

HERC HOLDINGS INC.

HercRentals[®]

2023

GLOBAL REPORTING
INITIATIVE (GRI) INDEX



GLOBAL REPORTING INITIATIVE (GRI) INDEX

For the period ending December 31, 2022

Our 2023 Corporate Citizenship Report, published on May 16, 2023, has been prepared in alignment with GRI Standards. This content index serves as a reference to locate the disclosure topics and standards currently utilized or within the listed public documents. Where information has not been publicly disclosed, additional details aligning to the GRI standards is provided here. For a detailed explanation of the standards, visit the [GRI website](#).

GRI ID	GRI Disclosure	Additional Information/Omissions	Reference	Page No.
GRI 1: FOUNDATION 2021				
GRI 1	This report reflects GRI 1: Foundation 2021.	Herc Rentals reports in alignment with GRI Standards 2021 for the period January 1, 2022 through December 31, 2022, unless other dates are provided.	Annual Report Herc Rentals Sustainability	
GRI 2: GENERAL DISCLOSURES 2021				
THE ORGANIZATION AND ITS REPORTING PRACTICES				
2-1	Organizational details	a. Legal name: Herc Holdings Inc. b. Nature of ownership and legal form is provided in our 2022 Annual Report - Form 10-K; "Our Company" and "Corporate History" c. Location of Headquarters: 27500 Riverview Center Blvd, Bonita Springs, Florida 34134 USA. d. Countries of operation: 356 locations in 42 states in the United States and five provinces in Canada.	Annual Report	10-K: cover, 1 to 2
2-2	Entities included in the organization's sustainability reporting	See Subsidiary Listing dated December 31, 2022. The consolidated financial statements include the accounts of Herc Holdings and its wholly owned subsidiaries. See exhibit 21.1 listing attached.	Annual Report Exhibit	10-K: Item 15, Exhibit 21.1
2-3	Reporting period, frequency and contact point	Our Corporate Citizenship Report is published annually in May. This report covers the 2022 fiscal and operating year, from January 1 through December 31, with certain additional YTD updates. Our Financial Reporting Annual Report with Form 10-K is filed annually in February of the prior fiscal year. The most recent 10-K published report covers 2022 fiscal year from January 1 through December 31. Historically, the annual financial report is filed in February, whereas the sustainability report (i.e. Corporate Citizenship Report) is typically filed in May due to the time involved in environmental data collection and processing. Publication dates: 10-K: February 14, 2023 2023 Corporate Citizenship Report: May 16, 2023 All questions, concerns, and feedback can be directed to: SustainabilityOffice@HercRentals.com	Herc Rentals Sustainability Annual Report	

GLOBAL REPORTING INITIATIVE INDEX

GRI ID	GRI Disclosure	Additional Information/Omissions	Reference	Page No.
2-4	Restatements of information	Few restatements were made and are included throughout the metric sections of the 2023 Corporate Citizenship Report.	Herc Rentals Sustainability	21 to 23, and 35 to 39
2-5	External assurance	The data in this report has been validated by internal audit and financial review but has not been validated externally. We hope to do so in the future.	Herc Rentals Sustainability	
ACTIVITIES AND WORKERS				
2-6	Activities, value chain, and other business relationships	"Our Company Strengths", "Diverse Customer Markets", and "Our Customers" 2022 Key Facts	Annual Report Herc Rentals Sustainability	10-K: 2 and 4 1
2-7	Employees	In 2023 Corporate Citizenship Report, we reported approximately 6,600 employees as of December 31, 2022. For GRI 2-7 accordance, we reported 6,716 total employees: 816 female, 5,897 male, 0 other, and 3 not disclosed; 6,710 permanent employees: 815 female, 5,892 male, 0 other, and 3 not disclosed; 6 non-guaranteed hours: 1 female and 5 male; 6,687 full-time employees: 806 female, 5,878 male, 0 other, and 3 not disclosed; 23 part-time employees: 9 female and 14 male. By regions, in the United States we reported 5,963 total employees, 5,961 permanent and 2 non-guaranteed hours; in Canada we reported 753 total employees, 749 permanent and 4 non-guaranteed hours.	Herc Rentals Sustainability Annual Report	1 10-K: 6
2-8	Workers who are not employees	Reason for omission: This information is unavailable or incomplete.		
GOVERNANCE				
2-9	Governance structure and composition	"Corporate Governance"	Proxy Statement Governance Documents	9 to 15
2-10	Nomination and selection of the highest governance body	"Selecting Nominees to the Board"	Proxy Statement	13 to 14, and 51
2-11	Chair of the highest governance body	"Our Board Leadership"	Proxy Statement	8
2-12	Role of the highest governance body in overseeing the management of impacts	"Strategic Oversight", "Environmental, Social and Governance", "Risk Oversight", and "Risk Considerations" 2023 Corporate Citizenship Report	Proxy Statement Herc Rentals Sustainability	9 to 12 8 to 12
2-13	Delegation of responsibility for managing impacts	"Strategic Oversight" and "Risk Oversight"	Proxy Statement	10 to 11
2-14	Role of the highest governance body in sustainability reporting	"Environmental, Social and Governance"	Proxy Statement	11 to 12
2-15	Conflicts of interest	"Certain Relationships and Related Person Transactions"	Proxy Statement	47 to 48
2-16	Communication of critical concerns	"Stockholder Communications with the Board"	Proxy Statement	15
2-17	Collective knowledge of the highest governance body	"Corporate Governance" and "Selecting Nominees of the Board"	Proxy Statement	8 to 12
2-18	Evaluation of the performance of the highest governance body	"Board and Committee Evaluation Process"	Proxy Statement	12

GLOBAL REPORTING INITIATIVE INDEX

GRI ID	GRI Disclosure	Additional Information/Omissions	Reference	Page No.
2-19	Remuneration policies	"Executive Compensation Practices"	Proxy Statement	19, 25, 26, 29, and 33
2-20	Process to determine remuneration	"Executive Compensation Program - Decision Making Process"	Proxy Statement	20 to 21
2-21	Annual total compensation ratio	"Pay Ratio Disclosure"	Proxy Statement	39
2-22	Statement on sustainable development strategy	2023 Corporate Citizenship Report - "A Message from Our CEO"	Herc Rentals Sustainability	4 to 6
2-23	Policy commitments	2023 Corporate Citizenship Report	Herc Rentals Sustainability	8 to 12
2-24	Embedding policy commitments	2023 Corporate Citizenship Report	Herc Rentals Sustainability	8 to 12
2-25	Processes to remediate negative impacts	2023 Corporate Citizenship Report	Herc Rentals Sustainability	8 to 12
2-26	Mechanisms for seeking advice and raising concerns	"Questions and Help"	Code of Ethics	21
2-27	Compliance with laws and regulations	Reason for omission: We are not reporting on this metric at this time due to legal prohibitions.		
2-28	Membership associations	The Company is a member of the American Rental Association and company representatives serve on the safety and tax committees.		
2-29	Approach to stakeholder engagement	Our approach is outlined in the "Stakeholder Engagement" section in our 2023 Corporate Citizenship Report.	Herc Rentals Sustainability	8 to 12
2-30	Collective bargaining agreements	Percentage of employees covered by collective bargaining agreements: 10.3%.	Annual Report	10-K, 6
GRI 3: MATERIAL TOPICS 2021 DISCLOSURES ON MATERIAL TOPICS				
3-1	Process to determine material topics	2023 Corporate Citizenship Report	Herc Rentals Sustainability	8 to 12
3-2	List of material topics	2023 Corporate Citizenship Report	Herc Rentals Sustainability	9
3-3	Management of material topics	The information for material topics and stakeholder engagement are provided in the referenced section and throughout our 2023 Corporate Citizenship Report. We have policies and commitments in place to prevent or report on negative impacts, which are referenced in the various material topic sections in this index. The Executive Team oversees all aspects of the Company's operations and policies, which are reviewed by the Board and Its Committees. Our stakeholders are invited to contact the Company with their questions to the Investor Relations contact or Office of Sustainability. The contact information is located on press releases, the corporate website, and within this report. We participate in ESG rating platforms such as EcoVadis, ISS, and MSCI to receive scores and evaluate the effectiveness of our sustainability measures and disclosures.	Herc Rentals Sustainability	9 to 11

GLOBAL REPORTING INITIATIVE INDEX

GRI ID	GRI Disclosure	Additional Information/Omissions	Reference	Page No.
ECONOMIC				
GRI 201: ECONOMIC PERFORMANCE 2016				
3-3	Management of material topics (Economic performance)	The economic performance of the Company is reported quarterly and annually through public filings and press releases. Utilizing both GAAP and Non-GAAP reporting metrics, we report on the year-over-year performance of the Company through its profit and loss statement, balance sheet, cash flow statement and adjusted EBITDA reconciliations. Procurement practices with our largest OEM suppliers are important regarding their compliance with our ethical standards. Our stakeholders are invited to contact the Company with their questions to the Investor Relations contact or Office of Sustainability. The contact information is located on press releases, the corporate website, and within this report. In addition to our public filings, to assist stakeholders, the Company hosts quarterly conference calls, inviting questions from investors, as well as Wall Street conferences to report on our progress.	Annual Report	
201-1	Direct economic value generated and distributed	Form 10-K	Annual Report	10-K: 26 and 37
201-2	Financial implications and other risks and opportunities due to climate change	"Climate change and legal or regulatory responses thereto may have a long-term impact on our business and results of operations" with undetermined financial implications at this time. See full section in Annual Report.	Annual Report	10-K: 16
201-3	Defined benefit plan obligations and other retirement plans	"Note 13 - Employee Retirement Benefits". Defined benefit and contribution plans. Participation in mandatory or voluntary schemes.	Annual Report	10-K: 61 to 64
201-4	Financial assistance received from government	Herc Rentals recognized \$765,000 in solar tax credits from the United States and \$25,000 business sales tax credits from the state of Florida in 2022.		
GRI 202: MARKET PRESENCE 2016				
3-3	Management of material topics (Market presence)	The North American equipment rental industry rental revenues are tracked by the industry association the American Rental Association (ARA). The data is reported annually and forecasts are periodically updated. Using ARA data, we are able to determine our ranking and market share each year. In November 2022, the ARA reported \$60 billion for the applicable sectors of the industry in which Herc Rentals participates. The industry is projected to grow approximately by 5% to \$63 billion in 2023, 3% in 2024 and 2025. The ARA forecast for equipment rental revenue in Canada mirrors the positive expectations of the United States, calling for 5.5% growth in 2022 to reach nearly \$4.4 billion followed by growth of 5.7% in 2023, 3.5% in 2024 and 1.8% in 2025. On this basis, we calculate that Herc Rentals is ranked third in North America with about 4% market share. This information is also reported in the Company's filings with the U.S. Securities and Exchange Commission.	Q4 2022 Earnings Presentation	5 and 19
202-1	Ratio of standard entry level wage by gender compared to local minimum wage	Reason for omission: The ratio information is unavailable; however, we exceed minimum wage for all employees, including entry-level, in all locations in North America.		
202-2	Proportion of senior management hired from the local community	Reason for omission: We have several regions where senior management could be hired from local geographical locations; however, we need to further assess outside hiring compared to promotions within that would have occurred at specific geographical locations. Most senior managers in locations outside of our headquarters are promoted from within. As well, we do not have high turnover in our senior management at our headquarters, and therefore, annual data would be very minimal.		

GLOBAL REPORTING INITIATIVE INDEX

GRI ID	GRI Disclosure	Additional Information/Omissions	Reference	Page No.
GRI 203: INDIRECT ECONOMIC IMPACTS 2016				
3-3	Management of material topics (Indirect economic impacts)	Reason for omission: We utilize Company policies on Human Rights, the Environment, Vendor Code Of Conduct, and our Code of Ethics to educate and strive to prevent indirect economic impacts. This information is unavailable or incomplete, and at this time there is no specific tracking or direct management of this material topic.		
203-1	Infrastructure investments and services supported	"Letter to Shareholders"	Annual Report	2 to 3
203-2	Significant indirect economic impacts	Reason for omission: This information is unavailable or incomplete because we have not assessed significant indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agenda.		
GRI 204: PROCUREMENT PRACTICES 2016				
3-3	Management of material topics (Procurement practices)	See the "Responsible Supply Chain" section in this report for more information and how we manage this material topic, which includes our Vendor Code of Conduct.	Herc Rentals Sustainability	42 to 44
204-1	Proportion of spending on local suppliers	71% of our 2022 procurement spend was with local suppliers for US branches. Local suppliers are defined as indirect, non-fleet suppliers that are not under contract.		
GRI 205: ANTI-CORRUPTION 2016				
3-3	Management of material topics (Anti-corruption)	We avoid conflicts of interest and do not tolerate bribery and corruption. Our "Code of Ethics" is reviewed annually by all employees and seeks to educate and prevent risk of negative impact from corruption. Tracking and process management is provided below.	Code of Ethics	9 to 20
205-1	Operations assessed for risks related to corruption	Management has assessed the risks related to corruption for 100% of operations through our Enterprise Risk Management process. No significant risks related to corruption were identified through the risk assessment.		
205-2	Communication and training about anti-corruption policies and procedures	a,b,d and e. Governance body members (7) and employees (6,716) received 100% communication and training; c. Our top approximately 25 business partners, defined as fleet suppliers, have reviewed our "Code of Ethics". These business partners represent 84% of our capital expenditures.		
205-3	Confirmed incidents of corruption and actions taken	a. to c. No reported incidents confirmed for years 2019, 2020, 2021 and 2022; d. none.		
GRI 206: ANTI-COMPETITIVE BEHAVIOR 2016				
3-3	Management of material topics (Anti-competitive behavior)	We follow antitrust and anti-competition laws. We have an employee "Code of Ethics" in place to educate and prevent risk of negative impact from anti-competitive behavior. All employees complete an annual review of our "Code of Ethics". We track and review any legal actions related to anti-competitive behavior, antitrust, and monopoly tracks.	Code of Ethics	11, 14 to 18
206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	No reported legal actions within reporting years 2019 through 2022.		

GLOBAL REPORTING INITIATIVE INDEX

GRI ID	GRI Disclosure	Additional Information/Omissions	Reference	Page No.
GRI 207: TAX 2019				
3-3	Management of material topics (Tax)	<p>Herc Rentals understands the need for transparency in taxes and acts with honesty and fairness in all matters related to taxes. We operate in accordance with our policy to pay taxes in each state and nation where we do business promptly and accurately.</p> <p>It is Herc Rentals' policy to abide by all applicable tax laws, rules, and regulations. We take into account the tax breaks and incentives offered in the countries and states where we conduct business, for instance in compliance with the relevant tax laws and in respect to R&D operations. Our tax approach, which is in line with our business operations and governance framework, is a comparably straightforward structure to reduce complexity in tax affairs.</p> <p>The tax function at Herc Rentals is responsible for and actively involved in managing tax risk, which is continuously evaluated and improved. The size, complexity, and nature of the Company, the transactions it engages in, as well as any changes to the tax environment, are taken into account when allocating resources to managing various areas of tax risk. The Company's underlying tax situations are not overly complex because of its straightforward business model and organizational structure, but because it is a capital-intensive industry, it is important to analyze fixed assets to determine the best timing and quantity for tax depreciation. Non-routine transactions, transfer pricing guidelines, and business changes are all given careful tax analysis, and when necessary, external consultants are sought for specialized guidance. Processes are improved by using technology, which also enables tax department staff to use their knowledge and expertise more effectively.</p>		
207-1	Approach to tax	<p>We have a tax strategy with formal approval and review by Board of Directors and Chief Tax Officer with general day-to-day or general review.</p> <p>Herc Rentals' tolerance for tax risk and preparation is regarded as being modest and in line with the political and economic contexts in which the company operates. The Company bases its activities in the places and countries required to effectively serve its clients. According to the applicable tax rules and regulations, the Company pays tax on the profits made in those jurisdictions. It doesn't actively look for low tax jurisdictions. The Company considers all pertinent variables, including taxation, when assessing any transaction or operation. The Company follows commonly recognized and accepted interpretations of the tax legislation when deciding how to classify a specific transaction or activity, seeking advice from tax authorities and experts as needed. For instance, the Company's transfer pricing policies are established in accordance with the OECD Transfer Pricing Guidelines, with input from specialized tax advisors who have access to information on comparable transactions and expertise using it for benchmarking. The Board has accepted this method of taxing, which has not altered for many years.</p> <p>Herc Rentals keeps track of new and evolving tax laws to determine whether they could have a material impact on the business and to make sure it has the necessary procedures in place to comply with any amendments that are made.</p>		
207-2	Tax governance, control, and risk management	<p>The Chief Tax Officer and Board of Directors are the executive-level position and governing body accountable for compliance with the tax strategy. The Board of Directors of the Company is responsible for owning and managing both the tax strategy and the overall business strategy. The Chief Tax Officer regularly updates the Audit Committee of the Board of Directors and Herc Rentals' Tax Department on significant tax issues and suggested changes to tax law. Both generally and on a day-to-day basis, the Company's Chief Tax Officer and Vice President of Tax are in charge of making sure that the proper process and system policies are in place and that members of the tax department have the knowledge and support skills required to align with the Company's tax strategy. An open line of communication between top management and the corporate tax specialists enables prompt communication discussions and tax risk management.</p>		
207-3	Stakeholder engagement and management of concerns related to tax	<p>The Company is dedicated to establishing open and productive communication with all taxing authorities. Wherever possible, the Company works with tax authorities to discuss and resolve issues as they arise and applies for tax clearances to obtain approval before engaging in material transactions when there is uncertainty about the proper tax treatment. This strategy aims to reduce the frequency and severity of disagreements with tax officials. The Company provides the information necessary to</p>		

GLOBAL REPORTING INITIATIVE INDEX

GRI ID	GRI Disclosure	Additional Information/Omissions	Reference	Page No.
		<p>aid tax authorities in understanding the transactions under evaluation and the tax treatment that has been used, with the goal of resolving issues when tax audits or inquiries relating to prior events emerge. If the Company discovers errors or omissions in tax returns, they will notify the proper tax authorities and correct as appropriate.</p> <p>We do not have a public advocacy approach on tax at this time, although our Chief Tax Officer serves on the American Rental Association Tax Committee which presents the industry's tax position.</p> <p>Our objective is to challenge ourselves to be accountable, open, and helpful to everyone with whom we deal, as stated in the Company's annual Corporate Citizenship Report. We strive to leave a positive impression on all of our stakeholders, and the Company's tax strategy, which emphasizes operating ethically in all tax situations, reflects the value of being a responsible corporation.</p>		
207-4	Country-by-country reporting	Reason for omission: We do perform country-by-country reporting in our annual business income tax return; however, the information is considered confidential information.		
ENVIRONMENTAL				
GRI 301: MATERIALS 2016				
3-3	Management of material topics (Materials)	Reason for omission: This criteria is not applicable as we do not produce or package primary products related to our goods and services, nor utilize raw materials.		
301-1	Materials used by weight or volume	Reason for omission: This criteria is not applicable as we do not produce or package primary products related to our goods and services, nor utilize raw materials.		
301-2	Recycled input materials used	Reason for omission: This criteria is not applicable as we do not use raw materials at this time, and therefore recycled input materials are not applicable at this time.		
301-3	Reclaimed products and their packaging materials	Reason for omission: This criteria is not applicable as we do not produce or package primary materials related to our goods and services, and therefore have no calculations for percentage of reclaimed products and their packaging materials.		
GRI 302: ENERGY 2016				
3-3	Management of material topics (Energy)	2023 Corporate Citizenship Report: "Environmental Management", "Stakeholder Involvement", and "Office of Sustainability". Our Environmental Policy and Environmental Procedures are reviewed annually by the Environmental Programs Manager and approved by the Chief Operating Officer.	Herc Rentals Sustainability	9, 11, and 31 to 37
302-1	Energy consumption within the organization	2022 energy data in joules or multiples: 1,668 terajoules (TJ) non-renewable fuel consumed, no renewable fuel sources reported, total electricity consumed 112 TJ from grid, and total of 1,780 TJ consumed within the organization. See "Environmental Management" section in our 2023 Corporate Citizenship Report for details on metric methodology and restatements.	Herc Rentals Sustainability	35 to 37
302-2	Energy consumption outside of the organization	1,028 TJ energy consumed outside the organization. For more information on the metric methodology and restatements, see 2023 Corporate Citizenship Report	Herc Rentals Sustainability	38
302-3	Energy intensity	2023 Corporate Citizenship Report	Herc Rentals Sustainability	36
302-4	Reduction of energy consumption	In 2022, we set a goal to upgrade all facilities to LED lighting and have budgeted \$3M for 2022 and 2023. We do not have an established target year to complete all the upgrades at this time. We have established an Environmental Action Plan to plan further energy reduction initiatives.	Herc Rentals Sustainability	34 to 36

GLOBAL REPORTING INITIATIVE INDEX

GRI ID	GRI Disclosure	Additional Information/Omissions	Reference	Page No.
302-5	Reductions in energy requirements of products and services	Reason for omission: The information is unavailable or incomplete at this time and we need to research the metric requirements further for applicability.		
GRI 303: WATER AND EFFLUENTS 2018				
3-3	Management of material topics (Water and effluents)	a. Our water recycling program is not fully developed, but we are monitoring the overall number of systems and strive to install more recycle water systems as we grow and in areas where water scarcity may be an issue; b. Although we have not reported actual discharges or specific involvement in negative impacts, we do manage and minimize all negative impacts using sound practices; c. Refer to our Environmental Management Policy; d. We utilize an incident management system to track incidents as well as to direct training, education efforts and risk prevention; e. We internally report incidents in a team-managed database with approval hierarchy and ability to create corrective actions and follow-up approvals. The incidents are managed from start to finish and used for improvement practices. The reporting accuracy and efficiency, including completion of corrective actions, is linked to performance indicators for specific stakeholders; f. Stakeholders include the local branch managers where direct impact occurred and the approval levels of safety and environmental teams. Further sign-off by district and region managers is part of the stakeholder engagement process. Further reporting can be made available for annual reporting or higher level performance reporting/KPIs. The reporting efficiency is linked to performance indicators.	Herc Rentals Sustainability	33 and 39
303-1	Interactions with water as a shared resource	2023 Corporate Citizenship Report	Herc Rentals Sustainability	33 and 39
303-2	Management of water discharge-related impacts	Reason for omission: Data is not available. We do not discharge effluents to water and follow local discharge requirements for operation and reporting. Where stormwater or septic systems may fall under this reporting standard, we have not collected material information.		
303-3	Water withdrawal	2023 Corporate Citizenship Report. We do not send water back to any source of withdrawal and therefore at this time our withdrawal and consumption are essentially the same. We do recycle water, and have not factored in the calculation for that consumption. 2022 freshwater withdrawal: 8 megaliters of groundwater and 224 megaliters of third-party water.	Herc Rentals Sustainability	39
303-4	Water discharge	Reason for omission: Data is not available or incomplete. No reported discharges at this time. Storm water runoff could be estimated by total surface area, rainfall per area and our impervious surfaces.		
303-5	Water consumption	2023 Corporate Citizenship Report. We consumed 233 megaliters of water in 2022.	Herc Rentals Sustainability	39
GRI 304: BIODIVERSITY 2016				
3-3	Management of material topics (Biodiversity)	Reason for omission: We do not have specific disclosure information on biodiversity at this time.		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Reason for omission: We are not reporting on this metric at this time as data is not available, however, we are researching how to capture and report this information.		
304-2	Significant impacts of activities, products and services on biodiversity	Reason for omission: We are not reporting on this metric at this time as data is not available.		
304-3	Habitats protected or restored	Reason for omission: We are not reporting on this metric at this time as data is not available.		
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Reason for omission: We are not reporting on this metric at this time as data is not available.		

GLOBAL REPORTING INITIATIVE INDEX

GRI ID	GRI Disclosure	Additional Information/Omissions	Reference	Page No.
GRI 305: EMISSIONS 2016				
3-3	Management of material topics (Emissions)	2023 Corporate Citizenship Report: "Environmental Management", "Stakeholder Involvement", and "Office of Sustainability". Our Environmental Policy and procedures are reviewed annually by the Environmental Programs Manager and approved by the Chief Operating Officer. Emissions are reported for carbon dioxide (CO ₂) equivalents that include more than 99% CO ₂ . No biogenic CO ₂ reported. 2019 was selected as the baseline year due to access of complete data. Operational and financial controls were used for consolidation approach. Restatements and methodology are provided in the referenced report pages. Greenhouse Gas Protocol methodology was applied to emission calculations using emission factors provided by US Energy Information Administration (US EIA) updated October 5, 2022.	Herc Rentals Sustainability	9, 11, and 31 to 38
305-1	Direct (Scope 1) GHG emissions	2023 Corporate Citizenship Report	Herc Rentals Sustainability	36 to 37
305-2	Energy indirect (Scope 2) GHG emissions	2023 Corporate Citizenship Report	Herc Rentals Sustainability	36 to 37
305-3	Other indirect (Scope 3) GHG emissions	2023 Corporate Citizenship Report	Herc Rentals Sustainability	37 to 38
305-4	GHG emissions intensity	2023 Corporate Citizenship Report	Herc Rentals Sustainability	37 to 38
305-5	Reduction of GHG emissions	2023 Corporate Citizenship Report. We are at the beginning stages in evaluating further improvements in fuel consumption within our operations and targeting additional opportunities within our facilities infrastructure.	Herc Rentals Sustainability	31 to 38
305-6	Emissions of ozone-depleting substances (ODS)	Reason for omission: We have not evaluated emissions of ozone-depleting substances; although we assume to be minimal in relation to our direct operations.		
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Reason for omission: Other air emissions of nitrous oxides, sulfur oxides, methane, nitrous oxide, and other compounds make up less than 1% of our total GHG emissions combined. Although they may have higher global warming potential, we consider the reporting of these emissions not applicable at this time. Any reductions in our Scope 1 and 2 GHG emissions will support reductions in these other compounds.		
GRI 306: WASTE 2020				
3-3	Management of material topics (Waste)	2023 Corporate Citizenship Report	Herc Rentals Sustainability	9, 11, 31 to 33, and 40
306-1	Waste generation and significant waste-related impacts	2023 Corporate Citizenship Report	Herc Rentals Sustainability	40
306-2	Management of significant waste-related impacts	2023 Corporate Citizenship Report	Herc Rentals Sustainability	31 to 33 and 40
306-3	Waste generated	2023 Corporate Citizenship Report	Herc Rentals Sustainability	40
306-4	Waste diverted from disposal	We offer waste minimization and recycling options to our operating facilities and our headquarters. Recycling options available include paper, cardboard, metals, glass, printer cartridges, electronic waste, tires, batteries, chemical waste (used oil, parts washer, and others), aerosol cans, rubber tracks, and wood pallets. Waste minimization practices include paperless options, salvageable computer hardware program, sale of used fleet equipment, spill prevention training, recycling campaigns, and internal and web-based communications that promote recycling awareness. Breakdown of recycled materials as a percentage of total tonnage recycled in 2022: approximately 2% cardboard, 3% paper, <1% metals, 25% mixed recyclables (plastics, glass, aluminum), 3% compost, 18% beneficial cover green waste dirt, 12% used oil, and 35% all other industrial waste marked recovered or recycled	Herc Rentals Sustainability	40

GLOBAL REPORTING INITIATIVE INDEX

GRI ID	GRI Disclosure	Additional Information/Omissions	Reference	Page No.
306-5	Waste directed to disposal	as end disposal method by our certified waste hauler. Incineration is considered non-recovery and included in GRI 306-5 as diverted from landfilled waste. All recycling and recovery operations were performed offsite by others and not part of our operations. Tonnage summary in 2023 Corporate Citizenship Report. 2023 Corporate Citizenship Report. All disposal operations were conducted offsite by third parties.	Herc Rentals Sustainability	40
GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016				
3-3	Management of material topics (Supplier environmental assessment)	Our Vendor Code of Conduct and Human Rights Policy are reviewed by our major suppliers to ensure responsible sourcing. Additionally, we have implemented a pilot supplier assessment survey, will roll-out a broader supplier assessment in 2023, and intend to implement a policy for supplier social and environmental criteria.	Vendor Code of Conduct Human Rights Policy	
308-1	New suppliers that were screened using environmental criteria	Reason for omission: We currently do not screen new suppliers for environmental criteria, but we have created a supplier survey that will be distributed to our top direct and indirect spend suppliers to gather environmental information.		
308-2	Negative environmental impacts in the supply chain and actions taken	Reason for omission: This information was not available for the fiscal year 2022. We are working on a process for assessing suppliers.		
SOCIAL				
GRI 401: EMPLOYMENT 2016				
3-3	Management of material topics (Employment)	2023 Corporate Citizenship Report. 2021 values are restated.	Herc Rentals Sustainability	21 to 27
401-1	New employee hires and employee turnover	2023 Corporate Citizenship Report.	Herc Rentals Sustainability	21 to 24
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	2023 Corporate Citizenship Report	Employee Benefits	
401-3	Parental leave	Employees who took parental leave and returned to work in 2022: 16 out of 27 entitled (female) and 68 out of 117 entitled (male) with 100% (16 female employees) and 97% (66 male employees) retention of employees returning to work after parental leave ended and still employed after twelve months.	Herc Rentals Sustainability	26
GRI 402: LABOR/MANAGEMENT RELATIONS 2016				
3-3	Management of material topics (Labor/management relations)	We have a Labor and Workplace Policy in place. Additional information on management of the material topic of Labor/Management Relations is provided in the section Human Capital - Team Herc in our 2023 Corporate Citizen Report.	Labor and Workplace Policy	21 to 27
402-1	Minimum notice periods regarding operational changes	Notice period and/or provisions for consultation and negotiation are specified in collective agreements. The options provided in the guidance are limited, and a hybrid option is more appropriate. While some collective bargaining agreements specify the notice period as a minimum, not all agreements specify the notice period, and the maximum notice is provided when a significant change may impact the employees covered under the agreements. Approximately 585 employees in the United States and 105 employees in Canada are covered by collective bargaining arrangements and we believe that our relations with the labor unions are good. We also employ a number of temporary workers, and engage outside services, as is customary in the industry, principally for the movement of rental equipment between rental locations and the movement of rental equipment to and from customers' job sites.	Annual Report	10-K: 6

GLOBAL REPORTING INITIATIVE INDEX

GRI ID	GRI Disclosure	Additional Information/Omissions	Reference	Page No.
GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018				
3-3	Management of material topics (Occupational health and safety)	<p>The Herc Rentals Health & Safety Management System (HSMS) establishes the Company's philosophy, procedures, and practices for addressing significant health and safety hazards associated with its activities. It incorporates principles of continual improvement and is based on the requirements of ISO 45001: Occupational Health and Safety Management Systems – Requirements. The HSMS is comprised of the following documents: Safety Policy Statement, HSMS Elements, HSMS Operational Controls, and Local-Level Procedures. The Safety Policy Statement provides the framework for action and for the setting of Safety goals and plans. It establishes the Company's overall intentions and direction on addressing significant health and safety hazards, environmental impacts, and/or crisis management issues.</p> <p>Herc Rentals' operations management has the key leadership role in communicating, implementing and ensuring conformance to safety policies and standards. The Planning Element of the Health & Safety Management System (HSMS) is a key management phase for driving the organization to meet the Safety Policy Statement and Safety goals through defining and monitoring health and safety risks and impacts, goals and plans, and management of change. Responsibilities are outlined in the HSMS:</p> <p>1) Executive leadership team ensures appropriate HSMS Operational Controls and Company health and safety requirements are established as described in the Procedure section; 2) Safety Director ensures local-level health and safety procedures, standards and requirements are established as described in the Procedure section; 3) District/Branch Managers implement the requirements in the procedure section and communicate health and safety procedures, practices, and standards to employees, contract employees, contractors, subcontractors, suppliers, and visitors, as appropriate for the work activities, products, procedures, and services within their functional area; 4) Employees and contract employees contribute to the development and implementation of HSMS Operational Controls, local level health and safety procedures, Company health and safety standards and requirements, and adhere to the provisions established in the HSMS Operational Controls, local level health and safety procedures, Company health and safety standards and requirements; 5) Safety manager(s) provide health and safety technical support for the identification and development of H&S practices, procedures, and standards.</p> <p>Each HSMS Element describes a description of its purpose and the assignment of responsibility for implementing requirements. Deployment Elements direct the implementation of the HSMS through roles, responsibilities and authority; training, awareness and competence; communication; document control; operational control; and emergency planning, response and crisis management. Review elements evaluate the HSMS implementation through audits and evaluation of compliance; records; non-conformances, incidents and corrective and preventative actions; and performance measurement and monitoring. Improvement elements ensure continual improvement of the HSMS. The HSMS includes various documents (HSMS Operational Controls, Local-level Safety procedures, Company Safety standards and requirements, and customer safety standards and requirements) that focus on specific health and safety hazards and establish minimum company requirements. They provide management with detailed guidance regarding the control of health and safety hazards associated with company activities.</p>	Herc Rentals Sustainability	14 to 17
403-1	Occupational health and safety management system	2023 Corporate Citizenship Report	Herc Rentals Sustainability	14 to 17
403-2	Hazard identification, risk assessment, and incident investigation	2023 Corporate Citizenship Report.	Herc Rentals Sustainability	15 to 16
403-3	Occupational health services	2023 Corporate Citizenship Report	Herc Rentals Sustainability	14 to 17, 26
403-4	Worker participation, consultation, and communication on occupational health and safety	2023 Corporate Citizenship Report	Herc Rentals Sustainability	16

GLOBAL REPORTING INITIATIVE INDEX

GRI ID	GRI Disclosure	Additional Information/Omissions	Reference	Page No.
403-5	Worker training on occupational health and safety	2023 Corporate Citizenship Report	Herc Rentals Sustainability	15
403-6	Promotion of worker health	2023 Corporate Citizenship Report	Herc Rentals Sustainability	26
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2023 Corporate Citizenship Report	Herc Rentals Sustainability	14 to 17
403-8	Workers covered by an occupational health and safety management system	All company personnel and temporary workers whose work and/or workplace is controlled by the organization are covered under our HSMS, which is both internally and externally audited.	Herc Rentals Sustainability	14 to 17
403-9	Work-related injuries	As of December 31, 2022: a. (i) No fatalities, (ii) 8 high-consequence work-related injuries with a rate of 0.11, (iii) 39 recordable work-related injuries with a rate of 0.52, (iv) Sprains and Strains, Slip, Trip & Fall, and lacerations are the main types of work-related 7 injuries, (v) 14,906,260; b. (i to iv) none to report, (v) 52,569; c. (i) Hazard assessments have been completed and training provided, (ii) Manually handling and slides, trips & falls, and lacerations (iii) Significant actions have been put in place primarily around administrative controls and PPE; d. This is an ever-present, on-going process to identify any areas of improvement and apply the hierarchy of controls. Additional training (administrative control), substitution and elimination have all be utilized.; e. Rates are calculated using 200,000 hours and the OSHA approved formulas.; f. No exclusions; g. All rates are calculated based on OSHA approved formulas. The totals for 2022 include Canadian injuries. Total recordables United States: 34; Canada: 5	Herc Rentals Sustainability	17
403-10	Work-related ill health	403-10 a.(i) 0, (ii) 0, (iii) N/A; b.(i) 0, (ii) N/A, and (iii) N/A; c.(i) N/A, (ii) N/A, and (iii) Monitoring is conducted as needed on new products and new processes by a certified third party. d. No, e. All monitoring is conducted by certified third parties using approved methodologies and results are measured against regulatory standards.	Herc Rentals Sustainability	
GRI 404: TRAINING AND EDUCATION 2016				
3-3	Management of material topics (Training and education)	Information on how we develop the team through training and education is provided in the section "Development of Our People" in our 2023 Corporate Citizenship Report.	Herc Rentals Sustainability	24 to 27
404-1	Average hours of training per year per employee	2023 Corporate Citizenship Report	Herc Rentals Sustainability	24
404-2	Programs for upgrading employee skills and transition assistance programs	2023 Corporate Citizenship Report	Herc Rentals Sustainability	24 to 27
404-3	Percentage of employees receiving regular performance and career development reviews	The majority of Herc Rentals employees receive an annual performance review in the first quarter of each year, with some exceptions, including: union employees, employees who joined Herc via acquisition as of July 1, and new employees hired after October 1 of the prior year.	Herc Rentals Sustainability	25

GLOBAL REPORTING INITIATIVE INDEX

GRI ID	GRI Disclosure	Additional Information/Omissions	Reference	Page No.
GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016				
3-3	Management of material topics (Diversity and equal opportunity)	Reason for omission: We have not conducted a materiality assessment on this topic as well, some internal metrics are deemed confidential at this time.		
405-1	Diversity of governance bodies and employees	Proxy Statement and 2023 Corporate Citizenship Report	Proxy Statement Herc Rentals Sustainability	2 and 13 5, 8 and 21 to 22
405-2	Ratio of basic salary and remuneration of women to men	Reason for omission: Information is incomplete at this time.		
GRI 406: NON-DISCRIMINATION 2016				
3-3	Management of material topics (Non-discrimination)	Reason for omission: The information is unavailable at this time. Our Human Rights Policy and Code of Ethics provide our commitment and strategy to prevent discrimination. We have not conducted materiality assessment on this topic as well, some internal metrics are deemed confidential at this time.		
406-1	Incidents of discrimination and corrective actions taken	Reason for omission: Due to confidentiality constraints, incidents of discrimination and corrective actions taken are not publicly disclosed. Any remediation activities are handled accordingly per our employee Code of Ethics.		
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING 2016				
3-3	Management of material topics (Freedom of association and collective bargaining)	2023 Corporate Citizenship Report	Herc Rentals Sustainability	9 to 11
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Reason for omission: The information is not requested of or required by our suppliers at this time.		
GRI 408: CHILD LABOR 2016				
3-3	Management of material topics (Child labor)	Our Code of Ethics, Human Rights Policy, and Vendor Code of Conduct	Human Rights Policy Code of Ethics	
408-1	Operations and suppliers at significant risk for incidents of child labor	Reason for omission: We require our suppliers to confirm that they abide by our human rights and labor policies. At this time we have not assessed supplier risk for incidents of child labor.	Vendor Code of Conduct	
GRI 409: FORCED OR COMPULSORY LABOR 2016				
3-3	Management of material topics (Forced or compulsory labor)	Our Code of Ethics, Human Rights Policy, and Vendor Code of Conduct	Human Rights Policy Code of Ethics	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	We require our suppliers to review and confirm they abide by our human rights and labor policies. At this time we have not assessed supplier risk for incidents of forced or compulsory labor.	Vendor Code of Conduct	

GLOBAL REPORTING INITIATIVE INDEX

GRI ID	GRI Disclosure	Additional Information/Omissions	Reference	Page No.
GRI 410: SECURITY PRACTICES 2016				
410-1	Security personnel trained in human rights policies or procedures	Reason for omission: We contract private security personnel. However, we do not have information on directed training or policy coverage. Any security personnel employed directly are required to review our Human Rights Policy annually.		
GRI 411: RIGHTS OF INDIGENOUS PEOPLES 2016				
3-3	Management of material topics (Rights of indigenous peoples)	Please refer to our policy on Indigenous Relations in Canada.	Indigenous Relations Policy - Canada	
411-1	Incidents of violations involving rights of indigenous peoples	Reason for omission: We are unaware of any incidents of violations involving rights of indigenous peoples at this time, and we will evaluate any future reported incidents.		
GRI 413: LOCAL COMMUNITIES 2016				
3-3	Management of material topics (Local communities)	2023 Corporate Citizenship Report	Herc Rentals Sustainability	29 to 30
413-1	Operations with local community engagement, impact assessments, development programs	2023 Corporate Citizenship Report	Herc Rentals Sustainability	29 to 30
413-2	Operations with significant actual and potential negative impacts on local communities	Reason for omission: The information is not available at this time. We implemented the Volunteer Paid Time Off program (VPT) in February of 2023 and will use this year to assess how to collect this information.		
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016				
3-3	Management of material topics (Supplier social assessment)	Our Vendor Code of Conduct and Human Rights Policy are required to be reviewed by our major suppliers, which amount to 84% of our capital expenditures. Additionally, we have implemented a pilot supplier assessment survey, will roll-out a broader supplier assessment in 2023, and intend to implement a policy for supplier social and environmental assessments. Reason for omission: We did not screen new suppliers for social criteria in 2022, but are in the process of rolling out a supplier survey to gather more information.	Human Rights Policy	
414-1	New suppliers that were screened using social criteria	We currently do not screen new suppliers for social criteria, but we are in the process of utilizing a new supplier survey to gather more information. Our Vendor Code of Conduct expressly forbids our vendors and suppliers from the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, any form of slavery, and any form of human trafficking. We also prohibit vendors and suppliers from hiring or contracting individuals that are under 18 years of age for positions in which hazardous work is required in the production and fulfillment of Herc Rentals' requested goods and services.	Vendor Code of Conduct	
414-2	Negative social impacts in the supply chain and actions taken	Reason for omission: This information was unavailable for 2022. We are working on a process to better track and manage information from a new supplier survey.		

GLOBAL REPORTING INITIATIVE INDEX

GRI ID	GRI Disclosure	Additional Information/Omissions	Reference	Page No.
GRI 415: PUBLIC POLICY 2016				
3-3	Management of material topics (Public policy)	Reason for omission: This standard is not applicable, as we do not participate in public policy practices at this time.		
415-1	Political contributions	Reason for omission: We do not make political contributions, however, we do not have a policy regarding political contributions at this time.		
GRI 416: CUSTOMER HEALTH AND SAFETY 2016				
3-3	Management of material topics (Customer health and safety)	Our safety mission extends to helping our customers operate our equipment safely and supporting their worksites' safe operating practices. We offer training on our equipment; we offer to perform safety assessments at customer worksites and provide suggestions for improvement; we participate in customers' safety teams as a partner in reducing workplace hazards; and we apply our own required safety protocols whenever we visit a customer worksite. The Safety Policy shall be reviewed at least annually to ensure ongoing suitability. The commitments listed here are in addition to our basic obligation to comply with the Herc Rentals Vision, Mission, Values and Code of Conduct, as well as all applicable laws and regulations where we operate. This commitment is critical to our business success because it allows us to systematically prevent and/or minimize losses and adds value for all our stakeholders.	Herc Rentals Sustainability	14 to 15
416-1	Assessment of the health and safety impacts of product and service categories	In 2021 and 2022, 100% of significant product or service categories are covered and assessed under the Herc Rentals HSMS for product/service health and safety impacts. The HSMS establishes the requirement for Herc Rentals to develop Health and Safety procedures, practices and standards to ensure that its work activities, products, procedures, and services do not result in an injury or illness, or an adverse impact on the environment, company assets or company intellectual property. These procedures, practices, and standards include HSMS Operational Controls, local-level safety procedures, and Herc Rentals H&S standards and requirements.	Herc Rentals Sustainability	14 to 17
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Data search from OSHA established criteria resulted in one incident in 2019, and none for 2020 through 2022. No reported warnings of non-compliance of health and safety regulations or voluntary codes for 2019 through 2022.	OSHA website	
GRI 417: MARKETING AND LABELING 2016				
3-3	Management of material topics: Marketing and labeling	Reason for omission: The information is unavailable at this time as we have not conducted materiality assessment on this topic. Some internal metrics are deemed confidential at this time.		
417-1	Requirements for product and service information and labeling	Reason for omission: The information is incomplete at this time, and although we employ sound practices for human health and safety and environmental protection, we have not assessed this information fully for product labeling.		
417-2	Incidents of non-compliance concerning product and service	Reason for omission: We do not have sufficient information at this time and have not set precedence to pursue.		
417-3	Incidents of non-compliance concerning marketing communications	Reason for omission: We consider this topic as not applicable. We are not aware of any incidents of non-compliance concerning marketing communications at this time.		

GLOBAL REPORTING INITIATIVE INDEX

GRI ID	GRI Disclosure	Additional Information/Omissions	Reference	Page No.
GRI 418: CUSTOMER PRIVACY 2016				
3-3	Management of material topics (Customer privacy)	2023 Corporate Citizenship Report	Herc Rentals Sustainability	19 to 20
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	No reported complaints or leaks related to customer privacy.	Herc Rentals Sustainability	19 to 20



HERC HOLDINGS INC.
 27500 RIVERVIEW CENTER BLVD.
 BONITA SPRINGS, FL 34134

SUSTAINABILITYOFFICE@HERCRENTALS.COM

HERCRENTALS.COM     

