

# 2024 Corporate Citizenship Report

## Data Supplement

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Data Tables

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Supplement Endnotes

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Independent Accountants' Report

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Herc Holdings Inc. Management Assertion

## Data Tables

• Not Reported.  
Results may not add to total or equal 100% due to rounding.

Description	Units	2023	2022	2021
<b>People</b>				
<b>Workforce Composition</b>				
Total employees	employee headcount	7,371	6,716	5,635
Permanent employees	employee headcount	7,371	6,710	5,631
Temporary employees	employee headcount	0	6	4
Non-guaranteed hours employees	employee headcount	0	0	0
Full-time employees	employee headcount	7,334	6,687	5,614
Part-time employees	employee headcount	37	23	17
<b>Workforce by Gender<sup>1</sup></b>				
<b>Men</b>				
Total employees	employee headcount	6,512	5,897	4,954
Permanent employees	employee headcount	6,512	5,892	4,953
Temporary employees	employee headcount	0	5	1
Non-guaranteed hours employees	employee headcount	0	0	0
Full-time employees	employee headcount	6,484	5,878	4,946
Part-time employees	employee headcount	28	14	7
<b>Women</b>				
Total employees	employee headcount	859	816	681
Permanent employees	employee headcount	859	815	678
Temporary employees	employee headcount	0	1	3
Non-guaranteed hours employees	employee headcount	0	0	0
Full-time employees	employee headcount	850	806	668
Part-time employees	employee headcount	9	9	10
<b>Workforce by Region</b>				
<b>United States</b>				
Total employees	employee headcount	6,645	5,963	5,020
Permanent employees	employee headcount	6,645	5,961	5,018
Temporary employees	employee headcount	0	2	2
Non-guaranteed hours employees	employee headcount	0	0	0
Full-time	employee headcount	6,613	5,941	5,002
Part time	employee headcount	32	20	16

## Data Tables CONTINUED

• Not Reported.  
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	Description	Units	2023	2022	2021
<b>Canada</b>					
	Total employees	employee headcount	726	753	615
	Permanent employees	employee headcount	726	749	613
	Temporary employees	employee headcount	0	4	2
	Non-guaranteed hours employees	employee headcount	0	0	0
	Full-time employees	employee headcount	721	746	612
	Part-time employees	employee headcount	5	3	1
<b>New Hires by Age</b>					
	All age groups	employee headcount	2,028	2,397	1,914
	Under 30 years old	employee headcount	834	971	653
		% of new hire headcount	41.1%	40.5%	34.1%
	Between 30 and 50 years old	employee headcount	884	1,028	907
		% of new hire headcount	43.6%	42.9%	47.4%
	Over 50 years old	employee headcount	310	398	354
		% of new hire headcount	15.3%	16.6%	18.5%
<b>New Hires by Gender<sup>1</sup></b>					
	<b>Men</b>	employee headcount	1,827	2,100	1,651
		% of new hire headcount	90.1%	87.6%	86.3%
	<b>Women</b>	employee headcount	201	297	263
		% of new hire headcount	9.9%	12.4%	13.7%
<b>Global Turnover by Region<sup>2</sup></b>					
	<b>Global Employee Turnover</b>	employee terminations	1,307	1,279	1,069
		employee turnover rate	18.6%	20.4%	21.1%
	<b>United States</b>	employee terminations	1,124	1,112	930
		employee turnover rate	17.7%	19.9%	19.1%
	<b>Canada</b>	employee terminations	183	167	139
		employee turnover rate	24.9%	23.9%	29.2%
<b>Global Turnover by Gender<sup>1,2</sup></b>					
	<b>Men</b>	employee terminations	1,156	1,121	937
		employee turnover rate	18.6%	20.3%	21.0%
	<b>Women</b>	employee terminations	150	156	132
		employee turnover rate	17.9%	20.5%	22.1%

## Data Tables CONTINUED

• Not Reported.  
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	Description	Units	2023	2022	2021
<b>Workforce Diversity</b>					
Total Workforce	Men <sup>1</sup>	% of employees	88.3%	87.8%	87.9%
	Women <sup>1</sup>	% of employees	11.7%	12.2%	12.1%
	People of Color <sup>3</sup>	% of employees	32.3%	30.5%	29.8%
	Women/People of Color combined <sup>1,3</sup>	% of employees	42.4%	34.6%	38.1%
	Under 30	% of employees	22.6%	22.1%	18.8%
	30-50	% of employees	48.4%	48.1%	49.6%
	50+	% of employees	29.1%	29.8%	31.6%
Managers and Above	Men <sup>1</sup>	% of managers and above	83.1%	83.7%	85.0%
	Women <sup>1</sup>	% of managers and above	16.9%	16.3%	15.0%
	People of Color <sup>3</sup>	% of managers and above	17.4%	16.1%	14.2%
	Women/People of Color combined <sup>1,3</sup>	% of managers and above	32.3%	27.7%	27.0%
	Under 30	% of managers and above	6.5%	7.7%	6.0%
	30-50	% of managers and above	57.4%	58.7%	60.0%
	50+	% of managers and above	36.1%	33.7%	34.0%
Professionals <sup>4</sup>	Men <sup>1</sup>	% of professionals	74.3%	•	•
	Women <sup>1</sup>	% of professionals	25.7%	•	•
	People of Color <sup>3</sup>	% of professionals	34.5%	•	•
	Women/People of Color combined <sup>1,3</sup>	% of professionals	52.0%	•	•
	Under 30	% of professionals	17.1%	•	•
	30-50	% of professionals	55.2%	•	•
	50+	% of professionals	27.7%	•	•
Sales Representatives	Men <sup>1</sup>	% of sales representatives	92.6%	•	•
	Women <sup>1</sup>	% of sales representatives	7.4%	•	•
	People of Color <sup>3</sup>	% of sales representatives	19.5%	•	•
	Women/People of Color combined <sup>1,3</sup>	% of sales representatives	26.5%	•	•
	Under 30	% of sales representatives	22.8%	•	•
	30-50	% of sales representatives	55.3%	•	•
	50+	% of sales representatives	21.9%	•	•

## Data Tables CONTINUED

● Not Reported.  
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Description		Units	2023	2022	2021
Skilled Trades and Hourly <sup>5</sup>	Men <sup>1</sup>	% of skilled trades and hourly	90.7%	●	●
	Women <sup>1</sup>	% of skilled trades and hourly	9.3%	●	●
	People of Color <sup>3</sup>	% of skilled trades and hourly	38.5%	●	●
	Women/People of Color combined <sup>1,3</sup>	% of skilled trades and hourly	46.5%	●	●
	Under 30	% of skilled trades and hourly	26.7%	●	●
	30-50	% of skilled trades and hourly	44.2%	●	●
	50+	% of skilled trades and hourly	29.1%	●	●
<b>Parental Leave<sup>6</sup></b>	<b>Men</b>				
	Employees entitled to parental leave	employee headcount	159	117	23
	Employees that took parental leave	employee headcount	103	68	13
	Employees who returned to work after parental leave	employee headcount	102	66	13
		% of men	99.0%	97.1%	100.0%
	<b>Women</b>				
	Employees entitled to parental leave	employee headcount	24	27	4
	Employees that took parental leave	employee headcount	18	16	4
	Employees who returned to work after parental leave	employee headcount	14	16	4
		% of women	77.8%	100.0%	100.0%
<b>Learning and Development</b>	<b>Men<sup>1</sup></b>				
	All job categories	average training hours per employee	50.7	49.2	43.5
	Managers and above	average training hours per employee	41	●	●
	Professionals <sup>4</sup>	average training hours per employee	35	●	●
	Sales representatives	average training hours per employee	59	●	●
	Skilled trades and hourly <sup>5</sup>	average training hours per employee	53	●	●
	<b>Women<sup>1</sup></b>				
	All job categories	average training hours per employee	60.3	52.3	48.1
	Managers and above	average training hours per employee	28	●	●
	Professionals <sup>4</sup>	average training hours per employee	28	●	●
	Sales representatives	average training hours per employee	85	●	●
	Skilled trades and hourly <sup>5</sup>	average training hours per employee	84	●	●

## Data Tables CONTINUED

• Not Reported.  
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	Description	Units	2023	2022	2021
<b>Safety<sup>7</sup></b>					
Work-Related Injuries	Fatalities	# of fatalities	1	0	0
	Rate of fatalities	rate of fatalities	0.013	0	0
	Work-related injuries	# of recordable work-related injuries	64	39	52
		total recordable incident rate (TRIR)*	0.80	0.52	0.98
	Hours worked	# of hours	15,760,938	14,906,261	10,483,584
Work-Related Ill Health	<b>Employees</b>				
	Fatalities	# of fatalities	0	0	0
	Cases of recordable work-related ill health	# of cases	0	0	0
	<b>Non- Employees</b>				
	Fatalities	# of fatalities	0	0	0
	Cases of recordable work-related ill health	# of cases	0	0	0
Non-Compliance	Health and safety impacts of products and services	# of incidents	1	1	0
	Health and safety regulations resulting in a warning	# of incidents	0	0	0
<b>Data Privacy</b>	Complaints concerning breaches of customer privacy received from outside parties and substantiated by the organization	# of complaints	0	0	0
	Complaints concerning breaches of customer privacy received from regulatory bodies	# of complaints	0	0	0
	Identified leaks, thefts or losses of customer data	# of leaks, thefts or losses of customer data	0	0	0

\*As reported in Annual 10-K.

## Data Tables CONTINUED

• Not Reported.  
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Description		Units	2023	2022	2021
<b>Environment</b>					
<b>Greenhouse Gas (GHG) Emissions</b>					
Scope 1 GHG Emissions <sup>8</sup>	Global	MT CO <sub>2</sub> e	148,668*	133,955	98,080
	<b>United States</b>	MT CO <sub>2</sub> e	137,106	123,447	90,215
	Diesel	MT CO <sub>2</sub> e	86,675	77,803	57,781
	Gasoline	MT CO <sub>2</sub> e	40,019	35,428	23,667
	Natural gas	MT CO <sub>2</sub> e	10,412	10,216	8,767
	<b>Canada</b>	MT CO <sub>2</sub> e	11,562	10,508	7,865
	Diesel	MT CO <sub>2</sub> e	6,303	4,726	3,244
	Gasoline	MT CO <sub>2</sub> e	2,237	2,341	2,064
	Natural gas	MT CO <sub>2</sub> e	3,022	3,441	2,557
Scope 1 GHG Emissions by Gas	Carbon dioxide (CO <sub>2</sub> )	MT CO <sub>2</sub> e	148,140	133,480	97,735
	Nitrous oxide (N <sub>2</sub> O)	MT CO <sub>2</sub> e	364	328	236
	Methane (CH <sub>4</sub> )	MT CO <sub>2</sub> e	164	147	109
Scope 2 GHG Emissions <sup>8</sup> (location-based)	Global	MT CO <sub>2</sub> e	13,796*	13,427	12,723
	United States	MT CO <sub>2</sub> e	12,228	11,883	11,211
	Canada	MT CO <sub>2</sub> e	1,568	1,544	1,512
Scope 2 GHG Emissions <sup>8</sup> (market-based)	Global	MT CO <sub>2</sub> e	13,796*	13,427	12,723
	Avoided Scope 2 GHG emissions <sup>9</sup>	MT CO <sub>2</sub> e	2,071	1,175	816
Scope 1 and 2 GHG Emissions <sup>8</sup>	Global	MT CO <sub>2</sub> e	162,464	147,382	110,803
	Intensity	MT CO <sub>2</sub> e / \$M USD revenue	49.5	53.8	53.5
	Reduction in Scope 1 and 2 GHG emissions intensity from 2019 baseline	MT CO <sub>2</sub> e / \$M USD revenue	-26.0%	-19.6%	-20.1%

\*Amount subject to review. Refer to Report of Independent Certified Public Accountants on p. 11 of this Data Supplement.

## Data Tables CONTINUED

• Not Reported.  
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Description	Units	2023	2022	2021
<b>Scope 3 GHG Emissions<sup>10</sup></b>				
Aggregate of reported categories	MT CO <sub>2</sub> e	166,666	80,526	52,634
United States	MT CO <sub>2</sub> e	155,455	74,018	47,382
Canada	MT CO <sub>2</sub> e	11,211	6,508	5,252
<b>Category 3:</b> Fuel and energy-related activities (FERA) not included in Scope 1 and 2 <sup>11</sup>	MT CO <sub>2</sub> e	48,263	•	•
<b>Category 4:</b> Upstream transportation and distribution <sup>12</sup>	MT CO <sub>2</sub> e	33,328	22,060	17,077
<b>Category 6:</b> Business travel <sup>13</sup>	MT CO <sub>2</sub> e	7,166	4,510	2,193
<b>Category 7:</b> Employee commuting <sup>14</sup>	MT CO <sub>2</sub> e	20,913	•	•
<b>Category 11:</b> Use of sold products <sup>15</sup>	MT CO <sub>2</sub> e	56,996	53,956	33,363
Energy consumption outside the organization <sup>16</sup>	megawatt hours (MWh)	687,029	331,928	216,955
<b>Energy Consumed<sup>8</sup></b>				
Global	MWh	656,863	597,603	446,668
<b>United States</b>	MWh	600,626	543,946	406,325
Diesel and gasoline <sup>17</sup>	MWh	508,791	454,655	326,654
Natural gas	MWh	57,450	56,368	48,372
Electricity	MWh	34,385	32,923	31,299
<b>Canada</b>	MWh	56,237	53,657	40,343
Diesel and gasoline <sup>17</sup>	MWh	34,277	29,290	22,240
Natural gas	MWh	16,520	18,853	13,958
Electricity	MWh	5,440	5,514	4,145
Energy consumed from grid	% of total energy	6.1%	6.4%	7.9%
Renewable energy from grid <sup>18</sup>	% of total electricity consumed	19.8%	19.7%	19.9%
<b>United States</b>	% of total electricity consumed	20.1%	19.9%	20.7%
<b>Canada</b>	% of total electricity consumed	17.8%	18.3%	13.6%
Energy Intensity	MWh / \$M USD revenue	200.1	218.1	215.5
Reduction of energy consumption <sup>19</sup>	MWh	2,227	1,464	539
<b>Waste<sup>19, 20</sup></b>				
Waste generated	metric tons	13,499	11,718	10,568
<b>Hazardous waste<sup>21</sup></b>	metric tons	24.6	27.5	20.3
Landfilled	metric tons	0.0	0.0	0.0
Incinerated <sup>22</sup>	metric tons	11.8	12.8	7.1
Recycled	metric tons	12.8	14.7	13.2



## Data Tables CONTINUED

• Not Reported.  
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Description	Units	2023	2022	2021
<b>Non-hazardous waste</b>	metric tons	13,474	11,690	10,548
Landfilled	metric tons	5,049	4,753	4,269
Incinerated <sup>22</sup>	metric tons	86.9	61.2	151.7
Recycled	metric tons	8,338	6,876	6,127
<b>Landfilled Waste Intensity</b>				
Non-hazardous landfilled waste intensity	metric tons / \$M USD revenue x 10	15.4	17.3	20.6
Reduction in non-toxic landfilled waste intensity from 2019 baseline	% metric tons / \$M USD revenue	-24.6%	-15.0%	0.9%
Waste diversion rate	% of recycled and incinerated waste	62.6%	59.4%	59.6%
<b>Water and Wastewater</b>				
Water Consumption	kilogallons	69,694	61,479	56,867
Municipal water consumption <sup>23</sup>	kilogallons	67,311	59,321	54,485
United States	kilogallons	64,257	56,231	51,839
Canada	kilogallons	3,054	3,090	2,646
Groundwater consumption <sup>24</sup>	kilogallons	2,383	2,158	2,382
Water Intensity <sup>25</sup>	kilogallons / \$M USD revenue	20.5	21.7	26.3
Global Wastewater	kilogallons	51,223	43,550	39,913
Municipal sewer discharge <sup>26</sup>	kilogallons	47,269	40,021	36,401
On-site septic system discharge <sup>27</sup>	kilogallons	3,954	3,529	3,512

## Governance

### Diversity of Governance Bodies Members as of Annual Shareholders Meeting

Men	% of board members	71%	78%	73%
Women	% of board members	29%	22%	28%
People of Color <sup>28</sup>	% of board members	15%	13%*	•
Women/People of Color combined <sup>28</sup>	% of board members	43%	35%*	•
Under 30	% of board members	0%	0%	0%
30-50	% of board members	0%	33%	28%
50+	% of board members	100%	67%	73%

\*One director chose not to disclose race or ethnicity and this figure does not include our non-employee director.

## Supplement Endnotes

1. Gender figures are a subset of the total workforce population who self-report as men or women.
2. The total number of employees that departed from their position, whether voluntarily or involuntarily, divided by the average employee headcount. Average employee headcount was determined from each mid-month and month-end employee headcount spanning January 1, 2023 through December 31, 2023.
3. People of Color figures are a subset of the total workforce population who self-report their race/ethnicity as Asian, Black or African American, Hispanic or Latino, American Indian/Alaska Native, Pacific Islander, Two or More Races, Indigenous or Visible Minority.
4. Exempt employees below the manager level, excluding sales representatives.
5. Non-exempt employees below the manager level, excluding sales representatives.
6. The parental leave benefit provides eligible employees with up to five days of paid leave following the birth or adoption of a minor child or children. The reported figures are based on data from our third-party leave administrator along with internal records for our new baby gift program. Leaves are counted during the fiscal year when the employee applies for leave or a new baby gift. Applicants not meeting the benefit program criteria are excluded. This benefit is separate from our pregnancy-related medical leave program, which provides limited paid leave due to pregnancy.
7. All rates are calculated based on 200,000 hours worked per Occupational Safety and Health Administration (OSHA)-approved formulas.
8. Energy and Scope 1 and 2 greenhouse gas (GHG) emissions data, along with any related calculations, are restated for previous years due to improved data collection methodologies enabled by a new sustainability management platform. Please see Herc Holdings Inc. Management Assertion in this document for reporting criteria, along with additional information regarding the reporting boundary and methodologies.
9. Estimated using the U.S. Environmental Protection Agency (EPA) Greenhouse Gas Equivalencies Calculator to convert electricity avoided from LED lighting upgrades or electricity generated by onsite solar photovoltaic systems to metric tons of carbon dioxide equivalent (MT CO<sub>2</sub>e). The energy savings from LED lighting upgrades are presented in the Energy Consumed section on p. 7. The total aggregate production capacity of onsite solar panel systems located at ten of our locations is approximately 670 megawatt hours (MWh).
10. We follow the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard and utilized a sustainability management platform implemented in December 2023 to calculate Scope 3 GHG missions. We use the Intergovernmental Panel on Climate Change's (IPCC) Fifth Assessment Report (AR5) 100-year GWP values, which measure the amount of energy the GHG emissions of one ton of gas will absorb relative to one ton of carbon dioxide. Total Scope 3 GHG emissions are restated for previous years based on updates to Category 6: Business travel (see Endnote 13) and Category 11: Use of sold products (see Endnote 15).
11. We utilize emission factor sets for electricity transmission and distribution loss percentages sourced from the World Bank's Open Data Database (2018) for Canada and the International Energy Agency (IEA) Emissions Factors (2019) for U.S. electricity data and upstream fuel production from well-to-tank (WTT) sourced from U.K. DEFRA WTT (2021). For electricity T&D, we applied a 5.1% grid loss for U.S. electricity data and 9% grid loss for Canada electricity data and used U.S. EPA's grid gross loss formula for line losses in "The Emissions & Generation Resource Integrated Database eGRID Technical Guide with Year 2019 Data", published February 2021.
12. We reference the U.S. EPA SmartWay's guidance on using default payloads for miles-only data. The mileage from our third-party freight hauler is multiplied by an average fuel economy of 6 miles per gallon. We applied coefficients from the 2023 U.S. EPA Emission Factors Hub for GHG Inventories Table 1 for diesel (last modified September 12, 2023).
13. Emissions are restated for previous years due to improved data collection methodologies enabled by a new sustainability management platform for spend-based estimates and a calculation adjustment for private airfare. We applied coefficients from U.S. EPA 2.1 Environmentally-Extended Input-Output (EEIO) Dataset v1.1.1 2021 for spend-based conversions for various travel types (e.g., commercial air travel, hotel, car rental, etc.) whereas previous disclosures accounted only for commercial airfare. Private air travel is calculated from the gallon-per-hour engine rate and flight hours.
14. We estimated the total miles employees commuted by car based on the distance between their home and branch zip codes. For one-way commuter mileage greater than 200 miles and job codes excluding tractor or truck drivers, which only accounted for 3% of the employee population, we applied the average

## Supplement Endnotes CONTINUED

- employee commuting miles for the population commuting less than 200 miles. We then applied coefficients from 2023 U.S. EPA Emission Factors Hub for GHG Inventories Table 10 for passenger cars (last modified September 12, 2023).
15. Emissions are restated for previous years due to improved data collection methodologies and applying GWP. We estimated diesel and gasoline gallonage provided upon initial fill-up of rental equipment or fulfillment of refueling requests by customers for use at their job sites and then applied coefficients from 2023 U.S. EPA Emission Factors Hub for GHG Inventories Table 1 for diesel or gasoline (last modified September 12, 2023).
  16. Estimated by inputting total Scope 3 emissions into the U.S. EPA Greenhouse Gas Equivalencies Calculator to convert CO<sub>2</sub>e to gasoline equivalent. We then applied coefficients from the 2023 U.S. EPA Emission Factors Hub for GHG Inventories Table 1 to convert gasoline gallons to MWH. Energy is restated for previous years based on updates made to Category 6: Business travel reporting (see Endnote 13).
  17. Our 2023 reported quantity includes 175,716 gallons of renewable diesel (R99), which comprises 2% of diesel purchased.
  18. Calculated using a sustainability management platform based on regional eGRID fuel mix from EPA Power Profiler or Government of Canada Emission Factors and Reference Values. Excludes electricity produced from roof-top solar panel systems installed at ten locations, which we estimate is <2% of total electricity consumption.
  19. Reduction of energy consumption is estimated based on electricity savings resulting from LED lighting upgrades. For the LED lighting upgrades that occurred before February 2022, we conservatively applied a 10% reduction in annual energy savings. For lighting upgrades completed during or after February 2022, annual energy savings are estimated as previously described when completed by local installers, or based on reports provided by our national lighting installation partner. Our national partner estimates the annual energy savings by calculating the difference in the input wattage required by the existing systems compared to the upgraded systems. Previous values are restated due to improved methodologies.
  20. Waste data, along with any related calculations, are restated for previous years due to methodological changes informed by recommendations from a national waste service provider. Activity data is provided by three national suppliers and characterized by waste and disposal type and this information covers nearly 80% of our facilities. Waste data from remaining facilities is unavailable and is, therefore, excluded. Reported waste tonnage excludes indirect third-party waste disposal of e-waste, tires, equipment batteries, off-fleeting, new construction, facility renovations and environmental remediation. We require our indirect third-party waste handlers to follow waste disposal laws and regulations. We also encourage them to recycle materials when practical or required.
  21. Hazardous waste is characterized as defined by the U.S. Resource and Recovery Act (RCRA) or Transport Canada classification under the Transportation of Dangerous Goods (TDG) Program.
  22. Both with and without energy recovery.
  23. Data is derived from a third-party consolidated billing system, which covers 89% of our branches. The remainder is either paid for by landlords, and is excluded, or supplied by in-ground wells.
  24. Approximately 3% of our branches use in-ground wells. For these locations, we use the average municipal water consumption per branch as a proxy to estimate total groundwater withdrawal.
  25. Covers only municipal water consumption.
  26. Data is derived from a third-party consolidated billing system, which covers 69% of our branches. The remainder is either paid for by landlords, and is excluded, or discharged to on-site septic systems.
  27. Approximately 6% of our branches use on-site septic systems for wastewater discharge. For these locations, we use the average municipal sewer billed volume per branch as a proxy to estimate total onsite septic wastewater discharge.
  28. People of Color self-report their race/ethnicity as Asian, Black or African American, Hispanic or Latino, Indigenous, American Indian/Alaska Native, Pacific Islander or Two or More Races.



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## REPORT OF INDEPENDENT CERTIFIED PUBLIC ACCOUNTANTS

Management  
Herc Holdings Inc.

We have reviewed management of Herc Holdings Inc.'s assertion that the Scope 1 greenhouse gas ("GHG") emissions and Scope 2 location-based and market-based GHG emissions of Herc Holdings Inc. for the year ended December 31, 2023, is presented in accordance with the GHG Protocol<sup>1</sup> (collectively, the "Criteria"). Herc Holdings Inc.'s management is responsible for its assertion and for the selection of the criteria, which management believes provide an objective basis for measuring and reporting on the greenhouse gas emissions. Our responsibility is to express a conclusion on management's assertion based on our review.

Our review was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants. Those standards require that we plan and perform the review to obtain limited assurance about whether any material modifications should be made to management's assertion in order for it to be fairly stated. The procedures performed in a review vary in nature and timing from, and are substantially less in extent than, an examination, the objective of which is to obtain reasonable assurance about whether management's assertion is fairly stated, in all material respects, in order to express an opinion. Accordingly, we do not express such an opinion. Because of the limited nature of the engagement, the level of assurance obtained in a review is substantially lower than the assurance that would have been obtained had an examination been performed. We believe that the review evidence obtained is sufficient and appropriate to provide a reasonable basis for our conclusion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements related to the engagement.

The procedures we performed were based on our professional judgment and consisted primarily of analytical procedures and inquiries. In addition, we obtained an understanding of the Herc Holdings Inc.'s business processes relevant to the review in order to design appropriate procedures.

The preparation of the assertion requires management to evaluate the Criteria, make determinations as to the relevancy of information to be included, and make estimates and assumptions that affect reported information. Measurement of certain amounts, some of which may be referred to as estimates, is subject to substantial inherent measurement uncertainty. Obtaining sufficient appropriate review evidence to support our conclusion does not reduce the inherent uncertainty in the amounts and metrics. The selection by management of different but acceptable measurement techniques could result in materially different amounts or metrics being reported.

Based on our review, we are not aware of any material modifications that should be made to management of Herc Holdings Inc.'s assertion that the Scope 1 greenhouse gas ("GHG") emissions and Scope 2 location-based and market-based GHG emissions of Herc Holdings Inc. for the year ended December 31, 2023, is presented in accordance with the Criteria, in order for it to be fairly stated.

Arlington, Virginia  
July 31, 2024

<sup>1</sup> World Resources Institute and World Business Council for Sustainability Development Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) and GHG Protocol Scope 2 Guidance (collectively, the "GHG Protocol")

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## Herc Holdings Inc. Management Assertion

For the Year Ended December 31, 2023 (FY 2023)

### Overview

Management of Herc Holdings Inc. ("the Company") is responsible for the selection of the reporting criteria, which management believes provide an objective basis for measurement and reporting of the metrics presented in Table 1 below. Management is also responsible for the collection, calculation and presentation of the information and for the completeness, accuracy and validity of the metrics. Management asserts the Company's Scope 1 and Scope 2 Greenhouse Gas ("GHG") emissions metrics are presented in accordance with the reporting criteria set forth below for the year ended December 31, 2023.

### Organizational Boundary

The Company uses the operational control approach to account for and report its GHG emissions. This includes owned/leased offices, warehouses, multi-use facilities, yards, and studios (collectively, the "sites"), as well as corporate-owned/leased and operated fleet vehicles, which includes on/off-road vehicles. For acquisitions during FY 2023, of which there were 12, usage and operational information were included in the Company's emissions reporting from the date of operation by the Company forward. Emissions outside the Company's operational control, such as those generated from customer use of rental equipment, are not within the Company's organizational Scope 1 and Scope 2 GHG emissions metrics.

### Summary of Emissions Reported and Sources

For the reporting criteria, the Company utilizes the principles and guidance of the World Resources Institute (WRI) and the World Business Council for Sustainable Development's (WBCSD) internationally recognized reporting standards (together the "GHG Protocol"):

*The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition; and*

*GHG Protocol Scope 2 Guidance: An amendment to the GHG Protocol Corporate Standard.*

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Reported GHG emissions include three of the seven GHG emissions covered under the United Nations Framework Convention on Climate Change (UNFCCC)/Kyoto Protocol: carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O). These are represented as carbon dioxide equivalent (CO<sub>2</sub>e) and Scope 1 individual constituent gases are disclosed on p. 6 of this document. Emissions sources include electricity consumption, mobile combustion of diesel and gasoline and stationary combustion of natural gas. Emissions from private jet fuel, propane, heating oil and refrigerant leakage of hydrofluorocarbons (HFCs) are excluded due to immateriality estimated at less than 5% of Scope 1 GHG emissions in aggregate. Emissions of perfluorocarbons (PFC), sulfur hexafluoride (SF<sub>6</sub>), and nitrogen trifluoride (NF<sub>3</sub>) are not relevant to the Company's operations.

GHG emissions quantification is subject to measurement uncertainties resulting from limitations inherent in the methods and mathematical models used for determining GHG emissions factors and energy use data. The selection by management of different but acceptable scientifically valid measurement techniques could result in different reported metric quantities. The precision of various acceptable measurement techniques may also vary.

# Herc Holdings Inc. Management Assertion CONTINUED

**Table 1: GHG Emissions Metrics**

Metrics	Definition of Metric and Reporting Criteria	Metric Quantity
Scope 1 GHG Emissions <sup>1</sup> (direct)	<p><b>MOBILE COMBUSTION</b></p> <p><b>Fleet Fuel:</b> <sup>2</sup> 91% of Scope 1 or 83% of Scope 1 and 2 emissions</p> <ul style="list-style-type: none"> <li>Actual fleet diesel and gasoline usage was collected from a third-party fuel pay system, which accounted for 60% of fuel gallonage.</li> <li>For fleet diesel and gasoline usage not covered by the third-party fuel pay system, we used a spend-based approach to estimate the remaining 40% of fuel usage. We relied on U.S. Energy Information Administration's "Monthly Retail Gasoline and Diesel Prices" for U.S. operations and Canada's "Monthly average retail prices for gasoline and fuel oil, by geography" for Canadian operations when converting dollars to fuel volume.</li> <li>We excluded fuel purchases that were charged back to customers for use of rented equipment based on revenue data. To do this, we used the average unit price per gallon of fuel charged to the customer (the "internal rate"). The total amount charged to the customer was then divided by the internal rate to determine the quantity of gallons to be excluded from Scope 1 fleet fuel.</li> </ul> <p><b>STATIONARY COMBUSTION</b></p> <p><b>Natural Gas:</b> <sup>2</sup> 9% of Scope 1 or 8% of Scope 1 and 2 emissions</p> <ul style="list-style-type: none"> <li>Actual natural gas usage was collected from a third-party utility pay system via an application programming interface (API) with the Company's sustainability management platform, which accounted for 68% of natural gas volume. Utilizing the sustainability management platform, the Company gap-filled missing activity data based on current daily averages for which data was available and multiplied by the days that were missing, which accounted for 2% of natural gas volume.</li> <li>For natural gas usage not covered by the third-party utility pay system, the Company utilized the sustainability management platform to estimate these gaps by applying an internally-developed regional building energy intensity rate (kWh/square foot per day) based on data available for sites with similar operations and/or geographic location. The rate was then multiplied by the size (square foot) of the sites and number of active days. This accounted for 30% of natural gas volume.</li> </ul>	148,668 MT CO <sub>2</sub> e
Scope 2 GHG Emissions <sup>1</sup> (indirect)	<p><b>Electricity:</b><sup>3</sup> 100% of Scope 2 or 9% of Scope 1 and 2 emissions</p> <ul style="list-style-type: none"> <li>Actual electricity usage was collected from a third-party utility pay system via API with the Company's sustainability management platform, which accounted for 84% of kilowatt hours (kWh). Utilizing the sustainability management platform, the Company gap-filled missing activity data based on current daily averages for which data was available and multiplied by the days that were missing, which accounted for 3% of estimated usage.</li> <li>For electricity usage not covered by the third-party utility pay system, the Company utilized the sustainability management platform to estimate these gaps by applying an internally-developed regional building energy intensity rate (kWh/square foot per day) based on data available for sites with similar operations and/or geographic location. The rate was then multiplied by the occupied building square footage of the sites where usage data was not available for the full FY 2023 and the number of active days, which accounted for 13% of estimated purchased electricity.</li> </ul>	<p>Location-based: 13,796 MT CO<sub>2</sub>e</p> <p>Market-based: 13,796 MT CO<sub>2</sub>e</p>

1. GHG emissions are presented in metric tons of carbon dioxide equivalent (MT CO<sub>2</sub>e). Global Warming Potential (GWP) factors measure the amount of energy the GHG emissions of one ton of gas will absorb relative to one ton of carbon dioxide. We use the Intergovernmental Panel on Climate Change's (IPCC) Fifth Assessment Report (AR5) 100-year GWP values. CH<sub>4</sub> and N<sub>2</sub>O GWP factors emission factors are applied and each content gas is added together to calculate CO<sub>2</sub>e.

2. Scope 1 GHG emission factors were applied to mobile and stationary fuel consumption for US facilities using 2023 U.S. Environmental Protection Agency (U.S. EPA) GHG Emission Factors Hub (last modified September 12, 2023) and for Canadian facilities using 2023 U.K. Government (DEFRA) GHG reporting conversion factors (updated June 28, 2023).

3. Scope 2 GHG emission factors were applied for electricity consumption for US facilities using the 2021 U.S. EPA Emissions & Generation Resource Integrated Database (eGRID) and for Canadian facilities using the 2022 update of the Government of Canada's National Inventory Report 1990-2020: Greenhouse Gas Sources and Sinks in Canada, Part 3, Table A13-2 to Table A13-14, 2021 values. There were no environmental attribute certificates (e.g., RECs, GOs) or supplier-specific programs applicable to FY 2023, and therefore, the market-based and location-based emission factors are the same.



**Herc Holdings Inc.**

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