

MATERIALITY ASSESSMENT AND GRI INDEX

FISCAL YEAR 2015

ENTERPRISE HOLDINGS

Alamo

enterprise

National

MATERIALITY ASSESSMENT



The FY2015 sustainability report was prepared using a materiality assessment in accordance with the Global Reporting Initiative (GRI) G4 Guidelines Core option. A materiality assessment serves to focus our report and inform our management approach to the topics that substantively influence the assessments and decisions of our stakeholders, both internally and externally, and that reflect our organization's significant economic, environmental and social impacts.

To conduct this assessment, we integrated stakeholder feedback from recent surveys of employees, major suppliers, major corporate accounts and internal senior leaders, and conducted a qualitative review and analysis of public comments and reports by automotive manufacturers and the car rental industry as a whole. We prioritized 16 material issues, which are outlined and defined within this section, based on stakeholder responses and an evaluation of each issue's significance to our global operations. Top priority issues identified by each stakeholder group include:

Employees – Vehicle safety, employee health and welfare and waste management.

Suppliers – Greenhouse Gas emissions and employee health and welfare.

Corporate Accounts – Vehicle safety and employee health and welfare.

Car Rental Industry – Car sharing, environmentally friendly fleets and efficient resource management.

Manufacturers – Environmental programs that span the entire value chain, as well as emphasis on new automotive technologies to drive sustainable solutions.

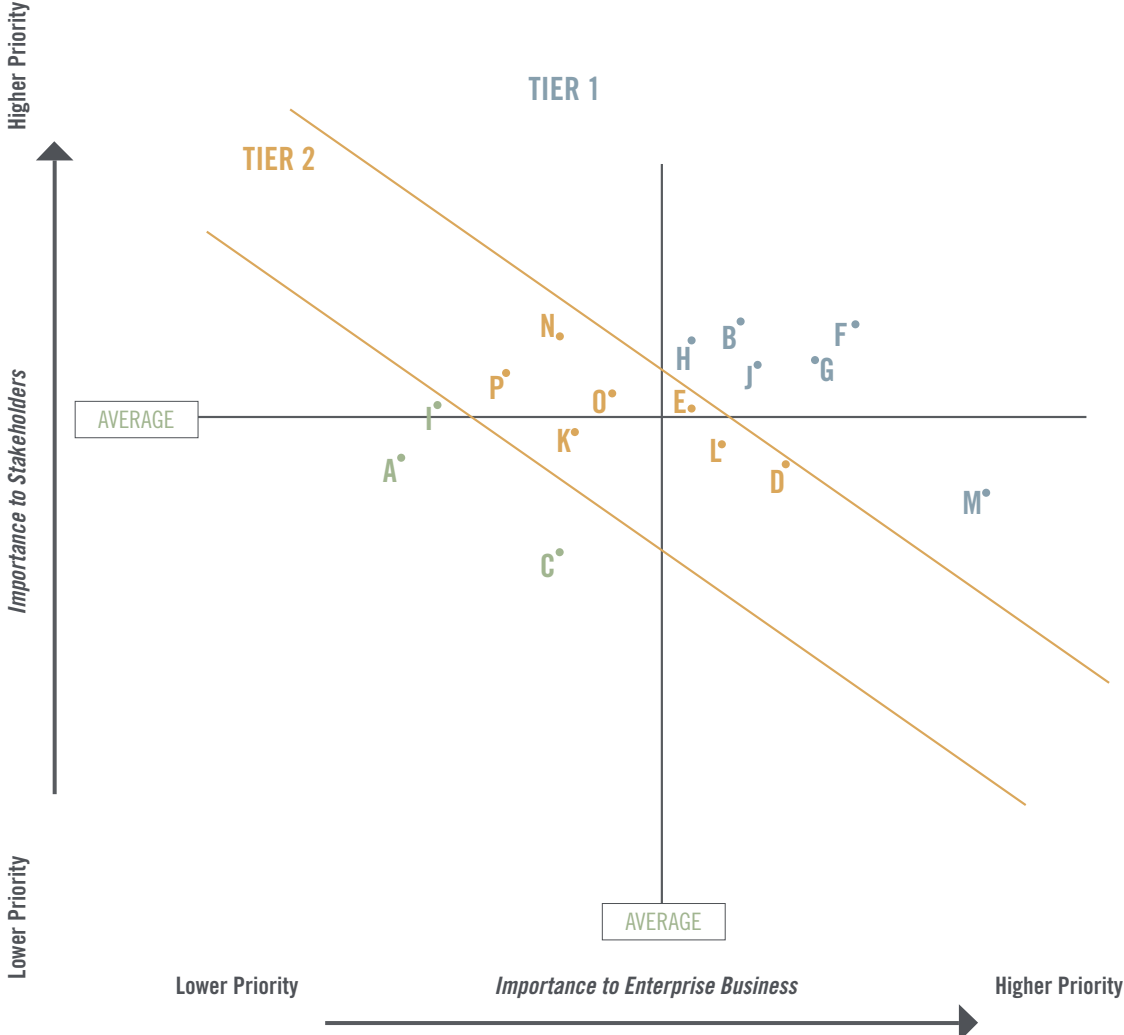
Sustainability Governance Council – Urban mobility, employee health and welfare, energy efficiency and carbon dioxide emissions.

The outcome of our assessment places the issues most material to Enterprise Holdings and our stakeholders in the upper right quadrant of our materiality matrix (see page 2). Those issues are: employee health and welfare, energy efficiency, clean fleet technology, product lifecycle and waste management, greenhouse gas emissions and urban mobility. In addition, our GRI Index is available on pages 6-9.

Consideration of these topics helps steer our sustainability strategy and guide the content included within our FY2015 global sustainability report. Our new 2020 goals and our continued investment in the programs we report on are direct outcomes of our conversations with stakeholders.

MATERIALITY MATRIX

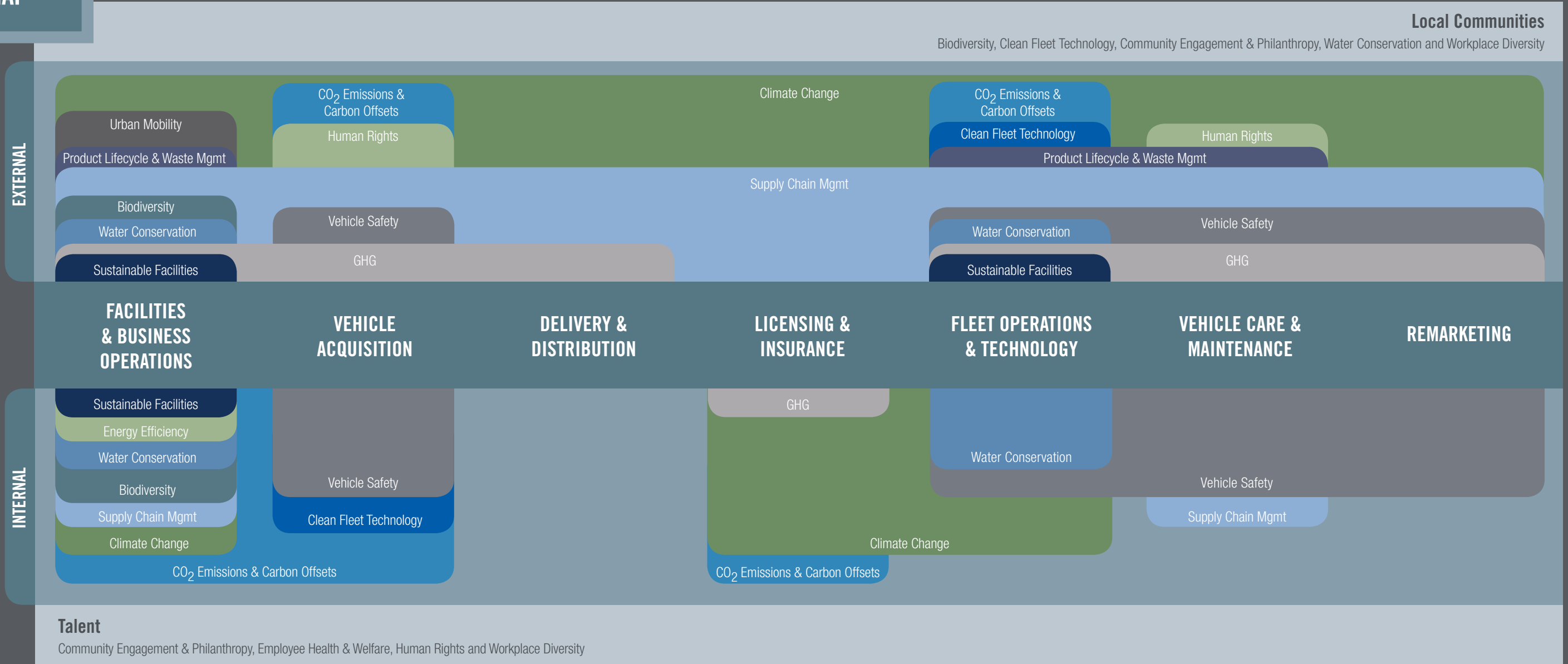
- A Biodiversity
- B Clean Fleet Technology
- C Climate Change
- D CO₂ Emissions
- E Community Engagement
- F Employee Health & Welfare
- G Energy Efficiency
- H Greenhouse Gas Emissions
- I Human Rights Issues & Advocacy
- J Product Lifecycle & Waste Management
- K Supply Chain Management
- L Sustainable Facilities
- M Urban Mobility
- N Vehicle Safety
- O Water Conservation
- P Workplace Diversity



BUSINESS CYCLE MAP

We acquire, deliver and distribute more than 100,000 vehicles each month across our network of more than 9,000 neighborhood and airport locations around the world. We strategically manage fleet operations across brands, technology platforms and market segments to ensure we deliver on our promise of excellent customer service. While the vehicles are in our care, we're responsible for their licensing, insurance and proper maintenance, and ultimately their remarketing. And all the while, we're mindful of our impact on the local communities and talented employees that make our business possible.

Mapping our business cycle helps us outline and understand where material issues intersect with our business, both internally and externally, as well as employees, communities and society.



MATERIAL ISSUE DEFINITIONS AND BOUNDARIES

| Material Issue and Definition | Aspect Boundary Outside Enterprise Holdings | Aspect Boundary Inside Enterprise Holdings |
|---|---|--|
| Employee health & welfare – Steps taken to maintain a working environment for employees that is safe and promotes overall employee satisfaction, including providing appropriate living wages and benefits. | None | Talent |
| Energy efficiency – Assessment and management of direct and indirect energy use and associated costs. | None | Facilities and Operations |
| Clean fleet technology – Promotion of fuel-efficient or clean vehicle technologies. This also includes supporting research into the next generation of biofuels. | Local communities where we operate; manufacturers supplying our vehicles; suppliers maintaining vehicles; consumers; corporate accounts | Vehicle Acquisition |
| Product lifecycle & waste management – Management of waste related to the vehicle lifecycle and day-to-day operations, including recycling. | Suppliers maintaining vehicles; local communities | None |
| GHG emissions – Assessment and management of Scope 1 and Scope 2 carbon emissions, including purchased carbon offsets and use of renewable energy. | Local communities; manufacturers supplying our vehicles; suppliers maintaining vehicles; facilities | Licensing and Insurance |
| Urban mobility – Investment in and support of affordable, sustainable mobility systems, including car sharing and ride sharing, in urban areas. | Local communities; consumers; corporate accounts | None |

We are reporting in accordance with the Core option of the Global Reporting Initiative (GRI) G4 voluntary Sustainability Reporting Guidelines, while also incorporating many additional Aspects of the “Comprehensive” option for additional transparency. Our material issues are mapped to parallel Material Aspects, as applicable, and related Disclosures on Management Approach (DMAs) are included in the table below and where appropriate in the Specific Standard Disclosure table.

Disclosures of Management Approach of Material Issues

| Material Issue | Relevant Material Aspects | DMA Location |
|--|--------------------------------|--|
| Employee Health and Welfare | Employment | People (Employee Health and Welfare) – p. 26 |
| | Occupational Health and Safety | People (Employee Health and Welfare) – p. 26 |
| | Training and Education | FY2015 – 2020 Goals (Workforce Development) – p. 7 |
| Energy Efficiency | Energy | Facilities & Operations (Energy Management) – p. 16 FY2015 – 2020 Goals (Energy) – p. 7 |
| Clean Fleet Technology | Not applicable | Fleet (Alternative Fuels and Cleaner Technology; Advancing Fuels of the Future) – p. 13 |
| Product Lifecycle and Waste Management | Effluent and Waste | Facilities & Operations (Waste Management) – p. 19 FY2015 – 2020 Goals (Paper) – p. 7 |
| | Products and Services | Fleet (Product Lifecycle) – p. 12 |
| Greenhouse Gas Emissions | Emissions | Facilities & Operations – p. 17 Facilities & Operations (Carbon Emissions Inventory) – p. 17 FY2015 – 2020 Goals (Greenhouse Gas Emissions) – p. 7 |
| Urban Mobility | Not applicable | Fleet (Urban Mobility; Enterprise CarShare; Zimride by Enterprise; Enterprise Rideshare) – p. 10-11 |

General Standard Disclosures

| General Standard Disclosures | Page and Location | Omissions |
|-------------------------------|---|-----------|
| Strategy and Analysis | | |
| G4-1 | Letter from President & CEO Pam Nicholson – p. 1 | |
| Organizational Profile | | |
| G4-3 | Enterprise Holdings At-A-Glance – p. 2 | |
| G4-4 | Enterprise Holdings At-A-Glance – p. 2 | |
| G4-5 | Enterprise Holdings Inc., 600 Corporate Park Drive, St. Louis, Missouri 63105 | |

GRI G4 CONTENT INDEX

| General Standard Disclosures | Page and Location | Omissions |
|---|--|--|
| G4-6 | Values & Culture (Map) – p. 31 | |
| G4-7 | www.enterpriseholdings.com/financial-information/financial-stability/ | |
| G4-8 | Enterprise Holdings At-A-Glance – p. 2 Values & Culture – p. 31 | |
| G4-9 | Enterprise Holdings At-A-Glance – p. 2 | Confidentiality constraints – As a privately held company, Enterprise Holdings Inc. does not disclose additional information about the economic values generated beyond our total annual revenues and growth of key organizational assets, including our fleet and number of employees. |
| G4-10 | People (Employee Health and Welfare) – p. 26 | |
| G4-11 | People (Employee Health and Welfare) – p. 26 | |
| G4-12 | People (Sustainable and Diverse Suppliers) – p. 28 Enterprise Holdings relies on a broad network of suppliers and business partners to help keep our business strong and successful. Our major suppliers include the automotive manufacturers that make our vehicles and the local automotive service centers that help us maintain them, as well as hundreds of other local businesses that provide products and services to support our day-to-day operations. Our global network also includes franchise locations throughout the world. | |
| G4-13 | Values & Culture (Global Growth) – p. 31 | |
| G4-14 | Our Approach to Sustainability – p. 4 | |
| G4-15 | Delivering Value for Stakeholders (NGOs) – p. 5 | |
| G4-16 | Delivering Value for Stakeholders (NGOs) – p. 5 | |
| Identified Material Aspects & Boundaries | | |
| G4-17 | Enterprise Holdings At-A-Glance – p. 2 About This Report – p. 33 www.enterpriseholdings.com/financial-information/financial-stability/ | |
| G4-18 | Appendix: Materiality Assessment and GRI Index (Materiality Assessment) – p. 1 | |
| G4-19 | Appendix: Materiality Assessment and GRI Index (Materiality Assessment) – p. 2 | |
| G4-20 | Appendix: Materiality Assessment and GRI Index (Business Cycle Map; Material Issue and Definitions and Boundaries) – p. 3-5 | |

GRI G4 CONTENT INDEX

| General Standard Disclosures | Page and Location | Omissions |
|-------------------------------|---|-----------|
| G4-21 | Appendix: Materiality Assessment and GRI Index (Business Cycle Map; Material Issue and Definitions and Boundaries) – p. 3-5 | |
| G4-22 | FY2010 – 2015 Goals (Footnote) – p. 6 | |
| G4-23 | Values & Culture (Global Growth) – p. 31 About This Report – p. 33 | |
| Stakeholder Engagement | | |
| G4-24 | Delivering Value for Stakeholders – p. 5 | |
| G4-25 | Delivering Value for Stakeholders – p. 5 Appendix: Materiality Assessment and GRI Index (Materiality Assessment) – p. 1 | |
| G4-26 | Delivering Value for Stakeholders – p. 5 Appendix: Materiality Assessment and GRI Index (Materiality Assessment) – p. 1 | |
| G4-27 | Delivering Value for Stakeholders – p. 5 Appendix: Materiality Assessment and GRI Index (Materiality Assessment) – p. 1 | |
| Report Profile | | |
| G4-28 | About This Report – p. 33 | |
| G4-29 | About This Report – p. 33 | |
| G4-30 | About This Report – p. 33 | |
| G4-31 | About This Report – p. 33 | |
| G4-32 | About This Report – p. 33 Appendix: Materiality Assessment and GRI Index (GRI Index) – p. 6-9 | |
| G4-33 | About This Report – p. 33 | |
| Governance | | |
| G4-34 | Values & Culture (The Chairman's Task Force; Board of Directors) – p. 32 | |
| G4-38 | Values & Culture (Board of Directors) – p. 32 | |
| Ethics and Integrity | | |
| G4-56 | Values & Culture – p. 30, 32 | |

GRI G4 CONTENT INDEX

Specific Standard Disclosures

| Material Aspect | DMA and Indicators | Omissions | External Assurance |
|--------------------------------|--|---|--------------------|
| Category: Economic | | | |
| Economic Performance | G4-EC1 Enterprise Holdings At-A-Glance – p. 2 www.enterpriseholdings.com/financial-information/financial-stability/ | Confidentiality constraints – As a privately held company, Enterprise Holdings is unable to disclose additional information about the economic values generated beyond our total annual revenues and growth of key organizational assets, including our fleet and number of employees. | |
| Indirect Economic Impacts | G4-EC7 Communities (Community Engagement; 50 Million Tree Pledge; Roundabout Renovations) – p. 21, 23 | | |
| Procurement Practices | G4-EC9 People (Sustainable and Diverse Suppliers) – p. 28 | | |
| Category: Environmental | | | |
| Energy | G4-DMA Facilities & Operations (Energy Management) – p. 16 FY2015 – 2020 Goals (Energy) – p. 7 | | |
| | G4-EN3 Facilities & Operations (Energy Management) – p. 16-17 | | |
| | G4-EN6 Facilities & Operations (Energy Management) – p. 16-17 | | |
| Water | G4-EN8 Facilities & Operations (Water Conservation) – p. 19 | Partially Reported Currently unavailable – Comprehensive water use data is not available, but we are evaluating ways to more effectively measure it. In future reports we plan to disclose our companywide water use and related reductions. | |
| Biodiversity | G4-EN13 Communities (Biodiversity; 50 Million Tree Pledge; Roundabout Renovations) – p. 23 | | |

GRI G4 CONTENT INDEX

| Material Aspect | DMA and Indicators | Omissions | External Assurance |
|---|--|--|---|
| Emissions | G4-DMA Facilities & Operations – p. 17 Facilities & Operations (Carbon Emissions Inventory) – p. 17 FY2015 – 2020 Goals (Greenhouse Gas Emissions) – p. 7 | | |
| | G4-EN15 Facilities & Operations – p. 15 Facilities & Operations (Carbon Emissions Inventory) – p. 16 | | For complete details, please refer to the full Verification Statement . |
| | G4-EN16 Facilities & Operations – p. 15 Facilities & Operations (Carbon Emissions Inventory) – p. 16 | | For complete details, please refer to the full Verification Statement . |
| | G4-EN18 Facilities & Operations – p. 17 | | |
| | G4-EN19 Facilities & Operations – p. 17 | | |
| Effluents and Waste | G4-DMA Facilities & Operations (Waste Management) – p. 19 FY2015 – 2020 Goals (Paper) – p. 7 | | |
| | G4-EN23 Facilities & Operations (Waste Management) – p. 19 Fleet (Product Lifecycle) – p. 12 FY2015 – 2020 Goals (Paper) – p. 7 | Partially Reported Currently unavailable – We do not currently have a mechanism in place to track all companywide waste management data, as each Enterprise regional subsidiary independently determines its own vendors for these services. Highlights in this report provide quantifiable examples of key waste reduction and recycling efforts. | |
| Products and Services | G4-DMA Fleet (Product Lifecycle) – p. 12 | | |
| | G4-EN27 Fleet (Product Lifecycle) – p. 12 Facilities & Operations (Water Conservation; Waste Management) – p. 16, 19 | | |
| Category: Social | | | |
| Subcategory: Labor Practices and Decent Work | | | |
| Employment | G4-DMA People (Employee Health and Welfare) – p. 26 | | |
| | G4-LA2 People (Benefits) – p. 27 | | |

GRI G4 CONTENT INDEX

| Material Aspect | DMA and Indicators | Omissions | External Assurance |
|--|--|---|--------------------|
| Occupational Health and Safety | G4-DMA People (Employee Health and Welfare) – p. 26 | | |
| | G4-LA6 People (Workplace Safety) – p. 27 | Partially Reported Currently unavailable – We do not separately measure absentee data, as well as do not track any related data specifically by region or gender. | |
| | G4-LA7 People (Workplace Safety) – p. 27 | | |
| Training and Education | G4-DMA People (Employee Health and Welfare) – p. 26 FY2015 – 2020 Goals (Workforce Development) – p. 7 | | |
| | G4-LA9 People (Employee Development) – p. 26 | | |
| | G4-LA10 People (Employee Development) – p. 26 FY2015 – 2020 Goals (Workforce Development) – p. 7 | | |
| Diversity and Equal Opportunity | G4-LA12 People (Employee Health and Welfare) – p. 26 People (Workplace Diversity) – p. 27 Values & Culture (Board of Directors) – p. 32 | Partially Reported Confidentially constraints – We do not disclose employee data by age or minority group for confidentiality reasons. | |
| Subcategory: Society | | | |
| Anti-Corruption | G4-S04 Values & Culture (Ethics Training) – p. 32 | | |
| Subcategory: Product Responsibility | | | |
| Customer Health and Safety | G4-PR1 Fleet (Duty of Care) – p. 12 | | |
| Product and Service Labeling | G4-PR5 People (Leading the Industry) – p. 25 | | |