

2024

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE REPORT

avis budget group

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INTRODUCTION



A MESSAGE FROM OUR PRESIDENT AND CEO

For over 75 years, Avis Budget Group (ABG) has cultivated a Company-wide philosophy centered around making plans and keeping them. As we execute on our environmental, social, and governance (ESG) strategies and continue to make progress toward our 2030 ESG-related goals, we remain steadfast in this philosophy.



Integrating Sustainable Mobility & Innovation
Central to our values, ABG is fueled by innovations that keep customers moving and employees engaged. From leveraging connected vehicle technology, to introducing more fuel efficient, low-emission, hybrid, and electric vehicles (EVs), ABG evaluates programs and policies that enhance the customer experience and support a more sustainable mobility future.

For example, in 2023 our Zipcar brand played a pivotal role in shaping the future of shared mobility and environmental stewardship. Through participation in the White House EV Acceleration Challenge, Zipcar committed to allocating 25% of its electric fleet to disadvantaged communities. The brand also launched the next phase of its on-street, car-share program in New York City, aimed at increasing the availability of Zipcar vehicles in key areas to reduce the need for private car ownership for our customers.

Providing Employees with the Tools to Succeed & Support Customers
ABG employees are central to our customers trusting us with their travel plans. As such, our teams are focused on attracting the best talent and advocating for employees' current and future success. From initiatives focused on fostering inclusive work environments, to our "Driving Well-being, Together" program aimed at helping ABG employees achieve all aspects of wellness, we are committed to making a difference in the lives of our colleagues, customers, and communities. In 2023, our work was recognized by ABG employees, with 82% of the Company's Global Pulse Survey responders agreeing or strongly agreeing that they would recommend ABG as a Great Place to Work.

Promoting a Culture of Safety
Throughout ABG, our emphasis on safety and satisfaction is key to our customer-centric strategy. Over the past year, we further implemented specialized technician training programs to improve our fleet's safety and reliability. In 2023, we also launched human trafficking awareness training to our employees with the goal of training 100% of rental agents around the globe by 2030.

2023 proved to be a successful year for ABG. However, we understand that our work cannot stop there. We strive to continue to shape our strategies through the eyes of our customers, hold ourselves accountable, embrace our differences, do the right thing, and innovate.

I am incredibly proud of our achievements and look forward to continuing to share our journey as we work to increase sustainable practices and contribute to a safe and equitable environment across our global operations.



Joseph Ferraro
President and CEO
Avis Budget Group



ABOUT THIS REPORT

Report Boundary

ABG's 2024 Environmental, Social, and Governance Report (Report) covers information and data from January 1 – December 31, 2023, unless otherwise stated. Data and information represent all of ABG'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.

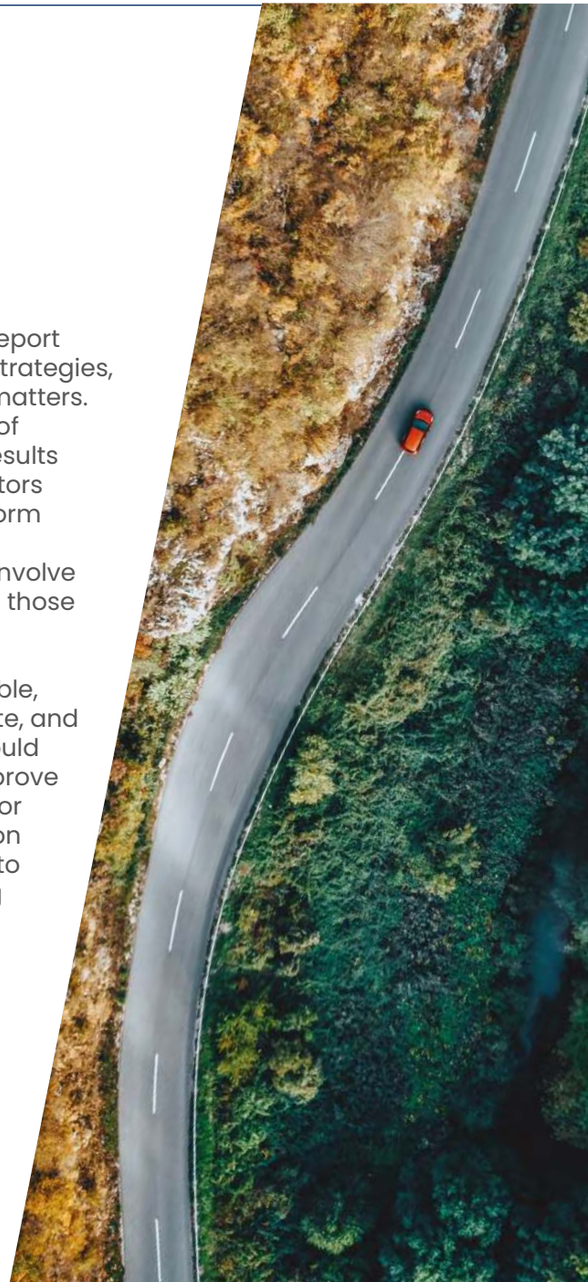
As part of our reporting process, ABG aligns the Company's efforts with standards and frameworks, including:

- Global Reporting Initiative (GRI) Standards
- Sustainable Accounting Standards Board (SASB) Standards
- Task Force for Climate-Related Financial Disclosures (TCFD) Recommendations
- United Nations Sustainable Development Goals (UN SDGs)
- United Nations Global Compact (UNGC)

Forward-Looking Statements

ABG 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 ESG and other matters. Forward-looking statements should not be relied upon as a prediction of actual results. Moreover, ABG 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, 2023 filed with the Securities and Exchange Commission, may contain forward-looking statements and involve uncertainties, which could cause actual results to differ materially from those projected.

Although ABG 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. ABG 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.



COMPANY OVERVIEW

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

Together, ABG'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, ABG is committed to moving the future of mobility forward.

2023 GLOBAL PERFORMANCE

~ 10,250
Rental locations

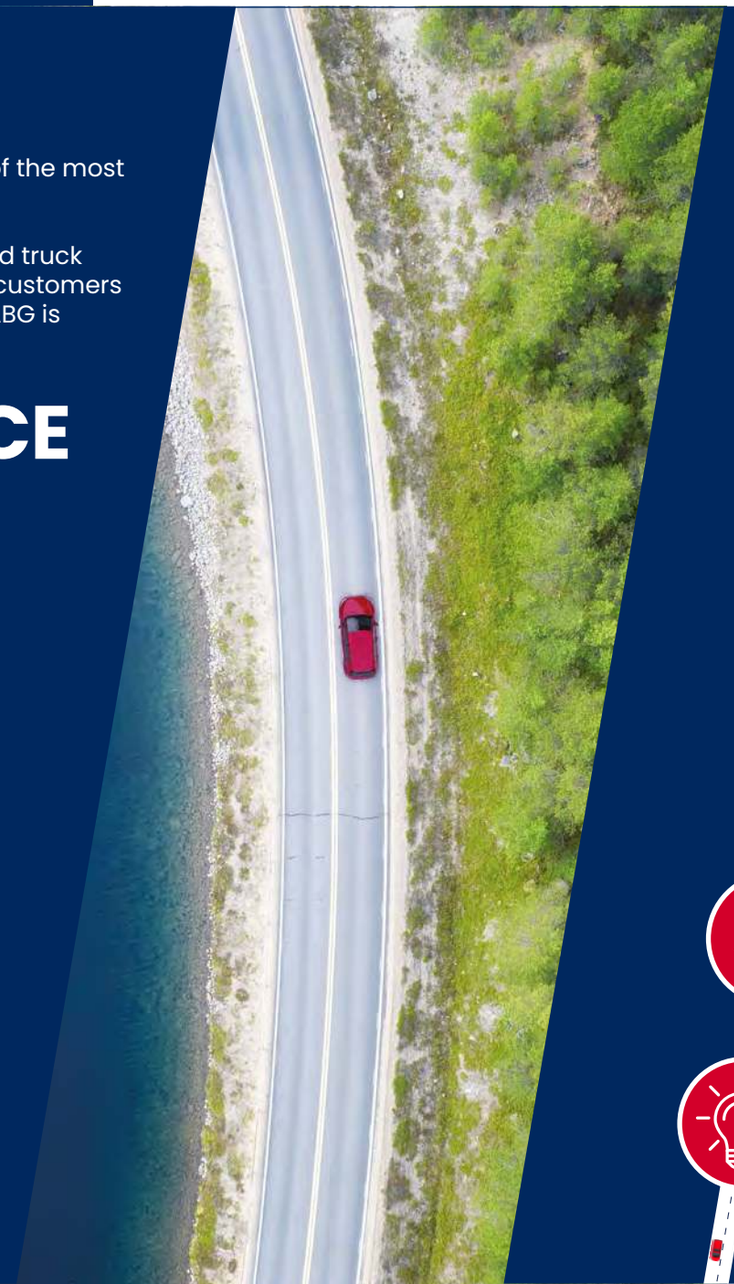
~ 691,500
Average rental fleet

~ 180
Countries with corporate or licensee operations

~ $12 BILLION
Total revenue

~ 24,500
Employees

Nearly **39 MILLION**
Rental transactions



VALUES

At ABG, our values shape the way we work, think, and behave. These values drive our everyday commitments, including the Company's ESG 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 AND ROAD MAP TO 2030



SAFE, SUSTAINABLE, AND EQUITABLE MOBILITY

Avis Budget Group's (ABG) environmental, social, and governance (ESG) strategy is an extension of the Company's commitment to move the future of mobility forward. This includes supporting a world where mobility is completely connected, and operating our business in a way that is safe, sustainable, and equitable.

These three pillars of the ESG strategy serve as a road map to operate responsibly, drive progress, and execute on our broader Company commitments.



SAFE

Health and safety is one of the highest priorities for ABG. 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.

SUSTAINABLE

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.

EQUITABLE

Embracing and promoting diversity is a critical component of ABG's success. We strive to create a safe, supportive, and inclusive environment that is centered around increasing diversity in our own workforce, in addition to investing in diverse businesses.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs):



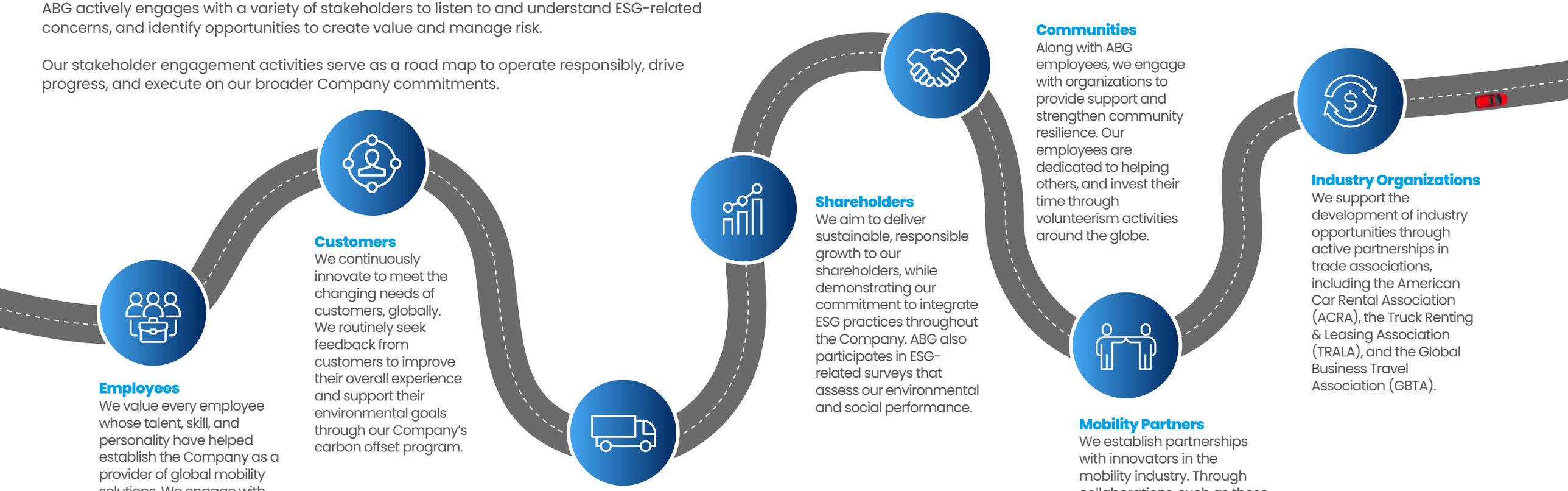




STAKEHOLDER ENGAGEMENT

ABG actively engages with a variety of stakeholders to listen to and understand ESG-related concerns, and identify opportunities to create value and manage risk.

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



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.

Suppliers
We aim to work with like-minded suppliers to collectively reduce our environmental impact; and partner with diverse suppliers to provide opportunities to underrepresented organizations.

Shareholders
We aim to deliver sustainable, responsible growth to our shareholders, while demonstrating our commitment to integrate ESG practices throughout the Company. ABG also participates in ESG-related surveys that assess our environmental and social performance.

Communities
Along with ABG 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).

2030 GOALS

ABG's 2030 goals serve as a road map to our goal of moving the future of mobility forward by increasing sustainable practices and contributing to a safe and equitable environment, globally.

GOALS	STATUS	2023 PROGRESS
Reduce absolute Scope 1 and 2 GHG emissions by 30% from 2018 base year		**7%** reduction since 2018
Reduce total water consumption by 30% from 2018 base year, prioritizing water-stressed locations*		**10%** increase since 2018**
Achieve zero waste-to-landfill for tires, windshields, motor oils, and car batteries*		**Zero** waste-to-landfill maintained
Achieve 100% gender pay equity at all levels of the organization		**On track** to achieve gender pay equity globally
Maintain at least 50% diversity throughout the workforce*		**66%** of the Company's U.S. workforce is diverse
Invest $10 billion with diverse suppliers*		**$11 billion** invested since 2021
Train 100% of rental agents on human trafficking awareness		**Launched** Human Trafficking Awareness training and achieved **100%** completion rate for front-line managers and customer facing employees

* The scope of these goals covers ABG's U.S. operations only.

** In 2023, water consumption increased 10% compared to the 2018 base year, primarily due to strong demand for vehicle rentals.

Behind Schedule | On Track | Achieved or Achieved & Maintained

ENVIRONMENTAL STEWARDSHIP



AVIS BUDGET GROUP FLEET

OPERATING A SAFER, GREENER, AND SMARTER FLEET

Avis Budget Group (ABG) provides its customers with a wide variety of mobility solutions in the Company's rental fleet, including luxury, electrified, specialty-use, truck, and light commercial vehicles. Through the Company's business and environmental, social, and governance (ESG) strategies, we aim to provide more sustainable mobility solutions by leveraging connected vehicle technology and introducing more fuel efficient, low-emission, hybrid, and electric vehicles (EVs).

SmartWay Certified Vehicles

U.S. Environmental Protection Agency designated SmartWay vehicles are equipped with advanced technologies to reduce emissions, improve fuel economy, and lower maintenance costs. In 2023, ABG's fleet included the following SmartWay designated vehicles:

2023 SMARTWAY VEHICLES (PERCENTAGE PER CAR CLASS)	
Compact	**18%**
Intermediate	**47%**
Standard	**0%**
Full-Size	**10%**
Standard SUV	**0%**
Minivan	**34%**
Hybrid	**100%**

Additionally, 100% of ABG's European fleet complies with the current Euro 6 emissions standards.

Electric Vehicle Integration

On average in 2023, the Company had more than 87,000 hybrids and EVs in our global fleet. At the end of December 2023, nearly 65% of the Company's fleet in Scandinavia was either hybrid or electric, with nearly 86% of Norway's rental fleet comprised of more sustainable mobility solutions.

To integrate EVs into ABG's business, the Company developed a three-pronged approach focused on the customer journey, infrastructure, and technology:

- **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 ABG locations, prioritizing locations with high customer demands for EVs.
- **TECHNOLOGY:** Enhance systems to help deliver a seamless customer experience; and integrate connected vehicles with EV partners and services.

To further integrate sustainable mobility solutions throughout the Company, ABG began training European sales and operations teams on understanding the future of EVs. Nearly 2,400 team members received EV-specific training in 2023.

Electric Vehicle Infrastructure

At ABG, 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, ABG has installed charging stations across our U.S., Canada, Europe, and Asia Pacific regions.



In 2023, 500+ EVs were added to Zipcar's fleet in the U.K.; and 220+ EVs were added to Zipcar's fleet in the U.S.

PROMOTING LOW-CARBON AND ACCESSIBLE MOBILITY

More than 10 years ago, ABG 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. As of year-end 2023, Zipcar's North American fleet consisted of nearly 1,400 hybrids and EVs, and Zipcar's U.K. fleet consisted of nearly 1,000 EVs.

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.

In three of London's boroughs, Zipcar partnered with municipal leadership and local business associations to launch an electric van service for small businesses. This program reduces the number of high-emission delivery vehicles, reduces parking demand, and enables small businesses to operate in current and expanding ultra-low emission zones. In 2023, Zipcar also introduced EVs into their Roundtrip, back-to-base fleet.

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. In 2023, Zipcar unveiled a new EV initiative in select cities across the U.S. to encourage cleaner mobility choices and align with Zipcar's commitment to reduce greenhouse gas (GHG) emissions and promote sustainable urban living.

In 2023, Zipcar actively participated in the White House EV Acceleration Challenge, and committed to allocating 25% of its electric fleet to disadvantaged communities in need of affordable and convenient vehicles for driving to appointments, errands, or to visit friends and family. In late 2023, Zipcar expanded its participation in the Challenge, and committed to increase its EV fleet in the U.S. (up to double its current size in 2024).

TRIPLING ZIPCAR'S ON-STREET LOCATIONS IN NEW YORK CITY

Building on the success of its initial pilot program, Zipcar launched the next phase of its on-street, car-share program in New York City. ABG significantly increased the number of available Zipcar vehicles on-street, making vehicles accessible to a broader audience. By increasing the availability of Zipcar vehicles in key areas, Zipcar contributes to reducing the need for private car ownership, alleviating traffic congestion, and lowering emissions.

CAR-SHARING PARTNERSHIP WITH PHILADELPHIA HOUSING AUTHORITY

In collaboration with the Philadelphia Housing Authority, Zipcar introduced car-sharing vehicles to residents at four locations. This partnership serves as an economic mobility tool, providing access to transportation in underserved communities.

GRANT FOR ELECTRIC VEHICLES IN OVERBURDENED COMMUNITIES IN NEW JERSEY

Zipcar received a $1.7 million grant to bring EVs to communities in New Jersey facing environmental challenges. These overburdened communities often bear the brunt of pollution and lack access to clean mobility alternatives. By introducing EVs, Zipcar helps address both environmental equity and air quality concerns.

FLEET MAINTENANCE AND OPTIMIZATION

ABG's digitalization of the Company's fleet drives significant operational efficiencies. When ABG locations receive critical real-time data, such as preventative maintenance, tire pressure, vehicle condition, and mileage alerts, employees can respond to ensure the fleet is running at superior fuel efficiency.

The Company also prioritizes high-quality vehicle maintenance to support customer safety and satisfaction. ABG technicians regularly perform preventative maintenance to meet or exceed manufacturer guidelines. The Company also has established policies and procedures to promptly address manufacturer recalls.

THE FUTURE OF MOBILITY

ABG actively anticipates and responds to changes in mobility. As connected vehicles become increasingly 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 ABG for future growth in an evolving mobility world.



HELPING CORPORATE CUSTOMERS MEET THEIR GOALS

ABG aims to support corporate customers to reduce their own GHG emissions and help meet carbon reduction goals.

Through the Company's Carbon Offset program, ABG quantifies the GHG emissions associated with our corporate customers' rental car transactions. At ABG, 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 ABG's vehicles and associated carbon emissions within a calendar year, ABG offsets those carbon emissions through cost-efficient projects.



In 2023, 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 2023, ABG's corporate customers offset 45,000 metric tons of CO2e through our Carbon Offset program.

SUSTAINABLE LOCATIONS AND GREEN BUILDINGS

IMPROVING ENERGY EFFICIENCY AT ABG LOCATIONS

ABG seeks to incorporate best practices to increase energy efficiency at locations (office spaces, rental locations, parking lots, and maintenance facilities), and uses ratings and certifications, including Leadership in Energy and Environmental Design (LEED), ENERGY STAR, ISO 14001, and other sustainability certifications to guide progress.

The Company's ongoing efforts are focused on upgrading exterior and interior lights to LED lighting, as well as utilizing LED lighting for all ABG-branded signage. Across the U.S., ABG 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 2023, 19 ABG locations have achieved LEED certified or have been designed to comparable LEED standards. Additionally, our new Paris, France headquarters is located in a BREEM 'Outstanding' building.

ABG'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.



2023 ENERGY EFFICIENCY PROJECTS ACROSS ABG'S GLOBAL LOCATIONS

GERMANY: ABG's German headquarters installed new, energy efficient windows throughout the building, and utilizes 100% LED lighting.

ITALY: At ABG's Rome airport location, approximately 60% of the location's energy consumption is sourced from renewable solar power.

SPAIN: ABG's Barcelona Service Area sources over 62,000 kWh of solar electricity, annually, and plans to install three more solar stations in 2024. In total, the stations will produce more than 146,000 kWh of solar electricity, annually. Additionally, new air conditioning systems installed at two locations are more than 80% more efficient than those replaced.

U.K.: New energy-efficient LED lighting was implemented at three major locations in the country.

REDUCING WATER CONSUMPTION

ABG strives to be responsible, efficient stewards of local water resources in the communities where we operate. To manage ABG's water footprint, the Company focuses on reducing water consumption associated with cleaning and maintaining vehicles. Throughout 2023, ABG continued to invest in more efficient car wash facilities that recycle and reuse up to 80% of their wastewater.

Each year, the Company conducts a water risk assessment to support its efforts to reduce water consumption in areas of high-water stress. According to this assessment, approximately 45% of water consumed from ABG's U.S. operating locations was from regions with high or extremely-high baseline water stress, as of year-end 2023.*

DIVERTING WASTE FROM LANDFILL

ABG aims to reduce operational waste by decreasing waste generated, increasing recycling, and repairing and reusing materials whenever possible. Many of ABG's waste streams, including motor oil, tires, car batteries, and windshields require special handling and disposal to comply with local regulations. As such, the Company works with certified waste service providers to ensure these waste streams are treated appropriately. At rental and office locations, ABG encourages employees to sort waste to help divert materials from landfill.

ABG also utilizes strategies including fleet maintenance to reduce waste. For example, ABG monitors and maintains tire pressure to extend the life of vehicles' tires, thereby reducing the number of parts that need to be recycled or repurposed. ABG utilizes 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, we also use a PDR (paintless dent repair) technique to reduce environmental impacts.

A RESPONSIBLE SUPPLY CHAIN

ABG 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, ABG launched a supplier ESG questionnaire in early 2024, with plans to expand the survey globally. This will be a major step forward in beginning to assess the Company's inbound supply chain.

2023 WATER EFFICIENCY PROJECTS ACROSS ABG'S GLOBAL LOCATIONS

DENMARK: In Copenhagen, ABG completed the installation of a closed loop carwash. Through this system, the location's water is recirculated and purified in a closed loop, saving approximately 265,000 gallons of water, annually.

IBERIA & ITALY: Across Iberia and Italy, 20 car wash facilities in major locations now use at least 80% recycled water, and 13 additional facilities utilize dry cleaning technology.

U.K.: Six major airport locations, including London Heathrow and London Gatwick, installed efficient car washes, which recycle between 60-70% of water used at the locations.



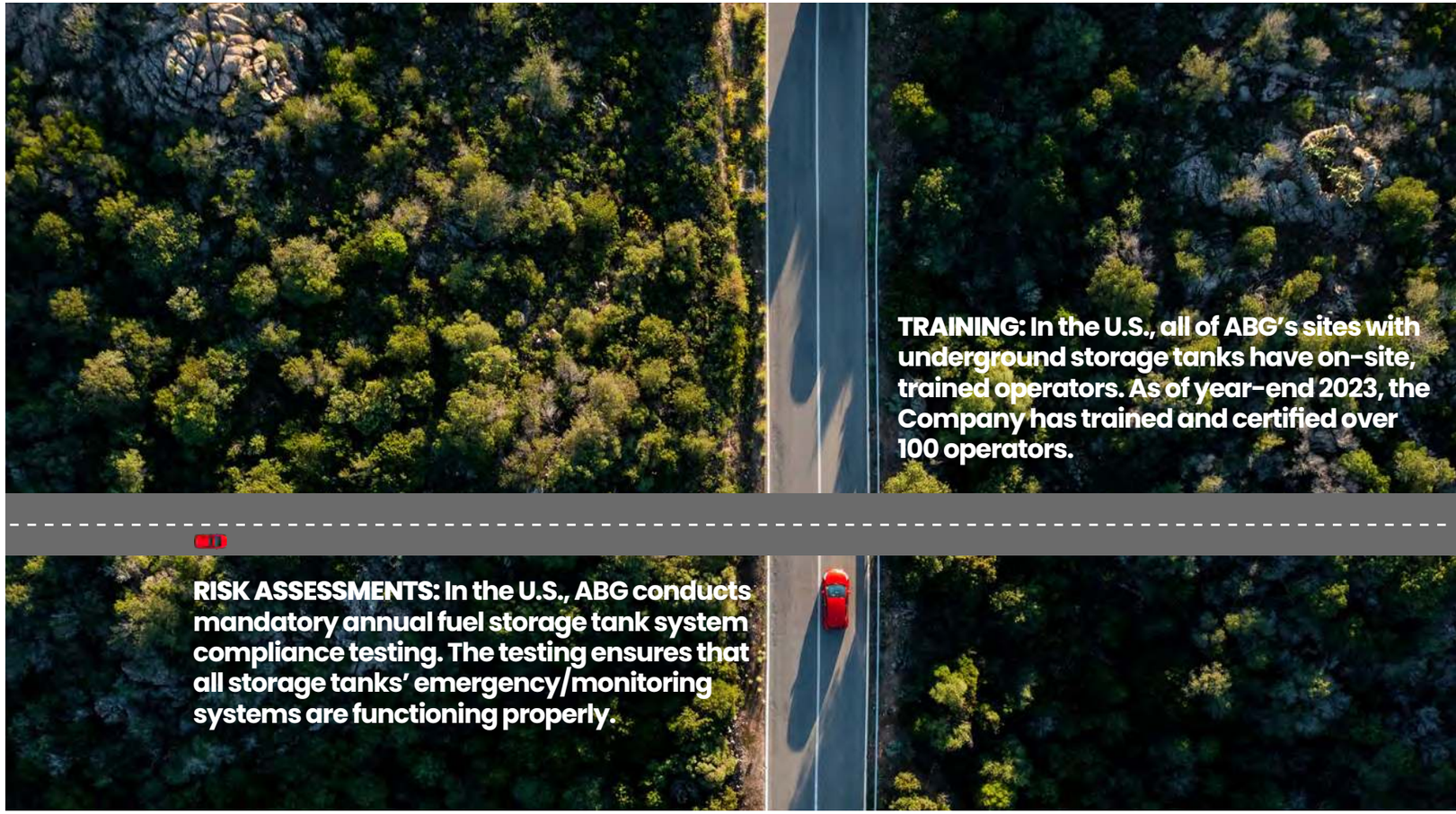
* In 2023, the World Resources Institute (WRI) launched Aqueduct 4.0, the latest iteration of WRI's water risk framework. The Aqueduct 4.0 tool includes updated data which now finds that one-quarter of the world's population are currently exposed to extremely high water stress annually. ABG's increase in the percent of water consumed in regions with high or extremely-high baseline water stress reflect this update.

ENVIRONMENTAL COMPLIANCE

ABG's aim is to meet or exceed health and safety requirements, and comply with environmental protection laws at all locations, globally. In the U.S., ABG'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, ABG's Corporate Design and Construction team oversees our environmental compliance program and supports compliance with all federal, state, and local environmental regulations.

Throughout the U.S., ABG engages with teams of environmental consultants to manage regulatory environmental programs. These programs relate to Spill Prevention, Control, and Countermeasure (SPCC), Stormwater Pollution Prevention Plan (SWPPP), car wash wastewater management, underground and aboveground storage tanks, and hazardous waste and materials. Additionally in the Americas, the Company maintains a spill hotline, 24/7.



ENVIRONMENTAL IMPACT AND PERFORMANCE

ENERGY AND GREENHOUSE GAS EMISSIONS

With approximately 99% of ABG's global emissions attributed to the Company's fleet, the transition to hybrids and EVs is key to achieving our GHG reduction goals.

GHG EMISSIONS BY ACTIVITY



CAR AND TRUCK RENTAL

99%

6,349,360

GHG Emissions
(CO_2e metric tons)

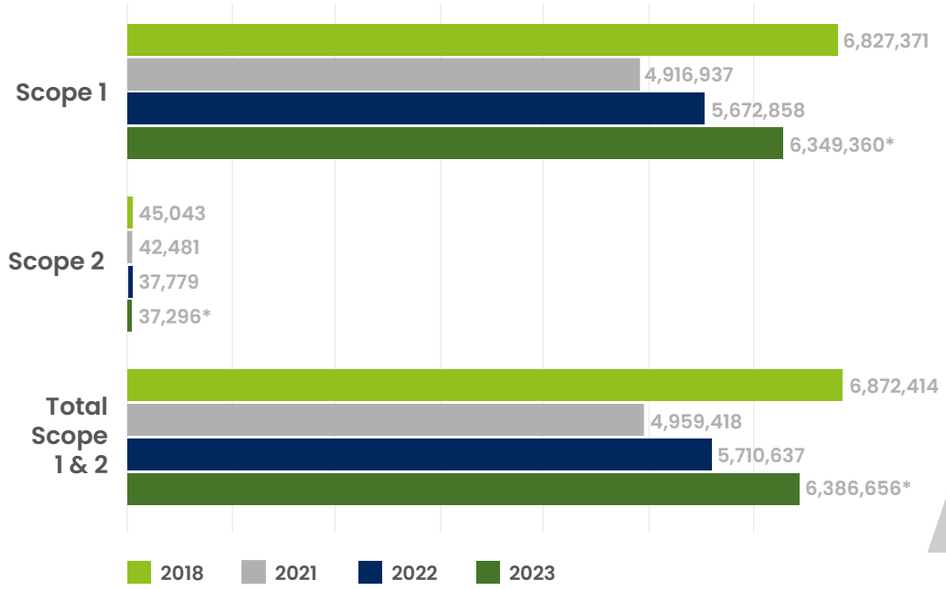
PHYSICAL LOCATIONS

1%

37,296

GHG Emissions
(CO_2e metric tons)

GHG EMISSIONS (CO_2e METRIC TONS)*





2030 GHG EMISSIONS REDUCTION GOAL:

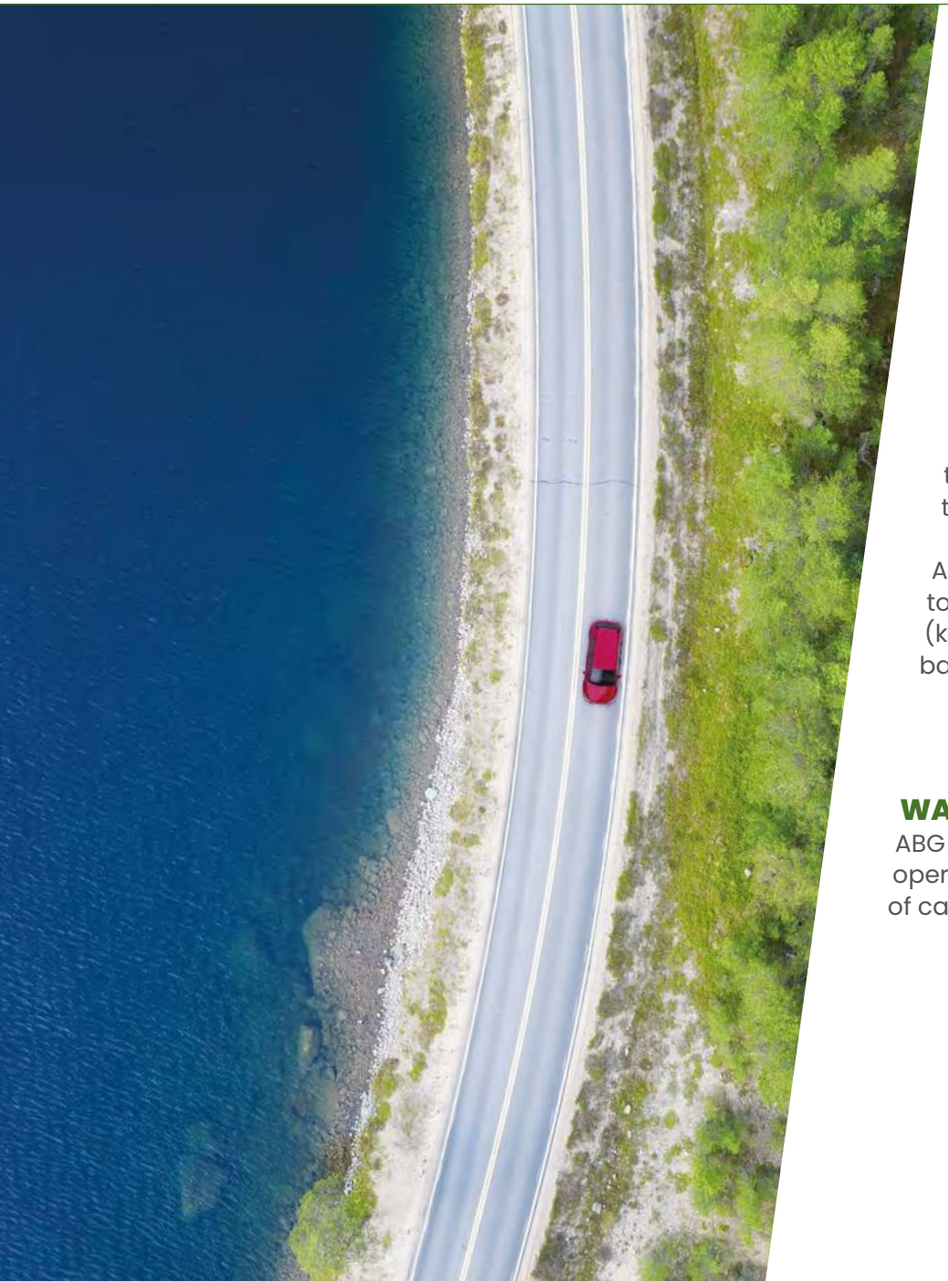
Reduce absolute GHG emissions by 30% by 2030 (from a 2018 base year).

2023 PROGRESS:

7% reduction since 2018.



*
- 2023 Scope 1, Scope 2, and Scope 3 (waste and business travel) GHG emissions data was assured by ERM CVS (third party data assurance firm). Our GHG emissions inventory is calculated using the EPA Center for Corporate Climate Leadership tool which is aligned with The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard.
- Reporting period: Calendar Year (January 1 – December 31).
- Reporting Boundary: Operational Control. Our GHG inventory excludes licensees' operations.
- Scope 1 from our Fleet originate from customers' miles driven and fuel consumption. Fuel consumption is calculated using car manufacturers' city miles per gallon (MPG) specifications for ICE vehicles and miles per gallon equivalent (MPGe) for electric vehicles. In 2023 , we identified that some miles driven for non-connected cars were overestimated. To address this, all rental transactions with 1,000+ miles driven per day were adjusted to 132 miles (average miles driven per day in 2021).
- Scope 1 GHG emissions (non-fleet): This includes emissions from stationary combustion sources namely natural gas, propane, and fuel oil usage in U.S tracked by the Engie Impact platform and certain European sites. Refrigerant usage is currently excluded, as activity is immaterial relative to fleet emissions.
- Scope 2 GHG emissions are based on purchased electricity at our owned, rented, and operated locations using the Location-Based approach. Approximately 40% of our locations, including European facilities and leased facilities in the U.S., are not managed by our utility bill management software. For these locations, electricity consumption was estimated using kWh expenses and the average kWh price of 16 cents per kWh paid at our U.S. locations in 2023.



WATER

ABG's global water footprint is mainly attributed to car washing and maintenance at our locations. In 2023, water consumption in the U.S. increased by 10% compared to 2018 due to strong demand for vehicle rentals. To offset this increase, ABG intends to continue to explore opportunities to reduce water consumption through water efficiency practices and technologies.

Although total water consumption increased in 2023 due to the strong demand for rental vehicles; water intensity (kGal/revenue) decreased by 18% compared to our 2018 base year, and by 3.5% compared to 2022.

WASTE

ABG complies with waste regulations across all global operations, which may require recycling or repurposing of car batteries, used oil, windshields, and tires.

2030 WATER REDUCTION GOAL:*

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

2023 PROGRESS:**

10% increase since 2018.

2030 WASTE REDUCTION GOAL:*

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

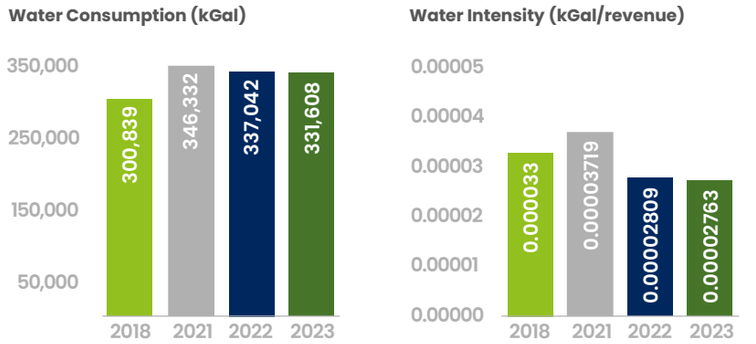
2023 PROGRESS:

Zero waste-to-landfill maintained.

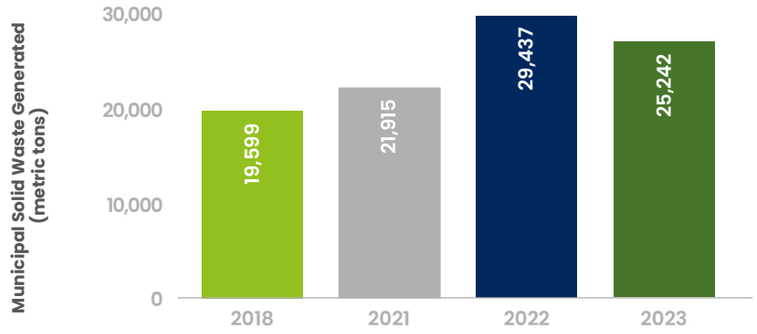
* The scope of these goals covers ABG's U.S. operations only.

** In 2023, water consumption increased 10% compared to the 2018 base year, primarily due to strong demand for vehicle rentals.

WATER FOOTPRINT (U.S.)



NON-HAZARDOUS WASTE (U.S.)



2023 REGULATED WASTE STREAMS (GLOBAL)

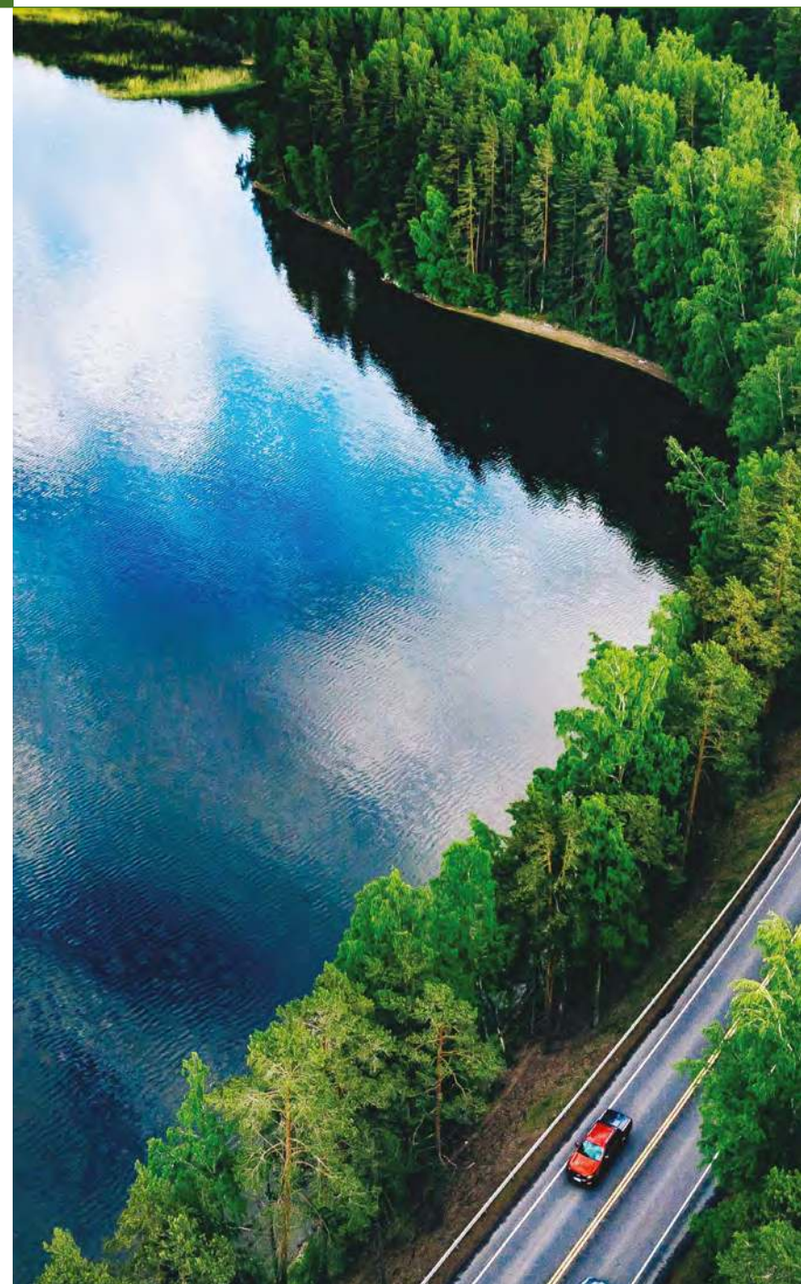
1,100,000 Gallons of used motor oil recycled or repurposed

371,644 Tires recycled or repurposed

20,661 Car batteries recycled

23,878 Windshields repaired

110,958 Windshields recycled



SUPPORTING PEOPLE AND COMMUNITIES



DIVERSITY AND INCLUSION

ADVANCING DIVERSITY AND INCLUSION

Avis Budget Group (ABG) embraces and promotes diversity and inclusion within the Company's workforce, consumer base, communities, and supply chain. As an equal-opportunity employer, we strive to provide an inclusive workplace that embraces and celebrates demographic, cultural, and lifestyle differences. We value each employee, whose talent, skills, and personality has helped to establish the Company as a leading global mobility provider.

#PowerofDIFFERENT

ABG is committed to building a diverse and inclusive work environment where employees feel valued for their uniqueness, recognized for their diverse talents, and where they can bring their whole selves to work. Through the Company's #PowerofDIFFERENT strategy, we embrace and celebrate the demographic, cultural, and lifestyle differences of our employees.

As part of this strategy, in 2023, ABG launched its Women in Operations program, aimed at fostering the growth and advancement of women within operational roles. The program includes key components to drive progress throughout our organization.

Recruiting Diverse Talent

ABG's talent strategy is solidly rooted in attracting and retaining a diverse workforce. Our Talent Acquisition teams have strong relationships with organizations that help us reach a diverse pool of candidates including people of color, veterans, those who identify as LGBTQ+, and those with disabilities. To further support our recruitment goals, ABG's Unconscious Bias training is available to all hiring managers and recruiters globally.

Following an audit study of 97 U.S. companies, ABG was recognized in 2024 by the New York Times as a leading organization for equitable recruitment practices. This recognition validates our strategies towards creating an inclusive and fair workplace for all.

2030 DIVERSITY IN THE WORKPLACE GOAL:

Maintain at least **50%** diversity in the Company's workforce by 2030.

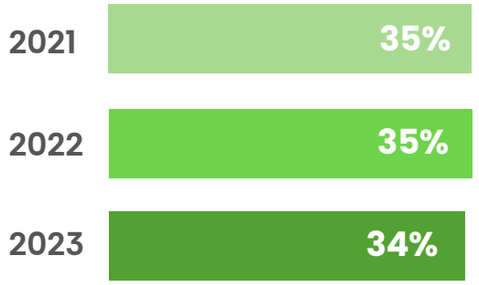
2023 PROGRESS:

66% minority representation across all job categories in the U.S.

U.S. MINORITY REPRESENTATION



GLOBAL WOMEN REPRESENTATION



Building a Diverse Community of Employees

To provide a channel for voices to be heard, ABG has four employee resource groups (ERGs) open to all employees under its #PowerofDIFFERENT strategy. The ERGs are comprised of employees from diverse backgrounds and advocate for equity, look for advancement opportunities, and facilitate discussions to promote a more equitable and inclusive workplace. Our ERGs focus on three strategic areas:

Education & Awareness: Building on our collective experiences, knowledge, and expertise to create an equitable and inclusive workplace.

Inclusive Talent & Culture: Ensuring our talent acquisition and development strategy focuses on maintaining a diverse workforce, and grows talent in ways that recognize, celebrate, and leverage our differences.

Connections & Partnerships: Creating opportunities to connect, not only with each other internally, but through key external partnerships that align with our philosophies and beliefs.

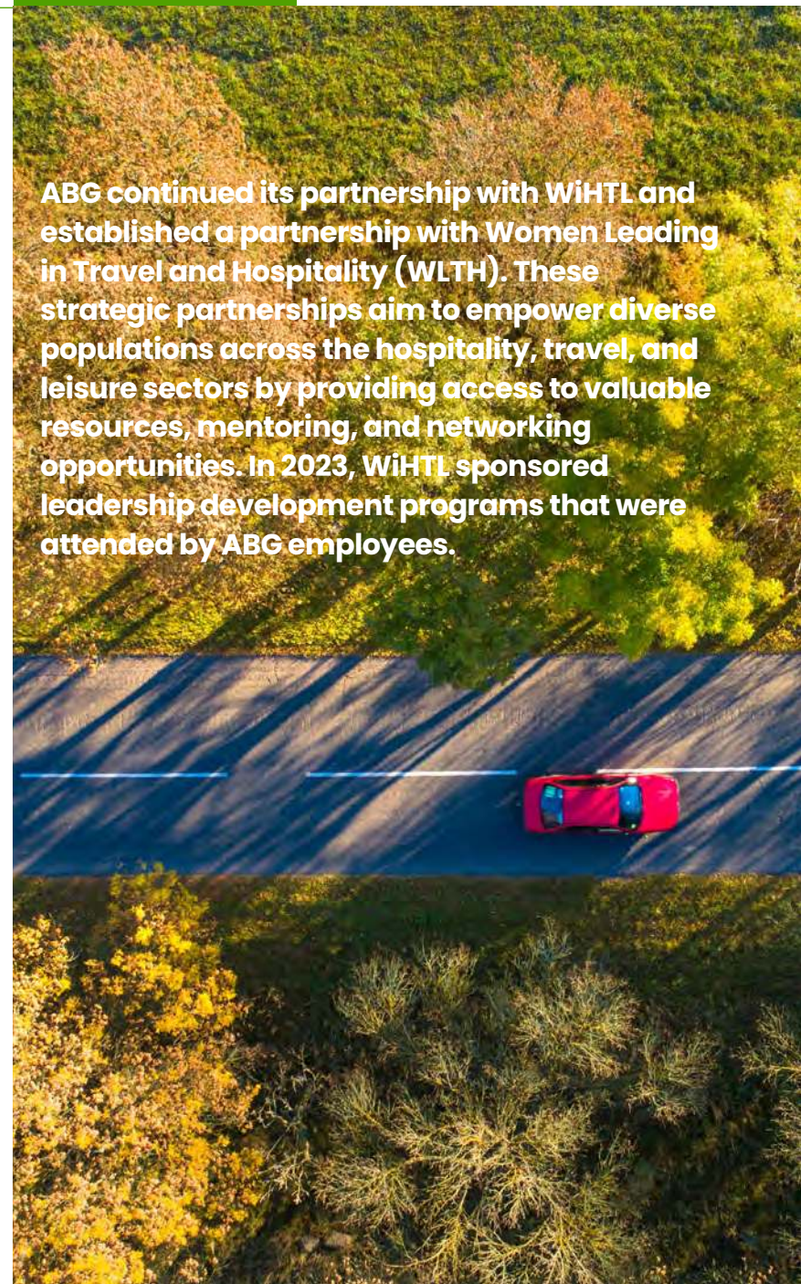
Each year, our ERGs lead various events and activities aimed at fostering diversity and inclusion. Through these initiatives, ABG reinforces its commitment to diversity, inclusivity, and recognizing the diverse experiences and perspectives of individuals both within and outside the organization.

#PowerofWOMEN: Fostering women in their careers through programs that focus on increasing female representation in the workplace and supporting women both at ABG and in our communities.

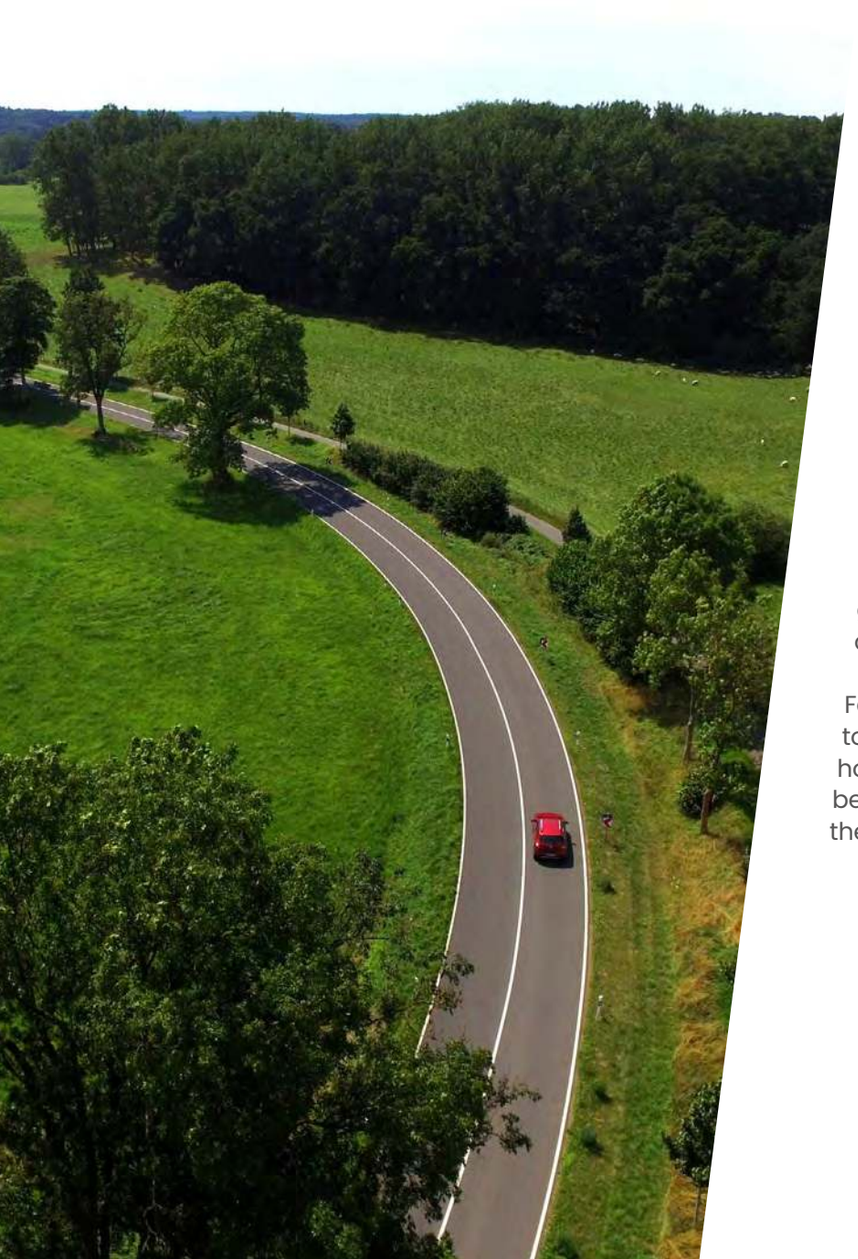
#PowerofVETERANS: Providing career support and opportunities that address the unique needs of current and former service members; and promoting involvement in veteran friendly programs that benefit these employees, their families, and their communities.

#PowerofPRIDE: Promoting a positive and inclusive environment through education, advocacy, and networking, which celebrates our LGBTQ+ community, with the aim of becoming an employer of choice for LGBTQ+ individuals and their allies.

#PowerofCOLOR: Encouraging open discussion among all employees, promoting awareness of the unique experiences of people of color, and supporting opportunities that remove barriers.



ABG continued its partnership with WiHTL and established a partnership with Women Leading in Travel and Hospitality (WLTH). These strategic partnerships aim to empower diverse populations across the hospitality, travel, and leisure sectors by providing access to valuable resources, mentoring, and networking opportunities. In 2023, WiHTL sponsored leadership development programs that were attended by ABG employees.



Maintaining Gender Pay Equity

Gender pay equity is an integral part of our Company's diversity and inclusion strategy.

We maintain 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.

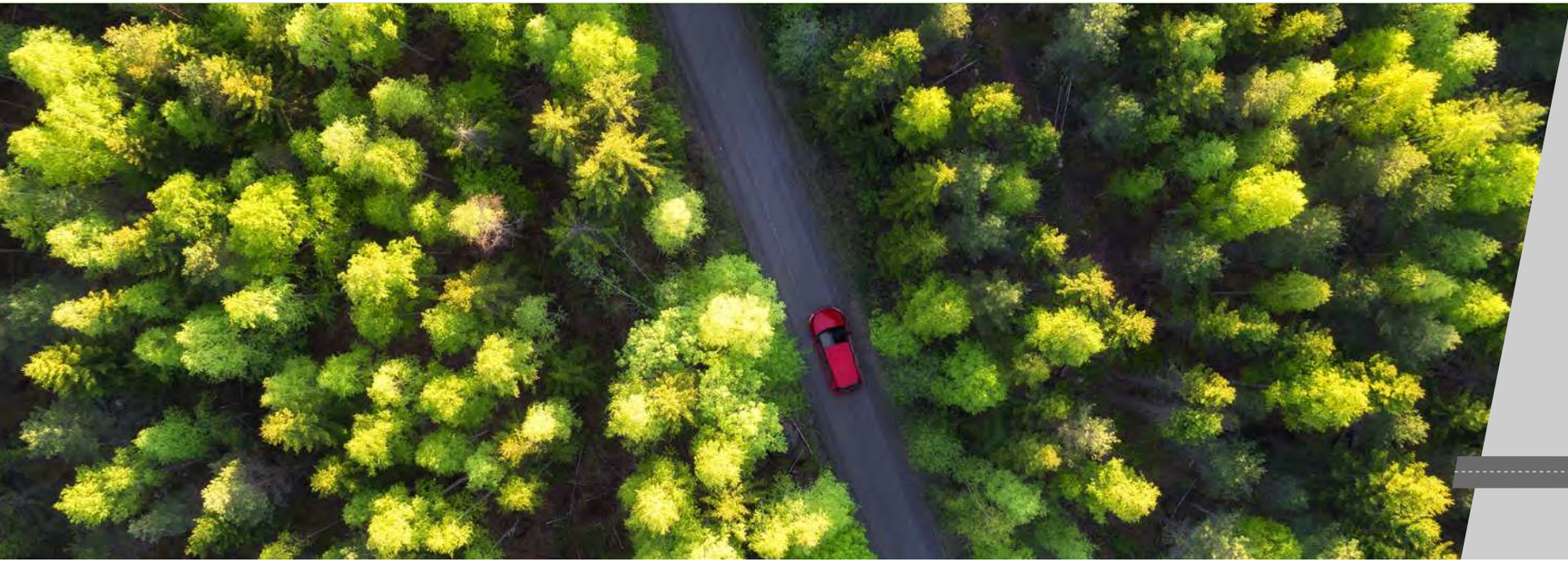
For all managers, ABG evaluates base salary placements relative to internal salary ranges, regardless of gender. For our frontline, hourly workforce (non-management employees), all employees begin at the same rate based on their location and position, and the Company applies annual pay increases based on tenure.

2030 GENDER PAY EQUITY GOAL:

Achieve **100%** gender pay equity globally by 2030.

2023 PROGRESS:

On track to achieve gender pay equity globally.



2030 SUPPLIER DIVERSITY GOAL:

Invest **$10 billion** in aggregate with diverse suppliers by 2030 (from a 2021 base year).

2023 PROGRESS:

$11 billion invested with diverse suppliers since 2021.

Expanding Supplier Diversity

ABG strives to provide an inclusive environment to conduct business with minority, women, airport concession, disadvantaged, LGBTQ+, disabled veteran, and veteran-owned certified businesses. 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 diverse business opportunities.

ABG is an industry leader in supporting diverse suppliers and investing into Minority and Women-Owned Business Enterprises (MWBEs). We are also recognized as one of America's Top Corporations for MWBEs by the Women's Business Enterprise National Council (WBENC) – the only vehicle rental Company to earn a spot on the annual listing since 1999.

Since 2009, ABG has been an active member of the exclusive Billion Dollar Roundtable (BDR), with the continued distinction as the only vehicle rental Company representative. BDR mandates that all corporate inductees spend at least one billion dollars annually with certified minority-and women-owned businesses on a first-tier basis.

Working with Diverse Suppliers

ABG continues to work with critical diverse suppliers. ABG'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.

Globally, we evaluate opportunities to engage with businesses that promote diversity. In Germany, we partnered with a logistics provider dedicated to the inclusion of people with disabilities to fulfill orders for charging cables and promotional materials. In the U.S., we continue to work with an African American-owned insurance broker. This agency provides online learning modules for our rental agents on the ancillary insurance products that we offer to customers and represents ABG as our broker for liability, personal accident, and personal effects insurance. By engaging with this broker, ABG meets its business needs while supporting the Company's objective to increase spending with ACDBEs.

EMPLOYEE HEALTH, SAFETY, AND WELL-BEING

OUR SAFETY CULTURE

The health and safety of our employees is one of our highest priorities, because our people are our most valuable asset. Consistent with our operating philosophy, we are committed to safety; and our core belief is that health and safety is every employee's responsibility, not only for each other, but for our customers, vendors, and other stakeholders.

Training and Engaging Employees to Promote Safety

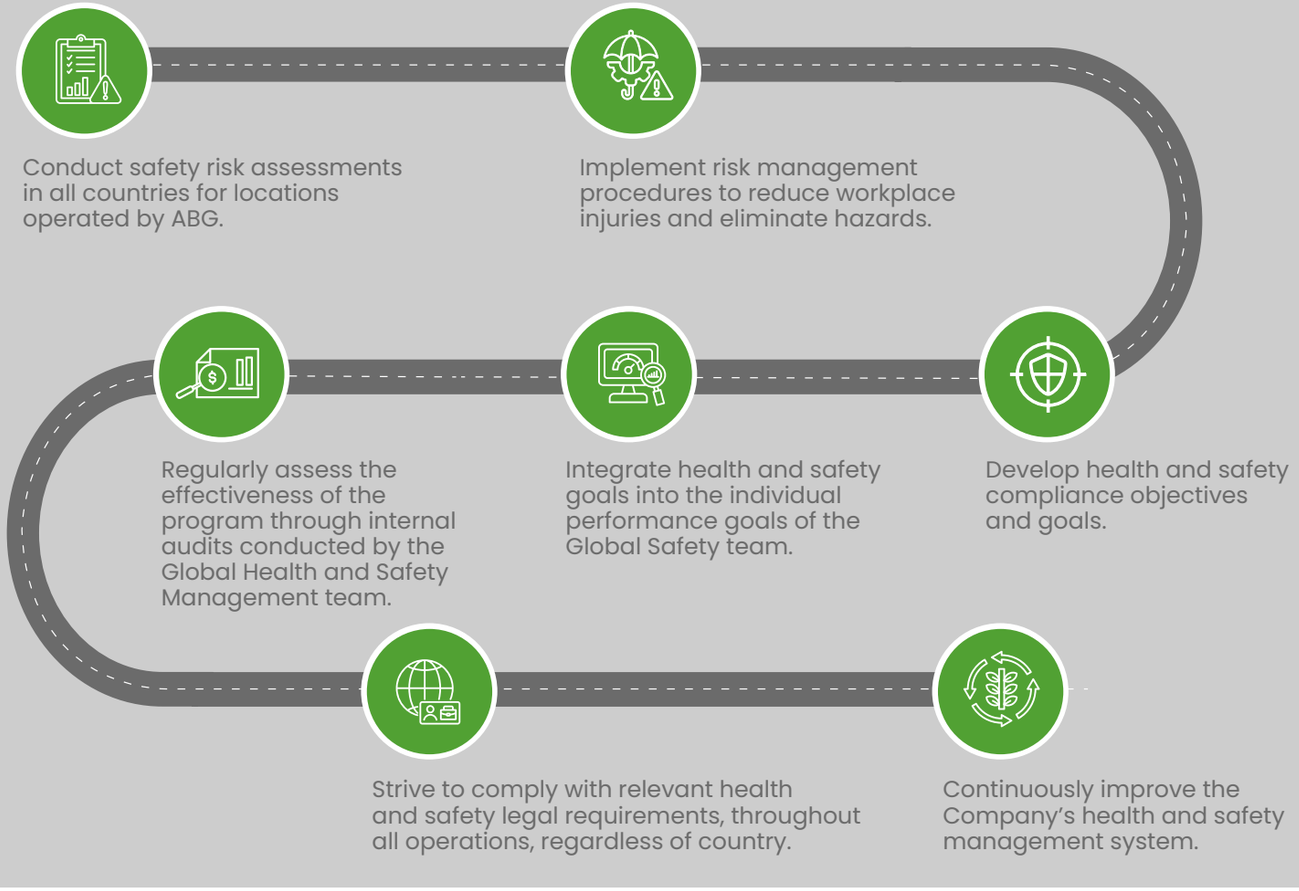
ABG provides general and job-specific health and safety training for all work groups, globally. ABG also encourages managers and employees to participate in safety meetings and regular workplace inspections.

Over the past two years, we enhanced our training programs and launched new safety training courses, ranging from general safety policies and practices to chemical safety. Seven additional health and safety courses were rolled out to support our global onboarding processes for new hires. In 2023, the Company's motor vehicle safety training course was fully integrated on a global scale and is key to solidifying our support for the United Nations 2030 Road Safety initiative to reduce motor vehicle-related fatalities.

Enhancing Safety Tracking

In 2023, ABG expanded its tracking and reporting to encompass global health and safety metrics. This achievement allows the Company to move toward global visibility regarding the effectiveness of our Global Health and Safety program.

HEALTH AND SAFETY MANAGEMENT SYSTEM ELEMENTS



Supporting Employee Well-being

ABG's employee benefits vary by country to reflect local practices and cultures; however, the Company's commitment to providing comprehensive and meaningful benefits and resources is consistent across the globe. Our "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.

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. ABG 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 ABG PHYSICAL WELL-BEING BENEFITS AVAILABLE TO EMPLOYEES IN 2023

FRANCE

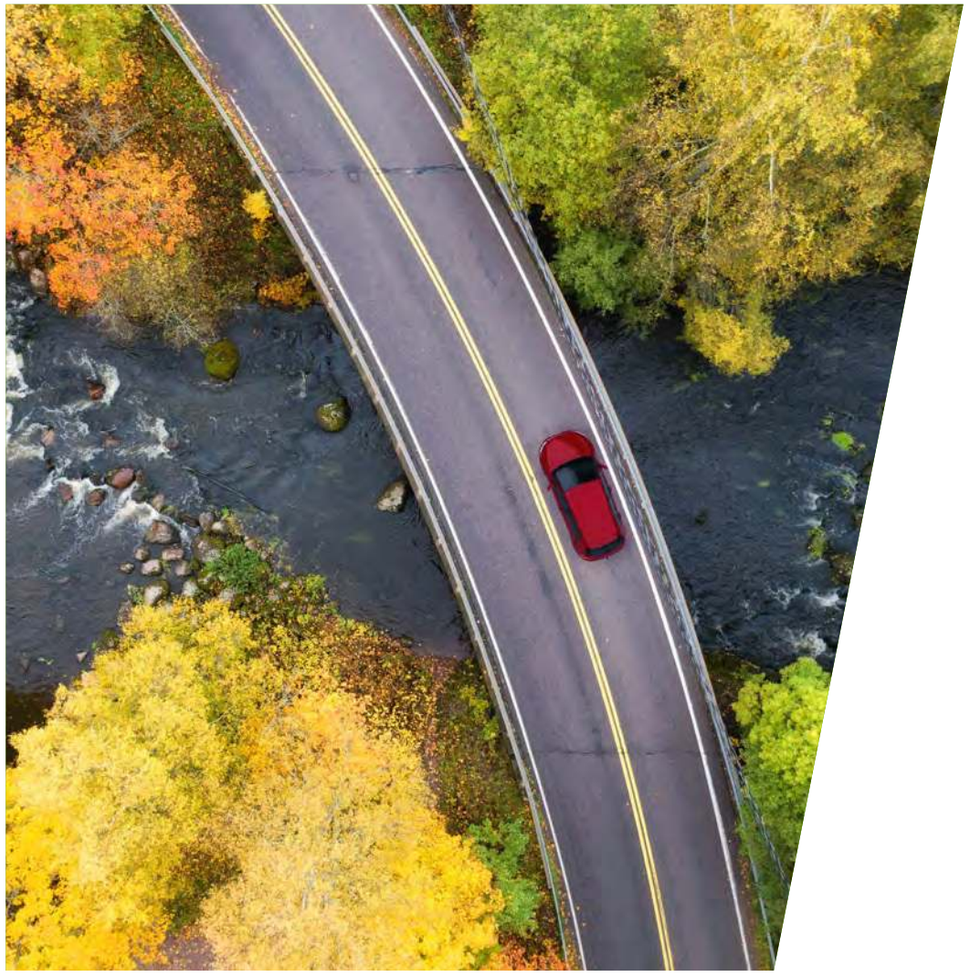
In France, the Company offers a competitive benefits package including meal vouchers, extra holidays, and a health insurance program. Employees also have access to work council benefits, including discounted theater tickets, shopping and leisure vouchers, and various travel and entertainment discounts.

ITALY

In Italy, the Company offers competitive benefits including meal vouchers, life and health insurance programs, 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. In 2023, we refurbished the Italian headquarters with a gym and well-being area, freely available for our employees to use.

SPAIN

In Spain, the Company offers 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. Employees are rewarded for their hard work with the provision of additional vouchers and team activities.



EXAMPLES OF ABG PHYSICAL WELL-BEING BENEFITS AVAILABLE TO EMPLOYEES IN 2023

UNITED KINGDOM

In the U.K., the Company provides healthcare coverage for its entire U.K. workforce, including a health cash-plan for frontline employees, allowing them to save on routine healthcare such as dental checkups and treatment, eye examinations and prescription eyewear, physiotherapy treatment, and 24/7 access to doctors and counseling services. ABG also partnered with Perkbox, a benefits platform that provides employees with access to a wide range of deals, discounts, and free products.

UNITED STATES

In the U.S., ABG's healthcare programs include free preventative care. Employees can participate in many 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. The programs also cover a broad range of medically necessary services, such as Transgender Health Benefits including coverage of mental health, hormonal therapies, and surgical treatments. Partners are eligible for dependent benefit coverage. Employees can also choose a dependent-care flexible spending plan, which allows for reimbursement of dependent-care costs with tax-free dollars. At the end of 2023, ABG opened its brand new world headquarters building, offering free on-site amenities for employees including a fitness center, cycling and cross-training studios, a pickleball court, and other amenities.

Emotional Well-being

Emotional well-being is as important as physical well-being. Employees that feel emotionally supported by their employer, including through benefits, are more connected to their workplace and their communities. ABG seeks to break down barriers around mental health by providing employees with services to mitigate mental distress, as well as other tools.

In several countries, ABG provides free access to an Employee Assistance Program (EAP) to assist employees and their family members with work/life issues and to help resolve any personal matters. This can include programs ranging from mental and emotional well-being 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 new 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. ABG 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.

ABG believes it is important for employees to benefit from the industry they work in. The Company therefore provides them, 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, ABG also provides a variety of local perks and discounts designed to appeal to our teams in each country wher we operate.

EXAMPLES OF ABG EMOTIONAL WELL-BEING BENEFITS AVAILABLE TO EMPLOYEES IN 2023

AUSTRALIA	In Australia, ABG partners with R U OK?, an organization that raises awareness about the importance of mental health and well-being. R U OK? provides training to ABG's Australian employees on how to identify and have conversations with team members who may be struggling with mental health.
UNITED STATES	In the U.S., ABG offers free digital emotional well-being support tools, including Neuroflow, to help strengthen mind and body connection through interactive activities, and BetterHelp, which provides free virtual therapy through its digital counseling platform. In addition, those needing additional emotional health and wellness support have access to free virtual therapy from BetterHelp, the world's largest digital counseling platform.

EXAMPLES OF ABG FINANCIAL WELL-BEING BENEFITS AVAILABLE TO EMPLOYEES IN 2023

UNITED KINGDOM	In the U.K., ABG introduces two financial well-being benefits. This included access to a range of special savings accounts that offer tax savings and government bonuses, and voluntary critical illness coverage.
FRANCE	In France ABG partners with Action Logement, an national organization which facilitates access to housing to promote employment. ABG also engages with Generali, which offers an individual social assistance fund for employees in times of exceptional need.



EMPLOYEE ENGAGEMENT AND DEVELOPMENT

ENGAGEMENT

At ABG, 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 our employees' current and future success.

To further engage employees globally, the three pillars of our Employee Value Proposition (EVP) – People, Performance, and Purpose – are fully integrated into all aspects of our operations. This extends from our people-driven values and our culture of driving performance, together, to providing safe and sustainable mobility solutions that make a difference to the lives of our colleagues, customers, and communities.

Gathering Feedback Through the Global Pulse Survey

Twice a year, ABG conducts a Global Pulse Survey (G.P.S.) to ask its 24,500 employees various questions about the Company's vision and values, aiming to measure performance and progress. In 2023, 77% of employees responded across the two surveys with approximately 82% of responders agreeing or strongly agreeing that they would recommend ABG as a Great Place to Work.

Learning and Development Programs

ABG coaches, encourages, and enables every employee to realize their potential and learn how their skills, experiences, and training can be adapted and applied to other roles.

To promote learning, ABG provides access to a variety of on-demand digital learning and on-the-job, leader-led, and peer-to-peer development experiences that are engaging, inspiring, and valuable. Through the Company's "Driving Performance, Together" program, ABG sets performance and development goals, and provides a quarterly employee review process.

New Hire Learning and On-Boarding

In ABG's North America region, the Role-Based Learning curriculum aims to provide skill and task training to field and corporate employees, enhancing their competencies and ensuring they can perform their specific roles effectively. The curriculum covers a wide range of topics, including technical skills, soft skills, compliance, and industry-specific knowledge. By offering targeted learning experiences, ABG aims to empower its workforce and drive overall organizational success.

In ABG's Pacific region, the On-boarding Training program aims to support the smooth on-boarding of all employees in the region. Throughout the program, ABG equips new employees with the necessary knowledge, skills, and resources to succeed in their roles.

In ABG's EMEA region, new comprehensive training programs were implemented for both operations managers and rental sales agents. These role-specific courses were designed to provide new or promoted employees with the essential expertise, abilities, and tools required for their professional success.

COMMUNITY SUPPORT

GIVING BACK

With operations globally, ABG is committed to supporting local communities and charitable partners through its "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. As well as encouraging employees to volunteer in their local communities, ABG is committed to supporting a variety of causes that aid people in crisis situations.

Supporting Community Resilience

For more than 75 years, ABG 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. ABG utilizes an "all hands on deck" approach within the Company's incident management strategy to respond to incidents effectively. We also developed longstanding partnerships with leading national disaster response agencies to strengthen our ability to provide support to affected customers, employees, and communities.

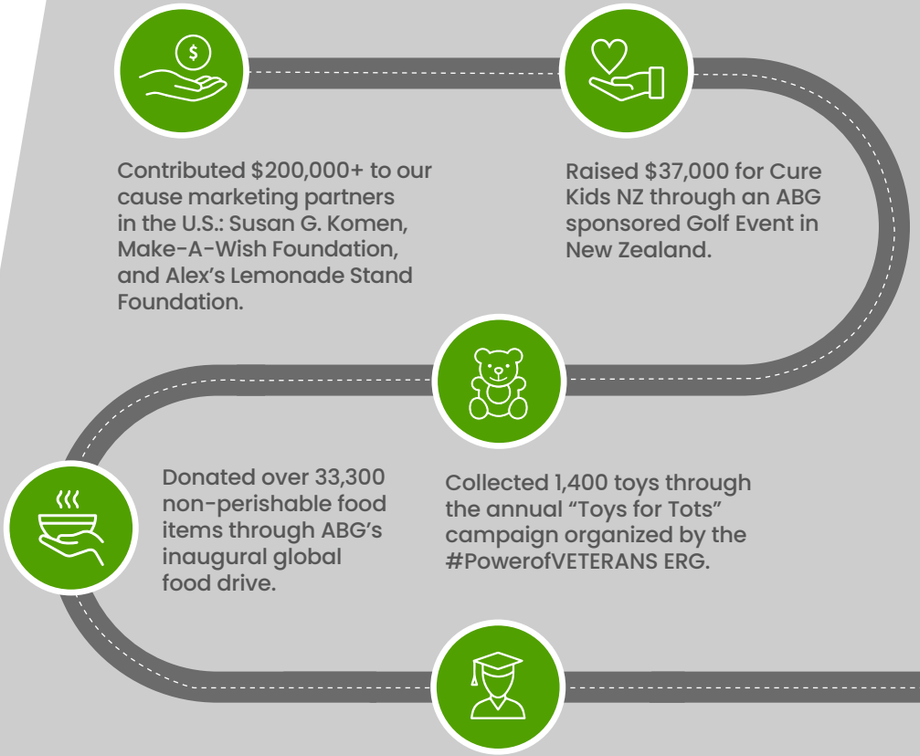
Taking the Lead to Make Communities Safer

ABG aims to engage with stakeholders to support community safety. For example, in collaboration with consumer advocacy groups, the Company was pivotal in shaping safety recall legislation applicable to the industry. ABG also continues 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.

Drive to Do Good

In 2023, ABG launched its inaugural global food drive campaign as part of the "Drive to do Good" initiative, setting a goal to collect 25,000 food items. Throughout October, employees worldwide united to collect 33,300 non-perishable food items, which were donated to local food banks and homeless shelters. Additionally, ABG made a financial contribution to the UN World Food Program.

2023 COMMUNITY ENGAGEMENT AND SUPPORT ACTIVITIES



HUMAN RIGHTS

OUR HUMAN RIGHTS COMMITMENT

As a provider of global mobility solutions, we are committed to operating in a manner that is consistent with the UN Guiding Principles on Business and Human Rights and the International Labor Organization's Fundamental Conventions. Guided by the Company's Human Rights Policy Statement, ABG focuses on creating a culture and business based on transparency, inclusion, mutual respect, responsibility, and understanding. This includes the belief that human trafficking, forced labor, and child labor should have no place within our Company's operations and supply chains.

Protecting Human Rights in Our Supply Chain

To support compliance with the human rights standards set forth in the Company's Third Party Standards of Conduct, ABG 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.

Respecting Labor Rights

ABG recognizes the right of all employees to voluntarily organize and choose a labor organization for the purposes of collective bargaining. Where existing labor organizations have been established, the Company has implemented mechanisms to promote effective, open, and respectful communication between employees, their representatives, and management. ABG aims to adhere to all applicable employment laws and regulations in all locations around the world. As of year-end 2023, 28% of our employees were covered by collective bargaining or similar agreements with various labor unions.

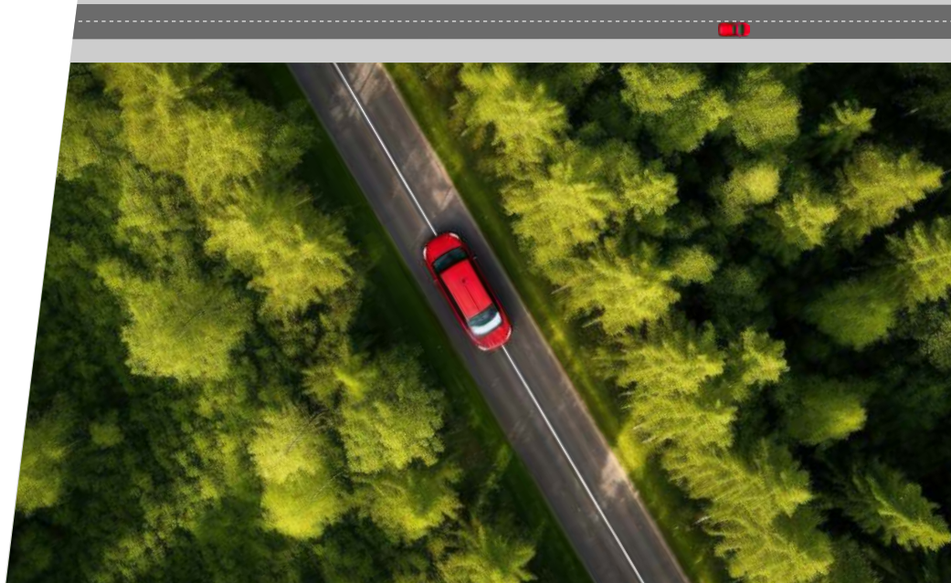
The Company provides equal employment opportunities without regard to race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, ancestry, citizenship status, marital status, veteran status, disability, medical condition, genetic information, or any other legally protected category. We have a zero-tolerance policy for unlawful discrimination or harassment of any kind.

2030 HUMAN TRAFFICKING AWARENESS TRAINING GOAL:

Train **100%** of rental agents on human trafficking awareness by 2030.

2023 PROGRESS:

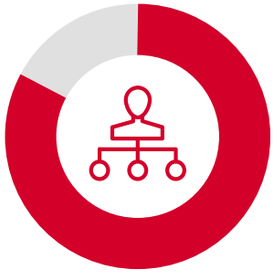
Launched Human Trafficking Awareness training to all global front-line managers and customer facing employees; **100%** of these employees completed the course.



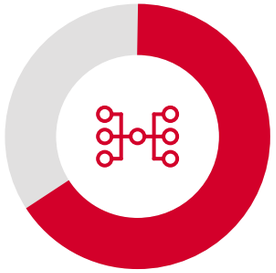
GOVERNANCE AND BUSINESS ETHICS



BOARD OVERSIGHT



83%
of directors are women or belong to ethnic and/or racial minority groups.



66%
of Board Committees are chaired by women or belong to ethnic and/or racial minority groups.



100%
of the Audit, Compensation, and Corporate Governance Committee members are independent.

BOARD OF DIRECTORS

Avis Budget Group's (ABG) 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 ABG's corporate governance practices, including responsibilities for establishing and maintaining the most effective leadership structure.

ABG's current Board leadership structure consists of an Executive Chairman of the Board, Vice Chairman of the Board, as well as fully independent Audit, Compensation, and Corporate Governance Committees.

DRIVING ESG GOVERNANCE

The Board of Directors and ABG's senior leadership team recognize the importance of prioritizing an environmental, social, and governance (ESG) strategy across the organization.

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

ESG GOVERNANCE STRUCTURE

BOARD OF DIRECTORS (CORPORATE GOVERNANCE COMMITTEE)

The Corporate Governance Committee reviews significant ESG policies, processes, and commitments; and provides updates to the full Board of Directors at least annually.

ESG STEERING COMMITTEE

The ESG Steering Committee is comprised of ABG's President and CEO and his direct reports, and provides oversight of the Company's global ESG strategy.

ENVIRONMENTAL SUBCOMMITTEE

The Environmental Subcommittee is comprised of leaders from disciplines throughout the Company, and develops the Company's strategy to measure and reduce environmental impacts. This subcommittee typically provides quarterly updates to the ESG Steering Committee.

ETHICS AND COMPLIANCE

DRIVEN BY OUR VALUES

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

Code of Conduct

ABG'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 all applicable rules and regulations that apply to the Company, its officers, and directors.

The Code of Conduct applies to all ABG's officers and employees, including the Company's principal executive officer, principal financial officer, and principal accounting officer. 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.

Integrity Hotline

To report concerns related to ethics and compliance, ABG's confidential Integrity Hotline can be accessed 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. The Board, through its Committees, also receives annual updates on Integrity Hotline reports.

Anti-Corruption and Bribery

ABG prohibits all forms of corruption and bribery. The Company's Code of Conduct and Anti-Corruption Policy support Company compliance with the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act, and all 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 assessment by the Internal Audit department, which is structurally independent from other business lines and is overseen by the Board's Audit Committee.

ABG also provides additional employee guidance regarding anti-bribery and corruption, when necessary.

ETHICS AND COMPLIANCE PROGRAM

Code of Conduct

Translated into 14 languages, and available to all ABG employees.

Confidential Integrity Hotline

Available to all employees 24/7 and accessible through a dedicated phone line and website.

Investigative Procedures

All integrity hotline reports are investigated. Where applicable, adhoc 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.

Training and Awareness

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.

Risk Assessments

ABG's Internal Audit department conducts periodic enterprise risk assessments, which may include business ethics topics.

Third Party Due Diligence Processes

Fostering sustainable relationships with ABG's business partners, agents, consultants, suppliers, and other third parties is important to the Company's success.

ABG'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 BY ABG MAY BE CONDUCTED FOR THE FOLLOWING REASONS:

- When considering new business partners.
- Before renewing a multi-year agreement.
- Upon knowledge of significant contract changes.
- 5 years from completion of the previous due diligence.
- 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 AND CYBERSECURITY

PROMOTING AWARENESS AND SECURITY

ABG's data privacy and information security programs are designed to comply with data privacy laws and align with both ISO 27001 controls and the National Institute of Standards and Technology (NIST) framework.

Data Privacy and Information Security Programs

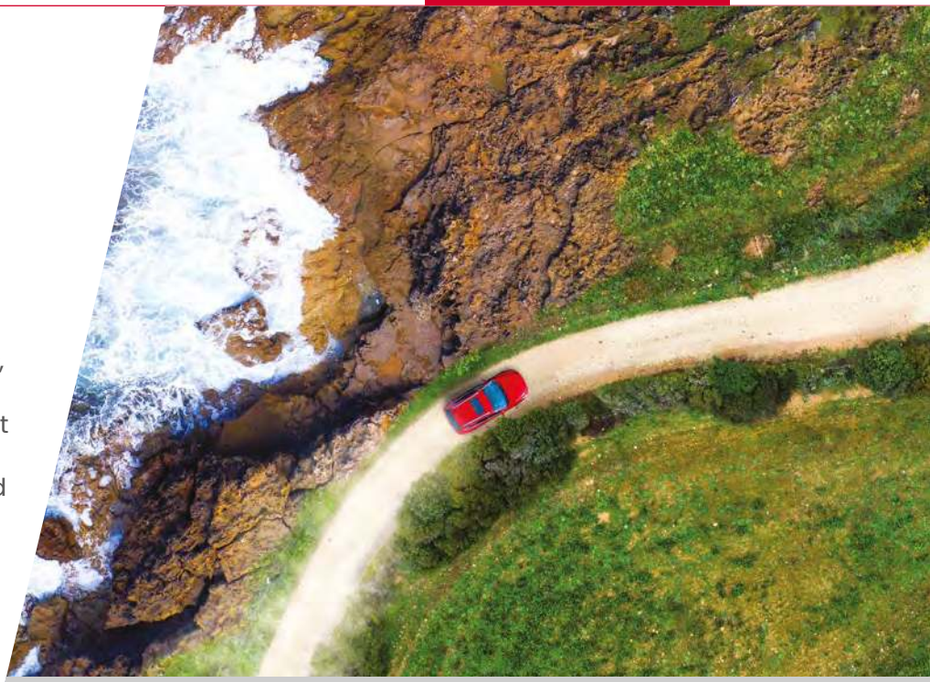
The Company's data privacy and information security programs include the following principles:

- 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 ABG's data privacy and information security programs. The Company employs administrative, technical, and physical defenses to protect personal information from unauthorized access, modification, or disclosure.

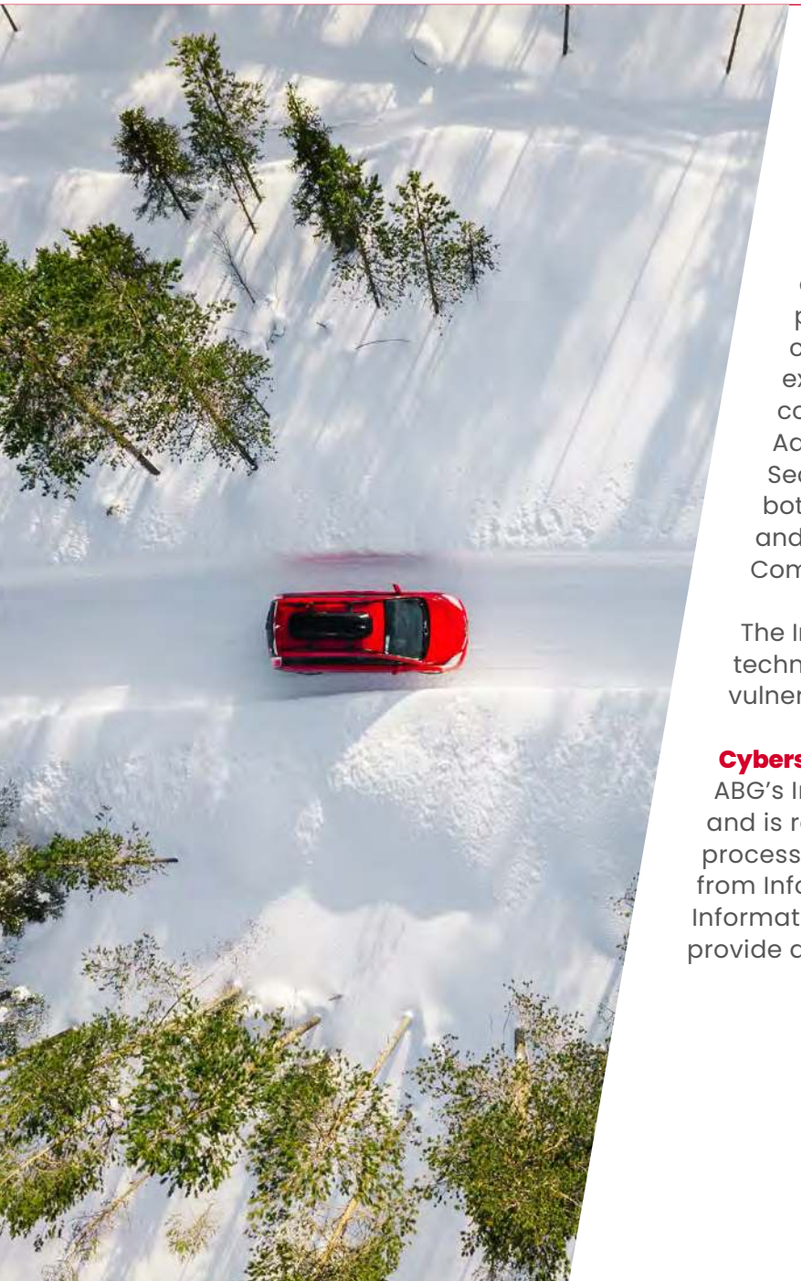
Governance and Oversight

ABG'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, including information on current control audits, risk assessments, and activities undertaken to protect information technology assets.



100% of ABG's information security team members are certified by relevant security certification programs (CISSP, CISA, CISM, PCI-ISA, etc.).

100% of ABG's operational sites are PCI compliant.



Audits and Risks Assessments

ABG'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, ABG 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) on the Company's Global Information Security team.

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

Cybersecurity Incident Management

ABG's Information Security team leads the 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.

Training and Awareness

Across the organization, ABG 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.

In 2023, ABG continued to expand its Company's data privacy and information security awareness campaign by implementing additional phishing and social engineering avoidance training, including malicious attachments, business email compromise, and executive impersonation.

PUBLIC POLICY

DRIVING TRANSPARENCY THROUGH PUBLIC POLICY

ABG believes in transparency and ensuring the Company's voice is heard on policy issues that matter most to customers, employees, and the industry. Through participation in public policy, the Company aims to facilitate informed debates and constructively contribute to the policymaking process.

Governance and Oversight

ABG'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 the Company's strategy and support of key policy objectives in the U.S.

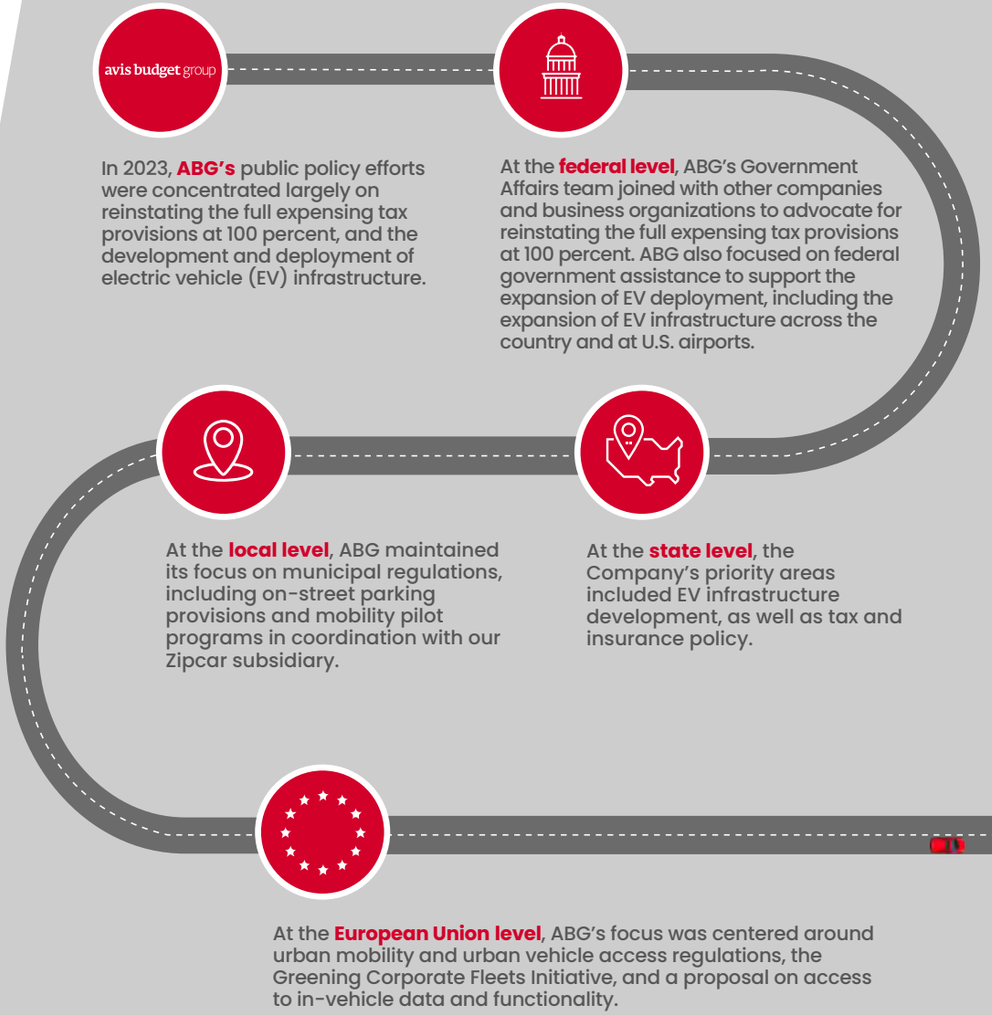
To further support U.S. policies, one of the Company's Vice Presidents of Government Affairs maintains the following roles in industry organizations:

- Board member of the American Car Rental Association (ACRA).
- Liaison between ACRA and the U.S. Department of Homeland Security.
- Board member of the Truck Rental and Leasing Association (TRALA).

Internationally, ABG 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. Across Portugal and Spain, ABG is a member of FENEVAL, the Spanish Federation of Rent-a-Car Associations, which is comprised of several country-, state-and province-wide associations. Additionally, ABG is a member of the Australian Finance Industry Association, New Zealand Automobile Association Inc., and the Rental Vehicle Association (New Zealand).

PUBLIC POLICY PARTICIPATION ACROSS THE U.S. AND INTERNATIONALLY



CUSTOMER SAFETY AND ENGAGEMENT

ENHANCING SAFETY THROUGHOUT OUR COMPANY

ABG places a strong emphasis on the quality of vehicle maintenance for customer safety and satisfaction. To accomplish this goal, ABG has developed and continues to evolve specialized training programs for the Company's technicians.

Fleet Safety

ABG'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 to maximize the customer experience.

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.

2023 Fleet Safety Metrics



90%
of the U.S. fleet was rated 4 & 5 stars by the National Highway Traffic Safety Administration (NHTSA).



84%
of the EU fleet was rated 4 & 5 stars by the European New Car Assessment Program (Euro NCAP).



98%
of the Pacific fleet was rated 4 & 5 stars by the Australasian New Car Assessment Program (ANCAP).



19.7%
of the U.S. fleet was affected by OEM recalls.



1.5%
of the International fleet was affected by OEM recalls.

Customer Satisfaction

ABG's commitment to delivering a consistently high level of customer service across all our Company's brands is a critical business strategy element. The Company's "Customer Led, Service Driven™" program focuses on continually improving the overall customer experience.

Employees at ABG's Company-operated locations are trained and empowered to resolve many customer issues at the location level. Customer satisfaction metrics are continuously tracked by sending location-specific surveys to recent customers. These surveys ask customers to evaluate their overall satisfaction with their rental experience and the likelihood that they will recommend ABG's brands, as well as key elements of the rental experience. The surveys also include specific questions to learn more about individual preferences and find innovative ways to better serve and anticipate customers' needs.

Engaging with Customers

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.



Avis was named **Best Car Rental Company** in the **European and Worldwide** categories at the **2023 Business Traveller Awards.**

The two awards mark the seventh consecutive win for the Company in both categories.

APPENDICES



ESG SIGNIFICANCE

To inform the Company's ESG strategy, ABG conducted an assessment to identify the issues most pressing for the Company and its stakeholders. ABG plans to conduct an updated assessment to further align its ESG strategy with topics that have the most impact on the Company in late 2024.



BIODIVERSITY

RESPONSIBLE MARKETING

LOCAL ECONOMIC BENEFITS

GREENHOUSE GAS (GHG) EMISSIONS

CYBERSECURITY

CUSTOMER EXPERIENCE

DIVERSITY AND INCLUSION

MOBILITY INNOVATION

VEHICLE AND ROAD SAFETY

WASTE

SUPPLY CHAIN RESPONSIBILITY

HUMAN RIGHTS

COMMUNITY ENGAGEMENT AND INVESTMENTS

INCLUSIVE MOBILITY

EMPLOYEE ENGAGEMENT AND BENEFITS

PUBLIC POLICY PARTICIPATION

LABOR AND MANAGEMENT RELATIONSHIPS

EMPLOYEE TRAINING AND DEVELOPMENT

WATER

OCCUPATIONAL HEALTH AND SAFETY

ETHICS, ANTI-CORRUPTION, AND COMPLIANCE

PERFORMANCE TABLES*

GENERAL COMPANY AND FINANCIAL

	2023	2022	2021
Number of Locations	10,250	10,250	10,400
Average Global Rental Fleet	691,500	655,000	529,000
Revenue	$12 billion	$12 billion	$9.3 billion

EMPLOYEES

	2023	2022	2021
Total**	24,500	24,500	21,000
Covered by Collective Bargaining Agreements (%)	28%	28%	27%
Turnover Rate*** (%)	66%	61%	43%

* Metrics in these Performance Tables may be rounded.

** Approximately 6% of ABG's workforce is comprised of temporary workers, including temporary/fixed time, seasonal, intern/student, on call (Canada), and casual (Australia and New Zealand) workers.

*** Includes involuntary and voluntary employee turnover. In this year's report, we revised our turnover rate methodology to exclude "no-shows first day" (employees who were hired but did not report to work on their first day).

EMPLOYEES – GLOBAL GENDER REPRESENTATION (WOMEN)*

JOB CATEGORY	2023	2022	2021
Hourly	30%	31%	30%
Non-Manager	50%	50%	50%
Manager	34%	34%	33%
Director	31%	29%	27%
VP	18%	20%	21%
C-Suite	14%	11%	11%
Total	34%	35%	35%

EMPLOYEES – GLOBAL AGE REPRESENTATION

CATEGORY	2023	2022	2021
< 30 years old	41%	42%	44%
30-50 years old	37%	37%	40%
> 50 years old	22%	21%	16%

BOARD MEMBERS

	2023	2022	2021
Women Board Members	33%	33%	33%
Minority Board Members	83%	83%	83%

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

EMPLOYEES – U.S. MINORITY REPRESENTATION*

CATEGORY	2023	2022	2021
Hourly	70%	70%	67%
Non-Manager	53%	53%	48%
Manager	41%	39%	35%
Director	26%	24%	22%
VP	16%	16%	15%
C-Suite	50%	50%	50%
Total	66%	65%	61%

HEALTH AND SAFETY**

	2023	2022	2021
Number of Reportable Incidents with Lost Time	264	-	-
Lost-time Incident Rate (LTIR)	1.07	-	-
Fatalities (Employees)	0	-	-
Fatalities (Contractors)	1	-	-
Number of BCP Emergency Tests Completed	191	-	-

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

** In 2023, ABG reported on global health and safety metrics for the first time. Therefore, data from previous years (representing U.S. data) is not included in this report.

ENVIRONMENTAL – GREENHOUSE GAS EMISSIONS (METRIC TONS)

	2023	2022	2021	2018
Scope 1	6,349,360	5,672,858	4,916,937	6,827,371
Scope 2	37,296	37,779	42,481	45,043
Total Scope 1 & 2	6,386,656	5,710,637	4,959,418	6,872,414
Scope 1 & 2 GHG Emissions Intensity (metric tons / revenue)	0.0005322	0.000475	0.000533	0.000753
Scope 3* (waste generated in operations)	14,566	16,997	12,635	-
Scope 3* (business travel)	1,330	805	218	-

* Scope 3 GHG emissions are comprised of waste generated in operations and business travel. Scope 3 - Category 5 - Waste data is based on our total waste generated in the United States at facilities operated by Avis Budget Group. 11% of sites in the U.S. were excluded from our calculation. These sites are leased buildings where data was not provided by the landlord. Scope 3 - Category 6 - Business travel emissions data is based on air, rail travel and hotel stay information in the United States, Canada, most of Europe and the Pacific, tracked by our business travel vendors. Two low-cost airlines in our booking system – Spirit and Frontier – are excluded from this calculation. Additionally, Spain is excluded from our main booking system.

	2023	2022	2021	2018
Carbon Dioxide (CO2)	6,335,687	5,658,814	4,903,634	6,803,066
Methane (CH4)	2,475.3	2,369.6	2,105.6	6,714.4
Nitrogen Dioxide (N2O)	11,197.7	11,674.9	11,197.4	17,590.5

ENVIRONMENTAL – U.S. WATER CONSUMPTION (KGAL)

	2023	2022	2021	2018
Water Consumption	331,608	337,042	346,332	300,839
Water Intensity (kGal / revenue)	0.00002763	0.00002809	0.00003719	0.000033

ENVIRONMENTAL – U.S. WASTE GENERATED (METRIC TONS)

	2023	2022	2022	2018
Municipal Solid Waste Generated	25,242	29,437	29,437	19,599

SASB INDEX

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

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.1	Customer Safety and Engagement, page 41
	Number of vehicles recalled	TR-CR-250A.2	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. 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 the 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). When vehicles in ABG'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. Customer Safety and Engagement, page 41
Fleet Fuel Economy and Utilization	Rental Day-Weighted Average Rental Fleet Fuel Economy, By Region	TR-CR-410A.1	In 2023, our weighted average rental fleet fuel economy was 26.5 miles per gallon in the U.S. and 204 grams CO2/km internationally.
	Fleet Utilization Rate	TR-CR-410A.2	10-K Filing, Page 11 (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 10 (Our Fleet)
Total available rental days	TR-CR-000.B	In 2023, there were 365 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 4 (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 (ABG) has reported the information cited in this index for the period January 1–December 31, 2023, 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 4-16 (Business) About Us 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 2023.
2-3	Reporting period, frequency and contact point	Our reporting period is calendar year 2023; and we publish an ESG Report, annually. Contact Us
2-4	Restatements of information	In 2023, ABG expanded our reporting to include additional employee categories. Therefore, data in previous years may not be consistent with prior reports.
2-5	External assurance	External Assurance Statement, page 65
ACTIVITIES AND WORKERS		
2-6	Activities, value chain and other business relationships	Company Overview, page 6 Stakeholder Engagement, pages 9 Avis Budget Group Fleet, pages 12-15 10-K Filing, pages 4-16 (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	Diversity and Inclusion, pages 23-25 Performance Tables, pages 45-47 10-K Filing, pages 15-16 (Our Human Capital Resources and Management)
2-8	Workers who are not employees	Diversity and Inclusion, pages 23-25 Performance Tables, pages 45-47 10-K Filing, pages 15-16 (Our Human Capital Resources and Management)
GOVERNANCE		
2-9	Governance structure and composition	Board Oversight, page 35 Governance Documents and Committee Charters Corporate Governance Guidelines, pages 1-3 (Composition of Board of Directors) 2024 Proxy Statement, pages 10-11 (Board Leadership Structure); pages 13-15 (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) Director Independence Criteria Corporate Governance Committee Charter, pages 1-2 (Authority and Responsibilities of Corporate Governance Committee) 2024 Proxy Statement, pages 14-16 (Director Nomination Procedures)
2-11	Chair of the highest governance body	Board of Directors 2024 Proxy Statement, page 10 (Functions and Meetings of the Board of Directors)
2-12	Role of the highest governance body in overseeing the management of impacts	Board Oversight, page 35 2024 Proxy Statement, pages 13-15 (Committees of the Board of Directors)
2-13	Delegation of responsibility for managing impacts	Board Oversight, page 35 2024 Proxy Statement, pages 13-15 (Committees of the Board of Directors)
2-14	Role of the highest governance body in sustainability reporting	Board Oversight, page 35 Avis Budget Group's Board of Directors are provided the opportunity to review the Company's ESG Report.
2-15	Conflicts of interest	Code of Business Conduct and Ethics for Directors Code of Conduct 2024 Proxy Statement, page 13 (Codes of Conduct)

INDICATORS	DESCRIPTIONS	REFERENCES
2-16	Communication of critical concerns	Board Oversight, page 35 2024 Proxy Statement, page 13 (Communicating with the Board of Directors)
2-17	Collective knowledge of highest governance body	2024 Proxy Statement, pages 7-9 (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	2024 Proxy Statement, page 23-43 (Executive Compensation); pages 44-45 (Director Compensation)
2-20	Process to determine remuneration	2024 Proxy Statement, page 23-43 (Executive Compensation); pages 44-45 (Director Compensation)
2-21	Annual total compensation ratio	2024 Proxy Statement, page 41 (CEO Pay Ratio)
STRATEGY, POLICIES, AND PRACTICES		
2-22	Statement on sustainable development strategy	A Message from Our President and CEO, page 4
2-23	Policy commitments	Ethics and Compliance, pages 36-37 Human Rights Policy Statement Slavery and Human Trafficking Statement Code of Conduct Third Party Standards of Conduct
2-24	Embedding policy commitments	Ethics and Compliance, pages 36-37 Code of Conduct
2-25	Processes to remediate negative impacts	Ethics and Compliance, pages 36-37 Employee Health, Safety, and Well-being, page 27
2-26	Mechanisms for seeking advice and raising concerns	Ethics and Compliance, pages 36-37 Code of Conduct Integrity Hotline
2-27	Compliance with laws and regulations	In 2023, Avis Budget Group has no known material instances of non-compliance with environmental laws and regulations.

INDICATORS	DESCRIPTIONS	REFERENCES
STAKEHOLDER ENGAGEMENT		
2-29	Approach to stakeholder engagement	Stakeholder Engagement, page 9
2-30	Collective bargaining agreements	Human Rights, page 33 10-K Filing, pages 15-16 (Our Human Capital Resources and Management) Human Rights Policy Statement

GRI 3: MATERIAL TOPICS

INDICATORS	DESCRIPTIONS	REFERENCES
3-1	Process to determine material topics	ESG Significance, page 44
3-2	List of material topics	ESG Significance, page 44

MATERIAL TOPICS: ECONOMIC

INDICATORS		DESCRIPTIONS	REFERENCES
ECONOMIC PERFORMANCE			
GRI 3	3-3	Management of material topics	Community Support, page 32 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	TCFD Index, pages 62-63 2023 CDP Climate Change Response
	201-3	Coverage of the organization's defined benefit plan obligations	10-K Filing, pages F-43-F-47 (Employee Benefit Plans)

INDICATORS		DESCRIPTIONS	REFERENCES
INDIRECT ECONOMIC PERFORMANCE			
GRI 3	3-3	Management of material topics	Community Support, page 32
GRI 203	203-1	Infrastructure investments and services supported	Community Support, page 32
ANTI-CORRUPTION			
GRI 3	3-3	Management of material topics	Ethics and Compliance, pages 36-37 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 and Compliance, pages 36-37 Code of Conduct, pages 26-29 (We Do Not Tolerate Bribery or Corruption)
	205-2	Communication and training on anticorruption policies and procedures	Ethics and Compliance, pages 36-37 Code of Conduct, pages 26-29 (We Do Not Tolerate Bribery or Corruption)

MATERIAL TOPICS: ENVIRONMENTAL

INDICATORS		DESCRIPTIONS	REFERENCES
ENERGY			
GRI 3	3-3	Management of material topics	Avis Budget Group Fleet, pages 12-15 Sustainable Locations and Green Buildings, pages 16-18 Environmental Impact and Performance, pages 19-21 Environmental Policy Statement 2023 CDP Climate Change Response UK Carbon Reduction Plan
GRI 302	302-1	Energy consumption within the organization	Avis Budget Group Fleet, pages 12-15 Sustainable Locations and Green Buildings, pages 16-18 Environmental Impact and Performance, pages 19-21 2023 CDP Climate Change Response

INDICATORS		DESCRIPTIONS	REFERENCES
WATER AND EFFLUENTS			
GRI 3	3-3	Management of material topics	2030 Goals, page 10 Environmental Impact and Performance, pages 20-21 Environmental Policy Statement 2023 CDP Water Security Response
GRI 303	303-1	Interactions with water as a shared resource	2030 Goals, page 10 Environmental Impact and Performance, pages 20-21 Environmental Policy Statement 2023 CDP Water Security Response
	303-3	Water withdrawal	Environmental Impact and Performance, pages 20-21 Performance Tables, page 48 Environmental Policy Statement 2023 CDP Water Security Response
EMISSIONS			
GRI 3	3-3	Management of material topics	Avis Budget Group Fleet, pages 12-15 Sustainable Locations and Green Buildings, page 16 Environmental Impact and Performance, page 19 TCFD Index, pages 62-63 Environmental Policy Statement 2023 CDP Climate Change Response UK Carbon Reduction Plan
GRI 305	305-1	Direct (Scope 1) GHG emissions	Environmental Impact and Performance, page 19 Performance Tables, page 48 2023 CDP Climate Change Response
	305-2	Energy indirect (Scope 2) GHG emissions	Environmental Impact and Performance, page 19 Performance Tables, page 48 2023 CDP Climate Change Response
	305-3	Other indirect (Scope 3) GHG emissions	Environmental Impact and Performance, page 19 Performance Tables, page 48 2023 CDP Climate Change Response

INDICATORS		DESCRIPTIONS	REFERENCES
WASTE			
GRI 3	3-3	Management of material topics	2030 Goals, page 10 Environmental Impact and Performance, pages 20-21 Environmental Policy Statement
GRI 306	306-2	Management of significant waste-related impacts	2030 Goals, page 10 Environmental Impact and Performance, pages 20-21 Environmental Policy Statement
	306-3	Waste generated	Environmental Impact and Performance, pages 20-21 Performance Tables, page 48
	306-4	Waste diverted from disposal	Environmental Impact and Performance, pages 20-21 Performance Tables, page 48
SUPPLIER ENVIRONMENTAL ASSESSMENT			
GRI 3	3-3	Management of material topics	Sustainable Locations and Green Buildings, page 17 Ethics and Compliance, page 37 Third Party Standards of Conduct
GRI 308	308-1	New suppliers that were screened using environmental criteria	Sustainable Locations and Green Buildings, page 17 Ethics and Compliance, page 37 Third Party Standards of Conduct

MATERIAL TOPICS: SOCIAL

INDICATORS		DESCRIPTIONS	REFERENCES
EMPLOYMENT			
GRI 3	3-3	Management of material topics	Employee Health, Safety, and Well-being, pages 27-30 Employee Engagement and Development, page 31 Jobs
GRI 401	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Health, Safety, and Well-being, pages 27-30 Jobs
	401-3	Parental leave	Employee Health, Safety, and Well-being, pages 27-30
LABOR/MANAGEMENT RELATIONS			
GRI 3	3-3	Management of material topics	Human Rights, page 33 10-K Filing, pages 15-16 (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 AND SAFETY			
GRI 3	3-3	Management of material topics	Employee Health, Safety, and Well-being, pages 27-30
GRI 403	403-1	Occupational health and safety management system	Employee Health, Safety, and Well-being, page 27-30
	403-4	Worker participation, consultation, and communication on occupational health and safety	Employee Health, Safety, and Well-being, page 27-30 Workers are represented in joint management–worker health and safety committees in all applicable jurisdictions.
	403-6	Promotion of worker health	Employee Health, Safety, and Well-being, page 27-30
	403-9	Work-related injuries	Employee Health, Safety, and Well-being, page 27-30 Performance Tables, page 47

INDICATORS		DESCRIPTIONS	REFERENCES
TRAINING AND EDUCATION			
GRI 3	3-3	Management of material topics	Employee Engagement and Development, page 31
GRI 404	404-2	Programs for upgrading employee skills and transition assistance programs	Employee Engagement and Development, page 31
DIVERSITY AND EQUAL OPPORTUNITY			
GRI 3	3-3	Management of material topics	2030 Goals, page 10 Diversity and Inclusion, pages 23-25 Employee Engagement and Development, page 31 Board Oversight, page 35
GRI 405	405-1	Diversity of governance bodies and employees	2030 Goals, page 10 Diversity and Inclusion, page 23 Board Oversight, page 35 Performance Tables, pages 45-48
	405-2	Ratio of basic salary and remuneration of women to men	2030 Goals, page 10 Diversity and Inclusion, page 25 2023 UK Gender Pay Gap Report
CHILD LABOR			
GRI 3	3-3	Management of material topics	2030 Goals, page 10 Human Rights, page 33 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 33 Human Rights Policy Statement Slavery and Human Trafficking Statement Third Party Standards of Conduct

INDICATORS		DESCRIPTIONS	REFERENCES
FORCED OR COMPULSORY LABOR			
GRI 3	3-3	Management of material topics	2030 Goals, page 10 Human Rights, page 33 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 33 Human Rights Policy Statement Slavery and Human Trafficking Statement Third Party Standards of Conduct
LOCAL COMMUNITIES			
GRI 3	3-3	Management of material topics	Community Support, page 32 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 Support, page 32
SUPPLIER SOCIAL ASSESSMENT			
GRI 3	3-3	Management of material topics	2030 Goals, page 10 Diversity and Inclusion, page 26 Human Rights, page 33 Third Party Standards of Conduct
GRI 414	414-1	New suppliers that were screened using labor practices criteria	Human Rights, page 33 Third Party Standards of Conduct

INDICATORS		DESCRIPTIONS	REFERENCES
PUBLIC POLICY			
GRI 3	3-3	Management of material topics	Public Policy, page 40 Code of Conduct, page 71 (Political Activities); page 72 (Lobbying)
GRI 415	415-1	Political contributions	Public Policy, page 40
CUSTOMER HEALTH AND SAFETY			
GRI 3	3-3	Management of material topics	Customer Safety and Engagement, pages 41-42 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 and Engagement, pages 41-42
CUSTOMER PRIVACY			
GRI 3	3-3	Management of material topics	Data Privacy and Cybersecurity, pages 38-39 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.
SOCIO-ECONOMIC COMPLIANCE			
GRI 3	3-3	Management of material topics	Ethics and Compliance, pages 36-37 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.

TCFD INDEX

ABG's Task Force on Climate-related Financial Disclosure (TCFD) Report is aligned with the four sections of the TCFD framework: (1) governance, (2) strategy, (3) risk management, and (4) metrics and goals.

GOVERNANCE: DISCLOSE THE ORGANIZATION'S GOVERNANCE AROUND CLIMATE-RELATED RISKS AND OPPORTUNITIES.

DESCRIPTIONS	RESPONSES/ REFERENCES
Board's oversight of climate-related risks and opportunities	Board Oversight, page 35 Charter of the Corporate Governance Committee, page 3 2023 CDP Climate Change Response pages 2-4
Management's role in assessing and managing climate-related risks and opportunities	Board Oversight, page 35 2023 CDP Climate Change Response pages 2-5

STRATEGY: DISCLOSE THE ACTUAL AND POTENTIAL IMPACTS OF CLIMATE-RELATED RISKS AND OPPORTUNITIES ON THE ORGANIZATION'S BUSINESSES, STRATEGY, AND FINANCIAL PLANNING.

DESCRIPTIONS	RESPONSES/ REFERENCES
Climate-related risks and opportunities identified over short-term, medium-term and long-term horizon	Avis Budget Group Fleet, pages 12-15 Sustainable Locations and Green Buildings, pages 16-18 Environmental Impact and Performance, page 19 2023 CDP Climate Change Response, pages 5-14
Impact on businesses, strategy, and financial planning	2023 CDP Climate Change Response, pages 13-14
Impact of different scenarios, including a 2°C scenario	Environmental Impact and Performance, page 19 2023 CDP Climate Change Response, pages 12-13

RISK MANAGEMENT: DISCLOSE HOW THE ORGANIZATION IDENTIFIES, ASSESSES, AND MANAGES CLIMATE-RELATED RISKS.

DESCRIPTIONS	RESPONSES/ REFERENCES
Process for identifying and assessing climate-related risks	2023 CDP Climate Change Response, pages 5-7
Processes for managing climate-related risks	Avis Budget Group Fleet, pages 12-15 Sustainable Locations and Green Buildings, pages 16-18 Environmental Impact and Performance, page 19 2023 CDP Climate Change Response, pages 5-7 and 9-11
Integration into overall risk management	Environmental Impact and Performance, page 19 2023 CDP Climate Change Response, pages 7-8

METRICS & TARGETS: DISCLOSE THE METRICS AND TARGETS USED TO ASSESS AND MANAGE RELEVANT CLIMATE-RELATED RISKS AND OPPORTUNITIES.

DESCRIPTIONS	RESPONSES/ REFERENCES
Metrics used by the organization to assess climate-related risks and opportunities	Avis Budget Group Fleet, pages 12-15 Sustainable Locations and Green Buildings, pages 16-18 Environmental Impact and Performance, page 19 2023 CDP Climate Change Response, pages 20-39
Scope 1, 2, and 3 greenhouse gas emissions	Environmental Impact and Performance, page 19 2023 CDP Climate Change Response, pages 20-31
Targets used and performance against targets	2030 Goals, page 10 Environmental Impact and Performance, page 19 2023 CDP Climate Change Response, pages 14-17

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)
2023 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	EMPLOYER NAME		
7726391	AVIS BUDGET CAR RENTAL LLC		
ADDRESS	**CITY/TOWN**	**STATE**	**ZIP CODE**
6 SYLVAN WAY	PARSIPPANY	NJ	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
[X] **YES** (Employer Is Eligible to File) [ ] **NO** (Employer Is Not Eligible to File) [ ] **EMPLOYER NO LONGER IN BUSINESS**

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)
Unique Entity ID (UEI): ZAL6KMAYEGG3

[ ] **YES** (Single-Establishment Employer is Federal Contractor) [X] **YES** (Multi-Establishment Employer is Federal Contractor)
[X] **YES** (Headquarters is Federal Contractor) [ ] **YES** (Non-Headquarters Establishment is Federal Contractor)
[X] **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														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
	Male		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	5	0	0	0	10	1	1	0	0	0	62
First/Mid-Level Officials and Managers	182	53	659	221	110	14	6	34	243	107	42	11	5	14	1701
Professionals	25	31	71	11	32	0	1	5	114	43	30	1	4	2	370
Technicians	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers	174	167	404	274	112	12	6	34	350	464	91	23	4	41	2156
Administrative Support Workers	50	90	96	59	10	5	6	7	272	211	34	8	17	31	896
Craft Workers	288	6	315	242	112	15	10	26	10	9	1	0	4	3	1041
Operatives	102	46	99	273	50	15	2	12	26	118	7	4	1	4	759
Laborers and Helpers	798	209	1466	1706	380	44	41	83	275	472	55	21	14	32	5596
Service Workers	149	156	213	353	62	8	6	29	144	514	31	29	7	41	1742
CURRENT 2023 REPORTING YEAR TOTAL	1773	758	3363	3139	873	113	78	230	1444	1939	292	97	56	168	14323
PRIOR 2022 REPORTING YEAR TOTAL	1674	742	3429	2997	844	133	76	260	1516	1905	315	108	56	169	14224

SECTION I – WORKFORCE SNAPSHOT PERIOD
12/16/2023 - 12/31/2023

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)
Not Applicable

EXTERNAL ASSURANCE STATEMENT

Independent Limited Assurance Report to Avis Budget Group, Inc.

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 2024 ESG Report and 2024 CDP Climate Change Questionnaire (the "Report").

Engagement summary	
Scope of our assurance engagement	Whether the 2023 information and data for the specified indicators listed below are fairly presented in accordance with the reporting criteria: 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: • Category 5 – Waste Generated in Operations* • Category 6 – Business travel* *Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.
Reporting period	January 1, 2023 to December 31, 2023
Reporting criteria	• 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 emissions • GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015) for Scope 2 GHG emissions • The WBCSD/WRI GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard
Assurance standard and level of assurance	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' issued by the International Auditing and Assurance Standards Board. 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.
Respective responsibilities	ABG is responsible for preparing the Report and for the collection and presentation of the information within it, and the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Report. ERM CVS' responsibility is to provide a conclusion to ABG on the agreed scope based on our engagement terms with ABG, the assurance activities performed and exercising our professional judgment.

Our conclusion

Based on our activities, as described below, nothing has come to our attention to indicate that the 2023 data and information are 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 relating to 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 were not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Report;
- Interviewing management representatives responsible for managing the selected issues;
- 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 disclosures;
- Reviewing of a sample of qualitative and quantitative evidence supporting the reported information at a corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2023 group data for the selected disclosures which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Evaluating the conversion and emission factors and assumptions used;
- Reviewing the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.

The limitations of our engagement

The reliability of the assured 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. We did not undertake source data verification at any operated facilities.

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.



Heather I. Moore
Partner, Corporate Assurance
Manhattan, NY

August 19, 2024

On behalf of:

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

avis budget group

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