# Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

# Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

**2025**

**This Form is Open to Public Inspection**

## Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

**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.)
- [X] 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. . . . . ▶ [X]

**D** Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

**E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

## Part II Basic Plan Information—enter all requested information

**1a** Name of plan
AUTONATION 401(K) PLAN

**1b** Three-digit plan number (PN) ▶ 001

**1c** Effective date of plan 01/01/1994

**2a** Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
AUTONATION, INC.

200 SW 1ST AVENUE
SUITE 1400
FORT LAUDERDALE, FL 33301

**2b** Employer Identification Number (EIN)
73-1105145

**2c** Plan Sponsor's telephone number
954-769-6000

**2d** Business code (see instructions)
441110

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

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

| | | | |
|---|---|---|---|
| **SIGN HERE** | Filed with authorized/valid electronic signature. | 07/10/2026 | NANCY WEIS |
| | **Signature of plan administrator** | Date | Enter name of individual signing as plan administrator |
| **SIGN HERE** | | | |
| | **Signature of employer/plan sponsor** | Date | Enter name of individual signing as employer or plan sponsor |
| **SIGN HERE** | | | |
| | **Signature of DFE** | Date | Enter name of individual signing as DFE |

| | | | |
|---|---|---|---|
| **3a** | Plan administrator's name and address [X] Same as Plan Sponsor | **3b** | Administrator's EIN |
| | | **3c** | Administrator's telephone number |
| **4** | If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: | **4b** | EIN |
| **a** | Sponsor's name | **4d** | PN |
| **c** | Plan Name | | |

| | | | |
|---|---|---|---|
| **5** | Total number of participants at the beginning of the plan year | **5** | 28829 |
| **6** | Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**). | | |
| **a(1)** | Total number of active participants at the beginning of the plan year | **6a(1)** | 25202 |
| **a(2)** | Total number of active participants at the end of the plan year | **6a(2)** | 24834 |
| **b** | Retired or separated participants receiving benefits | **6b** | 60 |
| **c** | Other retired or separated participants entitled to future benefits | **6c** | 3709 |
| **d** | Subtotal. Add lines **6a(2)**, **6b**, and **6c**. | **6d** | 28603 |
| **e** | Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. | **6e** | 85 |
| **f** | Total. Add lines **6d** and **6e**. | **6f** | 28688 |
| **g(1)** | Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) | **6g(1)** | 15679 |
| **g(2)** | Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) | **6g(2)** | 16395 |
| **h** | Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested. | **6h** | 5 |
| **7** | Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) | **7** | |

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

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

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

| **9a** Plan funding arrangement (check all that apply) | | **9b** Plan benefit arrangement (check all that apply) | |
|---|---|---|---|
| **(1)** | [ ] Insurance | **(1)** | [ ] Insurance |
| **(2)** | [ ] Code section 412(e)(3) insurance contracts | **(2)** | [ ] Code section 412(e)(3) insurance contracts |
| **(3)** | [X] Trust | **(3)** | [X] Trust |
| **(4)** | [ ] General assets of the sponsor | **(4)** | [ ] 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)** [X] **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)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached _____
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

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

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

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

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

**11c** Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

| SCHEDULE C (Form 5500) | Service Provider Information | OMB No. 1210-0110 |
|---|---|---|
| Department of the Treasury<br>Internal Revenue Service<br>Department of Labor<br>Employee Benefits Security Administration<br>Pension Benefit Guaranty Corporation | This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).<br>▶ **File as an attachment to Form 5500.** | **2025**<br>**This Form is Open to Public Inspection.** |

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

**A** Name of plan
AUTONATION 401(K) PLAN

**B** Three-digit plan number (PN) ▶ 001

**C** Plan sponsor's name as shown on line 2a of Form 5500
AUTONATION, INC.

**D** Employer Identification Number (EIN)
73-1105145

## Part I Service Provider Information (see instructions)

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

### 1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

VOYA INSTITUTIONAL PLAN SERVICES

04-3516284

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

DIMENSIONAL FUND ADVISORS

22-2370029

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

LEGG MASON WESTERN

52-1200960

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

AMERICAN FUNDS

95-1411037

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

BAIRD

39-6037917

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

INVESCO

58-2287224

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

EAGLE FUNDS

59-2385219

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

VANGUARD

23-1945930

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

T ROWE PRICE

52-2264646

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

STATE STREET GLOBAL ADVISORS TRUST

81-4017137

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

ALLSPRING

39-1947244

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

ALLSPRING

84-6615098

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

EAGLE

83-0524193

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

STEPHENS

84-3323914

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

**(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)

VOYA INSTITUTIONAL PLAN SERVICES

04-3516284

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 15 37 50<br>64 65 99 | SERVICE PROVIDER | 1071476 | Yes [X] No [ ] | Yes [X] No [ ] | 0 | Yes [ ] No [X] |

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

VOYA RETIREMENT ADVISORS

22-1862786

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 26 | ADVISOR | 689664 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

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

AON

36-3109431

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 16 27 50 | NONE | 64061 | Yes [ ] No [X] | Yes [ ] No [ ] | | Yes [ ] No [ ] |

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

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

KRONICK KALADA BERDY & CO., P.C.

23-2667890

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 10 50 | NONE | 33150 | Yes ☐ No ☒ | Yes ☐ No ☐ | | Yes ☐ No ☐ |

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

GROOM

52-1219029

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 29 | NONE | 26014 | Yes ☐ No ☒ | Yes ☐ No ☐ | | Yes ☐ No ☐ |

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

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

## Part I Service Provider Information (continued)

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

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

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

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

## Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

## Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

**a** Name:

**b** EIN:

**c** Position:

**d** Address:

**e** Telephone:

Explanation:

**a** Name:

**b** EIN:

**c** Position:

**d** Address:

**e** Telephone:

Explanation:

**a** Name:

**b** EIN:

**c** Position:

**d** Address:

**e** Telephone:

Explanation:

**a** Name:

**b** EIN:

**c** Position:

**d** Address:

**e** Telephone:

Explanation:

**a** Name:

**b** EIN:

**c** Position:

**d** Address:

**e** Telephone:

Explanation:

# SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

## DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

**2025**

**This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

**A** Name of plan
AUTONATION 401(K) PLAN

**B** Three-digit plan number (PN) ▶ 001

**C** Plan or DFE sponsor's name as shown on line 2a of Form 5500
AUTONATION, INC.

**D** Employer Identification Number (EIN)
73-1105145

**Part I** **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

| | | | |
|---|---|---|---|
| **a** Name of MTIA, CCT, PSA, or 103-12 IE: | T ROWE PRICE BLUE CHIP GROWTH TRUST | | |
| **b** Name of sponsor of entity listed in (a): | T ROWE PRICE | | |
| **c** EIN-PN 80-0470272-004 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) | 107760271 |
| **a** Name of MTIA, CCT, PSA, or 103-12 IE: | INVESCO STABLE VALUE TRUST B1 | | |
| **b** Name of sponsor of entity listed in (a): | INVESCO TRUST COMPANY | | |
| **c** EIN-PN 46-3793325-001 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) | 66590648 |
| **a** Name of MTIA, CCT, PSA, or 103-12 IE: | STATE STREET GLOBAL ALL CAP EQUITY | | |
| **b** Name of sponsor of entity listed in (a): | STATE STREET GLOBAL ADVISORS | | |
| **c** EIN-PN 90-0337987-444 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) | 75874993 |
| **a** Name of MTIA, CCT, PSA, or 103-12 IE: | STATE STREET RUSSELL SMALL MID CAP | | |
| **b** Name of sponsor of entity listed in (a): | STATE STREET GLOBAL ADVISORS | | |
| **c** EIN-PN 32-6528132-019 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) | 31193523 |
| **a** Name of MTIA, CCT, PSA, or 103-12 IE: | STATE STREET S&P 500 INDEX SL SERIE | | |
| **b** Name of sponsor of entity listed in (a): | STATE STREET GLOBAL ADVISORS | | |
| **c** EIN-PN 04-0025081-078 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) | 198894537 |
| **a** Name of MTIA, CCT, PSA, or 103-12 IE: | STATE STREET TARGET RETIREMENT INCO | | |
| **b** Name of sponsor of entity listed in (a): | STATE STREET GLOBAL ADVISORS | | |
| **c** EIN-PN 90-0337987-490 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) | 31141937 |
| **a** Name of MTIA, CCT, PSA, or 103-12 IE: | STATE STREET TARGET RETIREMENT 2020 | | |
| **b** Name of sponsor of entity listed in (a): | STATE STREET GLOBAL ADVISORS | | |
| **c** EIN-PN 90-0337987-491 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) | 0 |

**a** Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2025

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

| **c** EIN-PN 90-0337987-498 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 48744422 |
|---|---|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2030

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

| **c** EIN-PN 90-0337987-492 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 83153090 |
|---|---|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2035

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

| **c** EIN-PN 90-0337987-499 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 74572546 |
|---|---|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2040

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

| **c** EIN-PN 90-0337987-493 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 63210017 |
|---|---|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2045

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

| **c** EIN-PN 32-6528132-001 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 74544427 |
|---|---|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2050

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

| **c** EIN-PN 32-6528132-002 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 66968310 |
|---|---|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2055

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

| **c** EIN-PN 32-6528132-005 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 58541841 |
|---|---|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2060

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

| **c** EIN-PN 32-6528132-008 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 30770749 |
|---|---|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2065

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

| **c** EIN-PN 32-6528132-046 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 14271527 |
|---|---|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET U.S. BOND INDEX SL CLA

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

| **c** EIN-PN 90-0337987-477 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 38365599 |
|---|---|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: STATE STREET TARGET RETIREMENT 2070

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

| **c** EIN-PN 32-6528132-101 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 319874 |
|---|---|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: STEPHENS SMALL CAP GROWTH

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

| **c** EIN-PN 84-3345346-001 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 10730297 |
|---|---|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: ALLSPRING SPECIAL MID CAP VALUE CIT

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

| **c** EIN-PN 84-6615098-001 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 11420298 |
|---|---|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE: EAGLE MID CAP GROWTH CIT CLASS 1

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

| **c** EIN-PN 83-0524193-001 | **d** Entity code C | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 27014531 |
|---|---|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|

**a** Name of MTIA, CCT, PSA, or 103-12 IE:

**b** Name of sponsor of entity listed in (a):

| **c** EIN-PN | **d** Entity code | **e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) |
|---|---|---|

**Part II** **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

**a** Plan name

**b** Name of plan sponsor | **c** EIN-PN

# SCHEDULE H
## (Form 5500)

Department of the Treasury
Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

# Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

**2025**

**This Form is Open to Public Inspection**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

**A** Name of plan
AUTONATION 401(K) PLAN

**B** Three-digit plan number (PN) ▶ 001

**C** Plan sponsor's name as shown on line 2a of Form 5500
AUTONATION, INC.

**D** Employer Identification Number (EIN)
73-1105145

## Part I Asset and Liability Statement

**1** Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

| Assets | | (a) Beginning of Year | (b) End of Year |
|---|---|---|---|
| **a** Total noninterest-bearing cash | 1a | | |
| **b** Receivables (less allowance for doubtful accounts): | | | |
| **(1)** Employer contributions | 1b(1) | | 3034 |
| **(2)** Participant contributions | 1b(2) | 30496 | 10978 |
| **(3)** Other | 1b(3) | 67936 | 67915 |
| **c** General investments: | | | |
| **(1)** Interest-bearing cash (include money market accounts & certificates of deposit) | 1c(1) | | |
| **(2)** U.S. Government securities | 1c(2) | | |
| **(3)** Corporate debt instruments (other than employer securities): | | | |
| **(A)** Preferred | 1c(3)(A) | | |
| **(B)** All other | 1c(3)(B) | | |
| **(4)** Corporate stocks (other than employer securities): | | | |
| **(A)** Preferred | 1c(4)(A) | | |
| **(B)** Common | 1c(4)(B) | | |
| **(5)** Partnership/joint venture interests | 1c(5) | | |
| **(6)** Real estate (other than employer real property) | 1c(6) | | |
| **(7)** Loans (other than to participants) | 1c(7) | | |
| **(8)** Participant loans | 1c(8) | 22163666 | 24745856 |
| **(9)** Value of interest in common/collective trusts | 1c(9) | 903837356 | 1114083438 |
| **(10)** Value of interest in pooled separate accounts | 1c(10) | | |
| **(11)** Value of interest in master trust investment accounts | 1c(11) | | |
| **(12)** Value of interest in 103-12 investment entities | 1c(12) | | |
| **(13)** Value of interest in registered investment companies (e.g., mutual funds) | 1c(13) | 165952148 | 129525041 |
| **(14)** Value of funds held in insurance company general account (unallocated contracts) | 1c(14) | | |
| **(15)** Other | 1c(15) | | |

| | | (a) Beginning of Year | (b) End of Year |
|---|---|---|---|
| **1d** Employer-related investments: | | | |
| **(1)** Employer securities | 1d(1) | | |
| **(2)** Employer real property | 1d(2) | | |
| **1e** Buildings and other property used in plan operation | 1e | | |
| **1f** Total assets (add all amounts in lines 1a through 1e) | 1f | 1092051602 | 1268436262 |
| **Liabilities** | | | |
| **1g** Benefit claims payable | 1g | | |
| **1h** Operating payables | 1h | 167115 | 180632 |
| **1i** Acquisition indebtedness | 1i | | |
| **1j** Other liabilities | 1j | | |
| **1k** Total liabilities (add all amounts in lines 1g through1j) | 1k | 167115 | 180632 |
| **Net Assets** | | | |
| **1l** Net assets (subtract line 1k from line 1f) | 1l | 1091884487 | 1268255630 |

## Part II Income and Expense Statement

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

| Income | | (a) Amount | (b) Total |
|---|---|---|---|
| **a Contributions:** | | | |
| **(1)** Received or receivable in cash from: **(A)** Employers | 2a(1)(A) | 27063811 | |
| **(B)** Participants | 2a(1)(B) | 93073122 | |
| **(C)** Others (including rollovers) | 2a(1)(C) | 7671043 | |
| **(2)** Noncash contributions | 2a(2) | | |
| **(3)** Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)** | 2a(3) | | 127807976 |
| **b Earnings on investments:** | | | |
| **(1)** Interest: | | | |
| **(A)** Interest-bearing cash (including money market accounts and certificates of deposit) | 2b(1)(A) | | |
| **(B)** U.S. Government securities | 2b(1)(B) | | |
| **(C)** Corporate debt instruments | 2b(1)(C) | | |
| **(D)** Loans (other than to participants) | 2b(1)(D) | | |
| **(E)** Participant loans | 2b(1)(E) | 2046832 | |
| **(F)** Other | 2b(1)(F) | | |
| **(G)** Total interest. Add lines **2b(1)(A)** through **(F)** | 2b(1)(G) | | 2046832 |
| **(2)** Dividends: **(A)** Preferred stock | 2b(2)(A) | | |
| **(B)** Common stock | 2b(2)(B) | | |
| **(C)** Registered investment company shares (e.g. mutual funds) | 2b(2)(C) | 9339553 | |
| **(D)** Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)** | 2b(2)(D) | | 9339553 |
| **(3)** Rents | 2b(3) | | |
| **(4)** Net gain (loss) on sale of assets: **(A)** Aggregate proceeds | 2b(4)(A) | | |
| **(B)** Aggregate carrying amount (see instructions) | 2b(4)(B) | | |
| **(C)** Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result | 2b(4)(C) | | 0 |
| **(5)** Unrealized appreciation (depreciation) of assets: **(A)** Real estate | 2b(5)(A) | | |
| **(B)** Other | 2b(5)(B) | | |
| **(C)** Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)** | 2b(5)(C) | | 0 |

| | | (a) Amount | (b) Total |
|---|---|---|---|
| (6) Net investment gain (loss) from common/collective trusts | 2b(6) | | 157378742 |
| (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) | | 8924336 |
| c Other income | 2c | | |
| d Total income. Add all **income** amounts in column (b) and enter total | 2d | | 305497439 |
| **Expenses** | | | |
| e Benefit payment and payments to provide benefits: | | | |
| (1) Directly to participants or beneficiaries, including direct rollovers | 2e(1) | 127098294 | |
| (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) | | 127098294 |
| f Corrective distributions (see instructions) | 2f | | 80643 |
| g Certain deemed distributions of participant loans (see instructions) | 2g | | 52862 |
| h Interest expense | 2h | | |
| i Administrative expenses: | | | |
| (1) Salaries and allowances | 2i(1) | | |
| (2) Contract administrator fees | 2i(2) | 222836 | |
| (3) Recordkeeping fees | 2i(3) | 603835 | |
| (4) IQPA audit fees | 2i(4) | 33150 | |
| (5) Investment advisory and investment management fees | 2i(5) | 689664 | |
| (6) Bank or trust company trustee/custodial fees | 2i(6) | | |
| (7) Actuarial fees | 2i(7) | | |
| (8) Legal fees | 2i(8) | 32887 | |
| (9) Valuation/appraisal fees | 2i(9) | | |
| (10) Other trustee fees and expenses | 2i(10) | | |
| (11) Other expenses | 2i(11) | 312125 | |
| (12) Total administrative expenses. Add lines **2i(1)** through **(11)** | 2i(12) | | 1894497 |
| j Total expenses. Add all **expense** amounts in column (b) and enter total | 2j | | 129126296 |
| **Net Income and Reconciliation** | | | |
| k Net income (loss). Subtract line **2j** from line **2d** | 2k | | 176371143 |
| l 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)** [X] 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)** [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

**(1)** Name: KRONICK KALADA BERDY & CO., P.C. **(2)** EIN: 23-2667890

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

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

## Part IV Compliance Questions

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

During the plan year:

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

**5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

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

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

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

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

# SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

## Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

**2025**

**This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

**A** Name of plan
AUTONATION 401(K) PLAN

**B** Three-digit plan number (PN) ▶ 001

**C** Plan sponsor's name as shown on line 2a of Form 5500
AUTONATION, INC.

**D** Employer Identification Number (EIN)
73-1105145

## Part I Distributions

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

**1** Total value of distributions paid in property other than in cash or the forms of property specified in the instructions ..... **1** 0

**2** Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 04-3581074

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

**3** Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year ..... **3**

## Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

**4** Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

**If the plan is a defined benefit plan, go to line 8.**

**5** If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

**If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.**

**6** **a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) ..... **6a**

**b** Enter the amount contributed by the employer to the plan for this plan year ..... **6b**

**c** Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) ..... **6c**

**If you completed line 6c, skip lines 8 and 9.**

**7** Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

**8** If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

## Part III Amendments

**9** If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☐ **No**

## Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

**10** Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

**11** **a** Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

**b** If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

**12** Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

## Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

**a** Name of contributing employer

**b** EIN **c** Dollar amount contributed by employer

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

**a** Name of contributing employer

**b** EIN **c** Dollar amount contributed by employer

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

**a** Name of contributing employer

**b** EIN **c** Dollar amount contributed by employer

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

**a** Name of contributing employer

**b** EIN **c** Dollar amount contributed by employer

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

**a** Name of contributing employer

**b** EIN **c** Dollar amount contributed by employer

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

**a** Name of contributing employer

**b** EIN **c** Dollar amount contributed by employer

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

**e** Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

**14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

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

**15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

| | | |
|---|---|---|
| **a** The corresponding number for the plan year immediately preceding the current plan year | **15a** | |
| **b** The corresponding number for the second preceding plan year | **15b** | |

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

| | | |
|---|---|---|
| **a** Enter the number of employers who withdrew during the preceding plan year | **16a** | |
| **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 | **16b** | |

**17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

## Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

**18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

**19** If the total number of participants is 1,000 or more, complete lines (a) and (b):

**a** Enter the percentage of plan assets held as:
Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

**b** Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

**20** **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

**a** Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

**b** If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation._____

## Part VII IRS Compliance Questions

**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 01 / 01 / 2023 (MM/DD/YYYY) and the Opinion Letter serial number_____.

# AutoNation 401(k) Plan

Financial Statements and Supplemental Schedule

December 31, 2025 and 2024

**AUTONATION 401(k) PLAN**

**FINANCIAL STATEMENTS**
**December 31, 2025 and 2024**

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Kronick Kalada Berdy & Co.
A Professional Corporation
Certified Public Accountants

Officers/Shareholders

Mario Ercolani, CPA
Anthony R. Caravaggio, CPA
Ronald H. Ulitchney, CPA
Louis E. Marcin, CPA
Jason C. Williams, CPA
Francis K. Eick, CPA
Allan Karaffa, CPA
Sharon M. Kelley, CPA/CFE
Kerry A. Marcin, CPA
Jeffrey L. McGovern, CPA

Donald M. Kronick, CPA
William R Lazor, CPA/PFS, CFE
William Fromel, CPA
Deborah A. Eastwood, CPA

**AUTONATION 401(k) PLAN**

Independent Auditor's Report

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

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

We have performed audits of the financial statements of the AutoNation 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statement of changes in net assets available for benefits for the year ended December 31, 2025 and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the year ended December 31, 2025 stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

***Opinion***

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

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

***Basis for Opinion***

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

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

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

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

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

***Auditor's Responsibilities for the Audit of the Financial Statements***

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

In performing an audit in accordance with GAAS, we:

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

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

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

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

***Other Matter — Supplemental Schedule Required by ERISA***

The supplemental schedule H, Line 4(i) – Schedule of Assets (Held at End of Year) as of December 31, 2025, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Kronick Kalada Berdy & Co.

Kingston, Pennsylvania
June 30, 2026

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

| | 2025 | 2024 |
|---|---|---|
| **ASSETS** | | |
| Investments at fair value (Note 4) | $ 1,243,608,479 | $ 1,069,789,504 |
| Receivables: | | |
| Employer contributions | 3,034 | — |
| Participant contributions | 10,978 | 30,496 |
| Other receivable | 67,915 | 67,936 |
| Notes receivable from participants | 24,860,996 | 22,225,944 |
| Total receivables | 24,942,923 | 22,324,376 |
| Total assets | 1,268,551,402 | 1,092,113,880 |
| **LIABILITIES** | | |
| Accrued expenses | 180,632 | 167,115 |
| Total liabilities | 180,632 | 167,115 |
| **NET ASSETS AVAILABLE FOR BENEFITS** | $ 1,268,370,770 | $ 1,091,946,765 |

See accompanying notes to financial statements.

**AUTONATION 401(k) PLAN**
**STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS**
**Year ended December 31, 2025**

| | | |
|---|---|---|
| **Additions to net assets attributed to:** | | |
| Investment income: | | |
| Net appreciation in fair value of investments | $ | 164,352,498 |
| Dividends | | 11,290,133 |
| Net investment income | | 175,642,631 |
| Interest income on notes receivable from participants | | 2,046,832 |
| Contributions: | | |
| Participants | | 93,073,122 |
| Participant rollovers | | 7,671,043 |
| Employer, net of forfeitures | | 27,063,811 |
| Total contributions | | 127,807,976 |
| Total additions | | 305,497,439 |
| **Deductions from net assets attributed to:** | | |
| Benefits paid to participants | | (124,659,353) |
| Distributions due to loan defaults | | (2,519,584) |
| Administrative expenses | | (1,894,497) |
| Total deductions | | (129,073,434) |
| **Net increase** | | 176,424,005 |
| **Net assets available for benefits:** | | |
| Beginning of year | | 1,091,946,765 |
| End of year | $ | 1,268,370,770 |

See accompanying notes to financial statements.

## NOTE 1 - DESCRIPTION OF PLAN

### *General*

The following description of the AutoNation 401(k) Plan, as amended through December 31, 2025 (the "Plan"), is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan.

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

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

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

### *Eligibility*

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

### *Contributions and Funding Policy*

Participants in the Plan may make pre-tax and/or Roth contributions from 1% to 50% of their eligible compensation, as defined by the Plan. Roth contributions are made on an after-tax basis and qualified distributions and related earnings are not subject to income taxes if certain conditions are met. Participants may also make after-tax contributions to the Plan and earnings on after-tax contributions are subject to income taxes upon withdrawal. The combined total of pre-tax, Roth, and after-tax contributions for each participant may not exceed 50% of eligible compensation subject to other applicable IRC limitations. In 2025, the IRC limit for total contributions, including employer contributions, was $70,000 and the IRC limit for total pre-tax and Roth contributions was $23,500.

In 2025, participants that have attained age 50 are also permitted to make additional ("catch-up") contributions on a pre-tax and/or Roth basis, not to exceed $7,500. Participants between the ages 60 and 63 could make additional "enhanced catch-up contributions" up to $3,750, not to exceed $11,250 for total catch-up contributions.

Total contributions of Highly Compensated Employees were also limited to 9% of their eligible compensation in 2025. The limit for contributions of Highly Compensated Employees increased to 10% of their eligible compensation in 2026.

Contributions from Plan participants and the matching contributions from the Employer are recorded in the year in which the employee contributions are withheld from compensation. The Plan also allows for rollovers of vested contributions from participants' previous employers' qualified plans (e.g., 401(k) and 403(b) plans) and individual retirement accounts ("IRAs"). In 2025, the Plan adopted an amendment to limit the compensation that is eligible for deferral for terminated participants to amounts received by the participants within 60 days after their termination date.

In 2025, the Company made an employer matching contribution of $.50 for each $1 of employee pre-tax and/or Roth contributions (including catch-up contributions) on up to 5% of the employee's eligible compensation for all participating employees. Employer matching contributions are invested in accordance with each participant's investment election

applied to his/her pre-tax and/or Roth contributions. After-tax contributions are not eligible for employer matching contributions. The employer matching contributions, net of forfeitures, totaled $27,063,811 in 2025.

The Company may also make discretionary matching contributions to the Plan. The Company did not make any discretionary contributions in 2025.

***Participant Accounts***

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

***Vesting and Forfeitures***

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

For participants terminated prior to January 1, 2023, employer matching contributions not fully vested are forfeited upon the earlier of the date a participant elects to receive a distribution, which is permitted upon a participant's termination of employment, or the date a participant incurs a five-year break in service. Additionally, the Plan Administrator may choose to forfeit a missing participant's account if a missing participant or his/her beneficiary cannot be located after making a reasonably diligent effort. Forfeited amounts are first used to reduce the Company's matching contributions and to make corrective adjustments, and then towards the payment of the Plan's administrative expenses. During 2025, $100,753 of forfeitures were used primarily to reduce employer matching contributions. The unused forfeiture balance at December 31, 2025 and 2024, was $10,994 and $9,427, respectively.

***Notes Receivable from Participants***

Participants may borrow from their plan accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 (reduced by the highest outstanding loan balance during the prior twelve month period) or 50 percent of their vested account balance. Participant loans are secured by the balance in their accounts and are made at an interest rate commensurate with prevailing rates as determined by the Plan Administrator. Interest rates on existing loans range from 3.25 to 9.50 percent with various maturity dates through 2049. Principal and interest on loans are repaid in substantially equal installments primarily through payroll deductions. Participant loans are stated at their outstanding principal balances (accrued interest was immaterial at December 31, 2025 and 2024).

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

***Investments***

Voya Institutional Trust Company ("the Trustee") was the trustee of the Plan's assets during the 2024 and 2025 Plan year. Under the terms of the agreement, the Trustee holds and invests the funds of the Plan subject to the direction of the Employee Benefits Committee.

Effective March 28, 2025, the State Street Target Retirement 2070 Fund was added to the Plan's investment lineup, and the State Street Target Retirement 2020 Fund was merged into the State Street Target Retirement Income Fund.

Effective December 12, 2025, the Plan implemented changes to certain investment options. The Plan converted several existing investment options to different share classes, including the Vanguard Inflation Protected Securities Fund from its Admiral Shares to its Institutional Shares, the Invesco Stable Value Fund from its A1 share class to its B1 share class, the T. Rowe Price Blue Chip Growth Fund from its T1 share class to its T2 share class, the Allspring Special Mid Cap Value Fund from its R6 share class to its MD share class, and the Carillon Eagle Mid Cap Growth Fund from its R6

share class to its C1 share class. In addition, the ClearBridge Small Cap Growth Fund was replaced with the American Beacon Stephens Small Cap Growth Fund.

***Administrative Expenses***

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

A monthly administrative fee is assessed to each participant to fund the administrative expenses of the Plan. Effective January 1, 2025, the monthly administrative fee was reduced from $4.42 to $4.10 per participant. In 2026, the fee was reduced from $4.10 to $3.50 per participant. Fees related to administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses and expensed as incurred. The Company may pay certain fees and administrative expenses of the Plan that are excluded from these financial statements.

***Payment of Benefits***

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

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

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

***Basis of Accounting***

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

***Use of Estimates***

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

***Investment Valuation and Income Recognition***

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

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

***Risks and Uncertainties***

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

participants' account balances and the amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits.

***Securing a Strong Retirement Act of 2022***

On December 29, 2022, Securing a Strong Retirement Act of 2022 ("SECURE 2.0") was signed into law. SECURE 2.0 includes both required and optional provisions with effective dates through January 1, 2027. In 2023, the Plan began implementing certain provisions of SECURE 2.0, as approved by the Plan Administrator.

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

In 2025, the Plan adopted an optional provision to increase the limit for catch-up contributions to 50% more than the overall catch-up limit ($11,250 in 2026), for participants between the ages of 60 and 63. The adoption of this provision did not have a material impact to the Plan.

In 2026, management adopted the required amendment to formalize the above provisions as prescribed by Internal Revenue Service ("IRS") guidelines. The Plan Administrator will continue to evaluate the provisions of SECURE 2.0 that will be effective in future periods, which are not expected to have a material impact to the Plan.

***Subsequent Events***

The Plan has evaluated the effects of events that have occurred subsequent to the year ended December 31, 2025 through June 30, 2026, the date at which the financial statements were available to be issued.

## NOTE 3 - FINANCIAL INFORMATION CERTIFIED BY THE TRUSTEE

The Plan Administrator has elected the method of compliance in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule of assets held at end of year, including investments and notes receivable from participants held at December 31, 2025 and 2024, and related net investment income and interest income on notes receivable from participants for the year ended December 31, 2025, was obtained by management and agreed to or derived from information certified as complete and accurate by Voya Institutional Trust Company.

## NOTE 4 - FAIR VALUE MEASUREMENTS

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

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

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2025 and 2024. Classification within the fair value hierarchy table is based on the lowest level of any input that is significant to the fair value measurement.

| | December 31, 2025 | | | |
|---|---|---|---|---|
| **Description** | **Level 1** | **Level 2** | **Level 3** | **Total** |
| Mutual Funds | $129,525,041 | $ — | $ — | $ 129,525,041 |
| Common Collective Trusts - Commingled Funds | — | 1,047,492,790 | — | 1,047,492,790 |
| Common Collective Trust - Stable Value Fund | — | 66,590,648 | — | 66,590,648 |
| **Investments at fair value** | $129,525,041 | $1,114,083,438 | $ — | $1,243,608,479 |

| | December 31, 2024 | | | |
|---|---|---|---|---|
| **Description** | **Level 1** | **Level 2** | **Level 3** | **Total** |
| Mutual Funds | $165,952,148 | $ — | $ — | $ 165,952,148 |
| Common Collective Trusts - Commingled Funds | — | 837,601,594 | — | 837,601,594 |
| Common Collective Trust - Stable Value Fund | — | 66,235,762 | — | 66,235,762 |
| **Investments at fair value** | $165,952,148 | $ 903,837,356 | $ — | $1,069,789,504 |

The Plan does not have any level 3 investments. There were no transfers of investments into or out of level 3 during the year ended December 31, 2025.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025 and 2024.

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

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

## NOTE 5 - RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

A reconciliation of net assets available for benefits per the financial statements to the Form 5500 as of December 31, 2025 and 2024, is presented below.

| | 2025 | 2024 |
|---|---|---|
| Net assets available for benefits per the financial statements | $1,268,370,770 | $1,091,946,765 |
| Deemed distributions of participant loans | (115,140) | (62,278) |
| Net assets available for benefits per the Form 5500 | $1,268,255,630 | $1,091,884,487 |

The following is a reconciliation of the change in net assets available for benefits per the financial statements to the Form 5500 for the year ended December 31, 2025:

| | 2025 |
|---|---|
| Net increase in net assets available for benefits per the financial statements | $ 176,424,005 |
| Net change in deemed distributions of participant loans | (52,862) |
| Net increase in net assets available for benefits per the Form 5500 | $ 176,371,143 |

## NOTE 6 - PARTY-IN-INTEREST TRANSACTIONS

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

- *Notes receivable from participants*: The Plan accepts and services loans to plan participants as described in Note 1. Notes receivable from participants totaled $24,860,996 as of December 31, 2025, and $22,225,944 as of December 31, 2024.
- *Administrative fees:* Administrative fees, including amounts paid to the Trustees, were $1,894,497 for the plan year ended December 31, 2025. The Company may pay certain fees and expenses of the Plan.

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

## NOTE 7 - INCOME TAX STATUS

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

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2025 and 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

**SUPPLEMENTAL SCHEDULE**

**AUTONATION 401(k) PLAN**
**SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)**
**EIN: 73-1105145, Plan Number: 001**
**December 31, 2025**

| (a) | (b) Identity of Issue, Borrower, Lessor, or Similar Party | (c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value | (d) Cost | (e) Current Value |
|---|---|---|---|---|
| | State Street S&P 500 Index Fund Class II L | Common/collective fund (6,520,705 units) | ** | $ 198,894,536 |
| | T. Rowe Price Blue Chip Growth T2 | Common/collective fund (935,500 units) | ** | 107,760,271 |
| | State Street Target Retirement 2030 Fund Class V | Common/collective fund (4,236,668 units) | ** | 83,153,090 |
| | State Street Global EQUITY ex. U.S. Index | Common/collective fund (4,086,551 units) | ** | 75,874,993 |
| | State Street Target Retirement 2035 Fund Class V | Common/collective fund (3,624,073 units) | ** | 74,572,546 |
| | State Street Target Retirement 2045 Fund Class V | Common/collective fund (3,369,697 units) | ** | 74,544,427 |
| | State Street Target Retirement 2050 Fund Class V | Common/collective fund (2,954,962 units) | ** | 66,968,310 |
| | Invesco Stable Value Trust B1 | Common/collective fund (66,590,648 units) | ** | 66,590,648 |
| | State Street Target Retirement 2040 Fund Class V | Common/collective fund (2,952,773 units) | ** | 63,210,017 |
| | State Street Target Retirement 2055 Fund Class V | Common/collective fund (2,571,233 units) | ** | 58,541,842 |
| | State Street Target Retirement 2025 Fund Class V | Common/collective fund (2,688,457 units) | ** | 48,744,422 |
| | Vanguard Equity Income Adm | Registered investment company (445,962 units) | ** | 41,434,302 |
| | DFA US Targeted Value I | Registered investment company (1,101,168 units) | ** | 40,721,196 |
| | State Street U.S. Bond Index Class XIV L | Common/collective fund (3,324,575 units) | ** | 38,365,600 |
| | State Street Russell Small Mid Cap Index L CI C | Common/collective fund (1,502,868 units) | ** | 31,193,523 |
| | State Street Target Retirement Income Fund Class V | Common/collective fund (1,987,614 units) | ** | 31,141,937 |
| | State Street Target Retirement 2060 Fund Class V | Common/collective fund (1,351,372 units) | ** | 30,770,749 |
| | Baird Core Plus Bond Institutional Fund | Registered investment company (2,622,189 units) | ** | 27,034,771 |
| | Eagle Mid Cap Growth Fund C1 | Common/collective fund (1,430,854 units) | ** | 27,014,531 |
| | State Street Target Retirement 2065 Fund Class V | Common/collective fund (619,612 units) | ** | 14,271,526 |

**AUTONATION 401(k) PLAN**
**SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)**
**EIN: 73-1105145, Plan Number: 001**
**December 31, 2025**

| (a) | (b) Identity of Issue, Borrower, Lessor, or Similar Party | (c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value | (d) Cost | (e) Current Value |
|---|---|---|---|---|
| | American Funds EuroPacific Growth R6 | Registered investment company (189,411 units) | ** | 11,474,548 |
| | Allspring Special Mid Cap Value CIT Class MD | Common/collective fund (904,678 units) | ** | 11,420,298 |
| | American Beacon Stephens Small Cap Growth Fund | Common/collective fund (751,948 units) | ** | 10,730,297 |
| | Vanguard Inflation-Protected Securities Fund Inst | Registered investment company (946,605 units) | ** | 8,860,225 |
| | State Street Target Retirement 2070 Fund Class V | Common/collective fund (27,090 units) | ** | 319,874 |
| * | Participant Loans | Interest rates from 3.25% to 9.50% and maturity dates through 2049, secured by account balances | — | 24,860,996 |
| | Total | | | $ 1,268,469,475 |

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

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

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

# AutoNation 401(k) Plan

Financial Statements and Supplemental Schedule

December 31, 2025 and 2024

**AUTONATION 401(k) PLAN**

**FINANCIAL STATEMENTS**
**December 31, 2025 and 2024**

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Kronick Kalada Berdy & Co.
A Professional Corporation
Certified Public Accountants

Officers/Shareholders

Mario Ercolani, CPA
Anthony R. Caravaggio, CPA
Ronald H. Ulitchney, CPA
Louis E. Marcin, CPA
Jason C. Williams, CPA
Francis K. Eick, CPA
Allan Karaffa, CPA
Sharon M. Kelley, CPA/CFE
Kerry A. Marcin, CPA
Jeffrey L. McGovern, CPA

Donald M. Kronick, CPA
William R Lazor, CPA/PFS, CFE
William Fromel, CPA
Deborah A. Eastwood, CPA

**AUTONATION 401(k) PLAN**

Independent Auditor's Report

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

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

We have performed audits of the financial statements of the AutoNation 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statement of changes in net assets available for benefits for the year ended December 31, 2025 and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the year ended December 31, 2025 stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

***Opinion***

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

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

***Basis for Opinion***

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

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

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

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

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

***Auditor's Responsibilities for the Audit of the Financial Statements***

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

In performing an audit in accordance with GAAS, we:

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

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

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

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

***Other Matter — Supplemental Schedule Required by ERISA***

The supplemental schedule H, Line 4(i) – Schedule of Assets (Held at End of Year) as of December 31, 2025, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Kronick Kalada Berdy & Co.

Kingston, Pennsylvania
June 30, 2026

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

| | 2025 | 2024 |
|---|---|---|
| **ASSETS** | | |
| Investments at fair value (Note 4) | $ 1,243,608,479 | $ 1,069,789,504 |
| Receivables: | | |
| Employer contributions | 3,034 | — |
| Participant contributions | 10,978 | 30,496 |
| Other receivable | 67,915 | 67,936 |
| Notes receivable from participants | 24,860,996 | 22,225,944 |
| Total receivables | 24,942,923 | 22,324,376 |
| Total assets | 1,268,551,402 | 1,092,113,880 |
| **LIABILITIES** | | |
| Accrued expenses | 180,632 | 167,115 |
| Total liabilities | 180,632 | 167,115 |
| **NET ASSETS AVAILABLE FOR BENEFITS** | $ 1,268,370,770 | $ 1,091,946,765 |

See accompanying notes to financial statements.

**AUTONATION 401(k) PLAN**
**STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS**
**Year ended December 31, 2025**

| | | |
|---|---|---|
| **Additions to net assets attributed to:** | | |
| Investment income: | | |
| Net appreciation in fair value of investments | $ | 164,352,498 |
| Dividends | | 11,290,133 |
| Net investment income | | 175,642,631 |
| Interest income on notes receivable from participants | | 2,046,832 |
| Contributions: | | |
| Participants | | 93,073,122 |
| Participant rollovers | | 7,671,043 |
| Employer, net of forfeitures | | 27,063,811 |
| Total contributions | | 127,807,976 |
| Total additions | | 305,497,439 |
| **Deductions from net assets attributed to:** | | |
| Benefits paid to participants | | (124,659,353) |
| Distributions due to loan defaults | | (2,519,584) |
| Administrative expenses | | (1,894,497) |
| Total deductions | | (129,073,434) |
| **Net increase** | | 176,424,005 |
| **Net assets available for benefits:** | | |
| Beginning of year | | 1,091,946,765 |
| End of year | $ | 1,268,370,770 |

See accompanying notes to financial statements.

## NOTE 1 - DESCRIPTION OF PLAN

### *General*

The following description of the AutoNation 401(k) Plan, as amended through December 31, 2025 (the "Plan"), is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan.

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

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

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

### *Eligibility*

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

### *Contributions and Funding Policy*

Participants in the Plan may make pre-tax and/or Roth contributions from 1% to 50% of their eligible compensation, as defined by the Plan. Roth contributions are made on an after-tax basis and qualified distributions and related earnings are not subject to income taxes if certain conditions are met. Participants may also make after-tax contributions to the Plan and earnings on after-tax contributions are subject to income taxes upon withdrawal. The combined total of pre-tax, Roth, and after-tax contributions for each participant may not exceed 50% of eligible compensation subject to other applicable IRC limitations. In 2025, the IRC limit for total contributions, including employer contributions, was $70,000 and the IRC limit for total pre-tax and Roth contributions was $23,500.

In 2025, participants that have attained age 50 are also permitted to make additional ("catch-up") contributions on a pre-tax and/or Roth basis, not to exceed $7,500. Participants between the ages 60 and 63 could make additional "enhanced catch-up contributions" up to $3,750, not to exceed $11,250 for total catch-up contributions.

Total contributions of Highly Compensated Employees were also limited to 9% of their eligible compensation in 2025. The limit for contributions of Highly Compensated Employees increased to 10% of their eligible compensation in 2026.

Contributions from Plan participants and the matching contributions from the Employer are recorded in the year in which the employee contributions are withheld from compensation. The Plan also allows for rollovers of vested contributions from participants' previous employers' qualified plans (e.g., 401(k) and 403(b) plans) and individual retirement accounts ("IRAs"). In 2025, the Plan adopted an amendment to limit the compensation that is eligible for deferral for terminated participants to amounts received by the participants within 60 days after their termination date.

In 2025, the Company made an employer matching contribution of $.50 for each $1 of employee pre-tax and/or Roth contributions (including catch-up contributions) on up to 5% of the employee's eligible compensation for all participating employees. Employer matching contributions are invested in accordance with each participant's investment election

applied to his/her pre-tax and/or Roth contributions. After-tax contributions are not eligible for employer matching contributions. The employer matching contributions, net of forfeitures, totaled $27,063,811 in 2025.

The Company may also make discretionary matching contributions to the Plan. The Company did not make any discretionary contributions in 2025.

***Participant Accounts***

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

***Vesting and Forfeitures***

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

For participants terminated prior to January 1, 2023, employer matching contributions not fully vested are forfeited upon the earlier of the date a participant elects to receive a distribution, which is permitted upon a participant's termination of employment, or the date a participant incurs a five-year break in service. Additionally, the Plan Administrator may choose to forfeit a missing participant's account if a missing participant or his/her beneficiary cannot be located after making a reasonably diligent effort. Forfeited amounts are first used to reduce the Company's matching contributions and to make corrective adjustments, and then towards the payment of the Plan's administrative expenses. During 2025, $100,753 of forfeitures were used primarily to reduce employer matching contributions. The unused forfeiture balance at December 31, 2025 and 2024, was $10,994 and $9,427, respectively.

***Notes Receivable from Participants***

Participants may borrow from their plan accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 (reduced by the highest outstanding loan balance during the prior twelve month period) or 50 percent of their vested account balance. Participant loans are secured by the balance in their accounts and are made at an interest rate commensurate with prevailing rates as determined by the Plan Administrator. Interest rates on existing loans range from 3.25 to 9.50 percent with various maturity dates through 2049. Principal and interest on loans are repaid in substantially equal installments primarily through payroll deductions. Participant loans are stated at their outstanding principal balances (accrued interest was immaterial at December 31, 2025 and 2024).

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

***Investments***

Voya Institutional Trust Company ("the Trustee") was the trustee of the Plan's assets during the 2024 and 2025 Plan year. Under the terms of the agreement, the Trustee holds and invests the funds of the Plan subject to the direction of the Employee Benefits Committee.

Effective March 28, 2025, the State Street Target Retirement 2070 Fund was added to the Plan's investment lineup, and the State Street Target Retirement 2020 Fund was merged into the State Street Target Retirement Income Fund.

Effective December 12, 2025, the Plan implemented changes to certain investment options. The Plan converted several existing investment options to different share classes, including the Vanguard Inflation Protected Securities Fund from its Admiral Shares to its Institutional Shares, the Invesco Stable Value Fund from its A1 share class to its B1 share class, the T. Rowe Price Blue Chip Growth Fund from its T1 share class to its T2 share class, the Allspring Special Mid Cap Value Fund from its R6 share class to its MD share class, and the Carillon Eagle Mid Cap Growth Fund from its R6

share class to its C1 share class. In addition, the ClearBridge Small Cap Growth Fund was replaced with the American Beacon Stephens Small Cap Growth Fund.

***Administrative Expenses***

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

A monthly administrative fee is assessed to each participant to fund the administrative expenses of the Plan. Effective January 1, 2025, the monthly administrative fee was reduced from $4.42 to $4.10 per participant. In 2026, the fee was reduced from $4.10 to $3.50 per participant. Fees related to administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses and expensed as incurred. The Company may pay certain fees and administrative expenses of the Plan that are excluded from these financial statements.

***Payment of Benefits***

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

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

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

***Basis of Accounting***

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

***Use of Estimates***

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

***Investment Valuation and Income Recognition***

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

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

***Risks and Uncertainties***

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

participants' account balances and the amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits.

***Securing a Strong Retirement Act of 2022***

On December 29, 2022, Securing a Strong Retirement Act of 2022 ("SECURE 2.0") was signed into law. SECURE 2.0 includes both required and optional provisions with effective dates through January 1, 2027. In 2023, the Plan began implementing certain provisions of SECURE 2.0, as approved by the Plan Administrator.

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

In 2025, the Plan adopted an optional provision to increase the limit for catch-up contributions to 50% more than the overall catch-up limit ($11,250 in 2026), for participants between the ages of 60 and 63. The adoption of this provision did not have a material impact to the Plan.

In 2026, management adopted the required amendment to formalize the above provisions as prescribed by Internal Revenue Service ("IRS") guidelines. The Plan Administrator will continue to evaluate the provisions of SECURE 2.0 that will be effective in future periods, which are not expected to have a material impact to the Plan.

***Subsequent Events***

The Plan has evaluated the effects of events that have occurred subsequent to the year ended December 31, 2025 through June 30, 2026, the date at which the financial statements were available to be issued.

## NOTE 3 - FINANCIAL INFORMATION CERTIFIED BY THE TRUSTEE

The Plan Administrator has elected the method of compliance in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule of assets held at end of year, including investments and notes receivable from participants held at December 31, 2025 and 2024, and related net investment income and interest income on notes receivable from participants for the year ended December 31, 2025, was obtained by management and agreed to or derived from information certified as complete and accurate by Voya Institutional Trust Company.

## NOTE 4 - FAIR VALUE MEASUREMENTS

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

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

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2025 and 2024. Classification within the fair value hierarchy table is based on the lowest level of any input that is significant to the fair value measurement.

| | December 31, 2025 | | | |
|---|---|---|---|---|
| **Description** | **Level 1** | **Level 2** | **Level 3** | **Total** |
| Mutual Funds | $129,525,041 | $ — | $ — | $ 129,525,041 |
| Common Collective Trusts - Commingled Funds | — | 1,047,492,790 | — | 1,047,492,790 |
| Common Collective Trust - Stable Value Fund | — | 66,590,648 | — | 66,590,648 |
| **Investments at fair value** | $129,525,041 | $1,114,083,438 | $ — | $1,243,608,479 |

| | December 31, 2024 | | | |
|---|---|---|---|---|
| **Description** | **Level 1** | **Level 2** | **Level 3** | **Total** |
| Mutual Funds | $165,952,148 | $ — | $ — | $ 165,952,148 |
| Common Collective Trusts - Commingled Funds | — | 837,601,594 | — | 837,601,594 |
| Common Collective Trust - Stable Value Fund | — | 66,235,762 | — | 66,235,762 |
| **Investments at fair value** | $165,952,148 | $ 903,837,356 | $ — | $1,069,789,504 |

The Plan does not have any level 3 investments. There were no transfers of investments into or out of level 3 during the year ended December 31, 2025.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025 and 2024.

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

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

## NOTE 5 - RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

A reconciliation of net assets available for benefits per the financial statements to the Form 5500 as of December 31, 2025 and 2024, is presented below.

| | 2025 | 2024 |
|---|---|---|
| Net assets available for benefits per the financial statements | $1,268,370,770 | $1,091,946,765 |
| Deemed distributions of participant loans | (115,140) | (62,278) |
| Net assets available for benefits per the Form 5500 | $1,268,255,630 | $1,091,884,487 |

The following is a reconciliation of the change in net assets available for benefits per the financial statements to the Form 5500 for the year ended December 31, 2025:

| | 2025 |
|---|---|
| Net increase in net assets available for benefits per the financial statements | $ 176,424,005 |
| Net change in deemed distributions of participant loans | (52,862) |
| Net increase in net assets available for benefits per the Form 5500 | $ 176,371,143 |

## NOTE 6 - PARTY-IN-INTEREST TRANSACTIONS

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

- *Notes receivable from participants*: The Plan accepts and services loans to plan participants as described in Note 1. Notes receivable from participants totaled $24,860,996 as of December 31, 2025, and $22,225,944 as of December 31, 2024.
- *Administrative fees:* Administrative fees, including amounts paid to the Trustees, were $1,894,497 for the plan year ended December 31, 2025. The Company may pay certain fees and expenses of the Plan.

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

## NOTE 7 - INCOME TAX STATUS

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

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2025 and 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

**SUPPLEMENTAL SCHEDULE**

**AUTONATION 401(k) PLAN**
**SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)**
**EIN: 73-1105145, Plan Number: 001**
**December 31, 2025**

| (a) | (b) Identity of Issue, Borrower, Lessor, or Similar Party | (c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value | (d) Cost | (e) Current Value |
|---|---|---|---|---|
| | State Street S&P 500 Index Fund Class II L | Common/collective fund (6,520,705 units) | ** | $ 198,894,536 |
| | T. Rowe Price Blue Chip Growth T2 | Common/collective fund (935,500 units) | ** | 107,760,271 |
| | State Street Target Retirement 2030 Fund Class V | Common/collective fund (4,236,668 units) | ** | 83,153,090 |
| | State Street Global EQUITY ex. U.S. Index | Common/collective fund (4,086,551 units) | ** | 75,874,993 |
| | State Street Target Retirement 2035 Fund Class V | Common/collective fund (3,624,073 units) | ** | 74,572,546 |
| | State Street Target Retirement 2045 Fund Class V | Common/collective fund (3,369,697 units) | ** | 74,544,427 |
| | State Street Target Retirement 2050 Fund Class V | Common/collective fund (2,954,962 units) | ** | 66,968,310 |
| | Invesco Stable Value Trust B1 | Common/collective fund (66,590,648 units) | ** | 66,590,648 |
| | State Street Target Retirement 2040 Fund Class V | Common/collective fund (2,952,773 units) | ** | 63,210,017 |
| | State Street Target Retirement 2055 Fund Class V | Common/collective fund (2,571,233 units) | ** | 58,541,842 |
| | State Street Target Retirement 2025 Fund Class V | Common/collective fund (2,688,457 units) | ** | 48,744,422 |
| | Vanguard Equity Income Adm | Registered investment company (445,962 units) | ** | 41,434,302 |
| | DFA US Targeted Value I | Registered investment company (1,101,168 units) | ** | 40,721,196 |
| | State Street U.S. Bond Index Class XIV L | Common/collective fund (3,324,575 units) | ** | 38,365,600 |
| | State Street Russell Small Mid Cap Index L CI C | Common/collective fund (1,502,868 units) | ** | 31,193,523 |
| | State Street Target Retirement Income Fund Class V | Common/collective fund (1,987,614 units) | ** | 31,141,937 |
| | State Street Target Retirement 2060 Fund Class V | Common/collective fund (1,351,372 units) | ** | 30,770,749 |
| | Baird Core Plus Bond Institutional Fund | Registered investment company (2,622,189 units) | ** | 27,034,771 |
| | Eagle Mid Cap Growth Fund C1 | Common/collective fund (1,430,854 units) | ** | 27,014,531 |
| | State Street Target Retirement 2065 Fund Class V | Common/collective fund (619,612 units) | ** | 14,271,526 |

**AUTONATION 401(k) PLAN**
**SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)**
**EIN: 73-1105145, Plan Number: 001**
**December 31, 2025**

| (a) | (b) Identity of Issue, Borrower, Lessor, or Similar Party | (c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value | (d) Cost | (e) Current Value |
|---|---|---|---|---|
| | American Funds EuroPacific Growth R6 | Registered investment company (189,411 units) | ** | 11,474,548 |
| | Allspring Special Mid Cap Value CIT Class MD | Common/collective fund (904,678 units) | ** | 11,420,298 |
| | American Beacon Stephens Small Cap Growth Fund | Common/collective fund (751,948 units) | ** | 10,730,297 |
| | Vanguard Inflation-Protected Securities Fund Inst | Registered investment company (946,605 units) | ** | 8,860,225 |
| | State Street Target Retirement 2070 Fund Class V | Common/collective fund (27,090 units) | ** | 319,874 |
| * | Participant Loans | Interest rates from 3.25% to 9.50% and maturity dates through 2049, secured by account balances | — | 24,860,996 |
| | Total | | | $ 1,268,469,475 |

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

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

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

# AutoNation 401(k) Plan

Financial Statements and Supplemental Schedule

December 31, 2025 and 2024

**AUTONATION 401(k) PLAN**

**FINANCIAL STATEMENTS**
**December 31, 2025 and 2024**

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Kronick Kalada Berdy & Co.
A Professional Corporation
Certified Public Accountants

Officers/Shareholders

Mario Ercolani, CPA
Anthony R. Caravaggio, CPA
Ronald H. Ulitchney, CPA
Louis E. Marcin, CPA
Jason C. Williams, CPA
Francis K. Eick, CPA
Allan Karaffa, CPA
Sharon M. Kelley, CPA/CFE
Kerry A. Marcin, CPA
Jeffrey L. McGovern, CPA

Donald M. Kronick, CPA
William R Lazor, CPA/PFS, CFE
William Fromel, CPA
Deborah A. Eastwood, CPA

**AUTONATION 401(k) PLAN**

Independent Auditor's Report

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

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

We have performed audits of the financial statements of the AutoNation 401(k) Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statement of changes in net assets available for benefits for the year ended December 31, 2025 and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the year ended December 31, 2025 stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

***Opinion***

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

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

***Basis for Opinion***

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

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

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

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

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

***Auditor's Responsibilities for the Audit of the Financial Statements***

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

In performing an audit in accordance with GAAS, we:

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

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

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

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

***Other Matter — Supplemental Schedule Required by ERISA***

The supplemental schedule H, Line 4(i) – Schedule of Assets (Held at End of Year) as of December 31, 2025, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- the information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Kronick Kalada Berdy & Co.

Kingston, Pennsylvania
June 30, 2026

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

| | 2025 | 2024 |
|---|---|---|
| **ASSETS** | | |
| Investments at fair value (Note 4) | $ 1,243,608,479 | $ 1,069,789,504 |
| Receivables: | | |
| Employer contributions | 3,034 | — |
| Participant contributions | 10,978 | 30,496 |
| Other receivable | 67,915 | 67,936 |
| Notes receivable from participants | 24,860,996 | 22,225,944 |
| Total receivables | 24,942,923 | 22,324,376 |
| Total assets | 1,268,551,402 | 1,092,113,880 |
| **LIABILITIES** | | |
| Accrued expenses | 180,632 | 167,115 |
| Total liabilities | 180,632 | 167,115 |
| **NET ASSETS AVAILABLE FOR BENEFITS** | $ 1,268,370,770 | $ 1,091,946,765 |

See accompanying notes to financial statements.

**AUTONATION 401(k) PLAN**
**STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS**
**Year ended December 31, 2025**

| | | |
|---|---|---|
| **Additions to net assets attributed to:** | | |
| Investment income: | | |
| Net appreciation in fair value of investments | $ | 164,352,498 |
| Dividends | | 11,290,133 |
| Net investment income | | 175,642,631 |
| Interest income on notes receivable from participants | | 2,046,832 |
| Contributions: | | |
| Participants | | 93,073,122 |
| Participant rollovers | | 7,671,043 |
| Employer, net of forfeitures | | 27,063,811 |
| Total contributions | | 127,807,976 |
| Total additions | | 305,497,439 |
| **Deductions from net assets attributed to:** | | |
| Benefits paid to participants | | (124,659,353) |
| Distributions due to loan defaults | | (2,519,584) |
| Administrative expenses | | (1,894,497) |
| Total deductions | | (129,073,434) |
| **Net increase** | | 176,424,005 |
| **Net assets available for benefits:** | | |
| Beginning of year | | 1,091,946,765 |
| End of year | $ | 1,268,370,770 |

See accompanying notes to financial statements.

## NOTE 1 - DESCRIPTION OF PLAN

### *General*

The following description of the AutoNation 401(k) Plan, as amended through December 31, 2025 (the "Plan"), is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan.

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

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

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

### *Eligibility*

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

### *Contributions and Funding Policy*

Participants in the Plan may make pre-tax and/or Roth contributions from 1% to 50% of their eligible compensation, as defined by the Plan. Roth contributions are made on an after-tax basis and qualified distributions and related earnings are not subject to income taxes if certain conditions are met. Participants may also make after-tax contributions to the Plan and earnings on after-tax contributions are subject to income taxes upon withdrawal. The combined total of pre-tax, Roth, and after-tax contributions for each participant may not exceed 50% of eligible compensation subject to other applicable IRC limitations. In 2025, the IRC limit for total contributions, including employer contributions, was $70,000 and the IRC limit for total pre-tax and Roth contributions was $23,500.

In 2025, participants that have attained age 50 are also permitted to make additional ("catch-up") contributions on a pre-tax and/or Roth basis, not to exceed $7,500. Participants between the ages 60 and 63 could make additional "enhanced catch-up contributions" up to $3,750, not to exceed $11,250 for total catch-up contributions.

Total contributions of Highly Compensated Employees were also limited to 9% of their eligible compensation in 2025. The limit for contributions of Highly Compensated Employees increased to 10% of their eligible compensation in 2026.

Contributions from Plan participants and the matching contributions from the Employer are recorded in the year in which the employee contributions are withheld from compensation. The Plan also allows for rollovers of vested contributions from participants' previous employers' qualified plans (e.g., 401(k) and 403(b) plans) and individual retirement accounts ("IRAs"). In 2025, the Plan adopted an amendment to limit the compensation that is eligible for deferral for terminated participants to amounts received by the participants within 60 days after their termination date.

In 2025, the Company made an employer matching contribution of $.50 for each $1 of employee pre-tax and/or Roth contributions (including catch-up contributions) on up to 5% of the employee's eligible compensation for all participating employees. Employer matching contributions are invested in accordance with each participant's investment election

applied to his/her pre-tax and/or Roth contributions. After-tax contributions are not eligible for employer matching contributions. The employer matching contributions, net of forfeitures, totaled $27,063,811 in 2025.

The Company may also make discretionary matching contributions to the Plan. The Company did not make any discretionary contributions in 2025.

***Participant Accounts***

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

***Vesting and Forfeitures***

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

For participants terminated prior to January 1, 2023, employer matching contributions not fully vested are forfeited upon the earlier of the date a participant elects to receive a distribution, which is permitted upon a participant's termination of employment, or the date a participant incurs a five-year break in service. Additionally, the Plan Administrator may choose to forfeit a missing participant's account if a missing participant or his/her beneficiary cannot be located after making a reasonably diligent effort. Forfeited amounts are first used to reduce the Company's matching contributions and to make corrective adjustments, and then towards the payment of the Plan's administrative expenses. During 2025, $100,753 of forfeitures were used primarily to reduce employer matching contributions. The unused forfeiture balance at December 31, 2025 and 2024, was $10,994 and $9,427, respectively.

***Notes Receivable from Participants***

Participants may borrow from their plan accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 (reduced by the highest outstanding loan balance during the prior twelve month period) or 50 percent of their vested account balance. Participant loans are secured by the balance in their accounts and are made at an interest rate commensurate with prevailing rates as determined by the Plan Administrator. Interest rates on existing loans range from 3.25 to 9.50 percent with various maturity dates through 2049. Principal and interest on loans are repaid in substantially equal installments primarily through payroll deductions. Participant loans are stated at their outstanding principal balances (accrued interest was immaterial at December 31, 2025 and 2024).

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

***Investments***

Voya Institutional Trust Company ("the Trustee") was the trustee of the Plan's assets during the 2024 and 2025 Plan year. Under the terms of the agreement, the Trustee holds and invests the funds of the Plan subject to the direction of the Employee Benefits Committee.

Effective March 28, 2025, the State Street Target Retirement 2070 Fund was added to the Plan's investment lineup, and the State Street Target Retirement 2020 Fund was merged into the State Street Target Retirement Income Fund.

Effective December 12, 2025, the Plan implemented changes to certain investment options. The Plan converted several existing investment options to different share classes, including the Vanguard Inflation Protected Securities Fund from its Admiral Shares to its Institutional Shares, the Invesco Stable Value Fund from its A1 share class to its B1 share class, the T. Rowe Price Blue Chip Growth Fund from its T1 share class to its T2 share class, the Allspring Special Mid Cap Value Fund from its R6 share class to its MD share class, and the Carillon Eagle Mid Cap Growth Fund from its R6

share class to its C1 share class. In addition, the ClearBridge Small Cap Growth Fund was replaced with the American Beacon Stephens Small Cap Growth Fund.

***Administrative Expenses***

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

A monthly administrative fee is assessed to each participant to fund the administrative expenses of the Plan. Effective January 1, 2025, the monthly administrative fee was reduced from $4.42 to $4.10 per participant. In 2026, the fee was reduced from $4.10 to $3.50 per participant. Fees related to administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses and expensed as incurred. The Company may pay certain fees and administrative expenses of the Plan that are excluded from these financial statements.

***Payment of Benefits***

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

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

**NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

***Basis of Accounting***

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

***Use of Estimates***

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

***Investment Valuation and Income Recognition***

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

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

***Risks and Uncertainties***

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

participants' account balances and the amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits.

***Securing a Strong Retirement Act of 2022***

On December 29, 2022, Securing a Strong Retirement Act of 2022 ("SECURE 2.0") was signed into law. SECURE 2.0 includes both required and optional provisions with effective dates through January 1, 2027. In 2023, the Plan began implementing certain provisions of SECURE 2.0, as approved by the Plan Administrator.

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

In 2025, the Plan adopted an optional provision to increase the limit for catch-up contributions to 50% more than the overall catch-up limit ($11,250 in 2026), for participants between the ages of 60 and 63. The adoption of this provision did not have a material impact to the Plan.

In 2026, management adopted the required amendment to formalize the above provisions as prescribed by Internal Revenue Service ("IRS") guidelines. The Plan Administrator will continue to evaluate the provisions of SECURE 2.0 that will be effective in future periods, which are not expected to have a material impact to the Plan.

***Subsequent Events***

The Plan has evaluated the effects of events that have occurred subsequent to the year ended December 31, 2025 through June 30, 2026, the date at which the financial statements were available to be issued.

## NOTE 3 - FINANCIAL INFORMATION CERTIFIED BY THE TRUSTEE

The Plan Administrator has elected the method of compliance in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule of assets held at end of year, including investments and notes receivable from participants held at December 31, 2025 and 2024, and related net investment income and interest income on notes receivable from participants for the year ended December 31, 2025, was obtained by management and agreed to or derived from information certified as complete and accurate by Voya Institutional Trust Company.

## NOTE 4 - FAIR VALUE MEASUREMENTS

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

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

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2025 and 2024. Classification within the fair value hierarchy table is based on the lowest level of any input that is significant to the fair value measurement.

| | December 31, 2025 | | | |
|---|---|---|---|---|
| **Description** | **Level 1** | **Level 2** | **Level 3** | **Total** |
| Mutual Funds | $129,525,041 | $ — | $ — | $ 129,525,041 |
| Common Collective Trusts - Commingled Funds | — | 1,047,492,790 | — | 1,047,492,790 |
| Common Collective Trust - Stable Value Fund | — | 66,590,648 | — | 66,590,648 |
| **Investments at fair value** | $129,525,041 | $1,114,083,438 | $ — | $1,243,608,479 |

| | December 31, 2024 | | | |
|---|---|---|---|---|
| **Description** | **Level 1** | **Level 2** | **Level 3** | **Total** |
| Mutual Funds | $165,952,148 | $ — | $ — | $ 165,952,148 |
| Common Collective Trusts - Commingled Funds | — | 837,601,594 | — | 837,601,594 |
| Common Collective Trust - Stable Value Fund | — | 66,235,762 | — | 66,235,762 |
| **Investments at fair value** | $165,952,148 | $ 903,837,356 | $ — | $1,069,789,504 |

The Plan does not have any level 3 investments. There were no transfers of investments into or out of level 3 during the year ended December 31, 2025.

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2025 and 2024.

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

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

## NOTE 5 - RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

A reconciliation of net assets available for benefits per the financial statements to the Form 5500 as of December 31, 2025 and 2024, is presented below.

| | 2025 | 2024 |
|---|---|---|
| Net assets available for benefits per the financial statements | $1,268,370,770 | $1,091,946,765 |
| Deemed distributions of participant loans | (115,140) | (62,278) |
| Net assets available for benefits per the Form 5500 | $1,268,255,630 | $1,091,884,487 |

The following is a reconciliation of the change in net assets available for benefits per the financial statements to the Form 5500 for the year ended December 31, 2025:

| | 2025 |
|---|---|
| Net increase in net assets available for benefits per the financial statements | $ 176,424,005 |
| Net change in deemed distributions of participant loans | (52,862) |
| Net increase in net assets available for benefits per the Form 5500 | $ 176,371,143 |

## NOTE 6 - PARTY-IN-INTEREST TRANSACTIONS

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

- *Notes receivable from participants*: The Plan accepts and services loans to plan participants as described in Note 1. Notes receivable from participants totaled $24,860,996 as of December 31, 2025, and $22,225,944 as of December 31, 2024.
- *Administrative fees:* Administrative fees, including amounts paid to the Trustees, were $1,894,497 for the plan year ended December 31, 2025. The Company may pay certain fees and expenses of the Plan.

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

## NOTE 7 - INCOME TAX STATUS

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

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2025 and 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

**SUPPLEMENTAL SCHEDULE**

**AUTONATION 401(k) PLAN**
**SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)**
**EIN: 73-1105145, Plan Number: 001**
**December 31, 2025**

| (a) | (b) Identity of Issue, Borrower, Lessor, or Similar Party | (c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value | (d) Cost | (e) Current Value |
|---|---|---|---|---|
| | State Street S&P 500 Index Fund Class II L | Common/collective fund (6,520,705 units) | ** | $ 198,894,536 |
| | T. Rowe Price Blue Chip Growth T2 | Common/collective fund (935,500 units) | ** | 107,760,271 |
| | State Street Target Retirement 2030 Fund Class V | Common/collective fund (4,236,668 units) | ** | 83,153,090 |
| | State Street Global EQUITY ex. U.S. Index | Common/collective fund (4,086,551 units) | ** | 75,874,993 |
| | State Street Target Retirement 2035 Fund Class V | Common/collective fund (3,624,073 units) | ** | 74,572,546 |
| | State Street Target Retirement 2045 Fund Class V | Common/collective fund (3,369,697 units) | ** | 74,544,427 |
| | State Street Target Retirement 2050 Fund Class V | Common/collective fund (2,954,962 units) | ** | 66,968,310 |
| | Invesco Stable Value Trust B1 | Common/collective fund (66,590,648 units) | ** | 66,590,648 |
| | State Street Target Retirement 2040 Fund Class V | Common/collective fund (2,952,773 units) | ** | 63,210,017 |
| | State Street Target Retirement 2055 Fund Class V | Common/collective fund (2,571,233 units) | ** | 58,541,842 |
| | State Street Target Retirement 2025 Fund Class V | Common/collective fund (2,688,457 units) | ** | 48,744,422 |
| | Vanguard Equity Income Adm | Registered investment company (445,962 units) | ** | 41,434,302 |
| | DFA US Targeted Value I | Registered investment company (1,101,168 units) | ** | 40,721,196 |
| | State Street U.S. Bond Index Class XIV L | Common/collective fund (3,324,575 units) | ** | 38,365,600 |
| | State Street Russell Small Mid Cap Index L CI C | Common/collective fund (1,502,868 units) | ** | 31,193,523 |
| | State Street Target Retirement Income Fund Class V | Common/collective fund (1,987,614 units) | ** | 31,141,937 |
| | State Street Target Retirement 2060 Fund Class V | Common/collective fund (1,351,372 units) | ** | 30,770,749 |
| | Baird Core Plus Bond Institutional Fund | Registered investment company (2,622,189 units) | ** | 27,034,771 |
| | Eagle Mid Cap Growth Fund C1 | Common/collective fund (1,430,854 units) | ** | 27,014,531 |
| | State Street Target Retirement 2065 Fund Class V | Common/collective fund (619,612 units) | ** | 14,271,526 |

**AUTONATION 401(k) PLAN**
**SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)**
**EIN: 73-1105145, Plan Number: 001**
**December 31, 2025**

| (a) | (b) Identity of Issue, Borrower, Lessor, or Similar Party | (c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value | (d) Cost | (e) Current Value |
|---|---|---|---|---|
| | American Funds EuroPacific Growth R6 | Registered investment company (189,411 units) | ** | 11,474,548 |
| | Allspring Special Mid Cap Value CIT Class MD | Common/collective fund (904,678 units) | ** | 11,420,298 |
| | American Beacon Stephens Small Cap Growth Fund | Common/collective fund (751,948 units) | ** | 10,730,297 |
| | Vanguard Inflation-Protected Securities Fund Inst | Registered investment company (946,605 units) | ** | 8,860,225 |
| | State Street Target Retirement 2070 Fund Class V | Common/collective fund (27,090 units) | ** | 319,874 |
| * | Participant Loans | Interest rates from 3.25% to 9.50% and maturity dates through 2049, secured by account balances | — | 24,860,996 |
| | Total | | | $ 1,268,469,475 |

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

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

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