

27th March 2020

To Members of the Avis UK Pension Plan

Statement by the Trustees of the Avis UK Pension Plan in light of the worldwide coronavirus pandemic (Covid-19)

You are well aware of the devastating effects the coronavirus pandemic is having on everyone all over the world. Unprecedented stress is being put on nations' health services as they struggle to save as many lives as possible. Everyone is restricted in terms of social contact and many businesses are struggling to stay operational, even if not to their full extent.

Over the course of many years, the Avis UK Pension Plan Trustees and the Company have worked together successfully to safeguard and manage the Plan to enable it to provide the benefits due to the Members. The Company is taking a number of steps to protect the business and its activities through this period and into the longer-term, as summarised in its announcement to Wall Street on 23 March, details of which are available at <http://ir.avisbudgetgroup.com/news-releases/news-release-details/avis-budget-group-provides-update-related-coronavirus>

I want to reassure you that the Trustees continue to work normally and meet regularly, adopting virtual/online meetings when social distancing was introduced. During this period of uncertainty we shall be focusing our attention on the following:

- Supporting our pension administrators (XPS) to make sure that cash funds are available to pay all benefits as and when they fall due;
- Ensuring the collection and investment of Plan contributions each month;
- Meeting all Statutory requirements, such as the annual accounts audit;
- Managing our costs to support the Company in its efforts to contain theirs;
- Monitoring and managing short-term investment strategy.

Although a pandemic of this magnitude has not been known in our lifetimes, there have been other major events that have significantly affected businesses and investment markets, such as the 9/11 New York terrorist attacks and the 2008 global financial crisis. Our investment fund managers and our various advisers have significant experience of how global financial markets behave in highly volatile circumstances.

If you would like more information on how the current situation may impact company pension plans generally, we suggest you refer to the Pensions Advisory Service website:

<https://www.pensionsadvisoryservice.org.uk/about-pensions/when-things-change/coronavirus-how-will-this-affect-my-pension-or-investments>



Delia Nicholson

Chairman – Avis Pension Trustees Ltd