

2024

CORPORATE RESPONSIBILITY REPORT

AutoNation



TABLE OF CONTENTS

OVERVIEW	2	ENVIRONMENT	17
About this Report	2	Driving Forward Responsibly	18
CEO Letter	3	Dedicated, Responsible Environmental Management Policy	19
About AutoNation	4	Waste Management and Recycling Efforts	20
AutoNation Corporate Responsibility Program	5	Managing Operations Efficiently	21
OUR PEOPLE	6	Sustainable Mobility Offerings	22
Our Culture	7	GOVERNANCE & ETHICS	23
Focusing on Our People	8	SASB INDEX	29
Total Rewards & Associate Well-Being	11	SASB Index	29
COMMUNITY	13	SASB Activity Metrics	32



ABOUT THIS REPORT

AutoNation, Inc. (“AutoNation”) is proud of the values we live, our history of success, and our ongoing commitment to our stakeholders, including our stockholders, our customers, our associates, and the communities in which we operate.

This report outlines AutoNation's corporate responsibility efforts, progress, metrics, and performance for January 1 through December 31, 2024, unless otherwise noted.

Certain information provided in this report is intended to be responsive to the Sustainability Accounting Standards Board (“SASB”) Standard for the Multiline and Specialty Retailers & Distributors Industry Index and should not be relied on for any other purpose. Our inclusion of information in this report should not be construed as an admission as to the materiality of such information for purposes of applicable securities laws or as used in the context of financial statements and financial reporting.

GREETINGS FROM OUR CEO, MIKE MANLEY

This report reflects our commitment to sustainable practices and ethical standards across our operations. Our core values—commitment, accountability, and respect—remain the driving force behind everything we do. This year's report highlights the progress we've made in environmental responsibility, community engagement, and workforce development.

Our associates continue to be the key driver of our performance. We remain focused on attracting, developing, and retaining top talent. A strong, multifaceted workforce is critical to operational excellence and long-term growth, and we are committed to maintaining high ethical standards in all aspects of our business.

We've also expanded our community impact through *DRV PNK*, raising over \$40 million for cancer research and treatment nationwide. On the environmental front, we are scaling green building practices, offering a broad range of electric and hybrid vehicles, and taking steps to mitigate the environmental impact of our operations. We appreciate the continued support of our stakeholders as we align business performance with responsible growth.

Mike Manley

CEO, AutoNation



ABOUT AUTONATION

AutoNation is one of the largest automotive retailers in the United States, offering innovative products, exceptional services, and comprehensive solutions, and empowering our customers to make the best decisions for their needs. With a nationwide network of dealerships strengthened by a recognized brand, we offer a wide variety of new and used vehicles, customer financing, parts, and provide expert maintenance and repair services. Through DRV PNK, we have raised over \$40 million for cancer-related causes, demonstrating our commitment to making a positive difference in the lives of our associates, customers, and the communities we serve. AutoNation is committed to being the nation's most comprehensive transportation solutions provider with easy, transparent, and customer-centric services.

As of December 31, 2024, we owned and operated 325 new vehicle franchises from 243 stores located in the United States, predominantly in major metropolitan markets in the Sunbelt region. Our stores, which we believe include some of the most recognizable and well-known in our key markets, sell 31 different new vehicle brands. The core brands of new vehicles that we sell, representing approximately 88% of the new vehicles that we sold in 2024, are manufactured by Toyota (including Lexus), Honda, Ford, General Motors, BMW, Mercedes-Benz, Stellantis, and Volkswagen. As of December 31, 2024, we also owned and operated 52 AutoNation-branded collision centers, 24 AutoNation USA used vehicle stores, 4 AutoNation-branded automotive auction operations, 3 parts distribution centers, a mobile automotive repair and maintenance business and an auto finance company.

We offer a diversified range of automotive products and services, including new vehicles, used vehicles, parts and service, which includes automotive repair and maintenance services as well as wholesale parts and collision businesses, and automotive finance and insurance products, which include vehicle service and other protection products, as well as the arranging of financing for vehicle purchases through third-party finance sources. We also offer indirect financing through our captive auto finance company on vehicles we sell.

323
Dealerships

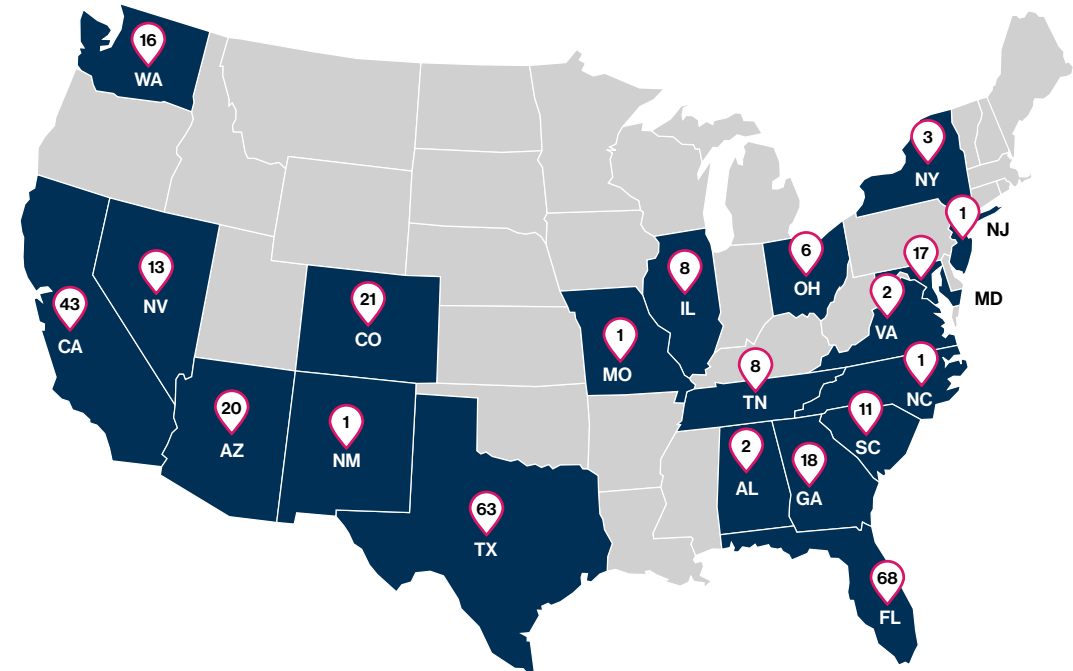
325
Franchises

52
Collision Centers

31
Brands

26
AutoNation USA Stores

4
Auto Auctions



According to Reputation, with over 1.25 million 5-star reviews, AutoNation has the most all-time positive reviews of any automotive dealer group, public or private, which is a testament to the company's commitment to an exceptional customer experience. AutoNation has also been named one of Fortune® Magazine's World's Most Admired Companies™ for the past five years, reflecting the unwavering dedication of our Associates across the country to building a world-class culture and work environment. Since 1996, AutoNation has sold more than 15 million new and pre-owned vehicles.

AUTONATION'S CORPORATE RESPONSIBILITY PROGRAM

We are committed to conducting operations in an ethical and socially responsible way, and we are sensitive to the needs of our stockholders, our associates, our customers, our suppliers, our environmental impact, and the communities in which we operate.

OVERSIGHT

Our Board of Directors has delegated oversight of our corporate responsibility initiatives and policies to its Corporate Governance and Nominating Committee. The Committee reviews and evaluates the Company's programs, policies, and practices relating to corporate governance, social, and environmental issues and receives updates from the Company's management team responsible for significant governance, social, and environmental activities and initiatives.

AutoNation maintains a cross-functional corporate responsibility Leadership Team comprised of senior leaders from across the Company who report directly to AutoNation's Executive Committee. The Leadership Team guides the strategy for AutoNation's approach to corporate responsibility efforts and includes representatives from the human resources, procurement, facilities, legal, investor relations, and finance departments.





OUR PEOPLE

OUR CULTURE

AutoNation is committed to a merit-based workplace with a culture centered around results, respect, and continuous improvement.

In late 2024, AutoNation introduced DRIVE—a company-wide initiative created to define and reinforce the core Values and Leadership Behaviors that shape how we lead, collaborate, and achieve results. DRIVE serves as a unifying framework, embedding our cultural priorities across the organization and aligning our actions with our mission.



DRIVE stands for:

- D** — **Deliver Results**
- R** — **Respect Others**
- I** — **Ignite Performance**
- V** — **Value Accountability**
- E** — **Elevate the Business**

These values and behaviors are not aspirational; they are operational. DRIVE is being integrated across the associate experience to ensure alignment between who we are, what we value, and how we lead. From recruitment to onboarding, training, leadership development, and performance management, DRIVE provides the behavioral blueprint for success at AutoNation.

By embedding DRIVE into the fabric of our organization, we are building a high-performance culture rooted in accountability, inclusivity, and excellence. This initiative reflects our unwavering commitment to empowering our associates, delivering meaningful business outcomes, and ensuring our leadership practices remain as dynamic and forward-looking as the industry we serve.

FOCUSING ON OUR PEOPLE

Our people are the driving force behind our success. We are committed to fostering a workplace where every associate feels valued, respected, and empowered to reach their full potential. By building a culture of trust, collaboration, and opportunity, we enable our teams to shift into high gear and go the distance—together.

Our core values drive our culture—guiding how we work together, how we serve our customers, and how we strive for excellence in everything we do. These values are more than checkpoints along the way; they are the fuel that powers a workplace driven to be great. At AutoNation, we believe in living our values: every moment, every mile, every person, every day.

How we attract, develop, and retain great people is critical to shaping the culture we aspire to foster. While many factors contribute to running a successful company, none are more important than the dedicated associates who drive AutoNation forward. With over 300 locations nationwide, we employed approximately 25,000 full and part-time associates as of December 31, 2024.

In 2025, we aim to build upon these efforts by enhancing the opportunities and benefits we offer our associates. We are focused on delivering competitive, performance-based total rewards, promoting a high-performance culture, and providing development opportunities that drive both individual growth and organizational success.



RECRUITING GREAT TALENT

Attracting top talent is essential to our continued success. AutoNation leverages nationwide advertising on platforms such as Indeed, Glassdoor, LinkedIn, and Handshake to reach a broad candidate pool. Our recruitment strategy includes campus recruiting, technical school partnerships, and veteran outreach, all supported by a strong commitment to candidate experience.

Our internship program provides opportunities for career development and engagement with executive leadership. We also expanded our partnership with Universal Technical Institute, increasing our visibility across all 13 campuses.

In 2024, AutoNation proudly joined the U.S. Army Partnership for Your Success (PaYS) Program, offering guaranteed interviews and career opportunities to transitioning service members.

In 2025, we will continue to refine our recruitment tools, strengthen key partnerships, and ensure every candidate's experience reflects our values and commitment to excellence.

Developing Our Talent

AutoNation offers tailored training and development programs that support continuous growth. Sales associates, managers, general managers, service advisors, directors, and parts associates all benefit from structured learning experiences. Associates also have access to e-commerce training, external online learning resources, and individualized development plans.

Our General Manager training program combines classroom instruction with on-the-job learning. This program offers targeted

learning, capstone projects, and exposure to AutoNation Senior Management. Since inception, over 70% of associates who have completed the program are now serving in General Manager or higher roles. In 2024, 64 participants completed the program.

We also introduced the Advanced Customer Experience course in 2024, a two-day, instructor-led program for store leadership. The course equips leaders with tools to drive performance across sales and after-sales operations, reinforcing our commitment to a high-performing customer experience culture.

In 2025, we will continue to evolve our training offerings and deepen the integration of AutoNation values and behaviors into all development programs.



Providing Continuous Learning

Through AutoNation University (“ANU”), launched in 2023, we offer high-quality learning experiences that support leadership, technical, and non-technical development. ANU is underpinned by strong instructional standards, certified facilitators, and robust evaluation metrics.

Our Ignition onboarding program accelerates new hire success by introducing associates to our culture and operational expectations. In 2024, 85% of new hires participated in Day 1 AutoNation Ignition, with nearly full participation in role-specific onboarding programs. Beyond Day 1, job-specific Ignition courses are provided to accelerate our new associates speed-to-proficiency and set them up for success in their roles.

Recognizing the value of in-person learning, we leverage onsite training hubs to reinforce collaboration and real-time learning. Virtual learning continues to complement our in-person offerings, ensuring consistent and accessible training across all locations.

By investing in continuous learning, we empower associates to achieve personal and professional goals while strengthening the organization.

Fostering Career Growth

In 2024, we continued our expanded talent review process to support internal mobility and career advancement. This process ensures regular assessment of associate readiness and potential, providing tools and visibility that support individual growth, and drives performance and business results.

By identifying key talent and encouraging open dialogue around career goals, we reinforce our commitment to internal development and long-term success.



TOTAL REWARDS & ASSOCIATE WELL-BEING

AutoNation offers a competitive total rewards program that includes base compensation, performance incentives, and a broad range of health and welfare benefits. AutoNation also offer a 401(k) plan under which eligible associates receive a company match.

We are proud to offer innovative benefits at no additional cost, including our Company-paid cancer insurance plan—a rare offering underscoring our DRV PNK mission to drive out cancer. Additional no-cost benefits include our Employee Assistance Program and Paid Maternity Leave.

AutoNation supports associates' physical and mental well-being through confidential support services and complimentary health screenings.

In 2025, we will continue to enhance our total rewards strategy to remain competitive and support the needs of our workforce.

Providing a Safe Workplace

AutoNation maintains a strong focus on safety and compliance. Associates are expected to follow all applicable environmental, health, and safety policies. Safety protocols, proper equipment use, and personal protective gear are essential components of our workplace safety culture.



Health	Financial	Work - Life Balance
Medical and Prescription Drug Coverage	Identity Theft Protection	Company Paid Maternity Leave
Free Expert Medical Opinion Program	401(k) and/or DCP Match (includes pre & post tax (Roth) contributions & a professional financial management option)	Pet Insurance and Inside Rx® Pets discount program
Dental Coverage	Flexible Spending Accounts ("FSA")	YouDecide™ Discount Programs
Vision and Hearing Discount Coverage	Tuition Reimbursement	Employee Assistance Program
Critical Illness Insurance	Health Savings Account ("HSA") Company & Associate Contributions	Fertility, Surrogacy & Adoption Programs
Supplemental Medical Accident Insurance	Short-Term & Long-Term Disability	
Supplemental In-Hospital Insurance Program	Associate Discount Programs for Automobile Purchases and Repairs	
Telemedicine and Preventative Care	Life and Accident Insurance Programs	
Company Paid Cancer Insurance	Legal Insurance	





OUR COMMUNITY

OUR COMMUNITY

AutoNation is committed to driving positive change beyond our products and services. We give back by investing our time, resources, and financial contributions within our communities. We support our associates and partners, and prioritize initiatives aligned with our community pillars. From forward-thinking efforts to responsive aid, every contribution matters. Philanthropy is an important way that AutoNation engages with communities, whether in our hometown of Fort Lauderdale, Florida or in the communities surrounding our stores and other locations.

Health

We are committed to driving out cancer through DRV PNK (pronounced “Drive Pink”). We support efforts to eliminate all cancers through prevention, education, research, treatment, and survivorship programs.

Community Support

We attend to the needs of the communities where our associates work and live whether in times of crisis or to support their growth and development.



DRV PNK

As the visual reminder of a pink ribbon signifying breast cancer awareness has evolved over the years to symbolize general awareness that cancer touches virtually everyone's life, no matter who they are or where they're from, we're proud to have taken a major role in bringing that message to the world through AutoNation DRV PNK.

More than a charitable focus on cancer research and treatment, DRV PNK is AutoNation's year-round, company-wide commitment to drive out cancer. Vehicles sold at AutoNation stores are fitted with a "DRV PNK" license plate frame as a symbol of our commitment to "drive out" cancer.

To support cancer patients undergoing treatment, our associates stuffed over 4,500 tote bags with comfort items and delivered them to pediatric and adult cancer patients.

Through the combined efforts of our associates, partners and customers we have raised and donated over \$40 million to fund cancer research and treatment from coast to coast. Our associates have generated and distributed in-kind and financial donations to more than 90 local and national cancer charities, including:



Education & Youth Empowerment

We invest in education with an emphasis on financial literacy. We champion youth empowerment causes that provide access and exposure to personal development and career pathways.

AutoNation associates presented impactful car-buying readiness curriculum to the participants of the Broward County Financial Capability Program during monthly workshops held to educate residents.

AutoNation is an active sponsor of the Orange Bowl Leadership Academy (“OBLA”), whose mission is to engage and inspire 6th through 8th grade youth in South Florida to maximize their potential to become future successful community leaders through the access and exposure to career development and personal leadership and life skills. The OBLA primarily operates through workshops and interactive activities led by Orange Bowl Committee staff, members, and community partner professionals. Every school year, AutoNation hosts a field trip to a local dealership in Broward County to showcase the car buying process and demonstrate a multipoint inspection. An AutoNation associate is featured as a guest speaker at a local middle school to give insights on career development and leadership qualities.

Community Support

In 2024, AutoNation dedicated a Habitat for Humanity of Broward home to a South Florida cancer survivor and her family. Over the course of a year, teams of our associates volunteered their time and talents to help build the home. Associates also collected \$5000 and presented it to the new homeowner to help support the purchase of new furniture to outfit the home.





| ENVIRONMENT

DRIVING FORWARD RESPONSIBLY

As the nation's most admired automotive retailer, we take our customers' trust to heart and are committed to operating more efficiently and using resources more responsibly. Our commitment to minimizing environmental impact is what drives our sustainability efforts. That's why we have a dedicated Environmental, Health and Safety ("EHS") Compliance program aimed at ensuring that all of our associates know they have a part to play in the success of AutoNation's sustainability efforts.

Our commitment to reducing our environmental impact goes hand in hand with workplace safety, employee health, and good governance. We have given our associates step-by-step tools to help them comply with applicable EHS requirements and to encourage ways to reduce our Company's environmental footprint.

Through management, monitoring, feedback, and evaluation, AutoNation is actively working to reduce environmental impacts of our operations, while developing the most optimal and appropriate operational standards and programs to improve our environmental performance.



DEDICATED, RESPONSIBLE ENVIRONMENTAL MANAGEMENT POLICY

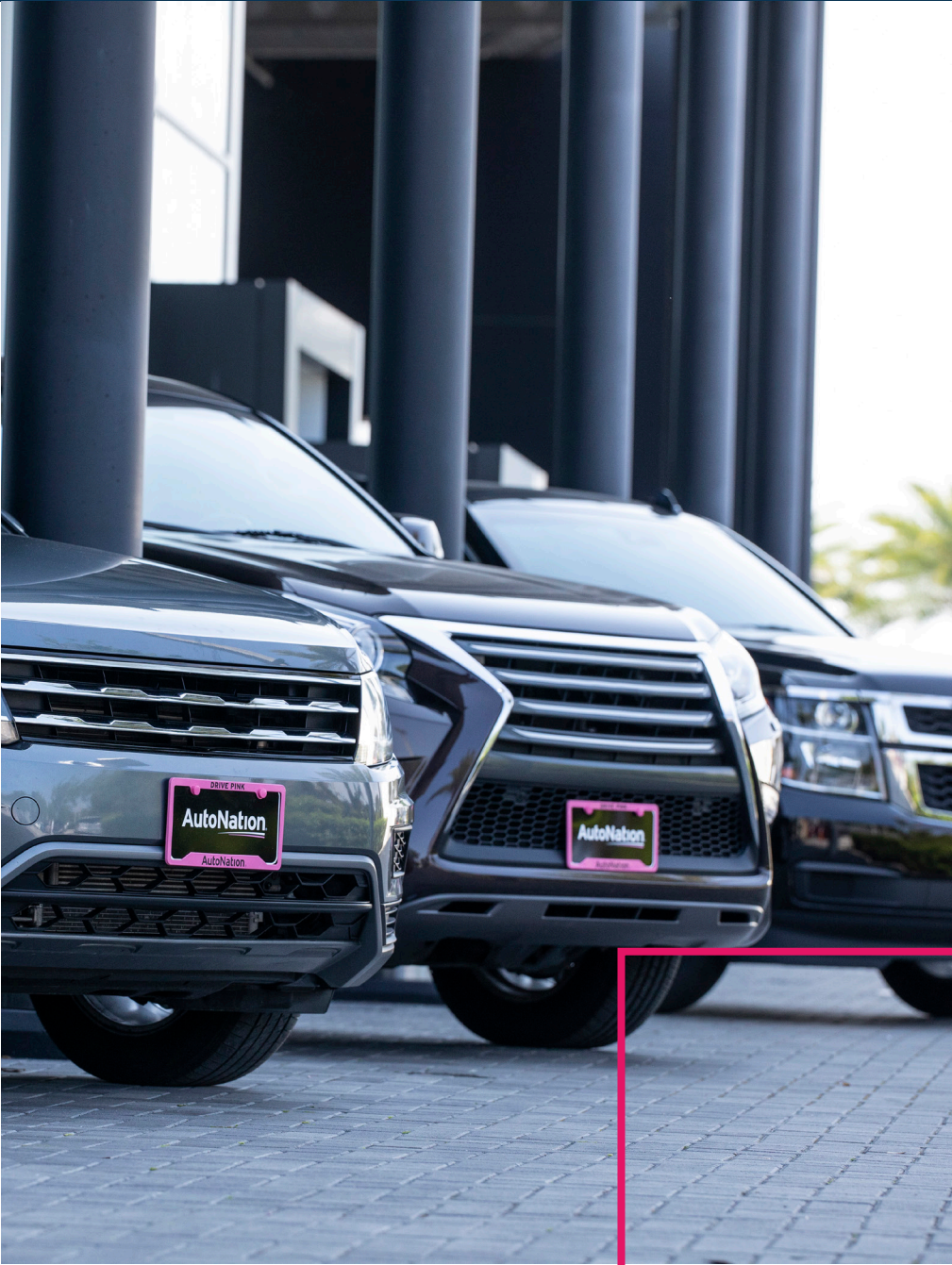
Proactive management of environmental impact, workplace safety, and employee health is important to the long-term success of each of our locations, as well as AutoNation as a whole. This strategy ensures that our associates work in a clean, safe environment that minimizes accidents, exposure to hazardous materials, and potential health issues.

We are committed to pursuing strategies that reduce environmental impacts in relation to our operations and seek to develop, monitor, and manage appropriate operational standards and programs that minimize waste and align recycling practices with our sustainability goals.

AutoNation's EHS Compliance Program, which includes training and consulting support at all AutoNation locations, is designed to meet our commitment to reducing our environmental impact by:

- implementing AutoNation's standards of practice for managing compliance with applicable EHS regulations and developing step-by-step guidance for compliance with all applicable EHS requirements in the form of standard operating procedures;
- supporting recycling initiatives and pollution prevention practices throughout our organization;
- encouraging ways to reduce the generation of hazardous waste;
- promoting environmental awareness to all associates and encouraging solution sharing and best practices at all AutoNation locations;
- assessing the environmental impacts of our activities and setting appropriate environmental improvement objectives.

It is the responsibility of management at all AutoNation locations to ensure compliance with AutoNation's environmental policies and applicable environmental laws and regulations.



WASTE MANAGEMENT AND RECYCLING EFFORTS

AutoNation focuses its efforts on mitigating the environmental impact of its operations by implementing robust recycling and waste management practices. AutoNation’s recycling programs managed to successfully divert nearly one-third of our overall solid waste from landfills in 2024.

We seek to maximize our recycling efforts and hazardous waste management in every facet of our auto sales, service, and repair business, whether it’s water, oil, tire rubber, scrap metal, paper, plastic, car batteries, radiator cores, or other related materials.

In 2024, AutoNation recycled approximately 28% of the total solid waste we generated. Our company-wide sustainability efforts resulted in approximately:

3,460,000

gallons of used motor oil recycled

97,000

gallons of antifreeze recycled

2,500,000

pounds of used oil filters recycled

1,020

tons of cardboard recycled

The numbers above were derived from reports made available to AutoNation by our national partners at Safety-Kleen, Quest Resource Management, Factory Motor Parts, and ENGIE Insight, and are only a partial account of all of AutoNation’s sustainability efforts for 2024.



MANAGING OPERATIONS EFFICIENTLY

Energy efficiency and renewable energy initiatives are central to our company's commitment to environmental sustainability. We have implemented a variety of energy efficiency solutions that seek to reduce our overall energy consumption such as high efficiency fixtures, LED lighting, occupancy sensors, energy efficient glass, and utilizing solar power at certain dealerships.

AutoNation's headquarters in Fort Lauderdale, Florida is a LEED (Leadership in Energy and Environmental Design) "Gold Certified" corporate building and an Energy Star-rated building. It is one of several LEED-certified properties that we occupy as an organization. In addition, our headquarters is certified as "Gold" by the United States Green Buildings Council. Among its numerous awards, the building is the recipient of the National Association for Industrial and Office Parks' Green Project of the Year and has been a consecutive winner in the Building Owners & Managers Association, The Outstanding Building of the Year Earth Category, given its extensive environmentally friendly construction and management.

AutoNation owns or operates 21 current and pending LEED certified facilities. LEED, which is the most widely used green building rating system in the world, provides a framework for healthy, highly efficient, and cost-saving green buildings.

We continue to prioritize sustainable solutions and environmentally responsible upgrades in our new construction projects, building remodels and facility enhancements to support long-term operational efficiency and reduce our environmental footprint. In our construction plans for new buildings, we are incorporating a variety of environmentally-conscious ways to reduce our carbon footprint where practicable and possible, such as reducing water consumption by installing waterless and low-flow plumbing fixtures, utilizing locally sourced materials, retrofitting building coolant systems, and providing alternative energy sources.

Another seemingly small change we've made that carries a big overall impact has been installing or converting to LED lighting where possible and practicable. To date, more than 55% of AutoNation dealerships have upgraded to exterior LED lights—a substantial change given the amount of required lighting and acreage comprising our shopping and service areas nationwide.



SUSTAINABLE MOBILITY OFFERINGS

AutoNation offers a wide variety of sustainable mobility options, including electric vehicles (“EVs”) and hybrid electric vehicles. Given the growing popularity of EVs, AutoNation has created enhanced search capabilities on [AutoNation.com](#), including an EV-specific filter, to support our customers’ interest in EVs and hybrid EVs.

We expect our manufacturer partners to continue to enhance their offerings of these types of vehicles and we’re getting ready for a whole new way of selling and servicing vehicles. AutoNation participates in available manufacturer EV programs and has completed several of these programs as of December 31, 2024.

These programs are helping guide us with exciting new showroom branding elements and making sure we’re prepared to keep our customers’ EVs running smoothly with the proper service equipment. At many of our locations, we’ve installed electrical infrastructure upgrades such as service lifts and special tools, like forklifts and battery containment centers needed to get EV owners and their vehicles in and out of the service department as expeditiously as possible. We train our associates on EV servicing, product knowledge, EV incentives, and EV-charging information, as well as coordinate with our manufacturer partners to ensure proper knowledge of sustainable mobility offerings.

Most popular with our customers has been the addition of customer-facing EV charging capabilities at many of our locations, many of which offer EV charging free of charge to customers. We have installed over 1,500 EV chargers at our locations throughout the country.



A photograph of an AutoNation USA building at night. The building is modern with large glass windows and a prominent red neon sign above the entrance. The AutoNation USA logo is visible on the right side of the building. The interior is lit up, showing a modern office space with desks and chairs. The sky is dark blue with some clouds.

AutoNation  USA

GOVERNANCE & ETHICS

GOVERNANCE & ETHICS

Whether we act as a company or as individuals, we can only achieve long-term success by making ethical decisions and fully complying with the laws that govern our business. Without exception, taking the high road in all circumstances is our imperative.

To help our associates make the best decisions, AutoNation policies are available online where they can be referenced by those seeking more detailed information in situations where standards of conduct are concerned.

TRUST STARTS AT THE TOP

Good corporate governance and strong ethics require a dedicated, structured commitment to oversight and accountability. At AutoNation, that starts at the top with our Board of Directors.

To put words into deeds, our Board and its Corporate Governance and Nominating Committee approved and oversees a Code of Business Ethics ("The Code") as the guiding framework. The Company has also established support tools such as required company-wide training to ensure each member of our AutoNation team understands and follows the same principles and protocols.

The Code and related policies support our commitment to lawful and ethical business conduct and cover everything from how to maintain a safe and ethical workforce, to guidelines for keeping accurate records, social media best practices, and dealing with government officials in the political community. Our Board has also adopted a Code of Ethics for Directors and a Code of Ethics for Senior Officers.

AutoNation's high standards play a vital role in letting our stockholders, associates, customers, suppliers, regulators, and others know they can trust and depend on us.

The Code helps us navigate the legal and ethical challenges that the AutoNation team faces. Because our business depends on our reputation for integrity, the policies referenced in the Code often go beyond the requirements of the law.

No matter what position someone at AutoNation may hold, their guiding principle should be honesty, fairness, respect, and responsibility in all workplace interactions and business dealings.

Everyone at AutoNation has a responsibility to report known or suspected violations of law or Company policy so that potential problems can be addressed in a timely manner, thus enabling us to maintain our high standards of conduct.

AutoNation maintains a 24-hour toll-free, third-party "AlertLine" for anyone to report any knowledge or suspicions of Company policy violations of our Business Ethics Program. Associates can choose to make their report anonymously. This service connects callers with a trained, independent representative from whom they can also simply seek guidance, whether it's a routine workplace issue, or something more serious such as harassment, illegal discrimination, fraudulent sales practices, or any violation of law. Reports can also be made anonymously online and in the local language of the particular geographic area.

AutoNation strictly prohibits retaliation against any associate who makes a report or participates in any investigation of a report.



Board Oversight

To help ensure that our Corporate Governance Guidelines remain responsive to the auto industry’s dynamic needs, our Board’s Corporate Governance and Nominating Committee conducts a periodic review and recommends to the Board any appropriate changes in light of updates to applicable laws and regulations, standards identified by leading governance authorities, and our Company’s evolving needs.

Our Board is composed of accomplished leaders with extensive experience as executive officers and as members of boards and board committees at prominent organizations. Many of them also have extensive corporate finance and investment banking experience, as well as a broad understanding of capital markets. They oversee AutoNation’s business and affairs and, along with stockholders, serve as the ultimate decision-making body of the Company.

A majority of our Board of Directors is independent and each member of our Audit, Compensation, and Corporate Governance and Nominating committees is also independent. All of our directors must stand for re-election annually and be elected by a majority of our stockholders.

Rick L. Burdick, one of our independent directors, currently serves as our Chairman of the Board.

The Board’s mission is to maximize long-term stockholder value. Engaging with current and prospective stockholders and obtaining their perspectives is an important driver of AutoNation’s success. Our integrated outreach team proactively communicates the Company’s direction to our stockholders by participating in activities such as quarterly financial results conference calls, industry conferences and events, and one-on-one meetings.





Dignity for All

AutoNation formalized our corporate values into a Human Rights Policy published on our Investor Relations website. Setting high standards in human rights means we expect our business partners, vendors, and suppliers to share in our commitment to stop human trafficking, forced labor, child labor, harassment, or abuse of any kind. In our “Rules of the Road,” we state our expectations and monitor our business relationships to ensure our partners consistently operate with these same ethical principles.

With these strong policies and clear-sighted self-evaluation, our goal is to make a positive impact so people can thrive, whether they’re our employees, customers, vendors, or manufacturers.

A Safe, Ethical Workplace

It’s often said that a little respect goes a long way. At AutoNation, we believe employees who know they are valued and appreciated are always our best ambassadors. We want all associates to have the opportunity to achieve their highest potential. AutoNation provides equal employment and promotional opportunities for all associates as well as any individual applying for employment. At AutoNation, equal employment opportunity is more than a legal requirement. It’s about knowing each person has a unique and special contribution to make toward our success, no matter who they are, where they’re from or what they look like or believe in.

Harassment can take many forms, especially in the workplace. Whether it’s intentional or unintentional, sexual or not, harassment has no place at AutoNation and is not tolerated in any manner. Both employees and managers know they must work together to prevent and report any intimidating, hostile, or offensive conduct, even by a non-employee, if necessary.

Similarly, workplace violence or even threats of harm are unacceptable, as are bringing any weapons to work, regardless of whether the individual is licensed to carry them. If lawful searches on Company property are required to ensure that dangerous materials or items are not present, AutoNation cooperates fully to ensure they are carried out.

AutoNation is committed to maintaining an alcohol and drug-free working environment. We prohibit the unlawful possession, use, sale, manufacture, distribution, or dispensation of illegal substances or other unauthorized, mind-altering, or intoxicating substances by any associate while on Company premises or on Company business.

AutoNation also believes in the fundamental right of all employees to engage in freedom of association and collective bargaining, and we comply with all applicable state and federal laws. As of December 31, 2024, we employed approximately 25,100 full-time and part-time associates, approximately 170 of whom were covered by collective bargaining agreements.

We also follow the requirements of federal, state, and local law, as applicable, in the payment of minimum wages, overtime compensation and other pay practices.

Cybersecurity

In our digital world, ensuring cybersecurity and data privacy risk management on all levels is a paramount component of good business. We have developed and continue to enhance our cybersecurity governance program to help protect the security of our computer systems, software, networks, and other technology assets against material risks from cybersecurity threats, including unauthorized attempts to access confidential information or to disrupt or degrade our business operations.

Our cybersecurity governance program is strategically integrated into our broader risk management framework and aims to (1) proactively manage cyber and information security risks at AutoNation, (2) implement the internal controls required by cybersecurity regulatory requirements as well as AutoNation's information security control objective documents and information security standards, and (3) improve the efficiency, maturity, and effectiveness of technology functions and processes.

We regularly evaluate new and emerging risks and ever-changing legal and compliance requirements and examine the effectiveness and maturity of our cyber defenses through various means, including internal audits, targeted testing, incident response exercises, maturity assessments, and industry benchmarking.

We also dedicate significant resources that are designed to secure our systems and to protect confidential information, such as firewalls, endpoint protection, and behavior analysis tools, among others, and engage with a range of external experts, including cybersecurity assessors, consultants, and auditors in evaluating and testing our risk management systems. In addition, we annually perform a risk assessment of our third-party service providers.

Our associates and contractors are actively engaged in maintaining our cybersecurity integrity through training and annual refresher courses to help them spot the myriad ways hackers can attack.

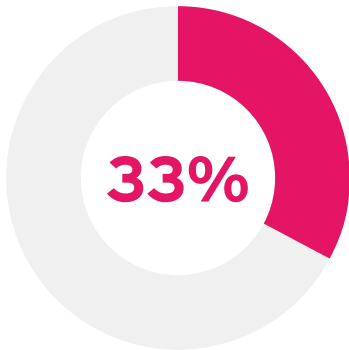
Our Board of Directors is acutely aware of the critical nature of managing risks associated with cybersecurity threats and oversees risks associated with cybersecurity threats. The Board's Audit Committee is central to the Board's oversight of cybersecurity risks and bears the primary responsibility for this area. Our Chief Information Security Officer plays a pivotal role in informing the Board and the Audit Committee on cybersecurity risks. He provides comprehensive briefings to the Board on an annual basis and to the Audit Committee on a quarterly basis or more frequently as needed. These briefings encompass a broad range of topics, including emerging threats, the status of ongoing cybersecurity initiatives, and incident reports and learnings from any cybersecurity events.



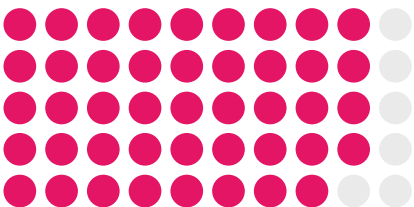
BOARD COMPOSITION

Governance structure and composition:

Our Board of Directors is committed to sound corporate governance principles and practices, which are set forth in our Corporate Governance Guidelines that serve as a framework within which our Board conducts its operations. The Corporate Governance and Nominating Committee of our Board is charged with reviewing annually, or more frequently as appropriate, the Guidelines and recommending to our Board appropriate changes in light of applicable laws and regulations, the governance standards identified by leading governance authorities, and our Company’s evolving needs.

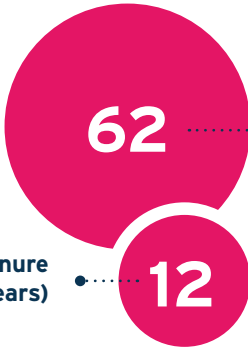


Gender Diversity (%)



89%

Independence (%)



Average Tenure (in years)

Average Age (#)



Table 1 - Sustainability Disclosure Topics & Accounting Metrics

SASB INDEX

Table 1 sets forth disclosures and data as of December 31, 2024, related to the industry-specific disclosure topics and accounting metrics pursuant to the Sustainability Accounting Standards Board (“SASB”) Standards for Multiline and Specialty Retailers & Distributors industry.

Topic	Accounting Metric	SASB Code	Disclosure or Data
Energy Management in Retail & Distribution	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	CG-MR-130a.1	(1) 1,299,544.07 gigajoules (GJ) (2) 100% (3) 0%
Data Security	Description of approach to identifying and addressing data security risks	CG-MR-230a.1	<p>We have developed and continue to enhance our cybersecurity governance program to help protect the security of our computer systems, software, networks, and other technology assets against material risks from cybersecurity threats, including unauthorized attempts to access confidential information or to disrupt or degrade our business operations. Our cybersecurity governance program is strategically integrated into our broader risk management framework and aims to (1) proactively manage cyber and information security risks at AutoNation, (2) implement the internal controls required by cybersecurity regulatory requirements as well as AutoNation's information security control objective documents and information security standards, and (3) improve the efficiency, maturity, and effectiveness of technology functions and processes.</p> <p>We regularly evaluate new and emerging risks and ever-changing legal and compliance requirements and examine the effectiveness and maturity of our cyber defenses through various means, including internal audits, targeted testing, incident response exercises, maturity assessments, and industry benchmarking. We also dedicate significant resources that are designed to secure our systems and to protect confidential information, such as firewalls, endpoint protection, and behavior analysis tools, among others, and engage with a range of external experts, including cybersecurity assessors, consultants, and auditors in evaluating and testing our risk management systems. In addition, we annually perform a risk assessment of our third-party service providers.</p> <p>Despite our efforts to ensure the integrity of our computer systems, software, networks, and other technology assets, we may not be able to anticipate, detect, or recognize threats to our systems and assets, or to implement effective preventive measures against all cyber threats, especially because the techniques used are increasingly sophisticated, change frequently, are complex, and are often not recognized until launched.</p>

Topic	Accounting Metric	SASB Code	Disclosure or Data
	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	CG-MR-230a.2	(1) 0 (2) 0 (3) 0
Labor Practices	(1) Average hourly wage and (2) percentage of in-store employees earning minimum wage, by region	CG-MR-310a.1	AutoNation's average hourly wage for the employee base described below is \$40.92. The percentage of in-store employees earning minimum wage is 0.25%. Most employees earn above the minimum wage in all states in which we operate.
	(1) Voluntary and (2) involuntary turnover rate for in-store employees	CG-MR-310a.2	(1) 82% (2) 18%
	Total amount of monetary losses as a result of legal proceedings associated with labor law violations	CG-MR-310a.3	There were no material monetary losses as a result of legal proceedings associated with labor law violations in 2024.

Topic	Accounting Metric	SASB Code	Disclosure or Data					
Workforce Diversity & Inclusion	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	CG-MR-330a.1	Gender Workforce Representation					
			Female %	Male %				
			Executive Management	10%	90%			
			Non-Executive Management	19%	81%			
			All Other Employees	20%	79%			
			Racial/ethnic Group Workforce Representation					
			Asian %	Black or African American %	Hispanic or Latino %	White	Other	
			Executive Management	11%	11%	0%	78%	0%
			Non-Executive Management	6%	7%	20%	61%	5%
			All Other Employees ¹	6%	12%	33%	40%	10%
	Total amount of monetary losses as a result of legal proceedings associated with employment discrimination	CG-MR-330a.2	There were no material monetary losses as a result of legal proceedings associated with employment discrimination in 2024.					

¹Includes the classifications: Native American or Alaska Native, Native Hawaiian or Pacific Islander, and "Two or More Races." Figures may not sum to 100% due to rounding.

Table 2 - Activity Metrics

ACTIVITY METRICS

Table 2 discloses a set of metrics that quantify the scale of the company’s business as of December 31, 2024, and are intended for use in conjunction with the SASB accounting metrics to normalize data and facilitate comparison.

Topic	Accounting Metric
Total revenues (\$M)	\$26,765
Associates	25,100
Number of: (1) retail locations and (2) distribution centers	243 franchise stores, 52 collision centers, 24 AutoNation USA used vehicle stores, 4 AutoNation-branded automotive auctions, 3 parts distribution centers, 1 mobile automotive repair and maintenance business, and 1 auto finance company

FORWARD LOOKING STATEMENTS

This report contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. All statements other than statements of historical fact are, or may be deemed to be, forward-looking statements. Words such as “anticipates,” “expects,” “estimates,” “intends,” “goals,” “targets,” “projects,” “plans,” “believes,” “continues,” “may,” “will,” “could,” and variations of such words and similar expressions are intended to identify such forward-looking statements. Statements regarding our strategic initiatives, partnerships, and investments, statements regarding our expectations for the future performance of our business and the automotive retail industry, and other statements that describe our objectives, goals, or plans, are forward-looking statements. These risks, uncertainties, and other factors include, among others: economic conditions, including changes in tariffs, unemployment, interest, and/or inflation rates, consumer demand, and fuel prices; our ability to implement successfully our strategic acquisitions, initiatives, partnerships, and investments, including our investments in digital and online capabilities; our ability to maintain or improve gross profit margins; our ability to maintain or gain market share; legal, reputational, and financial risks resulting from cyber incidents and the potential impact on our operating results; our ability to successfully implement and maintain expense controls; our ability to maintain and enhance our retail brands and reputation and to attract consumers to our own digital channels; our ability to acquire and integrate successfully new acquisitions; restrictions imposed by vehicle manufacturers and our ability to obtain manufacturer approval for franchise acquisitions; the success and financial viability and the incentive and marketing programs of vehicle manufacturers and distributors with which we hold franchises; natural disasters and other adverse weather events; the resolution of legal and administrative proceedings; regulatory factors affecting our business, including fuel economy requirements; factors affecting our goodwill and other intangible asset impairment testing; and other factors described in our news releases and filings made under the securities laws, including, among others, our Annual Reports on Form 10-K, our Quarterly Reports on Form 10-Q and our Current Reports on Form 8-K. Forward-looking statements contained in this report speak only as of the date of this report, and we undertake no obligation to update these forward-looking statements to reflect subsequent events or circumstances.



AutoNation

200 SW 1st Ave, Fort Lauderdale, FL 33301, USA
954-769-6000
autonation.com

