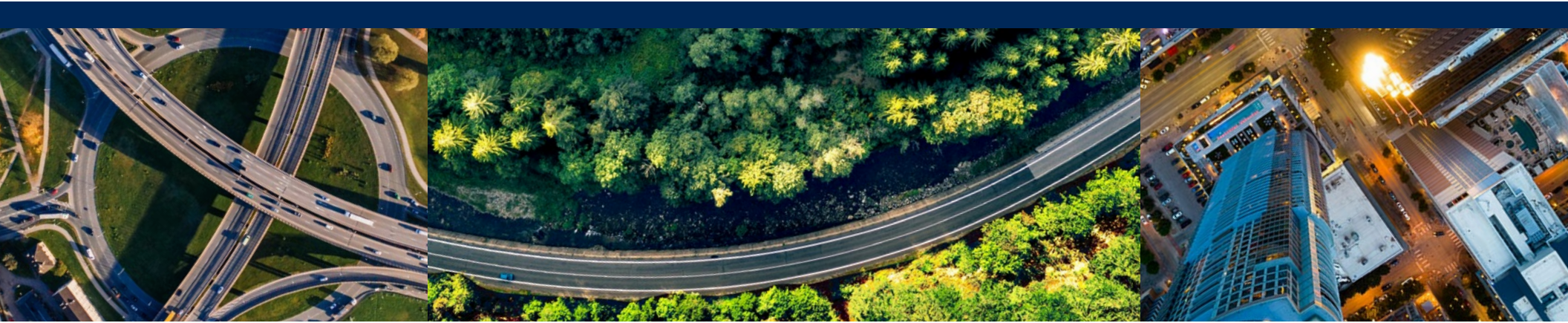


# Executive Summary

[enterprisemobility.com](https://enterprisemobility.com)



## 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 make progress on 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.

**“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.”**

Chrissy Taylor, Enterprise Mobility President & CEO

# 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

# Global ESG 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.

## Increasing Energy Efficiency

### 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.

### 3

MODULAR BUILDS

completed in FY23 in the U.K. to help standardize new development with buildings that support high-efficiency ratings and improved energy performance.

### 5%

REDUCTION

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

### 500+

METRIC TONS

of CO<sub>2</sub>e reduced in 2022 by powering approximately 88% of Germany's neighborhood locations with wind and solar energy.

## Managing Waste

### 100%

OF CHEMICAL BOTTLES

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

### 1,526

TONS (ESTIMATED)

of auto glass recycled in FY23 from over 74,000 windshields in the U.S.

### 5,467

TONS (ESTIMATED)

of material from spent tires recycled in North America through our sustainable maintenance program in FY23.

## Conserving Water

### 250,000

LITERS (ESTIMATED)

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

### 36

LOCATIONS

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

## 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.

## Sustainable Mobility Highlights

# 405,000+

METRIC TONS

of CO<sub>2</sub>e reduced in FY23, through Commute with Enterprise.\*

# 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.

# 40%

INCREASE

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

# 29,818

METRIC TONS

of CO<sub>2</sub>e were offset through a partnership with Terrapass in FY23.

## Social Highlights

# 5

NEW DEI TRAINING MODULES

launched in FY23 across Europe, helping expand ongoing Enterprise Mobility DEI training efforts globally.

# 470+

TEAM MEMBERS

and their families (a record number) were provided relocation benefits in FY23.

# 20,000+

TEAM MEMBERS

were promoted or took on new roles in FY23.

# 620

TEAM MEMBERS

participated in FY23 Leadership Development Workshops.

## Community Impact

At Enterprise Mobility, we are focused on strengthening communities one neighborhood at a time. We do this by fostering a culture of employee giving and volunteerism as well as funding crucial programs that help steward the environment, drive social progress and empower the places where we live and work.

# \$84M

DONATED

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

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



# About the Executive Summary

This document is an Executive Summary (this “summary”) of the FY23 Environmental, Social and Governance (ESG) report (the “report”), which highlights certain environmental and social information from Enterprise Mobility’s\* operations through the fiscal year ending July 31, 2023.† Unless specifically noted, this summary and the 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 summary shares progress toward the organization’s ESG 2025 goals and an overview of key report highlights. To learn more about Enterprise Mobility and the organization’s sustainability efforts, please visit [enterprisemobility.com](https://enterprisemobility.com).

For questions about this summary, please contact [sustainability\\_department@em.com](mailto:sustainability_department@em.com).

## Disclaimers:

\* 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.

This summary and the report are 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 summary and the 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 the report, and accordingly, this summary, issues updates on an annual basis. Information from previous years is included as needed to provide context and demonstrate progress. The report and this summary include data, estimates and opinions as of the date of the report and will not be updated or revised should they change. Certain information in the report and this summary 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 the report or this summary is intended to create any legal rights or obligations. The report and this summary include 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.