

GRI CONTENT INDEX

FISCAL YEAR 2019

GRI STANDARD	DISCLOSURE	FULLY OR PARTIALLY REPORTED	LOCATION
GRI 101: FOUNDATION			
GENERAL DISCLOSURES			
GRI 102: GENERAL DISCLOSURES	102-1 Name of organization	Fully Reported	Enterprise Holdings Fact Sheet
	102-2 Activities, brands, products, and services	Fully Reported	Enterprise Holdings Fact Sheet
	102-3 Location of headquarters	Fully Reported	Enterprise Holdings Fact Sheet
	102-4 Location of operations	Fully Reported	Global Branch Map
	102-5 Ownership and legal form	Fully Reported	https://www.enterpriseholdings.com/en/financial-information.html
	102-6 Markets served	Fully Reported	Enterprise Holdings Fact Sheet
	102-7 Scale of the organization	Fully Reported	Enterprise Holdings Fact Sheet 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.
	102-8 Information on employees and other workers	Partially Reported	The vast majority of workers connected to Enterprise Holdings' business operations are employees of the company's network of independent regional subsidiaries . Employment records are compiled and maintained by Enterprise Holdings' human resources group. Parental leave is recorded and reported independently at the local level.
	102-10 Significant changes to the organization and its supply chain	Fully Reported	https://www.enterpriseholdings.com/en/global-leadership/supply-chain-management.html
102-12 External initiatives	Fully Reported	www.enterpriseholdings.com/en/corporate-social-responsibility/reports-and-governance/key-stakeholders.html	

**"Enterprise Holdings" and "Enterprise" refer to Enterprise Holdings, Inc. and its global network of independent regional subsidiaries and franchises that operate the Enterprise Rent-A-Car, National Car Rental and Alamo Rent A Car brands.

102-13 Membership of associations	Fully Reported	www.enterpriseholdings.com/en/corporate-social-responsibility/reports-and-governance/key-stakeholders.html
102-14 Statement from senior decision-maker	Fully Reported	Founding Values Corporate Responsibility FY2019 Update – p. 1
102-16 Values, principles, standards and norms of behavior	Fully Reported	https://www.enterpriseholdings.com/en/global-leadership/compliance-and-ethics.html
102-18 Governance structure	Fully Reported	www.enterpriseholdings.com/en/global-leadership.html https://www.enterpriseholdings.com/en/corporate-social-responsibility/reports-and-governance/csr-governance-council.html
102-40 List of stakeholder groups	Fully Reported	www.enterpriseholdings.com/en/corporate-social-responsibility/reports-and-governance/key-stakeholders.html
102-42 Identifying and selecting stakeholders	Fully Reported	www.enterpriseholdings.com/en/corporate-social-responsibility/reports-and-governance/key-stakeholders.html Materiality Assessment
102-43 Approach to stakeholder engagement	Fully Reported	www.enterpriseholdings.com/en/corporate-social-responsibility/reports-and-governance/key-stakeholders.html Materiality Assessment
102-45 Entities included in the consolidated financial statements	Fully Reported	Enterprise Holdings Fact Sheet https://www.enterpriseholdings.com/en/financial-information.html
102-46 Defining report content and topic boundaries	Fully Reported	Materiality Assessment
102-47 List of material topics	Fully Reported	Materiality Assessment
102-48 Restatements of information	Fully Reported	Information restated from previous reports is included as needed to provide context and demonstrate progress.

	102-49 Changes in reporting	Fully Reported	https://www.enterpriseholdings.com/en/corporate-social-responsibility/reports-and-governance.html
	102-50 Reporting period	Fully Reported	Enterprise Holdings' corporate responsibility update highlights relevant company activities in the company's fiscal year ending July 31, 2019 (unless otherwise noted) and includes information from our global, corporate-owned operations.
	102-51 Date of most recent report	Fully Reported	Fiscal Year 2015
	102-52 Reporting cycle	Fully Reported	https://www.enterpriseholdings.com/en/corporate-social-responsibility/reports-and-governance.html
	102-53 Contact point for questions regarding the report	Fully Reported	For questions about this report, please call 855-298-0346 or contact: Claire Carstensen Global Sustainability Manager Claire.S.Carstensen@ehi.com
	102-54 Claims of reporting in accordance with the GRI Standards	Fully Reported	This material references GRI Standards as is detailed in this index. https://www.enterpriseholdings.com/en/corporate-social-responsibility/reports-and-governance.html
	102-55 GRI content index	Fully Reported	FY2019 Referenced GRI Standards Index

MATERIAL TOPICS

EMPLOYEE HEALTH AND WELFARE

GRI 103: MANAGEMENT APPROACH	103-1 Explanation of the material topic and its boundary	Partially Reported	Materiality Assessment Founding Values Corporate Responsibility FY2019 Update – p. 4
GRI 103: MANAGEMENT APPROACH	103-2 The management approach and its components	Partially Reported	Founding Values Corporate Responsibility FY2019 Update – p. 4

GRI 103: MANAGEMENT APPROACH	103-3 Evaluation of the management approach	Partially Reported	<p>Founding Values Corporate Responsibility FY2019 Update – p. 4</p> <p>We conduct an annual employee opinion survey to formally gather feedback on the workplace experience. The results of this survey are made available on a department or operating group level to inform localized initiatives, as needed. Our annual Founding Values Award also captures the efforts of our global network of independent regional subsidiaries to take action on priority areas locally, including diversity and inclusion and workplace quality. In addition, our companywide ethics hotline is available for employees to anonymously report concerns as they arise.</p>
GRI 403: OCCUPATIONAL HEALTH AND SAFETY	403-2 Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Partially Reported	<p>Instances of work-related injury are reported to a worker’s manager. The incident is formally logged and reported to Enterprise Holdings’ risk management team. In FY2019, employees in Enterprise Holdings’ headquarters and independent regional subsidiaries filed 3,615 indemnity and medical claims, contributing to more than 48,234 lost days for injuries. There were 2 known fatalities. The information isn’t available with a regional breakdown.</p>
GRI 403: OCCUPATIONAL HEALTH AND SAFETY	403-3 Workers with high incidence or high risk of diseases related to their occupation	Fully Reported	<p>In FY2019, there were no reported occurrences of occupational disease as employees are not involved in on-the-job activities that present an unusually high risk.</p>

CLEAN FLEET TECHNOLOGY

GRI 103: MANAGEMENT APPROACH	103-1 Explanation of the material topic and its boundary	Partially Reported	<p>Materiality Assessment</p> <p>Founding Values Corporate Responsibility FY2019 Update – p. 2</p>
GRI 103: MANAGEMENT APPROACH	103-2 The management approach and its components	Partially Reported	<p>Founding Values Corporate Responsibility FY2019 Update – p. 2</p>
GRI 103: MANAGEMENT APPROACH	103-3 Evaluation of the management approach	Partially Reported	<p>Founding Values Corporate Responsibility FY2019 Update – p. 2</p> <p>Our operating groups regularly review rental data to inform future vehicle acquisition. The fleet make-up of each of our independent regional subsidiaries is a direct response to local customer demand for specific vehicle types and technologies.</p>

PRODUCT LIFECYCLE AND WASTE MANAGEMENT			
GRI 103: MANAGEMENT APPROACH	103-1 Explanation of the material topic and its boundary	Partially Reported	Materiality Assessment Founding Values Corporate Responsibility FY2019 Update – p. 2
GRI 103: MANAGEMENT APPROACH	103-2 The management approach and its components	Partially Reported	Founding Values Corporate Responsibility FY2019 Update – p. 2
GRI 103: MANAGEMENT APPROACH	103-3 Evaluation of the management approach	Partially Reported	Founding Values Corporate Responsibility FY2019 Update – p. 2
GRI 306: EFFLUENTS AND WASTE	306-2 Waste by type and disposal method	Partially Reported	Founding Values Corporate Responsibility FY2019 Update – p. 2 https://www.enterpriseholdings.com/en/corporate-social-responsibility/sustainability/sustainable_maintenance_programs.html https://www.enterpriseholdings.com/en/press-archive/2016/06/worlds-largest-car-rental-company-closing-loop-on-oil-consumption-at-north-american-airports.html

ADDITIONAL INDICATORS			
GRI 201: ECONOMIC PERFORMANCE	201-1 Direct economic value generated and distributed	Partially Reported	Enterprise Holdings Fact Sheet https://www.enterpriseholdings.com/en/financial-information.html Information unavailable for 201-1. 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.
GRI 203: INDIRECT ECONOMIC IMPACTS	203-1 Infrastructure investments and services supported	Partially Reported	www.enterpriseholdings.com/en/corporate-social-responsibility/philanthropic-initiatives/enterprise-rent-a-car-50-million-tree-pledge.html
GRI 204: PROCUREMENT PRACTICES	204-1 Proportion of spending on local suppliers	Partially Reported	Founding Values Corporate Responsibility FY2019 Update – p. 4
GRI 205: ANTI-CORRUPTION	205-2 Communication and training about anti-corruption policies and procedures	Partially Reported	https://www.enterpriseholdings.com/en/corporate-social-responsibility/reports-and-governance/global-csr-policy.html https://www.enterpriseholdings.com/en/global-leadership/compliance-and-ethics.html
GRI 304: BIODIVERSITY	304-3 Habitats protected or restored	Partially Reported	https://www.enterpriseholdings.com/en/corporate-social-responsibility/philanthropic-initiatives/enterprise-rent-a-car-50-million-tree-pledge.html