



2022 HIGHLIGHTS

Progress that Matters

At Element, we are inspired by the possibility of a more sustainable and inclusive world, and dedicated to creating progress that matters to our people, clients, suppliers, and communities. This commitment is backed by accountability and transparency — we continue to set targets, share our progress, and improve our ESG performance globally.

75%

increase in Electric Vehicle originations

\$1.75B

spent with over 4,800 diverse suppliers

44%

women Board of Directors and **22%** diverse

55%

reduction in scopes 1 and 2 GHG emissions*



*compared to 2019 baseline, reduction calculated utilizing scope 2 market-based GHG emissions



ENVIRONMENTAL

- Committed to **100% ELECTRIFICATION** of our internal fleet in New Zealand with Australia on target to be fully electric in mid-2024.
- **100% OF ELEMENT'S INTERNAL FLEET** to be electrified by the end of 2025
- Launched approximately **70 EV PILOTS GLOBALLY**



SOCIAL

- **51% WOMEN** and **21% BLACK, INDIGENOUS, AND PEOPLE OF COLOUR** in our workforce
- **87% DE&I INDEX SCORE**
- **82% EMPLOYEE ENGAGEMENT INDEX SCORE**
- **11,482 ACCIDENTS AVOIDED** and **\$57M IN REPAIR SPEND** avoided through safety products



GOVERNANCE

- **TOP 7%** of 226 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