Docusign Envelope ID: D5CBBEC7-F0B9-80B5-8246-167C940B339D

FY25 Carbon Reduction Plan

Supplier name: Enterprise Rent-A-Car UK Limited

Publication date: December 31, 2025, as amended on October 28, 2026.

Commitment to achieving Net Zero

Enterprise Rent-A-Car UK Limited ("Enterprise UK") is committed to pursuing Net Zero emissions by 2050 in the United Kingdom with respect to the Scope 1 emissions, the Scope 2 emissions, and the subset of Scope 3 emissions categories covered by, and specifically included in the emissions calculations in the "Baseline Emissions Footprint" section of, this Carbon Reduction Plan.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and are the reference point against which future emission reductions can be measured. Enterprise UK submitted its first Carbon Reduction Plan for fiscal year 2022 (FY22), which ran from August 1, 2021 through July 31, 2022. FY22 should be recognized as the baseline reporting year used in this Carbon Reduction Plan.

Baseline Emissions Calculations.

FY22 is the baseline year for Enterprise UK's Scope 1, 2, and 3 emissions reporting that are included in this Carbon Reduction Plan.

Scope 1 and 2 emissions have been calculated in line with the Streamlined Energy Carbon Reporting (SECR) requirements.

The relevant Scope 3 categories have been calculated as follows:

4 and 9. Upstream and downstream transportation and distribution – An estimate using an average-based method for transport logistics to capture both upstream and downstream emissions.

5. Waste generated –This emissions source is not currently being tracked, but Enterprise UK plans to partner with a third party to obtain this data and report this information in future reporting years once the data is collected.

6. Business travel – A distance-based approach was used to calculate business travel emissions for auto using the UK Government's "Greenhouse gas reporting: conversion factors 2022." Flight mileage was calculated and converted into mtCO2e by our third-party business travel company.

7. Employee commuting – An estimate was developed using representative headcount and an average of road travel miles has been used alongside UK Government emissions factors that have been applied to average miles per employee to generate mtCO2e.

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Enterprise UK Emissions

Emissions Categories	Annual Emissions (mtCO2e)		
	FY22*	**FY24****	**FY25**
Scope 1 Emissions			
Natural Gas	909	1,425	1,070
Petroleum & Diesel Fuels	2,462	3,275	4,692
Scope 2 Emissions			
Electricity (market-based)	1,906	711	1,789
Electricity (location-based)	1,906	2,989	2,385
Scope 3 (Included Sources)			
4 and 9. Upstream and downstream transportation & distribution	9,813	13,005	11,684
5. Waste Generated	Data not available	Data not available	Data not available
6. Business Travel	52	839	1,079
7. Employee Commuting	8,359	8,680	8,411
Scope 3 Total (Included Sources)	**18,172**	**22,524**	**21,173**
Total Emissions***	**23,449**	**27,935**	**28,725**
Intensity Ratios (mtCO2e per '000 rentals)			
Scope 1 and 2 (market-based)	**2.18**	**1.55**	**1.95**
Scope 1 and 2 (location-based)	**2.18**	**2.20**	**2.10**
*Scope 1, 2 & Scope 3 (Categories 4, 5, 6, 7 & 9) ****	**9.66**	**8.01**	**7.41**

* FY22 is considered baseline year.

** FY24 Scope 2 emissions were adjusted to reflect an emission factor error.

*** Reflects market-based Scope 2 emissions.

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Current Emissions Reporting

Enterprise UK Reporting Year: FY25

Emissions reduction targets

Enterprise UK is committed to pursuing a 5% reduction in Scope 1 and 2 emissions by the end of FY27 compared to its FY22 levels.

Carbon Reduction Projects

In striving to reach the published goal, Enterprise UK has invested in and plans to continue to invest in energy efficient technologies and conservation practices to reduce energy consumption, reduce greenhouse gas emissions and improve performance. The Group has transitioned to a new data analytics platform to improve utility management reporting.

Some examples of Enterprise UK's fiscal year 2025 energy efficiency measures and carbon reduction initiatives include:

- Completed the construction of three modular buildings in new locations to help standardize new development with buildings that support high-energy efficiency ratings and improved energy performance.
- Relocated 15 branches to higher energy efficiency locations, one of which is a modular building that supports high efficiency ratings.
- Replaced HVAC units at 10 additional locations to higher efficiency rated units
- Completed 17 LED lighting upgrades at locations.
- Continued to partner with an energy management company to help locations understand their energy consumption and opportunities for energy efficiency and upgraded 89% of total smart meters across all UK locations to access real-time energy use data and identify improvement opportunities.
- Installed 45 Passive Infrared (PIR) units in our rental vehicle wash areas so that lighting automatically turned off when not in use.
- Completed a large tender with the intent to partner with a lighting manufacturer. We are beginning the work to install lighting products that are capable of using daylight harvesting, intelligent installation layouts and cloud-based software to manage energy use.
- Continue to work with a UK-based waste broker to help identify waste reduction and landfill diversion opportunities across locations.
- Energy Savings Opportunities Scheme (ESOS) phase 3 audits were completed using the kWh/m² energy intensity ratio, showing an overall reduction in building energy usage across the UK from phase 2 ESOS audits of 26%.
- ESOS 2025 action plan to be submitted in line with legal requirements.

Enterprise UK will continue to endeavor to develop additional carbon reduction projects to support its carbon reduction efforts, including:

- Continuing to strive to progressively improve energy efficiency in its locations.
- Evaluating potential collaboration and opportunities within its supply chain, including renewable energy opportunities.
- The progressive introduction of HEVs and EVs into the fleet, as practicable

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Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with **Procurement Policy Note (PPN) 006 and the associated Technical Standard for the Completion of Carbon Reduction Plans.**

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol Corporate Accounting and Reporting Standard. This report also uses the appropriate UK Government emission conversion factors for greenhouse gas company reporting.

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard.

This Carbon Reduction Plan has been reviewed and signed off by the Enterprise Rent-A-Car UK Limited's Corporate Senior Vice President prior to publication on [*Month Date, Year*].

Signed on behalf of the Supplier:

e-file of Ryan's signature

Ryan Johnson

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Ryan Johnson
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Corporate Senior Vice President, Enterprise Rent-A-Car UK Limited

Date: [*Month Day, Year*] 28-10-26 | 09:00 PDT