

2025 Modern Slavery Statement

Introduction

This statement has been prepared by Ritchie Bros. Auctioneers Pty Ltd (“**Ritchie Bros.**”) in response to the requirements under Australia’s *Modern Slavery Act 2018* (Cth) (the “**Act**”) for our financial year ending December 31, 2024.

Ritchie Bros. is committed to promoting labour practices that protect the human rights of workers, including preventing and mitigating the risks of forced labour and child labour in our operations and supply chains. We acknowledge our responsibility to respect human rights and avoid complicity in human rights abuses. Ritchie Bros. does not knowingly use child labour or forced labour in any of the utilities and/or other commodities, products and/or services it provides, nor will it knowingly accept commodities, products and/or services from suppliers that employ or use child labour or forced labour.

Organizational structure, activities, and supply chain

Structure

Ritchie Bros. is a company domiciled in Australia whose registered office is at Level 16, 77 Castlereagh Street, Sydney NSW 2000. Ritchie Bros. is a wholly owned subsidiary of Ritchie Bros. Holding Pty Ltd., a holding company also domiciled in Australia and whose ultimate parent is RB Global, Inc (“**RB Global**”). RB Global is a publicly traded company headquartered in Westchester, Illinois whose shares are listed on the New York Stock Exchange (NYSE: RBA) and Toronto Stock Exchange (TSX: RBA).

RB Global is a leading marketplace that resells commercial assets and vehicles through live and online auctions in Australia and around the world. Every year, tens of thousands of sellers use RB Global’s auctions to help them sell heavy equipment, passenger vehicles and many other kinds of assets.

In Australia, Ritchie Bros. has approximately 180 full-time and part-time employees and has offices in Brisbane.

Operations

Ritchie Bros. sells and distributes commercial assets and vehicles in Australia. We enable our customers to extend the life of the assets we sell by connecting buyers and sellers globally.

Ritchie Bros. Auctioneers is the marketplace brand involved in the sale and distribution of goods in Australia and elsewhere. RB Global. is a global asset management and disposition company, offering customers end-to-end solutions for buying and selling used heavy equipment, trucks and other assets. RB Global has over 60 permanent auction sites and local yards, located in North America, Europe, Dubai, Japan and Australia. We assist sellers from around the world to appraise, sell, inspect, buy, refurbish, ship and finance heavy equipment, trucks, passenger vehicles, and other assets.

Supply chain

The commercial assets and vehicles sold through Ritchie Bros. auctions are sourced from thousands of sellers around the world every year. Customers selling equipment through our sales channels include

end-users (such as construction companies or consumers), equipment dealers, original equipment manufacturers, insurance companies, remarketers, and other equipment owners (such as rental and fleet management companies).

Ritchie Bros. procures a range of goods, such as mobile equipment, machinery, fuel and lubricants, and a variety of other products that support the sale of large commercial assets and vehicles. Our supply chain is closely aligned with the location of our operations, as we are committed to supporting local vendors in our communities wherever possible.

Forced labour and child labour risk

RB Global undertakes an annual enterprise risk assessment to identify the most significant risks facing the company and its subsidiaries.

The vast majority of RB Global's operations are located in jurisdictions with well-established and enforced labour and employment laws, governance and security, and as a result, the risks of modern slavery, including forced labour or child labour in our business activities is low.

We acknowledge that certain factors elevate the risks of modern slavery, including forced labour or child labour in the equipment and automotive supply chain, such as suppliers of products using materials sourced in geographic locations that are conflict-affected, have weak governance or weak rule of law, and a lack of visibility over indirect suppliers. We are committed to monitoring human rights practices in this supply chain, but recognize that, as a reseller of goods, we have little influence and/or control over labour practices in the supply chain.

Steps to prevent and reduce the risks of forced labour and child labour

Overview

Ritchie Bros. has integrated voluntary human rights measures into our business activities, which are described in RB Global's Sustainability Reports. RB Global's due diligence processes involve embedding responsible business conduct into their governance structure, policies, and risk management systems. These policies and due diligence processes apply to Ritchie Bros.

In our financial year ending December 31, 2024, Ritchie Bros. took steps to prevent and reduce the risks of forced labour or child labour in our operations and supply chain by setting expectations regarding business standards and remediation and, in doing so, ensure that any complaints or concerns relating to forced labour and child labour would be heard and adequately addressed if any such complaints or concerns were received in the future.

To date, Ritchie Bros. has not received any complaints relating to forced labour or child labour in our operations or supply chain. Our existing grievance mechanisms include an anonymous Ethics Hotline available to all employees and customers to report any complaints or violations of our *Code of Business Conduct and Ethics*.

Governance

RB Global is committed to strong corporate governance and has established roles that are responsible for overseeing business ethics and human rights. This includes:

- The Nominating and Corporate Governance Committee, which oversees activities related to our ESG strategy, including human rights and business ethics.
- The Chief Legal Officer, who has executive ownership of ESG.
- The Vice President – ESG, who is accountable for creating and executing ESG strategy and disclosures and working with key business partners and groups to meet our ESG commitments.

Policies and due diligence processes

Ritchie Bros.' business model primarily involves the sale of previously owned equipment and vehicles from a variety of sellers. We very rarely have a direct relationship with the original manufacturer of these goods, which limits our business leverage over the supply chain of these goods. For that reason, we focus our due diligence processes on enterprise risk management and training our employees through annual Code of Conduct training, which is part of our commitment to responsible business conduct.

RB Global has established an Enterprise Risk Management (ERM) Framework to support us in identifying, assessing, and managing risks appropriately. That includes prioritizing key risks, formalizing risk-related accountabilities and oversight, defining the Board's risk governance responsibilities, and reinforcing our culture around risk management. Within our established ERM processes, we review our enterprise risks from the perspective of legal, compliance and ESG performance.

RB Global has also adopted a *Code of Business Conduct and Ethics* that sets our expectations of ethical business behavior, including respect and recognition of basic human rights of workers in our operations and supply chains. The Code communicates our expectation that our suppliers and other business partners respect the human rights of all employees.

Grievance and remediation

Ritchie Bros.' approach to remediation is set out in our *Code of Business Conduct and Ethics*.

We encourage the reporting and investigation of human rights violations through our Ethics hotline. The Ethics hotline is available to employees and customers to report any potential violations of company policies. Ritchie Bros. does not tolerate direct or indirect acts of retaliation made in response to a good faith report. The *Code of Business Conduct and Ethics* describes our commitment to conducting an appropriate investigation in response to any reports received on the Ethics hotline.

To date, Ritchie Bros. has not received any complaints relating to forced labour or child labour in our operations or supply chain, and as such has not taken any substantive remediation measures or remediation of loss of income to families as a result of forced labour or child labour.

Employee training

RB Global delivers annual mandatory training to our employees worldwide to reinforce awareness and understanding of our *Code of Business Conduct and Ethics*, which includes respecting human rights.

In 2024, Ritchie Bros. recorded nearly all of its full-time employees having completed the relevant training sessions.

Our Board of Directors also completes annual *Code of Business Conduct* training to renew their commitment to responsible business practices.

Assessing effectiveness

To assess the effectiveness of our approach to ESG risks, including human rights, we rely on input from relevant internal and external stakeholders, including investors, customers, employees and members of our communities. Our anonymous Ethics Hotline is available to all employees and customers to provide feedback regarding potential *Code of Business Conduct and Ethics* violations. Although no violations related to forced labour or child labour have been reported, this is an important source of feedback for Ritchie Bros.

Consultation

Ritchie Bros. does not have any entities that it controls or owns. As such, no consultation process with any entities was required.

Approval

This Statement for Ritchie Bros. Auctioneers Pty Ltd was approved by its Board and signed by Director, Darren Watt, as a Responsible Member of the same the Act on June 25, 2025.

Dated in the City of Burnaby, B.C., this 25th day of June, 2025.

A handwritten signature in black ink, appearing to be 'D Watt', written over a horizontal line.

Darren Watt, Director

I have the authority to bind Ritchie Bros. Auctioneer Pty Ltd.