



HERC HOLDINGS INC.



2025 Corporate Citizenship Report

Global Reporting Initiative (GRI) Index

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

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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

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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

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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.

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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



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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