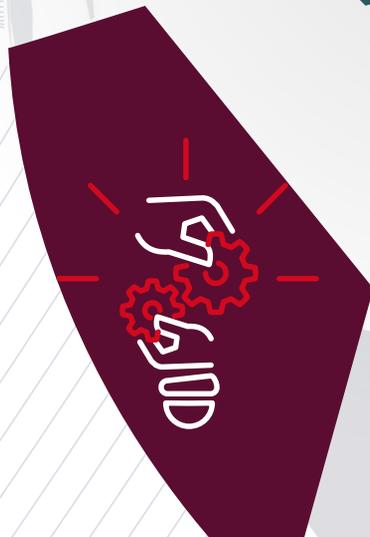


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Loxam, acting now for the future



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Encouraged inclusive growth, everywhere, for everyone

Worked to address the climate emergency

Supported initiatives we cared about

Stimulated innovation to shape the future

INTERVIEW

With
G rard D PREZ
President of Loxam

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

[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,

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 Group in 2021



HIGHLIGHTS

PERFORMANCE

RESULTS

RECOGNITION

FOOTPRINT



► ACQUISITIONS

- **JM Trykluft (Denemark):** 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

- **V.E (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 22 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.*
- **4th 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.

2021: Performance



NO.1
IN EUROPE



1,060
BRANCHES



NO.1
FLEET IN EUROPE /
650,000+ MACHINES

NO.4
WORLDWIDE



11,370
EMPLOYEES



NO.3 LARGEST POWERED
ACCESS FLEET IN THE
WORLD / 60,000 MACHINES

OPERATIONS IN
30 COUNTRIES
ON 4 CONTINENTS



80% OF EMPLOYEES
FOLLOW AT
LEAST ONE TRAINING
COURSE IN THEIR CAREER



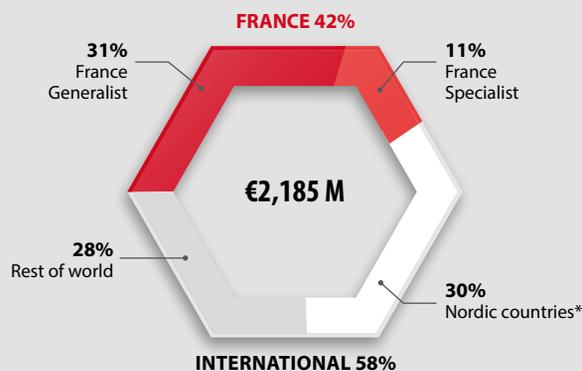
100%
OF OUR EMPLOYEES
SIGN UP TO THE SAME
CODE OF ETHICS



40%
OF OUR FLEET
INVESTMENT IN
LOW-EMISSION MACHINES

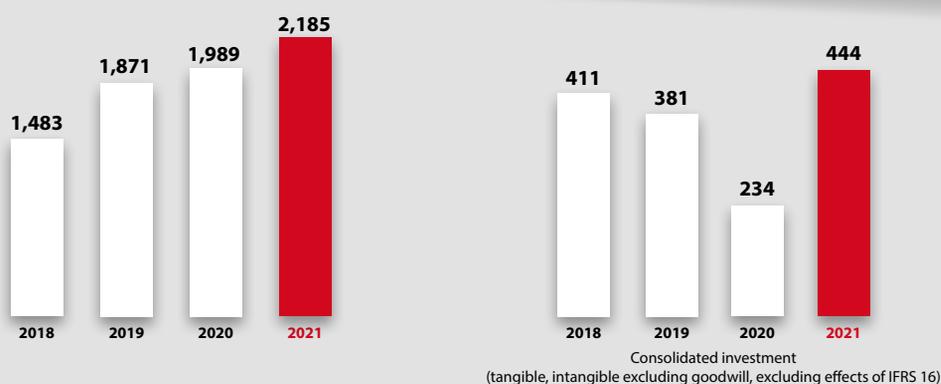


2021: Results



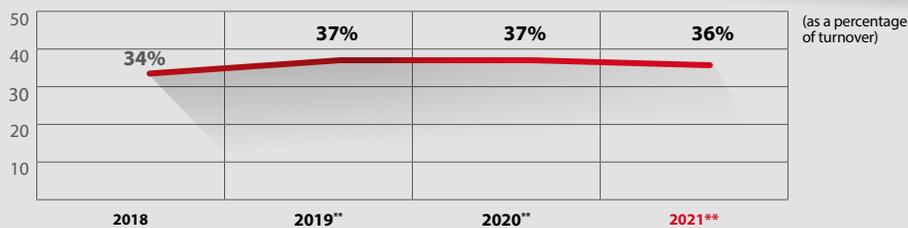
BREAKDOWN OF TOTAL TURNOVER IN 2021
BY GEOGRAPHICAL REGION

* Denmark, Sweden, Finland, Norway



VARIATION IN TURNOVER
(in € million)

CONSOLIDATED INVESTMENT
(in € million)



CONSOLIDATED EBITDA* €777 M

* Consolidated net profit + corporate income tax + financial expenses + depreciation + non-recurring costs

** After application of IFRS 16



RECOGNITION

Of our know-how and our services through contracts



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 m².



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.

Of our organisation through certification



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 (in the sector) 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.



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 some 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.

Of our performance through Awards

LOXAM VOTED CUSTOMER SERVICE OF THE YEAR FOR THE 5TH CONSECUTIVE YEAR IN THE EQUIPMENT RENTAL CATEGORY

This award (*Élu Service Client de l'Année*) recognises the quality of customer service departments of French companies across all their touch points (telephone, email, web and social networks). This result was not achieved by chance. We owe it to all our branch teams who, day in and day out, listen to our clients, are responsive in all circumstances, find appropriate solutions and share their expertise.

LUIS ANGEL SALAS MANRIQUE, DIRECTOR OF THE SPANISH SUBSIDIARY LOXAM HUNE, VOTED RENTAL PERSON OF THE YEAR AT THE 2021 EUROPEAN RENTAL AWARDS

organised by the European Rental Association. This Award acknowledges his management during the Covid pandemic.

NATIONWIDE PLATFORMS (UNITED KINGDOM) RECEIVES THE ROSPA PRESIDENT'S GOLD AWARD FOR THE 12TH YEAR RUNNING FOR ITS COMMITMENT TO SAFETY

Established in 1956 by the Royal Society for the Prevention of Accidents (RoSPA), the award scheme is designed to celebrate the achievements of businesses that show continuous commitment

to accident and ill-health prevention. It is one of the most prestigious and highly-acclaimed schemes in the world, with nearly 2000 entrants each year, covering more than seven million employees. This accolade is the longest-running in the United Kingdom in the area of occupational health and safety.

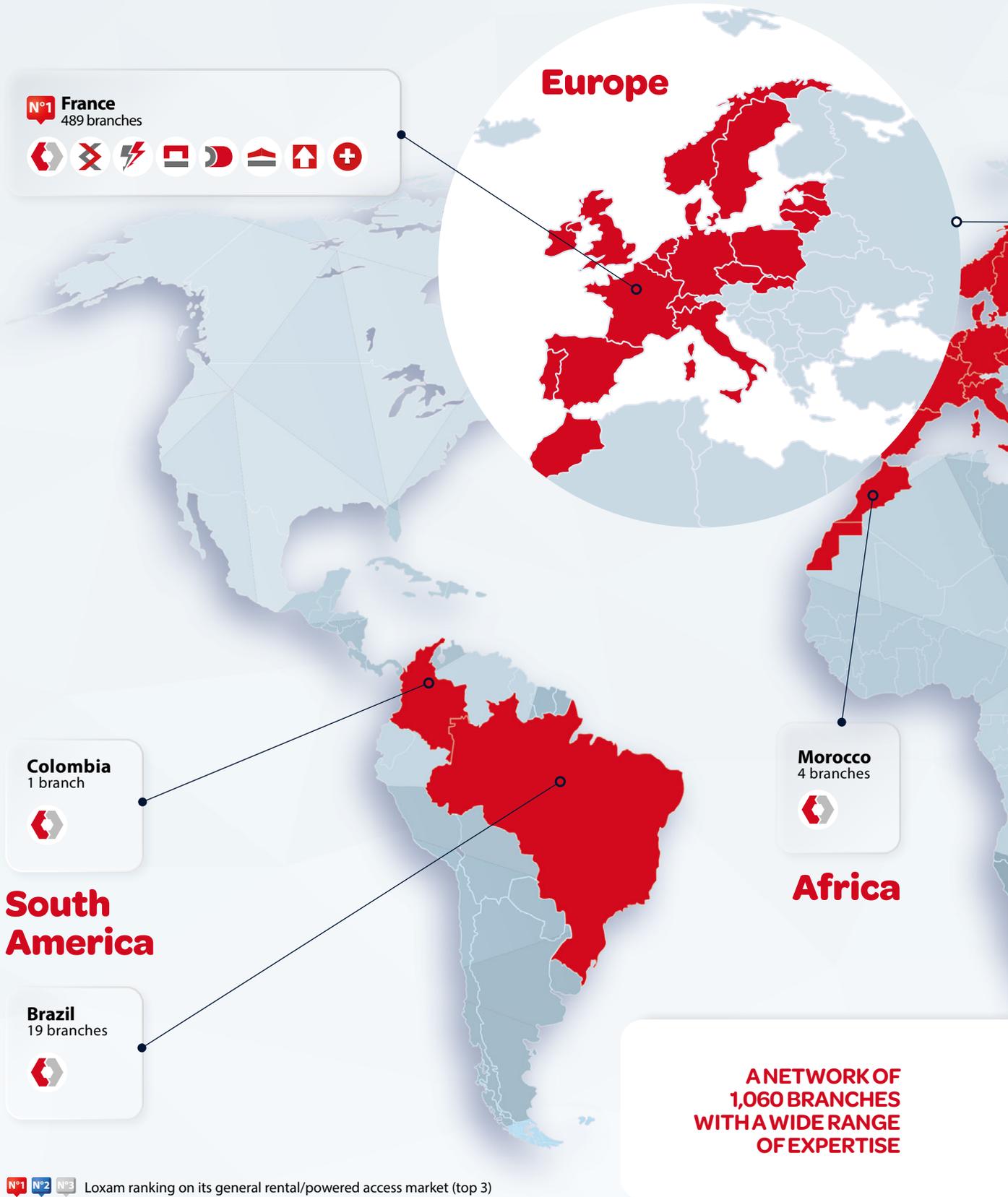
OUR SPANISH SUBSIDIARY EARNS EFR (RESPONSIBLE FAMILY ENTERPRISE) CERTIFICATION

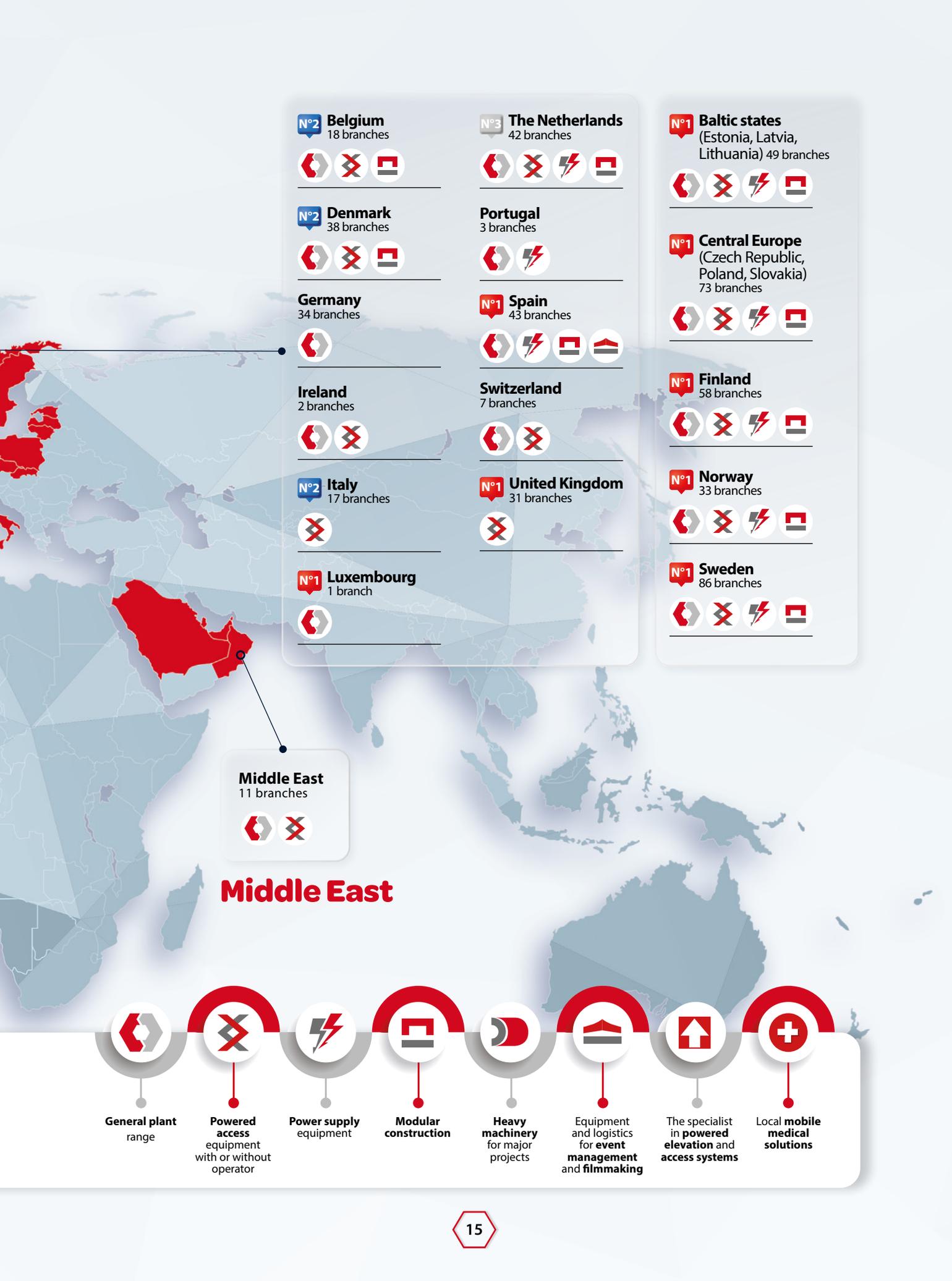
Awarded by the Spanish foundation "*más familia*", this label offers proof that Loxam Hume cares about the wellbeing of its employees. This certification follows an audit conducted on the general working conditions in the subsidiary, and interviews with 10% of the Loxam Hume workforce.

LOXAM, "BEST FINANCE DEPARTMENT IN THE REAL ESTATE, CONSTRUCTION AND INFRASTRUCTURE SECTOR" IN THE TROPHÉES LEADERS DE LA FINANCE.

This award is made by a jury of experienced professionals who assess four main criteria: the performance of the Finance Department over the last two years, the quality and diversity of the operations carried out, the development of the company as a whole, the capacity for innovation and creativity.

Footprint





N°2 Belgium
18 branches



N°3 The Netherlands
42 branches



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



N°2 Denmark
38 branches



Portugal
3 branches



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



Germany
34 branches



N°1 Spain
43 branches



N°1 Finland
58 branches



Ireland
2 branches



Switzerland
7 branches



N°1 Norway
33 branches



N°2 Italy
17 branches



N°1 United Kingdom
31 branches



N°1 Sweden
86 branches



N°1 Luxembourg
1 branch



Middle East
11 branches



Middle East



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

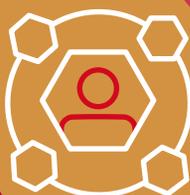
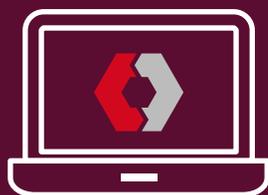


The specialist in powered elevation and access systems



Local mobile medical solutions

The Loxam Group is about...



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 100th 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 4th largest player globally, with operations in 30 countries worldwide.

THE LOXAM GROUP IS ABOUT...

The pertinence of 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 PLANT 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 DTP

▶ **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

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

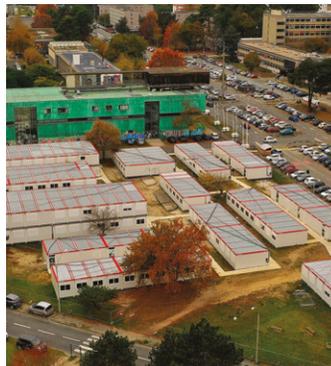
In Malmö, the builders of Sweden's largest wooden car park needed to raise and lower a 3.5 tonne skip to lay asphalt between the floors of the car park before the ramp to the building could be installed. In the lift industry, this proved to be a challenge in terms of both the weight and the volume of 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 m² 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

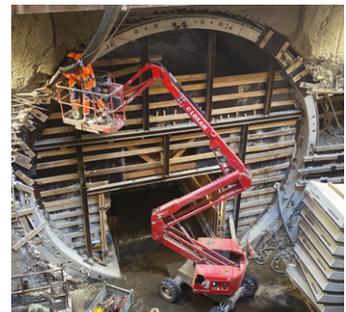
// Loxam Module

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 m² 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.



THE LOXAM GROUP IS ABOUT...

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



Portable electric tools



Sawing, cutting & perforation



Pumping & welding



Landscaping



Light construction



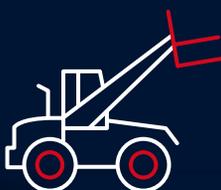
Air conditioning & heating



Structural work



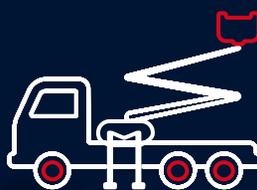
Earthmoving



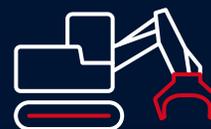
Handling



Powered access



High-reach powered access with operator



Demolition



Compaction



Transport



Energy



Modular construction



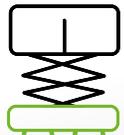
Massive investment in low-carbon equipment

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

| | | |
|--|---|--|
|  <p>Performance</p> |  <p>Environment</p> |  <p>Health</p> |
| <ul style="list-style-type: none"> ● Equivalent to all-diesel ● More energy efficient ● Versatile equipment: for indoor and outdoor use | <ul style="list-style-type: none"> ● Cleaner ● Quieter | <ul style="list-style-type: none"> ● Less vibration ● Less dust and particulate matter |

► A FEW REPRESENTATIVE MACHINES

| | | |
|---|--|---|
|  <p>200 ATJE 20M electric MEWP</p> |  <p>160 Hybrid 16M hybrid truck mounted AWP</p> |  <p>ERC25 2.5T electric mini excavator</p> |
|  <p>5055E 650L electric loader</p> |  <p>Hybrid Cube + Pro 2,500 m² lighting mast</p> |  <p>Daily Blue Power 3.5T gas tipper truck</p> |

More details on page 35.

Governance

The Group has adopted a structure to bring an international dimension to its governance. An Executive Committee has been created: a collegiate body responsible for managing and coordinating Loxam's strategy. It comprises eight members: the President, the Managing Director, the Chief Financial Officer, the four Divisional Directors and the Group Strategy & Development Director

Gérard DÉPREZ
President of Loxam



Stéphane HÉNON,
Managing Director

Our Managing Director is Mr. Stéphane Hénon, who has held this position since July 2012. Mr. Hénon joined Loxam in 2000 and previously held the positions of Director for Ile-de-France (2000-2001) and Chief Operating Officer (2001-2012). Before joining Loxam, Mr. Hénon was the director of building activities at Dagard, an industrial company (1996-2000), and prior to that, a consultant at Deloitte (1993-1996). He holds a degree from Ecole Supérieure d'Electricité (SUPELEC).



Olivier GRIEZ,
Managing Director, Rental France

Mr. Grisez joined Loxam in June 2018. Before joining Loxam, he held leadership positions in B2B operations at Saint Gobain Group and most recently Ivalis, where he was the CEO. He holds engineering degrees from the Ecole Polytechnique and the Ecole Nationale des Ponts et Chaussées.



Philippe SIMONNET,
Deputy Managing Director France – Specialist Subsidiaries

Mr. Simonnet has held various management positions within Loxam since 1998, first as Area Manager, then as Business Unit Manager (Loxam Access and Laho). He was appointed Chief Operating Officer in 2012. Before joining Loxam, he worked at Serre & Ansot Location, a French equipment rental company, (1986-1998), first as Branch Manager and then as Area Manager for the Paris region.



Paul RANKIN,
CEO, Nationwide Platforms

Mr. Rankin joined the Loxam Group in 2014 as Managing Director of Rapid Access based in the United Arab Emirates before moving to the position of Chief Operating Officer for the Powered Access Division (PAD) in 2020. Previously, Mr. Rankin spent 10 years in Dubai working for Johnson Controls where he served as Regional Executive Director for the Middle East region. He holds a Bachelor of Engineering (Honours) in Building Services Engineering from Glasgow Caledonian University, as well as an MBA from Strathclyde University.



Erik BENGTTSSON,
CEO, Ramirent

Mr. Bengtsson was appointed CEO of Ramirent in September 2018 after holding the position of Executive Vice President of Sweden at Ramirent, with responsibility over Group Fleet and Sourcing. Erik Bengtsson has a strong track record in the equipment rental industry, having held various senior managerial roles in the industry since 2005.



Patrick BOURMAUD,
Chief Financial Officer

Mr. Bourmaud has been Chief Financial Officer since 2008. He has been with Loxam since 2004, first as M&A Director (2004-2005) and then as Regional Director (2005-2007). Before joining Loxam he worked for HSBC in the M&A and equity capital markets departments (1994-2004). He holds a finance degree from Ecole Supérieure de Commerce Paris.



Alice HÉNAULT,
Group Strategy & Development Director

Currently in charge of the Group Strategy & Development department, Ms. Henault previously held the position of Director of Loxam Access from 2013 to 2020. Prior to joining Loxam, she worked at PricewaterhouseCoopers in Paris (2007-2011). She holds an MBA from Harvard Business School, an MPhil in Technology Policy from Cambridge University, and a Master of Science from Ecole Nationale Supérieure des Télécommunications, Télécom Paris.

5 Divisions serving a structured organisation

FRANCE

GENERAL DIVISION PLANT FRANCE

LOXAM RENTAL 

SPECIALIST DIVISION FRANCE

LOXAM ACCESS **LOXAM POWER** **LOXAM MODULE** **LOXAM EVENT** **LOXAM TP** **LOXAM LAHO TEC** **LOXAMED OFFRE DE SERVICE SANTÉ MOBILE** 

NORDIC COUNTRIES (general)

RAMIRENT   

LOXAM 

REST OF WORLD

INTERNATIONAL DIVISION GENERAL PLANT

LOXAM      

LOXAM HUNE **LOXAM degraus** **LOXAM swan** **PRONTO RENTAL**

RAMIRENT      

SPECIALIST DIVISION POWERED ACCESS

LOXAM ACCESS **Nationwide Platforms A LOXAM Company** **LOXAM Piattaforme Aeree** **Rapid Access A LOXAM Company** **HUNESICO**

In 2021, we...



مستقبلنا
- معاً

Between conquest and resilience, despite the uncertainties caused by the Covid crisis, the Loxam Group made a promise to itself: to invest now for the future.

By pledging its support for sustainable solutions and responsible practices that guarantee an inclusive and positive economy that is beneficial to everyone, Loxam shared the values by which it is driven with a wide audience.

By accelerating the deployment of its carbon trajectory, the Group proclaimed its desire to respond faster and stronger to the climate emergency that threatens the planet.

By encouraging innovation throughout the world, Loxam breathed new life into an even more efficient customer experience and strengthened its commitment to exemplary employability.

By offering its know-how and skills to projects of general interest about which it cares, the Group made every effort to give meaning to its actions.

To achieve this, our teams worked hard all over the world. Here is a look back on a productive year.

**In 2021,
we...**



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

The Loxam Group has always been committed to promoting strong, shared and sustainable economic growth, based on an innovative production system and a caring work environment.

In the belief that inclusive growth reduces inequalities of every nature, promotes the emergence of talent, increases market opportunities, mitigates risks and improves the environment in which the company operates, Loxam is committed to making it a core part of its development strategy.

► MEASURING QUALITY OF LIFE AT WORK

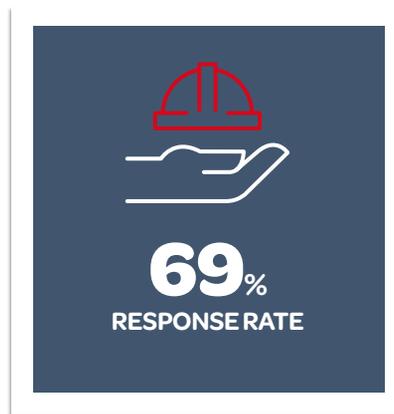
After an unprecedented pandemic period that turned our working habits upside down, our priority was to rekindle the commitment of all our employees to foster individual fulfilment and boost the overall performance of our organisation. And in order to be able to trigger the best levers for progress, we felt it was essential to focus, first and foremost, on the quality of life at work within the Group.

Pride of belonging, relationships with management, training opportunities, mutual consideration... the importance of quality of life at work

Three years after an initial Group-wide consultation, we once again enlisted the help of Great Place To Work®, an global organisation which specialises in research into human resources and in

particular into the quality of life at work. This world-renowned body works in 57 countries, annually assessing more than 6,000 workplaces using a Trust Index survey conducted among employees and an audit of leadership practices. While in each of the Group's countries, regular consultations with local teams are organised during the year, Loxam felt it was important to run a larger-scale survey. The main objectives of this collective approach were to take stock of how employees feel wherever they work and review what has already been done.

At the end of 2021, a survey was therefore launched among the group's 11,000 employees to allow everyone to give their opinion on the company, management and their own job and career. A way of going beyond traditional processes and better understanding expectations both within teams and on a more individual level.



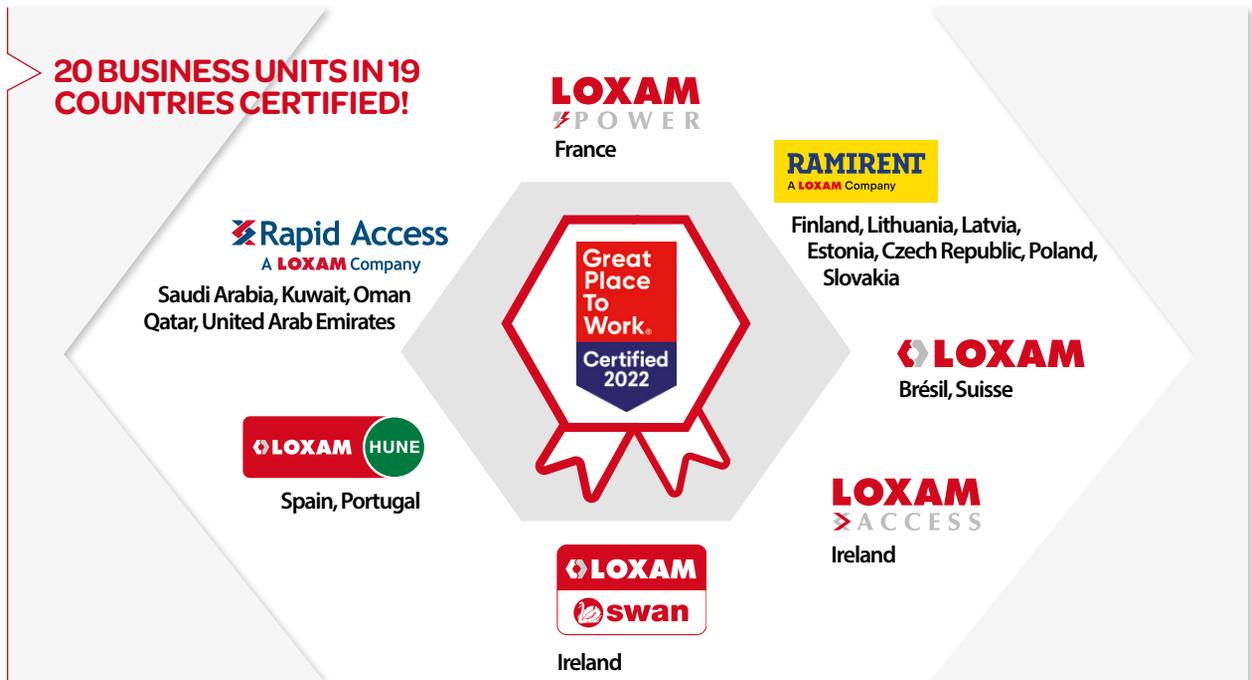
IN 2021, WE...

[Encouraged inclusive growth, everywhere, for everyone]

Encouraging results, renewed commitments

Based on a 74-item questionnaire, translated into 19 languages, the Group's employees were polled on 5 main themes, namely credibility of management, respect from management, fairness of management, employee pride in their relationship with their work and camaraderie with other employees. The results obtained show a strong improvement on all themes compared

to the last survey (2018). They also highlighted an improvement in relations with management on topics such as accessibility, ethics and honesty in business practices. Diversity, inclusion, parity and integration remain strong values within the Group. Pride and engagement received the highest scores, particularly in France.



A few quotes from the survey

Oportunidades, reconhecimento da minha gestão pelo trabalho prestado, autonomia, confiança e parceria entre a minha equipe.

Opportunities, recognition from my management for the work I put in, autonomy, trust and collaboration within my team.

Det gode er vi alle kan snakke sammen også om man er leder eller ej, så er der altid plads til at høre hvordan hinanden har det.

The good thing is that we can all talk to one another, whether you are a manager or not, so there is always a way to learn how others do things.

Ambiente familiar e harmonioso, amo minha equipe e admiro todos ao meu redor somos falhos como todos, e sempre fazendo nosso melhor a vida e um livro e nos somos os autores como cada pagina um dia ser vivido. uma ótima empresa... problemas sao pra sempre... solucoes e nossa batalha diaria!

A family-like and harmonious environment, I love my team and I admire everyone around me. We are flawed beings like everyone else, and we always do our best. Life is a book, and we are the authors because each page is a day to be lived. A great company... There are always problems... finding solutions is our daily battle!

Loxam is one of the few multinationals to keep its "old hands" in place and capitalise on their know-how. This enriches the teams with specialist knowledge and it allows newcomers to progress more quickly in their learning. In many groups, we are seeing more and more people being recruited externally and more and more failures. Loxam has the advantage of retaining its "experts", which is an invaluable strength.

Working autonomously and talking on responsibilities are both possible, it is nice to work in a company where the staff is so dedicated.

► FINDING STRENGTH IN DIVERSITY

We are a global Group to which our employees bring a wide range of professional backgrounds, life experiences and perspectives, weaving this richness into their daily work.

We believe this diversity is fundamental to building a company that is successful and innovative, responsible and open to the world.

Changing views on disabilities

In 2021, Loxam decided to inject new life into its disability policy through a series of measures and a single motto: breaking down prejudices!

A "Quality of Work Life" (QWL) agreement contributed to shifting the balance (see box). New partnerships with so-called "special needs" organisations have enabled the Group to support its recruitment initiatives. We have encouraged collaboration with social economy structures. We carried out awareness-raising actions with managers to guide them in taking better account of the personal situations of each employee.

Lastly, a Disability Advisor was appointed as an ambassador for the employment of people with disabilities within the Group to ensure that the actions and projects implemented are in line with our CSR strategy.

A QWL agreement reinforced to provide even better inclusion of employees with a disability

The agreement signed in France in 2021 provides for:

- Two days off in lieu to help our employees accomplish their procedures,
- Measures to modify workstations to ergonomic needs,
- Priority for training,
- Additional rights, depending on the disability, in the event of retirement,
- An extended notice period in the event of departure.

Acting differently to attract ever more women

In Norway, Ramirent signed a partnership with Diversitas. This agreement with Norway's leading network for diversity and gender balance in the construction industry aims to increase the proportion of women in the workforce from 8% to 20% within five years.

In Sweden, in the Öresund region, Jack Ken, Regional Director Ramirent and his team took the initiative of signing up to "Sila snack", a project to eliminate sexist and offensive jokes and jargon in the industry.

In France, the Group broke through the symbolic ceiling of 1,000 female Loxamians for the first time in its history.

► TAKING CARE OF THE PEOPLE WHO TRUST IN US

At Loxam, safety is priceless. Protecting the physical integrity of users and employees is a priority for the Group and all its international subsidiaries. This is demonstrated on a daily basis through a constant commitment to better prevention.

Safety anywhere and anytime as a leitmotiv

The Loxam Group pursues high standards for the protection and safety of its employees and clients through the proper use of equipment, compliance with safety procedures and the wearing of the appropriate personal protective equipment. To optimise risk prevention, Loxam has taken four key pledges: always offer reliable and safe equipment, systematically innovate in favour of safety, constantly train and inform all our internal and external stakeholders, and collectively convey a safety culture shared by our teams.

Beyond regulations, our various partnerships around the world and company agreements, Loxam's commitment to risk prevention has become a differentiating factor in building loyalty among our employees and clients. By looking after their safety and well-being, we build stronger relationships with them.

IN 2021, WE...

[Encouraged inclusive growth, everywhere, for everyone]



Information: the best means of prevention

Preventing accidents by educating our employees and clients about the right safety measures to adopt is a priority for the Group. In this concern for constant and effective support, we make every effort to give them everything they need to understand how our machines work, through concrete actions: constantly improving machine specifications, safety stickers created and displayed on our machines, simplified operating instructions, etc.

In addition to training sessions during onboarding, we provide our employees with teaching aids and a safety guide when they take up their duties in operations.

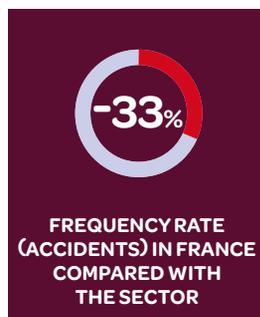
Our clients and partners are not left out. Demonstration videos of our equipment are posted on our YouTube channel. Lasting just a few minutes, they let users find out everything they need to know about a selection of equipment. Our rental catalogue is packed with advice, focusing on applicable regulations and specifying the best personal protection equipment.

At Nationwide Platforms in the UK, there is even a masterclass dedicated to powered access equipment. It gives the clients concerned the opportunity to fine-tune their knowledge in this area.

Our commitment to safety translates into concrete initiatives

Protecting the physical integrity of employees and the users of our equipment is a priority for Loxam. In addition to placing emphasis on awareness and training for its teams, the Group pays continuous attention to the problems encountered and adopts a proactive attitude to anticipate risks. To protect the users of its machines, the Group:

- Works only with world-renowned manufacturers.
- Is active in organisations such as the IPAF (International Powered Access Federation) on work at height and has formed national partnerships, such as in France with the OPPBTP.
- Continuously monitors the market to improve equipment ergonomics and safety.
- Conducts regular preventive checks on equipment.
- Monitors and analyses the systematic reporting of hazardous situations to identify a solution to ensure that they do not recur.
- Provides its employees with the PPE necessary for their work.
- Organises prevention actions throughout the year: quarter-hour safety meetings to discuss returns on experience, a “zero tolerance” campaign to remind people of safety fundamentals.
- Organises annual meetings that have become industry yardstick events, such as The Working At Height Best Practice Forum in the UK and the Safety & Environment Meetings in France.



**ISO 45001 Group
certification, proof of our
ability to control risks
inherent in our activity**

ISO 45001 is the world's leading standard in the field of occupational health and safety. This recognition certifies that the company tends to the prevention of risks and dangers to people's health and safety, and that everyone is committed to the subject. It also guarantees that 100% of the equipment is compliant and up to date with its checks, with complete inspections before each rental period begins. ISO 45001 also certifies that 100% of employees are regularly trained.

▶ TRAINING TO TRANSMIT OUR KNOW-HOW TO EVERYONE WHO NEEDS IT

Adapting skills to technological and organisational trends, offering attractive career paths, preparing future generations... at Loxam, vocational training is important. It is a true motivator for our employees, whom we consider to be our most valuable asset, and it is also a tool for performance and progress to ensure the satisfaction of our clients.

Investing in the future with block release

At the end of 2021, the percentage of sandwich course trainees in the Group reached a record high, surpassing 3% of the total workforce. The most dynamic country for block release trainees is France, where more than 5% of employees are work-study apprentices, the highest ever figure. This confirms Loxam's social commitment to getting the younger generation into employment, made possible by our teams' daily commitment to recruiting, training and passing on their skills.

Reinforcing our e-learning programmes

Designed to provide more autonomy in learning and optimise the time spent in the classroom, e-learning courses continued to grow in number in 2021. Today, we have more than 400 modules available on a variety of topics such as sales, management, stress and dispute management. This new-generation training offering enhances opportunities to develop new skills, and promotes internal mobility. It also makes for more effective induction processes for new hires.

Developing staff training in line with the Group's requirements

In France, the Loxam training centre in Aulnay and all Loxam training sites are open to companies, service providers and suppliers in the public works, construction, industry, landscaping and service sectors.

A tailor-made training offering, covering both theory and practice, is available on the prevention of occupational and physical activity-related risks on platforms complying with CACES®2020 regulations, and for all types of Loxam equipment. For the record, Loxam is also the first rental network in France to offer CACES®2020 training.

The LOXAM School in Bagneux (92) welcomes the Group's French and international employees from 30 countries.



In Sweden, Ramirent was listed for the 4th year running in the top 100 companies for careers and in the top 10 most attractive employers for civil engineering graduates.



55,000
HOURS OF TRAINING
DELIVERED TO
EMPLOYEES IN FRANCE



3%+ OF THE
WORKFORCE ARE BLOCK
RELEASE TRAINEES:
A RECORD



2,000
THE NUMBER OF EMPLOYEES
(IN FRANCE) WHO WATCHED
AT LEAST ONE EPISODE
OF THE ETHICS WEB SERIES.



REPUBLIQUE FRANÇAISE

Loxam training facilities certified Qualiopi

Awarded by SGS, the Qualiopi certification is based on a complete analysis of the processes implemented by Loxam at its various French training locations.

This new recognition demonstrates to all our stakeholders (clients, partners, suppliers) the quality of the training provided, both in terms of content and in the areas reserved for hands-on training. This certification also underscores the skills and professionalism of Loxam trainers.

In 2021, we...

... **Worked**
to address
the climate
emergency



Economic development is no longer conceivable without environmental and social progress. It is also the duty of large companies to put forward the virtuous models of the future, which will encourage positive transformations in the world.

Always an active corporate citizen, the Loxam Group is aware of the role it has to play as a major operator in the sector. This is why we have placed sustainable development, and the energy transition in particular, at the centre of our strategy in order to contribute proactively and responsibly while also accompanying our clients in this transition.

▶ A CARBON TRAJECTORY ESTABLISHED WITHIN A SCIENCE-BASED APPROACH (SBTI)

In line with the Group's commitments, and in particular its adherence to the principles of the United Nations Global Compact since 2015, Loxam decided this year to accelerate its environmental approach by supporting the "Science Based Targets initiative", a first in the equipment rental sector.

Jointly sponsored by the United Nations Global Compact, the Carbon Disclosure Project, the World Resources Institute (WRI) and the World Wide Fund for Nature (WWF), this initiative promotes the implementation of ambitious climate trajectories, whose framework is validated by experts.

Loxam has pledged to reduce its direct emissions by 50% and its indirect emissions by 30% by 2030, in comparison with 2019, its baseline year. As a result, the Group intends to reduce the overall impact of its activity to keep global warming below 1.5°C in accordance with the most ambitious target of the Paris Climate Agreement.

Loxam carbon trajectory video



IN 2021, WE...

[Worked to address the climate emergency]

▶ A FEW OF THE GROUP'S INITIATIVES AROUND THE WORLD

- **The Group's headquarters certified BREEAM® "Very Good".**

This label recognises the environmental performance of the building by focusing on 9 major criteria: management, health and well-being, energy, transport, water, materials, waste, land use and ecology and pollution.

- The Spanish Business Unit **Loxam Hune is the first rental company to be recognised as carbon neutral** for its direct emissions.

- **Ramirent Estonia banks on solar energy.** Since August 2021, solar panels installed on the roof of the module factory in Jüri have been covering about half of the annual electricity demands of the factory itself, and the nearby logistics centre and branch.

- By introducing waste-free modules deliveries to construction sites, **Ramirent Norway has reduced plastic waste by 19,641 kg and overall waste by 40 tonnes.** The use of reusable transport packaging has also made a difference to assembly time (-50%), a win-win solution for the environment and resource efficiency.

Ramirent Sweden launches a tool to save energy on worksites

Ramirent's EcoSolve calculator shows how three types of consumption - lighting, heating and accommodation - can be made more environmentally friendly by estimating the emissions and energy impact of different choices.

Based on the options entered by the hire consultant, a calculation is made and displayed to help the client make climate-smart choices. For example, the calculator shows that choosing an AA cabin with extra insulation instead of a standard model can reduce electricity consumption by 65% over a year – cutting electricity bills by more than half.

Loxam, a member of the French climate solutions squad

Loxam has become a signatory of the French Business Climate Pledge and joins the 11 companies committed to the climate.

Initiated by the French employers' federation (Mouvement des Entreprises de France MEDEF), the French Business Climate Pledge is a voluntary commitment by companies based in France to take concrete action to succeed in the transition to a low-carbon economy, innovation and the development of low-carbon solutions, technologies, products and services.

▶ MASSIVE EQUIPMENT FLEET INVESTMENT, WITH EMPHASIS ON LOW CARBON

To give formal expression to its ambitions, Loxam has adopted a proactive "environmental" sourcing policy by testing and acquiring as many "eco-responsible" machines and vehicles as possible. Whether recently launched or soon to be launched on the market, this equipment incorporates all the latest health, safety and environmental protection requirements.

To give an example, the Loxam TP subsidiary was a pioneer in the Group and now has the largest fleet of hybrid excavators for hire in France. This offering is a perfect illustration of the transition made to limit energy consumption and pollution in general.

LoxGreen and Ramigreen, responses to tomorrow's demands

Aerial work platforms, mini-excavators, articulated loaders, compressors, lighting masts, telehandlers, dumpers, compactors, generators, etc.: the LoxGreen range and its equivalent Ramigreen are continuing to expand and provide concrete solutions with new, innovative, low-emission equipment as an alternative to traditional diesel solutions. They are more protective of the environment and user health, also contributing to less noise pollution.

By offering this new, latest generation hybrid or 100% electric equipment, Loxam offers its clients a new user experience in a responsible and pioneering approach.



The Group's commitment to the environment

● A new 100% electric commercial vehicle fleet with top performances

In 2021, following a collaborative study with the French manufacturer Goupil, Loxam unveiled its new fleet of 100% electric commercial vehicles. This new vehicle meets Loxam's expectations in terms of low emissions, innovative features (special controls accessible from the driver's seat via an HD colour LCD screen) and enhanced safety.

● The first ever 100kVA hydrogen power generator for hire

In its constant search for innovative powertrain solutions as an alternative to 100% combustion engines, Loxam became in 2021 the first rental company to offer this principle of temporary zero emission electricity production.

Following more than a year of tests and obtaining the necessary certifications, the EODev GEH2® hydrogen generator produces electricity immediately next to point of use, pollution-free, CO₂ and particulate matter emission-free, and discharge-free. Only water vapour is released.

By investing in hydrogen and teaming up with the company EODev, Loxam is demonstrating its interest in investing in new technologies, even at a time when the hydrogen generator was only a prototype.

● Ramirent's Oslo branch goes green

In response to increasingly pressing demands from the Norwegian authorities to cut CO₂ emissions generated by construction activities to zero by 2025, the Group's subsidiary has decided to completely "green" the Oslo branch. The equipment is 100% green, the staff are fully trained to assist clients in their ecological transition, and the premises are painted entirely green!

● Preserving air quality in Helsinki

Faced with the risk of air quality deterioration on YIT's Tripla site in Helsinki, Ramirent suggested switching to renewable diesel as a fuel for large construction equipment for which there is no electric version on the market. This solution has helped to control short-range emission problems.

An entire social housing estate renovated in Denmark with low environmental impact and noise pollution

As part of a historic renovation project on a district of more than 503 houses, Loxam committed to deploy a fleet of zero-emission earthmoving and handling machines. A first in Denmark!

In the Netherlands, Loxam contributes to the renovation of the official seat of the Dutch government by providing zero emission equipment

In The Hague, it is forbidden to emit nitrogen in the historic city centre. Loxam easily solved this problem by supplying low-carbon equipment for the renovation of the Binnenhof, the political headquarters of the Netherlands.

A 100% electric and hydrogen worksite in the heart of Paris thanks to Loxam

As part of work to upgrade utility networks in the French capital, one of our clients, a world-renowned construction company, wanted to use 100% electric equipment for its operations. The teams on site used equipment from the LoxGreen range for the entire duration of the project... to protect the well-being of teams and local residents alike. By deploying the first EODev-GEH2® hydrogen power generator, coupled with a 45kVA battery pack, we generated electricity close to point of use, without any CO₂ or particulate matter emissions, and discharge free.

In addition, the equipment was delivered to the site by a biogas truck, cutting transport-related emissions by 80%.

The environmental benefits and improved acceptability to local residents are undeniable, as the project reduced on-site emissions and noise pollution to zero and the total carbon footprint (including transport and hydrogen production) by 75%. Calculating a worksite's carbon footprint is one of the new services offered by Loxam, which draws on its own expertise and the data provided by the French Energy and Environment agency ADEME.

Discover the all-green worksite

**In 2021,
we...**



**... Supported
initiatives
we cared
about**

Beyond our lines of business, we conduct public interest initiatives in each of our subsidiaries throughout the world, perpetuating one of the key values of the Group: commitment to the community.

This commitment, which is expressed today through partnerships of all kinds, is made possible by the dedication of our employees. In addition, the diversity of the actions carried out gives it its appeal and enables the Group to respond more specifically to local needs.

In 2021, Loxam opted to carry out innovative and ambitious operations in sports sponsorship, cultural patronage, restoration of historical heritage, support for young people, etc. Commitments that are meaningful for the Group and that reinforce Loxam's desire to be a responsible and committed leader.

► LOXAM, "OFFICIAL SPONSOR" AND "OFFICIAL EQUIPMENT PROVIDER" OF THE RUGBY WORLD CUP FRANCE 2023



Bringing our expertise to major sporting events to contribute to their success and influence in the world is one of the reasons behind our involvement in the event, but not the only one. When Rugby World Cup France 2023 kicks off, Loxam wishes to be a major contributor to this international sporting event. Loxam and rugby have a long standing relationship. Loxam has sponsored clubs competing in the French Top 14 (Racing Metro 92, CA Brive, etc.) and Pro D2 (Mont de Marsan, etc.) leagues for more than 10 years, and has shared interests with the sport. Diversity, cohesion, dedication, inclusion, camaraderie both on the field and with our clients are the values we wish to transmit thanks to a CSR policy that Loxam has devised purposefully for the event.

A partnership intentionally focussing on people

The Group has taken the initiative of supporting the Campus 2023 project led by the France 2023 Organising Committee: a training programme leading to a diploma for nearly 3,000 young people and running until the end of 2023. Loxam is offering to accommodate 50 apprentices for nearly 24 months and has promised to provide long-term employment opportunities for the young people in the Campus 2023 programme by hiring at least 100 young people in France or abroad.

IN 2021, WE... [Supported initiatives we cared about]

A commitment to limiting the environmental impact of this event

To meet the organisers' goals of limiting the environmental impact of this event, we have undertaken to:

- Provide clean, short-distance transport logistics, possibly shared with other suppliers, using low-emission vehicles.
- Provide innovative equipment, systematically proposing green alternatives to meet the requests of the competition sites.
- Support a voluntary carbon offsetting project to compensate for our missions around the competition sites.

An event accessible to all publics

Feel the thrill together! That's the aim, but it means allowing everyone to gain access to the event. To this end, Loxam has undertaken, in coordination with its Works Council, to buy tickets and sell them on at a preferential rate to employees. In this way, we are giving them the opportunity to go to a game with their families and friends. The Group will also offer a social ticketing service to give people in difficulty the opportunity to attend matches, and therefore to join the party irrespective of their means.

▶ JOINING THE EFFORT TO REBUILD NOTRE-DAME CATHEDRAL

As a responsible rental company, the Loxam Group wanted to help restore the Notre-Dame de Paris cathedral, which was ravaged by fire in April 2019. This resulted in a material contribution equivalent to 10 million euros over 5 years made available to the contractors and craftsmen involved in the reconstruction work.

In 2020, the Group signed a skills patronage agreement with the public body responsible for the conservation and restoration of the cathedral. In 2021, Loxam materialised its commitment by providing the equipment needed to set up and operate a 2,500 m² storage and examination centre. This site has made it possible to store in complete safety the stone and wooden remains as well as the elements of the great organ and the stained glass windows awaiting cleaning or restoration. Loxam has notably supplied the appropriate shelving, and approximately ten containers used for their transportation. In addition to supplying skilled personnel to install, operate and maintain the equipment throughout the duration of the loan.

"Feel the thrill together"
with Loxam, Partner of the Rugby
World Cup 2023

We are very grateful to Loxam and its President for their commitment to the restoration of Notre-Dame de Paris Cathedral. This first act of corporate patronage by Loxam is of great value to us, and contributes to the installation of the storage and examination facility where the scientific work of researchers will be able to commence in the second quarter of 2021. declared General Jean-Louis Georgelin, Chairman of the public body tasked with the conservation and restoration of Notre-Dame de Paris Cathedral.

▶ **LOXAM SUPPORTS YOUNG PEOPLE AT WORLDSKILLS FRANCE**

Being one of the main partners of Worldskills France gives Loxam the opportunity to pursue and strengthen its commitment to apprenticeship based on the development of know-how and the promotion and support of tomorrow's talent, particularly in the construction industry. Indeed, the Group has always been particularly attentive to the training of novices and experienced workers alike. During the national finals in Lyon, Loxam lent the elite of the 64 trades represented more than 400 pieces of equipment to help them excel in their field. For us, this support for young people is an investment in the future.

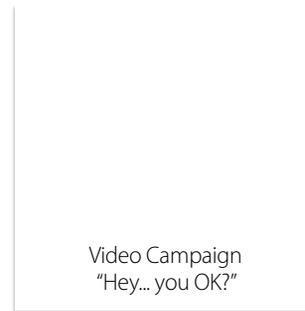


▶ **LOXAM DEGRAUS (BRAZIL) TAKES A STAND AGAINST CHILD LABOUR**

The Group's Brazilian subsidiary has been recognised by the Abrinq Foundation as a child-friendly enterprise for its work to combat child labour. The Abrinq Foundation is one of the most active NGOs for the protection of children, financing a variety of programmes for education, health and protection of the youngest members of society. It gives its label to companies that do not employ child labour and that act in one way or another to improve the living conditions of children.

▶ **NATIONWIDE PLATFORMS RAISES AWARENESS TO UNDETECTED MENTAL HEALTH PROBLEMS IN THE WORKPLACE**

Because it does not just happen to other people, our UK subsidiary Nationwide Platforms has launched a campaign to raise awareness of work-related mental health problems. Statistics in the UK show that the construction and engineering professions are particularly vulnerable. The programme is designed to help teams identify, understand and discuss possible disorders with the person concerned. The main aim is to create a community that asks the simple question: "Hey... you OK?"



▶ **A COMMON CAUSE: THE FIGHT AGAINST CANCER**

There is no shortage of initiatives to get involved in the fight against 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 Loxam Degraus teams during the annual "Pink October" campaign for breast cancer support. Dressed in pink, our employees (both men and women) shared their commitment widely on social media. In Denmark, a fundraising event for the National League was organised among Loxamians and the subsidiary's management doubled the amount raised. All these actions in favour of a common cause illustrate Loxam's commitment.

**In 2021,
we...**

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



By taking part in the societal innovations emerging in our communities and on our markets, Loxam supports the development and resilience of its ecosystem.

Beyond the challenges it has brought us, the pandemic we have been through has also broadened the scope of opportunities by accelerating the signals that herald change. At Loxam, what drives us on a daily basis is to perceive change before it happens. To do this, we do everything we can to continually expand our skills and offer tomorrow's digital services today.

Our position as a leader motivates us to look for new opportunities to shape our markets.

► ENCOURAGING COLLECTIVE INTELLIGENCE TO INCREASE PERFORMANCE

For several years now, Loxam has been engaged in its digital transformation. In 2021, this fundamental work was accelerated to redefine the future of our business. By devising new related services to create even greater proximity with our clients and facilitate the daily tasks of our employees, we are banking on the future.

As a continuation of the programme launched three years ago, Loxam2.0@2020, a new **'Cap Digital'** project has been launched with the aim of simplifying processes by increasing the fluidity, flexibility and agility of our teams. Voluntarily centred on people, it calls on all our teams around the world to understand their expectations, listen to their needs, study their work habits and develop new tools with them.

► CAP DIGITAL, THE GROUP'S DIGITAL TRANSFORMATION PROJECT

In 2021, the Group embarked on a project to transform and improve existing processes using digital technology. Loxam's ambition is to make the best possible use of new technologies to make everyday life easier for everyone, both in the head offices and in the branches. The process of identifying the projects to be

launched was based on a process of co-construction, involving as many of the users concerned as possible.

The Cap Digital programme, which resulted from this collective process, revolves around innovative projects that will revolutionise the daily lives of our employees.

► INNOVATION FOR THE BENEFIT OF OUR CLIENTS

LoxSafe to improve worksite safety

The Loxam Group has extended its offering by providing a new range of equipment fitted with solutions to improve the safety of the user and their environment: LoxSafe.

Designed in collaboration with Manitou Group and trialled by Bouygues Construction Matériel, a new type of telehandler was developed, and is now available for hire.

The aim of this three-way partnership was to provide a suitable response to the risks of accidents associated with the use of telehandlers.

In France, up to 8,300 accidents per year are recorded, mainly due to man/forklift collisions and overturning. In order to guarantee the safety of operators and their environment, the LoxSafe range incorporates physical prevention and safety warning equipment: a fall protection bar, a rear reversing radar with an audible “white sound” alarm, a dual Visual Dangerous Use Warning (LED flash + dashboard), sensors and alarms to indicate tipping risks, manoeuvring with the arm raised or the door open, etc., as well as a flexible orange belt with a clip contact sensor.

These trucks are also connected to a telematics service using the latest IoT (Internet of Things) technologies that generates alert notifications in the event of hazardous situations.

Exporting partnerships with DIY retail chains

Never rest on your laurels! At Loxam, this adage is rich in meaning. In addition to its already extensive network of branches around the world, the Group took steps in 2021 to bolster its distribution channels in DIY stores, particularly outside France. In what aim? To cater for all the new consumer trends, win over a population of less experienced DIY enthusiasts and better reach out to the new generations.

By developing new concepts such as the Loxam Corners (6 m² with Loxam colours in the largest DIY stores) or micro-branches spanning areas of 400 m² in visible car parks, the Group is looking to gain from the reputation and visibility of new spaces. It is also responding to a new market trend. While 90% of professionals traditionally rent the equipment they need, private individuals have been moving towards more rental in recent years, now favouring use over ownership.



Loxam sets up its corners in Belgium and Denmark

As France's leading network of DIY corners (all brands combined), the Group has now set its sights on the international market. New rental corners have been created in five Hubo stores (Belgium) and Loxam equipment has also been installed in 43 Silvan stores (Denmark). In addition to the Belgian and Danish developments, we have 20 micro-branches in partnership with Bauhaus in Germany. It should be noted that this micro branch principle is also operational in Spain with the same chain.

► NEW ACCESSES FOR EASIER REAL-TIME CONTRACT MANAGEMENT

With Ramicheck, all Ramirent's clients can now get easy access to the documents they need.

In response to recurring requests for information on the CE marking of machines, recommendations for personal protection against falls, environmental documentation or the date of the last inspection, Ramirent launched RamiCheck in April. By scanning or typing in the reference of the rented machine, everything becomes accessible to the user via the Ramirent app

or website. The app also includes a user guide for the machines and equipment, as well as details on the nearest branch.

Pronto Rental (Colombia) and Ramirent Lithuania launch their online service portal.

Their clients can now use a mobile application to consult their account, monitor their rentals and contracts, and sign their documents electronically.





Much More than Rental

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