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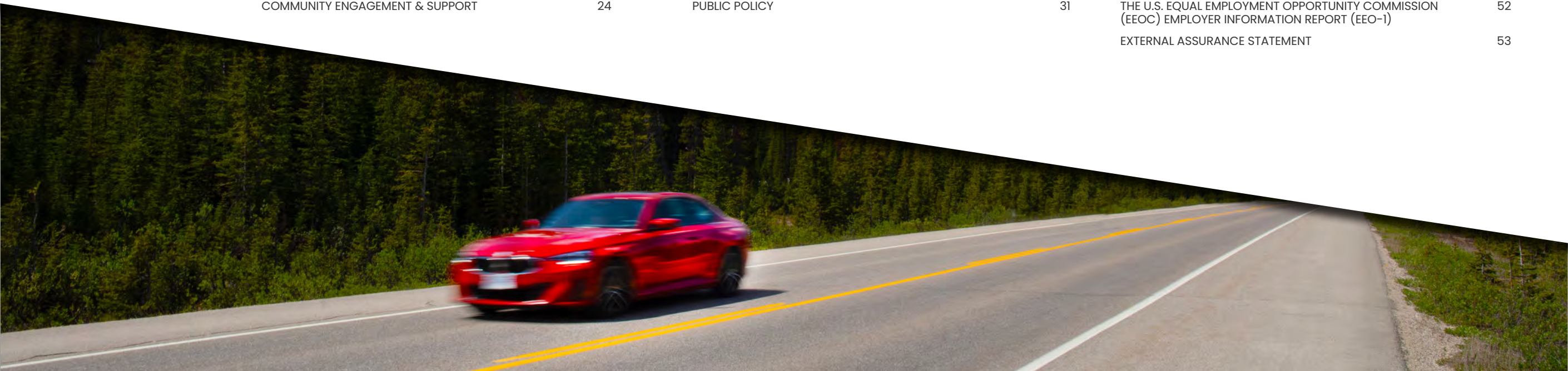
**CORPORATE
RESPONSIBILITY
REPORT**



avis budget group

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INTRODUCTION



ABOUT THIS REPORT

Report Boundary

Avis Budget Group's 2025 Corporate Responsibility Report (Report) covers information and data from January 1 – December 31, 2024, unless otherwise stated. Data and information represent all of Avis Budget Group's operations, excluding licensees, unless otherwise stated. Metrics in this Report may be rounded. All financial metrics included in this Report are reported in U.S. dollars. As part of our reporting process, Avis Budget Group aims to align the Company's efforts with standards and frameworks, including:

- Global Reporting Initiative (GRI) Standards
- Sustainable Accounting Standards Board (SASB) Standards
- United Nations Sustainable Development Goals (UN SDGs)
- United Nations Global Compact (UNGC)

The information provided in this Report may differ in significant ways from our mandatory reporting, including under U.S. Securities and Exchange Commission (SEC) rules and regulations and applicable stock exchange rules, and may consider different and broader definitions of materiality promulgated by other frameworks and reporting guidelines that take into account a wider range of factors. Thus, while certain matters discussed in this Report may be significant, any significance should not be read as necessarily rising to the level of materiality used for the purposes of complying with the U.S. federal securities laws, stock exchange listing rules, EU requirements and regulations, or any other regulatory purpose, even if we use the word "material" or "materiality" in this Report.

Forward-Looking Statements

Avis Budget Group operates in a continuously changing business environment. This Report contains forward-looking statements, regarding, among other things, strategies, targets, goals, commitments, and plans with respect to corporate responsibility and other matters. Forward-looking statements should not be relied upon as a prediction of actual results. Moreover, Avis Budget Group does not assume responsibility if future results are materially different from those forecasted or anticipated. Other factors and assumptions, including those discussed in our Annual Report, on Form 10-K for the year ended December 31, 2024, filed with the SEC, may contain forward-looking statements and involve uncertainties, which could cause actual results to differ materially from those projected.

Although Avis Budget Group believes that the assumptions in this Report are reasonable, any or all of our forward-looking statements may prove to be inaccurate, and the Company can make no guarantees about future performance. Should unknown risks or uncertainties materialize, or underlying assumptions prove inaccurate, actual results could differ materially from past results and/or those anticipated, estimated, or projected. Avis Budget Group undertakes no obligation to release revisions to forward-looking statements, to report events, or to report the occurrence of unanticipated events. For any forward-looking statements contained in any document, we claim the protection of the safe harbor for forward-looking statements contained in the Private Securities Litigation Reform Act of 1995.



A MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER

Just a few months ago, I began my journey as CEO of Avis Budget Group. Over the past 15 years, I've experienced this Company from many perspectives — as a shareholder, a Board member, a CFO, and most recently as Chief Transformation Officer. Through all of those roles, one thing has remained the same: the values and character of our people. They connect us across every region and every part of the business.

Customer-Led, Service Driven™

At our core, Avis Budget Group is a service Company. We take pride in delivering quality every day, and we are defined by the care and dedication our teams bring to customers around the world.

Innovation is how we strengthen that service. Whether it's improving operations, reducing our environmental footprint, or preparing for new forms of mobility, we are investing for the long term. Connected and autonomous vehicles are already reshaping the industry, and our investments in connectivity, mobile digital experiences, and technology partnerships position us to lead this transformation. All of this brings us closer to our vision: to be the best vehicle rental Company in the world, together.

Doing the Right Thing

Across our Company, we strive to do the right thing, no matter what. This applies to not only how we treat our customers, but to how we engage with each other and with the communities where we operate.

From health and safety initiatives that protect our employees, to programs that support our local communities and charitable partners, we have a long history of doing the right thing. In 2024, we built on that foundation by launching our fifth employee resource group, #PowerofWELLNESS, focused on holistic well-being as an essential initiative to support our employees.

Driving Toward the Future

Since the launch of our corporate responsibility strategy more than five years ago, our teams have made meaningful progress and achieved important goals. I'm proud of what we've accomplished together, and even more optimistic about what lies ahead.

As we continue on this journey, I invite you to explore our commitments and progress — and to be part of building our future, together.



Brian Choi

Chief Executive Officer



COMPANY OVERVIEW

Avis Budget Group is a provider of global transportation solutions through three of the most recognized brands in the industry – Avis, Budget, and Zipcar.

Together, Avis Budget Group’s brands offer a range of options, from car, commercial vehicle, and truck rentals, to on-demand car sharing that bring vehicles closer to where and when customers need them. In our role as one of the world’s leading mobility solutions providers, Avis Budget Group is committed to moving the future of mobility forward

2024 Global Performance



Approximately
180
Countries with Avis Budget
Group or Licensee Operations



Approximately
10,250
Rental Locations
Across the Globe



38+ Million
Rental
Transactions



Approximately
695,000
Vehicles in the
Global Rental Fleet



Approximately
24,000
Employees
Worldwide



Approximately
\$11.8 Billion
Generated in
Total Revenues

VALUES

At Avis Budget Group, our values shape the way we work, think, and behave. These values drive our everyday commitments, including our corporate responsibility strategy.



Customer-Led

We shape our strategies through the eyes of our customers.



Ownership

We hold ourselves and each other accountable for performance.



Inclusion

We work as one, embracing our differences.



Integrity

We strive to do the right thing, no matter what.



Innovation

We continually challenge ourselves and each other to think differently.

OUR STRATEGY & ROADMAP TO 2030



SAFE, SUSTAINABLE & EQUITABLE TRANSPORTATION

Avis Budget Group’s corporate responsibility strategy is an extension of the Company’s commitment to move the future of transportation forward. This includes supporting a world where transportation is completely connected, and operating our business in a way that is safe, sustainable, and equitable.

These three pillars of our strategy serve as a roadmap to operate responsibly, drive progress, and execute on our broader Company strategy and 2030 goals*.



Our core belief is that health and safety is every employee’s responsibility, for the benefit of our colleagues, customers, other stakeholders, and the communities where we operate.



We aim to provide sustainable mobility options by leveraging technology and investing in fuel-efficient, hybrid, and electric vehicles. At our global locations, we evaluate opportunities to implement sustainability practices to reduce energy and water consumption and increase waste diversion.



We strive to create a safe, supportive, and inclusive environment, and are committed to equitable practices in our workforce and in the businesses we support.

UNITED NATIONS
SUSTAINABLE
DEVELOPMENT
GOALS (SDGs):



* Please refer to the sections throughout this Report that reference progress towards our 2030 goals. Progress against goals that the Company achieved is not included in this Report. However, we continue to include information and metrics related to these goals.

ENVIRONMENTAL STEWARDSHIP

As a provider of global mobility solutions, Avis Budget Group is committed to operating responsibly and doing our part to contribute to a safe and sustainable environment.

From the digitalization of our fleet to drive operational efficiencies, to integrating industry best energy and water management practices at our locations, Avis Budget Group strives to be responsible stewards across our global operations.



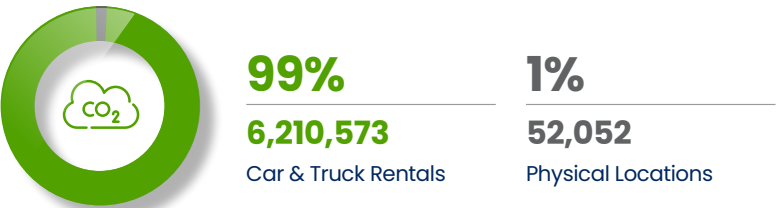
ENVIRONMENTAL IMPACT & PERFORMANCE

DRIVING FLEET OPTIMIZATION THROUGH MONITORING PERFORMANCE AND LEVERAGING TECHNOLOGY.

Across our rental fleet, Avis Budget Group provides customers with a wide variety of mobility solutions, including luxury, electrified, specialty use, truck, and light commercial vehicles. With approximately 99% of Avis Budget Group’s global emissions attributed to our fleet, the transition to hybrids and electric vehicles (EVs) is key to reducing environmental impacts across our operations.

As Avis Budget Group continues to integrate corporate responsibility throughout our organization, we aim to provide more sustainable mobility solutions by leveraging connected vehicle technology and introducing more fuel-efficient, low-emission, hybrid, and electric vehicles.

GHG Emissions By Activity (Metric Tons CO₂e)



Electric Vehicle Fleet

To integrate EVs into our business, Avis Budget Group’s three-pronged approach focuses on:

- **CUSTOMER JOURNEY:** Provide customers with cost-effective and reliable travel solutions; and enhance the Company’s operations and sales representatives by increasing their EV knowledge and expertise.
- **INFRASTRUCTURE:** Build optimal EV charging infrastructure at Avis Budget Group locations, prioritizing areas with high customer demands for EVs.
- **TECHNOLOGY:** Enhance systems to help deliver a seamless customer experience; and incorporate connected vehicles with EV partners and services.

On average in 2024, the Company had more than 79,000 hybrids and EVs in our global fleet, including more than 45,000 across our Europe and Asia Pacific regions. At year-end 2024, nearly 63% of the Company’s fleet in Scandinavia was either hybrid or electric, with nearly 84% of Norway’s rental fleet comprised of more sustainable mobility solutions.

To further integrate sustainable mobility solutions, all operational employees in Europe are required to complete a course on our digital platform, designed to highlight essential information to be communicated to EV renters.

Electric Vehicle Infrastructure

At Avis Budget Group, we believe the road to electrification rests on a foundation of charging infrastructure; and an optimal charging network is a necessary condition to support our growing global fleet of EVs. To advance this strategy, we continued to install charging stations across our U.S., Canada, Europe, and Asia Pacific regions.



Asia Pacific
Australia and New Zealand currently operate **more than 40** Level 2 and Level 3 EV charging units across Avis Budget Group rental operations in the countries.



Europe
More than 350 Level 2 and Level 3 charging ports across **more than 100** locations in Europe were installed as of year-end 2024.



U.S.
By the end of 2024, Avis Budget Group installed **more than 1,500** Level 2 and 3 charging ports.





Reduce absolute GHG emissions by 30% by 2030 (from a 2018 base year).
As of year-end 2024, Avis Budget Group achieved a 9% reduction in GHG emissions compared to base year 2018.

Budget Truck

Our Company’s Budget Truck rental business is one of the largest local and one-way truck and cargo van rental businesses in the U.S. As Avis Budget Group evaluates opportunities to reduce environmental impacts, we have begun to transition our diesel Budget Truck fleet to include more gas-powered trucks and cargo vans; and are evaluating new opportunities to introduce EVs into the fleet.

Fleet Maintenance & Optimization

Avis Budget Group’s fleet digitalization drives significant operational efficiencies. When Avis Budget Group locations receive critical real-time data, such as preventative maintenance, tire pressure, vehicle condition, and mileage alerts, employees can respond efficiently to support superior fuel performance.

We also prioritize high-quality vehicle maintenance to support customer safety and satisfaction. Avis Budget Group technicians regularly perform preventative maintenance to meet or exceed manufacturer guidelines; and our Company has established policies and procedures to promptly address manufacturer recalls.

GHG Emissions (Metric Tons CO₂e)



Greenhouse Gas Inventory Footnotes:

- Data Assurance:** In 2024, Scope 1, Scope 2, and Scope 3 (waste and business travel) GHG emissions data received limited assurance from ERM CVS, an independent third-party assurance provider.
- Methodology:** The GHG inventory is calculated using the U.S. EPA Center for Corporate Climate Leadership tool, aligned with The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.
- Reporting Period:** Calendar Year (January 1 – December 31).
- Reporting Boundary:** Operational Control. Licensee operations are excluded.

Scope 1 – Fleet Emissions

- Fleet emissions originate from customer miles driven and associated fuel consumption.
- Fuel consumption is calculated using car manufacturers’ city miles-per-gallon (MPG) ratings for internal combustion engine (ICE) vehicles and 93 miles-per-gallon equivalent (MPGe) for electric vehicles.
- In 2024, certain non-connected vehicle mileage data were found to be overstated. All rental transactions showing more than 1,000 miles driven per day were adjusted to 132 miles – the 2021 daily average.



Helping Corporate Customers Meet Their Goals

Avis Budget Group aims to support corporate customers reduce their own GHG emissions and meet carbon reduction goals. Through the Company’s Carbon Offset program, we quantify the GHG emissions associated with our corporate customers’ rental car transactions.

We engage with carbon offsetting experts to offer these customers the option to mitigate the environmental impact of their car rental activities. Based on corporate customers’ use of Avis Budget Group’s vehicles and associated carbon emissions within a calendar year, we offset those carbon emissions through cost-efficient projects.



In 2024, our carbon offset credits were generated through global projects that removed or reduced GHG emissions through renewable energy generation, reforestation, clean water, or forest conservation.

Throughout 2024, Avis Budget Group’s corporate customers offset 25,312 metric tons of CO₂e through our Carbon Offset program.

Scope 1 – Non-Fleet Emissions

- Includes stationary combustion sources (natural gas, propane, and fuel oil) in U.S. locations tracked through the Engie Impact platform and selected European sites.
- Refrigerant emissions are excluded due to immateriality relative to fleet emissions.

Scope 2 – Purchased Electricity

- Calculated for owned, rented, and operated locations using the Location-Based approach.
- Approximately 40% of locations—including Canadian sites, European sites, and leased U.S. sites—are not tracked in our utility bill management system. For Canadian and leased U.S. sites, electricity use was estimated from kWh expenses using the 2024 U.S. average rate of \$0.17/kWh. For European sites, estimates were based on kWh expenses and the applicable country-specific average rate.
- Austria and Luxembourg were excluded in 2024 due to insufficient expense data; these markets have small Avis Budget Group locations and are immaterial to total emissions, but will be prioritized for inclusion in future reporting.

ACCESSIBLE MOBILITY

DRIVING THE FUTURE OF MOBILITY.

Across Avis Budget Group, we actively anticipate and respond to changes in mobility around the globe. As connected and autonomous vehicles become increasingly more common, we aim to enhance the Company’s core capabilities, including data intelligence and technology to develop new lines of business. Our long-term investments in connectivity, mobile digital user experience, and new technology partnerships help position us for future growth in an evolving mobility world.

Promoting Low-Carbon & Accessible Mobility

More than 10 years ago, Avis Budget Group acquired the Zipcar brand. Since then, we have continued to use the car-sharing network to enable simple and responsible urban living, while reducing the need for personal cars.

Shared Mobility Solutions

In London, U.K., the Zipcar Flex solution allows members to take one-way rentals, by picking-up and dropping-off the vehicle anywhere in the “home zone.” This home zone now covers 15 boroughs throughout the city, and pick-up and drop-off locations at Heathrow and Gatwick airports. Additionally, more than 90% of this Flex fleet is now fully electric.

Unveiling the Electric Vehicle Initiative Across the U.S.

As EV adoption grows, Zipcar plays a pivotal role in shaping the future of shared mobility and environmental stewardship. Over the past year, Zipcar significantly scaled its electrification strategy to align with its mission of equitable and sustainable mobility.

With more than 40% of EVs deployed in disadvantaged communities, Zipcar continues to partner with cities, charging infrastructure providers, and utilities to increase EV access in high-density, low-income neighborhoods. For example, in 2024, Zipcar’s partnerships helped to remove infrastructure barriers and connect residents to transit hubs, healthcare, and employment through zero-emission carsharing.



Advanced Zipcar grants and projects in New Jersey; Cape Cod, MA; Chicago, IL; and Seattle, WA.



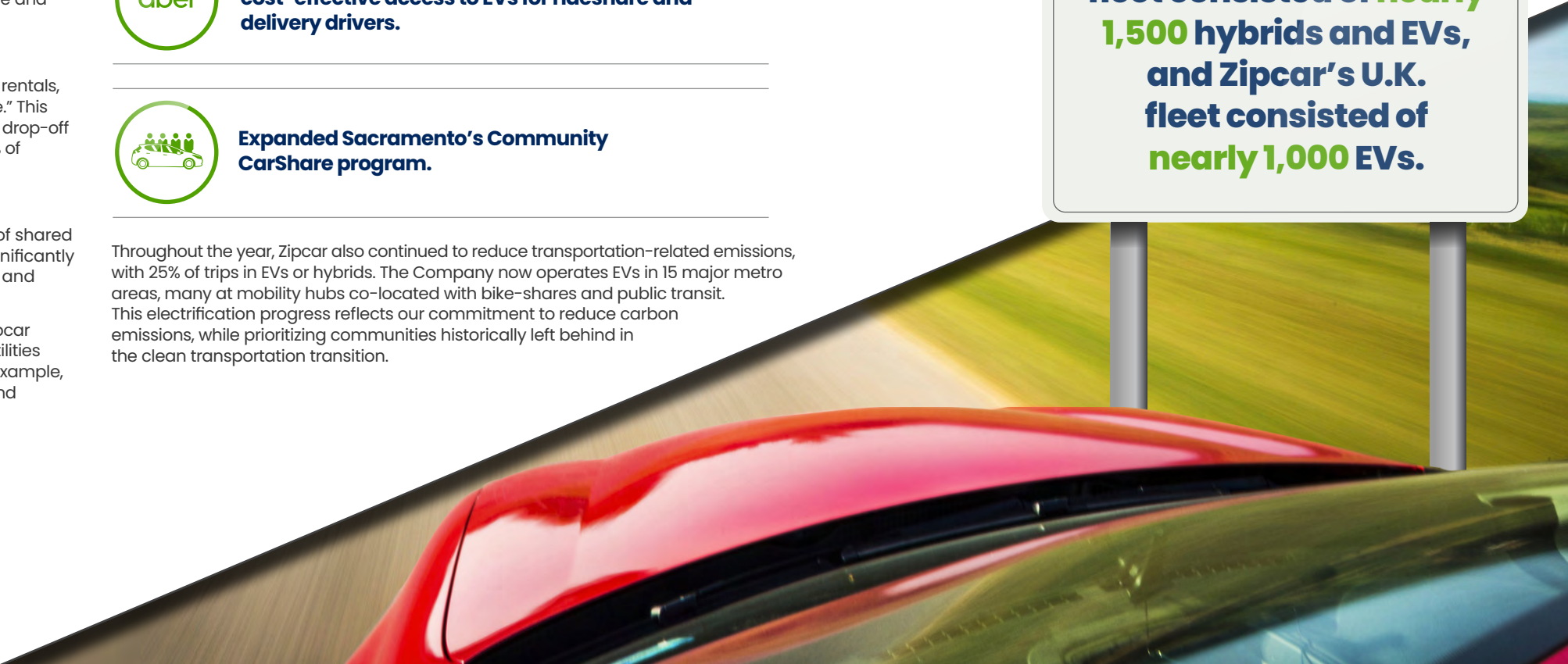
Launched Zipcar for Uber, facilitating flexible, cost-effective access to EVs for rideshare and delivery drivers.



Expanded Sacramento’s Community CarShare program.

Throughout the year, Zipcar also continued to reduce transportation-related emissions, with 25% of trips in EVs or hybrids. The Company now operates EVs in 15 major metro areas, many at mobility hubs co-located with bike-shares and public transit. This electrification progress reflects our commitment to reduce carbon emissions, while prioritizing communities historically left behind in the clean transportation transition.

As of year-end 2024, Zipcar’s North American fleet consisted of nearly 1,500 hybrids and EVs, and Zipcar’s U.K. fleet consisted of nearly 1,000 EVs.



SUSTAINABLE LOCATIONS & GREEN BUILDINGS

DRIVING ENERGY AND WATER EFFICIENCIES AND REDUCING WASTE ACROSS OUR LOCATIONS.

Across our global locations, including office spaces, rental locations, parking lots, and maintenance facilities, Avis Budget Group seeks to incorporate best practices to reduce environmental impacts.

Improving Energy Efficiency

To increase energy efficiency and drive progress, Avis Budget Group’s efforts are focused on upgrading exterior and interior lights to LED lighting, as well as utilizing LED lighting for all branded signage. Additionally, all of Avis Budget Group’s major U.S. maintenance facilities are heated by clean-burning furnaces that are built to run on used motor oil. As such, these facilities are no longer required to transport used oil to recycling facilities or consume external energy for heating purposes.

Across the U.S., Avis Budget Group migrated select airport car rental locations into Consolidated Car Rental Facilities (ConRACs), where tenants are required to align with airport and local code requirements to achieve lower energy ratings. As of year-end 2024, 19 locations have achieved LEED® certification or have been designed to comparable LEED® standards.



ITALY

At Avis Budget Group’s Rome Service Facility, the Company installed solar PV modules that are estimated to provide **up to 50%** of the power demand for the site.



U.K.

Avis Budget Group’s international headquarters in Bracknell, U.K. installed onsite rooftop solar panels to supplement the location’s electricity supply, which are expected to provide **approximately 50 MWh** of power each year.



U.S.

At Avis Budget Group’s John F. Kennedy supply chain facility, the Company installed an onsite solar PV system that supplies **10%** of the power needed for the building’s lighting systems. The facility was also designed to meet the local Port Authority’s sustainability requirements.



Reduce water consumption by 30% by 2030* (from a 2018 base year).

As of year-end 2024, Avis Budget Group recorded a 2% increase in water consumption compared to base year 2018, while achieving a 7% reduction compared to 2023.

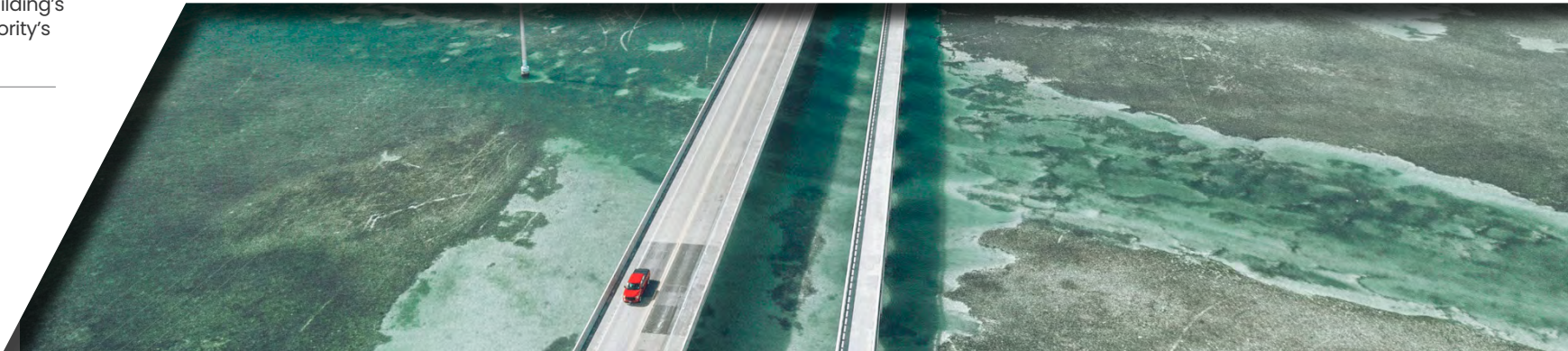
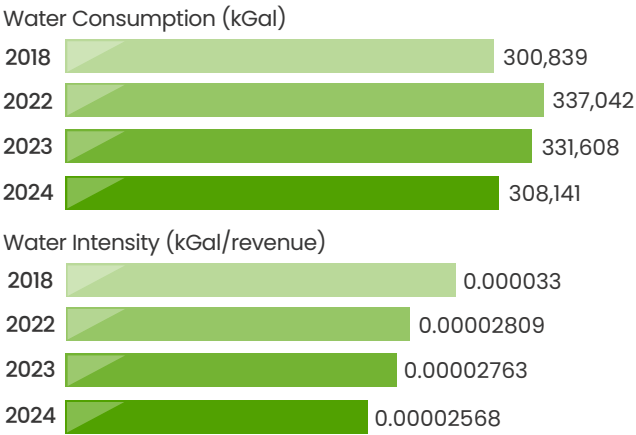
*The scope of this goal covers U.S. operations only.

Reducing Water Consumption

To manage Avis Budget Group’s water footprint, we focus on reducing water consumption associated with cleaning and maintaining vehicles; and continue to invest in more efficient car wash facilities that recycle and reuse approximately 80% of wastewater. For example, in Italy, the Company installed new car wash systems at the Rome and Milan service facilities that recycle and reuse up to 90% of water used.

Each year, the Company also conducts a water risk assessment to support efforts to reduce water consumption in areas of high-water stress. According to this assessment, approximately 40% of water consumed from Avis Budget Group’s U.S. operating locations was from regions with high-or extremely-high baseline water stress, as of year-end 2024.

Water Footprint (U.S.)





Achieve zero waste-to-landfill in the U.S. for all tires, windshields, motor oils, and car batteries by 2030*.

As of year-end 2024, Avis Budget Group maintained zero waste-to-landfill for tires, windshields, and car batteries.

**The scope of this goal covers U.S. operations only.*

Diverting Waste From Landfills

Avis Budget Group aims to reduce operational waste by decreasing waste generated, increasing recycling, and repairing and reusing materials whenever possible.

Many of our Company’s waste streams, including motor oil, tires, car batteries, and windshields require special handling and disposal to comply with regulations across the globe. As such, we work with certified waste service providers to appropriately treat these waste streams. At rental and office locations, Avis Budget Group encourages employees to sort waste to help divert materials from landfill.

Avis Budget Group also utilizes fleet maintenance strategies to reduce waste. For example, we monitor and maintain tire pressure to extend the life of vehicles’ tires, thereby reducing the number of parts that need to be recycled or repurposed. We also utilize quick detection of windshield damage to repair small chips before they become large cracks. All windshields that are replaced are sent for recycling and not discarded to landfills. Where possible, a PDR (paintless dent repair) technique is used to further reduce environmental impacts.

2024 Regulated Waste Streams (Global)*

Liters of used motor oil recycled or repurposed



2,986,800

**Metrics have been rounded.*

Tires recycled or repurposed



482,900

Car batteries recycled



22,500

Windshields repaired



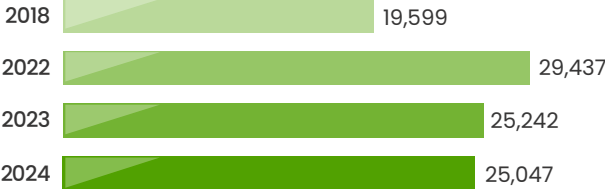
42,900

Windshields recycled



24,000

Municipal Non-Hazardous Waste Generated (U.S.) (Metric Tons)



Supply Chain Responsibility

Avis Budget Group aims to maintain a responsible supply chain. The Company’s suppliers are expected to conduct business in an environmentally friendly and responsible manner. Third parties should endeavor to reduce and minimize the environmental impact of all their operations in the short-term, and plan for long-term sustainability.

In Europe, we launched a supplier environmental, social, and governance questionnaire in early 2024, with plans to expand the survey globally. This will be a significant step forward in assessing the Company’s inbound supply chain.



Environmental Compliance

Avis Budget Group aims to comply with environmental protection laws at all locations, globally. In the U.S., Avis Budget Group’s environmental compliance program is centered around training and risk assessments. Internationally, each country has its own regulations, monitoring, and compliance standards. These are managed on a country-by-country basis, using professional environmental consultants and contractors.

In the Americas, Avis Budget Group’s Corporate Design and Construction team oversees our environmental compliance program and supports compliance with federal, state, and local environmental regulations. Throughout the U.S., we engage with teams of environmental consultants to manage regulatory environmental programs. These programs relate to Spill Prevention, Control, and Countermeasure (SPCC), car wash wastewater management, underground and overground storage tanks, and hazardous waste and materials. Additionally in the Americas, the Company maintains a spill hotline, 24/7.



In the U.S., Avis Budget Group conducts mandatory annual fuel storage tank system compliance testing.

The testing ensures that all storage tanks’ emergency/monitoring systems are functioning properly.



In the U.S., all of Avis Budget Group’s sites with underground storage tanks have on-site, trained operators.

As of year-end 2024 we have trained and certified over 110 operators.



PEOPLE & COMMUNITIES

Avis Budget Group understands the role we play in making a positive difference in the lives of our colleagues, customers, and communities where we operate.

We value each employee, whose talent, skills, and individuality has helped to establish our Company as a provider of global mobility solutions in the communities we reach.



ENGAGEMENT & DEVELOPMENT

DRIVING OUR VALUES AND CULTURE THROUGH PEOPLE, PERFORMANCE, AND PURPOSE.

At Avis Budget Group, our people are our strength – fueling our purpose-driven performance. Through our employee engagement and development programs we are committed to listening, inspiring, and advocating for employees’ current and future success.

Global Pulse Survey

Avis Budget Group conducts an annual Global Pulse Survey to ask employees various questions about the Company’s vision and values – aiming to measure performance and progress. In 2024, 84% of employees participated, and 80% said they would recommend Avis Budget Group as a Great Place to Work.



The three pillars of our **Employee Value Proposition (EVP)** – **People, Performance, and Purpose** – are fully integrated into all aspects of our operations.

Driving Performance, Together

At Avis Budget Group, we coach, encourage, and empower every employee to realize their full potential. To foster a culture of continuous learning, the Company provides a wide range of accessible development opportunities – including on-demand digital content, on-the-job training, leader-led sessions, and peer-to-peer learning experiences that are engaging, practical, and inspiring.

Our commitment to learning and development is reinforced through our *Driving Performance, Together* program, which sets clear performance and development goals that are supported by quarterly employee reviews and regular feedback. New employees receive up to 10 training days during their first year of employment, while existing employees receive an average of six training hours each year.

Role-Based Learning

In 2024, the Company enhanced its focus on role-based development opportunities and launched structured onboarding curriculums and people leader tracks across the U.S., Canada, Asia-Pacific, Europe, and the Middle East & Africa regions. These curriculums aim to deliver practical, skill- and task-based training to support individual success, drive results across our organization, and foster long-term engagement.



In **North America**, training curriculums are designed for field, supply chain, contact center, and corporate employees; and cover technical capabilities, soft skills, compliance, and industry-specific topics.



Across our **Asia Pacific** region, dedicated learning programs for rental sales associates and operations managers help new hires and newly promoted employees transition seamlessly into the Company and support our organization’s growth.



Across **Europe, the Middle East & Africa**, learning programs target rental sales and contact center associates, as well as operations managers, equipping them with the skills and tools needed to thrive in their current roles and grow into leadership positions.



INCLUSION

DRIVING INCLUSION AND EMBRACING DIFFERENCES AT AVIS BUDGET GROUP AND BEYOND.

Avis Budget Group embraces inclusion within the Company’s workforce, consumer base, communities, and supply chain. We are committed to building a workplace where employees feel valued for their uniqueness, recognized for their varied talents, and where they can bring their whole selves to work.

#PowerofDIFFERENT

Through the Company’s #PowerofDIFFERENT strategy, we embrace and celebrate the demographic, cultural, belief, and lifestyle differences of our employees. This commitment is integrated into the way we lead our teams, develop our programs, and deliver services to our customers and communities.

Employee Resource Groups

To provide a channel for voices to be heard, Avis Budget Group has five employee resource groups (ERGs) under its #PowerofDIFFERENT strategy. The ERGs are open to all employees and facilitate discussions to promote a more inclusive workplace. Our ERGs focus on three strategic areas:

- **Education & Awareness:** Lead initiatives that foster understanding of varied cultures and identities through webinars, employee spotlights, resource sharing, and book clubs.
- **Inclusive Culture:** Support recruitment, development, and career growth efforts by providing insights into employee experiences and celebrating each individual’s contributions.
- **Connections & Partnerships:** Connect employees across functions and regions, strengthening engagement and inclusion.

Each ERG plays a meaningful role in fostering a culture of belonging and reinforcing Avis Budget Group’s values across our global workforce.



#PowerofWOMEN



#PowerofVETERANS



#PowerofPRIDE



#PowerofCOLOR



In 2024, Avis Budget Group created the Company’s fifth ERG, **#PowerofWELLNESS**. This new ERG will focus on holistic well-being, emphasizing mental, physical, emotional, and financial health as essential components to supporting employees.

Throughout 2024, Avis Budget Group focused on strengthening communications across all our employees and all ERGs to enhance engagement, visibility, and alignment with business goals.

- Developed unified tools and templates to help ERG leaders deliver consistent, high-impact programs across the globe.
- Utilized multiple internal platforms to increase awareness and participation in activities.
- Facilitated joint programming between ERGs to maximize reach and strengthen intersectional engagement.
- Collected feedback from employees globally to co-create a fifth ERG.



Talent Acquisition

Avis Budget Group’s talent strategy is solidly rooted in providing equal opportunities. Our Talent Acquisition teams have strong relationships with organizations that help us reach a varied pool of candidates, including veterans and those with disabilities. To further support our recruitment goals, Avis Budget Group’s Unconscious Bias training is available to all hiring managers and recruiters, globally.

Pay Equity

Avis Budget Group maintains global compensation programs and policies to drive pay equity through standardized reward programs across all countries. An established global bonus program provides equal incentive pay opportunities for all employees in the same or similar positions around the world; and the Company uses global guidelines and standards to make compensation decisions for all new employees and promotions.

For all managers, Avis Budget Group evaluates base salary placements relative to internal salary ranges, regardless of gender. For our frontline, hourly workforce (non-management employees), all employees begin at the same rate based on their location and position, and the Company applies annual pay increases based on tenure. As a result of these efforts, Avis Budget Group is on track to maintaining global gender pay equity.

Training & Awareness

In 2024, Avis Budget Group expanded the Company’s Discrimination and Harassment training, beyond the U.S., to India, Spain, and the U.K., furthering our commitment to safe, respectful workplaces worldwide. The training is also available to employees in more than six languages.

Supplier Inclusion

Avis Budget Group strives to provide an inclusive environment to conduct business with varied suppliers. We believe in fostering relationships that extend beyond car rental services; and we understand it is crucial to align with companies that have a shared vision for advancing varied business opportunities together.

Avis Budget Group also continues to work with critical suppliers. The Company’s Airport Concessions Disadvantaged Business Enterprises (ACDBE) goods and services supplier program covers critical items such as automobile purchases, mechanical, and auto body repairs, towing, advertising, printing, solvents, body work, security, glass repairs, and signage.

In 2024, Avis Budget Group spent approximately \$3.75 billion (\$14 billion since 2021) with certified diverse suppliers.



Avis Budget Group was recognized by **The New York Times** in a 2024 study of 97 U.S. companies as a leader in inclusive hiring practices, validating our commitment to fair recruitment.



To support continuous improvement, Avis Budget Group implemented an **AI tool** that assists in our interviewing process, which is available in **11 languages**.



HEALTH, SAFETY & WELL-BEING

DRIVING SAFETY ACROSS OUR OPERATIONS AND SUPPORTING THE WELL-BEING OF OUR EMPLOYEES.

Across Avis Budget Group’s operations, the health and safety of our employees is one of our highest priorities – because our people are our most valuable asset. Our core belief is that health and safety is every employee’s responsibility, for the benefit of our colleagues, customers, other stakeholders, and the communities where we operate.

Training & Engagement

Avis Budget Group provides general and job-specific health and safety training for all work groups, globally. The Company also encourages managers and employees to participate in safety meetings and regular workplace inspections.

Over the past few years, we have continued to enhance our training programs and launch new safety training courses, including topics ranging from general safety policies and practices to heat illness safety. The Company also fully integrated motor vehicle safety training – the key to solidifying our support for the United Nations 2030 Road Safety initiative, aimed at reducing motor vehicle related fatalities.

In 2024, we continued to enhance our formal internal employee safety communications on a wide range of topics, while continually looking for new methods to engage our employees and promote our Company’s robust safety culture.

In 2024, Avis Budget Group expanded our enhanced safety self-inspection program to our top 50 locations in the America’s division, resulting in a reduction in total incidents and their resulting costs.

HEALTH & SAFETY MANAGEMENT SYSTEM ELEMENTS



Conduct safety risk assessments in all countries for locations operated by Avis Budget Group.



Implement risk management procedures to reduce workplace injuries and eliminate hazards.



Regularly assess the effectiveness of the program through internal audits conducted by the Global Health and Safety Management team.



Integrate health and safety goals into the individual performance goals of the Global Safety team.



Develop health and safety compliance objectives and goals.



Strive to comply with relevant health and safety legal requirements throughout all operations, regardless of country.



Continuously improve the Company’s health and safety management system.



Continuously review and make improvements to our Business Continuity Plan (BCP) and other key BCP program elements, such as emergency preparedness, to help protect our people, property, and infrastructure.

Benefits that Drive Well-Being






Avis Budget Group’s “Driving Well-being, Together” program is aimed at helping our people achieve all aspects of wellness through encouraging habits that promote physical, emotional, and financial well-being. Our Company’s employee benefits vary by country to reflect local practices and cultures; however, our commitment to providing comprehensive and meaningful benefits and resources is consistent across the globe.

Physical Well-Being

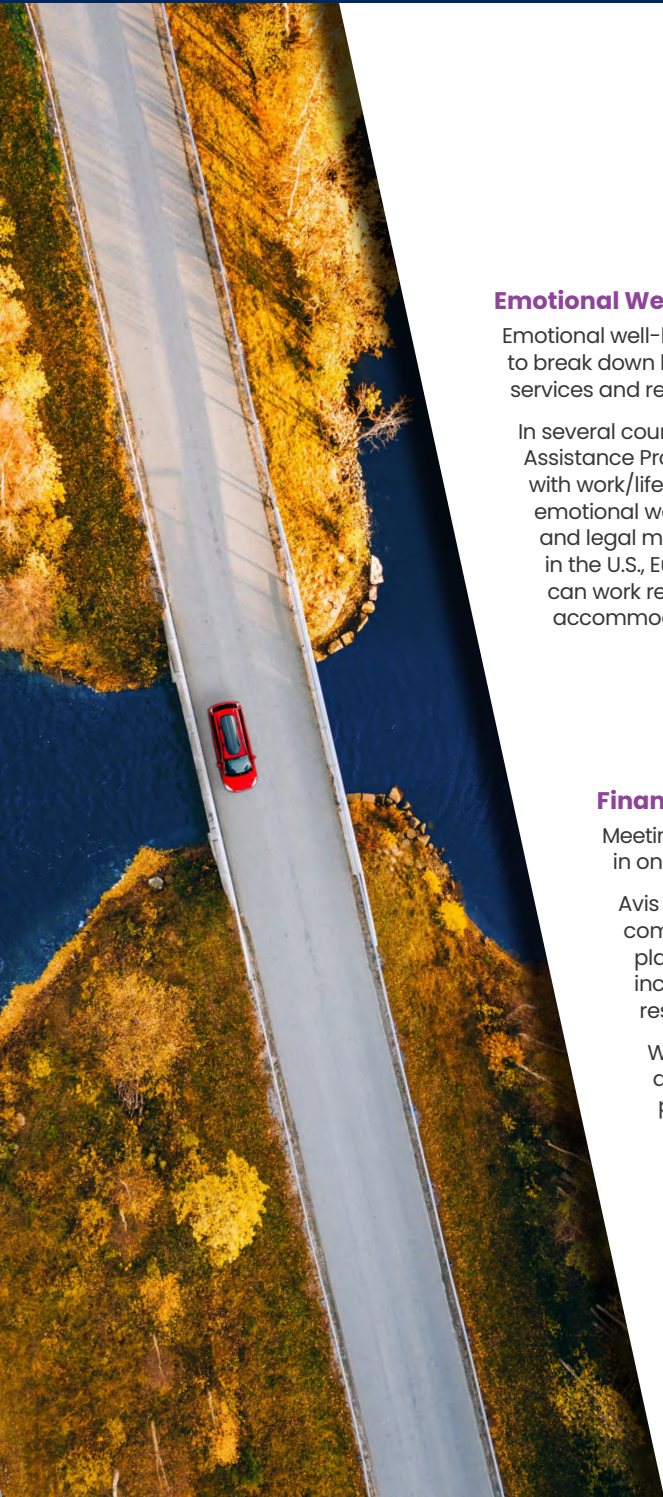
Physical well-being is the ability to maintain a healthy quality of life that allows us to get the most out of daily activities without undue fatigue or physical stress. We recognize our employees need to be physically healthy and have healthcare options for them and their family to free them from worry and bring their whole selves to work. Avis Budget Group offers a comprehensive set of healthcare plans covering medical, dental, and vision, in addition to accident, disability, and life insurance coverage for life’s unexpected moments.

In some countries, benefits provided through the Company are primary, while in others they may complement the government’s healthcare system. These benefit programs are flexible and competitive, and many healthcare plans also include additional benefits, such as discounted access to gyms, health coaches, and digital care options to fit a busy lifestyle.

EXAMPLES OF PHYSICAL WELL-BEING BENEFITS AVAILABLE TO EMPLOYEES IN 2024

	FRANCE	We offer a benefits package inclusive of a health insurance program, meal vouchers, and extra holidays. Employees also have access to work council benefits, including discounted theater tickets, shopping and leisure vouchers, and various travel/entertainment discounts.
	ITALY	We offer a benefits package inclusive of life and health insurance programs, meal vouchers, childcare support to parents of children under five years old, and free parking for rental agents working at our airport locations. Employees also have access to special discounts with specific brands and shops and for entertainment activities. An on-site fitness center is also available at the Company’s headquarters in Italy.
	NEW ZEALAND	Our insurer provides a free telehealth line to employees seeking medical advice.
	U.K.	We provide healthcare coverage for the Company’s entire U.K. workforce, including a health cash-plan for frontline employees, allowing them to save on routine healthcare, and also providing 24/7 access to doctors and counseling services. An on-site fitness center is also available at the Company’s headquarters in the U.K.
	U.S.	<p>Our healthcare programs include free preventative care and cover a broad range of medically necessary services. Employees can choose a dependent-care flexible spending plan, which allows for reimbursement of dependent-care costs with tax-free dollars.</p> <p>We also offer voluntary benefit programs at low group rates, including accident, critical illness, and hospital indemnity insurance, ID theft protection, legal assistance, pet insurance, auto insurance, and home insurance.</p> <p>At our Company’s world headquarters building, free on-site amenities are provided to employees including a fitness center, cycling and cross-training studios, and a pickleball court.</p>





Emotional Well-Being

Emotional well-being is as important as physical well-being. As such, we seek to break down barriers around mental health by providing employees with services and resources to mitigate mental distress.

In several countries, Avis Budget Group provides free access to an Employee Assistance Program (EAP) to assist employees and their family members with work/life matters. This includes programs ranging from mental and emotional well-being counselling and support, to assistance with financial and legal matters. A flexible work policy is also available at certain locations in the U.S., Europe, and Asia Pacific. This policy applies to employees who can work remotely and includes provisions for flexible working hours to accommodate employee needs.




Financial Well-Being

Meeting current and ongoing financial obligations and feeling secure in one’s financial future is an important aspect of well-being.





Avis Budget Group provides competitive retirement plans that complement government retirement systems to help employees plan for the future and life after work. These retirement programs include a variety of educational and support tools, such as online resource centers and access to a licensed financial advisor.

We also provide employees, their friends, and their family with access to an array of discounts on vehicle rentals and vehicle purchases from our fleet. To help employees’ pay checks go further, the Company also provides a variety of local perks and discounts designed to appeal to our teams in each country where we operate.

EXAMPLES OF EMOTIONAL WELL-BEING BENEFITS AVAILABLE TO EMPLOYEES IN 2024

	AUSTRALIA	Avis Budget Group partners with R U OK? to provide training to the Company’s Australian employees on how to identify and have conversations with team members who may be struggling with mental health.
	FRANCE	We provide access to a 24/7 hotline, which offers assistance and support from a psychologist.
	U.S.	We offer free digital emotional health and wellness support tools, including Neuroflow, to help strengthen mind and body connection through interactive activities; and BetterHelp, the world’s largest virtual counseling platform.

EXAMPLES OF FINANCIAL WELL-BEING BENEFITS AVAILABLE TO EMPLOYEES IN 2024

	AUSTRALIA, NEW ZEALAND & SINGAPORE	Across select countries within our Asia Pacific region, our EAPs support both mental well-being and provide legal and financial advice to promote financial well-being.
	FRANCE	We partner with Action Logement, a national organization that facilitates access to housing to promote employment. We also engage with Generali to offer an individual social assistance fund for employees in times of exceptional need.
	SPAIN	We offer flexible benefit programs for employees to personalize their package and prioritize their choices based on individual needs. Experiential benefits include extra holidays and lunch vouchers.
	U.K.	We launched a new partnership with Mintago, an employee discount and financial well-being platform, that provides discounts, access to financial resources and consultations, and retirement planning services. We also offer benefits with access to special savings accounts that offer tax savings, government bonuses, and voluntary critical illness coverage.

HUMAN RIGHTS

DRIVING FUNDAMENTAL HUMAN RIGHTS ACROSS OUR OPERATIONS AND VALUE CHAIN.

As a values-driven organization, Avis Budget Group respects fundamental human rights and supports efforts to protect them. Our approach to human rights is informed by the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization's Fundamental Conventions.

Our Human Rights Commitment

Guided by the Company's Code of Conduct (Code) and Human Rights Policy Statement, Avis Budget Group is focused on upholding a culture and business based on transparency, responsibility, mutual respect, and understanding.

Avis Budget Group's Code and Human Rights Policy Statement serve as the foundation of our commitment to strive for the highest standard of ethics, integrity, and compliance. This includes the belief that human trafficking, forced labor, and child labor should have no place within our operations and supply chains.

Human Trafficking Awareness Training

As part of our commitment to uphold human rights across our organization, Avis Budget Group launched Human Trafficking Awareness training to all global front-line managers and customer facing employees. Since launching this training in 2023, 100% of these employees have completed the course.

In addition to dedicated Human Trafficking Awareness training, Avis Budget Group provides employees with additional training and guidance regarding our human rights-related expectations. For example, all employees are required to review the Company's Code and undertake training which reinforces the behaviors we expect and the steps that should be followed to report potential breaches of any of our policies.

Identifying & Mitigating Risks Across Our Supply Chain

Avis Budget Group's Third Party Standards of Conduct (Third Party Standards) set forth the expectations of our business relationships and represent our commitment to uphold high ethical standards.

To support compliance with the human rights standards set forth in the Company's Third Party Standards, Avis Budget Group encourages partners and suppliers to periodically conduct self-evaluations to ensure that they, along with their subcontractors, are in compliance with all of our standards, including human rights.

Avis Budget Group also encourages suppliers and other business partners to periodically conduct self-evaluations to monitor compliance with all of our standards, including human rights.



Employees and other stakeholders can report potential human rights violations via Avis Budget Group's confidential Integrity Hotline.



COMMUNITY ENGAGEMENT & SUPPORT

DRIVING TO DO GOOD THROUGHOUT OUR COMMUNITIES.

Avis Budget Group is committed to supporting local communities and charitable partners through our “Drive to do Good” initiative. Whether we work individually or as a team, doing the right thing and supporting our communities helps employees feel their work is more than just a job, and makes them feel proud to be here.

Driving Change

Over the past year, Avis Budget Group has continued our engagement with three impactful nonprofit organizations in the U.S.: Susan G. Komen®, Make-A-Wish Foundation®, and Alex’s Lemonade Stand Foundation. Through a combination of employee engagement, customer participation, and promotional initiatives, we drive change and provide meaningful contributions – one mile, one wish, and one cup of lemonade at a time.

In Australia, Avis Budget Group continues to partner with R U OK?, an organization that raises awareness about the importance of mental health and well-being through community outreach. In 2024, our Company provided funding to R U OK?, which included supplying a vehicle for the organization to access remote and indigenous communities via its community outreach program.



In **Australia**, Avis Budget Group engaged with the **Kari Foundation**, through a **recycling initiative** where bottles fund driving programs for the indigenous population.

Community Resilience

For more than 75 years, Avis Budget Group has developed strong competencies in responding to business disruptions. The Company’s business continuity programs are centered around preparing and protecting people, properties, and infrastructure. Our incident management strategy integrates an “all hands-on deck” approach with our longstanding partnerships with leading national disaster response agencies to effectively respond to incidents within our own operations and communities where we operate.

As well as encouraging employees to volunteer in their local communities, we are also committed to supporting a variety of causes that aid people in crisis situations.

Community Safety

Avis Budget Group aims to engage with stakeholders to support community safety. For example, in collaboration with consumer advocacy groups, our Company was pivotal in shaping safety recall legislation applicable to the industry.

We also continue to partner with the U.S. Department of Homeland Security and the Federal Bureau of Investigation to identify and prevent threats of violence, fraud, and other scams that may impact consumers.



In **New Zealand**, Avis Budget Group supported **Cure For Kids** and raised nearly **\$40,000** through a charity golf event to support research for childhood and adolescent illnesses.

In **2024**, Avis Budget Group raised more than **\$150,000** to advance critical missions, ranging from cancer research and awareness to granting life-changing wishes for children with critical illnesses.



GOVERNANCE & BUSINESS CONDUCT

Avis Budget Group's commitment to ethics, integrity, and transparency is core to our success.

Our Board of Directors and senior leadership team recognize the importance of prioritizing our corporate responsibility strategy, and regularly review emerging best practices, trends, and key issues so that we can continue to move the future of mobility forward.



CORPORATE RESPONSIBILITY GOVERNANCE

DRIVING A ROBUST GOVERNANCE SYSTEM.

As a leading global provider of mobility solutions with rental locations in approximately 180 countries around the world, Avis Budget Group recognizes our role to operate responsibly. Avis Budget Group’s governance structure supports our overall business strategy, while prioritizing the key interests of our stakeholders.

Board of Directors

Avis Budget Group’s Board of Directors is committed to monitoring the effectiveness of policy and decision-making to support the enhancement of long-term shareholder value. The Company’s Corporate Governance Guidelines, committee charters, Code of Conduct, and other documents inform our corporate governance practices, including responsibilities for establishing and maintaining an effective leadership structure.

Avis Budget Group’s current Board leadership structure consists of an Executive Chairman of the Board, Lead Independent Director, as well as fully independent Audit, Compensation, and Corporate Governance Committees.

Driving Corporate Responsibility Across Our Organization

To effectively manage corporate responsibility, Avis Budget Group established a governance structure to provide oversight of our programs, policies, disclosures, and commitments.

The Board’s Corporate Governance Committee has direct oversight of corporate responsibility matters, including reviewing and discussing emerging best practices, trends, and key issues, and overseeing the Company’s corporate responsibility strategy and governance, by advising the full Board of Directors with respect to such matters.



ETHICS & COMPLIANCE

DRIVING ETHICAL AND RESPONSIBLE BUSINESS PRACTICES.

Avis Budget Group's commitment to ethics and integrity is core to our success. Through a culture of open communication and teamwork, employees support our Company's vision, strategy, and values.

Code of Conduct

Avis Budget Group's Code of Conduct is centered around our core values. The purpose of the Code of Conduct is to promote (1) honest and ethical conduct; (2) full, fair, accurate, timely, and understandable disclosure in periodic reports required to be filed by the Company; and (3) compliance with applicable rules and regulations that apply to the Company, its officers, and directors.

The Code of Conduct applies to all Avis Budget Group's officers and employees, including the Company's principal executive officer, principal financial officer, and principal accounting officer, and is translated into 14 languages.

All employees are required to complete the Code of Conduct training on hire, and every other year. Managers and above, headquarters/regional headquarters, and shared service center employees are also required to complete anti-corruption training on hire and every other year. Select employees are required to complete an annual business ethics and compliance certification, outlining their obligation to comply with the Code of Conduct and disclose any circumstances that might require the Company's review.

The Company's Board of Directors also adopted a Code of Business Conduct and Ethics for Directors, which outlines the ethical responsibilities of Board members.

Anti-Corruption & Bribery

Avis Budget Group's prohibits all forms of corruption and bribery. The Company's Code of Conduct and Anti-Corruption Policy support compliance with the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act, and other applicable anti-corruption and anti-bribery laws.

The Company has established procedures and controls to manage bribery and corruption risks that are subject to periodic enterprise risk assessments by the Internal Audit department, which is structurally independent from other business lines and is overseen by the Board's Audit Committee. We also provide additional employee guidance regarding anti-bribery and corruption, when necessary.

Integrity Hotline

To report concerns related to ethics and compliance, Avis Budget Group's confidential Integrity Hotline can be accessed by all employees 24/7 through a dedicated phone line and website. The Company's non-retaliation policy prohibits threats of retaliation or other discrimination directly related to any report made by an employee.

All concerns reported through the Integrity Hotline are investigated. Where applicable, ad hoc reports are provided to the Senior Vice President, General Counsel, Chief Compliance Officer, and Corporate Secretary, Chief Human Resources Officer, and other senior members of the Legal and Human Resources teams. The Board, through its Committees, also receives annual updates on Integrity Hotline reports.

In 2024, Avis Budget Group completed our biennial Code of Conduct recertification training for all employees, globally.



Third Party Due Diligence

Fostering sustainable relationships with Avis Budget Group’s business partners, agents, consultants, suppliers, and other third parties is important to our Company’s success.

Avis Budget Group’s approach to engagement with third parties is centered around a risk-based screening to gauge their ability to comply with the Third Party Standards of Conduct, as well as with applicable laws on corruption and bribery, competition and anti-trust, conflicts of interest, data privacy, and fraud. The Company’s Third Party Due Diligence process applies to franchisees and licensees, suppliers, and intermediaries.

THIRD PARTY DUE DILIGENCE MAY BE CONDUCTED FOR THE FOLLOWING REASONS:



When considering new business partners.



Before renewing a multi-year agreement.



Five years from completion of the previous due diligence.



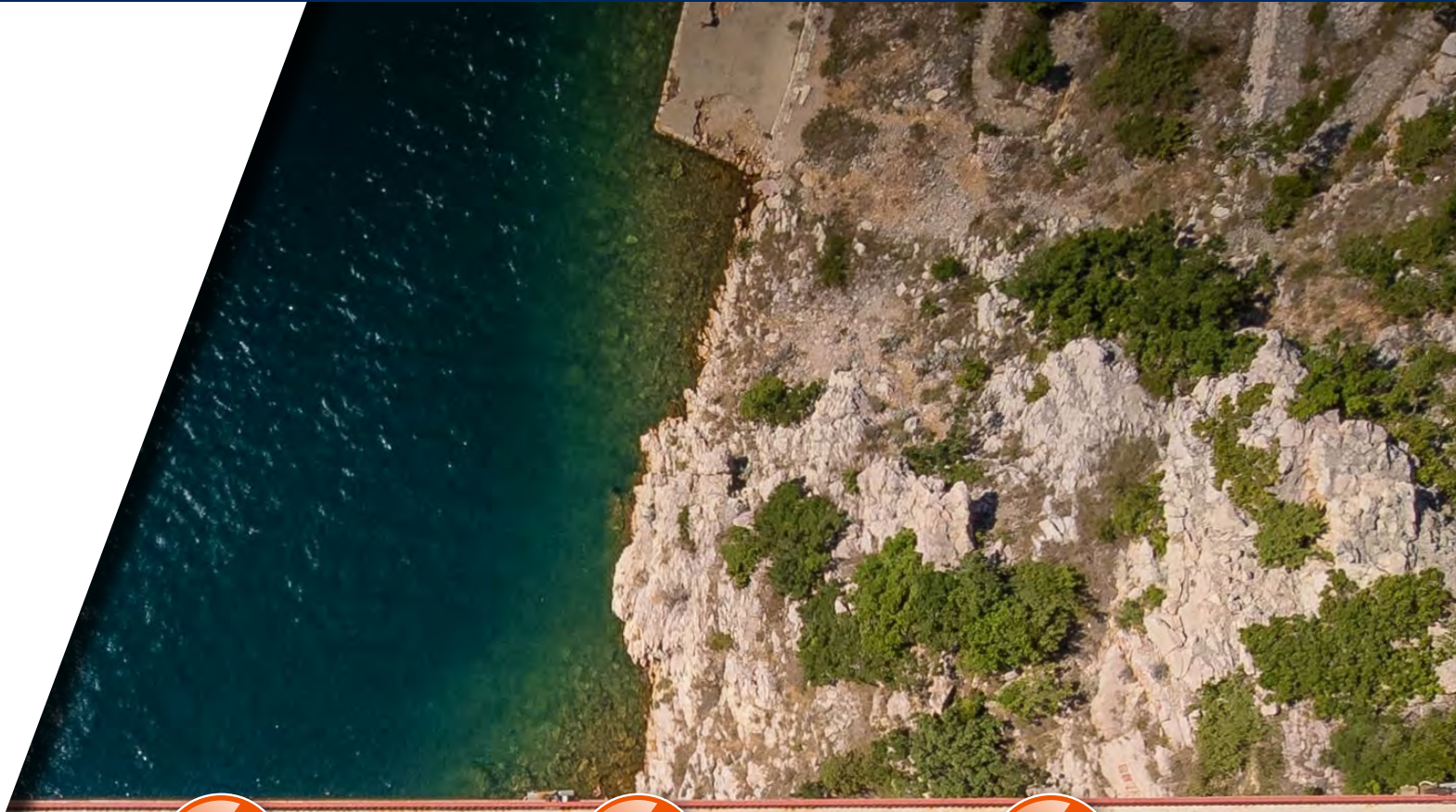
Upon knowledge of significant contract changes.



Upon knowledge of significant changes to the business partner status.



Upon knowledge of regulatory or criminal investigation of the business partner or its principals.



DATA PRIVACY & INFORMATION SECURITY

DRIVING THE PROTECTION OF INFORMATION SECURITY ASSETS AND PERSONAL INFORMATION.

Across our organization, Avis Budget Group regularly conducts privacy and data security awareness campaigns to reinforce the importance of data security and empower employees to detect threats and report concerns. Through administrative, technical, and physical defenses, our data privacy and information security programs are designed to comply with laws and align with both ISO 27001 controls and the National Institute of Standards and Technology (NIST) framework.

Governance & Oversight

Avis Budget Group's information security program is administered under the supervision of our Executive Vice President, Chief Digital and Innovation Officer and Vice President of Platforms, Infrastructure, and Cybersecurity, who share responsibility for assessing and managing the Company's cybersecurity risks. The Vice President of Platforms, Infrastructure, and Cybersecurity also provides reports to the Board's Audit Committee on a quarterly basis, and more frequently as required.

The Company's Information Security team leads the Avis Budget Group-CERT (ABG-CERT) team and is responsible for the Company's incident response processes. The ABG-CERT team includes representatives from Information Security, Legal/Privacy, Human Resources, Information Technology, and our Insurance Department to provide a robust multi-departmental response.

While the Information Security team leads the group in an emergency response, each member of the group has specific responsibilities based on their skill sets and area. The ABG-CERT process is based on the NIST Incident Response program (NIST 800-61) and is tested at least annually to ensure all members are aware of their processes and responsibilities, and that the overall program executes as expected.

Data Privacy & Information Security Programs

Avis Budget Group's data privacy and information security programs include the following principles:

- Only use or disclose personal information in compliance with applicable privacy legislation.
- Minimize the use of personally identifiable information.
- Regularly destroy data that is no longer needed.
- Restrict access to data within the organization based on the principle of least privilege (only providing access to those that need it to perform their work).

Firewalls and other technical measures, including encryption and guarding customers' sensitive personal information, are also part of Avis Budget Group's data privacy and information security programs.

Training & Awareness

Across the organization, Avis Budget Group implements robust employee training programs, including mandatory data privacy and information security training programs for all individuals that handle personal information. The Company regularly conducts privacy and data security awareness campaigns to reinforce the importance of data security and empower employees to detect threats and report concerns. This includes phishing and social engineering avoidance training to support the detection of malicious attachments, business email compromise, and executive impersonation.



of Avis Budget Group's operational sites are PCI compliant.

Audits & Risk Assessments

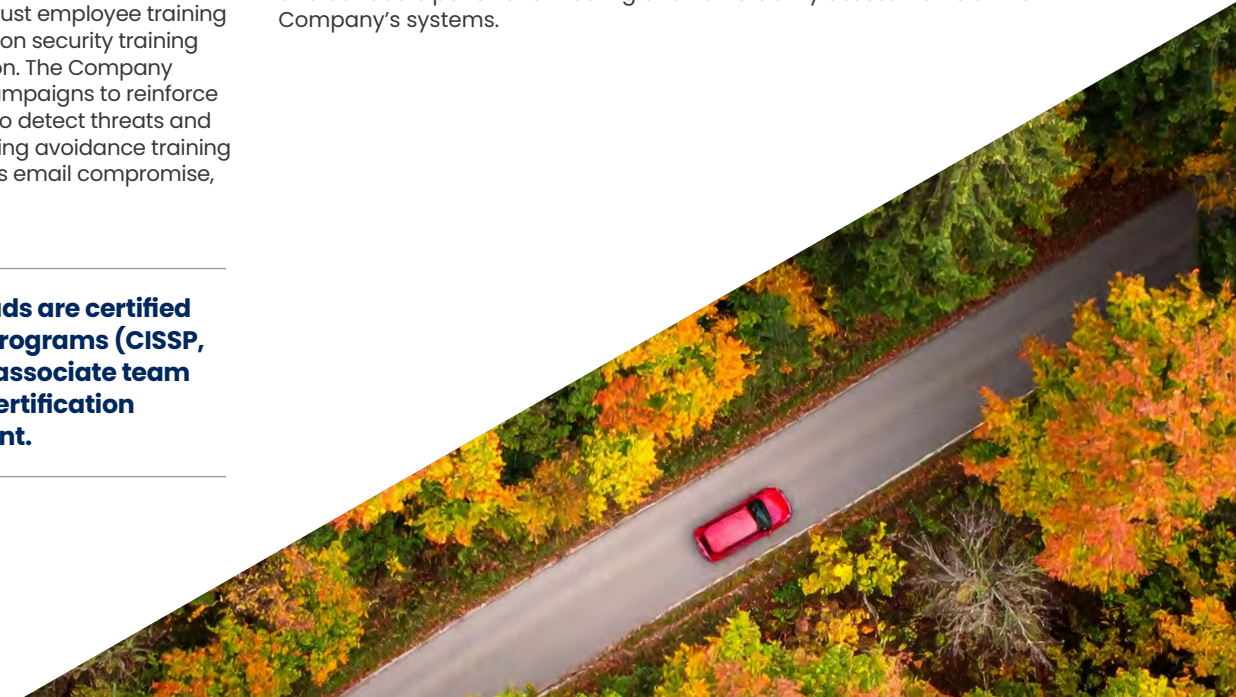
Avis Budget Group's data privacy and information security policies and procedures, including employee training, third party risk reviews, penetration testing, and other related controls are audited annually. This includes annual external third party and internal audits of relevant IT controls for international statutory audit requirements.

Additionally, Avis Budget Group undergoes Payment Card Industry Data Security Standard (PCI-DSS) assessments, performed both by external PSI Qualified Security Assessors (QSAs) and authorized Internal Security Assessors (ISAs).

The Information Security department also regularly reviews technical controls and conducts penetration testing and vulnerability assessments of the Company's systems.



of Avis Budget Group's security leads are certified by relevant security certification programs (CISSP, CISA, CISM, PCI-ISA, etc.), and our associate team members are on track to receive certification within their first year of employment.



CUSTOMER SAFETY & ENGAGEMENT

DRIVING OUR CUSTOMER-LED COMMITMENT.

Avis Budget Group places a strong emphasis on the quality of vehicle maintenance for customer safety and satisfaction. To accomplish this goal, we continue to enhance specialized training programs for the Company’s technicians, and look for opportunities to improve the overall customer experience.

Fleet Safety

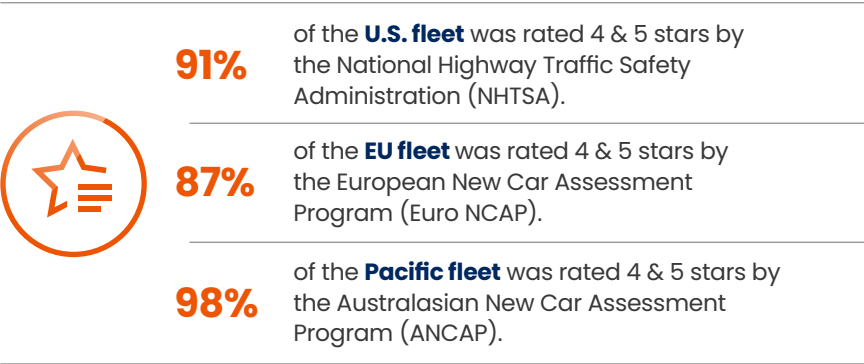
Avis Budget Group’s Supply Chain department reviews, distributes, and makes accessible Original Equipment Manufacturer (OEM) technical service bulletins that can be retrieved electronically at repair locations. Additionally, policies and procedures are implemented to promptly address manufacturer recalls as part of ongoing maintenance and repair efforts.

The Company’s current fleet consists of vehicles from leading manufacturers that support our commitment to providing customers with high standards for vehicle safety, air emissions control, and technology.

Customer Satisfaction

Avis Budget Group’s commitment to delivering a consistently high level of customer service across all our Company’s brands is critical to our business strategy and “Customer Led, Service Driven™” program.

Employees at our Company-operated locations are trained and empowered to resolve many customer issues at the location level. Customer satisfaction metrics are continuously tracked through location-specific surveys that ask customers to evaluate their overall satisfaction with their rental experience and the likelihood that they will recommend our brands. The surveys also include specific questions to learn more about individual preferences and find innovative ways to better serve and anticipate customers’ needs.

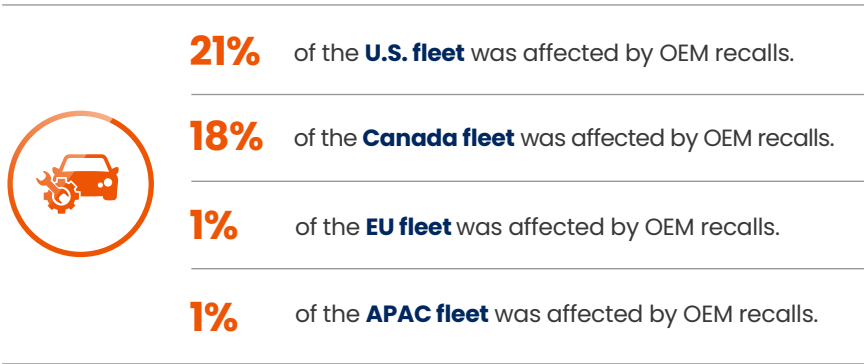


More than **50 years ago**, Avis introduced the rental car industry’s first real-time information management and reservation system. Since then, we have continued to adapt to the changing needs of our customers, providing them with more convenient solutions, while improving safety across our organization.

Technology & Customer Engagement

Avis Budget Group’s leverages technology and data-driven insights to advance the Company’s strategy, optimize operations, anticipate and respond to changes in mobility, and enhance brand value. Through product development, efficient supply chains, and digital transformation, we align our efforts with long-term growth and responsible business practices.

The Avis Car Rental app provides customers with a convenient way to control elements of their rental experience without the need to visit the rental counter. This includes finding rental locations, tracking shuttle buses at select locations, locating their rental vehicle, and locating nearby gas stations and parking facilities.



PUBLIC POLICY

DRIVING TRANSPARENCY AND ADVOCATING FOR OUR STAKEHOLDERS.

Avis Budget Group believes in transparency and ensuring our voice is heard on policy issues that matter most to customers, employees, and the industry. Through participation in public policy, we aim to facilitate informed debates and constructively contribute to the policymaking process.

Governance, Oversight & Memberships

Avis Budget Group's Senior Vice President, General Counsel, Chief Compliance Officer, and Corporate Secretary is responsible for overseeing the Company's legislative affairs and public policy engagement strategy. This includes providing updates to the full Board of Directors regarding our strategy.

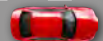
To further support U.S. policies, one of the Company's Vice Presidents of Government Affairs maintains the following roles in industry organizations: board member of the American Car Rental Association (ACRA) and liaison between ACRA and the U.S. Department of Homeland Security.

Internationally, Avis Budget Group is a member of the British Vehicle Rental and Leasing Association (BVRLA), in addition to corresponding associations in European and Asia Pacific countries.

The Company is a member of regional industry associations, including Leaseurope in the Eurozone and Associated Canadian Car Rental Operators in Canada. Avis Budget Group is also a member of FENEVAL, the Spanish Federation of Rent-a-Car Associations, which is comprised of several country-, state-, and province-wide associations.

Additionally, Avis Budget Group is a member of the Australian Finance Industry Association, New Zealand Automobile Association Inc., and the Rental Vehicle Association New Zealand.

2024 PUBLIC POLICY FOCUS AREAS:



avis budget group

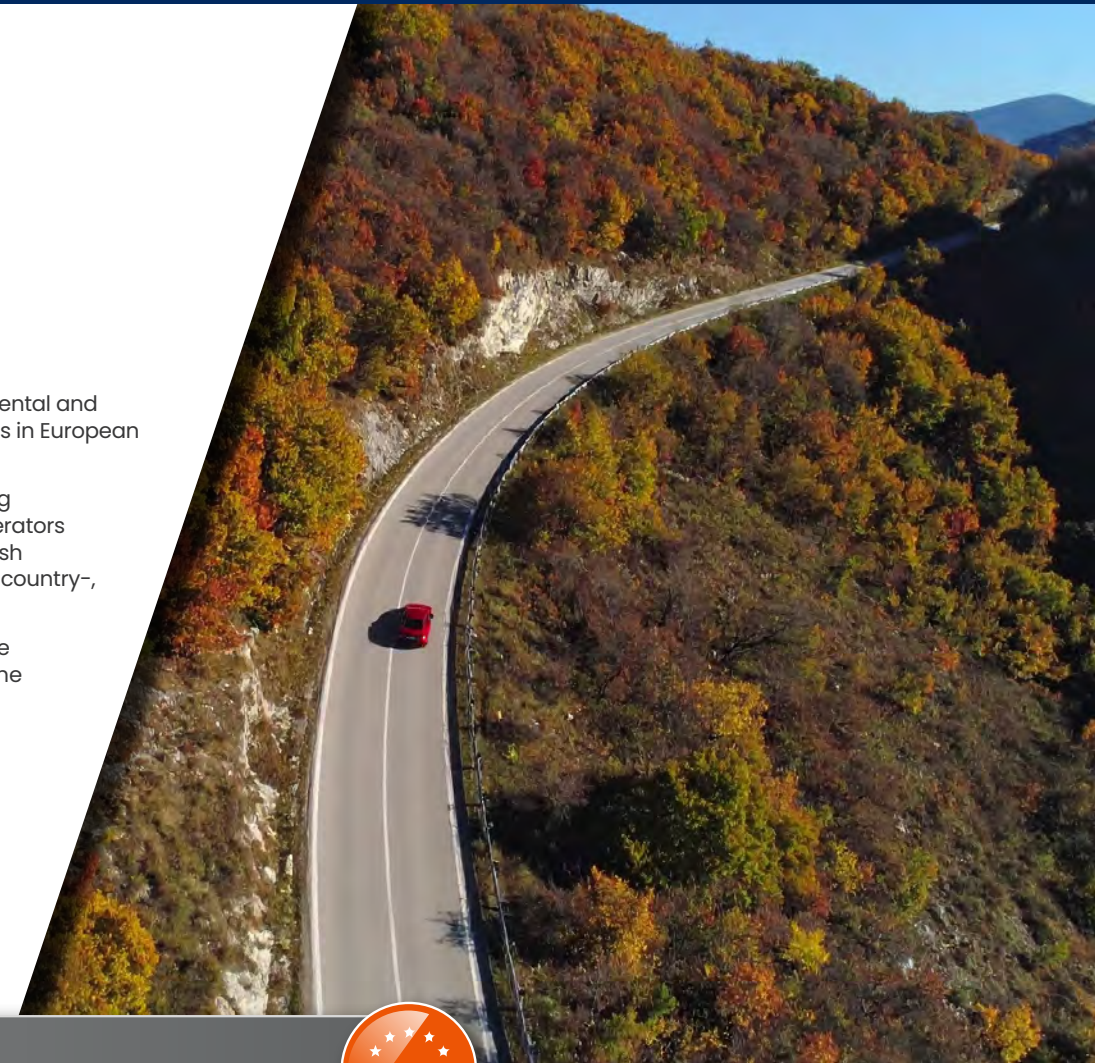
In the U.S., on the **federal level**, Avis Budget Group focused on regulatory and policy issues centered on vehicle operations and business taxes.



At the **state and local level** in the U.S., Avis Budget Group focused on policy issues related to taxes, operations, and insurance. Along with our subsidiary Zipcar, advocacy centered on regulations surrounding on-street parking.



At the **European Union level**, our focus was centered around urban mobility and urban vehicle access regulations, the Greening Corporate Fleets Initiative, and a proposal on access to in-vehicle data and functionality.



APPENDICES



STAKEHOLDER ENGAGEMENT

Avis Budget Group actively engages with a variety of stakeholders to listen to and understand concerns and identify opportunities to create value and manage risk.

Our stakeholder engagement activities serve as a roadmap to operate responsibly, drive progress, and execute on our broader Company commitments.

STAKEHOLDER	HOW WE ENGAGE
Employees	We value every employee whose talent, skill, and personality have helped establish the Company as a provider of global mobility solutions. We engage with employees to understand their needs and expectations through employee surveys, two-way communication channels, regular manager check-ins, and career development programs.
Customers	We continuously innovate to meet the changing needs of customers, globally. We routinely seek feedback from customers to improve their overall experience and support their environmental goals through our Company’s carbon offset program.
Shareholders	We aim to deliver sustainable, responsible growth to our shareholders, while demonstrating our commitment to integrate corporate responsibility practices throughout the Company. Avis Budget Group also participates in environmental, social, and governance-related surveys that assess our environmental and social performance.
Suppliers	We aim to work with like-minded suppliers to collectively reduce our environmental impact; and partner with varied suppliers to provide opportunities to underrepresented organizations.
Communities	Along with employees, we engage with organizations to provide support and strengthen community resilience. Our employees are dedicated to helping others and invest their time through volunteerism activities around the globe.
Mobility Partners	We establish partnerships with innovators in the mobility industry. Through collaborations, such as those that promote ridesharing, we seek to mitigate negative environmental impacts by reducing emissions and traffic congestion.
Industry Organizations	We support the development of industry opportunities through active partnerships in trade associations, including the American Car Rental Association (ACRA), the Truck Renting & Leasing Association (TRALA), and the Global Business Travel Association (GBTA).

PERFORMANCE TABLES¹

GENERAL COMPANY AND FINANCIAL	2024	2023	2022
Number of Locations	10,250	10,250	10,250
Average Global Rental Fleet	695,000	691,500	655,000
Revenue	\$11.8 Billion	\$12 Billion	\$12 Billion

EMPLOYEES	2024	2023	2022
Total ²	24,000	24,500	24,500
Covered by Collective Bargaining Agreements (%)	28%	28%	28%
Turnover Rate (%) ³	47%	66%	61%

GLOBAL GENDER REPRESENTATION (%WOMEN) ⁴	2024	2023	2022
Hourly	29%	30%	31%
Non-Manager	49%	50%	50%
Manager	34%	34%	34%
Director	32%	31%	29%
VP	19%	18%	20%
C-Suite	27%	14%	11%
Total	34%	34%	35%

GLOBAL AGE REPRESENTATION (%)	2024	2023	2022
< 30 years old	41%	41%	42%
30-50 years old	38%	37%	37%
> 50 years old	21%	22%	21%

¹ Metrics in these Performance Tables may be rounded.

² Approximately 8% of Avis Budget Group's workforce is comprised of temporary workers, including temporary/fixed time, seasonal, intern/student, on call (Canada), and casual (Australia and New Zealand) workers.

³ Includes involuntary and voluntary employee turnover. Turnover rate methodology to exclude "no-shows first day" (employees who were hired but did not report to work on their first day).

⁴ In 2023, Avis Budget Group expanded our reporting to include additional employee categories. Therefore, data in previous years may not be consistent with prior reports.

U.S. RACE/ETHNICITY REPRESENTATION (%) ⁴	2024	2023	2022
Hourly	72%	70%	70%
Non-Manager	55%	53%	53%
Manager	41%	41%	39%
Director	26%	26%	24%
VP	19%	16%	16%
C-Suite	22%	50%	50%
Total	67%	66%	65%

⁴ In 2023, Avis Budget Group expanded our reporting to include additional employee categories. Therefore, data in previous years may not be consistent with prior reports.

BOARD MEMBERS (%)	2024	2023	2022
Women Board Members	33%	33%	33%
Minority Board Members ⁵	83%	83%	83%

⁵ Race, ethnicity, and gender.

HEALTH AND SAFETY ⁶	2024	2023	2022
Number of Reportable Incidents with Lost Time	273	264	–
Lost-time Incident Rate (LTIR)	1.13	1.07	–
Fatalities (Employees)	0	0	0
Fatalities (Contractors)	0	1	0
Number of BCP Emergency Tests Completed	139	191	–

⁶ In 2023, Avis Budget Group reported on global health and safety metrics for the first time. Therefore, data from previous years (representing U.S. data only) is not included in this Report.

ENVIRONMENTAL – GREENHOUSE GAS EMISSIONS (METRIC TONS) ⁷	2024	2023	2022	2018
Scope 1	6,220,995	6,349,360	5,672,858	6,827,371
Scope 2	41,630	37,296	37,779	45,043
Total Scope 1 & 2	6,262,625	6,386,656	5,710,637	6,872,414
Scope 1 & 2 GHG Emissions Intensity (kg / revenue)	0.0005219	0.0005322	0.000475	0.000753
Scope 3 (waste generated in operations)	16,134	14,566	16,997	–
Scope 3 (business travel)	831	1,330	805	–

⁷ Greenhouse Gas Inventory Notes:

- Data Assurance: In 2024, Scope 1, Scope 2, and Scope 3 (waste and business travel) GHG emissions data received limited assurance from ERM CVS, an independent third-party assurance provider.
- Methodology: The GHG inventory is calculated using the U.S. EPA Center for Corporate Climate Leadership tool, aligned with The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.
- Reporting Period: Calendar Year (January 1 – December 31).
- Reporting Boundary: Operational Control. Licensee operations are excluded.

Scope 1 – Fleet Emissions

- Fleet emissions originate from customer miles driven and associated fuel consumption.
- Fuel consumption is calculated using car manufacturers’ city miles-per-gallon (MPG) ratings for internal combustion engine (ICE) vehicles and 93 miles-per-gallon equivalent (MPGe) for electric vehicles.
- In 2024, certain non-connected vehicle mileage data were found to be overstated. All rental transactions showing more than 1,000 miles driven per day were adjusted to 132 miles – the 2021 daily average.

Scope 1 – Non-Fleet Emissions

- Includes stationary combustion sources (natural gas, propane, and fuel oil) in U.S. locations tracked through the Engie Impact platform and selected European sites.
- Refrigerant emissions are excluded due to immateriality relative to fleet emissions.

Scope 2 – Purchased Electricity

- Calculated for owned, rented, and operated locations using the Location-Based approach.
- Approximately 40% of locations—including Canadian sites, European sites, and leased U.S. sites—are not tracked in our utility bill management system. For Canadian and leased U.S. sites, electricity use was estimated from kWh expenses using the 2024 U.S. average rate of \$0.17/kWh. For European sites, estimates were based on kWh expenses and the applicable country-specific average rate.
- Austria and Luxembourg were excluded in 2024 due to insufficient expense data; these markets have small Avis Budget Group locations and are immaterial to total emissions but will be prioritized for inclusion in future reporting.

Scope 3 – Waste Generated in Operations (Category 5)

- Based on total waste generated in the U.S. and the U.K. at facilities operated by Avis Budget Group.
- 11% of U.S. sites were excluded from the calculation due to lack of data from landlords for leased properties.

Scope 3 – Business Travel (Category 6)

- Based on air travel, rail travel, and hotel stay data from the United States, Canada, and most European countries, tracked by Egencia, our primary travel booking vendor.
- Egencia accounts for approximately 50% of all travel bookings.
- Two low-cost carriers – Spirit and Frontier – are excluded from this calculation.
- Spain, Australia, and New Zealand are also excluded, as their travel bookings are not captured in our primary system.

GREENHOUSE GASES (METRIC TONS)	2024	2023	2022	2018
Carbon Dioxide (CO2)	6,208,967	6,335,687	5,658,814	6,803,066
Methane (CH4)	2,740.0	2,475.3	2,369.6	6,714.4
Nitrogen Dioxide (N2O)	9,287.8	11,197.7	11,674.9	17,590.5

U.S. WATER CONSUMPTION (KGAL)	2024	2023	2022	2018
Water Consumption	308,141	331,608	337,042	300,839
Water Intensity (kGal / revenue)	0.00002568	0.00002763	0.00002809	0.000033

U.S. NON-HAZARDOUS WASTE GENERATION (METRIC TONS)	2024	2023	2022	2018
Municipal Solid Waste Generated	26,238	25,242	29,437	19,599

SASB INDEX

To support investors and stakeholders, Avis Budget Group has provided the following disclosures based on the SASB Standards for Car Rental & Leasing Companies.

ACCOUNTING METRICS

TOPIC	METRIC	CODE	REFERENCES
Customer Safety	Percentage of rental fleet vehicles rated by NCAP programs with an overall 5-star safety rating, by region	TR-CR-250a.1f	Customer Safety & Engagement, page 30
	Number of vehicles recalled	TR-CR-250a.2	<p>Periodically, automobile manufacturers provide notices of issues relating to their vehicles. These notices range from minor issues to recall notices relating to vehicles that may pose a risk to the safety of the driver, passengers, and the general public.</p> <p>In the United States, when we receive a safety recall notice from a vehicle manufacturer under the Motor Vehicle Safety Act, we identify the affected vehicles in our fleet and place them on a “hard hold” in our reservations system, which prevents them from being rented. We then do not rent these a vehicle until we are able to implement a remedy that has been approved by the manufacturer and the National Highway Transportation and Safety Administration (NHTSA).</p> <p>When vehicles in Avis Budget Group’s fleet become subject to a safety recall, the Company uses a third-party vendor that automatically calls customers within 24 hours after it is confirmed that the vehicle they have out on rent has been recalled. Each customer who has rented a vehicle that is subsequently subject to a recall will receive a message providing specific instructions as to how, where and when the vehicle may be returned for an exchange. If no valid telephone number has been provided, a written notice will be sent to the renter’s residential address.</p> <p>Customer Safety & Engagement, page 30</p>
Fleet Fuel Economy & Utilization	Rental day-weighted average rental fleet fuel economy, by region	TR-CR-410a.1	In 2024, our weighted average rental fleet fuel economy was 29 miles per gallon in the U.S. and 197 grams CO2/km internationally.
	Fleet utilization rate	TR-CR-410a.2	10-K Filing , page 12 (“Fleet Utilization”)

ACTIVITY METRICS

METRIC	CODE	REFERENCES
Average vehicle age	TR-CR-000.A	Our fleet consists primarily of vehicles from the current and immediately preceding model year. 10-K Filing , page 12 (“Our Fleet”)
Total available rental days	TR-CR-000.B	In 2024, there were 366 total available rental days as we maintain continuous operations on weekends and holidays.
Average rental fleet size	TR-CR-000.C	10-K Filing , page 6 (“Overview”)

GRI INDEX

In this GRI Context Index, we provide references to locate content in this report as well as provide direct answers to indicators and direct readers to external sources on our corporate website.

Statement of Use: Avis Budget Group has reported the information cited in this index for the period January 1–December 31, 2024, with reference to the GRI Standards.

GRI 1 Used: GRI 1: Foundation 2021

GRI 2: GENERAL DISCLOSURES

INDICATORS	DESCRIPTIONS	REFERENCES
THE ORGANIZATION AND ITS REPORTING PRACTICES		
2-1	Organizational details	Company Overview, page 6 10-K Filing , pages 6-18 (“Business”) About Our Brands
2-2	Entities included in the organization’s sustainability reporting	Unless otherwise stated, this Report covers Avis Budget Group’s entire operations, for which the Company has operational control over for calendar year 2024.
2-3	Reporting period, frequency and contact point	Our reporting period is calendar year 2024; and we publish a Corporate Responsibility Report, annually. Get in Touch
2-4	Restatements of information	None during the reporting period.
2-5	External assurance	External Assurance Statement, page 53
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	Company Overview, page 6 Environmental Impact & Performance, pages 10 Accessible Mobility, page 12 Stakeholder Engagement, page 33 10-K Filing , pages 6-18 (“Business”) In addition to purchasing vehicles within our fleet, our supply chain includes fleet maintenance purchases (including tires, oil, windshields and parts for repairs), information technology (including computers and servers), and other operational purchases (including cleaning supplies and uniforms).

INDICATORS	DESCRIPTIONS	REFERENCES
2-7	Employees	Inclusion, page 18 Performance Tables, page 34 10-K Filing , page 17 (“Our Human Capital Resources and Management”)
2-8	Workers who are not employees	Inclusion, page 18 Performance Tables, page 34 10-K Filing , page 17 (“Our Human Capital Resources and Management”)
GOVERNANCE		
2-9	Governance structure and composition	Corporate Responsibility Governance, page 26 Governance Documents and Committee Charters Corporate Governance Guidelines , pages 1-3 (“Composition of Board of Directors”) 2025 Proxy Statement , pages 17-18 (“Board Leadership Structure”); pages 21-22 (Committees of the Board of Directors”)
2-10	Nomination and selection of the highest governance body	Corporate Governance Guidelines , pages 1-3 (“Composition of Board of Directors”) Corporate Governance Committee Charter , pages 1-2 (“Authority and Responsibilities of Corporate Governance Committee”) 2025 Proxy Statement , pages 22 (“Director Nomination Process”)
2-11	Chair of the highest governance body	Board of Directors 2025 Proxy Statement , pages 17-18 (“Functions and Meetings of the Board of Directors”)
2-12	Role of the highest governance body in overseeing the management of impacts	Corporate Responsibility Governance, page 26 2025 Proxy Statement , pages 21-22 (“Committees of the Board of Directors”)

INDICATORS	DESCRIPTIONS	REFERENCES
2-13	Delegation of responsibility for managing impacts	Corporate Responsibility Governance, page 26 2025 Proxy Statement , pages 21-22 (“Committees of the Board of Directors”)
2-14	Role of the highest governance body in sustainability reporting	Corporate Responsibility Governance, page 26 Avis Budget Group’s Board of Directors are provided the opportunity to review the Company’s Corporate Responsibility Report.
2-15	Conflicts of interest	Code of Business Conduct and Ethics for Directors Code of Conduct 2025 Proxy Statement , page 20 (“Codes of Conduct”)
2-16	Communication of critical concerns	Corporate Responsibility Governance, page 26 2025 Proxy Statement , page 20 (“Communicating with the Board of Directors”)
2-17	Collective knowledge of highest governance body	2025 Proxy Statement , pages 14-16 (“Biographical Information for Nominees”)
2-18	Evaluation for the performance of the highest governance body	Corporate Governance Guidelines , page 5 (“Assessing Board Performance”)
2-19	Remuneration policies	2025 Proxy Statement , pages 29-49 (“Executive Compensation”); pages 50-51 (“Director Compensation”)
2-20	Process to determine remuneration	2025 Proxy Statement , pages 29-49 (“Executive Compensation”); pages 50-51 (“Director Compensation”)
2-21	Annual total compensation ratio	2025 Proxy Statement , page 47 (“CEO Pay Ratio”)

INDICATORS	DESCRIPTIONS	REFERENCES
STRATEGY, POLICIES AND PRACTICES		
2-22	Statement on sustainable development strategy	A Message from Our Chief Executive Officer, page 5
2-23	Policy commitments	Ethics & Compliance, page 27 Human Rights Policy Statement Slavery and Human Trafficking Statement Code of Conduct Third Party Standards of Conduct
2-24	Embedding policy commitments	Ethics & Compliance, page 27 Code of Conduct
2-25	Processes to remediate negative impacts	Ethics & Compliance, page 27
2-26	Mechanisms for seeking advice and raising concerns	Ethics & Compliance, page 27 Code of Conduct Integrity Hotline
2-27	Compliance with laws and regulations	In 2024, Avis Budget Group has no known material instances of non-compliance with environmental laws and regulations.
2-28	Membership associations	Public Policy, page 31
STAKEHOLDER ENGAGEMENT		
2-29	Approach to stakeholder engagement	Stakeholder Engagement, page 33
2-30	Collective bargaining agreements	Ethics & Compliance, page 27 10-K Filing , page 17 (“Our Human Capital Resources and Management”) Human Rights Policy Statement

GRI 3: MATERIAL TOPICS

INDICATORS		DESCRIPTIONS	REFERENCES
GRI 3	3-1	Process to determine material topics	To inform the Company’s strategy, Avis Budget Group conducted an assessment to identify the issues most pressing for the Company and its stakeholders. In 2025, the Company conducted an updated assessment, and plans to share the results in future disclosures.
	3-2	List of material topics	A list of topics is provided in this GRI Index.

TOPICS: ECONOMIC

INDICATORS		DESCRIPTIONS	REFERENCES
ECONOMIC PERFORMANCE			
GRI 3	3-3	Management of material topics	Community Engagement & Support, page 24 10-K Filing Investor Presentations
GRI 201	201-1	Direct economic value generated and distributed	10-K Filing
	201-2	Financial implications and other risks and opportunities due to climate change	2024 CDP Response
	201-3	Coverage of the organization’s defined benefit plan obligations	10-K Filing , pages 96–99 (“Employee Benefits Plans”)

INDICATORS		DESCRIPTIONS	REFERENCES
INDIRECT ECONOMIC PERFORMANCE			
GRI 3	3-3	Management of material topics	Community Engagement & Support, page 24
GRI 203	203-1	Infrastructure investments and services supported	Community Engagement & Support, page 24

INDICATORS		DESCRIPTIONS	REFERENCES
ANTI-CORRUPTION			
GRI 3	3-3	Management of material topics	Ethics & Compliance, page 27 Code of Conduct , pages 26-29 (“We Do Not Tolerate Bribery or Corruption”)
GRI 205	205-1	Operations assessed for risks related to corruption	Ethics & Compliance, page 27 Code of Conduct , pages 26-29 (“We Do Not Tolerate Bribery or Corruption”)
	205-2	Communication and training on anticorruption policies and procedures	Ethics & Compliance, page 27 Code of Conduct , pages 26-29 (“We Do Not Tolerate Bribery or Corruption”)
TOPICS: ENVIRONMENTAL			
INDICATORS		DESCRIPTIONS	REFERENCES
ENERGY			
GRI 3	3-3	Management of material topics	Environmental Impact & Performance, page 10 Accessible Mobility, page 12 Sustainable Locations & Green Buildings, page 13 Environmental Policy Statement 2024 CDP Response UK Carbon Reduction Plan
GRI 302	302-1	Energy consumption within the organization	Environmental Impact & Performance, page 10 Sustainable Locations & Green Buildings, page 13 2024 CDP Response

INDICATORS		DESCRIPTIONS	REFERENCES
WATER & EFFLUENTS			
GRI 3	3-3	Management of material topics	Sustainable Locations & Green Buildings, page 13 Environmental Policy Statement 2024 CDP Response
GRI 303	303-1	Interactions with water as a shared resource	Sustainable Locations & Green Buildings, page 13 Environmental Policy Statement 2024 CDP Response
	303-3	Water withdrawal	Sustainable Locations & Green Buildings, page 13 Performance Tables, page 37 Environmental Policy Statement 2024 CDP Response
EMISSIONS			
GRI 3	3-3	Management of material topics	Environmental Impact & Performance, page 10 Accessible Mobility, page 12 Sustainable Locations & Green Buildings, page 13 Environmental Policy Statement 2024 CDP Response UK Carbon Reduction Plan
GRI 305	305-1	Direct (Scope 1) GHG emissions	Environmental Impact & Performance, page 10 Performance Tables, page 36 2024 CDP Response
	305-2	Energy indirect (Scope 2) GHG emissions	Environmental Impact & Performance, page 10 Performance Tables, page 36 2024 CDP Response
	305-3	Other indirect (Scope 3) GHG emissions	Performance Tables, page 36 2024 CDP Response
	305-4	GHG emissions intensity	Performance Tables, page 36 2024 CDP Response

INDICATORS		DESCRIPTIONS	REFERENCES
WASTE			
GRI 3	3-3	Management of material topics	Sustainable Locations & Green Buildings, page 14 Environmental Policy Statement
GRI 306	306-2	Management of significant waste-related impacts	Sustainable Locations & Green Buildings, page 14 Environmental Policy Statement
	306-3	Waste generated	Sustainable Locations & Green Buildings, page 14 Performance Tables, page 37
	306-4	Waste diverted from disposal	Sustainable Locations& Green Buildings, page 14 Performance Tables, page 37
SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI 3	3-3	Management of material topics	Sustainable Locations & Green Buildings, page 14 Ethics & Compliance, page 27 Third Party Standards of Conduct
GRI 308	308-1	New suppliers that were screened using environmental criteria	Sustainable Locations & Green Buildings, page 14 Ethics & Compliance, page 27 Third Party Standards of Conduct
TOPICS: SOCIAL			
INDICATORS		DESCRIPTIONS	REFERENCES
EMPLOYMENT			
GRI 3	3-3	Management of material topics	Engagement & Development, page 17 Health, Safety & Well-being, page 21 Jobs
GRI 401	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Health, Safety & Well-being, page 21 Jobs
	401-3	Parental leave	Health, Safety & Well-being, page 21

INDICATORS		DESCRIPTIONS	REFERENCES
LABOR / MANAGEMENT RELATIONS			
GRI 3	3-3	Management of material topics	Ethics & Compliance, page 27 10-K Filing , page 17 (“Our Human Capital Resources and Management”) Human Rights Policy Statement
GRI 402	402-1	Minimum notice periods regarding operational changes	Notice periods and other terms vary across agreements.
OCCUPATIONAL HEALTH & SAFETY			
GRI 3	3-3	Management of material topics	Health, Safety & Well-being, page 20
GRI 403	403-1	Occupational health and safety management system	Health, Safety & Well-being, page 20
	403-4	Worker participation, consultation, and communication on occupational health and safety	Health, Safety & Well-being, page 20 Workers are represented in joint management-worker health and safety committees in all applicable jurisdictions.
	403-6	Promotion of worker health	Health, Safety & Well-being, page 20
	403-9	Work-related injuries	Performance Tables, page 35
TRAINING AND EDUCATION			
GRI 3	3-3	Management of material topics	Engagement & Development, page 17
GRI 404	404-2	Programs for upgrading employee skills and transition assistance programs	Engagement & Development, page 17

INDICATORS		DESCRIPTIONS	REFERENCES
DIVERSITY AND EQUAL OPPORTUNITY			
GRI 3	3-3	Management of material topics	Engagement & Development, page 17 Inclusion, page 18 Performance Tables, page 34
GRI 405	405-1	Diversity of governance bodies and employees	Inclusion, page 18 Performance Tables, page 34
	405-2	Ratio of basic salary and remuneration of women to men	Inclusion, page 18 2024 UK Gender Pay Gap Report
CHILD LABOR			
GRI 3	3-3	Management of material topics	Human Rights, page 23 Human Rights Policy Statement Slavery and Human Trafficking Statement Third Party Standards of Conduct
GRI 408	408-1	Operations and suppliers at significant risk for incidents of child labor	Human Rights, page 23 Human Rights Policy Statement Slavery and Human Trafficking Statement Third Party Standards of Conduct
FORCED OR COMPULSORY LABOR			
GRI 3	3-3	Management of material topics	Human Rights, page 23 Human Rights Policy Statement Slavery and Human Trafficking Statement Third Party Standards of Conduct
GRI 409	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Human Rights, page 23 Human Rights Policy Statement Slavery and Human Trafficking Statement Third Party Standards of Conduct

INDICATORS		DESCRIPTIONS	REFERENCES
LOCAL COMMUNITIES			
GRI 3	3-3	Management of material topics	Community Engagement & Support, page 24 Code of Conduct , pages 69-72 (“We Are Good Neighbors”)
GRI 413	413-1	Operations with local community engagement, impact assessments, and development programs	Community Engagement & Support, page 24
SUPPLIER SOCIAL ASSESSMENT			
GRI 3	3-3	Management of material topics	Sustainable Locations & Green Buildings, page 14 Human Rights, page 23 Third Party Standards of Conduct
GRI 414	414-1	New suppliers that were screened using labor practices criteria	Sustainable Locations & Green Buildings, page 14 Human Rights, page 23 Third Party Standards of Conduct
PUBLIC POLICY			
GRI 3	3-3	Management of material topics	Public Policy, page 31 Code of Conduct , page 71 (“Political Activities”); page 72 (“Lobbying”)
GRI 415	415-1	Political Contributions	Public Policy, page 31 2024 Avis PAC Contributions: \$14,000 2024 Trade Association Dues: >\$100,000: US Travel Association \$25,000-\$49,999: American Car Rental Association (ACRA); Truck Renting and Leasing Association (TRALA); US Chamber of Commerce Airports Council International - North America (ACI-NA); Airport Minority Advisory Council (AMAC) 2024 Corporate Contributions: \$0

CUSTOMER HEALTH & SAFETY			
GRI 3	3-3	Management of material topics	Customer Safety & Engagement, page 30 Code of Conduct , page 37 (“Product/Service Safety and Quality”)
GRI 416	416-1	Assessment of the health and safety impacts of product and service categories	Customer Safety & Engagement, page 30
INDICATORS		DESCRIPTIONS	REFERENCES
CUSTOMER PRIVACY			
GRI 3	3-3	Management of material topics	Data Privacy & Information Security, page 29 Privacy Notice Code of Conduct , pages 60-62 (“Our Information”); pages 63-64 (“Our Books and Records”); pages 65-67 (“Physical and Technology Assets”)
GRI 418	418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	No material instances during the reporting period.
SOCIOECONOMIC COMPLIANCE			
GRI 3	3-3	Management of material topics	Ethics & Compliance, page 27 Code of Conduct
GRI 419	419-1	Non-compliance with laws and regulations in the social and economic area	No material instances during the reporting period.

THE U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) EMPLOYER INFORMATION REPORT (EEO-1)

Avis Budget Car Rental LLC The following EEO-1 Report provides consolidated workforce demographic data for all U.S.-based subsidiaries and affiliates, excluding Zipcar, Inc., which files a separate EEO-1 report.

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)												EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026			
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID 7726391				EMPLOYER NAME AVIS BUDGET CAR RENTAL LLC											
ADDRESS 6 SYLVAN WAY						CITY/TOWN PARSIPPANY				STATE NJ		ZIP CODE 07054			
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID				HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME											
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS						CITY/TOWN				STATE		ZIP CODE			
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 223475741															
SECTION E – EMPLOYER FILING ELIGIBILITY <input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): ZAL6KMAYEGG3 <input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor) <input checked="" type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 532111 - Passenger Car Rental															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														
	Hispanic or Latino		Not Hispanic or Latino										Row Total		
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander		American Indian or Alaska Native	Two or More Races
Executive/Senior Level Officials and Managers	5	0	40	0	3	0	0	1	10	1	2	0	0	0	62
First/Mid-Level Officials and Managers	168	66	614	228	102	14	8	42	232	114	40	13	4	15	1660
Professionals	23	30	56	14	27	0	1	5	99	35	32	0	3	3	328
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	166	157	353	248	112	10	7	44	318	415	87	14	6	55	1992
Administrative Support Workers	51	87	96	55	13	5	8	4	255	182	30	8	18	31	843
Craft Workers	346	3	331	291	116	13	17	36	9	10	1	0	2	3	1178
Operatives	108	42	96	301	53	13	4	15	28	112	7	3	5	9	796
Laborers and Helpers	850	206	1354	1626	367	39	39	111	235	418	66	14	16	37	5378
Service Workers	143	158	209	391	71	13	11	35	153	510	37	36	13	52	1832
CURRENT 2024 REPORTING YEAR TOTAL	1860	749	3149	3154	864	107	95	293	1339	1797	302	88	67	205	14069
PRIOR 2023 REPORTING YEAR TOTAL	1773	758	3363	3139	873	113	78	230	1444	1939	292	97	56	168	14323
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/16/2024 - 12/31/2024															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															

EXTERNAL ASSURANCE STATEMENT

ERM Certification & Verification Services Incorporated ("ERM CVS") was engaged by Avis Budget Group, Inc. ("ABG") to provide limited assurance in relation to the Selected Information set out below and presented in the ABG 2025 Corporate Responsibility Report (the "Report").

ENGAGEMENT SUMMARY

Scope of our assurance engagement	<p>Whether the following Selected Information for 2024 are fairly presented in the Report, in all material respects, in accordance with the reporting criteria.</p> <p>Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.</p>
Selected Information	<ul style="list-style-type: none">Total Scope 1 GHG emissions [metric tonnes CO2e]Total Scope 2 GHG (location-based) emissions [metric tonnes CO2e]Total Scope 3 GHG emissions [metric tonnes CO2e] comprised of the following categories:<ul style="list-style-type: none">Category 5 – Waste Generated in OperationsCategory 6 – Business travel
Reporting period	January 1, 2024 to December 31, 2024
Reporting criteria	<ul style="list-style-type: none">ABG’s internal reporting criteria and definitions;The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for Scope 1 and Scope 2 GHG emissionsGHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015) for Scope 2 GHG emissionsThe WBCSD/WRI GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard
Assurance standard and level of assurance	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information.'</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>
Respective responsibilities	<p>ABG is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Selected Information.</p> <p>ERM CVS’ responsibility is to provide a conclusion to ABG on the agreed assurance scope based on our engagement terms with ABG, the assurance activities performed and exercising our professional judgement.</p>

OUR CONCLUSION

Based on our activities, as described on the next page, nothing has come to our attention to indicate that the Selected Information for 2024 is not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

EMPHASIS OF MATTER

Without affecting our conclusion, which is not modified, we draw attention to the explanatory notes provided by ABG in the Environmental Impact and Performance section of the Report regarding mileage data uncertainties identified within its rental database this year during the calculation of its GHG emissions, which should be read in conjunction with the data.

OUR ASSURANCE ACTIVITIES

Considering the level of assurance and our assessment of the risk of material misstatement of the Selected Information a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Selected Information;
- Interviewing management representatives responsible for managing the Selected Information;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- Obtaining an understanding of the procedures performed by the internal audit department;
- Reviewing of a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2024 group data for the Selected Information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Evaluating the conversion factors, emission factors and assumptions used; and
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings.



September 15, 2025
Malvern, PA

ERM Certification & Verification Services Incorporated
www.ermcvs.com | post@ermcvs.com

THE LIMITATIONS OF OUR ENGAGEMENT

The reliability of the Selected Information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

OUR INDEPENDENCE, INTEGRITY AND QUALITY CONTROL

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to ABG in any respect.

