

Herc Rentals Canada (Matthews Equipment Limited)

ANNUAL REPORT ON FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS

Introduction

In accordance with Section 11(1) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Act”), Matthews Equipment Limited d/b/a Herc Rentals Canada (“Herc Rentals Canada”), submits this report setting forth the steps it has implemented and is continuing to develop to reduce the risk that forced labour and child labour are occurring in our supply chain or any other aspect of our business operations. Herc Rentals Canada is an indirect wholly- owned subsidiary of Herc Rentals Inc. (collectively referred to herein as “Herc Rentals”). Herc Rentals is a premier, full-service equipment rental company and equipment solutions provider, offering a broad portfolio of equipment for rent. Our fleet includes aerial, earthmoving and material handling equipment, trucks, air compressors, power generation, climate control and remediation and professional-grade tools. Herc Rentals serves a vast array of customer markets and conducts business within the United States and Canada. Herc Rentals Inc. is a Delaware corporation with its headquarters in Bonita Springs, Florida.

Herc Rentals Canada has approximately 700 employees throughout Canada and operates approximately 50 branches throughout Canada as of December 31, 2024. Herc Rentals’ supply chain consists of a mix of major equipment manufacturers and local, small equipment and material suppliers. While we believe that both the nature of our business and the locations in which we operate create a low risk regarding forced or child labour, Herc Rentals has established policies and procedures to minimize such risk. We are committed to the highest ethical standards and will not tolerate any form of forced or child labour within our business operations or supply chain.

Policies and Procedures Guarding Against Forced or Child Labour and Ensuring Responsible Sourcing

Herc Rentals is committed to respecting, defending and advancing human rights in all aspects of our business and value chain. This commitment is rooted in our core value—we do what’s right. At Herc Rentals, we seek to conduct our business with the highest legal and ethical standards. Our culture stresses that every employee, vendor and supplier shall act with integrity to provide a safe and healthy environment and to ensure that our employees are treated with respect and dignity. These policies are imbedded in the following Herc Rentals’ policies:

- **Human Rights Policy.** 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 and applies to all employees and business partners. As set forth in our Human Rights Policy, Herc Rentals stands firmly against any form of modern slavery, including human trafficking, bonded labour, forced or coerced labour, prison or indentured labour and child labour. Herc Rentals expressly 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 numerous channels for reporting and investigating any potential violations of our policy.

- **Vendor Code of Conduct.** 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 and social responsibilities, including forced or child labour. Our Vendor Code of Conduct clearly articulates our expectations for our value chain partners. We require all our vendors and suppliers to adhere fully with all applicable federal, provincial, state and local laws, including the UN Guiding Principles on Business and Human Rights and international human rights principles, 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 labour, indentured labour, bonded labour, 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 the age of 18 years for positions that require hazardous work in the production and fulfillment of Herc Rental's requested goods and services.
- **Code of Ethics.** Our Code of Ethics speaks directly about the way we conduct our business and guides us whenever we interact with each other, our customers, our business partners, including vendors and suppliers, and our communities. The Code of Ethics defines the behaviors to uphold our core values and provides the foundational basis for our business dealings. The Code of Ethics empowers all employees to speak up and report any suspected violations of applicable laws, Company policies and our ethical standards without fear of retaliation. The Code of Ethics is disseminated to all employees and is published on Herc Rentals' intranet as well as its external websites.

Parts of the business and supply chains that carry a risk of forced or child labour and steps taken to assess and manage potential risks.

Herc Rentals major equipment suppliers are located within North America, with the parts and components generally manufactured in North America, Europe and Asia. We reviewed Herc Rentals largest tier 1 suppliers in Canada for the year ending December 31, 2023, identified where those suppliers have headquarters and manufacturing locations based on publicly- available data, and compared those locations against the Global Slavery Index ("GSI"), which provides national estimates of modern slavery in 160 countries. None of our major suppliers have operations in the countries identified as having the highest prevalence of modern slavery, including forced or child labour.

To effectively manage this potential risk, Herc Rental's procurement department has developed processes that include, among other things, screening vendors and suppliers to ensure they meet our business conduct expectations, including in-person visits to manufacturing locations and conducting Supplier Engagement Surveys. As of December 31, 2023, 80% of our total supplier spend responded to the survey, with 100% having confirmed that they have reviewed and abide by our Vendor Code of Conduct, which includes a prohibition on forced or child labour. Our 2025 survey of vendors is currently underway. We also require vendors and suppliers, either through a Master Services Agreement or

purchase order terms and conditions to comply with all applicable laws, regulations, standards and Company policies, including the Vendor Code of Conduct. Supplier and Vendor audits are conducted on an as-needed basis, and we engage our top vendors and suppliers on an ongoing basis to continuously improve the ways we evaluate sustainability risks and opportunities in our supply chain.

Measures taken to remediate any forced or child labour or to remediate the loss of income to the most vulnerable families that result from any measure taken to eliminate the use of forced or child labour in its activities and supply chains.

Herc Rentals has well-publicized and disseminated channels for reporting potential violations of law and policy. These include a third-party helpline where any Herc Rentals employee, supplier, vendor, business partner, customer or other concerned individual can report concerns or issues confidentially and anonymously, including concerns related to any form of forced or child labour. The helpline is staffed with trained specialists, available 24 hours per day, 7 days per week. The helpline is accessible by phone at 855-862-1170 or through any internet connected device at hercrentals.ethicspoint.com.

As of the date of this report, Herc Rentals is not aware of any incidents of forced or child labour in its operations or supply chain. Accordingly, no remediation efforts have been required nor have any measures been required to remediate the loss of income of any impacted family. In the event of any reports of forced or child labour in the future, Herc Rentals will promptly investigate and take action as appropriate.

Training provided to employees on forced or child labour.

All employees (including officers) of Herc Rentals are required to complete web-based training on our Code of Ethics upon hire and periodically thereafter. In addition, all employees are required to certify annually that they have reviewed and understand the Code of Ethics.

Herc Rentals requires members of its legal and procurement departments responsible for overseeing and managing sourcing for Herc Rentals to complete annual training on forced labour so that those persons involved in selecting and negotiating contracts with our vendors and suppliers are further educated on issues relating to forced or child labour. This training is also available on a voluntary basis to all employees.

How Herc Rentals assesses its effectiveness in ensuring that forced or child labour or not being utilized in its business and supply chains.

Herc Rentals monitors the effectiveness of our measures to reduce the risk of forced or child labour in its Canadian and United States operations and supply chains by ensuring any reports received from employees or third parties regarding the existence of forced or child labour are fully investigated, and appropriate action taken, as may be necessary. **To date, we have received no reports of, or concerns raised regarding, forced or child labour.** Herc Rentals has also established a Sustainability Executive Steering Council, comprised of select senior management, that includes a Social Impact Working Group.

Additionally, Herc Rentals has engaged EcoVadis, a third-party, globally recognized assessment platform, to assist in identifying potential gaps in labour and human rights actions, policies and procedures. In 2024, Herc Rentals received the bronze rating from EcoVadis.


Approval and Attestation

This Report has been approved by the Board and signed on its behalf by:

Full name: Lawrence H. Silber

Title: Board Member and President

Date: May 15, 2025

Signature: _____

I have the authority to bind Herc Rentals Canada