



COMMIT
TODAY FOR TOMORROW

NON-FINANCIAL PERFORMANCE STATEMENT (NFPS) 2022

 **LOXAM**
Much More than Rental



|| Thrive for a sustainable rental tomorrow - starting today ||

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This document is the Loxam Group's non-financial performance statement (NFPS) report for the 2022 financial year. While it does not fall under the scope of the NFRD (Non-Financial Reporting Directive), this report is structured in accordance with the directive's requirements with regard to Non-Financial Reporting.

Loxam has voluntarily had this document audited by an Independent Third Party Body in order to verify the compliance and sincerity of the matters reported.

Our CSR strategy applies to all our business units. However, the performance indicators provided in this report cover, for the first time and unless otherwise stated:

- the entirety of the Group perimeter for the data in the introduction to this report relating to our organisation (business model, governance, etc.) and our sustainability strategy;
- the entirety of the Group for employment and society-focused data, with the exception of few business units listed in the annex (>95% of headcount covered);
- a perimeter limited to 7 countries, as regards environmental data, and notably carbon footprint data. These countries account for 79% of the Group's turnover. They are listed in the annex.



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FROM THE PRESIDENT

GÉRARD DÉPREZ

President of the Loxam Group



Commit for tomorrow

// It all starts with a wish, continues with the implementation of an action plan and ends with the measurement of what has been achieved. Because only by measuring progress on what was planned can we anticipate the efforts that still need to be made by everyone to achieve, and sometimes readjust, our objectives. In 2022, for example, like many others, we have prioritised energy sobriety as part of our CSR policy.

In any company, one would like to see visible progress quickly to encourage further efforts and stimulate initiatives. Unfortunately, the results always follow an exponential curve. Substantial organizational, communication and data collection efforts are required upstream, while the initial results remain disappointing in view of the initial expectations.

Today, we are still at the beginning of our approach and we are measuring the first progress made. This year we are only publishing our second activity report (NFPS). But this report perfectly illustrates the dynamic undertaken within all our subsidiaries and in all countries to include the Loxam Group in a sustainable development approach. The diversity and creativity of the initiatives described in the report are the best proof of this.

We are publishing very encouraging results that place us at the forefront of our profession and other industries to which we are compared, not only in terms of results achieved but also in terms of the maturity and commitment of our organisation.

We believe that we are already on the right track to achieve the ambitious objectives we have set ourselves in terms of social and societal responsibility.

I would therefore like to thank all those at Loxam who are breaking their routine and rethinking the way the company operates in the best interests of our community, our planet and our civilisation.

As uncertain as our economic and financial environment is, 2023 will be the next step on this path of progress as evidence of our contribution to a more sustainable world. //

GÉRARD DÉPREZ
President of the Loxam Group

FROM OUR GENERAL DIRECTOR

STÉPHANE HÉNON
Group General Director



// Our performance has been confirmed on all our commitments and has once again been recognized by our stakeholders.

Following the structuration of our key performance indicators at Group level in 2021, 2022 was a year of consolidation and increase of our non-financial reporting reliability. Our performance has been confirmed on all our commitments and has once again been recognized by our stakeholders. This is evidenced by the fact that all of our non-financial assessments have been maintained and even improved. We have also capitalized on this good performance with our financial partners. The inclusion of ESG criteria in our Revolving Credit Facility, and the green loan from the European Investment Bank, illustrate both our maturity and the relevance of our business model, and commit us even more to this virtuous approach: we now have obligations to deliver results!

At the same time, in 2022, all our business units worked to pursue local actions and to deepen their CSR roadmap. We have continued our work on key issues, including the safety of our employees and

clients. "Safety culture" initiatives are being deployed in all our countries and we are measuring an improvement in our accident indicators. In 2022, more than 800 sites had no lost-time accident.

In terms of environment, we are now in line with the announced carbon trajectory. Our direct emissions from our vehicle fleet and our branches are down in absolute terms, thanks to our stated commitment to energy savings and our strategy of sourcing renewable energy. As for our indirect emissions, which are mainly linked to our equipment fleet, we have accelerated our «green» investments. More than a quarter of our investments have been directed towards electric, hybrid, hydrogen and gas equipment. This is the largest investment envelope of its kind in Europe. And this meets our main objective: helping our customers to decarbonize their worksites. This strategy has also been accompanied by the continued deployment of our Loxgreen branches, in 2022 in the main

European cities, and low-emission pilot projects with our customers. We are very proactive in promoting these solutions, while remaining aware and pragmatic about the challenges that remain (availability of alternative technologies, problems of recharging equipment on the worksite, cost of equipment, etc.) and which may be a barrier on accelerating this transition. We are continuing to lobby our suppliers and trade associations to gradually remove these barriers.

In 2023, we will continue to work on improving our non-financial indicators and we will continue to raise awareness and understanding among all our internal and external stakeholders of our major commitments to sustainable development. //

STÉPHANE HÉNON
Group General Director

OUR 2022 CSR HIGHLIGHTS

A LOOK BACK ON AN INITIATIVE-PACKED YEAR

19 Business Units certified Great Place to Work®

5TH EDITION

of the Safety and Environment Meetings, organised by Loxam at Longchamp racecourse (Paris, France) (see page 30)



RESTORATION OF NOTRE-DAME DE PARIS CATHEDRAL

Loxam, as a corporate patron, provides the worksite with the free use of two modular buildings spanning 1,350 sqm (see page 39)



InvestEU IN FRANCE

Loxam obtains a financing facility of 130 million euros from the European Investment Bank to support its energy transition. The official signature takes place in the presence of the French Secretary of State for European Affairs (see page 46)



BRAZIL

Loxam Degraus becomes the first Brazilian equipment rental company to obtain ISO 14001 certification

Extension to 2024 of the partnership with WorldSkills France: Loxam confirms its commitment to the vocational training of young people



JANUARY

MAY

JUNE

JULY

SEPTEMBER

DECEMBER

Publication of the first CSR Group report certified by an independent third party body

Loxam receives the first Sustainability award presented by the European Rental Association (see page 18)



The 12th edition of the Working at Height Summit organised by Nationwide Platforms (business unit in the UK) (see page 30)

The Loxam Group in France is certified ISO 20121 for its event management activities



2022 IN A FEW FIGURES

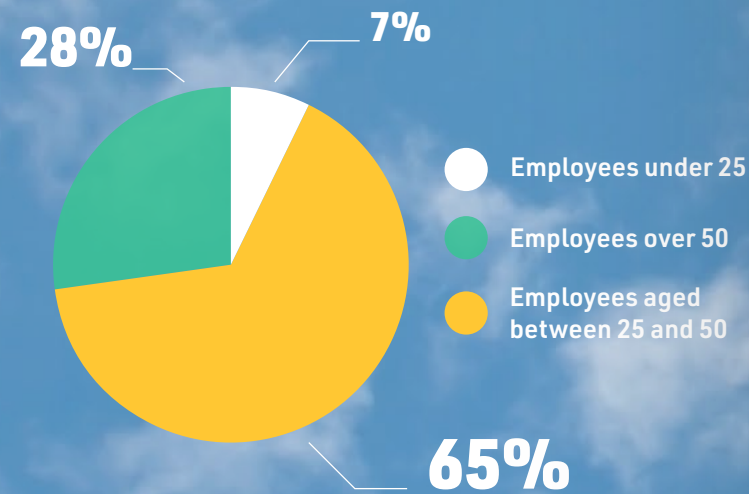
The data below corresponds to the indicators for the consolidation scope described in this report's introduction. The excluded entities are listed in the annexes.

1ST IN EUROPE
4TH IN THE WORLD
30 COUNTRIES, 4 CONTINENTS

PEOPLE



11,800
Employees



19%
Female employees



14.1
Workplace accident frequency rate



0.54
Workplace accident severity rate



19 Business units certified Great Place To Work®



77% employees having received at least one training

SOCIETY

100% of our employees are trained for the Group code of ethics

46% of suppliers assessed by Ecovadis (by purchasing volume)

FINANCIAL DATA

€2.4 Bn
2022 Group turnover



+10%
Growth in turnover between 2021 and 2022

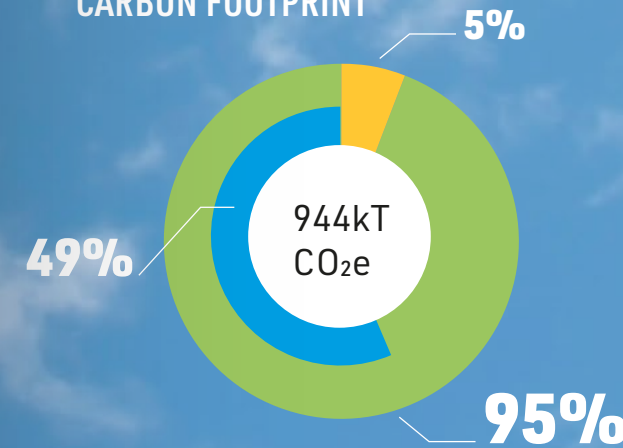


650
Number of internal and QSE audits conducted in 2022



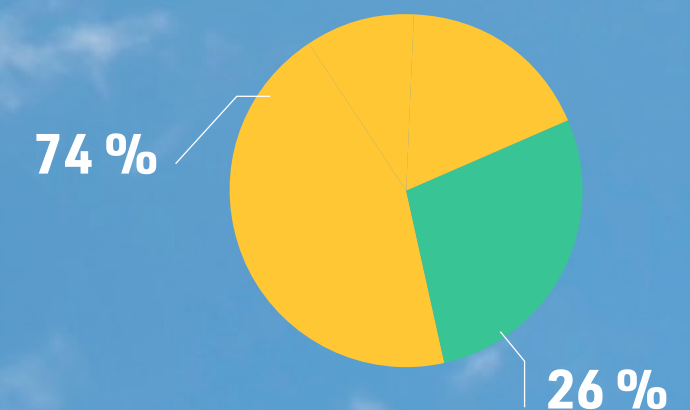
ENVIRONMENT

CARBON FOOTPRINT



- Scopes 1 and 2
- Scope 3
- Use of our equipment by our clients

GROUP CAPEX 2022



- Electric, hybrid, gas, hydrogen equipment
- Other equipment

An aerial photograph of a modern glass skyscraper. The building's facade is highly reflective, mirroring the surrounding cityscape and the sky. The sun is visible in the upper right corner, creating a bright glow. In the foreground, there are lush green trees and a street with several white vans parked. The text 'OUR ORGANISATION' is overlaid in large, bold, white capital letters across the center of the image.

OUR ORGANISATION

OUR BUSINESS MODEL

Loxam's business model is based on a close relationship with its clients through mainly short-term rental contracts. Our branches are at the heart of our operations. They manage local commercial relations and have a fleet of equipment which they maintain.

In addition, our network is made up of two distinct divisions:

- a set of generalist branches, offering a diverse range of equipment to meet our clients' most frequent needs,
- a set of specialist branches, bringing together specialised equipment and trade experts to meet the specific needs of our clients (powered access, temporary power, modular shelters, events, etc.).

Finally, one of the Group's specificities is the manufacture of wooden shelters, in our factory in Estonia, to meet the needs of the Nordic markets.

In 2022, the Group did not experience a significant change in its size, with the several acquisitions were made, notably in France, Spain, Portugal and Sweden.

EUROPE'S LEADING RENTAL COMPANY AND NO. 4 WORLDWIDE



OUR CHALLENGES

Be the **leader** in sustainable rental
Decarbonise our activities

Accelerate in digital development

OUR DNA

VISION

Offer **safe, sustainable** and **efficient** solutions to make equipment rental a natural choice.

VALUES

Sense of **service**, desire for **continuous improvement**, ability to **innovate**

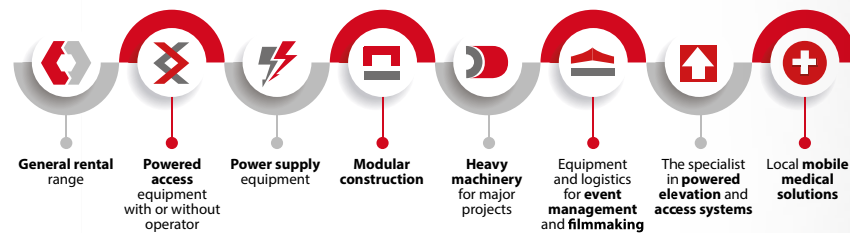


COMMITTED AND SKILLED TEAMS

- **11,000+** EMPLOYEES
- Training programme

AN EQUIPMENT FLEET OF 650,000 MACHINES

- Unrivalled depth and width of range
- Systematic check-up of all equipment between every rental
- Consideration for the entire life cycle of each machine (in-house equipment recycling centre)



GLOBAL PRESENCE, LOCAL PROXIMITY

4 CONTINENTS **30** COUNTRIES **1,000+** BRANCHES

RENOWNED BRANDS IN ALL GEOGRAPHIES



A PROVEN ORGANISATION

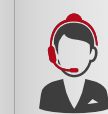
- Rigorous processes
- Trade-specific expertise



WE ALWAYS OFFER THE MOST APPROPRIATE SERVICE



SUPPLIERS



LOXCALL



MYLOXAM



TEAMS



CORNERS

Offer a service proposition catering to the needs of all clients, whatever the sector or size of their company.



BUILDING



INDUSTRY



EVENT MANAGEMENT



LOCAL AUTHORITIES



TRADESMEN

PERSONAL CUSTOMERS

ECONOMIC AND FINANCIAL

€2Bn+ TURNOVER

SERVICE QUALITY

- Voted Customer Service of the Year (ESCD) for 6th year running
- Net Promoter Score (in average > 60)

HUMAN

- Annual employee training plan
- Career management
- Promotion of diversity

ENVIRONMENTAL

- Yearly increase of our CAPEX in low-emission equipment
- Committed to a carbon trajectory

SOCIETAL

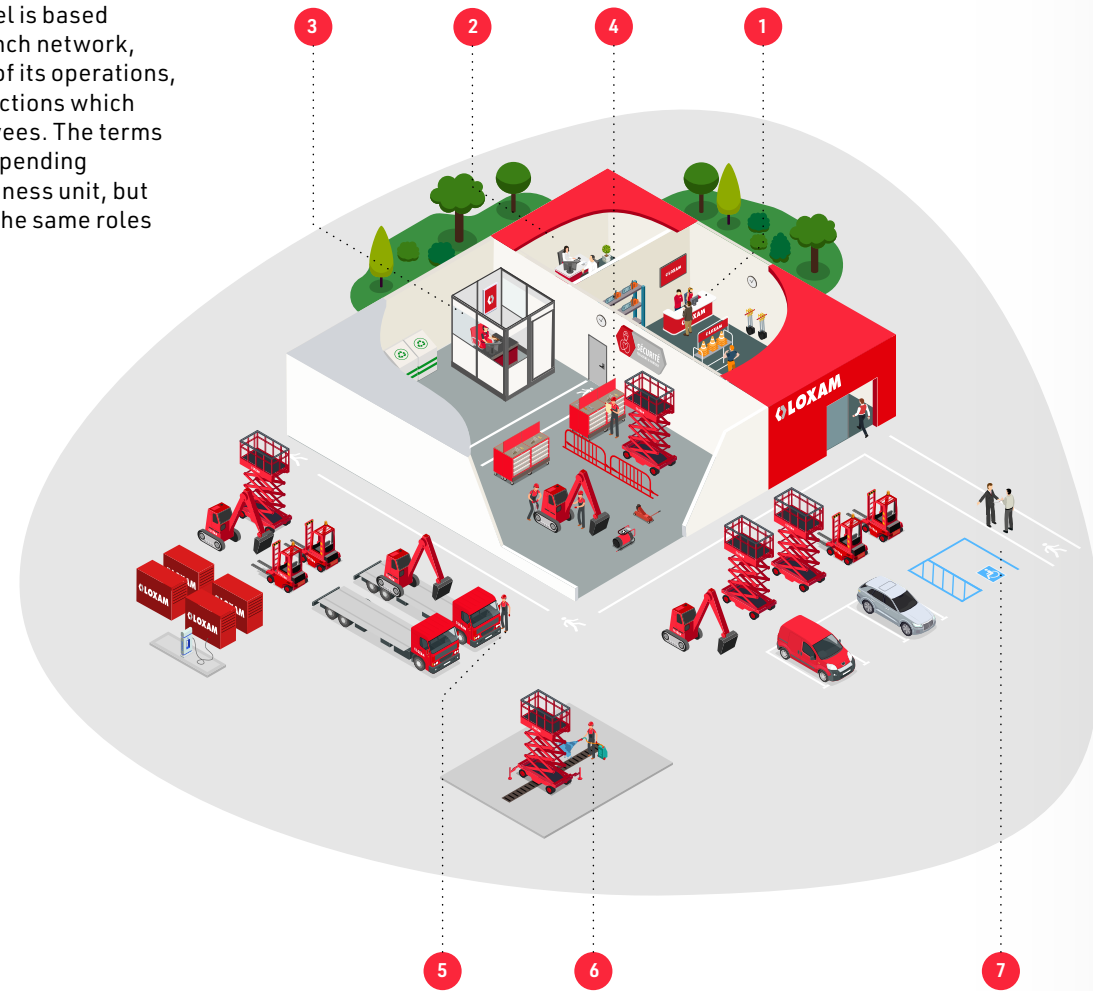
- Responsible purchasing policy
- Ethical and responsible relations: training, supplier assessment
- Involvement in philanthropic initiatives (corporate patronage)



Find out more about our business model

DIFFERENT ROLES OF OUR EMPLOYEES

Loxam's business model is based on a decentralised branch network, which forms the heart of its operations, and various central functions which support branch employees. The terms of organisation vary depending on the country and business unit, but are structured around the same roles detailed below.



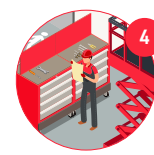
Hire consultant
As the main point of contact for customers, organises the activity, answers phone calls, etc. Manages daily equipment transport, rental quotes, billing and aftersales services.



Branch manager
Manages the profit centre, human resources and equipment with a view to developing business while meeting quantified and qualitative goals.



Foreman
Ensures all rental equipment is in good condition (technical, safety, presentability). Manages their workshop (administration and maintenance budget) and technical teams, ensuring safety and regulatory compliance.



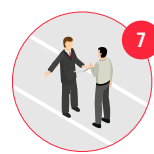
Mechanic
Ensures equipment is in good condition (technical, safety, presentability), maintains the equipment fleet and carries out on-site repairs.



Driver
Transports and handles equipment on clients' premises, in accordance with delivery times, service quality and safety standards.



Fleet manager
Ensures equipment on offer is in good condition, hands over equipment to customers, and inspects, cleans and stores away equipment on return.



Sales executive
Tasked with developing the branch by ensuring customer loyalty and diversifying the client base by prospecting for customers.

OUR STAKEHOLDERS

Loxam lies at the centre of an ecosystem that we want to stimulate so that we can move forward collectively. Our social responsibility approach is part of a co-innovation drive with our main stakeholders listed below.

	Key stakes	Main exchanges	
EMPLOYEES	Health and Safety Development Quality of life at work Social dialogue Diversity and Inclusion Data protection	Dialogue with staff representatives Annual career interviews Employee survey	At least once a year, all employees are surveyed
CUSTOMERS	Safety Collaborative innovation Energy efficiency Business ethics Data protection	Satisfaction survey Net Promoter Score Co-innovation workshops Safety and Environment Meetings	Evaluation at the end of each rental period (customer questionnaire sent out)
SUPPLIERS	Collaborative innovation Business ethics Responsible procurement	Equipment Testing Days Specifications Days Safety and Environment Meetings Audits	At least once a year during business reviews for our main suppliers in terms of purchasing volume
SUBCONTRACTORS	Safety Business ethics Responsible procurement	Training Safety and Environment Meetings	During materiality surveys
INVESTORS	Governance Transparency and dialogue Environmental impact	Quarterly investor conferences Annual investor roadshows	At least once a quarter for investors who attend our conferences
CIVIL SOCIETY	Contribution to society Community development Circular economy Environmental impact	Official communications Social media and websites	No specific frequency, depending on social media reactions

OUR GOVERNANCE AND AUDIT ORGANISATION

Our governance bodies

Loxam intends to be a responsible company that engages with its employees. To do so, the company has opened its share capital to its senior executives and employees via an employee mutual fund (FCPE) to associate them with its development, which also requires it to be exemplary in terms of business conduct. Some of Loxam's managers and former managers are also associates of Loxam.

Currently, our company's share capital is divided up between family shareholders and a shareholder fund made up of active and retired executives.

Furthermore, employees benefit from the Group's performance through a performance-related bonus scheme together with certain variable

remuneration arrangements linked to collective results. Mechanisms for the distribution of this remuneration vary between countries depending on local management practices and the country's legal provisions.

Loxam adapts its governance to reflect the growth of its operations. The composition of the different governance and management committees within the Group reflects the diversity of our employees' backgrounds.

Our committees contribute to the deployment of transparent and robust governance throughout the Group.

The strategy committee is the highest-ranking decision body in the Group. All matters with a high impact, including all sustainability-related subjects, are brought before this committee to approve

the strategy adopted. Before each meeting, the members receive an agenda and official reports (financial results, safety report, etc.). Each body produces minutes for its meetings.

The details (names, backgrounds, etc.) of the members of our main bodies can be found on our website.



OUR COMMITTEES AND THEIR ROLES

Strategy Committee (equivalent to the Board of Directors)

The Loxam SAS strategy committee is the equivalent of Loxam's board of directors. It advises Loxam's President on the Group's development strategy. It is a genuine body of governance and dialogue. The Strategy Committee has an important role in sustainability. The results of our sustainability policy are presented and reviewed by the Strategy Committee, at least annually. All non-financial risks listed in this document are included in this assessment. Material issues (highest risks and impacts for the Group), such as reducing our carbon footprint, are submitted to the committee for approval.

Composition: 9 members, including the Group's President and its CEO, and independent members. On the President's recommendation, shareholders elect members at the annual shareholder meeting. They serve a renewable three-year term

Female Board members: 2 (22%) **Independent Board members:** 5 (50%) **Frequency:** Quarterly

Vigilance Committee

The law on the duty of care aims to prevent violations of human rights and fundamental freedoms, health and safety of people, and the environment. The Vigilance Committee is the cornerstone of the system and has the following missions:

- Validate the vigilance plan and the conclusions of the inherent vigilance risk map
- Monitor performance indicators (integral part of non-financial reporting)
- Monitor the results of the action plans and define the next steps
- If necessary, follow up on alerts falling within the scope of the law.

Composition: President, Group Managing Director, CEOs of our main divisions, Corporate Strategy & Development Director, Chief Financial Officer, Chief Administration Officer, Legal Counsel, Sustainable Development Director

Frequency: Twice a year

Ethics Committee

The ethics committee is a sub-committee of the strategy committee. It is responsible for verifying correct implementation of the whistleblowing procedure, and for making sure that reports are appropriately dealt with.

Composition: One of the independent members of the strategy committee and the Loxam Group's ethics advisor

Frequency: Twice a year

Audit Committee

The audit committee is a sub-committee of the strategy committee. It is responsible for reviewing the Group's accounts prior to presentation to the strategy committee. It meets in the presence of the Group's CFO. Once a year, the committee reviews the risks faced by the company to assess how well they are taken into account in its strategy. The audit committee also meets the statutory auditors once a year.

Composition: 3 members of the strategy committee, two of which are independent

Frequency: At least twice a year

Remuneration and Appointment Committee

This sub-committee of the strategy committee is responsible for reviewing the remuneration and appointments of the Group's senior executives.

Composition: 4 members of the strategy committee including the President and at least one independent member

Frequency: At least once a year.

Executive Committee

The executive committee is made up of directors of the operating divisions. It is the collegial body that manages and steers Loxam's strategy. This committee is responsible for implementing the Group's strategy while ensuring cohesion across the Group, which is made up of decentralised units operating on markets of varying maturity. Each committee member is responsible for a Group-wide issue: CSR (including the environment), safety, social affairs, financial reporting, digital matters, etc. Before each committee, qualitative and quantitative progress indicators are centralised and escalated to the member in charge of the issue.

Composition: 8 members: the President, Group CEO, the four Division Executive Directors, the CFO and the Group Strategy and Development Director

Female Board members: 1 (12,5%) **Nationalities:** 3 **Frequency:** At least once a quarter

Management Board (at Business Units and subsidiaries level)

The Management Board is the main management body in each business unit. It is responsible for the operational implementation of the Group's strategy within each entity. All subjects are covered, including those relating to CSR (safety, health, employee development, environment, business ethics, etc.). Each management board reports directly to the executive committee.

Composition: Variable depending on the business unit

Female Board members: Variable depending on the business unit

Nationalities: Variable depending on the business unit

Frequency: Generally weekly

Our sustainability governance

In the belief that sustainability must lie at the heart of the company strategy, to guarantee that this continues in the long term, these issues are given consideration

in the processes and departments that execute the Group's strategy, whether this happens at strategy committee, leadership or operational level.

THE LOXAM GROUP'S NSUSTAINABILITY ORGANIZATION IS AS FOLLOWS :

<p>The Group Strategy Committee is informed of non-financial risks and the sustainable development strategy. It validates the main pillars of the strategy.</p>	<p>The CSR Committee which brings together a member of the Executive Committee, the Group Sustainable Development Department and the CSR coordinators of each business unit, is responsible for monitoring non-financial performance, following up on action plans and stimulating the sharing of experience between the various countries in the Group. This committee ensures that the Group's strategy is properly implemented. They are held quarterly.</p>
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ANIMATED BY A DEDICATED INFORMATION

<p>The Group Sustainable Development Department is responsible for defining the Group's strategy, coordinating the subject within the Group, measuring performance for the purposes of non-financial reporting and conducting external communications. The Sustainable Development team coordinates the annual audit. It reports to the Group Corporate Strategy & Development Director, who sits on the Strategy Committee. It is directly responsible for our short, medium and long-term sustainability strategy in all our geographies. All strategic decisions are taken at this level.</p>	<p>The management or CSR coordinators within each business unit are responsible for the development of the operational action plan on all CSR pillars of the Group and for the concrete implementation of the actions. The national sustainability action plans are reviewed by the local management committees, which have the necessary delegated authority to decide on the way forward, within the framework laid down by the Group.</p>
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RELAYED BY ALL EMPLOYEES

Employees are the primary actors in the deployment of the sustainability strategy. They are invited to take part in the actions undertaken and contribute to the development of the roadmap. Awards are regularly organised on the various themes of the Group's sustainable development strategy in order to highlight the best initiatives.

AWARENESS INITIATIVES CONDUCTED AMONG ALL OUR STAKEHOLDERS

To ensure that sustainable development issues are properly taken on board, both within the Group and by our main partners, we regularly deploy awareness-raising actions among our various stakeholders:

- Our employees, through CSR weeks organised in our business units, monthly ¼ hour sessions dedicated to sustainability topics, interventions in seminars or team meetings by the sustainable development teams
- Our clients, by regularly speaking to their operational teams, through dedicated sessions or seminars, to raise their awareness of sustainability issues and the solutions that we must collectively define
- Our suppliers and subcontractors, via our responsible procurement policy or during dedicated meetings attended by our sustainable development teams
- Civil society, in particular by publishing posts on sustainability issues on our social media feeds.

Our auditing organisation, spearheading our continuous improvement approach

Audits are ingrained in Loxam's corporate culture. All operations are now covered by our auditing system and enable all our risks to be accurately tracked. Far from being seen as holding us back, on the contrary, the company and its employees see audits as opportunities to constantly improve and excel.

Different types of audits are undertaken each year, whether entrusted to external companies or conducted internally (Quality, Safety, Environment and internal audits). Three pillars ensure the efficacy of audit processes:

- robust procedures based on comprehensive and appropriate tools,
- advanced training for employees in charge of carrying out internal audits,
- an ambitious annual auditing programme to ensure Loxam's processes are followed and that the internal control system works appropriately. All Loxam's sites are thus prepared to receive all types of audits, on average once every two years depending on the risks identified.

Our external auditing organisation

Loxam continuously welcomes external teams to undertake:

- financial and accounting audits by the statutory auditors, carried out every year to certify the regularity and accuracy of accounts in line with accounting rules and principles,
- non-financial audits by an independent third party body to certify the conformity and sincerity of our non-financial performance statement,
- audits for mandatory equipment inspection, are a voluntary approach by Loxam which can also be carried out by in-house teams,

- certification audits such as ISO, MASE, ESCDA (Customer Service of the Year), Net Promoter Score for the quality of customer service, etc.,
- Ad-hoc audits for specific assignments, for example identified as part of risk mapping,
- Audits conducted by certain clients.

Our internal auditing organisation

Our internal auditing system is well structured and is mainly based on the analysis of the risk map. The risk map was last updated in 2022 and gives rise to the establishment of action plans which are regularly followed up on with the people responsible for them.

Our auditing organisation allows for company-wide control of all operational, financial and non-financial matters throughout the chain of value. All Loxam sites undergo an internal and/or external audit on average every two years. The Loxam Group's internal auditing mechanism is based on three main types of audit:

- Quality, Safety and Environment audits, carried out by our teams, who check the branch's compliance with Loxam procedures based on a detailed checklist of criteria.
- internal audits, conducted by our in-house team of auditing professionals who verify that Loxam's operating and risk control procedures are correctly followed. The internal audit teams carry out these checks independently and unannounced based on a list of pre-defined criteria that assess whether procedures are properly followed and check whether controls are effective, in particular in the area of ethics. The main risks in terms of duty of care are also reviewed by our internal audit team.
- General Inspection audits: created in 2022, this unit intervenes at the last level, to investigate certain points highlighted by other audits and requiring further investigation.

OUR INTERNAL AUDITING ORGANISATION IN A FEW FIGURES:

650
NUMBER OF
INTERNAL AUDITS



OUR SUSTAINABILITY STRATEGY

NON-FINANCIAL RISKS AND OPPORTUNITIES

Analysing our non-financial risks is an integral part of our Group risk management process. We rely on the various existing risk management procedures. These are integrated into our global risk map and reviewed when it is updated, at least once a year.

Loxam's roadmap to 2025 is based on a consultation process involving external and internal stakeholders, via a materiality survey. In 2021, as part of our work to structure our CSR ambitions on a Group-wide scale, we consolidated and summarised the materiality analyses that already existed, which were the following:

- at Loxam Group level in 2018, prior to the acquisition of Ramirent,
- by Ramirent on its own perimeter before the acquisition,
- by Loxam Hune (Spain and Portugal) in 2019.

This consolidation - performed by the members of the Group CSR committee, supported by an independent consulting firm - This work led to the identification of Loxam's key issues and challenges.

Every four to five years, the Group defines new targets following an exercise to identify sustainability issues based on

external and internal input. In this way, we take into account the opinions of all our stakeholders. We supplement this vision with an analysis of the expectations and requirements of the major international standards (ISO26000, GRI), of our investors and of non-financial rating agencies.

In the longer term, the Loxam Group is in line with the ambitions of major international organisations, in particular the United Nations Sustainable Development Goals and the Science-Based Targets initiative.

Our non-financial challenge pillars

Pillar	Challenge	Materiality for Loxam	Stakeholders concerned	Section of the report describing our policy
Cross-Group	Governance	The decentralisation of our business model requires that a structured governance be implemented to ensure that our CSR ambitions are properly deployed and monitor our performance.	Employees Clients Subcontractors Suppliers Civil society	Our governance
People	Appeal and engagement	As a service company, with extremely high quality standards, the appeal and retention of our talent constitute a key issue, in particular in certain positions in which there is a shortfall of supply (drivers, mechanics, etc.).	Employees	Contribute to the development of our people
	Human rights	As an employer and the client of many subcontractors across all our geographies, we must introduce the necessary procedures to guarantee strict respect for human rights (fight against child labour, against illegal work, the guarantee of decent work, etc.).	Employees Subcontractors	Contribute to the development of our people Guarantee ethical and transparent relations
	Health and well-being	As an employer, we must pay constant attention to the health and well-being of our employees, which will have a major impact on the service quality delivered and on our employer brand.	Employees	Contribute to the development of our people
	Development	Enabling our employees to develop is a major opportunity that will help us drive our employer brand and retain our people.	Employees	Contribute to the development of our people

Pillar	Challenge	Materiality for Loxam	Stakeholders concerned	Section of the report describing our policy
People	Safety	As part of their activities, and in particular near our equipment, our stakeholders work in conditions that are often difficult and exposed to many hazards.	Employees Clients Civil society	Guarantee safety, anytime and anywhere
Environment	Direct environmental impact	Our branches and the circulation of our commercial vehicles, call-out vans and trucks have a daily impact on the environment (energy and water consumption, greenhouse gas emissions, waste, accidental pollution).	Employees Subcontractors Civil society	Reduce our direct environmental impact
	Climate change	Manufacturing, transporting and using our equipment have an impact on climate change. Engaging in the transition of our equipment fleet is the opportunity and the condition to be able to continue to operate tomorrow.	Employees Suppliers Subcontractors Civil society	Offer low-carbon options
	Biodiversity	Loxam facilities are predominantly located in industrial zones with low impact on biodiversity. Two aspects must however be controlled: how we manage our wash bays, and accidental pollution. By contrast, biodiversity issues are more important for our suppliers, who use raw materials, hence the importance of controlling our supply chain.	Employees Subcontractors Suppliers	Reduce our direct environmental impact
	Circular economy	Through our activity in equipment rental, we naturally lie at the heart of the circular economy, which gives us a genuine opportunity to harness in the environmental field.	Civil society	Propose sustainable solutions
Society	Diversity and inclusion	Our industrial environment, in which job disciplines are both physical and technical, means that we encounter difficulties with regard to diversity and inclusion (recruiting women, people with disabilities, people over 50, etc.).	Employees Civil society	Promote diversity
	Business ethics	As a service company with a very decentralised model, possible fraudulent and corrupt practices that contravene our ethical practices constitute a risk that must be addressed.	Clients Suppliers	Guarantee ethical and responsible relations
	Control of supply chain	Under our duty of vigilance, controlling our supply chain is essential and this must be supported by a responsible purchasing policy to bring all our suppliers onboard with us around positive impact practices.	Suppliers	Guarantee ethical and responsible relations
	Data protection and cybersecurity	With cybercrime on the increase, protecting commercial and personal data is a key challenge. The requirements of the GDPR must also be complied with.	Employees Clients Suppliers	Guarantee ethical and responsible relations
	Community development	Through our network of more than 1000 branches established in local communities, we have an opportunity to contribute to local development and increase the visibility of the Loxam brand.	Civil society	Promote the development of our communities

OUR COMMITMENTS

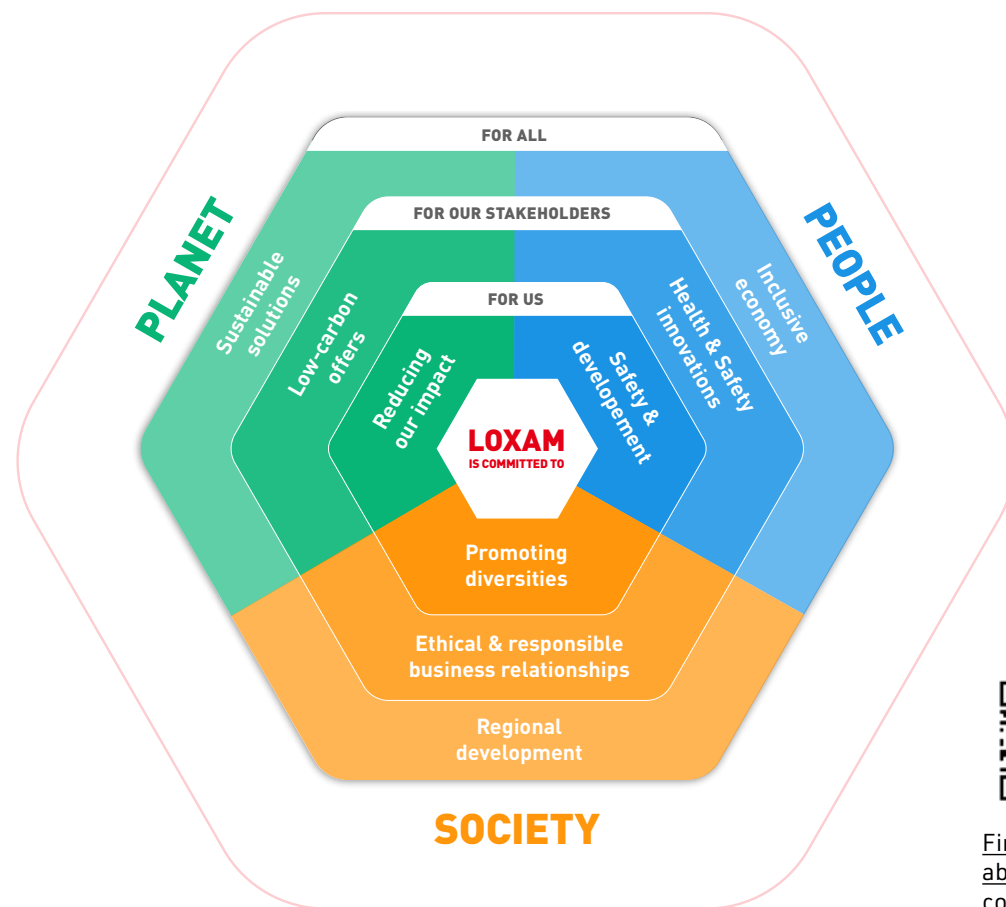
Based on the nonfinancial risks and opportunities identified above, Loxam undertakes to build a strategy and action plans that address these key issues, while complying with the 17 United Nations Sustainable Development Goals.

In 2021, we drew up a set of shared ambitions across all our geographies. These ambitions revolve around the three previously stated pillars (People, Society, Environment) and three levels of action:

- **"for us"** refers to the actions we take internally, with all our employees, for which we are directly accountability.

- **"for our partners"** defines the actions that we take jointly with our clients and suppliers.
- **"for everyone"** outlines the set of society-focussed actions that we lead to increase the Loxam Group's positive impact on society.

Performance indicators have been defined for the first two circles of the strategy in order to help coordinate the actions. These are listed in the annexes.



[Find out more about our sustainability commitments](#)

Our approach **"Commit today for tomorrow"** aims by 2025 to increase our positive impact on people, the environment and society.

In practice, this means:

- **for our employees:** enabling every person to develop, objectively and without discrimination, while guaranteeing safety anytime and anywhere.
- **for our partners:** working to achieve shared success based on trust, collaboration, and innovation in favour of safer and more sustainable equipment.
- **for everyone:** encouraging people to hire their equipment and capitalising on our local presence in communities to foster the development of ecosystems.

A set of international guidelines to structure our approach



Global Compact and the United Nations Sustainable Development Goals: Launched in 1999 by Kofi Annan, the Global Compact brings together companies and non-governmental organisations under the auspices of the United Nations. The signatories undertake to respect ten fundamental principles based on four areas: human rights, labour rights, environment and the fight against corruption. Loxam has been a member of the Compact since 2015 and publishes an annual Communication on Progress in accordance with the requirements. In addition, the 2030 Agenda for Sustainable Development, adopted by all UN member states in 2015, has defined 17 Sustainable Development Goals.

International Organization for Standardization (ISO): Loxam's sustainability management system is governed by the main international standards, in particular ISO9001, 14001, 45001, 27001, 26000 and 20121 (see section Our certifications). (see section "Our certifications" page 17)

International Labour Organization (ILO): Loxam is committed to respecting all the conventions of the International Labour Organization and to integrating these requirements into its sustainable development policy.



Diversity Charter: Loxam is a signatory of the French Diversity Charter. This is a pledge that can be signed by any employer wishing to take a proactive approach in favour of diversity and thus go beyond the legal and statutory anti-discrimination framework.



Science-Based Targets initiative (SBTi): supported by CDP, WWF and WRI, the Science-Based Targets initiative aims to define a trajectory to enable companies to comply with the requirements of the Paris Climate Agreement. Loxam is one of the companies that have chosen to support the Science-Based Targets initiative, in its 1.5°C scenario, to reduce its emissions in accordance with a scientific protocol.


Global Reporting Initiative (GRI): a joint initiative of the United Nations Environment Programme and the Coalition for Environmental Responsible Economies, the GRI provides a framework of indicators to help companies measure their progress towards sustainable development. A content of index between the requirements of this framework and our Non-Financial Performance Statement is available on request from rse@loxam.fr.



OUR COMMITMENTS, EVALUATED AND CERTIFIED

Our evaluations


The Loxam Group is assessed by several non-financial rating bodies across the whole of its business scope. **On each occasion we rank among the best in our sector.**



In 2022, Loxam underwent the ESG assessment by S&P Global Ratings for the first time. Evaluating the way that companies address non-financial risks and the impact of their ESG commitments on their business, this assessment offers investors proof of the robustness of their CSR strategy.

Grade: Loxam ranks in the top 7% of companies in the Trade & Retail sector, scoring **44/100**.

Assessing the maturity of CSR strategy, governance, organisation and performance of a company on social, environmental and ethics-related topics, Moody's ESG awards a mark out of 100 to the companies it assesses.




Mark: 47/100. Equating to limited maturity in terms of CSR policy. It should be noted that very few companies have a maturity level qualified as high (>50/100).




Once again, we received EcoVadis Gold rating which demonstrates the relevance of our sustainability policy. The EcoVadis rating studies the impacts of our activities in the following areas: the environment, society & human rights, ethics and responsible procurement.

With the Gold rating, Loxam registers a score that is higher than 95% of the companies audited by EcoVadis. This reward recognises Loxam's ongoing efforts and its employees' commitment to all CSR issues.

This evaluation certifies the level of residual risk of a company on the social, environmental and ethical themes. Sustainalytics defines risk levels according to business sectors, and assesses the way in which a company manages these risks.




Mark: 14.8/50. Here, Loxam ranks among the best performances of all the companies assessed, and has the best performance in the sector.




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

Grade: B on a scale from F to A.

19 of our business units are certified as a Great Place To Work®.




Our certifications




Our corporate culture has always indisputably been focused on customer satisfaction. We backed this up by earning our first ISO 9001 certification in 1997.

Perimeter certified: all business units in the reporting scope except Rapid Access (Middle-East)

In 2010, we became the first rental firm in the world to demonstrate our ambition to enter into an ISO 14001-certified environmental approach. Following an in-depth environmental analysis of each of our branches, we conducted targeted actions to control our SEA (significant environmental aspects) such as improving the way we operate our wash bays, removing buried fuel oil tanks, dealing with emergencies, improving storage of hydrocarbons, etc. This commitment today remains at the heart of our sustainability strategy.




Perimeter certified: all business units in the reporting scope except Rapid Access (Middle-East), Loxam Ireland, Loxam Piattaforme Aeree (Italy)




In 2015, Loxam was the first rental company in the world to obtain level 3 in the ISO 26000 standard. This standard sets out the guidelines to help companies take responsibility for the impact of their decisions and operations on society and the environment. We obtained level 3, illustrating a high performance in terms of considering the impact of our activities on society, the environment, our ecosystem, and demonstrating our willingness to act to reduce this impact. This reassures stakeholders in terms of the company's transparency, ethical business behaviour and commitment to actively contribute to sustainable development.

Perimeter certified: France

At the end of 2019, we obtained ISO 45001 certification, illustrating the priority we give to safety. We were the first equipment rental company in the world to receive certification on this scale.




Perimeter certified: all business units in the reporting scope except Rapid Access (Middle-East), Loxam Ireland, Degraus (Brazil), Loxam Piattaforme Aeree (Italy)




This certification enables us to operate on high-risk sites, such as SEVESO sites.

Perimeter certified: France Power subsidiary (power generators, air compressors, cooling generators, etc.), some Access branches, some Access branches (powered access equipment), and some branches in the generalist network

At the end of 2021, we earned ISO 27001 certification. 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.



Perimeter certified: our Powered Access Division business units in the United Kingdom, the Middle East, and Italy



In 2022, we obtained ISO 20121 certification for our event management activities. This certification acknowledges the sustainable management of these activities and an appropriate management system with a view to progressing towards the deployment of sustainable events. This standard aims to promote responsible consumption.

Perimeter certified: event management activity of the entity Loxam SAS (France)

2022, an award-packed year



A dozen awards in 2022

Topic Safety



Nationwide Platforms was distinguished at the International Powered Access Awards (IAPA) in two categories:

- **Contribution to Safe Working at Height**
- **IPAF Training Instructor of the Year (Phil Drayton)**

A worthy acknowledgement of our commitment and efforts made in the safety area.



Loxam won first **prize in the Innovation and Digital category** for its innovative and connected safety device LoXSafe, at the 4th edition of the Technical and Digital Meetings organised by the Paris IDF Construction division of the French Building Federation.



Loxam won the **Prevention & Safety Award** at the 2022 Rental Awards, organised by the DLR and BTP Magazine, recognising the company's commitment to prevention and safety.

Topic Environment



At the 2022 European Rental Awards, Loxam won the Sustainability Award in the category **"Best carbon reduction initiative,"** for its contribution to a clean worksite at the very heart of Paris.

Topic General



Rapid Access was distinguished **"Rental Company of the Year 2022"** at the Construction Machinery Middle East (CMME) Awards, a recognised mark of excellence amongst clients and peers.

Topic Human



Loxam Denmark received the **"Effort Award"** at the Building Diversity Day organised by Byggeriets Diversitetsdag (Building Diversity Day Association): an award given to organisations that have made a special effort to attract women to the construction industry.



Ramirent Finland was awarded the **"Summer Job Employer 2022"** prize by Oikotie in the large company category. Ranked 3rd in its category, Ramirent stands out for the quality of the welcome given to summer workers, their integration into the company and the good working atmosphere.



Ramirent Estonia was awarded the gold level of the **"Family and Employee Friendly Employer"** label. This label is awarded by the Ministry of Social Affairs recognises family and employee-friendly employers value their employees who work to achieve a better work-life balance.



Loxam France was rated **"Socially Responsible Company 2023"** by Le Point and Statista.



For the sixth consecutive year, our business unit in France earned the **"Élu Service Client De l'Année"** ("Voted best customer service of the year") award in the equipment rental category.



Loxam received the **"Levelling Up" Award** at the Franco-British Trade & Investment Awards, organised by the Franco-British Chamber of Commerce & Industry. This award recognises the significant and lasting impact that our company has on communities that it supports, by addressing social challenges in particular.

OUR ACHIEVEMENTS IN 2022



1ST PILLAR PEOPLE, AT THE HEART OF OUR PRIORITIES

CONVERGING VIEWS



Olivier Grisez

Managing director, Loxam France - Generalists

& Erik Bengtsson

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

2022 was the year that saw the Loxam United Convention. What do you take away from this event?

Olivier Grisez: The Loxam United Convention and its rollout in the countries is a great success. This event allowed us to share common values that are meaningful in all our geographies. The convention's rollout in the countries was then an opportunity to share the guidelines for the coming months and the Group's values. This led to a real emulation of the Group's purpose and its values: a passion to serve, a passion to learn and a passion to innovate.

Erik Bengtsson: By bringing together all of the Group's employees at the same time, this event undoubtedly helped to create a strong sense of belonging. Feeling that we are part of something bigger, and that our day-to-day activities are part of it, creates a sense of pride for many of us. For most Ramirent employees, this Convention was their first direct contact with Loxam, which showed them the meaning of belonging to a Group. This had a very strong impact.

The Loxam United Convention and its rollout in the countries is a great success.

With regard to safety, what are your most recent initiatives?

O.G.: We have accelerated the exchange and sharing of experience within the Group Safety Committee. This committee allows us to examine a lot of ideas in terms of safety and to benchmark good practices across our geographies, so that we can share them with our entire branch network. Northern European countries are a great source of inspiration in this respect. In France, we have undertaken a cultural and managerial transformation around safety in 2022, with the aim of moving from a somewhat top-down culture of compliance with safety rules to a more inclusive managerial culture, involving each employee more in risk prevention on a daily basis. This dynamic was largely driven by the Convention and relayed by the President. All our management teams have now been trained in these new tools. The process is underway.

E.B.: We have had very good processes for several years now, which have proved their worth in terms of safety. All employees are concerned about safety. A large part of our operation is based on our feedback system: our employees are encouraged to report any dangerous situations they encounter using an application, which contributes to prevention by making our employees active players in their own safety and that of their colleagues. At Ramirent, more than 16,700 observations were reported in 2022, an increase of 17% compared to the previous year! Safety has become a real reflex for our employees.

In 2023 we will be continuing to pursue our goal as a Great Place To Work®. What areas are you specifically working on?

O.G.: The Great Place To Work® survey is becoming a real indicator: beyond the objective of certification, it is important to have a tangible employee barometer that makes it possible to highlight the areas on which to work. This barometer measures a level of engagement by Business Unit. By combining it with data on absenteeism and retention to obtain actionable data, we can develop action plans for each branch and department. This survey highlighted the demands of our employees. The two fundamental areas on which we will continue to work in 2023 are the quality of the work environment and the motivation of each employee. In particular, we are working on renovating staff rooms and counters to improve the work environment in branches. For support functions, we have introduced flexibility in teleworking. We are also training our managers in new managerial practices, based on feedback and rituals, which are more in line with the expectations of employees and the younger generation.

E.B.: In 2023, we will ensure that we take better account of employees' ideas and proposals, as this has been highlighted in the latest Great Place To Work® surveys. Better communication, better information sharing, new trainings and continued commitment to apprenticeships are our priorities for this year.

GUARANTEE SAFETY, ANYTIME AND ANYWHERE



Our commitment in 3 words

EXEMPLARITY
RIGOUR
TRAINING



WHAT OUR PEOPLE SAY

"At Loxam Group, safety is our top priority. We are committed to ensuring the safety of our employees, customers, and community by providing environmentally friendly and reliable equipment, comprehensive training, professional support, and outstanding service. Our goal is to "guarantee safety anytime and anywhere," so that everyone can return home safely at the end of each day."

Lars-Morten Rostad
HSE Manager,
Ramirent Norway

Through our activity of temporarily supplying professional equipment, our employees, subcontractors and clients are faced with multiple situations which should be anticipated to guarantee their protection. It is a commitment on which we never compromise, and which revolves around three values:

Exemplarity by everyone and for everyone. All the safety basics must be known and shared by everyone. Abiding by these principles is essential.

Rigour in our processes. Our Group-wide ISO45001 certification offers evidence of our organisation. Each business unit must have a management system in place which enables information and incidents to be reported and followed up.

Training and equipment. All our employees must receive regular training in safety. We provide them with the necessary personal and collective protective equipment, and adapt the workstations to their needs.

How we operate

Our organisation

We seek to have a safety policy aimed at everyone. Its efficiency is guaranteed through regular monitoring indicators which relate to the supervision of the delivery of preventive action plans, the deployment of training and support programmes and the change in accident and incident report indicators. These results are regularly reviewed by the executive committee and the management committees.

A safety committee at Group level.

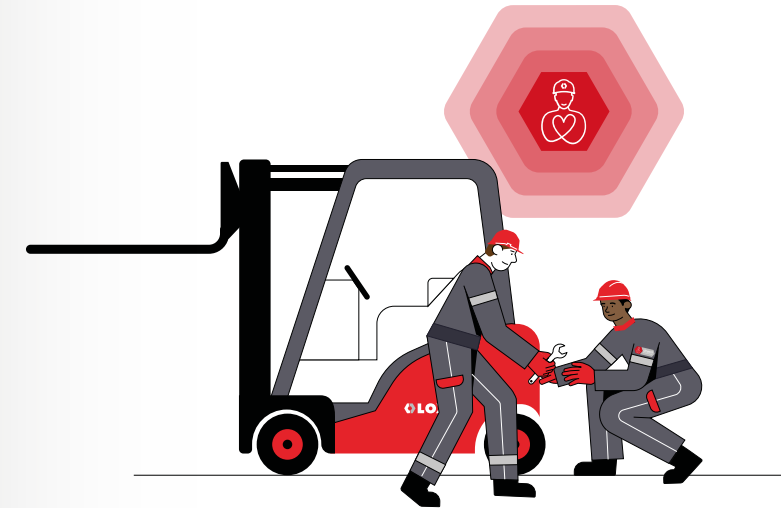
In order to monitor and deal with the various safety-related issues within the Group, a Group Safety Committee is held quarterly. Bringing together the safety managers of each business unit, this committee aims to monitor safety performance, share action plans and capitalise on experience sharing between the various countries of the Group. For example, concrete cases of near misses are studied during these committees, with

proposals for actions to be implemented. These committees ensure that the Group's strategy is properly implemented. It is held quarterly.

Safety committees at Business Unit level

In all our business units, a safety committee made up of representatives of the general management, human resources and the HSE department meets at least once a month to review the indicators and action plans. The HSE correspondents in each unit are tasked with implementing the policy among all employees, drawing up action plans and establishing the continuous improvement policy. They ensure that the programme is effective in the long term.

Some business units go further. Several inter-branch working groups have been launched, such as in Switzerland, where employees come together to share good safety practices, discuss high-risk situations they may have encountered and try to propose solutions to improve



day-to-day safety. In France, a safety committee convenes once a week in the presence of the HSE department, the HR department and operational divisions to discuss all the incidents reported, analyse them and decide upon corrective actions.

Our actions to develop a safety culture

To guarantee the safety of our employees anytime and anywhere, we make a point of instilling a safety culture which advocates an exemplary attitude from everyone and for everyone, thanks to the continuous training of employees from their arrival in the company, and the application of rigorous processes in all situations.

- **A robust onboarding process for new employees**

In the first days following their arrival, each new hire is taught the safety principles and best practices with regard to wearing Personal Protective Equipment (PPE). Each employee and visitor to the branch must wear the following PPE : helmet or hard hat, safety shoes, high visibility clothing and gloves if handling is required. Noise protection headsets are also available in branches to protect our employees from excessive exposure to noise. Protective goggles are also compulsory when carrying out actions with a risk of spray or flying debris.

- **Monthly awareness raising**

Organised at least once a month in all the Group's branches in the form

of a quarter-hour briefing, these meetings constitute a moment for discussion and feedback dedicated to safety. These moments can be supplemented, as in our Ramirent business unit, by safety walkabouts. In teams, our employees on site collectively identify risk situations and define the necessary actions to remedy them. Finally, in France, we launched a new idea in 2022: safety coffees. Every other week, employees in regions and branches meet for a safety coffee, a dedicated moment to discuss a safety-related topic and to share the actions taken to improve employee safety over the past few days. These informal safety coffees are also an effective way of disseminating good practice between branches and thus making progress on these subjects.

- **Continuous training of our employees**

On their arrival and at regular intervals throughout their career, our employees are given training in the Group's equipment and working procedures and in the safety rules applicable on our premises, on the road and on our client's sites. Each business unit is encouraged to roll out a range of safety training courses. Our Loxam Hune business unit in Spain offers all its employees a 16-hour training module dedicated to safety, covering the basics and detailing the occupational risks for each position. In some of our business units, such as Switzerland and Denmark, employees also receive first aid training.

- **Dedicated communication**

Revolving around the slogan "Safety anytime and anywhere", this communication includes safety news flashes published on all the Group's networks to inform people about at-risk situations and more widely circulate feedback on the use of our equipment. Tailored to the circumstances of each country in which we operate, safety-related communications help raise awareness among employees and reinforce prevention. To give a few examples, our in-house journal, sent to all our employees once a quarter, includes an illustrated risk situation in each issue, along with the actions to be taken to prevent it. An internal blog in Norway, run by the HSE team, raises awareness of this subject among all our employees. Safety videos are broadcasted in many countries (Baltic States, United Kingdom, France, etc.). This type of approach is now being deployed throughout the Group.

- **Prevention initiatives on safety**

These are organised throughout the year in our various business units. Our subsidiary in Norway has for example developed a safety application to raise employee awareness in an educational and fun way.

- Listening to and empowering our people**
 Because safety also depends on the behaviour and responsibility of each individual, we give priority to dialogue and exchange with our employees in branches. We value positive behaviour in terms of safety, and provide our people with prevention tools such as the 4D method (above, below, behind and inside in French) which help them anticipate risky situations.
- Close cooperation with our suppliers on the use of our equipment**
 Our branches organise multiple meetings to train our employees. Most of our business units have introduced dedicated special events to the subject. For example:
 - **In Brazil.** Over the space of a day, our sales representatives and technicians take part in "commercial training sessions". They talk to our suppliers about the new features of the machines, especially with regard to safety, in the aim of escalating best practices.

→ **In the United Kingdom.** Once a year, a Health and Safety Week is organised. It is dedicated to supplier visits, training courses and quizzes dealing with topics such as trips and falls, vehicle safety or musculoskeletal disorders. Each employee is allowed to sign up to the activities of interest to them.

Rigorous processes on all our sites

All our business units have a safety management system based on four processes and operating principles:

- an assessment** by each of our branches of occupational risks, translated into local action plans to continuously improve our employees' and our subcontractors' working conditions;
- clear working procedures**, such as descriptions provided for each workstation in the branch setting out the safety rules to observe and the right reflexes to adopt in the event of a problem;

- specific fittings**, with work tools that are convenient to use and suited to the jobs in hand for each workstation to limit the development of musculoskeletal disorders. To this end, our workstations can be adjusted, and we provide our employees with tools to facilitate load carrying;
- the provision of appropriate personal protective equipment** meeting the latest standards, to protect our employees and guarantee their safety in all circumstances. For instance, our branches in France are in the process of being equipped with barrel lifters to make it easier to carry heavy loads. We also adapt our washing bays by equipping them with jibs, hose equipped with a hook and a palm-operated trigger, in order to facilitate operations in these areas. In addition, we are equipping some of our branches with defibrillators. Some countries, such as Italy, have installed them everywhere.

Protecting lone workers: focus on our night drivers

All employers must ensure that they are able to provide emergency assistance if one of their employees finds themselves in a dangerous situation. In order to protect our night drivers, we equip them with a lone worker protection device. Each time they go on duty, the night driver must wear and switch on their lone worker device, connected to a mobile and geolocation network.

In the event of a serious collision or fall, an automatic alert is sent to the remote monitoring service to which the device is connected, enabling emergency services to intervene. A specific button can also be used to send an alert in the event of risk.

Already in place for several years, this system has been extensively adopted by our drivers, who thus make their night deliveries in complete safety.



Our results



Highlights of the year

ZERO ACCIDENT, A REALITY FOR SEVERAL OF OUR BUSINESS UNITS

We sincerely believe that all accidents can be avoided with the right attitude and competency.

With clear safety paths and the daily efforts of employees, the goal of zero accident is entirely attainable. This is the case in several of our business units, notably in Eastern Europe (Poland, Slovakia and the Czech Republic), the Middle East (Saudi Arabia, United Arab Emirates, Qatar, Kuwait, Oman) and the Baltic States (Estonia, Latvia, Lithuania), which all reduced the number of accidents to zero in 2022.

Putting people back at the heart of our safety culture

"Guarantee safety anytime and anywhere" is more than just a slogan: the Loxam Group has made this commitment a priority. In 2022, safety initiatives were stepped up, particularly in France, where a vast programme was launched to transform our safety culture, with the aim of achieving zero accident.

Between management, team training and concrete actions, this transformation programme intends to address safety in all its aspects. While the technical aspect has often been favoured to resolve risky situations up until now, our new safety culture places the human factor at the centre of debate. The levers mobilised throughout the programme include transforming the management style to integrate more safety, enforcing strict operational discipline based on our 7# Zero Tolerance, and implementing safety reflexes such as the "last minute risk assessment" - a risk assessment technique that makes it possible to prevent dangerous situations and provides a rapid and comprehensive analysis of one's surroundings - are all levers that are mobilised throughout the programme.

"We strongly believe that thanks to impetus from our managers, we will transform the behaviour of our teams. We will durably influence the way they take decisions on the ground. We will unleash the full potential of our employees with a focus on safety and consideration. Our performance can only improve as a result!"

Loubna Bonneroy
Supply Chain Director responsible for CSR
Loxam France



A day putting our drivers in the limelight

As part of road safety week and as a signatory of the "Responsible Employer" charter, Loxam organised the first "Drivers' Day" on 11 May in all its branches in France.

Entirely dedicated to our drivers, the aim of this day was to raise awareness of this profession and to promote it, without neglecting safety and risk prevention, as the driver experience the most serious accidents. The programme included a two-hour "work shadowing" tour, a safety visit on a branch, quizzes, a photo competition and social events: an original way of raising awareness among our employees and helping them discover this profession!

The "Quick Driver's Guide", an illustrated abstract of the Driver's Manual, was also distributed to all drivers in branches, providing an opportunity to remind them of the reflexes they should adopt on a daily basis: wearing PPE, reminding them of the four fastening points for transporting equipment and handling weight limits, and good practices for truck loading/unloading.

With the aim of sharing the rules and good practices for controlling transport-related risks as widely as possible, this first edition of the drivers' days was a complete success!

The model has been extended to some of our business units, such as Italy and Brazil, and even included our subcontractors.

"The drivers' day was introduced to create greater engagement around a service, specifically that of transport, where at Loxam Access Italy it is completely outsourced. We wanted our suppliers to focus on the topics of safety and image as if they were an integral part of our company and our reality. The result was really helpful, first enabling us to begin to implement a system to qualify transport suppliers, and additionally to make our suppliers more aware of the quality standards expected by Loxam. In 2023, we will implement audits that will allow us to always find moments to share with our suppliers what is good and not so good, with a view to continuous improvement."

Marzia Giusto
Managing Director
Loxam Access Italy



Preventing near misses: a Group priority

Near misses, since they can be easily avoided, are at the heart of our prevention actions in the safety field, in particular in our subsidiary Ramirent.

Thanks to a simple process, employees can report each near miss by taking a photo of the incident and posting it on a dedicated platform. After describing the situation, specifying the causes of the incident and the potential means of preventing it from happening again, employees are invited to discuss the situation with their managers, so that together they can find the appropriate solutions for each situation.

Digital applications and tools have been deployed by some of our business units

(Ramirent, France, etc.). This year, in Denmark, a new LoxApp application was deployed to facilitate the reporting of near misses and raise employees' awareness of health and safety issues. As each employee now has a work phone, it is much easier to report incidents by taking a photo.

As a tool to raise safety awareness, near misses allow employees to realise when there are dangerous situations in their everyday lives and avoid them better. Far from being considered as failures, near misses are real opportunities for everyone to improve their safety.

Safety theme weeks - Group

Organised in several of our business units (Sweden, Brazil, the Baltics, etc.), safety weeks are moments of awareness,

exchange and sharing on safety-related topics that are greatly appreciated by our employees.

There are many actions possible to help make safety a priority, including games, quizzes, teambuilding activities and talks.

Over the course of a week, all Ramirent Sweden employees were sensitised to safety through various activities and were encouraged to pay even more attention to their workstations and their health. This initiative even received an award at our Loxam United Group convention!



CONTRIBUTE TO THE DEVELOPMENT OF OUR PEOPLE

Our commitment in 3 words

EMPLOYABILITY
RETENTION
ATTENTIVENESS



WHAT OUR PEOPLE SAY

"At Loxam Group, our people are our strongest asset. We employ a diverse range of individuals from every walk of life, and each of them bring something unique. As a progressive organisation, it is our role to nurture and develop this talent, ensuring that we provide opportunities for personal and professional growth. We are committed to promoting from within and supporting those people to progress and be an integral part of our Group's success."

Charlie Stanley

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

The appeal, development and retention of our talent constitute a key issue for all our business units; notably in certain technical positions in which there is a short fall of supply today.

Employability. We support our employees from their onboarding and throughout their career, by deploying the appropriate appraisal and advancement processes and training curricula.

Retention. We aim to guarantee jobs in the long term, associate employees with the financial results of the company and seek to promote quality of life at work.

Attentiveness. We promote social dialogue in every country in which we operate, and we make our managers aware of the importance of annual appraisals with each of our employees. We regularly conduct employee satisfaction and engagement surveys.

How we operate

At Loxam, we derive our strength from our employees. The way in which we operate is structured around three pillars: taking action to develop our employees, encouraging social dialogue and promoting quality of life at work. We have one prerequisite common to all these actions: the guarantee of decent work in all our geographies.

Guarantee decent work to all our employees

In all our geographies, we make the guarantee of decent work a cardinal value of our operations. We ensure all our employees can benefit from:

- **the same employment opportunities** with transparent, free, open and accessible procedures for all;
- **income commensurate with their work**, which guarantees their economic independence and dignity;
- **decent working hours**, ensuring that excessive overtime is limited;
- **stability at work**, with a preference for open-ended contracts;

- **the fight against all forms of discrimination.** We value diversity and have put in place all the necessary procedures and training to eliminate all forms of discrimination (see details in our section "Guarantee ethical and responsible business relations" page 35).;
- **access to decent social protection.** Where legislation does not allow our employees to benefit from an adequate level of social protection, we encourage our business units to provide better access to the health system. This is the case, for example, in our Brazilian business unit;
- **prevention of all forms of harassment**, by putting in place appropriate procedures, training courses and disciplinary measures in case of proven harassment;
- **work-life balance.** We strive to create the conditions for this balance for all our employees (dedicated labour agreements, etc.).



Employee development

In many countries, career management is a matter of compliance with employment law, but also aims to support employees in building a consistent employment path.

We have deployed a system that applies to all employees through the following initiatives:

- **onboarding courses.** To share a common foundation of values and welcome new talent to the firm, onboarding courses ranging in length from a few days to several weeks are planned in all our countries on the arrival of new hires. This offers a true immersion at the heart of our activity as a rental company, to discover how we work and our job disciplines, sometimes even across several countries;
- **a career management process.** Each employee is required to have an annual performance appraisal with their manager. This provides an opportunity to review the past year's performance and express expectations and wishes for the coming year. Career and training plans are offered to each employee, with the aim of supporting them and enabling them to grow throughout their career within the company. These annual interviews are also an opportunity for managers to identify key profiles among employees. Some business units go even further by systematically holding reverse appraisals or twice-yearly interviews, like in our Spanish subsidiary, where all our managers are assessed every year by their team members;
- **training roadmaps.** We offer all our employees a full series of training courses suited to their position: an opportunity for everyone to improve their skills on a range of subjects. Every employee is invited to express their training choices and to discuss them with their manager. We encourage each employee to take at least one training course during the year. To this end, we have catalogues of several dozen training modules adapted to each occupation;
- **a training system.** Our organisation revolves around training centres in our branches or head offices, and e-learning content available online in all our countries. In Bagnex (France), our training centre has welcomed several hundred employees every year since 2008, introducing them to our culture and helping them update their knowledge. Organised in different spaces, the centre is split into several workshops. From the operation of our equipment for mechanics, to tool presentations for our sales staff, all our professions are represented;

- **finally, the digitalisation of our training modules continued in 2022.** Throughout the Group, employees have access to digital training materials, allowing them to acquire new knowledge and increase the number of training courses. From Ramischool (Nordic business units) to Degraus University (Brazilian business unit), these sessions cover a variety of subjects such as management, ethics or safety in video and interactive formats. Individual progress monitoring is available, offering everyone the possibility to adjust their course to their needs and enhance their knowledge;
- **recognition of performance and effort made.** To reward our employees and support them in their development, we give precedence to internal promotion. In so doing, we show our trust in them and our attentiveness to their career plans.

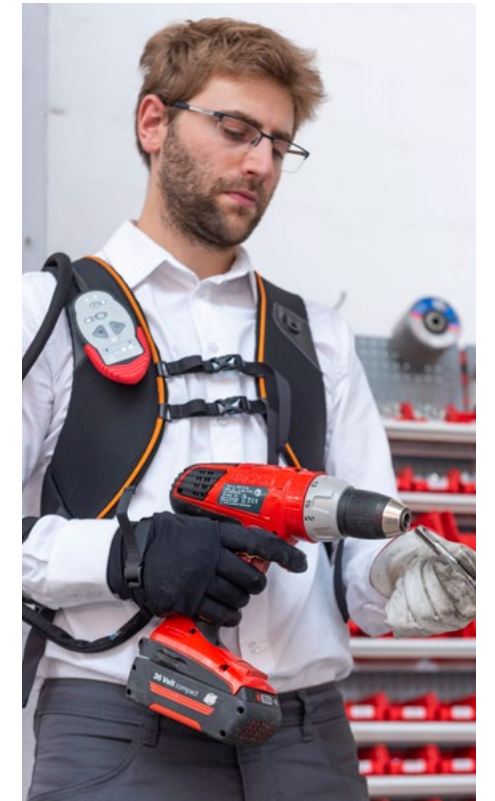


Encouraging social dialogue

As a highly decentralised company with more than 1,000 branches around the world, listening to our employees is an essential part of our social policy. Despite the differences in regulations between our 30 countries, we take care to encourage social dialogue through staff representation bodies and opportunities for discussion throughout the year. Our commitment is fully in line with the principles of the Global Compact and complies with the conventions of the International Labour Organisation (ILO). We furthermore take care to respect several principles for our employee representatives: freedom of movement, provision of means of communication with employees, provision of time dedicated to their mandate, etc.

We naturally pay close attention to compliance with the legal frameworks in force in the countries where we operate. For example, in France, the works council (CSE) is our main body for promoting social dialogue. The members of the CSE – a committee comprising the Human Resources director and an elected staff delegation – benefit from 38 hours of representation time per month and are consulted several times a year on three theme-based issues: strategic orientations, economic and financial situation, and company social policy. Minutes are systematically taken at the meetings of the staff representative bodies.

Our goal is to ensure that all our employees are represented and listened to. We believe that collective bargaining allows everyone to express their concerns and thus to have an effective warning system to avoid any industrial disputes. We ensure that freedom of association is guaranteed in all our geographies, even when local regulations do not require so.



Several of our countries (more than 75% of our employees), such as France, Finland, Norway and Sweden, are covered by a collective agreement specifying measures in the areas of hygiene, health and safety, working conditions, career management and respect for the environment, which the company must respect.

A network of ambassadors to promote social dialogue in Denmark

While social dialogue takes place through dedicated bodies, it also exists naturally between employees. To facilitate dialogue between employees, our business unit in Denmark has set up a network of ambassadors to listen to our employees and find solutions to the various problems they raise. This network is made up of employees from different backgrounds and constitutes an ideal forum for discussion, since the network members are close to the issues raised and experience them on a daily basis. Another objective of this network is to be ambassadors of the company and of the good practices to adopt! As natural go-to people, the ambassadors support employees in adopting new practices and solving various problems.

“Our Ambassador team is made up of employees from all employee groups who have voluntarily chosen to work solve challenges and start innovations in our daily work. The Ambassadors work as a link between employees and management, they create a dialogue and have another knowledge and understanding of the workflow in the branch for example. The ambassadors work with a positive and constructive mindset on tasks and topics suggested by employees or the management team. The dialogue is extremely valuable because it is informal, goes across silos and has a positive effect on well-being and engagement in the company.”

Ulrika Hvelplund
Human Resources Director, Loxam Denmark



A mentoring plan for employees - Spain

Our business unit in Spain has set up a mentoring programme, which is open to 9 employees each year. A member of the management board is in charge of facilitating one session per month, addressing topics ranging from strategic vision to team delegation and from conflict resolution to time management. The employees participating in the programme are chosen on the recommendation of the directors and a vote by the members of the management board. The feedback from employees who have benefited from this programme is very positive and the results are striking! Employees gain in confidence, skills and motivation.

“Participating in the Mentoring Program in Loxam Hune has not only contributed to my personal and professional growth, but also helped me to improve my management skills. It also has allowed me to acquire a greater cross-sectional vision, and I learnt from my mentor how to manage different kind of conflicts. Without a doubt, I would recommend participating in it to other directors or people managers.”

Jose Miguel Rincon Morgado
Chief Administration Officer –
Loxam Hune (Spain, Portugal)




THE MOST-FOLLOWED TRAINING COURSES IN 2022

 Information technology policy - Finland

 Information security - Sweden

 Ethics webseries (E-learning - France)

 Driving, safety and regulations (in-person - France)

 Managing stress and Welcoming a new employee (in-person - France)

Promoting quality of life at work

We strongly believe that Loxam's employees are its core strength and make the company tick every day. We therefore strive to provide a healthy and fulfilling work environment, through a set of initiatives:

- **formalisation of quality of work life agreements.** Whether a legal requirement or a voluntary decision by some of our business units, we encourage the formalisation of agreements or charters relating to the quality of life in the workplace. Among the most recent examples are work-life balance and the promotion of teleworking, such as in France and Finland, where new agreements were signed in 2022;
- **supporting employee well-being.** Whether by promoting sporting activity in our teams or offering our employees a better work-life balance, we undertake to drive the motivation and performance of our teams while developing a strong sense of belonging. The organisation of our Group convention, Loxam United, bringing together all our employees, was a federating occasion in all our countries;

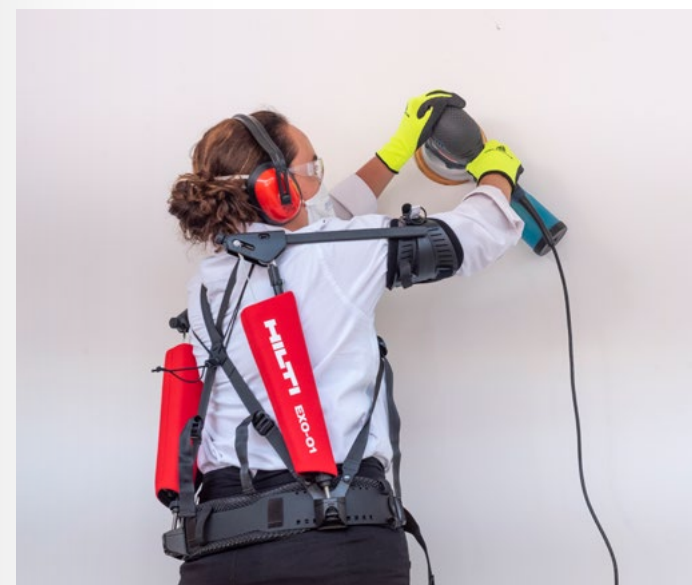
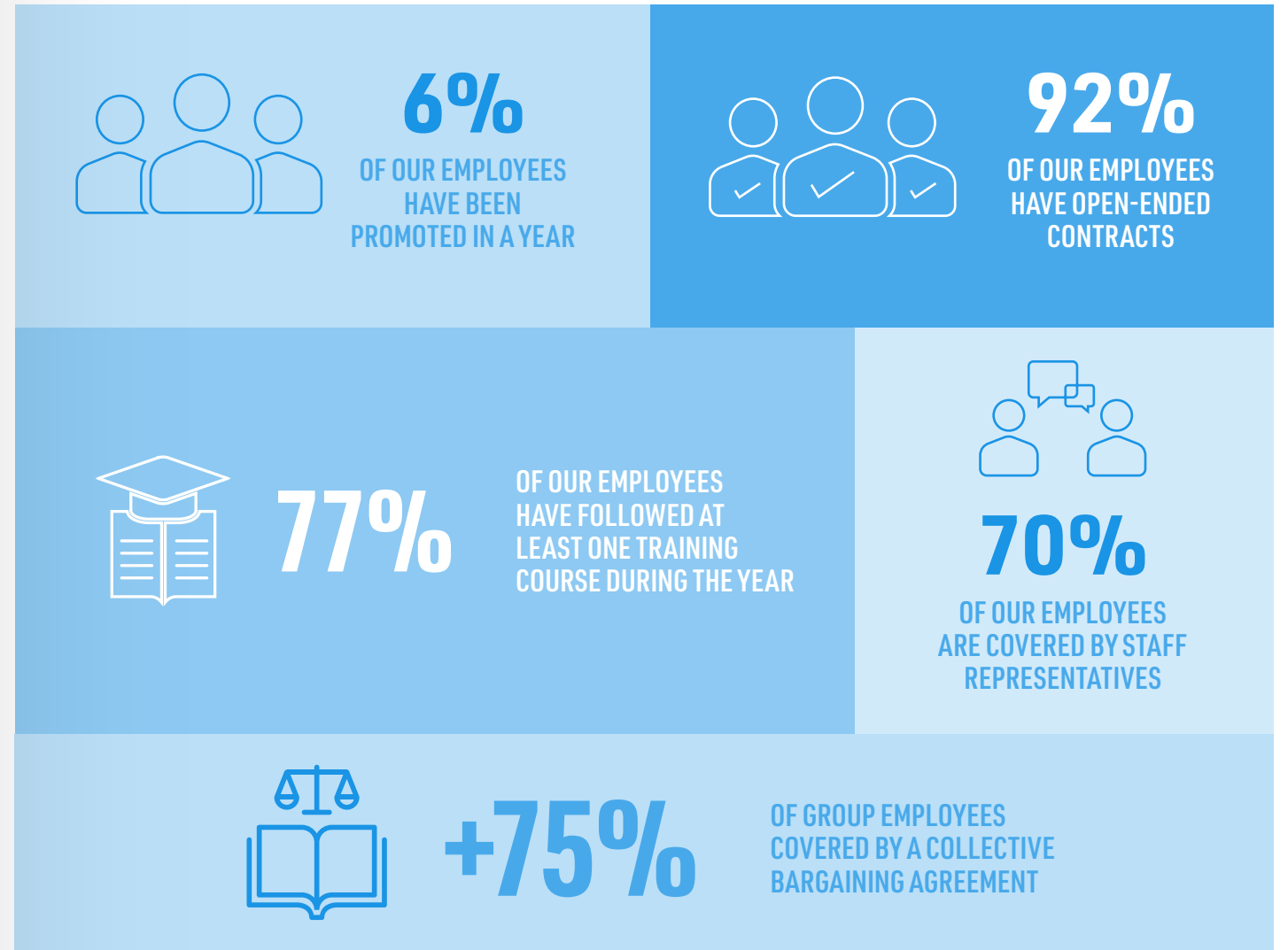
- **listening to our employees.** On a regular basis we conduct surveys to gauge the opinions of our employees and the social climate among all our teams. We do this with the help of the organisation "Great Place to Work®" to run entirely anonymous surveys. Following the "Trust Index" survey conducted in 2021, employees in entities that did not obtain Great Place To Work certification were invited to answer a "Pulse Survey" in 2022, to monitor developments in terms of quality of life at work and better orient action plans in this area. For its part, our subsidiary Ramirent has been developing its own employee consultation and listening programme for several years now: the RamiEar programme. This is an employee survey conducted anonymously. In 2022, our business unit in Finland conducted this survey, which made it possible to monitor trends in terms of leadership, mental health, but also changes in certain areas such as safety, values and the sense of meaning that employees see in their work;

- **protecting our employees' health.** We are committed to improving working conditions and preserving their physical and mental health:
 - by addressing the difficulties engendered by physically-demanding work and constantly adapting the workstations of our employees in branches and offices. We ensure that we offer ergonomic workstations that limit the onset of musculoskeletal disorders and provide our staff in branches with equipment such as exoskeletons or a bionic gloves to relieve them of repetitive tasks or assist them with heavy loads;
 - by reducing the exposure of our branch employees to noise and poor air quality, by providing them with anti-noise headsets and carrying out regular air quality measurements, such as in France for example;
 - by acting to address the mental health of our employees, as demonstrated by the various initiatives implemented throughout the Group (see highlights of the year page 24). Training dedicated to stress management such as "managing stress" or "discovering your relationship with stress" are offered to our employees;

- **recognition of our employees.** We run Awards competitions in many business units to acknowledge and collective performance. The publication of internal journals at Group level, but also in certain individual countries such as Brazil, allows us to celebrate our employees and present inspiring life stories. Whether reporting on sporting achievements, travels, or atypical career paths, the aim is to give a voice to our employees and to highlight their uniqueness.



Our results



Exoskeleton in use



Highlights of the year

We encourage all our teams to take every step to promote quality of life in the workplace, camaraderie, well-being, and unity. This has led to many highly successful initiatives, including the following:

Better consideration of employees' mental health: focus on our actions around the Group

After two years of Covid crisis, well-being in the workplace has taken on greater significance than ever. The Loxam Group is particularly attentive to these matters, as shown by several initiatives conducted in our countries.

In Sweden, our subsidiary Ramirent conducted a wide-ranging survey of employees on an array of themes including occupational health and safety. According to this survey of 500 employees from 25 January to 2 February 2022, 6 out of 10 people suffered from anxiety, worry or mental stress in 2021. To encourage people to speak out, our subsidiary joined an association that helps companies to improve communication between their employees. An e-learning programme on mental well-being and work to improve management styles were also launched.

Our subsidiary Nationwide Platforms in the United Kingdom has also been acting to protect the mental health of its employees, and in particular in detecting signs of depression. With its prevention programme "Hey... you OK?" our subsidiary deploys a range of actions to raise awareness to these subjects, such as for example an educational programme to detect signs of depression conducted by 40 volunteer first-aiders.

Offer employees a better work-life balance

Recent developments in the world of work have led to the widespread deployment of teleworking and more flexible management of work in companies. At Loxam, these advances are reflected in the formalisation of new policies dedicated to teleworking, but also in the implementation of concrete actions offering employees a better work-life balance. For example, our business unit in Sweden offers its employees 32 hours per year to attend medical appointments or deal with family issues. These days offered to employees show a better understanding of the concerns of employees and a real commitment to the quality of life of our employees.



"We asked employees about issues that we felt were important: sustainability, inclusion, digitalisation, but also health and safety at work. After two years of a health crisis, mental health seemed to be an unavoidable topic. And, as an employer, we feel a responsibility to highlight it. Companies can only benefit from this. When employees feel good in the workplace, they are more creative and efficient."

Anna Klebe
Human Resources Director - Ramirent Sweden



An assistance commission for employees in difficulty to obtain interest-free loans - Loxam France

Following the signature of the Agreement on the Quality of Life at Work at the end of 2020, the internal solidarity fund was relaunched and made permanent. Supervised by an Assistance Commission made up of staff representatives (members of the CSE) and members of the Human Resources Department, this fund is accessible to all employees with at least three months' seniority and allows them to benefit from interest-free loans. The aim of this scheme is to support employees in difficulty, in particular single parent families or employees with significant health issues for themselves or their household.



Loxam United: a Convention for the entire Loxam Group!



Our Group Convention "Loxam United" took place from 13 to 25 October. Exceptional in its scale and hybrid format, this event aimed to be a festive and federating occasion: starting in June, a dedicated online platform was launched to allow all Group employees to connect, exchange and share content so as to get to know each other better. The convention then opened with an interactive show, broadcast live and simultaneously in the 19 languages spoken across the Group, on 13 October. From Brazil to Sweden via the Netherlands and Italy, nearly two thirds of our employees in 30 countries logged in at the same time for this moment of conviviality and exchange. Over the following ten days, employees were invited to continue their exchanges in their own countries, with the organisation of national conventions. In France for example, nearly 1,000 people came together in the U-Arena in Nanterre. In addition Group awards and challenges tackled by employees from several countries on a digital app were organised. A true moment of cohesion in the Group.

An anthem to unite us

"Loxam, United, All of us together!" This anthem, created with the help of all Loxamians, was sung by **more than 200 teams** around the world to a tune specially written for us. This first contribution to our Convention kicked off this big gathering and united us in an original way with its dance routine.



LOXAM UNITED PLATFORM

8,861
EMPLOYEES CONNECTED
(REGISTERED PROFILES)
AT 14/11/2022

100+
ITEMS OF CONTENT POSTED

A livestream, size XXL

- **1h of live and simultaneous broadcast to 30 countries**
- **2,629 unique connections around the world representing** more than 8,000 employees in front of a screen
- **18 translating cabins** and 36 interpreters to translate the exchanges into the 19 languages in the Group
- **1,464 posts**
- **2,519 votes** (on 2 questions)
- **1,307 emojis** sent during the event

An unprecedented week of challenges

<p>NEARLY 2,500 PLAYERS AROUND THE WORLD</p>	<p>100 TEAMS, I.E., 500 PEOPLE REWARDED</p>	<p>6 days OF GAMES, CHALLENGES AND QUIZZES</p>
<p>114,809 POINTS ACCUMULATED BY THE WINNING TEAM</p>	<p>33,792,967 PACES TAKEN</p>	<p>WE WANTED TO BRING AN ELEMENT OF SOLIDARITY TO THIS WEEK BY CONVERTING ALL THESE PACES INTO A DISTANCE: THE EQUIVALENT OF MORE THAN</p> <p>27,000 KM COVERED! THIS TOTAL HAS BEEN BE CONVERTED INTO EUROS AND DONATED TO A GLOBAL CANCER CHARITY.</p>
<p>CELEBRATE 1,589 UNIQUE CONNECTIONS, WITH MORE THAN 6,000 EMPLOYEES FOLLOWING THE FINALE</p>		



INNOVATE FOR OUR CLIENTS' HEALTH AND SAFETY

Our commitment in 2 words

EDUCATION INNOVATION



WHAT OUR PEOPLE SAY

"Loxam continues to invest in the safety and health of its clients. Our main focus is to promote co-ideation with our equipment manufacturer partners. In particular, to develop driver assistance on equipment for which we observe the most accidents among our clients. As a result, following months of collaboration, we will soon be integrating a LoxSafe electric articulated aerial work platform into our fleets, with a device for preventing falls from height and man-machine collisions. These are real innovations in this type of equipment."

Thierry Lahuppe
Equipment Director,
Loxam France

As a service company at the heart of the sharing economy, it is our duty to support our partners, clients and suppliers in promoting a genuine safety culture, while continuing to innovate with a view to offering them ever safer equipment.

This commitment revolves around two values:

Education. We raise our partners' awareness through the implementation of communication initiatives, training and meetings in all our countries.

Innovation. We work every year with our clients and suppliers to improve the safety of our equipment. We do so by testing new equipment, specifying certain requirements in a co-innovation approach, and supplying documented returns on experience

How we operate

Our actions fall into two categories: the safety of our equipment and the promotion of a safety culture towards our partners.

Eversafer equipment

To guarantee the safety of our equipment, we lead many initiatives across the group:

- **a rigorous process for the maintenance of our equipment.** In all our business units, our equipment is checked on its return by our qualified technicians. Our fleet managers are trained, and have a checklist tailored to the type of equipment. Each item of equipment found to be defective is removed from stock until the repair has been performed, regardless of whether it is major or minor. Many maintenance operations are carried out directly by our mechanics in-branch. Periodic general inspections are carried out internally or by duly authorised third-party technicians (for example in France);

- **increasing use of IoT (Internet of Things)**
We are currently deploying sensors on all our equipment, in order to collect accurate usage data to make our fleet

more reliable. The IoT provides greater visibility of equipment performance, access control and location in real time, ensuring safe and controlled use;

- **co-innovation with our suppliers and clients**
Our position as a leader requires us to lead by example and support all our partners by implementing a policy of collaborative innovation. We are committed to a process of co-development of our equipment with our clients and suppliers. In several business units (France, Loxam Hune, Ramirent, PAD), we run co-innovation actions with our clients (workshops, joint specifications).



Supporting our partners in developing a safety culture

The safe use of our equipment by our clients is a major strand of our CSR policy. Several initiatives have been developed to this end.

- **Clear safety information.**
Safety pictograms are displayed in our machines, and user manuals are handed to each of our partners when the rental period starts. Explanatory videos presenting the equipment can also be found on our various YouTube channels (Loxam Brazil, Ramirent, Loxam France, etc.) in the event of doubt as to how to use a particular piece of equipment. In several business units (Switzerland, Spain, France, etc.) our teams have begun to affix QR codes to equipment, providing direct access to tips for its use to avoid any incidents. Finally, applications such as Loxdoc, are also made available to some of our partners to allow them to consult the technical documentation of an equipment item and videos on how to use it. Finally, our partners have access to numerous articles and tips dedicated to safety from the websites of our business units, as in Spain for example, where Loxam Hune regularly publishes articles on topics

ranging from the use of equipment to the wearing of PPE and the prevention of the most common accidents by type of equipment.

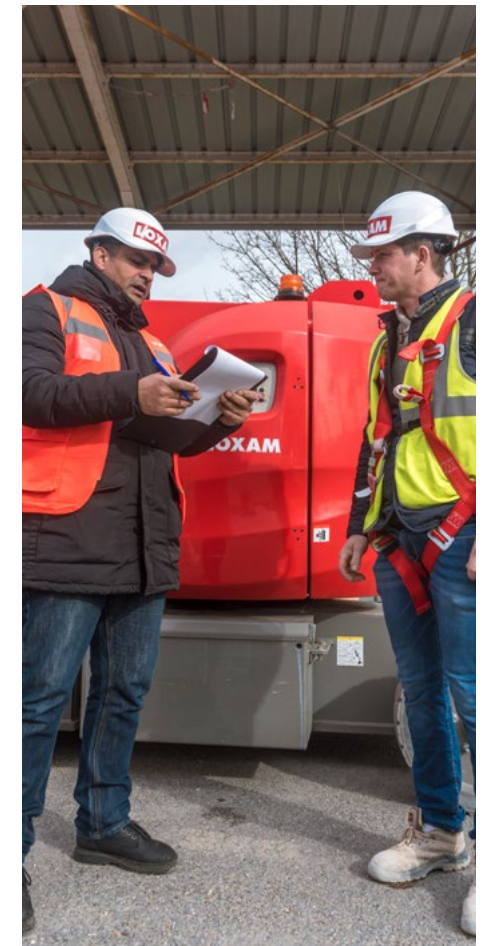
- **Safety-focussed training.**
Most of our business units, especially the larger ones (France, Ramirent, Loxam Spain and Portugal, Denmark, the Netherlands, etc.) provide training for their clients. With these courses becoming increasingly digitalised, some of them make use of virtual reality simulators. This is the case for the training department of our business unit in Spain, which offers its partners training in the use of equipment in virtual reality, helping them to adopt the right gestures while learning how to handle the equipment in complete safety. Our business unit in the Baltic States has a dedicated training centre for customers and is even involved in a pilot project with a Labour inspection body on IPAF (International Powered Access Federation) training for customers.

- **Risk prevention events**
Webinars and gatherings are organised in some of our business units to raise our partners' awareness of safety issues. Once again this year in France, the Safety and Environment Meetings provided an opportunity to take stock of their work, present their innovations and share great opportunities. These Meetings, organised for the fifth consecutive year, were inspired by a similar model deployed for more than 10 years by our UK business unit.

- **Strengthening partnerships with trade associations**
The entire Loxam Group is now a member of the IPAF, which provides us with new opportunities and strengthens our commitment to safety on the international stage. Some of

our people even hold an executive position in the IPAF or the French building industry occupational health and safety agency OPPBTP.

- **Participation in working groups and commissions on these subjects.**
These include the "STOP COLLISION" initiative launched by the OPPBTP and bringing together various stakeholders (contractors, rental companies, federations, prevention bodies) representing the users of construction equipment in France.



Highlights of the year

Prevention seminars for our clients, organised by our business units in Spain and Portugal

For more than five years, the Loxam Hune customer training department in Spain has been offering its partners "security talks". The aim of these prevention seminars is to make companies aware of the safe use of equipment. During these events, Loxam Hune uses its virtual reality simulator to teach participants how to use equipment without taking any risks.

Working at Height Summit: a 12th edition with digital tech and sustainability at the heart of discussions

The 12th edition of the annual Working at Height Summit, organised by our British subsidiary Nationwide Platforms, brought together more than 450 construction industry representatives in Newport, Wales. At the centre of discussions: safety and sustainability issues, but also innovation. Nationwide Platforms used the opportunity to unveil the latest safety innovations: a connected safety harness device that reduces the risk of accident.

Designed in collaboration with Dingli and Nationwide Platform's US-based development partner ControlDynamics Inc, the initial prototype of this connected harness system used a smart anchor point to prevent the machine from operating if it was not plugged in. After four years of development and extensive field testing, the product application has evolved further to improve inductive technology and ensure that it is easily applicable with any standard carabiner. This new system is therefore easy to adopt and less disruptive to current working practices.



"The objective of the Working at Height Best Practice Forum is to bring our industry partners, supply chain and customers together to collaborate, innovate and educate ensuring that working at height can be achieved safely, without impact to health, whilst minimising the effect on the environment. At the event Nationwide Platforms, our partners and supply chain demonstrated new and innovative technology, collaborated on and discussed best practice options available to us and built relationships for the future to enable us all to improve health, safety and sustainability across the board. Together with undertaking workshops to educate and draw upon experience from all sectors for future improvement and innovation."

Alana Paterson
HSE Director, Powered Access Division
(United Kingdom, Middle East)



Working at Height Summit - exhibition area

Safety and Environment Meetings - France

The Safety and Environment Meetings took place on 22 June for a fifth edition held under the banner of innovation and inspiration. Organised at the Paris Longchamp racecourse, an exhibition area was laid on for the first time, allowing participants to discover and handle equipment from manufacturers and start-ups incorporating major advances in safety and the environment.

The event drew the entire construction ecosystem around talks, round tables and workshops aimed at triggering debate around key issues for the future of the profession and more specifically on the theme of "Zero emission/zero accident equipment: it can be done, starting today!"

The event also provided some suppliers with the opportunity of presenting previews of their new solutions.

"Safety for the operator and for people working in the vicinity of construction sites has always been in the DNA of the Wacker Neuson Group. Over the last decade, environmental awareness has been added to our approach, with the launch in 2014 of our first 800 kg dual power mini excavator, capable of running alternately on diesel or electric power. We share these values with the Loxam group, which has sometimes pushed us to go even further in terms of safety, with some great projects resulting from our joint reflections, such as the Dual View Dumper and its 180° rotating driver's station, for perfect visibility and therefore less risk on site. Convinced as we are that a change was necessary to break away from fossil fuels, Loxam also trusted us very early on, by making silent and non-polluting battery-powered equipment available for hire in its branches. Safety and respect for the environment are taken into account right from the design stage of Wacker Neuson's machines, as well as during the manufacturing process and right up to their use by the end customer. The watchword is: no concessions on productivity. And one ambition: to always listen to our clients and develop the best solutions, to work in harmony, even on the most complex sites."

Marc Cavallo
Wacker Neuson

"The Loxam 2022 safety and environment meetings enabled me to address these two key issues. The round tables with expert testimonies and the discussion workshops with our ecosystem are rich in learning and make us ask the right questions and bring some ideas. I believe that competition is not enough when it comes to saving the planet and preserving our employees. And I don't forget the exhibitors and start-ups who dare, the navigator Victorien Erussard so innovative and inspiring."

Eric Plouzenec
Deputy Equipment Performance Director, Colas



Safety Meetings

PROMOTE AN INCLUSIVE ECONOMY

Our commitment in 2 words

COLLABORATION SUPPORT



We wish to contribute to the inclusion of everyone in society and promote the rental sector to make it attractive to everyone: women staff, young people excluded from the job market, etc.

Collaboration. We therefore collaborate with our ecosystem to bring about change in practices through partnerships with schools, vocational integration organisations and our trade associations.

Support. We also support organisations working in aid of social inclusion through employment and social development.

How we operate

We encourage all our business units to build strong, long-term partnerships with schools, non-profits, and trade federations to innovate in inclusion. The goal is to reach out to people who may be interested in joining Loxam to give them access to work and facilitate our recruitment of diverse groups.

Highlights of the year

Partnerships with schools and colleges throughout the Group

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

Since 2018, our shelter manufacturing plant in Estonia has formed several partnerships with construction colleges such as the Tallinn Construction School, enabling a number of carpentry and electrician apprentices to be trained in our professions. These trainees are supervised by the team leader, who oversees the work in the factory, and by the production director, who plays a

mentoring role. During the internship, factory work is covered from several viewpoints: methods and tools, processes, working individually and as a team, etc.

In the UK, our Nationwide Platforms subsidiary has partnered with Lutterworth College, a comprehensive school located in an underserved industrial area, providing career opportunities for young people in the area.

Our business unit in Spain organises branch visits, in partnership with schools, to give young people the opportunity to discover our business and join our teams on work experience or apprenticeships. Nearly twenty visits were organised in Spain and Portugal in 2022, thus opening up our businesses to these profiles.



Loxam a partner of Impact Tank to measure social impact



Launched in 2020, the Impact Tank is the first think-and-do tank in France and Europe dedicated to the positive impact economy. In 2022, Loxam joined two working groups of the Impact Tank. The first focuses on measuring the impact of urban planning projects on the scale of Greater Paris, and the second on measuring the social commitment of companies in local communities. Within the framework of the latter, a team of researchers and scientists will be mobilised to define a method for measuring the impact of a Loxam branch on a community and to produce a concrete case study.

"The Impact Tank aims to bring together companies, administrations, associations, researchers and actors in the social economy to build a set of shared indicators to measure the impact of their actions. The aim is to enable them to speak the same language in order to collaborate better. Through its involvement in our working groups, Loxam is helping to advance research on social innovation and social and ecological transitions, by sharing its good practices, its interrogations, its reporting approaches, and its view of the role of the company in communities."

Tony Bernard
Chief Executive of Impact Tank



Loxam and WorldSkills, a partnership set to last!

On the occasion of the 47th edition of the WorldSkills competition, the largest "skills Olympics" in the world for young professionals, we signed a partnership agreement with WorldSkills France. This agreement enables Loxam to support a world-class event that has become a must for companies wishing to promote their know-how and support the talent of tomorrow, by providing them with the necessary equipment for the regional heats and national finals. The Group thus wishes to support these talents in order to enable them to achieve excellence in their professions.

"We are delighted to renew our commitment to the training and professional integration of young people alongside WorldSkills France. Their skills are decisive for the future of our economy and our communities. Contributing to this major event is a great opportunity to promote the know-how and talents of the youngest members of our society."

Olivier Grisez
Managing Director
Loxam Rental France



A toy collection in partnership with Yoti - Le Cap headquarters

A toy collection was organised from 21 November to 6 December at our Group headquarters in La Défense. Nearly 80kg of toys, games and soft toys were collected and donated to the charity Yoti, an organisation that reconditions the collected toys to give them a second life. A special detail is that the toys are reconditioned by prison inmates, to help them on the path back into work.

A sheltered work organisation partners Loxam for waste recovery



In 2022, Loxam was involved in setting up a temporary structure for the TV compound of the French Open and installing an air-conditioning network throughout a modular structure spanning almost 3,500m². Loxam worked with Les Ripeurs on the collection and recycling of waste related to the assembly of this site. Thanks to its employees working on a vocational integration programme, over 79% of the event's waste was recycled. The tons of wood recovered from the site were recycled into furniture by an ESAT, which employs people with disabilities.



2ND PILLAR

LOXAM, A RESPONSIBLE COMPANY WITH LOCAL TIES

CONVERGING VIEWS



Luis Angel Salas Manrique

Managing Director, Loxam Hune (Spain and Portugal)

& Patrick Bourmaud

Chief Financial Officer, Loxam Group

New branches opened in 2022 with increasingly strong territorial coverage. What are the advantages of this business model?

Luis Angel Salas Manrique: For several years now, we have had an organic growth strategy which, in addition to creating new business segments and new services, increases our territorial presence. The opening of new branches allows us to expand into new areas, both by maintaining our traditional machine rental activity and by strengthening certain business lines (service, customer training, events, etc.). For example, in the Iberian Peninsula in 2022, we opened 5 rental branches and 6 Leroy Merlin corners.

The opening of new branches allows us to expand into new areas.

Patrick Bourmaud: Thanks to these various openings, our branch network is constantly expanding. From a CSR point of view, the advantage of our dense network is that we are as close as possible to our clients and their worksites. This allows us to provide a higher quality of service and to optimise the logistical flows associated with transport, but also to intervene quickly and efficiently when necessary. This stronger local presence also allows us to contribute to the local economy by creating jobs in our branches and using local subcontractors.

How do you integrate non-financial risks (safety, environment, human rights, etc.) into your risk management system and your daily activities?

P.B: Last year, we drew up a formal vigilance plan. This takes into account non-financial risks and details the means deployed to control them. We carry out internal assessments for all the risks, and determine progress plans with targets to be achieved. We have identified actions to be implemented internally for each of the themes (safety, environment,

Thanks to these various openings, our branch network is constantly expanding.

human rights, etc.). We also involve our suppliers, whom we assess on these subjects.

L.A.S.M.: Non-financial risks are an integral part of our corporate strategy. For each of the themes, we implement actions to better control these risks. With regard to human rights, our human resources strategy has exceeded market demands for years, with employee appraisal systems, internal surveys, Great Place To Work® certification, the Responsible Family Business label and, of course, our safety awareness plan.

P.B: Taking these issues into account also involves training our employees. training of our employees. This is why we have decided to completely overhaul our business ethics training to make it more to make them more comprehensive. For example, we are going to strengthen the training of our managers on the risks of corruption.

What are your priorities for 2023?

P.B: We are going to check the compliance of the contractual CSR commitments made in 2022 with our banks and we are going to submit an application to the Science Based Targets initiative for the certification of our carbon trajectory. Meeting the targets in 2023 should mark further progress in our external assessments.

L.A.S.: Our priority for 2023 is to successfully integrate recently acquired companies and develop our branches, especially our new ones. We will ensure that we invest in the renewal of our fleet with electric and low-emission equipment, and that we maintain a good working atmosphere and a healthy level of growth.

PROMOTE DIVERSITY

Our commitment in 3 words

OBJECTIVITY
PROMOTION
INCLUSION

Embracing all forms of diversity is both a legal requirement and a powerful vector to attract and retain talent. Our policy in favour of diversity revolves around three values.

Objectivity in our recruiting and talent management.

Promotion by offering the same advancement opportunities, irrespective of career path, age, origin or gender.

Inclusion through work, by prioritising local new hires and helping fragile populations into work.



WHAT OUR PEOPLE SAY

"Diversity is a focus area for us and last year we signed a Diversity pledge, where we committed to working towards creating better equality and greater gender diversity in Loxam Denmark. We work on the language in work ads, to send the signal that we include women, and it is not all about machines. Instead we focus on the people in the business, the values of the company and cooperation between our employees. We continue the fight for women, young and old - and welcome everyone."

Ulrika Hvelplund

Human Resources Director
Loxam Denmark

How we operate

Loxam pays particular attention to the culture of inclusion and diversity. By encouraging the employment of young people and senior workers, but also by promoting vocational reintegration, we recruit our talent with objectivity. Because our differences are our strength, we want to give everyone the opportunity to develop alongside us, and we strive to promote gender equality in our job disciplines.

For inclusive and transparent recruitment:

- We constantly strive to promote equal opportunities. In this respect, Loxam does not accept any form of discrimination that may be linked to origin, gender, sexual orientation or identity, age, disability or membership of a political, trade union or religious organisation. Our employees are made aware of this issue, particularly in France, with a training module dedicated to the recruitment process and non-discrimination.

- Our recruitment processes are detailed and accessible to all through our dedicated websites Loxam Talent and Ramirent Career in particular.
- We also make sure that our job offers are inclusive and attractive, for greater diversity in our technical professions for example. This is particularly the case in Finland and Denmark, where particular attention is paid to the wording of job offers and the use of more inclusive vocabulary, focusing on cooperation and team spirit, values with which more women identify.
- Some of our business units, notably in Belgium, even favour the use of anonymised CVs, allowing each application to be analysed objectively.



For young people (under 25 year old)

We favour the employment of block release students in our teams, therefore enabling young people to discover our job disciplines. To do this, our teams all over the world build partnerships with schools, colleges and universities.

For senior employees (over 50 year old)

We offer this target population suitable positions that allow them to fulfil

themselves and transmit their know-how. If necessary, we adapt workstations in order to maintain employment or offer career changes to our employees who are no longer able to perform certain physical activities.

For gender equality

We want to see better integration of women in all positions and all levels of the company. To this end, we set targets for each business unit, we closely monitor pay gaps, and we implement specific measures if gaps are identified. In some business units, gender equality working groups have been set up, for example in Sweden and Denmark, to discuss issues, set targets and determine actions. Gender equality agreements are also in place in some of our business units, such as in France, and set out Loxam's commitments in this area.

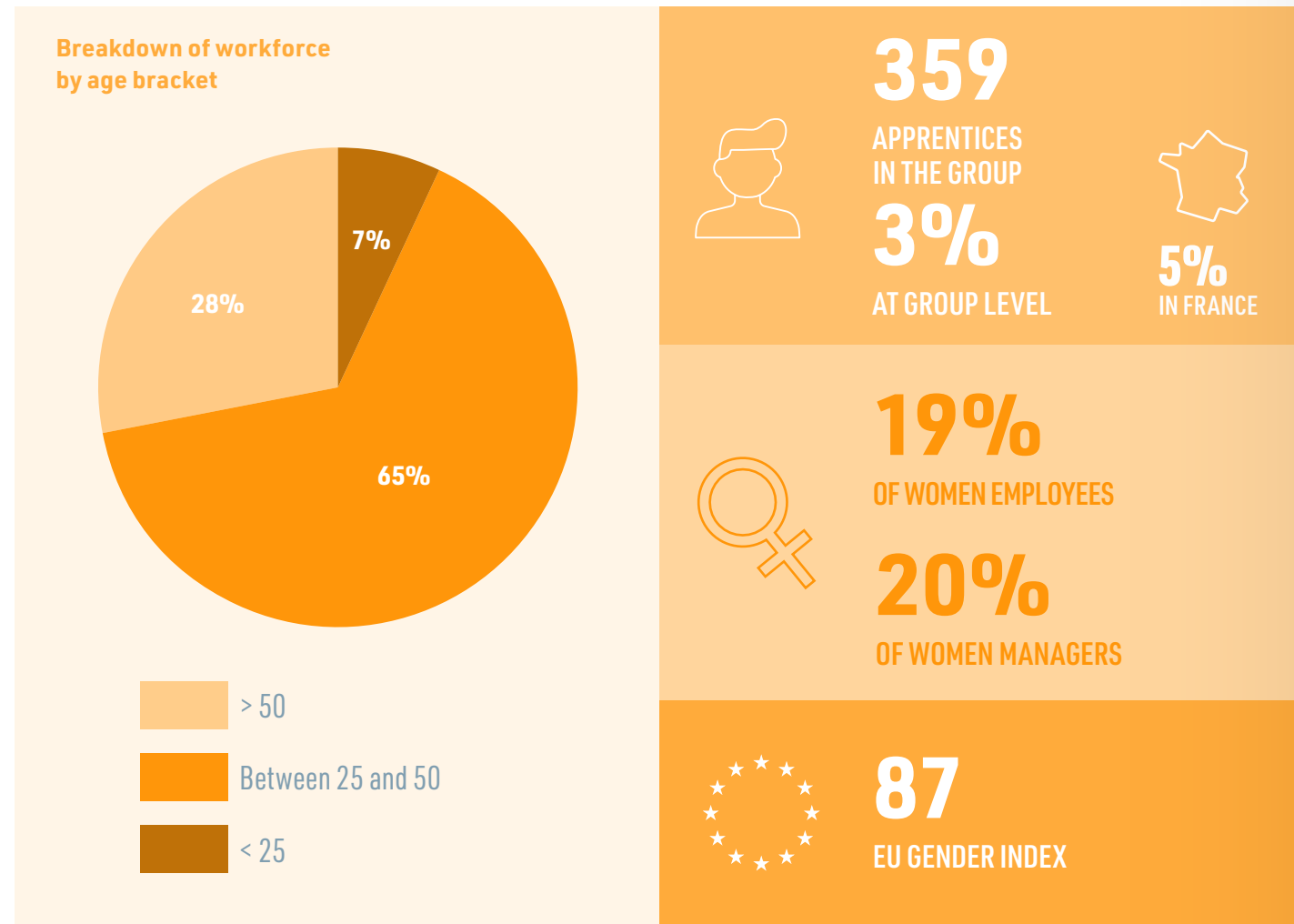
For vocational integration

Our business units are all encouraged to enter into partnerships with institutions and associations to help people cut off from the work market to get into a job. Our teams in France continue to partner with the French job centre Pole Emploi and social economy companies to give an opportunity to people with a range of backgrounds.

For people with a disability

We adapt our workstations to accommodate people certified 'disabled workers' and engage in partnerships with bodies specialising notably in sheltered work.

Our results



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Highlights of the year

Work-study trainee days – France

In 2022, the work-study days made a comeback! After a two-year gap due to the pandemic, six sessions were organised, bringing together 130 out of 238 work-study apprentices and their tutors in our training school in Bagneux. Entirely dedicated to the work-study trainees, these days feature various presentations of the company's departments, personal accounts from employees, and moments of discussion and conviviality between work-study trainees and tutors. While the former take advantage of these days to discover the company and meet new people, the tutors attend several training sessions, in particular those dedicated to management, enabling them to provide the best possible support to the trainees throughout their spell in the company.

This day is not the only example of our actions around the Group. In the United Kingdom, for example, we organise the Roger Wickens Challenge each year, where our apprentices are invited to take up challenges over several days.

In aid of gender equality

Focus on gender equality agreement in force in France

Signed in 2019, in association with the social partners, the gender equality agreement in force in France recognises the legitimacy of professional equality based on the recognition of talents, skills and wishes. This agreement sets ambitious targets on the subject, such as continuing to increase the number of women as a proportion of the total workforce, with a target of 25% women by 2025; maintaining an identical proportion of female and male managers; and maintaining parity in functions where we already have a proportion of between 40% and 60% (in particular in head office jobs and the position of hire consultant).

In aid of people cut off from the job market

A partnership with Emmaüs, Pôle Emploi and Sheva – France

To address the shortage of technical labour on the job market, we have to adapt and innovate in our recruitment efforts. A partnership was thus developed with organisations that support people who are excluded (Emmaüs, Pôle Emploi, etc.) to train them in our fleet manager and mechanic jobs in the Ile-de-France region.

20 candidates, most of whom were technical self-starters, were selected to join a 400-hour training course, created specifically for Loxam by Sheva Formation, between May and August 2022.

This led to 12 people ultimately being taken on (11 on open-ended contracts) at the end of the course: five mechanics and seven fleet managers.

This project:

- mobilised and brought together a multidisciplinary team around a corporate project;
- trained people in our disciplines;
- helped meet the labour needs of the Ile-de-France branches;
- promoted the vocational integration of people cut off from the work market.

This pilot project may potentially be rolled out in the long term for the same profiles (and others) in other regions depending on the number of vacancies to be filled.



In aid of people with disabilities

Acting every day to help people with disabilities into employment

The employment of people with disabilities is a priority in all of the Group's countries. Inclusion is an integral part of our corporate culture, and is the subject of occasional initiatives, examples of which can be found below.

With the help of a government grant dedicated to getting people with disabilities into employment, two employees with disabilities joined our teams in the Netherlands.

In 2022, our Peterburi tee site in Tallinn, Estonia, welcomed a trainee with a disability, in partnership with the Kopli Vocational School. After a few days of orientation, our new employee was able to carry out his various tasks with rigour and total autonomy. This partnership was successful and will be renewed!



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GUARANTEE ETHICAL AND RESPONSIBLE RELATIONS

Our commitment in 3 words

HONESTY
TRUST
INTEGRITY



WHAT OUR PEOPLE SAY

"The ethics and responsibility dimension at Loxam is a non-negotiable foundation that is part of the Group's development model. So yes, our commitment is strong, but above all, as a market leader, the Group gives itself the wherewithal to achieve its objectives: a clear discourse, performance indicators on all CSR issues, committees dedicated to the laws governing business ethics (CSR obligations, Sapin 2 law, duty of care, etc.). And the best indicator remains the support of employees, which reinforces the feeling of belonging and the attractiveness of the company."

Christophe Juge
Administrative Director,
Loxam Group

With a very decentralised and locally established network, our employees are required to manage multiple commercial relationships with our partners, clients and suppliers. Business ethics is of critical importance to our Group and revolves around three strong values shared by all our people:

Honesty, ethics and transparency in our business dealings, with the healthy management of our contracts, a code of ethics and ethics training common to all the Group and provided to all our employees.

Relationships of trust with our clients and suppliers to fully control our supply chain, without however dispensing with controls under legal provisions such as Sapin II in France and connected with the duty of care.

Integrity, notably in the management of commercial and personal data, in accordance with the General Data Protection Regulation (GDPR).

How we operate

The requirement for high professional ethics throughout our chain of value is part of our identity. In particular, it is embodied today by our willingness to adopt a formal supplier evaluation process.

Our organisation

Compliance with all the rules established within Loxam is a key aspect of how we operate to demonstrate true exemplarity. Our Strategy Committee is directly responsible for monitoring compliance with "Sapin II Act" principles and procedures. Our Ethics Committee, chaired by an independent member of the Strategy Committee, supervises the whistleblowing procedure in order to be fully informed of any reports and the measures taken.

In 2021, we also formalised our vigilance plan, which will be monitored cross-

functionally twice a year by our vigilance committee. All our procedures for monitoring our tier 0 and tier 1 risks will be reviewed by this body (see paragraph below).

Our audit system as described in the introduction to this report bears witness to the attention we devote to all these principles.

Identical ethical rules for all our business units

Promoting ethical business behaviour is based on a series of measures:

- **an uncompromising code of ethics**, in line with national regulations, which prioritises the rules of good business practice to encourage healthy and fair competition. To this end, Loxam undertakes to comply with all applicable laws and



regulations, such as the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions, the UK Anti-Bribery Act and the French Sapin II law. This code of conduct lists all the rules to be followed in terms of preventing conflicts of interest, combating fraud, corruption and protecting confidential information. This document defines and illustrates the types of behaviour to be adopted and proscribed. It advocates zero tolerance in this area;

- **issuing our code of ethics** at the same time as their employment contract to each new hire;
- **ethics training courses**, to give all our employees the means to fight corruption. In France these courses consist of 11 case studies in the form of a web series inspired by real-life situations on subjects such as ethics in business relations, conflicts of interest, ethics on social media, competition law, confidentiality, or corruption. These courses, or similar training materials, are available to be taken in all the countries in which we operate. Our Ramirent business units have even developed a training module dedicated to the code of conduct to enable employees to improve their knowledge of it;
- **a Gifts and Hospitality procedure** which give advice to Loxam employees;

- **a whistleblowing procedure**, issued to each employee on their arrival. This procedure protects the whistleblower and puts them in direct contact with the ethics correspondent via a paperless platform or a phone number. This procedure can be accessed via the various Loxam Group websites. This whistleblowing system is directly monitored by our Ethics Committee;
- **an audit system** ensuring that all measures are effective;
- **official declarations** which are signed on the annual conclusion of company accounts by each business unit manager and chief financial officer. The signatories specifically declare that they are in compliance with the accounting principles of regularity, fairness and true and fair view, but also in compliance with the code of ethics and that there are no undeclared conflicts of interest;
- **disciplinary measures in the event of an employee's failure to comply with our code of ethics**. For the most important qualified alerts, appropriate measures are taken to sanction the person or persons involved. The principle of zero tolerance is applied in this area, to guarantee the integrity of the Group;
- **a clear lobbying policy**. As a leader in our sector, we need to bring our vision to a number of important issues for our sector. We do this through the membership of our European (European Rental Association) and national trade associations. We also instruct each of our business units to liaise with the trade federations in their own countries. As part of these federations, we are involved in drafting position papers or white papers, particularly on energy transition or to prepare for the arrival of new directives (European Taxonomy, etc.). We can also join think tanks, which is the case with the Impact Tank or the Institut Montaigne, for example. However, these activities are carried out in full transparency and in no way support political parties;
- **strict compliance with international and local tax regulations** in force in each of the countries in which we operate. We undertake to provide the tax authorities with all the information necessary for them to carry out their duties.

Control of our supply chain thanks to our responsible purchasing approach

We work with our local and global suppliers to provide a service of the highest possible quality. This requirement is based on our desire to control our supply chain from end to end, in particular in terms of compliance with the four principles advocated by the International Labor Organisation. As part of our vigilance plan, we have identified, using independent external sources, our exposure rate to the main duty of care risks to which a Group like Loxam is subject. Based on the results, we are deploying appropriate action plans (see paragraph on our vigilance plan).

In signing our charters, our suppliers undertake to:

- **respect human rights.** Our suppliers show their commitment to equality of opportunity, the development of social dialogue, the implementation of a health protection system and the preservation of a safe and healthy working environment;
- **respect the environment.** Our suppliers comply with legal requirements that limit the impact of their activities, preventing and reducing environmental risks, and promoting innovation. Specific vigilance is taken with regard to our suppliers mining and using rare metals.

We have several means of monitoring these principles:

- **specific documents dedicated to responsible purchasing,** notably a purchasing policy in the United Kingdom, a suppliers' code of conduct in the Ramirent business units, a responsible purchasing charter in France, currently being deployed in our other geographies for suppliers that are not shared, etc.;
- **the inclusion of CSR commitments in our contracts,** and in particular in our general purchasing conditions;
- **the rating of our suppliers on a range of criteria including CSR:** in France,

10% of the mark is based on CSR criteria;

- **an evaluation of our strategic suppliers** by the independent platform Ecovadis;
- **site audits** in our Spanish business unit (annual site audits of strategic suppliers) and those of Ramirent (three to five suppliers per sector each year).

Close attention paid to cybersecurity and the protection of personal and commercial data

Protecting personal and commercial data is governed by strict procedures in the Group. While national legal requirements vary widely from one business unit to another, we ensure that we protect the integrity of all our data through:

- **the security of our information systems** coordinated by our Chief Information System Security Officers;
- **the precise analysis of our risks in terms of cybersecurity** and the protection of personal and commercial data, thanks to our robust incident response procedures in force across the Group. Our Security Operation Centre detects potential or suspected attacks that might target our information system;
- **strengthening our cybersecurity solutions and processes** by implementing state-of-the-art solutions (MFA - Multi Factor Authentication) or automating and industrialising security updates and suspicious actions (EDR - Endpoint Detection & Response). In parallel, we continuously monitor our external exposure surface, the aim being to detect any potential vulnerability (e.g. password leakage). We also make extensive use of the "secure by design" approach, which integrates security right from the conception of a project and throughout its deployment;
- **the deployment of an IT user charter,** regularly revised to include new best

practices in terms of rules and behaviours. This charter details the rights and obligations of users - whether in terms of confidentiality, vigilance or security rules to be observed when travelling on business - the methods of control and monitoring by Loxam or the rights and obligations of users with regard to the General Data Protection Regulation (GDPR). An Information Systems Administrator Charter is also being deployed among employees with privilege accounts, and is built into employment contract riders for all people with this type of access;

- **raising awareness of cybersecurity issues among our employees** through awareness campaigns throughout the Group. In 2022, several campaigns dedicated to phishing were conducted, for example. Dedicated training modules are also being rolled out for 2023;
- **a robust procedure** for the monitoring and processing of personal data, in compliance with the General Data Protection Regulation;
- **an ISO 27001 certification process** in all Business Units.

Cybersecurity is a key component of our digital strategy. We are deploying corporate objectives and actions at all levels, acting on both technical infrastructures and the behaviour of all our employees.

Monitoring our duty of care, an essential link in the control of our supply chain

In accordance with the French Act of Parliament of 27 March 2017 on the duty of care of parent companies and contractors, we drew up our vigilance plan in 2021 and launched a vigilance committee (see "Our governance" page 12).

This approach, founded on the analysis of our main human and environmental risks, both inside the company and throughout our supply chain, led to the identification of the main areas of vigilance to be observed in terms of:

- **human rights:** child labour, forced labour, freedom of association, discrimination, failure to respect the rights of migrant workers, inadequate pay, inadequate social benefits, excessive working hours, harassment, occupational health and safety;
- **the environment:** contribution to climate change, air pollution, water and ground pollution, inadequate waste management.

We have updated our risk matrix to incorporate the issues identified above, whether internally, with tier 1 suppliers or our subcontractors. Actions are being implemented to reduce these risks. Finally, audits on these topics may be conducted

to ensure the proper implementation of the defined framework and the control of the identified risk (see box below for highlights of the year, and the annexes for details of our duty of care reporting).

Our vigilance plan can be consulted on our website at <https://loxam.com/wp-content/uploads/2022/11/LOXAM-VIGILANCE-PLAN-2022-UK.pdf>

Our results



Zoom in on some key facts

Constitution of our vigilance committee

In 2022, we held our first vigilance committee, which will henceforth convene every six months. The purpose of this committee is to present and validate the risk map of our vigilance plan and to steer the deployment of actions to reduce these risks. The actions implemented to respond to the risks identified are detailed in our Non-Financial Performance Statement (description available in the annex page 53). This committee also aims to identify the areas where the risks are highest, to verify the proper implementation of actions through audits. For example, in 2022, we conducted human rights audits in our business units in Brazil and the Middle East. The audit reports are then shared and reviewed by the committee for decision on the action plan.



A whistleblowing procedure revisited

Following the European Directive 2019/1937 of 23 October 2019, which aims to unify the protection of whistleblowers within the territory of the European Union, France adopted a new law on 21 March 2022 to improve the whistleblower protection regime. In this context, Loxam adopted the procedure "Collection and processing of protected disclosures in the Loxam Group" and set up an online reporting platform called "Loxam Speak Up". Deployed in all business units in France and abroad, this tool allows the author of the disclosure to communicate any supporting document and access all the information necessary for its follow-up. If they so wish, the author can make their report anonymously via the platform. The report will be processed in accordance with the stipulations of the procedure "Collection and processing of protected disclosures in the Loxam Group", which incorporates all the legislative requirements and explains in a didactic manner: who may report, what facts may be reported, how a disclosure is made, what action is taken on the disclosure, and what protection is afforded to the whistleblower and their entourage.

<http://loxamspeakup.integrityline.com>

Cyberattack – an entire company mobilised!

During the night of 19 to 20 May 2022, our IT Systems Department detected a malicious software attack that blocked access to our files. As a precaution, we had suspended all our computerised exchanges with third parties and implemented our Business Continuity Plans. Thanks to the unfailing mobilisation of our IT teams, our information systems quickly became operational again. While our IT teams were fighting the evil from within, our branch teams continued to provide a quality service despite everything. This ordeal had little impact on our customers, on the contrary, this enabled us to accelerate our IT security plan and confirmed that solidarity between Loxamians is a weapon of mass defence!

"This attack gave a boost to our security policy and came as a genuine wake-up call for all our employees."

Vincent Gapaillard

Chief Information Security Officer
Loxam France



SUPPORT FOR THE ABRINQ FOUNDATION IN BRAZIL

Alongside Abrinq, our Brazilian business unit supports child protection projects and conducts apprenticeship initiatives to support young people in their early career years. The involvement of Loxam Degraus in this cause resulted in it being awarded the "Child-Friendly Enterprise" label by Abrinq last year, which recognises companies that do not employ child labour and work to improve the living conditions of young people.



Stéphane Hénon, Loxam Group Managing Director, appointed President of the European Rental Association (ERA)

Stéphane Henon, the Group Managing Director, was appointed President of the European Rental Association. The European Rental Association (ERA) is the trade association for the equipment rental industry in Europe. The ERA represents nearly 5,000 companies, either directly or through 14 national associations as well as the International Powered Access Federation (IPAF).

"I am very proud to be appointed President of the European Rental Association which I know well and to which I look forward to further contributing with my team. As Managing Director of Loxam for the past 10 years, I know how important the ERA is to debate best practices and innovation in our industry. I join the ERA determined to carry the voice of the industry, but also determined to promote our actions and businesses to as many people as possible."

Stéphane Henon
Group General Director



PROMOTE THE DEVELOPMENT OF OUR COMMUNITIES

Our commitment in 2 words

ESTABLISHMENT CONTRIBUTION

Through our dense network of branches open to all the stakeholders in the community, we have an important role to play to promote the development of our communities, staying true to two values

Local establishment and proximity to serve growth in communities. We make a point of offering our branches significant leeway for action.

Contribution to the public interest, through corporate philanthropy and donations to non-profits, in particular working in aid of the conservation of architectural construction heritage and certain major causes in society.



WHAT OUR PEOPLE SAY

"Definitely, we can and we must support regional development. Our broad portfolio allows us to embrace an enormous quantity of customers, with hundreds of different needs. We are in a privileged position to support selected entities by lending our equipment instead of renting it. This is good for the community and for the motivation of our employees, making us happy to help."

Guilherme Boog
Managing Director,
Loxam Degraus (Brazil)

How we operate

Local establishment and proximity

With our branch network spread across 30 countries, our activity at the heart of communities contributes to local economic development and every day offers our partners local and high quality customer service founded upon:

- **a relationship of proximity** provided by our teams to be as close as possible to customer needs, illustrated by a genuine relationship of trust with them;
- **significant latitude for action** afforded to our branches, whether in terms of recruitment or for the selection of local suppliers for certain services (logistics, equipment repair, specific local services, etc.). We are particularly proud to contribute to maintaining jobs in all the communities in which we operate,

which is a genuine corollary of our circular economy model;

- **continuously improving service quality** in all our business units. Continuous improvement of our customer service is also a key part of our commitment to "Guarantee ethical and responsible relations". We measure our clients' satisfaction on a daily basis through our NPS (Net Promoter Score) surveys and deploy new projects to improve every year. Our digital transition is an integral part of this continuous improvement, with many projects underway (complete dematerialisation of the rental process, connected machines, online services and payments, etc.).



Contribution to the public interest

Our impact on communities does not stop at the doors of our branches. In our belief that companies have an essential role to play in society, we support initiatives through our locations offering social, community-based and environmental benefits.

Our actions include partnerships with non-profits and foundations, defending subjects that we care about, and initiatives to preserve architectural construction heritage, as illustrated by our contribution to the reconstruction of Notre Dame Cathedral, in Paris for example.

Owing to its roots in the heart of the community, Loxam has always been committed to preserving the built heritage of the areas in which its branches are located. We wish to turn this local presence into an opportunity and make our industrial capital available to support local projects aimed at preserving a common architectural heritage.



Support to many initiatives across all our geographies

throughout Brazil...and the entire Group!

Our business unit has embarked on a project with high social impact: to make all its branches partners of an NGO defending a social cause. In 2022, Loxam Degraus was a partner of 8 different charities, all proposed by employees working in the branch in question. We provide equipment free of charge to each of them. All our business units are encouraged to develop the same kind of partnerships.

"In Brazil we have a program led by the Marketing department in conjunction with our branches that runs a partnership with eight local charities. These associations provide support to vulnerable children, families in poverty and conduct projects to stimulate art and culture with children. We provide them equipment free of charge to renovate and extend their facilities that serve children and families. These institutions provide food, dance classes, computer classes, social education and much more for local communities. We believe that our equipment leaves a great legacy for the future of our children and our country. This program reinforces our commitment to social causes in Brazil."

Rafael Ribeiro
Marketing Manager,
Loxam Degraus (Brazil)





Employees mobilised in the fight against breast cancer

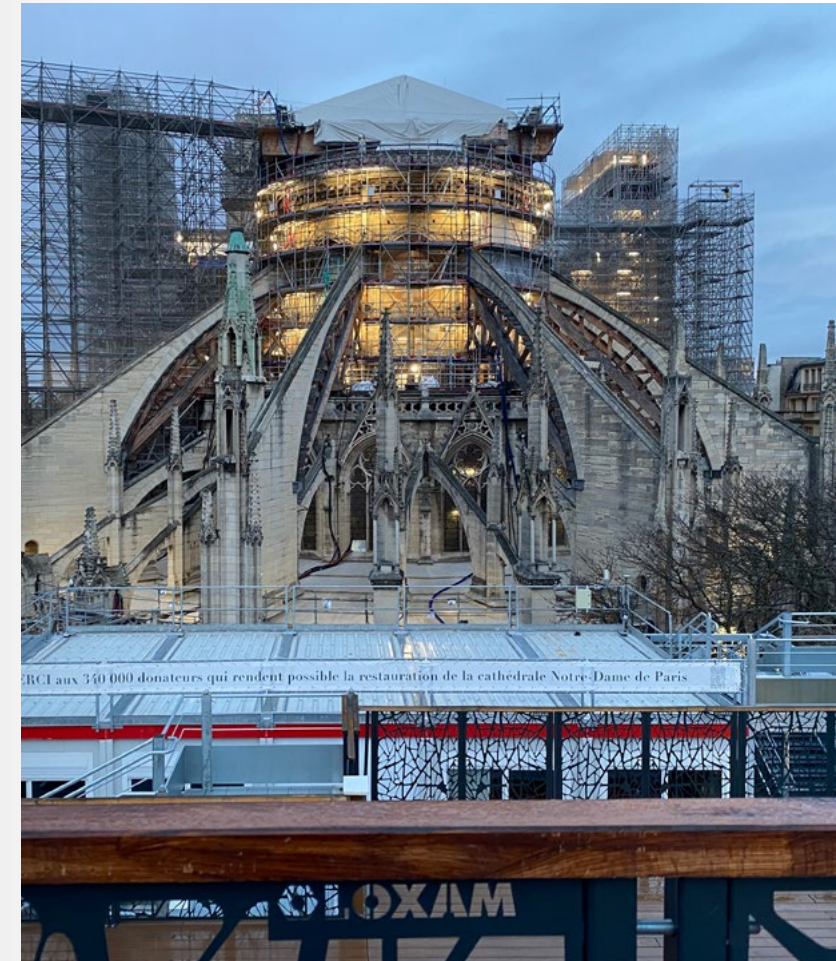
Employees mobilised for health

Several of our business units support cancer organisations.

For example, in Denmark, every year, a collection is made among employees. The subsidiary then doubles the amount collected to donate it to the charity. The event, which receives a great deal of media coverage, demonstrates our subsidiary's support for this fight.

As part of breast cancer awareness month, Pink October, many employees in France took part in runs such as Odyssea, a race organised in aid of the Gustave Roussy Institute, Europe's leading centre for breast cancer.

Throughout our Group convention Loxam United, our employees also worked to promote cancer relief. We wished to work for a good cause during our convention by converting the number of paces taken into kilometres, and transforming this into a donation to a worldwide cancer charity.



FOCUS ON OUR CONTRIBUTION TO THE RECONSTRUCTION OF NOTRE DAME DE PARIS CATHEDRAL - FRANCE

Following the fire on 15 April 2019, the Loxam Group signalled its commitment to the restoration of Notre-Dame de Paris Cathedral by offering the project its know-how and equipment free of charge.

We continued our commitment in 2022 with the construction of two modular buildings with a total floor area of 1,350 m² which we provided free of charge to the site's personnel. These two temporary structures, consisting of 25 and 65 shelters respectively, are 4 and 5 storeys high. They house the offices of the public body tasked with the conservation and restoration of the cathedral, which is also the project management office.

These two buildings were inaugurated on 15 November 2022, in the presence of General Jean-Louis Georgelin, special representative of the President of the Republic and chairman of the public body.

The installation of these two modular buildings comes after the construction, in mid-2021, of a 2,500 m² storage and examination centre for the cathedral's remains, rented by the public institution in the Île-de-France region, for which Loxam is providing storage racks, containers and handling equipment. This space is used to store architectural elements useful for restoration as well as cathedral remains of heritage or scientific interest. To carry out these two operations, Loxam has provided its teams and machines under an in-kind and skills-based sponsorship.

3RD PILLARTHE ENVIRONMENT:
SETTING A COURSE FOR 2030

CONVERGING VIEWS



Paul Rankin

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

& Philippe Simonnet

Managing Director Loxam France Specialists

You are in charge of a large powered access activity, a sector that is ahead of the curve in terms of electrification, what is your feedback?

Philippe Simonnet: At Loxam, the Loxam Access range is indeed the most advanced in terms of electrification. Innovations have been faster in this type of equipment because there was already a lot of electric equipment. Customers now have the possibility of working with the same machine, indoors and outdoors, at heights of up to 28 meters. The electrification of this type of equipment represents a real gain in fuel costs and logistics while enabling noise-free work. To cater to the difficulties of recharging on our customers' sites, we offer them hybrid systems or battery packs. We are investing heavily in these technologies to provide the most appropriate solutions.

Paul Rankin: Powered access may be ahead of some general plant, and it is a major challenge for ourselves and the customers. We have calculated the electrical impact on our depots as we transition from diesel machines to electric machines. Of course, we follow the Loxam directive on selecting electric machines wherever possible, but we also have an eye to the rate at which the customer is transitioning. The first challenge for us is the adaptation of our electrical infrastructures to be able to recharge the equipment. In 2022, we identified 3 depots with insufficient electric capacity. The upgrades of electric capacities cannot happen overnight in the UK, so we need to project demands at least two years ahead of today. We also have a plan B where timely upgrades are not possible or are unacceptably expensive. This involves storing capacity during night hours when our usage is low to be released during peak hours where capacity is not enough. This is becoming a cost-effective alternative to upgrades and can benefit from lower cost of electricity overnight. Also, we have significantly increased our number of charging points for each depot forecasting at least 1 year ahead to minimize the cost of depot upgrades.

2022, the winter of energy savings, what were the guidelines and main results?

P.S.: The Group's guidelines for reducing energy consumption were clear: reduce our consumption by 10% in one year. To do this, we launched a campaign to replace old lighting with LEDs, which consume less energy, and we continued to install electrical charging stations on our sites. In addition to these actions, we have noted a real collective awareness of the challenges of energy savings among our employees, some of whom have even proposed actions to reduce consumption in their branches.

P.R.: We have undertaken several actions whose results will be more widely visible next winter. One significant action is the replacement of diesel heaters in our workshops with electric heaters which drastically reduces our energy consumption. With diesel heaters we often had the roller shutter doors open for fume management, this is not required with electric heaters, so whenever we need to upgrade, we fit electric rapid close roller shutters. This makes a substantial difference to the heating needs and with the improved lighting from our electrical efficiency project this provides a better work environment for our colleagues.

The Loxam Access range is indeed the most advanced in terms of electrification.

Is the variation in energy prices an obstacle to the energy transition for a company like Loxam?

P.S.: No, the variation in energy prices is not an obstacle for Loxam. Rising energy prices may slow down our customers' transition to electric equipment, but they do not stop it. Inflation is a greater risk, and it can be a brake on the energy transition because it comes on top of the rise in energy prices, but we are containing it adequately today.

P.R.: On the contrary! The changes in the price of energy, especially diesel, are pushing more and more customers to adopt electric equipment. So we have to follow this trend and seize the opportunity it offers: continue to support our customers in their transition and show them that we have the equipment to meet their needs.

A PROACTIVE ENVIRONMENT POLICY FOR THE LOXAM GROUP

As an equipment rental company, our business model is intrinsically low-carbon in nature. According to the European Rental Association (ERA), pooling the use of an item of machinery by a large number of clients instead of buying it can help to reduce carbon emissions by between 30% and 50% throughout the equipment's life cycle.

This stance gives rental companies a prime position in the zero carbon transition, but also a duty: to support our clients in their changing use patterns, and in a co-innovation approach to progressively define tomorrow's worksites and events.

In this perspective, we took the decision in 2021 to step up our approach in aid of the energy transition by mapping out a voluntary greenhouse gas emissions reduction pathway, founded upon a Group carbon footprint assessment.

First step: measure.

A Group-wide carbon footprint assessment

Every year, we calculate the carbon footprint of six business units accounting for nearly 80% of our turnover, for 2019, 2020, 2021 and 2022. In 2023 we are extending the scope to reach 95% of our Group turnover.

Data quality is an essential aspect of the quality of our carbon approach. Every year, we work to improve the reliability of our data by capitalising on real data on the use of equipment, thanks to the IoT, and on the mobilisation of our suppliers to obtain life cycle analyses of equipment. Finally, we are

gradually equipping our drivers and transporters with digital applications to retrieve more reliable data on the delivery of our equipment and thus take appropriate corrective measures.

Second step: make a commitment.

A proactive carbon trajectory backed up by a scientific framework

Calculating our Group-wide carbon footprint enabled us to identify our main emission headings. Based on these findings, before announcing a trajectory, we took the time to build our projections for each emissions category, with the support of our internal experts.



ATTENTION PAID TO NEW EUROPEAN DIRECTIVES

We are closely monitoring the ongoing legislative work around the CSRD (Corporate Sustainability Reporting Directive) and the European taxonomy. In particular, we are working with our trade association, the ERA (European Rental Association), to study the impacts and opportunities for our business model at the heart of the sharing economy. For example, we contributed to a position paper on the EU Taxonomy, identifying the impact for the rental sector. As rental is at the heart of the functional economy, the Circular Economy objective of the EU Taxonomy will have a strong impact on our reporting. We will publish our data on green turnover, CAPEX and OPEX once these guidelines are publicly available. For the time being, we use an internal definition to communicate on our green CAPEX, which is precisely stated in our Non-Financial Performance Statement.

Our trajectory aims to cut our direct emissions (scopes 1 and 2) by 50% and our indirect emissions (scope 3) by 30% between now and 2030. In compliance with the Paris Agreement, these targets enable us to contribute to keeping global warming to below 1.5°C.

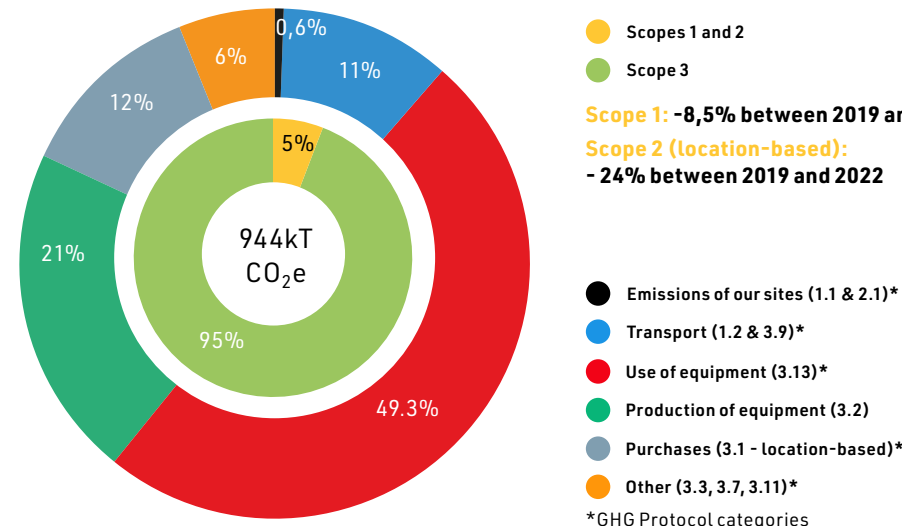
In terms of organisation, our emissions reduction trajectory is defined and driven at Group level by the Sustainable Development Department and validated by our Strategy Committee. Each business unit then defines its annual action plan and translates it into an operational roadmap for each emissions category.

Support for the Science-Based Targets initiative

Jointly sponsored by the United Nations Global Compact, the Carbon Disclosure Project (the carbon impact body to which we have been reporting since 2020), the World Resources Institute (WRI) and the World Wide Fund for Nature (WWF), the Science Based Targets initiative (SBTi) promotes the establishment of ambitious climate action trajectories. Our endorsement illustrates the rigour and credibility of our carbon trajectory, since each submission is reviewed by a committee of scientific experts. Our trajectory is currently undergoing certification.

As our trajectory is intended to be progressive, our goal is to initiate actions between 2022 and 2024 and roll them out on a large scale by 2030. We are currently taking action on all our emissions categories.

Carbon footprint



2019 carbon footprint: 938kT CO₂e

2019 is a structurally significant year for the Loxam Group (acquisition of Ramirent, launch of the LoxGreen range), which is why this year has been chosen as our baseline year.

*GHG Protocol categories

Our targets



-50 %
REDUCTION IN ABSOLUTE TERMS OF OUR DIRECT EMISSIONS BETWEEN 2019 AND 2030



-30 %
REDUCTION IN ABSOLUTE TERMS OF OUR INDIRECT EMISSIONS BETWEEN 2019 AND 2030

REDUCE OUR DIRECT ENVIRONMENTAL IMPACT

Our commitment in 4 words

CONTROL
DURABILITY
REUSE
OPTIMISATION



WHAT OUR PEOPLE SAY

"To reduce our direct environmental impact, it's vital to use less energy and that the one we use is renewable. So we improve the energy efficiency of our premises, optimize delivery rounds, aim for renewable energy contracts, but we also promote our personnel's involvement on energy saving actions."

Sampo Sipari

CSR and safety manager, Ramirent (Norway, Sweden, Finland, Baltics, Eastern Europe)

Every day, the activity of our more than 1,000 branches around the world generates significant consumption of energy resources to heat our premises, use our own vehicles, and operate our wash bays. Maintaining our equipment also generates pollution risks and a significant volume of waste. Finally, the end-of-life of our thousands of pieces of equipment that we decommission each year must be addressed by a dedicated policy for their recovery and recycling.

Our environmental policy revolves around four pillars:

Controlled use of our resources through rational consumption (in particular in our wash bays), robust procedures to prevent pollution risks and manage our waste.

Durability of equipment by increasing its lifespan and combating obsolescence by prioritising technical overhauls.

Reuse and recycling of resources, through our equipment recycling centre and the reuse of spare parts.

Optimisation of our transport logistics, to limit mileage travelled.

How we operate

By reducing our consumption of resources on site, optimising our transport logistics and increasing the durability of our equipment, we take steps every day to reduce our direct environmental impact.

Our organisation

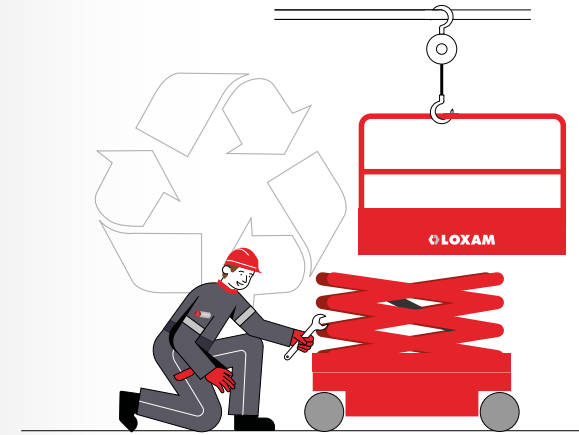
The effectiveness of our environmental policy is monitored through regular performance indicators. These results are directly reviewed directly by the executive committee and the management committee of our business units. Each branch has an environmental action plan and must follow stringent procedures to control their environmental impact. HSE correspondents in each of our business units are tasked with coordinating the policy among all employees. The environmental impact

of our equipment is managed by our equipment departments.

Actions to reduce our on-site resource consumption

Reducing our consumption is based on:

- **implementing environment plans** in our branches and energy savings plans with quantitative targets;
- **monitoring our consumption.** Not all our branches yet accurately monitor all their consumption (electricity, gas, water, etc.). However, all have an action plan to introduce this monitoring and take steps to reduce consumption. For easier consumption monitoring, we deployed the Deepki system in France in 2022.



This allows us to collect and monitor our electricity and gas consumption, and will soon allow us to collect our water consumption data. Similar systems are being deployed in our other business units, notably in the Ramirent countries;

- **water saving measures**, with continuous innovation in wash bays (see our initiatives page 44);
- **electricity saving actions** (see our initiatives page 44);
- **resource management procedures**, notably in our shelter manufacturing plant in Estonia.

A wooden shelter factory in Estonia

Ramirent Modular Factory was created in 2016 in Estonia to guarantee the stable supply of high-quality shelters. Over the years, the factory has grown and has been extended on several occasions. Today it employs 110 people and covers 12,000 m² of manufacturing surface area, with an annual production capacity of 1,500 shelter units.

Actions to preserve biodiversity around our facilities and in our operations

Biodiversity is not a material risk in our operations. Our branches are generally located in industrial areas that are already developed (little direct impact from the construction of these sites) and we do not manufacture equipment (no direct use of raw materials). Nevertheless, we do our utmost to preserve biodiversity around our sites and in our operations, through:

- **chemicals handling procedures**, with appropriate means of storage (cupboards, shelters) and action plans to reduce the use of these products in favour of eco-friendly alternatives;

- **the responsible management of waste:** non-hazardous, hazardous and electronic. We sort and recycle the materials used on our sites: our waste is carefully sorted and is strictly traceable. All our branches are equipped with containers for each type of waste: steel and scrap metal, wood, plastic, hazardous industrial waste and ordinary industrial waste. Our electronic waste is also collected by specialised partners. In France, for example, we have a partnership with Recyclum for the management of our electronic waste. Some business units such as Ramirent in Finland have had an online waste tracking platform since 2014;
- **a system to process all effluents**, notably oil and grease. All our branches are fitted with separators and decanters for oils and hydrocarbons, enabling certified bodies to collect this waste efficiently;
- **systematic depollution procedures** in the event of a spillage or leak. All our branches are equipped with ready-to-use spill kits;
- **the upkeep and preservation of natural spaces** around our sites.

As biodiversity risks are more material among our suppliers, we incorporate this issue in our supplier evaluation questionnaires and our responsible procurement policy.

Optimisation of our transport logistics

The transportation of our equipment accounts for approximately 10% of the Group's total carbon footprint. We work every day to optimise our transport logistics to reduce its environmental impact. This draws upon:

- **a geographically interlinked network:** in every country in which we operate, our branch network enables our equipment to travel limited distances, automatically reducing their carbon footprint. In many countries (Finland, France, etc.) our equipment does not travel more than 30 km on average from the branch to the customer's site;
- **the deployment of regional logistics centres:** in certain business units, our regional logistics centres help to group together equipment delivery and pick-up rounds. We have six centres in France. This model is also being developed in our business units outside France (major European capitals). In Italy, transport is coordinated at regional level, and rounds are pooled between branches

whenever possible;

- **the optimisation of our drivers' routes:** in some business units (France, Spain, Portugal, Ramirent) we deploy mobile route planning applications. These applications make it possible to determine mileage, plan deliveries and optimise itineraries so as to primarily reduce the amount of empty runs;
- **the renewal and conversion of our vehicles:** we are renewing our fleet and switching to low-carbon vehicles (see our highlights below). We are also equipping our trucks with devices to reduce their consumption. In France, for example, a quarter of our fleet is equipped with a remote stop/start system. This device allows the truck's engine to be switched off during loading/unloading operations, saving up to 10 litres of fuel per day;
- **eco-driving training for our drivers:** training is currently being deployed

in all our business units. Our trucks are also increasingly fitted with a tracking system to analyse driving behaviour in real time so as to create awareness among drivers. In Denmark, for example, all drivers are trained in eco-driving and the trucks are even equipped with a system that can reward the driver for his or her driving.

Maintenance and optimisation of the use of our equipment

Our equipment is managed by a rigorous policy throughout its lifecycle to extend its lifespan, optimise its use, and deal appropriately with its end of life. This involves:

- **the deployment of digital tools** to maximise the use ratio of our equipment and develop predictive maintenance;
- **the annual renewal of part of our equipment fleet.**

We offer equipment with a long lifespan and whose use is optimised thanks to regular maintenance conducted by our branch teams;

- **a controlled end of life** through the reconditioning of our obsolete equipment for overseas markets, the systematic processing of all our industrial waste and, in some cases, the reuse of spare parts;
- **the development of new activities,** in particular battery regeneration, in many business units (Spain, Italy, United Kingdom, France, Ramirent, the Netherlands).

AN EQUIPMENT RECYCLING CENTRE, UNIQUE IN FRANCE

Back in 1981, we decided to open an Equipment Recycling Centre, where a proportion of machine life cycle management takes place: equipment repairs by sending branches spare parts from reconditioned equipment, reconditioning of our obsolete equipment, auctioning machines in non-European markets, battery regeneration, etc.

Our battery regeneration system, Regelox, allows us to optimise our equipment and extend its lifespan.

871kWh

SAVED THANKS TO THE REGENERATION OF 170 BATTERY PACKS IN 2022

448

REFURBISHED SHELTERS IN 2022

20%

OF OUR SPARE PARTS NEEDS COVERED THANKS TO OUR PIDEO SYSTEM



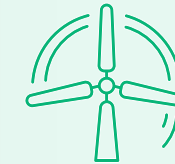
Our results

In 2022, all our environmental indicators have improved, despite our 10% growth.



48,880 MWh

2022 ELECTRICITY CONSUMPTION
(-3% COMPARED WITH 2021)
OF WHICH



41%
RENEWABLE ELECTRICITY*

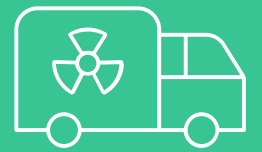


11,4450 MWh

2022 GAS CONSUMPTION
(-XX% COMPARED WITH 2021)
INCLUDING



57%
RENEWABLE GAS*



3,325 Tonnes

HAZARDOUS WASTE COLLECTED



63%
HAZARDOUS WASTE RECYCLED



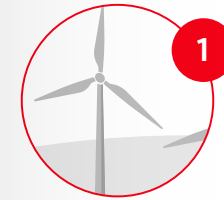
15,479,570 L

2022 FUEL CONSUMPTION
(-3% COMPARED TO 2021)

*signing of specific contracts

Our main actions to meet our energy transition targets

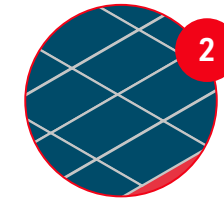
Although our direct emissions represent a small proportion of our total carbon footprint, we have concrete measures to help reduce them. We are currently taking action on all our sites.



95%
OF OUR BRANCHES IN FRANCE
are supplied with renewable
gas and electricity.

Use of renewable energy

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



Deployment of solar farms on our buildings' roofs

The installation of solar panels in our branches has been stepped up, notably in the Netherlands, where every new branch is systematically fitted with them.



Natural ecosystems around our sites

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



150
IN 2022, THE LOXAM
GROUP HAD NEARLY
CHARGING POINTS
on its sites around
the world

Improving the energy efficiency of our buildings

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



Adapting the electrical infrastructure of our branches

The energy transition, and the arrival of electric vehicles and equipment in our fleet, mean that we need to adapt our power supply infrastructure. Our branches now have at least two EV charging points and power supply units to charge our equipment.



14
GAS-POWERED
TRUCKS IN 2022

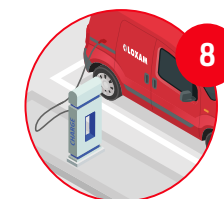
A transition of our truck fleet

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



Controlling water consumption in our wash bays

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



Electric and hybrid vehicles in our internal fleet

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

Zoom on some initiatives

LED replacements in partnership with Envie Recyclage

Our Loxam Module branch in Rouen has undertaken to renew its old radiators and lights in favour of more responsible alternatives such as LEDs. This operation was carried out in partnership with the Envie Recyclage network, a structure specialising in the circular economy. Thanks to its employees working on a vocational integration programme, the network collects and recycles electrical and electronic equipment, which is then renovated and distributed at affordable prices to people in need. A great operation for the energy performance of our branch and for social inclusion!



Implementation of energy savings plans

Following the French government's announcements on energy sobriety in 2022, the Loxam Group pledged to reduce its energy consumption by 10% by October 2023, compared to 2022.

To meet this goal, all of our business units were asked to define energy savings plan with actions to be implemented to reduce energy consumption. For example, our business units adopted a policy of switching off illuminated signs from 11pm to 5am and switching off the branch and office heating at weekends. In France, we also focused on the heating of our workshops, which is a major source of energy consumption: as they are open to the outside world, workshops are difficult to heat and the temperatures in winter can become unbearable for the employees working there. To solve this problem, we supplied some of our employees with heated jackets, allowing them to work in comfortable conditions without having to heat the workshops! This solution is currently being tested in several of our branches.

Increased deployment of solar farms around the Group

The installation of solar panels on new sites was stepped up in our various countries in 2022. Examples include the new branches in Antwerp, Belgium and Araquara, Brazil. The mini solar farm installed on the roof of the Araquara branch consists of 96 solar panels and covers a surface area of 250 sqm, producing almost 6000 kWh per month.

Other solar farm projects were completed in Eastern Europe, where two of our sites, one near Warsaw and the other near Poznan, were equipped with solar panels.



Solar farm - Araquara branch, Brazil



Solar farm - Poland

CONTROLLING WASH BAY WATER CONSUMPTION

The implementation of rainwater or wastewater recovery systems to operate in closed circuits accelerated substantially in 2022. We conducted several innovative actions around the Group:

- Our Irish subsidiary, Loxam Swan, began recovering rainwater for its wash bays last year. Our business unit in Brazil also equipped several of its branches with rainwater harvesting devices, such as in San Jose, Sao Pole Norte and San Paolo, significantly reducing water consumption when cleaning equipment.
- All the wash bays at our sites in Italy are equipped with a water recovery system operating in a closed circuit. This is also the case for our new sites in the Netherlands, Spain, Luxembourg and Belgium, in particular the new branch in Antwerp, which is now equipped with a water recovery system with a capacity of 20,000 litres. For each new branch, our teams in Belgium invest in high-pressure equipment, which consumes less water than the usual models.
- Some of our business units are also investing in mobile wash bays: in Central Europe and Finland, around 40 closed circuit washing racks have been installed to reuse waste water.
- In Sweden, our Brunna site has installed its own water treatment plant, saving 2,000 litres of water per working day. In this facility, the water is boiled and condensed and then reused in the wash bays. Finally, the waste heat from this operation has now replaced the diesel normally used to heat the water.



OFFER LOW-CARBON OPTIONS

Our commitment in 2 words

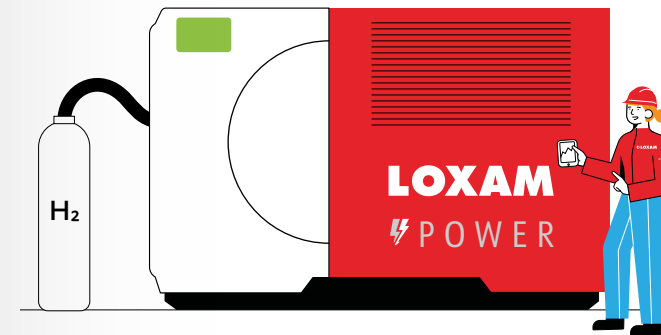
ANTICIPATION SUPPORT

The environmental impact of our fleet of more than 650,000 items of equipment available for hire worldwide is by far our largest source of emissions: more than 50% of our carbon footprint. It is essential to adapt our equipment fleet to anticipate the future needs of our clients, who themselves have made voluntary undertakings and are sometimes constrained by regulations.

Our strategy is based on two factors:

Anticipation to offer the most recent alternatives in terms of both equipment and digital technology to reduce superfluous use (IoT).

Support for sustainable transformation developed by research initiatives and contributing to awareness among our clients.



Pillar 2: a wide range of innovative equipment

To support the transformation of uses and our clients, we want to test as much equipment as possible, provide feedback to our suppliers, improve technologies and participate in the mass development of the most efficient equipment today. Our range of Loxgreen equipment (Ramigreen for our Ramirent business units), made up of innovative low-emission equipment as an alternative to traditional diesel solutions, is therefore expanding very rapidly.

LOW-EMISSION EQUIPMENT WITH SIGNIFICANT IMPACT ON AIR POLLUTION

Whether electric, hybrid or hydrogen, using equipment from our Loxgreen and Ramigreen ranges considerably improves air quality with low emission at point of use (or even zero emissions for electric equipment) and considerably lower fine particulate matter (zero for electric and hydrogen equipment). Our equipment can be operated both in confined spaces, indoors, and outdoors, in urban areas subject to regulations, a real advantage for our partners.

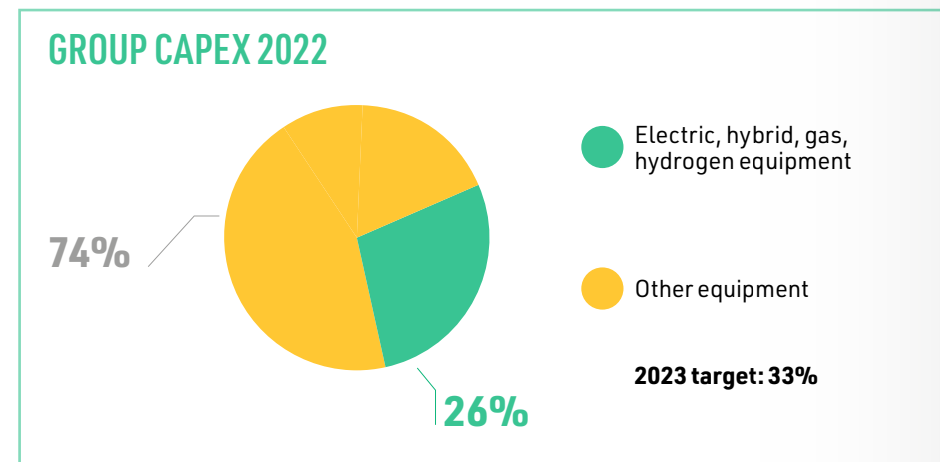
Our approach is based on five pillars

Pillar 1: heavy investment in the transition of our equipment fleet

With emissions from the use of our equipment accounting for more than 50% of our total carbon footprint,

the conversion of our equipment fleet is the main challenge. We have now defined an investment plan for 2030 with an increasing share of our CAPEX going to low emission equipment.

Investment in the Group



WHAT OUR PEOPLE SAY

"In addition to suppliers, customers are our partners in introducing new green equipment to our fleet. We always test equipment together with our suppliers and customers to get more familiar with new innovations and provide feedback to our suppliers."

Miia Kontinen

Head of Purchasing, Ramirent (Norway, Sweden, Finland, Baltics, Eastern Europe)

Loxam, the first French group to obtain a loan facility from the European Investment Bank under the InvestEU programme

Following the Juncker programme between 2015 and 2021, and after the COVID-19 pandemic, the European Union launched a new programme to promote sustainable recovery. With a budget of €372 billion between now and 2027, this programme will boost sustainable investment, innovation and job creation in Europe, based on three priorities: the environment, digital technology and support for SMEs. We are very proud to be the first French Group to obtain a loan under this programme to finance our electric, hybrid, gas and hydrogen equipment. This loan is a double recognition for us: the credibility of our environmental approach, and the effectiveness of our business model to carry this sustainable recovery across all communities. Indeed, these equipment investments will enable us to make this low-carbon equipment available to a wide range of players across France, in order to accelerate the energy transition and sustain the economic dynamism of these regions.

Comparative table electric and diesel mini-excavator 1,9 t

	ELECTRIC	DIESEL
Model	19C 1E	19C-1
Opening time	1 day (3.5 hours in motion)	2 days (8 hours in motion)
Noise	87 dB	93 dB
Consumption	20 kWh per day (on the basis of 3.5 hours in motion)	7.5 L per day (on the basis of 4 hours in motion)
Carbon footprint in use	1,1 kg CO ₂ e per day I.e. -95% of CO ₂ e emissions	24 kg CO ₂ e per day
Estimated energy cost	€3.40 per hour i.e. 60% savings	€9.10 per hour

Comparative table electric and diesel mini-excavator 2,5 t

	ELECTRIC	DIESEL
Model	ECR25 ELECTRIC	ECR25D
Operating time	1 day (3 hours in motion)	2.5 days (10 hours in motion)
Noise	84 dB	93 dB
Consumption	20 kWh per day (on the basis of 3 hours in motion)	10 L per day (on the basis of 4 hours in motion)
Carbon footprint in use	1.6 kg CO ₂ e per day I.e. -95% of CO ₂ e emissions	31 kg CO ₂ e per day
Estimated energy cost	€3.40 per day i.e. 70% savings	€11.60 per day

A few examples of innovative equipment

Mobile messes equipped with solar panels – The Netherlands and Switzerland

To cater to the needs of our clients on construction sites, our business unit in the Netherlands has designed a mobile canteen equipped with solar panels. As genuine living quarters on the construction site, this fitted shelter is fully energy self-sufficient thanks to the photovoltaic panels on its roof and provides the workers with everything they need for comfortable conditions (toilets, coffee machine, etc.).

A similar solution is also offered to clients in Switzerland: a shelter equipped with solar panels. This is a very attractive solution that meets the various energy efficiency challenges faced by the entire construction sector. Fitted with six tilting solar panels fully covering the shelter's roof, this autonomous cabin offers our clients a useful off-grid solution. Clients can also monitor consumption and battery charge on an app, thereby optimising the capacity of the shelter.



solar panels fully covering the shelter's roof, this autonomous cabin offers our clients a useful off-grid solution. Clients can also monitor consumption and battery charge on an app, thereby optimising the capacity of the shelter.



"We launched our solar panel equipped shelters at the end of 2021. Resulting from a large amount of teamwork, we were keen to develop a solution that would be an innovative part of the Loxgreen concept. We wanted to offer our clients a totally autonomous and self-sufficient module, which could be integrated into urban construction sites and used in protected or remote areas. Thanks to the progress of photovoltaic energy, our module fully meets the environmental policy of our clients as well as our carbon neutrality challenges. It is the future."

Alexandra Janssen
Sector Manager, Loxam Switzerland



Electric mini-excavator



Electric 3,5t truck



Electric dumper



90kWh power bank and hydrogen power generator

Pillar 3: dedicated branches

To support our ambitions and facilitate the training of our employees and clients in the use of our innovative equipment, we have chosen to concentrate the equipment of our LoxGreen range in certain dedicated branches, located in major cities governed by increasingly stringent regulations.

At Ramirent, in response to the future obligations imposed by local authorities, some branches are gradually being converted to offer only low-emission equipment. This is the case in Oslo, for example, where the Ramigreen Alnabru branch recently specialised in green equipment. The Ramirent Alnabru branch is intended to become a genuine hub for the environmental transition, offering low-carbon equipment as well as user training.

Pillar 4: new generation facilities

To accompany our clients in changing their uses, we test our new equipment with them every year. All client feedback on our products and services is immediately shared with our suppliers. We also offer low-carbon worksites, using only low-emission equipment. Through these actions, we aim to show them that new alternatives are now possible and that we are ready to support them in their projects.

These experiences confirm our determination to accelerate our low-carbon transition. They show that all our partners are also ready to take up the challenge and build the worksite models of tomorrow.

These demonstrators are very important for engaging all the stakeholders in the transition, and in particular the project owners. We are working with our clients to raise awareness among these stakeholders so that the energy transition objectives can be incorporated into the specifications for calls for tender.

In 2022, we stepped up the deployment of low-carbon projects with our major clients in several of the Group's business units (France, United Kingdom, Denmark, the Netherlands, Belgium, Norway) and in all sectors of activity (civil engineering, construction, events, industry, etc.). Below are some examples of low-carbon facilities.

Pillar 5: raising our partners' awareness to these new low-carbon solutions

While clients are increasingly asking for low-emission equipment, it is our responsibility, as a service company, to assist our partners in the use of these new solutions. By answering their questions, pointing them towards the equipment best suited to their needs, training them in the proper use of the equipment and taking the time to receive feedback, we are developing a whole range of services. We use several methods to raise awareness throughout the Group: organising demonstrations in branches, running awareness campaigns, taking part in our clients' internal seminars, making educational videos, etc. The aim is to raise awareness of these solutions among all our partners and to increase the number of tests.

Demonstrations for clients

In Brazil, our business unit organises demonstrations open to clients and partners, during which our employees present the equipment, its operation and specific features, while answering clients' questions. About fifteen demonstrations were organised in 2022, notably around a particularly popular item of equipment: the solar light tower. Most clients come away from the demonstration wanting to try the device, and adopt it after testing it. Demonstrations are becoming more common throughout the Group's countries, especially on open days, which take place every year and give clients the opportunity to see the different items of equipment in the branch. In Norway, for example, these days are an opportunity to show clients the new electrical equipment and answer their questions.



"The productivity of this hybrid tower light was outstanding and not to mention how simple the supply is: as it is fed by a solar panel, you just open the leaves, the batteries are charged. Very easy, very dynamic, practical, ecological, and sustainable, because it does not harm the environment as it is charged with clean solar power even in cloudy weather. My experience with this product was excellent and I recommend it."

Paulo Roberto Rodrigues,
Event Producer



"The technology of solar light towers provides a cleaner maintenance shutdown, with reduced impact on the environment and without noise, not to mention that the operation is automatized and does not require human operation to turn it on and off. It was a great choice."

Alex Gomes
Electrical and Instrumentation Maintenance Engineer, Bayer

A few examples of low-carbon worksites

Below are some examples of low-carbon installations low-carbon installations deployed in 2022. For us, a low-carbon installation means more than just renting low-emission equipment. It is a whole service offering that we deploy,

including support in defining the need, energy supply, team training, calculating the carbon footprint and collecting feedback to gradually build the models of tomorrow.

Loxam, partner of the transition in event management

Because the Loxam Group does not only work with the construction industry, we also want to support our clients in other sectors in their energy transition. This is particularly true of the events sector, where we deployed equipment from our Loxgreen and Ramigreen ranges throughout the year. For example, we deployed our hydrogen power generator during the 24 Hours of Le Mans to power a screen broadcasting the competition, and for the Route du Rhum, where our generator was used to power an exhibition village and the big wheel.

Finally, as an official supporter of the Paris 2024 Olympic and Paralympic Games, in a consortium with GL events for the supply of temporary energy, we will propose innovative alternatives where relevant (solar panels, etc.) and are committed to supplying only renewable energy for the duration of the contract.



Hydrogen generator powering an exhibition village and the big wheel at the start of the Route du Rhum.

Ramirent mobilised to rise to the ambitions of the City of Oslo

With a desire to reduce greenhouse gas emissions by 95% by 2030, and ambitious targets for 2025, Oslo is one of the pioneering cities in Europe in this area and our Ramirent business units are working to meet these demands. Our Norwegian business unit is involved in several low-emission construction sites, where even the logistics must be clean. To meet the needs of recharging equipment, our business unit can deploy high capacity energy supply solutions, with battery packs of several hundred kWh and fast chargers for heavy equipment (200kW chargers). These solutions provide an answer to an essential link in the energy transition: recharging equipment.



Construction of a new motorway near Rotterdam - The Netherlands

Our business unit in the Netherlands was involved in the construction of a section of the A16 motorway near Rotterdam. Dubbed the "green belt", this section of motorway is located close to residential areas. It will pass through a forest area, meaning that air pollution and noise pollution had to be contained during the construction period. Our Loxgreen equipment was used extensively for the construction of this tunnel, as 80% of the equipment used came from our low carbon range.

"Our customer, Building combination de Groene boog, was looking for a sustainable partner for their rental equipment. As the new road is passing by a local forest and various residential areas there was a need for low or zero emitting equipment, where also noise pollution should be minimal. As the road also consists of various overpasses and tunnels, a variety of equipment is needed throughout the project. With our modern Loxgreen fleet and quick response of supplying the right equipment for the job at hand we have set up a real partnership with them!"

Gaston Van Kleef
Managing Director - Loxam Netherlands



Find out more about our low-emission construction site with Colas





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A FAST-DEVELOPING SERVICE AND TRAINING OFFERING FOR EMPLOYEES AND CLIENTS ALIKE

To reach more clients and continue raising awareness among our partners as to the need to reduce emissions at point of use, we are expanding our service offering by developing carbon footprint calculation tools. This is the case in several of our business units, such as in Sweden and France, where clients have access to a detailed carbon footprint of the equipment rented, as well as an estimate of the emissions avoided through the use of low-emission equipment. The carbon footprint calculation is a valuable educational tool and can act as a catalyst for some clients to test low-carbon equipment. Our subsidiary in Sweden has deployed an application, which calculates the emissions of our clients on site when using equipment. The aim is to offer them a comparison between the emissions linked to the use of fossil fuel equipment and the emissions avoided thanks to the use of low carbon equipment.

On a general level, we take particular care in training our employees and clients. To this end, we organise numerous awareness-raising sessions to explain the context of the transition (global warming, regulations, etc.), the services we provide and the new equipment.

Loxgreen ambassadors to raise stakeholder awareness

In our business unit in Denmark, our employees in the Loxgreen branches are all trained in our approach and the equipment in the range. At the end of this course, they receive a certificate and become an ambassador of the approach. They are then in a position to raise awareness among their clients... and their peers!



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Actions undertaken throughout our value chain

Our approach to reducing our indirect emissions is not limited to our clients. We want to get our entire ecosystem on board:

- we work with our suppliers to contribute to the development of new, more environmentally friendly equipment. To do this, we test all the new products in order to provide feedback as quickly as possible and improve the technology. We can also contribute to the specification of new equipment. For example,

Loxam Hune (Spain and Portugal) helped define a new model of electric platform with our supplier Haulotte. Several employees, including technicians, were involved in this project;

- we ask for commitments from our subcontractors, for example by raising the awareness of equipment transport teams of our carbon trajectory. The purpose is to explain our ambitions in terms of reducing emissions and how they fit into their carbon footprint. We then introduce incentives (publicity, etc.) to get them aboard in this transition.

PROVIDE SUSTAINABLE SOLUTIONS

Our commitment

SHARING PARTNERSHIPS

Sharing. At the heart of the sharing economy, equipment rental is by nature a virtuous practice for the environment. By pooling the use of the same piece of equipment by a large number of clients, we can make the most of our equipment's capacities. Promoting rental as a responsible practice is therefore a real opportunity for our Group.

Partnerships. This is why we wish to strengthen our involvement with trade federations and national institutions to contribute to creating sustainable solutions for whole communities.



WHAT OUR PEOPLE SAY

"We believe it is important to work with our entire ecosystem to promote the rental sector and its positive impact on the environment. We also want to capitalise on our extensive return on experience to accelerate the energy transition of our partners. To this end, we are active in numerous national and European professional federations, as well as in specialised associations such as France Hydrogène, to support the deployment of these new energies."

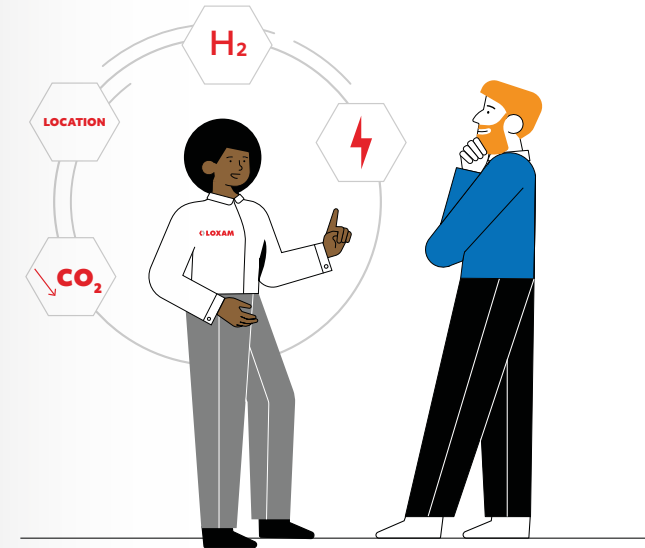
Cédric Conrad

Sustainable Development Director, Loxam Group

How we operate

We encourage each of our business units to work with institutions and trade federations to promote our sector and embed it in local ecosystems. We are very active in the sustainability committee of ERA (European Rental Association), to contribute to progress in the sector and its benefits.

We also ask each of our business units to engage locally with public initiatives or non-profits organisations.



Highlights of 2022

Membership of France Hydrogène - France

In 2022, in line with the development of our strategy and the acquisition of the first electro-hydrogen unit from EoDev, Loxam joined the France Hydrogène association. This association works with national and European institutions and European institutions to support the structuring of the sector of the sector, particularly in terms of regulations, which are still insufficient.

Thanks to our concrete use cases, we contribute to the drafting of regulations on the temporary use of hydrogen. We also form partnerships to participate in the development of these technologies, with the aim of offering a complete service.



Active involvement of the Loxam Group in federations

Across all our business units, and at European level, we are active in professional federations. Our approach has 3 objectives:

- **promote the benefits of rental to official institutions.** At a time when non-financial regulations are increasing (non-financial reporting directive, European Taxonomy, national regulations, etc.), we feel it is important to ensure that the rental sector is properly represented in these guidelines. We are working with the European Rental Association, for example, to draw up position papers on this subject. We are also working hard with the French and Danish federations to promote the role of equipment on construction sites and its environmental impact;
- **jointly build common reference systems.** Transparency in non-financial reporting is essential. This is why we are contributing to the development of benchmarks for our sector, in terms of CSR indicators or carbon footprint calculation (see <https://erarental.org/publications/csr-kpi-framework/>);
- **share our experience within our federations** or specialised working groups (France Hydrogène) to define the appropriate rules for the deployment of new energies (e.g. hydrogen).

BELGIUM AND SPAIN - VOLUNTARY CARBON OFFSETTING PROJECTS

Although we give priority to actions to reduce our greenhouse gas emissions, we support projects such as the reforestation of a 4.5 hectare plot in Spain. In Belgium, our business unit chose to support a project to secure drinking water networks in Rwanda as part of the commitments made by the Port of Brussels, where we are located. It will benefit more than 20,000 people.

CONCLUSION FROM OUR CORPORATE STRATEGY AND DEVELOPMENT DIRECTOR

2023 will be marked by acceleration and adaptation to future European regulations.



Alice Henault

Corporate Strategy & Development Director
Loxam Group

After the structuring period in 2021, 2022 was the year in which our sustainable development approach was adopted throughout the Group. To be effective, the latter must be understood by all stakeholders and our employees, who must also be players in the process. We report in great detail on our actions and commitments in this report; we have set up an awareness-raising process for our employees and customers; we are testing our equipment with our customers; we are deploying concrete and realistic roadmaps supported by the relays within our business units; we are involving our suppliers in our approach...

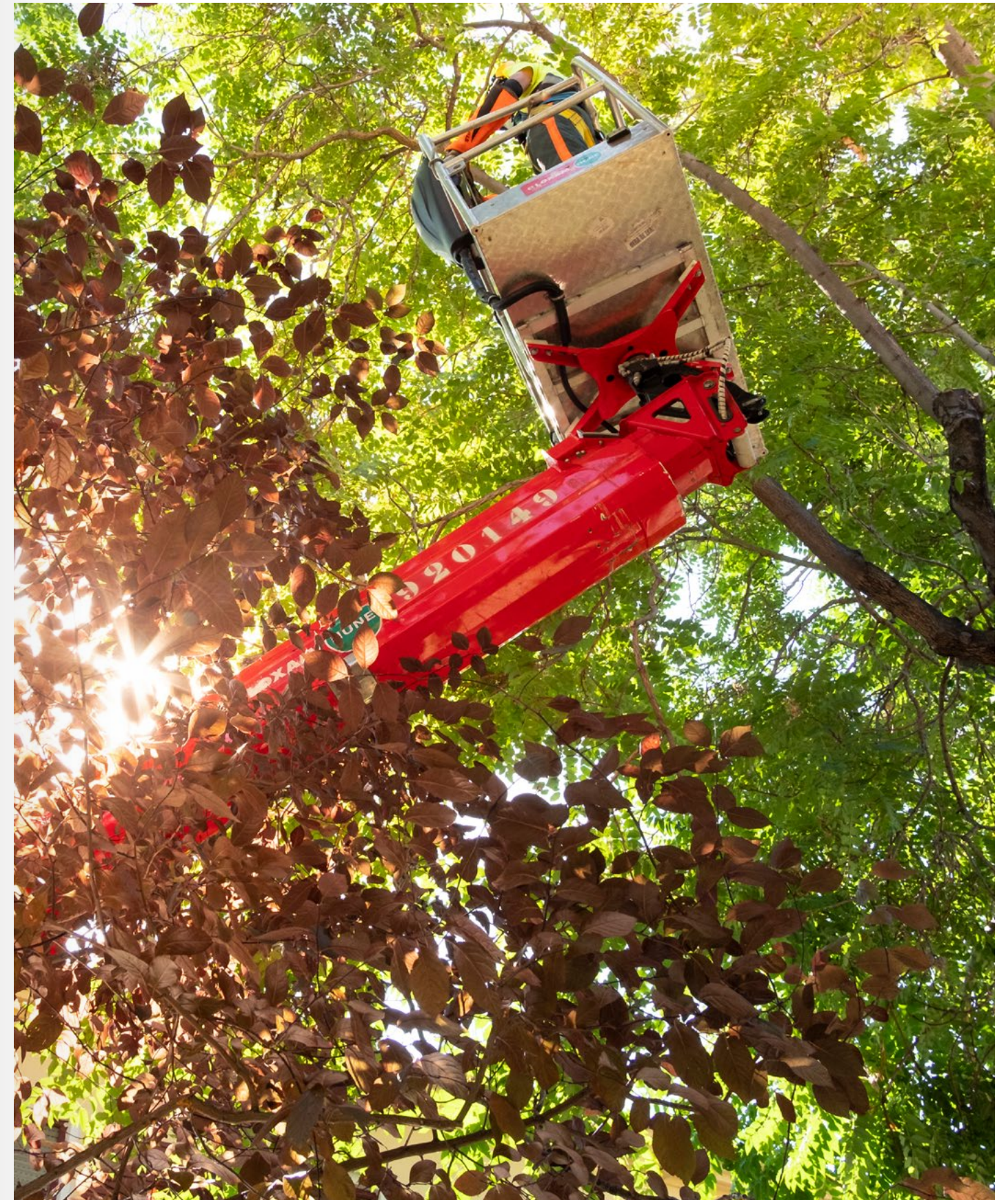
We are aware that the success of our approach, particularly with regard to the environment, is a long-term process and that we must invest today to achieve ambitious results. We are nevertheless keen to obtain results now in order to anchor our approach in concrete terms and success. The improvement of all our environmental indicators is proof of this. We have also asked each of our branches to draw up a plan to immediately reduce their consumption. These energy-saving plans were mainly based on individual initiatives to adopt virtuous behaviour (lighting, heating, illuminated signs, etc.). And the results exceed our initial ambitions!

2023 will be marked by acceleration and adaptation to future European regulations. The acceleration concerns subjects that are essential for the Group:

- **Safety**, to further reduce the number of work-related accidents and achieve zero accident at all our sites;
- **The environment**, with increased work on energy efficiency, particularly in terms of eco-driving. We will also increase our investments in low-emission equipment - a target of 33% of our investments - a real challenge given the number of alternatives available and the cost of this technology;
- **Quality of life at work**: we will renew a major Great Place to Work survey in all our business units with the aim of increasing the number of certified business units.

We will also prepare for the arrival of the new European directives in 2023, namely the Corporate Sustainability Reporting Directive and the European taxonomy. Our current approach of publishing a Group-wide audited non-financial report from 2021 illustrates our desire to communicate our commitments and share best practices. We will therefore adapt our organisation, processes and tools to facilitate this new reporting and meet the new requirements. We will do this in collaboration with our peers and in support of our sector, through our investment in professional federations.

In this context, more than ever, the challenge for a Group like Loxam is to meet these increasingly complex external requirements, while simplifying their operational implementation so that the transition is as easy as possible for our employees and our entire ecosystem (concrete short-term action plan, turnkey service offers, training, etc.). This is how we will collectively adapt to the social and environmental changes to which we must respond, today and for tomorrow.



An aerial photograph of a modern park. The park features a central green lawn with several winding, light-colored paved paths. People are seen walking and sitting on the paths and lawn. There are various trees, including some with yellow and orange foliage, and a large, curved, light-colored structure that appears to be a playground or a seating area. The overall scene is bright and sunny, with shadows cast by the trees and people.

ANNEXES

OUR PERFORMANCE INDICATORS

Group indicators

Company profile

Indicator	Unit	2020	2021	2022
Loxam Group turnover	€ billion	2	2,2	2,4
Year over year change in turnover	%		+10	+10

People

Reminder of reporting scope: Entire Group (>95% of turnover) excluding business units listed in the methodological note (annex).

Indicator	Unit	2020	2021	2022
Number of employees	No.	10,595	11,016	11,413
Employees on open-ended contracts	%	94	93	92
Employees having followed at least one training course in year Y	%	Not consolidated at Group level		77
Employees promoted during the year ⁽¹⁾	%	7	8	6
Employees having had an annual performance appraisal	%	60	59	65
Employees covered by an employee survey	%	69	100	88
Employees covered by staff representatives	%	69	69	70
Accident frequency rate ⁽²⁾		14.4	14.4	14.1
Accident severity rate ⁽³⁾		Not consolidated at Group level		0.54
Employees having followed at least one safety training course	%	39	58	58

(1) Internal promotion: an internal promotion refers to a career advancement granted inside the company to an employee in terms of hierarchical position (vertical promotion). Geographical and functional mobilities are not included.

(2) Accident frequency rate: the total number of accidents (in the workplace) divided by the number of hours exposed to risk, multiplied by 1,000,000.

(3) Accident severity rate: the number of calendar days actually lost due to workplace accidents divided by the number of hours exposed to risk, multiplied by 1,000.

Society

Reminder of reporting scope: Entire Group (>95% of turnover) excluding business units listed in the methodological note (annex).

Indicator	Unit	2020	2021	2022
Apprentices employed	%	2	3	3
Employees under 25	%	6	7	7
Employees over 50	%	26	26	28
Female employees	%	19	19	19
Female managers ⁽⁶⁾	%	18	19	20
Employees trained in ethics	%	-	48	72

(6) Female managers: the term of manager refers to the ILO convention which defines a managerial employee as a person who has completed higher education studies and a vocational training course, or has experience acknowledged as equivalent, in a scientific, technical or administrative domain, and who, as an employee, exercises functions of a predominantly intellectual nature requiring the application of a high degree of judgement and initiative and involving a relatively high degree of responsibility.

Carbon footprint

The list of business units included in the environmental reporting scope is available in the methodological note (annex).

Indicator	Unit	2019	2021	2022
Carbon footprint - Scope 1	tCO ₂ e	48,874	46,418	44,763
Carbon footprint - Scope 2 (location-based)	tCO ₂ e	3,968	4,069	3,001
Carbon footprint - Scope 2 (market based)	tCO ₂ e	7,634	8,237	8,869
Carbon footprint - Scope 3	tCO ₂ e	884,790	863,939	896,506

Environment

The list of business units included in the environmental reporting scope is available in the methodological note (annex).

Indicator	Unit	2019	2021	2022
Electricity consumption	MWh	47,642,118	50,428,628	48,880,065
of which renewable electricity	%	-	-	41
Gas consumption	MWh	12,548,691	12,567,921	11,460,146
of which renewable gas	%	-	-	57
District heating consumption	MWh	9,258,000	10,732,567	12,057,985
Fuel consumption	L	16,369,334	15,825,522	15,479,570
Hazardous waste	T	2,957	2,711	3,325
Hazardous waste recovered	%	58	58	63
Green CAPEX	%	-	21	26

OUR NON-FINANCIAL REPORTING METHODOLOGY

Reporting framework

Due to its legal status, Loxam is not required to comply with the legal obligations on non-financial reporting arising from the French Order n°2017-1180 of 19 July 2017, ratified by article 8 of the Act of Parliament no. 2019-744 of 19 July 2019, and the decree implementing the order, n°2017-1265 of 9 August 2017.

The decision taken by Loxam to follow these non-financial performance statement requirements is therefore a voluntary initiative aiming to provide visibility to its stakeholders.

This report therefore includes:

- **the Loxam Group value creation model.**
This was drawn up from the contributions of various stakeholders in the company, in particular the general management and the finance department;
- **a presentation of the main non-financial risks and challenges** for the Loxam Group, defined following workshops between the Group business units' CSR correspondents and the finance and administration department on the basis of the existing risk mapping and materiality surveys conducted;
- **the CSR / sustainability policy of the Loxam Group,** formalised by the Group CSR department, the business units' CSR correspondents, and disciplinary experts (HSE,

Human Resources, Equipment departments, etc.). This policy reflects the Group's CSR approach entitled "Commit today for tomorrow".

Our vigilance plan, produced pursuant to French Act no. n°2017-399 of 27 March 2017 on the duty of vigilance, was drawn up this year. The reporting relating to this plan is included in this CSR report, and the performance indicators are an integral part of the Group's CSR strategy.

This report was proof read in its French version by an independent third party body. The verification work conducted and the conclusions drawn can be obtained by sending a request to the e-mail address rse@loxam.fr. This verification is also part of the voluntary steps taken by the Loxam Group and is not a legal requirement.

Organisation of reporting and continuous improvement

This report sets out the commitments, achievements and projects of the Loxam Group in the field of corporate social and environmental responsibility for the 2022 financial year.

This report required contributions from four key roles:

- the Group Sustainable Development department, in charge of collecting qualitative data (holding interviews with business units), consolidating quantitative data, reviewing consistency, writing the report and overseeing auditing activities;
- the CSR correspondents of the business units, responsible within their perimeter for consolidating data, reviewing information, checking for consistency and liaising with the Group Sustainable Development department;
- the directors of our business units, tasked with validating the data before it is sent to the Group Sustainable Development department;
- the contributors within our business units, disciplinary specialists (HR, HSE, equipment, etc.) tasked with collecting the data in their perimeter of activity.

The indicators and qualitative information are gathered, checked and supplied by the contributors in our various business units and reviewed by the Group Sustainable Development. All the information is checked for consistency and plausibility by the various contributors.

A reporting protocol includes the definition of the different indicators, the tools available and the collection procedures. This protocol was circulated and reviewed by all the contributors prior to the reporting period.

In a continuous improvement approach, work is undertaken every year to improve how data is collected, consolidated and checked for reliability, based on the comments of the various contributors and the independent third party body tasked with reviewing this report.

Principles applied in writing our CSR report

For the drafting of the CSR report, the following principles were applied:

- **Pertinence:** the report is pertinent if it enables the Loxam Group to take the right decisions to manage its non-financial risks and conduct its CSR policy;
- **Exhaustivity:** the reporting framework is exhaustive it allows all the Group's non-financial challenges to be addressed;
- **Reliability:** the report is reliable if it presents information and conclusions that are comparable in the sector of activity;
- **Neutrality:** the report is neutral if it presents results objectively, whether positive or negative;
- **Clarity:** the report is clear if the information provided can be understood by all readers of this document.

Reporting scope

Reporting for year Y covers the period from 1 January to 31 December.

To establish the reporting scope, it was decided to use the financial consolidation scope which comprises all the business units of the Loxam Group on 31 December of the reporting year. Nevertheless, only the business units over which Loxam exercises operational control are included in the perimeter.

On the social perimeter, some small business units are excluded. They are

listed below and will gradually be incorporated into the scope.

For the environmental perimeter, obtaining data to calculate the carbon footprint is a costly procedure today. The list of countries covered is given below. The carbon footprint data includes scopes 1, 2 and 3 (upstream and downstream), in accordance with the requirements of the GHG protocol and the "Bilan carbone" method used by the French agency ADEME.

With regard to changes in the financial consolidation scope:

- the business units excluded from the consolidation scope during the year are excluded from the non-financial reporting;
- the business units that joined the consolidation scope during the reporting year are also excluded from the non-financial reporting.

DETAILS OF REPORTING SCOPE

In this NFPS, the data provided relate to:

- the entirety of the Group for the data in the introduction to this report, relating to our organisation (business model, governance, etc.) and our sustainability strategy,
- the majority of the Group for the employment and society-focused data (>95% of headcount covered) with the exception of:
 - In the France perimeter: Loxamed
 - In the Ramirent perimeter: Stavdal AS
 - In the Loxam Hune perimeter: Pronto Rental (Colombia) and Hune Sico (Saudi Arabia)
 - In the rest of the Group: Loxam AG (Switzerland), Atlas Rental (Morocco), Loxam GmbH (Germany).
- a perimeter limited to seven countries, (France, Spain, Portugal, United Kingdom, Finland, Sweden, Norway) as regards environmental data, and notably carbon footprint data. These countries account for 79% of the Group's turnover.

Note: the business units TALLERES ARTEIXO S.L.U, SOCIETE COMINOISE DE LOCATION SAS, SOFRANEL SAS, HR - ALUGUER DE EQUIPAMENTOS S.A, acquired by Loxam during 2022, are not included in the scope, in accordance with our reporting protocol.

Our commitment to the United Nations sustainable development goals

As a signatory of the United Nations Global Compact since 2015, our CSR / Sustainability policy fully adheres to the United Nations' Sustainable Development Goals for 2030.

Pillar	Commitment	SDG
People	Contribute to the development of our people	4 QUALITY EDUCATION, 8 DECENT WORK AND ECONOMIC GROWTH
	Guarantee safety, anytime and anywhere	3 GOOD HEALTH AND WELL-BEING, 17 PARTNERSHIPS FOR THE GOALS
	Innovate for our clients' safety	3 GOOD HEALTH AND WELL-BEING, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE, 17 PARTNERSHIPS FOR THE GOALS
	Promote an inclusive economy	8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES
Environment	Reduce our direct environmental impact	6 CLEAN WATER AND SANITATION, 12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION
	Offer low-carbon options	7 AFFORDABLE AND CLEAN ENERGY, 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
	Provide sustainable solutions	12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 13 CLIMATE ACTION
Society	Promote diversity	5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES
	Guarantee ethical and responsible relations	12 RESPONSIBLE CONSUMPTION AND PRODUCTION, 17 PARTNERSHIPS FOR THE GOALS
	Promote the development of communities	8 DECENT WORK AND ECONOMIC GROWTH, 10 REDUCED INEQUALITIES, 17 PARTNERSHIPS FOR THE GOALS

Our performance indicators

The definitions of the performance indicators described below are based on the principles of the Global Reporting Initiative when these could be found in the standards.

Pillar	Indicator	Unit	Challenge
ECONOMIC	Turnover	€million	Development
People	Number of employees	%	Appeal and commitment
	Employees on open-ended contracts	%	
	Employees having followed at least one training course in year Y	%	Development
	Employees promoted during the year ⁽¹⁾	%	
	Employees having had an annual performance appraisal	%	Health and well-being
	Employees covered by an employee survey	%	
	Employees covered by staff representatives	%	Social dialogue
	Accident frequency rate ⁽²⁾		
Accident severity rate ⁽³⁾		Safety	
Employees having followed at least one safety training course	%		
Society	Apprentices employed	%	Diversity and inclusion
	Employees under 25	%	
	Employees over 50	%	
	Female employees	%	Business ethics
	Female managers ⁽⁴⁾	%	
Employees trained in ethics	%		
Environment	Carbon footprint - Scope 1	tCO ₂ e	Climate change
	Carbon footprint - Scope 2 (location-based)	tCO ₂ e	
	Carbon footprint - Scope 2 (market-based)	tCO ₂ e	
	Carbon footprint - Scope 3	tCO ₂ e	
	Electricity consumption	MWh	
	Gas consumption	MWh	
	District heating consumption	MWh	
	Fuel consumption	L	
	Green CAPEX	%	
	Hazardous waste	T	
Hazardous waste recovered	%		

(1) Internal promotion: an internal promotion refers to a career advancement granted inside the company to an employee in terms of hierarchical position (vertical promotion). Geographical and functional mobilities are not included.

(2) Accident frequency rate: the total number of accidents (in the workplace) divided by the number of hours exposed to risk, multiplied by 1,000,000.

(3) Accident severity rate: the number of calendar days actually lost due to workplace accidents divided by the number of hours exposed to risk, multiplied by 1,000.

(4) Female managers: the term of manager refers to the ILO convention which defines a managerial employee as a person who has completed higher education studies and a vocational training course, or has experience acknowledged as equivalent, in a scientific, technical or administrative domain, and who, as an employee, exercises functions of a predominantly intellectual nature requiring the application of a high degree of judgement and initiative and involving a relatively high degree of responsibility.

Reporting on duty of care

In accordance with the French Act of Parliament of 27 March 2017 on the duty of care of parent companies and contractors, we drew up our vigilance plan in 2021 and launched a vigilance committee in 2022.

Our vigilance plan can be consulted on our website at <https://loxam.com/wp-content/uploads/2022/11/LOXAM-VIGILANCE-PLAN-2022-UK.pdf>

Actions are implemented to reduce these risks. Among the main actions taken in 2022, we can mention:

- Extension of number of suppliers evaluated by our partner Ecovadis with an average mark of 55/100. It is planned to hold meetings with these suppliers in 2023 to draw up an improvement plan.
- Renewal of our ISO 45001 and 14001 across the entire business scope and extension to certain business units. This trend will continue through 2023.
- The performance of our Ramirent business units in safety (frequency rate of 1.9).
- The fulfilment of our target for green investment (26%).

Finally, we conducted two audits targeting human rights in our business units in Brazil and the Middle East. No major nonconformities were reported.

Our detailed reporting on the duty of care is nevertheless incorporated into our Non(Financial Performance Statement. Below, we list the risks of our vigilance plan, which are reported upon in this publication.

Risks	NFPS reporting heading
Child labour	Contribute to the development of our people
Forced labour	Guarantee ethical and responsible relations
Freedom of association	Guarantee ethical and responsible relations
Discrimination	Contribute to the development of our people
Promote diversity	Guarantee ethical and responsible relations
Failure to respect the rights of migrant workers	Guarantee ethical and responsible relations
Inadequate pay	Contribute to the development of our people
Inadequate social benefits	Contribute to the development of our people
Excessive working hours	Contribute to the development of our people
Harassment	Contribute to the development of our people
Workplace accidents	Guarantee safety, anytime and anywhere
Contribution to climate change	Reduce our direct environmental impact Offer low-carbon options
Air pollution	Reduce our direct environmental impact
Water and ground pollution	Reduce our direct environmental impact
Inadequate waste management	Reduce our direct environmental impact

The control of these risks by our supplier is part of our responsible procurement policy as described under the "Guarantee ethical and responsible relations" section of this NFPS.



 **LOXAM**
Much More than Rental

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