

## Corporate Social Responsibility

AutoNation, Inc. (“AutoNation”) is committed to conducting operations in an ethical and socially responsible way, and we are sensitive to the needs of the environment, the communities in which we operate, our customers, our suppliers, our shareholders, and our Associates.

### *The Environment*

We are committed to managing our environmental impact and continually work to reduce it where practicable. The following highlights some of our environmental stewardship initiatives:

- *Product offering:* We offer a wide variety of environmentally friendly vehicles, including electric, flex fuel/electric hybrid, gas/electric hybrid, and flex fuel capable. We expect our manufacturer partners to continue to enhance their offerings of these types of vehicles.
- *Building and maintenance:* As we build new facilities, we take various measures to reduce our environmental impact, such as reducing water consumption, locally sourcing materials, and improving air quality. In addition, as we build new or renovate existing facilities, we install or convert to LED lighting where possible and practicable. We also recently renewed our lease at our LEED Gold Certified corporate headquarters building in Fort Lauderdale, Florida, one of several LEED certified properties that we occupy.
- *Recycling:* In addition to adhering to recycling statutes, we try to maximize our recycling efforts where practicable, whether water, oil, tire rubber, scrap metal, paper, plastic, car batteries, radiator cores, or other materials.
- *Stewardship:* We have implemented an Environmental, Health and Safety Compliance Program, which includes training and consulting support at our dealerships and other operating entities.

### *Our Communities*

We are committed to supporting the communities in which we operate. We encourage our Associates to be active members in the communities where they live and work through volunteerism and charitable giving.

Cancer touches nearly everyone and that is why supporting cancer research and treatment is so important to us. We have transformed our brand through our “Drive Pink” initiative. More than a charitable focus on cancer research and treatment, Drive Pink is a core element of our corporate culture and has impacted customers, Associates, and our communities in meaningful ways.

We fund national cancer research and treatment facilities from coast to coast through our philanthropic activities. Through the combined efforts of our 25,000 Associates, vendors, partners, customers, and executive leadership, we have raised and donated over \$25 million to support the world-class AutoNation Institute for Breast Cancer Research and Care, the Moffitt Cancer Center, the Breast Cancer Research Foundation, St. Jude Children’s Research Hospital, and other leading cancer facilities.

Our presence is felt at local community-based cancer events, as teams of our Associates represent AutoNation at runs, walks, and other fundraisers. Yearly, AutoNation celebrates Drive Pink Across America Day by providing our Associates with opportunities to deliver thousands of gift bags to local hospitals in our markets for patients undergoing cancer treatment.

Vehicles sold at our AutoNation locations are fitted with a pink license plate frame as a symbol of our commitment to “driving out” cancer. More than two million pink license plate frames have been distributed to date.

### *Our Business and Our Customers*

We are proud to be the leader in the automotive retail industry and we strive to create transparency and establish unparalleled trust with our customers or others with whom we do business.

- *Ethical standards:* We have a Code of Business Ethics in place to help support our commitment to business ethics and responsibility. This Code describes our standards of business conduct and the steps AutoNation takes to ensure that our standards are understood and followed. Each AutoNation Associate throughout the organization is expected to comply with the standards set forth in the Code. We also maintain a 24-hour Alert-Line for Associates to anonymously report any Company policy violations under our Business Ethics Program.
- *Customer satisfaction:* We seek to deliver a consistently superior customer experience by offering a large selection of inventory, customer-friendly, transparent sales and service processes, and competitive pricing. We measure customer satisfaction on a regular basis with a mission to deliver a peerless customer experience.
- *Supplier relationships and sustainable procurement:* We purchase products and services at a fair value regardless of the manufacturer or provider, while conducting our operations according to high standards of business conduct and all applicable legal requirements. For international suppliers that operate in geographic locations that do not mandate the same level of standards as the United States, we generally require such suppliers to adhere to various standards related to labor, environmental, health and safety, product safety, and anti-corruption, among others. We are also a member of an affiliate of the National Minority Supplier Development Council, which focuses on advancing business opportunities for certified minority business enterprises.

### *Our Workplace*

AutoNation values the dignity of all employees and is committed to maintaining a work environment where all Associates are valued and treated with respect. We seek to develop and foster a diverse and inclusive work environment based on ethics and integrity where all Associates can devote their best efforts to their jobs.

- *Respect in the Workplace:* At AutoNation, we provide equal employment and promotional opportunities for all Associates, as well as any individual applying for employment without regard to race, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability, or any other protected characteristic as defined by applicable federal, state, or local law. We are committed to maintaining a work environment free from sexual and other harassment.
- *Employee benefits:* We offer a variety of employee benefits, such as competitive salaries/compensation plans, incentive compensation potential, and health and welfare benefits. Many of the valuable benefits we offer are free to our Associates, including an innovative Company-paid cancer insurance plan that provides financial assistance to Associates, their spouses, and their children who are diagnosed with cancer. This Company-paid benefit is offered by fewer than 5% of companies nationally and it underscores our commitment to driving out cancer. AutoNation also provides eligible employees with a company match under its 401(k) and deferred compensation programs.

- *Healthy living:* We encourage our Associates and their families to be mindful of their physical and mental health, and we offer programs that provide free and confidential support services for a multitude of issues, such as legal, family/marital, and stress/anxiety, among others. We also provide a complimentary biometric screening for our Associates and their spouses to raise their awareness of certain factors that can affect their health and increase the risk for heart disease, diabetes, or stroke. In addition, employees are eligible to receive annual company contributions to a health savings account from the company based on the type of coverage selected.
- *Diversity:* We endeavor to attract and retain diverse and talented people throughout our Company by engaging in diversity and inclusion initiatives, including programs specifically designed to develop female leaders and to recruit current and former military personnel, among others.

#### *Corporate Governance*

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.

Our Board of Directors consists of a diverse group of leaders. Many of them have experience serving as executive officers or on boards and board committees of major companies. Many of them also have extensive corporate finance and investment banking experience as well as a broad understanding capital markets. A majority of our Board of Directors is independent and each of the members of our audit, compensation, and corporate governance and nominating is independent. Each of our directors must stand for re-election annually and are elected by a majority of our shareholders. In addition, our Guidelines provide for the selection of a Lead Independent Director whenever the Chairman of the Board is not an independent director and that, effective upon termination of Mr. Jackson's employment agreement, the general policy of the Board shall be that the Chairman of the Board should be an independent director. Rick L. Burdick currently serves as our Lead Independent Director.

#### *Investor Outreach*

Our relationship with our shareholders is an important part of AutoNation's success. We have an investor outreach program committed to engaging with current and prospective stockholders and obtaining their perspectives. Our integrated outreach team engages proactively with our stockholders by participating in activities such as quarterly financial results conference calls, industry conferences and events, and one-on-one meetings.