

# 2024 Sustainability Report Highlights

At Element, our efforts are rooted in contributing to a more sustainable and inclusive world. We are committed to driving progress that enriches our people, clients, suppliers, and communities and paves the way for a brighter future for all. Central to this commitment is our dedication to accountability and transparency. We have formally committed to setting science-based targets, ensuring that our actions align with rigorous standards and contribute to driving sustainable growth.



## Our Planet

- **Achieved 100% electrification** of our internal fleet in Australia and New Zealand<sup>2</sup>
- **More than doubled** active EV pilots globally compared to 2022
- **Committed** to the Science Based Targets initiative
- **Scored** a B on CDP Climate Change questionnaire



## Our People

- **51%** women globally and **24%** Racially and/or Ethnically Diverse<sup>4</sup> people in our workforce
- **84%** team member engagement diversity index score
- **73%** team member engagement index score
- **More than 10,500** vehicle collision accidents prevented and \$61M in repair spend avoided through safety products



## Our Communities

- **30%** increase in team member volunteer hours over the previous year totalling more than **2,700** hours
- **Donated** more than \$570k to non-profits



## Our Business

- **Top 8%** of 219 Canadian companies in The Globe and Mail's Board Games
- **EcoVadis Silver Medal**, top 25% of companies assessed
- **Signatory** of the United Nations Global Compact
- **Aligned** to the Task Force on Climate-related Financial Disclosures Framework

<sup>1</sup> Compared to 2019 baseline, reduction calculated utilizing Scope 2 market-based GHG emissions.

<sup>2</sup> 100% electrification of Australia's internal fleet was achieved in March 2024.

<sup>3</sup> Inclusive of Plug-in Hybrid Electric Vehicles (PHEV) & Hybrid Electric Vehicles (HEV)

<sup>4</sup> U.S. and Canada