

HERC HOLDINGS INC.



2026 Corporate Citizenship Report

Global Reporting Initiative (GRI) Index

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GRI Index

Our 2026 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	2025 10-K Cover
	2-2	Entities included in the organization’s sustainability reporting	2025 10-K Exhibit 21.1
	2-3	Reporting period, frequency and contact point	2026 Corporate Citizenship Report p. 6
	2-4	Restatements of information	There are no restatements of information in this report.
	2-5	External assurance	2026 Data Supplement p. 13-14 2026 Corporate Citizenship Report p. 6
Activities and Workers	2-6	Activities, value chain and other business relationships	2026 Corporate Citizenship Report p. 5 and 34 2025 10-K p. 1-5
	2-7	Employees	2026 Data Supplement p. 2-3
	2-8	Workers who are not employees	2026 Data Supplement p. 2-3 2025 10-K p. 6
Governance	2-9	Governance structure and composition	2025 Proxy p. 8-10 and 13
	2-10	Nomination and selection of the highest governance body	2025 Proxy p. 8, 12 and 13
	2-11	Chair of the highest governance body	2025 Proxy p. 8
	2-12	Role of the highest governance body in overseeing the management of impacts	2026 Corporate Citizenship Report p. 41-42 2025 Proxy p. 10-12
	2-13	Delegation of responsibility for managing impacts	2026 Corporate Citizenship Report p. 41-42 2025 Proxy p. 10-12
	2-14	Role of the highest governance body in sustainability reporting	2026 Corporate Citizenship Report p. 41-42 2025 Proxy p. 10-1
	2-15	Conflicts of interest	2025 Proxy p. 13, 14, 20 and 46 Code of Ethics p. 11-12
	2-16	Communication of critical concerns	2025 Proxy p. 15 Code of Ethics p. 4-6
	2-17	Collective knowledge of the highest governance body	2025 Proxy p. 8-12 Corporate Governance Guidelines
	2-18	Evaluation of the performance of the highest governance body	2025 Proxy p. 12

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Disclosure	Indicator	Description	Response/Location
	2-19	Remuneration policies	2025 Proxy p. 17-27 and 32 2026 Corporate Citizenship Report p. 41
	2-20	Process to determine remuneration	2025 Proxy p. 19-22
	2-21	Annual total compensation ratio	2025 Proxy p. 38
Strategy, Policies and Practices			
	2-22	Statement on sustainable development strategy	2026 Corporate Citizenship Report p. 4
	2-23	Policy commitments	Herc Rentals Sustainability, Additional Resources Herc Rentals Governance Documents 2026 Corporate Citizenship Report p. 41-46 and 48
	2-24	Embedding policy commitments	2026 Corporate Citizenship Report p. 41-46 and 48 2025 Proxy p. 8-10
	2-25	Process to remediate negative impacts	2026 Corporate Citizenship Report p. 19, 45 and 46 Labor and Workplace Policy
	2-26	Mechanisms for seeking advice and raising concerns	Code of Ethics p. 5 Human Rights Policy
	2-28	Membership associations	We are an active member of the American Rental Association (ARA), our primary industry association, and participate in its safety, sustainability, workforce development and other initiatives.
Stakeholder Engagement			
	2-29	Approach to stakeholder engagement	2026 Corporate Citizenship Report p. 12
	2-30	Collective bargaining agreements	2025 10-K p. 6
GRI 3: MATERIAL TOPICS			
Disclosure on Material Topics			
	3-1	Process to determine material topics	2026 Corporate Citizenship Report p. 12
	3-2	List of material topics	2026 Corporate Citizenship Report p. 12
	3-3	Management of material topics	Information for material topics is provided throughout the 2026 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. 2025 Annual Report
	201-1	Direct economic value generated and distributed	2025 10-K p. 27-36

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Disclosure	Indicator	Description	Response/Location
	201-2	Financial implications and other risks and opportunities due to climate change	2026 Corporate Citizenship Report p. 8, 11, 35 and 42 2025 10-K p. 7, 8, 16 and 17 2025 TCFD Report
	201-3	Defined benefit plan obligations and other retirement plans	2025 10-K p. 34, 49 and 72-75
	201-4	Financial assistance received from the government	In 2025, we recognized \$15.7 million in Solar Investment Tax Credits, \$126,000 in Research and Development credits, and \$117,000 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 such as the following to mitigate, address and manage potential negative indirect impacts: Code of Ethics , Vendor Code of Conduct and Environmental Management Policy .
	203-1	Infrastructure investments and services supported	2025 Annual Report p. 1-4
Procurement Practices			
	3-3	Management of material topics: Procurement practices	2026 Corporate Citizenship Report p. 44-45
Anti-Corruption			
	3-3	Management of material topics: Anti-corruption	2026 Corporate Citizenship Report p. 46 Code of Ethics p. 14
	205-2	Communication and training about anti-corruption policies and procedures	2026 Corporate Citizenship Report p. 46
	205-3	Confirmed incidents of corruption and actions taken	No reported incidents were confirmed for the years 2019 through 2025.
Anti-Competitive Behavior			
	3-3	Management of material topics: Anti-competitive behavior	2026 Corporate Citizenship Report p. 46 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 2025.
Energy			
	3-3	Management of material topics: Energy	2026 Corporate Citizenship Report p. 7-8, 11 and 34-35 Environmental Management Policy
	302-1	Energy consumption within the organization	2026 Corporate Citizenship Report p. 34-35 and 56 2026 Data Supplement p. 9-10
	302-2	Energy consumption outside of the organization	2026 Data Supplement p. 9
	302-3	Energy intensity	2026 Data Supplement p. 9
	302-4	Reduction of energy consumption	2026 Corporate Citizenship Report p. 7-8, 11 and 34-35 2026 Data Supplement p. 9-10

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Disclosure	Indicator	Description	Response/Location
Water and Effluents	3-3	Management of material topics: Water and effluents	2026 Corporate Citizenship Report p. 38 Environmental Management Policy
	303-1	Interactions with water as a shared resource	2026 Corporate Citizenship Report p. 38
	303-3	Water withdrawal	2026 Data Supplement p. 11
	303-5	Water consumption	2026 Corporate Citizenship Report p. 38 2026 Data Supplement p. 11
Emissions	3-3	Management of material topics: Emissions	2026 Corporate Citizenship Report p. 34-35
	305-1	Direct (Scope 1) GHG emissions	2026 Corporate Citizenship Report p. 34-35 2026 Data Supplement p. 8 and 15-17
	305-2	Energy indirect (Scope 2) GHG emissions	2026 Corporate Citizenship Report p. 34-35 2026 Data Supplement p. 8 and 15-17
	305-3	Other indirect (Scope 3) GHG emissions	2026 Corporate Citizenship Report p. 34-35 2026 Data Supplement p. 9
	305-4	GHG emissions intensity	2026 Corporate Citizenship Report p. 11 and 35 2026 Data Supplement p. 9
	305-5	Reduction of GHG emissions	2026 Corporate Citizenship Report p. 7-8, 11 and 34-35 2026 Data Supplement p. 8-9
	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	2026 Corporate Citizenship Report p. 7, 31 and 36-37 Environmental Management Policy
	306-1	Waste generation and significant waste-related impacts	2026 Corporate Citizenship Report p. 36-37
	306-2	Management of significant waste-related impacts	2026 Corporate Citizenship Report p. 36-37
	306-3	Waste generated	2026 Corporate Citizenship Report p. 36-37 2026 Data Supplement p. 10
	306-4	Waste diverted from disposal	2026 Corporate Citizenship Report p. 7, 31 and 36-37 2026 Data Supplement p. 10
	306-5	Waste directed to disposal	2026 Corporate Citizenship Report p. 7, 36-37 2026 Data Supplement p. 10

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Disclosure	Indicator	Description	Response/Location
Supplier Environmental Assessment	3-3	Management of material topics: Supplier environmental assessment	2026 Corporate Citizenship Report p. 44-45 Vendor Code of Conduct Human Rights Policy
	308-1	New suppliers that were screened using environmental criteria	2026 Corporate Citizenship Report p. 45
Employment	3-3	Management of material topics: Employment	2026 Corporate Citizenship Report p. 19-23
	401-1	New employee hires and employee turnover	2026 Corporate Citizenship Report p. 19 2026 Data Supplement p. 4
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2026 Corporate Citizenship Report p. 23 Employee Benefits
	401-3	Parental leave	2026 Corporate Citizenship Report p. 23 2026 Data Supplement p. 6 Labor and Workplace Policy
Labor/Management Relations	3-3	Management of material topics: Labor/management relations	2026 Corporate Citizenship Report p. 12, 19 and 39 Labor and Workplace Policy
	402-1	Minimum notice periods regarding operational changes	2025 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.
Occupational Health and Safety	3-3	Management of material topics: Occupational health and safety	2026 Corporate Citizenship Report p. 15-19 and 48
	403-1	Occupational health and safety management system	2026 Corporate Citizenship Report p. 17
	403-2	Hazard identification, risk assessment and incident investigation	2026 Corporate Citizenship Report p. 15-19
	403-3	Occupational health services	2026 Corporate Citizenship Report p. 15-19
	403-4	Worker participation, consultation and communication on occupational health and safety	2026 Corporate Citizenship Report p. 15-19
	403-5	Worker training on occupational health and safety	2026 Corporate Citizenship Report p. 15-19
	403-6	Promotion of worker health	2026 Corporate Citizenship Report p. 15-19
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2026 Corporate Citizenship Report p. 15-19

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Disclosure	Indicator	Description	Response/Location
	403-8	Workers covered by an occupational health and safety management system	2026 Corporate Citizenship Report p. 17
	403-9	Work-related injuries	2026 Data Supplement p. 7
	403-10	Work-related ill health	2026 Data Supplement p. 7
Training and Education			
	3-3	Management of material topics: Training and education	2026 Corporate Citizenship Report p. 20-21
	404-1	Average hours of training per year per employee	2026 Corporate Citizenship Report p. 20 2026 Data Supplement p. 6
	404-2	Programs for upgrading employee skills and transition assistance programs	2026 Corporate Citizenship Report p. 20-21
	404-3	Percentage of employees receiving regular performance and career development reviews	2026 Corporate Citizenship Report p. 20
Diversity and Equal Opportunity			
	3-3	Management of material topics: Diversity and equal opportunity	2026 Corporate Citizenship Report p. 24-25 and 41
	405-1	Diversity of governance bodies and employees	2026 Corporate Citizenship Report p. 24-25 and 41 2026 Data Supplement p. 3-5 and 11 2025 Proxy p. 13
Child Labor			
	3-3	Management of material topics: Child labor	2026 Corporate Citizenship Report p. 45 Code of Ethics Human Rights Policy Annual Report on Forced Labour and Child Labour in Supply Chains
Forced or Compulsory Labor			
	3-3	Management of material topics: Forced or compulsory labor	2026 Corporate Citizenship Report p. 45 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	2026 Corporate Citizenship Report p. 45 Indigenous Relations Policy - Canada
Local Communities			
	3-3	Management of material topics: Local communities	2026 Corporate Citizenship Report p. 9 and 26-29
	413-1	Operations with local community engagement, impact assessments and development programs	2026 Corporate Citizenship Report p. 26-29

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Disclosure	Indicator	Description	Response/Location
Supplier Social Assessment	3-3	Management of material topics: Supplier social assessment	2026 Corporate Citizenship Report p. 44-45 Vendor Code of Conduct Human Rights Policy
	414-1	New suppliers that were screened using social criteria	2026 Corporate Citizenship Report p. 45
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	2026 Corporate Citizenship Report p. 15-18
	416-1	Assessment of the health and safety impacts of product and service categories	2026 Corporate Citizenship Report p. 18
	416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2026 Data Supplement p. 7
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	2026 Corporate Citizenship Report p. 43
	418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2026 Corporate Citizenship Report p. 43 2026 Data Supplement p. 7