

ENTERPRISE HOLDINGS



# FOUNDING VALUES

## CORPORATE RESPONSIBILITY FY2019 UPDATE

### GLOBAL NETWORK

more than

**10,000**

airport and neighborhood  
locations in 100 countries  
and territories

### ANNUAL REVENUE

**\$25.9**  
billion\*

### GLOBAL FLEET

more than

**2 million**  
vehicles

### GLOBAL WORKFORCE

nearly

**100,000**  
employees†

\*includes affiliate Enterprise Fleet Management †employed by Enterprise Holdings and its integrated global network of independent regional subsidiaries

## TO OUR STAKEHOLDERS

Building healthy and prosperous communities isn't just core to our business, it's simply the right thing to do. Through our Founding Values program, we strive to promote long-term growth in the communities where our employees live and work. During the past fiscal year, we've brought this priority to life through a range of commitments, including ethical business conduct, environmental impact and philanthropic initiatives. As we look toward the future, we'll continue to share progress and look for new opportunities to expand our corporate responsibility efforts.

Sincerely,

**CAROLYN KINDLE BETZ**

*PRESIDENT*

*ENTERPRISE HOLDINGS FOUNDATION*

## SUSTAINABLE FLEET

As the world's largest transportation solution, Enterprise Holdings plays a significant role in the automotive value chain. We support sustainable and innovative transportation services by **investing in connected and fuel-efficient vehicles, shared mobility technology and alternative fuels.**

**COMMUTE WITH ENTERPRISE** Studies show the American commute is getting longer—adding costs and increasing stress on employees. With more than 12,000 vanpools on the road today, Commute with Enterprise is proving there's a better way get to and from work. Our programs eliminate more than 1 billion commuter miles driven each year while taking more than 67,000 cars off the road and offering cost savings for companies, municipalities and individuals. This, in turn, reduces carbon emissions by 1.1 billion pounds.

**ENTERPRISE CAR CLUB** In the UK, Enterprise Car Club helps businesses reduce costs and emissions by providing newer, energy efficient vehicles for local business travel than when employees drive their own vehicles and are reimbursed for mileage. When Highland Council introduced a 35-vehicle Enterprise Car Club fleet, in the first six months of use, average travel costs were reduced by one-third, and the organization avoided an estimated 50 tons of carbon dioxide.



### FLEET EFFICIENCY

**53%**  
of the U.S. and Canada fleet  
averages 24 mpg or better\*



### CARBON OFFSETS

**193,299**  
metric tons of carbon  
offset since 2007



### CLOSED LOOP RECYCLING

**11.6 million**  
gallons of oil recycled  
since 2009

## SUSTAINABLE OPERATIONS

Across our global network of independent regional subsidiaries, Enterprise Holdings takes a location-based approach to reducing the environmental impact of our business. Individual operations are empowered to implement innovative solutions that reduce waste and improve energy, water and resource efficiency based on the unique needs and opportunities in their local communities. Best practices and successes are shared for implementation across our network to help improve our collective environmental impact. Highlights from FY2019 include:



**90%**  
LaunchPad mobile tablet  
adoption within global  
home-city locations



**2,425**  
sites with smart  
HVAC systems



**9,000**  
tons of tires and



**82,500**  
windshields recycled

*\*as of January 2019*

## OUR COMMUNITIES

For more than 60 years, Enterprise Holdings has worked to make a meaningful difference in the communities where we live and work. Our company began with a simple commitment to take care of our customers and employees. As our business has grown, we've extended that same spirit of care and respect to the thousands of communities we serve around the world.



**ENTERPRISE URBAN TREE INITIATIVE** One of our signature philanthropic initiatives is our 50 Million Tree Pledge – a 50-year commitment to plant trees on public lands in the U.S. and other countries where we do business. In 2019, we extended our commitment to the natural world in the form of the new Enterprise Urban Tree Initiative, which **committed \$2 million to fund 40 community tree-planting events in neighborhoods across the United States** and globally. This initiative, in partnership with the Arbor Day Foundation, invests in cities that have been devastated by hurricanes, tornadoes, wildfires, floods, hailstorms and other natural disasters. Our priority is to address immediate reforestation needs and help restore damaged ecosystems.

## SIGNATURE INITIATIVES PROGRESS UPDATE (AT-A-GLANCE)



ENTERPRISE 50 MILLION  
TREE PLEDGE

**14 million**  
trees since 2006



ENTERPRISE FILL YOUR TANK

**\$40 million**  
in donations since 2016

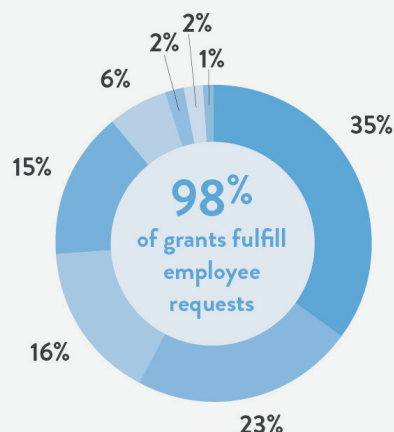


ROUTES & ROOTS®: ENTERPRISE  
HEALTHY RIVERS PROJECT

**\$18 million**  
in donations since 2017

**\$51.4 million**  
given worldwide in FY2019 by the  
Enterprise Holdings Foundation\*

*\*This total represents all countries' currencies converted into USD*



- 35% HEALTH AND HUMAN SERVICES
- 23% PUBLIC / SOCIAL BENEFITS
- 16% EDUCATION
- 15% ENVIRONMENTAL / ANIMALS
- 6% DISASTER RELIEF
- 2% ARTS
- 2% MILITARY
- 1% OTHER



## VALUES & CULTURE

Enterprise Holdings' culture is founded on the vision and values Jack Taylor established when he founded the company in 1957. Values like teamwork. Acting with integrity. Treating all people with respect. And at all times being a loyal and responsible corporate citizen – knowing that healthy and prosperous communities are the lifeblood of our business.

**SUPPLIER DIVERSITY** At Enterprise Holdings, operating sustainably includes building relationships with suppliers who share our values and ethical standards, as well as cultivating a network of partners who reflect the diversity of the communities in which we do business. We're committed to increasing the number of diverse businesses that supply our company with goods and services. In FY2019, 30% of our \$46.7 billion in companywide supplier spending went to minority-owned, women-owned and veteran-owned businesses.

To further advance diverse supplier representation, in 2019 we reaffirmed our commitment to the Airport Concession Disadvantaged Business Enterprise (ACDBE) Certification Assistance Program, which provides our diverse suppliers with a third-party consultant to assist them with the certification process and address any challenges they might face in becoming ACDBE-certified, including denials and appeals.

## PEOPLE

Our culture includes a commitment to prioritize the needs of our people. In this spirit, we rolled out a variety of new employee benefits aimed at providing more options and flexibility to empower them to build a strong future – both professionally and personally.

- INCREASED LENGTH OF PAID PARENTAL LEAVE (TO CARE FOR A CHILD OR OTHER DEPENDENT) FROM ONE WEEK TO TWO WEEKS
- ACCELERATED EMPLOYEE ELIGIBILITY FOR PAID MATERNITY AND ADOPTION LEAVE, GRANTING EMPLOYEES LEAVE AFTER ONE YEAR OF SERVICE
- REFINED SHORT-TERM DISABILITY LEAVE POLICY TO PROVIDE EMPLOYEES PAID LEAVE TO CARE FOR A FAMILY MEMBER OR CHILD WITH A SEVERE ILLNESS

“ As our founder Jack Taylor said... Take care of your customers and employees first, and the profits will follow. We continue to fulfill this sentiment by creating an enjoyable, team-oriented workplace atmosphere while also providing benefits to help improve our employees' lives inside and outside of the office. ”

SHELLEY ROITHER

VICE PRESIDENT OF HUMAN RESOURCES  
ENTERPRISE HOLDINGS

