



HERC HOLDINGS INC.



2025 Corporate Citizenship Report

Data Supplement



Data Tables

• Not Reported

Description	Units	2024	2023	2022
-------------	-------	------	------	------

People

Workforce Composition

Total employees	employee headcount	7,638	7,371	6,716
Permanent employees	employee headcount	7,638	7,371	6,710
Temporary employees	employee headcount	0	0	6
Non-guaranteed hours employees	employee headcount	0	0	0
Full-time employees	employee headcount	7,619	7,334	6,687
Part-time employees	employee headcount	19	37	23

Workforce by Gender¹

Men				
Total employees	employee headcount	6,756	6,512	5,897
Permanent employees	employee headcount	6,756	6,512	5,892
Temporary employees	employee headcount	0	0	5
Non-guaranteed hours employees	employee headcount	0	0	0
Full-time employees	employee headcount	6,742	6,484	5,878
Part-time employees	employee headcount	14	28	14
Women				
Total employees	employee headcount	882	859	816
Permanent employees	employee headcount	882	859	815
Temporary employees	employee headcount	0	0	1
Non-guaranteed hours employees	employee headcount	0	0	0
Full-time employees	employee headcount	877	850	806
Part-time employees	employee headcount	5	9	9

Workforce by Region

United States				
Total employees	employee headcount	6,975	6,645	5,963
Permanent employees	employee headcount	6,975	6,645	5,961
Temporary employees	employee headcount	0	0	2
Non-guaranteed hours employees	employee headcount	0	0	0
Full-time employees	employee headcount	6,956	6,613	5,941
Part time employees	employee headcount	19	32	20
Canada				
Total employees	employee headcount	663	726	753
Permanent employees	employee headcount	663	726	749
Temporary employees	employee headcount	0	0	4
Non-guaranteed hours employees	employee headcount	0	0	0
Full-time employees	employee headcount	663	721	746
Part-time employees	employee headcount	0	5	3

Data Tables Continued

• Not Reported

Description		Units	2024	2023	2022
New Hires by Age					
	All age groups	employee headcount	1,843	2,028	2,397
	Under 30 years old	employee headcount	741	834	971
		% of new hire headcount	40.2%	41.1%	40.5%
	Between 30 and 50 years old	employee headcount	793	884	1,028
		% of new hire headcount	43.0%	43.6%	42.9%
	Over 50 years old	employee headcount	309	310	398
		% of new hire headcount	16.8%	15.3%	16.6%
New Hires by Gender¹					
	Men	employee headcount	1,673	1,827	2,100
		% of new hire headcount	90.8%	90.1%	87.6%
	Women	employee headcount	169	201	297
		% of new hire headcount	9.2%	9.9%	12.4%
Global Turnover by Region²					
	Global Employee Turnover	employee terminations	1,515	1,307	1,279
		employee turnover rate	19.8%	18.6%	20.4%
	United States	employee terminations	1,342	1,124	1,112
		employee turnover rate	19.3%	17.7%	19.9%
	Canada	employee terminations	173	183	167
		employee turnover rate	25.2%	24.9%	23.9%
Global Turnover by Gender^{1,2}					
	Men	employee terminations	1,380	1,156	1,121
		employee turnover rate	20.5%	18.6%	20.3%
	Women	employee terminations	134	150	156
		employee turnover rate	15.1%	17.9%	20.5%
Workforce Diversity					
Total Workforce	Men ¹	% of employees	88.5%	88.3%	87.8%
	Women ¹	% of employees	11.5%	11.7%	12.2%
	People of Color ³	% of employees	34.3%	32.3%	30.5%
	Women/People of Color combined ^{1,3}	% of employees	42.8%	42.4%	34.6%
	Under 30	% of employees	22.2%	22.6%	22.1%
	30-50	% of employees	48.3%	48.4%	48.1%
	50+	% of employees	29.5%	29.1%	29.8%

Data Tables Continued

• Not Reported

Description		Units	2024	2023	2022
Workforce Diversity (continued)					
Managers and Above	Men ¹	% of managers and above	84.4%	83.1%	83.7%
	Women ¹	% of managers and above	15.6%	16.9%	16.3%
	People of Color ³	% of managers and above	18.1%	17.4%	16.1%
	Women/People of Color combined ^{1,3}	% of managers and above	31.6%	32.3%	27.7%
	Under 30	% of managers and above	5.6%	6.5%	7.7%
	30-50	% of managers and above	58.3%	57.4%	58.7%
	50+	% of managers and above	36.1%	36.1%	33.7%
Professionals ⁴	Men ¹	% of professionals	72.3%	74.3%	•
	Women ¹	% of professionals	27.7%	25.7%	•
	People of Color ³	% of professionals	33.9%	34.5%	•
	Women/People of Color combined ^{1,3}	% of professionals	52.2%	52.0%	•
	Under 30	% of professionals	14.5%	17.1%	•
	30-50	% of professionals	54.1%	55.2%	•
	50+	% of professionals	31.4%	27.7%	•
Sales Representatives	Men ¹	% of sales representatives	90.5%	92.6%	•
	Women ¹	% of sales representatives	9.5%	7.4%	•
	People of Color ³	% of sales representatives	20.2%	19.5%	•
	Women/People of Color combined ^{1,3}	% of sales representatives	28.1%	26.5%	•
	Under 30	% of sales representatives	28.1%	22.8%	•
	30-50	% of sales representatives	51.9%	55.3%	•
	50+	% of sales representatives	20.0%	21.9%	•
Skilled Trades and Hourly ⁵	Men ¹	% of skilled trades and hourly	91.5%	90.7%	•
	Women ¹	% of skilled trades and hourly	8.5%	9.3%	•
	People of Color ³	% of skilled trades and hourly	40.9%	38.5%	•
	Women/People of Color combined ^{1,3}	% of skilled trades and hourly	46.8%	46.5%	•
	Under 30	% of skilled trades and hourly	25.7%	26.7%	•
	30-50	% of skilled trades and hourly	44.6%	44.2%	•
	50+	% of skilled trades and hourly	29.7%	29.1%	•

Data Tables Continued

• Not Reported

Description		Units	2024	2023	2022
Parental Leave⁶					
Men					
	Employees entitled to parental leave	employee headcount	177	159	117
	Employees that took parental leave	employee headcount	122	103	68
	Employees who returned to work after parental leave	employee headcount	122	102	66
		% of men	100.0%	99.0%	97.1%
Women					
	Employees entitled to parental leave	employee headcount	24	24	27
	Employees that took parental leave	employee headcount	20	18	16
	Employees who returned to work after parental leave	employee headcount	19	14	16
		% of women	95.0%	77.8%	100.0%
Learning and Development					
Men¹					
	All job categories	average training hours per employee	53	51	49
	Managers and above	average training hours per employee	54	41	•
	Professionals ⁴	average training hours per employee	30	35	•
	Sales representatives	average training hours per employee	66	59	•
	Skilled trades and hourly ⁵	average training hours per employee	53	53	•
Women¹					
	All job categories	average training hours per employee	48	60	52
	Managers and above	average training hours per employee	29	28	•
	Professionals ⁴	average training hours per employee	17	28	•
	Sales representatives	average training hours per employee	102	85	•
	Skilled trades and hourly ⁵	average training hours per employee	59	84	•
Safety⁷					
Work-Related Injuries	Fatalities	# of fatalities	1	1	0
		rate of fatalities	0.012	0.013	0
	Work-related injuries	# of recordable work-related injuries	75	64	39
		total recordable incident rate (TRIR)*	0.87	0.80	0.52
	Hours worked	# of hours	17,258,757	15,760,938	14,906,261
Work-Related Ill Health	Employees				
	Fatalities	# of fatalities	0	0	0
		Cases of recordable work-related ill health	# of cases	0	0
	Non-Employees				
	Fatalities	# of fatalities	0	0	0
		Cases of recordable work-related ill health	# of cases	0	0

*As reported in Annual 10-K.

Data Tables Continued

• Not Reported

Description		Units	2024	2023	2022
Safety ⁷ (continued)					
Non-Compliance	Health and safety impacts of products and services	# of incidents	0	1	1
	Health and safety regulations resulting in a warning	# of incidents	0	0	0
Data Privacy					
	Complaints concerning breaches of customer privacy received from outside parties and substantiated by the organization	# of complaints	0	0	0
	Complaints concerning breaches of customer privacy received from regulatory bodies	# of complaints	0	0	0
	Identified leaks, thefts or losses of customer data	# of leaks, thefts or losses of customer data	0	0	0

Environment

Greenhouse Gas (GHG) Emissions⁹

Scope 1 GHG Emissions ⁹	Global	MT CO ₂ e	161,635*	148,668	133,955
	United States	MT CO ₂ e	150,567	137,106	123,447
	Diesel	MT CO ₂ e	95,156	86,675	77,803
	Gasoline	MT CO ₂ e	44,043	40,019	35,428
	Natural Gas	MT CO ₂ e	11,080	10,412	10,216
	Jet Fuel	MT CO ₂ e	288	•	•
	Canada	MT CO ₂ e	11,068	11,562	10,508
	Diesel	MT CO ₂ e	5,235	6,303	4,726
	Gasoline	MT CO ₂ e	2,584	2,237	2,341
	Natural Gas	MT CO ₂ e	3,249	3,022	3,441
	Jet Fuel	MT CO ₂ e	0	•	•
Scope 1 GHG Emissions by Gas	Carbon dioxide (CO ₂)	MT CO ₂ e	161,119	148,140	133,480
	Nitrous oxide (N ₂ O)	MT CO ₂ e	341	364	328
	Methane (CH ₄)	MT CO ₂ e	175	164	147
Scope 2 GHG Emissions (location-based) ⁹	Global	MT CO ₂ e	13,781*	13,796	13,427
	United States	MT CO ₂ e	12,405	12,228	11,883
	Canada	MT CO ₂ e	1,376	1,568	1,544
Scope 2 GHG Emissions (market-based) ⁹	Global	MT CO ₂ e	13,781*	13,796	13,427
	Avoided Scope 2 GHG emissions ¹⁰	MT CO ₂ e	2,674	2,071	1,175

*Amount subject to review. Refer to Report of Independent Certified Public Accountants on p. 11 of this Data Supplement.

Data Tables Continued

• Not Reported

	Description	Units	2024	2023	2022	
Greenhouse Gas (GHG) Emissions⁸ (continued)						
Total Scope 1 and 2 GHG Emissions ⁹	Global	MT CO ₂ e	175,416	162,464	147,382	
	Intensity	MT CO ₂ e/\$M USD revenue	49.2	49.5	53.8	
	Change in Scope 1 and 2 GHG emissions intensity from baseline	% change in intensity	-26.5%	-26.0%	-19.6%	
Scope 3 GHG Emissions ¹¹	Aggregate of reported categories	MT CO ₂ e	183,425	166,666	80,526	
	United States	MT CO ₂ e	167,285	155,455	74,018	
	Canada	MT CO ₂ e	16,140	11,211	6,508	
	Category 3: Fuel and energy-related activities (FERA) not included in Scope 1 and 2 ¹²	MT CO ₂ e	55,274	48,263	•	
	Category 4: Upstream transportation and distribution ¹³	MT CO ₂ e	41,875	33,328	22,060	
	Category 6: Business travel ¹⁴	MT CO ₂ e	3,956	7,166	4,510	
	Category 7: Employee commuting ¹⁵	MT CO ₂ e	24,526	20,913	•	
	Category 11: Use of sold products ¹⁶	MT CO ₂ e	57,794	56,996	53,956	
	Energy consumption outside the organization ¹⁷	megawatt hours (MWh)	775,991	687,029	331,928	
Energy						
Energy Consumption ⁹	Global	MWh	713,297	656,863	597,603	
	United States	MWh	659,075	600,626	543,946	
	Diesel and gasoline ¹⁸	MWh	559,027	508,791	454,655	
	Natural gas	MWh	61,138	57,450	56,368	
	Jet fuel	MWh	1,163	•	•	
	Electricity from grid	MWh	37,747	34,385	32,923	
	Canada	MWh	54,222	56,237	53,657	
	Diesel and gasoline ¹⁸	MWh	31,647	34,277	29,290	
	Natural gas	MWh	17,207	16,520	18,853	
	Jet fuel	MWh	0	•	•	
	Electricity from grid	MWh	5,368	5,440	5,514	
	Energy Intensity	MWh/\$M USD revenue	199.9	200.1	218.1	
	Energy consumed from grid	% of total energy	6.0%	6.1%	6.4%	
	Reduction of energy consumption ¹⁹	MWh	3,277	2,227	1,464	
	Renewable Energy Consumption	Renewable energy	% of total energy consumed	2%	•	•
		Diesel fuel (R99)	MWh	7,579	•	•
		Self-generated non-fuel energy ²⁰	MWh	670	670	670
		Purchased electricity ²¹	MWh	9,181	•	•
		Renewable energy from grid ²¹	% of total electricity consumed	21.3%	19.8%	19.7%
United States		% of total electricity consumed	21.8%	20.1%	19.9%	
Canada		% of total electricity consumed	18.1%	17.8%	18.3%	

Data Tables Continued

• Not Reported

Description	Units	2024	2023	2022
Waste²²				
Waste generated	metric tons	14,571	13,499	11,718
Hazardous waste²³	metric tons	21.2	24.6	27.5
Landfilled	metric tons	0	0	0
Incinerated ²⁴	metric tons	10.1	11.8	12.8
Recycled	metric tons	11.1	12.8	14.7
Non-hazardous waste	metric tons	14,550	13,474	11,690
Landfilled	metric tons	5,584	5,049	4,753
Incinerated ²⁴	metric tons	293	86.9	61.2
Recycled	metric tons	8,673	8,338	6,876

Landfilled Waste Intensity

Non-hazardous landfilled waste intensity	metric tons/\$M USD revenue x 10	15.7	15.4	17.3
Reduction in non-toxic landfilled waste intensity from 2019 baseline	% metric tons/\$M USD revenue	-23.3%	-24.6%	-15.0%
Waste diversion rate	% of recycled and incinerated waste	61.7%	62.6%	59.4%

Water and Wastewater

Water Consumption	kilogallons	71,342	69,694	61,479
Municipal water consumption ²⁵	kilogallons	68,318	67,311	59,321
United States	kilogallons	65,316	64,257	56,231
Canada	kilogallons	3,002	3,054	3,090
Groundwater consumption ²⁶	kilogallons	3,024	2,383	2,158
Water Intensity ²⁷	kilogallons/\$M USD revenue	19.1	20.5	21.7
Global Wastewater	kilogallons	50,821	51,223	43,550
Municipal sewer discharge ²⁸	kilogallons	46,337	47,269	40,021
On-site septic system discharge ²⁹	kilogallons	4,483	3,954	3,529

Governance

Diversity of Governance Bodies Members as of Annual Shareholders Meeting

Men	% of board members	75%	71%	78%
Women	% of board members	25%	29%	22%
People of Color ³⁰	% of board members	25%	15%	13%
Women/People of Color combined ³⁰	% of board members	50%	43%	35%
Under 30	% of board members	0%	0%	0%
30-50	% of board members	13%	0%	33%
50+	% of board members	88%	100%	67%

Supplement Endnotes

1. Gender figures are a subset of the total workforce population who self-report as men or women.
2. The total number of employees who departed from their position, whether voluntarily or involuntarily, divided by the average employee headcount. Average employee headcount was determined from each mid-month and month-end employee headcount spanning January 1 through December 31.
3. People of Color figures are a subset of the total workforce population who self-report their race/ethnicity as Asian, Black or African American, Hispanic or Latino, American Indian/Alaska Native, Pacific Islander, Two or More Races, Indigenous or Visible Minority.
4. Exempt employees below the manager level, excluding sales representatives.
5. Non-exempt employees below the manager level, excluding sales representatives.
6. The parental leave benefit provides eligible employees with up to five days of paid leave following the birth or adoption of a minor child or children. The reported figures are based on data from our third-party leave administrator along with internal records for our new baby gift program. Leaves are counted during the fiscal year when the employee applies for leave or a new baby gift. Applicants not meeting the benefit program criteria are excluded. This benefit is separate from our pregnancy-related medical leave program, which provides limited paid leave due to pregnancy.
7. All rates are calculated based on 200,000 hours worked per Occupational Safety and Health Administration (OSHA)-approved formulas. 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.
8. All emissions factors are reviewed annually and updated annually as applicable.
9. Please see Herc Holdings Inc. Management Assertion in this document for reporting criteria, along with additional information regarding the reporting boundary and methodologies.
10. Estimated using the U.S. Environmental Protection Agency (EPA) Greenhouse Gas Equivalencies Calculator to convert electricity avoided from LED facility lighting upgrades or electricity generated by onsite solar photovoltaic systems to metric tons of carbon dioxide equivalent (MT CO₂e). The energy savings from LED lighting upgrades are presented in the reduction of energy consumption figure on p. 7. The total aggregate production capacity of onsite solar panel systems located at ten of our locations is approximately 670 megawatt hours (MWh).
11. We follow the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard and utilized a sustainability management platform to calculate Scope 3 GHG missions. We use the Intergovernmental Panel on Climate Change's (IPCC) Fifth Assessment Report (AR5) 100-year GWP values, which measures the amount of energy the GHG emissions of one ton of gas will absorb relative to one ton of carbon dioxide.
12. We applied emission factors for well-to-tank (WTT) upstream fuel production published by U.K. Government (2021). For electricity T&D, we applied a 4.2% grid loss for U.S. and 8.7% grid loss for Canada applied to U.S. Energy Information Administration 2019 T&D emission factors.
13. For 2024, we used a spend-based methodology, applying coefficients from U.S. EPA Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-6 (updated July 10, 2024) normalized to account for inflation. For 2022 and 2023, we referenced the U.S. EPA SmartWay's guidance on using default payloads for miles-only data and average fuel economy of 6 mpg, and applied coefficients from the 2023 U.S. EPA Emission Factors Hub for GHG Inventories Table 1 for diesel (last modified September 12, 2023).
14. For 2024, we used a spend-based methodology, applying coefficients from U.S. EPA Supply Chain Greenhouse Gas Emission Factors v1.3 by NAICS-6 (updated July 10, 2024) normalized to account for inflation. For 2022 and 2023, we used a spend-based methodology, applying coefficients from U.S. EPA 2.1 Environmentally-Extended-Input-Out (EEIO) Dataset v1.1.1 2021.
15. We estimated the total miles employees commuted by car based on the distance between their home and branch zip codes. For 2% of the employee population, where one-way commuter mileage exceeded 200 miles and job class excluded tractor or truck drivers, we applied the average miles for the population commuting less than 200 miles. We then applied coefficients from 2024 U.S. EPA Emission Factors Hub for GHG Inventories Table 10 for passenger cars.
16. We estimated diesel and gasoline gallonage provided upon initial fill-up of rental equipment or fulfillment of refueling requests by customers for use at their job sites and then applied coefficients from 2024 U.S. EPA Emission Factors Hub for GHG Inventories Table 1 for diesel or gasoline.
17. Estimated by converting reported Scope 3 Categories to a MWh equivalency.
18. 2023 and 2024 reported quantities include 2% renewable diesel (R99). R99 was not tracked in 2022.
19. Reduction of energy consumption is estimated based on electricity savings resulting from LED facility lighting upgrades. For the lighting upgrades that occurred before February 2022, we conservatively applied a 10% reduction in annual energy savings. For lighting upgrades completed during or after February 2022, annual energy savings are estimated as previously described when completed by local installers or based on reports provided by our national lighting installation partner. Our national partner estimated the annual energy savings by calculating the difference in the input wattage required by the existing systems compared to the upgraded systems.
20. Energy production capacity of roof-top solar panel systems installed at ten locations.
21. Based on U.S. EPA's eGRID fuel mix or Government of Canada's Emission Factors and Reference Values.
22. Activity data is provided by three national suppliers and characterized by waste and disposal type and this information covers nearly 80% of our facilities. Waste data from remaining facilities is unavailable and is, therefore, excluded. Reported waste tonnage excludes indirect third-party waste disposal of e-waste, tires, equipment batteries, off-fleeting, new construction, facility renovations and third-party environmental remediation. We require our indirect third-party waste handlers to follow waste disposal laws and regulations. We also encourage them to recycle materials when practical or required.

Supplement Endnotes Continued

23. Hazardous waste is characterized as defined by U.S. Resource and Recovery Act (RCRA) or Transport Canada classification under the Transportation of Dangerous Goods (TDG) Program.
24. Both with and without energy recovery.
25. Data is derived from a third-party consolidated billing system, which covers 90% of our branches. The remainder is either paid for by landlords, and is excluded, or supplied by in-ground wells.
26. Approximately 4% of our branches use in-ground wells. For these locations, we use the average municipal water consumption per branch as a proxy to estimate total groundwater withdrawal.
27. Covers only municipal water consumption.
28. Data is derived from a third-party consolidated billing system, which covers 73% of our branches. The remainder is either paid for by landlords, and is excluded, or discharged to on-site septic systems.
29. Approximately 5% of our branches use on-site septic systems for wastewater discharge. For these locations, we use the average municipal sewer billed volume per branch as a proxy to estimate total onsite septic wastewater discharge.
30. People of Color self-report their race/ethnicity as Asian, Black or African American, Hispanic or Latino, American Indian/Alaska Native, Pacific Islander or Two or More Races



GRANT THORNTON LLP
1000 Wilson Boulevard, Suite 1500
Arlington, VA 22209
D +1 703 847 7500

REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

Management
Herc Holdings Inc.

We have reviewed management of Herc Holdings Inc.'s assertion that the Scope 1 greenhouse gas ("GHG") emissions and Scope 2 location-based and market-based GHG emissions and the related disclosures of Herc Holdings Inc. for the year ended December 31, 2024, is presented in accordance with the GHG Protocol¹ (the "Criteria"). Herc Holdings Inc.'s management is responsible for its assertion and for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the greenhouse gas emissions. Our responsibility is to express a conclusion on management's assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) (in AT-C section 105, Concepts Common to all Attestation Engagements, and AT-C section 210, Review Engagements). Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to management's assertion in order for it to be fairly stated. The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether management's assertion is fairly stated, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The procedures we performed were based on our professional judgment and consisted primarily of analytical procedures and inquiries. In addition, we obtained an understanding of Herc Holdings Inc.'s business processes relevant to the review in order to design appropriate procedures.

The preparation of the assertion requires management to evaluate the Criteria, make determinations as to the relevancy of information to be included, and make estimates and assumptions that affect reported information. Measurement of certain amounts, some of which may be referred to as estimates, is subject to substantial inherent measurement uncertainty. Obtaining sufficient appropriate review evidence to support our conclusion does not reduce the inherent uncertainty in the amounts and metrics. The selection by management of different but acceptable measurement techniques could result in materially different amounts or metrics being reported.

Based on our review, we are not aware of any material modifications that should be made to management of Herc Holdings Inc.'s assertion that the Scope 1 GHG emissions and Scope 2 location-based and market-based GHG emissions and the related disclosures of Herc Holdings Inc. for the year ended December 31, 2024 are presented in accordance with the Criteria, in order for it to be fairly stated.

Grant Thornton LLP

Arlington, Virginia
July 29, 2025

¹ World Resources Institute and World Business Council for Sustainability Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) and GHG Protocol Scope 2 Guidance (collectively, the "GHG Protocol")

GT.COM

Grant Thornton LLP is a U.S. member firm of Grant Thornton International Ltd (GTIL). GTIL and each of its member firms are separate legal entities and are not a worldwide partnership.

Herc Holdings Inc. Management Assertion

For the Year Ended December 31, 2024 (FY 2024)

Overview

Management of Herc Holdings Inc. (“the Company”) is responsible for the selection of the reporting criteria, which management believes provide an objective basis for measurement and reporting of the metrics presented in Table 1 below. Management is also responsible for the collection, calculation and presentation of the information and for the completeness, accuracy and validity of the metrics. Management asserts the Company’s Scope 1 and Scope 2 Greenhouse Gas (“GHG”) emissions metrics are presented in accordance with the reporting criteria set forth below for the year ended December 31, 2024.

Organizational Boundary

The Company uses the operational control approach to account for and report its GHG emissions. This includes owned/leased offices, warehouses, multi-use facilities, yards, and studios (collectively, the “sites”), as well as corporate-owned/leased and operated fleet vehicles, which includes on/off-road vehicles and contracted private jet flight hours. For the nine acquisitions in 2024 that added 28 branches to our network, usage and operational information were included in the Company’s emissions reporting prospectively from the date of acquisition by the Company. Emissions outside the Company’s operational control, such as those generated from customer use of rental equipment, are not within the Company’s organizational Scope 1 and Scope 2 GHG emissions metrics.

Summary of Emissions Reported and Sources

For the reporting criteria, the Company utilizes the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development’s (WBCSD) internationally recognized reporting standards (together the “GHG Protocol”):

- ▶ The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition; and
- ▶ GHG Protocol Scope 2 Guidance: An Amendment to the GHG Protocol Corporate Standard.

Reported GHG emissions include three of the seven GHG emissions covered under the United Nations Framework Convention on Climate Change (UNFCCC)/Kyoto Protocol: carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O). These are represented as carbon dioxide equivalent (CO₂e) and Scope 1 individual constituent gases are disclosed on p. 6 of this document. Emissions sources include electricity consumption, stationary combustion of natural gas and mobile combustion of diesel, gasoline and jet fuel. Emissions from propane, heating oil and refrigerant leakage of hydrofluorocarbons (HFCs) are excluded due to immateriality, which are estimated at less than 5% of Scope 1 GHG emissions in aggregate. Emissions of perfluorocarbons (PFC), sulfur hexafluoride (SF₆), and nitrogen trifluoride (NF₃) are not relevant to the Company’s operations.

GHG emissions quantification is subject to measurement uncertainties resulting from limitations inherent in the methods and mathematical models used for determining GHG emissions factors and energy use data. The selection by management of different but acceptable scientifically valid measurement techniques could result in different reported metric quantities. The precision of various acceptable measurement techniques may also vary.

Herc Holdings Inc. Management Assertion Continued

Table 1: GHG Emissions Metrics¹

Metrics	Definition of Metric and Reporting Criteria	Metric Quantity
Scope 1 GHG Emissions ² (direct)	<p>MOBILE COMBUSTION</p> <p>Fleet Fuel: 91% of Scope 1 or 84% of Scope 1 and 2 emissions</p> <ul style="list-style-type: none"> Actual fleet diesel and gasoline usage was collected from a third-party fuel pay system, which accounted for approximately 60% of fuel gallonage. For fleet diesel and gasoline usage not covered by the third-party fuel pay system, we used a spend-based approach to estimate the remaining 40% of fuel usage. We relied on U.S. Energy Information Administration's "Monthly Retail Gasoline and Diesel Prices" for U.S. operations and Canada's "Monthly average retail prices for gasoline and fuel oil, by geography" for Canadian operations when converting dollars to fuel volume. We excluded fuel purchases that were charged back to customers for use of rented equipment based on revenue data. To do this, we used the average unit price per gallon of fuel charged to the customer (the "internal rate"). The total amount charged to the customer was then divided by the internal rate to determine the quantity of gallons to be excluded from Scope 1 fleet fuel. Jet fuel usage during contracted private jet flight hours is calculated based on the actual flight hours multiplied by the hourly fuel consumption rate of the specific jet model flow, as determined by the manufacturer. <p>STATIONARY COMBUSTION</p> <p>Natural Gas: 9% of Scope 1 or 8% of Scope 1 and 2 emissions</p> <ul style="list-style-type: none"> Actual natural gas usage was collected from a third-party utility pay system via an application programming interface (API) with the Company's sustainability management platform, which accounted for 72% of natural gas volume. Utilizing the sustainability management platform, the Company gap-filled missing activity data based on current daily averages for which data was available and multiplied by the days that were missing, which accounted for 3% of natural gas volume. For natural gas usage not covered by the third-party utility pay system, the Company utilized the sustainability management platform to estimate these gaps by applying an internally-developed regional building energy intensity rate (kWh/square foot per day) based on data available for sites with similar operations and/or geographic location. The rate was then multiplied by the size (square foot) of the sites and number of active days. This accounted for 25% of natural gas volume. 	161,635 MT CO ₂ e
Scope 2 GHG Emissions ³ (indirect)	<p>Electricity: 100% of Scope 2 or 8% of Scope 1 and 2 emissions</p> <ul style="list-style-type: none"> Actual electricity usage was collected from a third-party utility pay system via (API) with the Company's sustainability management platform, which accounted for 89% of kilowatt hours (kWh). Utilizing the sustainability management platform, the Company gap-filled missing activity data based on current daily averages for which data was available and multiplied by the days that were missing, which accounted for 2% of estimated usage. For electricity usage not covered by the third-party utility pay system, the Company utilized the sustainability management platform to estimate these gaps by applying an internally- developed regional building energy intensity rate (kWh/square foot per day) based on data available for sites with similar operations and/or geographic location. The rate was then multiplied by the occupied building square footage of the sites where usage data was not available for the full FY 2024 and the number of active days, which accounted for 10% of estimated purchased electricity. 	<p>Location-based: 13,781 MT CO₂e</p> <p>Market-based: 13,781 MT CO₂e</p>

1. GHG emissions are presented in metric tons of carbon dioxide equivalent (MT CO₂e). Global Warming Potential (GWP) factors measure the amount of energy the GHG emissions of one ton of gas will absorb relative to one ton of carbon dioxide. We use the Intergovernmental Panel on Climate Change's (IPCC) Fifth Assessment Report (AR5) 100-year GWP values. CH₄ and N₂O GWP values are applied, and each constituent gas is added together to calculate CO₂e.

2. Scope 1 GHG emission factors were applied to mobile and stationary fuel consumption for U.S. facilities using 2024 U.S. Environmental Protection Agency (U.S. EPA) GHG Emission Factors Hub, Table 1 (released January 15, 2025) and for Canadian facilities using 2024 Government of Canada Emissions Factors and Reference Values, version 2, Tables 1.1., 2.1, and 4.1 (released May 6, 2024).

3. Scope 2 GHG emission factors were applied for electricity consumption for US facilities using the 2023 U.S. EPA Emissions & Generation Resource Integrated Database (eGRID) (released January 17, 2025) and for Canadian facilities using the 2022 update of the Government of Canada's National Inventory Report 1990-2020: Greenhouse Gas Sources and Sinks in Canada, Part 3, Annex 13 Electricity Intensity, last modified March 21, 2025. Herc Rentals retained the environmental attributes for a small quantity of Renewable Energy Certificates (RECs) that were retired during the fiscal year in the Northeast eGRID region; but these RECs are immaterial and are excluded. Due to lack of material environmental attribute certificates (e.g., RECs, GOs, etc.), supplier-specific programs and availability of residual mix factors applicable to FY 2024, market-based emissions are calculated using location-based emissions factors.

