

HEALTH, SAFETY & ENVIRONMENTAL POLICY

Our Commitment to Health and Safety

Safety is one of our core values and we Work United® to keep our employees¹, our customers and our communities safe. We provide our employees with a safe and healthy work environment through, among other things, world class training and monitoring programs that promote a culture of safety, teamwork and professionalism. We encourage our employees to make a personal commitment to safety, both at work and at home. In addition, as a company, we have adopted an aspirational goal to reduce our total recordable incident rate (TRIR) to 0.40 by 2030, on our journey to zero injuries.

United for Safety: We are invested in avoiding and preventing accidents and injuries at work by understanding and demonstrating safe practices, promoting awareness of workplace conditions and activities and identifying, reporting and eliminating risks and hazards, so far as reasonably practicable. We manage the health and safety of our business through an integrated occupational health and safety program with components of our program internally-audited. Our policy is to record and evaluate injury incidents, near misses, associated hazards and corrective actions in order to review and improve the effectiveness of our safety program. Additionally, we have standardized practices and procedures that foster a safe working environment and provide our employees with the training, tools and personal protective equipment necessary to work safely. For example, we offer safety training through United Academy®, our online and in-person education platform aimed at enhancing jobsite and operator safety. Further, where employees observe unsafe behaviors or conditions, we enable them to stop work and encourage them to promptly bring it to our attention.

Focused on Our Customers and Communities: Our responsibility for safety during our daily business activities extends to interactions with our customers and our communities. This responsibility means that we Work United® to drive and operate safely and courteously on the roads we share with others; we make smart and thoughtful decisions; and we work together to protect United Rentals' reputation as a safety-focused leader in all of the communities where we operate.

Driven by Employees: Sustaining a world-class safety culture is only possible when our commitment to safety is demonstrated across the business. We engage with our employees on safety matters and encourage them to take responsibility for their own and others' health and safety. We operate in accordance with local, state, provincial and federal environmental, health and safety regulations and we expect that our employees will do the same.

By identifying and raising awareness of safety hazards and taking responsibility for mitigating or eliminating them, we deliver on our purpose of being United in our commitment to live, work and drive safely.

Live Well, Safe and Healthy: We provide a variety of programs to support employees' total well-being, including 24/7 work/life support through our Employee and Family Assistance Program and a Paid Wellness Day Off in the U.S., Canada, Australia, and New Zealand to focus on preventive care and overall health. In the U.S., employees have access to additional resources such as diabetes prevention and weight management programs, support for future moms, tobacco cessation, and ongoing health condition management, along with an annual biometric screening and health risk assessment program. U.S. employees also have access to a healthcare navigation benefit, providing guidance to help them understand their medical plans, find quality providers, schedule appointments, compare costs, and make informed healthcare decisions. Across all regions, we continually review and enhance local benefit offerings and provide resources to support mental wellness and life's everyday challenges.

Our Commitment to the Environment

United Rentals recognizes that our business has an effect on the environment. In recognition of this and in furtherance of our core value of Sustainability, we continually evaluate ways to conserve resources and reduce our environmental impact. We report annually on greenhouse gas emissions from our full value chain, including Scope 1, 2 and 3 emissions. In addition, we have adopted aspirational goals, including a greenhouse gas intensity reduction goal for our Scope 1 and 2 emissions and Scope 3 emissions from our third party haulers ("GHG Intensity Reduction Goal"), a waste diversion goal and a lighting retrofit goal, as more fully described in our 2024 Corporate Responsibility Report. Further, we are committed to providing customers with a wide range of equipment options, including low- and zero-emissions equipment, to support their own sustainability goals. In furtherance of this commitment, customers can search for and select equipment by emission levels in our online equipment catalogue.

Environmental Objectives:

United Rentals is committed to the following natural resource conservation and environmental objectives:

- Protecting the environment, which includes practices to prevent pollution and minimizing our impact on nature;

¹ United Rentals acknowledges that its health and safety responsibilities in Australia and New Zealand extend to all workers.

- Actively monitoring, managing and reducing energy usage at branch and corporate locations;
- Reducing energy demands through the adoption and implementation of appropriate energy saving and renewable energy technologies, where practicable;
- Reducing emissions through improved energy efficiency and reduced fuel consumption;
- Evaluating our sales, service and delivery fleet and employee travel on a regular basis, monitoring new technological developments, and replacing older vehicles with more fuel-efficient vehicles, where practicable;
- Evaluating our rental fleet, and where feasible, replacing older fleet with more fuel-efficient fleet;
- Collaborating with our suppliers and customers to encourage the development and adoption of low- and zero-emission equipment;
- Working with our employees and waste disposal partners to evaluate and raise awareness of waste reduction and recycling opportunities in our locations;
- Meeting or exceeding our environmental compliance requirements;
- Regularly reviewing our policies and practices to maximize the efficiency of our operations and lessen our overall impact on the environment;
- Continually improving our environmental management systems to improve environmental performance; and
- Monitoring and managing our climate related risks and opportunities.

United Rentals is also committed to supporting Planet United®, its employee resource group, in its efforts to promote environmental activities at the branch and office, fleet and community levels

Transparency and Governance

We will continue to report publicly and transparently on our health, safety, and environmental performance, primarily through our Corporate Responsibility Report. Additionally, we will continue to benefit from the feedback we receive from our stakeholders, internal Sustainability Steering Committee, leadership team, and Board of Directors to enhance our ability to deliver on goals and strategies.

Applicability of Policy, Modifications and Regular Review

This policy applies to all of our employees and the activities undertaken at our locations. We also expect our suppliers, contractors, and their employees to comply with all applicable sections of this policy. Our leadership team is committed to regularly reviewing this policy, as discussed more fully above, and we also share the policy with our Board of Directors on an annual basis. Any modifications arising out of such reviews will be promptly communicated and made available to the public.



Matthew J. Flannery
President and Chief Executive Officer

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