

GRI SUSTAINABILITY REPORTING STANDARDS - AS OF 12/31/2021

The Global Reporting Initiative (GRI) is a set of standards issued by the Global Sustainability Standards Board (GSSB) in order to create a common language for organizations and stakeholders, with which the economic, environmental and social impacts of organizations can be communicated and understood.

DISCLOSURE #	TITLE	REPORTING REQUIREMENTS	RESPONSE
102-1	Name of Organization		Lithia Motors, Inc.
102-2	Activities, brands, products and services	a. A description of the organization's activities. b. Primary brands, products, and services, including an explanation of any products or services that are banned in certain markets.	a. Lithia Motors is a new vehicle dealer spanning 25 states retailing 40 new vehicle brands and an unlimited number of used vehicle brands. We also pride ourselves in offering best in class vehicle servicing and repair, specialty parts ordering, and customer tailored finance and insurance products to provide a 360 degree offering of services to our customers. b. Primary brands include Ford, Chevrolet, Buick, GMC, Chrysler, Dodge, Jeep, Ram, Toyota, Honda, BMW, Lexus, plus many more.
102-3	Location of headquarters		150 N Bartlett St, Medford, OR 97501
102-4	Location of operations		As of 12/31/2021, Lithia has 278 locations, in 25 states. Click here for interactive map of locations
102-5	Ownership and legal form	Nature of ownership and legal form.	Lithia was founded in 1946 and went public in December 1996 with an IPO of \$11 per share. Today Lithia continues as an Oregon based corporation and trades on the NYSE (ticker symbol: LAD). As of stock market closing on 12/31/21 was trading at \$296.95 per share.
102-6	Markets served	Geographic locations where products and services are offered; sectors served; types of customers and beneficiaries	Lithia Motors serves the public and private sectors and owns dealerships in 25 states throughout the U.S., making it one of the largest providers of personal transportation solutions in the country.
102-7	Scale of Organization	Scale of the organization, including: a. total number of employees b. total numbers of operations c. net revenues	As Of 12/31/2021 a. 21,109 full-time equivalent employees b. 279 Dealerships c. \$20.8 B Revenue
102-10	Significant changes to the organization and supply chain	a. Significant change to the organization's size, structure, ownership, or supply chain, including: i. Changes in location of, or changes in, operations, including facility openings, closings, and expansions ii. Changes in the share capital structure and other capital formation, maintenance, and alteration operations (for private sector organizations) iii. Changes in location of suppliers, the structure of supply chain, or relationships with suppliers, including selection and termination.	Significant changes in location of operations in 2021 included: i. Acquisitions: CJDR of Seminole County - Sanford FL Lind River Otis - Otisville FL 7 Locations from Fink Automotive Group - FL Kendall Nissan - Avonlea VA 34 Locations from The Suburban Collection - MI Planet Honda - Union NJ Audi Valencia - Valencia CA 4 Locations from Supra/Auto Group - NV Center BMW and Acura - Sherman Oaks, CA 7 Locations from Southwest Auto Group - TX Toyota of Jackson - Jackson MS Toyota and Subaru of Bellevue - Bellevue WA Subaru of Mobile - Mobile AL Grapevine Honda - Grapevine TX Rock Honda - Fontana CA 11 Locations from Fiat Automotive Partners - Canada Orange Coast CJDR - Costa Mesa CA Curry Honda - Chamblee GA Audi Coral Springs - Coral Springs FL Fort Lauderdale Audi - Fort Lauderdale FL 3 Locations from Elder Automotive - MI and FL Divestitures and Terminations Beverington Ford - Beverington VT Beverington Hyundai - Beverington VT Carolina Cadillac of Ulica - Ulica NY Carolina Hyundai of Ulica - Ulica NY Nashion Honda - Hazleton PA Stockton Kia, Stockton CA Genesis Fresno - Fresno CA Audi Valencia - Valencia CA Genesis of Troy - Troy MI Buick GMC of Yonville - Yonville NY Chevrolet of Yonville - Yonville NY Baird Cadillac - Westford PA Carolina Nissan - Yonville NY Camp Cadillac - Spokane WA Carolina Honda - Yonville NY Baird Cadillac - Bend OR Genesis Wesley Chapel - Wesley Chapel FL ii. N/A iii. N/A
102-13	Membership of associations	A list of the main memberships of industry or other associations, and national or international advocacy organizations	1. NADA- National Automobile Dealers Association 2. NACD- National Association of Corporate Directors 3. SHRM- The Society for Human Resource Management 4. Various state dealer associations
102-14	Statement from senior decision-maker	Statement from the senior most decision maker about the relevance of sustainability to the organization and its strategy for addressing sustainability	Who We Are Site Page - Click here
102-16	Values, principles, standards, and norms of behavior	A description of the organization's values, principals, standards and norms of behavior.	Who We Are Site Page - Click here Our Mission and Core Values were developed by our board of directors in conjunction with top level management. In addition, there are annual board training sessions to ensure the board, our strategic goals and our corporate values are aligned. New board members are ushered through a formal onboarding process, including education on our history, values and strategic mission.
102-17	Mechanisms for advice and concerns about ethics	A description of internal and external mechanisms for: a. seeking advice about ethical and lawful behavior, and organizational integrity b. reporting concerns about unethical or unlawful behavior, and organizational integrity	a. Employees are encouraged to reach out and discuss or report issues related to unethical behavior to their supervisors and management. Concerns can be filed and escalated if not handled adequately in a timely manner via the alternate reporting mechanisms available to employees. There are additional opportunities to garner advice in this area. b. Reports are kept as confidential as possible for investigative purposes. The ways in which ethic concerns can be reported are numerous and include the following: -Corporate Whistle Blower Hotline: Compliance & Reporting, employs a third-party service provider. Conversion for the capture of anonymous and non-anonymous employee reports. The Convertent interface is available 24 hours a day, seven days a week, and has both a web interface which can be accessed from any computer in addition to a toll-free call center (800-224-195). The Convertent call center supports multiple languages, should an employee need assistance. Lithia Employees receive communication about the existence and method to access the hot line via the Employee Handbook, break room posters, the annual Ethics and Fraud Survey and within the Benefits Enrollment Guide. Any person (e.g. employees, customers, vendors, etc.) can also reach a link to both hotline interfaces at our company site at ethics@lithiamotors.com or directly using lithiaemployeefeedback.com . -Annual Ethics and Fraud Survey: Each year an ethics and fraud survey is administered by Compliance & Reporting via an anonymous third-party service, Survey Monkey. Every employee receives a ten-question survey which provides them the opportunity to report any issues directly to Compliance & Reporting. This survey is executed monthly on a rolling scale, with each entity receiving the survey at least once per year. -Department Notification: Employees are able to make direct reports of concerns to employeerelations@lithia.com or compliance@lithia.com , or can reach out to an individual on either team. -Lithia Carens Email: lithiacarens.com is a mailbox available to both customers and employees to present any issue. This mail box is managed by a customer service and legal team which forwards any reports of unethical or unlawful behavior to Compliance & Reporting. -Problem Solving/Open Door Guidance: Throughout the Employee Handbook employees are encouraged to discuss and report issues to their supervisors and management and are provided with the address to contact the Board's Nominating and Governance and/or Audit Committees for any unresolved issues.
102-18	Governance structure	a. Governance structure of the org, including committees of the highest governance body b. Committees responsible for decision making on economic, environmental and social topics	a. Our CEO, who is a Member of the Board, reports directly to our Lithia Board of Directors. The committees of the board are the following: - Audit Committee - Nominating & Governance Committee - Compensation Committee. b. The relatively small size of our Board allows them to retain decision making over economic, environmental and social topics.
102-22	Composition of highest governance body and its committees		www.LithiaInvestorRelations.com - Click here
102-23	Chair of highest governing body	a. Whether the chair of the highest governing body is also an executive officer of the organization b. If the chair is also an executive officer, describe his or her function within the organization's management and the reasons for this arrangement.	a. Sidney DeBoer is the current Chairman of the Board. He is not a Lithia executive. b. N/A
102-24	Nominating and selecting the highest governing body	a. Nomination and selection processes for the highest governance body and its committees b. Criteria used for nominating and selecting highest governance body members, including whether and how: i. stakeholders (including shareholders) are involved ii. diversity is considered iii. independence is considered iv. expertise and experience relating to economic, environmental, and social topics are considered.	a. Shareholders of Lithia Motors, Inc. directly elect members to the Board of Directors at the Annual Shareholder Meeting, which occurs every April. Both the Board and shareholders have mechanisms for proposing nominees to be listed on the annual ballot. b. Cognitive diversity and professional experience are two main criteria used when searching for new Board nominees. A Board representing a wide range of skills and experiences is optimal, including ESG matters.
102-26	Role of highest governance body in setting purpose, values, and strategy		Please see disclosure for 102-16.
202-2	Proportion of senior management hired from the local community	a. Percentage of senior management at significant locations of operation that are hired from the local community b. The definition for senior management c. The organization's geographical definition of local d. The definition used for 'significant locations of operation'	As of 12/31/2021 a. All seven of Lithia's Senior VPs have been hired from the local community. b. Senior Management includes the seven Senior VPs at our Corporate HQ. c. Geographical definition of local includes the United States. d. Significant locations of operation include only our Corporate HQ office in Medford, OR.
302-1	Energy consumption within the organization	a. Total fuel consumption within the organization from non-renewable sources. b. Total fuel consumption within the organization from renewable sources. c. Total electricity used within the organization. d. Total electricity sold within the organization. e. Total energy consumed within the organization.	For Calendar Year 2021: a. n/a b. n/a c. 159,518 MWh d. n/a e. 304,689 MWh
302-3	Energy intensity ratio	a. Energy intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio. c. Types of energy included in the intensity ratio: whether fuel, electricity, heating, cooling, steam, or all. d. Whether the ratio uses energy consumption within the organization, outside of it, or both.	For Calendar Year 2021: a. 868 MWh/Site b. Denominator used to calculate ratio is facility count. c. Fuel, electricity, heating and cooling. d. Ratio uses energy consumption within the organization.
303-5	Water consumption	a. Total water consumption from all areas in megaliters.	For Calendar Year 2021: a. 1627 ML
305-1	Direct Scope 1 GHG emissions	a. Gross direct (Scope 1) GHG Emissions in metric tons of CO2 equivalent. b. Gases included in the calculation: whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. c. Biogenic CO2 emissions in metric tons of CO2 equivalent. d. Base year for the calculation, if applicable. e. Source of emission factors and the global warming potential (GWP) rates used. f. Consolidation approach for emissions. g. Standards, methodologies, assumptions and/or calculation tools used.	For Calendar Year 2021: a. 26,370 MTCO ₂ e b. CO ₂ , CH ₄ , and N ₂ O c. n/a d. n/a e. Emission Factors: 2021 Climate Registry Default Emission Factors (May 2021) IPCC Fifth Assessment Report (AR5) f. n/a g. GHG emissions are calculated in line with the World Resource Institutes GHG Protocol methodology.
305-2	Indirect scope 2 GHG emissions	a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent. c. Gases included in the calculation: whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all. d. Base year for the calculation, if applicable. e. Source of emission factors and the global warming (GWP) rates used. f. Consolidation approach for the emissions. g. Standards, methodologies, assumptions and/or calculation tools used."	For Calendar Year 2021: a. Location Based- 50,540 MTCO ₂ e b. n/a c. CO ₂ , CH ₄ , and N ₂ O d. n/a e. Emission factors: USEPA eGRID2020 Year 2020 (released 01/27/2022) f. n/a g. GHG emissions are calculated in line with the World Resource Institutes GHG Protocol methodology.
305-4	GHG emissions intensity ratio	a. GHG emissions intensity ratio for the organization b. Organization-specific metric (the denominator) chosen to calculate the ratio c. Types of GHG emissions included in the intensity ratio	For Calendar Year 2021: a. 219 MTCO ₂ e/Site b. Denominator used to calculate ratio is facility count c. Both direct (Scope 1) and indirect (Scope 2) emissions are included in the calculation.
401-3	Parental Leave	a. Total number of employees that were entitled to parental leave, by gender. b. Total number of employees that took parental leave, by gender. c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender. d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. e. Return to work and retention rates of employees that took parental leave, by gender.	a. All employees are considered for parental leave upon hire. Despite length of employment and even if the state the employee works in does not have specific parental leave qualifications, we consider and provide accommodations to all employees for parental leave. In 2021 we had a total of 30,320 employees work for the company. Female: 6,587 Male: 23,872 Unknown: 51 b. Total number of employees that took parental leave, by gender": Male: 194 Female: 122 c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender": Male returned to work: 188 Female returned to work: 96 d. Total number of employees that returned to work after parental leave ended, that were still employed 12 months after their return to work, by gender: The numbers below reflect the active employees that returned to work after taking parental leave between 1/1/2021 and 12/31/2021. The census was pulled on 2/18/2022. Female employed as of 2/18/2022: 69 Male still employed as of 2/18/2022: 147 e. Return to work and retention rates of employees that took parental leave, by gender": Male returned to work rate: 97% Female returned to work rate: 79% Male retention rate: 76% Female retention rate: 57% <i>Data provided may not be inclusive of all cases of parental leave and is a good faith effort to report based on information available to employer.</i>
403-1	Occupational health and safety management system	The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization: a. A statement of whether an occupational health and safety management system has been implemented, including whether: i. the system has been implemented because of legal requirements and, if so, a list of the requirements; ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines. b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.	a. Lithia has various systems in place to both proactively deter work injuries as well as efficiently handle claims that are reported. i. In coastal states where state OSHA requirements are more stringent than Federal, although not required by law, Lithia pays a 3rd party (KPA) to conduct quarterly on-site checks to confirm that required Safety Meetings are kept and documented, OSHA 300 logs are current, Hazardous Waste Training is conducted, etc. ii. Our system is based on historical company best practices and continually refined and updated by comparing to the industry standard via feedback and comparisons with our leading competitors through email exchange. b. Our industry is considered 'high-risk' given many of our locations employ Service Technicians who work on vehicles, but we also employ less physically demanding workers such as sales/general managers, FBI managers, receptionists, and lot attendants/Porters - all of which are covered through our occ. health and safety management system.
403-2	Hazard identification, risk assessment and incident investigation	The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization: a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including: i. how the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system. b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals. c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals. d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.	a. On a routine basis, work related hazards and risks are brought to light via quarterly on-site visits and walkarounds by our Safety and Compliance vendor, KPA, and addressed by the designated Safety Committees at each store location. Non-routinely, as risks are logged into the KPA portal, stores are held accountable by how many risks have been addressed and whether their risk incidents are trending downwards. To make it easier to report hazards, managers utilize the KPA app, which allows them to report and address hazards on the spot with their cell phones. i. KPA is the number one EHS consultant in the automotive industry, working with 8 out of 10 of the top dealers in the nation and that all their field auditors who identify track/resolve/report EHS issues are trained in OSHA, EPA, DOT, and state-specific regulations. ii. Risks and hazards logged into the KPA portal are continually addressed with each location so it is held accountable with bringing the number of incidences down - quarterly onsite visits with store Safety Committees to go over claims activity and monthly deductible charges assessed to the stores to incentivize safety. b. Workers can report hazards and work injuries via the KPA mobile app and our NurseLine phone number, as opposed to our previous method of workers reporting to their managers, who in turn report to Home Office risk via an incident report. Monthly reports from CoVei identify the most frequent incidents among each job class so that the Risk team at Home Office can issue corrective action recommendations in the Safety Newsletter or inform store Group Leaders so management can address. c. Our employee handbook specifically states that all workers "Report to your immediate supervisor any faulty equipment, hazardous conditions, damaged property, blocked passageways or exits, or any conditions that may be deemed a safety hazard, even if you believe you have corrected the problem." Attendance is required at periodic health and safety meetings/trainings and is offered as an alternative form of reporting hazards if they are not comfortable reporting to their supervisor for fear of reprisal. d. Lithia utilizes their relationship with Third Party Administrator, CoVei, so trained adjusters can investigate all work related incidents reported while gathering all facts surrounding the incident from the direct supervisor, injured worker, and medical provider. Monthly reports from CoVei identify the most frequent incidents among each job class so that the Risk team at Home Office can issue corrective action recommendations in the Safety Newsletter or inform store Group Leaders so management can address.
403-3	Occupational health services	The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization: a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.	Lithia is dedicated to the identification and elimination of hazards and their minimization by proactively engaging in the occupational health process with its employees and streamlining the handling of claims. Two of our locations have on-site medical clinics where employees and their spouses can receive prompt medical attention free of charge - it is well understood that recovery from an injury is greatly dependent on the speed at which the injured employee can receive quality medical attention. When an injury occurs, the process for reporting a claim is 100% telephonic for employees and managers with no forms needed. Lithia utilizes our relationship with KPA, our Safety and Compliance vendor, who conducts quarterly on-site visits to store locations. KPA confirms store employees are apprised of OSHA regulation changes and Safety Committee meetings are conducted and logged and employee safety concerns are being addressed. Every month, the Home Office Risk Management team issues a Safety Newsletter to all locations' management with rotating safety topics based on relevance to the season and most reported OSHA violations in our industry. In addition, KPA logs all identified risks for each location online, accessible to the Home Office Risk Management team in order to track all risks and hold each location accountable to remediating all issues.
403-5	Worker training on occupational health and safety	The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization: a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.	a. Occupational Health and Safety trainings are provided online through our intranet via a collection of videos on 70 different topics ranging from 'Accident Investigation Training' to 'Active Shooter Training'; KPA also provides on-site training for topics such as 'Respiratory Protection' to 'Hazardous Material Training.'
403-6	Promotion of worker health	The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization: a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided. b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.	a. - Supplemental Coverage: Accident; Critical Illness; Hospital Indemnity - Onsite Employee Health and Wellness Clinics: Medford (2 locations); Pittsburgh; New Jersey; Ulica - Mobile Onsite Preventative Care - Telemedicine (All States outside of Hawaii) - Preventative Focus Award b. Free Wellness Programs: Free Health Coaching; Free Maternity Support - Free Flu Shots - Living Diabetes Management - Chronic Condition Support <i>Lithia treats the confidentiality of employee personal health related information with the utmost importance. In all instances, Lithia operates in accordance with the Health Insurance Portability and Accountability Act (HIPAA) guidelines. Further, Lithia separates our employee benefits department from our Human Resources (HR) department, which serves as a firewall in our departmental structure. In our organization, our HR department does not have access to employee benefits/wellness related activities and there is general separation in place so other employees within the organization also do not have access.</i>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products or services by its business relationships, and the related hazards and risks.	a. The most frequent and most medically expensive occupational health incidents are slip and falls and lifting injuries. Our plan to address this issue is through proactive root cause analysis with management, when claims are reported, at locations with frequency and to determine loss prevention strategies.
403-9	Work-related injuries	a. For all employees: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked. c. The work-related hazards that pose a risk of high-consequence injury, including: i. How these hazards have been determined; ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period; iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls. e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked. f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	a. For All Employees, As of 12/31/2021: i. 0 work-related fatalities in 2021 ii. 2021 Rate of high-consequence work related injuries is .3249 (12 instances in 2021) iii. 2021 Rate of 17.3 (based off 639 instances in 2021) iv. Slip and falls and lifting injuries are the top 2 injury causes by claim count. v. 36,935,295.22 total work hours for 2021 b. N/A c. MVAs, slip and falls, and heavy lifting in awkward positions i. Patterns recognized based off the accident description of the incident ii. 4 out of the 12 high-consequence work-related injuries were slip and falls from either tripping a cord or icy parking lots; the rest were not from specific hazards but from inattentiveness to normal job duties iii. When continual patterns are observed, the work injury team at Home Office will follow up with onsite management to determine action steps to prevent similar incidents in the future d. Top 5 hazards on quarterly onsite EHS audits are shared with the RE - Facilities team to disseminate among onsite facility managers on location in order to assist with mitigation e. Rates have been calculated based on 1,000,000 hours worked f. n/a g. n/a
403-10	Work-related ill health	a. For all employees: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health. c. The work-related hazards that pose a risk of ill health, including: i. How these hazards have been determined; ii. Which of these hazards have caused or contributed to cases of ill health during the reporting period; iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded. e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	a. For All Employees, As of 12/31/2021: i. 0 fatality due to work-related ill health ii. 19 instances in 2021 iii. Repetitive motion injuries among Service Technicians were the most prevalent cases of work-related ill health. b. n/a c. n/a - no specific hazards can be attributed to cases of work-related ill health as cases were related to repetitive motion injuries from normal job duties d. We do not employ a significant number of non-employees whose work and/or workplace is controlled by our organization, to report a meaningful and actionable statistic for safety purposes. e. COVID cases were not included in work related ill-health counts as all were either denied or currently pending investigation
404-1	Average hours of training per employee	The reporting organization shall report the following information: Average hours of training that the organization's employees have undertaken during the reporting period, by:	On average, each employee received 38.31 hours of training in 2021. We are working to expand our data collection efforts in this area.
404-2	Programs for upgrading employee skills and transition assistance programs	a. Type and scope of programs implemented and assistance provided to upgrade employee skills. b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	a. The Lithia & Driveway Talent Development Team provides a wide range of training and development options for employees. These include digital resources accessible to all employees through the Learning Center (LMS) including hard skills training on applications and systems plus soft skills training to enhance communication, accountability, leadership, management, and more. SOO courses are currently available through the Learning Center, with curated course selections rolled out automatically to key positions (Sales Associate, FBI Manager, Service Advisor, etc.). Additional learning resources are available through 1600+ LinkedIn Learning licenses that provide access to 16,000+ titles covering business, creative, and technical skills. Our Team also creates and administers development programs for specific job roles. These can include a combination of live, virtual, and digital training modules to develop the management and leadership skills of Lithia & Driveway employees. b. N/A
405-1	Diversity of governing bodies and employees	a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender ii. Age group: under 30 years old, 30-50 years old, over 50 years old	a. As of 12/31/2021: i. Female (29%) Male (71%) ii. Over 50 years old: 100%