

2026 Corporate Citizenship Fact Sheet

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

Herc Rentals at a Glance

60+

years of equipment
rental expertise

\$4.4B

2025 total revenues

~10K*

team members

607*

locations across
North America

*As of June 30, 2026

2035 Sustainability Goals

Reflect our resolve to lead with safety, create a positive impact on communities and do our part for the planet.



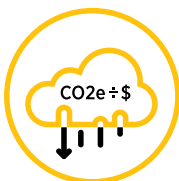
Health and Safety

**Reduce Total Recordable Incident Rate
(TRIR) to 0.60¹**



Community Impact and Engagement

**Engage team members in 100,000 hours
of volunteerism²**



GHG Emissions

**Reduce Scope 1, 2 and select Scope 3
emissions intensity by 30%³**

1. TRIR is the number of incidents multiplied by 200,000 hours per the total number of employee hours worked. Our forecast to achieve this goal assumes modest headcount growth over time and that current, newly deployed and forthcoming safety initiatives successfully reduce incidents at anticipated rates.

2. This goal reflects the projected cumulative volunteer hours contributed by team members from 2025 through 2035, assuming modest headcount growth over time and the successful execution of initiatives designed to increase team member participation in volunteerism.

3. Compared to our 2025 baseline. Portion of Scope 3 emissions include those associated with third-party equipment hauling. See the Greenhouse Gas Emissions section of our [2026 Corporate Citizenship Report](#) along with p. 15–17 of the report's [Data Supplement](#) for details on the sources of emissions included in this goal. Achievement of this goal depends on factors that may be outside our direct control, such as the commercial availability and scalability of lower-emission vehicles and the continued development of renewable energy markets.

2025 Highlights

 People	>97% Perfect Days for safety on a branch-by-branch basis ⁴	>278,000 safety training hours	1,021 team members recognized through Spotlight Awards
 Planet and Communities	~4,300 hours of team member volunteerism	>\$1M donated to charities	60% of branches equipped with LED lighting
 Products and Performance	45% electric, battery, solar, hybrid or dual fuel rental fleet ⁵	78% of rental equipment digitally connected to telematics ⁶	1 acquisition — largest in rental industry history

4. Each of our branches achieved at least 97% Perfect Days, which 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.

5. Excludes non-engine-powered fleet products.

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

Awards and Recognition

2025–2026

SUSTAINABILITY AND ENVIRONMENTAL LEADERSHIP



5x Winner

3x Champion

SUPPORTING AND HIRING VETERANS



11x Winner⁷



5x Winner



3x Winner



3x Winner⁸

- AAA MSCI ESG Rating
- *Time's* inaugural America's Best Companies, recognized for:
 - Strong financial performance;
 - Quality sustainability reporting; and
 - High levels of employee satisfaction.
- 5x Military Friendly® Brand
- 4x Military Friendly® Company

CULTURE AND WORKPLACE



3x Winner



3x Certified



2x Winner



2x Winner



PAIR COMMITTED
PARTNERSHIP ACCREDITATION
IN INDIGENOUS RELATIONS

7. We have been designated as a Military Friendly® Employer for the 11th consecutive year, achieving the Gold level annually from 2023-2025 and being elevated as a Top 10 Gold employer for the first time in 2026.

8. We received a 4-star designation in both 2024 and 2025, followed by attaining 5-star status in 2026.

HercRentals®

Equipped to be **the choice.**

