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IN FEW
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|| Making equipment rental an ever more sustainable model, today and for the future ||

EDITORIAL



We are proud to be able to present our results and actions in terms of corporate social responsibility in accordance with the guidelines applicable to large companies, and to have had this report certified by an independent body.

This reflects our long-standing commitment to sustainable performance in our business. It also demonstrates the commitment of our staff to achieving our objectives of reducing our environmental footprint and, even more importantly, preventing accidents.

It is thanks to a strong corporate culture that we get our subsidiaries, however diverse they may be in terms of geography, size or activities, to adhere to a financial and extra-financial performance that makes the Loxam Group a recognised leader on the world market not only in its profession but also in the field of business services. It is therefore no coincidence that many independent organisations rank Loxam among the best performing companies in its sector in terms of sustainable development. This performance is likely to reassure major contractors as well as public bodies when it comes to referencing Loxam.

Loxam was therefore proud to be the first equipment rental company to have its greenhouse gas emissions reduction



programme validated by the Science Based Targets initiative, and also to be the first equipment rental company to obtain a loan from the European Investment Bank (EIB) to finance investment in low-carbon equipment.

We still have a lot of progress to make if we are to be even more efficient in the future. But this report is the best testimony yet to our organisation's investment in sustainability. I would like to thank all our staff for their commitment and the efforts they make on a daily basis.

GÉRARD DÉPREZ
President of
the Loxam Group



2023 HIGHLIGHTS

20 entities
certified Great
Place To Work®



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

ENDORSEMENT
of our emissions reduction
targets by the Science Based
Targets initiative



**LOXAM, OFFICIAL EQUIPMENT
RENTAL PROVIDER TO RUGBY
WORLD CUP FRANCE 2023**



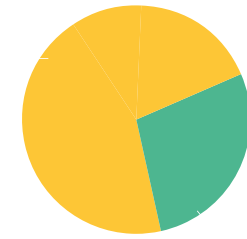
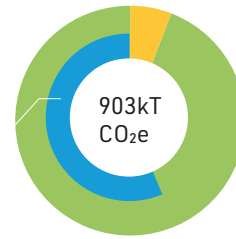
**Loxam, PARTNER OF THE
PARIS 2024 OLYMPIC AND
PARALYMPIC GAMES**



**Loxam Hune wins CNC
(National Construction
Confederation) award for best
technological initiative with
environmental benefits**



**Nationwide Platforms wins
the IAPA Awards 2023
in 2 categories**




COMMIT
TODAY FOR TOMORROW

A REMINDER OF OUR COMMITMENTS



Commitment

FOR OUR EMPLOYEES

Enable every person to develop, objectively and without discrimination, while guaranteeing safety anytime and anywhere



Associated SDG¹

1. SDG: Sustainable Development Goals set by the United Nations. Through its everyday activities, Loxam contributes to 11 SDGs out of 17.



Actions

A strong safety culture

A varied range of training programmes for our people



FOR OUR PARTNERS

Work to achieve shared success based on trust, collaboration, and innovation in favour of safer and more sustainable equipment



Investment in low-emission equipment

Deployment of **low-carbon worksites** to test new technology with our clients

FOR EVERYONE

Encourage people to hire their equipment and capitalise on our local presence in communities to foster their development



Actions within trade associations to drive change in practices

Development of **local partnerships** in all the communities in which we operate

To know more about our CSR commitments :



Loxam, Official Equipment Rental Provider to Rugby World Cup 2023



As the Official Equipment Rental Provider to Rugby World Cup 2023 we took advantage of this federating event to give a new dimension to our CSR commitments.

Our commitments in a few words:



**VOCATIONAL
INSERTION**



**REDUCING
ENVIRONMENTAL
IMPACT**



**DIVERSITY
AND INCLUSION**



**GATHERING
ALL AUDIENCES**

The event in a few figures

166,073 kg of CO₂e
avoided thanks to the use of HVO,
equivalent to 93 round-trips between
Paris and New York (by plane)

+3,500
customers invited
to all the stadiums
in the tournament

322
tickets given away
to charities as part of
the social ticketing service

3,200
tickets sold
through our works council

A **social ticketing** service was introduced in collaboration with 31 charities all over France, to give people who usually do not have access to stadiums the chance to watch a match. A total of 322 places were given away to a variety of non-profits: reintegration through sport, support for isolated people, solidarity grocery shop, etc. A memorable moment for sharing and conviviality!

To minimise the environmental impact of this major international sporting event, a wide range of **low-emission equipment** from our Loxgreen range was used throughout the competition. All equipment deployed at the Concorde Rugby Village in Paris was powered by HVO, a 100% renewable fuel made from vegetable oils or plant-based raw materials, reducing CO₂ emissions throughout the operation.



1ST PILAR

PEOPLE AT THE HEART OF OUR PRIORITIES

Supporting our talent, guaranteeing the safety of our employees and clients, and developing partnerships to get people into work are all our profoundly people-first commitments.

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"Safety is part of a transformation programme launched in 2022, based on developing a strong safety culture and participative management. It's a real movement that's taking hold, and progress can already be seen: the number of lost-time accidents decreased by 40% in France in 2023."

Olivier Grisez

Managing Director - Loxam France Generalists



"As safety is our priority, many initiatives are implemented each year to ensure our employees' safety and to offer safer equipment to our customers. At PAD, we want to make a name for ourselves as leaders in safety on the powered access market and thus change practices in the sector."

Paul Rankin

Managing Director - Powered Access Division (United Kingdom, Middle-East)

GUARANTEE SAFETY, ANYTIME AND ANYWHERE

EXEMPLARITY - RIGOUR - TRAINING



Key figures



Safety performance included in employee profit-sharing calculation - France

As improving our safety performance is a priority for everyone, a safety coefficient was included in the new profit-sharing agreement signed in 2023. It rewards safety performance based on the frequency rate of the site to which the employee is attached.



A programme dedicated to safety - Middle East

Entitled "Stop Work Authority Program", the scheme aims to create a culture of responsibility and proactive risk management. Each employee has the authority and obligation to stop any work conducted in unsafe or dangerous circumstances by playing their "Stop Work Authority" card, without fear of reprisal. This programme has paid off: no accidents were recorded in the Middle East in 2023.

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"Our Culture of Safety is built upon four pillars: Intervention, Engagement, Visibility, and Benchmarking. Each pillar provides a platform that enables continuous monitoring and improvement of our performance. We continuously invest in inspections, certifications, and ongoing training, fostering an environment where safety takes precedence for all."

Waleed Isaac

Managing Director - Rapid Access (Middle East)

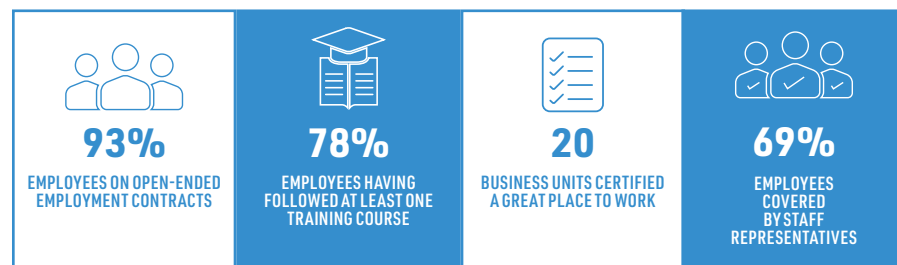


CONTRIBUTE TO THE DEVELOPMENT OF OUR PEOPLE

DEVELOPMENT - SOCIAL DIALOGUE - QUALITY OF LIFE AT WORK



Key figures



Training modules dedicated to new issues – Central Europe

New skills are increasingly required in the business world, particularly in terms of management and leadership. To meet these new needs, two training programmes have been created in our Eastern Europe subsidiary. One of them, the “Leadership Academy”, deals with themes such as feedback, difficult conversations or setting targets, and enables employees to acquire the keys they need for their fulfilment in the company.

“The Leadership Academy was an excellent training opportunity for me, or rather an enriching experience, as we convened in a group comprising both experienced managers, who have been leading teams for several years, and the less experienced ones. The entire program was facilitated and moderated by genuinely competent trainers—practitioners—who not only shared their knowledge and skills with us but also fostered an environment where we could exchange opinions and experiences related to team management and leadership. For me, personally, it was significant that I had the chance to test my knowledge and skills in front of a broad audience of training participants, which bolstered my self-confidence and helped me forge relationships with individuals I had previously had little contact with.”

Rafał Dybowski
Customer Centre Manager - Ramirent (Poland)

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“Loxam’s HR strategy is centered on fostering personal and talent development while prioritizing a human and personalized approach. Recognizing that its employees are its most valuable asset, Loxam invests in continuous professional growth and skill enhancement. The company offers tailored training programs designed to meet the unique needs of each employee, ensuring that everyone has the opportunity to advance their careers and develop their talents.”

Irena de Saedeleer
Human Resources
Director - Loxam (Belgium
& Luxembourg)

Adapting our working conditions in areas affected by extreme climate events – Spain and Portugal

In Spain and Portugal, where our business is often affected by heat waves, a new protocol has been developed to inform employees of adjustments to their working hours, for example. During heat waves, an e-mail is sent employees informing them of the rules to follow. As soon as the temperature rises above 40 degrees, it can be dangerous to continue working; therefore adjustments to working hours or remote working can be proposed

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INNOVATE FOR OUR CLIENTS' HEALTH AND SAFETY

EDUCATION - INNOVATION



Deployment of Harness On device for working at height – United Kingdom

The recently launched Harness On safety system is an intelligent anchor point device that stops the use of aerial work platforms until the user has properly attached their karabiner. Designed to limit the risk of falling while working at height, more than half of our fleet of mobile elevated work platforms in the United Kingdom is now fitted with the system.



"To mitigate against the risk of falling from height, our BlueSky team developed Harness On, an intelligent anchor point installed across our full MEWP fleet. Harness On is approved for use by all OEMs, and several strategic customers now mandate the use of this solution."

Glyn Brearley
Business Director Procurement and Product-Strategy –
Powered Access Division (United Kingdom)



6TH SAFETY AND ENVIRONMENT MEETINGS – FRANCE

Organised at Hangar Y in Meudon, these Meetings allowed participants to discover and handle – sometimes even before their commercial launch – more than 50 equipment items displaying innovation in terms of safety and environmental protection, thanks to an exhibition area and a demo zone featuring no fewer than 30 exhibitors.

The event drew more than 300 professionals from the construction, industry and service ecosystem around talks and round tables aimed at triggering debate around key issues for the future of the profession.

"We must not divide the environment into silos. We need to have a holistic view of the subject. Everyone has to work together, otherwise we'll never get there. Everyone has their own solutions. We need to move beyond the technical framework to focus on the number 1 issue: the basis of all carbon products."

Franck Le Guillou
Purchasing Director, Colas



+300 PROFESSIONALS
FROM THE ENTIRE ECOSYSTEM OF
CONSTRUCTION, INDUSTRY AND SERVICES



1,800 M²
OF INDOOR AND OUTDOOR EXHIBITION SPACE



50 INNOVATIVE MATERIALS



PROMOTE AN INCLUSIVE ECONOMY

COLLABORATION - SUPPORT



"We champion a workplace that celebrates diversity and ensures fair treatment for all. Our commitment extends beyond our walls: we collaborate with schools and training colleges to help individuals learn and empower them to thrive in their chosen fields. Together, we aim to build an inclusive economy one where everyone has a seat at the table."

Joanna Szymecka

Human Resources Manager
Ramirent Central Europe
(Poland, Slovakia,
Czech Republic)



Loxam and WorldSkills, a partnership set to last

Loxam was a partner of the 47th edition of the WorldSkills competition, the largest "skills Olympics" in the world for young professionals, which took place from 14 to 16 September 2023 in Lyon. As "GOLD" partner for the construction sector and partner of the "Equipment Maintenance" hub, Loxam provided competitors with all the necessary equipment for their events to enable them to excel in their field, safely and with peace of mind. It is a way for the Loxam Group to promote professions in the construction sector and also support these talented individuals so that they can achieve excellence in their professions.



A WORK PLACEMENT IN PARTNERSHIP WITH THE ASSOCIATION CRÉE TON AVENIR !!! - FRANCE

From 13 to 20 February 2023, 15 students from Gabriel Péri secondary school in Bezons, supervised by the "Crée Ton Avenir !!! France" association, spent a week work shadowing at Loxam. On the agenda: discovery of head office and branch professions, discussions with employees and participation in educational workshops. At the end of the week, many of the students had a clearer idea of their career plans and an understanding of the many opportunities open to them.



Partnerships with schools and colleges throughout the Loxam Group

Whether in Estonia, Italy, Poland or Spain, we place great emphasis on partnerships with colleges to recruit our talent.

Since 2018, our module manufacturing plant in Estonia has formed several partnerships with construction colleges such as the Tallinn Construction School, enabling a number of carpentry and electrician apprentices to be trained in our professions.



2ND PILAR

LOXAM, A RESPONSIBLE FIRM WITH LOCAL TIES

Pursuing a policy of openness to all profiles, embracing professional ethics and maintaining long-lasting relations with our partners are undisputable assets to innovate, retain our talent and contribute to local community development wherever we operate.

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"Our territorial coverage is a considerable advantage. It allows us to be close to our customers, to respond to all kinds of needs and to take part in exceptional events, such as the Olympic torch relay, to which many Loxam branches have been asked to contribute along the route."

Philippe Simonnet

Managing Director - Loxam France Specialists



"Non-financial risks are an integral part of our corporate strategy. Action plans are deployed for each risk identified (human rights, health and safety, environmental protection). Taking these issues into account also involves training our employees, which is why we have developed training modules dedicated to ethics and Ramirent's code of conduct, for example."

Erik Bengtsson

Managing Director Ramirent (Norway, Sweden, Finland, Baltics, Central Europe)

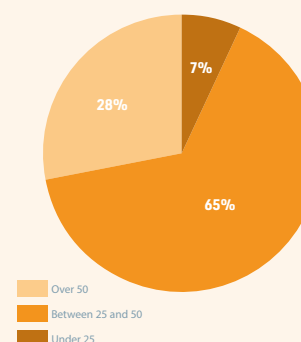
PROMOTE DIVERSITY

OBJECTIVITY - PROMOTION - INCLUSION



Key figures

Breakdown of workforce by age bracket



359
APPRENTICES
EMPLOYED

3%
GROUP

5%
IN FRANCE



19%
WOMEN EMPLOYEES

20%
WOMEN MANAGERS



83
EU GENDER INDEX

21

Open evenings dedicated to women United Kingdom

To encourage more women to work in the construction sector, throughout July our United

Kingdom recruitment teams organised open evening events entirely dedicated to women.

Aiming to present the jobs and opportunities in our sector, the events allowed interested parties to chat with our women

employees and discover the jobs they do. Some have even joined Loxam since then!

"Diversity in all its forms is a source of wealth. At Loxam, we experience diversity on a daily basis: in our workshops, behind our counters, in our branches and offices. Loxam employees are all different in age, origin, gender, and many other factors, but they are all united by the same culture: a passion for excellence and commitment, at the service of all our clients. At Loxam, our differences are our strength!"

Fabio Di Mario

Head of Human Resources - Loxam France



GUARANTEE ETHICAL AND RESPONSIBLE RELATIONS

HONESTY - TRUST- INTEGRITY



Key figures



The vigilance committee, a monitoring body for ethics-related issues

Launched in 2022, our vigilance committee met every six months in 2023. The purpose of this committee is to present and validate the risk map of our vigilance plan and to steer the deployment of actions to reduce these risks. This committee also aims to identify the areas where the risks are highest, to verify the proper implementation of actions through audits. For example, in 2023, we conducted human rights audits in our business units in Poland and Italy. The audit reports are then shared and reviewed by the committee for decision on the action plan.

ANTI-PHISHING CAMPAIGNS DEPLOYED ACROSS THE GROUP

Anti-phishing campaigns are regularly deployed throughout the Group. Fraudulent e-mails, incorrect e-mail addresses, suspicious links, inconsistencies, etc. are some of the traps to avoid, and can at times be hard to identify. As an official supporter of the Paris 2024 Olympic and Paralympic Games, a anti-phishing campaign was deployed on this subject. An e-mail offering the chance to win tickets to the 2024 Games was sent to employees, but the tempting offer concealed a number of traps that some employees managed to spot.

Support for the Abrinq foundation in Brazil

Alongside the Abrinq Foundation, our Brazilian subsidiary supports child protection projects and conducts apprenticeship initiatives to support young people in their early career years.

The involvement of our Brazilian business unit Loxam Degraus in this cause resulted in it being awarded the "Child-Friendly Enterprise" label by Abrinq, which recognises companies that do not use child labour and work to improve the living conditions of young people.



"As leaders, we must provide an ethical and responsible environment to all our employees, and also request ethical and responsible behaviour from them. We know our team deals every day with external interlocutors like customers, suppliers and many other stakeholders, where they may be subjected to situations where ethics can be challenged. Under these circumstances, they must know exactly what the company's orientation is."

Guilherme Boog
 Managing Director - Loxam Degraus (Brazil)



PROMOTE THE DEVELOPMENT OF OUR COMMUNITIES

ESTABLISHMENT - PROXIMITY - CONTRIBUTION



"Loxam has developed a corporate patronage policy in relation with its line of business. We support actions to protect building heritage all over France. The partnership with the Fondation du Patrimoine helps us embody this ambition through projects all over the country, which allows us to involve the network's employees in the region in which they live and work."

Gaël Rougeux
Secretary General,
Loxam Group

Loxam, partner of the Paris 2024 Olympic and Paralympic Games

As part of its partnership with the Paris 2024 Olympic and Paralympic Games, Loxam will install, on its own behalf and with the help of its subcontractors, modules, sanitary facilities, refrigerated containers and wooden structures on some of the sites dedicated to the Games.

In a consortium with GLevents, Loxam will also supply all products and services related to temporary temperature control on all sites, including the International Broadcast Center. We have undertaken to:

- Monitor the environmental impact of our operations by giving priority to equipment powered by efficient biofuels.
- Call on the fabric of very small and small enterprises and the social economy sector to provide some of the services.
- Massively reuse products and equipment and recycle almost all site waste.

"Loxam is proud to provide its expertise to the organisation of the Paris 2024 Olympic and Paralympic Games and to contribute to their success. This event will be a turning point for our country, for an entire economic sector and naturally for Loxam Group, already well established outside France in 30 countries."

Gérard Déprez
Loxam Group President



A partnership with the heritage Foundation – France

In 2023, we signed a partnership agreement with the heritage Foundation (Fondation du patrimoine). Thanks to this agreement, Loxam gives concrete expression to its ambition to support initiatives run locally by an organisation recognised as being in the public interest and selected by regional teams.

In 2023, five projects were supported:

"We are proud and delighted to take part in renovating one of the symbols of the Arcachon Basin. This partnership with the Heritage Foundation illustrates once again Loxam's commitment to protecting French historic and cultural heritage, both nationally and in the areas in which we operate. The Cabane Tchanquée No.3 is not just a pretty postcard picture, it is also and above all a magnificent testimony to the local way of life of yesteryear."

Grégoire Migraine
Regional Director,
Aquitaine - Loxam France



Château de Blois - ©Ville de Blois - François Christophe



Puteaux church - ©Fondation du patrimoine



The Cabane Tchanquée No.3 in Teste de Buch



Tour Perret in Grenoble -
©Ville de Grenoble



Garden and house of Germaine Tillon in Brittany - ©E. Le Cornec

3RD PILAR

THE ENVIRONMENT: SETTING A COURSE FOR 2030

As an equipment rental company, our business model places us in a prime position in the energy transition and in the effort to reduce carbon emissions. As such, we seek to constantly honour our commitments: reduce the amount of resources consumed by our branches, support our clients in transforming their patterns and habits and in a co-innovation approach to progressively define the worksites and events of the future.



"We are very proud to be the first equipment rental company to receive this endorsement from the SBTi, which lends credibility to the soundness of our approach. It proves that the company has taken the issue in its stride and that the work carried out for several years is robust."

Patrick Bourmaud
Chief Financial Officer - Loxam Group



"To adapt to the heatwaves that regularly affect Spain and Portugal, we have set up an appropriate protocol, with communications for employees, adjustments to working hours and the use of remote working whenever possible to avoid travelling as much as possible."

Luis Angel Salas Manrique
Managing Director Loxam Hune (Spain, Portugal)

OUR ENVIRONMENTAL GOALS AND PERFORMANCE

Our carbon footprint

903k T

total Group carbon footprint in 2023

including



45%

Linked to the use of equipment by customers



15%

Linked to the production of equipment



0,3%

Linked to the emissions of our site



Our carbon reduction trajectory is validated by the Science Based Targets initiative



making the Loxam Group the first equipment rental company to obtain this validation

Our emissions reduction objectives:

-50%

REDUCTION IN ABSOLUTE TERMS OF OUR DIRECT EMISSIONS BETWEEN 2019 AND 2030

-30%

REDUCTION IN ABSOLUTE TERMS OF OUR INDIRECT EMISSIONS BETWEEN 2019 AND 2030

Our performance in 2023 :

-14% direct emissions (Scope 1) between 2019 and 2023

-7% indirect emissions (Scope 3) between 2019 and 2023

-12% energy consumption at Group level between 2022 and 2023

1. Linked to the emissions of our sites and internal fleet of vehicles.

2. Linked to the production, maintenance and use of our equipment by customers.

REDUCE OUR DIRECT ENVIRONMENTAL IMPACT

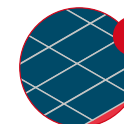
SOBRIETY - DURABILITY - REUSE - OPTIMISATION



100%
OF OUR BRANCHES IN FRANCE
are supplied with renewable
gas and electricity.

Use of renewable energy

We aim to be almost entirely supplied with renewable energy by 2030. Our Spanish, Finnish, British and French business units are at least partially supplied with renewable energy. Wherever possible, we connect to district heating networks. This is particularly the case in Sweden and Finland, but also at Loxam's headquarters in Paris La Défense.



Deployment of solar farms on our buildings' roofs

The installation of solar panels in our branches has been stepped up, notably in the Netherlands, where every new branch is systematically fitted with them, but also in Eastern Europe, where 11 branches were fitted with solar panels in 2023.



Adapting the electrical infrastructure of our branches

The energy transition, and the arrival of electric vehicles and equipment in our fleet, mean that we need to adapt our power supply infrastructure. All of our branches now have at least two EV charging points and power supply units to charge our equipment. In 2022, the Loxam Group had nearly 150 charging points on its sites around the world. In France in 2022, 42 branches had changes made to their workshops' electrical infrastructure to recharge electrical equipment.



Improving the energy efficiency of our buildings

We systematically replace incandescent light bulbs with energy-efficient LEDs, optimising heating systems (heat pumps, etc.) and deploying movement sensors in low-footfall areas. We also deploy zonal monitoring systems to track our carbon emissions in detail. We also capitalise on the characteristics of the countries where we operate. In Spain, our business unit takes advantage of the strong sunlight in its branches by installing windows on the roofs of the workshops to reduce artificial lighting and thus reduce its electricity consumption.



Natural ecosystems around our sites

When given the opportunity, we always preserve the natural spaces around our sites. In 2021, the gardens of our headquarters were landscaped, offering more than 2,000 m² of planted areas at the heart of the La Défense business district.



22
GAS-POWERED
TRUCKS IN 2023

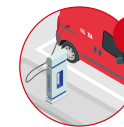
A transition of our truck fleet

Throughout the Group we have 14 trucks that conduct equipment delivery rounds every day. This category represents 80% of our scope 1 emissions. We have therefore initiated a voluntary transition plan for our truck fleet. All alternatives are currently being studied, including gas, electric and hydrogen engines, as well as the use of biofuels.



Controlling water consumption in our wash bays

With a marked increase in the number of rainwater or wastewater recovery systems to operate in closed circuits, every year we conduct several innovative actions.



22%
OF THE LIGHT VEHICLE FLEET IN
2023 WAS ELECTRIC OR HYBRID

Electric and hybrid vehicles in our internal fleet

We have drawn up a plan to convert 100% of our light vehicle fleet to electric or at least plug-in hybrid alternatives by 2030. To date, all our countries except Brazil and those in the Middle East have begun to convert their company cars and commercial vehicles.

"During 2023 we focused on monitoring and reporting consumption with a particular focus on water consumption. We obtained information on general water stress, and we were able to identify the most at-risk branches in which it is necessary to prioritize actions."

Susana Amigo Merchan

Quality and Environment Manager
- Loxam Hune (Spain and Portugal)



OFFER LOW-CARBON OPTIONS



1ST PILLAR

Heavy investment in the transition of our equipment fleet.

We have defined an investment plan for 2030 with an increasing share of our CAPEX going to low emission equipment.

2ND PILLAR

A wide range of innovative equipment.

To support the transformation of uses and our clients, we are testing as much equipment as possible and expanding our Loxgreen and Ramigreen ranges.

3RD PILLAR

Dedicated branches.

We are concentrating the deployment of our LoxGreen and Ramigreen ranges in certain dedicated branches, located in major cities governed by increasingly stringent regulations.

4TH PILLAR

New generation facilities.

We offer low carbon facilities to our clients and are ready to support them in theme low emission projects.

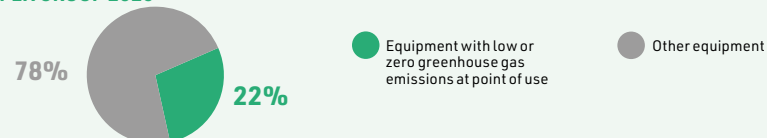
5TH PILLAR

Raising our partners' awareness to these new low-carbon solutions.

As a service company, we assist our partners in the use of these new ranges.

Key figures

CAPEX GROUP 2023



A low-carbon worksite in partnership with Colas - France

From 27th April to 7th March 2023, several items of equipment from our Loxgreen range were put through their paces by our partner Colas as part of the sewage works launched by the Grenoble metropolitan area in Vaulnaveys-le-Haut. A 2.5-tonne mini-excavator, a 650-litre loader, a material cutter, an 80 kg vibrating plate and a 100 kg rammer were deployed on this entirely low-carbon project. While the equipment was appreciated for its absence of noise and vibration pollution, and for its ease of use, the carbon footprint of the project was reduced by 68% compared to a conventional project using diesel equipment.

«We wanted to set up a zero-emission test site, using only electric equipment and the new hydrogen-powered generator set from the Loxgreen range. A first in our south-east region! We have no brakes or obligations. We now know the range of equipment available to us, so it's up to us to take advantage of it as and when we need to.»

Sébastien Maréchal
Colas Grenoble Centre Manager

PROVIDE SUSTAINABLE SOLUTIONS



By pooling the use of the same piece of equipment by a large number of clients, we can make the most of our equipment's capacities, and we work in this direction to make rental a responsible practice. And to do so, we want to get all our ecosystem on board!

Active involvement of the Loxam Group in federations

Our approach meets three goals:

- **Promote the benefits of rental to official institutions.** We work, for example, with the European Rental Association on drawing up position papers on the subject.
- **Jointly building common reference systems.** Transparency in non-financial reporting is essential. This is why we are contributing to the development of benchmarks for our sector, in terms of CSR indicators or carbon footprint calculation (see <https://erarental.org/publications/csr-kpi-framework/>)
- **Share our experience,** within our federations or specialised working groups (France Hydrogène) to define the appropriate rules for the deployment of new energies (such as hydrogen).



OUR CERTIFICATIONS AND EVALUATIONS

Our certifications

Full details of the perimeter certified can be found in our Non-financial Performance Statement



Our evaluations



Score: 70/100. With the Gold rating, Loxam scores higher than 95% of the companies audited by EcoVadis. This reward recognises Loxam's ongoing efforts and its employees' commitment to all CSR issues.

Score: 61/100. This indicates advanced maturity in terms of CSR policy. It should be noted that very few companies have a maturity level qualified as advanced (>50/100), with the average in our sector being 46/100.

Moody's ESG Solutions

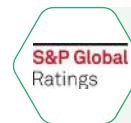


Cette évaluation atteste du niveau de risque résiduel d'une entreprise sur les thématiques sociales, environnementales et éthiques.

Note: 11.26/50. Loxam se positionne parmi les meilleures performances de toutes les entreprises évaluées et obtient la meilleure performance du secteur (plus la note est faible, plus le niveau de risque résiduel est bas).

Loxam answers the full CDP questionnaire on the subject of climate change. A committee of experts assessed the company's governance, risk analysis methods, carbon footprint, emission reduction commitment and climate policy tracking system.

Score: B on a scale from F to A.



Evaluating the way that companies address non-financial risks and the impact of their ESG commitments on their business, this assessment offers investors proof of the robustness of their CSR strategy.

Score: Loxam ranks in the top 5% of companies in the Trade & Retail sector, **scoring 47/100** (up 3 points on 2022).

20 business units certified Great Place To Work®



Voted Customer Service of the Year (Elu Service Client de l'Année) for the 7th consecutive year

CONCLUSION FROM OUR CORPORATE STRATEGY AND DEVELOPMENT DIRECTOR

2024 will be a year of adaptation to meet new operational and regulatory challenges



Alice Henault

Corporate Strategy
Development Director
Loxam Group

2023 was a year of acceleration and consolidation for Loxam. While in 2022 we focused on raising employee awareness and achieving buy-in for our sustainable development approach, the past year enabled us to consolidate these achievements.

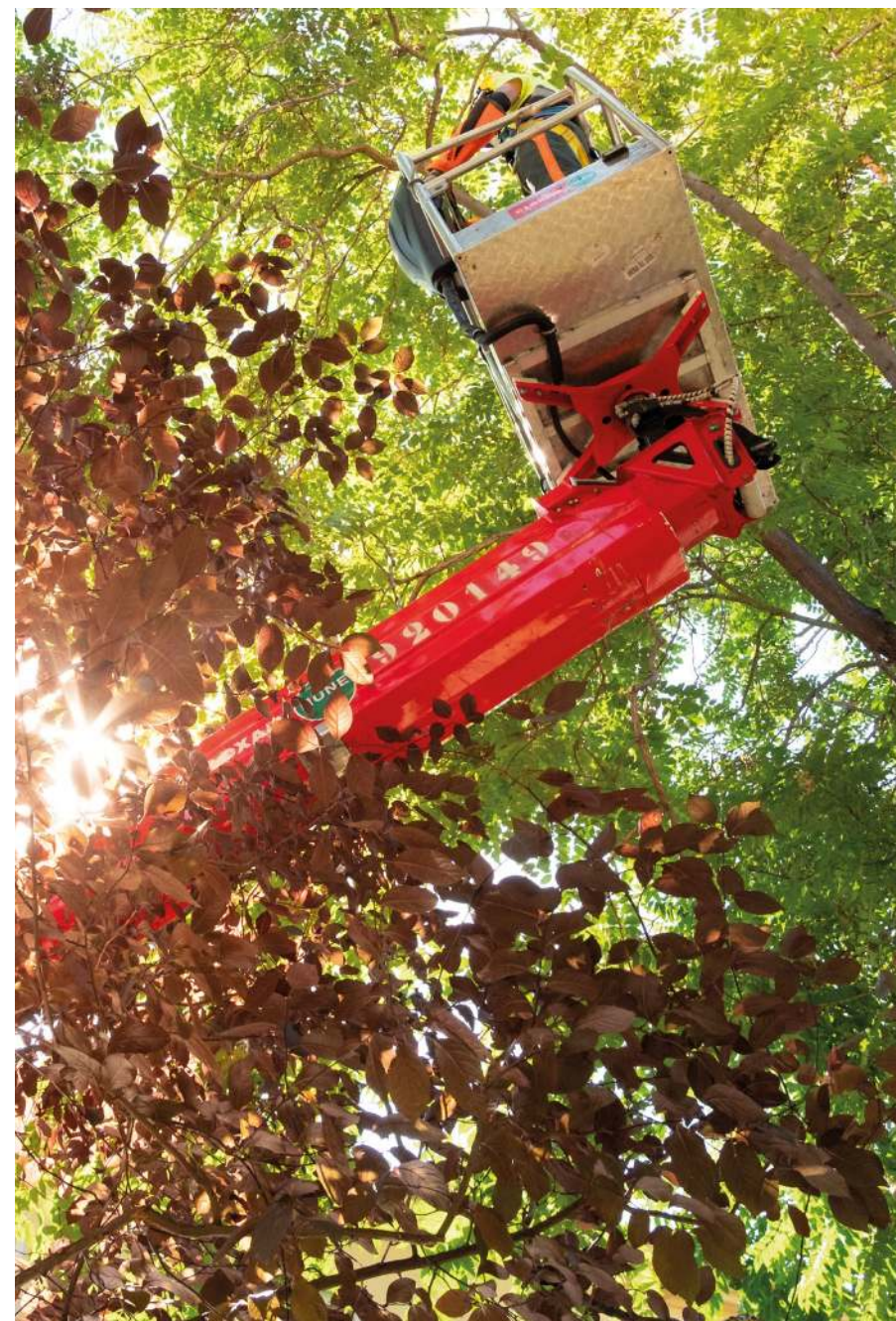
The many actions and initiatives that you have read about in this report demonstrate the central position occupied by our commitments to sustainable development, as well as the role of our employees, who are the true ambassadors of our approach every day.

As demonstrated by the improvement in our safety, training and environmental performance, our processes are robust and have helped us achieve concrete results. The many accolades we have received from demanding, independent external bodies such as Moody's and the Science Based Targets initiative come as an endorsement of the choices we have made and encourage us to continue our efforts.

The Rugby World Cup 2023 is a fine example of our collective determination to adapt to social and environmental change. Our partnership with the Paris 2024 Olympic and Paralympic Games is another opportunity to showcase our rental business model, while innovating to provide ever more virtuous solutions and meet the stringent requirements of sustainable development.

It is only by building on solid foundations that the Loxam Group will be able to adapt and respond to the new extra financial reporting regulations that will be making waves in European companies. Whether with the arrival of the Corporate Sustainability Reporting Directive or the European Green Taxonomy, we will have to adapt our organisation, processes and tools to facilitate reporting and meet the new requirements.

2024 will therefore be a year of adaptation, with new challenges in terms of regulations (new European directives on non-financial reporting), operations (partnership with the Paris 2024 Olympic Games) and performance (achieving our sustainable development goals), which will once again require us to organise ourselves collectively to meet these challenges.





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