



Corporate Citizenship Fact Sheet

We aspire to be the supplier, employer and investor of choice in our industry while upholding sound social and environmental practices.

Our core tenets of responsible value creation:

- Prioritize the safety and well-being of our employees, customers and community members.
- Continuously seek to reduce environmental impacts associated with our business activities.
- Align business practices and policies to reflect our responsibilities as a corporate citizen while supporting mutually beneficial outcomes for our partners.



Our Purpose

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

Our 2030 Sustainability Goals

Compared to 2019 baseline

Working to develop updated environmental goals to foster continuous improvements.



Goal

Reduce our Scope 1 and Scope 2 GHG emissions intensity¹ by

25%

Status

Achieved **26.0%** reduction in GHG emissions intensity¹



Achieved



Goal

Reduce landfill waste intensity² by

25%

Status

Achieved **24.6%** reduction in landfill waste intensity²



Nearly Achieved



Goal

Reduce Total Recordable Incident Rate (TRIR)³ to

0.49

Status

0.80 TRIR³, favorably trending downward since 2019



Making progress

¹Metric tons of carbon dioxide equivalent per million U.S. dollars of revenue.

²Metric tons per million U.S. dollars of revenue.

³The number of incidents multiplied by 200,000 hours per the total number of employee hours worked as of December 31, 2023.

2023 Sustainability Highlights



Environmental

38% of our rental equipment is EV or hybrid

53% of facilities have upgraded to LED lighting

63% of waste diverted from landfills



Social

All branches reported **>98% Perfect Days⁴**

Employee Engagement Index performance exceeds the North American benchmark by **7%**

Enabled **2,400 hours** of service via Volunteer Time Off



Governance

50% of the Board of Directors identify as Women or People of Color

Robust **Cybersecurity, Anti-Corruption, Anti-Modern Slavery and Human Rights Policy**

100% of suppliers surveyed confirmed they abide by our policies⁵

Awards



Sustainability, Customer Experience or Environment



4x Winner



MSCI
ESG RATINGS

CCC B BB BBB A AA AAA



2x Winner



Supporting and Hiring Veterans



3x Winner



3x Winner



3x Winner



Culture and Workplace



PAIR COMMITTED
PARTNERSHIP ACCREDITATION
IN INDIGENOUS RELATIONS

⁴Defined as a working day across our company with (i) no OSHA recordable incidents, (ii) no Department of Transportation violations and (iii) no "at fault" motor vehicle accidents.

⁵Suppliers surveyed represent 80% of our total spend

Scan or visit ir.hercrentals.com/sustainability/ to view our 2024 Corporate Citizenship Report.

