



**“Loxam has just had its best year since it was founded, and has no intention of stopping there!”**

## INTERVIEW

With  
**Gérard DÉPREZ**  
President of Loxam

### Interview conducted before the outbreak of events in Ukraine

Since 1986, Gérard Déprez has been President of Loxam, where he is also the majority shareholder. His appetite for challenge, his ability to take calculated risks and his pragmatism have enabled this small Brittany-based company to become the European leader in equipment rental. With growth that has doubled every five years since his arrival at the head of the Group, Loxam is now a major global player. In this interview, Gérard Déprez looks back on the past year and shares his ambitions for the coming ones.

## 2021 is now behind us: what do you take away from it?

After the pandemic of 2020, which disrupted the operation of our company, 2021 emerged as the year of reconstruction. Of course, in Europe, many countries were still affected by the restrictions, especially in the North, but those in the South, which had experienced a rather brutal halt in the spring of 2020, returned to a level of activity comparable to that of 2019.

In this very particular climate, Loxam demonstrated its resilience and adaptability in order to continue to move forward, particularly with regard to its digital transformation. The acceleration that we led in 2020 in this area continued throughout 2021. Our customers became used to interacting with our teams via our various web portals, we organised home officing, video-conferencing meetings became widespread and distance learning increased. There has been both a technical and cultural adoption of new digital tools and processes. Overall, I would say that 2021 was marked by a return to stability, with a reorientation of certain priorities.

## In what state of mind are you approaching this new year? \_\_\_\_\_

We generated revenue of €2.2 billion in 2021, a 10% increase over 2020. This is excellent news for our Group and our best year since Loxam was founded. Even though the Covid crisis continued to dominate the news, we did not experience a brutal shutdown as was the case in the spring of 2020. The homogeneity of European policies to promote recovery enabled the markets to recover simultaneously in most of the countries where we operate. This has contributed to a strong and rapid upturn in our business.

It is therefore in a very positive frame of mind that I am approaching this new year. We are clearly in a dynamic of both organic and external growth. The prospects are excellent. At the beginning of 2022, we are clearly benefiting from the trend that began in 2021. The growth we have achieved will be reflected in our projects, and we expect our turnover to increase by around 10% again this year.

## Loxam is continuing its international development: what's the next step? \_\_\_\_\_

Our ambition is to further increase our market share in Europe. We will carefully study any acquisition and partnership opportunities that come along, taking into account, as we always do, our ability to integrate a given company. Part of Loxam's growth in 2022 will come from this external growth. We will seek to focus on blackspots, where we have little presence, and develop new alternatives. Our priority is to integrate companies that can provide us with additional expertise or help us strengthen the skills we need to meet new market expectations. In our business, these are changing very quickly, and it is essential to get organised to satisfy them.

## What position has Loxam adopted in response to global warming? \_\_\_\_\_

There has clearly been a growing awareness over the last two years of global warming and the importance of taking action to reduce our society's carbon footprint ever further. Of course, we must do our part to reduce greenhouse gases. However, from how I see things, it is worthwhile to also focus our efforts on significantly reducing our energy consumption, and not only to focus on the development of green energy. This will allow us to be more efficient and to achieve quick wins. This efficiency will come notably through technological improvements and does not call for extravagant investments. This might not be a very high-profile approach, but it has the merit of being very effective.

Of course, we are also working to make greater use of renewable energy. This approach depends less on us than on political decisions taken by governments in Europe and by equipment manufacturers. We already offer ranges that run on electric motors. However, this electricity is sometimes produced using coal, which is not necessarily the best thing for the planet.

The important thing is to have a long-term vision on these subjects, with ambitious targets like those we have set ourselves for 2030 with Loxam. It is a question of finding the right balance between economic and ecological logic. It is true that low-carbon or electric equipment is more expensive and does not last as long, but what is certain is that we are committed to this sustainable path, and we have no intention of turning back.

## What are Loxam's greatest assets on its market? \_\_\_\_\_

In addition to our geographical coverage and the depth and breadth of our ranges, which are obviously the pillars of our growth, I would emphasise the consistency of our strategy. We rely on solid, expert teams who know their markets, our company and its history inside out. The stability of our management,



## INTERVIEW

With  
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combined with our ability to innovate, has enabled us to stay ahead of our competitors in a large number of areas: digital, CSR, financial, etc.

We also have this constant desire to do better where we are already established. Being the leader in Europe does not mean that we are number one in all the national markets where we operate. Sometimes we are the challenger. We can observe what is happening in front of us and position ourselves in relation to it, but also draw inspiration from other initiatives.

### You have been Loxam's President for 36 years. **What keeps you going after all this time?**

To be perfectly honest, that is a question I rarely ask myself. I have been given the task of developing Loxam, and that is what I have been trying to do to the best of my ability all these years. What matters to me is to give this company and its employees a future. Every day I look for ways to reinforce its strengths and I watch out for blind spots. I will not be here forever, but that does not bother me. I live for the day. My role, today as in the past, and as long as I have the capacity and the confidence of my employees and directors, is to continue to make Loxam grow, by developing its services in the market.

I have always had a certain taste for challenge, for risk, with this desire to break with convention and never rest on my laurels. However, I am obviously not the same person I was 36 years ago. I no longer do my work in the same social and environmental setting. The company has grown a lot, its way of working has changed, and I have inevitably changed and evolved with it.

Today, I have to take into account its international dimension, deal with new constraints and opportunities, and integrate a new, more digital, generation. All this is very rewarding. I do what I can to accompany the transformations, so that they go as smoothly as possible, and no one is left by the wayside.

### What are you the **proudest of today?**

Of having built a company that has succeeded in progressing through the various stages of growth. We used to be a small company in the west of France and today we occupy an enviable position in Europe. We have gone from being local to being international. We have had to make the right decisions. For example, we are one of the few large European companies, if not the only one, that does not have any French people on the management committees of its foreign subsidiaries. In markets that are not culturally familiar to us, it seemed to me that this was the best way to be successful. I don't know if we have always made the right decision, but it has to be said that, for the moment, it is working well for us.

### How do you see Loxam in 5 years' time?

In 5 years, Loxam will have doubled in size again. This is the history of our company. Every five years, we double our turnover and our size. Of course, it is not a bolted down certainty, but it is a dynamic that has existed for 30 years. We are fortunate to have highly skilled people within Loxam, who are well qualified for organic growth. Certain activities, which are in their infancy today, are set to develop strongly in the coming years. We have not finished growing!

# The Loxam Group is about...



**A HISTORY**

**A NETWORK**

**EQUIPMENT**

**A FOOTPRINT**

**CERTIFICATIONS**

# A history

## 1967-1987 CREATION

- 1967 saw the launch of a new service for construction companies (equipment rental) and opening of the first branch, SAM.
- Development of the concept on a regional scale. In 1976, the company had 26 branches in 16 departments.
- In 1986, Gérard Déprez became CEO of SAM.

## 1997 - 2010 THE EUROPEAN GAMBLE

- Continued national network development through branch openings and company acquisitions.
- Loxam began its international expansion: Switzerland (1996), Belgium and Germany (1999), Great Britain and Ireland (2000), Spain (2002), Luxembourg (2005), the Netherlands (2006) and Denmark (2007).
- In 2000, Loxam became the European leader.

## 2021- ... A REINFORCED PRESENCE

- Loxam continued and consolidated its growth with the acquisition of JM Trykluft in Denmark and MaskinSlussen in Sweden.
- **With a network of 1,060 branches in 30 countries and 11.370 employees, the Group posted turnover of 2.2 billion euros in 2021.**

## 1987 - 1997 NATIONAL EXPANSION

- The company expanded and accelerated its national footprint.
- The 100<sup>th</sup> branch opened in Marseille in 1991.
- The Group became Loxam in 1994.

## 2010 - 2020 THE GLOBAL CHALLENGE

- From 2010 onwards, Loxam moved beyond the borders of Europe, expanding into Morocco and Brazil. In 2017, with the acquisition of new companies such as Hune, Lavendon Group, Cramo in Denmark, Nacanco and Swan, Loxam consolidated its status as an international rental company established in Europe, but also in South America, Africa and the Middle East.
- In 2019, following the acquisition of Ramirent, Loxam became the sector's 4<sup>th</sup> largest player globally, with operations in 30 countries worldwide.

# A footprint

**N°2 Belgium**  
18 branches



**Germany**  
34 branches



**N°2 Italy**  
17 branches



**N°3 The Netherlands**  
42 branches



**N°1 Spain**  
43 branches



**N°2 Denmark**  
38 branches



**Ireland**  
2 branches



**N°1 Luxembourg**  
1 branch



**Portugal**  
3 branches



**Switzerland**  
7 branches



**N°1 United Kingdom**  
31 branches



**N°1 France**  
489 branches



**Colombia**  
1 branch



**Brazil**  
19 branches



**Morocco**  
4 branches



**Middle East**  
11 branches



**N°1 Baltic states**  
(Estonia, Latvia, Lithuania) 49 branches



**N°1 Central Europe**  
(Czech Republic, Poland, Slovakia) 73 branches



**N°1 Finland**  
58 branches



**N°1 Norway**  
33 branches



**N°1 Sweden**  
86 branches



**South America**

**Africa**

**Middle East**

**A NETWORK OF 1,060 BRANCHES WITH A WIDE RANGE OF EXPERTISE**



**General plant range**



**Powered access equipment with or without operator**



**Power supply equipment**



**Modular construction**



**Heavy machinery for major projects**



**Equipment and logistics for event management and filmmaking**



**The specialist in powered elevation and access systems**



**Local mobile medical solutions**

**N°1 N°2 N°3** Loxam ranking on its general rental/powerd access market (top 3)

# A network

With the widest and deepest range of equipment on the market, the strategy of a service company and the constant concern for proximity with their clients, the different entities of the Group assert their identity as rental professionals for all trades, in all countries.

## **LOXAM** RENTAL

### ▶ **THE GENERAL EQUIPMENT RENTAL BRAND, ALL TYPES OF EQUIPMENT**

Rental of a wide range of equipment: modular solutions, earthmoving, compacting, compressed air, sawing and cutting, lifting, handling, generators, pumps, landscaping, as well as a wide range of tools and handheld equipment for the construction industry.

**France, Germany, Benelux, Denmark, Norway, Switzerland, Morocco, Spain, Portugal, Ramirent**

## **LOXAM** POWER

### ▶ **INDUSTRIAL EQUIPMENT AND POWER SUPPLY**

Rental of diesel or electric compressors, power generators, air treatment equipment, temperature control, welding, pumping... Technical call-out service available 24/7.

**France, the Netherlands, Spain, Portugal, Ramirent**

## **LOXAM** EVENT

### ▶ **EQUIPMENT, LOGISTICS AND SERVICES FOR YOUR EVENTS**

Rental and logistical coordination of event operations: powered access, modules, ultra-soundproofed generators, handling equipment, air conditioners, etc. Technical assistance provided 24/7.

**France, Spain, Ramirent**

## **LOXAM** LAHO TEC

### ▶ **SUSPENDED PLATFORMS, MATERIAL LIFTS, SCAFFOLDING**

Rental of powered lifting, access and work systems: suspended platforms, mast climbers, material lifts, scaffolding, etc. The company specialises in work at height and covers everything from installation quotes to on-site inspections.

**France, Ramirent**

## **LOXAM** ACCESS

### ▶ **POWERED ACCESS EQUIPMENT WITH OR WITHOUT OPERATOR**

Rental of lifting equipment, up to 70 metres, with or without operator: aerial work platforms, scissor lifts, van and truck mounts, spider lifts, etc.

**France, Belgium, Ireland, the Netherlands, Denmark, Switzerland, UK, Italy, Middle East, Ramirent**

## **LOXAM** MODULE

### ▶ **MODULAR SHELTERS**

Sale and rental of assembled and specially equipped modular units. Exclusive access to the Modulox range designed by Loxam.

**France, Belgium, Denmark, the Netherlands, Ramirent**

## **LOXAM** TP

### ▶ **HEAVY MACHINERY FOR YOUR WORKSITES**

Rental of the largest machines and equipment: loaders up to 3,000 litres, excavators up to 30 tonnes, demolition equipment and VM4-VM5 compactors for earthmoving, drainage, deconstruction with material sorting and compacting.

**France**

## **LOXAMED** OFFRE DE SERVICE SANTÉ MOBILE

### ▶ **MOBILITY AND MEDICAL INNOVATION**

Mobile, innovative and connected diagnostic and screening solutions (kiosks, mobile trucks or onsite installations), deployed throughout the country. These solutions incorporate the latest remote medical technologies and operate with qualified medical staff and in partnership with the leading biological laboratories.

**France**

# Certifications



## ISO 9001 CERTIFICATION

### Quality management, customer satisfaction

For more than 20 years, Loxam has carried ISO 9001 certification. This standard measures the implementation of quality management aimed at guaranteeing ever greater customer satisfaction by delivering quality products and services. Loxam is the first company in the sector to be certified for the entire Group.

## ISO 14001 CERTIFICATION

### Risk management, environmental management.

In 2010, Loxam was the first rental company to demonstrate its commitment to reducing the impact of its activity on the environment. This standard certifies the quality of the environmental management undertaken and the steering of continuous improvement in terms of performance.

## ISO 45001 CERTIFICATION

### Safety, risk assessment, working conditions

This certification fully reflects the priority that the Group places on safety, and illustrates its desire to involve all its stakeholders in these issues: clients, partners and employees, regardless of the business, country or culture. Loxam is the first company in the sector to be certified Group-wide.



## ISO 26001 STANDARD

### Commitment to Corporate Social Responsibility (CSR).

This evaluation is based on the analysis of more than 400 criteria with clients, service providers, partners and employees. Loxam has obtained level 3 of the ISO 26000 standard, the first equipment rental company in the world to achieve this grade.



## ECOVADIS GOLD STANDARD

### Supplier relations and non-financial risks.

This label is a recognition of Loxam's continuous efforts and the commitment of its teams in all areas related to Corporate Social Responsibility (CSR). The Group is among the 5% of suppliers recognised by EcoVadis as being the most advanced and committed in terms of sustainable corporate management, whether in terms of the environment, HR practices, ethics, deontology, or procurement policy.



## MASE CERTIFICATION

### Process reliability, safety, checks.

This certification is the only one to be a legal requirement with regard to work on high-risk sites, and is part of the Health, Safety and Environment (HSE) performance management and continuous improvement programme. The Loxam Power network and about ten Loxam Access and Rental branches near these sensitive sites are certified.



## ISO 27001 CERTIFICATION

### Information security management.

This standard is the best known in the field of cyber security. It specifies the requirements for information security management systems. Obtaining this certification demonstrates that so-called sensitive data, such as financial data, intellectual property documents, personnel data or information from third parties, is treated securely. Loxam UK and Middle East are now ISO/IEC 27001 certified.

# A unique, diversified and modern equipment fleet to **cater to every need**



**Portable electric tools**



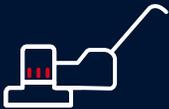
**Sawing, cutting & perforation**



**Pumping & welding**



**Landscaping**



**Light construction**



**Air conditioning & heating**



**Structural work**



**Earthmoving**



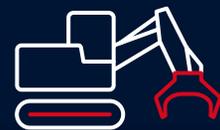
**Handling**



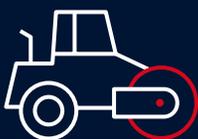
**Powered access**



**High-reach powered access with operator**



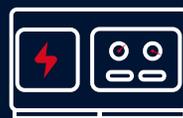
**Demolition**



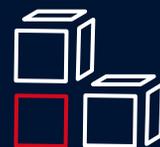
**Compaction**



**Transport**



**Energy**



**Modular construction**

# Massive investment in low-carbon equipment



To carry out its general greenhouse gas emissions reduction plan, Loxam draws on the results of a Group-wide carbon assessment. Observing that 60% of our emissions are generated by our clients' use of our equipment, the deployment of low-emission equipment is a priority. To date, 40% of Loxam's investments are already devoted to the acquisition of new low-carbon equipment, as evidenced by the launch of the **LoxGreen** range in 2020 and its **Ramigreen** equivalent within the Ramirent subsidiary.

## ► INTEREST OF THIS NEW RANGE

**Performance**

- Equivalent to all-diesel
- More energy efficient
- Versatile equipment: for indoor and outdoor use

**Environment**

- Cleaner
- Quieter

**Health**

- Less vibration
- Less dust and particulate matter

## ► A FEW REPRESENTATIVE MACHINES

**200 ATJE**  
**20M electric MEWP**

**160 Hybrid**  
**16M hybrid truck mounted AWP**

**ERC25**  
**2.5T electric mini excavator**

**5055E**  
**650L electric loader**

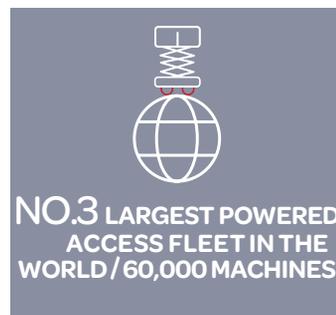
**Hybrid Cube + Pro**  
**2,500 m<sup>2</sup> lighting mast**

**Daily Blue Power**  
**3.5T gas tipper truck**

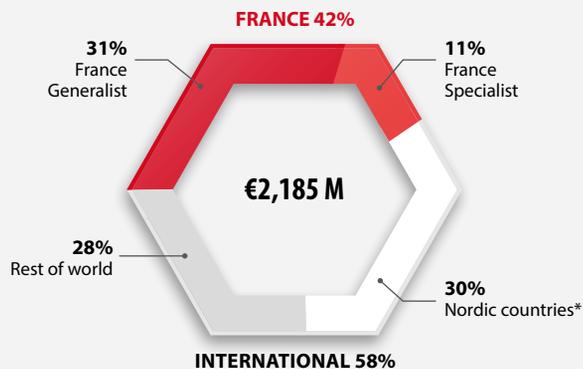
Loxam, acting now for the future



# 2021: Performance & results



## BREAKDOWN OF TOTAL TURNOVER IN 2021 BY GEOGRAPHICAL REGION



\* Denmark, Sweden, Finland, Norway

## RECOGNITION

# Of our know-how and our services



### FRENCH OPEN (France)

Loxam appointed for the TV compound for the 2022 and 2023 tournaments, with more than 280 air-conditioned modules spanning a total of 4,200 m<sup>2</sup>.



### THE GROUP'S SYNERGIES HARNESSSED TO SERVE THE SIX ROUNDS OF THE ESSENTIAL EUROPEAN LE MANS SERIES MOTOR RACES (International, 6 countries)

For the logistical organisation of the 6 stages of the event, Loxam Event worked with Loxam Hune (Spain and Portugal), Loxam Belgium, Loxam Netherlands and Loxam Piattaforme Aeree (Italy). All the handling equipment and temporary modules were supplied by the Loxam Group.

### THE FIRST URBAN CABLE CAR OF ITS KIND IN EUROPE (France)

It took all of Loxam Power's expertise to supply power to Toulouse city council's cable car during testing before commissioning. The major complexity of the operation laid in managing the return of power during the braking phases. We supported our client from research to solution, with the installation of a 2,000 kVA genset, load banks and transformers.



### TIKKURILA FESTIVAL (Finland)

Ramirent contributed to the success of Finland's largest music festival by providing all the facilities.

### MAINTENANCE OF THE LARGEST CHEMICAL COMPLEX IN SOUTHERN EUROPE (BASF Tarragona, Spain)

Loxam Hune was commissioned to provide the generators and compressors required for pilot valve checks and infrastructure maintenance.

A contract which, beyond the equipment rental, stood out for the relevant expertise provided: client support, proposal and implementation of the system, follow-up, technical callout, etc.



### LOXAM, A GROUP WITH ITS SIGHTS SET ON VICTORY!

Having been involved with rugby for many years as a sponsor of clubs competing in the French Top 14 and Pro D2 leagues, the Loxam Group has gone a step further by becoming "Official Sponsor" and "Official Equipment Provider" of the Rugby World Cup France 2023. Through this role, we wish to be a major contributor to this international sporting event.

### DIY CHAIN PARTNERSHIPS DEVELOP OUTSIDE FRANCE

To respond to the new consumer habits of amateur DIY enthusiasts who are increasingly turning to rental instead of ownership, but also to reach new generations, the Loxam Group has reinforced its presence in DIY chains. In addition to rental corners at Hubo (Belgium) and Silvan (Denmark), we now have 20 micro-branches in partnership with Bauhaus in Germany.

# HIGHLIGHTS



## ► ACQUISITIONS

- **JM Trykluft (Denmark):** Loxam strengthens its Danish network with 9 branches and 70 employees.
- **MaskinSlussen (Sweden):** Ramirent welcomes 44 new employees in 3 branches.



## ► NETWORK DEVELOPMENT

- **10 new branches opened** in France, Lithuania, Estonia, Sweden, Denmark, Germany and the Czech Republic.
- **Opening of a new branch in Nice located in the "priority" district L'Ariane (in the east of the city).** Loxam once again proves its desire to establish itself in all communities.



## ► CLIMATE ISSUES

- **Formalisation of our carbon trajectory in the most ambitious scenario of the Paris Agreements in line with the "Science Based Targets" initiative,** a first in the equipment rental sector.
- **LoxamHune is the first rental company in Spain to be carbon neutral for its scopes 1 and 2.**
- **Loxam becomes the first rental company to offer hydrogen** as a zero-emission temporary electricity production source, **with the new hydrogen power generator EODev-GEH2® with an output of 100 kVA.**



## ► CSR POLICY

- **VE (Vigeo-Eiris), a subsidiary of the Moody's rating agency,** qualifies our CSR policy as the best in the equipment rental sector.
- **Loxam receives a B rating (on a scale from F to A) from CDP (Carbon Disclosure Project)** following the first measurement of its environmental impact. This is the highest rating obtained by a rental company.



## ► HR

- **The percentage of block release trainees in the French workforce reaches 5.2%, a new record.**
- **Loxam obtains Great Place to Work® certification in 20 European and international Business Units.** This recognition rewards the joint initiatives of the Group and its various Business Units for the well-being of its employees.



## ► EVENTS

- **The Eiffel Tower (Paris, France) lit up in green** thanks to the EODev hydrogen power generator rented out by Loxam, during the operation organised by Energy Observer and sponsored by Paris City Hall: *Le Paris de l'Hydrogène*.
- **4<sup>th</sup> edition of the Safety & Environment Meetings** organised by Loxam at Station F (Paris, France). 200 decision-makers and specifiers from construction and industry gathered to share their views and latest innovations.
- **Evening celebration of the Partnership between France 2023** (organisers of the Rugby World Cup) and Loxam, "Official Sponsor and Official Equipment Rental Provider" in the presence of the entire sporting and institutional ecosystem.

# Prestigious projects

Take a look at a few of our iconic achievements from 2021.



## FRANCE

### // Loxam Access

From 18 September to 3 October 2021, the Arc de Triomphe was wrapped in tribute to the artists Christo and Jeanne-Claude. For the assembly and dismantling of this work of art, 18 Loxam Access platforms and trucks from six to 32 m were mobilised.



## SWEDEN

### // Ramirent Sweden

In Malmö, the builders of Sweden's largest wooden car park needed to raise and lower a 3.5 tonne skip to lay asphalt between the floors of the car park before the ramp to the building could be installed. In the lift industry, this proved to be a challenge in terms of both the weight and the volume of material to be transported. Ramirent's teams showed their ingeniousness by coming up with a purpose-designed lift with a platform area of 3 x 7.5 m, capable of carrying loads of up to 4 tonnes.



## SAUDI ARABIA

### // Rapid Access

Several blue aerial work platforms in the middle of the Jeddah Super Dome, the world's largest free-standing dome. The site extends over more than 24,000 m<sup>2</sup> of surface area, rises to a height of 46 m, spans a diameter of 210 m and has a car park for 5,200 vehicles. It hosts all types of exhibitions, conferences and events.



## FRANCE

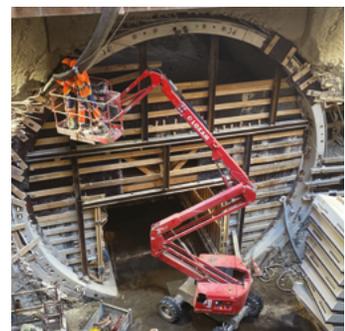
### // Loxam Module

As part of the renovation of the office, library and teaching buildings of the University of Bordeaux, Loxam installed nearly 600 modules covering a total of 8,760 m<sup>2</sup> to be used for 24 months. Nearly 15,000 students and staff will benefit from the new buildings and resource centres from 2023.

## FRANCE

### // Loxam Grand Paris

Loxam at the centre of a technical worksite. This hole, 30 metres in depth and more than 100 metres long (on the surface), excavated to accommodate the next segment of the RER line E between La Défense and Saint-Lazare station, is a real technical feat. The Loxam equipment on site worked in particular on the tunnel boring machine exit shaft.



**IN 2021, WE...**

# ... Worked to address the climate emergency

As an active corporate citizen, the Loxam Group is aware of the role it has to play as a major figure in the sector to support sustainable development and successfully perform its energy transition. In 2021 we placed this ambition at the centre of our strategy as part of the Science Based Targets initiative (SBTi) sponsored by the United Nations Global Compact, the Carbon Disclosure Project, the World Resources Institute and the World Wide Fund for Nature.

## We are increasing our sustainability initiatives all over the world

- **The Group's headquarters certified BREEAM "very good"**, recognising the environmental performance of the building.
- **The Spanish subsidiary Loxam Hune is the first rental company to be recognised as carbon neutral** for its direct emissions.
- By introducing an innovative delivery method for its shelters to construction sites, **Ramirent Norway has reduced plastic waste by 19,641 kg and overall waste by 40 tonnes.**
- **Loxam has signed the French Business Climate Pledge**, a voluntary commitment by companies based in France to take concrete action to succeed in the transition to a low-carbon economy.

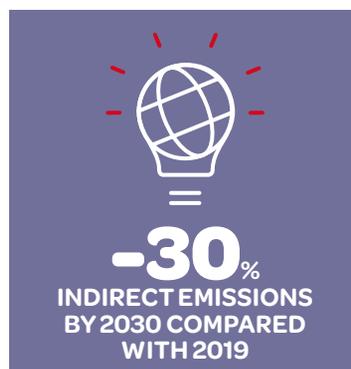
## We are building an ever greener offering

The most recent of the Loxam Group's equipment meets all the latest health, safety and environmental standards. Furthermore, the LoxGreen and RamiGreen ranges (aerial work platforms, mini-excavators, articulated loaders, compressors, lighting masts, telehandlers, dumpers, compactors, generators, etc.) are continuing to expand to provide concrete solutions with innovative, hybrid or 100% electric equipment. These also offer better protection to user health and reduce noise emissions.

In 2021, the Loxam Group:

- Unveiled its new fleet of 100% electric callout vehicles in partnership with the French manufacturer Goupil.
- Became the first rental company to offer a 100kVA hydrogen power generator which produces electricity without pollution, CO<sub>2</sub> or particulate matter emissions, discharge or noise.
- Today has the first all-green equipment fleet, in its Oslo branch (Norway).

## Our commitments for 2030



Loxam carbon trajectory video

**IN 2021, WE...**

# ... Encouraged inclusive growth, everywhere, for everyone

The Loxam Group strongly believes that inclusive growth is a source of market opportunity and well-being at work. This why we incorporate this principle as a core part of our development strategy, and we make progress down this path every day.

## **We are attentive to our employees**

The Group's 11,000-plus employees were surveyed at the end of 2021 by Great Place To Work®, an global organisation which specialises in research into human resources, on five main themes: credibility of management, respect from management, fairness of management, employee pride in their relationship with their work and camaraderie with other employees. The results confirmed that diversity, inclusion, parity and integration remain strong values within the Group. Pride and engagement received the highest scores, particularly in France.

## **We draw strength from our differences**

As diversity is fundamental to building a company that is successful and innovative, responsible and open to the world, the Loxam Group stepped up its actions to promote it in 2021:

- Signature of an improved QWL agreement to provide even better inclusion of employees with a disability.

- Appointment of a Disability Advisor as an ambassador for the employment of people with disabilities, acting as an enforcer of the actions and projects implemented in this area.

## **We are preparing the future**

At Loxam, vocational training is a true motivator for our employees, but it is also a tool for performance and progress to ensure the satisfaction of our clients.

- At the end of 2021, the percentage of sandwich course trainees reached a record high, surpassing 3% of the total workforce, and even 5% in France.
- E-learning courses continued to grow in number last year, with to date more than 400 modules available on a variety of discipline-specific topics.

# ... Supported initiatives we cared about

In 2021, Loxam opted to carry out innovative and ambitious operations in sports sponsorship, cultural patronage, restoration of historical heritage, and support for young people, in which our employees played their full part.

## **We are getting our young people over the line**

Highly committed to helping young people succeed and as a sponsor and official equipment supplier of the Rugby World Cup

2023, the Group supports the Campus 2023 project. Led by the France 2023 Organising Committee, this training programme leading to a diploma covers nearly 3,000 young people. We will accommodate 50 apprentices for nearly 24 months and promise to hire at least 100 of them, in France or one of our international subsidiaries.

## **We support the talent of the future**

As one of the main partners of Worldskills France, Loxam pursues and strengthens its commitment to apprenticeship and supporting tomorrow's talent, primarily in the construction industry. During the national finals in Lyon, Loxam lent the elite of the 16 trades represented more than 400 pieces of equipment to help them excel in their field.

## **We contribute to preserving our cultural heritage**

Loxam is helping with the reconstruction effort at Notre Dame Cathedral in Paris by creating a 2,500-sqm storage facility in which to hold the remnants. The equipment needed by the contractors and tradesmen working on the rebuild was also put at their disposal.

## **We combat child labour**

Loxam Degraus, the Group's Brazilian subsidiary, has been recognised by the Abrinq Foundation as a child-friendly enterprise for its work to combat child labour.

## **We work to prevent mental health disorders**

Our UK subsidiary Nationwide Platforms launched a campaign to raise awareness of work-related mental health problems. The programme was designed to help teams identify, understand and discuss possible disorders with the person concerned.

## **Together we fight cancer**

In France, our employees took up the sporting challenge of taking part in the ODYSSEA races organised across the country to fund research. In Brazil, we saw a strong mobilisation of our teams during the annual "Pink October" campaign. Finally, in Denmark, a fundraiser was organised in aid of the national league.

# **... Stimulated innovation to shape the future**

At Loxam, what drives us on a daily basis is to perceive change before it happens. Being both forerunners and visionaries, we do everything we can to continually expand our skillsets and offer tomorrow's digital services today.

## **We are planning a digital future**

In 2021, we accelerated our digital transformation to redefine the future of our profession and reinforce our proximity with our clients. A new "Cap Digital" project was launched, drawing on contributions from all our employees around the world. Its ambition is to simplify processes by increasing the fluidity, flexibility, and agility of our teams.

## **We improve worksite safety**

Last year, the Loxam Group extended its offering with a new range of equipment fitted with solutions to improve the safety of users and their environment.

## **We innovate to further improve collaboration with our clients**

In April, Ramirent launched RamiCheck, which allows its customers to gain access to information on the CE marking of machines, recommendations for personal protection against falls, environmental documentation or the date of the last inspection. Meanwhile, the online service portal launched by Pronto Rental (Colombia) and Ramirent Lithuania allows their clients to consult their account on a mobile application, to monitor their rentals and contracts, and sign their documents electronically.



**Much More than Rental**

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