

Social continued

Health & Safety

Providing a safe working environment for employees, contractors and visitors is a fundamental priority. Our approach is underpinned by established health and safety management systems, clear accountability and a strong culture of shared responsibility across all areas of the business.

During 2025, we have worked hard to build on this foundation, strengthening our focus on proactive risk management, employee awareness and ongoing improvement across our global operations.

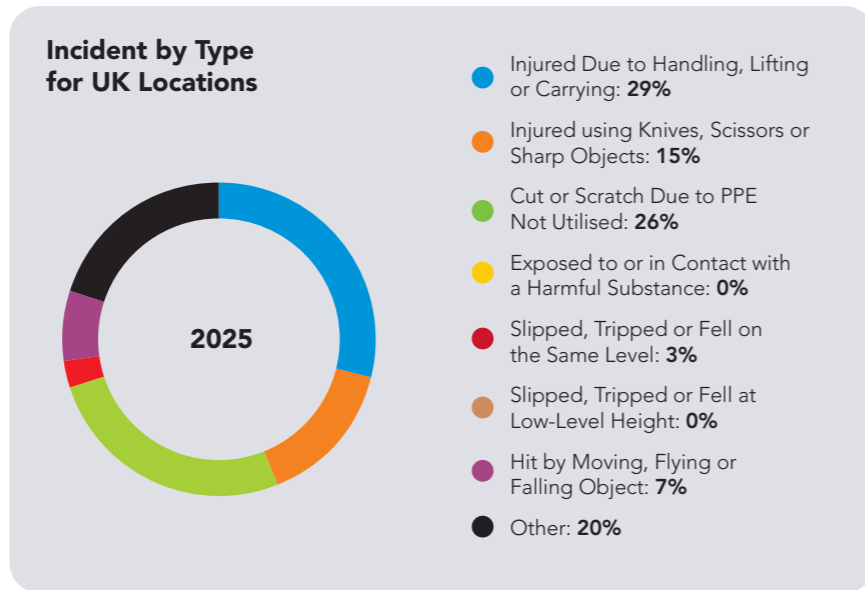
Safety Culture and Incident Prevention

We actively monitor health and safety performance across all locations, using data and employee feedback to identify risks and inform preventative action.

A key area of progress in 2025 has been the continued increase in near-miss reporting across the business. This reflects a growing awareness of health and safety practices and increased confidence among employees in identifying and reporting potential hazards.

This shift also represents a positive development in our safety culture. By encouraging early reporting of risks, we are able to take preventative action before incidents occur, reducing overall risk and supporting safer working environments across our operations.

This proactive approach has also contributed to the elimination of several incident types during the year. Through strengthened awareness, preventative action and ongoing engagement across teams, we continue to improve safety outcomes and reduce exposure to common workplace risks.



Training and Capability

Training remains central to maintaining high standards of health and safety across our business.

Our programmes support employees across technical, operational and site-based roles, ensuring that safety is embedded in day-to-day activities and that individuals are equipped to identify, assess and manage risk effectively.

We have continued to invest in the range of training courses available through our learning and development platforms, alongside external training, strengthening a consistent approach to safety across the organisation and supporting the development of a workforce that is both capable and safety-conscious.

Our training courses cover fundamental safety practices alongside more specialised areas, including operational safety, environmental health and safety, workplace conduct and wellbeing, and workplace ergonomics. This breadth ensures employees are supported not only in carrying out their roles safely, but also in maintaining a healthy and responsible working environment. The number of training hours delivered and certificates issued for completed courses has remained consistent with hiring levels, demonstrating maintained compliance and a steady approach to safety standards across our growing workforce.

217

Hours of training undertaken by colleagues.

652

Certificates issued to colleagues for completed courses.

Regional Implementation of Recognised Accreditation

We continue to strengthen our health and safety management systems through alignment with internationally recognised standards. In 2025, we achieved ISO 45001 certification in our Germany operations, marking an important milestone in formalising our approach to occupational health and safety in all operating regions. This certification provides a structured framework for managing risk, improving

performance and ensuring consistent standards across our global operations

Our commitment to expanding ISO 45001 accreditation across every region reflects the work undertaken across our teams to embed robust processes, clear accountability and a proactive approach to risk management. It also supports greater consistency in how health and safety is managed across different regions, ensuring that best practice is shared and applied more effectively throughout the business.

Looking Forward

We remain committed to building on this progress. Our locations in Spain, Singapore and Hong Kong are scheduled to undertake ISO 45001 certification in 2026. This will further strengthen our global approach and support our overall objective of providing safe, well-managed working environments for our employees, contractors and visitors.

As an ISO 45001 certified organisation Lowe Rental Corporation have demonstrated:

- Implementation of a framework to systematically manage OH&S risks
- Reduction in workplace incidents and injuries
- Commitment to worker health and safety
- Ensured compliance with OH&S regulations
- Increased organisational resilience
- Continual improvement of OH&S performance

Many Steps, One Standard

