

# FY22 ESG Report

## Executive Summary

ENTERPRISE HOLDINGS

## Our Approach to Sustainability

Enterprise Holdings was founded as a neighborhood car leasing provider — and today is a global mobility provider offering a range of transportation and travel solutions in more than 90 countries and territories. As we continue to evolve our operations to integrate the latest vehicle innovations and meet the needs of employees and customers, we're driven to create a mobility future that is seamless, accessible and more sustainable.

“As the world evolves, we will evolve and innovate along with it, striving to use our global presence to make purposeful environmental, social and governance progress — for our industry, our communities and our people.”



**Chrissy Taylor**  
President and CEO,  
Enterprise Holdings

Our FY22 ESG report focuses on a number of ESG topics that are material to our business within four primary sections — Advancing Sustainable Mobility; Empowering Employees; Building Strong Communities; Driving Leadership — which were identified and selected in conjunction with our ESG Executive Committee and stakeholders — including auto manufacturers, partners and NGOs, corporate accounts and insurance partners, as well as suppliers and employees.

Enterprise Holdings' business also touches many of the 17 United Nations (UN) Sustainable Development Goals (SDGs), and we are focused on five goals where our global business operations have the potential to drive significant progress and impact for global communities.



# Where We're Headed — ESG 2025 Goals

## Advancing Sustainable Mobility



Vehicle Technology

## EV Strategy

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



## Building Strong Communities

Environment

## Water Management

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

Environment

## 20%

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

## Driving Leadership



Supply Chain

## \$4 Billion

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

\* See supplier diversity policy information on page 6.

# Where We're Headed — ESG 2025 Goals

## Empowering Employees

DEI

**100%**

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



Attraction & Retention

**7 Days**

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

**10%**

Increase employee participation and engagement in the community by 10% against 2022 benchmark by continuing to provide employees with paid time off for volunteerism and encouraging use of this benefit.

## **Enhanced Web**

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



# Our Progress So Far

## ESG Highlights



### Advancing Sustainable Mobility

**Global:** In 2022, we reached **450,000 vehicles** equipped with connected technology that helps provide a more seamless and efficient customer experience.

**U.S.:** Through Commute with Enterprise, we removed the equivalent of approximately 45,000 cars off the road while **reducing more than 800 million pounds of carbon emissions in FY22.**

**U.K.:** **About 45%** of the Enterprise Car Club fleet is electric or hybrid as of 2022.

### Empowering Employees

**U.S.:** Errin Braddock appointed **Chief Diversity Officer** in FY21.

**Global:** **\$74 million** donated by the Enterprise Holdings Foundation worldwide in FY22, with 98% of grants fulfilling employee requests.

**Global:** **Approximately 20,000 employees** were promoted or took on new challenges in FY22.

### Building Strong Communities

**France:** **20% of branches** in France implemented water recycling systems as of 2022, saving **41,500 cubic meters of water.**

**U.K.:** **41.4% of waste** from the EMEA headquarters was used to generate renewable electricity for the National Grid in 2021.

**U.S.:** **100% of Pittsburgh locations** have transitioned to laundered towels and carwash supplies with fewer chemicals in FY22, helping eliminate the use of commercial paper towels in our bays.

**Global:** **\$14 million in local grants** distributed during FY21 and FY22 as part of ROAD Forward, an initiative created to advance social and racial equity in communities where we operate.

**Global:** Helped improve the health of **nearly 9,879 river miles** and conserved over **7 million acres of priority watershed** by supporting The Nature Conservancy through the Routes & Roots®: Enterprise Healthy Rivers Project.

### Driving Leadership

**U.S.:** **More than 1,000 tons** of damaged glass diverted from landfills by working with windshield repair companies in 2022.

**U.S.:** Continuously recycled the equivalent of **12 million gallons of engine oil** since 2009 through our work with Safety-Kleen® and PetroChoice® using a closed loop process.

**U.S.:** As of 2022, **five schools** across the country offered the Collision Engineering Program, led by the Enterprise Holdings Foundation and Ranken Technical College to develop and upskill repair technicians.

**U.S.:** In FY22, **22%** of U.S. operations supplier spending went to **diverse businesses** in the U.S.

# Who We Are



As a multi-generational family-owned business, Enterprise Holdings strives to operate with future generations in mind. This forward-looking approach of managing for the long term has guided the way we grow our business and cultivate partnerships to benefit our customers, stakeholders and the communities in which we live and work.

## Our Guiding Values and Culture

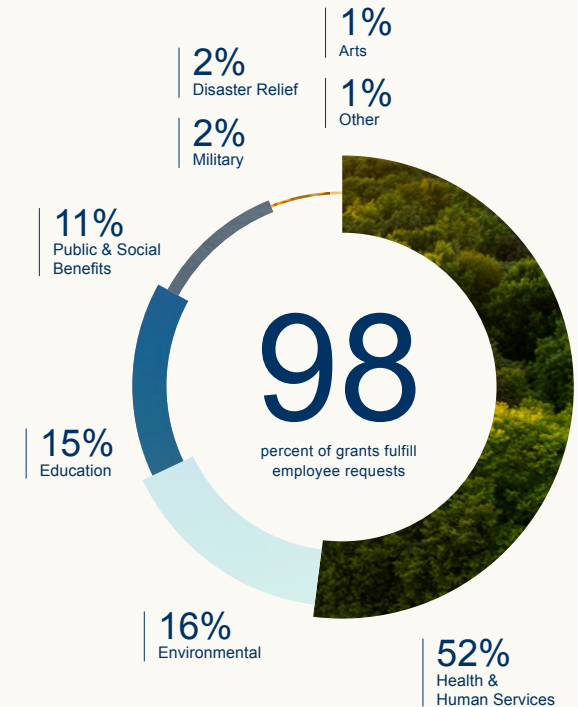
Across our global network, our teams are united by a set of guiding principles that every employee can understand and embrace. Inspired by the values of our founder Jack Taylor, these principles demonstrate our commitment to customers, communities and each other.

- Our brands are the most valuable things we own.
- Personal honesty and integrity are the foundation of our success.
- Customer service is our way of life.
- Our organization is a fun & friendly place, where teamwork rules.
- We work hard... and we reward hard work.
- Great things happen when we listen... to our customers and to each other.
- We strengthen our communities, one neighborhood at a time.
- Our doors are open.

## Enterprise Holdings Foundation

In addition to local grants for organizations selected by employees, the Enterprise Holdings Foundation oversees a variety of initiatives focused on creating positive impacts through long-term partnerships with nonprofit organizations.

[Learn more about Enterprise Holdings Foundation and FY22 giving.](#)



## 10,000+ Locations

### Global Network in FY22

(Locations: airport and neighborhood; includes franchises)

## \$30 Billion\* in FY22

### Annual Revenue

## 2.1 Million\*

### Global Fleet

## 80,000+ Employees\*

### Global Workforce

## 9 Mobility Lines\*

### to Move People & Goods

## 65+ Years

### in Business

\* Includes Enterprise Holdings, Inc. and its subsidiaries, as well as Enterprise Fleet Management, Inc. and its subsidiaries.

# About the Executive Summary



This document is an Executive Summary (this “summary”) of our Environmental, Social and Governance (ESG) report (the “report”), which primarily highlights relevant activities and information from Enterprise Holdings\* operations through our fiscal year ending July 31, 2022.† Unless otherwise noted, this summary and the report, including all data and goals in each, exclude our affiliate Enterprise Fleet Management, Inc. and our independent franchises.

The report was prepared in reference to the Global Reporting Initiative (GRI) 2021 Standards and the United Nations (UN) Sustainable Development Goals (SDGs). The reporting system used for FY22 environmental data helps provide a new baseline for the goals and environmental KPIs discussed in this summary and the report.

You can read the ESG report at [enterpriseholdings.com/esgreporting](https://enterpriseholdings.com/esgreporting). To learn more about Enterprise Holdings, please visit our website at [enterpriseholdings.com](https://enterpriseholdings.com). For questions about this report, please contact: [sustainability\\_department@ehi.com](mailto:sustainability_department@ehi.com).

## Supplier Diversity Policy

The Enterprise Holdings Supplier Diversity Policy is specifically designed to grow and develop partnerships with businesses that are Minority-Owned, Minority Business Enterprise (MBE certified), Woman-Owned, Women Business Enterprise (WBE certified), Veteran-Owned Small Business (VOSB), Service Disabled Veteran-Owned Small Business (SDVOSB), Disadvantaged Business Enterprise (DBE certified), Small Disadvantaged Business (SDB certified), ACDBE certified, 8(a) certified, LGBT enterprises, Disability-Owned Business Enterprise (DOBE) and HUBZone certified.

Learn more at [enterpriseholdings.com](https://enterpriseholdings.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, carsharing, vanpooling, truck rental, luxury rental, retail car sales and vehicle subscription, as well as travel management and other transportation technology services and 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 Holdings 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.

This summary and the report are intended to be a summary of various efforts and accomplishments of many of the corporate entities within the Enterprise Holdings, Inc. family of companies. In this summary and the report, “Enterprise Holdings” is used to reference particular corporate entities and/or the Enterprise Holdings brand. These references are for clarity and readability and are not intended to convey or supplant existing corporate structures.

† Our reporting cycle issues updates on an annual basis. Information from previous years is included in this summary and the report as needed to provide context and demonstrate progress. This summary and the report include data, estimates and opinions as of the date of the report, and neither this summary nor the report will be updated or revised should they change. Certain information in this summary and the report may come from external third-party sources outside of our control and may not be independently verified by Enterprise Holdings. None of the information in this summary of the report is intended to create any legal rights or obligations. This summary and the report include forward-looking statements which, while reviewed for accuracy, are subject to risks, uncertainties and potential revisions. Forward-looking statements reflect Enterprise Holdings' current expectations; however, actual outcomes could differ due to a variety of factors.