

**SASB REFERENCE TABLE  
AS OF 12/31/2019**

The **Sustainability Accounting Standards Board (SASB)** Foundation is an independent standards-setting organization founded in 2011. This not-for-profit organization seeks to establish and maintain industry-specific standards that assist companies in disclosing financially material, decision-useful sustainability information to investors. The table below references the Standard set out for businesses in the Multiline and Specialty Retailers & Distributors category.

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA
Energy Management in Retail & Distribution	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	CG-MR-130a.1	2018 - (1) Total energy consumed: 815,997.60 GJ (2) Percent grid electricity: 100% (3) Percent Renewable Energy: 0%
Data Security	Description of approach to indentifying and addressing data security risks	Discussion & Analysis	n/a	CG-MR-230a.1	<p>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. In 2019 Lithia Motors has significantly expanded its footprint of information security solutions to monitor internet-based attack vectors as well.</p> <p>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.</p> <p>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.</p> <p>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.</p>
	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) Number of customers affected	Quantitative	Number, Percentage (%)	CG-MR-230a.2	(1) 0 (zero) (2) 0 (zero) (3) 0 (zero)
Labor Practices	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	Quantitative	Reporting, Currency, Percentage (%)	CG-MR-310a.1	<p>Total average hourly wage amongst all in-store employees in 2019 including bonuses, commissions, and paid time off was \$32.25.</p> <p>(1) AK: \$35.37 CA: \$32.99 FL: \$32.21 HI: \$33.47 IA: \$29.92 ID: \$25.95 MA: \$30.35 MT: \$30.35 ND: \$29.51 NJ: \$35.3 NM: \$28.55 NV: \$40.73 NY: \$28.4 OR: \$30.87 PA: \$32.45 TX: \$32.3 VT: \$26.72 WA: \$33.13 WV: \$25.07 WY: \$30.16</p> <p>(2) Total percentage of employees earning minimum wage with no bonus or commission opportunities is 2.9%.</p> <p>AK: 0% CA: 6% FL: 0.3% HI: 0.3% IA: 0% ID: 0.2% MT: 0% ND: 0% NJ: 1.7% NM: 12.2% NV: 0% NY: 5.5%</p>
	(1) Voluntary and (2) involuntary turnover rate for in-store employees	Quantitative	Rate	CG-MR-310a.2	(1) 41% (2) 12%
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Quantitative	Percentage (%)	CG-MR-330a.1	<p>(1) 19% of Lithia management is comprised of racial/ethnic minorities and 24% are female. By percentage, each racial/ethnic group is represented as follows: Asian: 4.5% African American: 1.5% Hispanic or Latino: 10% White: 81% Other: 3%</p> <p>(2) 40% of Lithia non-management is comprised of racial/ethnic minorities and 20% are female. By percentage, each racial/ethnic group is represented as follows: Asian: 5% African American: 4% Hispanic or Latino: 25% White: 60% Other: 5%</p>