



Human Rights Policy

Statement on Company Respect for Human Rights

Lithia Motors, Inc. (NYSE: LAD) was founded in 1946 in Ashland, Oregon, with a single dealership and five employees. We are a fast-growing company fueled by our mission of *Growth Powered by People*. The core of Lithia's success has always been our people, and we hold a deep respect for every individual's basic human rights—whether it be our team members, the customers we serve, or the members of the communities we are apart of.

Our continued success is directly linked to our mission, *Growth Powered by People*. We care about all the people directly or indirectly affected by our business, including employees, customers, shareholders, business partners and communities. We are committed to continuously acting with compassion, integrity, honesty and high ethics in all situations. It is our duty and honor to maintain compliance with all government laws and regulations and to positively impact and enhance the communities in which our employees live and work.

Lithia supports the Universal Declaration of Human Rights in its entirety, the first and most basic of which is that all human beings are free and equal in dignity and rights. We have a diverse fabric of team members deployed across the country, and we celebrate our differing cultural backgrounds and skills, which we consider to be a competitive advantage. We strive to work with business partners who share in our commitment to human rights.