



Executive Stock Ownership and Retention Guidelines

(as of 9/13/22)

Our executive stock ownership guidelines require named executive officers (“NEOs”) to acquire and hold designated levels of Avis Budget common stock. Under these guidelines, our CEO is required to retain 100%, and other NEOs are required to retain a minimum of 50% of the net shares (net of taxes) obtained upon the vesting of restricted stock awards until reaching the following specified ownership thresholds:

OFFICER ROLE(S)	THRESHOLD
Executive Chairman, CEO	Five times base salary
CFO, President, International	Three times base salary
Chief Digital Officer	Two times base salary

Given the mandatory hold provision until thresholds are obtained, there is no specified deadline for achieving designated thresholds. For purposes of the executive stock ownership guidelines, stock ownership is defined to include stock owned by the executive directly, and stock owned indirectly, including through the Company’s savings plan. Following attainment of ownership thresholds, our NEOs are required, for a period of one year, to hold an additional amount equal to 50% of the net shares obtained upon the vesting of any stock-based equity award and 50% of any exercised stock options.