Sustainability Report 2023

GROUP 1 AUTOMOTIVE®

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Key Performance Figures

199
dealerships in U.S. & U.K.

267
franchises

35
brands

1,035
EV charging stations available

16,011
team members
2022: 15,491

33,000+
employee training hours completed

41
collision centers

100%
repair centers equipped for hybrids & EVs

80%/76%
U.S. / U.K. employee engagement scores

44%
of our Board of Directors are women or people of color

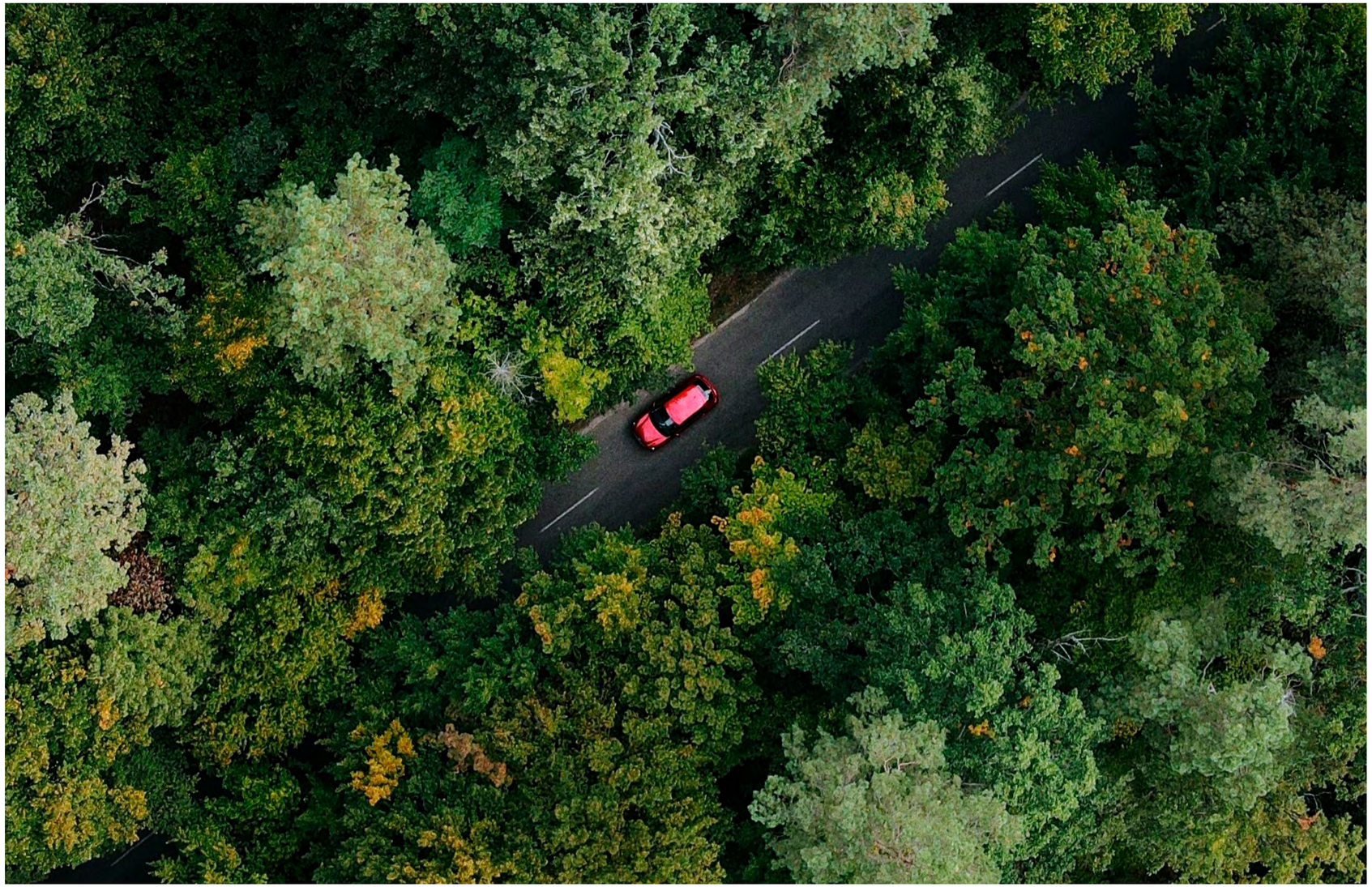
53%
employee diversity
2022: 51%

8,000+
solar panels installed

About This Report

The Group 1 Automotive, Inc. 2023 Sustainability Report sets forth the corporate sustainability and social responsibility initiatives, performance, and metrics of Group 1 Automotive, Inc. (Group 1 Automotive, Group 1 or the Company) for the 2023 calendar year. Unless otherwise stated, all information and data in this report represent activity from January 1, 2023 to December 31, 2023. This report has been prepared in reference to the 2021 Global Reporting Initiative (GRI) Standards and the 2023 Sustainability Accounting Standards Board (SASB) Multiline and Specialty Retailers and Distributors Standard. Certain information detailed in this report is intended to be responsive to these standards. The inclusion of such information should not be construed as an admission to the materiality of the information for purposes of applicable securities laws or as used in the context of financial statements and financial reporting. Please refer to "Forward-Looking Statements" on page 44.

For additional information about our company, please visit group1corp.com/ESG



A Message from the CEO

It is my pleasure to present Group 1 Automotive's annual Sustainability Report for 2023. This report shares our progress, metrics, and initiatives from the past year, highlighting our unwavering commitment to our diverse stakeholders and environment.

As a leading automotive retailer, we recognize our vital role within the automotive industry and our duty to ensure responsible business practices in alignment with our core values.

Reflecting on 2023, we are proud of the work we have done to support our team members, customers, and communities. Our strong focus on employee engagement further strengthened our workplace culture and created accessible opportunities across the full employment lifecycle. Our AcceleRide® omni-channel platform, skilled technicians, and top-ranked call center provided a seamless experience for our customers. With philanthropy at the heart of our business, Group 1 team members across the U.S. and U.K. volunteered in our communities to support local causes, non-profits, and organizations that strive to help those in need. These combined efforts in social responsibility and investing in human capital underscore the success of our business.

We continued to make substantial investments in our facilities to improve energy efficiency and responsible resource management. Through solar panel installations, LED lighting, and other measures we actively reduced our overall energy consumption and generated cost savings. We strive for all of our operations to meet or exceed regulatory requirements of hazardous and non-hazardous waste and partner with third-party vendors to recycle materials. While we have made great strides, we continuously seek new opportunities to further enhance the environmental efficiency and safety of our operations.

Amidst industry challenges in affordability and a slower adoption curve for electric vehicles, Group 1 achieved consistent profitability through our diverse business lines. We remained well-equipped to sell, service, and repair electric and hybrid vehicles as our OEM partners introduced new models in 2023. In order to meet the growing inventory and complexity of electric and hybrid vehicles, we added advanced EV lifts, installed charging stations, and invested in EV tooling and technician training for all brands.

Looking ahead to 2024, we anticipate a strong consumer preference for hybrid and plug-in hybrid vehicles. These powertrains offer a more flexible and affordable option in the near- term and will accelerate electric adoption to help decarbonize the road transport sector. We believe we are well-positioned to sell and service alternative electric powertrains and will continue to align with leading OEM partners to meet shifting customer demand.

This report demonstrates our ongoing commitment to social responsibility, sustainable operations, and ethical governance. We believe that through successful employee engagement and community service, we can be the preferred retailer of choice for our customers and brands to drive sustainable value for future generations.

Sincerely,
Daryl Kenningham
President and Chief Executive Officer

About Group 1 Automotive

Group 1 Automotive is a Fortune 300 company and leading operator in the automotive retail industry. Group 1 is headquartered in Houston, Texas and has a diversified geographic footprint, serving customers in the United States and United Kingdom. As of December 31, 2023, we operate 144 dealerships and 28 collision centers in the U.S. and 55 dealerships and 13 collision centers in the U.K.

As an automotive retail company, we are fundamentally a people business. Our business success depends on our customers and the people that make up our Company. Our core values of Integrity, Transparency, Professionalism, Teamwork and Respect define our culture and are essential to the way we do business. Our strategy for success leverages management's and our employees' experience, while emphasizing geographic and brand diversity, interrelated revenue streams, operational efficiency and prudent development of capital.

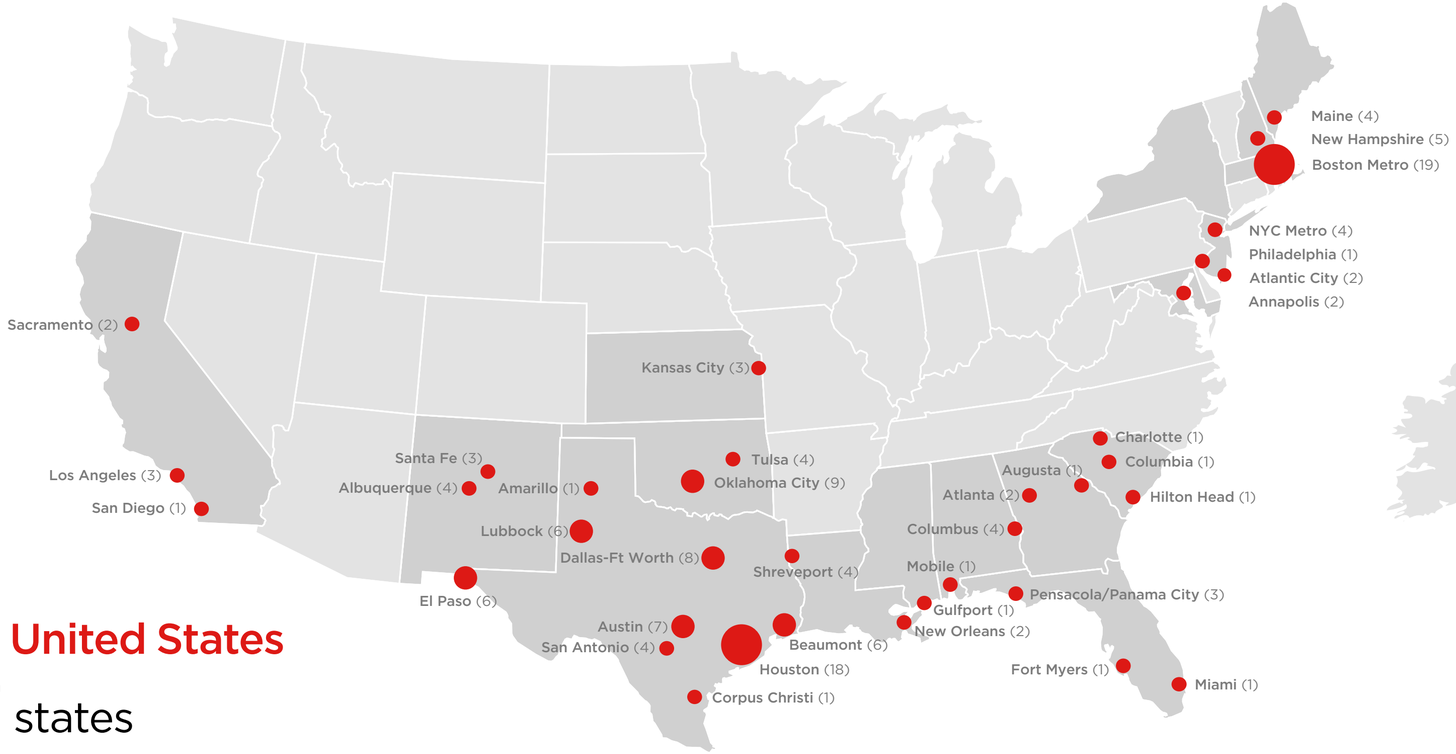
Through our omni-channel platform, we offer a variety of products and services at our dealerships, collision centers, and online marketplace. Our core business lines include: the leasing and selling of new and used vehicles, arranging related vehicle financing, selling service and insurance contracts, providing automotive maintenance and repair services, and selling vehicle parts retail and wholesale. We sell new and used vehicles directly to our customers at franchised dealerships and via our digital platform, AcceleRide®. Each of our dealerships provides both warranty and non-warranty maintenance and repair services and we also operate collision centers that provide collision repair services. Our finance and insurance operations consist primarily of arranging financing and selling vehicle service and insurance contracts in connection with the retail sale of a new or used vehicle. We also offer a wide variety of third-party finance, vehicle service, and insurance products in a convenient manner at competitive prices.

Photo: Connolly Brothers, Inc.

Diversified Geographic Footprint

Total

199 dealerships
267 franchises
41 collision centers
35 brands



United States

17 states
144 dealerships
81% of new vehicle unit sales

United Kingdom

55 dealerships
19% of new vehicle unit sales

As of December 31, 2023

Group 1's Core Values

As an automotive retail company, at our core, we are a people business. Our business success depends on our customers and the people that make up our Company. Consequently, our values underpin our commitment to conduct business in ways that are principled and accountable to key stakeholders and the business community:

Integrity

We conduct ourselves with the highest level of ethics, both personally and professionally, when we sell to and perform services for our customers, without compromising our honesty.

Respect

We treat everyone, customers, colleagues and other stakeholders alike, with dignity and equality.

Teamwork

We put the interest of the group first before our individual interests, as we know that success only comes when we work together.

Transparency

We promote open and honest communication between each other and with our customers.

Professionalism

We set our standards high, so that we can exceed expectations and strive for perfection in everything we do.

Sustainability Strategy

Our core values of Integrity, Transparency, Professionalism, Teamwork and Respect underlie our commitment to conduct our business in ways that are principled and accountable to our shareholders and other key stakeholders, the environment and the communities in which we do business.

Our sustainability strategy and initiatives are managed by a cross-functional group of executives and senior leaders at Group 1. Our CEO is ultimately responsible for our sustainability strategy and performance, with oversight from the Board of Directors (the Board). Through active communication and collaboration, our team works together to reduce the environmental impact of our operations and engage employees in sustainability-related issues. We strive to make our operations energy-efficient across our dealerships. We have made progress through past initiatives to improve energy efficiency, such as our transition to LED lighting and the installation of solar panels at dealerships in suitable locations. We plan to continue to implement these energy-saving measures while also seeking new opportunities to safeguard our environment and local communities.

Group 1 is a people-driven business, and we prioritize our social responsibility by investing in human capital and caring for the communities in which we serve. We implement initiatives to enhance employee engagement, provide equal opportunities for professional development, and promote the overall well-being of our team members and local communities. In turn, we believe our employees deliver superior service to our customers and ultimately achieve exceptional returns for our investors. We actively contribute to our local communities through employee volunteering, donating to local causes, hosting community gatherings at our dealerships, and supporting educational programs.

As a leading automotive retailer, Group 1 recognizes the significance of the global energy transition. We will fully support our customers' interest in electric vehicles (EVs) and other alternative powertrain vehicles through accessible EV infrastructure, repair services, and our technical expertise. Our dealerships are equipped to serve our EV customers by offering accessible charging stations and a full array of repair services. We train our team members to have full competency in EVs and other alternative powertrains and coordinate with our brand partners to ensure proper knowledge of new product or service offerings.

Our sustainability strategy will continue to evolve as we continue to focus on our company-wide impacts and how we can leverage our expertise to drive sustainable change.

Material Topics and Sustainability Goals

We conducted our most recent materiality assessment in 2022, in line with the "double materiality" principle which involves understanding both the impact our business has on the environment and communities in which we operate, as well as the importance these issues may have on the financial success of the Company. This assessment is an essential tool as we continue to develop our sustainability strategy structured around material topics with a focus on performance.

Stakeholder Engagement

Group 1 Automotive is committed to engaging in constructive and meaningful conversations with our diverse stakeholder groups, and we value their input to better understand the issues that are most important to them. Stakeholder engagement plays a vital role in the long-term growth and resilience of our Company. We maintain open channels of communication with all key stakeholders and conduct business in line with our core values to uphold our shared trust.

Group 1 is committed to engaging in constructive and meaningful conversations with our shareholders, employees, customers, vendors, regulators, local communities and other key stakeholders to build long-term relationships. The Board values the input and insights of our stakeholders, and regularly monitors investor sentiment, shareholder voting results, and trends in governance, executive compensation, regulatory, environmental, social and other matters. Each year, management interfaces with prospective investors, existing shareholders, and investment research analysts to discuss the Company's publicly disclosed performance, business strategy and outlook, and corporate governance. These events include earnings teleconferences, investor calls, meetings, conferences, non-deal roadshows and site visits. Key topics include discussions regarding capital allocation, share repurchases, publicly disclosed acquisitions, the impact of our inventory supply on new and used vehicle sales, market trends, parts and service strategies, finance and insurance strategies, digital retail strategies and profitability. This interaction helps management and the Board understand and consider the views of Group 1's shareholders, the perception of the investment community, and industry and economic outlook from research analysts, while enabling the Company to effectively operate in an evolving industry and economy with a focus of maximizing long-term value for our shareholders.

STAKEHOLDER	METHODS OF ENGAGEMENT
Employees	We engage with our employees through a variety of strategies, programs, and benefits and seek to provide them with the tools and support to excel in their careers. Engagements include: • Full-Cycle Talent Management Strategy; • Annual Employee Engagement Survey; • Advanced Training and Skills Development; • Promoting Employee Safety and Well-Being; and • Market Competitive Compensation and Benefits.
Customers	We seek to provide customers with an industry-leading customer experience by adopting new technology and improving processes to offer the customer the ability to do business at their convenience.
Community Members	The Company has a history of philanthropy and volunteerism. We actively contribute to our local communities in varied and meaningful ways. Our efforts include employee volunteering, donating to local causes, supporting educational programs and hosting community gatherings at our dealerships. In 2023, the role of Corporate Communication and Community Engagement Manager was created to align our efforts across the Company. Our focus is centered around fighting hunger, fostering education, supporting the military and veterans, and protecting the environment.
Original Equipment Manufacturers (OEMs)	We work closely with our OEMs and regularly communicate with them regarding alternative powertrain expansion, material sourcing, marketing, recalls, safety, and other factors that influence our business relationship and the customer experience.
Investors	We engage with the investor community through individual meetings, site visits and conferences.

People and Communities

Group 1 Automotive embraces a people-first approach by investing in the relationships, growth, well-being, and resilience of our team members and the communities we serve.

Employee Engagement

Employee engagement is key to our success. Group 1 actively engages with our employees to provide a positive workplace environment and ensure employees' needs are fulfilled. We encourage all team members to live and work by our core values: Integrity, Transparency, Professionalism, Teamwork and Respect. Our core values serve as the foundation for effective employee engagement and create a culture built on shared principles.

Engaged and motivated employees begin with supportive leadership. At Group 1, our corporate leaders and management teams strive to maintain a culture of mutual respect and trust throughout the Company. By creating a safe space for open communication, encouraging professional growth, and recognizing achievements, our leaders empower team members to deliver on our corporate objectives. As a geographically diverse company with 35 brand partners, it is especially important to ensure our team members feel connected to each other and to the larger Group 1 community. In 2023, our management team held various events to unite our workforce and provide opportunities for team building and collaboration. These events included town halls, celebratory dinners, on-lot food trucks, social engagement outings, and regular dealership visits by management.

Group 1 has established various channels of communication to engage employees directly and provide safe methods to report concerns and feedback. In 2022, we launched the Meta-based Workplace app, an intracompany communication platform that keeps our U.S. and U.K. employees up to date on the latest Company news and brings our teams together digitally. The Workplace app helps us to facilitate real-time communication between employees, managers, and the executive team. Through the Workplace app, our leadership can engage in more frequent, direct communication with our employees and share important company news and announcements to promote internal transparency. Workplace also gives employees instant access to Company policies, benefits plans, and department directories.

Group 1 distributes an annual employee engagement survey to our teammates to collect anonymous feedback and gain insights into the employee experience. 2023 marks the first year that the survey was distributed in the U.K., demonstrating our intention to engage across markets and obtain feedback from all of our employees. The survey response rate for our U.S. team was 89% and the employee engagement score was 80%. Our U.K. team's response rate was 82% and the employee engagement score was 76%. Both our U.S. and U.K. engagement scores are above the benchmark engagement scores for the retail sector. Following the survey, our Human Resources (HR) team compiles the responses, analyzes the results by leveraging the Perceptyx Benchmarking Database to measure our data against industry peers, and works with our dealerships to develop action plans to address areas where employee engagement can be improved.

The comprehensive findings of our survey and benchmarking help to improve employee engagement and inform future management decisions.

Group 1 Thanksgiving luncheon

Core Values Award — Antony McDermott at BMW Clear Lake

We take the results of the annual survey very seriously and consider it to be one of the most effective tools to uphold our commitment to our valued team members. We received approximately 30,000 written comments from employees, which provided constructive insights that management considered to amend certain Company policies. Additionally, our CEO regularly communicates with the entire Company to improve employee engagement and propose actions for improvement. He routinely addresses all employees with video presentations throughout the year and focuses on the importance of engagement during his speech at our annual leadership conference.

Group 1 Automotive employees are expected to adhere to our Code of Conduct, the Group 1 Employee Handbook, and all applicable policies and procedures. Employees are encouraged to speak up and promptly report any concerns about possible violations of the Code of Conduct or other Company policies. Supervisors and managers are prepared to address employee concerns and the Group 1 Hotline allows all employees to anonymously submit concerns without fear of retaliation. The Group 1 Hotline is managed by a third-party vendor and reported issues are investigated by management, with oversight provided by the Audit Committee of the Board.

Talent Attraction and Retention

Group 1 is invested in our talent management, development, and work environment. Our talent management strategy begins with successful talent attraction and retention. We recruit team members who will embody our core values and invest in their overall well-being with comprehensive benefits and competitive compensation. Our ability to recruit and retain skilled employees is vital to our long-term resilience within the competitive automotive industry. In 2023, our U.S. in-store employee retention rate was approximately 65%, while in the U.K. the retention rate was approximately 75%.

We recognize the importance of providing support for our employees' physical, mental, and financial well-being. We offer competitive benefits packages to our employees which include paid family leave; parental leave; medical, dental, and vision insurance plans for employees and dependents; 401(k) matching; employee stock purchase plans; and commuter benefits in select locations. We also offer a comprehensive health and wellness program. Providing a variety of benefits that support our team members' physical, mental, and financial well-being helps to establish a strong employee relationship and compassionate work culture.

In response to feedback received from our employees, we made further improvements to our insurance, family leave, death benefits, vacation, and employee retirement programs. Following a revamp in 2023, our U.S. insurance program experienced a 16.5% increase in employee participation.

Fair compensation signals to our workforce that we respect their skills and experience and value their worth as dedicated team members. We regularly review our compensation structure to ensure pay equity across demographics and compliance with applicable labor laws. In the U.K., we disclose the results of our annual review in our Gender Pay Gap Report, which promotes pay transparency and comparative benchmarking to monitor and improve any imbalances. In the U.S., our average hourly wage for non-salaried team members is $25.67 and the average hourly rate for dealership workers in the U.K. is £13.87.

Retention of our employees across the Company improved in 2023, following the benefits program and wage improvements. Turnover improved by 4% in the U.S., and turnover in the U.K. improved by 2%. Dealership General Manager turnover remained low at 10.6% in the U.S. and 3.8% in the U.K.

Four "Best Dealerships to Work For" awards

In 2023, four of our dealerships were honored with the Automotive News "Best Dealerships to Work For" award. We are very proud of the efforts of our team members at these stores, who made significant efforts to create a positive, supportive workplace for our team members.

- **Bob Howard Acura**
- **BMW of Mobile**
- **Audi Grapevine**
- **Bob Howard CJDR**

U.S. Employee Benefits

HEALTH	FINANCIAL	WELLNESS
Medical and Prescription Coverage	401(k) Retirement Savings Plan with Company-Match	Life Assistance Program with Well-Being Coaching
Virtual Medical Care Program/ Digital Mental Health	Discounted Employee Stock Purchase Plan	Wellness Program with financial incentives for participation
Dental Coverage	Employer Paid Life and Accident Insurance	Paid Maternity Leave
Vision Coverage	Employee Referral Program	Paid Parental Bonding Leave
Accidental Injury Plan	Employee Vehicle Purchase and Repair Discount Program	Discounted Gym Memberships
Hospital Indemnity Plan	Employee Discount Program for personal items (cell phone reimbursement, computer purchases, etc.)	Company Sponsored Run/Walks for Local Charities
Critical Illness Plan	Short-Term and Long-Term Disability Coverage	Company Sponsored Events for Employees and Families
Fertility Coverage	Healthcare and Dependent Care Flexible Spending Accounts	
	Health Savings Account with Employer Contribution (if enrolled in HDHP)	

U.K. Employee Benefits

HEALTH	FINANCIAL	WELLNESS
Access to Private Medical Appointments	Company Pension Scheme	Employee Assistance Programme
Access to Physiotherapy	Discounted Employee Stock Purchase Plan	Legal Information Service
Access to Private Mental Health Services	Employer Paid Life and Accident Insurance	Bereavement Counselling
Group 1 Mental Health First Aiders	New Employee Referral Programme	Discounted Cycle Purchase schemes
Private Prescription Coverage	Employee Vehicle Purchase, Leasing and Repair discount	Annual Leave Loyalty Scheme
Specialist Referrals	Employee Discounts on Personal Shopping Items	Paid Maternity and Paternal schemes
Vision Coverage	Professional Financial Planning Advice	Discounted Gym Memberships

Training and Development

Group 1 Automotive actively invests in human capital, ensuring that our team members have the necessary resources and support to advance in their careers. We recognize that the Company's long-term success and resilience is inherently linked to our employees' professional growth. We provide job-specific training and development programs to improve technical knowledge, cultivate leadership skills, and promote dedicated talent. In return, these programs improve Group 1's operational performance and contribute to our collective goals.

We have a robust onboarding process for all new hires to equip them with the knowledge and skills they need to succeed in their roles. Onboarding trainings include an overview of Group 1's core values and the Group 1 Employee Handbook to educate new employees on the Group 1 expectations of ethical behavior. These trainings help to establish a strong Company culture and provide team members with a foundation for responsible decision-making. All onboarding and intermediate trainings are updated as needed to maintain relevancy and incorporate feedback from managers and employees. In 2023, our employees recorded 33,755 training hours in our online learning management systems.

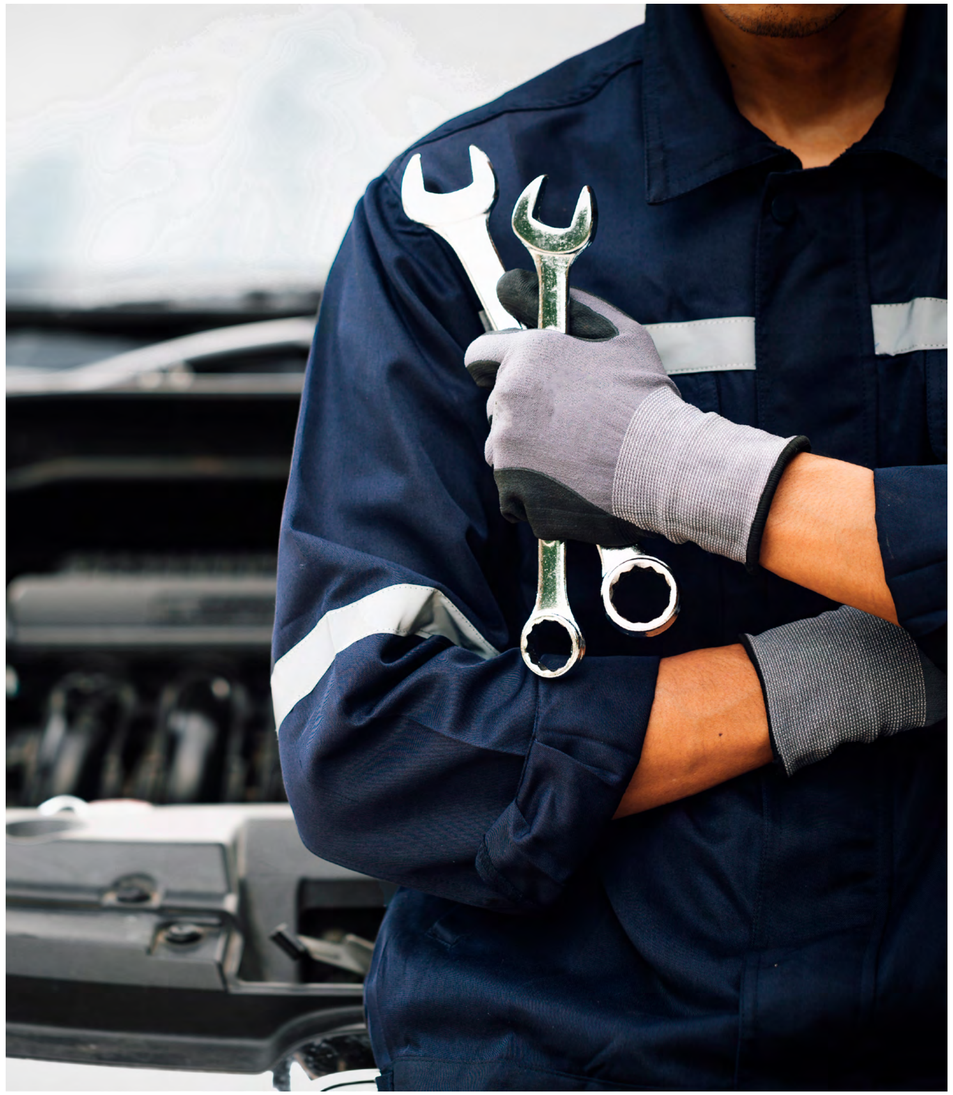
Group 1 Automotive's talent management strategy aims to support our employees' professional development through a variety of intensive training programs:

TECHNICIAN TRAINING

The Technician in Training Program recruits recent graduates from high schools, technical institutions, and community colleges to prepare them for a career as an automotive technician. The program follows a mentorship model in which each trainee is assigned a master technician in one of our service centers. The trainees receive individual guidance and hands-on experience to accelerate their technical skills development. The U.S.-based program is 18 months and offers:

- Tuition reimbursement: $150 per month for up to five years
- Tools: $2,000 gift in tool assistance
- Relocation: $1,500 for moving over 100 miles to a new location

The U.K.-based Apprentice Technician Program offers a similar experience over a three-year period, with the addition of reputable certifications. In 2023, we estimate approximately 100 participants completed the Technician in Training program in the U.S. and U.K. combined.



Training and Development

ROTATIONAL LEADERSHIP DEVELOPMENT PROGRAM

Group 1's Management Training Program recruits recent graduates from 16 partnered colleges and universities in the regions where we operate. Over the course of two years, trainees rotate through different business functions to gain a holistic experience of our dealerships. Trainees work for 10 months in Aftersales followed by 14 months in Sales and Finance.

EV Safety Efforts in the U.K.

Hybrid, plug-in, and electric vehicle adoption continues to rise in the United Kingdom at a faster pace than in the U.S. With the higher volume of electric powertrains, potential hazards and safety risks in our repair and maintenance services have also increased. Group 1's U.K. stores have therefore made significant efforts to enhance EV service standards and safety training. Team members working on EVs are supplied with personal protective equipment (PPE) and all service centers have an EV-PPE safety board on view. Detailed emergency plans, fire checklists, and fire evacuation procedures are all in place in case of an incident. OEMs set the requirements for EV technician training, and our U.K. stores have either met or exceeded these requirements to maximize EV safety and expertise. We are very proud of the work Group 1 U.K. has done to develop EV technician expertise and enhance the safety of our operations.

Health, Safety, and Well-Being

Group 1 prioritizes the health, safety, and general well-being of our team members. We ensure that all employees are properly trained in relevant safety procedures and maintain compliance with applicable environmental health and safety (EHS) regulations.

In 2023, we hired a new Health and Safety Manager in the U.S. to lead our occupational health and safety strategy, which ensures the well-being and protection of Group 1 employees and customers. Our strategy involves a comprehensive approach to identify, prevent, and mitigate risks and hazards throughout the Company. The strategy focuses on promoting a safe and healthy work environment by implementing policies, procedures, and training programs that comply with relative regulations and industry standards. It also includes regular assessments, inspections and monitoring to identify potential risks and take necessary actions to minimize them. The overall goal is to create a culture of safety where everyone is responsible for maintaining a hazard-free workplace and prioritizing the well-being of all Group 1 employees.

During onboarding, all employees complete mandatory safety courses tailored to specific job functions. We expect all employees to uphold a safe working environment by adhering to our safety policies, maintaining orderly workspaces, and using PPE when necessary. All team members are trained to follow our Injury Illness Prevention Plan (IIP Plan), which defines the different responsibilities of store managers and employees to identify hazards and mitigate accidents. The IIP Plan is updated regularly to maintain alignment with industry best practices and ensure that new equipment or services have associated safety procedures in place. In 2023, we also contracted a global safety solutions provider, DEKRA, to conduct certified lift inspections and trainings. Our training completion rate increased by 68% during the reporting year as a direct result of this engagement and our efforts to improve safety trainings.

For 18 years we have partnered with a third-party EHS expert, KPA, which provides both online and onsite safety and compliance training. KPA also conducts quarterly audits at our facilities to identify regulatory compliance gaps and provide recommendations to improve safety. Our internal audit team and safety team coordinate to implement KPA's recommendations and strengthen certain areas, such as more robust training programs for new technicians. In 2023, Group 1 performed 632 third-party audits. We will continue to leverage audits and plan to enhance our incident tracking system to better assess safety metrics across Group 1 operations.

Each of our offices and facilities has a dedicated safety representative that reports to the General Manager of each store. Our safety team conducts monthly meetings to investigate reported incidents and develop corrective actions, discuss new safety concerns, review policies and procedures and train assigned safety topics. Safety meetings are open to managers and other employees to submit concerns or provide constructive feedback. The Risk Department provides weekly summaries of any injuries and accidents to senior management to ensure effective reporting and action. We also encourage open communication of safety concerns and entrust our managers to promptly address any concerns. In addition to maintaining high standards for occupational health and safety, Group 1 Automotive offers support for employees' physical and mental well-being. We recognize the importance of mental health in the workplace and provide a variety of resources to support our employees' mental wellness. Advocating for mental health promotes a culture of compassion and contributes to a positive work-life balance. In the U.K., we organized a mental health first aid team, which is staffed by Group 1 employees who are trained by external subject matter experts.

Through our insurance provider, New York Life, we offer the Employee Life Assistance Program, which provides all employees with support related to emotional health, home life, financial and legal assistance, and career support. In addition, 91 locations have adopted a flexible 4-day work schedule, which gives employees more time to dedicate to personal wellness and promotes a healthy work-life balance.

Group 1 Automotive was a shortlisted finalist for the U.K.-based *Fleet News* magazine's Wellbeing Award.

This award recognizes the efforts of companies in the automotive fleet sector to improve the physical and mental well-being of their employees. Group 1 is honored to be named as a finalist and will continue to support our team members' physical and emotional health.

Diversity, Equity, and Inclusion

Group 1 fosters an inclusive, collaborative culture, in which all employees work together to drive performance and serve our communities. We encourage diversity of thought and experience and aim to reflect the diverse communities in which we operate.

Our Diversity, Equity, and Inclusion (DEI) strategy aims to provide our team members with equal opportunities to develop their skills and achieve success in their careers. We are committed to providing a work environment for our employees that is free from harassment and discrimination and it is our policy to prohibit our employees, vendors, suppliers and independent contractors from harassing or discriminating against our employees. We also prohibit retaliation against employees who report or oppose harassment, discrimination, and other misconduct in the workplace.

As an Equal Opportunity Employer, we provide equal opportunities in all of our employment practices, including recruiting, hiring, training, and promoting, without regard to race, religion, color, sex/gender, gender identity and expression, national origin, sexual orientation, citizenship status, age, uniform service membership/veteran status, disability, genetic information, or any other protected status in accordance with the requirements of all federal, state and local laws. Providing equal access to career and development opportunities strengthens our Company culture and fosters innovation. We firmly believe that a diverse array of talents, backgrounds, experiences and perspectives generate long-term value for our people and business.

During onboarding, employees with management responsibilities complete formal Respect Training to create a shared expectation of respect and promote a welcoming, inclusive culture. Training programs, skills development, and professional mentorships are offered to all team members throughout their careers at Group 1.

For instance, our Women in the Workplace initiative provides mentorship opportunities to encourage women leaders and accelerate career advancement. In the U.K., our Network Leadership Program provides a 12-month training course to employees pursuing general manager positions. Our Senior Vice President, Chief Human Resources Officer and Chief Diversity Officer oversees our DEI strategy and progress at Group 1. This role has a direct line of reporting to the CEO and Board to ensure that diversity initiatives have executive buy-in and support. Our Chief Diversity Officer also leads the DEI Council, which measures progress and provides quarterly reports to the Compensation and Human Resources Committee of the Board. The DEI Council regularly collects diversity data to benchmark progress against the U.S. Bureau of Labor Statistics and Fair360 data. Group 1 achieved notable progress in our DEI strategy in 2023 and remains committed to continuous improvement. In February 2024, we were proud to sponsor the Women Driving Auto Retail event at the annual National Automobile Dealers Association Show. We were also recently nominated as an Outstanding Diverse Organization for the Houston Business Journal's 2024 Diversity in Business Awards.

Group 1 Automotive U.S. Employees

ETHNICITY	NON-MGMT.	MANAGEMENT	OFFICER	TOTAL
Native American/Alaskan Native	<1%	<1%	0%	**<1%**
Asian	5%	4%	5%	**5%**
Black	10%	7%	16%	**10%**
Hispanic	34%	20%	0%	**32%**
Native Hawaiian/Pacific Islander	<1%	<1%	5%	**<1%**
Two or More Races	5%	3%	0%	**5%**
White	44%	65%	74%	**47%**
Undisclosed	<1%	0%	0%	**<0%**
GENDER				
Women	20%	19%	32%	**20%**
Men	80%	81%	68%	**80%**

Community Service

Community engagement and corporate citizenship are central to our business. Group 1 employees are actively engaged with local communities, and we encourage them to dedicate time to charitable causes that are meaningful to them. Community outreach and engagement empowers people, builds resilience, and improves social welfare in the communities we serve.

Throughout each year, our dealerships engage in a variety of community events that fall under one of our Core Pillars of Service described below:

SERVICE	COMMUNITY EVENT
Education	**Driving Student Success** Group 1 is committed to empowering local students to achieve academic success. At the start of each school year, our dealerships host "backpack drives" to gather and distribute essential school supplies to underserved students in our communities. We also partner with local schools to recognize outstanding teachers, sponsor athletic programs, and raise funds for classroom projects.
Fighting Poverty and Hunger	**Fueling Futures** Our dealerships strive to do our part to serve the basic human needs of our community members. Philanthropic initiatives include food drives, coat drives, building affordable housing, and supporting families experiencing homelessness.
Supporting Military, Veterans, and First Responders	**Honoring Our Nation's Heroes** At Group 1, we deeply value the service and sacrifices of our military, veterans, and first responders. We dedicate our time to fundraising initiatives and support events hosted by nonprofit organizations. Our dealerships regularly sponsor events for active military personnel and their families. We also support local veterans by hosting appreciation events and providing scholarship opportunities for their children.
Environmental Sustainability	**Rooting for the Earth** We encourage and educate our employees to adopt sustainable practices in our dealership operations. Our team members participate in community-wide tree plantings and trash pickups throughout the year.

Our dealerships also support their OEM charitable initiatives. For instance, 100% of our Toyota and Lexus stores participated in the Toyota/Lexus Dealer Match Program. Our Subaru dealerships participate in at least one Love Promise campaign every year.

In 2023, we hired our first Corporate Communication and Community Engagement Manager to improve alignment of our charitable efforts. In this first year, our community involvement and philanthropic endeavors saw significant growth, expanding our impact across our established Core Pillars of Service of Education, Fighting Poverty and Hunger, Military, Veterans, and First Responders, and Environmental Sustainability in the communities we serve in the U.S. and U.K.

More details about our efforts can be found at www.group1auto.com/group1cares.

New England team members crafting beds for A Bed for Every Child, an initiative dedicated to ensuring every child has a bed to call their own.

The Bill Kolb Jr. Subaru team, in partnership with the Make-A-Wish Foundation, was able to surprise 18-year old Beau with his wish to visit the Doppelmayr Facility in Utah.

Kids' Meals

In our longstanding commitment to combat poverty and hunger alongside Kids' Meals, we've dedicated countless volunteer hours resulting in the production and delivery of over 500,000 meals since the inception of our partnership. Noteworthy in 2023 was our collaboration with Houston Texans Safety, Jalen Pitre, where we pledged to match fan donations dollar-for-dollar. This inaugural fundraising campaign raised over $109,000 for Kids' Meals, providing nearly 55,000 meals to food insecure preschool-aged children.

Group 1 dealerships supporting their local communities

Jim Tidwell Ford partnered with Gwinnet Technical College to make Ford's ASSET (Automotive Student Service Education Training) program available to local students to become Ford Senior Master Technicians.

Sterling McCall Acura Sugar Land and Group 1 Automotive celebrated teachers from Houston, Alief, and Spring Branch Independent School Districts.

Group 1 is proud of our long-standing partnership with Team IMPACT. Team IMPACT's long-term program plays a pivotal role in fostering growth and independence in children battling serious illnesses or disabilities. This is achieved by partnering these children with college sports teams. The power of team spirit helps in fostering acceptance, motivation, and inspiration among kids and student athletes.

Group1's New England dealerships have proudly donated $435,000 to Team IMPACT since 2016. In the past eight years, we've witnessed a local charity from Quincy, MA, grow across all fifty states which now encompasses 795 colleges and 82,600 student athletes, and has successfully placed over 3300 children.

Group 1 Automotive strives to manage business operations in compliance with applicable environmental standards and regulations. We focus on where we believe we can provide the most value to reducing GHG emissions from the transportation sector: supporting alternative powertrain expansion.

Equipped for Alternative Powertrain Expansion

Group 1 Automotive recognizes the importance of the transition to a lower carbon economy and the significant role that hybrid and electric vehicles play in helping to decarbonize the road transport sector. As the world shifts away from fossil fuels toward cleaner, renewable energy sources, vehicles with electric and hybrid powertrains have emerged as a viable solution to reduce greenhouse gas emissions and improve transport fuel efficiency.

Widespread demand for hybrids and EVs has prompted increased investment in electric charging infrastructure, technological advancements and reduced consumer costs. Although challenges remain regarding grid infrastructure and raw materials sourcing, we believe hybrids and EVs have potential to contribute to a more sustainable future.

As an automotive retailer, Group 1 is prepared to support our customers' interests in a variety of powertrains, including efficient internal combustion engines (ICE), hybrid, plug-in hybrid, and battery electric. Our OEM partners offer hybrid or electric options to meet customers' unique needs, and certain of our OEM partners have announced plans to increase production of fuel-efficient ICE vehicles and EVs. Our dealerships work closely with customers to answer inquiries about different vehicle types. In 2023, all of our dealerships were stocked with alternative powertrain vehicles.

Our dealerships are equipped to service all powertrain types, including EVs. We made significant investments in our EV capabilities during the 2023 reporting year to improve our customers' access to purchase, service, and charge EVs. All associates and technicians undergo job-specific EV training to ensure our dealerships possess comprehensive safety and technical knowledge of each brand's electric offerings. We installed EV lifts across our dealerships in 2023 and invested in battery replacement and repair tools at our service and collision centers. Since EV adoption is concentrated in large cities, our metro-area collision centers have advanced capabilities to repair all types of EVs, including electric delivery vans.

Through our commitment to providing a best-in-class customer experience, we continued to invest in accessible EV charging infrastructure. In 2023, we installed 241 new charging stations in the U.S. and 135 in the U.K., bringing the total number of charging stations in our U.S. dealerships to 617 and 418 in the U.K. Approximately 60% of these dealerships have customer-facing chargers that are accessible to the public during hours of operation and can be found by EV owners through popular charging apps.

Responsible Resource Management

Group 1 Automotive takes an active role in the communities we serve, including both social and environmental responsibilities.

Recognizing the importance of environmental stewardship, we implement water and waste management initiatives across our locations to ensure responsible use of natural resources. Not only do these initiatives help to minimize our impact in our regions of operation, but they also aid improvements in facility efficiencies and generate long-term cost savings for our business.

Although our business is not as water-intensive as other areas in the automotive value chain, water resource management remains a top priority to protect the environment and human health. Our U.S. service centers aim to mitigate adverse impacts by utilizing oil-water separators to treat wastewater before it reenters local water systems. In addition, all U.S. dealerships that feature car wash services have processes in place to maximize water recycling between uses. Water conservation is especially important for our operations in regions that experience water stress and drought, such as parts of Texas, New Mexico, and California. We will continue to improve our water consumption practices and consider additional water-saving solutions.

Group 1's waste management strategy for non-hazardous materials is aligned with the EPA's waste hierarchy framework. The hierarchy prioritizes, in order: source reduction and reuse, recycling and composting, energy recovery, and treatment and disposal. Our dealerships implement waste reduction and reuse practices, such as digitization of paper forms and marketing materials. All of our locations provide recycling bins that are accessible to both employees and customers.

We also partner with third-party recycling vendors that collect nonhazardous automotive waste, such as metal car parts and rubber tires. We actively seek ways to reduce our hazardous waste or switch to nonhazardous alternatives. We partner with ISO-certified vendors to properly treat and dispose of or recycle hazardous waste, including oils, antifreeze, paint, and e-waste such as IT equipment. We strive to maintain compliance with all applicable regulations that govern the management and disposal of hazardous waste.

Energy Efficiency and Emissions

Group 1 seeks to reduce the greenhouse gas (GHG) emissions from our operations by implementing a variety of energy efficiency solutions. Ongoing initiatives, like our transition to LED lighting, aim to reduce our overall energy consumption and generate cost savings over time. We also seek to ensure that our offices, dealerships, and other facilities are designed and retrofitted to maximize efficiency while maintaining OEM standards.

In 2023, our total Scope 1 and Scope 2 GHG emissions were 105,184 MT CO_2e. We are continuously seeking updates to our data collection and calculation methodologies to improve the accuracy of our emissions data.

Through our solar panel initiative, we continue to invest in solar photovoltaic systems at select dealerships. We have installed over 8,000 solar panels to date, and our total solar capacity is 2,986 kW. In the near term, Group 1 plans to continue our solar panel initiative where feasible and has entered into a commercial arrangement with Freedom Solar Power to install an additional 6,800 panels over the next few years.

We strive to continuously improve our GHG emissions accounting practices and align them with generally accepted frameworks such as the GHG Protocol; however, given the current reliance on emissions factors for most accepted GHG reporting approaches, from time to time we may reasses our process to inventory our GHG emissions estimates as new data, information, methodologies, or frameworks become available, and so our approach to accounting for our Scope 1, 2 and 3 emissions may change.

Elite Acura

Ira BMW of Stratham

Maxwell Ford

GHG Emissions

GHG EMISSIONS SCOPE $MTCO_2e$	2023	2022
Scope 1 Emissions	**63,659**	60,512
Scope 2 Emissions (Location-Based)	**41,525**	42,720

We strive to regularly assess and improve upon our GHG emissions reporting practices. In reviewing our 2022 GHG emissions, Group 1 has determined that previously reported emissions data must be revised. As a result, we have updated the previously reported estimates for our 2022 GHG emissions in this year's Sustainability Report to reflect the ongoing improvements in our GHG emissions inventorying process.

Governance

At Group 1, our governance framework is rooted in our core values of Integrity, Transparency, Professionalism, Teamwork and Respect. These principles guide our commitment to conducting business in an ethical and accountable manner, prioritizing the interests of our stakeholders, the environment, and the communities we serve.

Corporate Responsibility

We are dedicated to upholding responsible business practices and continually enhancing the sustainability of our operations, as well as fostering positive relationships with our employees and the communities where we live and operate.

Group 1's corporate governance structure is designed to ensure accountability, integrity, and ethical conduct throughout the organization. Our Board provides strategic guidance and oversight of our corporate governance practices, and our management team and other employees are responsible for maintaining robust internal controls and risk management processes. Proactively identifying, assessing, and mitigating potential risks to the business further promotes long-term sustainability in the interests of all our stakeholders.

Our executive compensation program is designed to reward and recognize strong financial and operating performance and promote effective strategic leadership. Executive compensation is structured to incentivize sustainable, long-term financial performance and growth of our Company by utilizing five key compensation principles: competitive pay relative to our peers, balance of annual and long-term incentives to appropriately calibrate short-, medium- and long-term results without encouraging excessive risk, pay-for-performance structure with a substantial portion of compensation being variable and contingent on financial performance, long-term focus with long-term equity based compensation significantly outweighing short-term cash-based opportunities, and ensuring that the financial interests of our management team are aligned with the long-term interests of our shareholders. We view these as key elements in building sustainable shareholder value.

Governance Structure

BOARD OF DIRECTORS

GOVERNANCE & CORPORATE RESPONSIBILITY COMMITTEE

- Environmental responsibility & compliance
- Health, safety & wellness
- Community engagement and charitable efforts

AUDIT COMMITTEE

- Ethics & compliance
- Cybersecurity, Internal controls and compliance

COMPENSATION & HUMAN RESOURCES COMMITTEE

- Human capital management, including DE&I and talent attraction, development and engagement
- Compensation plans and benefits

FINANCE / RISK MANAGEMENT COMMITTEE

- Data privacy and security
- Cybersecurity and data protection

Governance and Oversight

AREA OF PERFORMANCE	POSITION	RESPONSIBILITY
SOCIAL		
EHS	Senior Vice President Aftersales; Safety Manager	Health and safety, employee well-being, flexible work hours, suppliers, safety training
HR	Senior Vice President, Chief Human Resources Officer and Chief Diversity Officer; Director, Human Resources Support	Employee data; DEI; survey data; employee training; employee policies.
U.K. HR	Human Resources Director, U.K.	U.K. governance, social and safety
ENVIRONMENTAL		
Facilities	Vice President, Procurement and Facility Services	GHG emissions, solar, LED lighting, recycling, recycled oil
Construction	Vice President, Construction	EV charging, etc.
U.K. Corporate Development	Corporate Development Director, U.K.	U.K. environmental
GOVERNANCE		
Governmental Affairs	Director, Governmental Affairs and Corporate Partnerships	Corporate partnerships
IT	Vice President, Chief Information Officer	Cybersecurity, protecting customer privacy
Legal	Senior Vice President, Chief Legal Officer and Corporate Secretary	Governance and Board diversity; proxy statement; business practices; COBE for suppliers; anti-trafficking and anti-bribery policies

Board of Directors

Our Board is responsible for the overall strategic direction of the Company, capital allocation, and oversight of our environmental, social, and governance policies and practices

Sustainability governance is overseen by the Board, which has allocated oversight responsibility to its committees. The Board maintains oversight responsibility for sustainability matters which cut across the expertise of multiple committees.

Governance Best Practices

EFFECTIVE BOARD OVERSIGHT	COMMITMENT TO SHAREHOLDER RIGHTS	BOARD INDEPENDENCE	BOARD ACCOUNTABILITY
Qualified Board with mix of perspectives and tenures	No hedging, short sales or pledging of Group 1 securities by officers or directors	7 of 9 directors are independent	Annual Board and Committee evaluations
Regular Board review of strategic plans and execution of plans	Rigorous stock ownership requirements for directors and senior management	Independent directors meet regularly without management	Annual election of all directors
Regular Board/Committee review of significant risks, including cybersecurity risks, and mitigation of risks		Fully independent Audit, CHR and GCR Committees	Majority voting for all directors in uncontested elections
Annual Board evaluation of CEO performance		Independent Chair of the Board and separation of the Chair and CEO roles	Ongoing consideration of Board composition and refreshment
Senior management succession planning			Limits on Board member service on other public company boards

Business Conduct

Our approach to business conduct is guided by our core values and anchored in Group 1's governance framework, comprised of internal policies and procedures, which sets the standard for how our Company and employees conduct business and outlines our expectations for suppliers and business partners.

Group 1 employees, directors, and agents are required to review, understand, and comply with our Code of Conduct, which describes our minimum requirements concerning legal compliance, workplace conduct, confidentiality, crisis preparedness, and employment conditions. This encompasses suppliers and includes expectations of responsible business behavior and anti-corruption measures. The Company's legal department handles the day-to-day administration of the Code of Conduct and the Audit Committee of the Board oversees the administration of certain specific aspects of our Code of Conduct.

In addition to our Code of Conduct, our Chief Executive Officer, Chief Financial Officer, and Corporate Controller are accountable to our Code of Ethics for Specified Officers. All other financial and accounting officers are also expected to comply with this policy. We take a structured approach to training and awareness to ensure a common understanding of the policies and procedures within our governance framework and to foster a culture of business integrity. As part of our standard onboarding process, all employees must complete diversity and inclusion training. Employees in management roles must also undergo harassment prevention training and complete courses on the Code of Conduct and anti-corruption policies.

For more information regarding our corporate governance and business conduct, view our Corporate Governance Guidelines and Anti-Corruption Policy.

The Group 1 Hotline

Employees are actively encouraged to report concerns about possible violations of our Company's policies or Code of Conduct using the Group 1 Hotline. The Hotline is administered by an independent third-party provider and can be reached 24 hours a day, seven days a week. All reports submitted via the Hotline remain confidential and, if desired, anonymous. Employees are protected from any kind of retaliation or discriminatory or disciplinary action as a result of submitting a report, including termination of employment, demotion, suspension, threats, or any other kind of harassment. All reports are investigated promptly and objectively by management, with oversight from the Audit Committee. The Chief Legal Officer or Vice President, Internal Audit, will regularly inform the Audit Committee about compliance activities and incidents relating to the Code of Conduct.

Board Oversight and Risk Management

Our Board provides active and independent oversight and guidance to management regarding the Company's long-term strategy and priorities, risk management, CEO and senior management succession planning as well as other aspects of the Company's business.

As part of its oversight role, the Board annually reviews the Company's long-term objectives and engages in ongoing discussions of short-, medium-, and long-term risks and strategic matters and their impacts on our business, including strategic challenges and opportunities. The Board is also regularly updated on management's progress and execution of the Company's strategy and periodically receives briefings from experts and legal counsel on strategic, financial, legal and compliance, and other matters.

Risk management is joint responsibility of management and the Board. Management is responsible for identifying, assessing, prioritizing and managing the various risks the Company faces. To that end, management employs a comprehensive enterprise risk management (ERM) program, which is designed to identify and evaluate the full range of significant risks to the Company and includes the establishment and monitoring of robust risk mitigation plans. Management is also responsible for maintaining robust internal processes and effective internal controls. The Board is responsible for risk oversight governance, including the allocation of risk oversight responsibilities to itself and its Committees. The Finance/Risk Management Committee oversees the ERM program.

In 2024, the Company completed a comprehensive assessment of our climate-related risks and opportunities, and the potential impacts on our business, in compliance with the U.K. Government's Climate-related Financial Disclosure (CFD) regulation. The outcome of this analysis will be disclosed with the annual financial reports of the Company's U.K. subsidiary Group 1 Automotive UK Limited to comply with the requirements of the CFD regulation.

BOARD OF DIRECTORS

- Long-term strategy
- Major strategic risks

AUDIT COMMITTEE

- Financial reporting
- Internal controls
- Auditing matters
- Cybersecurity internal controls and compliance
- Legal, ethical and regulatory compliance programs

COMPENSATION & HUMAN RESOURCES COMMITTEE

- Executive compensation and benefits policies, practices and plans
- Incentive plan performance metrics and goals
- Compensation for senior leaders
- Compensation plan design
- Succession planning
- Human capital risks

FINANCE/RISK MANAGEMENT COMMITTEE

- Capital structure financing
- Capital transactions
- Foreign exchange
- Interest rates
- Cyber security and data protection
- Mergers and Acquisitions

GOVERNANCE & CORPORATE RESPONSIBILITY COMMITTEE

- Corporate governance
- Director independence
- Workplace safety
- Political contributions
- Sustainability efforts.

Supply Chain Management

Group 1's success depends in part on strong relationships with high-quality suppliers. Suppliers are selected based on what we believe to be the best interests of the Company, our customers, and other stakeholders.

The Company's Code of Conduct describes our minimum requirements for our business partners concerning legal compliance and includes expectations of responsible business behavior and anti-corruption measures.

We view our suppliers and vendors as valued partners and we rely on them to deliver high-quality products and services for our customers. We work closely with our vendors on material sourcing, marketing, recalls, safety and other factors that impact our business and the customer experience. We expect all of our business partners to comply with applicable laws and regulations. If we discover a vendor's business practices do not align with our commitment to high-quality products and services, we re-evaluate our relationships with them.

Additionally, to optimize value, standardize procurement and purchasing, leverage Group 1's size and scale across the U.S. and U.K., and reduce potential liability at its dealerships, we have established appropriate policies and procedures pertaining to capital expenditures.

Data Privacy and Security

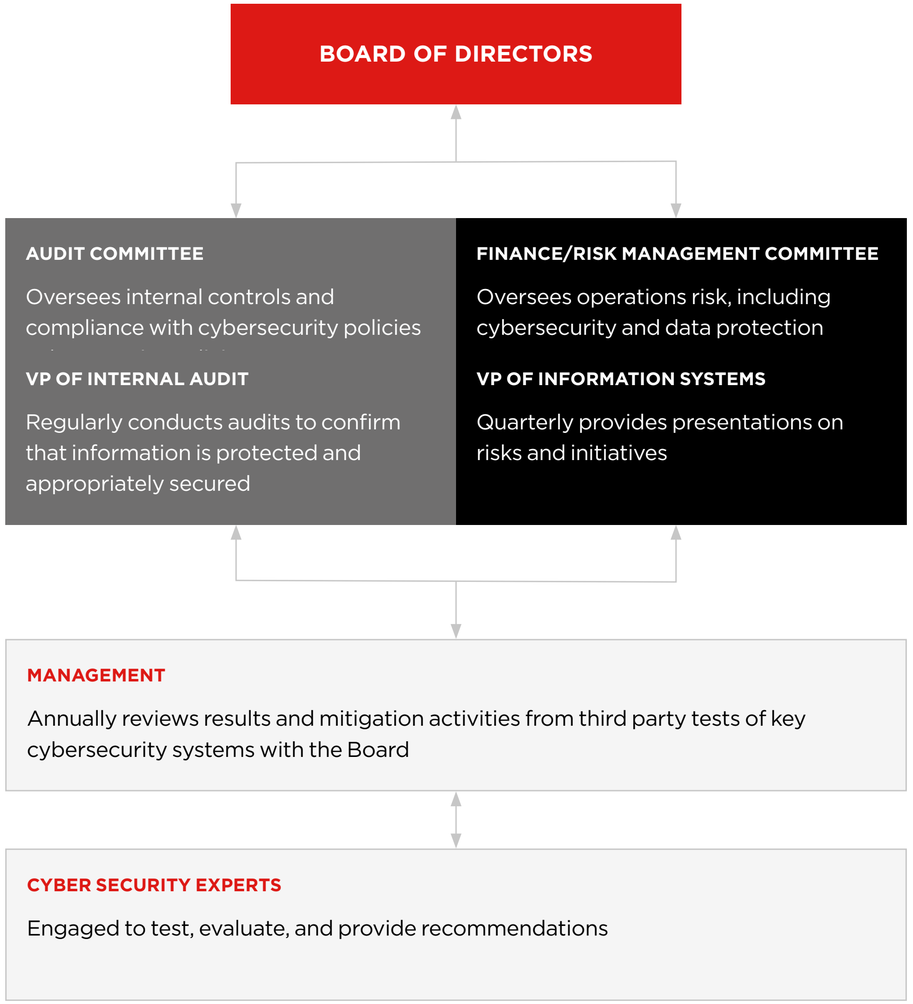
Our Board considers maintaining confidence in our data security among our customers, vendors, shareholders, and employees as a critical priority. We dedicate significant time and resources in overseeing cybersecurity and information security risks.

Our Information Technology (IT) and Security team, which is headed by our Vice President and Chief Information Officer (CIO), is responsible for our efforts to protect the integrity of our IT infrastructure and comply with cybersecurity standards. The Board and the Finance/Risk Management Committee receive quarterly updates from our CIO on cybersecurity and our initiatives in this area. One-third of our directors have experience in technology and cybersecurity. We also bring in external cybersecurity experts to review, test, and provide recommendations on our cybersecurity program.

Our internal audit department conducts regular audits to evaluate management's processes and controls for handling cybersecurity risks and the results of these evaluations are reported to the Audit Committee.

Each year, employees granted access to our customer data receive mandatory cybersecurity training. This includes annual testing to assess comprehension of our cybersecurity policies, with opportunities for additional training as needed. We maintain regular communication channels with our employees to ensure ongoing awareness and understanding.

Our CIO and members of the IT and Security team meet regularly with members of management to address key security and privacy issues, and upon the occurence of a cybersecurity incident, would convene to assess the materiality of the event, as well as the appropriate remediation and escalation procedures.



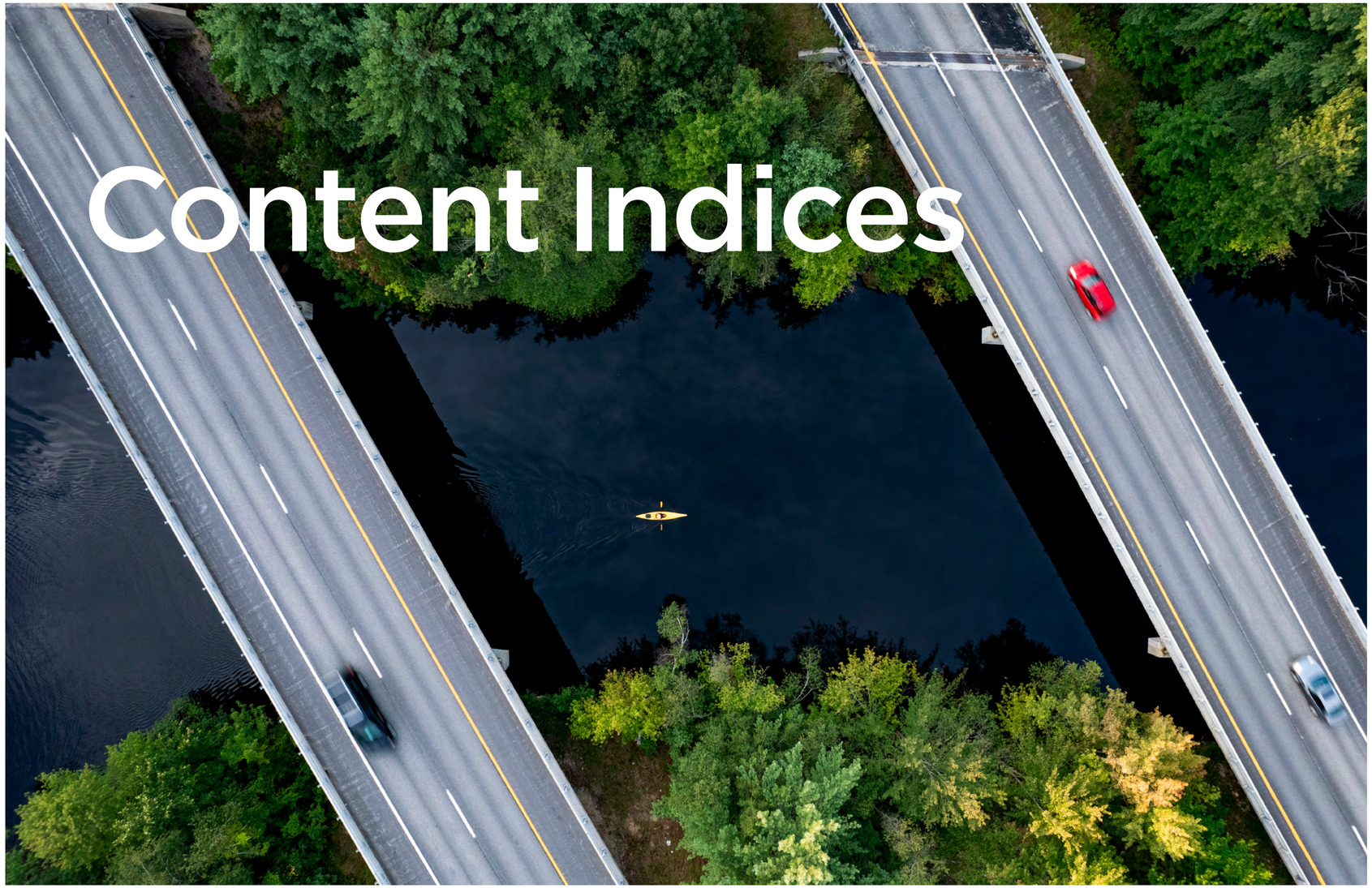
Data Privacy and Security

Group 1 operates across many regions governed by laws and regulations aimed at safeguarding the information we collect from clients, customers, employees, and other parties. Key regulations we must adhere to include the U.K.'s General Data Protection Regulation, the California Consumer Privacy Act, other applicable state data privacy regulations and the Federal Trade Commission Safeguards Rule. These regulations cover various data protection requirements, including safeguarding customer personally identifiable information (PII), notifying PII owners about data breaches, and informing customers about the purpose and use of data collection, as well as honoring requests to delete personal information.

A critical approach to mitigating customer privacy concerns involves implementing stringent controls over access to PII and implementing regular purges of sensitive data from our Dealer Management Systems when they no longer serve a business purpose. It is imperative that our teams uphold the integrity of this data, ensuring it is not misused or improperly shared, and promptly report any discrepancies or breaches. Employees who are required to access this data receive comprehensive training on the proper handling, utilization, and protection of PII. Moreover, we leverage a range of specialized programs to systematically monitor our data repositories, detect breaches of PII, and enact appropriate security measures to safeguard it.

Vendors or partners granted access to PII are required to enter into our data processing services agreement, committing to adhere to our established policies and standards.

For more information on the data we collect and how it is managed and used, please see our Privacy Policy.



Content Indices

38 SASB Index

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44 Forward-Looking Statements

SASB Index

Group 1 has reported with reference to the SASB Sustainability Accounting Standards for the period January 1, 2023 to December 31, 2023.

MULTILINE AND SPECIALTY RETAILERS & DISTRIBUTORS — SUSTAINABILITY DISCLOSURE TOPICS & ACTIVITY METRICS						
SASB CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	2023 RESPONSE	2022 RESPONSE	2021 RESPONSE
ENERGY MANAGEMENT IN RETAIL & DISTRIBUTION						
CG-MR-130a.1	(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	(1) Total energy consumed: 1,437,849 GJ (2) Percentage grid electricity: 97.85% (3) Percentage renewable: 2.15%	(1) Total energy eonsumed: 1,358,499 GJ. (2) Percentage of grid electricity: 99% (3) Percentage of renewable: 1%	This data is not available for 2021. See 2021 Sustainability Report for more information.
DATA SECURITY						
CG-MR-230a.1	Description of approach to identifying and addressing data security risks	Discussion and Analysis	n/a	See page 36.	See page 11 of the 2022 Sustainability Report.	See pages 22-23 of the 2021 Sustainability Report.
CG-MR-230a.2	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of customers affected	Quantitative	Number, Percentage (%)	Group 1 Automotive did not experience any material data breaches in 2023.	Group 1 Automotive did not experience any material data breaches in 2022.	Group 1 Automotive did not experience any material data breaches in 2021.
LABOR PRACTICES						
CG-MR-310a.1	(1) Average hourly wage and (2) percentage of employees earning minimum wage, by region	Quantitative	Reporting currency, Percentage (%)	U.S. average hourly rate: $25.67/hour U.K. average hourly rate: £13.87/hour U.S. in-store employees earning minimum wage: 0.49% U.K. in-store employees earning minimum wage: 18.8%	U.S. average hourly rate: $24/hour U.K. average hourly rate: £16.25/hour U.S. in-store employees earning minimum wage: 0.26% U.K. in-store employees earning minimum wage: 5.7%	U.S. average hourly rate: $22/hour U.K. average hourly rate: £15.38/hour U.S. in-store employees earning minimum wage: 0.36% U.K. in-store employees earning minimum wage: 0%
CG-MR-310a.2	(1) Voluntary and (2) involuntary turnover rate for in-store employees	Quantitative	Rate	U.S. voluntary turnover rate: 28% U.S. involuntary turnover rate: 7% U.K. data not available for 2023.	U.S. voluntary turnover rate: 33% U.S. involuntary turnover rate: 6% U.K. data not available for 2022.	U.S. voluntary turnover rate: 36% U.S. involuntary turnover rate: 6% U.K. data not available for 2021.

SASB CODE	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	2023 RESPONSE	2022 RESPONSE	2021 RESPONSE
WORKFORCE DIVERSITY & INCLUSION						
CG-MR-330a.1	Percentage of gender and racial/ethnic group representation for (1) management and (2) all other employees	Quantitative	Percentage (%)	This data and a summary of our DEI efforts can be found on page 20.	This data and a summary of our DEI efforts can be found ion page 19 of the 2022 Sustainability Report.	This data and a summary of our DEI efforts can be found on pages 14-17 of the 2021 Sustainability Report.
PRODUCT SOURCING, PACKAGING & MARKETING						
CG-MR-410a.1	Revenue from products third-party certified to environmental and/or social sustainability standards	Quantitative	Reporting currency	We do not sell products third-party certified to environmental and/or social sustainability standards.	We do not sell products third-party certified to environmental and/or social sustainability standards. We also sell and service hybrid gasoline, plug-in hybrid electric and full electric vehicles at select U.S. and U.K. dealerships.	We do not sell products third-party certified to environmental and/or social sustainability standards. However, 100% of the manufacturers, whose vehicles we sell in the U.S., have sustainability programs. We also sell and service hybrid gasoline, plug-in hybrid electric and full electric vehicles at select U.S. and U.K. dealerships.
CG-MR-410a.2	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	n/a	Details about our processes can be found on page 26.	Details about our processes can be found on pages 31 and 36 of the 2022 Sustainability Report.	Details about our processes can be found on pages 24 and 30-34 of the 2021 Sustainability Report.
CG-MR-410a.3	Discussion of strategies to reduce the environmental impact of packaging	Discussion and Analysis	n/a	The implications of packaging are not directly applicable to our business.	The implications of packaging are not directly applicable to our business.	The implications of packaging are not directly applicable to our business.
CG-MR-000.A	Number of: (1) retail locations and (2) distribution centers	Quantitative	Number	Details about our locations can be found on page 7.	Details about our locations can be found on page 6 of the 2022 Sustainability Report.	Details about our locations can be found on page 6 of the 2021 Sustainability Report.
CG-MR-000.B	Total area of: (1) retail space and (2) distribution centers	Quantitative	Square meters (m2)	This data is not available for 2023.	This data is not available for 2022.	This data is not available for 2021.

GRI Content Index

Statement of use: Group 1 Automotive has reported in reference to the GRI Standards for the period January 1, 2023 to December 31, 2023.

GRI 1 used: GRI 1: Foundation 2021
Applicable GRI Sector Standard(s): None apply

GENERAL DISCLOSURES		
GRI STANDARD/SOURCE	DISCLOSURE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	2-1 Organizational details	About Group 1 Automotive, page 6 Group 1 Automotive, Inc. 800 Gessner, Suite 500 Houston, TX, 77024 USA
	2-2 Entities included in the organization's sustainability reporting	About this Report, page 4 Diversified Geographic Footprint, page 7
	2-3 Reporting period, frequency and contact point	About This Report, page 4 January 1, 2023 to December 31, 2023 For questions about this report, please contact ir@group1auto.com
	2-4 Restatements of information	Energy Efficiency and Emissions, page 27 2022 GHG emissions estimates were revised.
	2-5 External assurance	2024 Proxy Statement; page 78. Keramida assured Group 1's greenhouse gas (GHG) emissions inventory data.
	2-6 Activities, value chain and other business relationships	2023 10-K; pages 3 - 12

GENERAL DISCLOSURES		
GRI STANDARD/SOURCE	DISCLOSURE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	2-7 Employees	Key Performance Indicators, page 3 People and Communities, pages 12 - 20 2023 10-K; page 10 - 11
	2-9 Governance structure and composition	Governance, pages 30-34
	2-10 Nomination and selection of the highest governance body	2024 Proxy Statement; pages 24, 103 Corporate Governance Guidelines
	2-11 Chair of the highest governance body	2024 Proxy Statement; pages 9, 24
	2-12 Role of the highest governance body in overseeing the management of impacts	Board Oversight and Risk Management, page 34
	2-13 Delegation of responsibility for managing impacts	Sustainability Strategy, page 9 Governance, pages 30 - 34 2024 Proxy Statement; page 31 Governance & Corporate Responsibility Charter
	2-14 Role of the highest governance body in sustainability reporting	Board Oversight and Risk Management, page 34 2024 Proxy Statement; page 31
	2-15 Conflicts of interest	2024 Proxy Statement; page 105
	2-16 Communication of critical concerns	Code of Ethics - Specified Officers
	2-17 Collective knowledge of the highest governance body	Code of Conduct Code of Ethics - Specified Officers 2024 Proxy Statement; page 9
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Guidelines
	2-19 Remuneration policies	2024 Proxy Statement; page 61

GENERAL DISCLOSURES

GRI STANDARD/SOURCE	DISCLOSURE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	2-20 Process to determine remuneration	2024 Proxy Statement; pages 44-47
	2-21 Annual total compensation ratio	Compensation & Human Resources Committee Charter 2024 Proxy Statement; page 73
	2-22 Statement on sustainable development strategy	A Message from the CEO, page 5 Sustainability Strategy, page 9
	2-23 Policy commitments	2023 10-K; pages 6-12
	2-24 Embedding policy commitments	Business Conduct, page 33
	2-25 Processes to remediate negative impacts	Energy Efficiency and Emissions, page 28 Business Conduct, page 33 Code of Ethics — Specified Officers
	2-26 Mechanisms for seeking advice and raising concerns	Business Conduct, page 3 Code of Conduct
	2-27 Compliance with laws and regulations	2023 10-K; page 20
	2-28 Membership associations	Evolve Houston, National Automobile Dealers Association, American International Automobile Dealers Association, DEI Automotive Retail Champions, State Automobile Dealers Associations of all 17 states in which Group 1 operates such as Texas Automobile Dealers Association and Georgia Automobile Dealers Association, U.S. Chamber of Commerce, Texas Association of Benefit Administrators, Texas Economic Development Corporation, and key municipal automotive dealers associations across our footprint such as Houston Automobile Dealers Association and the El Paso New Car Dealers Association
	2-29 Approach to stakeholder engagement	Stakeholder Engagement, page 11

MATERIAL TOPICS

GRI STANDARD/SOURCE	DISCLOSURE	LOCATION
GRI 3: MATERIAL TOPICS 2021	3-1 Process to determine material topics	Material Topics and Sustainability Goals, page 10
	3-2 List of material topics	Material Topics and Sustainability Goals, page 10
	3-3 Management of material topics	Sustainability Strategy, page 9 Material Topics and Sustainability Goals, page 10 Stakeholder Engagement, page 11 The management of the Company's material topics are covered throughout this report

Forward-Looking Statements

This report includes "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995, Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Such statements may be identified by words such as "assume," "intend," "may," "will," "could," "should," "would," "project," "believe," "anticipate," "expect," "estimate," "potential," "possible," "position," "predict," "strategy," "budget," "target," "see," "continue," "view," "efforts," "plan," "foresee," "forecast," and other similar words. All statements, other than statements of historical fact, included in this report that address activities, events or developments that the Company expects, believes or anticipates will or may occur in the future, are forward-looking statements. Some of the data provided in this report may be estimated or reliant on estimated information, which are inherently imprecise. While we endeavor to note throughout this report where such estimates are made, we cannot guarantee that estimates are identified as such in every instance. Furthermore, unless explicitly noted in each instance where it occurs, the relevant ESG or sustainability-related data provided in this report has not been audited or subject to any third-party assurance process.

These forward-looking statements include, but are not limited to, statements concerning the Company's strategic plan, priorities, outlook and expected performance; ESG and sustainability-related goals, strategies, priorities and initiatives, including, among others, those related to diversity, equity, and inclusion, training and development programs, safety and well-being initiatives, philanthropy and volunteering, customer-facing technology and tools, customer privacy protection, cybersecurity, risk oversight, ethics and compliance, human capital management, health and safety efforts, waste reduction, improving energy efficiency, managing GHG emissions, managing water use, managing our supply chain, and seeking alignment with certain reporting frameworks; our plans to achieve our ESG-related goals and to monitor and report our progress thereon; related engagement with our investors or other relevant stakeholders, commitments and disclosure; and other related items.

While this report describes potential future events and matters that may be significant, and with respect to which we may use the words "material," "materiality," or "double materiality," the potential significance of these events and matters should not be read as equating to "materiality" as the concept is used in connection with Group 1 Automotive required disclosures filed pursuant to or made in response to SEC and exchange rules and regulations.

The actual conduct of our activities, including the development, implementation or continuation of any goals, strategies, priorities and initiatives discussed or forecasted in this report may differ materially in the future. Moreover, many of the assumptions, standards, metrics and measurements used in preparing this report continue to evolve and are based on assumptions management believed to be reasonable at the time of preparation, but should not be considered guarantees. The Company's forward-looking statements in this report rely on a number of assumptions concerning future events and involve significant risks and uncertainties, many of which are outside the Company's control, which could cause actual results to differ materially from those in any forward-looking statements.

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