

Leslie Hunziker  
Senior Vice President,  
Investor Relations, Communications & Sustainability  
Leslie.hunziker@hercrentals.com  
239-301-1675

For Immediate Release  
NR 25-0811

## Herc Rentals Publishes 2025 Corporate Citizenship Report

**Bonita Springs, Fla., August 11, 2025 – Herc Holdings Inc.** (NYSE: HRI), one of North America’s leading equipment rental suppliers operating through Herc Rentals Inc. (“Herc Rentals” or “the Company”), released its 2025 Corporate Citizenship Report, highlighting the company’s progress on its environmental, social and governance initiatives, with a primary focus on activities and achievements throughout 2024 and early 2025.

“Our purpose in building brighter futures is closely tied to our commitment to integrating sustainable and socially responsible practices across our operations and supplier and customer relationships,” said Herc Rentals President and Chief Executive Officer Larry Silber. “I am incredibly proud of our progress in executing our various sustainability goals and initiatives and excited for the opportunities ahead as we strengthen our sustainability performance in alignment with our growth strategy.”

Highlights from Herc Rentals’ 2025 Corporate Citizenship Report include:

- Named as one of *Newsweek’s* Most Responsible Companies for the fourth consecutive year; earned Great Place to Work® certification for the second time; earned EcoVadis Bronze Medal for quality in sustainability management; recognized on *USA Today’s* list of America’s Climate Leaders for the third year in a row; designated a Military Friendly® Employer for the 10th time.
- Achieved a Total Recorded Incident Rate (TRIR) of 0.87, which remains better than the industry’s safety benchmark of 1.0. This represents the Company’s progress towards its 2030 target.
- Reported a voluntary turnover rate of 11.4% which is lower than average comparable industries; received a best-in-class Employee Net Promoter Score (eNPS) of 40 and an Employee Engagement Index Score of 80, six points higher than the North American benchmark.
- Launched strategic social impact pillars to guide nonprofit relationships, volunteer efforts and charitable giving.
- Reduced Scope 1 and 2 greenhouse gas (GHG) emissions intensity by 26.5% from 2019 baseline, exceeding the Company’s 2030 goal.
- Achieved a 23.3% reduction in non-toxic landfill waste from 2019 baseline, only 170 basis points away from the Company’s target of a 25% reduction in non-hazardous waste to landfill intensity by 2030.
- Completed a Double Materiality Assessment to enhance the Company’s approach to stakeholder engagement and evaluate which sustainability topics have the most applicable impacts, risks and opportunities for the business, as well as society and the environment.

Herc Rentals acquired H&E Rentals in June 2025, adding over 160 branches and more than 2,500 team members to its network. As these locations are integrated, the Company will rebaseline key metrics and set new short-, mid- and long-term goals to reflect its expanded footprint.

To view Herc Rentals' 2025 Corporate Citizenship Report and learn more about the Company's sustainability strategy, visit <https://ir.hercrentals.com/sustainability>

# # #

### **About Herc Holdings Inc.**

Founded in 1965, Herc Holdings Inc., which operates through its Herc Rentals Inc. subsidiary, is a full-line rental supplier and, with the recent acquisition of H&E Equipment Services Inc., we have 622 locations across North America and 2024 pro forma total revenues were approximately \$5.1 billion. We offer products and services aimed at helping customers work more efficiently, effectively, and safely. Our classic fleet includes aerial, earthmoving, material handling, trucks and trailers, air compressors, compaction, and lighting equipment. Our 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 ProContractor professional grade tools. We employ approximately 10,200 employees, who equip our customers and communities to build a brighter future. Learn more at [www.HercRentals.com](http://www.HercRentals.com) and follow us on [Instagram](#), [Facebook](#) and [LinkedIn](#).

### **Forward-Looking Statements**

This press release includes forward-looking statements within the meaning of Section 21E of the Securities Exchange Act, as amended, and the Private Securities Litigation Reform Act of 1995. Forward-looking statements are generally identified by the words "estimates," "expects," "anticipates," "projects," "plans," "intends," "believes," "forecasts," "looks," 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. You should not place undue reliance on the forward-looking statements. 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. Factors that could cause actual results to differ materially from those projected include, but are not limited to, the following: (1) the cyclical nature of our industry and our dependence on the levels of capital investment and maintenance expenditures by our customers; (2) the competitiveness of our industry, including the potential downward pricing pressures or the inability to increase prices; (3) our dependence on relationships with key suppliers; (4) our heavy reliance on communication networks, centralized information technology systems and third party technology and services and our ability to maintain, upgrade or replace our information technology systems; (5) our ability to respond adequately to changes in technology and customer demands; (6) our ability to attract and retain key management, sales and trades talent; (7) our rental fleet is subject to residual value risk upon disposition; (8) the impact of climate change and the legal and regulatory responses to such change; (9) our ability to execute our strategy to grow through strategic transactions; (10) our significant indebtedness; and (11) our ability to integrate the acquisition of H&E Equipment

Services, Inc. into our business and our ability to realize the anticipated benefits of the transaction. Further information on the risks that may affect our business is included in filings we make with the Securities and Exchange Commission from time to time, including our most recent annual report on Form 10-K, subsequent quarterly reports on Form 10-Q, and in 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.