



HERC HOLDINGS INC.

HercRentals[®]

2025 Corporate Citizenship Report





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Introduction



A Message from Our CEO



To Our Stakeholders:

At Herc Rentals, our purpose—to equip our customers and communities to build a brighter future—continues to guide how we grow, innovate and drive meaningful impact. I'm proud to share our 2025 Corporate Citizenship Report which details the progress we made in 2024 and early 2025 in advancing our sustainability priorities and, in turn, our purpose.

In 2024, we engaged a wide range of stakeholders—including customers, team members, investors and nonprofit partners—in a comprehensive assessment to help us better understand the sustainability topics most relevant to our business performance and societal impact. We completed this study in early 2025, and the insights gained will strengthen our ability to identify opportunities, anticipate risks and develop sustainable solutions across our value chain.

Among our priorities, we continue to rank safety at the top. Our 2024 Total Recordable Incident Rate (TRIR) of 0.87 remains better than the industry's benchmark of 1.0, reflecting our high standards and commitment to the safety of our people and customers. We strive for 100% Perfect Days, meaning a working day with no recordable incidents, no Department of Transportation violations and no at-fault motor vehicle accidents. For full-year 2024, on a branch-by-branch measurement, all of our operations achieved at least 98% of days as perfect.

Across our organization, our team continues to be the engine behind everything we achieve. In 2024, we invested more than 398,000 hours in employee training—a 9% increase from the previous year, compared to our 4% workforce growth. In our most recent team member survey, we achieved an 86% participation rate and

an Employee Net Promoter Score of 40—both best-in-class scores, signaling deep engagement and pride in our company. Our commitment to engaging and developing our team members is also evident by our consistently low voluntary turnover rate, as compared to peers in our industry.

We continue to deepen our impact in the communities where we live and work. In 2024, we launched our *Building Brighter Futures Pillars* to guide our charitable giving, volunteerism and nonprofit partnerships. Our three focus areas—Safe & Resilient Communities, Education & Skill Building and Environmental Stewardship—help align our collective efforts to where we can make the greatest difference. We also introduced a Community Ambassadors program to coordinate team-led service projects across our branch network and, based on the success of the pilot cohort, we are expanding the program in 2025. In addition, we offer all eligible team members eight hours of paid Volunteer Time Off to support causes that are personally meaningful to them.

Our purpose in building brighter futures is also closely tied to our commitment to environmental stewardship. Across our operations, we are delivering on environmental goals that we set to achieve by 2030, compared to a 2019 baseline. We're proud to report that we have met our goal of reducing Scope 1 and 2 greenhouse gas (GHG) emissions intensity by 25%—a milestone we exceeded by 150 basis points in 2024. We are also on track to reach our 25% waste intensity reduction goal later this year. These accomplishments reflect the strength of our operational discipline and

our continued investment in systems that enhance our ability to execute against our environmental priorities.

As we grow, we remain focused on doing so efficiently and responsibly. In 2024, we increased rental revenue by 11% and expanded our branch network by 14%, while limiting the rise in absolute Scope 1 and 2 emissions to just 8%—demonstrating our ability to scale with environmental responsibility.

In June 2025, we reached an exciting milestone in our growth journey with the acquisition of H&E Rentals, adding over 160 branches to our network. As we integrate these locations, we will rebaseline our environmental data and set new short-, mid- and long-term goals to reflect our expanded footprint.

I am proud of the progress our team has made, as detailed in this report, and excited for the opportunities ahead as we strengthen our sustainability performance in alignment with our growth strategy. Together, we will continue to improve, evolve and advance our purpose of equipping our customers and communities to build a brighter future.

Thank you for your continued trust and support.

Sincerely,

Larry Silber
President and Chief Executive Officer
Herc Holdings Inc.

Company Overview

Established in 1965, Herc Rentals is a premier, full-service equipment rental company that helps customers across North America achieve optimal performance safely, efficiently and effectively.

Herc Holdings Inc. (the "Company") was listed on the New York Stock Exchange in 2016 under the ticker symbol "HRI". Herc Holdings Inc. operates through Herc Rentals Inc., its primary subsidiary. Herc Rentals offers a broad portfolio of equipment for rent, as well as equipment management, repair, maintenance, safety training and other services.

Our classic fleet includes aerial, earthmoving, material handling, trucks and trailers, air compressors, compaction and lighting. Our equipment rental business is supported by ProSolutions®, our industry-specific solutions-based services, which includes power generation, climate control, remediation and restoration, pump, trench shoring, studio and production equipment and our ProContractor professional grade tools. We cater to diverse customers and industries such as contractors, commercial facilities, industrials, infrastructure and government.

Our Purpose	To equip our customers and communities to build a brighter future.				
Our Vision	We aspire to be the supplier, employer and investment of choice in our industry.				
Our Values	We do what's right.	We're in this together.	We take responsibility.	We achieve results.	We prove ourselves every day.
Our Strategy	Grow the core	Expand specialty	Elevate technology	Allocate capital efficiently	Execute at the highest level
Our Strengths	Market leader and consolidator creating value	Diverse customer base	Large, diverse, high-quality equipment fleet	Leading-edge technology and value-added services	Experienced team delivering superior customer service

Easy, Expert and Efficient Operating Model

We strive to deliver the ideal customer experience at every touchpoint, and our E3 Business Operating System (E3OS) enables our culture of continuous improvement. E3OS challenges us to elevate operational effectiveness and practice competitive agility to delight our customers. This involves aligning resources, reducing complexity, removing costs and building capabilities that are scalable and sustainable across our business. E3OS encompasses our brand promise of being:

1. Easy to do business with;
2. Expert at what we do; and
3. Efficient in serving our customers.



This initiative amplifies our capabilities in equipment rental and sets our standard of excellence for our customers. It also creates the conditions for high performance from every team member. As our company continues to grow, E3OS pushes us to evolve in ways that create better experiences for our customers and team.

2024 at a Glance

59+

years of equipment rental expertise

7,638

team members



451

locations spanning 44 states in the United States and 5 provinces in Canada

\$3.6B

total revenues



About This Report

Our 2025 annual Corporate Citizenship Report highlights environmental, social and governance topics most relevant to our business with a focus on the period from January 1, 2024 to December 31, 2024, unless otherwise stated.

We continually seek to advance our sustainability initiatives and transparently share the latest information available. Toward that end, this report also highlights accomplishments achieved in the first half of 2025 where noted.

We referenced the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) when preparing the contents of this report. Reported items are aligned with the Sustainable Development Goals (SDGs). Climate-related disclosures follow the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). Our most recent [TCFD report](#) was published in August 2024. Our 2024 Scope 1 and 2 greenhouse gas (GHG) emissions were subject to third-party review (limited assurance) in accordance

with attestation standards established by the American Institute of Certified Public Accountants (AICPA). Information about Scope 3 GHG emissions in this report is limited to available data.

Throughout this report, data figures are rounded. In addition, footnotes are used to provide brief explanations where additional context is helpful. More information regarding forward-looking statements and third-party limited assurance is included in the report's Appendix and [Data Supplement](#).

We welcome hearing your thoughts about our sustainability initiatives and reporting at


2024 Sustainability Highlights

People




- >98% Perfect Days** reported across all branches¹
- >100K hours** of safety training provided to customers
- +6% Employee Engagement** Index above North American benchmark
- 9% veteran workforce** — 3% higher than the veteran population in the overall U.S.²
- >4K hours** of team member volunteerism across communities

Planet



- 38% electric or hybrid** equipment rental fleet by count³
- 26.5% reduction** in Scope 1 and 2 GHG emissions intensity from 2019 baseline⁴
- 50% of facilities** equipped with LED lighting
- 62% waste diverted** from landfills
- 10% recycled waste oil** purchased for reuse

Prosperity and Partnerships






- +11% equipment rental revenue** year-over-year
- 51 branches** added in key urban markets, more than half through acquisitions
- \$895K donated** to charities
- 100% completion rate** from employees and governance body for anti-corruption and ethics training
- >80% OEMs** reviewed our Vendor Code of Conduct and Human Rights Policy⁵

1. Perfect Days are those with no Occupational Safety and Health Administration (OSHA) recordable incidents, no Department of Transportation (DOT)/Ministry of Transportation (MOT) violations and no at-fault motor vehicle accidents.
 2. Overall veteran population figures are from the U.S. Census Bureau 2023 American Community Survey 1-Year Estimates.
 3. Excludes non-engine-powered fleet products.
 4. Metric tons of carbon dioxide equivalent per million U.S. dollars of total revenue.
 5. Percentage is calculated based on spend with Original Equipment Manufacturers (OEMs).

2030 Goals and Progress

We continue to take meaningful actions to advance our 2030 sustainability goals, which focus on improving our Total Recordable Incident Rate (TRIR)¹ safety metric as well as reducing our greenhouse gas (GHG) emissions and landfill waste intensities². These goals were set based on our 2019 performance and assessment of relevant sustainability topics. In June 2025, we acquired H&E Equipment Services, adding over 160 branches and over 2,500 team members. Once the acquired branches are fully integrated into our business, we plan to re-establish a new baseline and announce revised goals consistent with our larger footprint and sustainability priorities. In the meantime, we will continue to report progress on our existing goals.

	Safety	GHG Emissions	Waste
2030 Goal 	Reduce TRIR ¹ to 0.49	Reduce Scope 1 and 2 GHG emissions intensity ² by 25%	Reduce landfill waste intensity ³ by 25%
2024 Status 	0.87 better than the industry's benchmark of 1.0	26.5% reduction achieved, exceeding our goal	23.3% reduction achieved, on track to meet our goal
Performance Drivers 	Cultivating a strong safety culture	Encouraging fuel-efficient driving habits	Setting up recycling at new branches
	Addressing safety risks	Performing preventative fleet maintenance	Going paperless where possible
	Fostering a safety culture of risk mitigation, awareness and learning	Upgrading facility lighting to LED	Preventing spills to reduce cleanup waste
	Training and empowering team members	Optimizing HVAC efficiency	Using recyclable water-soluble solvent alternatives

1. Calculated by multiplying the number of incidents by 200,000 hours, then dividing that figure by the total number of hours worked. The 200,000 in the formula represents the equivalent of 100 employees working 40 hours per week, 50 weeks per year, and provides the standard base for the incidence rates.
 2. GHG intensity is metric tons of carbon dioxide equivalent per million U.S. dollars of total revenue.
 3. Landfill waste intensity is metric tons of generated waste serviced by national suppliers per million U.S. dollars of total revenue.



Issue Prioritization through Stakeholder Engagement

Assessing the impact of our business on the environment and society, addressing sustainability risks and seizing sustainability-related opportunities are integral parts of our business strategy.

By evaluating and prioritizing which sustainability topics are the most relevant to our business performance and societal impact, we can focus our efforts on the areas where we can make the greatest positive impact. This approach enables us to diligently manage risks, address emerging industry best practices, adapt to changing disclosure requirements and identify opportunities where collaboration across our value chain can bring innovative solutions to market.

In this report, use of terms such as "material", "materiality", "double materiality", "relevant" and "priority" is solely within the context of our sustainability strategy and disclosure efforts, which reference global sustainability standards and guidance. These terms should not be interpreted as a determination by the Company of materiality for purposes of U.S. federal securities laws, rules and regulations or the New York Stock Exchange rules and listing standards.

Focusing on Key Impacts, Risks and Opportunities

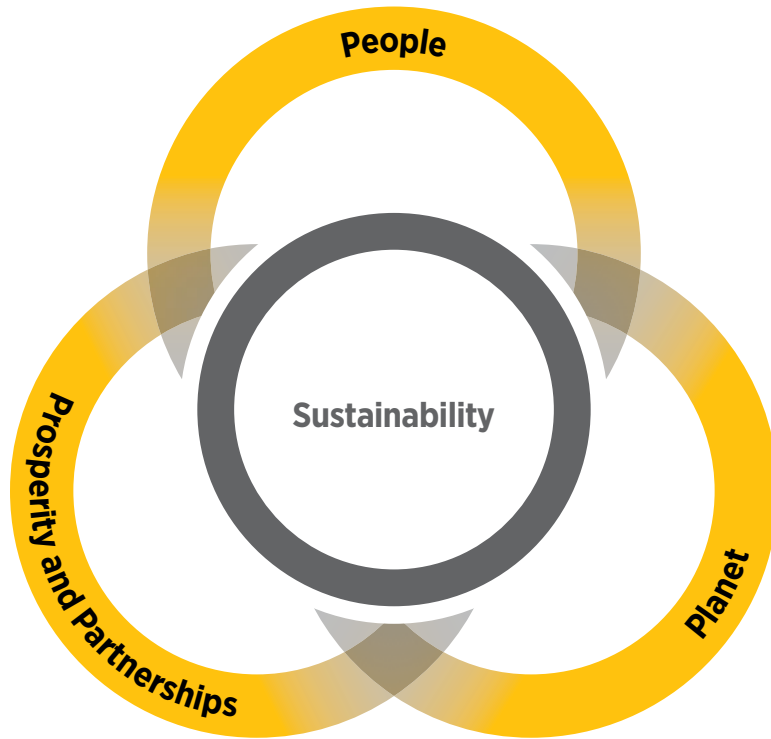
In 2024, we initiated a Double Materiality Assessment (DMA) to enhance our approach to stakeholder engagement and evaluate which sustainability topics have the most applicable impacts, risks and opportunities for our business, as well as society and the environment. We completed this project in early 2025 with support from a third-party expert advisor,

Our Stakeholders	
Team Members	Customers
Investors	Industry Groups
Nonprofits and Communities	Manufacturers and Suppliers

engaging a diverse set of internal team members as well as customers, investors, suppliers, nonprofits, policy experts and trade associations. Internal stakeholders utilized our Enterprise Risk Management thresholds when considering financial risks and opportunities associated with various sustainability topics. Additionally, we assessed potential impacts on human rights and the environment across all topics evaluated.

A list of topics that stakeholders place the greatest emphasis on according to our DMA is illustrated in alignment with related Sustainable Development Goals (SDGs). The SDGs were adopted by all United Nations Member States in 2015 to serve as a blueprint to help all people realize peace and prosperity while safeguarding Earth's resources for current and future generations. Topics are organized thematically based on core tenets of sustainable development and corporate responsibility: people, planet, prosperity and partnerships. Topics associated with overlapping tenets and their aligned SDGs are listed under sustainability.

In addition, the illustration highlights our Building Brighter Futures Pillars, which guide our approach to nonprofit partnerships and team-based volunteerism. Our Building Brighter Futures Pillars are Safe & Resilient Communities, Education & Skill Building and Environmental Stewardship. These are discussed in greater detail in the "Community Impact and Engagement" section of this report, which includes a deeper look at how our Pillars align with the SDGs.



Foundation: Respecting human rights and the environment.

People*

- Talent, Recruitment, Development and Retention
- Culture and Belonging
- Safe and Respectful Working Conditions
- Health and Safety
- Freedom of Association



*Covers both our workers and customers

Planet

- Fuel-Efficient Fleet
- Climate Risk, Resilience and Adaptation
- Greenhouse Gas Emissions



Prosperity and Partnerships

- Data Privacy and Cybersecurity
- Geopolitical and Global Stability
- Supply Chain Due Diligence and Responsible Procurement



Sustainability

- Community Impact and Engagement

Our Building Brighter Futures Pillars

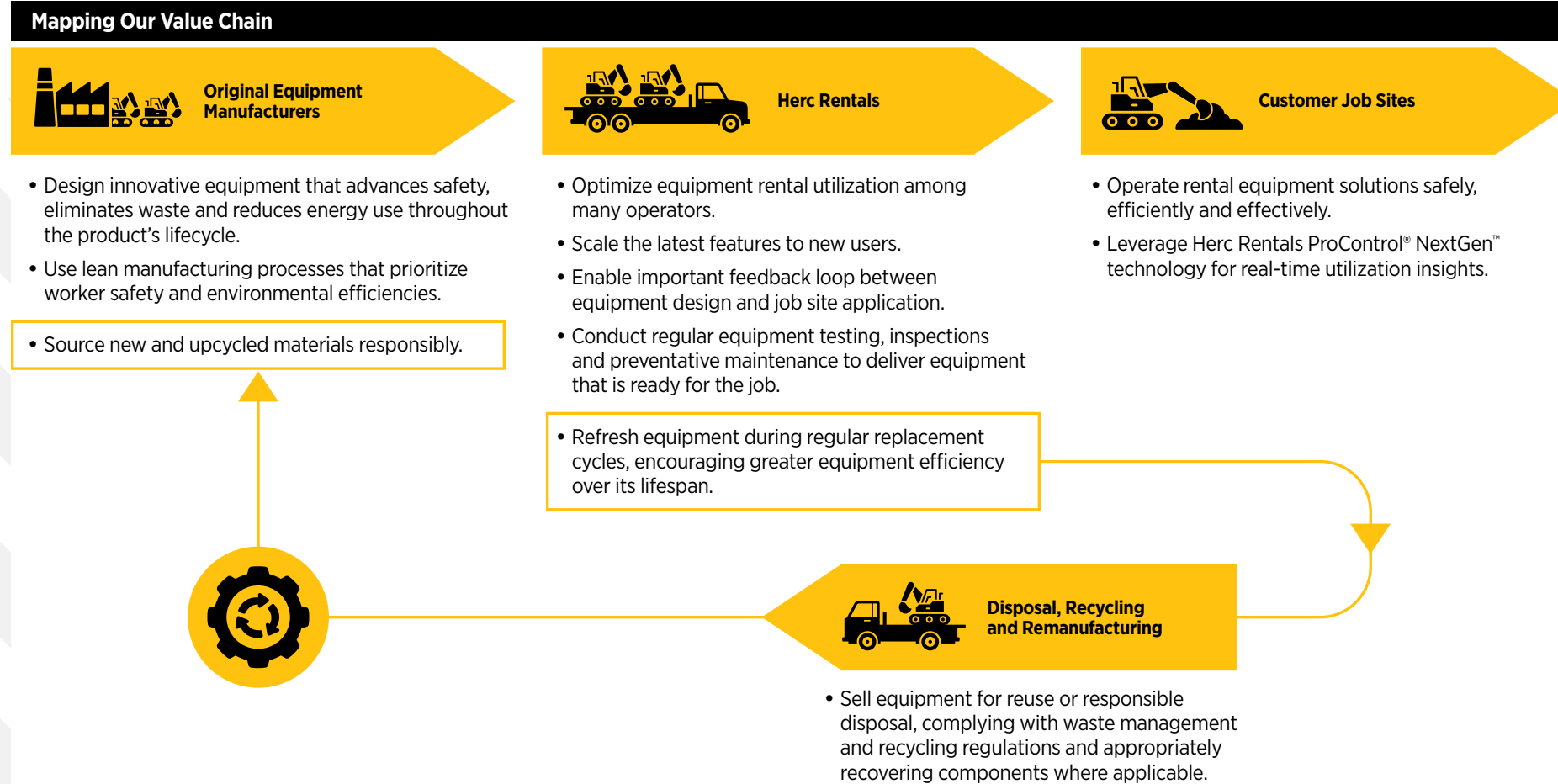
Safe & Resilient Communities	Education & Skill Building	Environmental Stewardship
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- Product Quality and Safety
- Stakeholder and Customer Relations
- Circular Economy



Our Value Chain: Advancing Safety and Circularity

By scaling and optimizing rental industry growth across geographies, we see our company as a key driver of a safe and circular economy.



The circular economy reimagines how products are designed, manufactured and utilized to significantly reduce waste and energy consumption throughout a product's lifecycle. Our equipment rental business optimizes equipment utilization across many users, unlocking economic and environmental efficiencies for upstream suppliers and downstream customers. Customers benefit from a competitive total cost of ownership and access to the latest, energy-efficient technologies. Additionally, we believe our business supports original equipment manufacturers (OEMs) in reducing waste streams and progressing goals to decarbonize their operations, as less manufacturing is needed when large quantities of equipment operators rely on rentals.

In conjunction with product features that benefit the environment, we also collaborate across our value chain to work safely every step of the way. We are committed to providing products and services that meet or exceed applicable health and safety standards and regulations. We have strong relationships with OEMs that we believe are mutually beneficial. We continue to work with OEMs to create new content that supports the dynamic advances in equipment operational needs. We are dedicated to sourcing rental equipment with ergonomic and state-of-the-art safety features where viable market solutions exist.

Promoting safety, sustainability and value creation at every phase.

Awards and Recognition

As a leading North American equipment rental company, we are committed to excellence not only in our products and services, but also in our social and environmental responsibilities.

Providing value to our customers, our team members and the planet is how we live our company commitment to prove ourselves every day. We are proud to share some of the awards and recognitions we earned for our efforts from reputable organizations and media outlets. For awards won multiple times, the multiplier indicates the total number of accolades, which may not be consecutive in certain cases.

2024-2025

Sustainability, Customer Experience or Environment



4x Winner

3x Champion

Supporting and Hiring Veterans



3x Winner*

4x Winner

4x Winner

3x Winner

2x Winner

2x Winner

Culture and Workplace



2x Winner

2x Certified

2x Winner

2x Winner

*We have been designated as a Military Friendly® Employer for the 10th consecutive year, achieving the Gold-level annually from 2023-2025.



People and Communities



Health and Safety

We aim to foster a culture of safety excellence where everyone takes personal accountability for their own and others' safety. We continuously monitor our health and safety performance and share key learnings and insights to embed safety into every aspect of our culture.



Safety, First and Always

At Herc Rentals, safety is at the core of everything we do. We are committed to providing a safe and healthy work environment for our employees, contractors, customers and communities. We value the safety and well-being of our people and have made safety our top priority. Taking measures to prevent work-related injuries and job hazards is paramount to our success.

Our strong safety culture, safety leadership at all levels, Health and Safety Management System (HSMS) and ongoing safety communications are instrumental in helping us methodically address potential safety risks. Our Life-Saving Rules serve as our foundational approach to safety and Iodestar program. Our results reflect ongoing efforts to identify and eliminate hazards, train and empower our workers and recognize and reward outstanding safety performance.

2024 Safety Performance Highlights

0.87

Total Recordable Incident Rate (TRIR), better than the 1.0 industry standard¹

>98%

Perfect Days² reported by all branches

0.20

Days Away/Restricted Transfer Rate (DART), 4x lower than the national average³

0.32

0.32 Lost Time Case Rate (LTC)

Out of Service Rates (OOS)⁴

14.0%

Vehicle OOS, 830 basis points (bps) better than the U.S. national average

1.6%

Driver OOS, 510 bps better than the U.S. national average

5.7%

Hazmat OOS, near the 4.4% U.S. national average

1. The number of incidents multiplied by 200,000 hours per the total number of employee hours worked.
2. Perfect Days are those with no Occupational Safety and Health Administration (OSHA) recordable incidents, no Department of Transportation (DOT)/Ministry of Transportation (MOT) violations and no at-fault motor vehicle accidents.
3. As of November 9, 2024, as reported by the Bureau of Labor Statistics for the total 2023 DART for commercial and industrial machinery and equipment rental and leasing.
4. As of April 30, 2025, as reported by the Federal Motor Carrier Safety Administration (FMCSA). We have an FMCSA-compliant HazMat curriculum in place.

Safety is at the Center of Our Life-Saving Rules



Control of Hazardous Energy

Preventing incidents caused by the unexpected startup or release of stored energy by taking precautions like applying lockout/tagout devices



Safety Controls

Ensuring authorization is obtained before working with equipment that has been altered (e.g., removing a handle)



Safe Lifting

Using proper techniques and practices to prevent injuries while handling objects, including lifting, lowering, carrying, pushing or pulling items



Following Safe Vehicle/Equipment Practices

Adhering to Herc Rentals guidelines, manufacturer recommendations and traffic laws and regulations designed to protect all equipment/road users



Think Safety!



Working at Heights

Performing any type of work in an elevated position where there is a risk of falling with a fall protection system



Line of Fire

Avoiding situations where an employee is in the direct path of a moving object or the release of hazardous energy



Overhead Object Strikes

Preventing collisions between vehicles, loads or equipment and overhead objects (e.g., bridges, power lines) by taking measurements and understanding load specifications



Personal Protective Equipment

Wearing proper safety gear, such as gloves, glasses and safety-toed footwear, to protect against hazards that can cause injury or illness

Life-Saving Rules

Our unwavering dedication to safety and protecting lives remains constant year after year. We continuously expand programs that enhance our safety focus and elevate our safety culture. In 2025, we expanded our commitment to safety by launching a comprehensive set of guidelines called Life-Saving Rules. These principles align with our safety objectives, which are specifically designed to reduce the risk of injury in high-risk activities and save lives. These rules apply to all Herc Rentals employees, contractors and subcontractors. They are safety-critical, and there is zero tolerance for actions that conflict with these rules.

Health and Safety Management System

Our Health and Safety Management System (HSMS) is a comprehensive and systematic approach to managing health and safety risks and opportunities in our organization. It is compliant with ISO 45001 and aligned with the International Labour Organization (ILO) Guidelines on Occupational Safety and Health Management Systems. Our HSMS covers all our employees and contractors, as well as our operations and activities across geographies where we do business.



Our HSMS consists of the following elements:



Leadership Commitment

We demonstrate our commitment to safety by establishing our Safety Policy, setting our safety objectives and targets, allocating our resources and ensuring accountability and responsibility. Operations leaders have a key role in the communication and implementation of, and ensuring adherence to, safety and compliance procedures and standards.



Planning

In planning our HSMS, we take crucial steps to ensure the well-being of our team members and to create a safe work environment. These steps include developing and publishing health and safety policies and programs and the measurement of health and safety performance across Herc Rentals.



Support

We support our HSMS through several key approaches, including senior leadership commitment, safety policies and programs, employee involvement and feedback, employee training and hazard identification and control.



Performance Evaluation

Our HSMS establishes the systems for measuring performance indicators and monitoring the strengths and deficiencies in health and safety performance through design and execution. Herc Rentals recognizes that performance management is implemented and governed using tools and techniques consistent with our values and that comply with legal requirements.



Improvement

Improving our HSMS is essential for creating a safer workplace. We improve our HSMS by ensuring adherence to prescribed industry standards, seeking employee input, performing regular assessments (e.g., Job Safety Analysis, Field Level Hazard Assessments, etc.), investing in employee training and monitoring and evaluating our performance through metrics, internal audits and incident data.

We believe internal and external audits of our HSMS help ensure suitability, adequacy and effectiveness. Our HSMS is internally audited across our operations. In the U.S., our HSMS is externally audited at regular intervals by customers. In Canada, it is audited externally in accordance with provincial standards. We also seek feedback from our team members, contractors, customers and other stakeholders on how to improve our safety performance and culture.

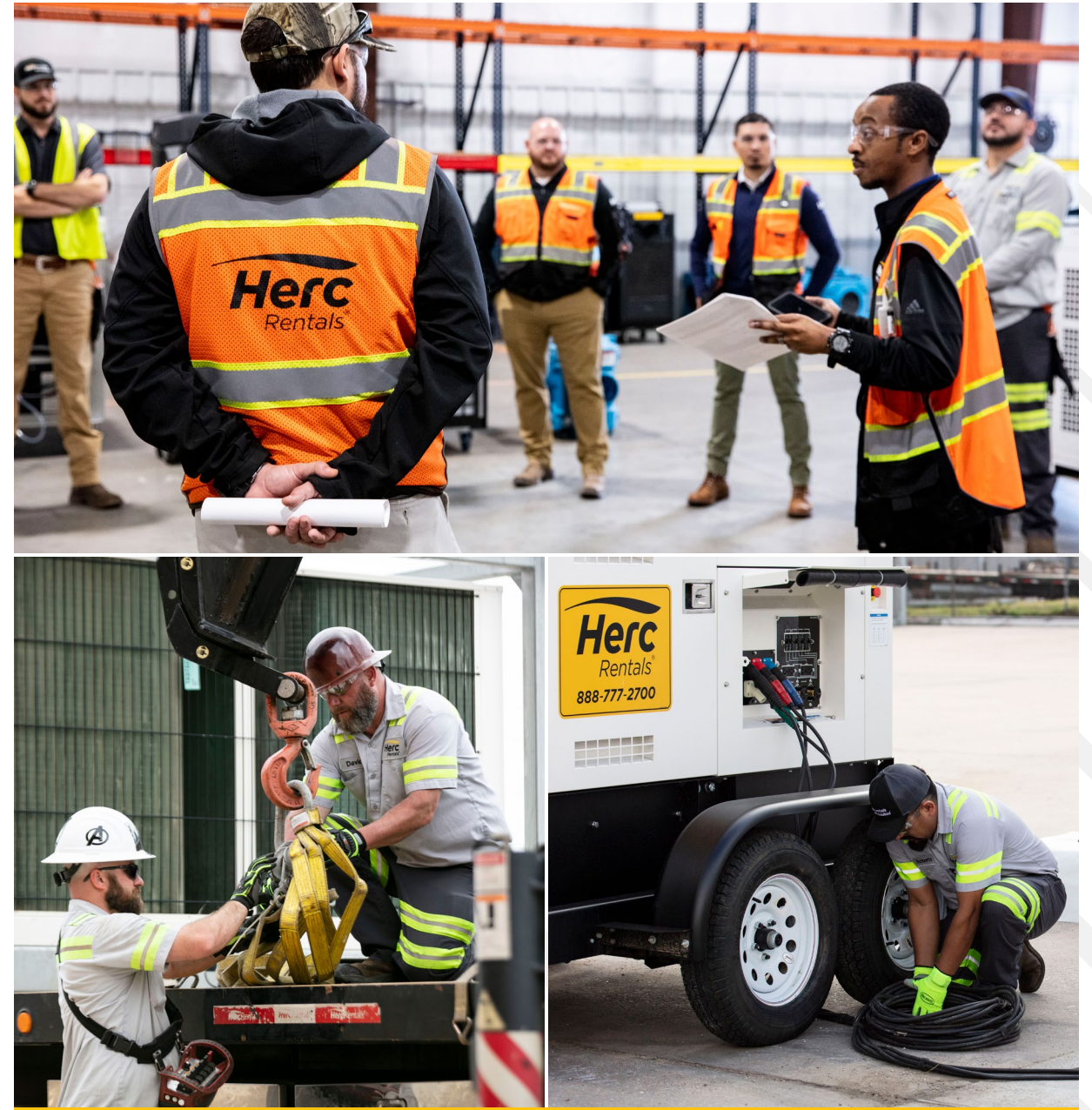
Safety Policy Statement

Herc Rentals requires an active commitment to, and personal accountability for, safety and safety compliance from all employees and contractors. Our Safety Policy is a written statement embedded in our Health and Safety Management System that expresses our commitment to employee well-being, outlines specific safety goals and establishes a framework for achieving those goals.

Our policy undergoes a robust annual review process and covers priorities such as:

- ▶ Safeguarding the safety and health of our teammates at all times;
- ▶ Reducing safety incidents and non-conformances;
- ▶ Meeting or exceeding customer requirements and ensuring their ongoing satisfaction;
- ▶ Setting safety performance objectives and measuring results to assess and continuously improve safety programs and processes;
- ▶ Planning for, responding to and recovering from any emergency, crisis and business disruption;
- ▶ Communicating openly with internal and external stakeholders and ensuring an understanding of our safety procedures, standards, programs and performance;
- ▶ Improving our performance on issues that concern our stakeholders – especially when our knowledge of successful safety programs and initiatives can help;
- ▶ Complying with applicable legislation, regulations and industry standards;
- ▶ Creating a culture where Stop Work is an individual obligation and company responsibility*;
- ▶ Providing occupational health and safety training to all our workers, as well as health and safety training to our customers;
- ▶ Identifying and effectively managing safety risks;
- ▶ Allocating appropriate resources to implement this policy; and
- ▶ Striving to make every day a "Perfect Day" where there are zero Occupational Safety and Health Administration (OSHA) recordable incidents, no Department of Transportation (DOT)/Ministry of Transportation (MOT) violations and no at-fault motor vehicle accidents.

* All employees are empowered to intervene with Stop Work Authority ("SWA") when they perceive an unacceptable safety condition, act or situation where an individual's lack of understanding could result in an incident. The SWA is supported through senior leadership that emphasizes safe practices. In addition, team members perform and document daily observations as well as identify and address hazards.



Maintaining Our Safety Culture

At Herc Rentals, we are committed to fostering a culture of safety that empowers our workers to identify and mitigate risks, report and learn from incidents and participate in safety initiatives and activities. We fully investigate all safety incidents and near miss events to continually learn, improve and communicate. We also provide all team members with appropriate personal protective equipment (PPE) based on their job requirements. Items such as steel-toe boots, safety glasses, gloves and ear protection are available through branch safety supply stations or a company-funded PPE reimbursement program.



Councils/Committees

To encourage a culture of safety leadership, empowerment and accountability among our team members and managers, we have established Branch Safety Councils in the U.S. and Workplace Health and Safety Committees in Canada. These formal joint management-worker health and safety groups are responsible for maintaining an active, positive interest in safety. Specifically, these groups are the forum where accident causes are discussed, objectives are set and preventive measures are initiated and pursued. They also recommend methods to enhance our safety culture, review safety procedures, identify areas for improvement, evaluate training programs and monitor safety performance among other tasks



Communication

Safety communications convey information related to organizational safety guidelines, potential hazards and safety protocols within Herc Rentals. These encompass both verbal and written forms of communication. The primary objectives of safety communications are risk awareness, cultivating a safety culture, educating employees and relaying responsibilities. Safety communications are essential for creating a safe and functional workplace, protecting workers, fostering a safety-conscious environment and ensuring that everyone understands and follows safety protocols.

Our safety communications include an annual commitment to safety and ongoing safety reminders from the CEO, weekly "Safety Monday Reports" that highlight safety performance metrics from the prior week and reinforce safety awareness and behaviors at work, Health and Safety Boards at every branch that serve as a dedicated resource for safety-related information and morning stretch and safety huddles at all locations to help get every working day off to a safe start. Another important safety communication method is our weekly Toolbox Safety Meetings (TBSM), which are designed to facilitate group discussions that focus on pertinent safety topics.



Recognition

We recognize and reward our workers, branches and regions for achieving safety excellence and demonstrating safety leadership. We have a recognition and reward system that includes certificates and awards for individuals and teams who meet or exceed our safety expectations and goals.



Product Quality and Safety

We are passionate about helping our customers achieve their safety goals by offering reliable equipment alongside relevant safety training options. We constantly seek out the latest innovative tools to provide the best training experience for customers. In addition, we conduct stringent safety checks and adhere to manufacturers' recommendations. Regular preventative maintenance and inspections aim to minimize risks and enhance operational efficiency for both our workers and customers.

Our dedicated team of safety professionals supports customers by providing expertise tailored to their specific needs, delivering educational resources and training as well as sharing best practices for diverse safety topics such as personal protective equipment

**>100K hours
of safety training
provided to customers
in 2024**



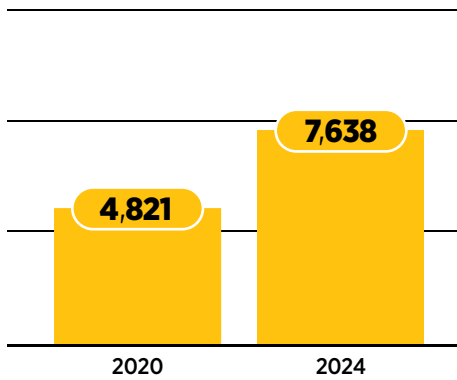
and principles of site hazard identification and control. We also provide in-depth equipment operator training, which is instrumental in keeping people safe while improving productivity and decreasing incidents, downtime and operating costs.

Talent, Recruitment, Development and Retention

Our people are indispensable to our success, and we take pride in our efforts to develop their skills and talents while supporting their well-being. We aim to attract and retain top talent and contribute to our team members' ongoing professional development. We utilize workforce and succession planning to support business and leadership continuity.



Herc Rentals Team Member Growth



Workforce Composition, Talent Acquisition and Internal Mobility

To meet the needs of our expanding branch network, we have significantly grown our team over the years through our talent acquisition and internal talent mobility strategy. Our diverse workforce spans the U.S. and Canada, and we benefit from a range of professional skills and personal backgrounds that enrich our workplace culture while reflecting the population of the communities we serve.

We focus on sustainably developing our team through a combination of external hiring and internal talent movement and mobility. Given that we are growing both organically and acquisitively, the deep industry knowledge and expertise we gain from new team members who join the company with every new acquisition is also key to our success. We invest heavily in developing our people and providing opportunities for team members to grow their careers. As a testament to this, the largest portion of job roles filled in 2024 were from internal movement.

2024 Team Members



by Gender, Race/Ethnicity

● Self-Reporting as Women or People of Color
43%



by Age

● Under 30 Years Old **22%**
● Between 30-50 Years Old **48%**
● Over 50 Years Old **30%**

2024 Talent Acquisitions Channels



● External Hiring **41%**
● Internal Movement **47%**
● Acquisitions **12%**

Attracting Early Career Team Members through External Hiring and Offering Career Advancement through Internal Mobility



Employee Performance, Development and Learning

We deliver value to our customers through the specialized knowledge and expertise of our team; every job level and category plays an important role in our company's overall success. We focus on hiring frontline team members, such as our counter representatives and skilled trades workers, via entry-level roles. We heavily invest in onboarding, training and development for these roles to build a solid foundation for their career progression and content that can be consumed on a discretionary basis. We continue to invest in learning journeys for mid-level leaders and beyond.

All team members can access learning activities and training programs on a wide range of topics throughout the year. These activities may include compliance-related training, job-specific training and professional development programs. We use various methods to facilitate training with an emphasis on learning through practical, hands-on experiences.

2024 Average Learning Hours

By Job Category

Senior and Mid-Level Managers

50

Professionals

26

Sales Team

69

Skilled Trades and Hourly

53

As expected, technical roles such as skilled trades and sales associates complete more training than other categories due to the specialized competencies needed.

Performance Evaluation Management

Our continuous learning, training and development activities are coupled with annual performance evaluation cycles. The majority of Herc Rentals employees receive an annual performance review. These reviews are a component of a robust goal-setting and annual review process that encourages team members to reflect on past performance and discuss future growth and development with their supervisors. Additionally, coaching for continuous improvement is a behavior embedded in our culture, and managers are encouraged to provide regular feedback to their team members.

Career Pathing

We want every employee to see a career path and know how to prepare for future growth and career progression. Since an important part of our career pathing strategy is to fill jobs from within, we offer multiple career pathways and various learning journeys to support them. Many of our learning offerings are tailored to specific career phases and are designed to prepare team members for future growth and career progression. Our development programs assist team members in building the technical skills and leadership abilities they need to flourish in various roles.

2024 Training by the Numbers



52 training hours

per employee on average*, well above external benchmarks

~398K hours

of training collectively completed by employees, a 9% increase from the previous year, compared to 4% headcount growth

*Includes both required and discretionary training.

Featured Career Development Offerings



Black and Gold Academy

This is a structured, year-long program that is designed to accelerate early career participants' readiness to succeed in the next step of their career at Herc Rentals. Team members accepted to this program begin at the branch in a counter role. They gain foundational knowledge about our company, tools, processes and service offerings, while preparing to launch their career in a sales role once the program is completed.

We seek to retain our Black and Gold participants for the long term and foster open communication between participants and leadership. The program's networking opportunities include monthly virtual and in-person learning sessions, which contribute to the satisfaction and overall well-being of our participants.



5-Tool Manager

We are committed to developing strong leaders across our branch network. Our comprehensive 5-Tool Manager program helps us accomplish this by equipping Branch Managers with the operational capabilities and leadership skills to lead and develop their teams while successfully driving growth.

The program starts with a five-day foundational course, with one day devoted to each of the five strategic pillars, or "tools," we have identified as resulting in Branch Manager success. This course is taught by guest instructors comprised of functional and operational leaders. Subsequent courses in this learning journey include an Operational Standards Review course, a Shop Operations class and a Leader Skill Series focused on people management and engagement.



Technician Learning Journeys

Our professional Technicians and Mechanics are critical to ensuring our equipment is rent-ready. In addition to our safety training, which includes how to operate our equipment safely, we equip our Technicians for career success with comprehensive training that prepares them to meet our rigorous standards. Their learning journey begins with training that covers internal tools and expectations such as our work order system and customer service training.

We provide an array of digital learning courses that cover specifics on the equipment they service, including component overviews, inspection protocols and routine maintenance. Course offerings are tailored to our most popular lines of equipment, and the hands-on training that is provided is aligned to the needs of the branch while enriching the technician's development. On-the-job training with a technical mentor is also a critical component of the program.



Rising Leaders and Leaders Skills Series

Learning opportunities in this series are designed to motivate, retain and elevate team members at various levels, ranging from frontline to mid-level and beyond. These are recommended for high-potential team members and those with a desire to advance their careers at Herc Rentals. A wide range of instructor-led offerings, available virtually, help participants develop important leadership competencies such as influencing others, being emotionally intelligent, holding teammates accountable, delegating effectively and navigating difficult conversations.

Most training materials are developed internally for this series and are specifically created to address gaps identified by senior management. Others are purchased from renowned external coaching and leadership development providers and delivered by our internal trainers. To amplify the career exposure of participants, training is often held in conjunction with business events convened by our Regional Vice Presidents.

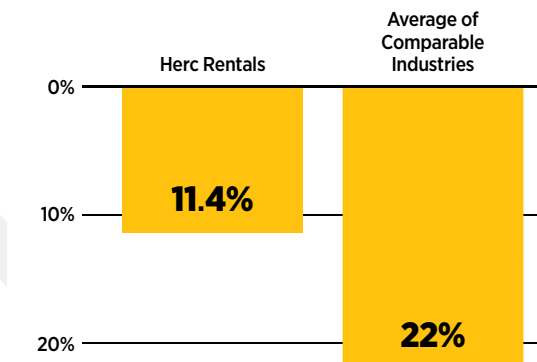
Employee Retention and Growth

Our commitment to engaging and developing our team members is reflected in our low overall turnover rate, which has consistently decreased for the past three years. Voluntary turnover* was 11.4% in 2024, which continues to outperform the quit rates for the broader labor market and relevant industry segments tracked by the Bureau of Labor Statistics (BLS). We are especially encouraged to see such a competitive voluntary turnover rate amid our high-growth business environment. Maintaining and reducing our already low turnover rate enables us to continue our journey towards sustainable growth while leveraging an experienced and tenured workforce to onboard and train new talent.

*The total number of employees that willingly choose to leave their position divided by the average employee headcount. Average employee headcount was determined from each mid-month and month-end employee headcount spanning January 1, 2024 through December 31, 2024.

2024 Voluntary Turnover Rate

Compared to the average of BLS Quit Rates for the construction, transportation, warehousing and utilities and real estate rental and leasing industries.





Employee Benefits

We care deeply about the health and wellness of our employees and their families, and recognize the importance of supporting our team’s physical, mental and financial well-being.

Herc Rentals offers an array of benefits that support the work and life harmony of our employees and their families. These include programs designed to keep team members healthy, assist them in building their financial future and improve their resilience when faced with significant life events.

We regularly review our benefit options to identify how we can improve offerings. Along with benefits like medical insurance, paid time off, parental leave and retirement savings, we boast a number of unique options to meet the expectations of a modern workforce. For example, we are proud to provide benefits for adoption assistance reimbursement, tuition reimbursement, paid time off to volunteer, pet insurance and more. We also offer wellness programs that proactively promote healthier lifestyles, including mental wellness and preventive care, along with disease management programs to help manage chronic health conditions. A list of benefits offerings can be found on our [website](#), and eligibility may vary based on country of residence or union membership.

A Few Tailored Benefits Offerings

Herc Life: Employees with over one year of service can request limited reimbursements for eligible expenses for a variety of health, wellness, education and financial planning activities. Herc Life includes an emergency savings match feature for U.S. employees. Employees can open an emergency savings account with our partner credit union, make a deposit through payroll and receive a matching contribution for up to the allowed amount.

Employee Assistance Program: This confidential, around-the-clock service provides short-term counseling, offers referrals and suggests resources to help employees dealing with everyday issues, such as work pressures and relationship challenges, and highly impactful issues, such as grieving for a loved one or being affected by substance abuse.

Weight Loss Programs: We offer employees two weight loss programs that motivate participants and provide support through group sessions and individual coaching. These programs encourage employees to develop and continue habits that support a healthy lifestyle.¹

Diabetes Management: This program is designed to empower our employees and their family members living with diabetes and pre-diabetes to live better and healthier lives by providing access to glucose-tracking devices, medical supplies and expert health coaching.¹

2024 Benefits by the Numbers



93%
of U.S. employees enrolled in our 401(k) retirement savings plan, 4% above our record keeper’s benchmark²



\$5,250
in tuition reimbursement available annually to eligible team members



52%
of eligible employees earned a financial incentive for their wellness activities³

1. The program is available to medically eligible U.S. employees enrolled in one of Herc Rentals’ medical plans as well as covered medically eligible family members.
2. Our auto-enroll feature contributes to our high participation rate.
3. Represents 2024 benefits year, which goes from July 1, 2024, through June 30, 2025. Employees and spouses on our medical plan can earn up to \$750 in wellness credits applied to their next premium.



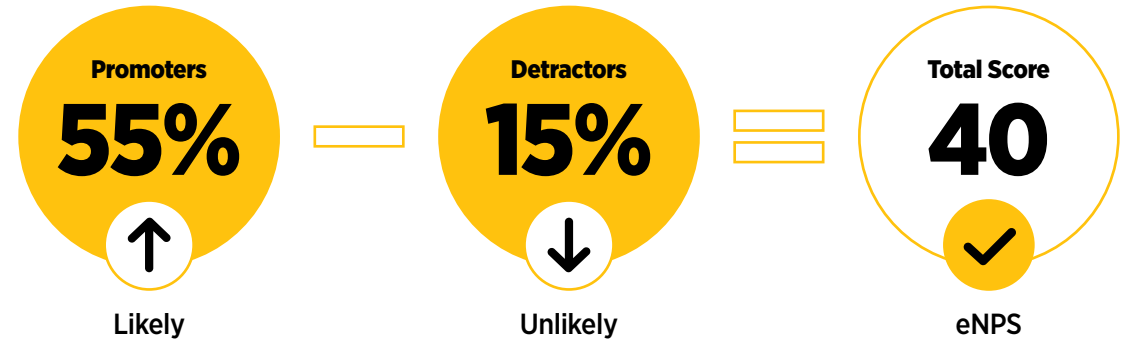
Culture and Belonging

We are dedicated to fostering a healthy workplace culture where all team members feel welcome and supported in doing their best work. Our annual Team Member Survey, Employee Resource Networks and initiatives to recognize team members for their achievements play a vital role in developing and maintaining a top-notch workplace culture while fostering a high-performance team.

2024 Team Member Survey

Our annual Team Member Survey provides leaders with objective insights into employees' sentiments about what it is like to work at Herc Rentals. It highlights areas of strength in our culture and helps leaders identify potential areas of focus regarding the employee experience. Leaders receive survey results along with resources to facilitate ongoing and open dialogue with team members, aiming to maintain and improve the work culture. In 2024, 86% of our team members submitted their feedback through the team member survey. This response rate is considered best in class.

2024 Employee Net Promoter Score (eNPS)¹

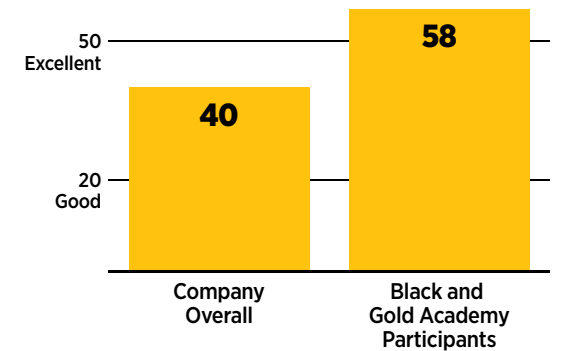


Employee Net Promoter Score

A key survey metric we use to assess team member satisfaction and loyalty is Employee Net Promoter Score (eNPS).¹ This measures the degree to which employees recommend Herc Rentals as a great place to work. In 2024, we received a best-in-class score of 40. Exceeding that already impressive score, we achieved an eNPS of 58 among early career team members participating in our Black and Gold Academy.

2024 eNPS Performance^{1,2}

Compared to External Benchmarks



1. Employees were asked, "On a scale of 0 to 10 where 0 is not at all likely and 10 is extremely likely, how likely are you to recommend Herc Rentals as a great place to work?" The eNPS score is the difference between the number of promoters (9s and 10s) and the number of detractors (0s-6s).

2. Score reflects an average of responses, as does the North American benchmark.

Employee Engagement Index

As a component of our annual Team Member Survey, we utilize an "Employee Engagement Index" which assesses and scores how happy employees are working at Herc Rentals and if they would recommend Herc Rentals as a great place to work (i.e., eNPS). We believe monitoring our eNPS along with other measures provides insights as to how employees feel about the Company's culture and the effectiveness of leadership. Our aggregate employee engagement score of 80 exceeds the North American benchmark of 74. This indicates that our employees are satisfied and engaged with their work at Herc Rentals.



Employee Sentiment Highlights

Aspiring to be the employer of choice is one of our company's core values. Among other questions, our team member survey evaluated employees' sentiment surrounding their career opportunities at Herc Rentals, their learning and growth prospects at our company and their sense of empowerment to make decisions regarding their work. These questions received average scores of 78, 79 and 81, respectively. These survey results all exceed the average North American benchmark and demonstrate that Herc Rentals is viewed favorably by our team members.

2024 Employee Sentiment Highlights¹



How happy are you working at Herc Rentals?
I would recommend Herc Rentals as a great place to work.

Employee Engagement Index Score
80
+6 above North American Benchmark

1. Employees were asked, "On a scale of 0 to 10 where 0 is not at all likely and 10 is extremely likely, how likely are you to recommend Herc Rentals as a great place to work?" The eNPS score is the difference between the number of promoters (9s and 10s) and the number of detractors (0s-6s).

Employee Resource Networks

We have launched two employee resource networks aimed at promoting inclusivity and belonging. The company's employee resource networks are open to all employees.



Women in Action Network

Our Women in Action Network is led by a Steering Council of leaders from across the Company. Participants benefit from a robust program designed to welcome, develop and retain team members while highlighting their contributions to the business and communities where we operate.

Women in Action offers quarterly programming to support all employees in their growth and development through networking and cross-functional learning. A combination of in-person and virtual events are hosted each year, covering topics such as driving operational excellence and expanding knowledge of specific products and specialty services. Some events focus specifically on helping team members feel confident in their roles in the rental industry and others feature the accomplishments of team members recognized by the Company for their dedication to mentorship

and helping other employees succeed. In addition, the group recognizes team members who exceed expectations in advancing the business or mentoring their colleagues through annual awards.

Women In Action's Peer Partner program matches new hires with a more tenured team member during the first six weeks of onboarding to acclimate and welcome them to Herc Rentals. The program aims to help new employees immediately connect with another team member who can help them navigate our industry and develop a sense of belonging at our Company. In addition, our formal mentorship program supports mentors and mentees across our corporate and field operations by facilitating professional relationships to grow and prosper at Herc Rentals. Mentors meet with mentees bi-weekly throughout the year to discuss career development and personal growth.



Jordan Thomas (back-left center) with her colleagues at the American Rental Association Show.

A Branch Manager's Perspective on our Women In Action Network

Ten years ago, I rarely interacted with other women in the equipment rental industry. Exposure to industry events through the WIA Network showed me that women's interest in the industry is growing because it is a great industry to be in. I appreciate this network because we can all learn from each other and grow our skillsets.

–Jordan Thomas



Veterans Resource Network

Our veteran team members make remarkable contributions to their countries and provide unique skills and experiences that contribute to our success at Herc Rentals. We are proud to hire and support military veterans and those actively serving in the National Guard or Reserves in advancing their careers. We aim to be the preferred employer for veterans pursuing rewarding careers in the equipment rental sector and are constantly seeking ways to connect with and hire from this population. Veterans and service members make up 9% of our workforce, compared to 6% of the U.S. population.*

Our Veterans Resource Network (VRN) is dedicated to creating a supportive and inclusive environment where members can thrive and succeed in their professional pursuits. Specifically, the VRN cultivates a strong sense of community for networking and mentoring and encourages veterans and military service members to grow their careers. We maintain a curated resource page that provides a centralized hub for the group.

*Overall veteran population figures are from the U.S. Census Bureau 2023 American Community Survey 1-Year Estimates.

Department of Defense SkillBridge Program

Herc Rentals has successfully completed an extensive application process to be authorized by the U.S. Department of Defense (DOD) as a preferred employer partner for the SkillBridge program. The SkillBridge program provides service members with opportunities to gain civilian job skills through industry training, internships and mentorship during the final 180 days of their military service.

We continue to use the SkillBridge program as a crucial talent pipeline for various job roles, such as mechanics, drivers and sales associates. Since our launch in 2023, ten SkillBridge interns have participated in the program, gaining valuable experience and skills. Through this partnership, we aim to positively impact the lives of service members and their families by providing them with the resources and support they need to thrive in the civilian workforce.

Our participation in the SkillBridge program includes offering on-the-job training, professional development opportunities and valuable career experience. We are honored to be part of their career journey and hope they choose to join Herc Rentals long-term after completing the program.



Chris Harrell lays a holiday wreath and offers a moment of silence for a fallen service member at Arlington National Cemetery.

A Shop Supervisor's Perspective on our Veterans Resource Network

The VRN helped me focus my leadership ability on what I wanted to do in my career and instill in my younger peers that everyone has something to offer, no matter their background or where they come from.

I struggled when I first got out of the military because I never thought I would find that camaraderie again. Being with Herc Rentals, I have. My team at Herc is very much a part of my family, and they all know that I will do whatever I can for my team. At or outside of work.

Our VRN is awesome in the way that our veterans have a safe place to talk to other veterans who hold a variety of different positions in the company and are willing to help in countless ways.

-Chris Harrell, U.S. Marine Corps Veteran



1,144
Spotlight Awards
Winners



Team Member Recognition

Spotlight Awards for Remarkable Performance

At Herc Rentals, we recognize and reward team members who demonstrate exceptional performance, customer service, teamwork, innovation and leadership. Our Spotlight Awards program allows employees to nominate their peers, managers or direct reports to be publicly recognized for their contributions to our values of doing what's right – together, responsibly, while achieving results. Spotlight Award winners are presented with a certificate of recognition and a token of appreciation. Fifteen percent of our employee population earned this distinction for their efforts in 2024.

Service Awards Honor Team Member Tenure

We value the wisdom and experience that tenure brings us as an organization. Our Service Awards program celebrates team members each time they reach a milestone anniversary relating to years of service with Herc Rentals. We take time to recognize employees for their years of service in team huddles and internal communications, along with acknowledgment through our formal recognition system.



5.7 years

average
employee tenure

16%

of team members
have >10 years
of service



Six team members earned the 2024 President's Award for sales excellence.

Top Performance Gets Noticed

CEO Larry Silber and COO Aaron Birnbaum held a special town hall to recognize our 2024 top performers. This event acknowledged winners in the following Sales and Operations categories:

- ▶ Most Valuable Players (MVPs)
- ▶ Rookies of the Year
- ▶ Shop Leaders of the Year
- ▶ Regional and District Safety Awards
- ▶ President's Award

Community Impact and Engagement

At Herc Rentals, our purpose is to equip our customers and communities to build a brighter future. In 2024, we launched our Building Brighter Futures Pillars to guide strategic nonprofit relationships, group volunteer efforts and charitable giving. Our Pillars — Safe & Resilient Communities, Education & Skill Building and Environmental Stewardship — support our team in growing our collective impact across communities. We piloted a Community Ambassadors program alongside launching our Pillars to coordinate team-based service projects across our branch network. Based on the success of our inaugural cohort of Community Ambassadors, we continue to grow and scale the program. Along with offering group service opportunities and partnering with nonprofits that closely fit our Pillars, we offer eligible team members eight hours of paid Volunteer Time Off to give back in ways that are personally meaningful.

2024 Highlights

>4K hours

of team member volunteerism across communities

\$895K

donated to charities



Building Brighter Futures Impact Model			
Pillar	Overview	Desired Community Outcomes	Aligned SDGs
	Support programs that enable affordable housing, safe transportation routes and help communities affected by natural disasters.	<ul style="list-style-type: none"> Increasing affordable housing stability Helping our team members recover from natural disasters Engaging employees in community safety and housing affordability projects Decreasing vehicle, pedestrian and bicycle accidents 	
	Improve career pathways to Herc Rentals and address industry challenges associated with the shortage of skilled tradespeople.	<ul style="list-style-type: none"> Increasing graduation rates — especially from technical degree programs relevant to our industry Increasing interest from women and veterans in rental industry career pathways Engaging team members in helping local schools by fostering career exposure to our industry 	
	Contribute to community projects dedicated to helping the environment for current and future generations.	<ul style="list-style-type: none"> Improving community air and water quality Reducing urban heat island effect Engaging team members in environmental beautification projects such as tree planting and litter cleanups 	



Safe & Resilient Communities

Our Safe & Resilient Communities Pillar extends our safety expertise to benefit the neighborhoods where our team members live and work. This Pillar also harnesses our unique ability to contribute to community infrastructure designed to broadly improve people's quality of life, such as attainable housing.

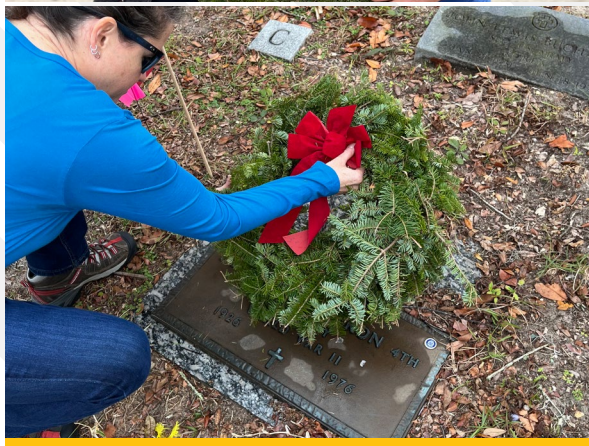
Throughout 2024, our Community Ambassadors coordinated efforts aimed at improving public safety, honoring the sacrifices of veterans and helping families achieve homeownership.

Encouraging Road Safety

Team members in Florida partnered with the Naples Pathway Coalition to conduct community safety outreach. Volunteers shared information on how to avoid distracted driving, urging drivers to commit to putting down their phones and focusing solely on the road. Team members also took part in activities to learn the proper technique for fitting bike helmets. During the event, volunteers distributed over 300 helmets to community members after adjusting them to fit each cyclist correctly. Many families attended the event, and we encouraged cyclists of all ages to wear helmets to protect against injuries and practice bike safety in their daily lives.

Honoring Veterans

We are deeply grateful to the safety and security we enjoy in the U.S. and Canada thanks to the heroes who serve in the military. In December, many of our team members in the U.S. took part in Wreaths Across America, a nationwide event that honors fallen service members. Together, we contributed to this meaningful tradition by sponsoring 130 wreaths, contributing to the goal that every veteran's grave is marked with a symbol of remembrance and gratitude. Team members also volunteered to lay wreaths at gravesites as a sign of respect and spent time to honor fallen service members.



Habitat for Humanity

In 2024, we partnered with Habitat for Humanity affiliates to support their vision for a world where everyone has a decent place to live. At one such event, team members volunteered and raised funds for a Women's Build initiative, which welcomes all people to empower women to help families build strength, stability and independence.

Inspired by the success of these projects, we are enhancing our commitment by making a multi-year pledge to Habitat for Humanity International across the U.S. and Canada starting in 2025. As a premier sponsor, we can better support Habitat's mission of helping families access safe, affordable homes by donating rental equipment and safety training services. In addition, we look forward to team members across more geographies getting involved in volunteer opportunities.



Donated excavator rental at Habitat affiliate's job site.



Education & Skill Building

We aspire to be the employer of choice in our industry. Our Education & Skill Building Pillar supports that objective by building relationships with educators, technical students and veterans to promote career paths in the equipment rental space. In addition to showcasing career opportunities in our industry, we support local school systems through back-to-school supply drives and partnering with nonprofits to invest in education. For example, we have funded 150 scholarships since 2023 to help students access educational opportunities that make them more likely to pursue post-secondary education. Our nonprofit partner, Step Up For Students, facilitates these scholarships in Florida prioritizing families who lack the financial resources to access desired education options.





Environmental Stewardship

Our Environmental Stewardship Pillar complements our core values of doing what's right – together, responsibly, while achieving results. As an extension of our operational focus on being efficient with environmental resources, our Community Ambassadors program provides opportunities for team members to volunteer to clean up litter, plant trees, remove invasive species and participate in community initiatives to promote a healthier planet.



In particular, we encourage groups of volunteers to give back each April in honor of Earth Month. Along with offering a helping hand, we provide donated rental equipment and training to strengthen the capabilities of environmental nonprofits when needed. For example, one nonprofit dedicated to environmental education and providing sanctuary space for rescued wildlife needed volunteers and equipment to prepare for a new exhibit. Herc Rentals provided safety training on Mobile Elevating Work Platforms to the nonprofit's operating manager, along with a scissor lift rental, and brought 23 volunteers to help with the project. According to the nonprofit's CEO, the time needed to complete the project decreased by two weeks thanks to Herc Rentals.

2025 Earth Month Highlights

- ▶ 12 volunteer events across North America
- ▶ 140 volunteers
- ▶ 360 collective service hours
- ▶ 1,060 pounds of litter removed
- ▶ 1,000 pounds of invasive species removed
- ▶ 150 trees planted
- ▶ 1 educational wildlife exhibit built

Safe and Respectful Working Conditions

Inclusivity and respect are foundational to our interactions with team members, customers, vendors, suppliers and other third parties. We are dedicated to creating a safe work environment that treats all people fairly.

Non-Discrimination and Non-Harassment

Herc Rentals provides equal opportunities to all applicants and team members. We are committed to ensuring that all our employees are treated equally, and we do not tolerate discrimination or harassment based on race, color, religion or religious creed, gender, gender identity or expression, sexual orientation, marital status, national origin, ancestry, ethnic origin, citizenship, age, military and protected veteran status, genetic information, pregnancy, disability, medical condition or any other basis protected by law. The Company will not tolerate harassment of our employees by anyone, including customers, co-workers, vendors and suppliers.

Fair Compensation

Our team members are fairly compensated with wages that meet or exceed local, state and federal requirements. We follow all applicable laws and regulations regarding wages, work hours, overtime, worker's compensation and other mandated benefits.

Freedom of Association

Herc Rentals respects freedom of association and our employees' right to join, or not to join, third-party organizations such as labor unions or other lawful organizations of their own selection, along with the right to bargain or not bargain collectively, in accordance with state, local and federal laws, without fear of reprisal, intimidation or harassment. We are committed to fostering open communication between our employees and managers and providing employees with appropriate access to grievance mechanisms and remedial action.





Environment



















Transitioning Our Environmental Action Plan

We are dedicated to reducing the environmental footprint of our business by integrating policies and practices across core operations to achieve results. Our Environmental Action Plan illustrates our roadmap for achieving our 2030 goals to reduce greenhouse gas emissions and waste intensities, along with other key performance indicators (KPIs). These goals and KPIs were established based on our 2019 baseline with aspirational initiatives mapped out in the short-, mid- and long-term to drive ongoing progress.

In June 2025, we acquired H&E Equipment Services, adding over 160 branches to our footprint. Once these branches are fully integrated into our business, we will rebaseline in order to re-establish goals and environmental priorities. In doing so, we plan to develop updated short-, mid- and long-term plans and relevant roadmaps at a later date. For now, we are pleased to report that we've completed all one-time milestones and progressed the ongoing initiatives we set out to accomplish by the end of 2024.

Environmental Action Plan Status as of December 31, 2024

-  **Complete**
-  **Ongoing/On Track**

Short-term initiatives (2019–2024)		STATUS	Phase Completion Remarks
Fleet 	Assess feasibility of sourcing electric/hybrid equipment rental and corporate fleet		Exploring fuel-efficient options and investing in the latest equipment technologies for our customers and for our sales, delivery and service vehicles
	Pilot EV vehicles		Monitoring market forces and business case for electric vehicle possibilities amid headwinds associated with cost and charging infrastructure
Facilities and Operations 	Review energy, waste and water footprint		Established inaugural baseline to evaluate year-over-year performance and plan efficiency tactics
	Upgraded facility lighting (LED)		Upgraded facility lighting at over 130 locations from January 1, 2019, to December 31, 2024, increasing the overall percentage of upgraded branches by nearly 2000 basis points during this period (from approximately 30% to approximately 50%)
			Continuing upgrades at new branches and acquired sites
	Evaluate renewable energy sourcing from utilities including solar Power Purchase Agreement (PPA) options		Exploring risks, opportunities and market dynamics for PPAs Comparing the energy mix in markets where multiple utility providers compete for our business to select the cleanest sources available
Disclosures and Customer Support 	Leverage new sustainability management software to standardize metrics tracking		Launched and customized tool; maintain regular data processing and control testing
	Obtain assurance over Scope 1 and 2 GHG emissions		Secured limited assurance from third-party, independent accountant for 2023 and 2024
	Enhance capabilities of Scope 3 GHG emissions accounting		Determined 10 of 15 Categories are relevant to our business, currently reporting against five
			Developing methodologies to measure and report remaining Categories
	Bolster CDP and TCFD alignment and monitor emerging sustainability reporting requirements		Running Climate Risk Assessment with scenario analyses for Current Policies (RCP 4.5) and Net Zero 2050 (RCP 1.9), with plans to publish results later this year*
Monitor customer and supplier net-zero requirements		Helping customers secure renewable and fuel-efficient fleet options, and promoting case studies where these options can lead to a competitive total cost of ownership, along with improved environmental, health and safety outcomes	

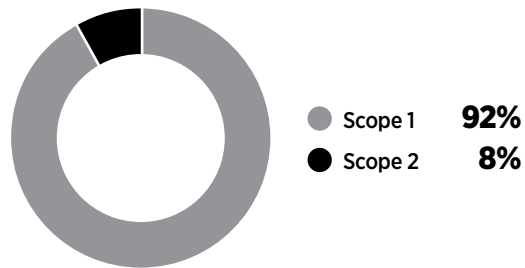
*Intergovernmental Panel on Climate Change (IPCC)'s Representative Concentration Pathways (RCPs) and scenario guidance established by the Network of Central Banks and Supervisors for Greening the Financial System (NGFS).

Greenhouse Gas Emissions

Scope 1 includes direct emissions from the combustion of fossil fuels in vehicles or facilities owned and operated by the reporting company. At Herc Rentals, Scope 1 emissions are primarily comprised of diesel and gasoline used in our corporate fleet as well as natural gas combusted to heat select facilities. Scope 2 are indirect emissions associated with the generation of energy a company purchases (e.g., electricity). Scope 3 are indirect emissions upstream and downstream in our value chain.

We believe it is important to accurately measure our greenhouse gas (GHG) emissions and ensure strong governance for climate-related targets and disclosures. In 2024, we obtained third-party limited assurance of our Scope 1 and 2 GHG emissions for a second consecutive year and continue to expand and improve our Scope 3 reporting. Our GHG reporting efforts are supported by our investment in a sustainability management platform, which we are further enhancing for relevant Scope 3 metrics. Please see this report's [Data Supplement](#) in conjunction with the information presented in this section.

Scope 1 and 2 GHG Emissions Profile



Our Facilities, Corporate Fleet and Outsourced Equipment Hauling

Our Sales, Delivery and Service Vehicles

Our Scope 1 GHG emissions are primarily from the mobile combustion of diesel and gasoline in our corporate-owned and operated fleet. In our ongoing efforts to evaluate emerging best practices and new environmental solutions, we source R99 renewable diesel in select markets where it is available. In 2024, R99 renewable diesel comprised approximately 1% of our mobile fuel consumption. We will continue to evaluate alternative fuels and monitor opportunities to scale their application.

Outsourced Equipment Hauling

We use a combination of corporate vehicles and third-party hauling services to deliver equipment between branches and customer job sites. Corporate fleet emissions are accounted for in Scope 1 and outsourced equipment hauling is accounted for as a component of our Scope 3 footprint. Our utilization of outsourced hauling services can be influenced by a variety of factors. Therefore, we are considering integrating this portion of our Scope 3 footprint with future GHG emissions goals.

Electricity and Natural Gas at our Facilities

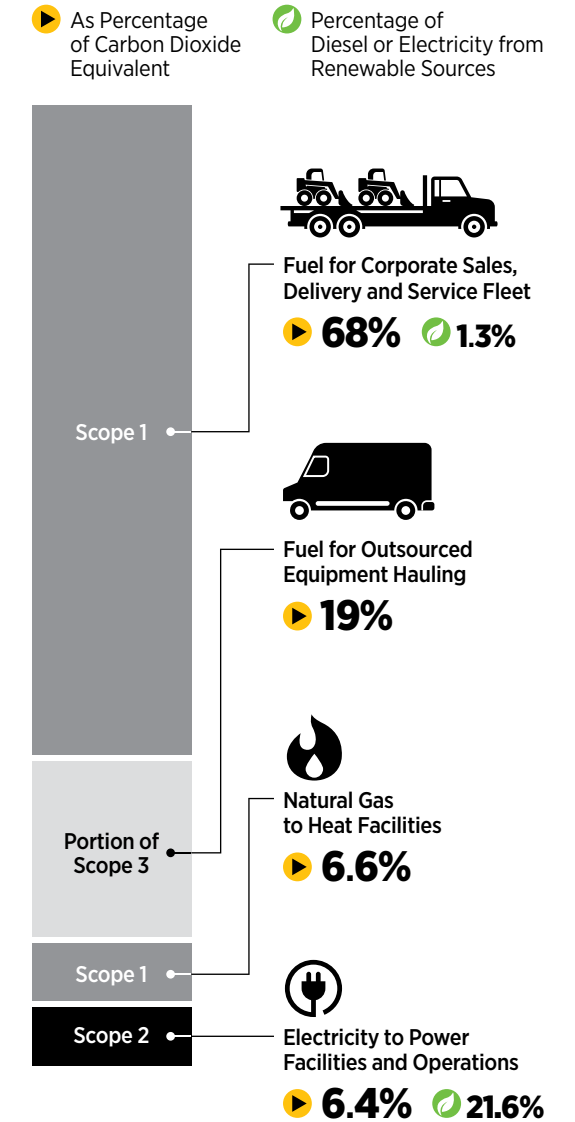
A small portion of our Scope 1 footprint comes from the stationary combustion of natural gas at our locations. One hundred percent of our Scope 2 GHG emissions are from purchased electricity for powering our branch network. According to the U.S. EPA's eGRID Database, over 20% of our purchased electricity comes from renewable sources such as wind, solar, hydro and biomass, based on our operating regions.

Scope 1 and 2 Absolute GHG Emissions

As expected with our accelerated growth strategy and year-over-year rental revenue growth of 11%, our absolute Scope 1 and 2 GHG emissions increased as well. We understand that stakeholders want to see businesses reduce their overall carbon footprint; however, in a period of rapid growth, that is not always feasible. Nevertheless, we are dedicated to expanding our operations in an efficient and responsible way. For example, in 2024, our branch count increased by 14% compared to the previous year through acquisitions and new branch expansions, yet our direct and indirect GHG emissions only grew by 8%. This demonstrates our ability to expand our business and contribute to economic development while being mindful of our impact.

Visualizing GHG Emissions

For Fleet, Facility and Outsourced Equipment Hauling





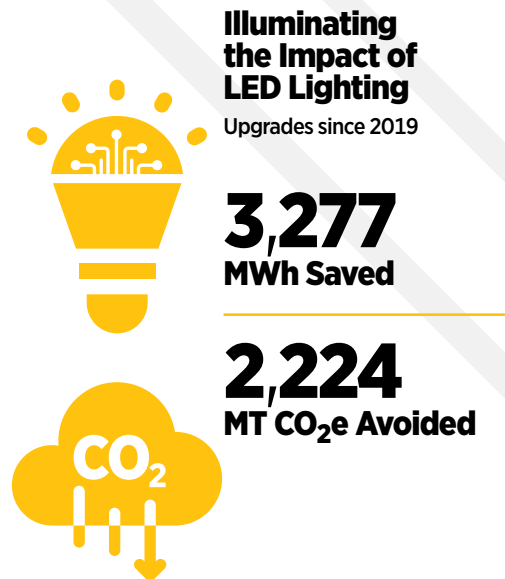
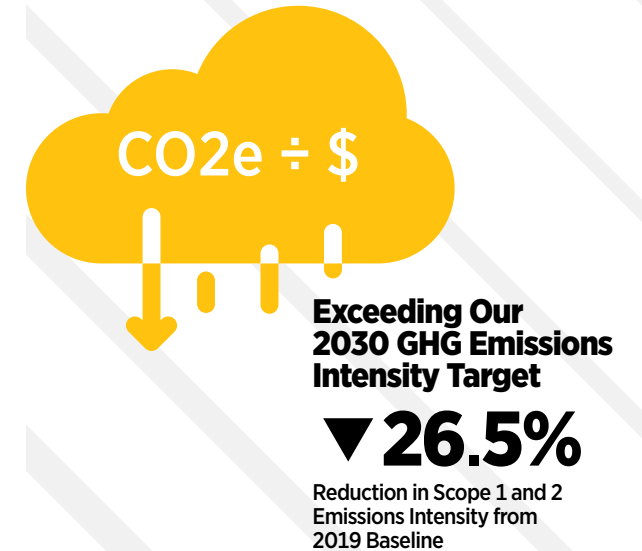
Scope 1 and 2 GHG Emissions Intensity

We remain dedicated to efficient growth and have focused our efforts on meeting our 2030 goal of reducing our Scope 1 and 2 GHG emissions intensity by 25% from our 2019 baseline. GHG intensity is metric tons of carbon dioxide equivalent per million U.S. dollars of total revenue.

We are pleased to continue tracking the exceedance of that goal by 150 basis points in 2024. Our accelerated achievement of this goal demonstrates our unwavering commitment to investments in systems and resources that have enhanced our ability to execute the climate components of the environmental action plan. We are proud of this accomplishment but know we still have important work ahead of us to foster continuous improvement.

Actions Taken Since 2019 to Exceed our 2030 GHG Emissions Intensity Goal

- ▶ Performing regular preventative maintenance of our rental and non-rental fleet
- ▶ Upgrading facility lighting to LEDs on a continual basis
- ▶ Maintaining facility HVAC systems for optimal efficiency
- ▶ Leveraging technology to help our drivers reduce braking speed and idling time



Scope 3 GHG Emissions

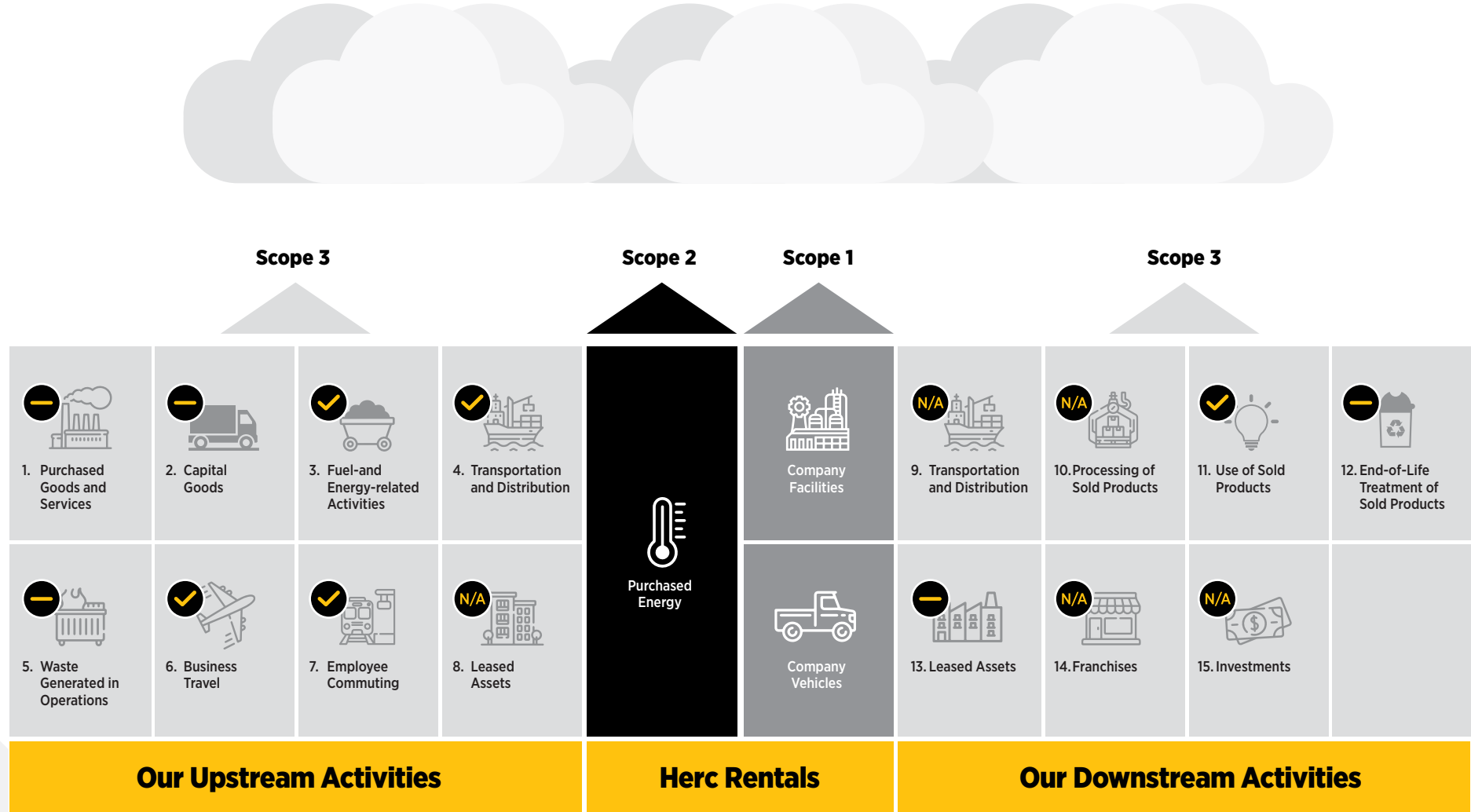
In 2024, we completed a Scope 3 screening of all 15 Scope 3 Categories and identified 10 as relevant based on our business activities. We are developing and refining calculation methodologies and intend to disclose all relevant Categories in the future.

The [Data Supplement](#) accompanying this report shares estimated emissions values for five of the 10 relevant categories measured to date. Our Scope 3 emissions figures are calculated based on assumptions and estimates, and we continue to improve and expand our reporting. As industry guidelines develop and mature, we anticipate our methodologies will evolve to incorporate new best practices. As we develop a full account of our Scope 3 GHG emissions, we will assess the areas of highest impact and consider setting specific reduction goals in partnership with key value chain partners such as original equipment manufacturers and customers.

2024 Reporting Status

-  **Reported**
-  **Relevant – Not Reported**
-  **Not Applicable**

Status of Value Chain GHG Emissions Reporting



Source: Modified from Figure 1.1 in the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (published September 2011) to illustrate the current state of our Scope 3 reporting.

* Category 11 reporting to date is for fuel sold to customers. In the future, we will account for all customer emissions in Category 13 and account for emissions associated with off-fleeting equipment for resale in Category 11.

Fuel-Efficient Fleet

Herc Rentals is committed to responsible business practices that help reduce emissions and improve job site efficiencies.

As a leading player in the rental industry, we strive to contribute to a more sustainable future by delivering energy-efficient fleet and providing expert advice and technology that saves time and fuel.

We actively seek ways to support our customers' decarbonization goals with reliable and efficient rental options that meet the unique needs of each job site. We are focused on reducing greenhouse gas emissions within our organization, and we offer innovative technology to help our customers manage their fleets efficiently and choose low- and zero-emissions rental equipment.

Corporate Fleet

We are constantly seeking ways to enhance driver safety and reduce fuel consumption in our corporate sales, delivery and service vehicles. To that end, all vehicles added to our delivery fleet since 2021 are equipped with technology that limits driver speed and turns off the engine when idling. Additionally, we are committed to investing in fuel-efficient models for our team members to drive. We also monitor the feasibility of vehicles that use alternative fuels, as well as hybrid and electric models.



Equipment Rental Fleet

We are proud to help our customers decrease the burdens of fleet ownership while offering them enhanced flexibility and access to new, well-maintained equipment. We hold our fleet for optimal periods to support our total cost of ownership models while offering customers access to energy-efficient choices.

We continue to grow hybrid and electric fleet and expand telematics to help customers improve energy efficiency and optimize equipment use on job sites. In 2024, electric and hybrid models comprised 38% of non-engine-powered fleet products by count and 17% by original equipment cost (OEC). In addition, 75% of applicable fleet was telematics-enabled for the same time period. Telematics provides a host of benefits such as minimizing downtime and allowing for custom alerts and notifications. Our ProControl® NextGen™ platform connects customers with key insights to support their goals and includes state-of-the-art features.

Some of these features are available across all connected equipment while others are tailored to specific equipment needs. We continue to invest in improved features to help customers easily select equipment with energy-efficient and environmental attributes to support them in meeting their sustainability objectives.

2024 Rental Fleet Facts



Average Age
46 months



Electric or Hybrid¹
38%
by count

17%
by original
equipment cost



**Telematics-Enabled
Equipment**
75%²

1. Excludes non-engine-powered fleet products.

2. Based on the portion of fleet where telematics is an applicable technology.

Job Site Electrification: Benefits and Challenges

Electric equipment provides several benefits to customers: it can reduce greenhouse gas emissions, improve job site air quality, automate workflows, enhance operator comfort, provide better torque and offer fuel savings. These benefits can lead to a competitive total cost of ownership and improved health and safety. As a prerequisite to powering sites with electric equipment, appropriate makes and models need to be economically viable and able to perform a full day's worth of work similar to existing equipment solutions. In addition, infrastructure and charging capabilities need to be an integral consideration for the job's energy management plan.

At Herc Rentals, we are dedicated to staying up to date with the latest trends and innovations to promote sustainable solutions across our value chain. Our sales team continually monitors the needs of our customers while our fleet operations team stays in close contact with original equipment manufacturers so we can effectively deploy best-in-class solutions. Based on ongoing engagement with original equipment manufacturers, we believe that aerial and climate control equipment categories currently offer the largest opportunity to electrify rental equipment, and we expect this to continue in the coming years. We also anticipate an increase in opportunities to electrify a broader range of equipment categories, including trucks, earthmoving equipment, material handlers, contractor and industrial equipment, floor care and surface preparation.



Waste

We look for ways to reduce waste generation through education and continuous improvement, and track recycling services across our operations. In 2024, diverted waste tonnage increased by 6% compared to the previous year.

We are committed to reducing our non-hazardous waste to landfill intensity, which is measured as metric tons of wet or solid waste per million U.S. dollars of total revenue. We aspire to shrink our non-hazardous waste to landfill intensity by 25% by 2030 from our 2019 base year. We are 170 basis points away from achieving this target as of December 31, 2024. We remain committed to waste minimization efforts and enhancing recycling across our facilities.

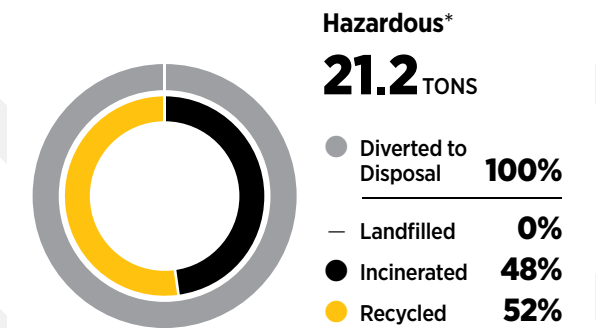
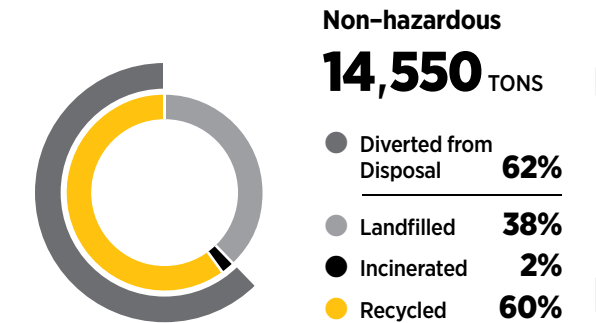


Composition of 2024 Diverted Waste Streams

We aim to reduce waste sent to landfills. Diverted waste streams include recycling of solid wastes, liquid wastes, and organics, incineration and waste-to-energy. Data presented are based on data available from our direct waste management suppliers servicing our facilities; this excludes indirect third-party waste disposal of tires, equipment batteries, off-fleeting, new construction, facility renovations and environmental remediation. We require our indirect third-party waste handlers to comply with waste disposal laws and regulations. We also encourage them to recycle materials whenever it is practical or mandated.

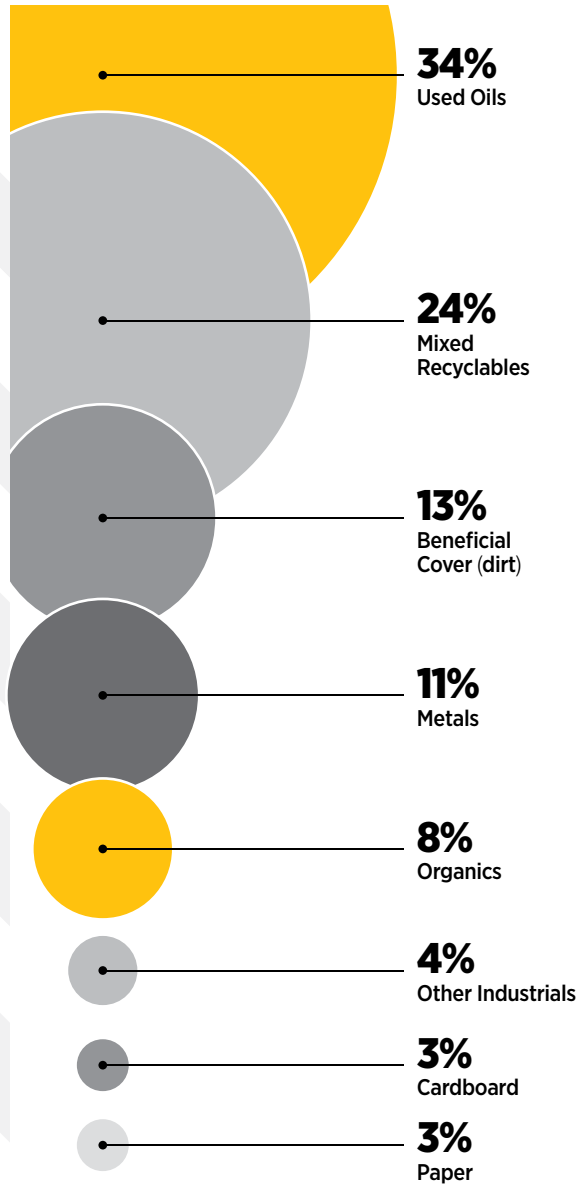
Waste Generated

Metric tons and percentage per disposal method



*Hazardous is classified as defined by the U.S. Resource Conservation and Recovery Act (RCRA) or Transport Canada classification under the Transportation of Dangerous Goods (TDG) Program.

Composition of 2024 Diverted Waste Streams



Efforts to Increase Waste Diversion Rates

Waste minimization:

- ▶ Using paperless options for customer contracts and internal processes
- ▶ Reducing printing by optimizing the rental agreement process
- ▶ Exceeding regulatory requirements for spill-prevention measures through our operating model
- ▶ Replacing hazardous solvents with aqueous alternatives, minimizing hazardous waste generation and simplifying downstream treatment processes

Recycling:

- ▶ **Cardboard and mixed recyclables:** Establishing recycling services when opening new branches or completing an acquisition for sites within our national suppliers' service area
- ▶ **Used Oils:** Partnering with a closed-loop service provider that collected and re-refined nearly 300,000 gallons of our used oil, of which we repurchased 10% for reuse
- ▶ **Hazardous Waste*:** Comprising less than 0.2% of total waste, at a 100% waste diversion rate

* Hazardous is classified as defined by the U.S. Resource Conservation and Recovery Act (RCRA) or Transport Canada classification under the Transportation of Dangerous Goods (TDG) Program.



Electronic and Universal Waste Management

Managing electronic waste (e-waste) responsibly is important to prevent environmental contamination, preserve valuable resources and protect human health. While e-waste makes up roughly 0.01% of our business waste, we understand the importance of managing this waste stream conscientiously. This figure is based on data available from our direct e-waste management suppliers servicing our facilities; it excludes indirect third-party e-waste disposal.

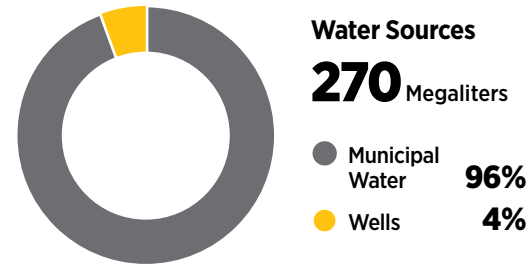
We partner with specialized waste service providers that repurpose or recycle our e-waste and universal waste, including mobile devices, electronics, printer cartridges and fluorescent bulbs. Reclaiming materials from these waste streams minimizes environmental risk and reduces upstream social and environmental costs in sourcing raw materials such as precious metals used in electronics.



Water

We believe it is important to steward water resources responsibly. While equipment rental is not considered a water-intensive industry, we strive to minimize water consumption and ensure safe water treatment across our operations.

2024 Water Stewardship Highlights



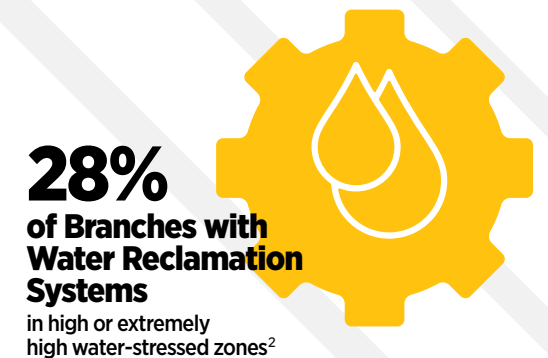
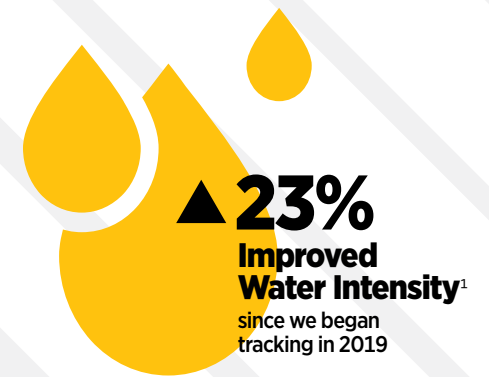
Water Sources

270 Megaliters

● Municipal Water **96%**
● Wells **4%**

We are developing strategies to minimize water consumption, particularly in water-scarce regions where we operate.

As our operational footprint continues to grow, so does our absolute water consumption. We remain committed to efficient growth and continue to decrease our water intensity, which measures kilogallons of water used per million dollars in revenue and was reduced by 7% from the previous reporting year. Our ongoing success on shrinking our water intensity has been driven by our continued expansion of water reclamation systems and proactive monitoring of water usage. Water reclamation systems collect spent water from our equipment wash bays, remove solids and recirculate the treated water in a closed loop for reuse. With the increasing concern of water scarcity, we intend to expand water reclamation systems, giving priority to water-stressed regions in which we operate, while adhering to local regulations.



1. Kilogallons per million U.S. dollars of total revenue.

2. For facilities with wash bays located in high or extremely high water-stressed zones, assessed using the World Resource Institute's (WRI) Aqueduct Water Risk Atlas. Figure excludes 19 facilities where wash bays are not part of regular operations.

Environmental Compliance

Herc Rentals is dedicated to lessening the environmental impact of our operations by implementing programs that include sound environmental practices.

Our environmental policies and procedures are designed to guide our team members in complying with local, state and federal regulations. Specifically, our [Environmental Management Policy](#) outlines our responsibilities, including:

- ▶ Following pollution prevention measures;
- ▶ Upholding environmental best management practices;
- ▶ Handling, storing and disposing of hazardous substances;
- ▶ Training employees working with petroleum storage tanks; and
- ▶ Developing and maintaining appropriate emergency and spill response programs.

This policy and accompanying procedures are reviewed annually by the Environmental Programs Manager and approved by the Chief Operating Officer. Our procedures cover a variety of topics such as conducting regular inspections of fuel storage tanks, dispensers and safety monitoring devices.

In conjunction with our policies and procedures, our Environmental Management System (EMS) supports environmental compliance by enabling our team members to track and manage incidents, as well as internally audit policy compliance. Our EMS is designed to minimize the frequency, impact and severity of environmental incidents. It also supports training, risk prevention and management of incident response. During incident response activities, we collaborate with certified third-party vendors to minimize and report any impacts in accordance with federal, state and local regulations.





Governance and Policies





Sustainability Oversight

We are committed to conducting our business in a responsible and ethical manner, respecting the environment and the communities where we operate. Our governance structure, policies and risk management practices are essential to our long-term success and ongoing ability to create value for customers and business partners.

Board Oversight

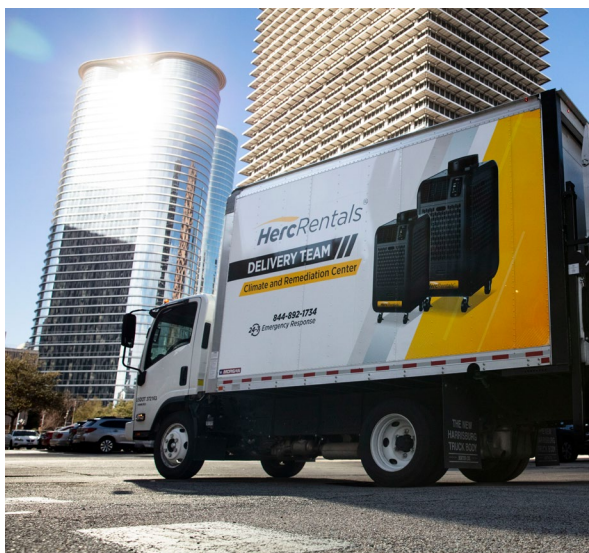
Our Board of Directors (the "Board") and senior management oversee our sustainability performance and strategy.

The Board's Nominating and Governance Committee has primary oversight of sustainability, reviewing sustainability strategies, initiatives, policies and public reports. Our Nominating and Governance Committee considers each nominee's diversity of perspective, personal and professional experiences, background and abilities when assessing candidates. The Board meets regularly as described in our [2025 Proxy Statement](#).

Additionally, the Board's Compensation Committee annually sets specific sustainability Management Business Objectives (MBOs), which are part of our executive annual incentive compensation, and typically focus on incremental gains needed to meet our 2030 Sustainability Goals. The Compensation Committee also oversees matters relating to our people and culture such as talent management, team member development and succession planning. This Committee also reviews our programs, policies and initiatives related to employee relations, engagement, culture and equal employment opportunity. The Board's Audit Committee oversees Enterprise Risk Management (ERM), inclusive of environmental, social and governance risks, as well as financial disclosures, with sustainability subject matter included in our Annual Report on Form 10-K for the fiscal year ended December 31, 2024. Senior management and the Audit Committee review Internal Audit's annual safety audit report. The full Board oversees cyber risk management. Our Board's engagement is an important part of responsibly managing impacts, opportunities and risks across diverse sustainability topics.

Management Oversight

Our Sustainability Executive Steering Council guides our sustainability initiatives and disclosures. The Council is comprised of select C-suite members responsible for ensuring that business units are accountable for sustainability priorities and achieving results. Two Working Groups report to the Council for specific sustainability topics not otherwise under the purview of other councils or committees overseen by senior leadership. These Working Groups focus on environmental and social impact initiatives. Specifically, the Environmental Working Group is tasked with improving enterprise-wide environmental performance as well as guiding climate-related disclosures, strategy and opportunities. The Social Impact Working Group supports the strategic development of employee volunteerism and corporate philanthropy. Outside the Council and its Working Groups, the Sustainability team is appropriately represented in cross-functional groups overseeing cross-functional sustainability topics.



Oversight of Climate-Related Risks

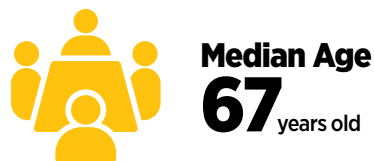
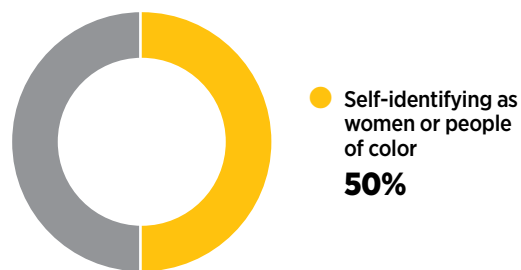
Our management, with oversight from our Board, assesses climate-related risks and opportunities, and reports relevant items in the [Risk Factor Section of our 10-K](#) and [Task Force on Climate-Related Financial Disclosures](#) (TCFD) report. To better understand our exposure to climate-related risks and opportunities, we are in the process of running a climate risk assessment using scenario analysis following the recommendations of TCFD. This effort is important for ensuring business continuity planning and compliance with climate-related disclosure regulations. We look forward to publishing an updated TCFD report that includes our latest climate risk assessment, with scenario analysis for two of the Intergovernmental Panel on Climate Change (IPCC)'s Representative Concentration Pathways (RCPs) and scenario guidance established by the Network of Central Banks and Supervisors for Greening the Financial System (NGFS).

Board Diversity

The Corporate Governance Guidelines and the Nominating and Governance Committee charter identify some factors, including diversity, that the Nominating and Governance Committee will consider when evaluating directors. The Nominating and Governance Committee interprets diversity broadly to mean a variety of opinions, perspectives, personal and professional experiences and backgrounds, such as international and multicultural experience and understanding, as well as other differentiating characteristics, including gender, ethnicity and race. We believe that our Board's current diverse mix provides an array of backgrounds, perspectives and expertise necessary to effectively make decisions affecting Herc Rentals and its stakeholders.

2024 Board Diversity

As of 2024 Annual Shareholder Meeting



Enterprise Risk Management

Herc Rentals places great importance on managing risk effectively. To achieve this, we have developed a rigorous approach to our Enterprise Risk Management (ERM) program, working across the business to evaluate, prioritize and manage risks.

To make informed decisions, we analyze risks at the business unit and enterprise levels, taking into account the probability and potential impact of each risk. These analyses help shape our risk management approach, enable us to understand the challenges potential risks pose and respond accordingly.

We look at risks in various categories, including environmental, social and governance topics such as talent, safety, climate and cybersecurity. We consider interdependencies and combined effects across risks, as well as the opportunities and best practices that can help us enhance our risk management capabilities. This includes assigning "risk owners" to monitor risks broadly as we are committed to integrating ERM into our decision-making processes and fostering a culture of risk awareness and accountability across the organization. "Risk owners" support our ERM processes by monitoring the nature and scope of risks

under their purview, articulating risk exposure and developing plans of action to mitigate or lessen the impacts of the risk.

Each quarter, our ERM Committee prioritizes the risks facing the organization based on its review of potential risks to our operations and financial results. The ERM Committee reports on its findings and recommendations to the Board's Audit Committee annually. More details on how we oversee risks associated with environmental, social and governance topics are found in our [2025 Proxy Statement](#), "Item 1A: Risk Factors" of our 2024 Annual Report on Form 10-K and the "Board and Management Oversight" section of this report. Additionally, our Task Force on Climate-Related Financial Disclosures (TCFD) reporting includes greater details regarding our approach to managing climate-related risks and opportunities as explained in the "About this Report" section.

Data Privacy and Cybersecurity

At Herc Rentals, we understand the importance of data privacy and cybersecurity. We recognize that our customers, employees and stakeholders entrust us with their personal and business information, and we take that responsibility very seriously.

We believe that safeguarding the confidentiality and integrity of this information is not only our responsibility, but also critical to our success. We provide regular training and awareness programs to our employees on data privacy and security. In addition, we monitor and audit compliance with our related policies, processes, procedures and standards.

Privacy Policy

We collect information for various purposes such as responding to inquiries, enhancing our products and services, conducting analytical research and supporting our business operations. Our [Privacy Policy](#) transparently outlines the principles and practices that guide our collection, use and disclosure of personal information, as well as the rights and choices of individuals regarding their data. It also illustrates the proactive steps we take to protect the information we collect through data security and retention measures.

Cybersecurity

We recognize that cybersecurity is a dynamic and evolving risk that requires ongoing vigilance and adaptation. Our cybersecurity program aligns with the National Institute of Standards and Technology (NIST)'s cybersecurity framework. It is designed to protect our information systems and assets from unauthorized access, use, disclosure, modification or destruction and to ensure the continuity and resilience of our operations.

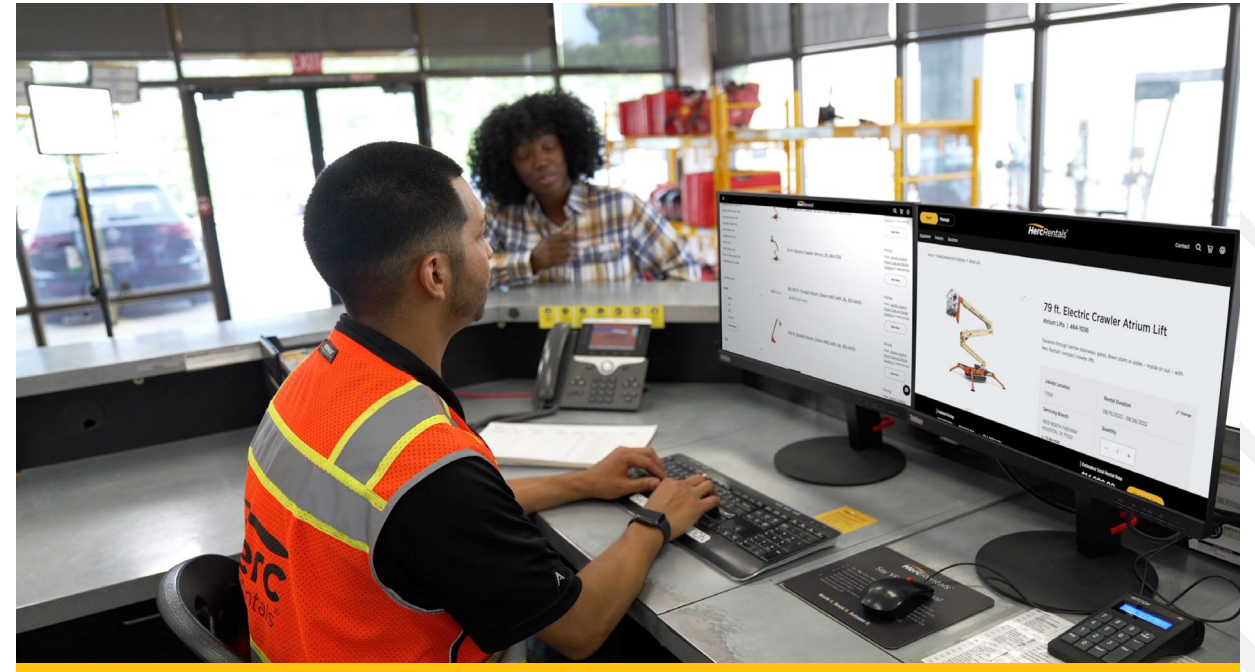
We employ a multi-layered defense strategy that includes advanced technologies. Our systems and controls undergo regular testing and assessment, and we actively collaborate with external experts, partners and industry peers to share best practices and enhance our capabilities.

We have a defined set of information security policies and standards, including our information technology

policy, which apply to the use of information, information systems, electronic and computing devices, applications and network resources used to conduct business within Herc Rentals. These policies and standards apply to employees, contractors, consultants, temporary and other workers at Herc Rentals, including personnel affiliated with third parties.

Our cybersecurity team is responsible for building security capabilities, developing employees' security awareness and protecting the business through a holistic approach. This includes enforcing security rules and policies, providing security guidance and risk mitigation strategies and acting as the main authority for our information security.

Employees complete mandatory cybersecurity training annually and regular phishing tests are conducted for



anyone with a Herc Rentals email address. In addition, virus and malware scans are conducted on all systems using industry-leading tools.

On an annual basis, the cybersecurity team and senior management conduct tabletop exercises as part of our risk mitigation initiatives to prepare for potential cybersecurity events. In addition, we have an active Board member with cybersecurity experience who meets regularly with the company's senior information technology leadership.

Herc Rentals takes ongoing steps to protect the privacy of our customers and employees and will investigate any formal complaints regarding the safekeeping or breach of customer data. Both internal and external teams investigate any formal complaints regarding the safekeeping or breach of customer data.



ZERO

known substantiated reports of violations of our customers' data to date

Supply Chain Due Diligence and Responsible Procurement

At Herc Rentals, we believe in responsible sourcing and rely on a network of trusted vendors and suppliers who share our values and principles. We hold our supply chain partners to high standards regarding ethical, social and environmental responsibility.



Vendor Code of Conduct

Herc Rentals is committed to a policy of fair, honest and ethical business practices and conduct, including all principles outlined in our [Code of Ethics](#), and to compliance with all applicable laws and government regulations wherever we operate. This commitment extends to our vendors and suppliers, that must adhere to the same standards and principles by which we operate.

Our [Vendor Code of Conduct](#) clearly articulates our expectations for our value chain partners. We require all our vendors and suppliers to adhere to the UN Guiding Principles on Business and Human Rights and international human rights principles, including the Universal Declaration of Human Rights and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work. We strictly prohibit our vendors and suppliers from using any forms of forced labor, including prison labor, indentured labor, bonded labor, any form of slavery and any form of human trafficking. We will not support or do business with any third party who knowingly and intentionally is involved in any human rights violations. Additionally, we do not allow vendors and suppliers to hire or contract individuals under 18 years of age for positions that require hazardous work in the production and fulfillment of Herc Rentals' requested goods and services.

As a federal contractor, we comply with all federal laws and regulations and require our vendors, suppliers, contractors and subcontractors to do the same in the production and fulfillment of our requested goods and services. Our top priority is safety, and we require an active commitment to, and personal accountability for, safety and safety compliance from all employees and contractors. We also expect our supplier and vendor representatives to adhere to all company safety requirements and applicable state and federal safety regulations while visiting our facilities. To support that expectation, our Contractor Safety Guide stipulates specific safety practices and actions that all contractors must follow.

We are committed to minimizing the impact of our equipment rental operations on the environment by implementing programs that incorporate sound environmental policy and best management practices. We operate in accordance with the relevant local, state and federal regulations everywhere we operate. We expect all our vendors and suppliers to operate with the same accountability related to sound social and environmental practices. If applicable, we will seek documentation from vendors and suppliers certifying the existence of an environmental management system governing the production and fulfillment of Herc Rentals' requested materials and goods.

Human Rights and Anti-Modern Slavery

Herc Rentals is committed to respecting, defending and advancing human rights in all aspects of our business and value chain. Our [Human Rights Policy](#) is guided by the Universal Declaration of Human Rights, the International Labour Organization's Declaration of Human Rights and the International Bill of Rights. It applies to all employees and business partners and covers topics such as integrity, ethics, diversity, non-discrimination, non-harassment workplace health and safety, fair working conditions, freedom of association and stakeholder involvement.

We also stand firmly against any violations of human rights and any form of modern slavery, including human trafficking, bonded labor, forced or coerced labor, prison or indentured labor and child labor. Herc Rentals prohibits the hiring of individuals under 18 years of age.

Herc Rentals provides regular reporting and disclosure of our human rights principles and performance to our Board of Directors, stakeholders and the public. We foster open communication and feedback from employees and provide channels for reporting and investigating any potential violations of our policy. For more information, please see our [Annual Report on Forced Labor and Child Labor in Supply Chains](#).

Conflict Minerals

At Herc Rentals we do not directly handle raw materials. However, as technology for lower-emissions and electric equipment becomes more pervasive, it is increasingly important to consider risks in our supply chain relating to conflict minerals. We believe that companies complying with conflict minerals disclosure requirements are better positioned to uphold human rights by mitigating human trafficking (or any form of slave, coerced, fraudulent or exploited labor) in their supply chains. We strongly encourage our suppliers to disclose their supply chain risk pertaining to conflict minerals and procure those minerals from conflict-free sourcing of raw materials needed for components, parts or products. We expect suppliers to communicate their policy to their sub-suppliers regarding conflict minerals, and where possible, require their sub-suppliers to implement their own conflict-free policy regarding raw materials.



Supplier Diversity and Local Economies

A diverse mix of suppliers enhances business resilience by reducing sourcing risks. To better understand our supplier composition, we inquire whether U.S.-based vendors are certified as women, minority or disadvantaged business enterprises (WMDBE) or small businesses. While the majority of our spending is directed towards fleet procurement from major manufacturers, we also make an effort to collaborate with smaller, local suppliers for indirect goods and services whenever possible.

Additionally, we are committed to the Partnership Accreditation in Indigenous Relations (PAIR), a formal program coordinated by the Canadian Council for Indigenous Businesses. One of PAIR's foundational elements requires companies to support the growth and development of Indigenous businesses. PAIR's criteria also require demonstrating leadership as an employer of First Nation, Inuit and Métis people while fostering strong community relationships. We are in the third and final phase of a multi-year process to become fully certified and are honored to be on this journey. To date, we have taken many actions such as partnering with our Indigenous team members to create a formal Indigenous Relations Policy, developing an Indigenous Lands Acknowledgement and launching a cultural awareness training for team members and leadership.

Supplier Engagement

Herc Rentals is committed to responsible and ethical business conduct and partnering with companies that respect their workers, the environment and communities across our value chain. To manage supply chain risks associated with forced labor and environmental degradation, we screen vendors to ensure they meet our business conduct expectations. Inquiries of suppliers are made when we enter into supplier

relationships and are refreshed periodically depending on the level of business we undertake with any supplier. In addition, we make in-person visits to manufacturing locations and conduct supplier engagement surveys at regular intervals. Suppliers representing over 80% of our spend with Original Equipment Manufacturers (OEMs) replied to our 2025 Supplier Questionnaire, with 100% of respondents reviewing our Vendor Code of Conduct and our Human Rights Policy. The results of the questionnaire are used to identify areas where follow-up meetings are needed to clarify responses or address potential gaps between suppliers' practices and our expectations.



>80%

OEMs reviewed our Vendor Code of Conduct and Human Rights Policy*

*Percentage is calculated based on spend with OEMs.

Business Ethics and Culture

We set high expectations for ethical employee conduct and our policies for anti-corruption are ingrained in Herc Rentals' organizational culture.



We are committed to transparency, integrity and accountability throughout the company while maintaining a zero-tolerance stance against unethical behaviors.

Code of Ethics

Operating with the highest standards of ethics and integrity is a defining feature of our culture and a reflection of who we are as a Company. The Herc Rentals [Code of Ethics](#), communicates our vision, mission, values and guiding principles and outlines the expectations and responsibilities of employees regarding ethical conduct, compliance and communication. All employees must complete Code of Ethics training upon hire and review and acknowledge our Code of Ethics annually and abide by Company rules and policies to avoid undesirable consequences such as disciplinary action. Our Code of Ethics covers a range of topics that employees must be aware of and strictly adhere to, such as safety, diversity, respect, confidentiality, conflicts of interest, insider trading, records management, anti-bribery, anti-corruption/antitrust, public statements, gifts and entertainment and environmental sustainability.



2024 Anti-Corruption and Ethics Training

100%

of team and governance body members completed training

See Something, Say Something

It is our duty to enable individuals to raise concerns about our Company's business conduct and we provide several channels to do so, including reporting to local management, senior management, Human Resources, the Legal Department or the Compliance Department. Our employees have a responsibility to speak up regarding any potential violations of law or policy. Employees can also raise concerns or report potential violations through our Company Helpline and our employee intranet. The Helpline is monitored by a third-party provider and is available 24 hours a day, seven days a week and provides a convenient way to report known or suspected violations of Company policies and procedures, the law or unethical behavior. Reports may be made anonymously. All reports are

investigated promptly with appropriate action taken. We have a zero-tolerance policy regarding retaliation. No employee who acts in good faith will face retaliation for reporting a concern or potential violation of law or Company policy.

Anti-Corruption

Doing the right thing is one of our core values and acting with integrity is critical to our success. We compete lawfully and responsibly and have a zero-tolerance policy for bribery, corruption and antitrust violations. We do not give or accept bribes under any circumstances, directly or indirectly, nor do we engage in improper business practices or reach improper agreements (either explicit or implicit) with competitors. We uphold all applicable laws concerning bribery, corruption and antitrust, including the Foreign Corrupt Practices Act and the U.K. Bribery Act. Our employees are trained regularly on these important topics to know how to act and where to report if a competitor or business partner raises an improper subject. Our Legal Department supports the Company in upholding our policy and fostering an ethical culture throughout our business.

Approach to Tax

Herc Rentals believes in transparency, honesty and integrity in all tax-related matters. Our tax team is responsible for developing our tax strategy and approach to tax preparation. This entails managing tax risk, evaluating available tax incentives and complying with relevant tax laws. We carefully monitor the external tax environment and consider our risk tolerance within the political and economic context where we operate. We do not actively seek to operate in low-tax jurisdictions. Rather, we operate where we are best positioned to serve our customers. According to the applicable tax rules and regulations, we pay taxes on the profits earned in those jurisdictions. We also abide by our policy to pay taxes promptly and accurately.

We follow commonly recognized and accepted interpretations of tax legislation when deciding how to classify a specific transaction or activity, seeking advice from tax authorities and experts as needed. As a capital-intensive industry, we analyze fixed assets to determine the optimal timing and quantity for tax depreciation. Additionally, we thoroughly evaluate tax implications for non-routine transactions, adhere to transfer pricing guidelines and assess tax risks and incentives. For instance, our transfer pricing policies are established in accordance with the OECD Transfer Pricing Guidelines, with input from specialized tax advisors who have access to information on comparable transactions and expertise using it for benchmarking. Additionally, we monitor new and evolving tax laws to determine whether they could have a material impact on the business and to develop any necessary procedures to comply with changing legislation.



Tax Oversight

Our Board is responsible for overseeing the tax and overall business strategy. Our Tax Department presents the tax strategy to the Board's Audit Committee annually. In addition, our Tax Department updates the Audit Committee and management on significant tax issues and potential changes to tax law as matters arise. We foster open lines of communication between management and the tax team to efficiently monitor and manage tax risk.

Tax Engagement Efforts

Our stakeholder engagement efforts emphasize our commitment to operating ethically and being a responsible tax-paying corporate citizen. We participate in the American Rental Association Tax Committee, which presents our industry's tax position. We are dedicated to establishing open and productive communication with all taxing authorities and work proactively to discuss and resolve any tax-related concerns that may arise. We communicate with tax authorities to obtain approval before engaging in significant transactions when there is uncertainty about the proper tax treatment. This approach aims to reduce the frequency and severity of disagreements with tax officials. When tax audits or inquiries relating to prior events emerge, we provide needed information about the transactions under evaluation and cooperate to resolve any issues. If we discover errors or omissions in tax returns, we promptly notify the proper tax authorities and correct them as appropriate.



Appendix



Forward-Looking Statements

This report contains statements that Herc Holdings Inc. believes to be "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical fact are forward-looking statements including, without limitation, statements regarding Herc Holdings' future business strategy, targets, plans and objectives for future operations. Forward-looking statements are generally identified by the words "estimates," "expects," "anticipates," "projects," "plans," "intends," "believes," "forecasts" and future or conditional verbs, such as "will," "should," "could" or "may" as well as variations of such words or similar expressions. All forward-looking statements are based upon our current expectations and various assumptions and, there can be no assurance that our current expectations will be achieved. They are subject to future events, risks and uncertainties—many of which are beyond our control— as well as potentially inaccurate assumptions, that could cause actual results to differ materially from those in the forward-looking statements. Further information on the risks that may affect our business is included in filings we make with the Securities and Exchange Commission (SEC) from time to time, including our most recent annual report on Form 10-K, subsequent quarterly reports on Form 10-Q and our other SEC filings. We undertake no obligation to update or revise forward-looking statements that have been made to reflect events or circumstances that arise after the date made or to reflect the occurrence of unanticipated events.

GRI Index

Our 2025 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	2024 10-K Cover
	2-2	Entities included in the organization's sustainability reporting	2024 10-K Exhibit 21.1
	2-3	Reporting period, frequency and contact point	2025 Corporate Citizenship Report p. 6
	2-4	Restatements of information	There are no restatements of information in this report.
	2-5	External assurance	2025 Data Supplement p. 11 2025 Corporate Citizenship Report p. 45
Activities and Workers	2-6	Activities, value chain and other business relationships	2025 Corporate Citizenship Report p. 5 and 11 2024 Annual Report p. 4 2024 10-K p. 1-5
	2-7	Employees	2025 Data Supplement p. 2
	2-8	Workers who are not employees	2024 10-K p. 6
Governance	2-9	Governance structure and composition	2024 Proxy p. 8-10 and 13
	2-10	Nomination and selection of the highest governance body	2024 Proxy p.8, 12, 13 and 49
	2-11	Chair of the highest governance body	2024 Proxy p. 8
	2-12	Role of the highest governance body in overseeing the management of impacts	2025 Corporate Citizenship Report p. 45 and 46 2024 Proxy p. 10-12
	2-13	Delegation of responsibility for managing impacts	2025 Corporate Citizenship Report p. 45 and 46 2024 Proxy p. 10 and 11
	2-14	Role of the highest governance body in sustainability reporting	2025 Corporate Citizenship Report p. 45 and 46 2024 Proxy p. 10 and 11
	2-15	Conflicts of interest	2024 Proxy p. 13, 14, 20 and 46 Code of Ethics p. 11 and 12
	2-16	Communication of critical concerns	2024 Proxy p. 15 Code of Ethics p. 4-6
	2-17	Collective knowledge of the highest governance body	2024 Proxy p. 8-12 Herc Rentals Governance Documents , see Corporate Governance Guidelines
	2-18	Evaluation for the performance of the highest governance body	2024 Proxy p. 12
	2-19	Remuneration policies	2024 Proxy p. 17-25 and 32 2025 Corporate Citizenship Report p. 45
	2-20	Process to determine remuneration	2024 Proxy p. 19 and 20
	2-21	Annual total compensation ratio	2024 Proxy p. 38

GRI Index Continued

Disclosure	Indicator	Description	Response/Location
Strategy, Policies and Practices	2-22	Statement on sustainable development strategy	2025 Corporate Citizenship Report p. 4
	2-23	Policy commitments	Herc Rentals Sustainability, Additional Resources Herc Rentals Governance Documents 2025 Corporate Citizenship Report p. 45-51
	2-24	Embedding policy commitments	2025 Corporate Citizenship Report p. 45-51 2024 Proxy p. 8-10
	2-25	Process to remediate negative impacts	2025 Corporate Citizenship Report p. 32, 49 and 50
	2-26	Mechanisms for seeking advice and raising concerns	Code of Ethics p. 5 Human Rights Policy p. 2
	2-28	Membership associations	2025 Corporate Citizenship Report p. 51 2024 TCFD Index p. 2
Stakeholder Engagement	2-29	Approach to stakeholder engagement	2025 Corporate Citizenship Report p. 9 and 10
	2-30	Collective bargaining agreements	2024 10-K p. 6

GRI 3: Material Topics

Disclosure on Material Topics	3-1	Process to determine material topics	2025 Corporate Citizenship Report p. 9 and 10
	3-2	List of material topics	2025 Corporate Citizenship Report p. 10
	3-3	Management of material topics	Information for material topics is provided throughout the 2025 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. 2024 Annual Report
	201-1	Direct economic value generated and distributed	2024 10-K p. 29
	201-2	Financial implications and other risks and opportunities due to climate change	2025 Corporate Citizenship Report p. 46 and 34 2024 10-K p. 7, 8 and 16 2024 TCFD Index
	201-3	Defined benefit plan obligations and other retirement plans	2024 10-K p. 66-68
	201-4	Financial assistance received from the government	In 2024, we recognized \$7.6 million in Solar Investment Tax Credits, \$0.71 million in Research and Development credits, and \$180,000 in Work Opportunity Tax Credit/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	2024 Annual Report p. 1-4

GRI Index Continued

Disclosure	Indicator	Description	Response/Location
Procurement Practices	3-3	Management of material topics: Procurement practices	2025 Corporate Citizenship Report p. 48 and 49
Anti-Corruption	3-3	Management of material topics: Anti-corruption	2025 Corporate Citizenship Report p. 50 Code of Ethics p. 14
	205-2	Communication and training about anti-corruption policies and procedures	2025 Corporate Citizenship Report p. 50.
	205-3	Confirmed incidents of corruption and actions taken	No reported incidents were confirmed for the years 2019 through 2024.
Anti-Competitive Behavior	3-3	Management of material topics: Anti-competitive behavior	2025 Corporate Citizenship Report p. 50 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 2024.
Tax	3-3	Management of material topics: Tax	2025 Corporate Citizenship Report p. 51
	207-1	Approach to tax	2025 Corporate Citizenship Report p. 51
	207-2	Tax governance, control and risk management	2025 Corporate Citizenship Report p. 51
	207-3	Stakeholder engagement and management of concerns related to tax	2025 Corporate Citizenship Report p. 51
Energy	3-3	Management of material topics: Energy	2025 Corporate Citizenship Report p. 33-39 Environmental Management Policy
	302-1	Energy consumption within the organization	2025 Corporate Citizenship Report p. 35, 36 and 60 2025 Data Supplement p. 7
	302-2	Energy consumption outside of the organization	2025 Corporate Citizenship Report p. 37 and 39 2025 Data Supplement p. 7
	302-3	Energy intensity	2025 Corporate Citizenship Report p. 35 and 36 2025 Data Supplement p. 7
	302-4	Reduction of energy consumption	2025 Corporate Citizenship Report p. 34-39 2025 Data Supplement p. 7
Water and Effluents	3-3	Management of material topics: Water and effluents	2025 Corporate Citizenship Report p. 42 Environmental Management Policy
	303-1	Interactions with water as a shared resource	2025 Corporate Citizenship Report p. 42
	303-3	Water withdrawal	2025 Data Supplement p. 8
	303-5	Water consumption	2025 Corporate Citizenship Report p. 42 2025 Data Supplement p. 8
Emissions	3-3	Management of material topics: Emissions	2025 Corporate Citizenship Report p. 35-37
	305-1	Direct (Scope 1) GHG emissions	2025 Corporate Citizenship Report p. 35 and 36 2025 Data Supplement p. 6 and 7
	305-2	Energy indirect (Scope 2) GHG emissions	2025 Corporate Citizenship Report p. 35 and 36 2025 Data Supplement p. 6 and 7
	305-3	Other indirect (Scope 3) GHG emissions	2025 Corporate Citizenship Report p. 37 2025 Data Supplement p. 7

GRI Index Continued

Disclosure	Indicator	Description	Response/Location
	305-4	GHG emissions intensity	2025 Corporate Citizenship Report p. 8 and 36 2025 Data Supplement p. 7
	305-5	Reduction of GHG emissions	2025 Corporate Citizenship Report p. 7, 8, 34 and 36 2025 Data Supplement p. 6 and 7
	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	2025 Corporate Citizenship Report p. 8, 11, 40 and 41 Environmental Management Policy
	306-1	Waste generation and significant waste-related impacts	2025 Corporate Citizenship Report p. 40 and 41
	306-2	Management of significant waste-related impacts	2025 Corporate Citizenship Report p. 40 and 41
	306-3	Waste generated	2025 Corporate Citizenship Report p. 40 and 41 2025 Data Supplement p. 8
	306-4	Waste diverted from disposal	2025 Corporate Citizenship Report p. 7, 8, 40 and 41 2025 Data Supplement p. 8
	306-5	Waste directed to disposal	2025 Corporate Citizenship Report p. 8 and 40 2025 Data Supplement p. 8
Supplier Environmental Assessment	3-3	Management of material topics: Supplier environmental assessment	2025 Corporate Citizenship Report p. 48 and 49 Vendor Code of Conduct Human Rights Policy
	308-1	New suppliers that were screened using environmental criteria	2025 Corporate Citizenship Report p. 49
Employment	3-3	Management of material topics: Employment	2025 Corporate Citizenship Report p. 19-22
	401-1	New employee hires and employee turnover	2025 Corporate Citizenship Report p.19 and 21 2025 Data Supplement p. 3
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2025 Corporate Citizenship Report p. 22 Employee Benefits
	401-3	Parental leave	2025 Corporate Citizenship Report p. 22 2025 Data Supplement p. 5
Labor/Management Relations	3-3	Management of material topics: Labor/management relations	2025 Corporate Citizenship Report p. 9, 10, 32 and 43 Labor and Workplace Policy
	402-1	Minimum notice periods regarding operational changes	2024 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.

GRI Index Continued

Disclosure	Indicator	Description	Response/Location
Occupational Health and Safety	3-3	Management of material topics: Occupational health and safety	2025 Corporate Citizenship Report p. 14-18 Commitment to Safety
	403-1	Occupational health and safety management system	2025 Corporate Citizenship Report p.16 and 17
	403-2	Hazard identification, risk assessment and incident investigation	2025 Corporate Citizenship Report p.14-18
	403-3	Occupational health services	2025 Corporate Citizenship Report p.14-18
	403-4	Worker participation, consultation and communication on occupational health and safety	2025 Corporate Citizenship Report p.14-18
	403-5	Worker training on occupational health and safety	2025 Corporate Citizenship Report p.14-18
	403-6	Promotion of worker health	2025 Corporate Citizenship Report p.14-18
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2025 Corporate Citizenship Report p. 14-18
	403-8	Workers covered by an occupational health and safety management system	2025 Corporate Citizenship Report p. 16
	403-9	Work-related injuries	2025 Data Supplement p. 5
403-10	Work-related ill health	2025 Data Supplement p. 5	
Training and Education	3-3	Management of material topics: Training and education	2025 Corporate Citizenship Report p. 20 and 21
	404-1	Average hours of training per year per employee	2025 Corporate Citizenship Report p. 20 2025 Data Supplement p. 5
	404-2	Programs for upgrading employee skills and transition assistance programs	2025 Corporate Citizenship Report p. 20-22
	404-3	Percentage of employees receiving regular performance and career development reviews	2025 Corporate Citizenship Report p. 20
Diversity and Equal Opportunity	3-3	Management of material topics: Diversity and equal opportunity	2025 Corporate Citizenship Report p. 23-26, 45 and 46
	405-1	Diversity of governance bodies and employees	2025 Corporate Citizenship Report p. 23-26, 45 and 46 2025 Data Supplement p. 3, 4, 8 2024 Proxy p. 13
Child Labor	3-3	Management of material topics: Child labor	2025 Corporate Citizenship Report p. 49 Code of Ethics Human Rights Policy
Forced or Compulsory Labor	3-3	Management of material topics: Forced or compulsory labor	2025 Corporate Citizenship Report p. 49 Code of Ethics Human Rights Policy Annual Report on Forced Labour and Child Labour in Supply Chains
Rights of Indigenous Peoples	3-3	Management of material topics: Rights of Indigenous Peoples	2025 Corporate Citizenship Report p.49 Indigenous Relations Policy - Canada Annual Report on Forced Labour and Child Labour in Supply Chains
Local Communities	3-3	Management of material topics: Local communities	2025 Corporate Citizenship Report p. 9 and 28-31
	413-1	Operations with local community engagement, impact assessments and development programs	2025 Corporate Citizenship Report p. 28-31

GRI Index Continued

Disclosure	Indicator	Description	Response/Location
Supplier Social Assessment	3-3	Management of material topics: Supplier social assessment	2025 Corporate Citizenship Report p. 48 and 49 Vendor Code of Conduct Human Rights Policy
	414-1	New suppliers that were screened using social criteria	2025 Corporate Citizenship Report p. 49
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	2025 Corporate Citizenship Report p. 14-18
	416-1	Assessment of the health and safety impacts of product and service categories	2025 Corporate Citizenship Report p. 18
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2025 Data Supplement p. 6
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	2025 Corporate Citizenship Report p.47
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2025 Corporate Citizenship Report p. 47 2025 Data Supplement p. 6

SASB Table

SASB Standards are maintained by the [IFRS Foundation](#). Herc Holdings, Inc.'s disclosures are mapped to the Industrial Machinery and Goods Sustainability Accounting Standard based on the Company's Sustainable Industry Classification System. We referenced Industry Standard Version 2023-12, and some associated topics and metrics do not apply to our operating model.

Topic	Code	Description	Response and/or Location
Sustainability Disclosure Topics and Metrics			
Energy Management	RT-IG-130a.1	(1) Total energy consumed (gigajoules)	(1) 2,567,871
		(2) Percentage grid electricity (%)	(2) 6.0%
		(3) Percentage renewable (%)	(3) 0.1% of total energy as per framework guidance for self-generated renewable energy consumed or 2.4% if including renewable electricity grid mix portion and renewable diesel consumed
Workforce Health and Safety*	RT-IG-320a.1	(1) Total recordable incident rate (TRIR)	(1) 0.87
		(2) Fatality rate	(2) 0.012
		(3) Near miss frequency rate (NMFR)	(3) Not reported
Fuel Economy and Emissions in Use-Phase	RT-IG-410a.1	Sales-weight fleet fuel efficiency for medium- and heavy-duty vehicles	As an equipment rental company that is not a manufacturer, this metric is not relevant to our business. Therefore, we do not report on this topic.
	RT-IG-410a.2	Sales-weighted fuel efficiency for non-road equipment	
	RT-IG-410a.3	Sales-weighted fuel efficiency for stationary generators	
	RT-IG-410a.4	Sales-weighted emissions of (1) nitrogen oxides (NOx) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines and (d) other non-road diesel engines	
Materials Sourcing (Previously Called Supply Chain Management)	RT-IG-440a.1	Description of the management of risks associated with the use of critical materials	
Remanufacturing Design (Previously Called Manufacturing Design and Services)	RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services	
Activity Metrics			
Number of Units Produced by Product Category	RT-IG-000.A	Number of units	As an equipment rental company that is not a manufacturer, this metric is not relevant to our business. Therefore, we do not report on this topic.
Number of Employees	RT-IG-000.B	Number of employees	7,638

*The number of incidents multiplied by 200,000 hours per the total number of employee hours worked.



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