



# 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 intensity<sup>1</sup> by

**25%**

### Status

Achieved **26.0%** reduction in GHG emissions intensity<sup>1</sup>



Achieved



### Goal

Reduce landfill waste intensity<sup>2</sup> by

**25%**

### Status

Achieved **24.6%** reduction in landfill waste intensity<sup>2</sup>



Nearly Achieved



### Goal

Reduce Total Recordable Incident Rate (TRIR)<sup>3</sup> to

**0.49**

### Status

**0.80** TRIR<sup>3</sup>, favorably trending downward since 2019



Making progress

<sup>1</sup>Metric tons of carbon dioxide equivalent per million U.S. dollars of revenue.

<sup>2</sup>Metric tons per million U.S. dollars of revenue.

<sup>3</sup>The 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 Days<sup>4</sup>**

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 policies<sup>5</sup>

# Awards



**Sustainability, Customer Experience or Environment**



3x Winner



**MSCI**  
ESG RATINGS

CCC B BB BBB A AA AAA



2x Winner



**Supporting and Hiring Veterans**



2x Winner



2x Winner



3x Winner



**Culture and Workplace**



**PAIR COMMITTED**  
PARTNERSHIP ACCREDITATION  
IN INDIGENOUS RELATIONS

<sup>4</sup>Defined 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.

<sup>5</sup>Suppliers surveyed represent 80% of our total spend

Scan or visit [ir.hercrentals.com/sustainability/](https://ir.hercrentals.com/sustainability/) to view our 2024 Corporate Citizenship Report.

