

Delivering Real Change

Element's Environmental, Social and Governance (ESG) strategy reflects our commitment to sustainability and to leading with the transparency and integrity we are known for.

127B

grams of
CO₂ saved
(since 2017)

86%

DE&I Index
Score

81%

employee
engagement
index score

\$2.4M

CAD donated to
nonprofits in local
communities

40%

women Board
of Directors

ENVIRONMENTAL



Our core sustainability objective is to reduce greenhouse gas emissions through expanding Electric Vehicle offerings and consulting with clients on optimizing fleet efficiency.

- Launched **Arc by Element** an end-to-end EV fleet offering.
- **6,733 EVs** originated.
- **Recognized in top 15%** of all companies rated by EcoVadis

DIVERSITY, EQUITY & INCLUSION



Element is committed to fostering a diverse, equitable, and inclusive culture where each of us is respected and has an equal opportunity to thrive. We care deeply about the development of our people and ensure fair and equitable compensation.

- **50% women and 20% BIPOC** (Black, Indigenous and People of Colour) comprise our workforce.
- **\$1.5B USD spent** with 4,700 diverse suppliers, including \$700M with women-owned-businesses.

SAFETY & SATISFACTION



Our commitment to employee and driver safety is underpinned by technology solutions that drive a culture of safety, including fostering higher enrollment in safety programs and reducing accidents.

- **3.8 preventable accidents** per million km driven.
- Earned a record level **NPS of 35**.

GOVERNANCE



Our commitment to strong governance encompasses ethical conduct and human rights, emphasizes data governance, and stresses stakeholder consultation. We are committed to increase our reporting and public disclosures of ESG initiatives and results.

- **1st place** Globe & Mail's annual Board Games.
- **30% increase** in ISS score.



Element is pleased to have launched Arc by Element; an end-to-end EV fleet offering developed to simplify the complex transition from internal combustion engines (ICE) to Electric Vehicles (EVs). Our full-service fleet offering is ready to support the EVs in your fleet, from planning your fleet, charging infrastructure solutions, acquisition, financing, maintenance, all the way to remarketing. Element is ready to help accelerate your EV journey.