s Industry Legacy Honored

Automotive News magazine celebrated 100 years of publishing in 2025. To honor this achievement, it spent the year spotlighting stories and articles connecting timely industry topics with its historical coverage.

In September, as part of this celebration, the magazine named Lithia & Driveway’s President & CEO, Bryan DeBoer, and his father, Sid DeBoer, Chairman of the Board, with its Centennial Award. This award honored extraordinary individuals and families whose vision, innovation, and leadership have had a lasting impact on the automotive industry. For the DeBoers, the magazine showcased the company’s growth from a single dealership in Oregon in 1946 to the largest U.S. automotive group in 2025.

In the article, the editors highlighted Lithia & Driveway’s milestones throughout the family’s generations—including how Sid took over the business from his father in the 1960s, and how years later, Sid and his partner took the company public (one of the first auto groups to do so). In 2012, Sid’s son, Bryan, became President & CEO, restructuring the company for even more growth with a new operational vision and a growth strategy that has resulted in diversifying Lithia & Driveway internationally and moving it beyond traditional auto retail.



CENTENNIAL AWARD HONOREE
Sid DeBoer
Chairman of the Board | Lithia & Driveway (NYSE: LAD)



CENTENNIAL AWARD HONOREE
Bryan DeBoer
President & Chief Executive Officer | Lithia & Driveway (NYSE: LAD)



Our leaders and valued team members are the true engine of our success—and we celebrate *Growth Powered by People* at every turn.

Board of Directors Awards

The Lithia & Driveway board of directors bring a diverse, well-balanced mix of skills, qualifications, and experience to the table—helping us make strategic partnerships and plans that support *Growth Powered by People*. In 2025, a few of our valued directors received special recognition from various organizations for their unique contributions and insights.



“100 BLACK BOARD MEMBERS MAKING A DIFFERENCE” HONOREE
Cassandra McKinney

Independent Director | Lithia & Driveway (NYSE: LAD)

In recognition of Black History Month and the progress that been made in board diversity, BoardProspects honored Cassandra as one of its 2025 “100 Black Board Members Making a Difference.” Published in its *Board Recruitment* magazine, BoardProspects touted these 100 honorees “as driving innovation, championing strategic growth, and reshaping corporate governance across every sector.”

Cassandra has served on the LAD board since 2024 and is a member of the Audit and Compensation committees. Her broad-based experience and expertise as a senior executive in the banking industry is a significant asset to Lithia & Driveway. She works diligently to find solutions that make the biggest difference for customers, shareholders, and team members. Through her boardroom service, Cassandra crafts policies that affect thousands of employees, shape corporate culture, and drive initiatives that benefit communities.



“100 HISPANIC BOARD MEMBERS MAKING A DIFFERENCE”
& NACD DIRECTORSHIP 100™ HONOREE
Louis P. Miramontes

Lead Independent Director | Lithia & Driveway (NYSE: LAD)

To coincide with National Hispanic Heritage History, BoardProspects' magazine, *Board Recruitment*, named Louis as one of its 2024 “100 Hispanic Board Members Making a Difference” for his effective problem-solving and perspectives in the boardroom. Developed in partnership with the Latino Corporate Directors Association, the award highlights the contributions of Hispanic leaders in corporate governance, addressing their underrepresentation in boardrooms.

Additionally, the National Association of Corporate Directors (NACD) named Louis as one of its 2024 Directorship 100™ honorees in the Director category. The annual award recognizes the most influential directors and leaders in the corporate governance community who have demonstrated boardroom excellence. Spanning multiple categories, the NACD awards are designed to spotlight individuals driving meaningful impact across the governance landscape.

Louis has served on the LAD board since 2018 and is the Chair of the Audit Committee and a member of both the Compensation and the Nominating & Governance committees. As a qualified financial executive, Louis provides oversight of financial reporting, internal controls, risk assessments, and cybersecurity.

“Serving as a board member is both a privilege and responsibility—one that allows me to contribute to the success of my company while championing good governance, strategic growth, and diverse perspectives.

Cassandra McKinney | Independent Director

“Being acknowledged by BoardProspects and the NACD, alongside distinguished peers, is truly humbling, and I am inspired to continue my commitment to advancing strong governance and responsible leadership.

Louis P. Miramontes | Lead Independent Director



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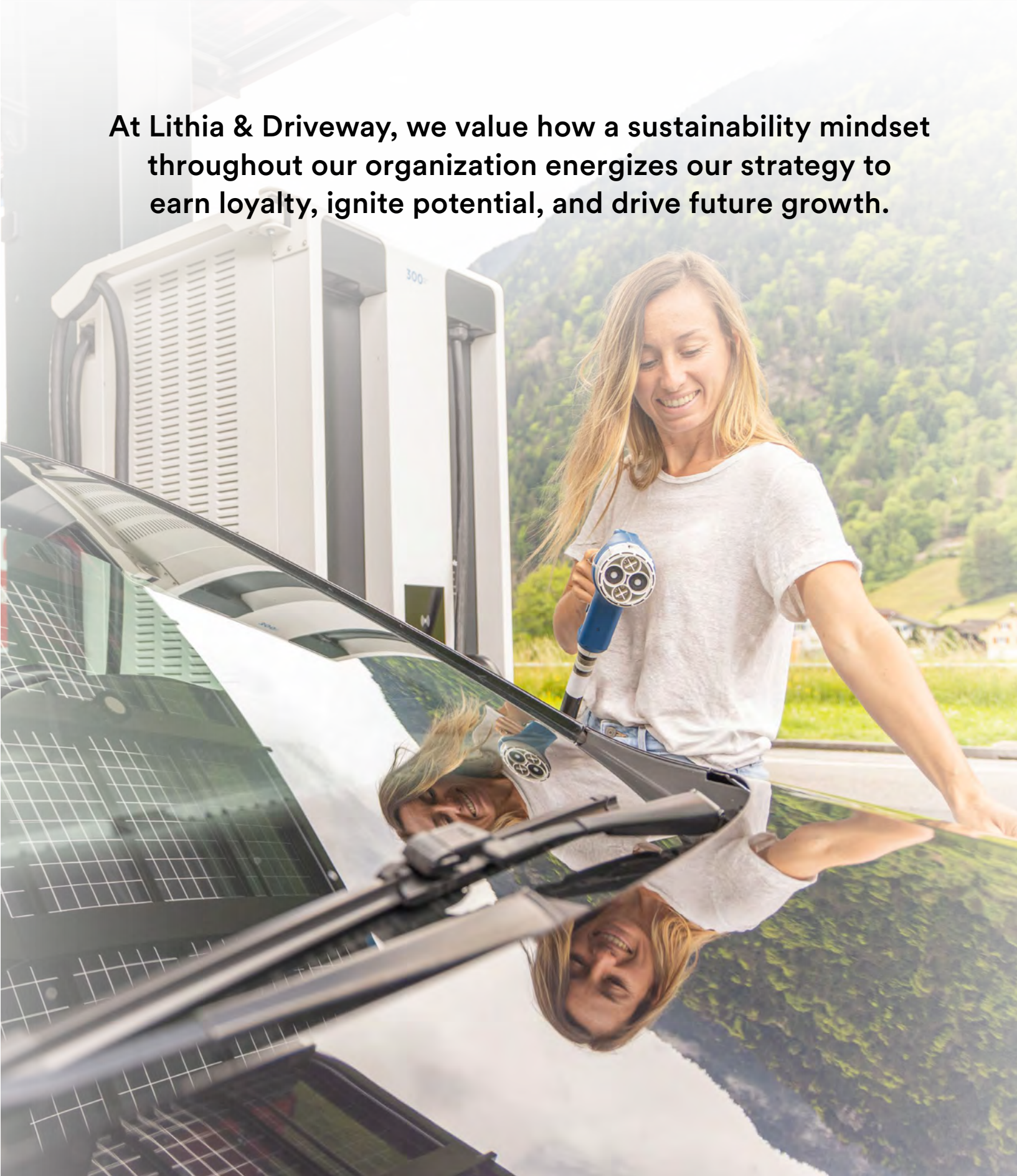
Our approach to sustainability reporting is guided by globally recognized frameworks, including the **Global Reporting Initiative (GRI)** and the **Sustainability Accounting Standards Board (SASB)**. These standards inform our commitment to transparency and accountability as we identify and disclose topics that are most material to our business, stakeholders, and long-term value creation.

We recognize that the expectations for corporate responsibility continue to evolve, and each year, we seek to *Improve Constantly*—enhancing the depth, relevance, and accessibility of our disclosures. Through this process, we aim to provide meaningful insights into our environmental, social, and governance performance while aligning with best practices and the needs of our investors, customers, employees, and broader communities.

Forward-Looking Statement

Certain statements in this report constitute forward-looking statements within the meaning of the “Safe Harbor” provisions of the Private Securities Litigation Reform Act of 1995. All statements, other than statements of historical facts, may be forward-looking statements, including statements related to Lithia Motors’ (dba Lithia & Driveway’s) climate and other sustainability-related strategies, plans, developments, targets, goals, and expectations. Lithia Motors cautions that forward-looking statements are subject to numerous assumptions, risks, and uncertainties, which change over time. Factors that may cause these results to differ include, among others, economic conditions, technological innovations, access to capital, natural disasters and adverse weather conditions, and legislative and regulatory changes, as well as the additional factors that are discussed in Lithia Motors’s Annual Report on Form 10-K and Quarterly Reports on Form 10-Q, accessible on the SEC’s website at www.sec.gov. Any forward-looking statement made by us in this report is based only on information currently available to us and speaks only as of the date on which it is made. Except as required by law, we undertake no obligation to publicly update any forward-looking statement, whether as a result of new information, future developments or otherwise.

At Lithia & Driveway, we value how a sustainability mindset throughout our organization energizes our strategy to earn loyalty, ignite potential, and drive future growth.



Appendix 1: Sustainability Frameworks

Sustainability Reporting			
Framework	Section	Descriptions	Responses
GRI	2-3	The organization's reporting period, frequency of sustainability reporting, publication date of the reported information, and contact point for questions.	Lithia & Driveway’s sustainability reporting aligns with its financial reporting for the fiscal year, which runs January to December. These frameworks are published annually in the company's Corporate Sustainability Report. For fiscal year 2025, publication of Lithia & Driveway's sustainability reporting occurred on April 23, 2026. For inquiries, please contact ir@lithia.com .
GRI	2-14	The role of the highest governance body in sustainability reporting.	The Board of Directors provides oversight and input on sustainability matters, which are primarily managed by the executive team. While the Board is engaged in the process, there is currently no formal approval framework in place.
Corporate Structure			
Framework	Section	Descriptions	Responses
GRI	2-1	Organizational details including the legal name, ownership structure, location of headquarters, and countries of operation.	(NYSE: LAD) is the largest global automotive retailer making Auto Done Easy by providing simple, transparent, and convenient experiences throughout the ownership lifecycle. Founded in 1946 in Ashland, Oregon, and headquartered in Medford, Oregon, LAD has grown with a data-driven approach to optimizing market share and profitability. Our comprehensive network of physical locations across North America and the United Kingdom, e-commerce platforms, captive finance solutions, fleet management offerings, and other synergistic adjacencies delivers profitable growth in a massive and unconsolidated industry. LAD's unique, highly diversified design provides the flexibility and scale to pursue its vision to modernize personal transportation solutions wherever, whenever, and however consumers desire. LAD is focused on improving the customer experience through all our channels. We continue to evolve and execute best-in-class customer experiences across our stores and adjacencies to build loyalty and <i>Earn Customers for Life</i>. This strategy underpins our long-term plan and positions us, along with our Driveway.com and GreenCars brands, store websites, and MyDriveway online customer portal, to meet customers on their terms, creating Auto Done Easy.
GRI	2-2	Entities included in the organization's sustainability reporting.	This report covers all entities in North America and the United Kingdom, unless stated otherwise.
GRI	2-6	A description of the organization's sector, value chain, and major business relationships.	LAD operates in the Consumer Discretionary GICS sector and ranks among the world's largest automotive retail companies, representing over 50 brands across more than 450 locations in three countries.

Appendix 1: Sustainability Frameworks

Board of Directors			
Framework	Section	Descriptions	Responses
GRI	2-9	A description of the organization’s governance structure and composition.	The company’s Board of Directors consists of a mix of independent and non-independent members, ensuring diverse perspectives and effective oversight. The Board has three standing committees: ▪ Audit Committee – Oversees financial reporting, risk management, internal controls, and auditor engagements. ▪ Compensation Committee – Responsible for our executive compensation philosophy and design, reviews CEO performance, and ensures alignment with shareholder interests. ▪ Nominating and Governance Committee – Identifies board candidates, oversees governance policies, and provides guidance on corporate social responsibility initiatives. Each committee is composed entirely of independent directors in accordance with corporate governance best practices and regulatory requirements. The Board maintains a Lead Independent Director, currently Louis P. Miramontes, to support independent oversight and facilitate communication between management and non-executive board members. Sidney B. DeBoer serves as Chair of the Board, while Bryan B. DeBoer is President and CEO, ensuring a separation of leadership roles between governance and day-to-day operations. The company’s governance framework includes stock ownership guidelines, anti-hedging policies, and corporate governance principles that reinforce accountability, transparency, and shareholder alignment. Key governance documents, including committee charters and the Code of Business Conduct and Ethics, are publicly available through our Investor Relations website.
GRI	2-10	A description of the nomination and selection process for the board of directors and criteria taken into consideration.	The Nominating and Governance Committee is responsible for identifying and recommending candidates for the Board of Directors. The selection process begins with identifying individuals who bring valuable experience, leadership, and industry knowledge to the company. Candidates are evaluated based on their professional background, financial expertise, and ability to contribute to corporate governance. The committee also assesses whether nominees meet independence requirements to ensure objective oversight. In addition to individual qualifications, the committee considers the overall composition of the Board, aiming to maintain a diverse range of skills and perspectives that align with the company’s strategic direction. The Board’s effectiveness is periodically reviewed to identify any gaps in expertise, ensuring that future nominations support the company’s long-term growth and governance priorities. Final recommendations are submitted to the full Board for approval, and nominees are presented for shareholder vote at the Annual Meeting.

Appendix 1: Sustainability Frameworks

Board of Directors—Continued			
Framework	Section	Descriptions	Responses
GRI	2-11	A description of the organization's chair, function, and measures to avoid conflicts of interest.	Under the company’s leadership structure, the Chair of the Board is responsible for overseeing governance and strategic direction. The Chair collaborates with the President and CEO to align corporate initiatives with shareholder interests while facilitating board discussions, setting meeting agendas, and ensuring the Board fulfills its oversight duties effectively. Because the Chair is not an independent director, the Board has designated a Lead Independent Director to provide objective oversight and ensure independent directors play an active role in governance. The Board maintains a majority of independent directors in accordance with NYSE listing standards, reinforcing its commitment to balanced decision-making. Per Corporate Governance Guidelines, each director will immediately report an actual or potential conflict of interest of a director to the Chair of the Audit Committee and Lead Independent Director for evaluation of such interest (or Chair of the Nominating and Governance Committee if the matter concerns one of those directors). The Audit Committee will be responsible for resolving the matter. If the matter is significant and cannot be resolved, the director will resign. If a director has a personal interest in a matter before the Board, the director will advise the Board of that interest, and, as appropriate, not participate in the discussion or any vote on the matter. Additionally, the Audit Committee is responsible for reviewing and approving related-party transactions to prevent conflicts from influencing corporate decisions. Through these measures, the company ensures that governance remains transparent, ethical, and aligned with shareholder interests.
GRI	2-12	Role of the board of directors in sustainable development and organizational impact of the economy, environment, and society.	The Board of Directors is committed to responsible corporate governance that supports long-term value creation while considering the broader impact of the company’s operations on the economy, environment, and society. Through oversight of risk management, corporate responsibility, and governance practices, the Board ensures that strategic decisions align with sustainable growth and ethical business practices. The Nominating and Governance Committee plays a key role in reviewing policies related to corporate social responsibility and sustainability, ensuring that the company remains responsive to evolving environmental and societal expectations. Additionally, the Audit Committee oversees risk management processes that account for regulatory compliance, financial stability, and ethical considerations that influence long-term resilience. As part of its broader governance framework, the Board evaluates external factors such as regulatory changes, technological advancements, and shifts in consumer expectations to mitigate risks and position the company for sustainable success. Cybersecurity and data protection, both critical to economic and social stability, are reviewed at the board level, with regular updates from management to address potential risks and safeguard stakeholder interests. Through these governance structures, the Board remains focused on maintaining responsible business practices that contribute to economic growth, environmental stewardship, and positive societal impact.

Appendix 1: Sustainability Frameworks

Board of Directors—Continued			
Framework	Section	Descriptions	Responses
GRI	2-19	Describe the remuneration policies for the Board of Directors and how it relates to sustainable performance, the process to determine remuneration as well as the annual total compensation ratio.	The remuneration policies of the Board of Directors align with long-term strategic growth and sustainable performance. Compensation is structured around base salary, short-term incentives, and long-term incentives, with a strong emphasis on performance-based pay. In 2025, 90% of the CEO’s total compensation and 73% of other named executive officers’ (NEOs) compensation were tied to measurable outcomes. To reinforce sustainability, 10% of the short-term incentive plan (STIP) is linked to corporate responsibility initiatives, including environmental efforts and strategic objectives. In 2025, strong execution in areas such as sustainable vehicle sales, energy efficiency, and community engagement led to a 140% payout for this portion of the plan.

Supply Chain			
Framework	Section	Descriptions	Responses
GRI	2-6	Describe the organization's value chain and significant business relationships.	As the largest global automotive retailer, Lithia Motors, Inc. operates across multiple sectors within the automotive industry, including new and used vehicle sales, vehicle maintenance and repair services, and automotive financing and insurance products. Our supply chain includes some of the top auto and parts manufacturers in the world, ensuring that we provide customers with a diverse selection of high-quality vehicles and genuine parts. A significant portion of our inventory is sourced directly from manufacturer partners, allowing us to maintain a reliable flow of new and pre-owned vehicles across our dealerships. In addition to vehicle procurement, we rely on an extensive network of authorized distributors for parts and accessories, supporting our service and maintenance operations. Our partnerships with leading technology providers and service vendors further enhance our ability to streamline operations, optimize inventory management, and improve the customer experience. Downstream, we serve a wide range of customers, from individual buyers seeking personal transportation solutions to businesses managing fleet operations. Through Driveway.com, our digital retailing platform, we have expanded our reach beyond traditional dealership sales, allowing customers to browse, purchase, and arrange financing online. Our post-sale services, including maintenance programs, parts distribution, and long-term service agreements, help build lasting relationships with our customers. By integrating both physical and digital retail experiences, we continue to adapt to changing consumer preferences while reinforcing our commitment to convenience, accessibility, and high-quality service.

Appendix 1: Sustainability Frameworks

Strategy and Policy			
Framework	Section	Descriptions	Responses
GRI	2-22	A statement from senior leadership on sustainable development.	At Lithia & Driveway, we value how a sustainability mindset throughout our organization energizes our mission, <i>Growth Powered by People</i>, and enhances our ability to build loyalty, ignite potential, and drive future growth. As we pursue an aggressive growth strategy, we recognize that sustainable, environmental practices can positively affect overall store performance with energy cost savings, waste reduction, and an increase in electric- and hybrid-vehicle sales. Similarly, for our valued employees, social sustainability initiatives offer engaging community connections, inspire high performance, and create a safe, welcoming work environment where everyone can reach their potential. You can see how we are activating this sustainability mindset in the 2025 Corporate Sustainability Report, which highlights real-world examples and various projects that are making a positive difference across our vast retail network. Lastly, by providing transparency in reporting our sustainability practices and efforts, we demonstrate to ourselves—and to our industry—the benefits of measuring our impact on the land on which we live and within the communities we serve.
Ethics and Compliance			
Framework	Section	Descriptions	Responses
GRI	2-15	Describe how the Board of Directors and organization ensures that conflicts of interest are prevented and mitigated.	Per Corporate Governance Guidelines, each director will immediately report an actual or potential conflict of interest of a director to the Chair of the Audit Committee and Lead Independent Director for evaluation of such interest (or Chair of the Nominating and Governance Committee if the matter concerns one of those directors). The Audit Committee will be responsible for resolving the matter. If the matter is significant and cannot be resolved, the director will resign. If a director has a personal interest in a matter before the Board, the director will advise the Board of that interest, and, as appropriate, not participate in the discussion or any vote on the matter. Additionally, the company enforces a Code of Business Conduct and Ethics, which applies to all directors, executives, and employees, outlining expectations for ethical decision-making and responsible business practices. With Independent Directors comprising the majority of the Board, governance decisions remain free from undue influence, reinforcing accountability and shareholder trust.

Appendix 1: Sustainability Frameworks

Ethics and Compliance—Continued			
Framework	Section	Descriptions	Responses
GRI	2-25	Describe the organization's process and mechanisms to report ethics concerns.	Our organization upholds a strong ethical culture by providing clear, accessible, and confidential mechanisms for reporting ethics concerns. The Fraud Risk & Ethics Monitoring Program, overseen by Internal Audit, ensures that reported issues are reviewed in coordination with Employee Relations and Legal teams, with a quarterly report presented to the Board’s Audit Committee. Employees can report concerns through a Corporate Whistleblower Hotline, available 24/7 via a third-party provider, ensuring anonymity and multilingual support. Awareness is reinforced through the Employee Handbook, breakroom posters, company intranet, and the annual Ethics and Fraud Survey. The Annual Ethics and Fraud Survey, conducted anonymously, allows employees across all business units to report issues directly to Internal Audit. Additionally, open-door guidance encourages discussions with supervisors, with escalation options to the Board’s Nominating and Governance or Audit Committees. We enforce a strict non-retaliation policy, assuring employees that reporting ethical concerns in good faith will not result in retaliation, fostering a workplace built on integrity and accountability.
GRI	2-28	Describe the organization's membership with industry or advocacy organizations.	Our operational leaders participate in their respective state-level dealer associations as well as the National Automobile Dealers Association (NADA) to ensure we remain aligned with evolving automotive standards and consumer expectations. Through these memberships, we gain access to essential industry news, legislative updates, and compliance resources, helping us navigate regulatory requirements effectively. These organizations also provide dealer-focused products and services, allowing us to enhance operational efficiency and customer offerings. Additionally, our participation fosters valuable connections with strategic partners, supporting innovation and growth within our dealership network. By maintaining strong relationships with industry associations, we reinforce our commitment to staying at the forefront of the automotive retail sector while continuing to deliver high-quality service and solutions to our customers.

Appendix 1: Sustainability Frameworks

Employee Health and Safety				
Framework	Section	Descriptions	Responses	
North America				
GRI	403-1	A statement of whether an occupational health and safety management system has been implemented including a description of the scope of workers, activities, and workplaces covered by the system.	a. We <i>Take Personal Ownership</i> in maintaining a workplace that adheres to all applicable safety and health laws. Our comprehensive and effective environmental health and safety program is designed to eliminate unsafe conditions and minimize the impact of hazardous situations, ensuring the well-being of our employees, customers, and property. b. Lithia & Driveway has dedicated teams in place to proactively prevent workplace injuries and effectively manage reported incidents. In states where OSHA requirements are more stringent than federal regulations, Lithia & Driveway voluntarily complies with the higher standards, even when not legally required. Additionally, approximately one-third of our stores partner with third-party vendors, such as KPA, to conduct quarterly on-site hazard inspections. These reviews ensure compliance with safety protocols, proper documentation of safety meetings, maintenance of up-to-date Broadspire 300 logs, completion of hazardous waste training, and adherence to other critical safety requirements. c. Lithia & Driveway's safety policies and procedures are built upon the company's best historical practices and are continuously evaluated and refined. We update our policies as needed to ensure compliance with evolving regulations and best practices. d. Lithia & Driveway engages professional safety consultants on a weekly basis, leveraging their expertise to continuously enhance our occupational health and safety programs. These ongoing collaborations ensure we remain proactive in maintaining a safe and compliant work environment.	
GRI	403-2	A statement of the occupational health services that contribute to the identification and elimination of hazards and minimization of risks along with how quality of these services is ensured, and workers access is facilitated.	a. Lithia & Driveway is committed to identifying and mitigating workplace hazards while minimizing risks through proactive engagement in occupational health initiatives. We prioritize employee well-being by streamlining the claims process to ensure efficient and effective resolution. b. Each month, the Home Office Safety Department proactively distributes a Safety Newsletter to all location management teams. This newsletter features timely safety topics relevant to the season, recommendations for safety improvements, and insights into the most frequently reported OSHA violations within our industry. The safety committees at each Lithia store use the newsletter and minutes template in their monthly safety meetings and regular team training. Conducting these monthly meetings using the newsletter as a reference point allows each store to maintain EHS compliance. c. For stores utilizing KPA, a third-party safety and compliance vendor, quarterly on-site visits are conducted to assess compliance, and leadership is apprised of OSHA regulation changes. The KPA representative conducts regular in person visits. Following each visit, actionable items are provided for the store to address, ensuring continuous improvement in safety and regulatory adherence.	

Appendix 1: Sustainability Frameworks

Employee Health and Safety—Continued						
Framework	Section	Descriptions	Responses			
North America						
GRI	403-5	A description of worker training on occupational health and safety.	a. Lithia & Driveway's policies are clearly outlined in the company handbook and supplemented by standalone policies and programs, all of which are readily accessible on the intranet. b. Occupational Health and Safety training courses are provided online through our intranet via a collection of videos and in-person training templates. Our vendors also provide on-site training for topics such as 'Respiratory Protection' to 'Hazardous Material Training'. In addition, KPA representatives conduct training at stores, as needed.			

Framework	Section	Descriptions	Responses		
North America			2025	2024	2023
GRI	403-9	Total recordable work-related injuries	650	692	752
GRI	403-9	High-consequence work-related injuries. ¹	32	46	67
GRI	403-9	On-the-job fatalities. ²	1	2	0

1. For the purposes of this disclosure, high-consequence injuries are determined based on multiple factors, including claim duration, medical resources utilized, and long-term effects on the employee.

2. Includes all on-site fatalities, not necessarily work-related.

Appendix 1: Sustainability Frameworks

Employee Health and Safety—Continued			
Framework	Section	Descriptions	Responses
United Kingdom			
GRI	403-1	A statement of whether an occupational health and safety management system has been implemented including a description of the scope of workers, activities, and workplaces covered by the system.	a. Lithia UK has a dedicated central H&S team that carry the required competencies and experience to deliver an effective and robust health and safety management system consistently across all stores. Outlined within its Health and Safety Policy, Lithia UK recognises its duty of care to colleagues, visitors, and partners and has developed systems to fulfill these duties. b. Store leadership holds clear responsibility for H&S implementation and is supported by a group-wide electronic management system (My Safe Centa). Using core group-wide risk assessments, controls are identified and embedded into the programme to lower risk. With assistance from vetted consultancies and partners for specialist disciplines, the duties under relevant UK H&S law are fulfilled and noted gaps and defects raised and addressed. c. Lithia UK has engaged senior leadership which is updated on H&S metrics monthly through dedicated Health and Safety best practice sessions. This is echoed through the chain of leadership all the way to store level. The central H&S team is a true support function that has its main goal of assisting stores in the delivery and implementation of the H&S management system.
GRI	403-2	A statement of the occupational health services that contribute to the identification and elimination of hazards and minimization of risks along with how quality of these services is ensured, and workers access is facilitated.	a. Lithia & Driveway is committed to identifying and mitigating workplace hazards while minimizing risks through proactive engagement in occupational health initiatives. We prioritize employee well-being by streamlining the claims process to ensure efficient and effective resolution. b. Each store receives at least two full H&S store visits from the central H&S team to conduct one full 256-point H&S audit based on validating implementation of controls dictated through the Groups risk assessment process and one partial 140-point housekeeping audit. The findings of these audits are reviewed along with the groups incident profile to adjust and improve on control measures.

Appendix 1: Sustainability Frameworks

Employee Health and Safety—Continued			
Framework	Section	Descriptions	Responses
United Kingdom			
GRI	403-5	A description of worker training on occupational health and safety.	a. Lithia & Driveway's policies are clearly outlined in the company handbook and supplemented by standalone policies and programs, all of which are readily accessible on the intranet. b.Risk/role–based training is delivered to all colleagues throughout the business and is continually reviewed for improvements.

Framework	Section	Descriptions	Responses		
United Kingdom			2025	2024	2023
GRI	403-9	Total recordable work-related injuries. ³	239		
GRI	403-9	High-consequence work-related injuries. ^{3,4}	25		
GRI	403-9	On-the-job fatalities. ³	0		

3. Data for 2023 and 2024 are not included due to the integration of reporting systems completed in 2025.

4. Injuries included are considered high-value incidents as per the Reporting Incidents Diseases Dangerous Occurrence Regulations (RIDDOR).

Appendix 1: Sustainability Frameworks

Cybersecurity			
Framework	Section	Descriptions	Responses
SASB	CG-MR-230a.1	Description of approach to identifying and addressing data risks.	We are aware of the worldwide proliferation of internet-based attacks and their potential impact on cybersecurity and data protection. We have observed that internet-based attacks have increased across many geographical regions which are commonly associated with cybercrime. Our end-to-end control processes constantly evaluate vectors for attack origination. In order to harden and secure all of our systems that store or transmit electronic information, we have implemented multi-layered preventive controls across our perimeters, technology infrastructure and end-point computing. Additionally, we have implemented advanced threat technologies, such as web and cloud application firewalls, which use aggregated intelligence to proactively detect and block an overwhelming majority of attacks. From 2019 to present, Lithia & Driveway has successively expanded its footprint of information security solutions to address cyber security risks and monitor internet-based attack vectors. We identify vulnerabilities in our information systems through proactive scanning of system assets for known vulnerabilities published by the National Institute of Standards and Technology (NIST). Our outsourced managed security source operates 24/7, identifying vulnerabilities. Additionally, we proactively manage vulnerabilities from major software publishers through a global patching program. We continue to monitor and enhance our internal processes and intend to conduct a self-audit. In order to prevent unauthorized access to our information systems, we have a system of controls in place to manage user access under auditing from a third party and as part of management’s Sarbanes-Oxley (SOX) controls. Our employees sign an acceptable use policy and are trained on how to identify information security risks in the workplace and in their personal lives. Our information security policy is aligned with the National Institute of Standards and Technology (NIST) and the Center for Internet Security (CIS) as it relates to procedures, processes, training and awareness and critical technology controls.
SASB	CG-MR-230a.2	1. Number of data breaches 2. Percentage that are personal data breaches 3. Number of customers affected	1. zero 2. zero 3. zero

Appendix 1: Sustainability Frameworks

Employees			
Framework	Section	Descriptions	Responses
GRI SASB	2-7 CR-MR-330a.1	Percentage of gender and diversity group representation for management, non-management, and all other employees.	At Lithia and Driveway, we are committed to fostering an inclusive workplace that reflects the communities we serve. We believe that a workforce with varied backgrounds, perspectives, and experiences drives innovation and enhances our organizational culture. As part of our ongoing commitment to transparency, we provide an annual disclosure of our workforce demographics across key diversity dimensions, including gender, ethnicity, and geographic representation. This report presents our employee demographic data for North America and the United Kingdom by percentage. The figures are categorized by gender, management level and self-identified ethnicity, based on voluntary employee disclosures. We recognize that demographic reporting varies by region due to legal and cultural differences, and we continue to refine our approach to align with evolving best practices in workforce diversity reporting.

North America Male Management	2025	2024	2023
White (NHOL)	61.63%	63.62%	63.22%
American Indian	0.40%	0.33%	0.39%
Asian	4.58%	4.23%	4.52%
Black or African American	4.15%	4.36%	4.39%
Hispanic or Latino	17.07%	15.95%	15.74%
Other	12.16%	11.52%	17.09%
Percentage of Male Management	80.16%	77.33%	76.22%

Appendix 1: Sustainability Frameworks

Employees—Continued			
Framework	Section	Descriptions	Responses
GRI SASB	2-7 CR-MR-330a.1	Percentage of gender and diversity group representation for management, non-management, and all other employees.	At Lithia and Driveway, we are committed to fostering an inclusive workplace that reflects the communities we serve. We believe that a workforce with varied backgrounds, perspectives, and experiences drives innovation and enhances our organizational culture. As part of our ongoing commitment to transparency, we provide an annual disclosure of our workforce demographics across key diversity dimensions, including gender, ethnicity, and geographic representation. This report presents our employee demographic data for North America and the United Kingdom by percentage. The figures are categorized by gender, management level and self-identified ethnicity, based on voluntary employee disclosures. We recognize that demographic reporting varies by region due to legal and cultural differences, and we continue to refine our approach to align with evolving best practices in workforce diversity reporting.

North America Female Management	2025	2024	2023
White (NHOL)	59.60%	63.44%	62.94%
American Indian	0.67%	0.67%	0.93%
Asian	4.00%	4.56%	4.87%
Black or African American	2.93%	3.89%	4.87%
Hispanic or Latino	18.00%	14.78%	13.15%
Other	14.80%	12.67%	13.25%
Percentage of Female Management	19.82%	22.65%	23.75%

Appendix 1: Sustainability Frameworks

Employees—Continued			
Framework	Section	Descriptions	Responses
GRI SASB	2-7 CR-MR-330a.1	Percentage of gender and diversity group representation for management, non-management, and all other employees.	At Lithia and Driveway, we are committed to fostering an inclusive workplace that reflects the communities we serve. We believe that a workforce with varied backgrounds, perspectives, and experiences drives innovation and enhances our organizational culture. As part of our ongoing commitment to transparency, we provide an annual disclosure of our workforce demographics across key diversity dimensions, including gender, ethnicity, and geographic representation. This report presents our employee demographic data for North America and the United Kingdom by percentage. The figures are categorized by gender, management level and self-identified ethnicity, based on voluntary employee disclosures. We recognize that demographic reporting varies by region due to legal and cultural differences, and we continue to refine our approach to align with evolving best practices in workforce diversity reporting.

North America Male Non-Management	2025	2024	2023
White (NHOL)	46.51%	48.21%	47.17%
American Indian	0.75%	0.77%	0.85%
Asian	5.45%	5.53%	5.29%
Black or African American	7.33%	7.23%	7.85%
Hispanic or Latino	26.29%	25.53%	25.78%
Other	13.66%	12.73%	13.05%
Percentage of Male Non-Management	78.91%	78.42%	77.63%

Appendix 1: Sustainability Frameworks

Employees—Continued			
Framework	Section	Descriptions	Responses
GRI SASB	2-7 CR-MR-330a.1	Percentage of gender and diversity group representation for management, non-management, and all other employees.	At Lithia and Driveway, we are committed to fostering an inclusive workplace that reflects the communities we serve. We believe that a workforce with varied backgrounds, perspectives, and experiences drives innovation and enhances our organizational culture. As part of our ongoing commitment to transparency, we provide an annual disclosure of our workforce demographics across key diversity dimensions, including gender, ethnicity, and geographic representation. This report presents our employee demographic data for North America and the United Kingdom by percentage. The figures are categorized by gender, management level and self-identified ethnicity, based on voluntary employee disclosures. We recognize that demographic reporting varies by region due to legal and cultural differences, and we continue to refine our approach to align with evolving best practices in workforce diversity reporting.

North America Female Non-Management	2025	2024	2023
White (NHOL)	50.60%	51.74%	50.34%
American Indian	0.87%	0.68%	0.74%
Asian	4.04%	3.78%	3.67%
Black or African American	5.81%	5.88%	6.68%
Hispanic or Latino	23.65%	24.47%	24.85%
Other	15.04%	13.46%	13.72%
Percentage of Female Non-Management	20.92%	21.03%	21.92%

Appendix 1: Sustainability Frameworks

Employees—Continued					
Framework	Section		Responses		
GRI SASB	2-7 CR-MR-330a.1	Percentage of gender and diversity group representation for management, non-management, and all other employees.	At Lithia and Driveway, we are committed to fostering an inclusive workplace that reflects the communities we serve. We believe that a workforce with varied backgrounds, perspectives, and experiences drives innovation and enhances our organizational culture. As part of our ongoing commitment to transparency, we provide an annual disclosure of our workforce demographics across key diversity dimensions, including gender, ethnicity, and geographic representation. This report presents our employee demographic data for North America and the United Kingdom by percentage. The figures are categorized by gender, management level and self-identified ethnicity, based on voluntary employee disclosures. We recognize that demographic reporting varies by region due to legal and cultural differences, and we continue to refine our approach to align with evolving best practices in workforce diversity reporting.		
United Kingdom Management			2025	2024	2023
Male			78.79%	77.33%	77.98%
Female			21.21%	22.67%	22.02%
United Kingdom Non-Management			2025	2024	2023
Male			74.90%	74.05%	73.38%
Female			25.10%	25.95%	26.62%

Appendix 1: Sustainability Frameworks

Employees—Continued						
Framework	Section	Descriptions	Responses			
North America Turnover Rates			2025	2024	2023	
SASB	CG-MR-310a.2	Voluntary Turnover Rate	31.93%	35.8%	36.2%	
SASB	CG-MR-310a.2	Involuntary Turnover Rate	10.29%	14.2%	11.5%	
United Kingdom Turnover Rates			2025	2024	2023	
SASB	CG-MR-310a.2	Voluntary Turnover Rate ⁵	9.13%			
SASB	CG-MR-310a.2	Involuntary Turnover Rate ⁵	5.80%			

5. Data for 2023 and 2024 are not included due to the integration of reporting systems completed in 2025.

Appendix 1: Sustainability Frameworks

Energy					
Framework	Section	Descriptions	Responses		
			2025	2024	2023
GRI	302-1	Consumption from non-renewable sources by usage. (MWh)	548,026	568,313	508,166
GRI	302-1	Consumption from renewable sources by usage. (MWh)	36,644	8,903	1,771
GRI	302-1	Consumption from non-renewable sources by percentage.	93.73%	98.46%	99.65%
GRI	302-1	Consumption from renewable sources by percentage.	6.27%	1.54%	0.35%
GRI	302-3	Energy intensity ratio for the organization. (MWh per million in revenue)	15.54	15.95	16.43
GRI	305-4	GHG emissions intensity ratio for the organization—Scope 1 & 2. (MTCO ₂ e per million in revenue)	3.89	4.22	4.31

Appendix 1: Sustainability Frameworks

Emissions					
Framework	Section	Descriptions	Responses		
GRI	305	Description of gases included in GHG calculations, sources for emissions factors, and methodology.	See Appendix 2: Greenhouse Gas (GHG) Emissions Statement		
GRI	305-1	Scope 1 GHG Emissions (MTCO ₂ e)	See Appendix 2: Greenhouse Gas (GHG) Emissions Statement		
GRI	305-2	Scope 2 GHG Emissions—Location Based (MTCO ₂ e)	See Appendix 2: Greenhouse Gas (GHG) Emissions Statement		
GRI	305-2	Scope 2 GHG Emissions—Market Based (MTCO ₂ e)	See Appendix 2: Greenhouse Gas (GHG) Emissions Statement		
GRI	305-3	Scope 3 GHG Emissions (MTCO ₂ e)	See Appendix 2: Greenhouse Gas (GHG) Emissions Statement		
Water					
Framework	Section	Descriptions	Responses		
			2025	2024	
GRI	303	Water Discharge (kGal) ⁶	504,362	406,059	
GRI	303	Water Consumption (kGal) ⁶	76,160	59,743	
GRI	303	Total Water Withdrawal (kGal)⁶	580,522	465,803	

6. Data for 2024 includes only North American operations due to a lack of integration in reporting systems during that year.

Appendix 1: Sustainability Frameworks

Waste Management				
Framework	Section	Descriptions	Responses	
			2025	2024
GRI	306	Municipal Solid Waste—MSW (st) ⁷	80,790	82,734
GRI	306	Non-Hazardous Recycling (st) ⁷	24,724	20,588
GRI	306	Total Non-Hazardous Waste (st) ⁷	105,514	103,322
GRI	306	Recycling Diversion Rate ⁷	23.4%	19.9%

7. Data for 2024 includes only North American operations due to a lack of integration in reporting systems during that year.

Appendix 2: Greenhouse Gas (GHG) Emissions Statement

Emissions	
Descriptions	Responses
Description of gases included in GHG calculations, sources for emissions factors, and methodology.	Lithia Motors calculates its greenhouse gas emissions using a consistent set of gases across all reporting scopes, specifically carbon dioxide (CO₂), methane (CH₄), nitrous oxide (N₂O), and hydrofluorocarbons (HFCs). - For Scope 1 direct emissions, the company uses emission factors sourced from The Climate Registry Default Emission Factors, the Environment Canada National Inventory Report (ECNIR), and DESNZ GHG Conversion Factors. - Scope 2 emissions are calculated using the USEPA eGRID2022 data set, the Environment Canada National Inventory Report (ECNIR), and DESNZ GHG Conversion Factors. - Scope 3 emissions rely on global warming potential values from the IPCC 5th Assessment Report, and emission factors from the USEPA USEEIO v1.3 database, DESNZ GHG Conversion Factors, USEPA CCCL Table 9 Emission Factors, and The Climate Registry Emission Factors. Across all scopes and categories, Lithia follows the methodology outlined in the World Resources Institute’s GHG Protocol, ensuring standardized, credible reporting practices.

Appendix 2: Greenhouse Gas (GHG) Emissions Statement

Emissions			
Descriptions	Responses		
	2025	2024	2023
Scope 1 GHG Emissions (MTCO ₂ e)	63,857	54,429	53,208
Scope 2 GHG Emissions—Location Based (MTCO ₂ e)	82,373	98,193	80,522
Scope 2 GHG Emissions—Market Based (MTCO ₂ e)	82,841	106,700	84,559
Scope 3 GHG Emissions (MTCO ₂ e):			
Category 1	12,139,630	10,014,002	9,522,056
Category 2	139,244	113,152	67,473
Category 3	30,689	30,662	28,654
Category 4	886,264	358,532	604,173
Category 5	48,924	50,043	34,151
Category 6	1,720	2,373	3,300
Category 7	30,061	29,773	50,871
Category 11	63,616,648	63,358,714	63,882,209
Category 12	544,972	510,253	471,173
Category 15	377	N/A	N/A
Total Scope 3 GHG Emissions (MTCO ₂ e)	77,438,529	74,467,505	74,664,060

Lithia & Driveway leads the way helping consumers adopt sustainable mobility wherever, whenever, and however they desire.





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