



Modern Slavery Statement for the financial year ending 31 December 2025

This statement is made pursuant to Section 54 of the Modern Slavery Act 2015 “Transparency in Supply Chains”. It sets out the steps that Hertz Europe Limited and Hertz UK Limited (referred to here as “we”), have taken to address the risk of slavery and human trafficking taking place in their operations and supply chains.

INTRODUCTION

The Hertz Group has a long tradition of success in the rental car industry. We are passionate competitors and are always in search of new means for growing our business and returning value to our stakeholders. That passion and competitive drive have been major factors in our success despite intense pressures in the industries we serve and the significant impact of geopolitical crises after the Covid-19 pandemic.

In responding to these pressures, we are committed to acting ethically at all times. Every member of the Hertz Group is expected to behave with integrity and maintain the set of standards detailed in the company’s Standard of Business Conduct. Hertz recognises that a vital component of being a good corporate citizen is to treat everyone in our supply chain with the dignity and respect they deserve.

PRINCIPLES

We do not tolerate any form of modern slavery and human trafficking in any area of our business or supply chain.

We expect the same zero tolerance approach to any form of modern slavery from our business partners. If any of our business partners are found to be engaging in slavery or other unethical working practices, we will take steps to address those issues with them, seek to drive improved standards and, if necessary, terminate the business relationship.

We are committed to tackling instances of modern slavery through effective risk assessment and third-party due diligence. We are also committed to raise our employees’ awareness in order to identify instances of modern slavery and collaborating with them and other stakeholders to achieve best practice.

OUR ORGANISATION

Organisational structure

Hertz Europe Limited and Hertz UK Limited are a part of The Hertz Corporation, and our ultimate parent company is Hertz Global Holdings Inc which has its head office in Estero, Florida, USA.

As of December 31, 2025, The Hertz Corporation employed approximately 26,000 employees worldwide, consisting of approximately 21,000 employees in the U.S. and approximately 5,000 employees in its international operations.

Internationally, we do business in approximately 160 countries through company-operated rental locations as well as through our partners or franchisees to whom we have licensed use of our brands. This represents approximately 11,000 corporate and franchisee locations, comprised of 3,500 airport and 7,400 off airport locations.

Business sector

- We are a provider of vehicles for hire. We offer multiple brands in order to provide customers a full range of rental services at different price points, levels of service, offerings and products. The vehicle rental business is primarily operated through three brands — Hertz, Dollar and Thrifty. In certain locations outside the U.S., we also offer our Firefly brand which is dedicated to cost-conscious leisure travellers.
- We have partnered with certain ride sharing companies to offer vehicle rentals to their drivers in select cities in North America and in Europe. This program enables us to rent vehicles on a longer-term basis than traditional business rentals and is a component of our strategy to be an active participant in the future of mobility. As part of an exclusive partnership with Uber and other ride-hailing platforms, we make EVs available for their drivers to rent on their network.
- We offer a car and van-sharing membership service, referred to as Hertz 24/7, which rents vehicles by the hour and/or by the day, primarily in Europe.
- We sell used rental vehicles through various retail channels, including Rent2Buy.
- We also dispose of vehicles through non-retail disposition channels such as auctions, brokered sales, sales to wholesalers and sales to dealers.

Business units

Our business is organised into a number of business units ranging from operations, through to specialist “centres of excellence” such as Sales, Fleet, Procurement and Facilities.

OUR SUPPLY CHAINS

Our supply chains include vehicle manufacturers, suppliers of non-fleet goods and services (including valet services, fuel, delivery and collection, insurance etc.), airport operators, outsourcers, contractors etc. We also have a network of franchisees and agencies providing vehicle rental services under our Hertz, Dollar, Thrifty and Firefly brands.

We rely on all of these partners to provide a seamless structure for our business. Although we use our own employees to provide the vast majority of our services, we also use the services of contractors to provide certain services such as for the cleaning and preparation of our vehicles for hire.

POLICIES AND PROCEDURES

Code of Conduct

We maintain a Standards of Business Conduct (referred to here as “Code of Conduct”) which is applicable to all personnel working for and on behalf of Hertz globally. It obliges all employees to act ethically and in accordance with the law, including the Modern Slavery Act 2015 and all applicable labour laws. In particular, it states that:

- We have a responsibility to uphold human rights and stand firmly against human trafficking and forced or coerced labour.
- We follow all child labour laws and support the elimination of unlawful child labour and exploitation.
- We provide fair working conditions, wages, and benefits that meet or exceed applicable laws and local requirements, as well as a safe and healthy workplace for everyone we work with.

We require all employees to certify adherence to the highest standards of ethical business practices. The Code of Conduct is regularly updated and acknowledged by all employees globally, and by all new hires when joining the company.

Our Code of Conduct is publicly available on Hertz Corporation's website, and is accessible by our suppliers, business partners and customers. It can be found at the following link, under Governance:

<https://ir.hertz.com/esg-1/sustainability-and-impact/default.aspx>

Global Human Rights Policy Statement

We launched our Global Human Rights Policy Statement globally on December 10, 2020, to celebrate Human Rights Day. The Policy applies to all Hertz operations globally and to all Hertz employees at all levels, officers and directors.

The Policy outlines our commitment to respecting and defending Human Rights. It means that Hertz will:

- Comply with applicable national laws and international instruments setting out Human Rights standards;
- Prevent, detect and investigate possible violations of Human Rights within our business; and
- Remediate and, if necessary, punish any breach of this Policy.

With regards to third parties, our commitment also means that Hertz:

- Expect the third parties we work with to follow similar standards towards Human Rights
- Will not support or deal with any business knowingly and intentionally involved in Human Rights violations;
- Will investigate any potential violation of Human Rights within our supply chain;
- Based on the results of the investigation, may take remediation measures or, if necessary, impose adverse consequences and may also report the incident to the appropriate authorities.

Our Global Human Right Policy Statement was refreshed in early 2026, is publicly available on Hertz Corporation's website and is accessible by our employees, suppliers, business partners and customers. It can be found at the following link, under Key Policies:

<https://ir.hertz.com/esg-1/sustainability-and-impact/default.aspx>

Anti-Modern Slavery Policy

We adopted an internal Anti-Modern Slavery Policy (referred to as "Policy") a number of years ago, which is applicable to all employees in the UK and Australia at all levels, officers and directors, as well as contractors, agency workers and temporary staff. This policy can be leveraged in conjunction with our Global Human Rights Policy Statement.

The Policy, which was updated in 2025, reflects our commitment to promote and uphold human rights and to implement and enforce effective systems and controls to ensure modern slavery is not taking place anywhere in our business or supply chains.

Global Supplier Code of Conduct

We adopted a Global Supplier Code of Conduct which applies to all of Hertz's suppliers, business partners, consultants, contractors, subcontractors and their affiliates and applies to all products and services that Hertz purchases. It outlines our expectations, standards and guidelines for how we can mutually benefit from a commitment to ethics and integrity. With regards to fair working conditions and human rights, the Code states that:

- Suppliers are required to follow all applicable laws and regulations regarding wages,

hours, overtime, worker's compensation, and other mandated benefits.

- Suppliers have a responsibility to uphold human rights and stand firmly against human trafficking and forced or coerced labour.
- Suppliers should abide by all child labour laws and support the elimination of unlawful child labour and exploitation.
- Hertz expects its suppliers to develop and implement policies and procedures to ensure respect of all human rights in their businesses and supply chain.

Our Global Supplier Code of Conduct is publicly available on Hertz Corporation's website and is accessible by our suppliers. It can be found at the following link, under Governance:

<https://ir.hertz.com/esg-1/sustainability-and-impact/default.aspx>

Global Brand Partner Code of Conduct

Our Brand Partners – including our franchisees, sub-franchisees, licences, sub-licenses and agents – are expected to adhere to the same principles as Hertz and to enforce them within their own businesses. When it comes to fair working conditions and human rights, the Global Brand Partner Code of Conduct contains the same language as the Global Supplier Code of Conduct described above.

Other policies and procedures

We maintain policies and procedures to encourage employees to report concerns and seek guidance, using confidential and anonymous methods. If employees identify any potential signs of slavery, human trafficking or other human rights abuses, they have several channels available to report this, including the Compliance, Legal and HR Departments as well as the Compliance Hotline which is a third-party service. So far, we have not received any report of suspected modern slavery or human trafficking within our business.

Finally, we maintain policies and procedures to protect employees from retaliation if they make a good faith report.

Employee Training

The Code of Conduct E-learning reiterates our commitment in upholding fair working conditions and reminds employees' responsibility to be alert for any sign of forced or coerced labour.

For several years, we have deployed a 'Modern Slavery & Human Rights' online training for key employees based in the UK and Australia, as well as for the European leaders irrespective of their locations. The training enables the employees to understand modern slavery and its various forms, to identify the red flags, to understand Hertz's obligations and to know what to do if there are potential suspicions of modern slavery in our supply chain or in a customer-facing setting. This training was expanded in 2025 to a broader target audience within currently deployed countries and was extended to the United States and Canada in order to drive greater awareness, especially to roles which support our global employees, customers and supply chain. Additionally, Hertz's worldwide network of approximately 59 Values & Compliance Ambassadors (of which 6 are based in the UK) received specialized training in 2025 to help reinforce concepts to their respective business groups.

Human Trafficking Awareness Posters

During 2025, Hertz developed and deployed field site posters to help rental customer-facing personnel identify potential human trafficking red flags and the proper local authorities to contact should they need to quickly report a concern.

Human Rights Impact Assessment

We are engaging efforts to identify, manage and mitigate potential and/or existing risks of slavery and human trafficking within our operations and supply chains.

In 2025, we released our 2024 Sustainability Impact Report which outlines Hertz unwavering commitment to protecting the rights of people and communities (<https://ir.hertz.com/esg-1/sustainability-and-impact/default.aspx>).

CONTROLS AND MEASURES FOR OUR SUPPLY CHAIN

We comply with all local laws and regulations and require the same legal and ethical standards from our business partners, including suppliers, agents, contractors and franchisees. This helps ensure our continued success, excellence and integrity. We aim to follow best practices to ensure that suppliers and contractors act in accordance with the law. Measures include the following:

Contractual obligations

We provide anti-slavery and human rights obligations in our contracts with our business partners, which include the obligation to comply with all laws. In 2025, we substantively revisited and strengthened contractual representations and warranties required from our business partners notably suppliers and franchisees, including in relation to human rights and modern slavery.

Due diligence processes

We perform initial and ongoing vetting of our suppliers and franchisees to establish their compliance with applicable modern slavery legislation and their commitment and efficiency to tackle these issues. In 2025, we implemented a new policy and procedure regarding the third party due diligence, and deployed an upgraded third party due diligence platform to further mature our third party onboarding and ongoing monitoring processes. As part of this evolution, we also expanded the number and type of third parties included in the process and expanded the due diligence questionnaire to inquire about an organization's human rights protection controls.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we encourage our suppliers, contractors and franchisees to provide training to their employees. We will emphasise these requirements particularly in "high risk" countries to increase their awareness of these requirements related to forced labour, child labour and human trafficking.

Investigations

We have a well-established global reporting of compliance incidents. When identified, those incidents, which include any suspected instances of modern slavery, are thoroughly investigated, sanctioned when appropriate and relevant follow-up actions are taken. If those incidents involve a business partner, we expect a full cooperation (e.g. access to relevant information, adoption of remedial actions when appropriate etc.). We maintain an Investigation Protocol which clarifies the stakeholders roles and responsibilities and investigation key principles applying for all internal investigations, including human rights and modern slavery related allegations.


NEXT STEPS

Our approach, Code of Conduct and Policies are clear on the need to protect human rights. Over the coming years, we will continue to determine how we can obtain further confirmation over the effectiveness of existing anti-slavery and human trafficking measures.

We will also continue to develop our programme, and we have already identified the following steps:


- Refresh our company's materiality assessment, inclusive of human rights.
- Survey a selection of key supply chain partners to understand their approach to address the risk of modern slavery.
- Refresh our Hertz Human Rights program risk map and maturity plan.
- Identify potential travel industry partners also addressing modern slavery concerns and explore opportunities to collaborate.

Approved by the Board of Directors on

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