

HERC HOLDINGS INC.



2026 Corporate Citizenship Report

Data Supplement

Data for acquisitions and divestitures is reflected as of their respective transaction dates.
Environmental metrics are an exception; H&E Equipment Services acquisition data is incorporated,
and Cinelease divestiture data is removed, as of January 1, 2025.

Access our 2026 Corporate Citizenship Report online:

Data Tables

Description		Units	2025	2024	2023
PEOPLE					
Workforce					
By Type	Total employees	employee headcount	9,653	7,638	7,371
	Permanent employees	employee headcount	9,653	7,638	7,371
	Temporary employees	employee headcount	0	0	0
	Non-guaranteed hours employees	employee headcount	0	0	0
	Full-time employees	employee headcount	9,623	7,619	7,334
	Part-time employees	employee headcount	30	19	37
By Gender ¹	Men				
	Total employees	employee headcount	8,563	6,756	6,512
	Permanent employees	employee headcount	8,563	6,756	6,512
	Temporary employees	employee headcount	0	0	0
	Non-guaranteed hours employees	employee headcount	0	0	0
	Full-time employees	employee headcount	8,541	6,742	6,484
	Part-time employees	employee headcount	22	14	28
	Women				
	Total employees	employee headcount	1,089	882	859
	Permanent employees	employee headcount	1,089	882	859
	Temporary employees	employee headcount	0	0	0
	Non-guaranteed hours employees	employee headcount	0	0	0
	Full-time employees	employee headcount	1,081	877	850
	Part-time employees	employee headcount	8	5	9

Data Tables Continued

	Description	Units	2025	2024	2023	
Workforce Continued						
By Region	United States					
	Total employees	employee headcount	9,021	6,975	6,645	
	Permanent employees	employee headcount	9,021	6,975	6,645	
	Temporary employees	employee headcount	0	0	0	
	Non-guaranteed hours employees	employee headcount	0	0	0	
	Full-time employees	employee headcount	8,991	6,956	6,613	
	Part-time employees	employee headcount	30	19	32	
	Canada					
	Total employees	employee headcount	632	663	726	
	Permanent employees	employee headcount	632	663	726	
	Temporary employees	employee headcount	0	0	0	
	Non-guaranteed hours employees	employee headcount	0	0	0	
	Full-time employees	employee headcount	632	663	721	
	Part-time employees	employee headcount	0	0	5	
	New Hires					
	By Age	All age groups	employee headcount	4,514	1,843	2,028
		Under 30 years old	employee headcount	1,418	741	834
% of new hire headcount			31.4%	40.2%	41.1%	
Between 30 and 50 years old		employee headcount	2,112	793	884	
		% of new hire headcount	46.8%	43.0%	43.6%	
Over 50 years old		employee headcount	984	309	310	
		% of new hire headcount	21.8%	16.8%	15.3%	
By Gender ¹	Men	employee headcount	3,986	1,673	1,827	
		% of new hire headcount	88.3%	90.8%	90.1%	
	Women	employee headcount	526	169	201	
		% of new hire headcount	11.7%	9.2%	9.9%	

Data Tables Continued

	Description	Units	2025	2024	2023
Turnover²					
By Region	Total	employee terminations	2,222	1,515	1,307
		employee turnover rate	25.2%	19.8%	18.6%
	United States	employee terminations	2,063	1,342	1,124
		employee turnover rate	25.2%	19.3%	17.7%
	Canada	employee terminations	159	173	183
		employee turnover rate	25.1%	25.2%	24.9%
By Gender ¹	Men	employee terminations	1,934	1,380	1,156
		employee turnover rate	24.8%	20.5%	18.6%
	Women	employee terminations	287	134	150
		employee turnover rate	27.8%	15.1%	17.9%
Workforce Diversity					
Total Workforce	Men ¹	% of employees	88.7%	88.5%	88.3%
	Women ¹	% of employees	11.3%	11.5%	11.7%
	People of Color ³	% of employees	33.0%	34.3%	32.3%
	Women/People of Color combined ^{1,3}	% of employees	41.3%	42.8%	42.4%
	Under 30	% of employees	22.9%	22.2%	22.6%
	30-50	% of employees	48.5%	48.3%	48.4%
	50+	% of employees	28.6%	29.5%	29.1%
Managers and Above	Men ¹	% of managers and above	84.5%	84.4%	83.1%
	Women ¹	% of managers and above	15.5%	15.6%	16.9%
	People of Color ³	% of managers and above	17.4%	18.1%	17.4%
	Women/People of Color combined ^{1,3}	% of managers and above	30.3%	31.6%	32.3%
	Under 30	% of managers and above	5.5%	5.6%	6.5%
	30-50	% of managers and above	60.6%	58.3%	57.4%
	50+	% of managers and above	33.9%	36.1%	36.1%

Data Tables Continued

	Description	Units	2025	2024	2023
Workforce Diversity Continued					
Professionals ⁴	Men ¹	% of professionals	72.0%	72.3%	74.3%
	Women ¹	% of professionals	28.0%	27.7%	25.7%
	People of Color ³	% of professionals	31.2%	33.9%	34.5%
	Women/People of Color combined ^{1, 3}	% of professionals	49.1%	52.2%	52.0%
	Under 30	% of professionals	13.5%	14.5%	17.1%
	30-50	% of professionals	53.9%	54.1%	55.2%
	50+	% of professionals	32.6%	31.4%	27.7%
Sales Representatives	Men ¹	% of sales representatives	91.4%	90.5%	92.6%
	Women ¹	% of sales representatives	8.6%	9.5%	7.4%
	People of Color ³	% of sales representatives	21.3%	20.2%	19.5%
	Women/People of Color combined ^{1, 3}	% of sales representatives	28.8%	28.1%	26.5%
	Under 30	% of sales representatives	28.4%	28.1%	22.8%
	30-50	% of sales representatives	51.0%	51.9%	55.3%
	50+	% of sales representatives	20.6%	20.0%	21.9%
Skilled Trades and Hourly ⁵	Men ¹	% of skilled trades and hourly	91.4%	91.5%	90.7%
	Women ¹	% of skilled trades and hourly	8.6%	8.5%	9.3%
	People of Color ³	% of skilled trades and hourly	39.1%	40.9%	38.5%
	Women/People of Color combined ^{1, 3}	% of skilled trades and hourly	45.1%	46.8%	46.5%
	Under 30	% of skilled trades and hourly	26.9%	25.7%	26.7%
	30-50	% of skilled trades and hourly	44.7%	44.6%	44.2%
	50+	% of skilled trades and hourly	28.4%	29.7%	29.1%

Data Tables Continued

	Description	Units	2025	2024	2023
Parental Leave ⁶	Men				
	Employees entitled to parental leave	employee headcount	211	177	159
	Employees that took parental leave	employee headcount	135	122	103
	Employees who returned to work after parental leave	employee headcount	135	122	102
		% of men	100.0%	100.0%	99.0%
	Women				
	Employees entitled to parental leave	employee headcount	30	24	24
	Employees that took parental leave	employee headcount	21	20	18
	Employees who returned to work after parental leave	employee headcount	21	19	14
		% of women	100.0%	95.0%	77.8%
Learning and Development	Men¹				
	All job categories	average training hours per employee	55	53	51
	Managers and above	average training hours per employee	52	54	41
	Professionals ⁴	average training hours per employee	35	30	35
	Sales representatives	average training hours per employee	59	66	59
	Skilled trades and hourly ⁵	average training hours per employee	58	53	53
	Women¹				
	All job categories	average training hours per employee	44	48	60
	Managers and above	average training hours per employee	27	29	28
	Professionals ⁴	average training hours per employee	21	17	28
	Sales representatives	average training hours per employee	73	102	85
	Skilled trades and hourly ⁵	average training hours per employee	57	59	84

Data Tables Continued

	Description	Units	2025	2024	2023
Safety⁷					
Work-Related Injuries	Fatalities	# of fatalities	1	1	1
		rate of fatalities	0.010	0.012	0.013
	Work-related injuries	# of recordable work-related injuries	92	75	64
		total recordable incident rate (TRIR)*	0.93	0.87	0.80
	Hours worked	# of hours	19,858,224	17,258,757	15,760,938
Work-Related Ill Health	Employees				
	Fatalities	# of fatalities	0	0	0
	Cases of recordable work-related ill health	# of cases	0	0	0
	Non-Employees				
	Fatalities	# of fatalities	0	0	0
	Cases of recordable work-related ill health	# of cases	0	0	0
Non-Compliance	Health and safety impacts of products and services	# of incidents	0	0	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

*As reported in 2025 10-K.

Data Tables Continued

Note: 2025 environmental data reflects material structural changes from the H&E Equipment Services acquisition, which limits the comparability to 2023 and 2024 data.

• Not Reported

	Description	Units	2025	2024	2023
ENVIRONMENT					
Greenhouse Gas (GHG) Emissions ⁸					
Scope 1 GHG Emissions ⁹	Total	MT CO ₂ e	225,731*	161,635	148,668
	United States	MT CO ₂ e	215,281	150,567	137,106
	Diesel	MT CO ₂ e	145,802	95,156	86,675
	Gasoline	MT CO ₂ e	56,684	44,043	40,019
	Natural gas	MT CO ₂ e	12,349	11,080	10,412
	Jet fuel	MT CO ₂ e	447	288	•
	Canada	MT CO ₂ e	10,450	11,068	11,562
	Diesel	MT CO ₂ e	3,858	5,235	6,303
	Gasoline	MT CO ₂ e	3,237	2,584	2,237
	Natural gas	MT CO ₂ e	3,337	3,249	3,022
	Jet fuel	MT CO ₂ e	18	0	•
Scope 1 GHG Emissions by Gas	Carbon dioxide (CO ₂)	MT CO ₂ e	225,005	161,119	148,140
	Nitrous oxide (N ₂ O)	MT CO ₂ e	478	341	364
	Methane (CH ₄)	MT CO ₂ e	248	175	164
Scope 2 GHG Emissions (location-based) ⁹	Total	MT CO ₂ e	18,796*	13,781	13,796
	United States	MT CO ₂ e	17,539	12,405	12,228
	Canada	MT CO ₂ e	1,257	1,376	1,568
Scope 2 GHG Emissions (market-based) ⁹	Total	MT CO ₂ e	17,950*	13,781	13,796
	United States	MT CO ₂ e	16,693	12,405	12,228
	Canada	MT CO ₂ e	1,257	1,376	1,568

*Amount subject to review. Refer to Report of Independent Certified Public Accountants on p. 13 and 14 of this Data Supplement.

Data Tables Continued

Note: 2025 environmental data reflects material structural changes from the H&E Equipment Services acquisition, which limits the comparability to 2023 and 2024 data.

• Not Reported

	Description	Units	2025	2024	2023
Greenhouse Gas (GHG) Emissions Continued					
Scope 1 and 2 GHG Emissions (market-based) ⁹	Total	MT CO ₂ e	243,681	175,416	162,464
	Intensity	MT CO ₂ e / \$M USD revenue	50.0**	49.2	49.5
Scope 3 GHG Emissions ¹⁰	Aggregate of reported categories	MT CO ₂ e	223,286	183,425	166,666
	United States	MT CO ₂ e	206,857	167,285	155,455
	Canada	MT CO ₂ e	16,429	16,140	11,211
	Category 3: Fuel and energy-related activities (FERA) not included in Scope 1 and 2 ¹¹	MT CO ₂ e	58,851	55,274	48,263
	Category 4: Upstream transportation and distribution ⁹	MT CO ₂ e	59,015*	41,875	33,328
	Category 6: Business travel ¹²	MT CO ₂ e	4,586	3,956	7,166
	Category 7: Employee commuting ¹³	MT CO ₂ e	25,095	24,526	20,913
	Category 11: Use of sold products ¹⁴	MT CO ₂ e	75,739	57,794	56,996
	Energy consumption outside the organization ¹⁵	megawatt hours (MWh)	942,449	775,991	687,029
Energy					
Energy Consumption	Total	MWh	986,543	713,297	656,863
	United States	MWh	935,106	659,075	600,626
	Diesel and gasoline ¹⁶	MWh	811,636	559,027	508,791
	Natural gas	MWh	68,141	61,138	57,450
	Jet fuel	MWh	1,806	1,163	•
	Electricity from grid	MWh	53,523	37,747	34,385
	Canada	MWh	51,437	54,222	56,237
	Diesel and gasoline	MWh	28,902	31,647	34,277
	Natural gas	MWh	17,668	17,207	16,520
	Jet fuel	MWh	71	0	•
	Electricity from grid	MWh	4,796	5,368	5,440
	Energy intensity	MWh / \$M USD revenue	202.5**	199.9	200.1
	Energy consumed from grid	% of total energy	5.9%	6.0%	6.1%

*Amount subject to review. Refer to Report of Independent Certified Public Accountants on p. 13 and 14 of this Data Supplement.

**2025 intensity calculated with pro forma revenue.

Data Tables Continued

Note: 2025 environmental data reflects material structural changes from the H&E Equipment Services acquisition, which limits the comparability to 2023 and 2024 data.

• Not Reported

	Description	Units	2025	2024	2023
Energy Continued					
Renewable Energy Consumption	Renewable energy ¹⁷	% of total energy consumed	3%	2%	•
	Diesel fuel (R99)	MWh	6,789	7,579	•
	Purchased electricity ¹⁸	MWh	15,205	9,181	•
	Renewable energy from grid ¹⁸	% of total electricity consumed	26.1%	21.3%	19.8%
	United States	% of total electricity consumed	25.6%	21.8%	20.1%
	Canada ¹⁹	% of total electricity consumed	31.7%	18.1%	17.8%
Waste ²⁰	Total waste generated	metric tons	23,408	14,571	13,499
	Waste diversion rate	% of recycled and incinerated waste	51%	62%	63%
	Hazardous waste ²¹	metric tons	101	21	25
	Landfilled	metric tons	0.3	0	0
	Incinerated ²²	metric tons	21	10	12
	Recycled	metric tons	79	11	13
	Non-hazardous waste	metric tons	23,307	14,550	13,474
	Landfilled	metric tons	11,745	5,584	5,049
	Incinerated ²²	metric tons	120	293	87
	Recycled	metric tons	11,442	8,673	8,338

Data Tables Continued

Note: 2025 environmental data reflects material structural changes from the H&E Equipment Services acquisition, which limits the comparability to 2023 and 2024 data.

• Not Reported

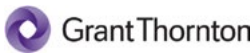
Description		Units	2025	2024	2023
Water					
Water Consumption	Total	kilogallons	125,300	71,342	69,694
	Municipal water ²³	kilogallons	117,726	68,318	67,311
	United States	kilogallons	114,828	65,316	64,257
	Canada	kilogallons	2,898	3,002	3,054
	Groundwater ²⁴	kilogallons	7,573	3,024	2,383
	Total in areas of high or extremely high water stress ²⁵	kilogallons	58,899	•	•
Wastewater Discharge	Total	kilogallons	87,817	50,821	51,223
	Municipal sewer ²⁶	kilogallons	76,699	46,337	47,269
	On-site septic systems ²⁷	kilogallons	11,118	4,483	3,954

GOVERNANCE

Diversity of Governance Bodies Members as of Annual Shareholders Meeting	Men	% of board members	71%	75%	71%
	Women	% of board members	29%	25%	29%
	People of Color ²⁸	% of board members	14%	25%	15%
	Women/People of Color combined ²⁸	% of board members	43%	50%	43%
	Under 30	% of board members	0%	0%	0%
	30-50	% of board members	0%	13%	0%
	50+	% of board members	100%	87%	100%

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, 2025.
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, payroll reporting and reporting from our new baby gift and adoption reimbursement program. Leaves are counted during the fiscal year when the employee applies. Applicants who do not meet 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. 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. We use a sustainability management platform to broadly support our GHG calculations. All emission factors are reviewed and updated annually, as applicable, for the most current year presented.
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. We follow the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.
11. For our mobile and stationary energy consumption figures, we apply upstream well-to-tank (WTT) emission factors published by the U.K. Government (2025). For our market-based electricity consumption, we apply International Energy Agency Data (IEA) Electricity Lifecycle Emission Factors (2025).
12. We use a spend-based methodology, applying coefficients from Cornerstone Sustainability Data Initiative: Supply Chain Greenhouse Gas Emission Factors v1.4 by NAICS-6 (2025). Because the coefficients represent 2024, we inflate the figures using the 2025 Consumer Price Index (CPI).
13. We estimate the total miles that employees commute by car based on the distance between their home and branch zip codes. For the 5% of employees (excluding tractor and truck drivers) whose one-way commute exceeded 200 miles, we substituted the average mileage of the under-200-mile population. We apply coefficients from 2025 U.S. EPA Emission Factors Hub for GHG Inventories Table 10 for passenger cars.
14. We estimate diesel and gasoline gallonage for fueling services to our customers for use at their jobsites and apply coefficients from 2025 U.S. EPA Emission Factors Hub for GHG Inventories Table 1 for diesel or gasoline. In the future, we intend to account for all customer emissions in Category 13 and account for emissions associated with off-fleeting equipment sold for reuse in Category 11.
15. Estimated by converting reported Scope 3 Categories to a MWh equivalency.
16. Reported quantities include renewable diesel (R99).
17. Includes 670 MWh of energy production capacity from roof-top solar panel systems installed at a limited number of locations.
18. Based on U.S. EPA's eGRID fuel mix or Government of Canada's Emission Factors and Reference Values.
19. Due to data availability, 2023 and 2024 values only include hydroelectric renewable power. 2025 includes other renewable energy sources such as wind and solar. In 2025, hydroelectric power in Canada represented 16% of total electricity consumed.
20. Activity data is provided by five national suppliers and characterized by waste and disposal type. This information covers 91% 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.
21. Hazardous waste is defined by the U.S. Resource and Recovery Act (RCRA) or the Transport Canada classification under the Transportation of Dangerous Goods (TDG) Program.
22. Both with and without energy recovery.
23. Data is derived from a third-party consolidated billing system, which covers 93% of our branches. The remainder is either paid for by landlords, and is excluded, or supplied by in-ground wells.
24. Approximately 6% 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.
25. Assessed using the World Resources Institute's (WRI) Aqueduct Water Risk Atlas. Figure includes locations with wells.
26. Data is derived from a third-party consolidated billing system, which covers 70% of our branches. The remainder is either paid for by landlords, and is excluded, or discharged to on-site septic systems.
27. Approximately 10% 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 on-site septic wastewater discharge.
28. 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 Blvd. Suite 1500
Arlington, VA 22209

D +1 703 847 7500
F +1 703 848 9580

GT.COM

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, Scope 2 (location-based and market-based) GHG emissions, third-party equipment hauling GHG emissions, and the related disclosures of Herc Holdings Inc. for the year ended December 31, 2025, are presented in accordance with the criteria set forth in Note 1 (the "Criteria"). Herc Holdings Inc.'s management is responsible for its assertion and for the selection and development 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.

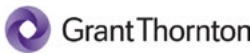
Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA) in AT-C section 105, *Concepts Common to All Attestation Engagements*, and AT-C section 210, *Review Engagements*. Those standards require that we plan and perform 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.

We applied the Statements on Quality Control Standards established by the AICPA and, accordingly, maintain a comprehensive system of quality control.

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.

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.



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 greenhouse gas ("GHG") emissions, Scope 2 (location-based and market-based) GHG emissions, third-party equipment hauling GHG emissions, and the related disclosures of Herc Holdings Inc. for the year ended December 31, 2025, are presented in accordance with the Criteria, in order for it to be fairly stated.

Grant Thornton LLP

Arlington, Virginia
August 7, 2026

Note 1
Metrics included in management's assertion and the Criteria presented in accordance with:

Metric	Criteria
Scope 1 greenhouse gas emissions	World Resources Institute and World Business Council for Sustainable Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) and GHG Protocol Scope 2 Guidance (collectively, the "GHG Protocol").
Scope 2 (location-based and market-based) greenhouse gas emissions	
Third-party equipment hauling	GHG emissions from third-party equipment hauling are made up of transportation services performed by third-party providers for Herc Holdings Inc. during the reporting year for the transportation of Herc Holdings Inc.-owned rental equipment from Herc Holdings Inc. facilities to and from customer sites or interbranch transfers performed in vehicles not owned or controlled by Herc Holdings Inc. Emissions from these activities are calculated by multiplying activity data related to third-party hauling by an appropriate emission factor. Where activity data is not available, Herc Holdings Inc. utilizes a spend-based method to estimate activity multiplied by an appropriate emission factor. Reported amounts are expressed in metric tons of carbon dioxide equivalent (CO2e).

Herc Holdings Inc. Management Assertion

Overview

Management of Herc Holdings Inc. ("the Company") is responsible for the selection and development of the reporting criteria, which management believes provide an objective basis for measurement and reporting of the metrics presented in Table 1 on the following page. 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, Scope 2 (location-based and market-based) and third-party rental equipment hauling Greenhouse Gas ("GHG") emissions metrics are presented in accordance with the reporting criteria set forth below for the year ended December 31, 2025.

Summary of Emissions Reported and Sources

Metrics	Criteria
Scope 1 GHG Emissions	World Resources Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) internationally recognized reporting standards (collectively, the "GHG Protocol");
Scope 2 GHG Emissions (Location- and Market-Based)	• <i>The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition</i>; and • <i>GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard</i>.
Third-Party Equipment Hauling	GHG emissions from third-party equipment hauling are made up of transportation services performed by third-party providers for the Company during the reporting year for the transportation of Company-owned rental equipment from Company facilities to and from customer sites or interbranch transfers performed in vehicles not owned or controlled by the Company. Emissions from these activities are calculated by multiplying activity data related to third-party hauling by an appropriate emission factor. Where activity data is not available, the Company utilizes a spend-based method to estimate activity multiplied by an appropriate emission factor. Reported amounts are expressed in metric tons of carbon dioxide equivalent (CO ₂ e).

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 CO₂e, and Scope 1 individual constituent gases are disclosed on p. 8 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.

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 and yards (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 acquisition of H&E Equipment Services in 2025 that added 162 branches to our network, usage and operational information are included in the Company's emissions reporting prospectively from January 1 of the acquisition year by the Company. For the divestiture of Cinelease, any related data for the full year is excluded. Emissions outside the Company's operational control, such as those generated from customer use of rental equipment, are not within the Company's Scope 1 and 2 operational boundary. Third-party equipment hauling GHG emissions, while outside of the Company's operational control, are generated from the same activity as a major portion of Scope 1 emissions: transporting rental equipment. Therefore, this portion of emissions is used to measure and report progress against the Company's 2035 GHG emissions intensity reduction goal. For this goal, the market-based method forms the basis of the Company's 2025 base year and the 2035 GHG emissions intensity reduction goal.

Based on the significance of the above-mentioned structural changes, the Company determined it was appropriate to establish 2025 as its new base year. Going forward, methodology changes or the discovery of errors that impact the reporting base year by ±5% individually or in the aggregate will result in a recalculation of the base year. Due to the intensity-based nature of the Company's GHG reduction goals, structural changes will only result in base year recalculation if they impact the Scope 1, Scope 2 and third-party equipment hauling GHG intensity by greater than ±5% individually or in the aggregate.

Herc Holdings Inc. Management Assertion Continued

TABLE 1: GHG EMISSIONS METRICS¹

Table 1 provides a description of data sources, including estimation methodologies where relevant. Data sources are multiplied by the identified emission factors, which are detailed in the footnotes.

Metrics	Methodology and Data Sources	Metric Quantity
Scope 1 GHG Emissions ² (Direct)	MOBILE COMBUSTION 93% of Scope 1 or 70% of Scope 1, 2 and third-party equipment hauling emissions Fuel: • We collected fleet diesel and gasoline activity data from a third-party fuel pay system, which accounted for approximately 68% of fuel gallonage. • For diesel and gasoline usage not covered by the third-party fuel pay system, we used a spend-based approach to estimate the remaining 32% 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. STATIONARY COMBUSTION 7% of Scope 1 or 5% of Scope 1, 2 and third-party equipment hauling emissions Natural Gas: • We collected natural gas activity data from a third-party utility pay system via an application programming interface (API) with our sustainability management platform or directly via invoice reviews, which accounted for 94% of natural gas volume. Utilizing our sustainability management platform, we used available data records to calculate current daily averages to gap-fill missing activity data, which accounted for 3% of natural gas volume. • For natural gas usage not covered by the third-party utility pay system, we used our sustainability management platform to estimate these gaps by applying an internally-developed regional building energy intensity rate (MWh/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 3% of natural gas volume.	225,731 MT CO ₂ e

Herc Holdings Inc. Management Assertion Continued

TABLE 1: GHG EMISSIONS METRICS¹ Continued

Metrics	Methodology and Data Sources	Metric Quantity
Scope 2 GHG Emissions (Indirect)	ELECTRICITY 100% of Scope 2 or 6% of Scope 1, 2 and third-party equipment hauling emissions Location-Based:³ - We collected electricity activity data from a third-party utility pay system via API with our sustainability management platform or directly via invoice reviews, which accounted for 93% of total usage. Utilizing our sustainability management platform, we used available data records to calculate current daily averages to gap-fill missing activity data, which accounted for 3% of estimated usage. - For electricity usage not covered by the third-party utility pay system, we used our sustainability management platform to estimate these gaps by applying an internally-developed regional building energy intensity rate (MWh/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 2025 and the number of active days, which accounted for 4% of estimated purchased electricity. Market-Based: - We obtained Green-e® Renewable Energy Certificates (RECs) through contractual instruments for 5% of MWhs of electricity usage. Each REC represents the environmental benefits of 1 MWh of renewable energy generated from solar and wind. Retired RECs were applied to the electricity consumption at select facilities in our operational footprint. Electricity consumption that was not associated with any RECs was determined using location-based emissions factors as described in footnote 3.	<u>Location-Based:</u> 18,796 MT CO₂e <u>Market-Based:</u> 17,950 MT CO₂e
Third-Party Equipment Hauling ⁴ (Indirect)	MOBILE COMBUSTION 19% of Scope 1, 2 and third-party equipment hauling emissions - We isolated shipping transaction data associated with third-party rental equipment deliveries to our customers or interbranch transfers for customer staging. We collected shipping transaction data from our business intelligence tools, which aggregate relevant information from internal and third-party managed logistics data storage systems. - We calculated short ton-miles when valid activity data (i.e., distance and weight) were available, which accounted for 40% of third-party equipment hauling source data. - We used a spend-based approach when distance and weight were not available, which accounted for 60% of third-party equipment hauling source data.	59,015 MT CO ₂ e

Footnotes:

1. GHG emissions are presented in metric tons of carbon dioxide equivalent (MT CO₂e). We applied the Intergovernmental Panel on Climate Change's (IPCC) Fifth Assessment Report (AR5) 100-year Global Warming Potential (GWP) values to all source data, aside from spend data associated with third-party hauling, for which we applied IPCC's Sixth Assessment Report (AR6).

2. Mobile and stationary fuel consumption data applies emission factors from 2024 U.S. Environmental Protection Agency (U.S. EPA) GHG Emission Factors Hub, Table 1 (released January 15, 2025) for U.S. facilities and 2024 Government of Canada Emission Factors and Reference Values, version 2, Tables 1.1, 2.1 and 4.1 (released May 6, 2024) for Canadian facilities.
3. Electricity consumption data applies emission factors from the 2023 U.S. EPA Emissions & Generation Resource Integrated Database (eGRID) (released January 17, 2025) for U.S. facilities and 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) for Canadian facilities.

4. Referencing the *GHG Protocol's Corporate Value Chain (Scope 3) Accounting and Reporting Standard*, activity data applies U.S. EPA GHG Emission Factors Hub, Table 8 emission factors for Medium- and Heavy-duty Truck per short ton-mile (released January 15, 2025). Spend data applies Cornerstone Sustainability Data Initiative: Supply Chain Greenhouse Gas Emission Factors v1.4 by NAICS-6 (released October 14, 2025). Since coefficients represent 2024, we inflate figures using the 2025 consumer price index.



Equipped to be **the choice.**

