

## GRI Index

Indicators	Description	References
<b>GRI 2: General Disclosures 2021</b>		
<b>The Organization and Its Reporting Practices</b>		
2-1	Organizational details	Enterprise Holdings, Inc. is a privately held company with headquarters located in Clayton, Missouri. <a href="#">FY25 Sustainability Report</a> , About Enterprise Mobility, p. 3 <a href="#">FY25 Sustainability Report</a> , About This Report, p. 18 <a href="#">FY25 Enterprise Mobility Fact Sheet</a>
2-2	Entities included in the organization's sustainability reporting	<a href="#">FY25 Sustainability Report</a> , About This Report, p. 18
2-3	Reporting period, frequency and contact point	<a href="#">FY25 Sustainability Report</a> , About This Report, p. 18
2-4	Restatements of information	None
2-5	External assurance	N/A
<b>Activities and Workers</b>		
2-6	Activities, value chain and other business relationships	<a href="#">FY25 Sustainability Report</a> , About This Report p. 18  In addition to purchasing vehicles within our fleet, our supply chain includes fleet maintenance purchases (e.g., tires, oil, windshields and parts for repairs), information technology (e.g., computers and servers), and other operational purchases (e.g., cleaning supplies and uniforms).
2-7	Employees	<a href="#">FY25 Sustainability Report</a> , About Enterprise Mobility, p. 3
<b>Governance</b>		
2-9	Governance structure and composition	The Board of Directors meets quarterly to provide insight and advice to senior leadership on critical business issues.
2-11	Chair of the highest governance body	An Executive Chairman leads the Board of Directors.

2-14	Role of the highest governance body in sustainability reporting	The ESG Executive Committee directs the organization's reporting strategy and reviews ESG-related reports before publication.
<b>Strategy, Policy and Practices</b>		
2-22	Statement on sustainable development strategy	<a href="#">FY25 Sustainability Report</a> , CEO Message, p. 2 <a href="#">FY25 Sustainability Report</a> , Approach to Sustainability, p. 4
2-23	Policy commitments	<a href="#">Compliance &amp; Ethics</a> Policy commitments are reviewed and approved by the CEO.
2-24	Embedding policy commitments	<a href="#">Compliance &amp; Ethics</a> The following trainings are available to team members: Anti-Corruption, Code of Conduct, Data Privacy and Security and Fair Competition.
2-25	Processes to remediate negative impacts	<a href="#">Code of Conduct</a> The Code of Conduct and Respect in the Workplace/Harassment training also provides team members with information on grievance processes.
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Enterprise Mobility Ethics Hotline</a>
2-28	Membership associations	African American Mayors Association; Airport Minority Advisory Council; American Car Rental Association; American Red Cross; Associated Industries of Missouri; Business Roundtable; Girls Inc.; Global Business Travel Association; Hawthorn Foundation; Minority Supplier Development United Kingdom; Missouri Chamber of Commerce; My Brother's Keeper Alliance; National Association of Business Political Action Committees; National Black Caucus of State Legislators; National Council of Insurance Legislators; National League of Cities; National Conference/Congress of Cities; Parents as Teachers; The Nature Conservancy; UNCF; United Way; U.S. Chamber of Commerce; U.S. Conference of Mayors
<b>Stakeholder Engagement</b>		
2-29	Approach to stakeholder engagement	<a href="#">2022 Materiality Matrix</a>
<b>GRI 3: Material Topics</b>		
3-1	Process to determine material topics	<a href="#">2022 Materiality Matrix</a>
3-2	List of material topics	<a href="#">2022 Materiality Matrix</a>
<b>GRI 201: Economic Performance</b>		

3-3	Management of material topics	<a href="#">FY25 Sustainability Report</a> , About Enterprise Mobility, p. 3 <a href="#">FY25 Sustainability Report</a> , Strengthening Local Communities, p. 15
201-1	Direct economic value generated and distributed	<a href="#">FY25 Sustainability Report</a> , About Enterprise Mobility, p. 3 <a href="#">FY25 Sustainability Report</a> , Strengthening Local Communities, p. 15
<b>GRI 203: Indirect Economic Impacts</b>		
3-3	Management of material topics	<a href="#">FY25 Sustainability Report</a> , Innovation in Mobility, p. 7 <a href="#">FY25 Sustainability Report</a> , Fueling Progress Through Skills, Safety and Service, p. 14 <a href="#">FY25 Sustainability Report</a> , Strengthening Local Communities, p. 15 <a href="#">Electrification Enterprise Mobility Ventures</a>
203-1	Infrastructure investments and services supported	<a href="#">FY25 Sustainability Report</a> , Innovation in Mobility, p. 7 <a href="#">FY25 Sustainability Report</a> , Fueling Progress Through Skills, Safety and Service, p. 14 <a href="#">Electrification</a>
203-2	Significant indirect economic impacts	<a href="#">FY25 Sustainability Report</a> , Fueling Progress Through Skills, Safety and Service, p. 14 <a href="#">FY25 Sustainability Report</a> , Strengthening Local Communities, p. 15 <a href="#">Enterprise Mobility Ventures</a>
<b>GRI 205: Anticorruption</b>		
3-3	Management of material topics	<a href="#">Compliance &amp; Ethics Code of Conduct</a> <a href="#">Supplier Code of Conduct</a>
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Compliance &amp; Ethics Code of Conduct</a> <a href="#">Supplier Code of Conduct</a>  Enterprise Mobility does not tolerate corruption or bribery. As appropriate, we communicate these expectations to team members globally through the Code of Conduct, Anti-Corruption Policy and related compliance training.
<b>GRI 302: Energy</b>		
3-3	Management of material topics	<a href="#">Performance Data</a>
302-1	Energy consumption within the organization	<a href="#">Performance Data</a> , Environmental Data
<b>GRI 303: Water and Effluents</b>		
3-3	Management of material topics	<a href="#">Sustainability</a> , Water Stewardship
303-1	Interactions with water as a shared resource	<a href="#">Sustainability</a> , Water Stewardship
<b>GRI 305: Emissions</b>		
3-3	Management of material topics	<a href="#">Performance Data</a>

305-1	Direct (Scope 1) GHG emissions	<a href="#">Performance Data</a> , Environmental Data
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Performance Data</a> , Environmental Data
305-4	GHG emissions intensity	<a href="#">Performance Data</a> , Environmental Data
305-5	Reduction of GHG emissions	<a href="#">Performance Data</a> , Environmental Data
<b>GRI 306: Waste</b>		
3-3	Management of material topics	<a href="#">Performance Data</a> , Waste Management <a href="#">FY25 Sustainability Report</a> , Sustainable Maintenance, p. 6
306-2	Management of significant waste-related impacts	<a href="#">Performance Data</a> , Waste Management <a href="#">FY25 Sustainability Report</a> , Sustainable Maintenance, p. 6
306-4	Waste diverted from disposal	<a href="#">Performance Data</a> , Waste Management
<b>GRI 401: Employment</b>		
3-3	Management of material topics	<a href="#">FY25 Sustainability Report</a> , Putting People at the Center of Mobility, p. 12 <a href="#">Benefits and Rewards</a>
401-1	New employee hires and employee turnover	<a href="#">FY25 Sustainability Report</a> , Putting People at the Center of Mobility, p. 12
401-2	Full-time employee benefits	<a href="#">Benefits and Rewards</a>  Health and welfare benefits, including medical, prescription drug, dental, vision and life insurance, are available to full-time Enterprise Mobility employees, as well as their spouses, domestic partners and children. Our preventative care benefit covers 100% of online health assessments and annual routine medical visits, dental exams and cleanings, and vision exams for employees and their eligible dependents.
<b>GRI 403: Occupational Health and Safety</b>		
3-3	Management of material topics	<a href="#">FY25 Sustainability Report</a> , Fueling Progress Through Skills, Safety and Service, p. 14 <a href="#">Benefits and Rewards</a>
403-1	Occupational health and safety management system	<a href="#">FY25 Sustainability Report</a> , Fueling Progress Through Skills, Safety and Service, p. 14
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">FY25 Sustainability Report</a> , Fueling Progress Through Skills, Safety and Service, p. 14
403-3	Occupational health services	<a href="#">FY25 Sustainability Report</a> , Fueling Progress Through Skills, Safety and Service, p. 14

403-4	Worker participation, consultation, and communication on occupational health and safety	Each operating group designates leaders responsible for occupational health and safety. These leaders report to the group's general manager.
403-5	Worker training on occupational health and safety	<a href="#">FY25 Sustainability Report</a> , Fueling Progress Through Skills, Safety and Service, p. 14
403-6	Promotion of worker health	Worker well-being efforts are described in the <a href="#">Benefits and Rewards</a> offered to team members.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Each operating group is asked to perform due diligence on companies using a corporate-approved checklist of EHS related topics.
403-9	Work-related injuries	Instances of work-related injuries and fatalities are reported through the management chain, and all reported incidents are formally logged and reported to the organization's human resources management team.
<b>GRI 404: Training and Education</b>		
3-3	Management of material topics	<a href="#">ESG 2025 Goals</a> <a href="#">FY25 Sustainability Report</a> , Putting People at the Center of Mobility, p. 12 <a href="#">Training and Development</a>
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">FY25 Sustainability Report</a> , Putting People at the Center of Mobility, p. 12 <a href="#">Training and Development</a>
<b>GRI 413: Local Communities</b>		
3-3	Management of material topics	<a href="#">FY25 Sustainability Report</a> , Strengthening Local Communities, p. 15
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">FY25 Sustainability Report</a> , Strengthening Local Communities, p. 15  100% of local operating groups support community engagement through local grant programs.