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|---|--|---|
| <b>Form 5500</b><br><br>Department of the Treasury<br>Internal Revenue Service<br><br>Department of Labor<br>Employee Benefits Security<br>Administration<br><br>Pension Benefit Guaranty Corporation | <b>Annual Return/Report of Employee Benefit Plan</b><br><br>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).<br><br><b>▶ Complete all entries in accordance with the instructions to the Form 5500.</b> | OMB Nos. 1210-0110<br>1210-0089<br><br><h1 style="text-align: center;">2023</h1><br><br><b>This Form is Open to Public Inspection</b> |
|---|--|---|

**Part I Annual Report Identification Information**  
 For calendar plan year 2023 or fiscal plan year beginning 07/01/2023 and ending 06/30/2024

**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) \_\_\_\_\_

**B** This return/report is:  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**

|  |   |
|--|---|
| <b>1a</b> Name of plan<br><u>AVIS RENT A CAR SYSTEM, LLC. PENSION PLAN FOR BARGAINING HOURLY EMPLOYEES</u>   | <b>1b</b> Three-digit plan number (PN) ▶ <u>021</u>   |
| <b>2a</b> Plan sponsor's name (employer, if for a single-employer plan)<br>Mailing address (include room, apt., suite no. and street, or P.O. Box)<br>City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)<br><u>AVIS RENT A CAR SYSTEM, LLC</u><br><br><u>C/O AVIS BUDGET GROUP</u><br><u>379 INTERPACE PARKWAY</u><br><u>PARSIPPANY, NJ 07054</u> | <b>1c</b> Effective date of plan<br><u>05/14/1959</u><br><br><b>2b</b> Employer Identification Number (EIN)<br><u>11-1998661</u><br><br><b>2c</b> Plan Sponsor's telephone number<br><u>973-428-9700</u><br><br><b>2d</b> Business code (see instructions)<br><u>532100</u> |

**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.

|                  |   |            |  |
|------------------|---|------------|--|
| <b>SIGN HERE</b> | Filed with authorized/valid electronic signature. | 04/08/2025 | NED LINNEN   |
|                  | Signature of plan administrator                   | Date       | Enter name of individual signing as plan administrator       |
| <b>SIGN HERE</b> |   |            |  |
|                  | Signature of employer/plan sponsor                | Date       | Enter name of individual signing as employer or plan sponsor |
| <b>SIGN HERE</b> |   |            |  |
|                  | Signature of DFE                                  | Date       | Enter name of individual signing as DFE                      |

|  |  |      |
|--|--|------|
| <b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor   | <b>3b</b> Administrator's EIN              |      |
|  | <b>3c</b> Administrator's telephone number |      |
| <b>4</b> 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:<br><b>a</b> Sponsor's name<br><b>c</b> Plan Name   | <b>4b</b> EIN                              |      |
|  | <b>4d</b> PN                               |      |
| <b>5</b> Total number of participants at the beginning of the plan year  | <b>5</b>                                   | 3060 |
| <b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ).<br><b>a(1)</b> Total number of active participants at the beginning of the plan year .....<br><b>a(2)</b> Total number of active participants at the end of the plan year .....<br><b>b</b> Retired or separated participants receiving benefits .....<br><b>c</b> Other retired or separated participants entitled to future benefits .....<br><b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> . .....<br><b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits .....<br><b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> . .....<br><b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) .....<br><b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) .....<br><b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested..... | <b>6a(1)</b>                               | 849  |
|  | <b>6a(2)</b>                               | 815  |
|  | <b>6b</b>                                  | 854  |
|  | <b>6c</b>                                  | 1142 |
|  | <b>6d</b>                                  | 2811 |
|  | <b>6e</b>                                  | 231  |
|  | <b>6f</b>                                  | 3042 |
|  | <b>6g(1)</b>                               |      |
| <b>6g(2)</b>   |  |      |
| <b>6h</b>  |  | 0    |
| <b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....  | <b>7</b>                                   |      |

**8a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:  
**1B 3H**

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

|   |   |
|---|---|
| <b>9a</b> Plan funding arrangement (check all that apply)               | <b>9b</b> Plan benefit arrangement (check all that apply)               |
| (1) <input type="checkbox"/> Insurance                                  | (1) <input type="checkbox"/> Insurance                                  |
| (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts | (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts |
| (3) <input checked="" type="checkbox"/> Trust                           | (3) <input checked="" type="checkbox"/> Trust                           |
| (4) <input type="checkbox"/> General assets of the sponsor              | (4) <input type="checkbox"/> General assets of the sponsor              |

**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)

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

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**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.

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

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**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 \_\_\_\_\_

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|   |  |  |
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| <b>SCHEDULE SB</b><br><b>(Form 5500)</b><br><br><small>Department of the Treasury<br/>Internal Revenue Service</small><br><br><small>Department of Labor<br/>Employee Benefits Security Administration</small><br><br><small>Pension Benefit Guaranty Corporation</small> | <b>Single-Employer Defined Benefit Plan</b><br><b>Actuarial Information</b><br><br>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).<br><br><b>▶ File as an attachment to Form 5500 or 5500-SF.</b> | <small>OMB No. 1210-0110</small><br><br><b>2023</b><br><br><b>This Form is Open to Public Inspection</b> |
|---|--|--|

For calendar plan year 2023 or fiscal plan year beginning 07/01/2023 and ending 06/30/2024

▶ **Round off amounts to nearest dollar.**  
 ▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

|   |   |            |
|---|---|------------|
| <b>A</b> Name of plan<br><u>AVIS RENT A CAR SYSTEM, LLC. PENSION PLAN FOR BARGAINING HOURLY EMPLOYEES</u>                                 | <b>B</b> Three-digit plan number (PN) ▶   | <u>021</u> |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF<br><u>AVIS RENT A CAR SYSTEM, LLC</u>                            | <b>D</b> Employer Identification Number (EIN)<br><u>11-1998661</u>  |            |
| <b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B | <b>F</b> Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500 |            |

**Part I Basic Information**

|          |   |                            |                           |
|----------|---|----------------------------|---------------------------|
| <b>1</b> | Enter the valuation date: Month <u>07</u> Day <u>01</u> Year <u>2023</u>  |                            |                           |
| <b>2</b> | Assets:   |                            |                           |
|          | <b>a</b> Market value .....   | <b>2a</b>                  | <u>97957634</u>           |
|          | <b>b</b> Actuarial value .....  | <b>2b</b>                  | <u>105818075</u>          |
| <b>3</b> | Funding target/participant count breakdown  | (1) Number of participants | (2) Vested Funding Target |
|          | <b>a</b> For retired participants and beneficiaries receiving payment .....   | <u>954</u>                 | <u>42931620</u>           |
|          | <b>b</b> For terminated vested participants .....   | <u>1257</u>                | <u>27597228</u>           |
|          | <b>c</b> For active participants .....  | <u>849</u>                 | <u>31154609</u>           |
|          | <b>d</b> Total .....  | <u>3060</u>                | <u>101683457</u>          |
| <b>4</b> | If the plan is in at-risk status, check the box and complete lines (a) and (b) .....  |                            |                           |
|          | <b>a</b> Funding target disregarding prescribed at-risk assumptions .....   | <b>4a</b>                  |                           |
|          | <b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor ..... | <b>4b</b>                  |                           |
| <b>5</b> | Effective interest rate .....   | <b>5</b>                   | <u>5.28 %</u>             |
| <b>6</b> | Target normal cost  |                            |                           |
|          | <b>a</b> Present value of current plan year accruals .....  | <b>6a</b>                  | <u>815067</u>             |
|          | <b>b</b> Expected plan-related expenses .....   | <b>6b</b>                  | <u>1630000</u>            |
|          | <b>c</b> Target normal cost .....   | <b>6c</b>                  | <u>2445067</u>            |

**Statement by Enrolled Actuary**  
 To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

|                  |  |  |
|------------------|--|--|
| <b>SIGN HERE</b> |  |  |
|                  | Signature of actuary                         | <u>03/20/2025</u>                      |
|                  | <u>AMY C. SULLIVAN, A.S.A, E.A.</u>          | Date                                   |
|                  | Type or print name of actuary                | <u>23-06505</u>                        |
|                  | <u>TRANSAMERICA</u>                          | Most recent enrollment number          |
|                  | Firm name                                    | <u>508-903-6012</u>                    |
|                  | <u>PO BOX 428<br/>CEDAR RAPIDS, IA 52406</u> | Telephone number (including area code) |
|                  | Address of the firm                          |  |

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

| <b>Part II Beginning of Year Carryover and Prefunding Balances</b> |  | (a) Carryover balance | (b) Prefunding balance |
|--|--|-----------------------|------------------------|
| <b>7</b>   | Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....  | 0                     | 0                      |
| <b>8</b>   | Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....   | 0                     | 0                      |
| <b>9</b>   | Amount remaining (line 7 minus line 8) .....   | 0                     | 0                      |
| <b>10</b>  | Interest on line 9 using prior year's actual return of <u>6.96</u> % .....   | 0                     | 0                      |
| <b>11</b>  | Prior year's excess contributions to be added to prefunding balance:   |                       |                        |
| <b>a</b>   | Present value of excess contributions (line 38a from prior year) .....   |                       | 0                      |
| <b>b(1)</b>  | Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.46</u> % ..... |                       | 0                      |
| <b>b(2)</b>  | Interest on line 38b from prior year Schedule SB, using prior year's actual return .....   |                       | 0                      |
| <b>c</b>   | Total available at beginning of current plan year to add to prefunding balance .....   |                       | 0                      |
| <b>d</b>   | Portion of (c) to be added to prefunding balance .....   |                       | 0                      |
| <b>12</b>  | Other reductions in balances due to elections or deemed elections .....  | 0                     | 0                      |
| <b>13</b>  | Balance at beginning of current year (line 9 + line 10 + line 11d - line 12) .....   | 0                     | 0                      |

| <b>Part III Funding Percentages</b> |  |           |          |
|-------------------------------------|--|-----------|----------|
| <b>14</b>                           | Funding target attainment percentage .....   | <b>14</b> | 103.87 % |
| <b>15</b>                           | Adjusted funding target attainment percentage .....  | <b>15</b> | 103.87 % |
| <b>16</b>                           | Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement ..... | <b>16</b> | 110.87 % |
| <b>17</b>                           | If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....  | <b>17</b> | %        |

| <b>Part IV Contributions and Liquidity Shortfalls</b> |                                | <b>18 Contributions made to the plan for the plan year by employer(s) and employees:</b> |                       |                                |                              |   |
|---|--------------------------------|--|-----------------------|--------------------------------|------------------------------|---|
| (a) Date (MM-DD-YYYY)                                 | (b) Amount paid by employer(s) | (c) Amount paid by employees   | (a) Date (MM-DD-YYYY) | (b) Amount paid by employer(s) | (c) Amount paid by employees |   |
|   |                                |  |                       |                                |                              |   |
|   |                                |  |                       |                                |                              |   |
|   |                                |  |                       |                                |                              |   |
|   |                                |  |                       |                                |                              |   |
|   |                                |  |                       |                                |                              |   |
|   |                                |  |                       |                                |                              |   |
| <b>Totals ▶</b>                                       |                                |  | <b>18(b)</b>          | 0                              | <b>18(c)</b>                 | 0 |

|  |  |   |
|--|--|---|
| <b>19</b>  | Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year: |   |
| <b>a</b>   | Contributions allocated toward unpaid minimum required contributions from prior years. ....                                | <b>19a</b> 0  |
| <b>b</b>   | Contributions made to avoid restrictions adjusted to valuation date .....  | <b>19b</b> 0  |
| <b>c</b>   | Contributions allocated toward minimum required contribution for current year adjusted to valuation date .....             | <b>19c</b> 0  |
| <b>20</b>  | Quarterly contributions and liquidity shortfalls:  |   |
| <b>a</b>   | Did the plan have a "funding shortfall" for the prior year? .....  | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| <b>b</b>   | If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? .....             | <input type="checkbox"/> Yes <input type="checkbox"/> No            |
| <b>c</b>   | If line 20a is "Yes," see instructions and complete the following table as applicable:                                     |   |
| Liquidity shortfall as of end of quarter of this plan year |  |   |
| (1) 1st  | (2) 2nd  | (3) 3rd   |
|  |  |   |
| (4) 4th  |  |   |

|   |  |                        |                        |   |
|---|--|------------------------|------------------------|---|
| <b>Part V Assumptions Used to Determine Funding Target and Target Normal Cost</b> |  |                        |                        |   |
| <b>21</b> Discount rate:  |  |                        |                        |   |
| <b>a</b> Segment rates:   | 1st segment:<br>4.75 %   | 2nd segment:<br>5.00 % | 3rd segment:<br>5.74 % | <input type="checkbox"/> N/A, full yield curve used |
| <b>b</b> Applicable month (enter code).....                                       |  |                        |                        | <b>21b</b> 4  |
| <b>22</b> Weighted average retirement age .....                                   |  |                        |                        | <b>22</b> 65  |
| <b>23</b> Mortality table(s) (see instructions)                                   | <input type="checkbox"/> Prescribed - combined <input checked="" type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute |                        |                        |   |

|   |  |  |  |           |
|---|--|--|--|-----------|
| <b>Part VI Miscellaneous Items</b>  |  |  |  |           |
| <b>24</b> Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |  |  |  |           |
| <b>25</b> Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. .... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                                     |  |  |  |           |
| <b>26</b> Demographic and benefit information   |  |  |  |           |
| <b>a</b> Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. .... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No                            |  |  |  |           |
| <b>b</b> Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No                      |  |  |  |           |
| <b>27</b> If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....   |  |  |  | <b>27</b> |

|   |  |  |  |             |
|---|--|--|--|-------------|
| <b>Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years</b>   |  |  |  |             |
| <b>28</b> Unpaid minimum required contributions for all prior years .....   |  |  |  | <b>28</b> 0 |
| <b>29</b> Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)..... |  |  |  | <b>29</b> 0 |
| <b>30</b> Remaining amount of unpaid minimum required contributions (line 28 minus line 29) .....                                   |  |  |  | <b>30</b> 0 |

|  |                     |                    |               |                    |
|--|---------------------|--------------------|---------------|--------------------|
| <b>Part VIII Minimum Required Contribution For Current Year</b>  |                     |                    |               |                    |
| <b>31</b> Target normal cost and excess assets (see instructions):   |                     |                    |               |                    |
| <b>a</b> Target normal cost (line 6c).....   |                     |                    |               | <b>31a</b> 2445067 |
| <b>b</b> Excess assets, if applicable, but not greater than line 31a .....   |                     |                    |               | <b>31b</b> 2445067 |
| <b>32</b> Amortization installments:   | Outstanding Balance |                    | Installment   |                    |
| <b>a</b> Net shortfall amortization installment .....  | 0                   |                    | 0             |                    |
| <b>b</b> Waiver amortization installment .....   | 0                   |                    | 0             |                    |
| <b>33</b> If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount ..... |                     |                    |               | <b>33</b>          |
| <b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....  |                     |                    |               | <b>34</b> 0        |
|  | Carryover balance   | Prefunding balance | Total balance |                    |
| <b>35</b> Balances elected for use to offset funding requirement .....   | 0                   | 0                  | 0             |                    |
| <b>36</b> Additional cash requirement (line 34 minus line 35).....   |                     |                    |               | <b>36</b> 0        |
| <b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....   |                     |                    |               | <b>37</b> 0        |
| <b>38</b> Present value of excess contributions for current year (see instructions)  |                     |                    |               |                    |
| <b>a</b> Total (excess, if any, of line 37 over line 36)   |                     |                    |               | <b>38a</b> 0       |
| <b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances .....  |                     |                    |               | <b>38b</b> 0       |
| <b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....  |                     |                    |               | <b>39</b> 0        |
| <b>40</b> Unpaid minimum required contributions for all years .....  |                     |                    |               | <b>40</b> 0        |

|  |  |  |  |  |
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| <b>Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)</b>  |  |  |  |  |
| <b>41</b> If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021 |  |  |  |  |

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

For calendar plan year 2023 or fiscal plan year beginning **07/01/2023** and ending **06/30/2024**

|   |  |            |
|---|--|------------|
| <b>A</b> Name of plan<br><b>AVIS RENT A CAR SYSTEM, LLC. PENSION PLAN FOR BARGAINING HOURLY EMPLOYEES</b> | <b>B</b> Three-digit plan number (PN) ▶                            | <b>021</b> |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500<br><b>AVIS RENT A CAR SYSTEM, LLC</b>       | <b>D</b> Employer Identification Number (EIN)<br><b>11-1998661</b> |            |

**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

**TRANSAMERICA RETIREMENT SOLUTIONS**

**13-3689044**

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

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

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

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**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)

TRANSAMERICA RETIREMENT SOLUTIONS

13-3689044

| (b)<br>Service Code(s)                 | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|--|---|--|--|--|---|--|
| 11 12 15 28<br>38 50 59 61<br>62 63 64 | RECORD KEEPER   | 436328   | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                                  | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>  | 0   | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                          |

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

NATIONAL FINANCIAL SERVICES

04-3523567

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 33 71                  | SECURITIES BROKER   | 0  | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>  | 0   | Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>                          |

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

CLEARSTEAD ADVISORS, LLC

34-1597728

| (b)<br>Service Code(s) | (c)<br>Relationship to employer, employee organization, or person known to be a party-in-interest | (d)<br>Enter direct compensation paid by the plan. If none, enter -0-. | (e)<br>Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f)<br>Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g)<br>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)<br>Did the service provider give you a formula instead of an amount or estimated amount? |
|------------------------|---|--|--|--|---|--|
| 16 23 53               | ADVISOR   | 41953  | Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>                                  | Yes <input type="checkbox"/> No <input type="checkbox"/>   |   | Yes <input type="checkbox"/> No <input type="checkbox"/>                                     |

**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<br>(see instructions)  | (c) Enter amount of indirect compensation |
|---|--|---|
| NATIONAL FINANCIAL SERVICES   | 33 71  | 0   |
| (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. |   |
| DFA-DIMENSIONAL<br>6300 BEE CAVE RD<br>BUILDING ONE<br>AUSTIN, TX 78746 | REVENUE SHARING SEE ATTACHMENT TO LINE 2(H)  |   |
| (a) Enter service provider name as it appears on line 2                 | (b) Service Codes<br>(see instructions)  | (c) Enter amount of indirect compensation |
| NATIONAL FINANCIAL SERVICES   | 33 71  | 0   |
| (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. |   |
| FEDERATED HERMES<br>P.O. BOX 219318<br>KANSAS CITY, MO 64121            | REVENUE SHARING SEE ATTACHMENT TO LINE 2(H)  |   |
| (a) Enter service provider name as it appears on line 2                 | (b) Service Codes<br>(see instructions)  | (c) Enter amount of indirect compensation |
| NATIONAL FINANCIAL SERVICES   | 33 71  | 0   |
| (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. |   |
| HARBOR<br>111 SOUTH WACKER DRIVE<br>34TH FLOOR<br>CHICAGO, IL 60606     | REVENUE SHARING SEE ATTACHMENT TO LINE 2(H)  |   |

**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 |
|---|--|---|
| NATIONAL FINANCIAL SERVICES   | 33 71  | 0   |
| (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. |   |
| TOUCHSTONE<br>303 BROADWAY<br>SUITE 1100<br>CINCINNATI, OH 45202    | REVENUE SHARING SEE ATTACHMENT TO LINE 2(H)  |   |
| (a) Enter service provider name as it appears on line 2             | (b) Service Codes (see instructions)   | (c) Enter amount of indirect compensation |
| NATIONAL FINANCIAL SERVICES   | 33 71  | 0   |
| (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. |   |
| WCM INVESTMENT MNGT<br>281 BROOKS STREET<br>LAGUNA BEACH, CA 92651  | REVENUE SHARING SEE ATTACHMENT TO LINE 2(H)  |   |
| (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.

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

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

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

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

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

| <b>(a)</b> Enter name and EIN or address of service provider (see instructions) | <b>(b)</b> Nature of Service Code(s) | <b>(c)</b> 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)

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|                    |                     |
|--------------------|---------------------|
| <b>a</b> Name:     | <b>b</b> EIN:       |
| <b>c</b> Position: |                     |
| <b>d</b> Address:  | <b>e</b> Telephone: |
|                    |                     |

Explanation:

|  |  |   |
|--|--|---|
| <b>SCHEDULE H</b><br><b>(Form 5500)</b><br><br><small>Department of the Treasury<br/>Internal Revenue Service</small><br><br><small>Department of Labor<br/>Employee Benefits Security Administration</small><br><br><small>Pension Benefit Guaranty Corporation</small> | <b>Financial Information</b><br><br>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).<br><br><b>▶ File as an attachment to Form 5500.</b> | OMB No. 1210-0110<br><br><b>2023</b><br><br><b>This Form is Open to Public Inspection</b> |
|--|--|---|

|   |  |
|---|--|
| For calendar plan year 2023 or fiscal plan year beginning <b>07/01/2023</b> and ending <b>06/30/2024</b>  |  |
| <b>A</b> Name of plan<br><b>AVIS RENT A CAR SYSTEM, LLC. PENSION PLAN FOR BARGAINING HOURLY EMPLOYEES</b> | <b>B</b> Three-digit plan number (PN) ▶ <b>021</b>                 |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500<br><b>AVIS RENT A CAR SYSTEM, LLC</b>       | <b>D</b> Employer Identification Number (EIN)<br><b>11-1998661</b> |

|               |                                      |
|---------------|--------------------------------------|
| <b>Part I</b> | <b>Asset and Liability Statement</b> |
|---------------|--------------------------------------|

**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.

|  |                 | (a) Beginning of Year | (b) End of Year |
|--|-----------------|-----------------------|-----------------|
| <b>Assets</b>  |                 |                       |                 |
| <b>a</b> Total noninterest-bearing cash .....  | <b>1a</b>       |                       |                 |
| <b>b</b> Receivables (less allowance for doubtful accounts):                                       |                 |                       |                 |
| <b>(1)</b> Employer contributions .....  | <b>1b(1)</b>    |                       |                 |
| <b>(2)</b> Participant contributions .....   | <b>1b(2)</b>    |                       |                 |
| <b>(3)</b> Other .....   | <b>1b(3)</b>    |                       |                 |
| <b>c</b> General investments:  |                 |                       |                 |
| <b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....   | <b>1c(1)</b>    |                       |                 |
| <b>(2)</b> U.S. Government securities .....  | <b>1c(2)</b>    |                       |                 |
| <b>(3)</b> Corporate debt instruments (other than employer securities):                            |                 |                       |                 |
| <b>(A)</b> Preferred .....   | <b>1c(3)(A)</b> |                       |                 |
| <b>(B)</b> All other .....   | <b>1c(3)(B)</b> |                       |                 |
| <b>(4)</b> Corporate stocks (other than employer securities):                                      |                 |                       |                 |
| <b>(A)</b> Preferred .....   | <b>1c(4)(A)</b> |                       |                 |
| <b>(B)</b> Common .....  | <b>1c(4)(B)</b> |                       |                 |
| <b>(5)</b> Partnership/joint venture interests .....   | <b>1c(5)</b>    |                       |                 |
| <b>(6)</b> Real estate (other than employer real property) .....                                   | <b>1c(6)</b>    |                       |                 |
| <b>(7)</b> Loans (other than to participants) .....  | <b>1c(7)</b>    |                       |                 |
| <b>(8)</b> Participant loans .....   | <b>1c(8)</b>    |                       |                 |
| <b>(9)</b> Value of interest in common/collective trusts .....                                     | <b>1c(9)</b>    |                       |                 |
| <b>(10)</b> Value of interest in pooled separate accounts .....                                    | <b>1c(10)</b>   |                       |                 |
| <b>(11)</b> Value of interest in master trust investment accounts .....                            | <b>1c(11)</b>   |                       |                 |
| <b>(12)</b> Value of interest in 103-12 investment entities .....                                  | <b>1c(12)</b>   |                       |                 |
| <b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....        | <b>1c(13)</b>   | 97957634              | 98874768        |
| <b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) ..... | <b>1c(14)</b>   |                       |                 |
| <b>(15)</b> Other .....  | <b>1c(15)</b>   |                       |                 |

| <b>1d</b> Employer-related investments:                                   |              | <b>(a)</b> Beginning of Year | <b>(b)</b> End of Year |
|---|--------------|------------------------------|------------------------|
| (1) Employer securities .....   | <b>1d(1)</b> |                              |                        |
| (2) Employer real property .....  | <b>1d(2)</b> |                              |                        |
| <b>e</b> Buildings and other property used in plan operation .....        | <b>1e</b>    |                              |                        |
| <b>f</b> Total assets (add all amounts in lines 1a through 1e) .....      | <b>1f</b>    | 97957634                     | 98874768               |
| <b>Liabilities</b>  |              |                              |                        |
| <b>g</b> Benefit claims payable .....                                     | <b>1g</b>    |                              |                        |
| <b>h</b> Operating payables .....   | <b>1h</b>    | 211257                       | 55475                  |
| <b>i</b> Acquisition indebtedness .....                                   | <b>1i</b>    |                              |                        |
| <b>j</b> Other liabilities .....  | <b>1j</b>    |                              |                        |
| <b>k</b> Total liabilities (add all amounts in lines 1g through 1j) ..... | <b>1k</b>    | 211257                       | 55475                  |
| <b>Net Assets</b>   |              |                              |                        |
| <b>l</b> Net assets (subtract line 1k from line 1f) .....                 | <b>1l</b>    | 97746377                     | 98819293               |

**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.

| <b>Income</b>  |                 | <b>(a)</b> Amount | <b>(b)</b> Total |
|--|-----------------|-------------------|------------------|
| <b>a Contributions:</b>  |                 |                   |                  |
| (1) Received or receivable in cash from: <b>(A)</b> Employers .....  | <b>2a(1)(A)</b> |                   |                  |
| <b>(B)</b> Participants .....  | <b>2a(1)(B)</b> |                   |                  |
| <b>(C)</b> Others (including rollovers) .....  | <b>2a(1)(C)</b> |                   |                  |
| (2) Noncash contributions .....  | <b>2a(2)</b>    |                   |                  |
| (3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> ..... | <b>2a(3)</b>    |                   |                  |
| <b>b Earnings on investments:</b>  |                 |                   |                  |
| <b>(1) Interest:</b>   |                 |                   |                  |
| <b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit) .....       | <b>2b(1)(A)</b> |                   |                  |
| <b>(B)</b> U.S. Government securities .....  | <b>2b(1)(B)</b> |                   |                  |
| <b>(C)</b> Corporate debt instruments .....  | <b>2b(1)(C)</b> |                   |                  |
| <b>(D)</b> Loans (other than to participants) .....  | <b>2b(1)(D)</b> |                   |                  |
| <b>(E)</b> Participant loans .....   | <b>2b(1)(E)</b> |                   |                  |
| <b>(F)</b> Other .....   | <b>2b(1)(F)</b> |                   |                  |
| <b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....                              | <b>2b(1)(G)</b> |                   |                  |
| <b>(2) Dividends: (A) Preferred stock</b> .....  | <b>2b(2)(A)</b> |                   |                  |
| <b>(B)</b> Common stock .....  | <b>2b(2)(B)</b> |                   |                  |
| <b>(C)</b> Registered investment company shares (e.g. mutual funds) .....                                  | <b>2b(2)(C)</b> | 3306186           |                  |
| <b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....                  | <b>2b(2)(D)</b> |                   | 3306186          |
| <b>(3) Rents</b> .....   | <b>2b(3)</b>    |                   |                  |
| <b>(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds</b> .....                                 | <b>2b(4)(A)</b> |                   |                  |
| <b>(B)</b> Aggregate carrying amount (see instructions) .....  | <b>2b(4)(B)</b> |                   |                  |
| <b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result .....                  | <b>2b(4)(C)</b> |                   |                  |
| <b>(5) Unrealized appreciation (depreciation) of assets: (A) Real estate</b> .....                         | <b>2b(5)(A)</b> |                   |                  |
| <b>(B)</b> Other .....   | <b>2b(5)(B)</b> |                   |                  |
| <b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....         | <b>2b(5)(C)</b> |                   |                  |

|   |        | (a) Amount | (b) Total |
|---|--------|------------|-----------|
| (6) Net investment gain (loss) from common/collective trusts.....                               | 2b(6)  |            |           |
| (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) |            | 3867833   |
| <b>c</b> Other income .....   | 2c     |            | 50        |
| <b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....        | 2d     |            | 7174069   |

**Expenses**

|   |        |         |         |
|---|--------|---------|---------|
| <b>e</b> Benefit payment and payments to provide benefits:                                  |        |         |         |
| (1) Directly to participants or beneficiaries, including direct rollovers .....             | 2e(1)  | 4356275 |         |
| (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)  |         | 4356275 |
| <b>f</b> Corrective distributions (see instructions).....                                   | 2f     |         |         |
| <b>g</b> Certain deemed distributions of participant loans (see instructions) .....         | 2g     |         |         |
| <b>h</b> Interest expense .....   | 2h     |         |         |
| <b>i</b> Administrative expenses:   |        |         |         |
| (1) Salaries and allowances.....  | 2i(1)  |         |         |
| (2) Contract administrator fees.....  | 2i(2)  | 204546  |         |
| (3) Recordkeeping fees.....   | 2i(3)  |         |         |
| (4) IQPA audit fees.....  | 2i(4)  |         |         |
| (5) Investment advisory and investment management fees .....                                | 2i(5)  |         |         |
| (6) Bank or trust company trustee/custodial fees .....                                      | 2i(6)  |         |         |
| (7) Actuarial fees .....  | 2i(7)  | 76000   |         |
| (8) Legal fees .....  | 2i(8)  |         |         |
| (9) Valuation/appraisal fees .....  | 2i(9)  |         |         |
| (10) Other trustee fees and expenses .....  | 2i(10) |         |         |
| (11) Other expenses .....   | 2i(11) | 1464332 |         |
| (12) Total administrative expenses. Add lines 2i(1) through (11) .....                      | 2i(12) |         | 1744878 |
| <b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total ..... | 2j     |         | 6101153 |

**Net Income and Reconciliation**

|  |       |  |         |
|--|-------|--|---------|
| <b>k</b> Net income (loss). Subtract line 2j from line 2d..... | 2k    |  | 1072916 |
| <b>l</b> Transfers of assets:                                  |       |  |         |
| (1) To this plan .....   | 2l(1) |  |         |
| (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: **GELTRUDE & COMPANY, LLC**

(2) EIN: **22-3363665**

**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   |
|--|-----|----|----------|
| <b>a</b> 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.)                 |     | X  |          |
| <b>b</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.) |     | X  |          |
| <b>c</b> 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.)   |     | X  |          |
| <b>d</b> 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.)  |     | X  |          |
| <b>e</b> Was this plan covered by a fidelity bond?   | X   |    | 25000000 |
| <b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?  |     | X  |          |
| <b>g</b> 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?   |     | X  |          |
| <b>h</b> 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?   |     | X  |          |
| <b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)   | X   |    |          |
| <b>j</b> 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.)   | X   |    |          |
| <b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?  |     | X  |          |
| <b>l</b> Has the plan failed to provide any benefit when due under the plan?   |     | X  |          |
| <b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)   |     |    |          |
| <b>n</b> 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 535223.

|  |   |   |
|--|---|---|
| <b>SCHEDULE R</b><br><b>(Form 5500)</b><br><br><small>Department of the Treasury<br/>Internal Revenue Service</small><br><br><small>Department of Labor<br/>Employee Benefits Security Administration</small><br><br><small>Pension Benefit Guaranty Corporation</small> | <b>Retirement Plan Information</b><br><br>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).<br><br><b>▶ File as an attachment to Form 5500.</b> | <small>OMB No. 1210-0110</small><br><br><b>2023</b><br><br><b>This Form is Open to Public Inspection.</b> |
|--|---|---|

For calendar plan year 2023 or fiscal plan year beginning 07/01/2023 and ending 06/30/2024

|   |  |            |
|---|--|------------|
| <b>A</b> Name of plan<br><u>AVIS RENT A CAR SYSTEM, LLC. PENSION PLAN FOR BARGAINING HOURLY EMPLOYEES</u> | <b>B</b> Three-digit plan number (PN) ▶                            | <u>021</u> |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500<br><u>AVIS RENT A CAR SYSTEM, LLC</u>       | <b>D</b> Employer Identification Number (EIN)<br><u>11-1998661</u> |            |

|               |                      |
|---------------|----------------------|
| <b>Part I</b> | <b>Distributions</b> |
|---------------|----------------------|

**All references to distributions relate only to payments of benefits during the plan year.**

|   |   |   |
|---|---|---|
| <b>1</b> 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): 13-3689044

**Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.**

|  |   |   |
|--|---|---|
| <b>3</b> Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year ..... | 3 | 0 |
|--|---|---|

|                |   |
|----------------|---|
| <b>Part II</b> | <b>Funding Information</b> (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.**

|  |    |  |
|--|----|--|
| <b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....   | 6a |  |
| <b>b</b> Enter the amount contributed by the employer to the plan for this plan year .....   | 6b |  |
| <b>c</b> 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

|                 |                   |
|-----------------|-------------------|
| <b>Part III</b> | <b>Amendments</b> |
|-----------------|-------------------|

**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

|                |   |
|----------------|---|
| <b>Part IV</b> | <b>ESOPs</b> (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

**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:

|  |            |  |
|--|------------|--|
| <b>a</b> The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment) ..... | <b>14a</b> |  |
| <b>b</b> The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) .....   | <b>14b</b> |  |
| <b>c</b> The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....   | <b>14c</b> |  |

**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:

|   |            |  |
|---|------------|--|
| <b>a</b> The corresponding number for the plan year immediately preceding the current plan year ..... | <b>15a</b> |  |
| <b>b</b> The corresponding number for the second preceding plan year .....                            | <b>15b</b> |  |

**16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

|  |            |  |
|--|------------|--|
| <b>a</b> Enter the number of employers who withdrew during the preceding plan year .....   | <b>16a</b> |  |
| <b>b</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 ..... | <b>16b</b> |  |

**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**

**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: 34.7 % Private Equity: \_\_\_\_\_% Investment-Grade Debt and Interest Rate Hedging Assets: 52.7 %  
 High-Yield Debt: \_\_\_\_\_% Real Assets: \_\_\_\_\_% Cash or Cash Equivalents: \_\_\_\_\_% Other: 12.6 %

**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**

**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 \_\_\_/\_\_\_/\_\_\_ (MM/DD/YYYY) and the Opinion Letter serial number \_\_\_\_\_.

*Avis Rent A Car System, LLC  
Pension Plan for  
Bargaining Hourly Employees*

**Independent Auditors' Report**

**Financial Statements and Supplemental Schedules**

As of and for the Years Ended  
June 30, 2024 and 2023

**AVIS RENT A CAR SYSTEM, LLC  
PENSION PLAN FOR BARGAINING HOURLY EMPLOYEES  
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All other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.



## **INDEPENDENT AUDITORS' REPORT**

To the Plan Administrator and Participants of Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees:

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

We have performed audits of the accompanying financial statements of Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees, 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 June 30, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Avis Rent A Car System, LLC Pension Plan for Bargaining Employee'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 and for the years ended June 30, 2024 and 2023, stating that the certified investment information, as described in Note 6 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 Auditors' Responsibilities for the Audit of the Financial Statements section—

- the amounts and disclosures in the financial statements referred to above, 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 financial statements referred to above 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. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees 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.

## **Responsibilities of Management for the Financial Statements**

Management is responsible for the preparation and fair presentation of these 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 Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employee's ability to continue as a going concern for one year after the date the financial statements are available to be 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, and to determine the benefits due or which may become due to such participants.

## **Auditors' 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 auditors' 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 generally accepted auditing standards 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 generally accepted auditing standards, 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 Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employee'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 Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employee'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.

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 Schedules Required by ERISA**

The supplemental schedules of Form 5500, Schedule H, Part IV, Item 4i – Schedule of Assets (Held at End of Year) as of June 30, 2024 and Form 5500, Schedule H, Part IV, Item 4j – Schedule of Reportable Transactions for the year ended June 30, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are 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 schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit 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 generally accepted auditing standards. For information included in the supplemental schedules 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 schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are 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 schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are 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 schedules 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).



Geltrude & Company, LLC

Nutley, New Jersey  
April 3, 2025

**AVIS RENT A CAR SYSTEM, LLC  
PENSION PLAN FOR BARGAINING HOURLY EMPLOYEES**

**STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS  
AS OF JUNE 30, 2024 AND 2023**

---

|                                   | <u>2024</u>          | <u>2023</u>          |
|-----------------------------------|----------------------|----------------------|
| ASSETS:                           |                      |                      |
| Investments, at fair value:       |                      |                      |
| Mutual funds                      | \$ 98,874,768        | \$ 97,957,634        |
| Total investments                 | <u>98,874,768</u>    | <u>97,957,634</u>    |
| <br>                              |                      |                      |
| Total assets                      | <u>98,874,768</u>    | <u>97,957,634</u>    |
| <br>                              |                      |                      |
| LIABILITIES:                      |                      |                      |
| Due to trustee                    | <u>55,475</u>        | <u>211,257</u>       |
| <br>                              |                      |                      |
| Total liabilities                 | <u>55,475</u>        | <u>211,257</u>       |
| <br>                              |                      |                      |
| NET ASSETS AVAILABLE FOR BENEFITS | <u>\$ 98,819,293</u> | <u>\$ 97,746,377</u> |

The accompanying notes are an integral part of these financial statements.

**AVIS RENT A CAR SYSTEM, LLC  
PENSION PLAN FOR BARGAINING HOURLY EMPLOYEES**

**STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS  
FOR THE YEARS ENDED JUNE 30, 2024 AND 2023**

|  | <u>2024</u>          | <u>2023</u>          |
|--|----------------------|----------------------|
| ADDITIONS TO NET ASSETS:                                 |                      |                      |
| Investment income:                                       |                      |                      |
| Net appreciation in fair value of investments            | \$ 3,867,833         | \$ 3,075,580         |
| Dividends  | 3,306,186            | 2,944,477            |
| Total investment income                                  | <u>7,174,019</u>     | <u>6,020,057</u>     |
| Other income   | <u>50</u>            | <u>—</u>             |
| Total additions  | <u>7,174,069</u>     | <u>6,020,057</u>     |
| DEDUCTIONS FROM NET ASSETS:                              |                      |                      |
| Benefits paid to participants                            | 4,356,275            | 4,148,317            |
| Administrative expenses                                  | <u>1,744,878</u>     | <u>2,303,443</u>     |
| Total deductions   | <u>6,101,153</u>     | <u>6,451,760</u>     |
| INCREASE (DECREASE) IN NET ASSETS AVAILABLE FOR BENEFITS | 1,072,916            | (431,703)            |
| NET ASSETS AVAILABLE FOR BENEFITS:                       |                      |                      |
| BEGINNING OF YEAR  | <u>97,746,377</u>    | <u>98,178,080</u>    |
| END OF YEAR  | <u>\$ 98,819,293</u> | <u>\$ 97,746,377</u> |

The accompanying notes are an integral part of these financial statements.

# AVIS RENT A CAR SYSTEM, LLC PENSION PLAN FOR BARGAINING HOURLY EMPLOYEES

## NOTES TO FINANCIAL STATEMENTS

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### 1. DESCRIPTION OF PLAN

**General** – The following brief description of the Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees (the "Plan") is provided for general information purposes only. Participants should refer to the plan document for a more complete description of the Plan's provisions. The Plan sponsor is a wholly owned subsidiary of Avis Budget Group Inc. ("ABGI").

The Plan is a defined benefit plan subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA") and is sponsored by Avis Rent a Car Systems, LLC (the "Company"). The Plan provides benefits to certain eligible employees of the Company who are members of collective bargaining units and is maintained in accordance with the collective bargaining agreements between those units and the Company.

State Street Bank and Trust Company (the "Trustee") is the Plan's trustee. Transamerica Retirement Solutions ("Transamerica") provides administrative, record-keeping, actuarial, trust and custody services to the Plan. The Plan is administered by ABGI's Employee Benefits Committee (the "Plan Administrator"). Under the terms of a trust agreement between the Trustee and the Company, contributions to the Plan are deposited with the Trustee and maintained in a trust on behalf of the Plan. The Plan Administrator has granted discretionary authority to one or more investment managers appointed by the Plan Administrator.

**Eligibility** – Eligible employees commence participation immediately after the following conditions are met: attainment of age 21 and the completion of one year of eligible service.

**Vesting and Pension Benefits** – Participants are fully vested after five years of service. The normal retirement date for each participant shall be the last day of the calendar month in which the participant attains age 65. Monthly retirement benefits for participants at age 65 are equal to the normal retirement benefit factors, as described in the plan document, multiplied by the number of years credited service (not in excess of either 30, 35, or 40 years as specified in the plan document). Reduced benefits are available for a joint and surviving spouse annuity option.

Certain participants may elect to receive reduced benefits for early retirement beginning at ages 55 to 60. The amount would be the actuarial equivalent of the benefit payable and is based on the participant's credited service to the date of such early retirement. The actuarial equivalent to the benefit payable to a participant upon early retirement shall be based on the 1984 UP Mortality Table and the Pension Benefit Guaranty Corporation ("PBGC") interest rate in effect on July 1 of the Plan Year in which the participant's early retirement occurs.

**Death and Disability Benefits** – The Plan provides for certain benefits for spouses of vested participants who die prior to retirement or participants who become permanently disabled. A beneficiary of a participant who dies after completing five years of vesting service is eligible to receive a qualified pre-retirement survivor annuity in an amount representing 50% of the participant's annual accrued benefit, as defined under the Plan. Payment shall commence as of the first day of the month following the month in which the participant died. Active employees who became totally disabled receive annual disability benefits that are equal to normal retirement benefits. The calculation for the final compensation is based on the date the participant becomes totally disabled and the final compensation is calculated using a disability retirement benefit factor.

### 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

**Basis of Accounting** – The accompanying financial statements have been prepared in conformity with accounting principles generally accepted in the United States of America ("GAAP") on the accrual basis of accounting.

**Use of Estimates** – The preparation of financial statements in conformity with GAAP requires plan management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits at the date of the financial statements and changes therein. Actual results could differ from those estimates.

**Contributions** – Plan contributions are made and the actuarial present value of accumulated plan benefits is reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all

of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the Plan's financial statements.

**Payment of Benefits** – Benefit payments to participants are recorded when paid.

**Administrative Expenses** – Administrative expenses are paid by the Plan and include investment management, actuarial and custodial fees.

**Investment Valuation and Income Recognition** – Investments are recorded at fair value. Fair value 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. The Plan Administrator determines the Plan's valuation policies utilizing information provided by its investment advisers, custodians and insurance company. See Note 7 - Fair Value Measurements for a discussion of fair value measurements.

Significant observable market inputs are used to value the Plan's investments and include purchases and sales of securities on a trade-date basis, interest income on the accrual basis, dividend income on the ex-dividend date and net appreciation/depreciation on gains and losses on investments bought and sold as well as held during the year.

### 3. ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

Accumulated plan benefits are those future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions to the service employees have rendered. Accumulated plan benefits include benefits expected to be paid to (i) retired or terminated employees or their beneficiaries, (ii) beneficiaries of employees who have died and (iii) present employees or their beneficiaries. Benefits payable under all circumstances – retirement, death, disability and termination of employment – are included, to the extent they are deemed attributable to employee service rendered to the valuation date.

The actuarial present value of accumulated plan benefits as of July 1, 2023 and 2022 is determined by actuaries from Transamerica, and is that amount which results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal or retirement) between the valuation date and the expected date of payment. Had the valuations been done as of June 30, 2024 and 2023, there would be no material differences.

The significant actuarial assumptions used in determining accumulated plan benefits as of July 1, 2023 and 2022 are as follows:

|                        |  |
|------------------------|--|
| Actuarial cost method: | Traditional Unit Credit  |
| Retirement:            | Age 70 for both the years ended July 1, 2023 and 2022  |
| Mortality:             | Based on the IRS Static Mortality Tables and the PRI-2012 Blue Collar Employee Tables with the Retiree and Contingent Survivor Tables for annuitants projected forward with Scale MP-2021 for the years July 1, 2023 and July 1, 2022. |
| Investment return:     | 6.25% net of investment and contract fees, for the years ended July 1, 2023 and 2022.  |
| Salary Increase:       | Not applicable for the years ended July 1, 2023 and 2022   |

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

The actuarial present value of accumulated plan benefits as of July 1, 2023 and 2022 is as follows:

|  | <u>2024</u>          | <u>2023</u>          |
|--|----------------------|----------------------|
| Vested Benefits:   |                      |                      |
| Participants presently receiving payments                  | \$ 38,084,663        | \$ 36,319,437        |
| Other participants   | 50,547,912           | 50,028,599           |
| Total vested benefits                                      | 88,632,575           | 86,348,036           |
| Non-vested benefits  | 196,847              | 214,842              |
| Total actuarial present value of accumulated plan benefits | <u>\$ 88,829,422</u> | <u>\$ 86,562,878</u> |

The changes in the actuarial present value of accumulated plan benefits for the year ended July 1, 2023 are as follows:

|  |                      |
|--|----------------------|
| Actuarial present value of accumulated plan benefits at July 1, 2022 | \$ 86,562,878        |
| Increase (decrease) during the year attributable to:                 |                      |
| Benefits paid  | (4,148,317)          |
| Interest   | 5,282,509            |
| Benefits accumulated and actuarial (gain)/loss                       | 1,049,143            |
| Plan amendments  | 231                  |
| Assumption changes   | 82,978               |
| Net increase   | <u>2,266,544</u>     |
| Actuarial present value of accumulated plan benefits at July 1, 2023 | <u>\$ 88,829,422</u> |

#### 4. FUNDING POLICY

Contributions to provide benefits under the Plan are made solely by the Company. The Company makes contributions to the Plan on behalf of its participants in amounts determined by the Plan's actuary necessary to fund benefits payable under the Plan only to the extent required by the provisions of Section 412 of the Internal Revenue Code (the "IRC"). The Company met the minimum funding requirements of ERISA for the years ended June 30, 2024 and 2023.

#### 5. FEDERAL INCOME TAX STATUS

The Internal Revenue Service ("IRS") determined and informed the Company by letter dated June 26, 2017 that the Plan and related trust are designed in accordance with applicable sections of the IRC. The Plan has been restated since receiving this determination letter. However, the Plan Administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and that the Plan and related trust continue to be tax exempt. Therefore, no provision for income taxes has been included in the Plan's financial statements.

GAAP requires Plan management to evaluate uncertain 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 is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan Administrator believes the Plan is no longer subject to income tax examinations for years prior to 2021.

#### 6. INFORMATION CERTIFIED BY TRUSTEE (UNAUDITED)

The Plan Administrator has elected the method of compliance permitted by 29 CFR 2520:103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following information certified by the Trustee, except for comparing such information certified by the Trustee with information included in the Plan's financial statements and supplemental schedules.

|   | <u>2024</u>          | <u>2023</u>          |
|---|----------------------|----------------------|
| Statements of Net Assets Available for Benefits:            |                      |                      |
| Investments, at fair value:                                 |                      |                      |
| Mutual funds  | \$ 98,874,768        | \$ 97,957,634        |
| Total investments   | <u>\$ 98,874,768</u> | <u>\$ 97,957,634</u> |
| Statements of Changes in Net Assets Available for Benefits: |                      |                      |
| Net appreciation in fair value of investments               | \$ 3,867,833         | \$ 3,075,580         |
| Dividends   | 3,306,186            | 2,944,477            |
| Total investment income                                     | <u>\$ 7,174,019</u>  | <u>\$ 6,020,057</u>  |

All investment-related information is in the accompanying supplemental schedules of Form 5500, Schedule H, Part IV, Line 4i – Schedule of Assets (Held at End of Year) as of June 30, 2024, and Form 5500, Schedule H, Part IV, Line 4j - Schedule of Reportable Transactions for the year ended June 30, 2024.

## 7. FAIR VALUE MEASUREMENTS

The Plan measures certain financial assets and liabilities at fair value in accordance with FASB Accounting Standards Codification Topic 820, *Fair Value Measurements*, which requires the Plan to classify its investments into (i) Level 1, which refers to securities valued using quoted prices in active markets for identical assets, including the common stock of publicly traded companies and mutual funds with quoted market prices, (ii) Level 2, which refers to securities for which significant other observable market inputs are readily available, and (iii) Level 3, which refers to securities valued based on significant unobservable inputs. See Note 2 - Summary of Significant Accounting Policies for the Plan's valuation methodology used to measure fair value.

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following is a description of the valuation methodologies used to value the underlying investments of the Plan. There have been no changes in the methodologies used at June 30, 2024 and 2023.

- Mutual funds are valued at the daily closing price of shares held at year end. Funds held are open-ended funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value ("NAV") and to transact at that price. The mutual funds are deemed to be actively traded.

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 the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value as of June 30, 2024 and 2023:

| Level 1 Investments in the Fair Value Hierarchy: | <u>2024</u>          | <u>2023</u>          |
|--|----------------------|----------------------|
| Mutual funds                                     | \$ 98,874,768        | \$ 97,957,634        |
| Total investments at fair value                  | <u>\$ 98,874,768</u> | <u>\$ 97,957,634</u> |

## 8. EXEMPT PARTY-IN-INTEREST TRANSACTIONS

Pursuant to the service agreement between Transamerica and the Plan, Transamerica provides certain administrative services and is the custodian and record keeper of the investments within the trust for the years ended June 30, 2024 and 2023, and therefore transactions with Transamerica and its affiliates qualify as exempt party-in-interest transactions. Transamerica also receives revenue from mutual fund service providers for services it

provides to the funds. This revenue is used to offset certain amounts owed to Transamerica for its administrative services to the Plan. The Plan incurred net fees of \$280,546 and \$266,987 to Transamerica for the years ended June 30, 2024 and 2023, respectively.

## **9. PLAN TERMINATION**

Although it has not expressed any intention to do so, the Company has the right under the Plan, in certain circumstances, to discontinue its contributions at any time and to terminate the Plan subject to the provisions set forth in ERISA. In the event the Plan is terminated, the net assets of the Plan will be allocated for payment of Plan benefits to the participants in order of priority determined in accordance with ERISA, applicable regulations thereunder and the plan document.

Certain benefits under the Plan are insured by the PBGC. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination, subject to a statutory ceiling on the amount of an individual's monthly benefit.

Whether all participants receive their benefits, should the Plan be terminated at some future time, will depend on the sufficiency, at that time, of the Plan's net assets to provide those benefits, the priority of those benefits to be paid and the level and type of benefits guaranteed by the PBGC at that time. Some benefits may be fully or partially provided for by the then existing assets and the PBGC guaranty while other benefits may not be provided for at all.

## **10. RISKS AND UNCERTAINTIES**

Investments are made in various mutual funds. Investment securities, in general, are exposed to various risks, such as interest rate and credit risk and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes would materially affect the amounts reported in the Plan's financial statements.

## **11. SUBSEQUENT EVENTS**

In December 2024, the Plan sponsor changed to Avis Budget Car Rental, LLC, a wholly owned subsidiary of ABGI. In January 2025, the Plan transitioned to a 3(38) service model with Mercer (US) LLC and the Plan's trust services were fully transitioned from State Street Trusts via Transamerica Retirement Solutions to a Master trust via State Street Bank and Trust Company, the Plan's trustee. In connection with the change in trust services, in February 2025 the Plan's assets were transferred to the Avis Budget Car Rental LLC Pension Trust, a new master trust arrangement to be shared with other US domestic plans sponsored by Avis Budget Car Rental, LLC. In December 2024, the Plan Administrators formally requested the Avis Budget Car Rental LLC Pension Trust receive tax exempt status from the Internal Revenue Service in accordance with applicable sections of the IRC.

Events were evaluated through April 3, 2025 for consideration as a subsequent event to be included in the accompanying Financial Statements for the year ended June 30, 2024 issued April 3, 2025.

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**AVIS RENT A CAR SYSTEM, LLC PENSION PLAN FOR BARGAINING HOURLY EMPLOYEES****FORM 5500, SCHEDULE H, PART IV, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)****AS OF JUNE 30, 2024**

| (a) | (b)<br>Identity of Issue, Borrower,<br>Lessor or Similar Party | (c)<br>Description of Investment<br>including maturity date, rate of<br>interest, collateral, par, or<br>maturity value | (d)<br>Cost          | (e)<br>Current<br>Value |
|-----|--|---|----------------------|-------------------------|
|     | Vanguard Institutional Index I                                 | Mutual Fund, 32,108 shares  | \$ 7,287,587         | \$ 14,424,287           |
|     | Vanguard Long-Term Bond Index I                                | Mutual Fund, 1,031,965 shares   | 14,148,015           | 10,980,105              |
|     | Vanguard Long-Term Investment-Grade Adm                        | Mutual Fund, 4,895,243 shares   | 45,989,590           | 37,497,564              |
|     | Hartford International Opportunities R6                        | Mutual Fund, 225,198 shares   | 3,392,982            | 4,404,882               |
| *   | Transamerica International Equity R6                           | Mutual Fund, 203,914 shares   | 3,626,264            | 4,304,617               |
|     | Harbor Capital Appreciation Instl                              | Mutual Fund, 27,522 shares  | 1,983,136            | 3,216,169               |
|     | Touchstone Value Institutional                                 | Mutual Fund, 270,988 shares   | 2,611,599            | 3,178,698               |
|     | Vanguard Mid Cap Index I                                       | Mutual Fund, 51,801 shares  | 1,936,464            | 3,431,267               |
|     | Merger Institutional   | Mutual Fund, 211,486 shares   | 3,505,188            | 3,610,092               |
|     | Federated Hermes Govt Obligs Premier                           | Mutual Fund, 2,262,348 shares   | 2,262,349            | 2,262,354               |
|     | JPMorgan Strategic Income Opps Sel                             | Mutual Fund, 312,027 shares   | 3,554,021            | 3,582,072               |
|     | DFA International Small Company                                | Mutual Fund, 112,056 shares   | 2,125,036            | 2,208,624               |
|     | AMG TimesSquare Small Cap Growth Z                             | Mutual Fund, 123,258 shares   | 1,841,384            | 1,554,282               |
|     | Victory Integrity Small-Cap Value R6                           | Mutual Fund, 55,996 shares  | 2,009,892            | 1,978,882               |
|     | Hartford Schroders   | Mutual Fund, 259,661 shares   | 1,972,285            | 2,240,873               |
|     | Total  |   | <u>\$ 98,245,792</u> | <u>\$ 98,874,768</u>    |

\* A permitted party-in-interest as defined by ERISA.

See Independent Auditors' Report.

## AVIS RENT A CAR SYSTEM, LLC PENSION PLAN FOR BARGAINING HOURLY EMPLOYEES

FORM 5500, SCHEDULE H, PART IV, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS  
FOR THE YEAR ENDED JUNE 30, 2024

| (a)<br>Identity of Party Involved   | (b)<br>Description<br>of Asset | (c)<br>Purchase<br>Price | (d)<br>Selling<br>Price | (g)<br>Cost of<br>Asset | (h)<br>Current<br>Value of<br>Asset on<br>Transaction<br>Date | (i)<br>Net Gain<br>(Loss) |
|---|--------------------------------|--------------------------|-------------------------|-------------------------|---|---------------------------|
| <i>Category (iii) - Series of transactions with respect to securities of the same issue that amount in the aggregate to more than 5% of the beginning value of total Plan assets:</i> |                                |                          |                         |                         |   |                           |
| Vanguard Long-Term Investment-Grade Adm   | Mutual Fund                    | \$ 5,908,131             | \$ —                    | \$ —                    | \$ 5,908,131  | \$ —                      |
| Vanguard Long-Term Investment-Grade Adm   | Mutual Fund                    | —                        | 1,154,764               | 1,410,858               | 1,154,764   | (256,094)                 |
| Federated Hermes Govt Oblig Premier   | Mutual Fund                    | 5,134,670                | —                       | —                       | 5,134,670   | —                         |
| Federated Hermes Govt Oblig Premier   | Mutual Fund                    | —                        | 5,161,100               | 5,161,100               | 5,161,100   | —                         |
| Total Category (iii) transactions   |                                | <u>\$ 11,042,801</u>     | <u>\$ 6,315,864</u>     | <u>\$ 6,571,958</u>     | <u>\$ 17,358,665</u>  | <u>\$ (256,094)</u>       |

Columns (e) and (f) are not applicable.

See Independent Auditors' Report.

**Attachment to 2023 Form 5500 Schedule SB,  
Line 26a – Schedule of Active Participant Data**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

| <u>Age</u> | ..... Completed Years of Credited Service ..... |                     |                     |                       |                       |                       |                       |                       |                       |          | <u>Total</u> |
|------------|---|---------------------|---------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|-----------------------|----------|--------------|
|            | 0<br>to<br><u>1</u>                             | 1<br>to<br><u>4</u> | 5<br>to<br><u>9</u> | 10<br>to<br><u>14</u> | 15<br>to<br><u>19</u> | 20<br>to<br><u>24</u> | 25<br>to<br><u>29</u> | 30<br>to<br><u>34</u> | 35<br>to<br><u>39</u> | 40<br>±  |              |
| 0 – 24     | 0   | 1                   | 0                   | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     | 0        | 1            |
| 25 – 29    | 0   | 1                   | 0                   | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     | 0        | 1            |
| 30 – 34    | 0   | 2                   | 2                   | 0                     | 0                     | 0                     | 0                     | 0                     | 0                     | 0        | 4            |
| 35 – 39    | 2   | 17                  | 7                   | 2                     | 9                     | 0                     | 0                     | 0                     | 0                     | 0        | 37           |
| 40 – 44    | 7   | 9                   | 17                  | 11                    | 14                    | 3                     | 1                     | 0                     | 0                     | 0        | 62           |
| 45 – 49    | 10  | 12                  | 20                  | 19                    | 18                    | 8                     | 9                     | 1                     | 0                     | 0        | 97           |
| 50 – 54    | 17  | 9                   | 21                  | 22                    | 21                    | 18                    | 14                    | 1                     | 1                     | 0        | 124          |
| 55 – 59    | 21<br>0   | 16                  | 27                  | 26                    | 20                    | 24                    | 42                    | 8                     | 5                     | 0        | 189          |
| 60 – 64    | 18  | 11                  | 16                  | 24                    | 30                    | 41                    | 50                    | 9                     | 5                     | 4        | 208          |
| 65 – 69    | 6   | 10                  | 11                  | 10                    | 5                     | 17                    | 19                    | 5                     | 2                     | 3        | 88           |
| 70 & Up    | <u>1</u>  | <u>2</u>            | <u>4</u>            | <u>3</u>              | <u>7</u>              | <u>7</u>              | <u>9</u>              | <u>3</u>              | <u>1</u>              | <u>1</u> | <u>38</u>    |
| Totals     | 82  | 90                  | 125                 | 117                   | 124                   | 118                   | 144                   | 27                    | 14                    | 8        | 849          |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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**A ACTUARIAL COST METHOD**

The actuarial cost method used to determine the target normal cost, target liability and required contribution amounts for the plan is the Traditional Unit Credit Actuarial Cost Method. Under this method, both the target normal cost and target liability are based on the annual accrual of benefits as accruals occur each year.

The target liability for each active plan participant is equal to the actuarial present value of the participant's accrued benefit as of the valuation date. The total target liability of the plan is equal to the sum of such liabilities as determined for each active participant plus the actuarial present value of benefits being paid, or due to be paid, to retirees, beneficiaries and former participants with deferred vested benefits.

The target normal cost for each active participant is equal to the actuarial present value of the benefit expected to be earned during the year starting on the valuation date. The total target normal cost of the plan is the sum of the target normal costs for each active plan participant.

All employees who are plan participants on a valuation date are included in the actuarial valuation.

**B ASSET VALUATION METHOD**

The actuarial value of assets is equal to the market value of assets on the valuation date reduced by the sum of:

1. 66.67% of gains and losses of the prior year;
2. 33.33% of gains and losses of the second prior year.

Investment gains and losses are determined by the excess or deficiency of the expected return over the actual return on the market value (including employer contributions receivable for any given year). However, the expected return on assets may be limited by certain statutory interest rates.

The actuarial valuation of assets is further constrained to be not less than 90% or more than 110% of market value (including employer contributions receivable).

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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**C INTEREST RATE METHODS**

Target Liability Interest Rates                      Segment rates for March prior to the valuation date as adjusted in accordance with Code Section 430(h)(2)(C)(iv).

PBGC Interest Rates                                      Based on the alternative premium funding target and the Target Liability Interest Rates, unadjusted by Code Section 430(h)(2)(C)(iv).

ASC 960-20 Interest Rate                              6.25% (unchanged).

**D ACTUARIAL ASSUMPTIONS**

Pre- and Post-Retirement Mortality              Funding: Static mortality table in accordance with IRS Regulation 1.430(h)(3)-1 for the valuation year.

Accounting (ASC 960-20): PRI-2012 Blue Collar Employee Tables with the Retiree and Contingent Survivor Tables for annuitants projected forward with Scale MP-2021 for all years. Contingent Survivor Tables are applied following the death of the participant (previously, the Contingent Survivor Tables were applied for beneficiaries regardless of participant status).

IRC Maximum Benefit and Compensation Limitations

*Benefit Limit*    \$265,000 for 2023 (previously, \$245,000).

*Compensation Limit*                                      N/A.

Withdrawal Rates

Sample rates are shown below:

| <u>Age</u> | <u>Years of Service</u> |        |        |        |       |
|------------|-------------------------|--------|--------|--------|-------|
|            | 0                       | 1      | 2      | 3      | 4+    |
| 20         | 28.00%                  | 21.00% | 17.40% | 14.00% | 7.80% |
| 30         | 15.60%                  | 11.60% | 9.60%  | 7.80%  | 5.80% |
| 40         | 7.20%                   | 5.40%  | 4.40%  | 3.60%  | 2.60% |
| 50         | 3.20%                   | 2.40%  | 2.00%  | 1.60%  | 1.20% |
| 59+        | 0.20%                   | 0.20%  | 0.20%  | 0.00%  | 0.00% |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Statement of Actuarial Assumptions/Methods**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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D ACTUARIAL ASSUMPTIONS (cont'd)

Retirement Rates

Sample rates are shown below:

| <u>Age</u> | <u>Rate</u> |
|------------|-------------|
| 55-59      | 3%          |
| 60-64      | 7%          |
| 65         | 30%         |
| 66-69      | 10%         |
| 70         | 100%        |

Disability Rates

Sample rates are shown below:

| <u>Age</u> | <u>Female</u> | <u>Male</u> |
|------------|---------------|-------------|
| 25         | 0.0473%       | 0.0315%     |
| 35         | 0.0683%       | 0.0455%     |
| 45         | 0.1680%       | 0.1311%     |
| 55         | 0.3881%       | 0.4430%     |
| 60         | 0.5704%       | 0.6798%     |
| 64+        | 0.7600%       | 0.9050%     |

Form of Payment

Life Annuity.

Marital Assumption

For the purpose of valuing death benefits, 80% of the male employees and 40% of female employees are assumed to be married. Wives are assumed to be three years younger than their husbands.

Plan Expenses

\$1,630,000 (previously, \$2,325,000).

**ATTACHMENT TO THE 2023 SCHEDULE H OF FORM 5500  
LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)  
LINE 4j – SCHEDULE OF REPORTABLE TRANSACTIONS**

Plan Sponsor: Avis Rent A Car System, LLC

Plan Name: Avis Rent A Car System, LLC. Pension Plan For Bargaining Hourly  
Employees

Plan Year: July 1, 2023 to June 30, 2024  
EIN: 11-1998661 Plan No.: 021

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**Item 4i- Schedule of Assets Held at End of Year**

Page 11 of the attached auditor's report of the Plan for the plan year ending June 30, 2024 provides the schedule of assets information.

**Item 4j- Schedule of Reportable Transactions**

Page 12 of the attached auditor's report of the Plan for the plan year ending June 30, 2024 provides the schedule of reportable transactions.

|   |  |  |
|---|--|--|
| <b>SCHEDULE SB</b><br><b>(Form 5500)</b><br><br><small>Department of the Treasury<br/>Internal Revenue Service</small><br><br><small>Department of Labor<br/>Employee Benefits Security Administration</small><br><br><small>Pension Benefit Guaranty Corporation</small> | <b>Single-Employer Defined Benefit Plan</b><br><b>Actuarial Information</b><br><br>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).<br><br><b>▶ File as an attachment to Form 5500 or 5500-SF.</b> | <small>OMB No. 1210-0110</small><br><br><b>2023</b><br><br><b>This Form is Open to Public Inspection</b> |
|---|--|--|

For calendar plan year 2023 or fiscal plan year beginning 07/01/2023 and ending 06/30/2024


- ▶ **Round off amounts to nearest dollar.**
- ▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

|   |   |     |
|---|---|-----|
| <b>A</b> Name of plan<br>AVIS RENT A CAR SYSTEM, LLC. PENSION PLAN FOR BARGAINING HOURLY EMPLOYEES  | <b>B</b> Three-digit plan number (PN) ▶   | 021 |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF<br>AVIS RENT A CAR SYSTEM, LLC                                   | <b>D</b> Employer Identification Number (EIN)<br>11-1998661   |     |
| <b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B | <b>F</b> Prior year plan size: <input type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input checked="" type="checkbox"/> More than 500 |     |

|               |   |                            |                           |
|---------------|---|----------------------------|---------------------------|
| <b>Part I</b> | <b>Basic Information</b>  |                            |                           |
| <b>1</b>      | Enter the valuation date: Month <u>07</u> Day <u>01</u> Year <u>2023</u>  |                            |                           |
| <b>2</b>      | Assets:   |                            |                           |
|               | <b>a</b> Market value .....   | <b>2a</b>                  | 97957634                  |
|               | <b>b</b> Actuarial value .....  | <b>2b</b>                  | 105818075                 |
| <b>3</b>      | Funding target/participant count breakdown  | (1) Number of participants | (2) Vested Funding Target |
|               | <b>a</b> For retired participants and beneficiaries receiving payment .....   | 954                        | 42931620                  |
|               | <b>b</b> For terminated vested participants .....   | 1257                       | 27597228                  |
|               | <b>c</b> For active participants .....  | 849                        | 31154609                  |
|               | <b>d</b> Total .....  | 3060                       | 101683457                 |
| <b>4</b>      | If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>  |                            |                           |
|               | <b>a</b> Funding target disregarding prescribed at-risk assumptions .....   | <b>4a</b>                  |                           |
|               | <b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor ..... | <b>4b</b>                  |                           |
| <b>5</b>      | Effective interest rate .....   | <b>5</b>                   | 5.28 %                    |
| <b>6</b>      | Target normal cost  |                            |                           |
|               | <b>a</b> Present value of current plan year accruals .....  | <b>6a</b>                  | 815067                    |
|               | <b>b</b> Expected plan-related expenses .....   | <b>6b</b>                  | 1630000                   |
|               | <b>c</b> Target normal cost .....   | <b>6c</b>                  | 2445067                   |

**Statement by Enrolled Actuary**

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

|                  |  |   |
|------------------|--|---|
| <b>SIGN HERE</b> | <br>Amy C. Sullivan<br><small>Signature of actuary</small><br>Amy C. Sullivan, A.S.A., E.A.<br><small>Type or print name of actuary</small><br>Transamerica<br><small>Firm name</small><br>PO Box 428<br>Cedar Rapids, IA 52406<br><small>Address of the firm</small> | 3/20/2025<br><small>Date</small><br>23-06505<br><small>Most recent enrollment number</small><br>(508) 903-6012<br><small>Telephone number (including area code)</small> |
|------------------|--|---|

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

| <b>Part II</b> <b>Beginning of Year Carryover and Prefunding Balances</b>  | (a) Carryover balance | (b) Prefunding balance |
|--|-----------------------|------------------------|
| <b>7</b> Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....   | 0                     | 0                      |
| <b>8</b> Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....  | 0                     | 0                      |
| <b>9</b> Amount remaining (line 7 minus line 8) .....  | 0                     | 0                      |
| <b>10</b> Interest on line 9 using prior year's actual return of <u>6.96</u> % .....   | 0                     | 0                      |
| <b>11</b> Prior year's excess contributions to be added to prefunding balance:   |                       |                        |
| <b>a</b> Present value of excess contributions (line 38a from prior year) .....  |                       | 0                      |
| <b>b(1)</b> Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.46</u> % ..... |                       | 0                      |
| <b>b(2)</b> Interest on line 38b from prior year Schedule SB, using prior year's actual return .....   |                       | 0                      |
| <b>c</b> Total available at beginning of current plan year to add to prefunding balance .....  |                       | 0                      |
| <b>d</b> Portion of (c) to be added to prefunding balance .....  |                       | 0                      |
| <b>12</b> Other reductions in balances due to elections or deemed elections .....  | 0                     | 0                      |
| <b>13</b> Balance at beginning of current year (line 9 + line 10 + line 11d – line 12).....  | 0                     | 0                      |

| <b>Part III</b> <b>Funding Percentages</b>   |           |          |
|--|-----------|----------|
| <b>14</b> Funding target attainment percentage .....   | <b>14</b> | 103.87 % |
| <b>15</b> Adjusted funding target attainment percentage .....  | <b>15</b> | 103.87 % |
| <b>16</b> Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement ..... | <b>16</b> | 110.87 % |
| <b>17</b> If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage.....   | <b>17</b> | %        |

| <b>Part IV</b>   | <b>Contributions and Liquidity Shortfalls</b> |                                   |                                 |                          |                                   |                                 |
|--|---|-----------------------------------|---------------------------------|--------------------------|-----------------------------------|---------------------------------|
| <b>18</b> Contributions made to the plan for the plan year by employer(s) and employees: |   |                                   |                                 |                          |                                   |                                 |
|  | (a) Date<br>(MM-DD-YYYY)                      | (b) Amount paid by<br>employer(s) | (c) Amount paid by<br>employees | (a) Date<br>(MM-DD-YYYY) | (b) Amount paid by<br>employer(s) | (c) Amount paid by<br>employees |
|  |   |                                   |                                 |                          |                                   |                                 |
|  |   |                                   |                                 |                          |                                   |                                 |
|  |   |                                   |                                 |                          |                                   |                                 |
|  |   |                                   |                                 |                          |                                   |                                 |
|  |   |                                   |                                 |                          |                                   |                                 |
|  |   |                                   |                                 |                          |                                   |                                 |
| <b>Totals ▶</b>  |   |                                   |                                 | <b>18(b)</b>             | 0                                 | <b>18(c)</b>                    |
|  |   |                                   |                                 |                          |                                   | 0                               |

|  |                              |  |
|--|------------------------------|--|
| <b>19</b> Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year: |                              |  |
| <b>a</b> Contributions allocated toward unpaid minimum required contributions from prior years. ....                                 | <b>19a</b>                   | 0                                      |
| <b>b</b> Contributions made to avoid restrictions adjusted to valuation date.....  | <b>19b</b>                   | 0                                      |
| <b>c</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date.....               | <b>19c</b>                   | 0                                      |
| <b>20</b> Quarterly contributions and liquidity shortfalls:  |                              |  |
| <b>a</b> Did the plan have a "funding shortfall" for the prior year? .....   | <input type="checkbox"/> Yes | <input checked="" type="checkbox"/> No |
| <b>b</b> If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? .....              | <input type="checkbox"/> Yes | <input type="checkbox"/> No            |
| <b>c</b> If line 20a is "Yes," see instructions and complete the following table as applicable:                                      |                              |  |
| Liquidity shortfall as of end of quarter of this plan year   |                              |  |
| (1) 1st  | (2) 2nd                      | (3) 3rd                                |
|  |                              |  |
| (4) 4th  |                              |  |
|  |                              |  |

|   |  |   |   |
|---|--|---|---|
| <b>Part V Assumptions Used to Determine Funding Target and Target Normal Cost</b> |  |   |   |
| <b>21</b> Discount rate:  |  |   |   |
| <b>a</b> Segment rates:   | 1st segment:<br>4.75 %                         | 2nd segment:<br>5.00 %                                    | <input type="checkbox"/> N/A, full yield curve used |
| <b>b</b> Applicable month (enter code).....                                       |  | <b>21b</b>  | 4   |
| <b>22</b> Weighted average retirement age .....                                   |  | <b>22</b>   | 65  |
| <b>23</b> Mortality table(s) (see instructions)                                   | <input type="checkbox"/> Prescribed - combined | <input checked="" type="checkbox"/> Prescribed - separate | <input type="checkbox"/> Substitute                 |

|   |  |           |  |
|---|--|-----------|--|
| <b>Part VI Miscellaneous Items</b>  |  |           |  |
| <b>24</b> Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |  |           |  |
| <b>25</b> Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. .... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                                     |  |           |  |
| <b>26</b> Demographic and benefit information   |  |           |  |
| <b>a</b> Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. .... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No                            |  |           |  |
| <b>b</b> Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ... <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No                      |  |           |  |
| <b>27</b> If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....   |  | <b>27</b> |  |

|   |  |           |   |
|---|--|-----------|---|
| <b>Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years</b>   |  |           |   |
| <b>28</b> Unpaid minimum required contributions for all prior years .....   |  | <b>28</b> | 0 |
| <b>29</b> Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)..... |  | <b>29</b> | 0 |
| <b>30</b> Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....                                    |  | <b>30</b> | 0 |

|  |                   |                     |               |
|--|-------------------|---------------------|---------------|
| <b>Part VIII Minimum Required Contribution For Current Year</b>  |                   |                     |               |
| <b>31</b> Target normal cost and excess assets (see instructions):   |                   |                     |               |
| <b>a</b> Target normal cost (line 6c).....   |                   | <b>31a</b>          | 2445067       |
| <b>b</b> Excess assets, if applicable, but not greater than line 31a .....   |                   | <b>31b</b>          | 2445067       |
| <b>32</b> Amortization installments:   |                   | Outstanding Balance | Installment   |
| <b>a</b> Net shortfall amortization installment .....  |                   | 0                   | 0             |
| <b>b</b> Waiver amortization installment .....   |                   | 0                   | 0             |
| <b>33</b> If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount ..... |                   | <b>33</b>           |               |
| <b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....  |                   | <b>34</b>           | 0             |
|  | Carryover balance | Prefunding balance  | Total balance |
| <b>35</b> Balances elected for use to offset funding requirement .....   | 0                 | 0                   | 0             |
| <b>36</b> Additional cash requirement (line 34 minus line 35).....   |                   | <b>36</b>           | 0             |
| <b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....   |                   | <b>37</b>           | 0             |
| <b>38</b> Present value of excess contributions for current year (see instructions)  |                   |                     |               |
| <b>a</b> Total (excess, if any, of line 37 over line 36)   |                   | <b>38a</b>          | 0             |
| <b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances .....  |                   | <b>38b</b>          | 0             |
| <b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37).....   |                   | <b>39</b>           | 0             |
| <b>40</b> Unpaid minimum required contributions for all years .....  |                   | <b>40</b>           | 0             |

|  |  |  |  |
|--|--|--|--|
| <b>Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)</b>  |  |  |  |
| <b>41</b> If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input checked="" type="checkbox"/> 2021 |  |  |  |

## Schedule C, Line 2(h) Formula Descriptions

Avis Rent A Car System, LLC. Pension Plan For Bargaining Hourly Employees  
 EIN No.: 11-1998661, Plan No. 021  
 Plan Year Ending: 06/30/2024

**Indirect Compensation in the form of revenue sharing was paid to the following Service Providers:**

NATIONAL FINANCIAL SERVICES 04-3523567

Revenue amounts are shown in annualized basis points of plan assets invested in applicable fund

| Fund Family         | Fund Name                                       | Start Date | End Date   | Revenue to National<br>Financial Services |
|---------------------|---|------------|------------|---|
| DFA-DIMENSIONAL     | DFA INTL SMCO                                   | 7/1/2023   | 12/31/2023 | 0.060                                     |
| DFA-DIMENSIONAL     | DFA INTL SMCO                                   | 1/1/2024   | 6/30/2024  | 0.066                                     |
| FEDERATED HERMES    | FEDERATED HERMES GOVERNMENT OBLIGATIONS PREMIER | 7/1/2023   | 12/31/2023 | 0.150                                     |
| FEDERATED HERMES    | FEDERATED HERMES GOVERNMENT OBLIGATIONS PREMIER | 1/1/2024   | 6/30/2024  | 0.165                                     |
| HARBOR              | HARBOR CAPITAL APPRECIATION                     | 7/1/2023   | 12/31/2023 | 0.300                                     |
| HARBOR              | HARBOR CAPITAL APPRECIATION                     | 1/1/2024   | 6/30/2024  | 0.330                                     |
| TOUCHSTONE          | TOUCHSTONE VALUE INSTITUTIONAL                  | 7/1/2023   | 12/31/2023 | 0.210                                     |
| TOUCHSTONE          | TOUCHSTONE VALUE INSTITUTIONAL                  | 1/1/2024   | 6/30/2024  | 0.231                                     |
| WCM INVESTMENT MNGT | MERGER I  | 7/1/2023   | 12/31/2023 | 0.450                                     |
| WCM INVESTMENT MNGT | MERGER I  | 1/1/2024   | 6/30/2024  | 0.495                                     |

**Attachment to 2023 Form 5500 Schedule SB,  
Line 22 – Description of Weighted Average Retirement Age**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

The average retirement age for Line 22 was calculated by creating a hypothetical life table with retirement as the only decrement, and then computing the average retirement age for the table.

| x  | $q_x^r$ | $l_x$     | ${}_{x-55}P_{55} = l_x / l_{55}$ | $q_x^r * l_x / l_{55}$ | $x * q_x^r * l_x / l_{55}$ |
|----|---------|-----------|----------------------------------|------------------------|----------------------------|
| 55 | 0.030   | 1,000,000 | 1.000000                         | 0.030000               | 1.650000                   |
| 56 | 0.030   | 970,000   | 0.970000                         | 0.029100               | 1.629600                   |
| 57 | 0.030   | 940,900   | 0.940900                         | 0.028227               | 1.608939                   |
| 58 | 0.030   | 912,673   | 0.912673                         | 0.027380               | 1.588051                   |
| 59 | 0.030   | 885,293   | 0.885293                         | 0.026559               | 1.566968                   |
| 60 | 0.070   | 858,734   | 0.858734                         | 0.060111               | 3.606683                   |
| 61 | 0.070   | 798,623   | 0.798623                         | 0.055904               | 3.410119                   |
| 62 | 0.070   | 742,719   | 0.742719                         | 0.051990               | 3.223401                   |
| 63 | 0.070   | 690,729   | 0.690729                         | 0.048351               | 3.046114                   |
| 64 | 0.070   | 642,378   | 0.642378                         | 0.044966               | 2.877852                   |
| 65 | 0.300   | 597,411   | 0.597411                         | 0.179223               | 11.649520                  |
| 66 | 0.100   | 418,188   | 0.418188                         | 0.041819               | 2.760040                   |
| 67 | 0.100   | 376,369   | 0.376369                         | 0.037637               | 2.521673                   |
| 68 | 0.100   | 338,732   | 0.338732                         | 0.033873               | 2.303379                   |
| 69 | 0.100   | 304,859   | 0.304859                         | 0.030486               | 2.103527                   |
| 70 | 1.000   | 274,373   | 0.274373                         | 0.274373               | 19.206115                  |

Average age at retirement 64.751980

**Rounded for Schedule SB item 22 65**

**Attachment to 2023 Form 5500 Schedule SB,  
Line 26b – Schedule of Projection of Expected Benefit Payments**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

| Funding Projected Benefit Payments |                     |                                |   |           |
|------------------------------------|---------------------|--------------------------------|---|-----------|
| Plan Year                          | Active Participants | Terminated Vested Participants | Retired Participants & Beneficiaries Receiving Payments | Total     |
| 2023                               | 463,756             | 856,471                        | 4,214,089   | 5,534,316 |
| 2024                               | 680,140             | 936,233                        | 4,108,336   | 5,724,709 |
| 2025                               | 886,459             | 1,075,065                      | 4,006,136   | 5,967,660 |
| 2026                               | 1,119,344           | 1,222,542                      | 3,898,207   | 6,240,093 |
| 2027                               | 1,368,687           | 1,340,797                      | 3,779,723   | 6,489,207 |
| 2028                               | 1,585,729           | 1,441,381                      | 3,650,846   | 6,677,956 |
| 2029                               | 1,756,052           | 1,563,036                      | 3,517,946   | 6,837,034 |
| 2030                               | 1,949,411           | 1,688,759                      | 3,376,663   | 7,014,833 |
| 2031                               | 2,113,300           | 1,762,456                      | 3,230,862   | 7,106,618 |
| 2032                               | 2,305,598           | 1,854,106                      | 3,077,391   | 7,237,095 |
| 2033                               | 2,410,654           | 1,934,908                      | 2,921,614   | 7,267,176 |
| 2034                               | 2,518,408           | 2,032,356                      | 2,762,475   | 7,313,239 |
| 2035                               | 2,584,962           | 2,056,093                      | 2,599,755   | 7,240,810 |
| 2036                               | 2,639,697           | 2,083,928                      | 2,434,391   | 7,158,016 |
| 2037                               | 2,702,790           | 2,141,041                      | 2,267,411   | 7,111,242 |
| 2038                               | 2,727,705           | 2,169,388                      | 2,099,926   | 6,997,019 |
| 2039                               | 2,740,041           | 2,166,927                      | 1,933,113   | 6,840,081 |
| 2040                               | 2,732,582           | 2,195,217                      | 1,768,193   | 6,695,992 |
| 2041                               | 2,721,162           | 2,212,410                      | 1,606,422   | 6,539,994 |
| 2042                               | 2,687,105           | 2,186,961                      | 1,449,056   | 6,323,122 |
| 2043                               | 2,642,507           | 2,156,067                      | 1,297,311   | 6,095,885 |
| 2044                               | 2,594,021           | 2,153,918                      | 1,152,326   | 5,900,265 |
| 2045                               | 2,533,212           | 2,102,438                      | 1,015,122   | 5,650,772 |
| 2046                               | 2,451,958           | 2,068,379                      | 886,579   | 5,406,916 |
| 2047                               | 2,364,680           | 1,997,621                      | 767,418   | 5,129,719 |
| 2048                               | 2,265,012           | 1,921,700                      | 658,189   | 4,844,901 |
| 2049                               | 2,167,955           | 1,834,994                      | 559,236   | 4,562,185 |
| 2050                               | 2,049,619           | 1,746,920                      | 470,681   | 4,267,220 |
| 2051                               | 1,924,291           | 1,654,574                      | 392,428   | 3,971,293 |
| 2052                               | 1,794,102           | 1,558,502                      | 324,171   | 3,676,775 |
| 2053                               | 1,666,082           | 1,455,041                      | 265,417   | 3,386,540 |
| 2054                               | 1,537,856           | 1,358,091                      | 215,523   | 3,111,470 |
| 2055                               | 1,407,867           | 1,258,259                      | 173,715   | 2,839,841 |
| 2056                               | 1,281,803           | 1,159,398                      | 139,140   | 2,580,341 |
| 2057                               | 1,159,423           | 1,064,106                      | 110,904   | 2,334,433 |
| 2058                               | 1,044,039           | 970,657                        | 88,110  | 2,102,806 |
| 2059                               | 934,905             | 880,979                        | 69,896  | 1,885,780 |
| 2060                               | 833,410             | 795,485                        | 55,464  | 1,684,359 |
| 2061                               | 739,060             | 714,502                        | 44,096  | 1,497,658 |
| 2062                               | 652,279             | 638,265                        | 35,166  | 1,325,710 |
| 2063                               | 572,836             | 566,929                        | 28,146  | 1,167,911 |
| 2064                               | 500,721             | 500,576                        | 22,604  | 1,023,901 |
| 2065                               | 435,298             | 439,219                        | 18,199  | 892,716   |
| 2066                               | 376,193             | 382,821                        | 14,666  | 773,680   |
| 2067                               | 323,135             | 331,308                        | 11,805  | 666,248   |
| 2068                               | 275,737             | 284,566                        | 9,470   | 569,773   |
| 2069                               | 233,658             | 242,444                        | 7,551   | 483,653   |
| 2070                               | 196,451             | 204,774                        | 5,971   | 407,196   |
| 2071                               | 163,800             | 171,365                        | 4,672   | 339,837   |
| 2072                               | 135,353             | 142,003                        | 3,609   | 280,965   |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|                                  |   |
|----------------------------------|---|
| <u>Effective Date</u>            | January 1, 1972. The Plan was most recently amended and restated effective January 1, 2015.   |
| <u>Status of the Plan</u>        | Open and ongoing for some locations, hard frozen for some locations, participation freeze for some locations.   |
| <u>Eligible Employees</u>        | Hourly paid employees of the company who are in a job classification covered by a collective bargaining agreement, which has accepted this Plan on behalf of the members of said unit.  |
| <u>Eligibility</u>               | Eligible Employees become participants on the first of the month coincident with or next following the attainment of age 21 and completion of one year of service. Eligible participants by location and local union are described below.   |
| <u>Vesting Service</u>           | One year of vesting service is attained in a Plan Year where an employee is credited with at least 1,000 hours of service. Participants are 100% vested upon completion of 5 years of service.  |
| <u>Credited Service</u>          | One year of credited service is granted for each Plan Year in which a participant earns at least 1,680 hours of service. If fewer than 1,680 hours, fractional service is granted based on hours worked divided by 1,680. The Credited Service Maximum is the number of years as determined by location and local union as described below. |
| <u>Normal Retirement Date</u>    | The last day of the month in which the participant attains age 65.  |
| <u>Normal Retirement Benefit</u> | The benefit is calculated based on location, local union, and group and is determined as the monthly Normal Retirement Benefit Factor times Credited Service, not to exceed the Credited Service Maximum.   |
| <u>Early Retirement</u>          | Eligibility for Early Retirement is dependent upon location and local union. If applicable, the accrued benefit will be reduced on an actuarially equivalent basis.   |
| <u>Late Retirement</u>           | Continued employment following Normal Retirement Date.  |
| <u>Late Retirement Benefit</u>   | Continued accruals benefit as benefits are suspended upon reaching Normal Retirement Date.  |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
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Pre-Retirement Death Benefit

For vested participants, the amount paid to a surviving spouse is equivalent to the beneficiary portion of a 50% Joint and Survivor benefit. If eligible for early retirement, the benefit is calculated as if the participant terminated employment on his date of death. If not eligible for early retirement, the benefit is calculated as if the participant terminated employment on his date of death and survived until his earliest retirement date. The spouse can begin receiving this benefit on the earliest date the participant could have elected to retire.

Disability Benefit Eligibility

Total and permanent disability and the age and service requirements as determined by location and local union set forth below.

Disability Retirement

The benefit is calculated in the same manner as the normal retirement benefit offset by any other benefit payable under a plan of a related company and offset by any public disability benefit. In no event will the benefit be reduced to less than \$20/month. The benefit is payable immediately with no early retirement reduction.

Normal Form of Payment

For married participants – 50% Joint and Survivor.  
For unmarried participants – Life Annuity.

Optional Forms of Payment

Life Annuity  
50% Joint & Survivor  
75% Joint & Survivor  
100% Joint & Survivor  
10 Year Certain & Life

Actuarial Equivalence

Mortality Table: UP84. Interest Rate: 8.0%

For the Early Retirement Factor only, the interest rate is determined from the PBGC rate for valuing immediate annuities in effect on July 1 of Plan Year.

Changes Since Last Valuation

Rate changes were made in the Cleveland and Louisville locations.

**Attachment to 2023 Form 5500 Schedule SB,  
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**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Atlanta, GA; Local Union 528  |
| <u>Ineligible Employees</u>              | Effective 4/1/1999, Union no longer covered                                       |
| <u>Early Retirement Eligibility</u>      | Age 55 and 10 years of service  |
| <u>Disability Retirement Eligibility</u> | Age 55 and 10 years of service  |
| <u>Credit Date</u>                       | Date of Hire  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement<br/>Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$5.00  | 3/30/1974             | Retrospective      |
| \$6.00  | 4/1/1989              | Retrospective      |
| \$10.00   | 3/1/1993              | Retrospective      |
| \$14.00   | 3/31/1995             | Retrospective      |
| \$16.00   | 4/1/1996              | Retrospective      |
| \$17.00   | 4/1/1997              | Retrospective      |
| \$18.00   | 4/1/1998              | Retrospective      |

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Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |  |
|--|--|
| <u>Location and Union</u>                | Boston, MA; Local Union 201  |
| <u>Ineligible Employees</u>              | Employees hired on or after 4/18/2008. Shuttlers and Techs transferred to AB Car Rental on 1/22/2005 and 12/31/2005, respectively. |
| <u>Early Retirement Eligibility</u>      | Not Applicable   |
| <u>Disability Retirement Eligibility</u> | Not Applicable   |
| <u>Credit Date</u>                       | 1/1/1983   |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 35 years.  |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$4.00  | 1/1/1983              | Retrospective      |
| \$6.00  | 4/1/1988              | Retrospective      |
| \$8.00  | 4/1/1989              | Retrospective      |
| \$10.00   | 4/1/1992              | Retrospective      |
| \$13.00   | 4/1/1995              | Retrospective      |
| \$14.00   | 4/1/1996              | Retrospective      |
| \$15.00   | 4/1/1997              | Retrospective      |
| \$16.00   | 4/1/1998              | Retrospective      |
| \$17.00   | 3/13/2002             | Retrospective      |
| \$18.00   | 4/1/2005              | Retrospective      |
| \$19.00   | 4/1/2008              | Retrospective      |
| Employees hired prior to 4/1/1991               |                       |                    |
| \$20.00   | 4/1/2012              | Retrospective      |
| Employees hired on or after 4/1/1991            |                       |                    |
| \$20.00   | 4/1/2012              | Prospective        |
| \$21.00   | 4/1/2013              | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Buffalo, NY; Local Union 375  |
| <u>Ineligible Employees</u>              | Employees hired on or after 10/1/2008; No further accruals effective 10/1/2008    |
| <u>Early Retirement Eligibility</u>      | Age 60 and 10 years of service  |
| <u>Disability Retirement Eligibility</u> | Age 50 and 15 years of service  |
| <u>Credit Date</u>                       | Date of Hire  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$5.00  | 9/1/1983              | Retrospective      |
| \$6.00  | 10/1/1986             | Retrospective      |
| \$7.00  | 9/30/1989             | Retrospective      |
| \$8.00  | 10/1/1989             | Retrospective      |
| \$9.00  | 10/1/1990             | Retrospective      |
| \$10.00   | 10/1/1993             | Retrospective      |
| \$11.00   | 10/1/1994             | Retrospective      |
| \$16.00   | 10/1/1997             | Retrospective      |
| \$19.00   | 10/1/2000             | Retrospective      |
| \$20.00   | 10/1/2001             | Retrospective      |
| \$21.00   | 10/1/2002             | Retrospective      |
| \$23.00   | 10/1/2003             | Retrospective      |
| \$24.00   | 10/1/2004             | Retrospective      |
| \$26.00   | 10/1/2005             | Prospective        |
| \$28.00   | 10/1/2006             | Prospective        |
| \$30.00   | 10/1/2007             | Prospective        |

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Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |  |
|--|--|
| <u>Location and Union</u>                | Chicago, IL; Local Union 781   |
| <u>Ineligible Employees</u>              | Employees hired after 12/5/2005; No further accruals effective 9/1/2009; All participants transferred to AB Car Rental on that date. |
| <u>Early Retirement Eligibility</u>      | Age 60 and 10 years of service   |
| <u>Disability Retirement Eligibility</u> | Not Applicable   |
| <u>Credit Date</u>                       | Date of Hire   |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 35 years.  |

| <u>Monthly Normal Retirement Benefit Factor</u>             | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$5.00  | 6/1/1977              | Retrospective      |
| \$6.00  | 12/5/1988             | Retrospective      |
| \$10.00   | 12/1/1991             | Retrospective      |
| \$13.00   | 12/5/1992             | Retrospective      |
| \$14.00   | 12/5/1994             | Retrospective      |
| \$18.00   | 12/5/1996             | Retrospective      |
| \$22.00   | 12/5/1998             | Retrospective      |
| \$24.00   | 12/5/2000             | Retrospective      |
| \$25.00   | 12/5/2001             | Retrospective      |
| \$27.00   | 12/5/2002             | Retrospective      |
| \$28.00   | 12/5/2003             | Prospective        |
| Employees hired prior to 1/1/1986                           |                       |                    |
| \$29.00   | 12/5/2004             | Retrospective      |
| \$30.00   | 12/5/2005             | Prospective        |
| \$31.00   | 12/5/2006             | Prospective        |
| Employees hired on or after 1/1/1986 but prior to 12/5/2005 |                       |                    |
| \$29.00   | 12/5/2004             | Prospective        |
| \$30.00   | 12/5/2005             | Prospective        |
| \$31.00   | 12/5/2006             | Prospective        |

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**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |  |
|--|--|
| <u>Location and Union</u>                | Cincinnati, OH; Local Union 114; Mechanics and Mechanics Helper                                      |
| <u>Ineligible Employees</u>              | Decertified effective 9/29/1995  |
| <u>Early Retirement Eligibility</u>      | Age 60 and 10 years of service; Age 60 and 3 years of service for participants active on 12/31/1975. |
| <u>Disability Retirement Eligibility</u> | Age 50 and 15 years of service   |
| <u>Credit Date</u>                       | Date of Hire   |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years.                    |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$6.00  | 11/12/1971            | Retrospective      |
| \$7.00  | 11/12/1986            | Retrospective      |
| \$8.00  | 11/12/1988            | Retrospective      |
| \$10.00   | 11/12/1989            | Retrospective      |

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**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Cincinnati, OH; Local Union 114; Service Agents   |
| <u>Ineligible Employees</u>              | Employees hired after 11/14/2007  |
| <u>Early Retirement Eligibility</u>      | Age 60 and 10 years of service; Age 60 and 3 years of service for participants active on 12/31/1975 |
| <u>Disability Retirement Eligibility</u> | Age 50 and 15 years of service  |
| <u>Credit Date</u>                       | Date of Hire  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years.                   |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$6.00  | 11/12/1971            | Retrospective      |
| \$7.00  | 11/12/1986            | Retrospective      |
| \$8.00  | 11/12/1988            | Retrospective      |
| \$10.00   | 11/12/1989            | Retrospective      |
| \$11.00   | 11/12/1993            | Retrospective      |
| \$12.00   | 11/12/1994            | Retrospective      |
| \$14.00   | 11/12/1997            | Retrospective      |
| \$17.00   | 11/12/1998            | Retrospective      |
| \$18.00   | 11/12/1999            | Retrospective      |
| \$19.00   | 11/12/2000            | Retrospective      |
| \$19.00   | 11/12/2001            | Retrospective      |
| \$20.00   | 11/12/2002            | Retrospective      |
| \$21.00   | 11/12/2003            | Retrospective      |
| \$22.00   | 11/12/2005            | Retrospective      |
| \$23.00   | 11/12/2006            | Retrospective      |
| \$24.00   | 11/12/2007            | Retrospective      |
| \$25.00   | 11/12/2008            | Retrospective      |
| \$26.00   | 11/12/2009            | Retrospective      |
| \$27.00   | 11/12/2010            | Prospective        |
| \$28.00   | 11/12/2013            | Prospective        |
| \$29.00   | 11/12/2015            | Prospective        |
| \$30.00   | 11/12/2018            | Prospective        |
| \$31.00   | 11/12/2019            | Prospective        |

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**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |  |
|--|--|
| <u>Location and Union</u>                | Cleveland, OH; Local Union 293; Rental Sales Agents, Rapid Rover Agents, Dispatchers, Customer Service Representatives |
| <u>Ineligible Employees</u>              | Employees hired on or after 5/3/2007   |
| <u>Early Retirement Eligibility</u>      | Age 60 and 10 years of service   |
| <u>Disability Retirement Eligibility</u> | Not Applicable   |
| <u>Credit Date</u>                       | Date of Hire   |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years.                                      |

| <u>Monthly Normal Retirement Benefit Factor</u>     | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$4.00  | 12/1/1985             | Retrospective      |
| \$5.00  | 12/1/1991             | Retrospective      |
| \$6.00  | 12/1/1992             | Retrospective      |
| \$7.00  | 12/1/1993             | Retrospective      |
| \$8.00  | 12/1/1994             | Retrospective      |
| \$9.00  | 12/1/1996             | Retrospective      |
| \$13.00   | 12/1/1997             | Retrospective      |
| \$15.00   | 12/1/1999             | Retrospective      |
| \$20.00   | 12/1/2000             | Retrospective      |
| \$22.00   | 12/1/2001             | Retrospective      |
| \$25.00   | 12/1/2002             | Retrospective      |
| \$26.00   | 12/1/2003             | Prospective        |
| Employees hired prior to 9/1/1986                   |                       |                    |
| \$28.00   | 12/1/2006             | Prospective        |
| Employees hired after 8/31/1986 but before 5/3/2007 |                       |                    |
| \$26.00   | 12/1/2003             | Prospective        |
| \$27.00   | 12/1/2006             | Prospective        |
| \$28.00   | 12/1/2009             | Prospective        |
| \$29.00   | 12/1/2012             | Prospective        |
| \$30.00   | 12/1/2014             | Prospective        |
| \$31.00   | 12/1/2015             | Prospective        |
| \$32.00   | 12/1/2016             | Prospective        |
| \$33.00   | 12/1/2018             | Prospective        |
| \$34.00   | 12/1/2019             | Prospective        |
| \$35.00   | 12/1/2020             | Prospective        |
| \$36.00   | 12/1/2021             | Prospective        |
| \$37.00   | 6/1/2022              | Prospective        |
| \$38.00   | 6/1/2023              | Prospective        |
| \$39.00   | 6/1/2024              | Prospective        |

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**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
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Location and Union Cleveland, OH; Local Union 293; Service Agents, Technicians A & B, Courtesy Bus Drivers, Auto Tech, Rapid Rover Agent

Ineligible Employees Employees hired on or after 9/25/2008; Courtesy Bus Drivers: Spring 1998; Technicians: Transferred to AB Car Rental on 1/1/2004; Service Agents: Transferred to AB Car Rental on 6/1/2009.

Early Retirement Eligibility Age 60 and 10 years of service; Age 60 and 3 years of service for participants active on 12/31/1975

Disability Retirement Eligibility Age 50 and 15 years of service

Credit Date Date of Hire

Normal Retirement Benefit Normal Retirement Benefit Factor times credited service to a maximum of 30 years.

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| All Employees                                   |                       |                    |
| \$10.00   | 5/12/1972             | Retrospective      |
| \$11.00   | 5/12/1987             | Retrospective      |
| \$12.00   | 5/12/1989             | Retrospective      |
| \$14.00   | 9/1/1992              | Retrospective      |
| \$15.00   | 9/1/1995              | Retrospective      |
| \$16.00   | 9/1/1998              | Retrospective      |
| \$19.00   | 9/1/2000              | Retrospective      |
| \$21.00   | 9/1/2001              | Retrospective      |
| \$22.00   | 9/1/2002              | Retrospective      |
| \$23.00   | 9/1/2003              | Prospective        |
| Employees hired prior to 9/1/1986               |                       |                    |
| \$24.00   | 9/1/2005              | Prospective        |
| \$25.00   | 9/1/2007              | Prospective        |
| \$26.00   | 9/1/2008              | Prospective        |
| \$27.00   | 9/1/2011              | Prospective        |
| \$28.00   | 9/1/2012              | Prospective        |

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Normal Retirement Benefit (cont.)

Employees hired on or after 9/1/1986 but prior to 9/1/2005

|         |          |             |
|---------|----------|-------------|
| \$24.00 | 9/1/2007 | Prospective |
| \$25.00 | 9/1/2008 | Prospective |
| \$26.00 | 9/1/2011 | Prospective |
| \$27.00 | 9/1/2012 | Prospective |

Employees hired on or after 9/1/2005 but prior to 9/25/2008

|         |          |             |
|---------|----------|-------------|
| \$20.00 | 9/1/2005 | Prospective |
| \$21.00 | 9/1/2010 | Prospective |
| \$22.00 | 9/1/2011 | Prospective |
| \$23.00 | 9/1/2012 | Prospective |

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EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Detroit, MI; Local Union 299  |
| <u>Ineligible Employees</u>              | Employees hired on or after 5/5/2006  |
| <u>Early Retirement Eligibility</u>      | Age 55 and 10 years of service; Unreduced at age 60 with 5 years of service       |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | Date of Hire  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement<br/>Benefit Factor</u>         | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$5.00  | 12/1/1987             | Retrospective      |
| \$6.00  | 9/1/1988              | Retrospective      |
| \$7.00  | 9/1/1990              | Retrospective      |
| \$10.00   | 9/1/1993              | Retrospective      |
| \$13.00   | 9/1/1995              | Retrospective      |
| \$18.00   | 9/1/1996              | Retrospective      |
| \$19.00   | 9/1/1997              | Retrospective      |
| \$20.00   | 9/1/1998              | Retrospective      |
| \$22.00   | 9/1/1999              | Retrospective      |
| \$23.00   | 9/1/2000              | Retrospective      |
| \$24.00   | 9/1/2001              | Retrospective      |
| \$25.00   | 9/1/2002              | Retrospective      |
| \$26.00   | 9/1/2003              | Retrospective      |
| \$27.00   | 9/1/2004              | Prospective        |
| Employees hired before 9/1/1982 and on the payroll 5/5/2006 |                       |                    |
| \$29.00   | 9/1/2005              | Retrospective      |
| \$30.00   | 9/1/2019              | Prospective        |
| \$31.00   | 9/1/2020              | Prospective        |
| \$32.00   | 9/1/2021              | Prospective        |
| \$33.00   | 9/1/2022              | Prospective        |

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Normal Retirement Benefit (cont.)

Employees hired on or after 9/1/1982 but before 4/28/2006

|         |          |             |
|---------|----------|-------------|
| \$29.00 | 9/1/2005 | Prospective |
| \$30.00 | 9/1/2007 | Prospective |
| \$31.00 | 9/1/2008 | Prospective |
| \$32.00 | 9/1/2009 | Prospective |
| \$33.00 | 9/1/2011 | Prospective |
| \$34.00 | 9/1/2014 | Prospective |
| \$35.00 | 9/1/2015 | Prospective |
| \$36.00 | 9/1/2017 | Prospective |
| \$37.00 | 9/1/2018 | Prospective |
| \$38.00 | 9/1/2019 | Prospective |
| \$39.00 | 9/1/2020 | Prospective |
| \$40.00 | 9/1/2021 | Prospective |
| \$41.00 | 9/1/2022 | Prospective |

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**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |  |
|--|--|
| <u>Location and Union</u>                | Detroit, MI; Local Union 337   |
| <u>Ineligible Employees</u>              | Employees hired on or after 7/13/2006  |
| <u>Early Retirement Eligibility</u>      | Age 55 and 15 years of service; Age 60 and 3 years of service for participants active on 12/31/1975  |
| <u>Disability Retirement Eligibility</u> | Age 50 and 10 years of service   |
| <u>Credit Date</u>                       | Date of Hire   |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. Effective 7/13/2006, there is no maximum for active employees hired prior to 8/1/1980 and continuously employed as of 7/13/2006. Benefits frozen for Mechanics, Utility Agents and Techs on 7/13/2006. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$14.50   | 4/5/1988              | Retrospective      |
| \$15.50   | 4/5/1990              | Retrospective      |
| \$16.00   | 4/5/1991              | Retrospective      |
| \$18.00   | 4/5/1996              | Retrospective      |
| \$20.00   | 4/5/1998              | Retrospective      |
| \$21.00   | 4/5/2000              | Retrospective      |
| \$23.00   | 4/5/2001              | Retrospective      |
| \$25.00   | 4/5/2002              | Retrospective      |
| \$28.00   | 4/5/2006              | Retrospective      |
| \$29.00   | 4/5/2007              | Retrospective      |
| \$30.00   | 4/5/2008              | Retrospective      |
| \$31.00   | 4/5/2009              | Retrospective      |
| \$32.00   | 4/5/2013              | Prospective        |
| \$33.00   | 4/5/2014              | Prospective        |
| \$34.00   | 4/5/2015              | Prospective        |
| \$35.00   | 4/5/2018              | Prospective        |
| \$36.00   | 4/5/2019              | Prospective        |
| \$37.00   | 4/5/2020              | Prospective        |
| \$38.00   | 4/5/2021              | Prospective        |
| \$39.00   | 4/5/2022              | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Freeland, MI; Local Union 486   |
| <u>Ineligible Employees</u>              | Employees hired on or after 4/01/2006   |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | Date of Hire  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$5.00  | 4/1/1997              | Retrospective      |
| \$6.00  | 4/1/1998              | Retrospective      |
| \$15.00   | 4/1/2000              | Retrospective      |
| \$17.00   | 4/1/2001              | Retrospective      |
| \$20.00   | 4/1/2002              | Retrospective      |
| Employees hired on or prior to 5/1/1982         |                       |                    |
| \$21.00   | 4/1/2006              | Retrospective      |
| \$22.00   | 4/1/2007              | Retrospective      |
| \$23.00   | 4/1/2008              | Retrospective      |
| Employees hired after 5/1/1982                  |                       |                    |
| \$21.00   | 4/1/2006              | Prospective        |
| \$22.00   | 4/1/2007              | Prospective        |
| \$23.00   | 4/1/2008              | Prospective        |
| \$24.00   | 4/1/2013              | Prospective        |
| \$25.00   | 4/1/2014              | Prospective        |
| \$26.00   | 4/1/2015              | Prospective        |
| \$27.00   | 4/1/2016              | Prospective        |
| \$28.00   | 4/1/2017              | Prospective        |
| \$29.00   | 4/1/2018              | Prospective        |
| \$30.00   | 4/1/2019              | Prospective        |
| \$31.00   | 4/1/2021              | Prospective        |
| \$32.00   | 4/1/2022              | Prospective        |
| \$33.00   | 4/1/2023              | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Ft. Lauderdale, FL; Local Union 142   |
| <u>Ineligible Employees</u>              | No further accruals effective 2/1/2011; Effective 10/17/2011, Rental Sales Agents transferred to AB Car Rental. |
| <u>Early Retirement Eligibility</u>      | Age 55 and 10 years of service  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | Date of Hire  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 35 years.                               |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$8.00  | 1/1/1992              | Retrospective      |
| \$10.00   | 1/1/1994              | Retrospective      |
| \$14.00   | 6/15/1996             | Retrospective      |
| \$18.00   | 6/15/1998             | Retrospective      |
| \$19.00   | 6/15/2000             | Retrospective      |
| \$21.00   | 6/15/2001             | Retrospective      |
| \$22.00   | 6/15/2002             | Retrospective      |
| \$24.00   | 6/15/2005             | Prospective        |
| \$26.00   | 6/15/2006             | Prospective        |
| \$27.00   | 6/15/2007             | Prospective        |
| \$28.00   | 6/15/2008             | Prospective        |
| \$29.00   | 6/15/2011             | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Houston, TX; Local Union 968; Mechanics   |
| <u>Ineligible Employees</u>              | Effective 3/18/2005, Union no longer covered                                      |
| <u>Early Retirement Eligibility</u>      | Age 60 and 10 years of service  |
| <u>Disability Retirement Eligibility</u> | Age 50 and 15 years of service  |
| <u>Credit Date</u>                       | 5/24/1996   |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$7.00  | 5/24/1996             | Retrospective      |
| \$11.00   | 6/1/1998              | Retrospective      |
| \$12.00   | 1/31/1999             | Retrospective      |
| \$13.00   | 5/20/1999             | Retrospective      |
| \$14.00   | 5/20/2000             | Retrospective      |
| \$15.00   | 5/20/2001             | Retrospective      |
| \$17.00   | 5/20/2002             | Retrospective      |
| \$18.00   | 5/20/2004             | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |  |
|--|--|
| <u>Location and Union</u>                | Houston, TX; Local Union 968; Rental Sales Agents, Rapid Rover Agents, Greeters, Return Agents, Dispatchers & Concierges, Customer Service Representatives, Runners & Ready Line |
| <u>Ineligible Employees</u>              | Employees hired after 3/1/2009. Effective 1/1/2011, Rental Sales Agents and Customer Service Representatives moved to AB Car Rental.   |
| <u>Early Retirement Eligibility</u>      | Not Applicable   |
| <u>Disability Retirement Eligibility</u> | Not Applicable   |
| <u>Credit Date</u>                       | 2/26/1984  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years.  |

| <u>Monthly Normal Retirement<br/>Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$5.00  | 2/28/1980             | Retrospective      |
| \$7.00  | 12/1/1994             | Retrospective      |
| \$11.00   | 12/1/1998             | Retrospective      |
| \$14.00   | 3/1/1999              | Retrospective      |
| \$16.00   | 3/1/2000              | Retrospective      |
| \$18.00   | 3/1/2001              | Retrospective      |
| \$20.00   | 3/1/2002              | Retrospective      |
| \$22.00   | 3/1/2007              | Retrospective      |
| \$23.00   | 3/1/2009              | Prospective        |
| \$24.00   | 3/1/2013              | Prospective        |
| \$25.00   | 3/1/2014              | Prospective        |
| \$26.00   | 3/1/2016              | Prospective        |
| \$27.00   | 3/1/2017              | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |  |
|--|--|
| <u>Location and Union</u>                | Houston, TX; Local Union 968; Service Agents, Utility Agents, Technicians & Bus Technicians, Courtesy Bus Drivers, Parkers   |
| <u>Ineligible Employees</u>              | Employees hired after 5/14/2009; Parkers hired after 5/20/2000; Utility Agents, Technicians, Bus Technicians & Lead Technicians are no longer covered after 3/1/2005 |
| <u>Early Retirement Eligibility</u>      | Age 60 and 10 years of service; Age 60 and 3 years of service for participants active on 12/31/1975  |
| <u>Disability Retirement Eligibility</u> | Age 50 and 15 years of service   |
| <u>Credit Date</u>                       | Date of Hire   |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years.  |

| <u>Monthly Normal Retirement<br/>Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$4.00  | Prior to 12/1/1975    | Retrospective      |
| \$5.00  | 12/1/1975             | Retrospective      |
| \$7.00  | 12/1/1995             | Retrospective      |
| \$11.00   | 6/1/1998              | Retrospective      |
| \$12.00   | 1/31/1999             | Retrospective      |
| \$13.00   | 5/20/1999             | Retrospective      |
| \$14.00   | 5/20/2000             | Retrospective      |
| \$15.00   | 5/20/2001             | Retrospective      |
| \$17.00   | 5/20/2002             | Retrospective      |
| \$18.00   | 5/20/2004             | Prospective        |
| \$20.00   | 5/20/2005             | Retrospective      |
| \$22.00   | 5/20/2007             | Retrospective      |
| \$23.00   | 5/20/2009             | Prospective        |
| \$24.00   | 5/20/2013             | Prospective        |
| \$25.00   | 5/20/2014             | Prospective        |
| \$26.00   | 5/20/2016             | Prospective        |
| \$27.00   | 5/20/2017             | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Indianapolis, IN; Local Union 193   |
| <u>Ineligible Employees</u>              | Union no longer covered   |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | Date of Hire  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

Monthly Normal Retirement  
Benefit Factor  
\$4.00

Effective Date  
3/15/1985

Application  
Retrospective

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Jacksonville, FL; Local Union 512   |
| <u>Ineligible Employees</u>              | Effective 8/31/1999, Union no longer covered                                      |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | 8/1/1987  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$4.00  | 8/1/1987              | Retrospective      |
| \$5.00  | 8/1/1989              | Retrospective      |
| \$7.00  | 10/20/1993            | Retrospective      |
| \$9.00  | 8/1/1995              | Retrospective      |
| \$12.00   | 8/1/1999              | Retrospective      |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Jacksonville, FL; Local Union 1908  |
| <u>Ineligible Employees</u>              | No further accruals effective 7/1/2011, as the union no longer exists.            |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | 7/1/1970  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$7.00  | 7/1/1970              | Retrospective      |
| \$8.00  | 6/27/1989             | Retrospective      |
| \$9.00  | 6/27/1991             | Retrospective      |
| \$10.00   | 6/27/1992             | Retrospective      |
| \$12.00   | 7/1/1995              | Retrospective      |
| \$13.00   | 6/27/1998             | Retrospective      |
| \$14.00   | 6/27/1999             | Retrospective      |
| \$16.00   | 6/27/2000             | Retrospective      |
| \$17.00   | 6/27/2002             | Retrospective      |
| \$18.00   | 6/27/2005             | Retrospective      |
| \$19.00   | 6/27/2007             | Prospective        |
| \$20.00   | 6/27/2008             | Prospective        |
| \$21.00   | 6/27/2010             | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Kansas City, MO; Local Union 41   |
| <u>Ineligible Employees</u>              | Employees hired on or after 3/19/2008   |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | 3/1/1984  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$4.00  | 3/1/1984              | Retrospective      |
| \$5.00  | 3/1/1987              | Retrospective      |
| \$6.00  | 3/1/1988              | Retrospective      |
| \$8.00  | 3/1/1994              | Retrospective      |
| \$10.00   | 3/1/1997              | Retrospective      |
| \$12.00   | 3/1/1998              | Retrospective      |
| \$14.00   | 3/1/1999              | Retrospective      |
| \$16.00   | 3/1/2000              | Retrospective      |
| \$19.00   | 3/1/2001              | Retrospective      |
| \$21.00   | 3/1/2002              | Retrospective      |
| \$23.00   | 3/1/2003              | Retrospective      |
| \$24.00   | 3/1/2006              | Prospective        |
| \$25.00   | 3/1/2007              | Prospective        |
| \$26.00   | 3/1/2010              | Prospective        |
| \$27.00   | 3/1/2011              | Prospective        |
| \$28.00   | 3/1/2013              | Prospective        |
| \$29.00   | 3/1/2014              | Prospective        |
| \$30.00   | 3/1/2015              | Prospective        |
| \$31.00   | 3/1/2016              | Prospective        |
| \$32.00   | 3/1/2017              | Prospective        |
| \$33.00   | 3/1/2018              | Prospective        |
| \$34.00   | 3/1/2019              | Prospective        |
| \$35.00   | 3/1/2020              | Prospective        |
| \$37.00   | 3/1/2022              | Prospective        |
| \$38.00   | 3/1/2023              | Prospective        |
| \$39.00   | 3/1/2024              | Prospective        |
| \$40.00   | 3/1/2025              | Prospective        |
| \$41.00   | 3/1/2026              | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Kansas City, MO; Local Union 838  |
| <u>Ineligible Employees</u>              | Employees hired after 6/1/2009  |
| <u>Early Retirement Eligibility</u>      | Age 60 and 10 years of service; Age 60 and 3 years of service for participants active on 12/31/1975 |
| <u>Disability Retirement Eligibility</u> | Age 50 and 15 years of service  |
| <u>Credit Date</u>                       | 6/1/1972  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years.                   |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$4.00  | 6/1/1972              | Retrospective      |
| \$5.00  | 6/1/1986              | Retrospective      |
| \$6.00  | 6/1/1990              | Retrospective      |
| \$9.00  | 6/1/1995              | Retrospective      |
| \$12.00   | 6/1/1998              | Retrospective      |
| \$15.00   | 6/1/1999              | Retrospective      |
| \$17.00   | 6/1/2000              | Retrospective      |
| \$19.00   | 6/1/2001              | Retrospective      |
| \$20.00   | 6/1/2002              | Retrospective      |
| \$21.00   | 6/1/2003              | Retrospective      |
| \$23.00   | 6/1/2004              | Prospective        |
| \$25.00   | 6/1/2005              | Prospective        |
| \$27.00   | 6/1/2006              | Prospective        |
| \$29.00   | 6/1/2007              | Prospective        |
| \$31.00   | 6/1/2008              | Prospective        |
| \$33.00   | 6/1/2013              | Prospective        |
| \$34.00   | 6/1/2014              | Prospective        |
| \$35.00   | 6/1/2015              | Prospective        |
| \$36.00   | 6/1/2018              | Prospective        |
| \$37.00   | 6/1/2019              | Prospective        |
| \$38.00   | 6/1/2020              | Prospective        |
| \$39.00   | 6/1/2021              | Prospective        |
| \$40.00   | 6/1/2022              | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Las Vegas, NV; Local Union 986  |
| <u>Ineligible Employees</u>              | Employees hired after 7/17/2006   |
| <u>Early Retirement Eligibility</u>      | Age 60 and 10 years of service  |
| <u>Disability Retirement Eligibility</u> | Age 60 and 10 years of service  |
| <u>Credit Date</u>                       | 1/1/1998  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$21.00   | 4/8/2010              | Retrospective      |
| \$22.00   | 4/8/2013              | Prospective        |
| \$23.00   | 4/8/2014              | Prospective        |
| \$24.00   | 4/8/2015              | Prospective        |
| \$25.00   | 4/8/2016              | Prospective        |
| \$26.00   | 4/8/2017              | Prospective        |
| \$27.00   | 4/8/2018              | Prospective        |
| \$28.00   | 4/8/2019              | Prospective        |
| \$29.00   | 4/8/2020              | Prospective        |
| \$30.00   | 4/8/2021              | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Los Angeles, CA; Local Union 495  |
| <u>Ineligible Employees</u>              | Employees hired on or after 7/6/2010  |
| <u>Early Retirement Eligibility</u>      | Age 60 and 10 years of service  |
| <u>Disability Retirement Eligibility</u> | Age 60 and 10 years of service  |
| <u>Credit Date</u>                       | 1/1/1998  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$10.00   | 1/1/1998              | Retrospective      |
| \$13.00   | 3/20/2000             | Retrospective      |
| \$15.00   | 3/20/2002             | Retrospective      |
| \$17.00   | 3/20/2004             | Retrospective      |
| Employees hired prior to 1/1/1985               |                       |                    |
| \$28.00   | 3/20/2005             | Retrospective      |
| \$29.00   | 3/21/2011             | Retrospective      |
| \$30.00   | 3/21/2012             | Retrospective      |
| \$32.00   | 3/21/2013             | Prospective        |
| \$34.00   | 3/21/2014             | Prospective        |
| \$35.00   | 3/21/2015             | Prospective        |
| \$36.00   | 3/21/2016             | Prospective        |
| \$37.00   | 3/21/2017             | Prospective        |
| \$40.00   | 3/21/2018             | Prospective        |
| \$42.00   | 3/21/2019             | Prospective        |
| \$44.00   | 3/21/2020             | Prospective        |
| \$46.00   | 3/21/2021             | Prospective        |
| \$47.00   | 3/21/2022             | Prospective        |

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Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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Normal Retirement Benefit (cont.)

Employees hired after 1/1/1985

|         |           |               |
|---------|-----------|---------------|
| \$22.00 | 3/20/2005 | Retrospective |
| \$23.00 | 3/21/2011 | Retrospective |
| \$24.00 | 3/21/2012 | Retrospective |
| \$26.00 | 3/21/2013 | Prospective   |
| \$28.00 | 3/21/2014 | Prospective   |
| \$29.00 | 3/21/2015 | Prospective   |
| \$30.00 | 3/21/2016 | Prospective   |
| \$31.00 | 3/21/2017 | Prospective   |
| \$34.00 | 3/21/2018 | Prospective   |
| \$36.00 | 3/21/2019 | Prospective   |
| \$38.00 | 3/21/2020 | Prospective   |
| \$40.00 | 3/21/2021 | Prospective   |
| \$41.00 | 3/21/2022 | Prospective   |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Louisville, KY; Local Union 89; Rental Sales Agents, Rapid Rover Agents, Customer Service Representatives |
| <u>Ineligible Employees</u>              | Employees hired on or after 4/12/2006   |
| <u>Early Retirement Eligibility</u>      | Age 60 and 10 years of service; Age 60 and 3 years of service for participants active on 12/31/1975       |
| <u>Disability Retirement Eligibility</u> | Age 50 and 15 years of service  |
| <u>Credit Date</u>                       | Date of Hire  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 35 years.                         |

| <u>Monthly Normal Retirement<br/>Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$7.50  | Pre-9/30/1987         | Retrospective      |
| \$8.50  | 9/30/1987             | Retrospective      |
| \$11.00   | 10/15/1995            | Retrospective      |
| \$13.00   | 10/1/1999             | Retrospective      |
| \$16.00   | 10/15/1999            | Retrospective      |
| \$18.00   | 10/15/2000            | Retrospective      |
| \$20.00   | 10/15/2001            | Retrospective      |
| \$21.00   | 10/15/2002            | Prospective        |
| \$22.00   | 10/15/2003            | Prospective        |
| \$23.00   | 10/15/2004            | Prospective        |
| \$24.00   | 10/15/2005            | Prospective        |
| \$25.00   | 10/15/2006            | Prospective        |
| \$26.00   | 10/15/2014            | Prospective        |
| \$28.00   | 10/15/2015            | Prospective        |
| \$29.00   | 10/15/2017            | Prospective        |
| \$32.00   | 10/16/2021            | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Louisville, KY; Local Union 89; Service Agents, Technicians, Utility Persons      |
| <u>Ineligible Employees</u>              | Employees hired on or after 2/3/2006  |
| <u>Early Retirement Eligibility</u>      | Age 60 and 10 years of service  |
| <u>Disability Retirement Eligibility</u> | Age 50 and 15 years of service  |
| <u>Credit Date</u>                       | 6/1/1999  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$15.75   | 6/1/1999              | Retrospective      |
| \$17.00   | 10/15/2005            | Retrospective      |
| \$18.00   | 10/15/2007            | Prospective        |
| \$19.00   | 10/15/2008            | Prospective        |
| \$20.00   | 10/15/2009            | Prospective        |
| \$21.00   | 10/15/2014            | Prospective        |
| \$22.00   | 10/15/2015            | Prospective        |
| \$23.00   | 10/15/2016            | Prospective        |
| \$24.00   | 10/15/2017            | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Melbourne, FL; Local Union 385  |
| <u>Ineligible Employees</u>              | Effective 7/30/2003, Union no longer covered                                      |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | 11/1/1994   |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement<br/>Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$8.00  | 11/1/1994             | Retrospective      |
| \$10.00   | 8/28/1998             | Retrospective      |
| \$12.00   | 8/28/1999             | Retrospective      |
| \$13.00   | 8/28/2000             | Retrospective      |
| \$14.00   | 8/28/2001             | Retrospective      |
| \$15.00   | 8/28/2002             | Retrospective      |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Memphis, TN; Local Union 667  |
| <u>Ineligible Employees</u>              | Employees hired on or after 1/11/2008   |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | 7/1/1999  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| Employees hired prior to 8/5/2004               |                       |                    |
| \$28.00   | 8/5/2003              | Retrospective      |
| \$29.00   | 8/5/2006              | Prospective        |
| \$30.00   | 8/5/2014              | Prospective        |
| \$31.00   | 8/5/2018              | Prospective        |
| \$32.00   | 8/5/2019              | Prospective        |
| \$33.00   | 8/5/2020              | Prospective        |
| \$34.00   | 8/5/2021              | Prospective        |
| \$35.00   | 8/5/2022              | Prospective        |
| \$36.00   | 8/5/2023              | Prospective        |
| Employees hired after 8/5/2004                  |                       |                    |
| \$13.00   | 8/5/2005              | Retrospective      |
| \$14.00   | 8/5/2006              | Prospective        |
| \$15.00   | 8/5/2008              | Prospective        |
| \$16.00   | 8/5/2009              | Prospective        |
| \$17.00   | 8/5/2014              | Prospective        |
| \$18.00   | 8/5/2018              | Prospective        |
| \$19.00   | 8/5/2019              | Prospective        |
| \$20.00   | 8/5/2020              | Prospective        |
| \$21.00   | 8/5/2021              | Prospective        |
| \$22.00   | 8/5/2022              | Prospective        |
| \$23.00   | 8/5/2023              | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Miami, FL; Local Union 142  |
| <u>Ineligible Employees</u>              | Not Applicable  |
| <u>Early Retirement Eligibility</u>      | Age 55 and 10 years of service  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | Date of Hire  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 35 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$8.00  | 1/1/1992              | Retrospective      |
| \$10.00   | 1/1/1994              | Retrospective      |
| \$14.00   | 6/15/1996             | Retrospective      |
| \$18.00   | 6/15/1998             | Retrospective      |
| \$19.00   | 6/15/2000             | Retrospective      |
| \$21.00   | 6/15/2001             | Retrospective      |
| \$22.00   | 6/15/2002             | Retrospective      |
| \$24.00   | 6/15/2005             | Prospective        |
| \$26.00   | 6/15/2006             | Prospective        |
| \$27.00   | 6/15/2007             | Prospective        |
| \$28.00   | 6/15/2008             | Prospective        |
| \$28.00   | 6/15/2011             | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Milwaukee, WI; Local Union 200  |
| <u>Ineligible Employees</u>              | Employees hired on or after 9/1/2016.   |
| <u>Early Retirement Eligibility</u>      | Age 60 and 10 years of service; Age 60 and 3 years of service for participants active on 12/31/1975 |
| <u>Disability Retirement Eligibility</u> | Age 50 and 15 years of service  |
| <u>Credit Date</u>                       | Date of Hire  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years.                   |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$4.00  | 9/1/1974              | Retrospective      |
| \$10.00   | 9/1/1995              | Retrospective      |
| \$12.00   | 9/1/1998              | Retrospective      |
| \$15.00   | 9/1/2000              | Retrospective      |
| \$19.00   | 9/1/2001              | Retrospective      |
| \$21.00   | 9/1/2003              | Retrospective      |
| \$22.00   | 9/1/2006              | Prospective        |
| \$23.00   | 9/1/2013              | Prospective        |
| \$24.00   | 9/1/2014              | Prospective        |
| \$25.00   | 9/1/2015              | Prospective        |
| \$26.00   | 9/1/2016              | Prospective        |
| \$27.00   | 9/1/2017              | Prospective        |
| \$28.00   | 9/1/2018              | Prospective        |
| \$29.00   | 9/1/2019              | Prospective        |
| \$30.00   | 9/1/2020              | Prospective        |
| \$31.00   | 9/1/2021              | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |  |
|--|--|
| <u>Location and Union</u>                | Nashville, TN; Local Union 327   |
| <u>Ineligible Employees</u>              | Employees hired on or after 6/1/2006; Utility Agents & Technicians transferred to AB Car Rental on 4/1/2006; Service Agents transferred to AB Car Rental on 6/1/2011 |
| <u>Early Retirement Eligibility</u>      | Not Applicable   |
| <u>Disability Retirement Eligibility</u> | Not Applicable   |
| <u>Credit Date</u>                       | 7/1/1999   |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years.  |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$22.00   | 7/1/1999              | Retrospective      |
| \$23.00   | 4/1/2000              | Retrospective      |
| \$25.00   | 4/1/2002              | Retrospective      |
| \$27.00   | 4/1/2005              | Prospective        |
| \$28.00   | 4/1/2006              | Prospective        |
| \$29.00   | 4/1/2007              | Prospective        |
| \$30.00   | 4/1/2008              | Prospective        |

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Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |  |
|--|--|
| <u>Location and Union</u>                | New Orleans, LA; Local Union 270   |
| <u>Ineligible Employees</u>              | Employees hired after 10/1/2006; Mechanics, Bus Mechanics, and Mechanics Assistant/Helpers transferred to AB Car Rental on 10/1/2003; Former Avis Employees transferred to AB Car Rental on 1/15/2013. |
| <u>Early Retirement Eligibility</u>      | Age 62 and 10 years of service   |
| <u>Disability Retirement Eligibility</u> | Not Applicable   |
| <u>Credit Date</u>                       | Date of Hire   |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years.  |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$10.00   | 10/1/1997             | Retrospective      |
| \$13.00   | 10/1/2000             | Retrospective      |
| \$15.00   | 10/1/2001             | Retrospective      |
| \$17.00   | 10/1/2002             | Retrospective      |
| \$18.00   | 10/1/2005             | Prospective        |
| Employees hired prior to 1/1/2004               |                       |                    |
| \$18.00   | 10/1/2006             | Prospective        |
| \$19.00   | 10/1/2007             | Prospective        |
| \$20.00   | 10/1/2008             | Prospective        |
| \$20.75   | 10/1/2013             | Prospective        |
| \$21.75   | 10/1/2014             | Prospective        |
| \$23.75   | 10/1/2015             | Prospective        |
| \$25.75   | 10/1/2016             | Prospective        |
| \$27.75   | 10/1/2017             | Prospective        |
| Employees hired on or after 1/1/2004            |                       |                    |
| \$6.00  | 01/1/2004             | Prospective        |
| \$7.00  | 10/1/2005             | Prospective        |
| \$7.50  | 10/1/2006             | Prospective        |
| \$8.00  | 10/1/2007             | Prospective        |
| \$8.50  | 10/1/2008             | Prospective        |
| \$9.25  | 10/1/2013             | Prospective        |
| \$10.25   | 10/1/2014             | Prospective        |
| \$12.25   | 10/1/2015             | Prospective        |
| \$14.25   | 10/1/2016             | Prospective        |
| \$16.25   | 10/1/2017             | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | New York, NY; MEBA District 1, AFL-CIO  |
| <u>Ineligible Employees</u>              | Effective 3/1/2003, Union no longer covered                                       |
| <u>Early Retirement Eligibility</u>      | Age 60 and 10 years of service  |
| <u>Disability Retirement Eligibility</u> | Age 60 and 10 years of service  |
| <u>Credit Date</u>                       | Date of Hire  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 35 years. |

| <u>Monthly Normal Retirement<br/>Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$3.00  | 5/14/1959             | Retrospective      |
| \$6.00  | 11/2/1971             | Retrospective      |
| \$11.00   | 4/1/1993              | Retrospective      |
| \$15.00   | 4/1/1996              | Retrospective      |
| \$19.00   | 5/1/1999              | Retrospective      |
| \$22.00   | 5/2/1999              | Retrospective      |
| \$24.00   | 5/2/2000              | Retrospective      |
| \$26.00   | 5/2/2001              | Retrospective      |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | New York, NY; Local Union 917   |
| <u>Ineligible Employees</u>              | Employees hired on or after 11/2/1983; No further accruals effective 5/1/2004                       |
| <u>Early Retirement Eligibility</u>      | Age 55 and 10 years of service; Age 60 and 3 years of service for participants active on 12/31/1975 |
| <u>Disability Retirement Eligibility</u> | Age 55 and 15 years of service  |
| <u>Credit Date</u>                       | 6/1/1959  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years.                   |

|   |
|---|
| <u>Monthly Normal Retirement<br/>Benefit Factor</u> |
| \$7.50  |

|                       |
|-----------------------|
| <u>Effective Date</u> |
| 6/1/1959              |

|                    |
|--------------------|
| <u>Application</u> |
| Retrospective      |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Newark, NJ; Local Union 641   |
| <u>Ineligible Employees</u>              | Employees hired on or after 4/30/2005; Auto Technicians A & B, PM Technicians/Helpers, Tow Truck Drivers transferred to AB Car Rental on 1/1/2004; Dispatchers eligible to participate effective 12/16/2004 |
| <u>Early Retirement Eligibility</u>      | Age 60 and 10 years of service; Age 60 and 3 years of service for participants active on 12/31/1975   |
| <u>Disability Retirement Eligibility</u> | Age 50 and 15 years of service  |
| <u>Credit Date</u>                       | 12/1/1973   |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years.   |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$10.00   | 12/1/1992             | Retrospective      |
| \$13.00   | 8/1/1995              | Retrospective      |
| \$14.00   | 12/1/1996             | Retrospective      |
| \$18.00   | 12/1/1997             | Retrospective      |
| \$21.00   | 6/16/1998             | Retrospective      |
| \$24.00   | 12/16/1999            | Retrospective      |
| \$28.00   | 12/16/2000            | Retrospective      |
| \$32.00   | 12/16/2001            | Retrospective      |
| \$36.00   | 12/16/2002            | Retrospective      |
| \$39.00   | 12/16/2004            | Retrospective      |
| \$40.00   | 12/16/2006            | Retrospective      |
| \$43.00   | 12/16/2007            | Retrospective      |
| \$44.00   | 12/16/2011            | Prospective        |
| \$45.00   | 12/16/2012            | Prospective        |
| \$46.00   | 12/16/2013            | Prospective        |
| \$47.00   | 12/16/2014            | Prospective        |
| \$48.00   | 12/16/2016            | Prospective        |
| \$49.00   | 12/16/2017            | Prospective        |
| \$50.00   | 12/16/2018            | Prospective        |
| \$51.00   | 12/16/2019            | Prospective        |
| \$53.00   | 12/16/2020            | Prospective        |
| \$54.00   | 12/16/2021            | Prospective        |
| \$55.00   | 12/16/2022            | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
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**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Oahu, HI; Local Union 142   |
| <u>Ineligible Employees</u>              | Effective 1/1/2001, Union no longer covered                                       |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | 1/1/1999  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement<br/>Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$5.00  | 1/1/1999              | Retrospective      |
| \$6.00  | 1/1/2000              | Retrospective      |
| \$7.00  | 1/1/2001              | Retrospective      |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Ontario, CA; Local Union 495; Rental Sales Agents                                 |
| <u>Ineligible Employees</u>              | Employees hired after 6/8/2012  |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | 1/1/1996  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$10.00   | 1/1/1996              | Retrospective      |
| \$13.00   | 5/1/2001              | Retrospective      |
| \$15.00   | 5/1/2002              | Retrospective      |
| \$17.00   | 5/1/2003              | Retrospective      |
| \$19.00   | 5/1/2004              | Retrospective      |
| \$21.00   | 5/1/2005              | Prospective        |
| \$23.00   | 5/1/2006              | Prospective        |
| \$25.00   | 5/1/2007              | Prospective        |
| \$28.00   | 5/1/2008              | Prospective        |
| \$29.00   | 5/1/2011              | Prospective        |
| \$30.00   | 5/1/2014              | Prospective        |
| \$31.00   | 5/1/2015              | Prospective        |
| \$32.00   | 5/1/2016              | Prospective        |

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**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |  |
|--|--|
| <u>Location and Union</u>                | Ontario, CA; Local Union 495; Service Agents,<br>Rapid Rover Agents                  |
| <u>Ineligible Employees</u>              | Rapid Rover Agents: Prior to 9/9/2005  |
| <u>Early Retirement Eligibility</u>      | Not Applicable   |
| <u>Disability Retirement Eligibility</u> | Not Applicable   |
| <u>Credit Date</u>                       | 1/1/1997   |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited<br>service to a maximum of 30 years. |

| <u>Monthly Normal Retirement<br/>Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$10.00   | 1/1/1997              | Retrospective      |
| \$13.00   | 3/20/2000             | Retrospective      |
| \$15.00   | 3/20/2002             | Retrospective      |
| \$17.00   | 3/20/2004             | Retrospective      |
| \$19.00   | 2/28/2005             | Retrospective      |
| \$21.00   | 2/28/2006             | Prospective        |
| \$23.00   | 2/28/2007             | Prospective        |
| \$25.00   | 2/28/2008             | Prospective        |
| \$28.00   | 2/28/2009             | Prospective        |

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Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |  |
|--|--|
| <u>Location and Union</u>                | Orlando, FL; Local Union 74; Rental Sales Agents, Customer Service & Training Coordinators & PSR |
| <u>Ineligible Employees</u>              | Employees hired on or after 10/1/2008  |
| <u>Early Retirement Eligibility</u>      | Age 55 and 10 years of service   |
| <u>Disability Retirement Eligibility</u> | Not Applicable   |
| <u>Credit Date</u>                       | 1/1/1984   |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years.                |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$4.00  | 1/1/1984              | Retrospective      |
| \$7.00  | 5/1/1989              | Retrospective      |
| \$10.00   | 5/1/1992              | Retrospective      |
| \$13.00   | 5/1/1995              | Retrospective      |
| \$17.00   | 5/1/1998              | Retrospective      |
| \$19.00   | 5/1/2000              | Retrospective      |
| \$20.00   | 5/1/2001              | Retrospective      |
| \$21.00   | 5/1/2003              | Retrospective      |
| \$23.00   | 5/1/2004              | Retrospective      |
| \$24.00   | 5/1/2005              | Retrospective      |
| \$25.00   | 5/1/2006              | Retrospective      |
| \$26.00   | 5/1/2007              | Prospective        |
| \$27.00   | 5/1/2008              | Prospective        |
| \$28.00   | 5/1/2009              | Prospective        |
| \$29.00   | 5/1/2010              | Prospective        |
| \$30.00   | 5/1/2012              | Prospective        |
| \$31.00   | 5/1/2014              | Prospective        |
| \$32.00   | 5/1/2015              | Prospective        |
| \$33.00   | 5/1/2016              | Prospective        |
| \$34.00   | 5/1/2017              | Prospective        |
| \$36.00   | 5/1/2018              | Prospective        |
| \$37.00   | 5/1/2019              | Prospective        |

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**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Orlando, FL; Local Union 74; Utility Agents; Rapid Rover Agents; Customer Service Representatives |
| <u>Ineligible Employees</u>              | Employees hired on or after 5/16/2006.  |
| <u>Early Retirement Eligibility</u>      | Age 55 and 10 years of service  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | 3/1/1991  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years.                 |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$5.00  | 3/1/1991              | Retrospective      |
| \$7.00  | 5/15/1996             | Retrospective      |
| \$8.00  | 5/16/2000             | Retrospective      |
| \$10.00   | 5/16/2001             | Retrospective      |
| \$13.00   | 5/16/2002             | Retrospective      |
| \$15.00   | 5/16/2005             | Prospective        |
| \$17.00   | 5/16/2006             | Prospective        |
| \$19.00   | 5/16/2007             | Prospective        |
| \$21.00   | 5/16/2008             | Prospective        |
| \$22.00   | 5/16/2011             | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Orlando, FL; Local Union 385; Service Agents                                      |
| <u>Ineligible Employees</u>              | Effective 1/15/2019, benefits will accrue in AB Car Rental.                       |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | 6/1/1977  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$18.00   | 9/1/2003              | Retrospective      |
| \$20.00   | 9/1/2004              | Prospective        |
| \$23.00   | 9/1/2005              | Prospective        |
| \$24.00   | 9/1/2006              | Prospective        |
| \$25.00   | 9/1/2007              | Prospective        |
| \$26.00   | 9/1/2010              | Prospective        |
| \$27.00   | 9/1/2012              | Prospective        |
| \$28.00   | 9/1/2013              | Prospective        |
| \$29.00   | 9/1/2014              | Prospective        |
| \$31.00   | 9/1/2016              | Prospective        |
| \$32.00   | 9/1/2017              | Prospective        |
| \$34.00   | 9/1/2018              | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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(continued)

|  |   |
|--|---|
| <u>Location and Union</u>                | Orlando, FL; Local Union 385; Technicians, Oil & Tire Persons                     |
| <u>Ineligible Employees</u>              | Effective 2/20/2004, technicians, oil & tire persons no longer covered.           |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | 4/6/2001  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$14.00   | 4/6/2001              | Retrospective      |
| \$16.00   | 4/6/2002              | Retrospective      |
| \$18.00   | 4/6/2003              | Retrospective      |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Pasco, WA; Local Union 839  |
| <u>Ineligible Employees</u>              | No further accruals effective 2/1/2013  |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | Date of Hire  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$4.00  | 2/1/1992              | Retrospective      |
| \$8.00  | 2/1/1995              | Retrospective      |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Philadelphia, PA; Local Union 32  |
| <u>Ineligible Employees</u>              | Employees hired after 10/31/2005  |
| <u>Early Retirement Eligibility</u>      | Age 60 and 10 years of service; Age 60 and 3 years of service for participants active on 12/31/1975 |
| <u>Disability Retirement Eligibility</u> | Age 50 and 10 years of service  |
| <u>Credit Date</u>                       | 10/13/1970  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years.                   |

| <u>Monthly Normal Retirement Benefit Factor</u>          | <u>Effective Date</u> | <u>Application</u> |
|--|-----------------------|--------------------|
| \$3.00   | 10/13/1970            | Retrospective      |
| \$7.00   | 10/14/1999            | Retrospective      |
| \$11.00  | 10/14/2000            | Retrospective      |
| Employees hired prior to 12/31/1974                      |                       |                    |
| \$26.00  | 5/16/2006             | Retrospective      |
| \$27.00  | 10/14/2010            | Prospective        |
| \$30.00  | 10/14/2011            | Prospective        |
| \$31.00  | 10/14/2018            | Prospective        |
| \$32.00  | 10/14/2019            | Prospective        |
| \$33.00  | 10/14/2020            | Prospective        |
| Employees hired after 12/31/1974 but prior to 11/14/1990 |                       |                    |
| \$19.00  | 10/14/2001            | Retrospective      |
| \$20.00  | 10/14/2010            | Prospective        |
| \$21.00  | 10/14/2018            | Prospective        |
| \$22.00  | 10/14/2019            | Prospective        |
| \$23.00  | 10/14/2020            | Prospective        |
| \$24.00  | 10/14/2021            | Prospective        |
| \$25.00  | 10/14/2022            | Prospective        |
| \$26.00  | 10/14/2023            | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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Normal Retirement Benefit (cont.)

Employees hired after 11/14/1990 but prior to 10/31/2005

|         |            |               |
|---------|------------|---------------|
| \$15.00 | 10/14/2001 | Retrospective |
| \$17.00 | 10/14/2002 | Prospective   |
| \$19.00 | 10/14/2003 | Prospective   |
| \$21.00 | 10/14/2004 | Prospective   |
| \$22.00 | 10/14/2005 | Prospective   |
| \$23.00 | 10/14/2006 | Prospective   |
| \$24.00 | 10/14/2007 | Prospective   |
| \$25.00 | 10/14/2010 | Prospective   |
| \$26.00 | 10/14/2013 | Prospective   |
| \$27.00 | 10/14/2018 | Prospective   |
| \$28.00 | 10/14/2019 | Prospective   |
| \$29.00 | 10/14/2020 | Prospective   |
| \$30.00 | 10/14/2021 | Prospective   |
| \$31.00 | 10/14/2022 | Prospective   |
| \$32.00 | 10/14/2023 | Prospective   |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Phoenix, AZ; Local Union 104  |
| <u>Ineligible Employees</u>              | Employees hired on or after 9/30/2006; No further accruals effective 1/1/2006.    |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | 9/30/2000   |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$8.00  | 9/30/2000             | Retrospective      |
| \$9.00  | 9/30/2001             | Retrospective      |
| \$10.00   | 9/30/2002             | Retrospective      |
| \$11.00   | 9/30/2003             | Prospective        |
| \$12.00   | 9/30/2004             | Prospective        |
| \$13.00   | 9/30/2006             | Prospective        |
| \$14.00   | 9/30/2007             | Prospective        |
| \$15.00   | 9/30/2012             | Prospective        |
| \$16.00   | 9/30/2013             | Prospective        |
| \$17.00   | 9/30/2014             | Prospective        |
| \$18.00   | 9/30/2015             | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |  |
|--|--|
| <u>Location and Union</u>                | Pittsburgh, PA; Local Union 926  |
| <u>Ineligible Employees</u>              | Employees hired on or after 12/2/2011  |
| <u>Early Retirement Eligibility</u>      | Age 55 and 15 years of service. Unreduced pension at age 62 and 10 years of service. |
| <u>Disability Retirement Eligibility</u> | Age 50 and 15 years of service   |
| <u>Credit Date</u>                       | Date of Hire   |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 40 years.    |

Employees hired prior to 9/27/2004

|         |           |               |
|---------|-----------|---------------|
| \$46.00 | 7/1/2005  | Retrospective |
| \$47.00 | 7/1/2006  | Prospective   |
| \$48.00 | 7/1/2007  | Prospective   |
| \$49.00 | 7/1/2009  | Prospective   |
| \$50.00 | 7/1/2010  | Prospective   |
| \$51.00 | 7/1/2012  | Prospective   |
| \$53.00 | 7/1/2013  | Prospective   |
| \$55.00 | 7/1/2014  | Prospective   |
| \$57.00 | 7/1/2015  | Prospective   |
| \$59.00 | 7/1/2016  | Prospective   |
| \$61.00 | 7/1/2017  | Prospective   |
| \$63.00 | 7/1/2018  | Prospective   |
| \$64.00 | 5/21/2019 | Prospective   |
| \$65.00 | 5/21/2020 | Prospective   |
| \$66.00 | 5/21/2021 | Prospective   |
| \$67.00 | 5/21/2022 | Prospective   |
| \$68.00 | 5/21/2023 | Prospective   |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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Normal Retirement Benefit (cont.)

Employees hired on or after 9/27/2004

|         |           |               |
|---------|-----------|---------------|
| \$20.00 | 7/1/2005  | Retrospective |
| \$21.00 | 7/1/2006  | Prospective   |
| \$23.00 | 7/1/2007  | Prospective   |
| \$24.00 | 7/1/2009  | Prospective   |
| \$25.00 | 7/1/2010  | Prospective   |
| \$26.00 | 7/1/2012  | Prospective   |
| \$28.00 | 7/1/2013  | Prospective   |
| \$30.00 | 7/1/2014  | Prospective   |
| \$32.00 | 7/1/2015  | Prospective   |
| \$34.00 | 7/1/2016  | Prospective   |
| \$36.00 | 7/1/2017  | Prospective   |
| \$38.00 | 7/1/2018  | Prospective   |
| \$39.00 | 5/21/2019 | Prospective   |
| \$40.00 | 5/21/2020 | Prospective   |
| \$41.00 | 5/21/2021 | Prospective   |
| \$42.00 | 5/21/2022 | Prospective   |
| \$43.00 | 5/21/2023 | Prospective   |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |  |
|--|--|
| <u>Location and Union</u>                | Portland, OR; Local Union 305  |
| <u>Ineligible Employees</u>              | Employees hired on or after 5/1/2007; Employees hired prior to 9/2/1980 do not accrue additional service effective 9/2/1980. |
| <u>Early Retirement Eligibility</u>      | Not Applicable   |
| <u>Disability Retirement Eligibility</u> | Not Applicable   |
| <u>Credit Date</u>                       | 5/1/1983   |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years.  |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$4.00  | 5/1/1983              | Retrospective      |
| \$5.00  | 5/1/1990              | Retrospective      |
| \$10.00   | 5/1/1997              | Retrospective      |
| \$13.00   | 5/1/2000              | Retrospective      |
| \$15.00   | 5/1/2001              | Retrospective      |
| \$17.00   | 5/1/2002              | Retrospective      |
| \$20.00   | 5/1/2003              | Retrospective      |
| \$21.00   | 5/1/2004              | Retrospective      |
| \$22.00   | 5/1/2005              | Retrospective      |
| \$23.00   | 5/1/2006              | Prospective        |
| \$24.00   | 5/1/2007              | Prospective        |
| \$25.00   | 5/1/2008              | Prospective        |
| \$26.00   | 5/1/2009              | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Sacramento, CA; Local Union 228   |
| <u>Ineligible Employees</u>              | No further accruals effective 1/1/2012  |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | 1/1/1977  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement<br/>Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$8.00  | 6/1/1996              | Retrospective      |
| \$9.00  | 10/1/1996             | Retrospective      |
| \$10.00   | 10/1/1997             | Retrospective      |
| \$11.00   | 10/1/1998             | Retrospective      |
| \$13.00   | 10/1/1999             | Retrospective      |
| \$15.00   | 10/1/2000             | Retrospective      |
| \$16.00   | 5/1/2005              | Retrospective      |
| \$17.00   | 5/1/2007              | Prospective        |
| \$18.00   | 5/1/2009              | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | San Diego, CA; Local Union 481  |
| <u>Ineligible Employees</u>              | No further accruals effective 3/4/2020  |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | 1/1/1998  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$16.00   | 9/1/2012              | Retrospective      |
| \$17.00   | 9/1/2013              | Prospective        |
| \$18.00   | 9/1/2015              | Prospective        |
| \$19.00   | 9/1/2017              | Prospective        |
| \$20.00   | 9/1/2019              | Prospective        |
| \$21.00   | 9/1/2020              | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Santa Ana, CA; Local Union 495; Technicians                                       |
| <u>Ineligible Employees</u>              | Not Applicable  |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | 11/15/2001  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$10.00   | 11/15/2001            | Retrospective      |
| \$12.00   | 11/15/2006            | Prospective        |
| \$13.00   | 11/15/2007            | Prospective        |
| \$15.00   | 11/15/2008            | Prospective        |
| \$17.00   | 11/15/2009            | Prospective        |
| \$18.00   | 11/15/2010            | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Santa Ana, CA; Local Union 495; Service Agents                                    |
| <u>Ineligible Employees</u>              | Employees hired on or after 2/23/2017   |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | 11/15/2001  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$10.00   | 11/15/2001            | Retrospective      |
| \$12.00   | 11/15/2006            | Retrospective      |
| \$13.00   | 11/15/2007            | Retrospective      |
| \$15.00   | 11/15/2008            | Retrospective      |
| \$17.00   | 11/15/2009            | Retrospective      |
| \$18.00   | 11/15/2010            | Retrospective      |
| \$19.00   | 11/15/2012            | Prospective        |
| \$20.00   | 11/15/2014            | Prospective        |
| \$21.00   | 11/15/2015            | Prospective        |
| \$23.00   | 11/15/2016            | Prospective        |
| \$25.00   | 11/15/2017            | Prospective        |
| \$26.00   | 11/15/2018            | Prospective        |
| \$27.00   | 11/15/2019            | Prospective        |
| \$28.00   | 11/15/2020            | Prospective        |
| \$29.00   | 11/15/2021            | Prospective        |
| \$30.00   | 11/15/2022            | Prospective        |
| \$31.00   | 11/15/2023            | Prospective        |
| \$32.00   | 11/15/2024            | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Seattle, WA; Local Union 117  |
| <u>Ineligible Employees</u>              | No further accruals effective 6/1/2012  |
| <u>Early Retirement Eligibility</u>      | Age 55 and 10 years of service  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | Date of Hire  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 35 years. |

| <u>Monthly Normal Retirement<br/>Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| Employees hired prior to 3/18/2007                  |                       |                    |
| \$5.00  | Prior to 6/1/1991     | Retrospective      |
| \$8.00  | 6/1/1991              | Retrospective      |
| \$10.00   | 6/1/1994              | Retrospective      |
| \$15.00   | 6/1/1996              | Retrospective      |
| \$17.00   | 6/1/1999              | Retrospective      |
| \$19.00   | 6/1/2000              | Retrospective      |
| \$22.00   | 6/1/2001              | Retrospective      |
| \$25.00   | 6/1/2002              | Retrospective      |
| \$28.00   | 6/1/2003              | Retrospective      |
| \$30.00   | 6/1/2006              | Retrospective      |
| Employees hired after 3/17/2007                     |                       |                    |
| \$18.00   | 3/17/2007             | Retrospective      |
| Special multiplier for 4 employees                  |                       |                    |
| \$31.00   | 6/1/2006              | Retrospective      |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |  |
|--|--|
| <u>Location and Union</u>                | St. Louis, MO; Local Union 618   |
| <u>Ineligible Employees</u>              | Employees hired on or after 12/4/2005; Former Budget CSR employees hired prior to 12/4/2005 earn benefits effective 4/30/2009.                           |
| <u>Early Retirement Eligibility</u>      | Age 60 and 10 years of service. Unreduced pension at age 50 and 10 years of service; Age 60 and 3 years of service for participants active on 12/31/1975 |
| <u>Disability Retirement Eligibility</u> | Age 50 and 10 years of service   |
| <u>Credit Date</u>                       | Date of Hire; Former Budget Employees: 4/30/2009   |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years.  |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$5.00  | Prior to 6/1/1981     | Retrospective      |
| \$6.00  | 6/1/1981              | Retrospective      |
| \$7.00  | 1/1/1983              | Retrospective      |
| \$8.00  | 1/1/1987              | Retrospective      |
| \$11.00   | 1/1/1996              | Retrospective      |
| \$18.00   | 1/1/1999              | Retrospective      |
| \$20.00   | 1/1/2000              | Retrospective      |
| \$21.00   | 1/1/2001              | Retrospective      |
| \$24.00   | 1/1/2002              | Retrospective      |
| \$25.00   | 1/1/2003              | Retrospective      |
| \$26.00   | 1/1/2004              | Retrospective      |
| \$27.00   | 1/1/2005              | Prospective        |
| Employees hired prior to 1/1/1986               |                       |                    |
| \$28.00   | 1/1/2006              | Retrospective      |
| \$29.00   | 1/1/2007              | Retrospective      |
| \$30.00   | 1/1/2008              | Retrospective      |
| \$31.00   | 1/1/2009              | Prospective        |
| \$33.00   | 1/1/2013              | Prospective        |
| \$34.00   | 1/1/2014              | Prospective        |
| \$36.00   | 1/1/2015              | Prospective        |
| \$37.00   | 1/1/2016              | Prospective        |
| \$38.00   | 1/1/2017              | Prospective        |
| \$39.00   | 1/1/2018              | Prospective        |
| \$40.00   | 1/1/2019              | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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Normal Retirement Benefit (cont.)

Employees hired on or after 1/1/1986

|         |          |             |
|---------|----------|-------------|
| \$28.00 | 1/1/2006 | Prospective |
| \$29.00 | 1/1/2007 | Prospective |
| \$30.00 | 1/1/2008 | Prospective |
| \$31.00 | 1/1/2009 | Prospective |
| \$32.00 | 1/1/2013 | Prospective |
| \$33.00 | 1/1/2014 | Prospective |
| \$35.00 | 1/1/2015 | Prospective |
| \$36.00 | 1/1/2016 | Prospective |
| \$37.00 | 1/1/2017 | Prospective |
| \$38.00 | 1/1/2018 | Prospective |
| \$39.00 | 1/1/2019 | Prospective |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Syracuse, NY; Local Union 317; Rental Sales Agents & Counter Clerks               |
| <u>Ineligible Employees</u>              | No further accruals effective 12/20/2008  |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | 7/14/2002   |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$10.00   | 7/14/2002             | Retrospective      |
| \$11.00   | 7/14/2003             | Prospective        |
| \$12.00   | 7/14/2004             | Prospective        |
| \$12.00   | 7/14/2005             | Retrospective      |
| \$15.00   | 7/14/2007             | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |  |
|--|--|
| <u>Location and Union</u>                | Syracuse, NY; Local Union 317; Technicians, Technicians Helpers, Service Agents, Union Airport Shuttlers |
| <u>Ineligible Employees</u>              | No further accruals effective 8/1/2008 due to transfer to AB Car Rental.                                 |
| <u>Early Retirement Eligibility</u>      | Age 60 and 10 years of service   |
| <u>Disability Retirement Eligibility</u> | Age 50 and 15 years of service   |
| <u>Credit Date</u>                       | 10/1/1971  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years.                        |

| <u>Monthly Normal Retirement<br/>Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$4.00  | 10/1/1971             | Retrospective      |
| \$5.00  | 10/1/1992             | Retrospective      |
| \$10.00   | 10/1/1996             | Retrospective      |
| \$12.00   | 10/1/1999             | Retrospective      |
| \$14.00   | 10/1/2000             | Retrospective      |
| \$20.00   | 10/1/2001             | Retrospective      |
| \$21.00   | 10/1/2004             | Retrospective      |
| \$23.00   | 10/1/2005             | Prospective        |
| \$25.00   | 10/1/2006             | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Tampa, FL; Local Union 570  |
| <u>Ineligible Employees</u>              | Effective 8/1/2002, Union no longer covered                                       |
| <u>Early Retirement Eligibility</u>      | Age 60 and 10 years of service  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | 2/1/1984  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$4.00  | 2/1/1984              | Retrospective      |
| \$8.00  | 8/1/1989              | Retrospective      |
| \$10.00   | 8/1/1992              | Retrospective      |
| \$13.00   | 8/1/1995              | Retrospective      |
| \$15.00   | 8/1/1997              | Retrospective      |
| \$16.00   | 8/1/1999              | Retrospective      |
| \$17.00   | 8/1/2000              | Retrospective      |
| \$18.00   | 8/1/2001              | Retrospective      |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Tucson, AZ; Local Union 104   |
| <u>Ineligible Employees</u>              | Effective 10/25/2001, Union no longer covered                                     |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | 1/1/1983  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$7.00  | 10/24/1996            | Retrospective      |
| \$8.00  | 10/1/1999             | Retrospective      |
| \$9.00  | 10/1/2000             | Retrospective      |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Washington, DC; Local Union 922   |
| <u>Ineligible Employees</u>              | Employees hired after 9/29/2007; Effective 6/15/1974, Shuttlers and Service Agents are not covered by the Plan. Effective 9/26/2018, benefits will accrue in AB Car Rental. |
| <u>Early Retirement Eligibility</u>      | Age 62 and 10 years of service  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | 1/1/1965  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years.   |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$4.00  | 5/29/1985             | Retrospective      |
| \$6.00  | 5/29/1987             | Retrospective      |
| \$8.00  | 5/29/1988             | Retrospective      |
| \$10.00   | 5/29/1989             | Retrospective      |
| \$14.00   | 12/29/1991            | Retrospective      |
| \$15.00   | 5/29/1993             | Retrospective      |
| \$17.00   | 5/29/1994             | Retrospective      |
| \$20.00   | 5/29/1997             | Retrospective      |
| \$21.00   | 5/29/1998             | Retrospective      |
| \$22.00   | 5/29/1999             | Retrospective      |
| \$23.00   | 5/29/2001             | Retrospective      |
| \$24.00   | 5/29/2002             | Retrospective      |
| \$25.00   | 5/29/2003             | Retrospective      |
| \$26.00   | 5/29/2004             | Prospective        |
| \$27.00   | 5/29/2005             | Prospective        |
| \$28.00   | 5/29/2006             | Prospective        |
| \$29.00   | 5/29/2007             | Prospective        |
| \$30.00   | 5/29/2008             | Prospective        |
| \$31.00   | 5/29/2009             | Prospective        |
| \$33.00   | 5/29/2013             | Prospective        |
| \$34.00   | 5/29/2014             | Prospective        |
| \$35.00   | 5/29/2015             | Prospective        |
| \$36.00   | 5/29/2016             | Prospective        |
| \$37.00   | 5/29/2017             | Prospective        |
| \$38.00   | 5/29/2018             | Prospective        |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | West Palm Beach, FL; Local Union 390  |
| <u>Ineligible Employees</u>              | Effective 6/24/2003, Union no longer covered                                      |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | 10/1/1996   |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u> | <u>Effective Date</u> | <u>Application</u> |
|---|-----------------------|--------------------|
| \$14.00   | 10/1/1996             | Retrospective      |
| \$18.00   | 6/15/1998             | Retrospective      |
| \$19.00   | 6/15/2000             | Retrospective      |
| \$20.00   | 6/15/2001             | Retrospective      |
| \$22.00   | 6/15/2002             | Retrospective      |

**Attachment to 2023 Form 5500 Schedule SB,  
Part V – Summary of Plan Provisions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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|  |   |
|--|---|
| <u>Location and Union</u>                | Westchester, NY; Local Union 813  |
| <u>Ineligible Employees</u>              | Employees hired after 1/26/2007; No further accruals effective 7/1/2009           |
| <u>Early Retirement Eligibility</u>      | Not Applicable  |
| <u>Disability Retirement Eligibility</u> | Not Applicable  |
| <u>Credit Date</u>                       | Date of Hire  |
| <u>Normal Retirement Benefit</u>         | Normal Retirement Benefit Factor times credited service to a maximum of 30 years. |

| <u>Monthly Normal Retirement Benefit Factor</u>      | <u>Effective Date</u> | <u>Application</u> |
|--|-----------------------|--------------------|
| \$10.00  | 2/1/1995              | Retrospective      |
| \$11.00  | 1/27/1996             | Retrospective      |
| \$12.00  | 1/27/1997             | Retrospective      |
| \$13.00  | 1/27/1999             | Retrospective      |
| \$14.00  | 1/27/2000             | Retrospective      |
| \$15.00  | 1/27/2001             | Retrospective      |
| \$16.00  | 1/27/2004             | Retrospective      |
| \$17.00  | 1/27/2005             | Prospective        |
| \$18.00  | 1/27/2006             | Prospective        |
| Employees hired prior to 2/1/1995                    |                       |                    |
| \$20.00  | 1/27/2007             | Retrospective      |
| Employees hired after 1/31/1995 and before 1/27/2007 |                       |                    |
| \$19.00  | 1/27/2007             | Prospective        |

**ATTACHMENT TO THE 2023 SCHEDULE H OF FORM 5500**  
**LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)**  
**LINE 4j – SCHEDULE OF REPORTABLE TRANSACTIONS**

Plan Sponsor: Avis Rent A Car System, LLC

Plan Name: Avis Rent A Car System, LLC. Pension Plan For Bargaining Hourly  
Employees

Plan Year: July 1, 2023 to June 30, 2024  
EIN: 11-1998661 Plan No.: 021

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**Item 4i- Schedule of Assets Held at End of Year**

Page 11 of the attached auditor's report of the Plan for the plan year ending June 30, 2024 provides the schedule of assets information.

**Item 4j- Schedule of Reportable Transactions**

Page 12 of the attached auditor's report of the Plan for the plan year ending June 30, 2024 provides the schedule of reportable transactions.

**Attachment to 2023 Form 5500 Schedule SB,  
Line 24 – Change in Actuarial Assumptions**

**Plan Name: Avis Rent A Car System, LLC Pension Plan for Bargaining Hourly Employees  
EIN/PN: 11-1998661/021**

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For 2023, \$1,630,000 included in target normal cost for expected expenses (previously, \$2,325,000 for 2022).

These changes were made to better reflect anticipated future experience.