



2024 Corporate Citizenship Report

Global Reporting Initiative (GRI) Index

Herc Holdings Inc.

27500 Riverview Center Blvd.
Bonita Springs, FL 34134

Sustainability@HercRentals.com

GRI Index

Our 2024 Corporate Citizenship Report has been prepared referencing [Global Reporting Initiative \(GRI\) 2021 Universal Standards](#).

Disclosure	Indicator	Description	Response/Location
GRI 2: General Disclosures			
The Organization and its Reporting Practices			
	2-1	Organizational details	2023 10-K Cover
	2-2	Entities included in the organization’s sustainability reporting	2023 10-K Exhibit 21.1
	2-3	Reporting period, frequency and contact point	2024 Corporate Citizenship Report p. 2
	2-4	Restatements of information	2024 Data Supplement p. 6–10
	2-5	External assurance	2024 Data Supplement p. 11
Activities and Workers			
	2-6	Activities, value chain and other business relationships	2024 Corporate Citizenship Report p. 7 2023 Annual Report p. 4 2023 10-K p. 1–5
	2-7	Employees	2024 Data Supplement p. 1
	2-8	Workers who are not employees	2023 10-K p. 6
Governance			
	2-9	Governance structure and composition	2024 Proxy p. 10, 11 and 14
	2-10	Nomination and selection of the highest governance body	2024 Proxy p. 9, 13, 14 and 52
	2-11	Chair of the highest governance body	2024 Proxy p. 9
	2-12	Role of the highest governance body in overseeing the management of impacts	2024 Corporate Citizenship Report p. 39 and 40 2024 Proxy p. 11 and 12
	2-13	Delegation of responsibility for managing impacts	2024 Corporate Citizenship Report p. 39 and 40 2024 Proxy p. 11
	2-14	Role of the highest governance body in sustainability reporting	2024 Corporate Citizenship Report p. 39 and 40 2024 Proxy p. 11
	2-15	Conflicts of interest	2024 Proxy p. 15 and 48 Code of Ethics p. 11 and 12
	2-16	Communication of critical concerns	2024 Proxy p. 16 Code of Ethics p. 4–6

Disclosure	Indicator	Description	Response/Location
	2-17	Collective knowledge of the highest governance body	2024 Proxy p. 9-13 Herc Rentals Governance Guidelines , see Corporate Governance Guidelines
	2-18	Evaluation for the performance of the highest governance body	2024 Proxy p. 13
	2-19	Remuneration policies	2024 Proxy p. 18-26 and 34 2024 Corporate Citizenship Report p. 39 and 40
	2-20	Process to determine remuneration	2024 Proxy p. 20 and 21
	2-21	Annual total compensation ratio	2024 Proxy p. 40
Strategy, Policies, and Practices			
	2-22	Statement on sustainable development strategy	2024 Corporate Citizenship Report p. 4
	2-23	Policy commitments	Herc Rentals Sustainability, Additional Resources Herc Rentals Governance Documents
	2-24	Embedding policy commitments	Herc Rentals Sustainability, Additional Resources Herc Rentals Governance Documents
	2-25	Process to remediate negative impacts	2024 Corporate Citizenship Report p. 28
	2-26	Mechanisms for seeking advice and raising concerns	Code of Ethics p. 5 Human Rights Policy p. 2
	2-28	Membership associations	2024 Corporate Citizenship Report p. 45 and 58
Stakeholder Engagement			
	2-29	Approach to stakeholder engagement	2024 Corporate Citizenship Report p. 8
	2-30	Collective bargaining agreements	2023 10-K p. 6
GRI 3: Material Topics			
Disclosure on Material Topics			
	3-1	Process to determine material topics	2024 Corporate Citizenship Report p. 8
	3-2	List of material topics	2024 Corporate Citizenship Report p. 8
	3-3	Management of material topics	Information for material topics is provided throughout the 2024 Corporate Citizenship Report .
Economic Performance			
	3-3	Management of material topics: Economic performance	We report economic performance quarterly and annually through public filings utilizing GAAP and non-GAAP reporting metrics. 2023 Annual Report
	201-1	Direct economic value generated and distributed	2023 10-K p. 28 and 40

Disclosure	Indicator	Description	Response/Location
	201-2	Financial implications and other risks and opportunities due to climate change	2024 Corporate Citizenship Report p. 57-60 2023 10-K p. 16
	201-3	Defined benefit plan obligations and other retirement plans	2023 10-K p. 64-67
	201-4	Financial assistance received from the government	We recognized \$2.9 million in Solar Investment Tax Credits, \$1.2 million in Research and Development credits, and \$177,000 in Work Opportunity Tax Credits/Empowerment Zone Incentives.
Indirect Economic Impacts			
	3-3	Management of material topics: Indirect economic impacts	We rely on our company policies (Code of Ethics, Vendor Code of Conduct, Environmental Management, etc.) to mitigate, address and manage potential negative indirect impacts.
	203-1	Infrastructure investments and services supported	2023 Annual Report p. 1-4
Procurement Practices			
	3-3	Management of material topics: Procurement practices	2024 Corporate Citizenship Report p. 43 and 44
	204-1	Proportion of spending on local suppliers	This metric is omitted because we are developing new tracking and reporting methodologies.
Anti-corruption			
	3-3	Management of material topics: Anti-corruption	2024 Corporate Citizenship Report p. 43 Code of Ethics p. 14
	205-2	Communication and training about anti-corruption policies and procedures	2024 Corporate Citizenship Report p. 43
	205-3	Confirmed incidents of corruption and actions taken	No reported incidents were confirmed for the years 2019 to 2023.
Anti-Competitive Behavior			
	3-3	Management of material topics: Anti-competitive behavior	2024 Corporate Citizenship Report p. 42 and 43 Code of Ethics p. 15-18
	206-1	Legal action for anti-competitive behavior, antitrust and monopoly practices	No reported legal actions within reporting years 2019 through 2023.
Tax			
	3-3	Management of material topics: Tax	2024 Corporate Citizenship Report p. 45
	207-1	Approach to tax	2024 Corporate Citizenship Report p. 45
	207-2	Tax governance, control and risk management	2024 Corporate Citizenship Report p. 45
	207-3	Stakeholder engagement and management of concerns related to tax	2024 Corporate Citizenship Report p. 45
Energy			
	3-3	Management of material topics: Energy	2024 Corporate Citizenship Report p. 29-34 Environmental Management Policy
	302-1	Energy consumption within the organization	2024 Corporate Citizenship Report p. 31, 33 and 55 2024 Data Supplement p. 6-7

Disclosure	Indicator	Description	Response/Location
	302-2	Energy consumption outside of the organization	2024 Corporate Citizenship Report p. 32 2024 Data Supplement p. 7
	302-3	Energy intensity	2024 Corporate Citizenship Report p. 31 2024 Data Supplement p. 7
	302-4	Reduction of energy consumption	2024 Corporate Citizenship Report p. 30–34 2024 Data Supplement p. 7
Water and Effluents			
	3-3	Management of material topics: Water and effluents	2024 Corporate Citizenship Report p. 36 Environmental Management Policy
	303-1	Interactions with water as a shared resource	2024 Corporate Citizenship Report p. 36
	303-3	Water withdrawal	2024 Data Supplement p. 8
	303-5	Water consumption	2024 Corporate Citizenship Report p. 36 2024 Data Supplement p. 8
Emissions			
	3-3	Management of material topics: Emissions	2024 Corporate Citizenship Report p. 31 and 32
	305-1	Direct (Scope 1) GHG emissions	2024 Corporate Citizenship Report p. 31 2024 Data Supplement p. 6
	305-2	Energy indirect (Scope 2) GHG emissions	2024 Corporate Citizenship Report p. 31 2024 Data Supplement p. 6
	305-3	Other indirect (Scope 3) GHG emissions	2024 Corporate Citizenship Report p. 32 2024 Data Supplement p. 7
	305-4	GHG emissions intensity	2024 Corporate Citizenship Report p. 31 2024 Data Supplement p. 6
	305-5	Reduction of GHG emissions	2024 Corporate Citizenship Report p. 31 2024 Data Supplement p. 6
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	We do not engage in business activities that result in significant air emissions of these compounds within our Scope 1 or 2 GHG reported data.
Waste			
	3-3	Management of material topic: Waste	2024 Corporate Citizenship Report p. 35 Environmental Management Policy
	306-1	Waste generation and significant waste-related impacts	2024 Corporate Citizenship Report p. 35
	306-2	Management of significant waste-related impacts	2024 Corporate Citizenship Report p. 35
	306-3	Waste generated	2024 Corporate Citizenship Report p. 35 2024 Data Supplement p. 7 and 8

Disclosure	Indicator	Description	Response/Location
	306-4	Waste diverted from disposal	2024 Corporate Citizenship Report p. 35 2024 Data Supplement p. 7 and 8
	306-5	Waste directed to disposal	2024 Corporate Citizenship Report p. 35 2024 Data Supplement p. 7 and 8
Supplier Environmental Assessment			
	3-3	Management of material topics: Supplier environmental assessment	2024 Corporate Citizenship Report p. 44 Vendor Code of Conduct Human Rights Policy
	308-1	New suppliers that were screened using environmental criteria	2024 Corporate Citizenship Report p. 44
Employment			
	3-3	Management of material topics: Employment	2024 Corporate Citizenship Report p. 17-22
	401-1	New employee hires and employee turnover	2024 Corporate Citizenship Report p. 17, 18 and 21 2024 Data Supplement p. 2 and 3
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2024 Corporate Citizenship Report p. 22 Employee Benefits
	401-3	Parental leave	2024 Corporate Citizenship Report p. 22 2024 Data Supplement p. 4
Labor/Management Relations			
	3-3	Management of material topics: Labor/management relations	2024 Corporate Citizenship Report p. 17-22 Labor and Workplace Policy
	402-1	Minimum notice periods regarding operational changes	2023 10-K p. 6 The notice period and/or provisions for consultation and negotiation are specified in some but not all collective bargaining agreements. We provide reasonable notice to employees when a significant change may impact them and follow collective bargaining agreements.
Occupational Health and Safety			
	3-3	Management of material topics: Occupational health and safety	2024 Corporate Citizenship Report p. 12-16 Commitment to Safety
	403-1	Occupational health and safety management system	2024 Corporate Citizenship Report p. 13 and 14
	403-2	Hazard identification, risk assessment and incident investigation	2024 Corporate Citizenship Report p. 12-16
	403-3	Occupational health services	2024 Corporate Citizenship Report p. 12-16
	403-4	Worker participation, consultation and communication on occupational health and safety	2024 Corporate Citizenship Report p. 12-16
	403-5	Worker training on occupational health and safety	2024 Corporate Citizenship Report p. 12-16

Disclosure	Indicator	Description	Response/Location
	403-6	Promotion of worker health	2024 Corporate Citizenship Report p. 12-16
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 Corporate Citizenship Report p. 12-16
	403-8	Workers covered by an occupational health and safety management system	2024 Corporate Citizenship Report p. 13
	403-9	Work-related injuries	2024 Data Supplement p. 5
	403-10	Work-related ill health	2024 Data Supplement p. 5
Training and Education			
	3-3	Management of material topics: Training and education	2024 Corporate Citizenship Report p. 19 and 20
	404-1	Average hours of training per year per employee	2024 Corporate Citizenship Report p. 19 2024 Data Supplement p. 4
	404-2	Programs for upgrading employee skills and transition assistance programs	2024 Corporate Citizenship Report p. 19, 20 and 22
	404-3	Percentage of employees receiving regular performance and career development reviews	2024 Corporate Citizenship Report p. 18
Diversity and Equal Opportunity			
	3-3	Management of material topics: Diversity and equal opportunity	2024 Corporate Citizenship Report p. 23, 24, 39 and 40
	405-1	Diversity of governance bodies and employees	2024 Corporate Citizenship Report p. 23, 24, 39 and 40 2024 Data Supplement p. 8 2024 Proxy p. 14
Child Labor			
	3-3	Management of material topics: Child labor	2024 Corporate Citizenship Report p. 43 Code of Ethics Human Rights Policy
Forced or Compulsory Labor			
	3-3	Management of material topics: Forced or compulsory labor	2024 Corporate Citizenship Report p. 43 Code of Ethics Human Rights Policy
Rights of Indigenous Peoples			
	3-3	Management of material topics: Rights of Indigenous Peoples	2024 Corporate Citizenship Report p. 44 Indigenous Relations Policy - Canada
Local Communities			
	3-3	Management of material topics: Local communities	2024 Corporate Citizenship Report p. 25-27
	413-1	Operations with local community engagement, impact assessments and development programs	2024 Corporate Citizenship Report p. 25-27

Disclosure	Indicator	Description	Response/Location
Supplier Social Assessment	3-3	Management of material topics: Supplier social assessment	2024 Corporate Citizenship Report p. 43 Vendor Code of Conduct Human Rights Policy
	414-1	New suppliers that were screened using social criteria	2024 Corporate Citizenship Report p. 44
Public Policy	3-3	Management of material topics: Public policy	We participate in professional associations such as the American Rental Association when needed regarding public policy.
	415-1	Political contributions	We do not donate any money, time, goods or services to organizations that have a 501(c) (4) tax-exempt designation or would apply donations to solicit financial support for individuals, political candidates, political campaigns, a political party, a political action committee or a ballot measure committee.
Customer Health and Safety	3-3	Management of material topics: Customer health and safety	2024 Corporate Citizenship Report p. 15 and 16
	416-1	Assessment of the health and safety impacts of product and service categories	2024 Corporate Citizenship Report p. 13
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2024 Data Supplement p. 5
Marketing and Labeling	3-3	Management of material topics: Marketing and labeling	We monitor and comply with regulations governing environmentally friendly product claims like the U.S. Federal Trade Commission's Green Guides.
Customer Privacy	3-3	Management of material topics: Customer privacy	2024 Corporate Citizenship Report p. 41 and 42
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2024 Data Supplement p. 5 2024 Corporate Citizenship Report p. 42