BUILDING A BETTER FUTURE TOGETHER

United Rentals 2024
Corporate Responsibility Report

United Rentals®
Work United®

ABOUT THIS REPORT

United Rentals' 2024 Corporate Responsibility Report provides our stakeholders with an overview of our corporate responsibility commitments, activities, and performance.

We issue our Corporate Responsibility Report annually. This report, which is our thirteenth, covers the period from January 1, 2024, to December 31, 2024, unless otherwise stated. In addition, the report provides select prior-year data to facilitate year-over-year comparison and includes certain information based on preliminary data from the current year, 2025.

All data includes United Rentals' wholly owned subsidiaries in North America, Europe, Australia, and New Zealand, unless otherwise stated. In preparing this report, we referenced the Global Reporting Initiative (GRI) Sustainability Reporting Standards, the Sustainability Accounting Standards Board (SASB) Standards, and recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).[1] For more information, refer to the **Disclosure Index** section at the end of the report.

Our approach to the disclosures in this report, as well as the data methodologies, assumptions, and estimates underlying our sustainability-related analysis, goals, disclosures, and strategy (including those underlying our scenario analysis and Scope 3 and other greenhouse gas emission metrics), continue to evolve. This is due to factors such as, but not limited to, legal, regulatory, scientific, technological, methodological, and other developments. In addition, certain information in this report incorporates or otherwise relies on data provided to us by third parties, which may be incomplete, or have been prepared in ways that are not consistent with our methodologies or practices. We have not, and do not undertake any obligation to, independently verify such third-party information.

As a result of these and other factors, information disclosed in this report might differ from information contained in or implied by our past disclosures, and we may include information in future disclosures that differs from the information contained in this report. We undertake no obligation to update this report or any information (including forward-looking information) contained herein or implied hereby.

This report also contains statements that United Rentals believes to be "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995. All statements other than statements of historical fact, including, without limitation, statements regarding United Rentals' future business strategy, targets, aspirational goals (including but not limited to our 2030 greenhouse gas goal and our other goals), and plans and objectives for future operations, are forward-looking statements. When used in this report, words such as "may," "will," "expect," "should," "likely," "intend," "estimate," "anticipate," "believe," "explore," "goal," "target," "project," or "plan," or the negative thereof, or variations thereon, or similar terminology are generally intended to identify forward-looking statements. These forward-looking statements are not guarantees of future performance and are subject to risks, uncertainties, assumptions, and other factors, some of which are beyond United Rentals' control, which could cause actual results to differ materially from those expressed or implied by such forward-looking statements. In addition to factors described in this section, factors that could cause our results to differ from the forward-looking statements include global sociodemographic and economic trends, the impact of tariffs, energy prices, climate-related conditions and weather events, legislative and regulatory changes, technological innovations, and other unforeseen events or conditions. Additional information concerning these factors is contained in United Rentals' filings with the Securities and Exchange Commission (SEC), including, without limitation, United Rentals' Annual Report on Form 10-K for the fiscal year ended December 31, 2024. All forward-looking statements speak only as of the date of this report.

Our approach to the disclosures included in this report differs from our approach to the disclosures we include in our regulatory reports, including our filings with the SEC. It is intended to provide information from a different perspective and in more detail than that required to be included in our regulatory reports. Unless otherwise stated, words used in this report, including "sustainable," "scenario analysis," "goals," "impact," "zero emissions," or similar words, should not be understood to have the meanings ascribed to them under any regulation or legal or industry frameworks. For example, matters described in this report, including matters described as "important," "significant," or "material," or using similar words, are matters that may be important to us or our stakeholders, but should not be read as necessarily rising to the level of materiality used for the purposes of complying with securities laws or other laws or regulations, even if we use words such as "material," "important," or "significant" in this report.

None of the content in this report shall be deemed to be incorporated by reference in any documents we have filed or will file with the SEC. In addition, we reference our and third-party websites throughout this report, but the content of such websites or any other information they refer to are not incorporated by reference into this report. This report is not intended to provide any representation as to the safety, sustainability performance, or any other attribute of any product or any third party or as to the accuracy or completeness of any third-party information.

1 SASB and TCFD are now part of the International Financial Reporting Standards Foundation.

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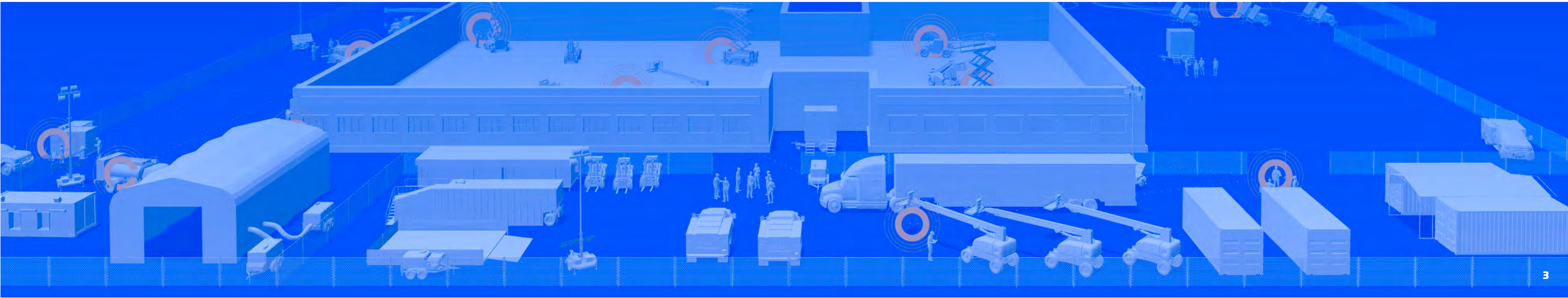


A MESSAGE FROM OUR CHAIR AND CEO

Welcome to our 2024 Corporate Responsibility Report.

For more than a decade, we've shared our corporate responsibility performance and progress with transparency and purpose — demonstrating that doing the right thing for society and the environment is also a smart business strategy. When responsibility is embedded in the way we operate, it delivers real value for our customers and shareholders and fosters long-term success. Here's how.

THE SHARING ECONOMY CREATES VALUE

As a leader in the equipment rental industry, United Rentals plays a central role in the sharing economy. By enabling customers to rent equipment instead of purchasing new, we help reduce the total cost of ownership while giving customers access to cutting-edge and efficient technology. Additionally, our business model lowers manufacturing demand and associated environmental impact while promoting higher utilization of existing assets.

CUSTOMERS BENEFIT FROM COMPREHENSIVE SOLUTIONS

We're on a mission to make United Rentals a one-stop-shop for customer jobsites. We're regularly updating and expanding our portfolio of services and equipment so our customers can operate efficiently, safely, and productively. This approach strengthens our market position and fuels ongoing revenue growth.

We reinforce our commitment to responsibility by helping customers:

- Keep their teams safe.
- Lower costs and reduce downtime.
- Streamline workflows and improve productivity.
- Minimize resource waste.

OUR PEOPLE DRIVE PERFORMANCE AND CUSTOMER LOYALTY

Our people are the engine behind the world-class service our customers count on every day. We invest in their development, safety, and well-being because we know a more engaged, thriving workforce is also more productive, innovative, and loyal. These efforts help us attract and retain top talent in a highly competitive labor market while reinforcing our culture of safety and service.

The impact is clear: in 2024, we achieved strong employee retention and grew our workforce by 6%, reflecting the strength of our employee experience and value proposition.

Our people-first culture continues to earn external recognition. We were named one of America's Best Large Employers for 2024 by Forbes — a reflection of the positive and supportive workplace environment we've built together.

STRONG COMMUNITIES STRENGTHEN OUR BUSINESS

Resilient, vibrant communities create the conditions for lasting business success. When the communities we serve are strong and supported, so are the customers and team members who call them home.

We show up for our communities through everyday actions and in times of crisis. When natural disasters or extreme weather events occur, we mobilize quickly to keep critical United Rentals operations running so we can support our customers as they help communities recover and rebuild.

LOOKING AHEAD

As we make our way through 2025, we have tremendous confidence that our dedicated team can deliver the unmatched customer service, safety, and expertise that define United Rentals. Corporate responsibility is central to our strategy, not only as a reflection of who we are, but as a proven driver of business results.

We welcome your thoughts about this report at **sustainability@ur.com**.

Matthew J. Flannery
Chief Executive Officer

Michael J. Kneeland
Chair of the Board

COMPANY OVERVIEW

Our purpose — building a better future together — drives everything we do. We meet customers where they are, delivering solutions that boost their safety, productivity, and sustainability.

ABOUT UNITED RENTALS

Our approximately 27,500 employees located across more than 1,700 rental locations globally[1] share an unwavering commitment to teamwork, safety, and customer service.

Backed by the industry's largest and most comprehensive fleet, we leverage our size and scale to deliver innovative one-stop solutions. Our unique position between original equipment manufacturers (OEMs) and customers furthers our knowledge, expertise, and ability to deliver the products and services that make United Rentals a partner of choice.

To help our customers thrive in today's digital age, we go beyond equipment, providing digital tools that enable customers to work smarter, better, and safer. Our **Worksite Performance Solutions™** give customers unprecedented visibility, empowering them to make smarter decisions and unlock new opportunities.

The recognitions we've received, some of which are shared at right, highlight the impact and effectiveness of our programs and initiatives.

SCALE OF THE ORGANIZATION

	2022	2023	2024
Rental locations[2]	1,521	1,584	1,686
United States (including territories)	1,316	1,357	1,433
Canada	146	147	158
Europe	13	38	39
Australia	27	23	37
New Zealand	19	19	19
Total revenue (billions)[3]	$11.64	$14.33	$15.35
Original equipment cost (billions)	$19.61	$20.66	$21.43

1 As of June 30, 2025.
2 As of our fiscal year end on December 31.
3 For more information on our 2024 financial performance, see our **2024 Annual Report**.

SELECT EXTERNAL RECOGNITION

OUR PURPOSE AND VALUES

By deploying the best people and solutions, we enable our customers to build a better and stronger future safely. Our eight core values define our relationship with society and the environment.

OUR PURPOSE, VISION, AND VALUES

Purpose

Building a better future together

Vision

To be the best partner for worksite safety, productivity, and sustainability

Values

- Safety first
- Visible leadership
- Customer-driven
- Absolute integrity
- Community-minded
- Continuous innovation
- Sustainability
- Passion for people

United in our commitment to customers, communities, and each other

PRODUCTS AND SERVICES

As a single-source provider, we offer not only a vast selection of equipment but also a full suite of world-class services — including equipment repair and maintenance, specialty solutions, advanced technologies, training, and more. These offerings are customizable and designed to support customers of all sizes and projects of all types — we meet customers where they are and that is why we are the industry's partner of choice.

Equipment Rental and Sale

Our over a million rental units fall into two main categories: general rentals and specialty equipment. The general rentals category includes construction, aerial, and industrial equipment, as well as tools, light equipment, and onsite services (including portable toilet services and temporary fencing). The specialty category covers trench safety; power and heating, ventilation, and air conditioning; fluid solutions; mobile storage; modular office spaces (including temporary structures); and surface protection mats. We sell used equipment as part of our life-cycle approach to refreshing our fleet. Additionally, we sell new equipment, as well as related contractor supplies, parts, and service.

Expanded Product and Service Offerings

We expand our product portfolio to meet a broader range of needs and strengthen our position as a one-stop-shop for customers organically, as well as through acquisitions. In 2024, we completed several acquisitions including the acquisition of Yak Access, LLC, a leading provider of surface protection mats. This marks a strategic move into a new service area where United Rentals previously had limited rental activity.

World-Class Service

We work side by side with customers to deliver solutions with a shared commitment to service and safety — a simple yet powerful approach we call Work United.®

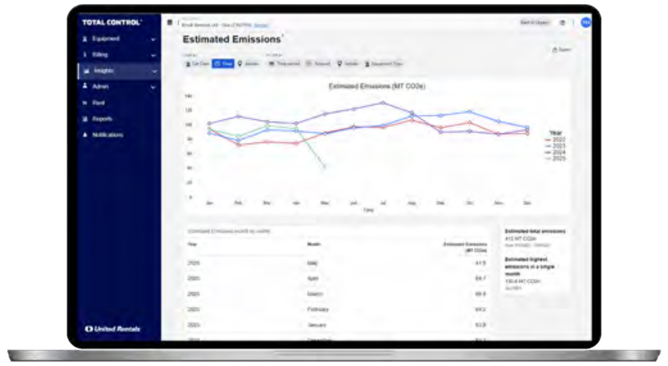
We offer a comprehensive suite of services, from custom onsite specialty solutions like Total Control® to digital management tools including our United Rentals Mobile App,® which allows customers to rent, manage, and track equipment right at their fingertips. To keep operations running smoothly, we provide on-demand and onsite technician support. Additionally, we prioritize jobsite safety through United Academy® training, equipping customers with the knowledge and skills to work safely and efficiently.

Innovative Technology

We integrate technology into our products and services to enhance jobsite safety, productivity, and sustainability for our customers.

In 2024, we advanced several technologies to support our customers on the jobsite. For example, we:

- Rolled out a new Insight Center within Total Control that gives customers access to data that drives worksite performance. Data includes tracking estimated emissions over time, by jobsite, and by category, as well as benchmarking customer utilization of equipment compared to peers.



1UR™ Action Statement

We will become the clear choice for customers by earning their trust with a consistent quality experience. We will support our team with the best training and tools to act with urgency to exceed customer expectations. Only through each employee's commitment to safety and service excellence will we deliver company-wide success.

- Grew customer use of our temperature and humidity monitoring technology by 220% from 2023,[1] allowing customers to remotely monitor and control factors such as air quality and heat/air conditioner temperatures — increasing site efficiency and safety.
- Introduced the ProBox On Demand, a secure, locked toolbox that requires a code or badge for access and Bluetooth tags on each tool that show tool inventory and location in real time so customers can track tools on jobsites.[2]
- Launched a new alert feature, accessible on equipment and remotely, that proactively alerts customers when electrical equipment drops below a certain charge.
- Improved customer safety through increased uptake of our turnstiles to manage site access and through vehicle telematics to track behavior such as harsh braking events, rapid acceleration, and speeding.

Just as we develop technologies to improve jobsite outcomes, we also build internal tools to strengthen the customer experience from the inside out. Our Field Automation Strategy and Technologies (FAST) team focuses on innovations that streamline logistics, support field operations, and enable technicians to better serve customers.

In 2024, FAST:

- Developed a last-mile route tool for drivers to help them more efficiently and safely navigate the last miles to a jobsite, which can often require traveling on surface streets instead of highways or freeways.
- Improved our damage detection efforts and response through automatic work orders that are designed to streamline the administrative side of repairs, accelerate the repair process, and bring equipment back into service more quickly.
- Introduced notifications for our FAST tools, such as engine warnings, that are sent directly to customers in real time so they can address potential issues before they occur, reducing downtime and improving site safety.

We also invested in improving our existing software, such as expanding multi-language support for select tools.

CUSTOMER-CENTRIC CULTURE

Our 1UR culture is built on delivering world-class customer service through the commitment of our people — to each other and to our customers. Through monthly 1UR huddles, we aim to reinforce each team member's role in delivering excellent customer service and advancing a consistent, high-quality experience. In 2024, huddles focused on topics such as celebrating customer successes, strengthening operational efficiency, and improving local market performance.

1UR workshops are designed to introduce new hires to our values and ensure all team members operate with our principles in mind. The workshops also help keep consistent standards across the organization, strengthening our culture of delivering excellence in everything we do.

We welcome customer feedback and offer different ways for customers to communicate with us, including:

- Communicating with their assigned single point of contact for our key accounts.
- Using equipment with telematics data that our technicians may respond to with virtual or onsite support.
- Engaging in person through 1UR Customer Days.

"Being part of the 1UR President's Club is a true honor. At United Rentals, success is never an individual effort — it takes every role to create lasting partnerships and drive growth. I'm incredibly grateful to my teammates for recognizing my commitment to strengthening our connections across branches and building relationships that fuel our collective success. As Matt Flannery says, 'In order to lead globally, we must win locally' — and that starts with each of us embracing the 1UR culture every day."

KRISTI FLEMING
2024 1UR PRESIDENT'S CLUB RECIPIENT

We survey customers at multiple points during the rental process to gauge their experience and measure our performance. We use the survey results to calculate our Net Promoter Score (NPS), a metric reflecting customer experience and satisfaction. In 2024, we improved on our already strong NPS from 2023.

1 Based on 223% revenue growth for environmental monitoring in 2024 compared to 2023.

2 ProBox On Demand is patent pending. One of the biggest challenges our customers face is tool loss, with up to 25% of tools disappearing during a project.

Our rental equipment aided in clean-up efforts following fires in Los Angeles, California in early 2025.

OPERATIONAL EFFICIENCY

Working efficiently and safely is key to delivering world-class customer service. We employ Lean management processes to minimize inefficiencies within our operations with the following objectives:

- Shorten time associated with preparing equipment for rent.
- Optimize resources for equipment delivery and pickup.
- Improve the effectiveness and efficiency of our repair and maintenance operations.
- Implement customer service best practices.

In 2024, we made significant progress in reducing equipment repair times across the organization. This improvement was driven by the consistent adoption of operational best practices, smarter decision-making, and better planning of parts inventory company-wide. As a result, we're able to return equipment to service faster, increasing availability and enabling us to say "yes" to our customers more often.

We also use software to streamline the customer experience. Many of our software tools are developed in-house and customized to each team's needs. For example, branch managers get a daily performance scorecard that shows them logistics, fleet productivity, service, and fulfillment information.

RESILIENT OPERATIONS

Our focus on resilience equips us to anticipate and respond to potential business disruptions such as disasters and extreme weather events.

Our Emergency Operations Center (EOC) monitors and plans for these events by relocating employees and equipment when necessary, providing guidance and assistance during events, and responding onsite afterwards. Our on-the-ground Emergency Response Team (ERT), comprising more than 900 volunteers, is activated after a crisis to support impacted personnel. If a branch location is impacted, we deploy our Emergency Response Unit (ERU), which serves as a mobile office to help keep our operations up and running.

We also have a Rapid Deployment Team (RDT), composed of more than 170 highly qualified ERT members who are activated prior to an event (when possible) and deployed to support as soon as the area is safe for entry. In 2024, 35 members of the RDT were deployed to support those customers and employees impacted by Hurricane Beryl, Hurricane Helene, and Hurricane Milton.

In 2025, we created an ERT Leadership Council, composed of five ERT veterans, to work with United Rentals' leadership to expand the ERT program. Their efforts include a focus on mental health for those affected by events as well as those deployed in response.

Our Operations Preparedness Program is designed to ensure branch locations can resume operations quickly after an event, minimizing disruptions for our customers. As part of this program, we use a tool to efficiently and quickly communicate with all affected employees. In 2024, this tool enabled us to conduct over 6,500 post-incident employee welfare checks.

In 2024, we managed more than 150 events — such as hurricanes, wildfires, tornadoes, and floods — across the U.S., Canada, Europe, Australia, and New Zealand.

Supporting victims of natural disasters

When Hurricane Helene struck the southeastern United States in September 2024, it left a trail of disruption across four states — impacting over 2,000 United Rentals employees and 119 branch locations. In response, our EOC immediately activated the RDT, ERT, and ERU (which is pictured below). We also deployed our mobile pantry, a trailer stocked with water, non-perishable food, and other essential supplies.

Rental Business Model Delivers ROI and Sustainability Impact

We partnered with a third party to analyze our rental business model and quantify its impact.[1] The analysis showed that our business promotes environmental sustainability in two key ways:

- Reducing total equipment needs
- Reducing environmental impact of equipment

Reducing Total Equipment Needs

ACQUIRED EQUIPMENT UTILIZATION BOOST

Equipment acquired via mergers and acquisitions often sees a usage boost, adding to "high equipment utilization" benefit.

+5% Utilization vs. acquired companies

HIGH EQUIPMENT UTILIZATION

Rental assets can fill the role of multiple customer-owned assets, lowering total equipment needs.

+20% Utilization vs. privately owned fleet

580k Fewer pieces of equipment are needed today due to United Rentals' existence and operation.[2]

Reducing Environmental Impact of Equipment

FUEL EFFICIENCY

Short equipment replacement cycles drive down fleet age and drive up fuel efficiency.

4-5 years Younger equipment vs. privately owned fleet

ELECTRIC/HYBRID ASSETS

Electric and transition fuel assets boost our customers' access to more sustainable alternatives.

+5-10% Share of fleet electric/hybrid vs. privately owned fleet[3]

516k $MTCO_2e$ saved annually by having a younger, more fuel efficient fleet.[4]

REDUCING TOTAL NEED FOR EQUIPMENT MANUFACTURING AND PROVIDING ACCESS TO MORE SUSTAINABLE EQUIPMENT

Including...

119k	143k	106k	79k	88k	45k
Non-vehicle equipment	Aerial work platforms	Tools & accessories	Jobsite & storage	Heavy-duty vehicles	Light-duty vehicles

Equivalent to the emissions of **100k** passenger vehicles driven for a year.[5]

1 The concepts on this page were first presented at our May 31, 2023 Investor Day. We have since updated the assessment based on 2024 data. The conclusions presented on this page are based on assumptions and inputs and may not present actual results.
2 Due to utilization rates of United Rentals' portfolio today versus ownership and use by private end users.
3 Based on company's percent of fleet that is electric or hybrid compared to a third-party survey of private fleet owners regarding percent of fleet that is electric or hybrid.
4 Illustrative savings calculated based on our equipment being, on average, 4-5 years younger than privately owned rental fleet and our fleet including, on average, 5-10% more electric and hybrid options.
5 Based on United States Environmental Protection Agency's estimation that the average annual carbon dioxide emissions of a typical passenger vehicle is 5 metric tons.

2024 HIGHLIGHTS

Selected as one of the Wall Street Journal's **250 Best-Managed Companies of 2024**

All Employee Stock Grant

Completed our fifth all employee stock grant

150+

events where United Rentals equipment supported response efforts, including for hurricanes, wildfires, tornadoes, and floods

$1.6M

donated to the United Compassion Fund

38%

of our new hires came from employee referrals — a testament to employee satisfaction at United Rentals

11.9%

voluntary turnover rate, down from 12.4% in 2023

8.4

employee engagement score from our annual survey, placing us in the top 5% of our benchmark group

117,000+

United Academy trainings completed by customers

0.81

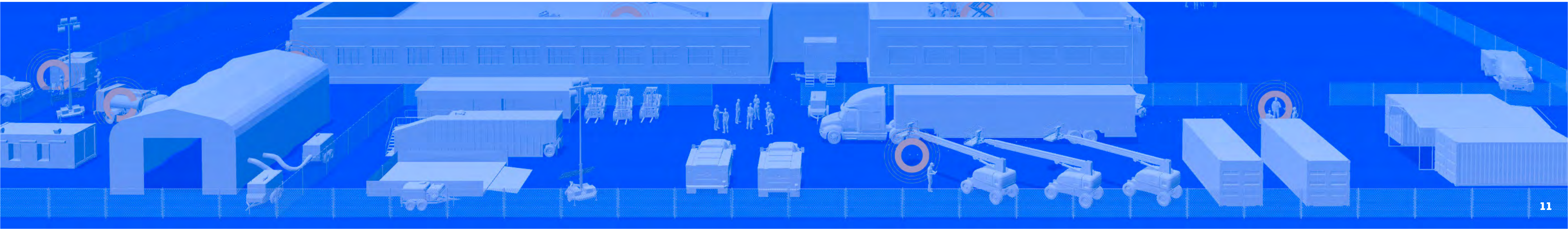
total recordable incident rate

71%

of electricity usage at our Ridgefield Park, New Jersey location generated by newly installed solar panels

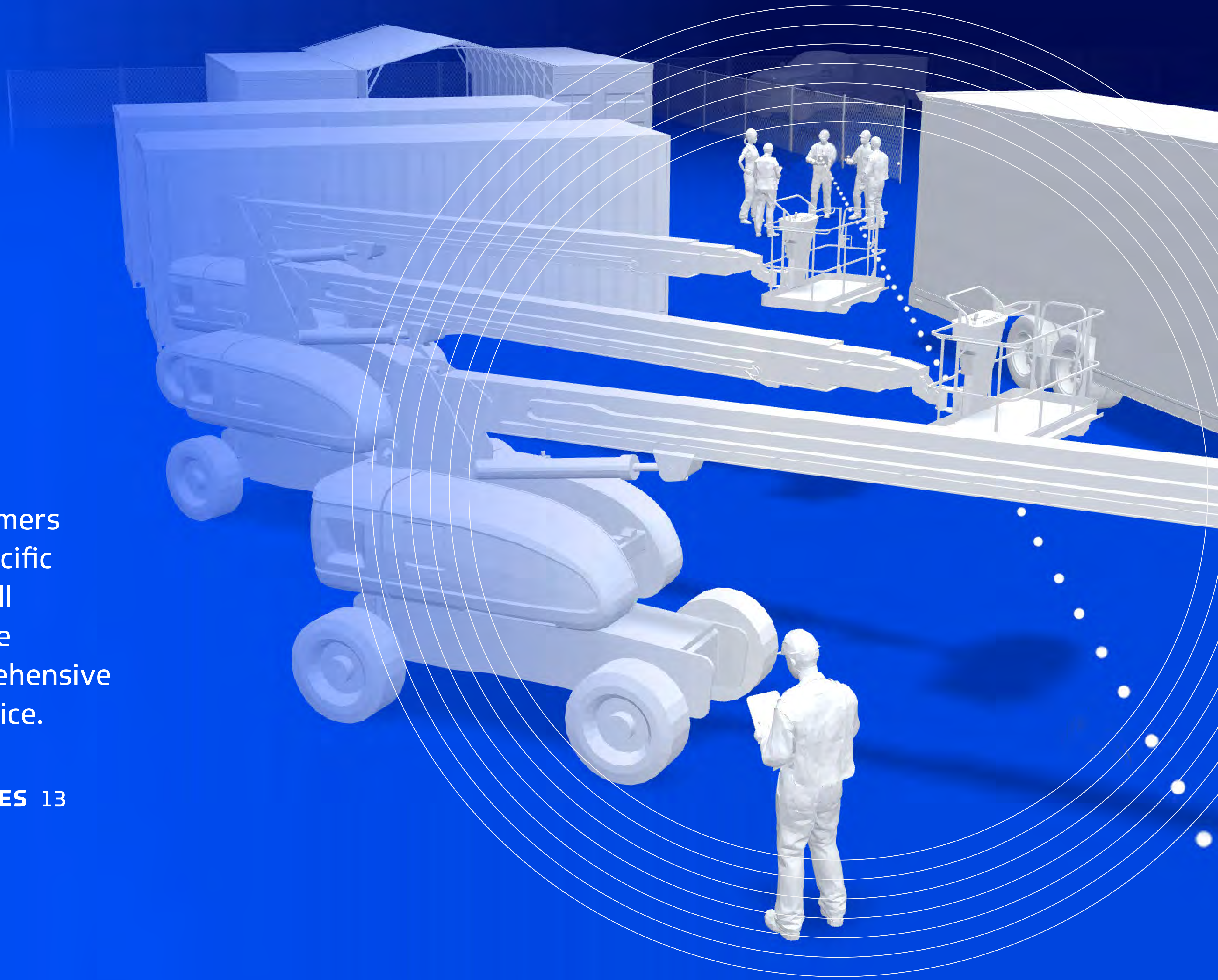
27%

reduction in greenhouse gas emission intensity across Scopes 1 and 2 and third-party hauling within Scope 3 compared to our 2018 baseline



BUILDING BETTER JOBSITES

We are the largest equipment rental company in the world, allowing us to partner with customers to develop innovative solutions tailored to specific use cases. We know there is no one-size-fits-all solution, so we meet customers where they are and support project execution with our comprehensive product suite backed by superb customer service.



Maximizing Performance on Customer Jobsites

Our adaptable portfolio of equipment and data tools work together to advance safety, productivity, and sustainability at customer jobsites, no matter the size or location.

Today's most productive worksites are connected worksites. The data our tools generate gives users unprecedented control, enabling more strategic decision-making and unlocking opportunities to streamline and automate processes. Customers can choose to deploy any number of our offerings across projects to realize tangible benefits.

In 2024, United Rentals published a **white paper** that details how our Worksite Performance Solutions can help customers connect people, data, and equipment to generate improvements across key areas.

Safety

Elevating performance begins with augmenting safety. Our Worksite Performance Solutions tools enhance worker safety and site security, keeping projects moving forward at pace by managing key aspects of safety like equipment access and operator training and certification.

Sustainability

Using data and innovative solutions, customers can find practical ways to reduce costs and drive efficiencies. Technologies like battery energy storage systems lower fuel usage, while environmental monitoring helps cut heating and cooling costs, among other benefits.

Productivity

Data provides valuable insight into worksite performance and opportunities to reduce equipment-related downtime. Our cloud-based fleet management software, Total Control, plus a suite of OnDemand technologies give customers actionable insights that drive productivity.

We seek technologies that increase our customers' efficiency and sustainability while meeting the high performance and safety demands of jobsites. Our wide range of products and solutions are designed to improve customer jobsite performance and potentially reduce costs. Examples of our offerings are shown at right.

General Rentals

Includes most of our equipment rental offerings and has more sustainable and alternative fuel options.

Matting Solutions

Provides a stable platform for large equipment on soft soils, creating safer workplaces.

Power HVAC

Provides temporary power and climate control (heating, cooling, dehumidification), including solutions that may use alternative fuels or lower emission options.

Trench Safety

Offers products that are designed to protect workers in excavations and training for safe work in and around trenches.

Fluid Solutions

Helps customers manage water on jobsites through pipes, fluid storage, filtration, and more.

Mobile Storage

Includes temporary structures and temporary container and trailer office spaces that can be transported to a wide variety of jobsites.

Tools

Provides customers with bulk tools that are traceable to reduce waste and costs.

Reliable Onsite Services

Equips jobsites with temporary fencing and structures as well as portable sanitation solutions.

Digital Offerings

Enhances worksite visibility and monitoring, helping to improve productivity, safety, and efficiency.

A Trusted Partner

In critical moments, access to the right resources — quickly and reliably — can make all the difference. As a single-source provider, United Rentals helps customers, including government agencies, respond to the unexpected with confidence, delivering the equipment, expertise, and support needed to help minimize disruption and keep essential operations moving.

Provide Equipment to Rebuild and Recover

With one of the largest equipment fleets in North America, we stand ready to rapidly respond with:

- Aerial work platforms including scissor, boom, and vertical lifts.
- Material handling equipment including warehouse and reach forklifts.
- Jobsite traffic control and signage.
- Waste tanks for placed office trailers with scheduled service.

Solutions to Maintain Critical Services

To keep customer sites running we can quickly deliver a broad range of support equipment, including:

- Complete portable sanitation solutions including portable toilets and restroom trailers with hand wash stations, hand sanitizing stands, and shower trailers.
- HVAC products including portable air conditioners and heaters, air scrubbers, and negative air machines with HEPA filtration.

Offerings to Support Ongoing Operations

We help customers manage their temporary facilities through a number of offerings, including:

- Temporary storage containers and offices.
- Power generation and temporary lighting.
- Shower and laundry trailers with generators.

Read more about our approach to **resilient operations**, including our response to **Hurricane Helene**.

FEATURE STORY

Environmental Monitoring & Control: Remote Insights. Smarter Jobsites.

United Rentals' Environmental Monitoring & Control solution combines wireless sensor technology with a centralized digital dashboard to help customers monitor, manage, and control critical jobsite conditions in real time. Powered by our WEDGE™ platform, this system delivers remote visibility into environmental factors like temperature and humidity — empowering teams to optimize heating and cooling, reduce fuel consumption, and improve labor efficiency. Some examples are shown on the right.

Safety Productivity Sustainability

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Automated Heating Control

To cut temporary heating costs during a winterization project, a mid-size contractor wanted more than visibility — they needed automation. By pairing Environmental Monitoring & Control with a WEDGE™-enabled thermostat, they were able to regulate heat remotely. The system automatically cycled heaters on and off to maintain target temperatures, reducing fuel usage without compromising jobsite warmth.

Preventing Overheating on a High-Tech Court

When a major professional sports league installed a high-tech LED video court to deliver immersive visual effects during a live event, temperature control was mission-critical. United Rentals deployed a chiller, two air handling units, and 25 temperature monitors beneath the court. With real-time data from the WEDGE™ platform, the team could act quickly to maintain safe operating conditions and protect sensitive equipment from overheating.

Remote Monitoring in Harsh Conditions

Maintaining proper curing temperatures during a Canadian winter is no easy task — especially on a massive bridge project requiring 1.7 million cubic meters of concrete. United Rentals deployed environmental sensors and thermocouple adapters to continuously monitor both ambient and concrete temperatures. The system sent alerts when conditions shifted and enabled remote adjustments, reducing manual checks and eliminating the need for workers to climb scaffolding for temperature readings — enhancing both safety and efficiency.

FEATURE STORY

Battery Energy Storage Systems Provide Consistent, Portable Power

Innovations in energy storage are revolutionizing portable power, making customer jobsites more efficient, sustainable, and productive. Battery energy storage systems (BESS) can operate independently or with a mobile power generator in a hybrid solution to operate more sustainably and consume significantly less fuel than conventional solutions, depending on the use case. We adapt our solutions to meet varied customer needs.

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Flexible, cost-effective, and easy-to-adopt **hybrid power solutions** can help our customers:

- Optimize power management.
- Lower generator runtimes.
- Reduce fuel costs.
- Manage greenhouse gas emissions.
- Maintain uninterrupted power.
- Mitigate power losses from generator failure.

Construction Site

During a major phase in a Europe-based construction project, our customer needed a reliable power supply before a permanent grid connection was available. The supply had to support four onsite locations and power lighting, substations, and office facilities. To meet environmental regulations, the power solution also had to adhere to strict limits on nitrous oxide and carbon emissions. United Rentals delivered a hybrid power solution that combined generators meeting current European emissions standards with advanced battery packs to create a more efficient and reliable system.

World's Championship Horse Show

The World's Championship Horse Show occurs each summer in the southern United States and keeping over 2,000 horses cool during peak temperatures is imperative. United Rentals paired a BESS with diesel generators to provide continuous power to the event's stables. Each of the eight systems used featured an output capacity of 60 kW and a storage capacity of 120 kWh, providing ample power to ensure the smooth operation of the barns and their cooling systems. The solution also reduced the runtime for generators to just five hours per day, instead of 24 hours a day for the entire duration of the event as was the case in previous years.

Delray Beach Open

The Delray Beach Open, an annual professional tennis tournament in the United States, required a reliable and efficient power solution to support LED panels, refrigeration, and other critical event infrastructure. In past years, event organizers ran diesel generators continuously, consuming significant amounts of fuel. In 2025, United Rentals integrated a mobile BESS with a diesel generator which provided seamless, steady power while decreasing fuel consumption and generator runtime.

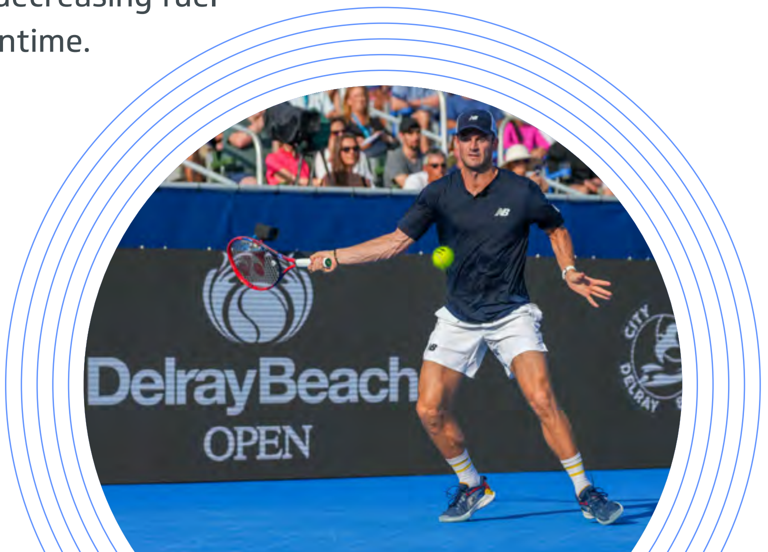
Temporary Office Space

24-Trailer Temporary Office

Our midwestern United States-based general contractor customer needed to power their 24-trailer temporary office space. The traditional solution — a diesel generator — had downsides. The load required from a generator varies around employee work schedules, and generators perform less efficiently during times of day with lower demand. United Rentals provided a 500 kW battery to pair with a generator, which provided the energy needed with shorter generator run times and less fuel, especially during periods of lower demand.

Six-Trailer Temporary Office

For a six-trailer temporary office space for another United States customer, United Rentals supplied three 70 kVA all-in-one hybrid generators. Most solutions comprise a separate generator and battery, however, these units contain both in one piece of equipment. We attached the three devices together, which allowed them to communicate and shut off automatically when energy demand was low.



FEATURE STORY

Site Hubs Reduce Fuel Costs

We offer a range of site hubs that allow United Rentals customers to establish temporary office spaces even on the most remote jobsites. Available with hybrid power solutions, potable water, and sewage facilities, our site hubs can meet the needs of any customer and project.

Safety Productivity Sustainability

United Rentals®
Work United®

A United Rentals customer is responsible for expanding toll roads in Western Sydney, Australia. On a remote project such as this one, accessing power and necessary services can be a challenge.

By contracting seven United Rentals site hubs, the customer has been able to operate almost entirely off grid.

The site hubs harness solar power rather than diesel, offering energy independence and reducing emissions and costs. Because the site hubs run without generators, they provide a quiet workspace for employees.

FEATURE STORY

Fluid Solutions Provides End-to-End Jobsite Support

Our Fluid Solutions team helps customers quickly identify and resolve water-related challenges on the jobsite. With a full range of services — including filtration, storage, and cleanup — we provide a one-stop solution for managing fluid needs safely, efficiently, and reliably.

United Rentals
Work United

Filtering for Efficiency

While walking the project site of a power plant customer in the eastern United States, our team identified a challenge: elevated algae levels at the site's lagoon. The lagoon is used to cool the plant's operations, and the presence of algae made this process much less efficient. Leveraging our broad range of solutions and technical expertise, United Rentals quickly responded. We provided pumps, filters, hoses, and other right-sized equipment to clean the water quickly and efficiently. To further protect the surrounding environment, we also deployed containment berms to prevent potential spills.

Adapting to Site Conditions

A European customer in the construction industry had to stop operations when they hit groundwater during a large-scale excavation. To continue the project, they needed to pump out the groundwater, but two challenges emerged: the site had no power and regulations required that solids be removed during pumping.

Within 24 hours of the customer's request, United Rentals designed and installed a filter tank for solids removal and paired it with a submersible pump. We also provided a generator to power the equipment, allowing the customer to quickly return to normal operations.

Remediating Spills Rapidly

Our customer, an emergency responder, needed equipment for a diesel spill cleanup at a fuel station. The spill contaminated two retention ponds which were at risk of overflowing during an upcoming rainstorm. Our Fluid Solutions team responded quickly, deploying berms, tanks, pumps, hoses, and more to remove and dispose of the contaminated water. Realizing the extent of the spill, our General Rental, Power HVAC, and Trench Safety teams also provided equipment to see the project through and conduct a thorough cleanup. With our ability to serve as a one-stop-shop and create this customized solution, we saved the customer time and money and mitigated environmental impact.

FEATURE STORY

Solving Weather and Access Challenges with Matting Solutions

A general contractor building a 30,000 sq ft commercial facility faced severe weather during Louisiana's rainy season. United Rentals' matting solutions stabilized the site, leading to safer operations with reduced environmental damage and more uptime.

United Rentals
Work United

Heavy rain turned the jobsite into a muddy washout, halting work. United Rentals quickly brought in ground protection mats—lightweight, durable planks designed to contour to the terrain—across the entire site and access routes.

The mats allowed operations to continue for nearly 50 days that would have otherwise been lost due to weather, keeping the project on schedule. By creating a stable, traction-rich surface, the mats reduced the risk of equipment getting stuck or tipping, improving worksite flow and overall working conditions.

Our solution also helped save on costs. Productivity savings reduced labor expenses while the design of our mats reduced transport and installation spend compared to their traditional three-ply counterparts. Further, heavy machinery can move more efficiently over mats which reduced environmental disruption and wear on natural terrain, eliminating the need for post-storm remediation and minimizing cleanup costs.

PRIORITIZING PEOPLE

Our people are our greatest differentiator. We've built a culture where employees are empowered, engaged, and equipped to perform at their best in service of our customers. By maintaining a safe environment and offering strong benefits and support, we enable our teams to deliver innovative, high-performing solutions that help customers operate more efficiently, safely, and productively.

HEALTH AND SAFETY

We take a multipronged approach to maintaining safe work environments at our branches and customer jobsites because employee and customer health are top priorities.

UNITED4SAFETY

To advance safety, productivity, and sustainability, we embrace a “safety first and always” culture, organized under the banner of United4Safety. United4Safety is implemented through our occupational health and safety (OHS) program, which fosters innovation, leadership development, continuous learning, and personal well-being. The program supports the safe operation of equipment and tools, outlines best practices for employee conduct, and promotes our Illness and Injury Prevention Plan and Life Safety Rules. We design activities and protocols within OHS to meet local, state, and federal occupational health and safety laws and regulations. The impact of these efforts is reflected in our Total Recordable Incident Rate (TRIR), which remains lower than the equipment rental industry average.[1]

A company-wide dashboard tracks key safety indicators that we use to assess performance across branch locations, providing the visibility to identify locations in need of additional support and resources. In 2024, we further promoted the use of Observations, a key leading indicator that includes proactive safety activities. The dashboard also gives visibility into safety training compliance and TRIR.

As our company evolves, we strengthen our United4Safety culture with ongoing employee safety education, awareness, communication, and engagement. We continually explore ways to leverage technology to improve tools, reducing incidents while creating value for employees and customers.

1 According to 2023 data from the Bureau of Labor Statistics.

FOUR TENETS OF OUR UNITED4SAFETY CULTURE

Think Safe
Creating a culture of distinctive safety thinkers and leaders

Work Safe
Reducing the frequency and severity of employee injury and preventing injury from occurring through innovation

Drive Safe
Advancing training, technology, and visibility

Live Safe
Taking a holistic approach to mental well-being and physical security

We are a proud member of the American National Standards Institute as well as the National Safety Council’s Campbell Institute, an association for companies with advanced safety programs. Through these memberships, we contribute to the safety community and reaffirm our commitment to industry safety.

EMPOWERING EMPLOYEES TO ACT SAFELY

We keep safety top of mind by having our teams begin each day with a safety huddle focused on key topics such as personal protective equipment use, safe driving principles, and hazard identification and mitigation. Once a week, we dedicate the daily huddle to mental, physical, and emotional wellness activities and support.

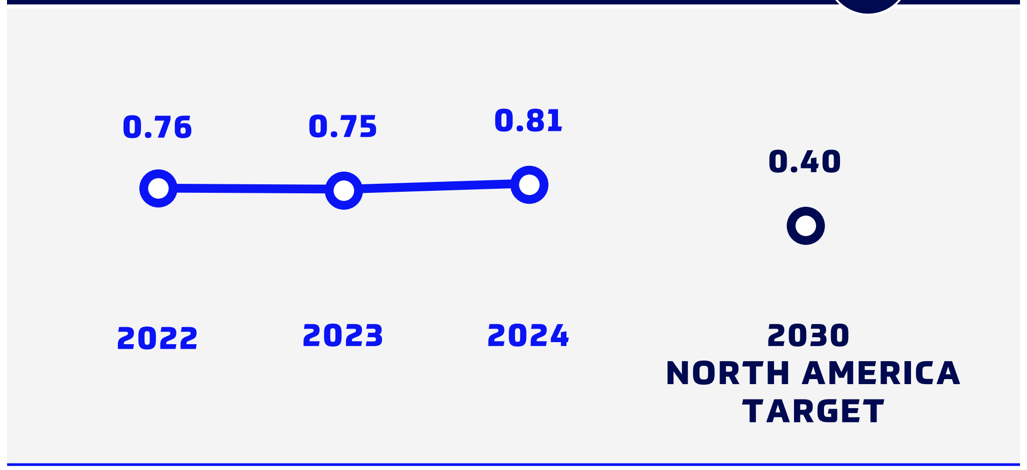
All employees have Stop Work Authority, empowering them to halt a task if they encounter unsafe conditions or actions or are unsure how to proceed safely. This authority applies to all work activities including those at customer jobsites and with business partners.

As part of our aspirational goal of achieving zero injuries, we aim to reduce our TRIR in North America to 0.40 by 2030. In 2024, our TRIR increased slightly to 0.81, up from 0.75. In regions generating injuries, we addressed this increase through training and an additional focus on personal safety responsibility messaging. To improve compliance and progress toward our aspirational goal, we plan to strengthen our training programs and leverage insights from our safety dashboard in 2025.

Safety Recognition

We strengthen our "safety first and always" culture by recognizing employees who go above and beyond to support a safe workplace, activity, or training. Through our 1UR program, employees can nominate colleagues for coins that signify appreciation of their contributions.

TOTAL RECORDABLE INCIDENT RATE



In 2024, we received over 2,300 Safety Commitment coin nominations, highlighting our employees' collective dedication to safety.

Additionally, our Safety Champion program empowers employees with at least one year of tenure at United Rentals to take on leadership roles in promoting safe practices, facilitating team safety huddles, and participating in branch safety committees.

2024 Safety Award Winners

Top Branch
West Gulf Region – Branch 80A in Brookshire, TX

Top District
South Region - NM/TX Panhandle District

Top Region
Midwest Region

The Midwest Region, winners in the 2024 Safety Awards.

SAFETY TRAINING

Ongoing training is pivotal to ensuring best practices are maintained at our sites and by customers using our equipment.

Our internal training covers key safety areas, including Equipment Operation, Injury Prevention, Fall Protection, First Aid/CPR, Safety Champion, Decision Driving, and Occupational Health and Safety.

Equipment operator training covers core equipment categories and is accessible company-wide through an internal platform that makes enrollment easier and provides real-time visibility to training. In 2024, with this enhanced access and visibility, we continued to see improvement in equipment operator training compliance compared to 2023.

Also, in 2024, we expanded safety training offerings by introducing podcasts, refreshing videos, and enhancing facilitator guides. Additionally, we rolled out specific training focused on hand and foot injury prevention, as these accounted for 40% of our injuries in 2024.

Since 2014, United Academy has made specialized education accessible for customers and employees by offering flexible, hybrid training that combines virtual and in-person sessions. We expanded our virtual instructor-led training in 2024, launching a full-time virtual training team and increasing course availability. These changes enabled more Spanish and French language options. We also added training offerings such as Rotating Rough Terrain Forklifts and formal orientations for all major equipment categories.

We measure the efficacy of our trainings through exams at the end of each course. In 2024, we formalized a robust quality assessment process for our full-time training team. This initiative introduced structured audit rubrics, elite trainer recognition levels, and targeted coaching sessions led by corporate master trainers. Students awarded us high Net Promoter Scores in numerous categories, including overall training satisfaction and likeliness to return.

In 2024, we developed a fully digital training platform and are rolling out features over the course of 2025. As of mid-2025, we've used the platform to soft launch digital forms—including practical evaluations, exams, and risk assessments—which are gradually replacing paper documentation. Customers can access this digital data for free after completing a training and track real-time training completion rates. We also launched our Trainer Scheduler, enabling more efficient planning and deployment of our 125 trainers across North America.

Our efforts to streamline training and reach more people drive critical safety performance. In North America, we have trained nearly 800,000 individuals through instructor-led United Academy classes so far and are on track to reach over a million by 2026.

117,000+ United Academy trainings completed by customers in 2024.

UNITED ACADEMY[1]

	2024
Students trained by United Academy	128,109
Trainings completed by customers	117,206
Trainings completed by UR employees	10,903

1 Data provided is for North America only.

INVESTING IN OUR PEOPLE

Our empowering, inclusive, and purpose-driven culture, 1UR, paired with best-in-class benefits and development opportunities foster a productive and engaged workforce dedicated to our customers.

In 2024, United Rentals was awarded the U.S. Department of Labor's HIRE Vets Platinum Award, recognizing our commitment to veteran hiring, retention, and professional development.

RECRUITMENT

The continued success of United Rentals hinges on our ability to attract and retain top talent. In 2024, we hired nearly 6,000 employees and added roughly 1,000 through acquisitions. Approximately 38% of our new hires came from employee referrals — a testament to employee satisfaction at United Rentals.

To attract top tech talent, we recruit from technical schools and partner with skills-focused colleges and universities, while also expanding opportunities through industry networks. This includes leveraging a job portal with the American Rental Association and creating awareness through the Associated Equipment Distributors.

We also prioritize recruiting candidates with military experience because military service instills valuable, transferable skills — such as leadership, teamwork, and discipline — that align closely with our values and operational needs. Many members of our recruiting team have military backgrounds, allowing us to engage with and attract veteran candidates in a targeted and meaningful way. Our Service to Employment Program (STEP) supports veterans transitioning from military service to private sector employment in our workforce.

VETERAN REPRESENTATION[1]

	2022	2023	2024
Veterans in our workforce	1,950	2,203	2,492
Veterans as a percentage of new hires	9.4%	9.8%	11.8%

1 Data is based on U.S. employees only.

Growing Through Leadership

Since joining United Rentals in 2018, Luke Sinclair has grown from Branch Manager to District Sales Manager for Southern Alberta, thanks in part to the LIFT Leadership Development Program. Motivated by the opportunity for personal and professional growth, Luke embraced the program's opportunities and credits LIFT for sharpening his leadership, communication, and strategic thinking skills. A highlight of his experience was the Capstone project, which promoted cross-functional collaboration and offered invaluable engagement with senior leaders. The relationships and lessons from LIFT continue to shape how Luke leads today, both in day-to-day decisions and strategic initiatives. Reflecting on the experience, Luke shares: "It was the single most impactful experience in shaping my leadership development throughout my career."

RETENTION

We retain our talent by creating a culture where employees feel valued, offering growth and development opportunities, and recognizing employee efforts through a competitive total rewards program. Our voluntary turnover rate was 11.9% in 2024, a decrease from 12.4% in 2023. Our rate is amongst the lowest in the industry. This reduction and a global average employee tenure of 7.43 years reflect the success of our efforts to increase employee satisfaction and retention.

Benefits

We provide employees with a comprehensive benefits package that supports their well-being from day one. Our offerings include healthcare, dental, and vision coverage; retirement plans; parental leave; tuition assistance; and more:

- **Fertility support:** U.S.-based employees have access to fertility benefits, including coverage for a full cycle of in vitro fertilization (IVF) and other related needs.
- **UR Flex program:** We offer flexible work schedule arrangements for some United Rental branch and office locations.

Learn more about our commitment to **employee well-being**.

Learning

Our dedication to internal promotion strengthens employee retention by providing clear pathways for growth. We continually expand our learning and development programs, equipping employees at all levels to take on new roles and opportunities.

- **New hires:** Every employee begins their United Rentals journey with one or more of our START programs during their first 90 days. Courses prepare new employees to succeed according to their specific role.
- **Equipment associates:** Our Equipment Associate to Technician Development Program (EA2Tech) and Equipment Associate to Driver Development Program (EA2Driver) provide entry-level employees with the skills needed to advance into our business-critical technician and driver roles.
- **Leadership:** We offer leadership development through LIFT, LeadSTART, and the Higher Ambition Leadership Alliance Certificate (HAL-C) program. These initiatives strengthen leadership skills and align participants' professional growth with United Rentals' mission.

Development

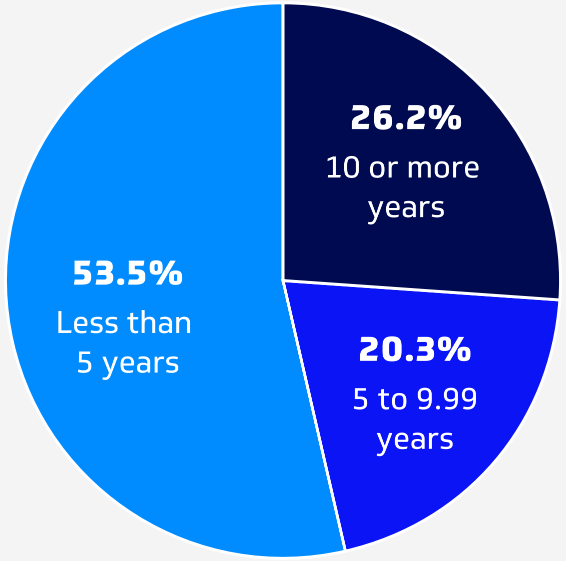
Nurturing a high-performing team requires consistent communication and support. Alongside standardized annual performance reviews, we promote regular career conversations between managers and team members throughout the year. These discussions serve as touchpoints for goal setting and development planning and facilitate an ongoing dialogue to provide support and track progress. We also stress the importance of mentorship. In 2024, we introduced UR Connections, our company-wide mentorship program that provides leadership growth and hones skills through new connections.

Also in 2024, we focused on skill-building for our drivers and technicians through a combination of internal and external training initiatives. Our Driver Development program supports employees who are new to commercial driving — whether they are technicians transitioning into driver roles or new hires with a commercial driver's license and less than two years of experience — by helping them build the skills necessary to succeed.

GLOBAL VOLUNTARY EMPLOYEE TURNOVER[1]

	2022	2023	2024
Voluntary turnover percentage	13.1%	12.4%	11.9%

TENURE OF OUR GLOBAL WORKFORCE[2]



Average tenure is 7.43 years

Our comprehensive learning and development program and benefit offerings helped us earn a spot on Indeed's 2024 Work Wellbeing 100 list.

1 Voluntary employee turnover represents voluntary terminations divided by average headcount during the relevant period.
2 As of December 31, 2024.

EMPLOYEE EXPERIENCE, ENGAGEMENT, AND CULTURE

Engaged employees are a key driver of a positive company culture. We engage our team regularly through our:

- Intranet and internal social media platforms for daily updates.
- Regular town halls.
- Quarterly all-employee conference calls.
- Annual management meeting, where we share more strategic updates.

Additionally, our periodic surveys, sent to all employees, gather feedback from our workforce. Our survey partner benchmarks results against global and group-specific data, providing insights on strengths, opportunities, and gaps in our employee engagement. In 2024, more than 71% of our workforce — over 22,700 employees — responded to our survey. In 2024, employees rated their intent to stay with United Rentals at 8.4 out of 10, placing us in the top 10% of our benchmark group. Our Engagement score was also 8.4, ranking us in the top 5%. This is a strong reflection of the connection our team feels to their work and United Rentals.

Employees can recognize a colleague's exceptional work through our internal social media platform or by nominating them for 1UR coins — a key part of our peer recognition program. These coins celebrate outstanding contributions across five categories: Our Team, Our Customers, Our Fleet, Our Culture, and Safety Commitment. In 2024, our recognition program reached a new milestone, with a record-breaking 44,000 1UR coin nominations. This achievement underscores our strong culture of appreciation and recognition. Additionally, United Rentals honors top performers through our Annual Employee Awards, announced each year at our Annual Management Meeting.

KEY RESULTS OF EMPLOYEE EXPERIENCE SURVEY[1]

CATEGORY	KEY COMPONENTS	UNITED RENTALS SCORE 2024	BENCHMARK SCORE 2024[2]
Engagement	Loyalty, belief in products and services, and overall satisfaction	8.4	Top 5%
Health and well-being	Value placed on health, physical and mental well-being, and work-life balance	8.4	Top 10%
Safety commitment	Active promotion of safety and sense of empowerment to exercise Stop-Work Authority	9.1	N/A[3]

1 Ranked 1–10, 10 being the highest score possible.

2 Represents average score for companies in the Commercial and Professional Services Benchmark group, which was created by Workday Peakon, our Employee Experience survey provider. The benchmark group includes companies whose workers are in similar environments.

3 Custom category with no relevant external benchmark.

44,000+ 1UR coins distributed in 2024.

Providing Good Jobs to Be an Employer of Choice

Our employees are a key asset, and we show our appreciation by providing them with high-quality, fulfilling jobs. Underlying our strong ability to recruit, retain, and engage employees are the following offerings to our employees and potential employees.

Competitive Pay

We are committed to paying our employees, at a minimum, a fair and living wage. We conduct annual pay equality analyses. Annual total compensation for our median-paid employee in North America in 2024 (excluding our CEO) was $98,913.

Comprehensive Benefits

Our long list of benefits includes, but is not limited to, paid time off; retirement savings plans; medical, dental, and vision insurance; life, accident, critical illness, and disability insurance; health savings accounts; flexible spending accounts; parental leave; identity theft insurance; and legal coverage.

Stock Ownership

We have conducted five company-wide stock grant programs for employees since 2014. Our most recent grant took place in 2024.

Learning and Development

We invest in our employees and equip them for growth by offering opportunities for learning and development. We have a strong “promote from within” philosophy and offer programs targeting career growth for sales, operations, service, maintenance, and other paths.

Employee Engagement

Our culture depends on the participation of every employee. We maintain open lines of communication that promote community and allow for feedback. These include our quarterly employee calls, annual engagement surveys, town hall meetings, and more.

Health and Safety

We protect the health and safety of employees through a comprehensive occupational health and safety program. By implementing regular training protocols and evolving guidelines, we address the dynamic needs of our workforce, protecting our employees while enhancing job satisfaction and retention.

Culture

We’ve built a strong culture where employees feel supported, valued, and empowered to contribute their unique perspectives. Through intentional programs and policies, we provide access to meaningful opportunities and resources — enabling our people to thrive and drive results as we build a better future together.

EMPLOYEE WELL-BEING

Delivering on our strategy requires engaged, healthy employees. We cultivate a workplace that values each employee and invests in their holistic well-being — physically, mentally, and emotionally.

LIVE WELL, SAFE & HEALTHY PROGRAM

Our Live Well, Safe & Healthy program supports employees' mental health, work-life balance, and overall well-being. By promoting a comprehensive approach to health and offering tailored support for different employee groups, we empower our team members to lead fulfilling, healthy lives. In turn, they are equipped to provide high quality service for our customers.

Program offerings include:

- **Global Employee and Family Assistance Program (EFAP):** Employees and their households have access to free counseling sessions, financial and legal consultations, and additional support services.
- **Biometric screenings:** Employees can receive health assessments, including body mass index (BMI), blood pressure, cholesterol screenings, and more.
- **Wellness Day:** Each year employees receive a paid Wellness Day to prioritize their well-being — whether by attending medical appointments or engaging in activities that support their physical, emotional, or financial health.
- **Paid Sick Time:** We offer our full-time U.S. employees a minimum of 48 hours of paid sick leave each year — whether it's to recover from an illness or to care for a loved one in need. We're committed to supporting well-being by offering the flexibility to manage personal health without the added stress of missing a paycheck.

Additionally, we offer a range of benefits — from physical therapy and diabetes support to mindfulness programs and more — all designed to help employees feel their best at work and beyond. Our approach to wellbeing is rooted in inclusion, helping every program reflect the wide-ranging needs of our people and fostering a culture where everyone feels supported, valued, and empowered to thrive.

Empowering Employee Well-Being Through Wellness Days and Incentives

At United Rentals, we recognize that well-being looks different for everyone — which is why we offer all employees a paid Wellness Day each year to focus on their health in ways that matter most to them. Wellness Days are a core part of our commitment to supporting holistic health.

In 2024, this commitment saw strong engagement. More than 55% of employees enrolled in our medical plans earned the Wellness Incentive, resulting in a collective savings of $10.2 million for members. These results reinforce the value of accessible, personalized well-being programs that drive meaningful impact across our workforce.

United Rentals Inclusion Statement

We strive to build a better United Rentals that is inclusive, empowered, and safe — where members of our team go home each day even better than they arrived. It is our responsibility to take care of, support, and encourage one another in all that we do. We all play an important and active role in fostering a culture of integrity, trust, and understanding, and we are committed to continuous growth that can only broaden our perspectives by listening, learning, and encouraging others to do the same. Together, we build an even better future.

Mental Wellness

We work to reduce the stigma around mental health and provide employees with resources to tackle life's challenges. In 2024, in collaboration with the Benefits team, Mental Wellness United helped launch the URWellness App, providing employees with easy access to EFAP services, wellness tools, and event information. We also partnered with Carelon to host the Signs of Strength Series, featuring sessions on topics such as suicide prevention. Additionally, we supported the NY Life Mental Health Training Program by leading targeted awareness campaigns across an internal digital platform and regional communities to expand the program's reach and visibility.

CARE DURING CRISIS

United Compassion Fund

Our employees support one another in times of need. Through the United Compassion Fund (Fund) — a 501(c)(3) nonprofit — employees can make donations to help colleagues facing personal hardship. Eligible employees can apply for grants, which are reviewed by a volunteer board of fellow employees and distributed based on need. The Fund provides support for a range of crises, including medical emergencies, accidents, natural disaster recovery, and other urgent situations.

In 2024, the Fund assisted 845 families with grants averaging $2,600 and totaling nearly $2.2 million. Approximately 50% of employees contributed to the Fund, which collected a total of $1.6 million in donations in 2024. To learn more about the Fund's impact, watch our **2024 video**.

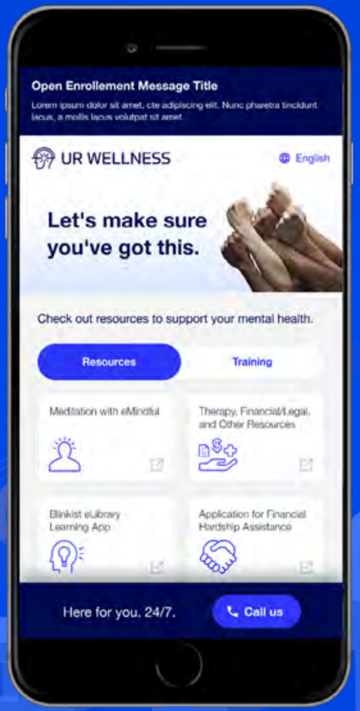
UNITED COMPASSION FUND DONATIONS

	2024
Number of employees who donated	13,863
Amount collected through the Fund	$1.6 million
Amount granted to United Rentals families in need	$2.2 million

Leave Donation Program

We also offer a Leave Donation program that enables eligible U.S. employees to anonymously donate their accrued vacation or sick time to help colleagues in need.

2024 United Compassion Fund Softball Tournament. This annual event raises money to contribute to the Fund.



2024 EMPLOYEE WELLNESS PARTICIPATION

74% of eligible employees used their paid Wellness Day

41% employees obtained a free biometric wellness screening

56% of eligible employees earned their wellness incentive — a $1,000 credit toward their annual health insurance premium

MAKING AN IMPACT IN OUR COMMUNITIES

We Work United, bettering the communities where we live and work through donations of our resources and expertise.

Because our branch teams understand their local communities best, we let employees choose the local nonprofits that will benefit from their donations. We also encourage employees to use their Wellness Day for community service.

United Rentals supports nonprofits through both major partnerships and local initiatives. In 2024, we donated a total of $1.7 million. This included nearly $300,000 to the Fisher House Foundation, which provides a network of homes where military and veterans' families can stay at no cost while a loved one is receiving treatment.

We also continued our partnership with Save the Kiwi in 2024, an organization working to rebuild New Zealand's kiwi population. As part of our sponsorship, we hosted tree planting days to rebuild habitats.

When the Storm Hit, So Did the Support

When Hurricane Helene tore through Western North Carolina, United Rentals' Asheville Branch Manager Aaron Roberts and his team were left without cell service, internet, power, or water. Roads were flooded, the branch was inaccessible, and operations ground to a halt.

The Emergency Response Unit was quickly deployed to the area. Alongside it came a dozen trucks packed with supplies, equipment, and even pantry items for employees, their families, and the community. Quickly, Aaron's team was back on their feet — coordinating storm cleanup efforts using equipment shipped in from across the company.

This was truly a team effort — two United Rentals team members stayed for two weeks at a hotel without water to ensure recovery efforts continued smoothly. Another cooked hamburgers for the group, creating a moment of connection and comfort amid the chaos. Dozens of emails came in from colleagues across the country checking on those affected.

"We were shocked by the response," Aaron said. "United Rentals showed up with more than just words — they showed up with action. I've never been prouder to work here." Learn more about our Resilient Operations.

How We Stepped Up with Soles4Souls

In 2024, we launched a company-wide initiative to support Soles4Souls, a nonprofit organization that provides relief and creates sustainable job opportunities through the distribution of shoes and clothing.

Branches across the company rallied together, collecting more than 2,600 pairs of new and gently used shoes for donation. These contributions help Soles4Souls in their mission to turn shoes and clothing into pathways for education, employment, and long-term resilience for people around the world.

This initiative shows how small actions — like donating a pair of shoes — can help build a more hopeful future.

TURNS FOR TROOPS

We donate funds each year to veterans' causes through our Turns for Troops program. The program benefits SoldierStrong and Operation Homefront, two nonprofits that provide services to military veterans, allowing us to leverage our resources and networks to maximize our impact on veterans' lives. In 2024, we continued our support for these organizations by donating $115,000 to SoldierStrong and $100,000 to Operation Homefront. To date, Turns for Troops has raised and donated over $2.5 million to veterans' organizations. 2025 will mark the 10th anniversary of Turns for Troops as we build on our commitment to veterans and their families.

SoldierStrong

SoldierStrong supports physically injured and PTSD-affected U.S. veterans through advanced virtual reality therapy, physical rehabilitation technology, and nationwide scholarships. In 2024, we continued our partnership with IndyCar driver Graham Rahal, donating $50 to SoldierStrong for each lap he completed during the NTT IndyCar Series.

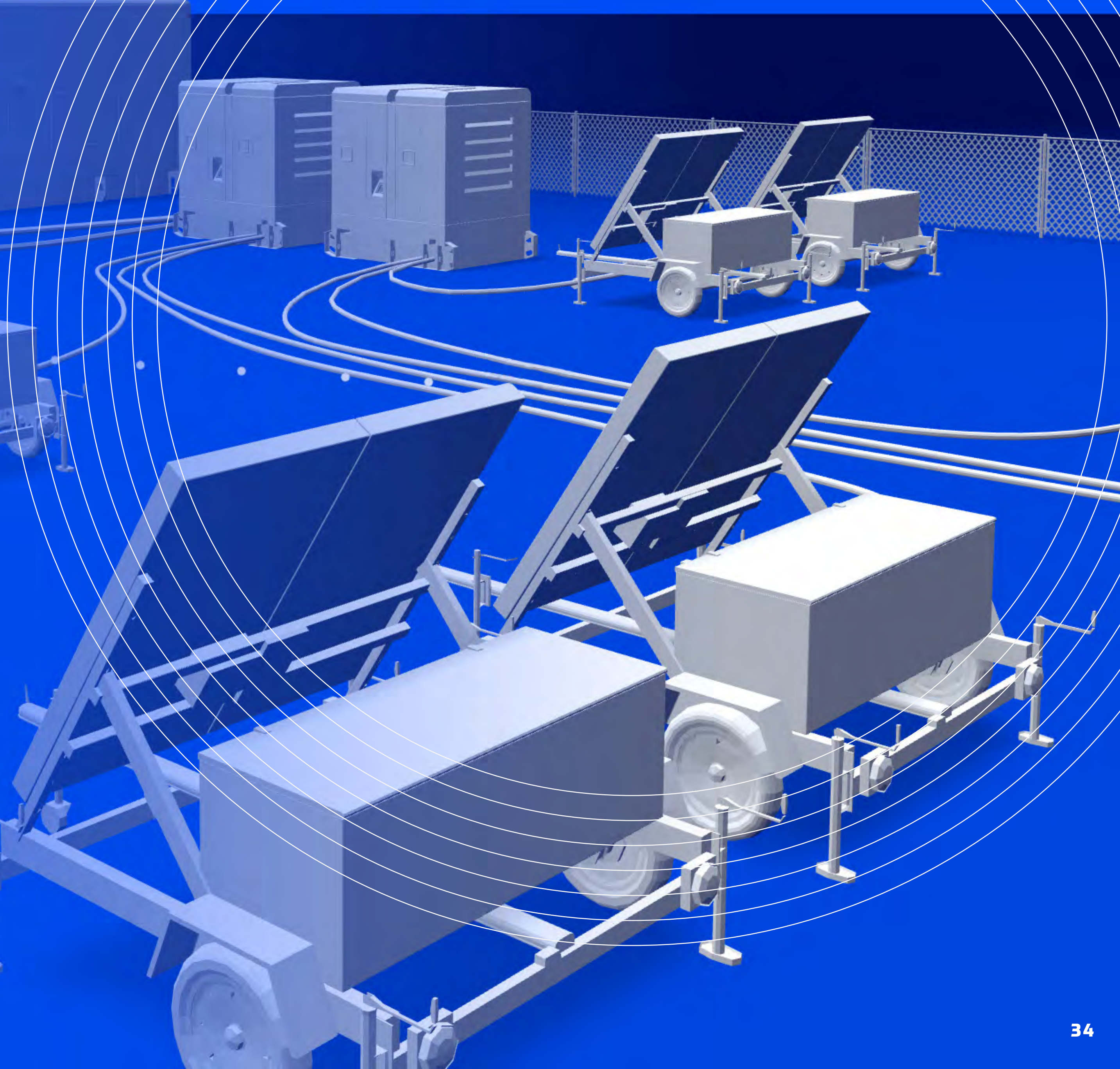
Operation Homefront

Operation Homefront provides transitional and permanent housing and other services to veterans and their families. In 2024, we continued sponsoring NASCAR drivers Austin Hill and Ryan Preece, contributing $50 to Operation Homefront for every lap they completed during the racing season in a United Rentals primary car. This ongoing commitment includes a $100,000 annual pledge over three years to support the nonprofit's long-term goals.

In 2024, we donated a combined $215,000 to SoldierStrong and Operation Homefront through Turns for Troops.

DELIVERING SUSTAINABILITY

We continually improve our practices and procedures to meet the long-term needs of our company and our customers while protecting the environment for future generations. Our rental model makes United Rentals an ideal partner for customers that share our commitment to optimized performance.



REDUCING OUR CLIMATE IMPACT

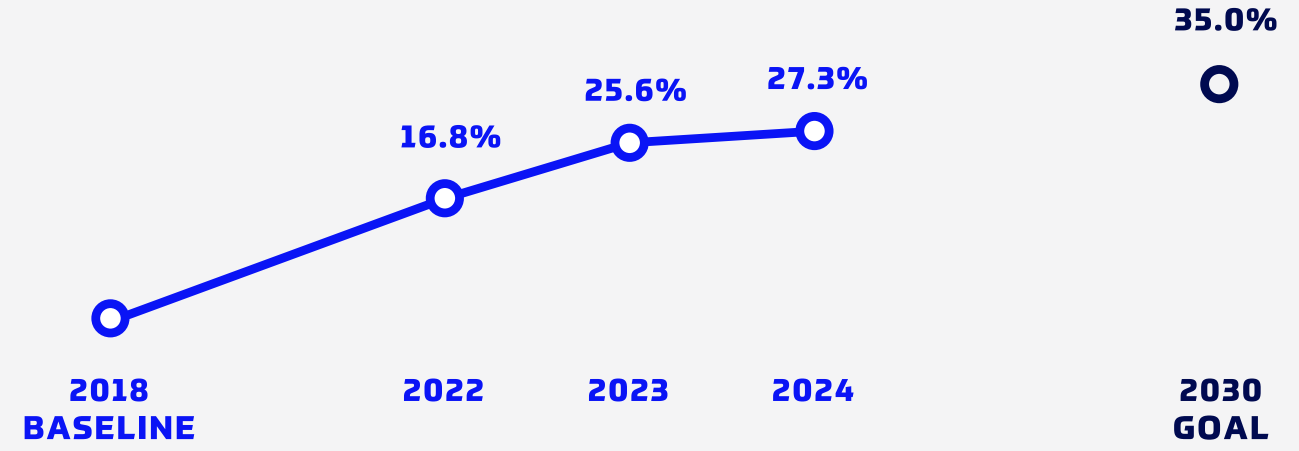
We strive to capture efficiencies that reduce our environmental footprint and enable our customers and company to operate productively.

Because our **business model** centers on shared, high-utilization equipment, it inherently promotes efficiency and reduces environmental impact. Further, we continue to respond to customer requests for low- and zero-emission equipment options and technology solutions that optimize resource use and support data-driven decision-making.

Our aspirational goal is to reduce our GHG emission intensity from Scopes 1 and 2 as well as from third-party hauling within Scope 3 by 35% relative to our 2018 baseline by 2030. In 2024, our intensity decreased 27.3% compared to 2018.

PROGRESS TOWARD OUR ASPIRATIONAL GHG GOAL

	2018 (BASELINE)	2022	2023	2024
Scope 1 and 2 plus Scope 3 third-party hauling GHG intensity[1]	60.8	50.6	45.2	44.2
Reduction from 2018 baseline	N/A	16.8%	25.6%	27.3%
Total Scope 1 and 2 plus Scope 3 third-party hauling emissions[2]	489,248	589,125	648,366	677,734



1 GHG intensity is measured as metric tons of carbon dioxide equivalent ($MTCO_2e$) per million dollars of revenue.

2 GHG emissions are measured as metric tons of carbon dioxide equivalent ($MTCO_2e$).

Note: United Rentals uses the operational control consolidation method and reports emissions data in accordance with the GHG Protocol Corporate Accounting and Reporting Standard. For more information on emission sources for Scopes 1, 2, and 3, see **page 37**.

CLIMATE ACTION PLAN

Our Climate Action Plan (CAP) outlines our approach to monitoring, managing, and disclosing our GHG footprint. Driving progress on CAP initiatives is the responsibility of our cross-functional Sustainability Steering Committee (SteerCo), supported by the Corporate Responsibility Core Team.

In 2024, our SteerCo continued to encourage CAP initiatives such as investigating emerging technologies that can expand our ability to support customers with creative solutions for their jobsites.

In 2025, we were named one of **America's Climate Leaders** by USA TODAY and Statista for our efforts in this area.

CLIMATE ACTION PLAN STATUS (as of the end of 2024)

STRATEGY COMPONENT	ACTION ITEMS	PROGRESS
GHG Footprint	Expand footprint measurement to include full value chain (Scope 3) emissions	Complete
	Continue improving Scope 3 data sources and accuracy	Ongoing
	Consider external verification of Scope 1 and 2 emissions	Evaluating
GHG Abatement	Set GHG emission reduction goal[1]	Complete
	Integrate SteerCo initiatives throughout company	Ongoing
	Investigate and implement onsite renewable energy generation	Ongoing
	Monitor progress against aspirational goal and implement abatement plan	Ongoing
	Continue sourcing low- and zero-emission equipment and piloting emerging technologies	Ongoing
GHG Disclosures	Conduct climate scenario analysis	Complete[2]
	Report to CDP	Ongoing
	Prepare for compliance with new disclosure requirements	Ongoing

Complete Ongoing Evaluating

1 See our **GRI disclosure** for background information on how we set our emission reduction goal.
2 We plan to conduct an update in the future.

"Our customers continue to face regulator and stakeholder pressure to reduce emissions. That's part of why sustainability is a key pillar of our Worksite Performance Solutions strategy. Our equipment and data tracking capabilities create connected, efficient jobsites that are highly productive and considerate of environmental impact. United Rentals is gearing up to be a single-source provider to help our customers meet their climate goals and solve the other challenges they might face on jobsites."

TONY LEOPOLD
CHIEF TECHNOLOGY AND STRATEGY OFFICER

OUR GHG FOOTPRINT

Understanding the scale and sources of our emissions informs design solutions that help us achieve our aspirational goal and support customers.

We began measuring our Scope 1 and 2 footprints in 2010 and Scope 3 in 2018.[1] Over our years of reporting, we have evaluated and adjusted our data breadth and accuracy. In 2024, our total emissions across the three scopes[1] amounted to 7,985,497 metric tons of carbon dioxide equivalents ($MTCO_2e$). This represents a 7% increase compared to 2023, due in large part to company growth. During the same time period, our total revenue increased by 7% from $14.33 billion to $15.35 billion.

UNITED RENTALS' CARBON FOOTPRINT

SCOPE	RELEVANT CATEGORIES	SOURCES OF EMISSIONS MEASURED FROM UNITED RENTALS
Scope 1	Direct emissions from fuel use	• Gasoline and diesel used by non-rental delivery, sales, and service vehicles • Natural gas, propane, and fuel oil used in boilers and furnaces in owned and leased buildings
Scope 2	Indirect emissions from energy purchased and consumed	• Electricity used in owned and leased buildings
Scope 3	Indirect emissions from up- and downstream activities outside of the company's direct control	• Use of products previously owned by UR and sold to third parties • Downstream leased assets (customer use of rental equipment) • Capital goods • Purchased goods and services • Upstream transportation and delivery • Third-party haulers • Waste in operations • Product end-of-life management • Non-Scope 1 and 2 fuel and energy use • Employee commuting • Business travel

GREENHOUSE GAS EMISSIONS ($MTCO_2e$)

	2022	2023	2024
Total Scope 1 and 2 emissions (market-based)[2]	424,291	468,056	489,698
Scope 1 emissions	399,328	439,887	462,087
Scope 2 emissions (market-based)	24,963	28,169	27,611
Total Scope 3 emissions[3]	6,159,571	6,981,984	7,495,799
Total carbon footprint (Scopes 1, 2, and 3)	6,583,862	7,450,040	7,985,497

1 Includes all categories from the GHG Protocol Technical Guidance for Calculating Scope 3 Emissions (version 1.0) that are relevant to the company. Scope 3 emissions data has significant uncertainties and limitations as discussed in **About This Report**. This includes insufficient data from certain suppliers and suppliers unwilling to, or incapable of, monitoring carbon emissions.

2 The market-based method shows emissions the company is responsible for through its purchasing decisions. We purchased 48,829 MWh of 2024-vintage, Green-e® certified Renewable Energy Certificates (RECs) comprising 41,354 MWh of U.S. Green-e® RECs and 7,475 MWh of U.S. Green-e® National Standard RECs, equivalent to 24,153 $MTCO_2e$ avoided. We have removed these emissions from the Scope 2 market-based numbers shown in the table.

3 To see a full breakdown of our relevant Scope 3 emissions by category, see our **GRI Index**.

Note: United Rentals uses the operational control consolidation method and reports emissions data in accordance with the GHG Protocol Corporate Accounting and Reporting Standard.

GHG ABATEMENT

Scope 1 Emissions

Burning fuels to operate our non-rental vehicles and heat our buildings generates most of our Scope 1 emissions. We are working to reduce these emissions by implementing efficiencies, electrifying our facilities, and identifying alternative fuels for our fleet where feasible.

Our short-, medium- and long-term strategies for reducing Scope 1 emissions are intended to balance cost and viability of solutions:

- **Short-term:** Implement operational improvements that reduce fuel usage and pilot low- and zero-emission vehicles.
- **Medium- and long-term:** Pursue opportunities to leverage vehicles that operate on lower-emission power sources and investigate transitional fuels. Over time and where it makes sense for our business, we will explore low- and zero-emission, medium- and heavy-duty vehicles in our non-rental and sales, service, and delivery fleet.

SCOPE 1 ENERGY BY TYPE (MWh)[1]

	2022	2023	2024
Diesel and fuel oil	985,339	1,088,832	1,139,142
Gasoline	486,213	559,898	593,756
Natural gas	222,361	217,633	225,274
Total fuel use	1,693,914	1,866,363	1,958,172

1 Totals may not add up due to rounding.

Scope 2 Emissions

Scope 2 emissions stem from the electricity that powers our offices and branch locations. We mitigate our Scope 2 impact by reducing electricity demand through efficiency initiatives and sourcing renewable energy.

We build efficiency into new facilities by installing motion sensors and optimized heating, ventilation, and air conditioning units. For existing facilities, our aspirational goal is to retrofit 95% of our North American operations with LED lighting by 2025. As of 2024 year-end, we reached 91%,[2] saving nearly 1,600 MWh annually.

Procuring renewable energy attributes is another mechanism for reducing our Scope 2 impact. Green-e® certified Renewable Energy Certificates (RECs) are our primary source for renewable energy. In 2024, we increased our REC purchases by 25% over 2023.[3] As a result, RECs covered 27% of our total electricity coverage for the year.

We are also exploring generating our own renewable energy to reduce our operational electricity costs over time while reducing our GHG footprint. In 2024, we installed a solar array at our Ridgefield Park, New Jersey location that currently covers over 70% of the site's electricity demand.

Given the dynamic nature of the renewable energy market, we continually evaluate our approach to optimizing return on investment and impact for United Rentals.

2 Percentage based on progress as of December 31, 2024 for locations that were part of United Rentals' footprint as of June 30, 2022 (date of initial goal adoption); does not include locations acquired or opened after June 30, 2022.

3 Though our investment remained consistent, the lower price of RECs enabled us to purchase a larger quantity.

LIGHTING RETROFIT SCALE AND IMPACT

	2022	2023	2024
Percent of facilities with lighting retrofits[1]	79%	84%	91%
Number of facilities with lighting retrofits	1,076	1,141	1,241
Additional annual savings achieved (MWh)	1,554	1,553	1,596
Annual spend on lighting retrofits ($M)[2]	$3.0	$2.4	$2.6

SCOPE 2 ENERGY USE AND INTENSITY

	2022	2023	2024
Electricity consumption (MWh)	117,715	141,449	151,160
Percentage grid electricity of total energy use	6.5%	7.0%	7.2%
Total energy (fuel and electricity) consumption (MWh)	1,811,629	2,007,811	2,109,332
Energy intensity (MWh/$M revenue)	155.6	140.1	137.5

1 This metric only applies to locations that were part of the United Rentals footprint as of June 30, 2022 (date of initial goal adoption). Percentage is based on progress as of December 31 of each year.

2 These values represent one-time spend for lighting retrofits. Costs do not continue year over year for facilities that have already been retrofitted.

Scope 3 Emissions

Scope 3 emissions result from activities up- and downstream of our business, including the manufacture and use of vehicles and equipment in our fleet. Due to the wide range of potential data sources, Scope 3 can be difficult to calculate accurately. In addition, methodologies, assumptions, and estimates underlying such information continue to evolve, as further discussed in our **GRI disclosure** and **About This Report**.

Optimizing customer use of United Rentals equipment can help to maximize productivity while reducing the need to produce additional units. Maintaining a young, efficient fleet can also help customers keep costs down and meet their climate goals. We further support customers in three ways:

- **Equipment options:** We regularly upgrade our fleet with the latest technologies, and, where feasible, offer more sustainable equipment options, including generators and electric equipment and vehicles. Additionally, we are working closely with our customers to identify and provide cost-effective solutions that will meet their needs.
- **Technologies:** Tools such as Total Control help our customers maximize equipment utilization and track emissions. Additionally, our environmental monitoring tool enables customers to remotely track and adjust factors like heating and air conditioning usage, helping sites optimize temperature control and improve energy efficiency.
- **Education:** We publish white papers to share our knowledge. To learn about new offerings and communicate our experiences with existing and emerging solutions, we also participate in conferences and attend trade shows.

GHG DISCLOSURES

Transparency is an important part of our CAP. This report has been prepared based on globally recognized sustainability reporting frameworks including the Global Reporting Initiative (GRI) and the Sustainability Accounting Standards Board (SASB) standards. In 2022, we completed our first scenario analysis.

MATERIALS AND WASTE

We implement a twofold strategy for managing material use and waste: optimize utilization of our rental fleet and identify opportunities to avoid waste creation.

When customers equip their projects with our rental fleet, we prevent the production of additional owned equipment. Further, we sell our used equipment to extend its life, both helping to minimize waste and maximize the utility of extracted resources.

Our standard operating procedures for reducing and managing waste at our branch and office locations adhere to Lean, 5S, and kaizen philosophies. We have an aspirational goal to divert 70% of our waste from landfills by 2025. In 2024, we achieved a 57.4% diversion rate.

Onsite recycling infrastructure and employee engagement helped us progress toward our aspirational goal. In 2024, we:

- Educated employees on proper waste handling and the importance of maintaining separate waste streams to facilitate proper disposal.
- Equipped additional sites with recycling infrastructure to facilitate diversion from landfill.

Though only 0.3% of our waste was categorized as hazardous in 2024, we recognize the importance of managing this waste properly — both to comply with regulations and to safeguard the environment. We retained a third-party waste management company that takes responsibility for collecting and properly disposing of this waste. In 2024, 99.9% of our hazardous waste was recycled or recovered for energy.

WASTE (tons)[1]

	2022	2023	2024
Hazardous waste	227.4	258.8	230.5
Landfilled	18.7[2]	0.04	0.3
Energy recovery	190.3	239.4	211.8
Recycled	18.0	19.4	18.4
Nonhazardous waste	59,823	72,780	78,885
Landfilled	26,169	31,101	33,709
Energy recovery	470	600	401
Recycled	33,182	41,079	44,775
Percent diverted	56.4%	57.4%	57.4%

MATERIALS PURCHASED AND RECYCLED (pounds)

	2022	2023	2024
Weight of recycled IT assets	16,965	36,080	27,742

1 Totals may not add up due to rounding.

2 The increased amount of landfilled materials in 2022 resulted from one location disposing of an abnormally large quantity of hazardous waste.

WATER

Water is a vital shared resource that we are dedicated to managing responsibly.

WATER WITHDRAWAL BY SOURCE (megaliters)

	2022	2023	2024
Total water withdrawal	1,111	1,493	1,454
Groundwater	267	314	345
Third-party (municipal) water	844	1,179	1,109

WATER REUSED

	2022	2023	2024
Water reused (megaliters)	141	161	181
Percentage reused	11.9%	10.2%	12.4%

Most of our water use is related to equipment washing. Even though our business is not water intensive, we track withdrawals at all locations and implement closed-loop recycling to reduce water use at locations on septic. We believe our water withdrawals do not significantly impact any bodies of water, and we do not withdraw from sensitive water sources. At most United Rentals locations, we send water to municipal wastewater treatment facilities after use. Some sites have wash bays installed on site, as required by local regulations.

Through our Fluid Solutions offering, we provide customers with equipment designed to manage water safely and effectively. Pumps, tanks, filtration systems, and support equipment aid tasks such as removing contaminants from wastewater and repurposing water for dust control. By making these offerings available to rent, we help drive customer productivity and support their regulatory compliance.

ENVIRONMENTAL COMPLIANCE

We reduce risk, ensure compliance, and strengthen stakeholder trust by adhering to applicable laws and regulations while actively minimizing environmental impact.

Our Environmental Management program sets the strategic direction of our environmental compliance procedures. Its core element, our Environmental Management System (EMS), outlines comprehensive operating procedures, policies, and metric tracking to support ongoing strong performance.

Members of our Environmental Management program serve on our cross-functional **Corporate Responsibility Core Team** and our **Sustainability Steering Committee**. These bodies collaborate to drive innovation that helps us achieve our aspirational sustainability goals.

UPHOLDING COMPLIANCE

The EMS is designed to track regulatory compliance and triggers action to quickly rectify any violations. Within the EMS, we uphold processes that track compliance risks, enable timely response to incidents, and drive employee engagement with best practices by requiring training on topics such as air quality monitoring, spill cleanup, and water and waste management.

Our operations generally do not pose significant environmental risks. However, the following risks may be relevant to United Rentals:

- **Fueling activities:** Storage and distribution of petroleum products at select United Rentals locations generate hazardous waste. We work with a third-party specialist to dispose of this waste properly.
- **Equipment- and vehicle-washing activities:** Water used for washing equipment can become contaminated with petroleum and other compounds, posing a pollution risk to the local water supply. Typically, the wastewater from our wash bays is discharged and treated by the local, publicly owned sewage treatment facility.
- **Customer operation:** Spills and other hazards can occur during customer use of equipment. We have procedures in place to manage these risks, and our Customer Care Center is available for customers to report any issues.
- **Waste disposal:** United Rentals may be exposed to liability for hazardous and special waste that is handled or disposed of improperly. Read more on our approach to responsible **hazardous waste management**.

VIOLATIONS AND SPILL INFORMATION

	2022	2023	2024
Number of spills[1]	50	32	42
Spills (gallons)	6,032	2,845	4,612
Environmental fines	$8,050	$12,900	$29,169
Notices of violation	11	20	25

1 Spills, which occur primarily within our rental fleet, are rare considering our large fleet size of more than 200,000 units with engines. For purposes of the metrics above, United Rentals has included any spill of petroleum products, antifreeze, or sewage greater than 25 gallons or any spill required by law to be reported.

We use internal and external programs to verify our compliance with best practices, regulations, and internal policies. In some regions, we certify to ISO standards or country-specific health, safety, and environment management systems. As of 2024, we hold more than 55 of these certifications across our European locations. Regular branch audits also support adherence to relevant environmental policies. When spills do occur at our sites, we take quick action to remediate.

OPERATING RESPONSIBLY

To build a better future together, we have adopted strong rules, practices, and processes to deliver on our values — within our organization and beyond. Our high standards for ethics and integrity guide our actions, and through our supplier policies, we guide the actions of those who help carry out our mission.

CORPORATE RESPONSIBILITY

Our company culture and approach to corporate responsibility give us a competitive advantage and earn stakeholder trust.

By living our core values and putting our customers and people at the heart of everything we do, we enable customers to operate jobsites more safely, productively, and sustainably.

We take a top-down approach to integrating economic, social, and environmental considerations into our business strategy, with ultimate oversight by our Board of Directors and senior management. Read more about our **corporate governance**.

STAKEHOLDER ENGAGEMENT

Stakeholder input is vital to our strategy and decision-making processes. Our Sustainability Steering Committee, comprising leaders from across the organization, and our Corporate Responsibility Core Team consider stakeholder perspectives and needs when adopting and implementing corporate responsibility initiatives. Some of the many ways we engage with our various stakeholders include:

- Connecting with employees through our internal social media site, town hall meetings, quarterly all-employee calls, surveys, and more to get feedback on topics such as career development, safety, benefits, and acquisition transitions.
- Inviting customers to interact with us during Customer Days held regularly at branch locations and sending customers a satisfaction survey following every transaction.
- Contacting stockholders representing 55% of total outstanding shares and speaking with 12 governance and investment professionals representing approximately 22% of total outstanding shares. The feedback we received from our stockholders was generally positive, and some of them requested that we continue to provide examples of how we are supporting our customers' sustainability efforts. You can see these examples in the **Building Better Jobsites** section of this report. Additional detail is shared in our **2025 Proxy Statement**.
- Participating in conferences with our peers to stay informed on topics relevant to our industry.

For a comprehensive list of our stakeholder groups, outreach methods, and discussion topics, see our **Global Reporting Initiative (GRI) Index**.

IDENTIFICATION OF KEY TOPICS

Through the development of our Corporate Responsibility Report, we annually assess the sustainability, culture, and governance topics important to us and our stakeholders. We conduct additional in-depth assessments every few years to remain focused on the key corporate responsibility areas for our business and our stakeholders. The full list of key issues identified in our most recent assessment is included in our **GRI Index**.

We regularly update our Task Force on Climate-Related Financial Disclosure (TCFD) response and periodically undertake a more in-depth assessment of our climate risks and opportunities.

CORPORATE GOVERNANCE

We govern our organization using the highest standards of ethics and business integrity.

Our Board of Directors and senior management are guided by a comprehensive set of ethical governance practices that comprise guidelines, policies, and principles. These practices empower the Board to guide business strategy, set objectives, monitor performance, and ultimately, maintain accountability. In recognition of our commitment to high standards of corporate governance, Newsweek named us one of the **Most Trustworthy Companies in America** in 2024 and the Wall Street Journal selected as one of the **250 Best-Managed Companies** of 2024.

BOARD OF DIRECTORS

The Board convenes at least once per quarter. In 2024, they met seven times. Our Board leadership structure consists of a nonexecutive Chair, Lead Independent Director, and President and Chief Executive Officer. As of May 8, 2025, eight of our Board's 10 members were independent.

We strive to maintain a Board composed of directors who:

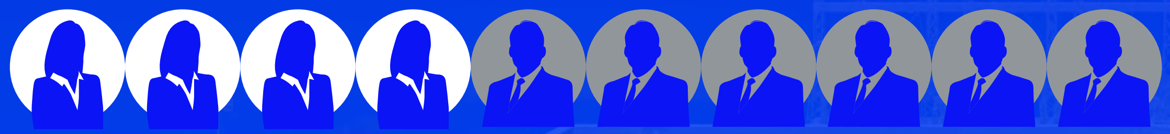
- Bring a broad range of viewpoints, perspectives, and areas of expertise.
- Exhibit a variety of key skills and relevant professional experiences.
- Effectively represent the long-term interests of our stockholders.

Our Board of Directors has four committees: Audit, Compensation, Nominating and Corporate Governance (N&CG), and Strategy. All committee members are independent except on the Strategy Committee, of which the current CEO is a member. The Chair is not a member of any of the Board committees. However, the Chair consistently attends meetings of the Board committees, as all directors are invited.

BOARD MEMBER PROFILES (AS OF MAY 8, 2025)

Gender

- Female
- Male



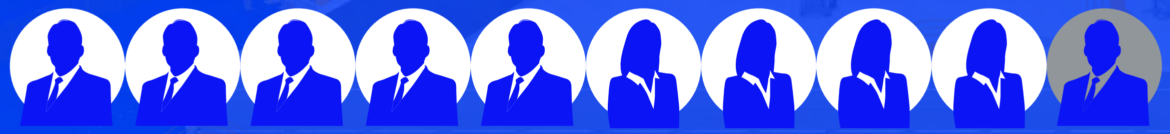
Average age

Years

61

Board tenure

- 0-10 years
- >10 years



Independence

- Independent
- Non-independent

To continually enhance Board, committee, and individual director performance, our Board and committees conduct an annual self-evaluation overseen by the N&CG Committee in conjunction with the Lead Independent Director and Board Chair. The process varies year to year and generally involves facilitation by an independent third party. In 2024, each director completed an anonymous questionnaire for the Board and any committee on which they served. An independent third party then compiled and analyzed the results and discussed findings with the Board and committees.

For more information about our Board, committee self-evaluations, and our Corporate Governance Guidelines, see our **2025 Proxy Statement**.

CORPORATE RESPONSIBILITY OVERSIGHT

Board of Directors

At the Board level, the N&CG Committee holds primary responsibility for overseeing United Rentals' policies and practices related to sustainability, culture, and governance, as well as our policy on political spending. As part of this responsibility, the N&CG Committee reviews our:

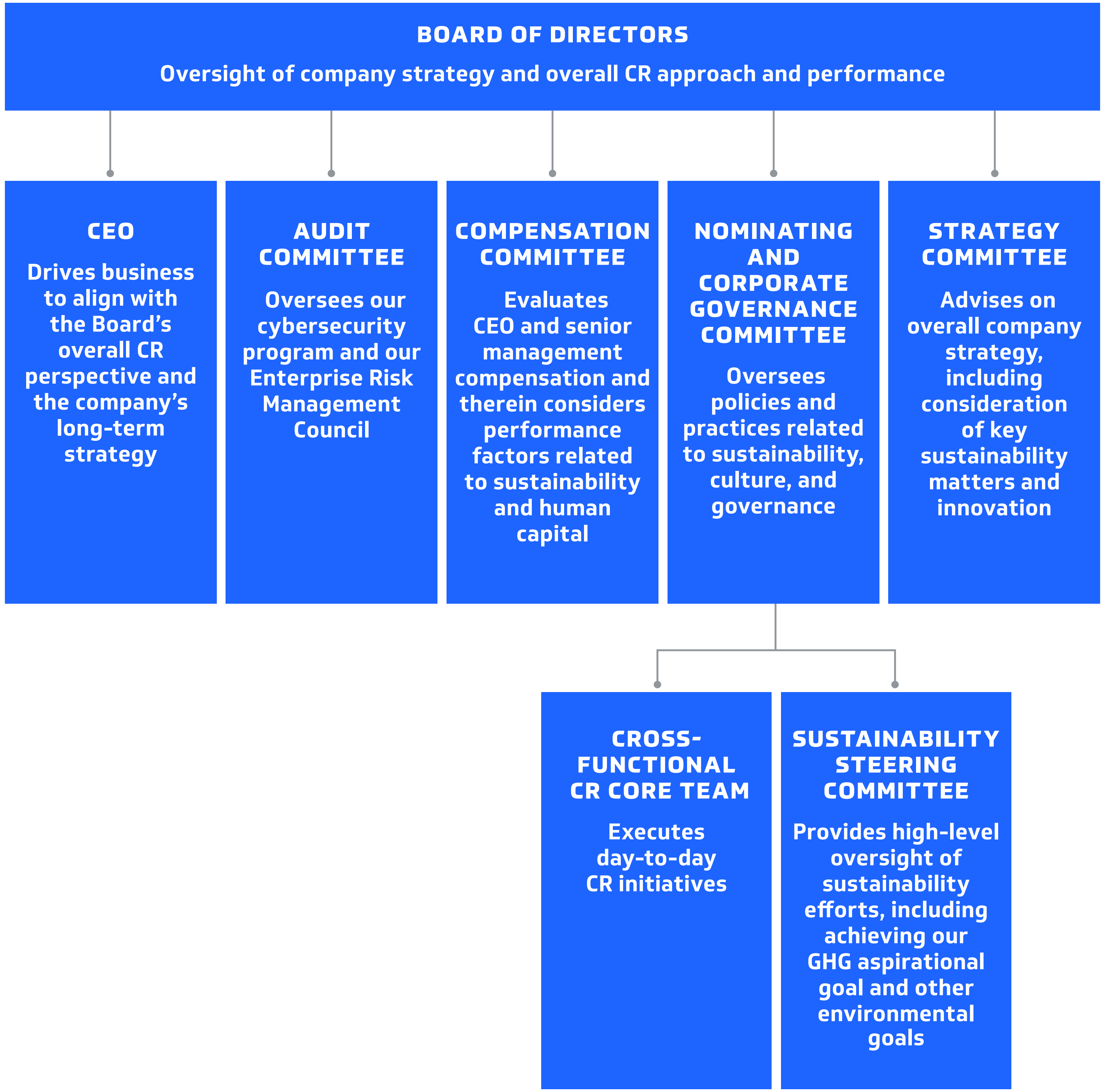
- Annual Corporate Responsibility (CR) Report.
- Health and safety practices and performance.
- **Lobbying Report**.
- **Health, Safety, and Environmental policy**.
- Investor feedback on environmental and social matters.
- Climate and sustainability strategy.
- Progress on our sustainability aspirational goals, including our GHG emission intensity reduction goal.

In addition, the full Board periodically reviews matters such as talent management and results from the Employee Experience survey, while Board committees oversee specific CR topics. See the graphic at right and our **2025 Proxy Statement** for more information.

Senior Management

Management helps identify issues that may impede our ability to advance wider CR objectives. Our cross-functional CR Core Team — consisting of leaders from departments such as human resources, legal, environmental, safety, strategy, and operations — leads day-to-day execution of CR initiatives. The Chief Legal & Sustainability Officer and the Chief Administrative Officer lead the CR Core Team and provide periodic updates to the Board's N&CG Committee.

Our Sustainability Steering Committee (SteerCo), composed of senior leaders and subject matter experts from across the company, provides high-level oversight of our sustainability efforts.



The group's guidance informs the work of the CR Core Team and ensures effective company-wide communication and coordination for the implementation of our climate strategy. Since its founding in 2021, the SteerCo has continued strengthening our sustainability approach and integrating it further into our business strategy. Topics covered during SteerCo meetings in 2024 included customer sustainability needs, clean power, and alternative fuels, to name a few.

EXECUTIVE COMPENSATION

At the beginning of each fiscal year, the Compensation Committee (the Committee) sets metrics for assessing the performance of the CEO and other named executive officers (NEOs) for the upcoming year. At the end of the year, the Committee reviews executive performance against those metrics to determine compensation. The majority of executive pay — in 2024, 90% of pay for the CEO and 80%, on average, for non-CEO NEOs — varies based on performance, with a portion covering outcomes on nonfinancial strategic factors, such as GHG emission intensity reduction and employee safety, summarized in the table right. For additional details about our executive compensation program, see our **2025 Proxy Statement**.

STRATEGIC FACTORS IN THE 2024 EXECUTIVE COMPENSATION PLAN[1]

CATEGORY	METRICS
Environment	• **GHG emission intensity reduction:** 2024 progress toward achieving our 2030 GHG emission intensity reduction aspirational goal
Customer experience	• **Customer experience:** Net Promoter Score • **Customer digital adoption:** Percentage of total company revenue where a customer used a digital tool within the last 90 days
Human capital	• **Employee safety:** Total recordable incident rate (TRIR) • **Employee retention:** Improvement in overall employee retention
Individual key objectives	• **Individual discretionary goals:** Tied to the executive's area of responsibility as defined in the annual performance review

1 Based on performance against the metrics and objectives in this strategic framework, the Committee may decide to adjust each NEO's annual incentive compensation plan funding level upward or downward in the range of 90%-110% of the initial funding amount.

SUPPLY CHAIN RESPONSIBILITY

A curated network of suppliers enables United Rentals to deliver products and services that promote safety, productivity, and sustainability for customers.

As the world's largest equipment rental company, we Work United® with over 195,000 suppliers globally for a total of $6 billion in spend in 2024.

We require our suppliers to comply with our standards. To make sure our partners are up to the task, we employ a seven-step screening process that is designed to vet financial position, market fit, manufacturing capacity, technical support capacity, quality, safety performance, and small business certification.

Approved suppliers must sign and abide by our Master Sourcing Agreement (MSA), which:

- Mandates compliance with all applicable local, state, and federal laws and regulations.
- Requires adherence to our Supplier Code and Code of Ethical Conduct, covering anti-corruption, voluntary labor, working conditions, and other topics.
- Outlines standards and expectations for individual behavior and corporate responsibility.

In 2024, we updated the MSA to expand our standards for supplier conduct. The document now covers workplace violence protection; Trade Agreement Acts compliance; our Health, Safety, and Environmental and Conflict Minerals policies; and additional key topics. Each supplier recommits to the MSA annually, acknowledging their understanding of any amendments.

We also assess the compliance of our largest strategic suppliers with select MSA topics via an annual survey.

We outline our zero-tolerance policy for any form of modern slavery or human trafficking in our global **Statement on Modern Slavery and Human Trafficking** and expect our suppliers to maintain similar statements and practices. United Rentals suppliers and business partners have access to our internal trainings on supply chain human trafficking and may take this training on a voluntary basis. We also perform additional diligence regarding the risk of forced and child labor for our largest suppliers in Canada.

Ongoing performance evaluations, considering factors such as cost, product support, and training, are an important part of our supplier management strategy. We review the public reporting of our suppliers quarterly to assess their compliance with contractual obligations, and we reserve the right to conduct unannounced audits and inspections of supplier facilities at any time. Our Supplier Checklist helps our teams evaluate key aspects of performance during site visits with strategic suppliers and potential new suppliers.

By primarily sourcing our products from regions known for their strong regulatory frameworks and quality standards, we seek to mitigate supplier and supply chain risks. In 2024, the majority of our supply chain spend was with companies in North America, Europe, and Japan.

We evaluate our suppliers' new product and technology offerings that have the potential to meet the needs of customers interested in mitigating climate risk on their jobsites.

SMALL BUSINESS INCLUSION

We proactively seek to partner with small businesses through our Small Business Supplier Program. Our approach helps us build relationships with suppliers representing a broad range of people and ideas while sourcing products and services at competitive prices.

We also participate in various organizations — including the National Veteran Owned Business Association and National Association of Women in Construction.

ETHICS AND INTEGRITY

Abiding by the highest standards of ethics and integrity has earned United Rentals the trust of our stakeholders and enabled our delivery of long-term value.

Our rigorous Code of Ethical Conduct (the Code) outlines the behaviors we expect from our employees and provides examples of best practices in challenging scenarios. The Code is available in six languages and covers 13 topics including legal compliance, non-retaliation, and environmental stewardship.

We track and audit compliance with Code training requirements throughout the year. To help ensure that both existing and new employees complete their trainings, we send proactive reminders to regional vice presidents, prompting them to keep their teams on track.

Employees have several avenues to report potential Code violations, including speaking with a manager or supervisor; contacting human resources or the legal department; contacting the Board's Audit Committee; or calling our confidential, third-party Employee Alertline. The relevant corporate department investigates reported violations of the Code. Disciplinary action is determined based on the nature of the offense, regardless of the offender's position within the company and without discrimination. United Rentals has a zero-tolerance policy for retaliation against anyone who reports a violation in good faith.

We collect survey responses from employees quarterly on potential instances of fraud and annually on potential conflicts of interest. An internal disclosure committee reviews and addresses survey results quarterly. Our antibribery program provides anti-corruption training to all relevant employees, including all vice presidents and above, as well as to members of our human resources, legal, risk, and sales teams. We also provide training to members of our legal and sourcing teams on human trafficking risks and make the training available to our vendors and suppliers.

POLICIES ON POLITICAL ACTIVITY AND LOBBYING

United Rentals policies prohibit the company from making political contributions of any kind, even when permitted by law. We do allow expenditures to advocate our viewpoints on relevant public policy issues or support intermediaries, such as lobbyists, who advocate on the company's behalf. In 2024, our lobbying expenditures totaled approximately $571,000, all at the state level. For 2024, we were again included as a top scoring company on the CPA-Zicklin Index for corporate disclosure and oversight of election-related spending. Details on our spending are available in our **annual lobbying report**.

OTHER RELEVANT POLICIES

Several operating policies outline our expectations and relationships with both internal and external stakeholders. For additional relevant policies covering areas such as health, safety, and human rights, please refer to our **governance documents**.

SALIENT HUMAN RIGHTS ISSUES

Given the countries in which we operate, we believe our business carries limited human rights risks. However, we remain committed to addressing the following salient human rights risks for our business:

- **Safety:** We aim to prevent all injuries, occupational illnesses, and safety incidents, continually striving to enhance safety across all locations.
- **Wages and working hours:** We adhere to applicable laws and regulations, and our minimum pay policy surpasses the current federal minimum wage by over 100%.
- **Discrimination and harassment:** We are dedicated to maintaining a workplace free from harassment and unlawful discrimination, upholding laws that prohibit discrimination in all areas where we operate.
- **Human trafficking:** Our major suppliers are located within North America and the manufacturing of parts and components is generally accomplished in North America, Europe, and Asia. However, through diligence efforts in 2024, we understand that some of our suppliers have operations in Eastern Europe and parts of Asia that are considered higher risk for human trafficking. To manage this risk, our strategic sourcing department has developed processes that include screening suppliers for alignment with our business conduct expectations. For details, see **Supply Chain Responsibility**.

Salient issues may evolve as our business expands and develops. We annually review our priority areas, assess risks, and engage in constructive dialogue with stakeholders about these issues.

In 2024, United Rentals earned a spot among Newsweek and Statista's Most Trustworthy Companies in America.

DATA PRIVACY AND SECURITY

Protecting our data and the data of our customers and partners is critical. By establishing strong data privacy and security protocols and adhering to relevant regulations, we endeavor to minimize the risk of data breaches.

Our cybersecurity program complies with regulations in all jurisdictions where we operate and strives to meet the highest globally recognized standards, such as the California Consumer Privacy Act (CCPA) and the EU General Data Protection Regulation (GDPR). We regularly update our program to maintain ongoing compliance with all relevant regulations. The program leverages the **National Institute of Standards and Technology (NIST) Cybersecurity Framework** and provides a comprehensive set of standards, guidelines, and repeatable practices that help us remain vigilant about threats.

Our strategic cybersecurity roadmap initiatives are designed to enhance and fortify our cyber defense capabilities. For the next three years, we will continue to focus on identifying, detecting, protecting against, responding to, and recovering from cybersecurity threats.

We conducted a cybersecurity maturity assessment in 2024 based on the NIST framework and industry best practices. We integrated recommendations into the roadmap initiatives. This will further evolve our approach to cybersecurity risk management so we can stay ahead of emerging threats and protect our organization and stakeholders.

Aligned with our strategy and structured to proactively identify and mitigate potential threats, our multilayered approach includes continuous monitoring, regular systems testing, and use of cutting-edge software. Additionally, we use:

- Endpoint tools to secure individual devices with antivirus and other security software.
- Logging and monitoring tools to detect unusual or malicious activity.
- Annual tabletop simulations led by third-party experts to role play different cyber threat scenarios with internal and external stakeholders.
- Regular penetration and red team testing to test security as a third-party firm attempts to penetrate our systems.

Because of these efforts, our program has shown consistent improvement since we began assessing its maturity in 2018. In 2024, we incorporated artificial intelligence in cyber defense to improve our detection and protection capabilities, enhancing real-time monitoring to identify and respond to threats in a timely manner. Additionally, we utilize cloud-based services to ensure continuous, uninterrupted security coverage and timely recovery.

United Rentals is not aware of any material security breaches in the past year. We remain committed to continuous monitoring as part of our proactive cybersecurity approach. Learn more in our **2024 Annual Report - Form 10-K**.

DISCLOSURE INDEX

GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure Number	Disclosure	Location

GRI 1: FOUNDATION

Disclosure Number	Disclosure	Location
GRI 1	Statement of use	United Rentals has reported in accordance with GRI Standards 2021 for the period January 1, 2024-December 31, 2024.
	GRI 1 used	GRI 1: Foundation 2021
	Applicable GRI Sector Standards	GRI Standards 2021

GRI 2: GENERAL DISCLOSURE

Disclosure Number	Disclosure	Location
2-1	Organizational details	a. United Rentals, Inc. b. Ownership and legal form are available in our **2024 Annual Report - Form 10-K**. c. 100 First Stamford Place, Suite 700, Stamford, CT 06902, USA. d. See **About United Rentals** and our **2024 Annual Report - Form 10-K**.
2-2	Entities included in the organization’s sustainability reporting	Entities covered by United Rentals are included in **exhibit 21 in the 2024 Annual Report - Form 10-K**.
2-3	Reporting period, frequency, and contact point	Our Corporate Responsibility Reports are published annually. This report covers fiscal year 2024, from January 1, 2024-December 31, 2024. It was published on August 25, 2025. All questions, concerns, and feedback can be directed to: **sustainability@ur.com**.
2-4	Restatements of information	Any restatements are included in the relevant sections throughout this report.
2-5	External assurance	The data in this report has not been externally assured. United Rentals worked with a third-party firm to develop our greenhouse gas emission inventory and calculate our Scope 1, 2, and 3 emission results.
2-6	Activities, value chain, and other business relationships	See **About United Rentals** and **Supply Chain Responsibility**, as well as our **2024 Annual Report - Form 10-K**. There were no significant changes to our activities, value chain, or other business relationships in 2024.

Disclosure Number	Disclosure	Location
2-7	Employees	To supplement the information included in **Investing in Our People**, see below for comprehensive U.S. demographic data, consistent with what we provide to the EEO-1 in the United States. Data as of December 31, 2024.

	Race/ethnicity														
	Hispanic or Latino		Non-Hispanic or Latino												
			Male						Female						
Job categories	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	**Row Total**
Executive/Senior Level Officials and Managers	1	1	42	2	0	0	0	0	6	0	0	0	0	0	**52**
First/Mid-Level Officials and Managers	292	56	2,781	80	36	8	18	35	440	20	7	1	2	11	**3,787**
Professionals	32	19	197	19	29	2	0	5	138	31	18	0	0	4	**494**
Technicians	0	0	5	0	0	0	1	1	0	0	0	0	0	0	**7**
Sales Workers	535	231	3,043	184	26	14	14	69	960	88	13	2	13	34	**5,226**
Administrative Support Workers	67	56	238	31	2	0	1	6	203	73	6	1	1	8	**693**
Craft Workers	1,414	15	4,940	363	61	22	49	95	57	5	1	0	0	3	**7,025**
Operatives	1,097	40	2,759	691	24	11	31	68	122	38	3	2	3	8	**4,897**
Laborers and Helpers	696	19	1,133	297	17	6	27	48	47	10	0	0	0	4	**2,304**
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	**0**
Current 2024 Reporting Year Total	**4,134**	**437**	**15,138**	**1,667**	**195**	**63**	**141**	**327**	**1,973**	**265**	**48**	**6**	**19**	**72**	**24,485**
Prior 2023 Reporting Year Total	3,779	403	14,658	1,502	177	60	142	312	1,875	247	53	7	17	68	23,300

Disclosure Number	Disclosure	Location
2-8	Workers who are not employees	**Item Omitted:** Description and number of workers who are not employees and whose work is controlled by the organization. **Reason:** This information is unavailable or incomplete because contract employees are engaged on a local level and as needed.

Disclosure Number	Disclosure	Location
2-9	Governance structure and composition	See **Corporate Governance** and **2024 Annual Report - Form 10-K**.
2-10	Nomination and selection of the highest governance body	See **Corporate Governance** and **Nominating and Corporate Governance Committee Charter**.
2-11	Chair of the highest governance body	See **Board of Directors**.
2-12	Role of the highest governance body in overseeing the management of impacts	See **Corporate Governance**.
2-13	Delegation of responsibility for managing impacts	See **Corporate Governance**.
2-14	Role of the highest governance body in sustainability reporting	See **Corporate Governance**.
2-15	Conflicts of interest	See **Code of Ethical Conduct**, page 12.
2-16	Communication of critical concerns	See **Code of Ethical Conduct**, pages 31-32, and **Communicating with the Board**.
2-17	Collective knowledge of the highest governance body	See **2025 Proxy Statement**, page 14.
2-18	Evaluation of the performance of the highest governance body	See **2025 Proxy Statement**, pages 29-30.
2-19	Remuneration policies	See **2025 Proxy Statement**, pages 38-57.
2-20	Process to determine remuneration	See **Compensation Committee Charter** and **2025 Proxy Statement**, pages 45-47.
2-21	Annual total compensation ratio	See **2025 Proxy Statement**, page 70.
2-22	Statement on sustainable development strategy	See **A Message from Our Chair and CEO** and **Rental Business Model Delivers ROI and Sustainability Impact**.
2-23	Policy commitments	See **Environmental Compliance**, **Investing in Our People**, **Corporate Governance**, **Supply Chain Responsibility**, and **Ethics and Integrity**.
2-24	Embedding policy commitments	See **Environmental Compliance**, **Investing in Our People**, **Corporate Governance**, **Supply Chain Responsibility**, and **Ethics and Integrity**.
2-25	Processes to remediate negative impacts	See **Corporate Responsibility**, **Ethics and Integrity**, and the full **Delivering Sustainability** section.
2-26	Mechanisms for seeking advice and raising concerns	See our **Code of Ethical Conduct**.

<table>
<tr><th>Disclosure Number</th><th>Disclosure</th><th>Location</th></tr>
<tr><td>2-27</td><td>Compliance with laws and regulations</td><td>See Delivering Sustainability.</td></tr>
<tr><td>2-28</td><td>Membership associations</td><td>We have memberships and corporate associations with a range of organizations. These may be managed at the corporate and business unit level and vary by geographic location and local interests.</td></tr>
<tr><td>2-29</td><td>Approach to stakeholder engagement</td><td>Understanding the perspectives, needs, and concerns of the people with whom we interact informs our decisions and plays a key role in our success. We define our stakeholders as individuals, groups, or entities that are or can be affected by United Rentals' operations and business activities or that can impact our performance. We regularly engage with our key stakeholders through a variety of methods to discuss and learn about what matters to them, including topics related to sustainability and corporate responsibility (see table below).
<table>
<tr><th></th><th>Employees</th><th>Customers and Suppliers</th><th>Investors</th><th>Community Members</th></tr>
<tr><td>Ways we engage</td><td>• Day-to-day interactions
• Employee surveys
• Quarterly all-employee calls with executives
• Town hall meetings
• Internal social media platform</td><td>• Informal conversations
• Formal surveys
• 1UR Customer Days
• Supplier selection and evaluation process
• Meetings on sustainable product offerings and other customer needs</td><td>• One-on-one meetings and calls
• Quarterly earnings calls
• Annual stockholders' meeting
• Investor conferences
• Hosted investor events</td><td>• Volunteering
• Philanthropy
• Direct interaction during disaster relief</td></tr>
<tr><td>Key topics of interest</td><td>• Safety
• Career development
• Employee experience
• Training
• Benefits and compensation
• Workplace community and inclusion</td><td>• Customer service
• Equipment selection, including low-carbon options
• Pricing
• Safety training
• Customer and market needs</td><td>• Capital investments, including clean tech
• Asset efficiency
• Financial results
• Corporate governance
• Sustainability performance
• Climate-related risks and climate adaptation
• Human capital management and safety</td><td>• Volunteering
• Disaster preparedness and response</td></tr>
</table></td></tr>
<tr><td>2-30</td><td>Collective bargaining agreements</td><td>Approximately 8,000 of our employees are salaried and approximately 19,900 are hourly. Collective bargaining agreements relating to approximately 164 separate locations cover approximately 1,800 of our employees. We monitor employee satisfaction through ongoing surveys and consider our relationship with our employees to be good.</td></tr>
</table>

Disclosure Number	Disclosure	Location

GRI 3: MATERIAL TOPICS[1]

Disclosure Number	Disclosure	Location
3-1	Process to determine material topics	United Rentals assesses sustainability, culture, and governance topics important to us and our stakeholders annually through the development of our Corporate Responsibility Report. We conduct more in-depth assessments every few years to ensure we remain focused on the key corporate responsibility areas for our business and our stakeholders. Our most recent in-depth assessment, conducted in 2019, applied the GRI Reporting Principles to help identify and prioritize topics for reporting and for informing our sustainability strategy and improvement initiatives. Through our internal due diligence and enterprise risk management processes, we continue to monitor the internal and external environments in which we operate for sustainability-related risks and opportunities and for shifts in stakeholder interests.
3-2	List of material topics	**Our Operations**: Customer safety; Customer satisfaction and engagement; Operational and capital efficiency; Business continuity and resiliency; Low- and zero-emissions equipment; Responsible supply chain management **People and Community**: Workforce health, safety, and wellness; Workplace community and inclusion; Employee experience; Talent management; Community support **Environmental Stewardship**: Environmental compliance; Climate action: energy and emissions; Water; Materials and waste **Responsible Business**: Governance; Ethics and compliance; Human rights; Responsible procurement; Data privacy and cybersecurity; Climate adaptation and strategy
3-3	Management of material topics	The information for each topic identified in the process described in GRI 3-1 is shared throughout this report.

1 Matters described in this report, including matters described as “important,” “significant,” or “material,” or using similar words, are matters that may be important to us or our stakeholders, but should not be read as necessarily rising to the level of materiality used for the purposes of complying with securities laws or other laws or regulations. Please see **About This Report** for more information.

Disclosure Number	Disclosure	Location

TOPIC STANDARDS

GRI 201: ECONOMIC PERFORMANCE 2016

Disclosure Number	Disclosure	Location
201-1	Direct economic value generated and distributed	See **About United Rentals**, our **2024 Annual Report - Form 10-K**, and **2024 Earnings Release**.
201-2	Financial implications and other risks and opportunities due to climate change	Climate-related risks and opportunities will be covered in our forthcoming Task Force on Climate-Related Financial Disclosures Report.

GRI 203: INDIRECT ECONOMIC IMPACTS 2016

Disclosure Number	Disclosure	Location
203-1	Infrastructure investments and services supported	We have a rigorous process for assessing needs across our operations, including proactively preparing for severe weather events and other emergency situations. See **Resilient Operations**, **Reducing Our Climate Impact**, and **Employee Well-Being**.
203-2	Significant indirect economic impacts	We have not assessed the significance of the indirect economic impacts in the context of external benchmarks or international standards or protocols. **Supply Chain Responsibility** provides more detail on our impact with suppliers and **Making an Impact in Our Communities** details our impact with our communities.

GRI 204: PROCUREMENT PRACTICES 2016

Disclosure Number	Disclosure	Location
204-1	Proportion of spending on local suppliers	See **Supply Chain Responsibility**.

GRI 302: ENERGY 2016

Disclosure Number	Disclosure	Location
302-1	Energy consumption within the organization	Energy data is available in **Reducing Our Climate Impact**. In the instance actual data was not available, data was estimated.
302-3	Energy intensity	The intensity ratio includes all energy consumed within the organization. This data is shared in **Reducing Our Climate Impact**.

GRI 303: WATER AND EFFLUENTS 2018

Disclosure Number	Disclosure	Location
303-1	Interactions with water as a shared resource	See **Water**.
303-2	Management of water discharge-related impacts	United Rentals complies with local discharge requirements, where applicable. See **Water**.
303-3	Water withdrawal	United Rentals does not monitor or track water withdrawn from sources other than municipal outlets. Withdrawal estimates were applied at some of our European branches where consumption is included in the rent we pay to the landlord for the location. Groundwater and water reuse values are estimated. See more in **Water**.

Disclosure Number	Disclosure	Location

GRI 305: EMISSIONS 2016

305-1 Direct (Scope 1) GHG emissions

See **Reducing Our Climate Impact**.

	2022	2023	2024
Direct (Scope 1) GHG emissions ($MTCO_2e$)	399,328	439,887	462,087

305-2 Energy indirect (Scope 2) GHG emissions

See **Reducing Our Climate Impact**.

	2022	2023	2024
Energy indirect (Scope 2 market-based) GHG emissions ($MTCO_2e$)[1]	24,963	28,169	27,611

305-3 Other indirect (Scope 3) GHG emissions

See **Reducing Our Climate Impact**.

Scope 3 Emissions by Category[2,3]	2022		2023		2024	
	$MTCO_2e$	% of total	$MTCO_2e$	% of total	$MTCO_2e$	% of total
Total Scope 3 emissions	6,159,571	100%	6,981,984	100%	7,495,799	100%
Downstream leased assets	2,988,726	48.5%	3,159,460	45.3%	3,104,544	41.4%
Use of sold products	1,333,033	21.6%	1,874,780	26.9%	2,392,413	31.9%
Capital goods	1,222,831	19.9%	1,240,798	17.8%	1,253,346	16.7%
Purchased goods and services	357,081	5.8%	411,587	5.9%	437,943	5.8%
Upstream transportation and distribution	164,834	2.7%	180,311	2.6%	188,036	2.5%
Employee commuting	46,536	0.8%	49,719	0.7%	51,533	0.7%
End of life	14,028	0.2%	23,944	0.3%	25,146	0.3%
Fuel and energy activities	19,146	0.3%	21,006	0.3%	20,634	0.3%
Waste in operations	10,617	0.2%	15,758	0.2%	16,107	0.2%
Business travel	2,739	0.0%	4,621	0.1%	6,098	0.1%

1 The market-based method shows emissions the company is responsible for through its purchasing decisions. We purchased 48,829 MWh of 2024-vintage, Green-e® certified Renewable Energy Certificates (RECs) comprising 41,354 MWh of U.S. Green-e® RECs and 7,475 MWh of U.S. Green-e® National Standard RECs, equivalent to 24,153 MTCO2e avoided. We have removed these emissions from the Scope 2 market-based numbers shown in the table.

2 Includes all categories from the GHG Protocol Technical Guidance for Calculating Scope 3 Emissions (version 1.0) that are relevant to the company. Scope 3 emissions have significant uncertainties and limitations. This includes insufficient data from certain suppliers, and suppliers unwilling to, or incapable of, monitoring carbon emissions. See **About This Report** for more factors affecting our Scope 3 and other emission calculations.

3 Totals may not add to 100% due to rounding.

Disclosure Number	Disclosure	Location
305-4	GHG emissions intensity	See **Reducing Our Climate Impact**.
305-5	Reduction of GHG emissions	See **Reducing Our Climate Impact**. Note about our aspirational climate goals: This report details the actions we took in 2024 toward achieving the aspirational goals we previously set. In setting these goals, we conducted rigorous analyses of our operations, technology, and more for metrics where we can drive meaningful progress. While these goals are challenging, we believe they are achievable through our continued dedication to progress and innovation. Between 2019 and 2020, we worked with a specialist firm to comprehensively assess our full carbon footprint, identify abatement strategies, and consider adopting a time-bound emission reduction goal. At that time, we decided not to submit an absolute emission reduction goal for verification by the Science Based Targets initiative (SBTi). We revisit the decision periodically. However, we continue to feel an SBTi goal is not appropriate given our acquisitive history — since our inception, we have completed over 300 mergers and acquisitions — and our plans to continue to grow the business organically and through acquisitions. For companies whose Scope 3 emissions cover more than 40% of combined Scope 1, 2, and 3 emissions, which is the case for United Rentals, SBTi requires that goals cover Scope 3 emissions. Much of our Scope 3 emissions relate to customer use of our rented equipment. While there are not currently scalable and viable solutions for meaningfully reducing emissions from the majority of our rented equipment, we are committed to continuing to partner with equipment manufacturers to support our customers with their equipment and sustainability needs. Further, Scope 3 emission calculations rely on data provided to us by third parties. In some cases, this data may be incomplete or prepared in ways that are not consistent with our methodologies or practices. While this makes it challenging to adopt a goal that covers Scope 3 emissions, we are exploring ways to help improve the quality of the data. In addition to our aspirational goals, we are committed to reducing our climate impact through three routes: • Engaging with original equipment manufacturers (OEMs) and customers on low- and zero-emission equipment opportunities that will support our customers • Exploring ways to acquire more efficient and alternatively fueled vehicles for our sales, service, and delivery fleet, which are the largest contributors to our Scope 1 emissions • Helping our customers track and measure estimated greenhouse gas emissions from our rental offerings
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	United Rentals does not engage in any industrial processes that release other significant air emissions. Any releases of NOx, SOx, and other significant air emissions would be attributed to the consumption of fuel as reported in 302-1. United Rentals, therefore, does not consider this disclosure relevant to our organization.

GRI 306: WASTE 2020

306-3	Waste generated	See **Materials and Waste**.
306-4	Waste diverted from disposal	See **Materials and Waste**.

GRI 308: SUPPLIER ENVIRONMENTAL ASSESSMENT 2016

308-1	New suppliers that were screened using environmental criteria	See **Supply Chain Responsibility**.

Disclosure Number	Disclosure	Location

GRI 401: EMPLOYMENT 2016

Disclosure Number	Disclosure	Location
401-1	New employee hires and employee turnover	See **Investing in Our People**.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Parttime employees receive paid time off, retirement benefits, and **Employee and Family Assistance Program (EFAP)** access.

GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018

Disclosure Number	Disclosure	Location
403-1	Occupational health and safety management system	See **Health and Safety**.
403-2	Hazard identification, risk assessment, and incident investigation	Slips, trips, falls, and line of fire are general workplace hazards. See more in **Health and Safety**.
403-3	Occupational health services	See **Health and Safety**.
403-4	Worker participation, consultation, and communication on occupational health and safety	See **Health and Safety**.
403-5	Worker training on occupational health and safety	See **Health and Safety**.
403-6	Promotion of worker health	See **Health and Safety** and **Employee Well-Being**.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See **Health and Safety**.
403-8	Workers covered by an occupational health and safety management system	100% of United Rentals employees are covered by an internally audited management system. See more in **Health and Safety**.
403-9	Work-related injuries	See **Health and Safety**.

GRI 404: TRAINING AND EDUCATION 2016

Disclosure Number	Disclosure	Location
404-2	Programs for upgrading employee skills and transition assistance program	See **Investing in Our People**.
404-3	Percentage of employees receiving regular performance and career development reviews	100% of full-time employees undergo performance reviews annually.

GRI 405: DIVERSITY AND EQUAL OPPORTUNITY 2016

Disclosure Number	Disclosure	Location
405-1	Diversity of governance bodies and employees	See **Corporate Governance**, **GRI 2-7**, and page 14 of our **2025 Proxy Statement**.

Disclosure Number	Disclosure	Location
GRI 413: LOCAL COMMUNITIES 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	See **Making an Impact in Our Communities** and **Delivering Sustainability**.
GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016		
414-1	New suppliers that were screened using social criteria	See **Supply Chain Responsibility**.
GRI 415: PUBLIC POLICY 2016		
415-1	Political contributions	See **Ethics and Integrity**.
GRI 416: CUSTOMER HEALTH AND SAFETY 2016		
416-1	Assessment of the health and safety impacts of product and service categories	See more in **Products and Services**, **Maximizing Performance on Customer Jobsites**, **Health and Safety**, and **Ethics and Integrity**.
GRI 418: CUSTOMER PRIVACY 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	The company investigates all potential breaches and takes corrective and preventive action in order to ensure customer privacy and data protection and reduce potential risks. Learn more in our **2024 Annual Report - Form 10-K**.

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

Industrial Machinery and Goods

We report on our material social and environmental issues following the SASB guidelines for the Industrial Machinery and Goods sector.

SASB Code	Metric	Response for 2024
ENERGY MANAGEMENT		
RT-IG-130a.1	(1) Total energy consumed (2) percentage grid electricity (3) percentage renewable	The majority of the renewable energy we procure is sourced directly from the local utility. We also purchase renewable energy certificates for additional coverage. In 2024, we finished installing solar panels at our Ridgefield Park, New Jersey location, and we continue to identify opportunities to install solar panels at our facilities. See data in **Reducing Our Climate Impact**.
EMPLOYEE HEALTH AND SAFETY		
RT-IG-320a.1	(1) Total recordable incident rate (TRIR) (2) fatality rate (3) near miss frequency rate (NMFR)	See table below
FUEL ECONOMY AND EMISSIONS IN USE-PHASE		
RT-IG-410a.1	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	Although this disclosure does not directly apply to United Rentals because we are not a vehicle manufacturer, we measure the fuel efficiency of the medium- and heavy-duty vehicles we purchase from original equipment manufacturers (OEMs) and we engage OEMs on the availability of low-emission, fuel-efficient vehicles to meet demand from our customers.
RT-IG-410a.2	Sales-weighted fuel efficiency for non-road equipment	Although this disclosure does not directly apply to United Rentals because we are not an equipment manufacturer, we aim for our fleet to have the best available technology for fuel efficiency by maintaining a low average fleet age through frequent fleet turnover.
RT-IG-410a.3	Sales-weighted fuel efficiency for stationary generators	This disclosure is not applicable to United Rentals because we do not manufacture or sell stationary generators and stationary generators only make up a nominal portion of our product portfolio.

Response for RT-IG-320a.1:

	2022	2023	2024
Total recordable incident rate (TRIR)	0.76	0.75	0.81

SASB Code	Metric	Response for 2024
RT-IG-410a.4	Sales-weighted emissions of: (1) nitrogen oxides (NOx) (2) particulate matter (PM) for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	Although this disclosure does not directly apply to United Rentals because we are not an engine manufacturer, we aim for our fleet to have the best available technology for removing pollutants by maintaining a low average fleet age through frequent fleet turnover.

MATERIALS SOURCING

RT-IG-440a.1	Description of the management of risks associated with the use of critical materials	This disclosure is not applicable to United Rentals because we are not an equipment manufacturer.

REMANUFACTURING DESIGN AND SERVICES

RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services	See table below

	2022	2023	2024
Revenue from the sale of refurbished equipment	$9,226,689	$11,251,726	$15,914,388

ACTIVITY METRIC

RT-IG-000.A	Number of units produced by product category	United Rentals measures this metric as the size of our rental equipment fleet (based on average original equipment at cost). This data is shared in **About United Rentals**.
RT-IG-000.B	Number of employees	See **About United Rentals**.

UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS (SDGs)

In executing our strategy, United Rentals considers the UN SDGs and their promotion of a more peaceful, sustainable, prosperous future for all. We contribute to these goals through the following:

ALIGNMENT WITH THE SDGs

SDG	Significance to United Rentals	Our 2024 Contributions
5 GENDER EQUALITY	By fostering an inclusive workplace, we believe we can harness a wealth of talent and perspectives, drive innovation, and enhance our competitive edge.	Fostered community, education, and networking for all, promoting retention and leadership development aligned with our business goals
8 DECENT WORK AND ECONOMIC GROWTH	We understand that thriving economies rely on engaged and healthy workforces. We are committed to fostering a safe work environment and providing benefits and resources that enable our team to thrive. This commitment includes investing in training and development for all our people and providing them with skills and opportunities for career development. We believe these commitments drive organizational success in addition to promoting socioeconomic advancement in our communities.	Earned a 9.1 out of 10 for our safety commitment in our 2024 Employee Experience survey, signaling our dedication to fostering a workplace where health is a priority 7,000 employees added to our team through new hires and acquisitions Trained over 128,000 employees and customers through United Academy 0.5 percentage point decrease in voluntary turnover compared to 2023
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Our aim is to be a one-stop-shop for our customers, delivering solutions that boost their safety, productivity, and sustainability. We seek opportunities to increase resource efficiency at customer jobsites and in our own operations. As one of the largest equipment rental companies, we can drive demand for lower-impact equipment and power options.	Reduced raw material use from equipment production through our rental model Offered a portfolio of more sustainable equipment in our rental fleet Helped customers estimate emissions and identify areas to reduce impact with our Total Control platform
10 REDUCED INEQUALITIES	We acknowledge the importance of an inclusive culture both within our organization and in society at large. We aim to create a positive workplace and contribute to fair and inclusive communities by focusing on equal opportunity for all.	Introduced UR Connections, our company-wide mentorship program open to all employees that provides leadership growth and hones skills through new connections Achieved an 8.4 employee engagement score through our Employee Experience survey, placing us in the top 5% of our benchmark for our employee Net Promoter Score

ALIGNMENT WITH THE SDGs

SDG	Significance to United Rentals	Our 2024 Contributions
11 SUSTAINABLE CITIES AND COMMUNITIES	We are dedicated to building cities and communities that are safe, resilient, and sustainable. We recognize the vital role our business plays in supporting community resilience to disasters and extreme weather events.	Supported employees and communities during **severe weather events** through our Emergency Operations Center and Emergency Response Team Offered a portfolio of more sustainable equipment in our rental fleet Donated $215,000 to veterans' causes through our charitable program Turns for Troops
12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Our business model helps minimize material use and reduce our waste by keeping equipment in use longer. We also resell our used equipment to extend its life or ensure its responsible disposal, diverting from landfill when possible. We provide our customers with tools and data so they can become more efficient and reduce waste in their own operations.	Helped customers estimate emissions and identify areas to reduce impact with our Total Control Estimated Emissions dashboard Disclosed results from our assessment of the environmental benefit of our rental business model, with results indicating a reduction in carbon emissions and raw material use compared to non-rental business models 57.4% of waste diverted from landfill toward our goal of 70% diversion by 2025 Introduced the ProBox On Demand, a secure, locked toolbox that requires a code or badge for access and Bluetooth tags on each tool that show location in real time so customers can track tools on jobsites and reduce waste from tool loss Published a **white paper** about supporting safety, productivity, and sustainability on customer jobsites with our Worksite Performance Solutions
13 CLIMATE ACTION	We are committed to building a better future together, taking proactive steps to reduce our carbon footprint and helping our customers meet their own climate goals. To drive progress in our own operations, we have an aspirational goal to reduce our GHG emission intensity. To help our customers with their climate action efforts, we look for opportunities to bring low- or zero- emission equipment to the market and provide education, data, and tools.	Published white papers to share our knowledge on topics such as **hybrid power solutions** 30.5% of our rental fleet is hybrid or electric[1] Installed solar panels at our Ridgefield Park, New Jersey branch 27% reduction in Scope 1, 2, and third-party hauling Scope 3 emission intensity compared to our 2018 baseline, toward our aspirational goal to reduce emission intensity in these areas by 35% by 2030 91% of sites have undergone lighting retrofits, toward our aspirational goal of upgrading 95% of existing North American operations with LED lighting by 2025[2]

1 Percent electric and hybrid based on number of units in classes that are motorized (excludes non-motorized and hand tools) as of June 23, 2025.

2 Percentage based on progress as of December 31, 2024 for locations that were part of United Rentals' footprint as of June 30, 2022 (date of initial goal adoption); does not include locations acquired or opened after June 30, 2022.