

FY23 Environmental, Social and Governance Report

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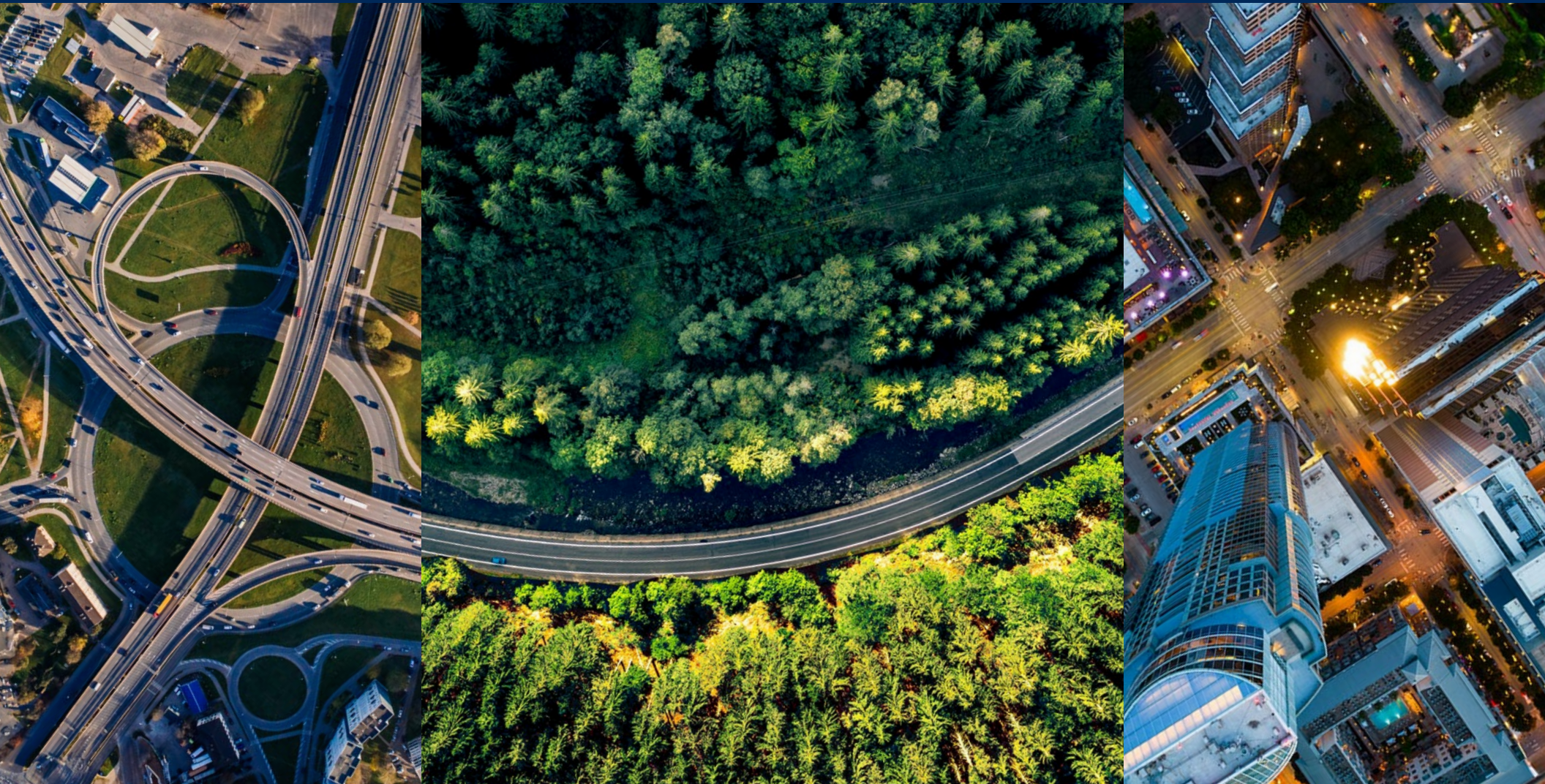


Table of Contents



- Expanding Shared Mobility
- Collaborating to Embrace the EV Transition
- Global Sustainability Highlights
- Environmental Data



- Strengthening DEI Commitments
- Encouraging Employee-Led Resource Groups
- Enabling Employee Mobility
- Caring for Customers



- Giving Back Through Volunteerism and Employee Giving
- Creating Positive Impact Through Global Philanthropic Initiatives



- ESG Oversight
- Strengthening Supply Chains



Message from the CEO



We are proud to have entered the next phase of our journey: [Enterprise Mobility™](#). This moment represents an opportunity to strengthen our commitment to deliver exceptional service for customers and communities, and reflects our ambition to continue to shape mobility in a changing world, working with trusted partners along the way. And it reflects our organization's purpose: Advance the world, one journey at a time.

Each day, we live our purpose by striving to be the world's best and most trusted mobility company through a people-centric culture rooted in providing best-in-class experiences for customers, team members, partners and communities.

Mobility is a driving force of progress and, as a global mobility leader, we are positioned to play a unique role in supporting a sustainable transportation future. We are working to innovate with intention while putting people first so that,

today and tomorrow, we can ensure equitable access to a variety of mobility solutions, support workforce stability, steward the environment responsibly, build resilient governance practices and positively impact the communities where we live and work.

Our FY23 Environmental, Social and Governance (ESG) report demonstrates some of the ways we are embedding sustainability within our global operations and business lines to reduce our environmental impact, foster supply chain diversity, strategically support the transition to electrification, as well as promote employee mobility by ensuring our 90,000-strong global team members have access to opportunities for growth, inclusion and development throughout their careers.

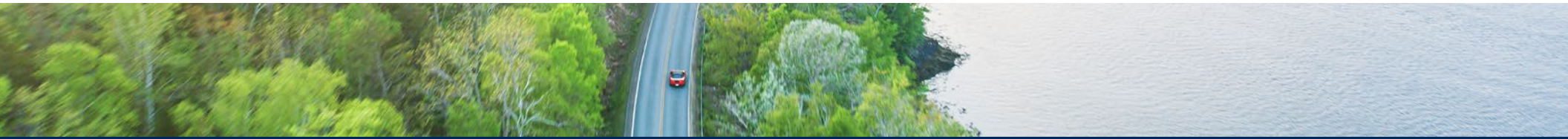
We are also actively strengthening our communities one neighborhood at a time. We do

this at the local level by encouraging a culture of volunteerism, empowering employee giving and funding programs that support the environment, address social inequity and provide humanitarian aid.

As we make progress toward our ESG 2025 goals and continue to grow, we remain committed to operating as a purpose-led, people-first, values-based organization that endeavors to operate with future generations in mind.

Best Regards,

Chrissy Taylor
Enterprise Mobility President & CEO



About Enterprise Mobility

Enterprise Mobility was founded in 1957 with a fleet of seven cars that has since expanded to a global network of mobility solutions. With customers in more than 90 countries and territories around the world, Enterprise Mobility's range of transportation and travel offerings continues to evolve, with a focus on re-imagining a future for mobility that is more accessible, efficient and sustainable.

Global Network:	~9,500 global rental branches in FY23 (airport and neighborhood; includes franchises)	Annual Revenue:	\$35 BILLION*
		Global Fleet:	2.3 MILLION+*
Founded:	1957	Global Workforce:	90,000+*

* Numbers in FY23. Includes Enterprise Holdings, Inc. and its subsidiaries, as well as Enterprise Fleet Management, Inc. and its subsidiaries.

Mobility Lines



Approach to Sustainability

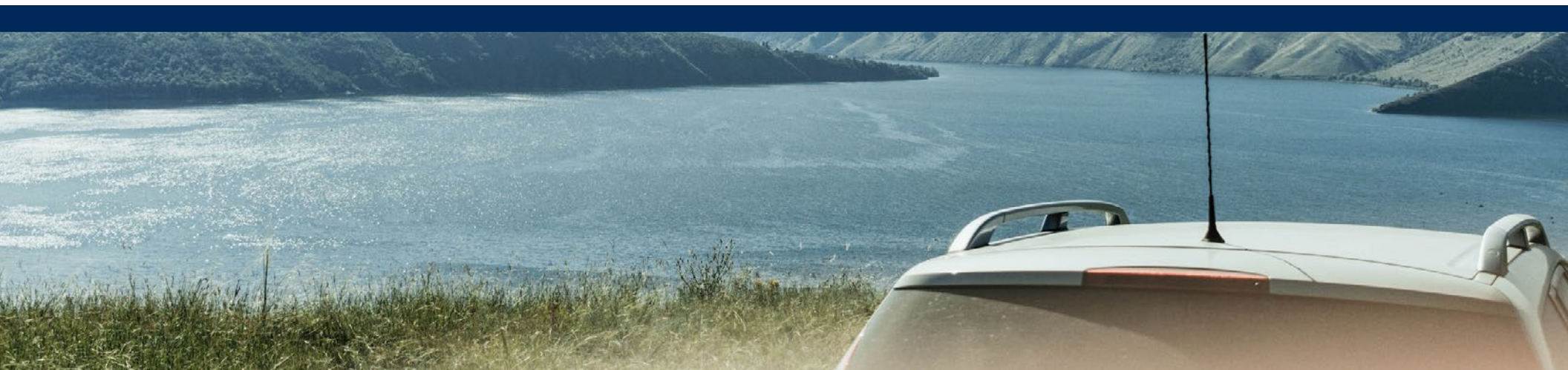
Enterprise Mobility strives to operate with future generations in mind. This forward-looking approach guides how the organization supports its customers and workforce, cultivates partnerships, grows the business and gives back to local communities.

We work collaboratively across the globe to address topics that enable us to foster innovation, manage the organization's environmental footprint, build strong communities and create sustainable partnerships. As Enterprise Mobility continues to grow and diversify its range of mobility solutions, we are working to find new and more efficient ways to embed sustainable practices into the organization's operations and value chain.

As we work toward the ESG 2025 goals, Enterprise Mobility remains committed to reducing its environmental impact, embracing the transition to electrification, encouraging supplier diversity, supporting local communities through volunteerism and grants, as well as empowering team members through professional development, advancement opportunities and focused Diversity, Equity and Inclusion (DEI) efforts.

United Nations Sustainable Development Goals

In 2022, Enterprise Mobility aligned the organization's sustainability efforts with five of the 17 United Nations Sustainable Development Goals (SDGs) where we believe the business's operations have the potential to drive significant progress and impact global communities. More information is available in the [FY22 ESG Report](#).



ESG 2025 Goals

Status

Goal

FY23 Milestones

● EV Strategy



Actively embrace the transition to electrification through a strategy to deliver a great customer experience and partner and invest purposefully to support the long-term viability of electric vehicles (EVs).

We are actively engaging in research, partnerships and strategy development across multiple workstreams, with a focus on EV infrastructure and customer experience.

● Energy Efficiency



Upgrade 20% of qualified facilities to more energy-efficient lighting products, such as LED, and open new qualified facilities with energy-efficient lighting products.

We are developing a database to track progress toward upgrading qualified facilities and opening new qualified facilities with energy-efficient lighting products.

● Water Management



Create and implement water-management training focused on car wash best practices for branch team members who engage in or manage car washing.

We are working on developing a training process that can be used to educate branch team members about car wash best practices in an effort to conserve water.

● Supplier Diversity



Continue to implement supplier diversity best practices and maintain more than \$4 billion in spending annually with small and diverse businesses worldwide.

We surpassed the goal with over \$5 billion in spending with small and diverse suppliers worldwide in FY23.

● **In progress:** Plans developed and progressing toward meeting the goal target

● **On track:** Expected to meet the goal target

● **Achieved:** Met goal target

ESG 2025 Goals

Status

Goal

FY23 Milestones

● DEI Training



Require 100% team member engagement and participation in varied Diversity, Equity and Inclusion (DEI) curriculum.

New DEI training modules were rolled out across Europe and required training continued in North America in FY23, all focused on building an inclusive culture and equitable workplace.

● Employee Attraction & Retention



Continue investing in operational field team members in roles at manager level or above by providing access to an average seven days (or equivalent) of professional development per year. (All team members receive various levels of employee development and training based on role.)

Each year, operational field team members at manager level and above are offered access to a variety of ongoing internal trainings, professional development events, leadership workshops and meetings. In FY23, we relaunched an in-person management training program in which 620 team members participated.

● Employee Attraction & Retention

Increase participation and engagement in the community by 10% against FY22 benchmark by continuing to provide employees with paid time off for volunteerism and encouraging use of this benefit.

In FY23, we saw a 103% increase in participation in the “My Purpose. My Time.” program, a benefit that provides full- and part-time employees with additional paid time off for volunteerism.

● Employee Attraction & Retention

Relaunch internal web platform to drive career advancement opportunities, enhance tools and support and simplify the application process.

The internal careers site is scheduled to relaunch in FY24.

● **In progress:** Plans developed and progressing toward meeting the goal target

● **On track:** Expected to meet the goal target

● **Achieved:** Met goal target

Advancing Sustainable Mobility

Sustainable mobility is not just a concept; it is an active journey toward new innovations and collective actions that can help provide safe, affordable and accessible transportation. Enterprise Mobility is evaluating opportunities and implementing a broad range of strategies that support sustainable mobility through partnerships, investments, business lines, operations and supply chains.



Expanding Shared Mobility

Shared mobility provides transportation services and resources that are shared among users, either concurrently or one after another. Therefore, shared mobility has the potential to help reduce carbon emissions and transform how urban consumers travel, especially as some cities begin transitioning toward the development of ultra-low emission zones, fewer parking spaces, car-free zones and decarbonizing public transport.

SUSTAINABLE CARPOOLING

Commute with Enterprise provides an alternative to vanpooling for individuals and businesses looking to reduce the carbon footprint of the daily commute to work. This mobility solution is also helping to address transit deserts, often serving people in remote or rural areas where traditional public transit options are not available.

GLOBAL CARSHARING GROWTH

Enterprise CarShare and Enterprise Car Club operate shared mobility programs in North

America, France, Spain and Germany, as well as the U.K. and Ireland, respectively. Both brands offer flexible alternatives to individual vehicle use for businesses and universities as well as cities.

In FY23, these business lines experienced a 15% surge in corporate membership growth globally, helping reduce the use of personal vehicles for business travel.

Additionally, Enterprise Car Club and Enterprise Rent-A-Car in the U.K. are part of a mobility project with Transport for West Midlands to develop a Mobility-as-a-Service (MaaS) app for people to plan, book and pay for journeys using shared transport across the region. This app will offer access to various modes of transportation — including buses, trains, cars, trams, e-scooters, walking, bicycles and taxis — along with integrated ticketing and information to promote more sustainable transportation.

FY23 Commute with Enterprise Highlights*

49,000+

VEHICLES OFF THE ROAD

1,172,000,000+

COMMUTER MILES REDUCED

405,000+

METRIC TONS OF CO₂e REDUCED

* Estimates based on 2023 Commute with Enterprise reporting and 2023 AAA fuel costs report.

Collaborating to Embrace the EV Transition

Electrification is important to the advancement of sustainable mobility. We are embracing the electric vehicle (EV) transition through a strategy focused on supporting customers and team members, expanding power and charging infrastructure and helping make EV mobility equitable and accessible for underserved communities.

DELIVERING AN OUTSTANDING EV EXPERIENCE

Enterprise Mobility was built upon a commitment to deliver positive customer experiences. This is why the organization is focused on supporting EV education and awareness among customers and team members, addressing major concerns such as range anxiety and leveraging the business's diverse mobility portfolio to offer a wide variety of vehicles and cutting-edge technologies.

SUPPORTING AN EQUITABLE ELECTRIC FUTURE

Equitable access to electric mobility across all communities is key to the long-term viability of EVs. This requires addressing structural barriers and engaging with local governments to meet the mobility needs of underserved communities. While there is no one-size-fits-all solution, the [Equitable Electric Mobility Playbook](#) study found three actions were critical to moving local electric mobility initiatives toward more equitable outcomes: bridging the charging gap, partnering

with utility companies to address electrical grid issues and teaming up with government agencies at the state and national levels to secure funding and create programs for EVs.

INVESTING IN INFRASTRUCTURE

Reliability and accessibility of power and charging are critical to supporting widespread EV adoption. We are building key collaborations in this space to help improve infrastructure and ensure long-term EV viability.

- **Power Infrastructure Growth:** We joined forces with Xcel Energy to evaluate the scale of power demand and subsequent infrastructure investment needed to support electrification at key airports within their service territory.
- **Charging Infrastructure Expansion:** We are working with global charging infrastructure companies, like ChargePoint and Enel X Way, to provide planning, design and implementation of operational charging capabilities as Enterprise Mobility's EV fleets increase.

Domino's and South Pasadena Police Department Make History with Enterprise Fleet Management

Domino's [partnered with Enterprise Fleet Management](#) in FY23 to launch custom-branded EVs at select Domino's stores and franchises in the U.S., creating the largest electric pizza delivery fleet in the country with 1,100 vehicles. Enterprise Fleet Management provides local hands-on account management and oversees vehicle acquisition, financing, telematics solutions and maintenance for the life cycle of vehicles in Domino's EV delivery fleet.

Additionally, in May 2023, the South Pasadena Police Department announced a partnership with Enterprise Fleet Management to provide Teslas for police duties, administration and detective work, which means they will operate one of the first all-electric law enforcement fleets in the U.S.



Global Sustainability Highlights

As we strive to deliver an excellent customer experience, we are also working to increase operational efficiency and incorporate sustainable practices into the organization's network of offices, facilities and branches around the world.

Recycling Water and Harnessing Renewable Energy in Germany

250,000

LITERS (ESTIMATED)

of water saved per year at individual branches after installing innovative closed-loop water recycling systems in FY23.

500+

METRIC TONS

of CO₂e reduced in 2022 by powering approximately 88% of Germany's neighborhood locations with wind and solar energy.

Building Sustainable Infrastructure in the U.K.

3

MODULAR BUILDS

completed in FY23 as part of an effort to standardize new development with buildings that support high-efficiency ratings and improved energy performance.

40%

INCREASE

in U.K. branch locations equipped with EV charging stations in FY23.

Saving Energy and Reducing Waste in Canada

5%

REDUCTION

in energy use across nearly 50 Southwest Ontario branches in FY23 after LED lighting upgrades.

100%

OF CHEMICAL BOTTLES

used in Toronto wash bay facilities recycled in FY23 after introducing a zero-waste system.

Reducing Water Consumption in France

36

LOCATIONS

installed mobile wash bays in FY23 designed to reduce up to 85% of water used during car washing.

Utilizing Green Energy in Spain

100%

RENEWABLE ENERGY

utilized to power more than 50% of locations in Spain from green energy sources such as hydropower, wind, solar and geothermal heat in FY23.

Centralizing Rental Locations in the U.S.

350,000

MILES (APPROXIMATELY)

saved in FY23 by eliminating bus trips and increasing on-site vehicle storage capacities at Hartford, Connecticut's Bradley International Airport.



Environmental Data

Enterprise Mobility continues to invest in efficient technologies and conservation practices to help reduce energy use, lower greenhouse gas emissions, improve operational performance and offer fuel-efficient options throughout the business's mobility lines.

Carbon Offset Projects

Since 2007, Enterprise Mobility customers have been offered the opportunity to participate in a program that helps offset carbon dioxide generated from renting cars. In FY23, 29,818 metric tons of CO₂e were offset through a partnership with Terrapass, an organization funding projects that help reduce greenhouse gases in the environment.

GHG EMISSIONS DATA*

Scope	FY22	FY23
Scope 1*	36,856 METRIC TONS OF CO ₂ e	30,639 METRIC TONS OF CO ₂ e
Scope 2**	89,727 METRIC TONS OF CO ₂ e	88,159 METRIC TONS OF CO ₂ e
Total	126,583 METRIC TONS OF CO ₂ e	118,798 METRIC TONS OF CO ₂ e

* The above Scope 1 and Scope 2 emissions data was developed using the WRI/WBCSD GHG Protocol standard and includes data reported through ENGIE Impact and other sources. Enterprise Mobility continues to work to improve data quality and utility management for additional operational efficiencies and resource use reduction. Enterprise Mobility's Scope 3 emissions, including those from its rental fleet, are not disclosed in this report.

* While data reporting methodology is refined to improve accuracy: (i) emissions from vehicles owned and operated by Enterprise Holdings, Inc.'s subsidiaries are omitted from the above FY22 and FY23 Scope 1 emissions data (reported in the FY22 ESG Report as 145,577 metric tons of CO₂e); and (ii) HFC emissions from refrigerants from sources that are owned or controlled by Enterprise Holdings, Inc. and its subsidiaries are omitted from the above FY23 Scope 1 emissions data.

**The above FY22 Scope 2 emissions data has been revised from the FY22 ESG Report (reported in the FY22 ESG Report as 131,666 metric tons of CO₂e) due to improved accuracy from refined data reporting methodology.



Putting People First

People are the heart of this organization. Jack Taylor founded Enterprise Mobility on the lasting idea to “take care of your customers and your employees first, and everything else will follow.” Staying true to this philosophy, we strive to be inclusive and supportive of every team member, customer and business partner by fostering a culture of opportunity where people can thrive and deliver exceptional service.

Team Member Demographics*

Enterprise Mobility Locations	Total Population	Women	Men	Women at Manager Levels	Men at Manager Levels
Global	90,338	27,554	62,770	8,501	16,078
North America	79,119	23,969	55,138	7,236	13,610
Europe	11,219	3,585	7,632	1,265	2,468

* Includes employees of Enterprise Holdings, Inc. and its subsidiaries, as well as Enterprise Fleet Management, Inc. and its subsidiaries as of July 31, 2023.

Strengthening DEI Commitments

At Enterprise Mobility, we recognize Diversity, Equity and Inclusion (DEI) as fundamental to success. The organization strives to honor the diversity, individuality and dignity of all team members while working to foster a culture where everyone feels a sense of belonging and has the opportunity to achieve their fullest potential. This fiscal year, we launched a range of new benefits, policies and programs, all designed to enhance inclusivity and better address the needs of our team members.

APPEARANCE POLICY

The organization adjusted the personal appearance guidelines to help foster a more equitable, inclusive and flexible environment. The updated policy allows for more individual expression, incorporates gender-neutral language and supports gender parity.

MY CELEBRATION. MY TIME.

In FY23, we introduced a new floating holiday for full- and part-time employees. The day provides flexibility and time off for team members to observe a religious, cultural or personal holiday and help support their individuality, unique cultural backgrounds and beliefs.

DEVELOPING WOMEN IN THE CAR RENTAL INDUSTRY

The Enterprise Mobility Women in Rental program works to recruit more women into the car rental industry and provides development opportunities for the path toward branch manager. In Spain, the initiative's six cohorts have helped prepare 16 women to take on expanded leadership roles.

GLOBAL DEI TRAINING

In FY23, European leadership teams and the DEI council launched five new DEI training modules across the U.K., Ireland, France, Germany and Spain, helping expand ongoing Enterprise Mobility DEI training efforts globally.

Encouraging Employee Resource Groups

Enterprise Mobility's operating groups are encouraged to organize Employee Resource Groups (ERGs) that reflect the experiences, needs and perspectives of local employees. These ERGs are run independently, with unique programming specifically suited to each employee group's goals. Some examples from across the organization include:

- **The African American Experience and Black Leaders for Achievement, Community and Knowledge (B.L.A.C.K.)** ERG hosted Work Life Harmony trainings to help members learn more about creating and communicating work-life balance with their teams in the U.S.
- **EnterPRIDE**, a Europe-wide ERG, carries out efforts to better support LGBTQ+ team members. In Germany, the ERG implemented regional DEI councils and sponsored participation in Pride Month events, including Frankfurt's Rainbow Day, the STICKS & STONES Career Fair in Berlin and Germany's nationwide Pride Day.
- Members of the Airport Business Development, Revenue Management and Tolls teams in the U.S. gathered for an inaugural **Winning Women's Group** luncheon to discuss professional wins, networking, mentorship and self-promotion, and to recognize five women with awards for exceptional leadership.



Enabling Employee Mobility

The organization's "promote-from-within" culture demonstrates Enterprise Mobility's commitment to development opportunities for team members at every level of the business, from entry-level positions to leadership roles.

OVER
20,000

team members were promoted or took on new roles in FY23.

RECORD
FY23

retention of full- and part-time team members.

A MILESTONE
470+

team members and their families were provided relocation benefits in FY23.

EMPOWERING EMPLOYEE DEVELOPMENT

In FY23, we revamped Leadership Development Workshops, an in-person training series at the corporate headquarters focused on manager development. The updated curriculum focused on leadership as a set of behaviors that generate trust across four areas: credibility, capability, caring and course-setting.

620

TEAM MEMBERS

participated in the Leadership Development Workshops.

Outstanding Contributions



Gallup Exceptional Workplace Manager of the Year: Nick Reynolds, Fleet Production Manager in Houston, was awarded the [2023 Gallup Exceptional Workplace Manager of the Year Award](#). Under his leadership, the 197-person department achieved a 12-month retention score of more than 85%.



Automotive 30% Club Woman of the Year: Jennifer Koontz, AVP European Airport Properties and Relations, was named the Inspiring Automotive Woman of the Year by the [Automotive 30% Club](#) in recognition of her efforts to strike a better gender balance in the sector.



Recent Accolades

- Gallup Exceptional Workplace Award 2023
- *Forbes'* Best Employers for Diversity in 2022 (U.S. and Canada)
- *Newsweek's* America's Greatest Workplace for Women in 2023 (U.S.)
- *Newsweek's* America's Greatest Workplaces 2023 (U.S.)
- 2023 CollegeGrad.com Top Entry-Level Employer (U.S.)
- 2023 CollegeGrad.com Top Intern Employer (U.S.)
- UHLALA Group PRIDE Champion Employer Gold Award (Germany)
- Social Mobility Foundation's Top 75 Employer Index (U.K.)
- Stonewall Workplace Equality Index – Gold Employer, Top 100 (U.K.)
- *The Times'* Top 100 Graduate Employers (U.K.)
- Rate My Placement Best 100 Student Employers (U.K.)
- *The Times'* Top 50 Employers for Women 2022 (U.K.)
- *Financial Times'* Diversity Leaders 2022 (Europe)

Caring for Customers

In FY23, we introduced a [Standard of Care](#) within our Daily Rental business, which compiled existing practices into one comprehensive set of actions to help deliver exceptional customer service, as well as ensure that vehicles are maintained and cleaned to high-quality standards. Standard of Care elements include:

- Continuing vehicle-cleaning practices at rental branches with the Complete Clean pledge® — and a partnership with Clorox® in the U.S. — to help customers feel confident with their rental.
- Providing high-tech, low-touch digital tools that provide less contact without sacrificing service.
- Following and striving to exceed manufacturer guidelines for tire replacement and oil changes to help ensure a safe and seamless rental experience for customers.
- Performing a final quality check on every vehicle and including documentation of the vehicle condition before each rental.

This careful attention to customers has helped make us a global leader in mobility. Customers come to us — and stay with us — because we always strive to deliver an extraordinary and personalized experience.





Supporting Local Communities

Investing in local communities and supporting social welfare is core to Enterprise Mobility's values. Today, we are able to broaden the organization's impact through programs that support both people and the planet. We also encourage a culture of volunteerism and empower team members to support the charitable organizations and causes most important to them.

\$84 Million

DONATED

to charitable organizations worldwide by Enterprise Mobility through its operating groups and the Enterprise Mobility Foundation in FY23.

95%

OF GRANTS AWARDED

were identified by global team members in FY23.

Giving Back Through Volunteerism and Employee Giving

Enterprise Mobility believes in the power of purpose-driven actions to transform lives. Through the "My Purpose. My Time." program, team members can devote a paid day to volunteer for an organization or a cause of their choice. Plus, team members who are actively engaged with a local nonprofit have the opportunity to apply for a charitable grant on that organization's behalf, further strengthening the communities where we live and work.

Enterprise Mobility team members also contribute through annual giving campaigns. In FY23, U.K. team members raised £1 million for BBC Children in Need, which funds initiatives for disadvantaged children and young people across the country. Additionally, U.K. team members can support their favorite charities year-round through a payroll giving program. Across the Atlantic, Enterprise Mobility team members in North America raised \$16 million for United Way and other nonprofits through the Stronger Together Employee Giving Campaign. The Stronger Together total included a 50% match from the Enterprise Mobility Foundation.

Responding to Natural Disasters in Local Communities

Since 2015, the Enterprise Mobility Foundation has supported the American Red Cross Disaster Giving Program with an annual \$1 million donation. In FY23, Enterprise Mobility distributed an additional \$1.7 million to support disaster relief efforts worldwide as communities grappled with unprecedented floods, wildfires and earthquakes.

Creating Positive Impact Through Global Philanthropic Initiatives

Since the beginning, Enterprise Mobility has strived to be an engaged corporate citizen that makes a meaningful difference in the communities where we live and work. The Enterprise Mobility Foundation oversees a variety of initiatives focused on creating positive impacts through long-term partnerships with nonprofit organizations.

ANNUAL DISASTER GIVING PROGRAM

Program Began: 2015

Commitment: \$11 million over 11 years

Partner: American Red Cross

Impact: In FY23, this investment helped ensure the American Red Cross was ready to offer a safe place to sleep, a warm meal and emotional support during disasters big and small, including storms, wildfires, floods and other crises.

ENTERPRISE 50 MILLION TREE PLEDGE

Program Began: 2006

Commitment: Plant 50 million trees in 50 years

Partner: Arbor Day Foundation

Impact: In 2023, **1 million trees** were planted around the world, providing a variety of protective environmental benefits, including improved wildlife habitats and watershed health, land restoration as well as reduced soil erosion.

URBAN TREE INITIATIVE

Program Began: 2018

Commitment: \$6 million over 8 years

Partner: Arbor Day Foundation

Impact: More than **8,000 trees** were planted throughout the U.S., Canada and Europe in FY23, supported by 450 community and Enterprise Mobility volunteers.

MILITARY HONORS PROGRAM

Program Began: 2015

Commitment: \$12 million over 12 years

Partner: Fisher House Foundation

In FY23, the Enterprise Mobility Foundation contributed to new Fisher House Foundation locations in Kentucky, South Carolina and Missouri. The annual donation toward the Heroes' Legacy Scholarships provided **375 scholarships** to children of the fallen or children of those who have become disabled through active military service since Sept. 11, 2001.

ROUTES AND ROOTS® ENTERPRISE HEALTHY RIVERS PROJECT

Program Began: 2017

Commitment: \$60 million over 10 years

Partner: The Nature Conservancy (TNC)

Impact: In FY23, this program helped TNC, the Jicarilla Apache Nation and the state of New Mexico implement their first water release into the San Juan River, a tributary of the Colorado River. This release was the result of a first-of-its-kind water sharing agreement between the partners that allows the state to lease up to 20,000-acre-feet of water per year from the Nation to support Tribal sustainability goals, benefit threatened and endangered fish and increase water security for the state.

ROAD FORWARD

Program Began: 2020

Commitment: \$55 million over 5 years

Partners: My Brother's Keeper Alliance, UNCF, Girls Inc., Parents as Teachers

Impact: In the third year of the program, **980+ organizations** have received grants through the ROAD Forward initiative, helping more than **400 communities** worldwide advance social and racial equity.

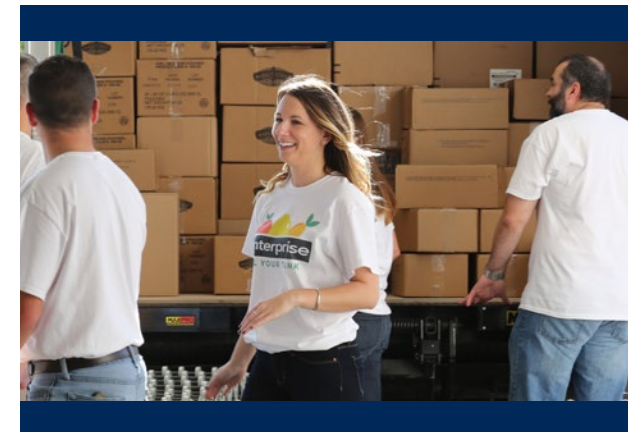
FILL YOUR TANK®

Program Began: 2016

Commitment: \$115 million over 10 years

Partners: Feeding America, Food Banks Canada, The Global FoodBanking Network

Impact: In April 2023, Feeding America® released its [2021 State of Senior Hunger in America report](#), funded by the Fill Your Tank® program. The report found that out of 78 million seniors aged 60 or older in the United States, 5.5 million were food insecure in 2021.



Leading by Example

Honesty and integrity are the foundation of the business's success. The organization's governance structure and ESG efforts help us build long-term relationships that fuel the organization's overall business growth and position us as a global leader in the travel and mobility sector.

ESG Oversight

Key decisions about ESG issues and strategy are co-managed by the organization's leadership, as well as members of the ESG Committee, which includes department heads and subject matter experts from across the global organization.

ENTERPRISE MOBILITY LEADERSHIP



Andrew C. Taylor

Executive
Chairperson



Chrissy Taylor*

President & Chief
Executive Officer



Jo Ann Taylor Kindle

Chairperson, Enterprise
Mobility Foundation



Carolyn Kindle

President, Enterprise
Mobility Foundation

ESG EXECUTIVE COMMITTEE†



Brice Adamson

President, Enterprise
Fleet Management



Mike Andrew

Chief Legal
& Legislative Officer



Shane Behl

Vice President, Chief
Information Officer



Errin Braddock

Vice President & Chief
Diversity Officer



Sara Miller

Vice President,
Communications



Randal Narike

Executive Vice President
& Chief Strategy Officer



David Nestor

Executive Vice President
& Chief Operating Officer



Shelley Roither

Senior Vice President & Chief Human
Resources Officer



Khaled Shahbo

Senior Vice
President, Europe



Dan Wessel

Senior Vice President,
Strategic Investments



Russ Willey

Senior Vice President
& Chief Financial Officer

Expanding the Sustainability Team

Leadership at the highest levels of Enterprise Mobility is engaged in sustainability progress. In FY23, Dan Wessel was elevated to Senior Vice President of Strategic Investments where he oversees ESG strategy, corporate development and other key business initiatives.

A new global sustainability director and manager were also hired in FY23, as part of the organization's efforts to increase and strengthen ESG oversight. These roles are responsible for establishing and implementing sustainability strategy, overseeing reporting and ensuring Enterprise Mobility is prepared to comply with evolving industry regulations.

* ESG Committee Member

† Leadership in FY23

Strengthening Supply Chains

We intentionally prioritize relationships with suppliers that share the organization's values and commitment to quality, integrity, safety and excellence for customers. Enterprise Mobility's global [Supplier Code of Conduct](#) promotes a common understanding of what we expect of suppliers.

PROMOTING SUPPLY CHAIN DIVERSITY

Through the adoption of a new supplier management platform, we are streamlining organizational processes to source and manage supplier relationships, enabling us to identify and partner with sustainable, small and diverse partners for business needs.

The [Supplier Diversity Policy](#) aims to increase the number of small and diverse suppliers with whom we work. Across operating groups, we continue to expand efforts to connect with and support socially or economically disadvantaged businesses, including woman-owned, veteran-owned, disability-owned, minority-owned and small businesses.

PROMOTING SUSTAINABLE MAINTENANCE

We work with various supply chain and industry partners to recycle and repurpose waste materials associated with business operations and fleet maintenance, such as used tire rubber, license plates and damaged glass.

In FY23, we worked with partners to recycle an estimated:

1,526

TONS

of auto glass
from over 74,000
windshields in the U.S.

5,467

TONS

of material
from spent tires
in North America.

By working with Safety-Kleen® and PetroChoice®, leading providers of re-refined motor oil, we have a closed-loop process on oil usage for the U.S. fleet and have continuously recycled the equivalent of 13 million gallons of engine oil since 2009.

Creating New Opportunities with MSDUK

MSDUK, a U.K.-based supplier diversity advocacy organization, connects ethnic minority-owned businesses with global corporations to help grow procurement opportunities and gain access to networking and mentorship. Enterprise U.K. became a founding member of [MSDUK](#) in 2006 and the [European Supplier Diversity Project](#) in 2021. In June 2023, after being a MSDUK board member since 2017, Enterprise Mobility's Head of European Property Development and Facilities, Matt Glass, was appointed board chair.





About This Report

The FY23 ESG report is a summary report showcasing key environmental and social highlights from Enterprise Mobility's* operations through the fiscal year ending July 31, 2023†. Unless specifically noted, this report, including all data, goals and references to Enterprise Mobility, excludes Enterprise Fleet Management, Inc. and its subsidiaries, as well as Enterprise Mobility's independent franchises.

This report builds upon the FY22 ESG report to share progress toward the organization's ESG 2025 goals and provide certain updates to stakeholders on ESG progress to date and initiatives in four key areas — planet, people, community and governance. This report was prepared in reference to the Global Reporting Initiative (GRI) 2021 Standards and the United Nations Sustainable Development Goals.

To learn more about Enterprise Mobility and the organization's sustainability efforts, please visit enterprisemobility.com.

For questions about this report, please contact sustainability_department@em.com.

* Enterprise Holdings, Inc., through its global network of independent subsidiaries and franchises, is a leading provider of mobility solutions including car rental, fleet management, flexible vehicle hire, carsharing, vanpooling, car sales, truck rental, vehicle subscription, luxury rental and technology solutions to make travel easier and more convenient for customers. Enterprise Holdings, Inc. owns the Enterprise Rent-A-Car, National Car Rental, Alamo and Enterprise Mobility brands, which are operated through a global network of independent subsidiaries and franchises. Additionally, Enterprise Holdings, Inc.'s affiliate, Enterprise Fleet Management, Inc., operates a fleet management and leasing business in the United States, and Enterprise Fleet Management, Inc.'s subsidiary operates a similar business in Canada.

The report is intended to convey information regarding many of the corporate entities within the Enterprise Holdings, Inc. family of companies, Enterprise Fleet Management, Inc. and its subsidiaries, and the Enterprise Mobility Foundation. In this report, "Enterprise Mobility" is used to reference particular corporate entities and/or the Enterprise Mobility brand. These references are for clarity and readability and are not intended to convey or supplant existing corporate structures.

† The reporting cycle for this report updates on an annual basis. Information from previous years is included as needed to provide context and demonstrate progress. This report includes data, estimates and opinions as of the date of this report and will not be updated or revised should they change. Certain information in this report may come from external third-party sources that we do not control and may not be independently verified by Enterprise Mobility. None of the information in this report is intended to create any legal rights or obligations. This report includes forward-looking statements which, while reviewed for accuracy, are subject to risks, uncertainties and potential revisions. Forward-looking statements reflect Enterprise Mobility's current expectations; however, actual outcomes could differ due to a variety of factors.

GRI Index

Disclosure	Description	Response
GRI 2: General Disclosures 2021		
The organization and its reporting principles		
2-1	Organizational details	Enterprise Holdings, Inc. is a privately-held company with headquarters located in Clayton, Missouri. About Enterprise Mobility, p. 03 About This Report, p. 19 FY23 Fact Sheet
2-2	Entities included in the organization's sustainability reporting	About This Report, p. 19
2-3	Reporting period, frequency and contact point	About This Report, p. 19
2-4	Restatements of information	FY22 emissions data has been revised from the FY22 ESG Report to improve accuracy from refined data reporting methodology. See Environmental Data on p. 10 for more information.
Activities and workers		
2-7	Employees	Partially Reported: Employee Demographics, p. 11
Governance		
2-9	Governance structure and composition	ESG Oversight p. 17 Leadership Team
2-11	Chair of the highest governance body	ESG Oversight p. 17
2-14	Role of the highest governance body in sustainability reporting	ESG Oversight p. 17

GRI Index

Disclosure	Description	Response
Strategy, policy and practices		
2-22	Statement on sustainable development strategy	Message from the CEO, p. 02
2-23	Policy commitments	Partially Reported: Compliance & Ethics
2-24	Embedding policy commitments	Partially Reported: Compliance & Ethics
2-26	Mechanisms for seeking advice and raising concerns	Code of Conduct
2-28	Membership associations	African American Mayors Association, Airport Minority Advisory Council (AMAC), American Car Rental Association (ACRA), American Red Cross, Arbor Day Foundation, Associated Industries of Missouri, Business Roundtable, Girls Inc., Global Business Travel Association, Global FoodBanking Network, Feeding America, Fisher House Foundation, FoodBanks Canada, Hawthorn Foundation, My Brother's Keeper Alliance, Missouri Chamber of Commerce, MSDUK (Minority Supplier Development United Kingdom), National Association of Business Political Action Committees (NABPAC), National Conference of Insurance Legislators, National League of Cities (NLC) - National Conference/Congress of Cities, National Black Caucus of State Legislators (NBCSL), Parents as Teachers, Skinner Leadership Institute - Master Series for Distinguished Leaders (MSDL), The Nature Conservancy, UNCF, United Way, U.S. Chamber of Commerce, U.S. Conference of Mayors (USCM) - National Meeting
Stakeholder engagement		
2-29	Approach to stakeholder engagement	Partially Reported: FY22 ESG Report, Our Approach to Sustainability, p.11
GRI 3: Material Topics		
3-1	Process to determine material topics	Partially Reported: FY22 ESG Report, Our Approach to Sustainability, p.11
3-2	List of material topics	FY22 Report, Materiality Matrix, p.69 Since our last report, we have removed the following material topics: Procurement Practices, Biodiversity and Materials.

GRI Index

Disclosure		Description	Response
GRI 201: Economic Performance 2016			
GRI 3	3-3	Management of material topics	About Enterprise Mobility, p. 03 Supporting Local Communities, p. 15
GRI 201	201-1	Direct economic value generated and distributed	Partially Reported: About Enterprise Mobility, p. 03 Supporting Local Communities, p. 15
GRI 203: Indirect Economic Impacts			
GRI 3	3-3	Management of material topics	Collaborating to Embrace the EV Transition, p. 08 Global Sustainability Highlights, p. 09 Supporting Local Communities, p. 15 FY22 ESG Report - Advancing Sustainable Mobility, p.16 Corporate Venture Capital Equitable Electric Mobility Playbook Automotive Industry Leaders Enterprise & Ford Partner to Expand Collision Engineering Program
GRI 203	203-1	Infrastructure investments and services supported	Collaborating to Embrace the EV Transition, p. 08 Global Sustainability Highlights, p. 09 Supporting Local Communities, p. 15 FY22 ESG Report - Advancing Sustainable Mobility, p.16 Corporate Venture Capital Equitable Electric Mobility Playbook Automotive Industry Leaders Enterprise & Ford Partner to Expand Collision Engineering Program
GRI 205: Anti-corruption			
GRI 3	3-3	Management of material topics	Compliance & Ethics Code of Conduct, p. 20-23 Supplier Code of Conduct
GRI 205	205-2	Communication and training about anti-corruption policies and procedures	In FY23, 99.4% of the team members required to participate completed the anti-corruption training. 100% of governance body members are aware of anti-corruption policies. Compliance & Ethics Code of Conduct, p. 20-23 Supplier Code of Conduct

GRI Index

Disclosure		Description	Response
GRI 302: Energy			
GRI 3	3-3	Management of material topics	Global Sustainability Highlights, p. 09
GRI 302	302-1	Energy consumption within the organization	Partially Reported: Global Sustainability Highlights, p. 09
GRI 302	302-4	Reduction of energy consumption	Partially Reported: Global Sustainability Highlights, p. 09
GRI 303: Water and Effluents			
GRI 3	3-3	Management of material topics	Global Sustainability Highlights, p. 09
GRI 303	303-1	Interactions with water as a shared resource	Partially Reported: Global Sustainability Highlights, p. 09
GRI 305: Emissions			
GRI 3	3-3	Management of material topics	Environmental Data, p. 10
GRI 305	305-1	Direct (Scope 1) GHG emissions	Partially Reported: Environmental Data, p. 10
GRI 305	305-2	Energy indirect (Scope 2) GHG emissions	Partially Reported: Environmental Data, p. 10
GRI 305	305-4	GHG emissions intensity	Partially Reported: Environmental Data, p. 10

GRI Index

Disclosure		Description	Response
GRI 306: Waste			
GRI 3	3-3	Management of material topics	Global Sustainability Highlights, p. 09 Promoting Sustainable Maintenance, p. 18
GRI 306	306-2	Management of significant waste-related impacts	Global Sustainability Highlights, p. 09 Promoting Sustainable Maintenance, p. 18
GRI 306	306-4	Waste diverted from disposal	Promoting Sustainable Maintenance, p. 18
GRI 401: Employment			
GRI 3	3-3	Management of material topics	Enabling Employee Mobility, p. 13 Rewards and Benefits
GRI 401	401-1	New employee hires and employee turnover	Partially Reported: Enabling Employee Mobility, p. 13
GRI 401	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Rewards and Benefits
GRI 403: Occupational Health and Safety			
GRI 3	3-3	Management of material topics	FY22 ESG Report - Prioritizing Employee Safety, Health and Well-Being, p. 41
GRI 403	403-9	Work-related injuries	As a private organization, we do not disclose data on work-related injuries or fatalities. However, instances of work-related injury and fatalities are reported through the management chain, and all reported incidents are formally logged and reported to the organization's risk management team.

GRI Index

Disclosure		Description	Response
GRI 404: Training and Education			
GRI 3	3-3	Management of material topics	ESG 2025 Goals, p. 05-06 Strengthening DEI Commitments, p. 12 Enabling Employee Mobility, p. 13 Empowering Employee Development, p. 13
GRI 404	404-1	Average hours of training per year per employee	Partially Reported: ESG 2025 Goals, p. 05-06 Strengthening DEI Commitments, p. 12 Empowering Employee Development, p. 13
GRI 404	404-2	Programs for upgrading employee skills and transition assistance progra	Partially Reported: Strengthening DEI Commitments, p. 12 Empowering Employee Development, p. 13
GRI 405: Diversity and Equal Opportunity			
GRI 3	3-3	Management of material topics	Employee Demographics, p. 11
GRI 405	405-1	Diversity of governance bodies and employees	Partially Reported: Employee Demographics, p. 11
GRI 413: Local Communities			
GRI 3	3-3	Management of material topics	Supporting Local Communities, p. 15 Community Giving
GRI 413	413-1	Operations with local community engagement, impact assessments and development programs	Partially Reported: Supporting Local Communities, p. 15 Community Giving

GRI Index

Disclosure		Description	Response
GRI 416: Customer Health and Safety			
GRI 3	3-3	Management of material topics	Caring for Customers, p. 14 Duty of Care Compliance & Ethics Code of Conduct - Quality Products and Services, p. 11 Supplier Code of Conduct
GRI 416	416-1	Assessment of the health and safety impacts of product and service categories	Caring for Customers, p. 14 Duty of Care Compliance & Ethics Code of Conduct - Quality Products and Services, p. 11 Supplier Code of Conduct