

GRI Index

Indicators	Description	References
GRI 2: General Disclosures 2021		
The Organization and Its Reporting Practices		
2-1	Organizational details	Enterprise Holdings, Inc. is a privately held company with headquarters located in Clayton, Missouri. FY24 ESG Report, About Enterprise Mobility, p. 1 FY24 ESG Report, About This Report, p. 9 FY24 Fact Sheet
2-2	Entities included in the organization's sustainability reporting	FY24 ESG Report, About This Report, p. 9
2-3	Reporting period, frequency and contact point	FY24 ESG Report, About This Report, p. 9
2-4	Restatements of information	FY23 greenhouse gas emissions data has been revised from the FY23 ESG Report due to improved accuracy from refined data reporting methodology. See Performance Data for more information.
Activities and Workers		
2-6	Activities, value chain and other business relationships	FY24 ESG Report, About This Report, p. 9 FY24 ESG Report, Supply Chain Management, p. 8 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	Performance Data , Team Member Demographics
Governance		
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.
Strategy, Policy and Practices		

2-22	Statement on sustainable development strategy	CEO Message FY24 ESG Report, Approach to Sustainability, p. 2
2-23	Policy commitments	Compliance & Ethics Policy commitments are reviewed and approved by the CEO.
2-24	Embedding policy commitments	Compliance & Ethics 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	Code of Conduct 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	Enterprise Mobility Ethics Hotline
2-28	Membership associations	African American Mayors Association; Airport Minority Advisory Council (AMAC); American Car Rental Association (ACRA); American Red Cross; Associated Industries of Missouri; Business Roundtable; Empowering ethnic minority businesses; Girls Inc.; Global Business Travel Association; Hawthorn Foundation; Minority Supplier Development United Kingdom (MSDUK); Missouri Chamber of Commerce; My Brother's Keeper Alliance; National Association of Business Political Action Committees (NABPAC); National Black Caucus of State Legislators (NBCSL); National Council of Insurance Legislators; National League of Cities (NLC); National Conference/Congress of Cities; Parents as Teachers; The Nature Conservancy; UNCF; United Way; U.S. Chamber of Commerce; U.S. Conference of Mayors (USCM)
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	FY22 ESG Report, Our Approach to Sustainability, p. 11
GRI 3: Material Topics		
3-1	Process to determine material topics	FY22 Report, Our Approach to Sustainability, p. 11
3-2	List of material topics	FY22 Report, Materiality Matrix, p. 69
GRI 201: Economic Performance		
3-3	Management of material topics	FY24 ESG Report, About Enterprise Mobility, p. 1 FY24 ESG Report, Supporting Local Communities, p. 7

201-1	Direct economic value generated and distributed	FY24 ESG Report, About Enterprise Mobility, p. 1 FY24 ESG Report, Supporting Local Communities, p. 7
GRI 203: Indirect Economic Impacts		
3-3	Management of material topics	FY24 ESG Report, Embracing the EV Transition, p. 4 FY24 ESG Report, Enabling Workforce Stability, p. 5 FY24 ESG Report, Supporting Local Communities, p. 7 Electrification Enterprise Mobility Ventures
203-1	Infrastructure investments and services supported	FY24 ESG Report, Embracing the EV Transition, p. 4 FY24 ESG Report, Enabling Workforce Stability, p. 5 FY24 ESG Report, Supporting Local Communities, p. 7 Electrification
203-2	Significant indirect economic impacts	FY24 ESG Report, Enabling Workforce Stability, p. 5 Enterprise Mobility Ventures
GRI 205: Anticorruption		
3-3	Management of material topics	Compliance & Ethics Code of Conduct Supplier Code of Conduct
205-2	Communication and training about anti-corruption policies and procedures	Compliance & Ethics Code of Conduct Supplier Code of Conduct 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.
GRI 302: Energy		
3-3	Management of material topics	Performance Data
302-1	Energy consumption within the organization	Performance Data , Environmental Data
GRI 303: Water and Effluents		
3-3	Management of material topics	Performance Data , Environmental Data Sustainability , Water Stewardship
303-1	Interactions with water as a shared resource	Sustainability , Water Stewardship
303-3	Water withdrawal	Performance Data , Environmental Data
GRI 305: Emissions		
3-3	Management of material topics	Performance Data
305-1	Direct (Scope 1) GHG emissions	Performance Data , Environmental Data
305-2	Energy indirect (Scope 2) GHG emissions	Performance Data , Environmental Data

305-4	GHG Emissions Intensity	Performance Data , Environmental Data
305-5	Reduction of GHG emissions	Performance Data , Environmental Data
GRI 306: Waste		
3-3	Management of material topics	Performance Data , Reducing Waste
306-2	Management of significant waste-related impacts	Performance Data , Reducing Waste
306-4	Waste diverted from disposal	Performance Data , Reducing Waste
GRI 401: Employment		
3-3	Management of material topics	FY24 ESG Report, Enabling Employee Mobility, p. 5 Rewards and Benefits
401-1	New employee hires and employee turnover	FY24 ESG Report, Enabling Employee Mobility, p. 5
401-2	Full-time employee benefits	Rewards and Benefits 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.
GRI 403: Occupational Health and Safety		
3-3	Management of material topics	FY24 ESG Report, Creating a Safe Working Environment, p. 6 Rewards and Benefits
403-1	Occupational health and safety management system	FY24 ESG Report, Creating a Safe Working Environment, p. 6
403-2	Hazard identification, risk assessment, and incident investigation	FY24 ESG Report, Creating a Safe Working Environment, p. 6
403-3	Occupational health services	FY24 ESG Report, Creating a Safe Working Environment, p. 6
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	FY24 ESG Report, Creating a Safe Working Environment, p. 6
403-6	Promotion of worker health	Worker well-being efforts are described in the Rewards and Benefits 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.
GRI 404: Training and Education		
3-3	Management of material topics	ESG 2025 Goals FY24 ESG Report, Enabling Employee Mobility, p. 5 Training and Development
404-2	Programs for upgrading employee skills and transition assistance programs	Training and Development
GRI 405: Diversity and Equal Opportunity		
3-3	Management of material topics	Performance Data , Social Data
405-1	Diversity of governance bodies and employees	Performance Data , Social Data
GRI: Local Communities		
3-3	Management of material topics	FY24 ESG Report, Supporting Local Communities, p. 7
413-1	Operations with local community engagement, impact assessments, and development programs	FY24 ESG Report, Supporting Local Communities, p. 7 100% of local operating groups support community engagement through local grant programs.