









ESG 2025 Goals

Status	Goal	FY24 Milestones
<ul style="list-style-type: none"> EV Strategy  	<p>Actively embrace the transition to electrification through a strategy of delivering great customer experience, and partner and invest purposefully to support the long-term viability of electric vehicles (EVs).</p>	<p>Published joint research in collaboration with our partners studying strategic power infrastructure investments needed to support electrification in U.S. airport ecosystems; and through Enterprise Mobility Ventures, made key investments that support our long-term strategy.</p>
<ul style="list-style-type: none"> Energy Efficiency  	<p>Upgrade 20% of qualified facilities to more energy-efficient lighting products, such as LED, and open new qualified facilities with energy-efficient lighting products.</p>	<p>In FY24, conducted over 2,700 energy efficiency assessments at our locations. As a result of these assessments, LED lighting was upgraded at more than 220 locations.</p>
<ul style="list-style-type: none"> Water Management   	<p>Create and implement water-management training focused on car wash best practices for branch members who engage in or manage car washing.</p>	<p>Began development of a water management and water waste prevention program to support local branches.</p>
<ul style="list-style-type: none"> Supply Chain   	<p>Continue to implement supplier diversity best practices and maintain more than \$4 billion in spending annually with small and diverse businesses worldwide.</p>	<p>Achieved over \$3 billion in spending with small/disadvantaged businesses worldwide in FY24.</p>

● **In progress:** Plans developed and progressing toward meeting the goal target ● **On track:** Expected to meet the goal target ● **Achieved:** Met goal target

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<ul style="list-style-type: none"> ● Diversity & Inclusion Training 	<p>Achieve 100% team member engagement and participation in varied diversity and inclusion curriculum.</p>	<p>In FY24, offered five different diversity-focused training sessions across various levels of the organization. All team members are encouraged to complete the diversity and inclusion training modules relevant to their roles.</p>
<ul style="list-style-type: none"> ● Employee Attraction & Retention 	<p>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 professional development and training based on role).</p>	<p>Each year, operational field team members at manager level and above are offered access to a variety of ongoing internal training opportunities, professional development events, as well as leadership workshops and meetings.</p>
<ul style="list-style-type: none"> ● Employee Attraction & Retention 	<p>Increase participation and engagement in the community by 10% against FY22 benchmark by continuing to provide team members with paid time off for volunteerism and encouraging use of this benefit.</p>	<p>In FY24, there was a 77% increase in team member participation in the "My Purpose. My Time." program since FY23, a benefit that provides team members with additional paid time off for volunteerism.</p>
<ul style="list-style-type: none"> ● Employee Attraction & Retention 	<p>Relaunch internal web platform to drive career advancement opportunities, enhance tools, and support and simplify the application process.</p>	<p>The new internal careers site, launched in May of 2024, enhances opportunity and visibility for team members seeking to explore career advancement opportunities.</p>