SAFETY TRAINING TERMS AND CONDITIONS

These Safety Training Terms and Conditions ("Training Terms") govern your purchase of, registration for, access to, and participation in any safety, operator certification, compliance, or related training courses, programs, materials, and content (collectively, the "Training") offered by Herc Rentals Inc. and its affiliates ("Herc Rentals"). By purchasing, registering for, launching, or participating in any Training, you ("you," "Customer," or "Participant") agree to be bound by these Training Terms.

These Training Terms apply solely to Training and do not govern the rental of equipment or other offerings from Herc Rentals, which are subject to separate rental and service terms and conditions.

1. Training. All Training, including all course content, instructional workbooks, written and electronic materials, wallet cards, certificates, and other materials provided in connection with the Training (collectively, "Training Materials"), is provided as a service to Customers and for informational and educational purposes only. Herc Rentals makes no representation or warranty that any Training or Training Materials are suitable, sufficient, or appropriate for any particular purpose.

2. Authority to Accept. You represent and warrant that you are at least eighteen (18) years of age and have the legal capacity to enter into these Training Terms. If you are purchasing, registering for, accepting, or participating in Training on behalf of an employer, company, or other entity, you represent and warrant that you are authorized to accept these Training Terms on that entity's behalf and to bind it to these Training Terms. In that case, "you," "Customer," and "Participant" refer to that entity, and both you, individually, and the entity are bound by these Training Terms. If you do not have such authority, or if you do not agree to these Training Terms, you must not purchase, register for, access, or participate in any Training.

3. Customer Responsibility. You acknowledge and agree that you have an independent obligation to comply with all applicable laws, regulations, and standards, including without limitation OSHA and all federal, state, and local requirements. You remain solely responsible for workplace safety, the qualification and supervision of your personnel, the suitability of any individual to operate equipment or perform any task, and verifying that any certification or training satisfies applicable requirements. You are responsible for all equipment, internet access, hardware, software, and connectivity necessary to access online Training, transportation and accommodations for any hands-on training, and any related fees.

4. Fees. Fees for Training are as stated at the time of purchase and are due in full at the time of order unless otherwise agreed in writing. All fees are exclusive of applicable sales, use, and other taxes, which are your responsibility. Except as expressly stated at the point of sale or required by applicable law, all Training purchases are non-refundable and non-cancellable. Herc Rentals may modify Training pricing, content, schedules, and availability at any time.

5. Scheduling. Instructor-led or in-person Training must be attended as scheduled. Rescheduling or cancellation requests are subject to Herc Rentals's then-current policy communicated at the point of sale. Failure to attend ("no-show") may result in forfeiture of fees. Herc Rentals reserves the right to cancel or reschedule any Training, and in such case, its sole obligation is to reschedule the Training or refund the fees paid for the cancelled session.

6. Disclaimer of Warranties. ALL TRAINING AND TRAINING MATERIALS ARE PROVIDED "AS IS" AND "AS AVAILABLE." TO THE FULLEST EXTENT PERMITTED BY LAW, HERC RENTALS DISCLAIMS ALL WARRANTIES, EXPRESS OR IMPLIED, INCLUDING WITHOUT LIMITATION ANY IMPLIED WARRANTIES OF MERCHANTABILITY, FITNESS FOR A PARTICULAR PURPOSE, ACCURACY, COMPLETENESS, AND NON-INFRINGEMENT. HERC RENTALS DOES NOT WARRANT THAT THE TRAINING WILL BE UNINTERRUPTED, ERROR-FREE, OR THAT TRAINING MATERIALS ARE FREE OF ERRORS OR OMISSIONS. While Herc Rentals endeavors to keep Training Materials accurate and current, it makes no guarantee of accuracy; if you identify an error, please notify Herc Rentals.

7. Limitation of Liability. TO THE FULLEST EXTENT PERMITTED BY LAW, HERC RENTALS AND ITS AFFILIATES, AND THEIR RESPECTIVE DIRECTORS, OFFICERS, EMPLOYEES, AGENTS, LICENSORS, AND INSTRUCTORS, WILL NOT BE LIABLE FOR ANY INDIRECT, INCIDENTAL, SPECIAL, CONSEQUENTIAL, EXEMPLARY, OR PUNITIVE DAMAGES, OR FOR ANY LOSS OF PROFITS, REVENUE, DATA, OR BUSINESS, ARISING OUT OF OR RELATING TO THE TRAINING OR THESE TRAINING TERMS, EVEN IF

ADVISED OF THE POSSIBILITY OF SUCH DAMAGES. HERC RENTALS'S TOTAL AGGREGATE LIABILITY ARISING OUT OF OR RELATING TO THE TRAINING WILL NOT EXCEED THE AMOUNT YOU PAID TO HERC RENTALS FOR THE SPECIFIC TRAINING GIVING RISE TO THE CLAIM.

8. Indemnification. To the fullest extent permitted by law, you will defend, indemnify, and hold harmless Herc Rentals, its parent company, their affiliates, and their respective directors, officers, agents, employees, and instructors (collectively, the "Herc Indemnified Parties") from and against any and all claims, actions, demands, liabilities, losses, damages, and expenses (including reasonable attorneys' fees and costs) arising out of or relating to: (a) your or your personnel's participation in or application of the Training; (b) any act, omission, injury, death, or property damage occurring in connection with your operations, equipment, or workplace; (c) your breach of these Training Terms; or (d) your violation of any applicable law or the rights of any third party. This obligation survives completion of the Training and termination of these Training Terms.

9. Intellectual Property. All Training Materials and content are owned by Herc Rentals or its licensors and are protected by applicable intellectual property laws. Herc Rentals grants you a limited, non-exclusive, non-transferable, revocable license to use the Training Materials solely for your internal, educational purposes. You may not copy, reproduce, distribute, resell, modify, or create derivative works from the Training Materials.

10. Governing Law; Class Action Waiver. These Training Terms are governed by and construed in accordance with the laws of the State of Delaware, without regard to its conflict-of-law provisions. You irrevocably consent to the exclusive jurisdiction of the state and federal courts located in the State of Delaware for any matter not subject to arbitration. YOU WAIVE ANY RIGHT TO PARTICIPATE AS A PLAINTIFF OR CLASS MEMBER IN ANY CLASS, CONSOLIDATED, OR REPRESENTATIVE ACTION.

11. Electronic Acceptance. You agree that your electronic acceptance (including clicking "Place Order," "Take the Course," checking a box, or similar affirmation) constitutes your signature and agreement to these Training Terms, and is valid, binding, and admissible to the same extent as a handwritten signature.

12. Miscellaneous. Herc Rentals may update these Training Terms at any time by posting the revised version at www.HercRentals.com/Legal. The version in effect at the time of your purchase or participation governs that transaction. If any provision of these Training Terms is held invalid or unenforceable, the remaining provisions will remain in full force and effect. Sections 1, 2, 3, 6, 7, 8, 9, 10, and 12 survive the completion of any Training and the expiration or termination of these Training Terms. These Training Terms constitute the entire agreement between you and Herc Rentals regarding the Training and supersede all prior understandings relating to the Training.

Version: November 17, 2026