

Board Leadership Update

OCTOBER 2026

Hello LAD Team,

As we head toward the finish line of our 80th year, I want to thank you for the passion, energy, and loyalty you bring to Lithia & Driveway.

Our business and industry continue to change quickly, but what powers us forward hasn't changed: **our people**. We have an incredible opportunity in front of us, and reaching our full potential means embracing change, staying nimble, and finding smarter, simpler ways to work.

Auto Done Easy Starts with Us

Auto Done Easy is about making things simple, transparent, and convenient. And that doesn't only apply to our customers. It applies to how we work together.

As we grow, we can't be afraid to challenge the way things have always been done. Try something new, simplify the work, use technology differently, learn fast, and adjust quickly. If there's a better way to support our customers, stores, or teams, let's find it!

Our strongest leaders demonstrate this every day. They stay close to our stores, build strong partnerships, embrace change, and help the people around them reach their full potential. **I'm excited to recognize five leaders who demonstrate these qualities and congratulate them on their well-deserved promotions:**



Eugene, OR

Renae Lewis **Vice President, Finance**

In her 28 years with LAD, Renae has built strong store partnerships as a Platform Chief Financial Officer. In her expanded role, she will also oversee our Accounting Processing Centers. Her deep operational knowledge and store perspective will help us simplify and strengthen accounting operations.



Medford, OR

Danny Negra **Vice President, Operations & OEM Partnership**

Danny's depth of knowledge across our business, data, finance, and operations has made him an important part of LAD's growth over the last 25 years. He will continue leading OEM partnerships while expanding his focus on field activation to help our stores identify opportunities to win and create actionable, performance-based insights across the company.



Medford, OR

Gina Morse **Vice President, People Partnership**

In her nearly 20 years at LAD, Gina has mentored and supported countless leaders and team members across the organization. She's earned a strong reputation for her ability to be direct, make tough calls, and maintain strong relationships while always keeping the needs of the business and our stores at the center of her work.



Medford, OR

Meghan Kaufman **Vice President, Total Rewards & People Operations**

Since joining the company in 2016, Meghan has expanded her leadership across compensation, Total Rewards, and people operations/technology. She consistently finds ways to simplify work, improve efficiency, and make it easier for our teams to get things done. She continues to raise her hand for more responsibility while developing herself and her team.



Medford, OR

Ashwin Radhakrishnan **Vice President, Technology & Performance**

Since joining LAD in 2020, Ashwin has demonstrated his ability to take on complex challenges and deliver results. He will continue strengthening how we use technology, systems, and data to support our stores, simplify our business, and prepare for the future of automotive retail.

Please join me in congratulating Renae, Danny, Gina, Meghan, and Ashwin!

Let's Finish Strong

Growth requires change, and change starts with us. Stay curious, say yes to new ideas, and when you see a better way to support our stores, customers, or teams, *Take Personal Ownership* and make it happen. As we *Improve Constantly*, keep asking: What can I simplify? Where can I move faster? How can I make the experience better?

Thousands of small improvements create incredible momentum. That's *Growth Powered by People*.

Thank you for everything you've done to make our 80th year special. Let's accelerate change, finish strong, and keep making Auto Done Easy.

Let's Roll!

Bryan DeBoer
Chairman & Chief Executive Officer

Earn Customers For Life | Improve Constantly | Growth Powered by People | Take Personal Ownership | Have Fun!

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