

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____ ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☒
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan AUTONATION 401(K) PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 01/01/1994
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) AUTONATION, INC. 200 SW 1ST AVENUE SUITE 1400 FORT LAUDERDALE, FL 33301
2b	Employer Identification Number (EIN) 73-1105145
2c	Plan Sponsor's telephone number 954-769-6000
2d	Business code (see instructions) 441110

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	07/23/2024	NANCY WEIS
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 26656
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 23182 6a(2) 25138 6b 45 6c 3514 6d 28697 6e 77 6f 28774 6g(1) 14053 6g(2) 15139 6h 3
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

2E 2F 2G 2J 2K 2T 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☐ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached _____
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan AUTONATION 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 AUTONATION, INC.	D Employer Identification Number (EIN) 73-1105145	

Part I

Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

 Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. ☒ Yes ☐ No
- b

 If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
VOYA INSTITUTIONAL PLAN SERVICES
04-3516284

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
DIMENSIONAL FUND ADVISORS
22-2370029

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
LEGG MASON WESTERN
52-1200960

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
AMERICAN FUNDS
95-1411037

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

BAIRD

39-6037917

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

INVESCO

58-2287224

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

EAGLE FUNDS

59-2385219

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

VANGUARD

23-1945930

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

T ROWE PRICE

52-2264646

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

STATE STREET GLOBAL ADVISORS TRUST

81-4017137

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

ALLSPRING

39-1947244

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

VOYA INSTITUTIONAL PLAN SERVICES

04-3516284

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 37 50 64 65 99	SERVICE PROVIDER	925242	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

(a) Enter name and EIN or address (see instructions)

VOYA RETIREMENT ADVISORS

22-1862786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26	ADVISOR	387429	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

KRONICK KALADA BERDY & CO., P.C.

23-2667890

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	30750	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

NEWPORT GROUP, INC.

59-3099288

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 27 50	NONE	27500	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

GROOM

52-1219029

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
29	NONE	13181	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan AUTONATION 401(K) PLAN	B Three-digit plan number (PN) ►	001
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 AUTONATION, INC.	D Employer Identification Number (EIN) 73-1105145	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: T ROWE PRICE BLUE CHIP GROWTH TRUST

b Name of sponsor of entity listed in (a): T ROWE PRICE

c EIN-PN 80-0470272-004	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 75577438
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a Name of MTIA, CCT, PSA, or 103-12 IE: INVESCO STABLE VALUE TRUST A1

b Name of sponsor of entity listed in (a): INVESCO TRUST COMPANY

c EIN-PN 46-3793325-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 71207672
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a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET GLOBAL ALL CAP EQUITY

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS

c EIN-PN 90-0337987-444	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 48441276
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a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET RUSSELL SMALL MID CAP

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS

c EIN-PN 32-6528132-019	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 19055388
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a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET S&P 500 INDEX SL SERIE

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS

c EIN-PN 04-0025081-078	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 132343453
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a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT INCO

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS

c EIN-PN 90-0337987-490	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 11543309
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a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2020

b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS

c EIN-PN 90-0337987-491	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 23175432
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a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2025		
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS		
c EIN-PN 90-0337987-498	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 51170933

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2030		
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS		
c EIN-PN 90-0337987-492	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 71495773

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2035		
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS		
c EIN-PN 90-0337987-499	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 58251462

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2040		
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS		
c EIN-PN 90-0337987-493	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 48175862

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2045		
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS		
c EIN-PN 32-6528132-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 51725393

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2050		
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS		
c EIN-PN 32-6528132-002	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 45563807

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2055		
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS		
c EIN-PN 32-6528132-005	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 36351285

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2060		
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS		
c EIN-PN 32-6528132-008	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 16219467

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2065		
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS		
c EIN-PN 32-6528132-046	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3848636

a Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET U.S. BOND INDEX SL CLA		
b Name of sponsor of entity listed in (a): STATE STREET GLOBAL ADVISORS		
c EIN-PN 90-0337987-477	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 25591217

Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan AUTONATION 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 AUTONATION, INC.	D Employer Identification Number (EIN) 73-1105145	

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	1696	1538
(2) Participant contributions	1b(2)	6675	27215
(3) Other	1b(3)	56647	61150
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	14144620	17533824
(9) Value of interest in common/collective trusts	1c(9)	624277384	789737802
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	152730781	162552687
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	791217803	969914216
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	136335	183387
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	136335	183387
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	791081468	969730829

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	24366045	
(B) Participants	2a(1)(B)	82263559	
(C) Others (including rollovers)	2a(1)(C)	12985361	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		119614965
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	1065649	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		1065649
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	8371136	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		8371136
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		121375885
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		10283858
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		260711493

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	81372046	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		81372046
f Corrective distributions (see instructions)	2f		349593
g Certain deemed distributions of participant loans (see instructions)	2g		-27326
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)	187947	
(3) Recordkeeping fees.....	2i(3)	574556	
(4) IQPA audit fees.....	2i(4)	30750	
(5) Investment advisory and investment management fees	2i(5)	387429	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)	12181	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)	162739	
(11) Other expenses	2i(11)	55000	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		1410602
j Total expenses. Add all expense amounts in column (b) and enter total	2j		83104915

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		177606578
l Transfers of assets:			
(1) To this plan	2l(1)		1042783
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **KRONICK KALADA BERDY & CO., P.C.**

(2) EIN: **23-2667890**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		25000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan AUTONATION 401(K) PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 AUTONATION, INC.		D Employer Identification Number (EIN) 73-1105145
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-3581074		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A		
If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____		
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2023 v. 230707		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for: a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment) b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14a 14b 14c	
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to: a The corresponding number for the plan year immediately preceding the current plan year b The corresponding number for the second preceding plan year	15a 15b	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year: a Enter the number of employers who withdrew during the preceding plan year b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16a 16b	
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐		

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐	
19 If the total number of participants is 1,000 or more, complete lines (a) and (b): a Enter the percentage of plan assets held as: Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____% High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____% b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets: ☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more	
20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20. a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box: ☐ Yes. ☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date. ☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date. ☐ No. Other. Provide explanation: _____	

Part VII	IRS Compliance Questions
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21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☒ Yes ☐ No 21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2). ☐ Design-based safe harbor method ☐ "Prior year" ADP test ☒ "Current year" ADP test ☐ N/A	
22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter <u>01 / 01 / 2023</u> (MM/DD/YYYY) and the Opinion Letter serial number _____.	

AutoNation 401(k) Plan

Financial Statements and Supplemental Schedule

December 31, 2023 and 2022

AUTONATION 401(k) PLAN

FINANCIAL STATEMENTS

December 31, 2023 and 2022

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**Kronick
Kalada
Berdy & Co.**
A Professional Corporation

Certified Public Accountants

AUTONATION 401(k) PLAN

Independent Auditor's Report

The Employee Benefits Committee, Plan Administrator and
Participants of AutoNation 401k Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of the AutoNation 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023 and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the AutoNation 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the year ended December 31, 2023 stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the AutoNation 401(k) Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Officers/Shareholders

Deborah A. Eastwood, CPA
Kevin R. Foley, CPA
Mario Ercolani, CPA
Anthony R. Caravaggio, CPA
Ronald H. Ulitchney, CPA
Louis E. Marcin, CPA
Jason C. Williams, CPA

Donald M. Kronick, CPA
Paul Berdy, CPA
William R. Lazor, CPA/PFS, CFE
William Fromel, CPA

AUTONATION 401(k) PLAN

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the AutoNation 401(k) Plan's ability to continue as a going concern for one year after the date that the financial statements are issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the AutoNation 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the AutoNation 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

AUTONATION 401(k) PLAN

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter — Supplemental Schedule Required by ERISA

The supplemental schedule H, Line 4(i) – Schedule of Assets (Held at End of Year) as of December 31, 2023, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Kingston, Pennsylvania
June 26, 2024

Kenneth Kalada Berdy & Co.

AUTONATION 401(k) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
As of December 31,

	2023	2022
ASSETS		
Investments at fair value (Note 4)	\$ 952,290,489	\$ 777,008,165
Receivables:		
Employer contributions	1,538	1,696
Participant contributions	27,215	6,675
Other receivable	61,150	56,647
Notes receivable from participants	17,587,427	14,225,550
Total receivables	17,677,330	14,290,568
Total assets	969,967,819	791,298,733
LIABILITIES		
Accrued expenses	183,387	136,335
Total liabilities	183,387	136,335
NET ASSETS AVAILABLE FOR BENEFITS	\$ 969,784,432	\$ 791,162,398

See accompanying notes to financial statements.

AUTONATION 401(k) PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Year ended December 31, 2023

Additions to net assets attributed to:

Investment income:

Net appreciation in fair value of investments	\$ 129,675,348
Dividends	10,355,530
Net investment income	<u>140,030,878</u>

Interest income on notes receivable from participants	1,065,649
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Contributions:

Participants	82,263,559
Participant rollovers	12,985,361
Employer, net of forfeitures	24,366,045
Total contributions	<u>119,614,965</u>
Total additions	<u>260,711,492</u>

Deductions from net assets attributed to:

Benefits paid to participants	(79,433,275)
Distributions due to loan defaults	(2,288,364)
Administrative expenses	(1,410,602)
Total deductions	<u>(83,132,241)</u>

Net increase before transfer	177,579,251
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Transfer of assets due to plan merger	1,042,783
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Net assets available for benefits:

Beginning of year	791,162,398
End of year	<u><u>\$ 969,784,432</u></u>

See accompanying notes to financial statements.

AUTONATION 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE 1 - DESCRIPTION OF PLAN

General

The following description of the AutoNation 401(k) Plan, as amended through December 31, 2023 (the “Plan”), is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan.

The Plan was established effective January 1, 1994, to provide benefits to all eligible employees of AutoNation, Inc. (“Plan Sponsor” or the “Company”). The Plan is a participant-directed, defined contribution plan with a cash or deferred arrangement under Section 401(k) of the Internal Revenue Code of 1986, as amended (“IRC”). The Plan is subject to the Employee Retirement Income Security Act of 1974, as amended (“ERISA”). The Employee Benefits Committee, which consists of members of the Company’s management, is designated as the Plan Administrator.

Although it has expressed no intention to do so, the Company retains the right to discontinue its employer matching contributions at any time and to terminate the Plan, if necessary. In the event of the Plan’s termination, all amounts credited to participants’ accounts become fully vested subject to the requirements of ERISA. The Company also retains the right to amend the Plan.

The Company entered into a trust agreement whereby Voya Institutional Trust Company (“the Trustee”) has been appointed the trustee of the Plan. The trustee holds and manages the Plan assets subject to the direction of the Employee Benefits Committee and Plan participants. Voya Institutional Plan Services, LLC, a service group of Voya Institutional Trust Company, has been appointed the service provider for the Plan providing recordkeeping and other administrative services to the Plan.

Eligibility

Under the terms of the Plan, most employees who are at least 18 years of age are eligible to participate in the Plan immediately upon their date of hire with the Company, including employees who become employed due to a business acquisition. The Plan also includes a provision to allow employees of certain subsidiaries of the Company to be eligible for participation in the Plan under these requirements.

Contributions and Funding Policy

Participants in the Plan may make pre-tax and/or Roth contributions from 1% to 50% of their eligible compensation, as defined by the Plan. Roth contributions are made on an after-tax basis and qualified distributions and related earnings are not subject to income taxes if certain conditions are met. Participants may also make after-tax contributions to the Plan. Earnings on after-tax contributions are subject to income taxes upon withdrawal. Participants may direct the investment of their contributions into the various investment options offered by the Plan. The combined total of pre-tax, Roth, and after-tax contributions for each participant may not exceed 50% of eligible compensation subject to other applicable IRC limitations. In 2023, the IRC limit for total contributions, including employer contributions, was \$66,000 and the IRC limit for total pre-tax and Roth contributions was \$22,500. In addition, the Plan allows participants that have attained age 50 to make additional (“catch-up”) contributions on a pre-tax and/or Roth basis, not to exceed \$7,500 in total during 2023. Total contributions of Highly Compensated Employees were also limited to 8% of their eligible compensation in 2023. The Plan also allows for rollovers of vested contributions from participants’ previous employers’ qualified plans (e.g., 401(k) and 403(b) plans) and individual retirement accounts (“IRAs”).

In 2023, the Company made an employer matching contribution of \$.50 for each \$1 of employee pre-tax and/or Roth contributions (including catch-up contributions) on up to 5% of the employee’s eligible compensation for all participating employees. Employer matching contributions are invested in accordance with each participant’s investment election applied to his/her pre-tax and/or Roth contributions. After-tax contributions are not eligible for employer matching contributions. The employer matching contributions, net of forfeitures, totaled \$24,366,045 in 2023.

The Company may also make discretionary matching contributions to the Plan. The Company did not make any discretionary contributions in 2023.

**AUTONATION 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

Plan Merger

In connection with the acquisition of RepairSmith, Inc., the Company merged the RepairSmith 401(k) Plan with and into the AutoNation 401(k) Plan on September 1, 2023. All assets of the RepairSmith 401(k) Plan, which primarily consisted of investments, were transferred to the AutoNation 401(k) Plan. The assets transferred due to the plan merger of \$1,042,783 are presented on the statement of changes in net assets available for benefits.

Participant Accounts

Individual accounts are maintained for each of the Plan's participants to reflect the participant's contributions and related employer matching contributions, as well as the income and losses attributable to the participant's account. All investments in the Plan are participant-directed. If a participant makes no investment fund election, any contributions made into the participant's account are invested into the Plan's qualified default investment alternative ("QDIA"). The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting and Forfeitures

Effective January 1, 2023, a participant's contributions and employer matching contributions are fully vested when made, as well as earnings thereon. Prior to 2023, employer matching contributions for participants hired prior to January 1, 2011 were fully vested and for participants hired on or after January 1, 2011 vested equally each year after the participant's hire date over a three year vesting period. On January 1, 2023, unvested employer matching contributions for active participants vested immediately.

For participants terminated prior to January 1, 2023, employer matching contributions not fully vested are forfeited upon the earlier of the date a participant elects to receive a distribution, which is permitted upon a participant's termination of employment, or the date a participant incurs a five-year break in service. Additionally, the Plan Administrator may choose to forfeit a missing participant's account if a missing participant or his/her beneficiary cannot be located after making a reasonably diligent effort. Forfeited amounts may be used to reduce the Company's matching contributions, reinstate previously forfeited amounts to rehired employees or missing participants that are located, or pay the Plan's administrative expenses. During 2023, \$160,642 of forfeitures were used to reduce employer matching contributions. The unused forfeiture balance at December 31, 2023 and 2022, was \$7,772 and \$20,476, respectively.

Notes Receivable from Participants

Participants may borrow from their plan accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 (reduced by the highest outstanding loan balance during the prior twelve month period) or 50 percent of their vested account balance. Participant loans are secured by the balance in their accounts and are made at an interest rate commensurate with prevailing rates as determined by the Plan Administrator. Interest rates on existing loans range from 3.25 to 9.50 percent with various maturity dates through 2049. Principal and interest on loans are repaid in substantially equal installments primarily through payroll deductions. Participant loans are stated at their outstanding principal balances (accrued interest was immaterial at December 31, 2023 and 2022).

The Plan may accept and continues to service loans transferred from the plans of acquired companies. Delinquent notes receivable from participants are recorded as distributed based upon the terms of the Plan's loan policy.

Administrative Expenses

Management fees and operating expenses of the Plan's investment funds are paid by the funds and reflected as a reduction in each fund's appreciation in fair value.

To fund the administrative expenses of the Plan, a monthly administrative fee of \$4.00 was assessed to each participant during 2023. Fees related to administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses and expensed as incurred. The Company may pay certain fees and administrative expenses of the Plan that are excluded from these financial statements.

**AUTONATION 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

Payment of Benefits

On termination of service due to disability, retirement, or termination of employment, a participant may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account, or monthly, quarterly, or annual installments over a period not to exceed the participant's life expectancy or the joint life expectancy of the participant and the participant's surviving spouse or other designated beneficiary. On termination of service due to death, the participant's surviving spouse or other designated beneficiary will receive the value of the participant's vested interest in his or her account.

Upon meeting certain criteria specified in the Plan document, a participant may elect to receive an in-service withdrawal of his/her account or a portion of his/her account. A participant may receive a hardship distribution, may withdraw all or a portion of an after-tax contributions account and an employee contributions account transferred from a prior plan, may withdraw all or a portion of a vested employer contributions account transferred from a prior plan after attaining five years of employment with the Company, and may take an in-service withdrawal of all or a portion of his/her account held in the Plan upon attaining age 59^{1/2}. Benefit distributions are recorded when paid.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements are prepared on the accrual basis of accounting in conformity with U.S. generally accepted accounting principles ("GAAP").

Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes in those assets and liabilities, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments are reported at fair value which is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 of the Notes to Financial Statements for a discussion of fair value measurements.

Purchases and sales of investments are recorded on a trade-date basis. Interest income is recorded on an accrual basis. The Plan records dividends on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments purchased and sold as well as held during the year.

Risks and Uncertainties

The Plan provides for various investment options. The underlying investment securities are exposed to various risks, such as interest rate, market, liquidity, and credit risks. Due to the level of risk associated with certain investment securities and the sensitivity of certain fair value estimates to changes in valuation assumptions, it is at least reasonably possible that changes in the fair values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits.

Securing a Strong Retirement Act of 2022

On December 29, 2022, Securing a Strong Retirement Act of 2022 ("SECURE 2.0") was signed into law. SECURE 2.0 includes both required and optional provisions with effective dates through January 1, 2027.

In 2023, the age requirement for minimum distributions was raised from 72 to 73 for any participant who turns 72 on or after January 1, 2023 and before January 1, 2033, and to 75 for a participant who attains age 74 after December 31, 2032. In addition, the Plan adopted optional provisions that allow for additional circumstances in which a participant can make withdrawals without penalty, including terminal illness and natural disasters, each as defined by the Plan. The adoption of these provisions did not have a material impact to the Plan.

AUTONATION 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS

In 2024, the Plan increased its force-out provision threshold for terminated participants from \$5,000 to \$7,000. The Plan also adopted optional provisions to allow participants to make withdrawals without penalty in domestic abuse cases and for certain emergency expenses, each as defined by the Plan, and to allow a participant's surviving spouse to elect to be treated as an employee for required minimum distribution purposes. The adoption of these provisions did not have a material impact to the Plan.

The Plan Administrator will continue to evaluate the provisions of the law that will be effective in future periods, which are not expected to have a material impact to the Plan.

Subsequent Events

The Plan has evaluated the effects of subsequent events that have occurred subsequent to the year ended December 31, 2023 through June 26, 2024, the date at which the financial statements were available to be issued.

NOTE 3 - FINANCIAL INFORMATION CERTIFIED BY THE TRUSTEE

The Plan Administrator has elected the method of compliance in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule of assets held at end of year, including investments and notes receivable from participants held at December 31, 2023 and 2022, and related net investment income and interest income on notes receivable from participants for the year ended December 31, 2023, was obtained by management and agreed to or derived from information certified as complete and accurate by Voya Institutional Trust Company.

NOTE 4 - FAIR VALUE MEASUREMENTS

Accounting standards define fair value as the price that would be received from selling an asset or paid to transfer a liability in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants at the measurement date. Accounting guidance establishes a fair value hierarchy which requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value and also establishes the following three levels of inputs that may be used to measure fair value:

- Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.
- Level 2 Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in inactive markets, inputs other than quoted prices that are observable for the asset or liability, and inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.
- Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023 and 2022. Classification within the fair value hierarchy table is based on the lowest level of any input that is significant to the fair value measurement.

Description	December 31, 2023			Total
	Level 1	Level 2	Level 3	
Mutual Funds	\$162,552,687	\$ —	\$ —	\$162,552,687
Common Collective Trusts - Commingled Funds	—	718,530,130	—	718,530,130
Common Collective Trust - Stable Value Fund	—	71,207,672	—	71,207,672
Investments at fair value	\$162,552,687	\$789,737,802	\$ —	\$952,290,489

AUTONATION 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS

Description	December 31, 2022			Total
	Level 1	Level 2	Level 3	
Mutual Funds	\$152,730,781	\$ —	\$ —	\$152,730,781
Common Collective Trusts - Commingled Funds	—	549,225,894	—	549,225,894
Common Collective Trust - Stable Value Fund	—	75,051,490	—	75,051,490
Investments at fair value	\$152,730,781	\$624,277,384	\$ —	\$777,008,165

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2023 and 2022.

- *Mutual funds:* valued at the daily closing price as reported by the fund. These funds are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.
- *Commingled funds:* valued at the net asset value per unit as determined by the common collective trust based on the fair value of the underlying investments held by each commingled fund less its liabilities. The net asset value of the fund is calculated daily and distributions from net investment income and net realized gains are retained by and reinvested in the fund. The investments in commingled funds are primarily comprised of equity index funds and target date funds that invest in a combination of equity, fixed income, real estate, and short-term investments.
- *Stable value fund:* valued at the net asset value per unit as determined by the common collective trust as of the valuation date. The net asset value of the fund is calculated daily and distributions from net investment income and net realized gains are retained by and reinvested in the fund. The investments in the stable value fund is comprised of indirect investments in fully-benefit responsive contracts. The fund has a twelve-month replacement notification requirement.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

NOTE 5 - RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

A reconciliation of net assets available for benefits per the financial statements to the Form 5500 as of December 31, 2023 and 2022, is presented below.

	2023	2022
Net assets available for benefits per the financial statements	\$ 969,784,432	\$ 791,162,398
Deemed distributions of participant loans	(53,603)	(80,930)
Net assets available for benefits per the Form 5500	<u>\$ 969,730,829</u>	<u>\$ 791,081,468</u>

The following is a reconciliation of the change in net assets available for benefits before transfer per the financial statements to the Form 5500 for the year ended December 31, 2023:

	2023
Net increase in net assets available for benefits before transfer per the financial statements	\$ 177,579,251
Net change in deemed distributions of participant loans	27,327
Net increase in net assets available for benefits before transfer per the Form 5500	<u>\$ 177,606,578</u>

AUTONATION 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE 6 - PARTY-IN-INTEREST TRANSACTIONS

Parties-in-interest are defined under Department of Labor Regulations as any fiduciary of the Plan, any party rendering service to the Plan, the employer, and certain others. The following transactions represent party-in-interest transactions to the Plan.

- *Notes receivable from participants:* The Plan accepts and services loans to plan participants as described in Note 1. Notes receivable from participants totaled \$17,587,427 as of December 31, 2023, and \$14,225,550 as of December 31, 2022.
- *Administrative fees:* Administrative fees, including amounts paid to the Trustees, were \$1,410,602 for the plan year ended December 31, 2023. The Company may pay certain fees and expenses of the Plan.

These party-in-interest transactions are exempt from the prohibited transaction rules of ERISA.

NOTE 7 - INCOME TAX STATUS

The Internal Revenue Service (“IRS”) determined and informed the Company by a letter dated March 14, 2017, that the Plan and related trust are designed and qualified in accordance with the applicable sections of the IRC. The Plan is required to operate in conformity with the IRC to maintain its qualification. The Plan has been amended since receiving the determination letter; however, the Plan Administrator believes that the Plan is currently designed and operating in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified, and the related trust is tax-exempt.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2023 and 2022, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

SUPPLEMENTAL SCHEDULE

AUTONATION 401(k) PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
EIN: 73-1105145, Plan Number: 001
December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	State Street S&P 500 Index Fund Class II L	Common/collective fund (6,391,551 units)	**	\$ 132,343,453
	T. Rowe Price Blue Chip Growth Trust	Common/collective fund (1,080,295 units)	**	75,577,438
	State Street Target Retirement 2030 Fund Class V	Common/collective fund (4,656,188 units)	**	71,495,774
	Invesco Stable Value Trust A1	Common/collective fund (71,207,672 units)	**	71,207,672
	State Street Target Retirement 2035 Fund Class V	Common/collective fund (3,702,031 units)	**	58,251,462
	State Street Target Retirement 2045 Fund Class V	Common/collective fund (3,150,146 units)	**	51,725,393
	State Street Target Retirement 2025 Fund Class V	Common/collective fund (3,483,148 units)	**	51,170,933
	State Street Global EQUITY ex. U.S. Index	Common/collective fund (3,640,559 units)	**	48,441,276
	State Street Target Retirement 2040 Fund Class V	Common/collective fund (2,992,847 units)	**	48,175,862
	State Street Target Retirement 2050 Fund Class V	Common/collective fund (2,740,515 units)	**	45,563,808
	DFA US Targeted Value I	Registered investment company (1,261,907 units)	**	40,242,228
	State Street Target Retirement 2055 Fund Class V	Common/collective fund (2,186,280 units)	**	36,351,285
	Vanguard Equity Income Adm	Registered investment company (365,739 units)	**	30,820,802
	Carillon Eagle Mid Cap Growth R6	Registered investment company (367,196 units)	**	28,549,454
	State Street U.S. Bond Index Class XIV L	Common/collective fund (2,410,400 units)	**	25,591,217
	Baird Core Plus Bond Institutional Fund	Registered investment company (2,461,392 units)	**	25,032,358
	State Street Target Retirement 2020 Fund Class V	Common/collective fund (1,678,649 units)	**	23,175,432
	State Street Russell Small Mid Cap Index L CI C	Common/collective fund (1,212,483 units)	**	19,055,388
	State Street Target Retirement 2060 Fund Class V	Common/collective fund (975,431 units)	**	16,219,467
	State Street Target Retirement Income Fund Class V	Common/collective fund (879,155 units)	**	11,543,308

AUTONATION 401(k) PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
EIN: 73-1105145, Plan Number: 001
December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Allspring Special Mid Cap Value R6	Registered investment company (248,751 units)	**	11,445,019
	ClearBridge Small Cap Growth IS	Registered investment company (272,912 units)	**	11,069,307
	American Funds EuroPacific Growth R6	Registered investment company (154,191 units)	**	8,434,256
	Vanguard Inflation-Protected Securities Adm	Registered investment company (302,182 units)	**	6,959,263
	State Street Target Retirement 2065 Fund Class V	Common/collective fund (228,718 units)	**	3,848,634
*	Participant Loans	Interest rates from 3.25% to 9.50% and maturity dates through 2049	—	17,587,427
	Total			\$ 969,877,916

* Represents a party-in-interest to the Plan.

** Cost information not required for participant-directed investments.

The information above is derived from information, which has been certified as complete and accurate
by Voya Institutional Trust Company, Trustee.

AutoNation 401(k) Plan

Financial Statements and Supplemental Schedule

December 31, 2023 and 2022

AUTONATION 401(k) PLAN

FINANCIAL STATEMENTS

December 31, 2023 and 2022

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**Kronick
Kalada
Berdy & Co.**
A Professional Corporation

Certified Public Accountants

AUTONATION 401(k) PLAN

Independent Auditor's Report

The Employee Benefits Committee, Plan Administrator and
Participants of AutoNation 401k Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of the AutoNation 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023 and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the AutoNation 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the year ended December 31, 2023 stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the AutoNation 401(k) Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Officers/Shareholders

Deborah A. Eastwood, CPA
Kevin R. Foley, CPA
Mario Ercolani, CPA
Anthony R. Caravaggio, CPA
Ronald H. Ulitchney, CPA
Louis E. Marcin, CPA
Jason C. Williams, CPA

Donald M. Kronick, CPA
Paul Berdy, CPA
William R. Lazor, CPA/PFS, CFE
William Fromel, CPA

AUTONATION 401(k) PLAN

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the AutoNation 401(k) Plan's ability to continue as a going concern for one year after the date that the financial statements are issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the AutoNation 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the AutoNation 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

AUTONATION 401(k) PLAN

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter — Supplemental Schedule Required by ERISA

The supplemental schedule H, Line 4(i) – Schedule of Assets (Held at End of Year) as of December 31, 2023, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Kingston, Pennsylvania
June 26, 2024

Kenneth Kalada Berdy & Co.

AUTONATION 401(k) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
As of December 31,

	2023	2022
ASSETS		
Investments at fair value (Note 4)	\$ 952,290,489	\$ 777,008,165
Receivables:		
Employer contributions	1,538	1,696
Participant contributions	27,215	6,675
Other receivable	61,150	56,647
Notes receivable from participants	17,587,427	14,225,550
Total receivables	17,677,330	14,290,568
Total assets	969,967,819	791,298,733
LIABILITIES		
Accrued expenses	183,387	136,335
Total liabilities	183,387	136,335
NET ASSETS AVAILABLE FOR BENEFITS	\$ 969,784,432	\$ 791,162,398

See accompanying notes to financial statements.

AUTONATION 401(k) PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Year ended December 31, 2023

Additions to net assets attributed to:

Investment income:

Net appreciation in fair value of investments	\$ 129,675,348
Dividends	10,355,530
Net investment income	<u>140,030,878</u>

Interest income on notes receivable from participants	1,065,649
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Contributions:

Participants	82,263,559
Participant rollovers	12,985,361
Employer, net of forfeitures	24,366,045
Total contributions	<u>119,614,965</u>
Total additions	<u>260,711,492</u>

Deductions from net assets attributed to:

Benefits paid to participants	(79,433,275)
Distributions due to loan defaults	(2,288,364)
Administrative expenses	(1,410,602)
Total deductions	<u>(83,132,241)</u>

Net increase before transfer	177,579,251
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Transfer of assets due to plan merger	1,042,783
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Net assets available for benefits:

Beginning of year	791,162,398
End of year	<u><u>\$ 969,784,432</u></u>

See accompanying notes to financial statements.

AUTONATION 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE 1 - DESCRIPTION OF PLAN

General

The following description of the AutoNation 401(k) Plan, as amended through December 31, 2023 (the “Plan”), is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan.

The Plan was established effective January 1, 1994, to provide benefits to all eligible employees of AutoNation, Inc. (“Plan Sponsor” or the “Company”). The Plan is a participant-directed, defined contribution plan with a cash or deferred arrangement under Section 401(k) of the Internal Revenue Code of 1986, as amended (“IRC”). The Plan is subject to the Employee Retirement Income Security Act of 1974, as amended (“ERISA”). The Employee Benefits Committee, which consists of members of the Company’s management, is designated as the Plan Administrator.

Although it has expressed no intention to do so, the Company retains the right to discontinue its employer matching contributions at any time and to terminate the Plan, if necessary. In the event of the Plan’s termination, all amounts credited to participants’ accounts become fully vested subject to the requirements of ERISA. The Company also retains the right to amend the Plan.

The Company entered into a trust agreement whereby Voya Institutional Trust Company (“the Trustee”) has been appointed the trustee of the Plan. The trustee holds and manages the Plan assets subject to the direction of the Employee Benefits Committee and Plan participants. Voya Institutional Plan Services, LLC, a service group of Voya Institutional Trust Company, has been appointed the service provider for the Plan providing recordkeeping and other administrative services to the Plan.

Eligibility

Under the terms of the Plan, most employees who are at least 18 years of age are eligible to participate in the Plan immediately upon their date of hire with the Company, including employees who become employed due to a business acquisition. The Plan also includes a provision to allow employees of certain subsidiaries of the Company to be eligible for participation in the Plan under these requirements.

Contributions and Funding Policy

Participants in the Plan may make pre-tax and/or Roth contributions from 1% to 50% of their eligible compensation, as defined by the Plan. Roth contributions are made on an after-tax basis and qualified distributions and related earnings are not subject to income taxes if certain conditions are met. Participants may also make after-tax contributions to the Plan. Earnings on after-tax contributions are subject to income taxes upon withdrawal. Participants may direct the investment of their contributions into the various investment options offered by the Plan. The combined total of pre-tax, Roth, and after-tax contributions for each participant may not exceed 50% of eligible compensation subject to other applicable IRC limitations. In 2023, the IRC limit for total contributions, including employer contributions, was \$66,000 and the IRC limit for total pre-tax and Roth contributions was \$22,500. In addition, the Plan allows participants that have attained age 50 to make additional (“catch-up”) contributions on a pre-tax and/or Roth basis, not to exceed \$7,500 in total during 2023. Total contributions of Highly Compensated Employees were also limited to 8% of their eligible compensation in 2023. The Plan also allows for rollovers of vested contributions from participants’ previous employers’ qualified plans (e.g., 401(k) and 403(b) plans) and individual retirement accounts (“IRAs”).

In 2023, the Company made an employer matching contribution of \$.50 for each \$1 of employee pre-tax and/or Roth contributions (including catch-up contributions) on up to 5% of the employee’s eligible compensation for all participating employees. Employer matching contributions are invested in accordance with each participant’s investment election applied to his/her pre-tax and/or Roth contributions. After-tax contributions are not eligible for employer matching contributions. The employer matching contributions, net of forfeitures, totaled \$24,366,045 in 2023.

The Company may also make discretionary matching contributions to the Plan. The Company did not make any discretionary contributions in 2023.

**AUTONATION 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

Plan Merger

In connection with the acquisition of RepairSmith, Inc., the Company merged the RepairSmith 401(k) Plan with and into the AutoNation 401(k) Plan on September 1, 2023. All assets of the RepairSmith 401(k) Plan, which primarily consisted of investments, were transferred to the AutoNation 401(k) Plan. The assets transferred due to the plan merger of \$1,042,783 are presented on the statement of changes in net assets available for benefits.

Participant Accounts

Individual accounts are maintained for each of the Plan's participants to reflect the participant's contributions and related employer matching contributions, as well as the income and losses attributable to the participant's account. All investments in the Plan are participant-directed. If a participant makes no investment fund election, any contributions made into the participant's account are invested into the Plan's qualified default investment alternative ("QDIA"). The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting and Forfeitures

Effective January 1, 2023, a participant's contributions and employer matching contributions are fully vested when made, as well as earnings thereon. Prior to 2023, employer matching contributions for participants hired prior to January 1, 2011 were fully vested and for participants hired on or after January 1, 2011 vested equally each year after the participant's hire date over a three year vesting period. On January 1, 2023, unvested employer matching contributions for active participants vested immediately.

For participants terminated prior to January 1, 2023, employer matching contributions not fully vested are forfeited upon the earlier of the date a participant elects to receive a distribution, which is permitted upon a participant's termination of employment, or the date a participant incurs a five-year break in service. Additionally, the Plan Administrator may choose to forfeit a missing participant's account if a missing participant or his/her beneficiary cannot be located after making a reasonably diligent effort. Forfeited amounts may be used to reduce the Company's matching contributions, reinstate previously forfeited amounts to rehired employees or missing participants that are located, or pay the Plan's administrative expenses. During 2023, \$160,642 of forfeitures were used to reduce employer matching contributions. The unused forfeiture balance at December 31, 2023 and 2022, was \$7,772 and \$20,476, respectively.

Notes Receivable from Participants

Participants may borrow from their plan accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 (reduced by the highest outstanding loan balance during the prior twelve month period) or 50 percent of their vested account balance. Participant loans are secured by the balance in their accounts and are made at an interest rate commensurate with prevailing rates as determined by the Plan Administrator. Interest rates on existing loans range from 3.25 to 9.50 percent with various maturity dates through 2049. Principal and interest on loans are repaid in substantially equal installments primarily through payroll deductions. Participant loans are stated at their outstanding principal balances (accrued interest was immaterial at December 31, 2023 and 2022).

The Plan may accept and continues to service loans transferred from the plans of acquired companies. Delinquent notes receivable from participants are recorded as distributed based upon the terms of the Plan's loan policy.

Administrative Expenses

Management fees and operating expenses of the Plan's investment funds are paid by the funds and reflected as a reduction in each fund's appreciation in fair value.

To fund the administrative expenses of the Plan, a monthly administrative fee of \$4.00 was assessed to each participant during 2023. Fees related to administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses and expensed as incurred. The Company may pay certain fees and administrative expenses of the Plan that are excluded from these financial statements.

**AUTONATION 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

Payment of Benefits

On termination of service due to disability, retirement, or termination of employment, a participant may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account, or monthly, quarterly, or annual installments over a period not to exceed the participant's life expectancy or the joint life expectancy of the participant and the participant's surviving spouse or other designated beneficiary. On termination of service due to death, the participant's surviving spouse or other designated beneficiary will receive the value of the participant's vested interest in his or her account.

Upon meeting certain criteria specified in the Plan document, a participant may elect to receive an in-service withdrawal of his/her account or a portion of his/her account. A participant may receive a hardship distribution, may withdraw all or a portion of an after-tax contributions account and an employee contributions account transferred from a prior plan, may withdraw all or a portion of a vested employer contributions account transferred from a prior plan after attaining five years of employment with the Company, and may take an in-service withdrawal of all or a portion of his/her account held in the Plan upon attaining age 59^{1/2}. Benefit distributions are recorded when paid.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements are prepared on the accrual basis of accounting in conformity with U.S. generally accepted accounting principles ("GAAP").

Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes in those assets and liabilities, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments are reported at fair value which is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 of the Notes to Financial Statements for a discussion of fair value measurements.

Purchases and sales of investments are recorded on a trade-date basis. Interest income is recorded on an accrual basis. The Plan records dividends on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments purchased and sold as well as held during the year.

Risks and Uncertainties

The Plan provides for various investment options. The underlying investment securities are exposed to various risks, such as interest rate, market, liquidity, and credit risks. Due to the level of risk associated with certain investment securities and the sensitivity of certain fair value estimates to changes in valuation assumptions, it is at least reasonably possible that changes in the fair values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits.

Securing a Strong Retirement Act of 2022

On December 29, 2022, Securing a Strong Retirement Act of 2022 ("SECURE 2.0") was signed into law. SECURE 2.0 includes both required and optional provisions with effective dates through January 1, 2027.

In 2023, the age requirement for minimum distributions was raised from 72 to 73 for any participant who turns 72 on or after January 1, 2023 and before January 1, 2033, and to 75 for a participant who attains age 74 after December 31, 2032. In addition, the Plan adopted optional provisions that allow for additional circumstances in which a participant can make withdrawals without penalty, including terminal illness and natural disasters, each as defined by the Plan. The adoption of these provisions did not have a material impact to the Plan.

AUTONATION 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS

In 2024, the Plan increased its force-out provision threshold for terminated participants from \$5,000 to \$7,000. The Plan also adopted optional provisions to allow participants to make withdrawals without penalty in domestic abuse cases and for certain emergency expenses, each as defined by the Plan, and to allow a participant's surviving spouse to elect to be treated as an employee for required minimum distribution purposes. The adoption of these provisions did not have a material impact to the Plan.

The Plan Administrator will continue to evaluate the provisions of the law that will be effective in future periods, which are not expected to have a material impact to the Plan.

Subsequent Events

The Plan has evaluated the effects of subsequent events that have occurred subsequent to the year ended December 31, 2023 through June 26, 2024, the date at which the financial statements were available to be issued.

NOTE 3 - FINANCIAL INFORMATION CERTIFIED BY THE TRUSTEE

The Plan Administrator has elected the method of compliance in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule of assets held at end of year, including investments and notes receivable from participants held at December 31, 2023 and 2022, and related net investment income and interest income on notes receivable from participants for the year ended December 31, 2023, was obtained by management and agreed to or derived from information certified as complete and accurate by Voya Institutional Trust Company.

NOTE 4 - FAIR VALUE MEASUREMENTS

Accounting standards define fair value as the price that would be received from selling an asset or paid to transfer a liability in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants at the measurement date. Accounting guidance establishes a fair value hierarchy which requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value and also establishes the following three levels of inputs that may be used to measure fair value:

- Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.
- Level 2 Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in inactive markets, inputs other than quoted prices that are observable for the asset or liability, and inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.
- Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023 and 2022. Classification within the fair value hierarchy table is based on the lowest level of any input that is significant to the fair value measurement.

Description	December 31, 2023			Total
	Level 1	Level 2	Level 3	
Mutual Funds	\$162,552,687	\$ —	\$ —	\$162,552,687
Common Collective Trusts - Commingled Funds	—	718,530,130	—	718,530,130
Common Collective Trust - Stable Value Fund	—	71,207,672	—	71,207,672
Investments at fair value	\$162,552,687	\$789,737,802	\$ —	\$952,290,489

AUTONATION 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS

Description	December 31, 2022			Total
	Level 1	Level 2	Level 3	
Mutual Funds	\$152,730,781	\$ —	\$ —	\$152,730,781
Common Collective Trusts - Commingled Funds	—	549,225,894	—	549,225,894
Common Collective Trust - Stable Value Fund	—	75,051,490	—	75,051,490
Investments at fair value	\$152,730,781	\$624,277,384	\$ —	\$777,008,165

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2023 and 2022.

- *Mutual funds:* valued at the daily closing price as reported by the fund. These funds are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.
- *Commingled funds:* valued at the net asset value per unit as determined by the common collective trust based on the fair value of the underlying investments held by each commingled fund less its liabilities. The net asset value of the fund is calculated daily and distributions from net investment income and net realized gains are retained by and reinvested in the fund. The investments in commingled funds are primarily comprised of equity index funds and target date funds that invest in a combination of equity, fixed income, real estate, and short-term investments.
- *Stable value fund:* valued at the net asset value per unit as determined by the common collective trust as of the valuation date. The net asset value of the fund is calculated daily and distributions from net investment income and net realized gains are retained by and reinvested in the fund. The investments in the stable value fund is comprised of indirect investments in fully-benefit responsive contracts. The fund has a twelve-month replacement notification requirement.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

NOTE 5 - RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

A reconciliation of net assets available for benefits per the financial statements to the Form 5500 as of December 31, 2023 and 2022, is presented below.

	2023	2022
Net assets available for benefits per the financial statements	\$ 969,784,432	\$ 791,162,398
Deemed distributions of participant loans	(53,603)	(80,930)
Net assets available for benefits per the Form 5500	<u>\$ 969,730,829</u>	<u>\$ 791,081,468</u>

The following is a reconciliation of the change in net assets available for benefits before transfer per the financial statements to the Form 5500 for the year ended December 31, 2023:

	2023
Net increase in net assets available for benefits before transfer per the financial statements	\$ 177,579,251
Net change in deemed distributions of participant loans	27,327
Net increase in net assets available for benefits before transfer per the Form 5500	<u>\$ 177,606,578</u>

AUTONATION 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE 6 - PARTY-IN-INTEREST TRANSACTIONS

Parties-in-interest are defined under Department of Labor Regulations as any fiduciary of the Plan, any party rendering service to the Plan, the employer, and certain others. The following transactions represent party-in-interest transactions to the Plan.

- *Notes receivable from participants:* The Plan accepts and services loans to plan participants as described in Note 1. Notes receivable from participants totaled \$17,587,427 as of December 31, 2023, and \$14,225,550 as of December 31, 2022.
- *Administrative fees:* Administrative fees, including amounts paid to the Trustees, were \$1,410,602 for the plan year ended December 31, 2023. The Company may pay certain fees and expenses of the Plan.

These party-in-interest transactions are exempt from the prohibited transaction rules of ERISA.

NOTE 7 - INCOME TAX STATUS

The Internal Revenue Service ("IRS") determined and informed the Company by a letter dated March 14, 2017, that the Plan and related trust are designed and qualified in accordance with the applicable sections of the IRC. The Plan is required to operate in conformity with the IRC to maintain its qualification. The Plan has been amended since receiving the determination letter; however, the Plan Administrator believes that the Plan is currently designed and operating in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified, and the related trust is tax-exempt.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2023 and 2022, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

SUPPLEMENTAL SCHEDULE

AUTONATION 401(k) PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
EIN: 73-1105145, Plan Number: 001
December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	State Street S&P 500 Index Fund Class II L	Common/collective fund (6,391,551 units)	**	\$ 132,343,453
	T. Rowe Price Blue Chip Growth Trust	Common/collective fund (1,080,295 units)	**	75,577,438
	State Street Target Retirement 2030 Fund Class V	Common/collective fund (4,656,188 units)	**	71,495,774
	Invesco Stable Value Trust A1	Common/collective fund (71,207,672 units)	**	71,207,672
	State Street Target Retirement 2035 Fund Class V	Common/collective fund (3,702,031 units)	**	58,251,462
	State Street Target Retirement 2045 Fund Class V	Common/collective fund (3,150,146 units)	**	51,725,393
	State Street Target Retirement 2025 Fund Class V	Common/collective fund (3,483,148 units)	**	51,170,933
	State Street Global EQUITY ex. U.S. Index	Common/collective fund (3,640,559 units)	**	48,441,276
	State Street Target Retirement 2040 Fund Class V	Common/collective fund (2,992,847 units)	**	48,175,862
	State Street Target Retirement 2050 Fund Class V	Common/collective fund (2,740,515 units)	**	45,563,808
	DFA US Targeted Value I	Registered investment company (1,261,907 units)	**	40,242,228
	State Street Target Retirement 2055 Fund Class V	Common/collective fund (2,186,280 units)	**	36,351,285
	Vanguard Equity Income Adm	Registered investment company (365,739 units)	**	30,820,802
	Carillon Eagle Mid Cap Growth R6	Registered investment company (367,196 units)	**	28,549,454
	State Street U.S. Bond Index Class XIV L	Common/collective fund (2,410,400 units)	**	25,591,217
	Baird Core Plus Bond Institutional Fund	Registered investment company (2,461,392 units)	**	25,032,358
	State Street Target Retirement 2020 Fund Class V	Common/collective fund (1,678,649 units)	**	23,175,432
	State Street Russell Small Mid Cap Index L CI C	Common/collective fund (1,212,483 units)	**	19,055,388
	State Street Target Retirement 2060 Fund Class V	Common/collective fund (975,431 units)	**	16,219,467
	State Street Target Retirement Income Fund Class V	Common/collective fund (879,155 units)	**	11,543,308

AUTONATION 401(k) PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
EIN: 73-1105145, Plan Number: 001
December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Allspring Special Mid Cap Value R6	Registered investment company (248,751 units)	**	11,445,019
	ClearBridge Small Cap Growth IS	Registered investment company (272,912 units)	**	11,069,307
	American Funds EuroPacific Growth R6	Registered investment company (154,191 units)	**	8,434,256
	Vanguard Inflation-Protected Securities Adm	Registered investment company (302,182 units)	**	6,959,263
	State Street Target Retirement 2065 Fund Class V	Common/collective fund (228,718 units)	**	3,848,634
*	Participant Loans	Interest rates from 3.25% to 9.50% and maturity dates through 2049	—	17,587,427
	Total			\$ 969,877,916

* Represents a party-in-interest to the Plan.

** Cost information not required for participant-directed investments.

The information above is derived from information, which has been certified as complete and accurate
by Voya Institutional Trust Company, Trustee.

AutoNation 401(k) Plan

Financial Statements and Supplemental Schedule

December 31, 2023 and 2022

AUTONATION 401(k) PLAN

FINANCIAL STATEMENTS

December 31, 2023 and 2022

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Certified Public Accountants

AUTONATION 401(k) PLAN

Independent Auditor's Report

The Employee Benefits Committee, Plan Administrator and
Participants of AutoNation 401k Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of the AutoNation 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023 and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the AutoNation 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2023 and 2022, and for the year ended December 31, 2023 stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the AutoNation 401(k) Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Officers/Shareholders

Deborah A. Eastwood, CPA
Kevin R. Foley, CPA
Mario Ercolani, CPA
Anthony R. Caravaggio, CPA
Ronald H. Ulitchney, CPA
Louis E. Marcin, CPA
Jason C. Williams, CPA

Donald M. Kronick, CPA
Paul Berdy, CPA
William R. Lazor, CPA/PFS, CFE
William Fromel, CPA

AUTONATION 401(k) PLAN

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the AutoNation 401(k) Plan's ability to continue as a going concern for one year after the date that the financial statements are issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the AutoNation 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the AutoNation 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

AUTONATION 401(k) PLAN

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter — Supplemental Schedule Required by ERISA

The supplemental schedule H, Line 4(i) – Schedule of Assets (Held at End of Year) as of December 31, 2023, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.
- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Kingston, Pennsylvania
June 26, 2024

Kenneth Kalada Berdy & Co.

AUTONATION 401(k) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
As of December 31,

	2023	2022
ASSETS		
Investments at fair value (Note 4)	\$ 952,290,489	\$ 777,008,165
Receivables:		
Employer contributions	1,538	1,696
Participant contributions	27,215	6,675
Other receivable	61,150	56,647
Notes receivable from participants	17,587,427	14,225,550
Total receivables	17,677,330	14,290,568
Total assets	969,967,819	791,298,733
LIABILITIES		
Accrued expenses	183,387	136,335
Total liabilities	183,387	136,335
NET ASSETS AVAILABLE FOR BENEFITS	\$ 969,784,432	\$ 791,162,398

See accompanying notes to financial statements.

AUTONATION 401(k) PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
Year ended December 31, 2023

Additions to net assets attributed to:

Investment income:

Net appreciation in fair value of investments	\$ 129,675,348
Dividends	10,355,530
Net investment income	<u>140,030,878</u>

Interest income on notes receivable from participants	1,065,649
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Contributions:

Participants	82,263,559
Participant rollovers	12,985,361
Employer, net of forfeitures	24,366,045
Total contributions	<u>119,614,965</u>
Total additions	<u>260,711,492</u>

Deductions from net assets attributed to:

Benefits paid to participants	(79,433,275)
Distributions due to loan defaults	(2,288,364)
Administrative expenses	(1,410,602)
Total deductions	<u>(83,132,241)</u>

Net increase before transfer	177,579,251
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Transfer of assets due to plan merger	1,042,783
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Net assets available for benefits:

Beginning of year	791,162,398
End of year	<u><u>\$ 969,784,432</u></u>

See accompanying notes to financial statements.

AUTONATION 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE 1 - DESCRIPTION OF PLAN

General

The following description of the AutoNation 401(k) Plan, as amended through December 31, 2023 (the “Plan”), is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan.

The Plan was established effective January 1, 1994, to provide benefits to all eligible employees of AutoNation, Inc. (“Plan Sponsor” or the “Company”). The Plan is a participant-directed, defined contribution plan with a cash or deferred arrangement under Section 401(k) of the Internal Revenue Code of 1986, as amended (“IRC”). The Plan is subject to the Employee Retirement Income Security Act of 1974, as amended (“ERISA”). The Employee Benefits Committee, which consists of members of the Company’s management, is designated as the Plan Administrator.

Although it has expressed no intention to do so, the Company retains the right to discontinue its employer matching contributions at any time and to terminate the Plan, if necessary. In the event of the Plan’s termination, all amounts credited to participants’ accounts become fully vested subject to the requirements of ERISA. The Company also retains the right to amend the Plan.

The Company entered into a trust agreement whereby Voya Institutional Trust Company (“the Trustee”) has been appointed the trustee of the Plan. The trustee holds and manages the Plan assets subject to the direction of the Employee Benefits Committee and Plan participants. Voya Institutional Plan Services, LLC, a service group of Voya Institutional Trust Company, has been appointed the service provider for the Plan providing recordkeeping and other administrative services to the Plan.

Eligibility

Under the terms of the Plan, most employees who are at least 18 years of age are eligible to participate in the Plan immediately upon their date of hire with the Company, including employees who become employed due to a business acquisition. The Plan also includes a provision to allow employees of certain subsidiaries of the Company to be eligible for participation in the Plan under these requirements.

Contributions and Funding Policy

Participants in the Plan may make pre-tax and/or Roth contributions from 1% to 50% of their eligible compensation, as defined by the Plan. Roth contributions are made on an after-tax basis and qualified distributions and related earnings are not subject to income taxes if certain conditions are met. Participants may also make after-tax contributions to the Plan. Earnings on after-tax contributions are subject to income taxes upon withdrawal. Participants may direct the investment of their contributions into the various investment options offered by the Plan. The combined total of pre-tax, Roth, and after-tax contributions for each participant may not exceed 50% of eligible compensation subject to other applicable IRC limitations. In 2023, the IRC limit for total contributions, including employer contributions, was \$66,000 and the IRC limit for total pre-tax and Roth contributions was \$22,500. In addition, the Plan allows participants that have attained age 50 to make additional (“catch-up”) contributions on a pre-tax and/or Roth basis, not to exceed \$7,500 in total during 2023. Total contributions of Highly Compensated Employees were also limited to 8% of their eligible compensation in 2023. The Plan also allows for rollovers of vested contributions from participants’ previous employers’ qualified plans (e.g., 401(k) and 403(b) plans) and individual retirement accounts (“IRAs”).

In 2023, the Company made an employer matching contribution of \$.50 for each \$1 of employee pre-tax and/or Roth contributions (including catch-up contributions) on up to 5% of the employee’s eligible compensation for all participating employees. Employer matching contributions are invested in accordance with each participant’s investment election applied to his/her pre-tax and/or Roth contributions. After-tax contributions are not eligible for employer matching contributions. The employer matching contributions, net of forfeitures, totaled \$24,366,045 in 2023.

The Company may also make discretionary matching contributions to the Plan. The Company did not make any discretionary contributions in 2023.

**AUTONATION 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

Plan Merger

In connection with the acquisition of RepairSmith, Inc., the Company merged the RepairSmith 401(k) Plan with and into the AutoNation 401(k) Plan on September 1, 2023. All assets of the RepairSmith 401(k) Plan, which primarily consisted of investments, were transferred to the AutoNation 401(k) Plan. The assets transferred due to the plan merger of \$1,042,783 are presented on the statement of changes in net assets available for benefits.

Participant Accounts

Individual accounts are maintained for each of the Plan's participants to reflect the participant's contributions and related employer matching contributions, as well as the income and losses attributable to the participant's account. All investments in the Plan are participant-directed. If a participant makes no investment fund election, any contributions made into the participant's account are invested into the Plan's qualified default investment alternative ("QDIA"). The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting and Forfeitures

Effective January 1, 2023, a participant's contributions and employer matching contributions are fully vested when made, as well as earnings thereon. Prior to 2023, employer matching contributions for participants hired prior to January 1, 2011 were fully vested and for participants hired on or after January 1, 2011 vested equally each year after the participant's hire date over a three year vesting period. On January 1, 2023, unvested employer matching contributions for active participants vested immediately.

For participants terminated prior to January 1, 2023, employer matching contributions not fully vested are forfeited upon the earlier of the date a participant elects to receive a distribution, which is permitted upon a participant's termination of employment, or the date a participant incurs a five-year break in service. Additionally, the Plan Administrator may choose to forfeit a missing participant's account if a missing participant or his/her beneficiary cannot be located after making a reasonably diligent effort. Forfeited amounts may be used to reduce the Company's matching contributions, reinstate previously forfeited amounts to rehired employees or missing participants that are located, or pay the Plan's administrative expenses. During 2023, \$160,642 of forfeitures were used to reduce employer matching contributions. The unused forfeiture balance at December 31, 2023 and 2022, was \$7,772 and \$20,476, respectively.

Notes Receivable from Participants

Participants may borrow from their plan accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 (reduced by the highest outstanding loan balance during the prior twelve month period) or 50 percent of their vested account balance. Participant loans are secured by the balance in their accounts and are made at an interest rate commensurate with prevailing rates as determined by the Plan Administrator. Interest rates on existing loans range from 3.25 to 9.50 percent with various maturity dates through 2049. Principal and interest on loans are repaid in substantially equal installments primarily through payroll deductions. Participant loans are stated at their outstanding principal balances (accrued interest was immaterial at December 31, 2023 and 2022).

The Plan may accept and continues to service loans transferred from the plans of acquired companies. Delinquent notes receivable from participants are recorded as distributed based upon the terms of the Plan's loan policy.

Administrative Expenses

Management fees and operating expenses of the Plan's investment funds are paid by the funds and reflected as a reduction in each fund's appreciation in fair value.

To fund the administrative expenses of the Plan, a monthly administrative fee of \$4.00 was assessed to each participant during 2023. Fees related to administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses and expensed as incurred. The Company may pay certain fees and administrative expenses of the Plan that are excluded from these financial statements.

**AUTONATION 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

Payment of Benefits

On termination of service due to disability, retirement, or termination of employment, a participant may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account, or monthly, quarterly, or annual installments over a period not to exceed the participant's life expectancy or the joint life expectancy of the participant and the participant's surviving spouse or other designated beneficiary. On termination of service due to death, the participant's surviving spouse or other designated beneficiary will receive the value of the participant's vested interest in his or her account.

Upon meeting certain criteria specified in the Plan document, a participant may elect to receive an in-service withdrawal of his/her account or a portion of his/her account. A participant may receive a hardship distribution, may withdraw all or a portion of an after-tax contributions account and an employee contributions account transferred from a prior plan, may withdraw all or a portion of a vested employer contributions account transferred from a prior plan after attaining five years of employment with the Company, and may take an in-service withdrawal of all or a portion of his/her account held in the Plan upon attaining age 59^{1/2}. Benefit distributions are recorded when paid.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements are prepared on the accrual basis of accounting in conformity with U.S. generally accepted accounting principles ("GAAP").

Use of Estimates

The preparation of financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes in those assets and liabilities, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments are reported at fair value which is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 of the Notes to Financial Statements for a discussion of fair value measurements.

Purchases and sales of investments are recorded on a trade-date basis. Interest income is recorded on an accrual basis. The Plan records dividends on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments purchased and sold as well as held during the year.

Risks and Uncertainties

The Plan provides for various investment options. The underlying investment securities are exposed to various risks, such as interest rate, market, liquidity, and credit risks. Due to the level of risk associated with certain investment securities and the sensitivity of certain fair value estimates to changes in valuation assumptions, it is at least reasonably possible that changes in the fair values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits.

Securing a Strong Retirement Act of 2022

On December 29, 2022, Securing a Strong Retirement Act of 2022 ("SECURE 2.0") was signed into law. SECURE 2.0 includes both required and optional provisions with effective dates through January 1, 2027.

In 2023, the age requirement for minimum distributions was raised from 72 to 73 for any participant who turns 72 on or after January 1, 2023 and before January 1, 2033, and to 75 for a participant who attains age 74 after December 31, 2032. In addition, the Plan adopted optional provisions that allow for additional circumstances in which a participant can make withdrawals without penalty, including terminal illness and natural disasters, each as defined by the Plan. The adoption of these provisions did not have a material impact to the Plan.

**AUTONATION 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

In 2024, the Plan increased its force-out provision threshold for terminated participants from \$5,000 to \$7,000. The Plan also adopted optional provisions to allow participants to make withdrawals without penalty in domestic abuse cases and for certain emergency expenses, each as defined by the Plan, and to allow a participant's surviving spouse to elect to be treated as an employee for required minimum distribution purposes. The adoption of these provisions did not have a material impact to the Plan.

The Plan Administrator will continue to evaluate the provisions of the law that will be effective in future periods, which are not expected to have a material impact to the Plan.

Subsequent Events

The Plan has evaluated the effects of subsequent events that have occurred subsequent to the year ended December 31, 2023 through June 26, 2024, the date at which the financial statements were available to be issued.

NOTE 3 - FINANCIAL INFORMATION CERTIFIED BY THE TRUSTEE

The Plan Administrator has elected the method of compliance in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule of assets held at end of year, including investments and notes receivable from participants held at December 31, 2023 and 2022, and related net investment income and interest income on notes receivable from participants for the year ended December 31, 2023, was obtained by management and agreed to or derived from information certified as complete and accurate by Voya Institutional Trust Company.

NOTE 4 - FAIR VALUE MEASUREMENTS

Accounting standards define fair value as the price that would be received from selling an asset or paid to transfer a liability in the principal or most advantageous market for the asset or liability in an orderly transaction between market participants at the measurement date. Accounting guidance establishes a fair value hierarchy which requires an entity to maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value and also establishes the following three levels of inputs that may be used to measure fair value:

- Level 1 Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.
- Level 2 Inputs to the valuation methodology include quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets or liabilities in inactive markets, inputs other than quoted prices that are observable for the asset or liability, and inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the level 2 input must be observable for substantially the full term of the asset or liability.
- Level 3 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023 and 2022. Classification within the fair value hierarchy table is based on the lowest level of any input that is significant to the fair value measurement.

Description	December 31, 2023			Total
	Level 1	Level 2	Level 3	
Mutual Funds	\$162,552,687	\$ —	\$ —	\$162,552,687
Common Collective Trusts - Commingled Funds	—	718,530,130	—	718,530,130
Common Collective Trust - Stable Value Fund	—	71,207,672	—	71,207,672
Investments at fair value	\$162,552,687	\$789,737,802	\$ —	\$952,290,489

AUTONATION 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS

Description	December 31, 2022			Total
	Level 1	Level 2	Level 3	
Mutual Funds	\$152,730,781	\$ —	\$ —	\$152,730,781
Common Collective Trusts - Commingled Funds	—	549,225,894	—	549,225,894
Common Collective Trust - Stable Value Fund	—	75,051,490	—	75,051,490
Investments at fair value	\$152,730,781	\$624,277,384	\$ —	\$777,008,165

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2023 and 2022.

- *Mutual funds*: valued at the daily closing price as reported by the fund. These funds are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.
- *Commingled funds*: valued at the net asset value per unit as determined by the common collective trust based on the fair value of the underlying investments held by each commingled fund less its liabilities. The net asset value of the fund is calculated daily and distributions from net investment income and net realized gains are retained by and reinvested in the fund. The investments in commingled funds are primarily comprised of equity index funds and target date funds that invest in a combination of equity, fixed income, real estate, and short-term investments.
- *Stable value fund*: valued at the net asset value per unit as determined by the common collective trust as of the valuation date. The net asset value of the fund is calculated daily and distributions from net investment income and net realized gains are retained by and reinvested in the fund. The investments in the stable value fund is comprised of indirect investments in fully-benefit responsive contracts. The fund has a twelve-month replacement notification requirement.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

NOTE 5 - RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

A reconciliation of net assets available for benefits per the financial statements to the Form 5500 as of December 31, 2023 and 2022, is presented below.

	2023	2022
Net assets available for benefits per the financial statements	\$ 969,784,432	\$ 791,162,398
Deemed distributions of participant loans	(53,603)	(80,930)
Net assets available for benefits per the Form 5500	<u>\$ 969,730,829</u>	<u>\$ 791,081,468</u>

The following is a reconciliation of the change in net assets available for benefits before transfer per the financial statements to the Form 5500 for the year ended December 31, 2023:

	2023
Net increase in net assets available for benefits before transfer per the financial statements	\$ 177,579,251
Net change in deemed distributions of participant loans	27,327
Net increase in net assets available for benefits before transfer per the Form 5500	<u>\$ 177,606,578</u>

AUTONATION 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE 6 - PARTY-IN-INTEREST TRANSACTIONS

Parties-in-interest are defined under Department of Labor Regulations as any fiduciary of the Plan, any party rendering service to the Plan, the employer, and certain others. The following transactions represent party-in-interest transactions to the Plan.

- *Notes receivable from participants:* The Plan accepts and services loans to plan participants as described in Note 1. Notes receivable from participants totaled \$17,587,427 as of December 31, 2023, and \$14,225,550 as of December 31, 2022.
- *Administrative fees:* Administrative fees, including amounts paid to the Trustees, were \$1,410,602 for the plan year ended December 31, 2023. The Company may pay certain fees and expenses of the Plan.

These party-in-interest transactions are exempt from the prohibited transaction rules of ERISA.

NOTE 7 - INCOME TAX STATUS

The Internal Revenue Service ("IRS") determined and informed the Company by a letter dated March 14, 2017, that the Plan and related trust are designed and qualified in accordance with the applicable sections of the IRC. The Plan is required to operate in conformity with the IRC to maintain its qualification. The Plan has been amended since receiving the determination letter; however, the Plan Administrator believes that the Plan is currently designed and operating in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified, and the related trust is tax-exempt.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2023 and 2022, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

SUPPLEMENTAL SCHEDULE

AUTONATION 401(k) PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
EIN: 73-1105145, Plan Number: 001
December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	State Street S&P 500 Index Fund Class II L	Common/collective fund (6,391,551 units)	**	\$ 132,343,453
	T. Rowe Price Blue Chip Growth Trust	Common/collective fund (1,080,295 units)	**	75,577,438
	State Street Target Retirement 2030 Fund Class V	Common/collective fund (4,656,188 units)	**	71,495,774
	Invesco Stable Value Trust A1	Common/collective fund (71,207,672 units)	**	71,207,672
	State Street Target Retirement 2035 Fund Class V	Common/collective fund (3,702,031 units)	**	58,251,462
	State Street Target Retirement 2045 Fund Class V	Common/collective fund (3,150,146 units)	**	51,725,393
	State Street Target Retirement 2025 Fund Class V	Common/collective fund (3,483,148 units)	**	51,170,933
	State Street Global EQUITY ex. U.S. Index	Common/collective fund (3,640,559 units)	**	48,441,276
	State Street Target Retirement 2040 Fund Class V	Common/collective fund (2,992,847 units)	**	48,175,862
	State Street Target Retirement 2050 Fund Class V	Common/collective fund (2,740,515 units)	**	45,563,808
	DFA US Targeted Value I	Registered investment company (1,261,907 units)	**	40,242,228
	State Street Target Retirement 2055 Fund Class V	Common/collective fund (2,186,280 units)	**	36,351,285
	Vanguard Equity Income Adm	Registered investment company (365,739 units)	**	30,820,802
	Carillon Eagle Mid Cap Growth R6	Registered investment company (367,196 units)	**	28,549,454
	State Street U.S. Bond Index Class XIV L	Common/collective fund (2,410,400 units)	**	25,591,217
	Baird Core Plus Bond Institutional Fund	Registered investment company (2,461,392 units)	**	25,032,358
	State Street Target Retirement 2020 Fund Class V	Common/collective fund (1,678,649 units)	**	23,175,432
	State Street Russell Small Mid Cap Index L CI C	Common/collective fund (1,212,483 units)	**	19,055,388
	State Street Target Retirement 2060 Fund Class V	Common/collective fund (975,431 units)	**	16,219,467
	State Street Target Retirement Income Fund Class V	Common/collective fund (879,155 units)	**	11,543,308

AUTONATION 401(k) PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
EIN: 73-1105145, Plan Number: 001
December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(d) Cost	(e) Current Value
	Allspring Special Mid Cap Value R6	Registered investment company (248,751 units)	**	11,445,019
	ClearBridge Small Cap Growth IS	Registered investment company (272,912 units)	**	11,069,307
	American Funds EuroPacific Growth R6	Registered investment company (154,191 units)	**	8,434,256
	Vanguard Inflation-Protected Securities Adm	Registered investment company (302,182 units)	**	6,959,263
	State Street Target Retirement 2065 Fund Class V	Common/collective fund (228,718 units)	**	3,848,634
*	Participant Loans	Interest rates from 3.25% to 9.50% and maturity dates through 2049	—	17,587,427
	Total			\$ 969,877,916

* Represents a party-in-interest to the Plan.

** Cost information not required for participant-directed investments.

The information above is derived from information, which has been certified as complete and accurate
by Voya Institutional Trust Company, Trustee.