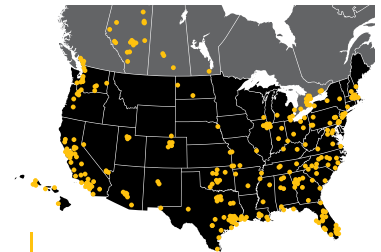




2025 Corporate Citizenship Fact Sheet



We equip our customers and communities to build a brighter future.



2024 at a Glance

59+

years of equipment rental expertise

7,638

team members

\$3.6B

total revenues

451

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

2030 Goals and Progress compared to 2019 baseline

In June 2025, we acquired H&E Equipment Services, adding over 160 branches and over 2,500 team members. We plan to rebaseline and announce revised goals consistent with our expanded footprint.

	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

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.

2024 Sustainability Highlights

People	Planet	Policies and Governance
>98% Perfect Days reported across all branches ¹	38% electric or hybrid equipment rental fleet by count ³	100% completion rate from employees and governance body for anti-corruption and ethics training
+6% Employee Engagement Index above North American benchmark	50% of facilities equipped with LED lighting	>80% OEMs reviewed our Vendor Code of Conduct and Human Rights Policy
9% veteran workforce – 3% higher than the veteran population in the overall U.S. ²	62% waste diverted from landfills	50% of Board self-identifying as women or people of color ⁴

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. As of 2024 Annual Shareholder Meeting.

Awards and Recognition

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.

