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United Rentals U.S. Australasia Holdings, Inc.

United Rentals Asia Pacific Holdings Pty Ltd

United Rentals Australia Pty Ltd

Modern Slavery Statement 1 January 2023 – 31 December 2023, approved on June 18, 2026

Revisions to this Statement

The following revisions were made to this Statement on June 18, 2026.

1. The addition of United Rentals U.S. Australasia Holdings, Inc., and United Rentals Asia Pacific Holdings Pty Ltd as joint reporting entities with United Rentals Australia Pty Ltd.

2. Consequential amendments to address the mandatory reporting criteria, approval, signing and consultation for this revised statement and to correct minor typographical errors. These amendments were made because United Rentals U.S. Australasia Holdings, Inc., and United Rentals Asia Pacific Holdings Pty Ltd were also reporting entities during the reporting period.

Introduction

This is the joint modern slavery statement for the period 1 January 2023 to 31 December 2023 (**Reporting Period**) for the following entities:

- United Rentals U.S. Australasia Holdings, Inc. (**URUSAH**);
- United Rentals Asia Pacific Holdings Pty Ltd (ABN 28 620 127 791) (**UR Asia**); and
- United Rentals Australia Pty Ltd (ABN 38 069 244 417) T/A Royal Wolf, A United Rentals Company (**UR Australia**)

(together, **United Rentals Australia**).

This statement sets out the steps that United Rentals Australia, and our owned or controlled entities, have taken and are continuing to take to ensure that modern slavery and human trafficking is not taking place in any part of our supply chain or business pursuant to the Commonwealth *Modern Slavery Act 2018* (the **Act**). URUSAH and UR Asia are both holding companies and therefore do not have their own distinct operations or supply chains.

This statement was approved on behalf of United Rentals Australia by the Board of Directors of URUSAH as the Principal Governing Body of URUSAH (the 'higher entity' which is in a position to influence or control each reporting entity) in accordance with section 14(2)(d)(ii) of the Act. The purpose of this statement is to outline United Rentals Australia's approach to establishing and ensuring robust frameworks and processes are in place to minimise the risk of modern slavery in our business operations and supply chain. United Rentals Australia recognises that modern slavery can occur in many forms, including slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting for labour or services.

We are fully committed to the highest ethical standards across our business and will not tolerate or support any form of modern slavery within our operations or supply chain.

The policies, practices and actions in relation to the management of Modern Slavery risks were developed in consultation with United Rentals, Inc., which owns United Rentals Australia.

UR Australia also developed this statement in consultation with URUSAH, UR Asia, and UR Asia's wholly owned subsidiary, United Rentals New Zealand, including through inquiries with relevant stakeholders in United Rentals Australia's corporate headquarters in the United States.

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About UR Australia

Established in 1995, UR Australia is the market leader and industry specialist in the design, hire, sale, and modification of new and refurbished shipping containers. We are the Australasian market leader with a network of approximately 40 company locations.

UR Australia employs over 200 people throughout Australia and New Zealand. We are an EEO employer and actively promote and facilitate the development and career progression of our employees. We support flexible working arrangements that complement our business.

Organisational Structure, Operations and Supply Chain

In May 2021, the ultimate controlling parent (100%) of UR Australia, being General Finance Corporation, incorporated in Delaware USA, was acquired by United Rentals, Inc. (**United Rentals**). United Rentals is the largest equipment rental company in the world, with an integrated network of rental locations in North America and Europe. United Rentals rents equipment to a diverse customer base that includes construction and industrial companies, manufacturers, utilities, municipalities, homeowners, and government entities. In addition to renting equipment, United Rentals sells new equipment and used equipment, as well as related contractor supplies, parts, and services. United Rentals is headquartered in Stamford, Connecticut, USA. United Rentals' common stock is listed on the NYSE under the symbol "URI" and its website is UnitedRentals.com.

UR Australia is a wholly owned subsidiary of UR Asia which is a holding company incorporated in Australia. UR Asia is a wholly owned subsidiary of URUSAH which is a holding company incorporated in Delaware in the United States. UR Asia and URUSAH do not have their own distinct operations or supply chains and therefore do not have distinct and separately identifiable modern slavery risks. UR Asia wholly owns United Rentals New Zealand (NZBN 1062072) (**UR NZ**), a container leasing and sales company which has no business activities or operations in Australia and therefore is not a separate reporting entity under the Act.

UR Australia markets portable container products in three key product segments: portable storage, portable buildings, and freight. UR Australia's portable container products are used by a broad range of industries that include construction, moving and transportation, industrial, consumer, retail, mining, government, and others. Customers use UR Australia's products for a wide variety of applications, including storage of inventory, materials and equipment, transportation of goods, and as portable buildings and accommodation.

UR Australia has around 2,000 active suppliers and spends approximately $100 million per annum with its suppliers.

UR Australia and UR NZ only engage with established and reputable local suppliers with comparable risk profiles.

Approximately a quarter of UR Australia's total procurement spend is sourcing shipping containers. This is considered UR Australia's and UR NZ's highest area of modern slavery risk.

New container products are either built to UR Australia's and UR NZ's designs or standard designs directly from manufacturers, primarily overseas in China. Used containers are sourced from shipping lines, international container shipping leasing companies or container traders, both locally and overseas.

While UR Australia and UR NZ deal with reputable suppliers, the extended and often offshore nature of secondhand container supply may mean the originating source/supplier is not readily and directly known or visible to UR Australia or UR NZ.

Actions to Address Modern Slavery Risks

United Rentals Australia and UR NZ have in place formal policies that promote ethical and legally compliant business conduct. These policies, which mitigate the risk of human rights violations that support modern forms of slavery, include:

- Code of Conduct;
- Equal Employment Opportunity Policy;
- Anti-Discrimination, Bullying & Harassment Policy;
- Anti-Bribery & Anti-Corruption Policy; and
- Whistle-blower Policy.

In addition, United Rentals Australia and UR NZ have a Supplier Code of Conduct Policy which both local

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and overseas suppliers must commit to in writing before they are added to our approved supplier list. Approved suppliers are required to act and conduct their business in a manner which is consistent with our ethical and social responsibility policies, including:

- No child or forced labour;
- Compliance with labour laws applicable to the jurisdiction;
- Promotion of safe and healthy work environments to prevent accidents or injury;
- Employee rights of freedom of association and to bargain in accordance with applicable law;
- Respect for human rights through appropriate non-discriminatory policies and practices;
- Ensuring women workers receive equal treatment in all respects of employment;
- Promotion of awareness of modern slavery and human trafficking; and
- Compliance with all applicable environmental laws and regulations and efforts to minimize impacts on the environment.

United Rentals Australia and UR NZ have zero tolerance for suppliers who breach these standards and will terminate arrangements with any supplier who fails to immediately and satisfactorily remedy issues of modern slavery.

Our actions are supported by the policies in place by our parent company, United Rentals. With United Rentals, we recognize that acting ethically and responsibly is not only the right thing to do, but also the right way to conduct business. There are a number of internal values, policies, and procedures in place to ensure that we are conducting business in a legal, ethical and transparent manner. These include, but are not limited to, the following:

- Core Values. Our core values focus on safety, service, respect, diversity, equity and inclusion, and integrity. It is our culture to act with absolute integrity, to provide a safe and healthy environment for our team members and to treat all people with dignity and respect. Slavery defies these core values.
- Code of Ethical Conduct. Our Code of Ethical Conduct defines the behaviours that should be demonstrated to uphold our core values and provides the foundational standards for all aspects of our business. All employees, officers and directors of United Rentals receive training of the Code bi-annually. The Code also serves as the external representation of United Rentals' culture to its customers, suppliers, and business partners. United Rentals expects everyone working on its behalf to adhere to the ethical standards outlined in the Code. The Code specifically requires compliance with the letter and spirit of all applicable laws, rules and regulations of the countries and communities where we operate, which includes the prohibition of slavery. The Code is published on United Rentals' internal and external websites.
- The Alertline. United Rentals has an established, confidential Alertline administered by a third party. The Alertline is staffed with trained specialists who are available 24 hours a day, seven days a week. It is accessible on-line or by phone, where translation services are also available. Any United Rentals employee, supplier, business partner or concerned individual can confidentially or anonymously report violations of law or any concerns, including concerns related to any form of modern slavery, through the Alertline at ethicspoint.com or via telephone at +0011 1 877 435 7874.
- Retaliation is Strictly Prohibited. As stated in the Code, United Rentals will not tolerate any retaliation. Our strict "no retaliation" policy gives employees, suppliers, and other concerned individuals confidence that they can raise concerns about slavery or other practices within our business or supply chain without fear of reprisal.

Assessing the Effectiveness of our Actions

We monitor the effectiveness of our actions to remove the risk of modern slavery from our operations and supply chain by:

- Investigating any reports received from employees, the public, or law enforcement agencies that indicate the existence of modern slavery practices;
- Using tools such as the Global Slavery Index, Verisk Maplecroft Human Rights Indices, and the Responsible Sourcing Tool to improve our understanding of the modern slavery risks we may face;
- Remediation and management reporting of breaches identified by internal/external audit programs or Whistle-blower sources;
- Engagement with stakeholders on modern slavery issues or concerns, including procurement team

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members, suppliers, third-party auditors, and customers; and
- Ensuring targeted training on Modern Slavery risks has been completed by UR Australia team members

Our Future Commitments

We remain committed to engaging with our employees, suppliers, and business partners to raise awareness and take further steps to ensure that no form of slavery is taking place in our business or supply chain. Additionally, the company is committed to regularly reviewing its priority human rights areas, including any that relate to modern slavery or human trafficking, and expects its suppliers and business partners to do the same.

Over the next reporting period, our key focus areas for continuous improvement will be:
- Continued awareness and training for team members on modern slavery risks and issues;
- Engaging with key suppliers to gain greater transparency of modern slavery risks and their mitigation activities through increased levels of monitoring and face to face auditing of certain suppliers;
- Continuing to build Supplier Assessment improvements to existing supplier assurance processes; and
- Reviewing and update our Modern Slavery Policy and other socially responsible documentation.

Signed by Joli L. Gross, a director and 'responsible member' of the Board of Directors of URUSAH (the higher entity), in accordance with section 14(2)(e)(ii) of the Act:

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Joli Gross
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Joli L. Gross

Director, URUSAH

Date: June 18, 2026