

Diversity, Equity, Inclusion & Belonging Policy

Our Commitment

Element Fleet Management Corp. (“Element”) and its subsidiaries are committed to promoting diversity, ensuring all our people have access to opportunities and fostering an inclusive work culture where all feel like they belong. Driven by our Purpose to *Move the world through intelligent mobility*, and grounded in our Values, we celebrate diverse backgrounds and perspectives to strengthen our business, deliver the best outcomes for our clients, and support our people and communities. This policy establishes the framework that aligns and determines the principles and practices of our diversity, equity, inclusion and belonging (DEI&B) priorities.

DEI&B at Element centers on four key stakeholders:

- **People:** Attract and develop a diverse workforce and promote inclusive leadership
- **Clients:** Partner with clients to achieve shared goals through inclusion, innovation, and collaboration
- **Suppliers:** Promote diversity across our supply chain and enable transparency and reporting
- **Communities:** Give back to our communities where we live and work

Scope and Policy Application

This policy applies to all employees, directors, officers, contractors, vendors, consultants, and other representatives (collectively, “Element Representatives”) of Element Fleet Management Corp. and its subsidiaries across all of its regions (“We”, “Element” or the “Corporation”).

Glossary of Terms

Term	Definition
Diversity, Equity, Inclusion and Belonging	Element is committed to fostering a diverse and inclusive work culture founded on respect, where differences are genuinely embraced and celebrated. We are committed to a safe environment where everyone feels like they belong. We are an organization where mutual respect and mutual trust are absolute; all are respected and have an opportunity to thrive.
Diversity	Diversity is an acknowledgement that Element values our differences encompassing the variety of unique dimensions, qualities, and characteristics we all possess. Such differences include, but are not limited to, ethnicity, race, gender, age, ability, sexual orientation, gender identity, military status, national orientation, family status, language, education, cultural backgrounds, socio-economic background, religion, and beliefs.
Equity	Fair treatment, access, opportunity, and advancement for all. Equity centers on a desire to ensure all our people have fair access to opportunities.
Inclusion	Inclusion is acceptance and respect for all, creating a culture that embraces and values our differences.
Belonging	Belonging is the outcome, meaning everyone feels that they are treated fairly, accepted, and respected.

Policy

Diversity, Equity, Inclusion and Belonging is essential to our business and our key stakeholders: our people, clients, suppliers, and communities. Element shares the belief that all people should be respected, treated fairly, and have access to opportunities. As such, we strive to foster a diverse, equitable and inclusive work culture environment where everyone belongs, is respected and where differences are accepted and celebrated. Our people - our greatest asset and differentiator with clients - represent many dimensions of diversity, and makes us stronger, more innovative, and responsive.

We are committed to employing a workforce comprised of dynamic and diverse individuals who bring a broad range of experiences and perspectives that uniquely contribute to the growth of our company. Element is committed to equal opportunity for all our applicants and team members without regard to race, color, religion, genetic information, sex, gender identity, sexual orientation, age, marital status, family status, ancestry, national origin, citizenship, physical or mental disability, veteran status, military obligations or any other characteristic protected by federal, state and local laws.

Our Diversity, Equity, Inclusion and Belonging strategy is integrated with our Sustainability and Corporate Social Responsibility initiatives. These initiatives help guide our actions to retain and attract talent, manage risk, and grow our business.

Defined by our Values **We are always a force for good, We are experts defining the future of mobility and We are driven by client success**, we expect our people to demonstrate appropriate workplace behaviors and respect for their fellow co-workers. We do not tolerate unlawful discrimination, bullying, any form of harassment, sexual or otherwise. If any employee has experienced or witnessed inappropriate behavior, they should report to a business leader, member of Human Resources, or utilize the company's concern reporting program.

Supplier Diversity

Minority- and women-owned business enterprises (MWBE), including Service-Disabled-Veteran-Owned Small Businesses (SDBOSB), Veteran-owned businesses, LGBTQ- and Disabled-Owned Business Enterprises (DOBE), are providers of a variety of products and services for our clients and Element. By doing business with diverse suppliers, we contribute to the growth of companies that, in turn, help us grow.

The Element Supplier Diversity Program led by Procurement and supported by the DEI&B team. At Element we work to identify and build strong relationships with certified diverse businesses to supply our business with quality products and services aligned with local market conditions and available certification frameworks.

Our focus is on expanding our diverse supplier network and providing insightful reporting to support our clients in their diversity efforts.

Responsibility

DEI&B is the responsibility of every employee at Element. Additional key stakeholders include procurement, communications, learning and development, talent acquisition and analytics.

The Director, DEI&B is responsible for:

- Identifying and involving all stakeholders,
- DEI&B policy development and maintenance,
- Communicating the approved policy to all stakeholders,
- Policy implementation, adherence, and update(s).

The EVP & Chief People Officer is accountable for ensuring the policy and practices remain relevant and are adhered to.

Policy Oversight

This policy is subject to annual review by the Director, DEI&B with review and approval by Human Resources and Legal.

Interaction with Other Policies

The following Element policies support adherence to DEI&B:

- [Code of Conduct and Ethics](#)
- [Global Concern Reporting Policy](#)
- [Corporate Social Responsibility Policy](#)
- [Human Rights Statement](#)

Policy Owner

Questions regarding the interpretations of this policy shall be directed to your Manager, HR Business Partner or Director, DEI&B.

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