HERC HOLDINGS INC.

HercRentals®

2026 Corporate Citizenship Report

Contents

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Introduction

A Message from Our CEO

At Herc Rentals, our purpose is to equip our customers and communities to build a brighter future. We bring that commitment to life every day by putting safety first, investing in our people, supporting the communities where we live and work, and helping customers complete their projects safely, efficiently and responsibly.

Sustainability is integral to how we create long-term value, and I am pleased to share our 2026 Corporate Citizenship Report detailing our progress during a pivotal year for Herc Rentals. In June 2025, we closed the largest acquisition in our industry's history with the addition of H&E Equipment Services. This milestone expanded our team by approximately 30% and grew our network to more than 600 locations. Just as importantly, it broadened our responsibility and opportunity to make a positive impact for our team members, customers and the communities we serve.

The safety of our team members and customers is our first and highest priority. In 2025, our Total Recordable Incident Rate (TRIR) of 0.93 remained better than the industry benchmark. We strive for 100% Perfect Days, meaning a working day with no recordable incidents, no Department of Transportation violations and no at-fault motor vehicle accidents. For full-year 2025, on a branch-by-branch measurement, all of our operations achieved at least 97% of days as perfect. To further strengthen our safety culture, we launched our Life-Saving Rules and deployed a technologically advanced safe-driving program across our company-operated vehicles — reinforcing our commitment to everyone who shares the road or jobsite with us.

We also continued investing in the people who power our success. In 2025, average training hours per employee were well above external benchmarks; our team completed approximately 486,000 hours learning about safety protocols, job-specific skills and career development. These investments build our team's confidence, strengthen their technical capabilities and support long-term careers at Herc Rentals. Listening closely to our team members is also essential to our culture. Our annual Team Member Survey drew an impressive 83% participation rate and reinforced our cultural strengths in safety empowerment, career opportunity and a shared sense of purpose.

Taking care of our people also means supporting them during moments that matter most. In 2025, we launched the Team Herc Relief Fund, a charitable emergency relief program that provides financial support to team members during and after disasters. The fund enables team members to help one another in times of need, with Herc Rentals matching donations dollar-for-dollar and covering administrative program costs. Our Fund reflects who we are as a company: a team that shows up for one another.

As our branch network grows, so does our ability to create collective impact in the communities where we live and work. In 2025, our team members contributed approximately 4,300 volunteer hours. We scaled our Community Ambassadors program across 16 major markets to coordinate team-based service projects, and we continued to offer team members eight hours of paid Volunteer Time Off to support causes that are personally meaningful to them. We also launched a multi-year partnership with Habitat for Humanity International, connecting our people, equipment and safety training to critical community needs.

Environmental responsibility is also central to how we create value. Our business model plays an important role in supporting a more circular economy. By giving customers access to shared, well-maintained equipment, rental helps improve asset utilization and reduce the need for every customer to own and replace equipment independently. We are committed to building on that inherent efficiency by investing in our operations and expanding solutions that help customers achieve their sustainability objectives. In 2025, our hybrid, electric and alternative-fuel equipment offerings grew to 45%, which helps customers unlock greater energy efficiency and reduce the environmental impact of their jobsites.

Our growth over the past year also created the right moment to reassess how we measure progress and set a new roadmap for the decade ahead. We established 2025 as our new greenhouse gas (GHG) emissions base year and set three new 2035 sustainability goals:

- Reduce our TRIR to 0.60
- Engage team members in 100,000 cumulative hours of volunteerism
- Reduce our Scope 1, 2 and select Scope 3 emissions intensity by 30%

As we look ahead, these goals will help guide how we measure and strengthen our sustainability performance.

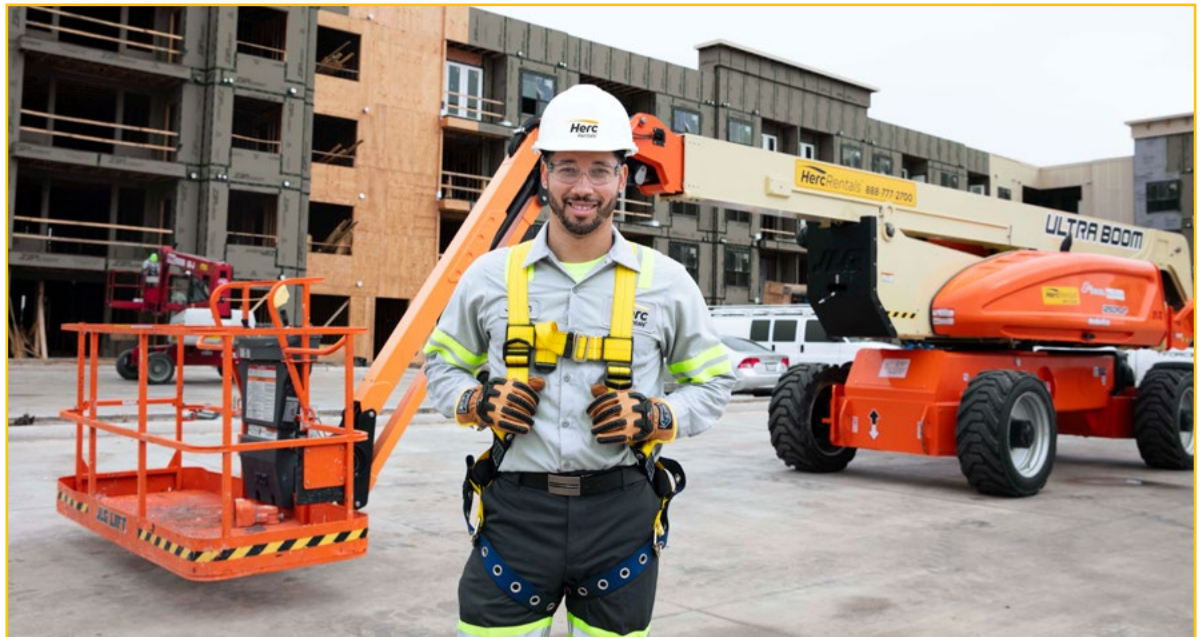
I am proud of the progress outlined in this report, and grateful to all our stakeholders who help make it possible. Now more than ever before, we are equipped to build a brighter future for our customers and communities.

Thank you for your continued trust and support.

Sincerely,

Larry Silber

Larry Silber
Chief Executive Officer
Herc Holdings Inc.



Company Overview

Established in 1965, Herc Rentals is a premier, full-service equipment rental company providing customers the equipment, services and solutions they need to achieve optimal performance safely, efficiently and effectively across North America.

Herc Holdings Inc. (the "Company") was listed on the New York Stock Exchange in 2016 under the ticker symbol "HRI". Herc Holdings Inc. operates through Herc Rentals Inc., its primary subsidiary. Herc Rentals offers a broad portfolio of equipment for rent, as well as equipment management, repair, maintenance, safety training and other services.

Our classic fleet includes aerial, earthmoving, material handling, trucks and trailers, air compressors, and compaction. Our Herc Rentals ProSolutions® offering includes industry-specific, solutions-based services in tandem with power generation, climate control, remediation and restoration, pumps, and trench shoring equipment as well as our Herc Rentals ProContractor® professional grade tools.

We serve a vast array of customers and industries such as contractors, commercial facilities, industrials, infrastructure and government. A pioneer of the equipment rental industry, we continue to evolve and grow through technological innovations, expanded product offerings, value-added services and consultative solutions to support customers' projects.

Easy, Expert and Efficient Operating System

At Herc Rentals, delivering the ideal customer experience and operating responsibly go hand in hand. Our E3 Business Operating System (**E3OS**) enables our culture of continuous improvement by aligning resources and removing barriers to support our customers, people and communities with consistency and care. E3OS encompasses our brand promise of making every touchpoint **Easy**, **Expert** and **Efficient**.

In 2025, we launched our **Herc GOLD Accreditation** program, an elite designation for branches that demonstrate sustained operational excellence. Safety is a foundational component, as branches must achieve a near-perfect safety record to qualify. The accreditation also evaluates employee satisfaction, development, retention and other factors that contribute to a high-performing branch culture. Accredited branches tend to deliver more value due to their operational discipline while consuming fewer resources, thus contributing to greater environmental responsibility.

We aim to grow the number of branches achieving and maintaining this accreditation over time to create better experiences for customers, an exceptional workplace culture and more responsible operations for the communities we serve.

HercRentals®

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

Our Vision

We aspire to be the supplier, employer and investment of choice in our industry

Our Values

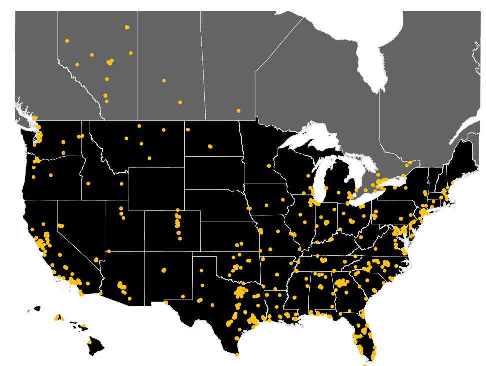
We do what's right
We're in this together
We take responsibility
We achieve results
We prove ourselves every day

Our Mission

To ensure that end users of our equipment and services achieve optimal performance safely, efficiently and effectively

2025 at a Glance

- 60+ years of equipment rental expertise
- 9,653 team members
- $4.4B total revenues
- 602 locations spanning 46 states in the United States and 5 provinces in Canada



About this Report

Our 2026 annual Corporate Citizenship Report highlights environmental, social and governance topics most relevant to our business with a focus on the period from January 1, 2025 to December 31, 2025, unless otherwise stated.

Data for acquired companies is incorporated into our reporting as of their respective acquisition dates, unless otherwise noted. We continually seek to advance our sustainability initiatives and transparently share the latest information available. To that end, this report also highlights accomplishments achieved in the first half of 2026 where noted.

We referred to the Global Reporting Initiative (GRI) and Sustainability Accounting Standards Board (SASB) when preparing the contents of this report. Climate-related disclosures follow the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). Our most recent TCFD Report was published in December 2025. Our 2025 Scope 1 and 2 greenhouse gas (GHG) emissions were subject to third-party review (limited assurance) in accordance with attestation standards established by the American Institute of Certified Public Accountants (AICPA). Information about Scope 3 GHG emissions in this report is limited to available data.

In this report, use of terms such as "material", "materiality", "double materiality", "relevant" and "priority" is solely within the context of our sustainability strategy and disclosure efforts, which reference global sustainability standards and guidance. These terms should not be interpreted as a determination by the Company of materiality for purposes of U.S. federal securities laws, rules and regulations or the New York Stock Exchange rules and listing standards.

Throughout this report, data figures are rounded. In addition, footnotes are used to provide brief explanations where additional context is helpful. More information regarding forward-looking statements and third-party limited assurance is included in the report's Appendix and Data Supplement.

We welcome hearing your thoughts about our sustainability initiatives and reporting at Sustainability@HercRentals.com.

2025 Highlights

People	**>97%** Perfect Days for safety on a branch-by-branch basis[1]	**>278,000** safety training hours	**1,021** team members recognized through Spotlight Awards	**64%** of eligible employees earned a wellness incentive[2]
Planet and Communities	**~4,300** hours of team member volunteerism	**>$1M** donated to charities	**60%** of branches equipped with LED lighting	**>456,000** gallons of waste oil recycled
Products and Performance	**45%** electric, battery, solar, hybrid or dual fuel rental fleet[3]	**78%** of rental equipment digitally connected to telematics[4]	**1 acquisition** — largest in rental industry history	**AAA** MSCI Rating

1. 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.
2. Represents 2025 benefits year, which goes from July 1, 2025, through June 30, 2026. Employees and spouses on our medical plan can earn up to $750 (includes $50 e-gift card) which can be used to offset medical plan premiums or add credits to an HSA account (if enrolled in an HSA medical plan).
3. Excludes non-engine-powered fleet products.
4. Based on the portion of fleet where telematics is an applicable technology.

2035 Sustainability Goals

Our sustainability goals have always reflected our commitment to safety, responsible growth and building a brighter future. In 2025, our acquisition of H&E Equipment Services significantly increased our size and scale, adding more than 160 branches and growing our team by approximately 30%.

Having exceeded our 2030 greenhouse gas (GHG) emissions intensity reduction target ahead of schedule, we saw this moment of transformation as the right opportunity to chart a new path — one grounded in our expanded footprint and focused on the topics stakeholders identified as most important through our Double Materiality Assessment, which is detailed in the following section.

Our **new 2035 goals and roadmap**[5] reflect our resolve to lead with safety, create a positive impact on communities through team member volunteerism and reduce our GHG emissions intensity. We will report our progress annually, giving our stakeholders a clear measure of how we are delivering for our people, our communities and our planet.

Our 2035 Goals

Health and Safety

Reduce Total Recordable Incident Rate (TRIR) to 0.60[6]

Community Impact and Engagement

Engage team members in 100,000 hours of volunteerism[7]

GHG Emissions

Reduce Scope 1, 2 and select Scope 3 emissions intensity by 30%[8]

5. 2035 goals and roadmap contain forward-looking statements. Please refer to the forward-looking statements disclosure in the Appendix of this report for more information.
6. 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.
7. 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.
8. 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 this report along with our 2025 Herc Holdings Inc. Management Assertion in this 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.

2035 Sustainability Goals Continued

HEALTH AND SAFETY

By 2035, we aim to:

Reduce Total Recordable Incident Rate (TRIR) to 0.60[9]

How we will get there:

- Accountability
- Hazard Controls
- Personal Protective Equipment (PPE)
- Training
- Operating Procedures

9. 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.

Safety Goal and Roadmap

In 2025, our TRIR of 0.93 covers our expanded organization following the acquisition of H&E Equipment Services. While we have consistently outperformed the 1.0 industry standard for many years, we aim to further reduce our rate by approximately 40% over the next decade, reaching 0.60 by 2035. Our new safety goal is based on our current performance, go-forward strategy and confidence in the safety programs and culture we are building across our team.

Strengthening **safety accountability** at every level of our organization is foundational to the work ahead, and we already have such efforts well underway. In 2025, we launched our Life-Saving Rules and deployed a technologically advanced safe-driving program. We are building on that momentum in 2026 by rolling out our S.A.F.E. Matrix — the Safety Accountability Framework for Employees. More detail on each of these programs is available in the Health and Safety section of this report.

We will also continue to enhance our **hazard controls**. We are specifically focused on investing in physical upgrades and process improvements that make the work environment even safer. For example, we are introducing enhanced mechanical lifting options that reduce the need for manual handling of heavy components, replacing caustic cleaning chemicals with safer aqueous alternatives, and introducing specialized gear for technicians designed to reduce fall risks. We are also evaluating truck configurations that improve traction while reducing physical demands of loading and unloading with the goal of reducing slips, trips, falls, strains and other injuries. Beyond that, we will continue to provide team members with **PPE** suited for their job requirements.

We are investing in **training** programs that build safety knowledge and hazard awareness at all levels. This includes rolling out a leadership safety training program to all field management, continuing near-miss reporting campaigns and enhancing our Branch Safety Champion program.

Alongside high-quality training, we have robust **operating procedures** that include strict PPE requirements, branch housekeeping standards that reduce clutter and trip hazards across our work environments, regular tool inspections, lockout tagout protocols and structured hazard identification practices to help our team members assess and address risks before work begins.

2035 Sustainability Goals Continued

COMMUNITY IMPACT AND ENGAGEMENT

By 2035, we aim to:

Engage team members in 100,000 hours of volunteerism[10]

How we will get there:

- Volunteer Time Off
- Community Ambassadors
- Technology
- Communications
- Nonprofit Partnerships

10. 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.

Volunteerism Goal and Roadmap

Building a brighter future is not just what we do for our customers — it is also how our team members support the places they call home through outreach and service. Our goal to engage our team members in 100,000 cumulative volunteer hours from 2025 through 2035 formalizes our commitment to showing up for our communities in a meaningful, measurable way. This goal is based on our current team member base, projected headcount growth and anticipated increases in participation as our programs mature.

Achieving this goal will require increasing the number of team members who participate in volunteer activities and expanding the opportunities available to them. Our **Volunteer Time Off** (VTO) benefit and **Community Ambassadors** program offer two ways for team members to get involved. VTO provides eligible team members with eight hours of paid time to support nonprofit organizations during business hours, and our Community Ambassadors coordinate group volunteer projects guided by our Building Brighter Future Pillars.

To meet this goal, we plan to grow and scale our social impact programs and partnerships to make volunteering more accessible for our team. While serving the community is already a large part of our culture, reaching our 100,000-hour goal requires the right **technology** and **communications**. We plan to deploy new tools and campaigns to mobilize our workforce, making it easier for team members to find projects, track service hours and share their impact.

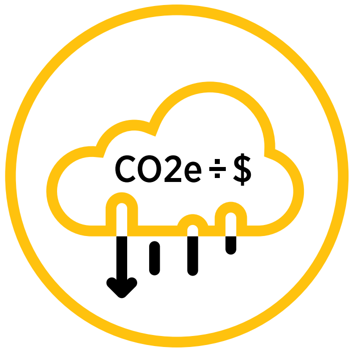
We also plan to deepen and expand strategic **nonprofit partnerships** to create more structured volunteer opportunities for team members. Our multi-year partnership with Habitat for Humanity International, launched in 2025, demonstrates the type of scalable partnership we aim to build — one that connects our people and equipment to meaningful community needs. We will continue to explore new collaborative efforts aligned with our Building Brighter Futures Pillars that unlock volunteer opportunities for our team across our footprint.

Building Brighter Futures Pillars

2035 Sustainability Goals Continued

GHG EMISSIONS

By 2035, we aim to:



Reduce Scope 1, 2 and select Scope 3 emissions intensity by 30%[11]

How we will get there:

- Fuel-Efficient Driving
- Route Optimization
- Vehicles
- Facilities
- Renewable Energy Sourcing

11. 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 this report along with our 2025 Herc Holdings Inc. Management Assertion in this 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.

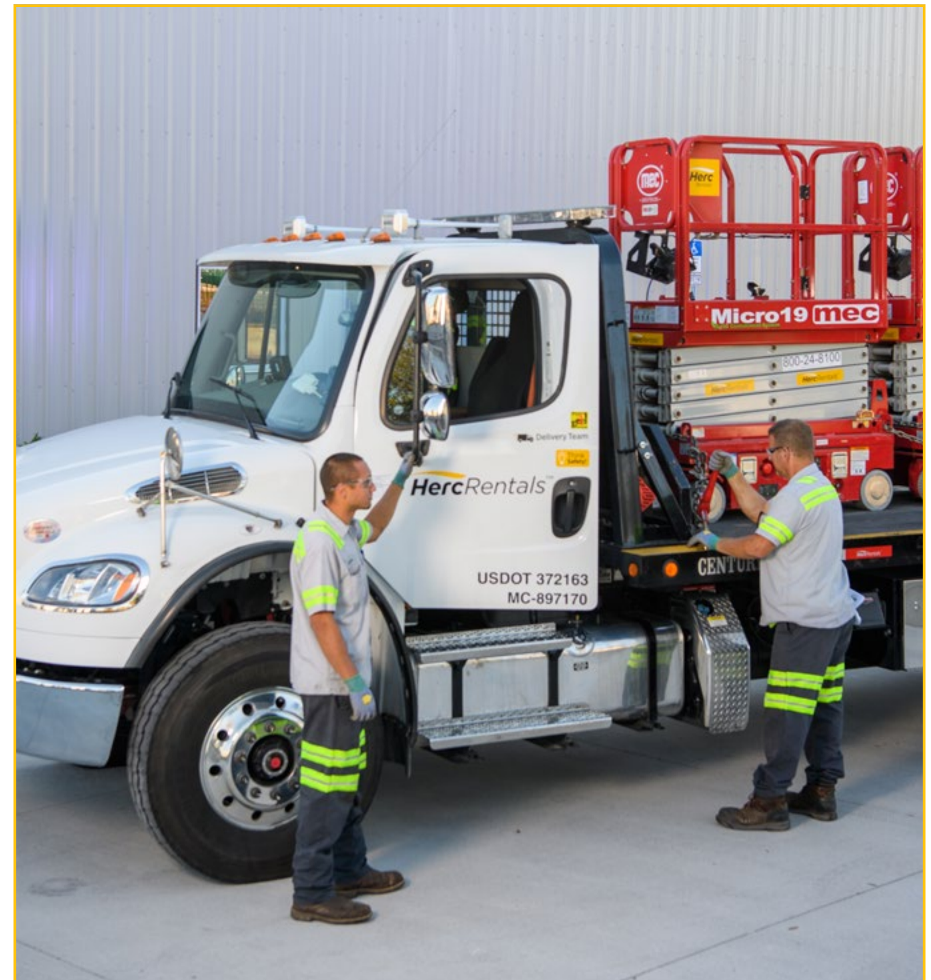
GHG Emissions Goal and Roadmap

Understanding and reducing our GHG emissions helps us operate more efficiently and create greater long-term value for our stakeholders. Our 2035 goal to reduce GHG emissions intensity by 30% compared to our 2025 baseline covers Scopes 1 and 2, as well as the third-party equipment hauling portion of Scope 3. This approach is more ambitious than our 2030 goal in two respects: it targets a deeper reduction and encompasses a broader emissions boundary.

We evaluated a broad range of decarbonization opportunities to build this roadmap, selecting those that are technologically, operationally and financially viable given our footprint and the pace of industry innovation. Achieving this goal requires sustained progress across how our drivers operate, how we manage our fleet and how we power our facilities.

To reduce emissions on the road, we are investing in **fuel-efficient driving** programs that minimize idling, speeding and harsh acceleration. We are also developing **route optimization** capabilities to travel fewer miles where feasible. As the market for electric, hybrid and alternative-fuel commercial **vehicles** matures, we will continue to evaluate and adopt lower-emission options for our fleet where they are operationally viable and economically sound.

To reduce emissions across our **facilities**, we will continue expanding our LED lighting program — which has already reached 60% of our branches — as we open, acquire and renovate locations. We are also prioritizing high-efficiency heating and cooling systems when building new branches or replacing existing equipment. Finally, we plan to increase our **renewable energy sourcing** using market instruments like power purchase agreements and renewable energy certificates.



Issue Prioritization through Stakeholder Engagement

Assessing the impact of our business on the environment and society while addressing sustainability-related risks and opportunities is an integral part of our business strategy.

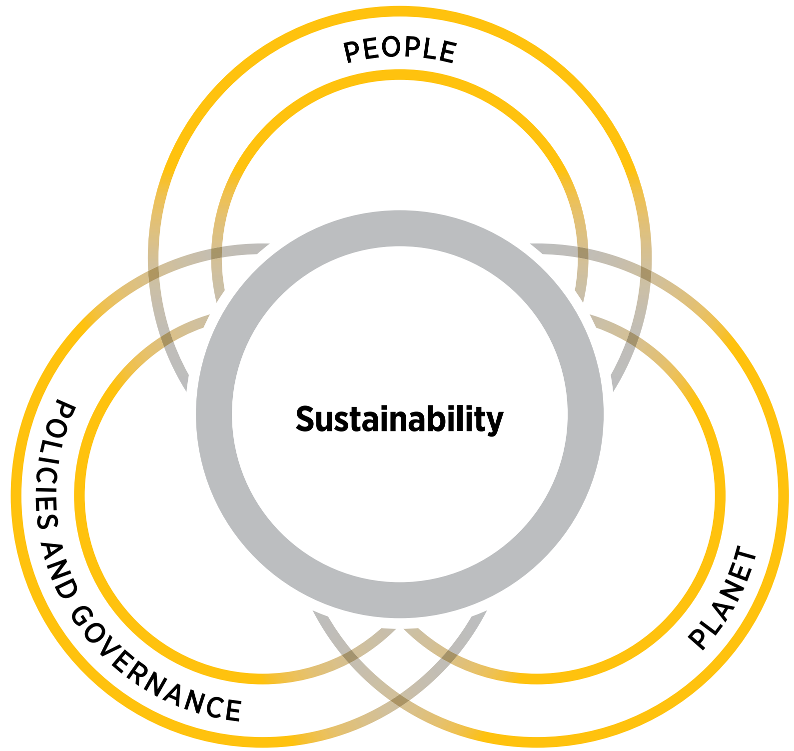
By formally evaluating and prioritizing which sustainability topics are the most relevant to our business performance and societal impact, we can focus our strategy and resources on the areas where we can have the greatest positive environmental and social impact alongside the best economic outcomes. Our approach enables us to diligently manage risks, address emerging best practices in our industry, adapt to changing sustainability reporting requirements and identify opportunities where collaboration across our value chain can bring innovative solutions to market.

Focusing on Key Impacts, Risks and Opportunities

In 2025, we completed a Double Materiality Assessment (DMA) with the help of a third-party expert advisor. Our DMA evaluated the financial, environmental and societal impact of a comprehensive list of sustainability topics relevant to our industry and business operations. We engaged a diverse set of internal team members as well as customers, investors, suppliers, nonprofits, policy experts and trade associations through interviews and analytical research. Internal stakeholders utilized our Enterprise Risk Management thresholds when considering financial risks and opportunities associated with various sustainability topics. Additionally, we assessed potential impacts on human rights and the environment across all topics evaluated.

Informed by the results of our DMA, our 2035 sustainability goals focus on three topics that are a high priority for us in terms of economic, social and environmental impacts, risks and opportunities. GHG emissions, health and safety, and community impact and engagement are key topics that we will rally around to advance a more sustainable future through strategic initiatives. More details about our 2035 goals and achievement roadmap are available in the previous section.

Our DMA exercise had the benefit of enhancing our approach to stakeholder engagement while evaluating which sustainability topics have the most applicable financial, environmental and social impacts, risks and opportunities. A shortlist of the sustainability topics that stakeholders place the greatest emphasis on according to our DMA are summarized in the table on the right.



KEY SUSTAINABILITY TOPICS[12]

People[13]

- Health and Safety
- Safe and Respectful Working Conditions
- Freedom of Association
- Talent, Recruitment, Development and Retention[14]
- Culture and Belonging
- Community Impact and Engagement

Planet

- Circular Economy
- Fuel-Efficient Fleet
- Climate Risk, Resilience and Adaptation[15]
- Greenhouse Gas Emissions

Policies and Governance

- Data Privacy and Cybersecurity
- Supply Chain Due Diligence and Responsible Procurement
- Product Quality and Safety
- Geopolitical and Global Stability
- Stakeholder and Customer Relations

12. Respecting human rights and the environment is embedded across all topics assessed.
13. Covers both our team members and customers.
14. This topic is covered in the Talent, Recruitment and Retention section and the Team Member Learning, Development and Performance sections of this report.
15. See our 2025 TCFD Report, which serves as the primary disclosure associated with this topic.

Awards and Recognition

As a leading North American equipment rental company, we are committed to excellence not only in our products and services, but also in our social and environmental responsibilities.

Providing value to our customers, our team members and the planet is how we live our company commitment every day. We are proud to share some of the awards and recognitions we earned for our efforts from reputable organizations and media outlets. For awards won multiple times, the multiplier indicates the total number of accolades, which may not be consecutive in certain cases.

Along with the awards illustrated to the right for 2025–2026, we are proud to share that Herc Rentals earned:

- **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**

2025–2026

SUSTAINABILITY AND ENVIRONMENTAL LEADERSHIP

5x Winner

3x Champion

SUPPORTING AND HIRING VETERANS

11x Winner[16]

5x Winner

3x Winner

3x Winner[17]

CULTURE AND WORKPLACE

3x Winner

3x Certified

2x Winner

2x Winner

16. 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.
17. We received a 4-star designation in both 2024 and 2025, followed by attaining 5-star status in 2026.

People

Health and Safety

We foster a culture of safety excellence where everyone takes personal accountability for safety. We continuously evaluate our health and safety performance and share key learnings and insights to embed safety into every aspect of our culture.

Safety, First and Always

At Herc Rentals, safety is at the core of everything we do. We are committed to providing a safe and healthy work environment for our employees, contractors, customers and communities. We value the safety and well-being of our people and have made safety our top priority. Our team employs a variety of controls and practices to prevent work-related injuries and foster a safe working environment.

Driving a Culture of Safety

Safe driving is a critical component of our safety culture. Our corporate fleet is comprised of thousands of sales, delivery and service vehicles operated by our team members daily. Protecting our drivers and those sharing the road with them requires clear expectations, consistent coaching and the right technology.

That is why we launched an AI-enabled **safe-driving program** across our company vehicles in 2025. The program uses dual-facing camera technology to flag unsafe driving behaviors in real time, providing drivers with immediate feedback and giving managers the information they need to coach and support their teams.

The program is tailored to help drivers meet our safety objectives and generates consistent, comparable driver safety scores that help drivers understand what they are doing well and how they can continue improving. Each month, drivers who achieve above a target score are celebrated in company-wide communications and top performers may be recognized with additional incentives.

The program was active across over 95% of company vehicles by the end of June 2026, and early results show it is reinforcing safe driving habits. Consistently achieving a top-notch driver safety score has quickly become a source of pride among our drivers, further embedding safety into our culture.

Our S.A.F.E. Matrix

We continuously evaluate programs that enhance our safety focus and reinforce our safety culture. In January 2026, we launched our **S.A.F.E. Matrix**—the Safety Accountability Framework for Employees.

The S.A.F.E. Matrix clarifies and reinforces safety expectations across our organization. It defines what behaviors we require, as well as unsafe behaviors to avoid. It is displayed prominently on the safety board at every branch to provide a shared understanding for all team members.

2025 SAFETY PERFORMANCE

Highlights

0.93 Total Recordable Incident Rate (TRIR), better than the 1.0 industry standard[18]

>97% Perfect Days[19]

0.51 Days Away/Restricted Transfer Rate (DART), better than the 0.8 national average[20]

0.30 Lost Time Case Rate (LTC)

Out of Service Rates (OOS)[21]

14% Vehicle OOS, 940 basis points (bps) better than the U.S. national average

1.5% Driver OOS, 520 bps better than the U.S. national average

5.1% Hazmat OOS, near the 4.4% U.S. national average

18. The number of incidents multiplied by 200,000 hours per the total number of employee hours worked.
19. 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.
20. As of January 22, 2026, as reported by the Bureau of Labor Statistics for the total 2024 DART for commercial and industrial machinery and equipment rental and leasing.
21. As of April 2, 2026, as reported by the Federal Motor Carrier Safety Administration (FMCSA). We have an FMCSA-compliant Hazmat curriculum in place.

Life-Saving Rules

At Herc Rentals, our unwavering commitment to safety and the protection of lives drove the 2025 launch of our **Life-Saving Rules**. Aligned with our safety objectives, this comprehensive set of guidelines is specifically designed to reduce the risk of injury in high-risk activities that team members perform. They apply to all Herc Rentals employees, contractors and subcontractors, and we maintain a zero-tolerance approach to actions that conflict with these rules.

Our Life-Saving Rules target the most hazardous tasks across our operations and are informed by real incidents and lessons learned both within our company and across the broader industry. They establish clear, consistent expectations and a standardized approach to safety across every location and role. These rules represent a cultural foundation where safety is a shared responsibility; every individual from field employees to senior leaders is accountable for their own actions and the well-being of those around them.

Safety is at the Center of Our Life-Saving Rules

CONTROL OF HAZARDOUS ENERGY
Preventing incidents caused by the unexpected startup or release of stored energy by taking precautions like applying lockout/tagout devices

SAFETY CONTROLS
Ensuring authorization is obtained before working with equipment that has been altered (e.g., removing a handle)

SAFE LIFTING
Using proper techniques and practices to prevent injuries while handling objects, including lifting, lowering, carrying, pushing or pulling items

FOLLOWING SAFE VEHICLE/EQUIPMENT PRACTICES
Adhering to Herc Rentals guidelines, manufacturer recommendations and traffic laws and regulations designed to protect all equipment/road users

Think **Safety!**

WORKING AT HEIGHTS
Performing any type of work in an elevated position where there is a risk of falling with a fall protection system

LINE OF FIRE
Avoiding situations where an employee is in the direct path of a moving object or the release of hazardous energy

OVERHEAD OBJECT STRIKES
Preventing collisions between vehicles, loads or equipment and overhead objects (e.g., bridges, power lines) by taking measurements and understanding load specifications

PERSONAL PROTECTIVE EQUIPMENT
Wearing proper safety gear, such as gloves, glasses and safety-toed footwear, to protect against hazards that can cause injury or illness

Health and Safety Management System

Our **Health and Safety Management System** (HSMS) is a comprehensive and systematic approach to managing health and safety risks and opportunities in our organization. It is compliant with the International Organizations for Standardization (ISO) 45001 and aligned with the International Labour Organization (ILO) Guidelines on Occupational Safety and Health Management Systems. Our HSMS covers all our employees and contractors, as well as our operations and activities across geographies where we do business.

We believe internal and external audits of our HSMS help ensure suitability, adequacy and effectiveness. Our HSMS is internally audited across our operations, and is externally audited at regular intervals by customers. In Canada, it is audited externally in accordance with provincial standards. We also seek feedback from our team members, contractors, customers and other stakeholders on how to improve our safety performance and culture.

OUR HSMS CONSISTS OF THE FOLLOWING ELEMENTS:

Leadership Commitment: We demonstrate our commitment to safety by establishing our Safety Policy, setting our safety objectives and targets, allocating our resources and ensuring accountability and responsibility. Operations leaders have a key role in the communication and implementation of, and ensuring adherence to, safety and compliance procedures and standards.

Planning: In planning our HSMS, we take crucial steps to ensure the well-being of our team members and to create a safe work environment. These steps include developing and publishing health and safety policies and programs and the measurement of health and safety performance across Herc Rentals.

Support: We support our HSMS through several key approaches, including senior leadership commitment, safety policies and programs, employee involvement and feedback, employee training and hazard identification and control.

Performance Evaluation: Our HSMS establishes the systems for measuring performance indicators and monitoring the strengths and deficiencies in health and safety performance through design and execution. Herc Rentals recognizes that performance management is implemented and governed using tools and techniques consistent with our values and that comply with legal requirements.

Improvement: Improving our HSMS is essential for creating a safer workplace. We improve our HSMS by ensuring adherence to prescribed industry standards, seeking employee input, performing regular assessments (e.g., Job Safety Analysis, Field Level Hazard Assessments, etc.), investing in employee training and monitoring, and evaluating our performance through metrics, internal audits and incident data.

Maintaining Our Safety Culture

At Herc Rentals, we are committed to fostering a culture of safety that empowers our workers to identify and control risks, report and learn from incidents and participate in safety initiatives and activities. We fully investigate all safety incidents and near miss events to continually learn, improve and communicate. We also provide all team members with appropriate personal protective equipment (PPE) based on their job requirements. Items such as safety footwear, glasses and gloves are available through branch PPE stations and a company-funded PPE program.

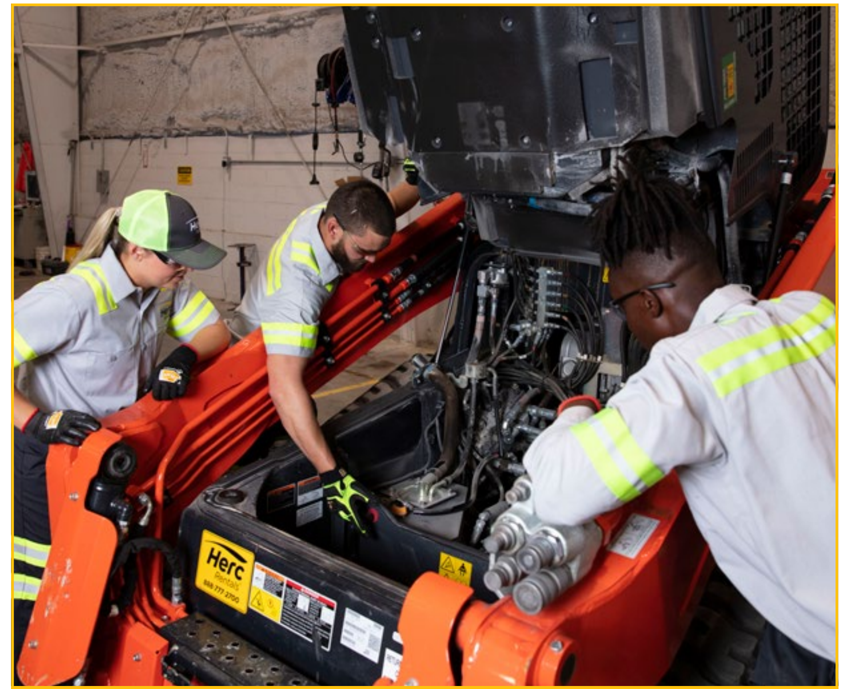
Councils/Committees: To underscore the importance of our safety culture, leadership, empowerment and accountability among our team members, we have established branch-level Safety Councils in the U.S. and Workplace Health and Safety Committees in Canada. These formal joint health and safety groups are responsible for maintaining an active, positive interest in safety. Specifically, these groups are a collaborative forum where employees meet monthly to discuss safety, identify hazards and recommend improvements in safe working conditions.

Communication: Safety communications convey information related to organizational safety guidelines, potential hazards and safety protocols within Herc Rentals. These encompass both verbal and written forms of communication. The primary objectives of safety communications are risk awareness, cultivating a safety culture, educating employees and relaying responsibilities. Safety communications are essential for creating a safe workplace, protecting workers, fostering a safety-conscious environment and ensuring that everyone understands and follows safety protocols.

Examples of company-wide safety communications:

- Regular safety messaging from executive leadership, including an annual safety commitment from our CEO, President and field leadership team
- Weekly Safety Monday Reports that convey safety performance metrics and reinforce safety awareness
- Weekly Toolbox Safety Meetings, which are designed to facilitate group discussions focusing on pertinent safety topics
- Health and Safety Boards that serve as a dedicated resource for safety-related information referenced for morning huddles at all locations

Recognition: We recognize and reward our workers, branches and regions for achieving safety excellence and demonstrating safety leadership. We have a recognition and reward system that includes certificates and awards for individuals and teams who meet or exceed our safety expectations and goals.



>278K
safety training hours provided to customers and team members in 2025

Product Quality and Safety

We are passionate about building a culture of safety that extends from our branches to our customers' jobsites and into the communities we serve.

Product quality and safety are closely connected. Safe outcomes depend on both reliable, well-maintained equipment and the knowledge of the people who inspect, maintain, deliver and operate it.

In our branches, team members conduct stringent safety checks, follow manufacturers' recommendations and perform regular preventative maintenance and inspections to help ensure equipment is reliable and job-ready.

Only qualified operators and team members may interact with our equipment, and we offer applicable safety training to help bridge any gaps in knowledge in advance of equipment use. From hands-on operator training to best-practice guidance on hazard identification and PPE, our dedicated team of safety professionals equips our team members, customers and nonprofit partners with the knowledge to work safely and confidently.

Building a Strong and Resilient Workforce

At Herc Rentals, our workforce is the foundation of everything we do. We are committed to fostering a safe, respectful and inclusive environment where our people can grow, thrive and drive the long-term success of our business.

Safe and Respectful Working Conditions

Inclusivity and respect are foundational to our interactions with team members, customers, vendors, suppliers and other third parties. We are dedicated to creating a safe work environment that treats all people fairly.

Non-Discrimination and Non-Harassment

Herc Rentals provides equal opportunities to all applicants and team members. We are committed to ensuring that all our employees are treated equally, and we do not tolerate discrimination or harassment based on race, color, religion or religious creed, gender, gender identity or expression, sexual orientation, marital status, national origin, ancestry, ethnic origin, citizenship, age, military and protected veteran status, genetic information, pregnancy, disability, medical condition or any other basis protected by law. We will not tolerate harassment of our employees by anyone, including customers, coworkers, vendors and suppliers.

Fair Compensation

Our team members are fairly compensated with wages that meet or exceed local, state and federal requirements. We follow all applicable laws and regulations regarding wages, work hours, overtime, workers' compensation and other mandated benefits.

Freedom of Association

Herc Rentals respects freedom of association and our employees' right to join, or not to join, third-party organizations such as labor unions or other lawful organizations of their own selection, along with the right to bargain or not bargain collectively, in accordance with state, local and federal laws, without fear of reprisal, intimidation or harassment. We are committed to fostering open communication between our employees and managers and providing employees with appropriate access to grievance mechanisms and remedial action.

Talent, Recruitment and Retention

Our people are indispensable to our success, and we take pride in our efforts to develop their skills and talents while supporting their well-being. We aim to attract and retain top talent and contribute to our team members' ongoing professional development. We utilize workforce and succession planning to support business and leadership continuity.

Workforce Composition, Talent Acquisition and Internal Talent Mobility

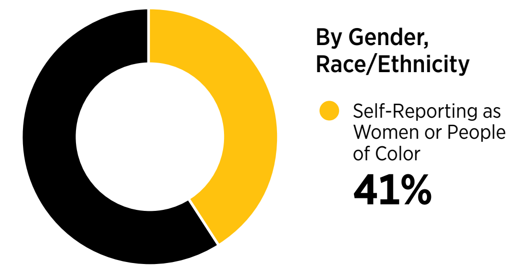
To meet the needs of our expanding branch network, we have significantly grown our team over the years through our talent acquisition and internal talent mobility strategy. Our diverse workforce spans the U.S. and Canada, and we benefit from a range of professional skills and personal backgrounds that enrich our workplace culture while reflecting the population of the communities we serve.

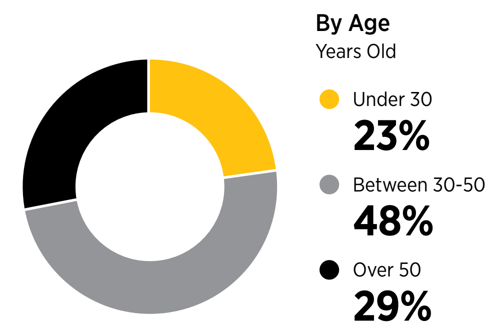
We grow our team through a mix of external hiring, internal mobility and acquisitions. 2025 marked a pivotal year as we completed the largest acquisition in our industry, unifying two high-quality teams with deep rental operations knowledge and expertise. We are equally proud of the significant number of job roles that were filled by internal movement in 2025. We continue to invest heavily in developing our people and remain steadfast in our commitment to provide opportunities for team members to grow their careers. Also key to our success are external hiring efforts that attract fresh perspectives and new skill sets.

Employee Retention and Growth

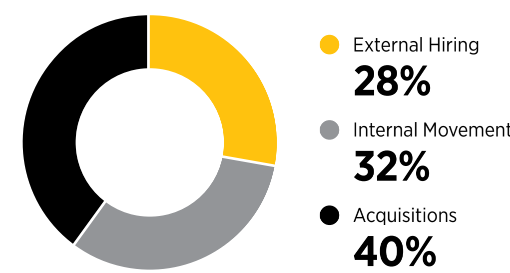
Our commitment to engaging and developing our team members is reflected in our low overall turnover rate. In 2025, our voluntary turnover rate continued to outperform the quit rates for the broader labor market and relevant industry segments tracked by the Bureau of Labor Statistics (BLS). We are especially encouraged to see such a competitive voluntary turnover rate amid our high-growth business environment. Maintaining a low turnover rate enables us to continue our journey towards sustainable growth while leveraging an experienced and tenured workforce to onboard and train new talent.

2025 TEAM MEMBERS





2025 TALENT ACQUISITION CHANNELS



Team Member Learning, Development and Performance

We deliver value to our customers through the specialized knowledge and expertise of our team; every job level and category plays an important role in our overall success. We focus on hiring frontline team members, such as our counter representatives and skilled trades workers, via entry-level roles. We heavily invest in onboarding, training and development for these roles to build a solid foundation for their career progression and provide content that can be consumed on a discretionary basis. We continue to invest in learning journeys for mid-level leaders and beyond.

All team members can access learning activities and training programs on a wide range of topics throughout the year. These activities may include compliance-related training, job-specific training and professional development programs. We use various methods to facilitate training with an emphasis on learning through practical, hands-on experiences.

Performance Evaluation Management

We view performance evaluations as a critical tool for enabling team member success and maintaining operational excellence. For eligible team members, the annual performance review is designed to go beyond assessing past work to provide a dedicated opportunity for team members and supervisors to discuss future goals and development. Additionally, coaching for continuous improvement is a behavior embedded in our culture; we provide managers with specific training on how to deliver effective coaching and regular feedback to their team members.

2025 Training by the Numbers

55
training hours per employee on average[22], well above external benchmarks

~486,000
hours of training collectively completed by employees

22. Includes both required and discretionary training.

Career Pathing

We want every employee to see a career path and know how to prepare for future growth and career progression. Since an important part of our career pathing strategy is to fill jobs from within, we offer multiple career pathways and various learning journeys to support them. Many of our learning offerings are tailored to specific career phases and are designed to prepare team members for future growth and career progression. Our development programs assist team members in building the technical skills and leadership abilities they need to flourish in various roles over the course of their tenure at Herc Rentals.

Featured Career Development Offerings

BLACK + GOLD ACADEMY

Black and Gold Academy: With 88% of participants promoted prior to completing the program or within 30 days of graduation, the Black and Gold Academy is accelerating professional growth for our early career team members. This structured, year-long program is designed to prepare participants to launch their career in a sales role at Herc Rentals.

Team members accepted to this program begin at the branch in a counter role, gaining foundational knowledge about our company, tools, processes and service offerings. We seek to retain our Black and Gold participants for the long term and foster open communication between participants and leadership. The program's networking opportunities include monthly virtual and in-person learning sessions, which contribute to the satisfaction and overall well-being of our participants.

TECHNICIAN DEVELOPMENT PROGRAM

Technician Learning Journeys: Our professional Technicians and Mechanics are critical to ensuring our equipment is rent-ready. In addition to our safety training, which includes how to operate our equipment safely, we equip our Technicians for career success with comprehensive training that prepares them to meet our rigorous standards. Their learning journey begins with training that covers internal tools and expectations such as our work order system and customer service training.

We provide an array of digital learning courses that cover specifics on the equipment they service, including component overviews, inspection protocols and routine maintenance. Course offerings are tailored to our most popular lines of equipment and provide hands-on training aligned to the needs of the branch while enriching the technician's development. On-the-job training with a technical mentor is a critical component of the program.

5Tool MANAGER

5-Tool Manager: We are committed to developing strong leaders across our branch network. Our comprehensive 5-Tool Manager program is a cornerstone of how we build leadership from within. It equips Branch Managers with operational capabilities and leadership skills to develop their teams, drive growth and prepare for the next step of their career, which is often becoming a District Manager.

The program starts with a five-day foundational course, with each day dedicated to one of five strategic pillars, or "tools," we have identified as resulting in Branch Manager success. Courses are led by guest instructors comprised of functional and operational leaders. Participants may continue their learning journey through our Operational Standards Review course, Shop Operations class and Leaders Skills Series focused on people management and engagement.

Rising Leaders Development Series

Rising Leaders Development Series: Learning opportunities in this series are designed to motivate, retain and elevate team members at various levels, ranging from frontline to mid-level and beyond. These are recommended for high-potential team members and those with a desire to advance their careers at Herc Rentals. A wide range of instructor-led offerings help participants develop important leadership competencies such as influencing others, being emotionally intelligent, holding teammates accountable, delegating effectively and navigating difficult conversations.

Most training materials are developed internally for this series and are specifically created to address gaps identified by senior management. Others are purchased from renowned external coaching and leadership development providers, and then delivered by our internal trainers. To amplify the career exposure of participants, training is often held in conjunction with business events convened by our Region Vice Presidents.

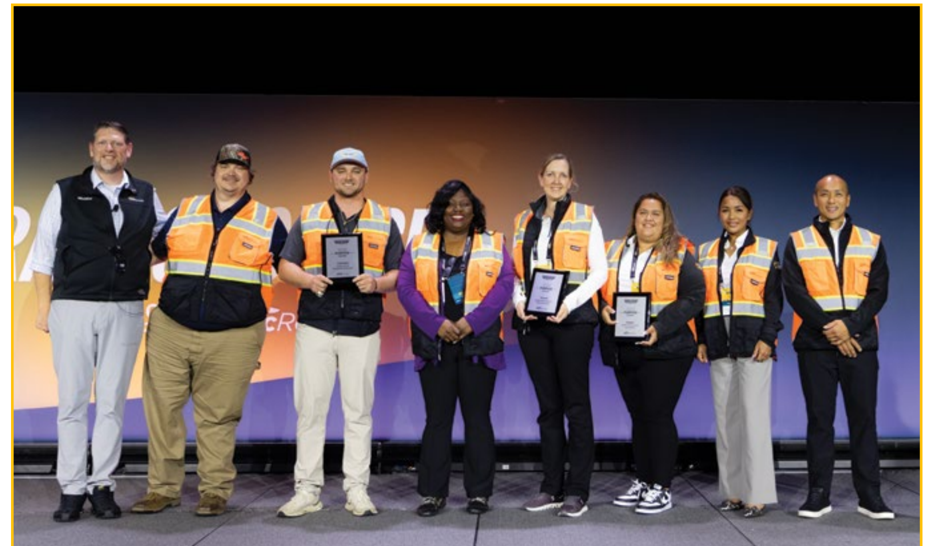
Team Member Recognition

Spotlight Awards for Remarkable Performance

At Herc Rentals, we recognize and reward team members who demonstrate exceptional performance, customer service, teamwork, innovation and leadership.

Our Spotlight Awards program allows employees to nominate their peers, managers or direct reports to be publicly recognized for their contributions to our values of doing what's right — *together, responsibly, while achieving results*. Spotlight Award winners are presented with a certificate of recognition and a token of appreciation.

1,021
Spotlight Award Winners



2025 Purpose Awards

We recognized seven team members for their efforts to bring our company's purpose statement to life by equipping the communities in which they work to build a brighter future. The Purpose Award recipients were selected because they made a significant positive impact in their markets by engaging local teams to complete service projects that produced measurable results. Their projects advanced key outcomes associated with our Building Brighter Futures Pillars, described in the Community Impact and Engagement section of this report, while exhibiting innovation and addressing urgent community needs.

Service Awards Honor Team Member Tenure

We value the wisdom and experience that tenure brings us as an organization. Our Service Awards program celebrates team members each time they reach a milestone anniversary relating to years of service with Herc Rentals.

We take time to recognize employees for their years of service in team huddles and internal communications, along with acknowledgement through our formal recognition system.

Employee Benefits

We care deeply about the health and wellness of our employees and their families, and recognize the importance of supporting our team's physical, mental and financial well-being.

Herc Rentals offers an array of benefits that support the work and life harmony of our employees and their families. These include programs designed to keep team members healthy, assist them in building their financial future and improve their resilience when faced with significant life events.

We regularly review our benefit options to identify how we can improve offerings. Along with benefits like health insurance, paid time off, parental leave and retirement savings, we boast a number of unique options to meet the expectations of a modern workforce. For example, we are proud to provide benefits for adoption assistance reimbursement, tuition reimbursement, paid time off to volunteer, pet insurance and more. We also offer wellness programs that proactively promote healthier lifestyles including mental wellness and preventive care along with disease management programs to help manage chronic health conditions. A list of benefits offerings can be found on our website, and eligibility may vary based on country of residence or union membership.

A Few Tailored Benefits Offerings

At Herc Rentals, we design our benefits programs to support employees through key life stages and health journeys — strengthening individual well-being while reinforcing the long-term resilience of our workforce. These tailored offerings reflect our commitment to proactive health support, family-centered benefits and care during moments that matter most.

- **Chronic Conditions and Lifestyle Health Support**: Herc Rentals offers integrated programs that support employees and covered family members in managing chronic health conditions and building sustainable healthy habits. These offerings combine coaching, education and access to tools that help participants improve outcomes related to weight management, diabetes, heart health and overall wellness.
- **Baby Bucks**: We congratulate team members on the birth and adoption of a child with a gift package that includes Herc Rentals branded baby gear and a financial component to help offset early family-related expenses. This program supports employees during a significant life event and reinforces our family-friendly workplace culture.
- **Soon-To-Be-Mom Rest & Reflect Program**: This program offers a thoughtful gesture of support to pregnant employees and soon-to-be adoptive mothers. Eligible participants receive a home-delivered gift designed to promote rest, reflection and well-being as they prepare to welcome a new child.

Supporting Our People When It Matters Most

- **Team Herc Relief Fund**: In October 2025, we launched a charitable emergency relief program that provides financial support during and after a disaster takes place. This program is available to all team members who experience an eligible event. Our new fund enables team members to help each other in times of need. To amplify the impact of employee donations, the company matches dollar-for-dollar and covers administrative program costs.
- **Employee Assistance Program**: This confidential, around-the-clock service provides short-term counseling, offers referrals and suggests resources to help employees dealing with everyday issues, such as work pressures and relationship challenges, and highly impactful issues, such as grieving for a loved one or being affected by substance abuse.

2025 BENEFITS BY THE NUMBERS

94%
of U.S. employees enrolled in our 401(k) retirement savings plan, above our record keeper's benchmark[23]

$5,250
in tuition reimbursement available annually to eligible team members

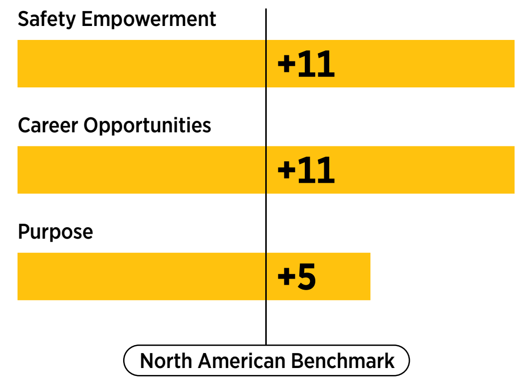
64%
of eligible employees earned a financial incentive for their wellness activities — up from 52% in 2024[24]

23. Our auto-enroll feature contributes to our high participation rate.
24. Represents 2025 benefits year, which goes from July 1, 2025, through June 30, 2026. Employees and spouses on our medical plan can earn up to $750 (includes $50 e-gift card) which can be used to offset medical plan premiums or add credits to an HSA account (if enrolled in an HSA medical plan). We attribute year-over-year improvements to enhanced internal communications and automated workflows between our medical support programs and our insurance providers.

Culture and Belonging

We are dedicated to fostering a healthy workplace culture where all team members feel welcome and supported in doing their best work. Our annual Team Member Survey, Employee Resource Networks and initiatives to recognize team members for their achievements play a vital role in developing and maintaining a top-notch workplace culture while fostering a high-performance team.

TEAM MEMBER SURVEY HIGHLIGHTS



2025 Team Member Survey

Our annual Team Member Survey provides leaders with meaningful, objective insights into employees' sentiments regarding what it is like to work at Herc Rentals. The survey highlights strengths across our culture while helping leaders identify opportunities to further enhance the overall employee experience. Leaders receive detailed results along with supporting resources designed to encourage ongoing, open dialogue with their teams and to sustain a strong, inclusive workplace.

In 2025, 83% of team members participated in the survey. This best-in-class response rate indicates a level of engagement which reflects a workforce that values having its voice heard and is actively invested in shaping the future of the organization. Survey results reveal a strong collective commitment to continuous improvement, innovation and collaboration, underscoring our teams' shared dedication to doing what is right for one another and for our customers.

The feedback received also reinforced several strengths that Herc Rentals will continue to build upon. Team members reported strong perceptions of career opportunity and a work environment where individuals feel empowered to speak up about unsafe acts and conditions. Safety empowerment earned an average score of 87, while career opportunity received an average score of 78. These strengths are further supported by a strong sense of purpose across the organization. The survey's purpose question achieved an average score of 86, indicating that many team members find their work at Herc Rentals personally meaningful and aligned with making a positive impact.

Employee Net Promoter Score (eNPS)[25]

Establishing a safe, purpose-driven workplace that fosters professional development significantly enhances team member engagement and employee net promoter score (eNPS). We use eNPS to assess team member satisfaction and loyalty as it measures the degree to which employees recommend Herc Rentals as a great place to work.

Our overall eNPS of 35 in 2025 reflects a strong level of team member satisfaction and loyalty across the organization. Early career team members participating in our Black and Gold Academy exceeded that benchmark with an eNPS of 50, reflecting strong engagement and a high level of advocacy among emerging talent.

25. Employees were asked, "On a scale of 0 to 10 where 0 is not at all likely and 10 is extremely likely, how likely are you to recommend Herc Rentals as a great place to work?" The eNPS score is the difference between the number of promoters (9s and 10s) and the number of detractors (0s-6s).

Employee Resource Networks

We have two employee resource networks aimed at promoting inclusivity and belonging. The company's employee resource networks are open to all employees.

Women in Action Network

Our Women in Action Network is led by a Steering Council of leaders from across the Company. Participants benefit from a robust program designed to welcome, develop and retain team members while highlighting their contributions to the business and communities where we operate.

Women in Action offers quarterly programming to support all employees in their growth and development through networking and cross-functional learning. A combination of in-person and virtual events are hosted each year, covering topics such as driving operational excellence and expanding knowledge of specific products and specialty services. Some events focus specifically on helping team members feel confident in their roles in the rental industry and others feature the accomplishments of team members recognized by the Company for their dedication to mentorship and helping other employees succeed. In addition, the group recognizes team members who exceed expectations in advancing the business or mentoring their colleagues through annual awards.

Women in Action's Peer Partner program matches new hires with a more tenured team member during the first six weeks of onboarding to acclimate and welcome them to Herc Rentals. The program aims to help new employees immediately connect with another team member who can help them navigate our industry and develop a sense of belonging at our Company. In addition, our formal mentorship program supports mentors and mentees across our corporate and field operations by facilitating professional relationships to grow and prosper at Herc Rentals. Mentors meet with mentees bi-weekly throughout the year to discuss career development and personal growth.

Veterans Resource Network

Our veteran team members make remarkable contributions to their countries and provide unique skills and experiences that contribute to our success at Herc Rentals. We are proud to hire and support military veterans and those actively serving in the National Guard or Reserves in advancing their careers. We aim to be the preferred employer for veterans pursuing rewarding careers in the equipment rental sector and are constantly seeking ways to connect with and hire from this population. Veterans and service members make up 9% of our workforce, compared to 4.9% of the total U.S. civilian labor force[26].

Our Veterans Resource Network (VRN) is dedicated to creating a supportive and inclusive environment where members can thrive and succeed in their professional pursuits. Specifically, the VRN cultivates a strong sense of community for networking and mentoring and encourages veterans and military service members to grow their careers. We maintain a curated resource page that provides a centralized hub for the group.

SkillBridge Program

Herc Rentals has successfully completed an extensive application process to be authorized by the federal government to serve as a preferred employer partner for the SkillBridge program. The SkillBridge program provides service members with opportunities to gain civilian job skills through industry training, internships and mentorship during the final 180 days of their military service.

We continue to use the SkillBridge program as a crucial talent pipeline for various job roles, such as mechanics and sales associates. Since our launch in 2023, we have provided opportunities for SkillBridge interns to gain valuable experience and skills. Through this partnership, we aim to positively impact the lives of service members and their families by providing them with the resources and support they need to thrive in the civilian workforce.

Our participation in the SkillBridge program includes offering on-the-job training, professional development opportunities and valuable career experience. We are honored to be part of their career journey and hope they choose to join Herc Rentals long-term after completing the program.

26. Bureau of Labor Statistics, U.S. Department of Labor, The Economics Daily (April 10, 2026)

TEAM MEMBER PERSPECTIVES

Women IN ACTION

Mentorship at Herc Rentals

"Our mentorship program has helped me feel supported, empowered and more confident in my career path. Having a mentor who offers honest feedback and truly wants to see me succeed has helped me recognize my strengths and pursue new opportunities.

Women's representation in equipment rental matters because it shows there is no single mold for success, and that women can build long-term, successful careers in this industry."

— Taylor Rudy, Assistant Branch Manager

From SkillBridge Intern to Senior Sales Coordinator

VETERAN

"Herc Rentals stands by what they say. Through my SkillBridge internship, they gave me the opportunity to apply my skills, learn the business, and find my niche—and then they followed through with full-time employment. I quickly saw that this is a place I can grow and build a career.

After 20 years in the military, moving into the civilian workforce is a big change. Our Veterans Resource Network brings that camaraderie and bond, and we have several veterans at my branch—sometimes you just need to talk with someone who has been there, and having that community here at Herc Rentals means a lot."

— TJ Breedlovegreen, U.S. Navy Veteran

Community Impact and Engagement

At Herc Rentals, our purpose is to equip our customers and communities to build a brighter future.

We established our **Building Brighter Futures Pillars** to guide strategic nonprofit relationships, group volunteer efforts and charitable giving. Our Pillars — Safe & Resilient Communities, Education & Skill Building and Environmental Stewardship — support our team in growing our collective impact across communities. An overview of our Pillars and accompanying desired community outcomes is available in our Building Brighter Futures Impact Model.

2025 Highlights

~4,300
hours of team member volunteerism across communities

>$1M
donated to charities

>$166K
equipment and safety training donated to charities

Many of our 2025 Community Ambassadors met in person to celebrate their successes and to share best practices with the 2026 cohort of Ambassadors who will grow and scale the program.

Team Member Volunteerism

After a successful pilot program in 2024, we launched our inaugural cohort of Community Ambassadors across 16 major markets in 2025. These Ambassadors coordinate team-based volunteering and service projects across our branch network to drive team member engagement with our Pillars. In 2025, our Ambassadors executed nearly 40 opportunities for team member engagement in service projects, many of which are detailed on the following pages of this report.

We also encourage team members to contribute to causes that are personally meaningful by offering eligible employees eight hours of paid Volunteer Time Off (VTO) annually.

Our Community Ambassadors and VTO programs will be critical to our efforts to achieve our commitment to contribute over 100,000 cumulative hours of service across the communities where we operate by 2035.

Safe & Resilient Communities

Our **Safe & Resilient Communities Pillar** extends our safety expertise to benefit the neighborhoods where our team members live and work. We work with nonprofits focused on increasing affordable housing stability and decreasing roadway accidents. We are also deeply committed to engaging our team members in projects that honor veterans and first responders, contribute to community safety, improve affordable housing stability and give back through supply drives.

Honoring Veterans

We are deeply grateful for the safety and security we enjoy in the U.S. and Canada thanks to the heroes who serve in our armed forces. In December, many of our team members in the U.S. took part in **Wreaths Across America**, a nationwide event that honors fallen service members. Together, we supported this meaningful tradition by sponsoring wreaths, contributing to the goal that every veteran's grave is marked with a symbol of remembrance and gratitude. 140 team members also volunteered to lay wreaths at gravesites as a sign of respect and spent time to honor fallen service members.

Supporting Affordable Housing

In 2025, we launched our multi-year, in-kind partnership with **Habitat for Humanity International** to support their vision for a world where everyone has a decent place to live. Through this pledge, we donate equipment rentals and safety training to help bring homes to completion while supporting jobsite safety. In addition, we connect our Community Ambassadors with local Habitat affiliates to support volunteer-powered home builds in communities across North America.

Our collaborative efforts with Habitat for Humanity made a tangible difference in 2025 by helping 18 families find a safe, affordable place to call home. Looking ahead, we are committed to accelerating our impact by increasing in-kind donations and team member volunteer service. We look forward to continuing to grow this partnership and expanding our reach to more Habitat affiliates.

Herc Rentals volunteers and equipment serving Habitat for Humanity's jobsites.

Education & Skill Building

The equipment rental industry, like much of the skilled trades sector, is navigating a period of significant workforce transition. As an aging workforce and increasing retirement rates converge, talent gaps are widening, increasing the importance of supporting the next generation of skilled workers.

Our **Education & Skill Building Pillar** is designed to meet this challenge by building meaningful relationships with educational institutions, technical students and veterans to promote exciting career paths and early-career opportunities at Herc Rentals.

In February 2026, we donated two pieces of equipment to **Immokalee Technical College (iTech)** — including one compact track loader and a mini-track loader — giving students hands-on experience with the heavy machinery they will service professionally in the future. We will continue to strengthen our relationships with technical programs and support workforce development to address the skills gap facing the equipment rental industry.

Our local teams are deepening these connections with technical schools by hosting branch tours and delivering classroom presentations. We also extend our reach to younger students by coordinating back-to-school supply drives and participating in community events that spark early interest in equipment rental careers.

"Working directly with industry-grade machinery like the items Herc Rentals donated allows our students and future technicians to gain confidence, technical skills and job-ready experience needed to succeed in both the shop and field environments."

— Neil Elmore, Heavy Equipment Technician Instructor iTech Glades campus

Since 2023, we have contributed $1.9 million to fund 235 scholarships that prepare students to pursue post-secondary education. Our nonprofit partner, Step Up For Students, facilitates these scholarships in Florida, prioritizing families who lack the financial resources to access desired education options.

Environmental Stewardship

Our **Environmental Stewardship Pillar** complements our core values of doing what's right — together, responsibly, while achieving results. As an extension of our operational focus on being efficient with environmental resources, we contribute to community projects dedicated to helping the environment for current and future generations. We provide volunteer opportunities for team members to clean up litter, plant trees, remove invasive species and participate in community initiatives to promote a healthier planet.

2026 Earth Month Highlights

11
volunteer events across North America

145
volunteers

31,840
pounds of litter removed

4,000
pounds of invasive species removed

100
trees planted

Our Hawaii-based team worked with the nonprofit Hiʻipaka LLC to care for the Waimea Valley.

Planet

HercRentals®

Circular Economy

At its core, our business model facilitates key aspects of a circular economy by enabling smarter and more efficient resource use across the value chain. By connecting our broad and diverse customer base to shared assets, we unlock compounding economic and environmental efficiencies for the upstream suppliers that manufacture the equipment and the downstream customers who depend on it.

The circular economy reimagines how products are designed, manufactured and operated to dramatically reduce waste, improve asset utilization and lower energy consumption at every stage. The equipment rental industry sits at the heart of this model. We collaborate with original equipment manufacturers to bring innovative technology to market, giving customers access to the newest, most fuel-efficient and low- or zero-emissions equipment without needing to continually purchase and replace their own fleet.

Fuel-Efficient Rental Fleet

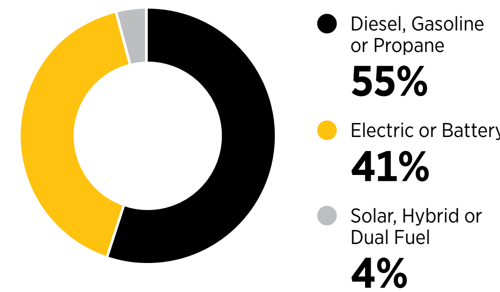
Herc Rentals is committed to responsible business practices that help reduce emissions and improve jobsite efficiencies. We actively seek ways to support our customers' decarbonization goals with reliable and efficient rental options that meet the unique needs of each jobsite.

With an average rental fleet age of 45 months at the end of 2025, our customers gain access to equipment that reflects current standards in fuel efficiency and operator safety — capabilities that tend to improve with each successive generation of machinery. We hold our fleet for optimal periods to support our total cost of ownership models while offering customers access to cutting-edge choices. This provides our customers with flexibility and access to well-maintained, up-to-date equipment without the long-term commitments of ownership.

45
months: average age of rental fleet

27. Excludes non-engine-powered fleet products.

2025 RENTAL FLEET COMPOSITION BY POWER SOURCE[27]

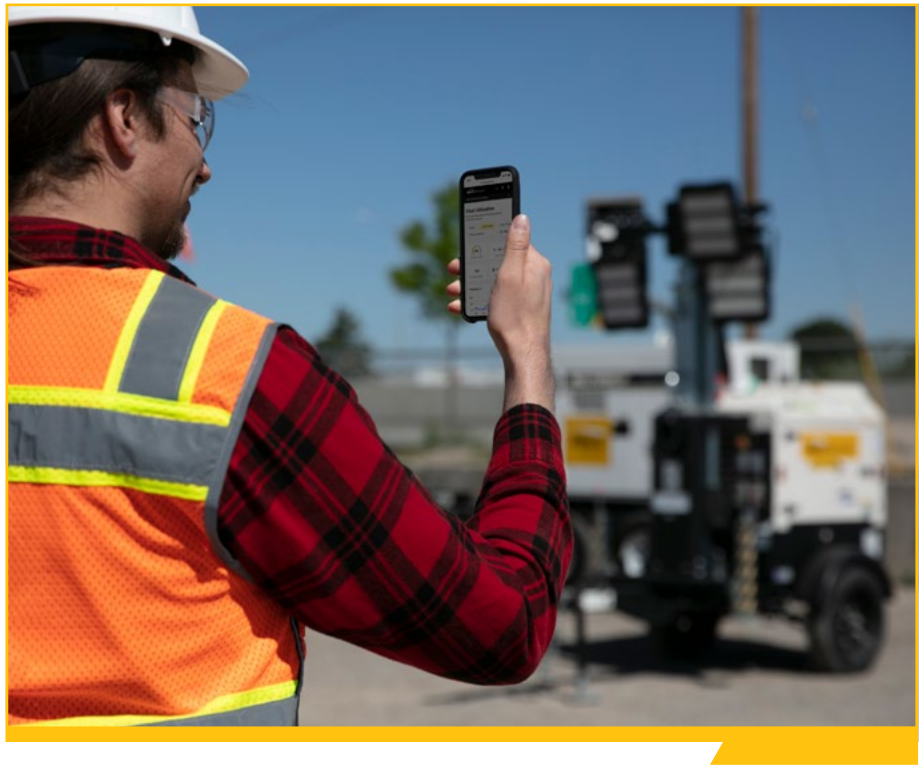


We offer customers equipment powered by a wide array of sources to meet diverse project needs and sustainability goals. Our rental fleet reflects our ongoing commitment to expanding cleaner energy options. As we continue to grow our hybrid, electric and alternative fuel equipment offerings, we empower customers to unlock greater energy efficiency and reduce their jobsites' environmental impact.

Customer Success

As a leading equipment rental provider, we support customers in meeting their sustainability objectives by combining modern, fuel-efficient fleet options with expert guidance and innovative technology. By providing access to energy-efficient equipment choices alongside the tools to monitor and optimize how that equipment is used, we help customers reduce fuel consumption, minimize downtime and make more informed decisions about their jobsite resource use.

78%
Telematics-Enabled Equipment[28]

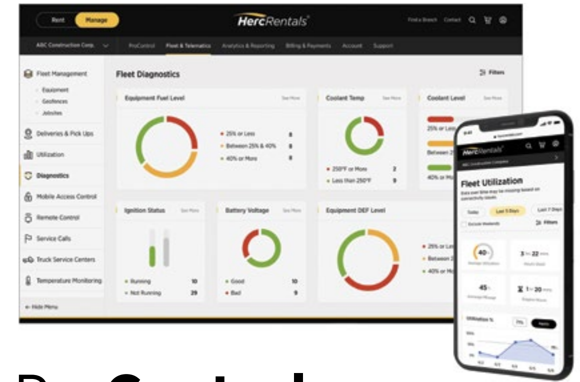


ProControl by Herc Rentals™ Connects Customers to Smarter Jobsites

At the close of 2025, 78% of Herc Rentals' fleet offerings were digitally connected to telematics[28], enabling our customers to access data insights and a broad range of jobsite management capabilities across the majority of their rental activity. ProControl by Herc Rentals™ is our integrated platform that simplifies day-to-day fleet oversight through telematics and comprehensive fleet management features.

Customers rely on ProControl™ as their one-stop shop for real-time fleet visibility, analytics and account administration. ProControl helps customers reduce downtime, strengthen jobsite security and monitor equipment operability — directly supporting their operational, safety and sustainability goals. The platform helps customers make more informed decisions about how equipment is deployed and used to improve jobsite efficiencies.

We continue to invest in platform enhancements to support our customers in managing their fleet in alignment with their broader sustainability priorities.



ProControl™ by Herc Rentals

Featured ProControl Capabilities[29]

Comprehensive Telematics and Fleet Management: Maintain operational continuity and workplace security with equipment location tracking, jobsite geofencing, remote diagnostics and the ability to initiate service calls.

Cutting-Edge, Patented Technology: Enhance operational efficiency and safety by managing light towers and other equipment remotely and authorizing approved equipment operators with Mobile Access Control (M.A.C.).

Real-Time Analytics: Reduce idle time and fuel use while optimizing equipment deployment through utilization reports, customizable dashboards and personalized alerts.

28. Based on the portion of fleet where telematics is an applicable technology.
29. Feature availability varies by equipment type, with a core set of capabilities accessible across all connected assets and additional functionality specific to individual equipment categories.

CASE STUDY

Hybrid Power: Generating Fuel Savings and Emissions Reductions at Scale

In late 2024, a customer needed significant temporary power for a long-term project expected to span nearly a year in a region where grid infrastructure could not meet the project's demands. To help the customer save fuel and limit the project's environmental impacts, Herc Rentals worked closely with an original equipment manufacturer to improve the design of a hybrid power generation system that introduced advanced battery technology.

Unlike conventional diesel generators, which burn fuel continuously regardless of demand, the hybrid system stores energy in batteries and draws on generator power only when needed to replenish them. This approach significantly reduces total fuel consumption and emissions compared to traditional generation methods.

The Challenge

Conventional diesel generators produce power by continuously burning fuel, even when demand is low.

This leads to fuel consumption regardless of whether that power is fully utilized. There is no mechanism to store excess energy or buffer against demand spikes, so the generator must be sized for peak load and run continuously throughout.

At this scale and duration, that approach would have resulted in substantial fuel consumption, operating costs and associated emissions.

Our Solution

We deployed an innovative hybrid generator solution consisting of several custom-designed configurations to supply the project's end-to-end energy needs.

Furthermore, monthly reporting capabilities allowed our technicians to monitor and optimize system performance, ensuring the battery systems operated as intended while minimizing downtime.

The Outcome

Our approach delivered impressive financial and environmental benefits. Over the first year of the project, our solution helped the customer realize $1.5M in fuel savings and avoid 946 metric tons of carbon dioxide equivalent emissions.[30]

The customer reported being highly satisfied and has expressed interest in replicating the solution on additional project sites.

$1.5M
in fuel savings

30. Compared to conventional alternatives.

Greenhouse Gas Emissions

Understanding and managing our greenhouse gas (GHG) emissions helps us identify opportunities to operate more efficiently and create greater long-term value for our stakeholders.

Monitoring our GHG emissions inventory also highlights opportunities to collaborate with our suppliers and customers on decarbonization solutions across our value chain.

We measure and report our GHG emissions across all three scopes in alignment with the Greenhouse Gas Protocol:

- **Scope 1**: Direct emissions from the combustion of fuels in our corporate fleet and at our branch facilities — primarily diesel and gasoline consumed by our sales, delivery and service vehicles, as well as natural gas used for heating facilities.
- **Scope 2**: Indirect emissions associated with purchased electricity to power our operations, reported using both location- and market-based methodologies.
- **Scope 3**: Indirect upstream and downstream emissions across our value chain. We currently disclose five of ten categories relevant to our operations while building and refining calculation methodologies to report all relevant categories next year. We expect our methodologies will evolve as industry guidelines develop and new best practices emerge. As we inventory our full Scope 3 emissions profile, we will assess the areas of highest impact and consider setting specific reduction goals in partnership with key value chain partners.

STATUS KEY

✓ **Reported**
See Data Supplement

⊙ **Relevant**
Refining calculation methodologies and intending to disclose in 2027

N/A **Not applicable**

STATUS OF VALUE CHAIN GHG EMISSIONS REPORTING

Our Upstream Activities — SCOPE 3

1. Purchased Goods and Services	⊙
2. Capital Goods	⊙
3. Fuel-and Energy-Related Activities	✓
4. Transportation and Distribution	✓
5. Waste Generated in Operations	⊙
6. Business Travel	✓
7. Employee Commuting	✓
8. Leased Assets	N/A

Herc Rentals

SCOPE 2	Purchased Energy	✓
SCOPE 1	Company Facilities	✓
SCOPE 1	Company Vehicles	✓

Our Downstream Activities — SCOPE 3

9. Transportation and Distribution	N/A
10. Processing of Sold Products	N/A
11. Use of Sold Products	✓
12. End-of-Life Treatment of Sold Products	⊙
13. Leased Assets	⊙
14. Franchises	N/A
15. Investments	N/A

Source: Modified from Figure 1.1 in the *GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard* (published September 2011) to illustrate the current state of our Scope 3 reporting.

Setting a New Base Year and 2035 GHG Emissions Intensity Target

We seek to drive improvements in fuel efficiency and hold ourselves to a higher standard year over year. That work begins with establishing a representative baseline against which we can measure progress.

In 2025, we completed the acquisition of H&E Equipment Services, adding over 160 branches to our network and expanding our operational footprint by nearly a third. Given the substantial expansion of our operations, we established 2025 as our new GHG emissions base year, providing a representative foundation from which to measure progress and evaluate future performance.

Our 2025 baseline footprint includes our Scope 1 and Scope 2 emissions, along with a portion of our Scope 3 emissions — specifically those associated with third-party equipment hauling.

Transporting our rental equipment to serve customers is a core and consistent feature of how we operate, and third-party equipment hauling is closely linked to our Scope 1 emissions, which are primarily generated by our sales, delivery and service vehicles. Grouping these transportation-related emissions together provides a complete and consistent foundation for tracking progress against our 2035 goal: reducing our GHG emissions intensity by 30% compared to our 2025 baseline.

More information about our 2035 goal and decarbonization roadmap is detailed on p. 11 of this report. This report's Data Supplement includes more information about how we calculate 2025 base year emissions and demonstrates that we have obtained third-party limited assurance for these figures.

60%
of branches equipped with LEDs

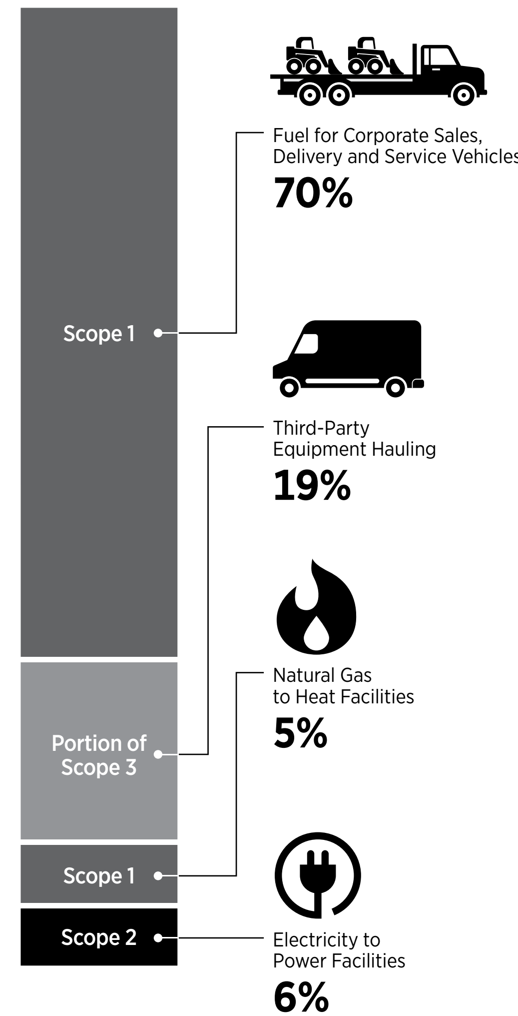
Lighting the Way to Lower Emissions

We have an established practice of choosing energy-efficient lighting when building new facilities and have been retrofitting existing facilities to include LED lighting on a rolling basis since 2022. By the end of 2025, we completed LED lighting upgrades at 60% of our branches.

We estimate that these multi-year investments saved 4,329 MWh in 2025 — equivalent to approximately 2,916 metric tons of location-based Scope 2 carbon emissions avoided.

GHG EMISSIONS FOOTPRINT

Illustrates the components of our carbon profile associated with our 2035 GHG emissions intensity reduction goal by size of source.



Waste

We manage waste responsibly to support our broader commitment to environmental stewardship across our branch network.

Waste Management Overview

We are committed to minimizing the waste generated by our operations and diverting as much of that waste from landfills as possible. We pursue this through employee education, continuous process improvement and partnerships with national suppliers that help us track, handle and responsibly dispose of waste across our branch network.

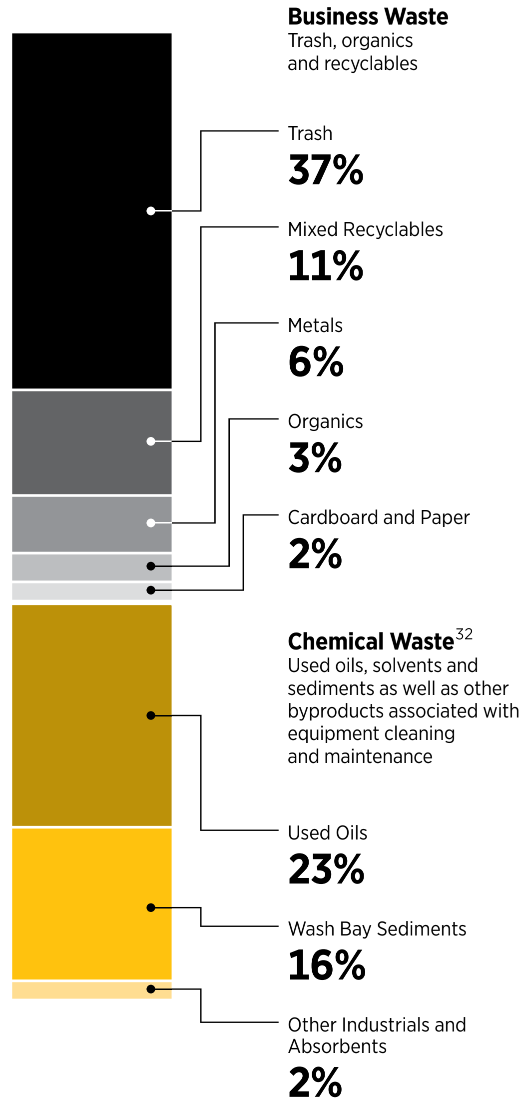
In 2025, our direct waste management suppliers provided data covering 91% of our locations, giving us a nearly complete and representative view of our waste streams[31]. Our 2025 waste footprint reflects the entirety of our current operations by incorporating full-year data from the H&E Equipment Services acquisition, which expanded our branch footprint by approximately 30%.

Our business and chemical waste programs have distinct regulatory requirements, environmental considerations and waste disposal pathways. This structure allows us to apply the right expertise and oversight to each waste stream and report transparently on our performance.

Across both programs, we rely on our waste management suppliers' support to properly handle waste and divert waste from landfills wherever possible. We require our indirect third-party waste handlers to comply with local waste disposal laws and regulations. We encourage them to recycle materials whenever it is practical or mandated.

WASTE STREAM COMPOSITION[31]

We categorize and manage waste in two separate programs:



Waste Diversion

In 2025, we diverted 51% of our overall waste tonnage from landfills — 38% of business waste and 71% of chemical waste.

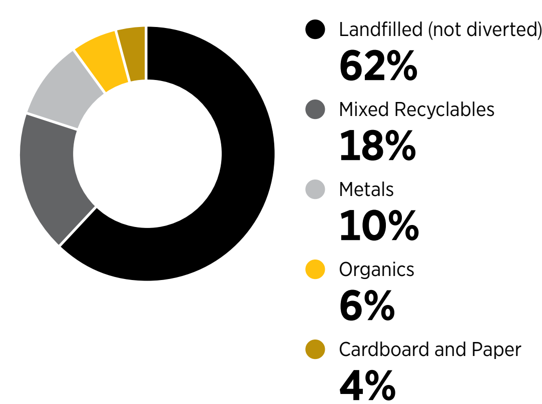
Our diversion rates reflect the nature of our waste streams and available infrastructure offered by national, municipal and regional suppliers to manage them. For example, specialized recycling, reclamation and treatment options are widely available for chemical waste streams. Our chemical waste diversion rate benefits from this specialized network, alongside our deliberate investment in responsible handling and closed-loop service providers.

One challenge on the horizon relating to chemical waste diversion is a large-scale shift in landfill operational practices. Landfills historically accepted waste sediments from our branches to create beneficial soil cover, but a growing number are moving away from soil-based covers in favor of tarps and alternative cover systems. We expect this trend to reduce the volume of chemical waste that we can divert across many geographies and will monitor how affected industries are pursuing sediment diversion opportunities.

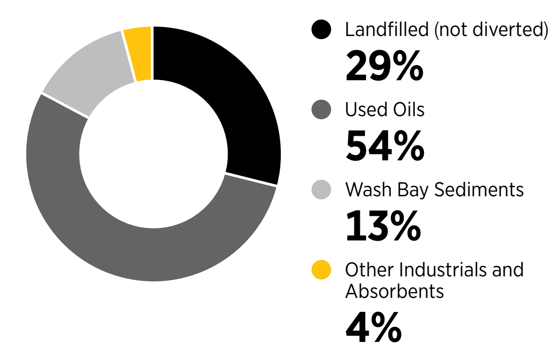
2025 BUSINESS AND CHEMICAL WASTE DIVERSION RATES

We measure our ability to minimize landfilled waste by monitoring our diversion rates.

Business Waste



Chemical Waste[32]



31. Excludes indirect third-party disposal of tires, equipment batteries, new construction or facility renovations and environmental remediation activities.
32. Includes hazardous waste, which makes up 1% of chemical waste and is 99.7% diverted. Hazardous is classified as defined by the U.S. Resource Conservation and Recovery Act (RCRA) or Transport Canada classification under the Transportation of Dangerous Goods (TDG) Program.

>456K
gallons of waste oil recycled

Efforts to Reduce and Divert Waste

We use multiple strategies to minimize the waste we send to landfills. This includes establishing on-site materials separation and recovery programs, collaborating with waste management suppliers for recycling and recovery solutions and reducing waste generation.

Waste Minimization

Reducing waste before it is generated is our first priority. We do this by:

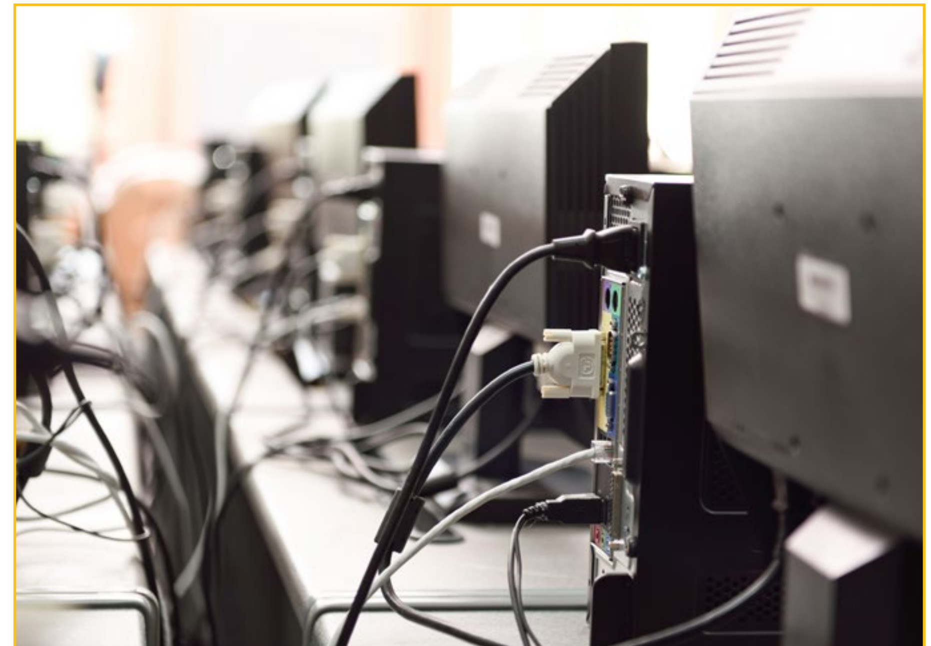
- Minimizing paper consumption through paperless contracts and optimized printing;
- Maintaining spill-prevention controls that exceed regulatory requirements; and
- Replacing hazardous solvents with aqueous alternatives to reduce hazardous waste generation at the source.

The Impact of Our Recycling Efforts

We establish cardboard and mixed recycling services at new and acquired branches served by our national suppliers. According to our largest waste management provider, the waste we diverted in 2025 was equivalent to saving nearly 50,000 trees, conserving 12.7 million gallons of water and avoiding 7,600 metric tons of carbon emissions.

Closed-Loop Motor Oil Recycling

Rather than exclusively sourcing new oil, we recycled over 456,000 gallons of used motor oil in 2025 and reused 12% of the re-refined output in our operations. This circular approach reduces lifecycle emissions. Our recycling partner awarded us an environmental certificate of achievement for 2025, estimating that our closed-loop program — with other eligible waste byproducts — avoided 2,322 metric tons of carbon dioxide equivalent.



Electronic and Universal Waste Management

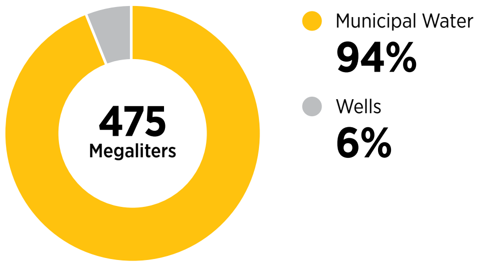
Managing electronic waste (e-waste) responsibly is important to prevent environmental contamination, preserve valuable resources and protect human health. While e-waste makes up far less than 1% of our business waste[33], we understand the importance of managing this waste stream conscientiously.

We partner with specialized waste service providers that repurpose or recycle our e-waste and universal waste, including mobile devices, computers and printer cartridges. Reclaiming materials from these waste streams minimizes environmental risk and reduces upstream social and environmental costs in sourcing raw materials such as precious metals used in electronics.

In 2025, our mobile device waste management supplier repurposed 2,158 mobile devices on our behalf.

33. This figure is based on data available from our direct e-waste management suppliers servicing our facilities; it excludes indirect third-party e-waste disposal.

WATER CONSUMPTION



Water

We manage our water use to support responsible operations and reduce impacts on the communities and regions where we operate.

Although equipment rental is not considered a water-intensive industry, we work to conserve water, promote responsible treatment and focus our efforts where water stress is greatest.

We use the World Resources Institute's (WRI) Aqueduct Water Risk Atlas to identify branches in regions with high or extremely high water stress and prioritize conservation efforts where they are needed most. Our specialized water reclamation systems collect spent water from cleaning equipment, remove solids and recirculate the treated water in a closed loop for reuse. We install these systems across our branch network, with a focus on areas experiencing high or extremely high water stress. Our highest priority is the limited number of branches where we withdraw water directly from wells in water strapped areas. Because groundwater is a finite, shared community resource, stewardship is especially important at these locations.

2025 Conservation Efforts in High or Extremely High Water-Stressed Areas

Share of branches using water reclamation systems to clean equipment:

- 42% of all branches
- 78% of branches with wells

Properly maintaining water reclamation systems is key to reducing the water used to clean our equipment. Dedicated team members inspect this infrastructure weekly and schedule repairs and preventative maintenance as needed to keep systems running optimally. As concerns about water scarcity grow, we will continue to implement these systems, giving priority to the most water-constrained markets in which we operate, while adhering to local regulations.

Environmental Compliance

Herc Rentals is dedicated to lessening the environmental impact of our operations by implementing programs that include sound environmental practices.

Our environmental policies and procedures are designed to guide our team members in complying with local, state and federal regulations. Specifically, our Environmental Management Policy outlines our responsibilities, including:

- Following pollution prevention measures;
- Upholding environmental best management practices;
- Handling, storing and disposing of hazardous substances;
- Training employees working with petroleum storage tanks; and
- Developing and maintaining appropriate emergency and spill response programs.

This policy and accompanying procedures are reviewed annually by the Environmental Programs Manager and approved by the Chief Operating Officer. Our procedures cover a variety of topics such as conducting regular inspections of fuel storage tanks, dispensers and safety monitoring devices.

In conjunction with our policies and procedures, our Environmental Management System (EMS) supports environmental compliance by enabling our team members to track and manage incidents, as well as internally audit policy compliance. Our EMS is designed to minimize the frequency, impact and severity of environmental incidents. It also supports training, risk prevention and incident response. During incident response activities, we collaborate with certified third-party vendors to minimize and report any impacts in accordance with federal, state and local regulations.

Policies and Governance

- GOVERNANCE STRUCTURE AND OVERSIGHT
- ENTERPRISE RISK MANAGEMENT
- DATA PRIVACY AND CYBERSECURITY
- SUPPLY CHAIN DUE DILIGENCE AND RESPONSIBLE PROCUREMENT
- BUSINESS ETHICS AND CULTURE

Governance Structure and Oversight

We are committed to conducting our business in a responsible and ethical manner, respecting the environment and the communities where we operate. Our governance structure, policies and risk management practices are essential to our long-term success and ongoing ability to create value for customers and business partners.

Board and Management Sustainability Oversight

Our **Board of Directors** (**the** "**Board**") and senior management oversee our sustainability performance and strategy. Our Board's engagement is an important part of responsibly managing impacts, opportunities and risks across diverse sustainability topics. The Board meets regularly as described in our 2026 Proxy Statement.

Our **Sustainability and Social Impact Executive Steering Council** (**the** "**Council**") is comprised of select C-suite members who oversee two working groups — environmental and social impact. These two working groups supplement other workstreams to provide comprehensive oversight from management across key sustainability topics. The working groups are led by the sustainability and social impact team and include leaders from operations, finance and accounting, fleet, facilities, marketing, communications, sales and human resources who provide diverse subject matter expertise and facilitate cross-functional sustainability integration. The diagram on the right illustrates the Board's oversight of sustainability topics and outlines key responsibilities of the Council and its working groups.

Board Diversity

Our **Nominating and Governance Committee** considers each nominee's diversity of perspective, personal and professional experiences, background and abilities when assessing candidates. The Corporate Governance Guidelines and the Nominating and Governance Committee Charter identify some factors, including diversity, that the Nominating and Governance Committee will consider when evaluating directors.

The Nominating and Governance Committee interprets diversity broadly to mean a variety of opinions, perspectives, personal and professional experiences and backgrounds, such as international and multicultural experience and understanding, as well as other differentiating characteristics, including gender, ethnicity and race. We believe that our Board's current diverse mix provides an array of backgrounds, perspectives and expertise necessary to effectively make decisions affecting Herc Rentals and its stakeholders.

Our Sustainability Oversight Structure

Board Committees[34]

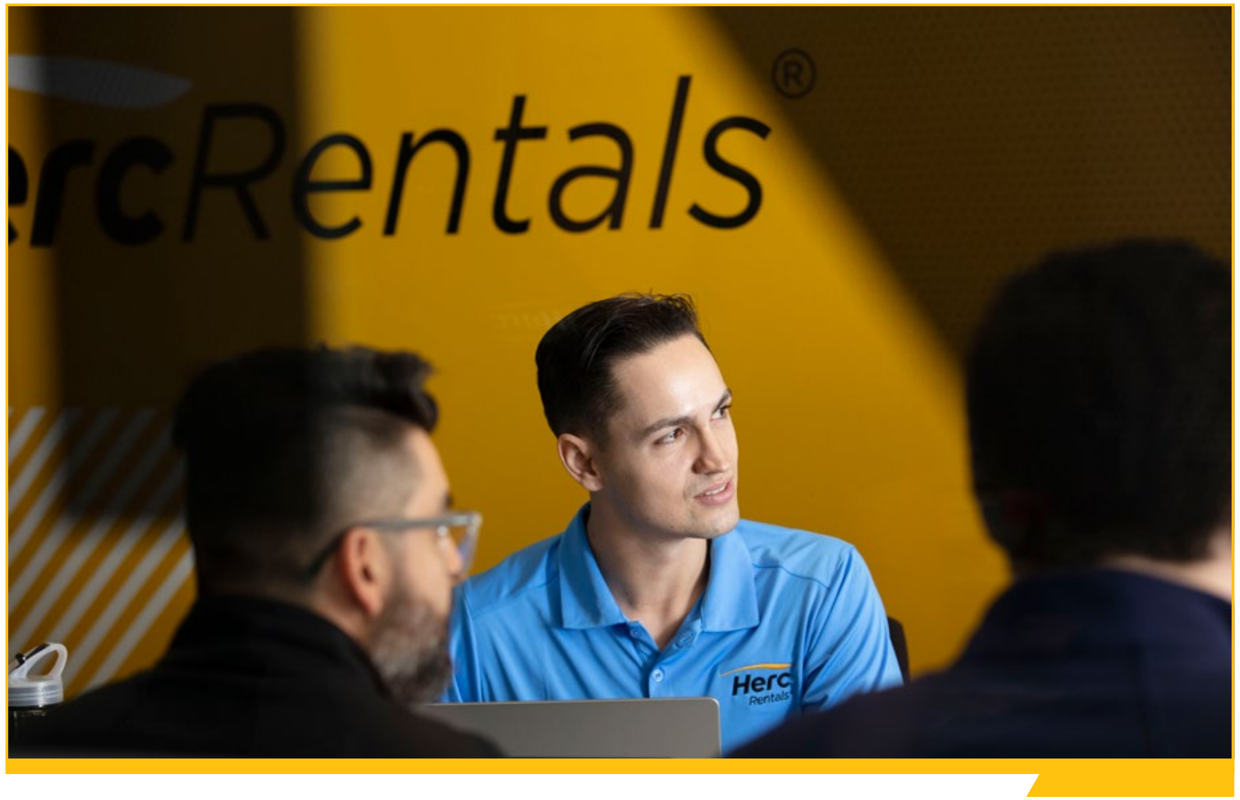
NOMINATING AND GOVERNANCE	COMPENSATION	AUDIT
• Provides primary oversight of sustainability • Reviews sustainability strategies, initiatives, policies and annual Corporate Citizenship Report, inclusive of biennial climate risk and opportunity assessments	• Sets specific sustainability Management Business Objectives (MBOs), which are part of the annual incentive compensation of our executives[35] • Oversees matters relating to our people and culture such as talent management, team member development and succession planning[36]	• Oversees Enterprise Risk Management (ERM), inclusive of environmental, social and governance risks • Reviews financial disclosures with sustainability subject matter included in Annual Reports and 10-Ks • Reviews Internal Audit's annual safety audit report

SUSTAINABILITY AND SOCIAL IMPACT EXECUTIVE STEERING COUNCIL

- Guides sustainability and social impact initiatives and disclosures
- Ensures business units are accountable for sustainability priorities while achieving results

ENVIRONMENTAL WORKING GROUP	SOCIAL IMPACT WORKING GROUP
• Improves enterprise-wide environmental performance • Guides climate-related disclosures, strategy and opportunities • Receives briefings on biennial climate risk and opportunity assessments, validating findings and supporting strategic interventions and risk mitigation tactics	• Supports the strategic development of employee volunteerism and corporate philanthropy

34. The full Board oversees Data Privacy and Cybersecurity and leverages committees to oversee other relevant environmental and social topics.
35. MBOs typically focus on incremental gains needed to meet long-term sustainability goals and strategic priorities.
36. Our programs, policies and initiatives related to employee relations, engagement, culture and equal employment opportunity are also reviewed by the Compensation Committee.



Enterprise Risk Management

Herc Rentals places great importance on managing risk effectively. To achieve this, we have developed a rigorous approach to our Enterprise Risk Management (ERM) program, working across the business to evaluate, prioritize and manage risks.

We analyze risks at the business unit and enterprise levels, taking into account the probability and potential impact of each risk, in order to make informed decisions. These analyses help shape our risk management approach, enabling us to understand the challenges that potential risks pose and respond accordingly.

We look at risks in various categories, including environmental, social and governance topics such as talent, safety, climate and cybersecurity. We consider interdependencies and combined effects across risks, as well as the opportunities and best practices that can help us enhance our risk management capabilities. This includes assigning "risk owners" to monitor risks broadly as we are committed to integrating ERM into our decision-making processes, while fostering a culture of risk awareness and accountability across the organization. "Risk owners" support our ERM processes by monitoring the nature and scope of risks under their purview, articulating risk exposure and developing plans of action to mitigate or lessen the impacts of the risk.

ERM Committee

Each quarter, our **ERM Committee** prioritizes the risks facing the organization based on its review of potential risks to our operations and financial results. The committee is comprised of C-suite members and cross-functional department and business leaders and formally requests input from the full senior leadership team annually.

The ERM Committee reports on its findings and recommendations to the Board annually. We also report relevant items relating to sustainability topics[37] in "Item 1A: Risk Factors" on Form 10-K. More details on how we oversee risks associated with sustainability topics are found in the previous page of this report and our 2026 Proxy Statement.

Climate-Related Risks and Opportunities

To better understand our exposure to climate-related risks and opportunities, we ran an assessment in 2025 using scenario analysis following the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD). When conducting our assessment, we referred to the Intergovernmental Panel on Climate Change's (IPCC) Representative Concentration Pathways (RCPs) and scenario guidance established by the Network of Central Banks and Supervisors for Greening the Financial System (NGFS).

This effort is important for ensuring business continuity planning and compliance with climate-related disclosure regulations. Our TCFD Report provides details, including a comprehensive overview of our three-pronged approach to managing climate-related risks and opportunities: (1) Enterprise Risk Management, (2) Double Materiality Assessments and (3) climate assessments informed by scenario analysis. Our integrated framework is designed to mitigate top climate risks and unlock strategic opportunities with appropriate oversight from Management and the Board as highlighted in the "ERM Committee" section on this page.

37. Including climate-related risks and risks associated with the topics outlined in the Focusing on Key Impacts, Risks and Opportunities section of this report.

Data Privacy and Cybersecurity

At Herc Rentals, we understand the importance of data privacy and cybersecurity. We recognize that our customers, employees and stakeholders entrust us with their personal and business information, and we take that responsibility very seriously.

We believe that safeguarding the confidentiality and integrity of this information is not only our responsibility, but also critical to our success. We provide regular training and awareness programs to our employees on data privacy and cybersecurity. In addition, we monitor and audit compliance with our related policies, processes, procedures and standards.

Privacy Policy

We collect information for various purposes such as responding to inquiries, enhancing our products and services, conducting analytical research and supporting our business operations. Our Privacy Policy transparently outlines the principles and practices that guide our collection, use and disclosure of personal information, as well as the rights and choices of individuals regarding their data. It also illustrates the proactive steps we take to protect the information we collect through data security and retention measures.

Zero
known substantiated reports of violations of our customers' data to date

Cybersecurity

We recognize that cybersecurity is a dynamic and evolving risk that requires ongoing vigilance and adaptation. Our cybersecurity program aligns with the National Institute of Standards and Technology's (NIST) cybersecurity framework. It is designed to protect our information systems and assets from unauthorized access, use, disclosure, modification or destruction and to ensure the continuity and resilience of our operations.

We employ a multi-layered defense strategy that includes advanced technologies. Our systems and controls undergo regular testing and assessment and we actively collaborate with external experts, partners and industry peers to share best practices and enhance our capabilities.

We have a defined set of information security policies and standards, including our information technology policy, which apply to the use of information, information systems, electronic and computing devices, applications and network resources used to conduct business within Herc Rentals. These policies and standards apply to employees, contractors, consultants, temporary and other workers at Herc Rentals, including personnel affiliated with third parties.

Our cybersecurity team is responsible for building security capabilities, developing employees' security awareness and protecting the business through a holistic approach. This includes enforcing security rules and policies, providing security guidance and risk mitigation strategies and acting as the main authority for our information security.

Employees complete mandatory cybersecurity training annually and regular phishing tests are conducted for anyone with a Herc Rentals email address. In addition, virus and malware scans are conducted on all systems using industry-leading tools.

On an annual basis, the cybersecurity team and senior management conduct tabletop exercises as part of our risk mitigation initiatives to prepare for potential cybersecurity events. In addition, we have an active Board member with cybersecurity experience who meets regularly with the company's senior information technology leadership.

Herc Rentals takes ongoing steps to protect the privacy of our customers and employees and relies on both internal and external teams to investigate any formal complaints regarding the safekeeping or breach of customer data.

Harnessing the Power of Artificial Intelligence Responsibly

We are committed to deploying artificial intelligence (AI) responsibly and transparently across our operations. Our approach to AI governance is guided by principles of security, accountability and respect for individual privacy. We evaluate AI tools and applications for potential risks inclusive of evaluating data privacy implications, before deployment. We also maintain human oversight of AI-assisted processes that affect our customers or employees.

Supply Chain Due Diligence and Responsible Procurement

At Herc Rentals, we believe in responsible sourcing and rely on a network of trusted vendors and suppliers who share our values and principles. We hold our supply chain partners to high standards regarding ethical, social and environmental responsibility.

Vendor Code of Conduct

Herc Rentals is committed to a policy of fair, honest and ethical business practices and conduct, including all principles outlined in our Code of Ethics, and compliance with all applicable laws and government regulations wherever we operate. Our vendors and suppliers are also required to adhere to the same standards and principles by which we operate.

Our Vendor Code of Conduct clearly articulates our expectations for our value chain partners. We require all our vendors and suppliers to adhere to the UN Guiding Principles on Business and Human Rights and international human rights principles, including the Universal Declaration of Human Rights and the International Labour Organization's 1998 Declaration on Fundamental Principles and Rights at Work. We strictly prohibit our vendors and suppliers from using any forms of forced labor, including prison labor, indentured labor, bonded labor, any form of slavery and any form of human trafficking. We will not support or do business with any third party who knowingly and intentionally is involved in any human rights violations. Additionally, we do not allow vendors and suppliers to hire or contract individuals under 18 years of age for positions that require hazardous work in the production and fulfillment of Herc Rentals' requested goods and services.

As a federal contractor, we comply with all federal laws and regulations and require our vendors, suppliers, contractors and subcontractors to do the same in the production and fulfillment of our requested goods and services.

Our top priority is safety, and we require an active commitment to, and personal accountability for, safety and safety compliance from all employees and contractors. We also expect our supplier and vendor representatives to adhere to all company safety requirements and applicable state and federal safety regulations while visiting our facilities. To support that expectation, our Contractor Safety Guide stipulates specific safety practices and actions that all contractors must follow.

We are committed to minimizing the impact of our equipment rental operations on the environment by implementing programs that incorporate sound environmental policy and best management practices. We operate in accordance with the relevant local, state and federal regulations everywhere we operate. We expect all our vendors and suppliers to operate with the same accountability related to sound social and environmental practices. If applicable, we will seek documentation from vendors and suppliers certifying the existence of an environmental management system governing the production and fulfillment of Herc Rentals' requested materials and goods.

Human Rights and Anti-Modern Slavery

Herc Rentals is committed to respecting, defending and advancing human rights in all aspects of our business and value chain. Our Human Rights Policy is guided by the Universal Declaration of Human Rights, the International Labour Organization's Declaration of Human Rights and the International Bill of Rights. It applies to all employees and business partners and covers topics such as integrity, ethics, diversity, non-discrimination, non-harassment workplace health and safety, fair working conditions, freedom of association and stakeholder involvement.

We also stand firmly against any violations of human rights and any form of modern slavery, including human trafficking, bonded labor, forced or coerced labor, prison or indentured labor and child labor. Herc Rentals prohibits the hiring of individuals under 18 years of age.

Herc Rentals provides regular reporting and disclosure of our human rights principles and performance to our Board of Directors, stakeholders and the public. We foster open communication and feedback from employees and provide channels for reporting and investigating any potential violations of our policy. For more information, please see our Annual Report on Forced Labor and Child Labor in Supply Chains.

Conflict Minerals

At Herc Rentals, we do not directly handle raw materials. However, as technology for lower-emissions and electric equipment becomes more pervasive, it is increasingly important to consider risks in our supply chain relating to conflict minerals. We believe that companies complying with conflict minerals disclosure requirements are better positioned to uphold human rights by mitigating human trafficking (or any form of slave, coerced, fraudulent or exploited labor) in their supply chains. We strongly encourage our suppliers to disclose their supply chain risk pertaining to conflict minerals and procure those minerals from conflict-free sourcing of raw materials needed for components, parts or products. We expect suppliers to communicate their policy to their sub-suppliers regarding conflict minerals, and where possible, require their sub-suppliers to implement their own conflict-free policy regarding raw materials.

Supplier Engagement

Herc Rentals is committed to responsible and ethical business conduct and partnering with companies that respect their workers, the environment and communities across our value chain. To manage supply chain risks associated with forced labor and environmental degradation, we screen vendors to ensure they meet our business conduct expectations. Inquiries of suppliers are made when we enter into supplier relationships and are refreshed periodically depending on the level of business we undertake with any supplier. In addition, we make in-person visits to manufacturing locations and conduct supplier engagement surveys at regular intervals. Suppliers representing over 80% of our spend with Original Equipment Manufacturers (OEMs) replied to our 2025 Supplier Questionnaire, with 100% of respondents reviewing our Vendor Code of Conduct and our Human Rights Policy. The results of the questionnaire are used to identify areas where follow-up meetings are needed to clarify responses or address potential gaps between suppliers' practices and our expectations.

>80%

OEMs reviewed our Vendor Code of Conduct and Human Rights Policy[38]

38. Percentage is calculated based on spend with OEMs.

Partnership Accreditation in Indigenous Relations

We are committed to the Partnership Accreditation in Indigenous Relations (PAIR), a formal program coordinated by the Canadian Council for Indigenous Businesses. One of PAIR's foundational elements requires companies to support the growth and development of Indigenous businesses. PAIR's criteria also involve demonstrating leadership as an employer of First Nation, Inuit and Métis people while fostering strong community relationships. We are in the third and final phase of a multi-year process toward full accreditation and are honored to be on this journey. To date, we have taken many actions such as partnering with our Indigenous team members to create a formal Indigenous Relations Policy, developing an Indigenous Lands Acknowledgement and launching a cultural awareness training for team members and leadership.

Business Ethics and Culture

We set high expectations for ethical employee conduct and our policies for anti-corruption are ingrained in Herc Rentals' organizational culture. We are committed to transparency, integrity and accountability throughout the company while maintaining a zero-tolerance stance against unethical behaviors.

Code of Ethics

Seeking to operate with the highest standards of ethics and integrity is a defining feature of our culture and a reflection of who we are as a Company. The Herc Rentals Code of Ethics communicates our vision, mission, values and guiding principles and outlines the expectations and responsibilities of employees regarding ethical conduct, compliance and communication. All employees must complete Code of Ethics training upon hire. To avoid undesirable consequences such as disciplinary action, all employees must acknowledge our Code of Ethics annually and abide by Company rules and policies. Our Code of Ethics covers a range of topics that employees must be aware of and strictly adhere to, such as safety, diversity, respect, confidentiality, conflicts of interest, insider trading, records management, anti-bribery, anti-corruption/antitrust, public statements, gifts and entertainment and environmental sustainability.

See Something, Say Something

It is our duty to enable individuals to raise concerns about our Company's business conduct and we provide several channels to do so, including reporting to local management, senior management, Human Resources, the Legal Department or the Compliance Department. Our employees have a responsibility to speak up regarding any potential violations of law or policy. Employees can also raise concerns or report potential violations through our Company Helpline and our employee intranet. The Helpline is monitored by a third-party provider and is available 24 hours a day, seven days a week and provides a convenient way to report known or suspected violations of Company policies and procedures, the law or unethical behavior. Reports may be made anonymously. All reports are investigated promptly with appropriate action taken. We have a zero-tolerance policy regarding retaliation. No employee who acts in good faith will face retaliation for reporting a concern or potential violation of law or Company policy.

Anti-Corruption

Doing the right thing is one of our core values and acting with integrity is critical to our success. We compete lawfully and responsibly and have a zero-tolerance policy for bribery, corruption and antitrust violations. We do not give or accept bribes under any circumstances, directly or indirectly, nor do we engage in improper business practices or reach improper agreements (either explicit or implicit) with competitors. We uphold all applicable laws concerning bribery, corruption and antitrust, including the Foreign Corrupt Practices Act and the U.K. Bribery Act. Our employees are trained regularly on these important topics to know how to act and where to report if a competitor or business partner raises an improper subject. Our Legal Department supports the Company in upholding our policy and fostering an ethical culture throughout our business.

Appendix

Safety Policy Statement

Herc Rentals requires an active commitment to, and personal accountability for, safety and safety compliance from all employees and contractors.

Our Safety Policy is a written statement embedded in our Health and Safety Management System that expresses our commitment to employee well-being, outlines specific safety goals and establishes a framework for achieving those goals. Our policy undergoes a robust annual review process and covers priorities such as:

- Safeguarding the safety and health of our teammates at all times;
- Reducing safety incidents and non-conformances;
- Meeting or exceeding customer requirements and ensuring their ongoing satisfaction;
- Setting safety performance objectives and measuring results to assess and continuously improve safety programs and processes;
- Planning for, responding to and recovering from emergencies, crises and business disruptions;
- Communicating openly with internal and external stakeholders and ensuring an understanding of our safety procedures, standards, programs and performance;
- Improving our performance on issues that concern our stakeholders — especially when our knowledge of successful safety programs and initiatives can help;
- Complying with applicable legislation, regulations and industry standards;
- Creating a culture where Stop Work is an individual obligation and company responsibility[39];
- Providing occupational health and safety training to all our workers, as well as health and safety training to our customers;
- Identifying and effectively managing safety risks;
- Allocating appropriate resources to implement this policy; and
- Striving to make every day a "Perfect Day" where there are zero 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.

39. All employees are empowered to intervene with Stop Work Authority ("SWA") when they perceive an unacceptable safety condition, act or situation where an individual's lack of understanding could result in an incident. The SWA is supported through senior leadership that emphasizes safe practices. In addition, team members perform and document daily observations as well as identify and address hazards.

Forward-Looking Statements

This report contains statements that Herc Holdings Inc. believes to be "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995.

All statements other than statements of historical fact are forward-looking statements including, without limitation, statements regarding Herc Holdings' future business strategy, targets, plans and objectives for future operations. Forward-looking statements are generally identified by the words "goal(s)," "aims," "estimates," "expects," "anticipates," "projects," "plans," "intends," "believes," "forecasts" and future or conditional verbs, such as "will," "should," "could" or "may" as well as variations of such words or similar expressions. All forward-looking statements are based upon our current expectations and various assumptions, and there can be no assurance that our current expectations will be achieved. They are subject to future events, risks and uncertainties — many of which are beyond our control — as well as potentially inaccurate assumptions, that could cause actual results to differ materially from those in the forward-looking statements. Further information on the risks that may affect our business is included in filings we make with the Securities and Exchange Commission (SEC) from time to time, including our most recent annual report on Form 10-K, subsequent quarterly reports on Form 10-Q and our other SEC filings. We undertake no obligation to update or revise forward-looking statements that have been made to reflect events or circumstances that arise after the date made or to reflect the occurrence of unanticipated events.

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

GRI Index Continued

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	Indicator	Description	Response/Location
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

GRI Index Continued

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

GRI Index Continued

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

GRI Index Continued

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

GRI Index Continued

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

GRI Index Continued

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

SASB Index

SASB Standards are maintained by the IFRS Foundation. Herc Holdings Inc.'s disclosures are mapped to the Industrial Machinery and Goods Sustainability Accounting Standard based on the Company's Sustainable Industry Classification System. We referenced Industry Standard Version 2023-12, and some associated topics and metrics do not apply to our operating model.

SUSTAINABILITY DISCLOSURE TOPICS AND METRICS

Topic	Code	Description	Response and/or Location
Energy Management	RT-IG-130a.1	(1) Total energy consumed (gigajoules)	(1) 3,551,556
		(2) Percentage grid electricity (%)	(2) 5.9%
		(3) Percentage renewable (%)	(3) 0.33% from renewable energy credits and self-generated renewables.
Workforce Health and Safety*	RT-IG-320a.1	(1) Total recordable incident rate (TRIR)	(1) 0.93
		(2) Fatality rate	(2) 0.010
		(3) Near miss frequency rate (NMFR)	(3) Not reported
Fuel Economy and Emissions in Use-Phase	RT-IG-410a.1	Sales-weight fleet fuel efficiency for medium- and heavy-duty vehicles	As an equipment rental company that is not a manufacturer, this metric is not relevant to our business. Therefore, we do not report on this topic.
	RT-IG-410a.2	Sales-weighted fuel efficiency for non-road equipment	
	RT-IG-410a.3	Sales-weighted fuel efficiency for stationary generators	
	RT-IG-410a.4	Sales-weighted emissions of (1) nitrogen oxides (NO_X) and (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines and (d) other non-road diesel engines	
Materials Sourcing (Previously Called Supply Chain Management)	RT-IG-440a.1	Description of the management of risks associated with the use of critical materials	
Remanufacturing Design (Previously Called Manufacturing Design and Services)	RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services	

*The number of incidents multiplied by 200,000 hours per the total number of employee hours worked.

SASB Index Continued

ACTIVITY METRICS

Topic	Code	Description	Response and/or Location
Number of Units Produced by Product Category	RT-IG-000.A	Number of units	As an equipment rental company that is not a manufacturer, this metric is not relevant to our business. Therefore, we do not report on this topic.
Number of Employees	RT-IG-000.B	Number of employees	9,653

Equipped to be **the choice.**

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