

BUILDING A SUSTAINABLE FUTURE TOGETHER



ABOUT THIS REPORT

United Rentals' 2022 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 eleventh, covers the period from January 1, 2022 to December 31, 2022. It also includes important updates about the current year, 2023.

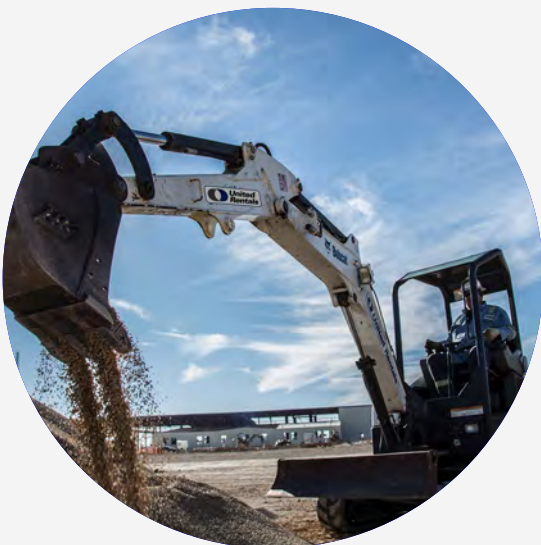
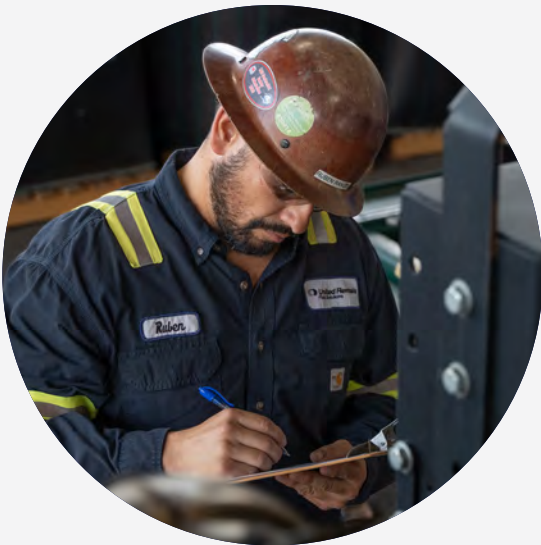
All data includes United Rentals' wholly owned subsidiaries in North America, Europe, Australia and New Zealand, unless otherwise stated. In preparing this report, we referenced the Global Reporting Initiative (GRI) Sustainability Reporting Standards, the Sustainability Accounting Standards Board (SASB)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

This report contains information about Scope 3 greenhouse gas emissions, which have several uncertainties and limitations. This includes insufficient data from certain suppliers, and suppliers unwilling or incapable of monitoring carbon emissions.

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, goals (including but not limited to our 2030 greenhouse gas goal and our Corporate Responsibility 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. Factors that could cause our results to differ from the forward-looking statements include global socio-demographic and economic trends, 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, 2022. All forward-looking statements speak only as of the date of this report. This report is for fiscal year 2022, and data reported is for fiscal year 2022 unless otherwise noted.

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A MESSAGE FROM OUR CHAIR AND CEO

For 25 years, United Rentals has been helping customers safely build a better and stronger future.

As we write this letter, in mid-2023, our own future could not be brighter or more exciting. With a 25,000-member team and over 1,500 rental locations globally, United Rentals continues to deploy the best people, equipment and solutions to meet our customers’ needs head on.

In 2022, we saw the results of our 25 years of diligence and commitment to doing things the right way. We had a record-setting year for revenue growth, profitability, profit margins and return on investment. We are grateful to all our stakeholders who helped us get here — especially our team members who Work United® day in and day out to get the job done.

We welcomed more than 8,000 new team members in 2022 – the most ever in company history. Our dedicated programs to build a diverse workforce and help new employees acclimate to our 1UR™ culture paid off — we strengthened diversity across all levels of our company and exhibited a strong retention rate despite a tight labor market.

We made good progress on sustainability both in our offerings to customers and our operations. Thirty-one percent of our rental fleet is now electric or hybrid.¹ And we deployed an industry-first emissions tracking tool on our Total Control® platform to help our customers track their sustainability progress. Within our operations, we progressed toward our 2030 carbon reduction goal by reducing our greenhouse gas emissions intensity by 16.8% across Scopes 1, 2 and third-party hauling within Scope 3, compared to a 2018 baseline.

Some additional highlights that we’re proud to share are:

- Safety** — We maintained our best-in-class safety rating, and moved closer to our goal, reducing our already low total recordable incident rate (TRIR) by 3.8% compared to 2021.
- Stakeholder engagement** — We deepened our connection with stakeholders across the board. We held a multi-city Work United® Tour to engage our customers, employees and suppliers on our innovations, sustainability and more. We engaged employees through our annual employee survey, where we scored in the top 10% of our benchmark across all major categories, and in 2023, we met with shareholders during our Investor Day to discuss multiple topics, including sustainability.

- Employee stock grant** — We completed our fourth-ever company-wide employee stock grant to reinforce our employee ownership mindset.
- Community impact** — We donated 65,000 hours of volunteerism and active engagement in honor of our 25th anniversary.
- Sustainable business model** — We partnered with a third-party to measure the sustainability benefits of our rental business model. The results of the study found that our rentals reduce the need for 400,000 new pieces of equipment and that our more efficient fleet prevents the equivalent emissions of 140,000 passenger vehicles driven for a year.
- Diversity, equity and inclusion** — We built on our already strong employee engagement and community by adding four new employee resource groups (ERGs) in 2023, bringing our total number of ERGs to seven.
- Transparency** — We expanded our Task Force on Climate-Related Financial Disclosures (TCFD) climate risk analysis disclosure in 2023, adding scenario analysis to help us plan for the impact of climate change on our business in the future.

These achievements and our efforts to operate responsibly have not gone unnoticed. In 2023, we were named a JUST 100 company, a ranking of

America’s largest publicly traded companies that are doing right by their stakeholders on ESG issues; named on Newsweek's America's Most Trustworthy and America's Most Responsible Companies lists; and many more.

This momentum, and the determined enthusiasm of our teams, is what will energize us for the next 25 years and beyond. It feels good to prove that an ethical, sustainable business can also be a profitable, successful business. We welcome your thoughts about this report at sustainability@ur.com.



1 As of May 30, 2023.

INTRODUCTION



Sustainability is fundamental to building a better future for all. We Work United® — together with our customers, communities and employees — to create safe, productive and sustainable worksites.

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2022 HIGHLIGHTS



65,000
hours of impact volunteered by team members, more than doubling our initial 25th anniversary goal

33.5%
of sales and management positions were held by diverse¹ employees, a 7% increase compared to 2021



16.8% reduction
in our greenhouse gas emissions intensity across Scopes 1, 2 and third-party hauling within Scope 3 compared to our 2018 baseline, progressing toward our 35% reduction target by 2030

3% decrease
in voluntary turnover compared to 2021



31%
of our rental fleet was electric or hybrid²

Connected
with customers, employees and suppliers about sustainability and other important topics during our multi-city Work United® Tour



Earned
best-in-class scores on our 2022 Employee Experience survey

Launched
a proprietary emissions estimation tool for customers on our Total Control® platform



8,000
new employees joined our workforce

Named
one of America’s Most Responsible Companies by Newsweek for the fourth year in a row and Best for Vets by Military Times for the ninth year in a row



3.8% reduction
in our total recordable incident rate compared to 2021

Completed
a company-wide employee stock grant program to celebrate our 25th anniversary – our fourth program of this kind

1 Diverse represents women and/or people who identify as Hispanic/Latin, Black or African American, Native Hawaiian or Pacific Islander, Asian, Native American or Alaska Native, or Two or More Races. Percentage provided is for U.S. only.

2 Percent electric and hybrid based on May 30, 2023 number of units in classes that are motorized (excludes non-motorized and hand tools).

2023 HIGHLIGHTS

(as of July 2023)



Awarded

“AA” level ESG rating by MSCI

Enhanced

TCFD disclosure by including climate risk assessment and scenario analysis

Disclosed

results of rental business model environmental assessment



Received

two recognitions from Newsweek in 2023, as one of America’s Most Responsible Companies and one of America’s Most Trustworthy Companies

Launched

a recycling initiative to ensure all branches have access to recycling services



Engaged

directly with investors on ESG topics during our Investor Day

Named

as a 2023 JUST 100 company, a ranking of America’s largest publicly traded companies that are doing right by their stakeholders on ESG issues



Rolled out

a new Supplier Checklist to monitor environmental and social objectives during supplier visits

Recognized

on Glassdoor’s 2023 100 Best Places to Work list based on employee feedback



Added 4 ERGs

African & Black Heritage United, HOLA United, LGBTQIA+ United and Mental Wellness United — bringing our total ERG count to seven

Appointed

a Chief Sustainability Officer



Selected

by Forbes for The Best Employers for Women in 2023

Ranked

Gold by Military Friendly Employers for the fourteenth year in a row

PROGRESS TOWARD OUR GOALS AND COMMITMENTS

We are advancing our social and environmental responsibilities through eight Corporate Responsibility goals.

Each goal was set using a rigorous analysis that considered our operations, workforce and available technology, as well as the potential advancements that will become available during the relevant time period. While these goals are challenging, we believe they are achievable through our continued dedication to progress and innovation.

In addition to our goals, we have three thematic commitments to drive progress toward reducing our climate impact:

- Engaging with original equipment manufacturers and customers on low- and zero-emissions equipment opportunities.
- 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 greenhouse gas emissions from our rental offerings.

CORPORATE RESPONSIBILITY GOALS			
CATEGORY	GOALS	2022 RESULTS ¹	
SUSTAINABILITY	35% reduction in our greenhouse gas emissions intensity across Scopes 1, 2 and third-party hauling within Scope 3 by 2030 against a 2018 baseline	16.8%	An increase of 7.5 percentage points compared to 2021 progress against our 2018 baseline
	70% of our waste will be diverted from landfills by 2025	56.4%	A 14 percentage point increase from 2021
	95% of North American operations will have lighting retrofit completed by 2025 ²	79%	A 6 percentage point increase from 2021
CULTURE	40% diverse representation in sales and management job groups by 2030 ³	33.5%	A 7% increase from 2021
	Reduce TRIR to 0.40 by 2030, on our journey to zero injuries	0.76	A 3.8% reduction from 2021
	25,000 hours of impact focused on making a positive impact in our locations and within our communities in celebration of our 25th anniversary as a company	65,258	More than doubling our goal
GOVERNANCE	100% of employees complete Code of Ethical Conduct training every other year	98%	As of March 31, 2023
	100% of new hires complete the Code training within six months of hire date	96%	For employees hired during the three months ended March 31, 2023

1 All targets are representative of 2022 year end except for Governance. Our code of conduct training metrics are calculated on an on-going basis, the progress reflected here is as of March 31, 2023.

2 Percentage based on progress as of December 31, 2022 for locations that were part of United Rentals' footprint as of June 30, 2022; does not include locations acquired after June 30, 2022.

3 Diverse represents women and/or people who identify as Hispanic/Latin, Black or African American, Native Hawaiian or Pacific Islander, Asian, Native American or Alaska Native, or Two or More Races. Goal and 2022 results present data for U.S. only.

COMPANY OVERVIEW

For more than 25 years, United Rentals has harnessed its expertise, robust product and service offerings, innovative approach and trusted relationships to build a better future.

With approximately 25,000 employees and more than 1,500 rental locations globally, we are the largest equipment rental company in the world. Our size and scale enable us to provide our customers with cutting-edge solutions and equipment, and our commitment to sustainability helps them operate jobsites safely, effectively and efficiently.

We occupy a unique position in the marketplace, between end-users and original equipment manufacturers (OEMs), and serve customers ranging from Fortune 500 companies to small businesses. Guided by our Work United® ethos, we partner with customers, communities and employees to find solutions with a shared commitment to service and safety. Our business model **supports the circular economy** by providing customers with rental access to one of the largest equipment and tool selections in the world. This enables customers to test new equipment or accomplish a specific task without having to purchase new, reducing the need to manufacture an estimated 400,000 pieces of equipment over United Rentals' 25 year history.

We gained a total of 8,000 new employees through new hires and strategic acquisitions – the highest volume of new hires in our company's history. **Strategic acquisitions** also contributed to expanding our product offerings.

Our progress has not gone unnoticed. We were named to the JUST 100 list of Top Performing Companies and selected for the Glassdoor Employees' Choice Award, recognizing the Best Places to Work in 2023, among others.

SCALE OF THE ORGANIZATION			
	2020	2021	2022
Rental locations	1,165	1,345	1,521
United States (including territories)	1,018	1,149	1,316
Canada	136	139	146
Europe	11	11	13
Australia/New Zealand	–	46	46
Total revenue (in millions) ¹	\$8,530	\$9,716	\$11,642
Rental equipment units	615,000	780,000	1,020,000

1 For more information on our 2021 financial performance, see our [2022 Annual Report](#).

RECOGNITION



2022
Wall Street
Journal Best
Managed
Companies



2022
Forbes
World's Best
Employers



2023
Newsweek's
America's
Most Trusted
Companies



2022+2023
Newsweek's
America's Most
Responsible
Companies



2023
Glassdoor's
Best Places
to Work



2023
JUST 100

Strategic Growth

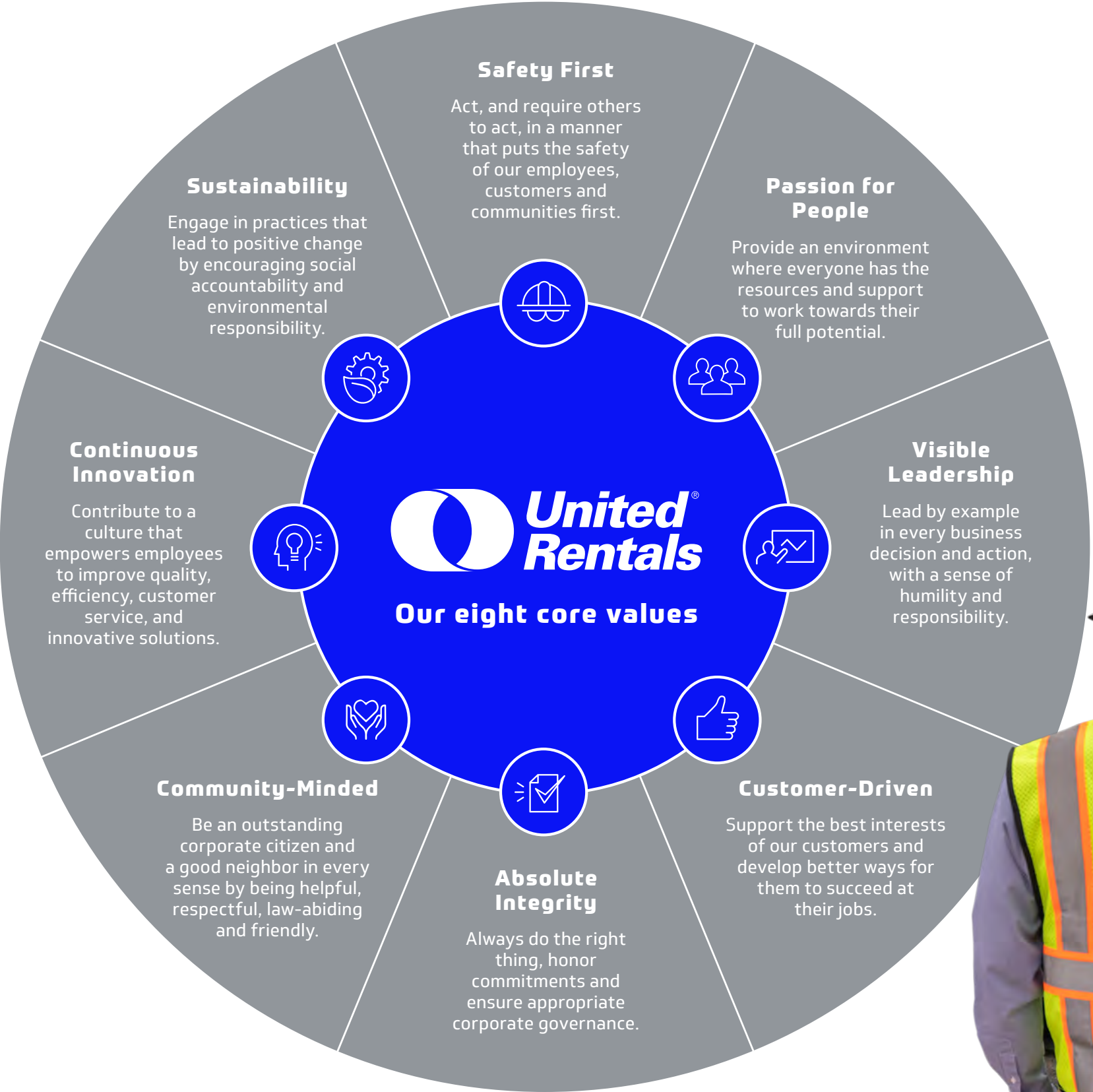
Continuing to build a better future together requires a commitment to innovation and evolution.

Since our inception, in addition to organic growth, we have completed over 300 mergers and acquisitions (M&A) to maintain our cutting-edge approach. In doing so, we have developed a core competency in integrating new businesses into Team United.

Employing M&A as a strategic driver of growth enables us to:

- **Expand our capacity** of equipment volume and types, rental locations and team members to serve more customers and provide more tailored solutions
- **Become a one-stop shop for customers** by enlarging our product portfolio to meet a wider range of customer needs
- **Hedge risks related to supply chain instability** by increasing our immediate access to equipment through acquisitions
- **Help the environment and our employees** by implementing our environmental, safety and human resources standards with the teams and assets we gain through acquisitions

2022 was a year of exciting, strategic growth with nine acquisitions. This includes Ahern Rentals — the eighth largest company in our industry — adding 100 new locations and over 2,100 new employees to United Rentals.



OUR MISSION AND VALUES

Our mission is to deploy the best people, equipment and solutions to enable our customers to safely build a better and stronger future. We constantly seek ways to enhance our service offering, improve the lives of our team members, give back to our communities and reduce our environmental impact through innovation and investment.

Our eight core values define our relationship with society and the environment.



A BUSINESS MODEL WITH SUSTAINABLE BENEFITS



IT'S LONG BEEN BELIEVED THAT RENTING EQUIPMENT, IN LIEU OF PURCHASING NEW, BRINGS ENVIRONMENTAL BENEFITS.

In 2022, we validated this belief by partnering with a third-party consultant to analyze our rental business model and quantify the potential environmental benefit it brings. The results revealed that our business promotes environmental sustainability in two key ways:

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 asset can fill role of multiple customer owned assets lowering total equipment needs

+20%

Utilization vs. non-rental equipment

Due to United Rentals existence and operation....

400,000

Fewer pieces of equipment needed today¹

Reducing Emissions Intensity of Equipment



FUEL EFFICIENCY

short equipment replacement cycles drive down fleet age and drive up fuel efficiency

4-5

Younger equipment vs. non-rental equipment



LOW EMISSION INVENTORY

Electric and transition fuel assets boost our customers access to low emissions alternatives

+5-10%

Share of fleet electric/hybrid vs. non-rental equipment

By having a younger, greener fleet, United Rentals drives a benefit of...

600-675k

MT CO₂e saved annually

REDUCED TOTAL NEED FOR EQUIPMENT MANUFACTURING AND PROVIDING ACCESS TO CARBON EFFICIENT EQUIPMENT

Including...



87k

Non-vehicle equipment



86k

Aerial work platforms



83k

Tools & accessories



71k

Jobsite & storage



54k

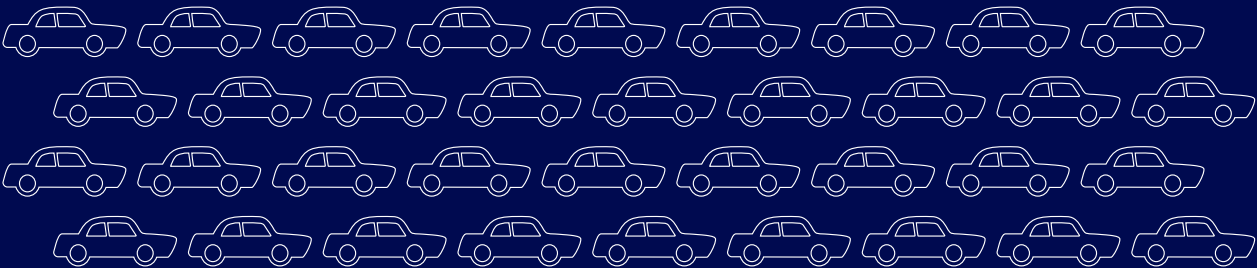
Heavy-duty vehicles



27k

Light-duty vehicles

Equivalent to the emissions of 140,000 passenger vehicles driven for a year²



1 Due to utilization rates of URI portfolio today versus ownership and use by private end users.
2 Based on United States Environmental Protection Agency's estimation that the average annual carbon dioxide emissions of a typical passenger vehicle is 4.6 metric tons.

PRODUCTS AND SERVICES

Customers rely on United Rentals for their jobsite solutions because of our comprehensive equipment, and service offerings. As a single-source provider, we not only have the breadth of equipment, but we also have the largest fleet in the industry. In addition to renting general and specialty equipment and tools, we also supply world-class services including equipment repair and maintenance, training and more.

As our customers strive to reduce their carbon footprint, we are expanding our fleet of low- and zero-emissions equipment. As of May 30, 2023, roughly 31% of our rental fleet was electric or hybrid,¹ and we are working to increase this proportion over time where it makes the most sense for our business and customers.

Equipment Rental

With approximately 4,700² classes of rental equipment, we can accommodate customer projects of all sizes. Our rentals fall into two main categories: general rentals and specialty equipment. The general rental category includes construction, aerial and industrial equipment as well as general tools and light equipment. The speciality category covers several areas — trench safety, power and HVAC, fluid solutions, reliable onsite services and mobile storage and modular office spaces. We also sell new equipment and used rental equipment as we refresh our fleet.

1 Percent electric and hybrid based on May 30, 2023 number of units in classes that are motorized (excludes non-motorized and hand tools).

2 As of March 31, 2023

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 companywide success.

Equipment Protection Services

We Work United® with our customers, not just renting equipment but also providing services that facilitate the appropriate use of equipment. By minimizing product downtime and by training operators, our customers can work more efficiently. Our services include:

- **Digital resources** – We offer apps and cloud-based web tools to put services like rental extensions, equipment GPS tracking, account management and fleet optimization at customers’ fingertips. For example, in 2022 we added a new customer-facing GHG and engine emissions estimate report in Total Control®, which helps customers monitor and manage their environmental impact. We also launched an Emissions Option Chooser on our website, giving customers the ability to proactively choose lower or zero-emissions equipment.

- **Repair and maintenance** – Our technicians are available at our branch locations and at customer jobsites to make on-demand repairs for both customer-owned and rented equipment to ensure equipment runs in optimal condition. We utilize proprietary optimization software to find the nearest technician, minimizing project downtime and reducing the environmental impact of excess travel.
- **Training** – We offer safety training through **United Academy®**, our online and in-person education platform aimed at enhancing jobsite and operator safety, providing Occupational Safety and Health Administration (OSHA) certifications and more.

Digital Apps and Tools

A key differentiator for United Rentals is our integration of technology solutions into our product and service portfolio. Whether enhancing existing products with software to make them more functional or easier to use or developing our own in-house digital apps and tools, we continuously seek opportunities to increase efficiency for our employees and customers. In 2022, we expanded our existing portfolio of digital tools to include:

- **Thirteen additional telematics alerts** including tracking and sending alerts about eStop usage across more equipment, enabling us to identify and support customers who frequently use the emergency stop feature on equipment.

- **Equipment access management** fully integrated into Total Control®, allowing customers greater control over who can access their rented equipment and preventing unauthorized use.
- **WEDGE™ SmartHeat** our remote temperature control tool that can save up to 40% on temperature-related fuel costs by maintaining a set project temperature and allowing customers to adjust the temperature remotely. During 2022, WEDGE was available in Canada and also expanded to select U.S. markets.

Partnering for Sustainability

An understanding of customer needs drives our purchasing and fleet decisions. As inquiries for more efficient equipment increase, we work with our OEM suppliers to source more low- and zero-emissions equipment. Our cross-functional Sustainability Steering Committee strategically prioritizes these projects, keeping in mind business needs and Corporate Responsibility goals. We balance our own and our customers’ desires to reduce GHG emissions with supply chain availability, jobsite infrastructure requirements and cost. Rental enables customers to easily access a wide array of equipment without the burden of ownership. As we increase the number of low- and zero-emissions equipment in years to come, we aim to be the partner of choice for sustainable jobsite solutions.

WORK UNITED® TOUR 2022

In 2022, we met with customers across the country to share the latest trends in our industry and how our products and services can meet their needs. One key theme throughout the tour was sustainability. We provided information on transportation and construction’s impact on the environment and ways United Rentals helps customers mitigate that impact, including using alternative fuels, our growing portfolio of electric and hybrid equipment, and tools like Total Control® that help customers measure and track their emissions.

CUSTOMER SERVICE AND ENGAGEMENT

Our customers are our partners; open channels of communication are imperative. We encourage customers to engage with us in the way that suits them best, such as:

- Speaking directly with an equipment associate in one of our branches
- Reaching out through one of our apps or digital platforms
- Connecting with our Customer Care Center using our dedicated hotline (1-800-UR-RENTS) or website
- Contacting their single lead 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 interactions like our Work United® Tour and Customer Days

To gauge customers’ experience and measure our performance, we survey customers at multiple points during the rental process. We use survey results to calculate our Net Promoter Score (NPS), a metric reflecting customer experience and satisfaction. Our NPS exceeded 70 points in both 2021 and 2022, which ranks us as a leader in the industry.

Technology-Supported Services

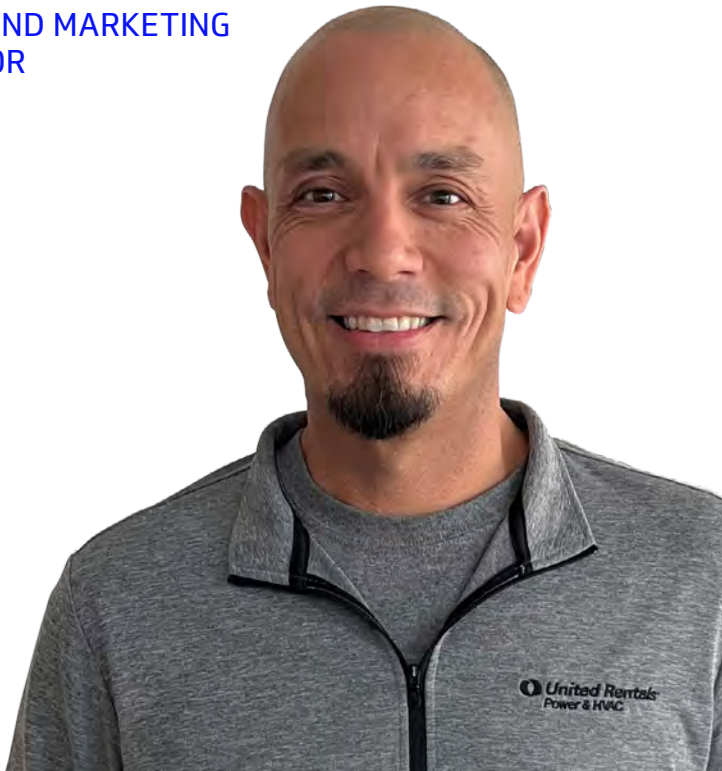
Our Field Automation Strategy and Technologies (FAST) team keeps United Rentals up to date on cutting-edge technology trends in our industry and beyond and develops innovative solutions that anticipate and meet evolving customer needs. FAST covers three key areas: logistics, field service and technician assistance. In 2022, FAST worked on:

- **A digital damage detection tool powered by AI** — The tool digitally scans and assesses the condition of equipment before it is returned to our locations to provide a more accurate and objective means of detecting damage. It can detect up to 55% more damage than drivers can during equipment pickup.
- **Virtual training for truck dispatch** — We transitioned our truck dispatcher training from in-person to remote — expanding the program’s reach and improving the quality and consistency of training. In 2022, nearly 1,000 new dispatchers completed training.
- **Improving our InspectEquip app** — We added new telematics alerts for equipment coming due for service and instant notifications about down equipment.

In 2023, FAST will continue developing new services and extending existing technology to cover new product classes. This expansion will capture efficiency opportunities in both logistics and equipment flow in specialty business lines.

“Offering the most innovative and efficient equipment isn’t just about staying ahead of the curve—it’s about ensuring our customers can do the same. United Rentals is committed to delivering cutting-edge solutions that empower our customers and drive their success.”

DAN GRIBBELL
SALES AND MARKETING
DIRECTOR



OPERATIONAL EFFICIENCY

We utilize a suite of processes, called Lean management, to make our operations safer and more efficient. Continuously improving our operational efficiency is a priority because it provides benefits to all relevant stakeholders.

Our operational excellence program is key to integrating newly acquired businesses into United Rentals' operations. We evaluate existing processes at acquired companies, identify areas for improvements and implement best practices learned over our 25-year history. In 2022, we debuted a new data-driven, automated process that reduces the time required to integrate an acquired company's assets into United Rentals' information systems.

In 2022, we continued to develop software solutions to streamline the customer experience. Many of the software tools we use are developed in-house and customized to each team's needs with the ultimate aim of improving customer service.

“At United Rentals, operations excellence is not a separate initiative, it's woven into the way we do business each day. Everything we do in OpEx drives toward improving the customer experience – and it's our collective success across day-to-day moments that leads to customer loyalty.”

ERIN NEUMANN
VP OPERATIONAL EXCELLENCE



For example, in 2022 we launched a digital feature on our website and internal IT platform that enables employees to more easily identify and locate the right equipment for a customer. The tool surfaces equipment alternatives if customers are seeking specific features such as lower-emissions equipment and alternate branches where equipment can be sourced. This empowers our team to leverage resources across our broad network of stores and confirm equipment availability for our customers in real time.

In 2023, we are piloting a new process to more quickly pickup and return equipment from jobsites. Under the new process, equipment check-ins will be done at the shop by an equipment associate, rather than at the jobsite by the driver. This allows us to maintain our fleet at the highest standards while reducing wait times for customers.

RESILIENT OPERATIONS

Given the increased frequency and severity of natural disasters fueled by climate change, more than ever companies must be prepared to respond to unexpected events. Our Emergency Operations Center (EOC) monitors and plans for severe weather events by relocating employees and equipment when possible, providing guidance and assistance during events and responding on-site afterwards. We have more than 700 employees from locations across North America trained as our on-the-ground Emergency Response Team (ERT). In 2022, we enhanced our emergency response with new digital tools for weather intelligence and communication. For more on our EOC and ERT, see our [TCFD Report](#).

With our Equipment Associate to Technician Development Program (EA2Tech) fully launched in 2022, we are seeing great success with developing entry-level candidates to have the skills needed to fill our business-critical technician role.



CORPORATE RESPONSIBILITY

Our Work United® philosophy means that we collaborate with our customers, employees, partners and communities in order to be good corporate citizens. When we do this, we continue to build a company that delivers value to, and improves the lives of, all of our stakeholders.

STAKEHOLDER ENGAGEMENT

Input from stakeholders is critical to our strategy and decision-making processes. We strive to understand and meet their expectations across a wide range of issues including climate change, diversity and inclusion, supply chain risk and cybersecurity.

We tailor how and when we engage with each stakeholder group. For example:

- We regularly connect 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, acquisition transition and diversity.
- We invite customers to interact with us regularly during Customer Days which we host at every branch location to solicit customer feedback. We also do this by sending customers a satisfaction survey following every transaction.
- In 2022, we met with customers in three cities across the U.S. as part of our Work United® Tour to hear first hand their reflections on working with us. We integrated this feedback into our product and service planning and development.
- In 2022, we contacted shareholders representing over 50% of total outstanding shares and were able to connect with roughly half of them on topics including environmental,

social and governance (ESG) and compensation. Based on these calls, we added an individual-level Board skills and diversity matrix to our Proxy, strengthened our TCFD response and more. Additional detail is shared in our [2023 Proxy Statement](#).

- In May 2023, we hosted an Investor Day to engage investors on topics ranging from our approach to growth, diversity and environmental sustainability. For more, see our [Investor Day presentation](#).

Our Sustainability Steering Committee (SteerCo), comprising leaders from across the organization, and our Corporate Responsibility Core Team (CR Core Team), take stakeholder perspectives and needs into consideration when adopting and implementing corporate responsibility initiatives. For a comprehensive list of our stakeholder groups, outreach methods and topics of discussion, see our [Global Reporting Initiative \(GRI\) Index](#).

OUR MATERIAL TOPICS

United Rentals assesses the materiality of ESG topics annually through the development of our Corporate Responsibility Report. We conduct more in-depth materiality assessments every few years to remain focused on the corporate responsibility areas most important to our business and our stakeholders. The full list of material issues from our most recent assessment is included in our [GRI Index](#).

In addition, working with a third party, we conducted a climate risk and opportunity assessment and scenario analysis aligned to the recommendations of TCFD. The assessment involved both qualitative and quantitative data, including high-resolution climate data, and input from a diverse group of stakeholders across United Rentals. See our separate [TCFD Report](#) for more information.

CORPORATE RESPONSIBILITY OVERSIGHT

Sustainability is one of our eight core values. We take a top-down approach to integrating it into our business strategy, with ultimate oversight sitting with our Board of Directors and senior management. Our SteerCo, composed of senior leaders and subject matter experts from across the company, and our [CR Core Team](#) advance our corporate responsibility strategy. The SteerCo provides information on environmental matters which is used to update the Nominating and Corporate Governance Committee of the Board. Our cross-functional CR Core Team reports to the Board on social topics and leads the day-to-day execution of ESG initiatives, helping identify issues that may impede our ability to advance wider corporate responsibility objectives. We also drive accountability for progress towards our corporate responsibility efforts by tying executive compensation to select ESG metrics. For more about corporate responsibility oversight, see [Governance](#).

ALIGNMENT WITH THE SUSTAINABLE DEVELOPMENT GOALS

United Rentals supports the United Nations **Sustainable Development Goals (SDGs)** and their call to promote a more peaceful, sustainable and prosperous future for all. We consider how our organization, business activities and relationships can help advance the SDGs. We contribute most directly to the following goals:

1 Diverse represents women and/or people who identify as Hispanic/ Latin, Black or African American, Native Hawaiian or Pacific Islander, Asian, Native American or Alaska Native, or Two or More Races. Goal and 2022 results provided for U.S. only.

2 Percentage based on progress as of December 31, 2022 for locations that were part of United Rentals' footprint as of June 30, 2022; does not include locations acquired after June 30, 2022.

ALIGNMENT WITH THE SUSTAINABLE DEVELOPMENT GOALS			
			
SDG	OUR 2022 CONTRIBUTIONS	SDG	OUR 2022 CONTRIBUTIONS
 Gender Equality	<p>33.5% women and ethnically diverse talent in sales and management job groups, progressing us toward our target of 40% diverse representation¹ in sales and management by 2030</p> <p>8.9 rating by women employees on our annual employee survey regarding employee perceptions of our efforts to maintain a diverse workforce and create an inclusive environment</p>	 Reduced Inequalities	<p>33.5% women and ethnically diverse talent in sales and management job groups, progressing toward our target of 40% diverse representation in sales and management by 2030</p> <p>Added four new employee resource groups in 2023, bringing our total to seven</p> <p>65,000+ impact hours donated to our communities in 2022, including with diverse organizations and causes</p>
 Decent Work and Economic Growth	<p>8,000 employees added to our team in 2022 through new hires and acquisitions</p> <p>Reduced our total recordable incident rate by 3.8% compared to 2021</p> <p>Scored in the top 10% of our benchmark group for employee engagement; health and wellbeing; and diversity and inclusion through our annual Employee Experience survey</p> <p>3% decrease in voluntary turnover compared to 2021</p>	 Sustainable Cities and Communities	<p>Supported employees and communities during natural disasters and severe weather events through our Emergency Operations Center and Emergency Response Team</p> <p>Donated more than \$220,000 to veterans' causes through our charitable program, Turns for Troops.</p> <p>Expanded our rental and non-rental fleet of low- and zero-emissions equipment</p>
 Industry, Innovation and Infrastructure	<p>Expanded our rental and non-rental fleets of low- and zero-emissions equipment</p> <p>Developed and launched a proprietary emissions estimation tool for customers on our Total Control® platform</p> <p>Assessed the environmental benefit of the rental business model, with results indicating a reduction in carbon emissions and raw material use compared to non-rental business models</p> <p>Held a customer Work United® Tour in 2022 featuring three events with sustainability as one of our key topics</p>	 Responsible Consumption and Production	<p>Developed and launched a proprietary emissions estimation tool for customers on our Total Control® platform</p> <p>Assessed the environmental benefit of the rental business model, with results indicating a reduction in carbon emissions and raw material use compared to non-rental business models</p>
		 Climate Action	<p>16.8% reduction in Scope 1, 2 and third-party hauling Scope 3 emissions intensity compared to our 2018 baseline, progressing toward our reduction target of 35% by 2030</p> <p>79% of sites with lighting retrofits, progressing toward our target of 95% by 2025²</p> <p>Supported employees and communities during natural disasters and severe weather events through our Emergency Operations Center and Emergency Response Team</p>

WORK UNITED: CASE STUDY



DEVELOPING A CUSTOM RENTAL PROGRAM

Customer Need

A global construction management company was awarded the development of an electric vehicle battery facility in the Midwest and they sought a partner that could make their jobsite more sustainable while also reducing administrative burdens.

How We Delivered

We created a tailored rental program which included more sustainable equipment options and streamlined administrative solutions. With our unique offering, we were awarded as the single source onsite provider and this project is expected to result in a multimillion-dollar opportunity for United Rentals over the next two years.

PROVIDING INSIGHTS FOR SUSTAINABLE TECHNOLOGIES

Customer Need

A construction management company needed a partner that could provide cutting-edge, low-carbon equipment and streamlined invoicing and account management.

How We Delivered

Through our centralized approach to account management, we minimized downtime for the customer by anticipating their needs and consolidating billing and invoices. We also offered the customer our state-of-the-art fleet management system, Total Control®, granting them deeper insight into their environmental impact. As a result, they expanded their portfolio of rented electric vehicles, unlocking greater emissions reductions from their jobsites.



WORK UNITED: CASE STUDY



SUPPORTING THE TRANSITION TO ELECTRIC VEHICLES

Customer Need

One of our longtime partners, a large industrial manufacturer, had committed to converting its fleet of over 400 internal combustion vehicles to electric or hybrid by 2026.

How We Delivered

We provided the client with a rental fleet of Ford F-150® Lightning® Trucks and E-Transit™ All-Electric Vans to help them evaluate the electric vehicles and develop the right infrastructure. As a result of the rental, the customer was able to identify and install the appropriate infrastructure — including electric vehicle charging — to set them up to successfully meet their goals, and they have since expanded their use of United Rentals' other low- and zero-emissions equipment.

MINIMIZING JOBSITE EMISSIONS

Customer Need

Two customers, one a large general contractor and the other a telecoms and renewable energy infrastructure provider, seek to minimize emissions related to major construction projects. The former is building a hyperscale data center for a global tech company and the latter is installing electric vehicle charging stations.

What We Delivered

United Rentals is providing both clients with products from our Ford Pro electric product line, including Ford F-150® Lightning® Trucks and a Pro Power Onboard generator. This equipment enables our customers to meet their projects' needs and their sustainability objectives with zero-emissions hauling and on-site energy.



WORK UNITED: CASE STUDY



MEASURING AND MINIMIZING ENVIRONMENTAL IMPACT

Customer Need

A top construction consulting company was tasked by their client with reducing the environmental impact of their jobsite in support of the client's sustainability goals. The consulting company turned to United Rentals for a solution that would be on time and on budget while minimizing emissions and environmental impact.

How We Delivered

We provided low-emissions equipment in addition to emissions and impact reporting capabilities. These resources allowed our customer to have data-driven discussions and prioritize equipment with minimal environmental impact.

FINDING A SUSTAINABLE ENERGY SOLUTION

Customer Need

A leading global technology company sought to limit its carbon emissions while continuing to build new data centers, as part of its goal to become a carbon negative company. The company rolled out "moonshot" innovations to slash emissions from data center construction but needed project partners to provide equipment, infrastructure and knowhow.

How We Delivered

United Rentals' Power/HVAC group delivered equipment for the crucial product testing phase. This supported the development of a novel hydrogen generator that replaced the conventional diesel alternatives, reducing the environmental footprint of the computing operations.



WORK UNITED: CASE STUDY



SUSTAINABLE ENERGY TO POWER JOBSITES

Customer Need

A U.S. construction company responsible for more than 200 wind power projects across the country needed sustainable equipment to manage jobsite emissions.

How We Delivered

Multiple United Rentals teams collaborated to deliver zero-emissions hydrogen generator support for charging battery systems. As a result of the engagement, the customer has deepened its partnership with United Rentals, expanding to eight additional projects across the Midwest and Texas on wind power projects ranging from 50 to 150 MW.

REDUCING GENERATOR EMISSIONS

Customer Need

Our client, a major civil engineering and infrastructure company in Canada, was seeking to reduce the emissions from generators used on their construction sites without losing access to reliable backup power.

How We Delivered

United Rentals is working with the client to identify and source lower-emissions solutions to replace their diesel-powered generators in the immediate term.

SUSTAINABILITY



Environmental sustainability is central to United Rentals’ growth strategy. We measure and manage our greenhouse gas emissions — and help customers do the same — in order to become a more resilient company and to continue delivering value to all our stakeholders. As a business based in the sharing economy, our services inherently provide an environmental benefit which we continuously build on by increasing our operational efficiency and growing our low-emission product portfolio.

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2022 HIGHLIGHTS



16.8% reduction

in our Scope 1, 2 and third-party hauling within Scope 3 emissions intensity compared to our 2018 baseline, progressing toward our target of a 35% reduction by 2030



79% of sites

with lighting retrofits, making progress toward our target of 95% by 2025¹

Awarded “AA” level

ESG rating by MSCI in 2023



Hydrogen-powered

equipment, the GEH2[®] by EODev, added to our rental fleet and rented for the first time

31%

of our rental fleet was electric or hybrid²



Expanded

our rental and non-rental fleet of low- and zero-emissions equipment through partnerships with POWRBANK, Takeuchi, JCB and others



Launched

a proprietary emissions estimation tool for customers on our Total Control[®] platform

Added

an Emissions Option Chooser to our website, allowing customers to choose lower or zero-emissions equipment

1 Percentage based on progress as of December 31, 2022 for locations that were part of United Rentals' footprint as of June 30, 2022; does not include locations acquired after June 30, 2022.

2 Percent electric and hybrid based on May 30, 2023 number of units in classes that are motorized (excludes non-motorized and hand tools).

REDUCING OUR CLIMATE IMPACT

As industries evolve to lower their impact to the environment, United Rentals strives to be the partner of choice for companies seeking to reduce the carbon emissions of their jobsites.

GOAL

35% REDUCTION
in our greenhouse gas emissions intensity across Scopes 1, 2 and third-party hauling within Scope 3 by 2030 against a 2018 baseline

We are ingraining sustainability into our business strategy by building our fleet to include low- and zero-emissions equipment, complemented by services to estimate emissions from equipment. Not only does this help customers quantify the footprint of their jobsite but renting itself **helps avoid emissions** that would occur if customers purchased new equipment.

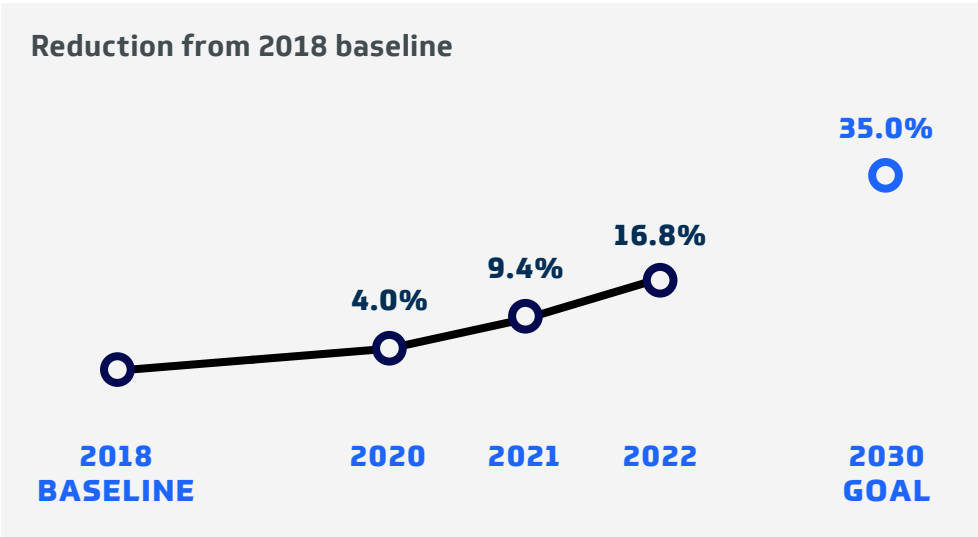
To reduce our own impact, we measure and mitigate the emissions from our operations, working toward our 2030 carbon reduction goal.

PROGRESS TOWARD OUR GHG GOAL

Our goal is to reduce our greenhouse (GHG) emissions intensity¹ across Scopes 1, 2 and third-party hauling within Scope 3, by 35% by 2030, against a 2018 baseline. In 2022, we progressed toward this goal, reducing our emissions intensity by 16.8% compared to our baseline.

We believe in setting goals that stretch us but are achievable through intentional action and a commitment to progress. We partnered with a third-party firm in 2020 to set our GHG goal, basing it on our emissions trajectory, availability of lower-emissions energy sources and equipment and cost. When we initially announced our emissions intensity goal, we were focused on Scope 1 and 2 emissions. In 2021, we expanded the goal to cover Scope 3 emissions from third-party haulers² to take full responsibility for these emissions.

PROGRESS TOWARD OUR GHG GOAL					
	2018	2020	2021	2022	2030 Target
Scope 1 and 2 plus Scope 3 third-party hauling GHG intensity ³	60.8	58.3	55.1	50.6	39.5
Reduction from 2018 baseline	N/A	4.0%	9.4%	16.8%	35%
Total Scope 1 and 2 plus Scope 3 third-party hauling emissions	489,248	497,697	535,758	589,125	N/A



1 GHG intensity is measured as metric tons of carbon dioxide equivalent (CO₂e) per million dollars of revenue.

2 Because we shift between using third-party haulers and United Rentals haulers depending on our need — and emissions from each option fall under different Scopes — we chose to include third-party hauling when determining our goal boundary.

3 GHG intensity is measured as metric tons of carbon dioxide equivalent (CO₂e) per million dollars of revenue.

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

Scope 1 emissions are direct emissions from the fuel use at our facilities and in our owned fleet. Scope 2 emissions are indirect emissions associated with purchased electricity.

Scope 3 emissions are all other indirect emissions that occur in our value chain. Our Scope 3 inventory process used estimates and assumptions. Two primary estimating techniques were used, which are the monetary emission factor using spending data (parts, merchandise) and actual calculations to estimate emissions (customer use, lifetime use). Scope 3 emissions have several uncertainties and limitations. This includes insufficient data from certain suppliers and suppliers unwilling or incapable of monitoring carbon emissions.

CLIMATE ACTION PLAN

We created a Climate Action Plan in 2021 that provides a roadmap to measure and reduce our carbon footprint and transparently disclose our progress. Our **Sustainability Steering Committee (SteerCo)** is charged with owning the plan and taking action on each item, supported by our CR Core Team.

As of 2022, we met a number of action items in our Climate Action Plan. For example, the SteerCo was established in 2021, and, in 2022, we expanded our carbon footprint to include measurement of Scope 3 emissions and developed a GHG abatement plan. In early 2023, we updated the Plan to reflect the progress made to date while establishing next steps to continue moving us forward.

“As an industry leader, we’re using our position to support sustainable changes on construction and industrial job sites. Part of this effort involves growing our fleet of alternatively fueled equipment and offering a proprietary emissions estimation tool, all with the goal of minimizing the impact on the planet and building a better, more sustainable future.”

GRANT ZOLDOWSKI
DIRECTOR ENVIRONMENTAL
MANAGEMENT



CLIMATE ACTION PLAN STATUS (as of the end of 2022)		
STRATEGY COMPONENT	ACTION ITEMS	PROGRESS
GHG Footprint	Expand footprint measurement to include full value chain (Scope 3) emissions	Complete
	Consider external verification of Scope 1 and 2 emissions	Evaluating
GHG Goal and Abatement	Set GHG emissions reduction goal	Complete
	Strengthen climate-related governance and oversight through the formation of a formal steering committee	Complete
	Monitor progress against goal and implement GHG abatement plan	Ongoing
	Continue to develop and refine renewable energy strategy	Ongoing
	Continue acquiring more low- and zero- emissions equipment	Ongoing
GHG Disclosures	Strengthen CDP climate change disclosures	Ongoing
	Complete climate scenario analysis in accordance with Task Force on Climate-related Financial Disclosures (TCFD) recommendations	Complete
	Evaluate alignment to/participation in the Science Based Targets initiative (SBTi)	Evaluating

● Evaluating ● Ongoing ● Complete






OUR GHG FOOTPRINT

Since 2010, we've been measuring our Scope 1 and 2 emissions, those from fuels used in our buildings and by our fleet and those from purchased electricity, respectively. In order to make meaningful reductions in our carbon footprint we must understand the full picture of our impact. As of 2021, we've measured our Scope 3 emissions, those that take place outside United Rentals' direct control.

In 2022, our total carbon footprint was 13.9 million MT CO₂e, an increase of nearly 7.2% compared to 2021. This increase in absolute emissions was driven largely by the expansion of our business through **mergers and acquisitions** as well as organic growth. Many of the businesses we acquire do not have the same rigor around measurement and mitigation of GHGs which can initially increase United Rentals' emissions immediately after

purchase. However, given our commitment to sustainability, we use a streamlined approach to updating the environmental and social standards of the companies we acquire to quickly implement improvements. Due to this approach, combined with our revenue growth, our emissions intensity has continued to decline year-over-year since 2018 and our absolute emissions grew at a decreased rate compared to our revenue.

UNITED RENTALS' CARBON FOOTPRINT			
SCOPE	CATEGORIES INCLUDED	EMISSIONS MEASURED FROM UNITED RENTALS' VALUE CHAIN	
 SCOPE 1	Direct emissions from fuel use	<ul style="list-style-type: none">Gasoline and diesel used by owned delivery, sales and service vehicles	<ul style="list-style-type: none">Natural gas used in boilers and furnaces in owned and leased buildings
 SCOPE 2	Indirect emissions from energy purchased and consumed	<ul style="list-style-type: none">Electricity used in owned and leased buildings	
 SCOPE 3	Indirect emissions from up- and downstream activities outside of the company's direct control	<ul style="list-style-type: none">Use of products previously owned by UR and sold to third partiesDownstream leased assets (customer use of rental equipment)Capital goodsPurchased goods and servicesUpstream transportation and delivery	<ul style="list-style-type: none">Third-party haulersWaste in operationsProduct end-of-life managementNon-Scope 1 and 2 fuel and energy useEmployee commutingBusiness travel

GREENHOUSE GAS EMISSIONS (metric tons CO ₂ e)			
	2020	2021	2022
Total Scope 1 and 2 emissions (market-based) ¹	402,519	397,682	424,291
Scope 1 emissions	355,345	373,717	399,328
Scope 2 emissions (market-based)	47,174	23,965	24,963
Total Scope 3 emissions ²	13,247,438 ³	12,541,492	13,283,076
Total carbon footprint (Scopes 1, 2 and 3)	13,649,957	12,939,174	13,707,367

1 The market-based method shows emissions the company is responsible for through its purchasing decisions. In 2022, we purchased 31,250 MWh of renewable energy credits (RECs), equivalent to 15,090 MT CO₂e avoided. We have removed these emissions from the Scope 2 market-based numbers shown in the table above.

2 To see a full breakdown of our Scope 3 emissions by category, see our [GRI Index](#).

3 Data has been restated to account for findings from a quality assurance assessment conducted after the publication of our previous reports.

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

Scope 1 emissions are direct emissions from the fuel use at our facilities and in our owned fleet.

Scope 2 emissions are indirect emissions associated with purchased electricity.

Scope 3 emissions are all other indirect emissions that occur in our value chain. Our Scope 3 inventory process used estimates and assumptions. Two primary estimating techniques were used, which are the monetary emission factor using spending data (parts, merchandise) and actual calculations to estimate emissions (customer use, lifetime use). Scope 3 emissions have several uncertainties and limitations. This includes insufficient data from certain suppliers and suppliers unwilling or incapable of monitoring carbon emissions.

GHG ABATEMENT

Scope 1 Emissions

For United Rentals, Scope 1 emissions are generated by fuel used by employees operating our non-rental fleet vehicles, heating and cooling our owned and leased buildings and offices and more. Our focus on reducing our Scope 1 emissions is on our non-rental fleet, which comprises the majority of our Scope 1 footprint. In 2022, we reduced our Scope 1 emissions by shifting some of our processes to be electric, including using solar-powered gates at 12 of our branch locations, installing 72 electric vehicle chargers across our sites and adding solar-powered electric fencing at 303 branch locations.

We intend to build on this in 2023 by launching our new Yard Return Specialty software that reduces the number of trips drivers make to collect equipment; piloting propane-powered service vehicles in our non-rental fleet; and growing our non-rental fleet with battery-electric

Ford F-150® Lightning® Trucks, a tractor and Ford E-Transit™ Vans.

Additionally, we have identified the following short-, mid- and long-term strategies to mitigate these emissions, balancing feasibility of solutions and cost.

- **Short-term** — Focus on operational improvements, such as anti-idling and reducing unnecessary trips; continue to evaluate and pilot, as appropriate, low- and zero-emission vehicles.
- **Mid-term** — Identify and source equipment that utilizes transitional fuels, such as propane or natural gas; determine how best to incorporate zero-emission vehicles.
- **Long-term** — Identify and source zero-emissions equipment as the market and necessary infrastructure matures, such as electric and hydrogen-powered vehicles.



SCOPE 1 ENERGY BY TYPE (MWh) ¹			
	2020	2021	2022
Diesel and Fuel Oil	891,329	923,767	985,339
Gasoline	400,044	441,072	486,213
Natural gas	178,829	182,769	222,361
Total Fuel Use	1,470,202	1,547,608	1,693,914

SCOPE 2 ENERGY USE (MWh)			
	2020	2021	2022
Electricity consumption	102,350	103,940	117,715
Percentage grid electricity of total energy use	6.5%	6.3%	6.5%

ENERGY USE INTENSITY			
	2020	2021	2022
Total energy (fuel and electricity) consumption (MWh)	1,572,552	1,651,549	1,811,629
Energy intensity (MWh/\$M revenue)	184.4	171.9	155.6

¹ Totals may not add up due to rounding.



SOFTWARE SOLUTIONS FOR EFFICIENCY
Our new Yard Return Specialty software, developed in-house and launched in mid-2023, simplifies the equipment pick-up and return process for customers, shifting equipment assessment from the driver to the equipment associate. With the tool, drivers can quickly scan and load equipment onto the delivery truck, reducing idling time and trips to the jobsite.

Scope 2 Emissions

Our Scope 2 emissions are generated by purchased electricity used to run the business. We are reducing Scope 2 emissions through energy efficiency measures and sourcing renewable energy. Our goal is to upgrade 95% of our existing North American operations with LED lighting by 2025. By the end of 2022, we reached 79%,¹ generating an estimated 1,500 MWh of annual savings.

We primarily source clean energy through renewable energy credits (RECs). In 2022, we increased our purchasing of RECs by 25% over the previous year which covered 26.5% of our total electricity usage. As part of our renewable energy strategy, we will continue to explore a mix of renewable energy credits, virtual power purchase agreements, purchasing renewable energy through the local grid and installing solar panels at our owned and leased sites. For example, we intend on adding solar panels to our facility in Ridgefield Park, NJ.

REDUCTION IN ENERGY CONSUMPTION			
	2020	2021	2022
Spend on lighting upgrades (\$M)	\$3.7	\$1.6	\$3.0
Number of facilities with lighting retrofits	936	980	1,076
Percent of facilities with lighting retrofits	80%	73%	79% ¹
Additional annual savings achieved (MWh)	2,972	1,002	1,554

¹ Percentage based on progress as of December 31, 2022 for locations that were part of United Rentals' footprint as of June 30, 2022; does not include locations acquired after June 30, 2022.

GOAL

95%
of North American
operations will have
a lighting retrofit
completed by 2025



BREAKING NEW GROUND IN NEW SOUTH WALES

Royal Wolf, Australia's largest container solutions provider and a subsidiary of United Rentals, is constructing a cutting-edge facility in New South Wales. This state-of-the-art facility will be powered by solar energy and equipped with a water catchment and reticulation system, as well as motion-sensor lighting. The facility has been designed to accommodate future advancements, including the integration of electric vehicles. Construction is set to finish by August 2023.

Scope 3 Emissions

Our Scope 3 emissions cover our upstream and downstream value chain activities, such as emissions from our suppliers, customers’ operation of our rental equipment, use of sold products, capital investments and other procurement and transportation.

Roughly 86% of our Scope 3 emissions stem from customer use of rental equipment and new and used equipment purchased from United Rentals. To address these emissions, we provide education, equipment options and technologies that lower the emissions of customers’ projects.

- **Education** — We held a customer **Work United® Tour** in 2022 with sustainability as one of our key topics. We also launched a new feature on UR.com in which customers can filter equipment by sustainability features.
- **Equipment options** — We regularly upgrade our fleet to the newest technologies, making more low- and zero-emissions equipment options available to customers. For example, in 2022 we began renting our first-ever hydrogen fuel cell generator.

- **Technologies** — We develop new technology or integrate third-party technology into our service offering to facilitate the customer experience, many of which have **sustainability benefits**. For example, our Total Control® platform has a GHG estimation feature for equipment with internal combustion engines. The platform can also track equipment utilization to help customers right-size fleets, which can conserve natural resources.

Looking ahead, we will continue engaging customers on sustainability, building out our fleet of low- and zero-emissions equipment and expanding technologies like Total Control’s emissions estimation feature to more product categories and locations. To see a full breakdown of our Scope 3 emissions by category, see our **GRI Index**.



THE LATEST AND GREATEST SUSTAINABLE EQUIPMENT
We were the first rental company to offer access to EODev’s new GEH2® hydrogen generator, provided to us by Generac. It provides up to 100kVA for power to any site, including off-grid locations or areas with strict emissions regulations — and its 4G connectivity means users can check on the operating status from anywhere.

GHG DISCLOSURES

Reporting our progress against goals is an important part of our Climate Action Plan. This report has been prepared in accordance with globally-recognized sustainability reporting frameworks, the **Global Reporting Initiative (GRI)** and the **Sustainability Accounting Standards Board (SASB)** standards. Additionally, we respond to the TCFD and completed our first-ever scenario analysis in 2022, available in our **TCFD Report**. We respond to the CDP Climate Change questionnaire annually, an important mechanism for reporting in line with TCFD. Our CDP score changed from a B- in 2021 to a C in 2022 due to a revision in disclosure requirements. We are actively working to understand and improve our score in 2023.

31%
OF OUR RENTAL FLEET IS ELECTRIC OR HYBRID¹

¹ Percent electric and hybrid based on May 30, 2023 number of units in classes that are motorized (excludes non-motorized and hand tools).

MATERIALS AND WASTE

Our use of materials and production of waste stem from our purchase and maintenance of rental equipment and the operation of our rental locations and offices.

Our standard operating procedures, including the Lean, 5S and kaizen approaches, optimize our processes to reduce waste. Additionally, we extend the life of our equipment and keep it out of our waste stream by selling it through the used equipment market.

Across our operations, we look for ways to reduce our generation of waste and divert as much of it from landfills as possible. In 2021, we set a goal to divert 70% of our waste from landfills by 2025. In 2022, we achieved a 56.4% diversion rate. To further our progress, in 2022 we conducted an assessment of all of our sites to determine what waste management procedures were in place and to ensure each site had recycling capabilities. As a result of the assessment, we updated infrastructure where it was lacking, enabling 401 additional locations to recycle in 2022 and early 2023 compared to the previous year. We continue

to track availability to make sure our branches have recycling access.

Roughly 0.4% of the waste we generate is classified as hazardous. We partner with a third-party hazardous waste management company to collect and sustainably dispose of this waste. In 2022, around 8% of our hazardous waste was recycled.

In 2023, we intend to carry out a right-sizing initiative that will adjust the size of containers and frequency of pickups to reduce emissions associated with waste transport.

GOAL

DIVERT 70%
of our waste from
landfills by 2025

1 We invest in refurbishment to extend the life of our rental equipment for customer use, reduce waste entering landfills and prepare used equipment for resale. Year over year trends in revenue from the sale of refurbished equipment do not necessarily correlate with year over year trends in the number of equipment refurbished or the amount invested to refurbish equipment because we may decide to sell more or less in a year depending on needs for our rental fleet.

For example, due to supply chain issues, we sold less refurbished equipment in 2021 and 2022 relative to prior years because we decided to keep more of the refurbished equipment for our rental fleet. In addition, we refurbished less equipment in 2022 compared to prior years.

2 In 2021, we undertook a significant effort in updating and recycling our IT assets, leading to an increased recycling rate for that year.

REFURBISHMENTS¹

	2020	2021	2022
Number of equipment refurbished	43	130	17
Amount invested to refurbish equipment	\$3,125,818	\$9,614,800	\$934,000
Revenue from the sale of refurbished equipment	\$13,249,975	\$9,807,983	\$9,226,689

WASTE (tons)

	2020	2021	2022
Hazardous waste	83.3	219.7	227.4
Landfilled	2.0	0.9	18.7
Energy recovery	66.4	1.8	190.3
Recycled	15.0	217	18.0
Non-hazardous waste	64,287	60,334	59,823
Landfilled	21,236	34,809	26,169
Energy recovery	237	3,358	470
Recycled	42,814	22,167	33,182
Percent diverted	67.0%	42.5%	56.4%

MATERIALS PURCHASED AND RECYCLED (pounds)

	2020	2021	2022
Weight of recycled IT assets	25,849	138,407 ²	16,965

EMISSIONS AVOIDED (MT CO₂e)

	2020	2021	2022
Emissions avoided through closed-loop recycling program for used oil	10,593	10,865	11,447

WATER

While our business is not water intensive, we acknowledge the importance of water as a critical shared resource that cannot be wasted.

The majority of our water use is for washing equipment. We track our water withdrawals and make efforts to reduce our usage through a closed-loop recycling system. No water bodies are significantly affected by our water withdrawal, and withdrawals are not made from sensitive water sources.

In most cases, our water goes to municipal wastewater treatment but where required, we have installed wash bays to collect and treat wastewater on site.

For our customers, our Fluid Solutions group offers pumps, tanks, filtration systems and support equipment to help customers manage their on-site water needs, including the removal of contaminants from waste water before disposal or reuse.

WATER WITHDRAWAL BY SOURCE (megaliters)			
	2020	2021	2022
Total water withdrawal	911	1,622	2,048
Groundwater	55	61	73
Third-party (municipal) water	855	1,561	1,975

WATER REUSED			
	2020	2021	2022
Water reused (megaliters)	106	118	141
Percentage reused	11.6%	7.3%	6.9%

Note: figures may not add up to total due to rounding.



ADDING ON-SITE WASTEWATER TREATMENT CAPACITY



Our customer, a refinery, was expanding its operations and wanted to treat the resulting increase of wastewater on-site. United Rentals engineered a solution to add additional capacity adjacent to the existing treatment solutions. We provided additional pump capacity, valves and meters and filtration tanks to expand the system's ability to manage and treat the additional volume of wastewater. As a result, the customer was able to treat all wastewater on-site without needing to use temporary containment, transport or external disposal.

ENVIRONMENTAL COMPLIANCE

We manage our use of resources carefully — always considering the impact our operations have on the environment and adhering to all relevant laws and regulations in the territories in which we operate.


Our Environmental Management program guides our decision-making on environmental protection. The program includes our Environmental Management System (EMS), covering our operating procedures, policies, metrics and performance. Members of our Environmental Management program sit on our cross-functional **Corporate Responsibility Core Team and our Sustainability Steering Committee**. These bodies coordinate to drive innovation that helps us achieve our Corporate Responsibility goals and report to the Board on progress.

ENVIRONMENTAL COMPLIANCE

Our unwavering commitment to safety extends to our employees and environment. We employ an integrated EMS that records our compliance with regulations in our operating locations. As part of our **Injury Illness Prevention Plan**, embedded into our EMS, new employees complete a training module related to responsible management of **water, waste**, air quality monitoring, spill cleanup and more during onboarding.

Because our operations focus mainly on the renting of equipment, they generally do not pose significant environmental risks. The risks that are relevant to our business include:

- **Fueling Activities** – We store and dispense petroleum products at select United Rentals locations which generates hazardous waste. We work with a third-party specialist to

VIOLATIONS AND SPILL INFORMATION 			
	2020	2021	2022
Number of spills ¹	36	45	50
Spills (gallons)	2,991	2,895	6,032 ²
Environmental fines	\$5,643	\$10,473	\$8,050
Notices of violation	25	27	11

1 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 to be reported by law.
2 The increase from 2021 to 2022 was primarily due to a single diesel spill.

- dispose of this waste properly.
- **Equipment/Vehicle Washing Activities** – Equipment wash water can contain petroleum and other contaminants. Typically, the wastewater from our wash bays is discharged and treated by the local publicly-owned sewage treatment facility.
 - **Customer Operation** – We have procedures in place to manage spills or other hazards that may occur during customer use of equipment. Customers can alert us to issues by calling our Customer Care Center.

As part of our environmental compliance efforts, select United Rentals sites certify to ISO standards and country-specific Health, Safety and Environment (HSE) management systems

and we conduct branch audits to evaluate adherence to environmental policies and procedures. We take responsibility for all spills that occur and immediately take action to remediate the situation.

CULTURE



The way we treat others is at the heart of our 1UR™ culture. We prioritize safety, wellness, inclusivity and service by equipping and empowering our team with the resources they need to succeed. This philosophy extends beyond our walls. We are dedicated to supporting the communities where we live and work, amplifying the positive impact our company and team can bring and to help our customers do the same.

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2022 HIGHLIGHTS



3.8% reduction
in our already low total recordable incident rate compared with 2021



8,000+ new
team members added through hiring and acquisitions



33.5% diverse¹ representation
in sales and management job groups, a 7% increase compared to 2021



Decreased
voluntary turnover rate from 13.5% in 2021 to 13.1% in 2022 in a challenging labor market



72% of employees
utilized their paid wellness day off and 50% of eligible employees participated in our virtual health challenges program



\$1.2 million
granted in relief funds to employees through United Compassion Fund

Our 4th
company-wide employee stock grant was completed - reinforcing our employee ownership mindset

26,200+ 1UR™ coins
distributed to employees in recognition of exceptional work

28.7% increase
in the trainings provided by United Academy® compared to 2021

Named
one of America's Best Large Employers by Forbes



Scored
in the top 10% of our benchmark group for a diverse and inclusive culture in our Employee Experience Survey



¹ Diverse represents women and/or people who identify as Hispanic/Latin, Black or African American, Native Hawaiian or Pacific Islander, Asian, Native American or Alaska Native, or Two or More Races. Percentage provided is for U.S. only.

HEALTH AND SAFETY

The safety of our people, customers and jobsites is our foremost priority and we show up for each other by leading with a “safety first, and always” culture.

“It is our ultimate mission from a safety perspective to ensure that everyone returns home in the same condition that they left, if not better. When we afford our employees with a safe and healthy work environment, they’re able to bring their best to work each day and drive more meaningful impact for our customers.”

CRISTINA MADRY
VP HEALTH, SAFETY
AND EMPLOYEE
RELATIONS



We manage the health and safety of our business through an integrated occupational health and safety (OHS) program, and we build safety awareness through regular trainings, protocols and guidelines that meet evolving customer and employee needs.

UNITED4SAFETY

Our safety culture is organized under the banner of United4Safety, which provides a way of thinking about safety in every aspect of our lives, at work and at home. United4Safety has four tenets: think safe, work safe, drive safe and live safe. We expect safety to be the primary consideration of each of our employees, and we facilitate this through innovation, leadership development, continuous learning and personal well-being.

Our OHS program is a companywide approach to detailing guidelines on the safe operation of equipment, tools and conduct. Our activities and protocols meet local, state and federal occupational health and safety laws and regulations, and our OHS program meets or exceeds minimum standards. With integrated incident prevention and management plans like our Injury Illness Prevention Plan, Leadership Injury Management Guide and Life Safety Rules, our program has best-in-class status among our peers.

FOUR TENETS OF OUR UNITED4SAFETY PROGRAM



Think Safe

Creating a culture of distinctive safety thinkers and leaders



Drive Safe

Advancing training, technology and visibility



Work Safe

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



Live Safe

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

In 2022, we built upon our existing policies, practices and procedures to more effectively increase safety awareness. We launched a safety scorecard to create consistency across the OHS program and uniformity on how safety plays a part in trainings, awareness, awards and wellness activities.

Empowering Employees to Act Safely

We support our employees to act safely through our Hazard 360° Awareness risk-assessment program. This program is designed to help employees identify and manage potential safety risks during work activities. We also provide all employees with stop work authority to stop a job if they observe safety risks, or if there is a lack of clear and established work procedures to protect team members from risk.

Our teams begin each day with a safety huddle focused on a select safety topic. In 2022, we dedicated one huddle to the completion of a safety commitment letter that all employees sign annually. This letter represents a commitment for all team members to conduct themselves safely and to model safe behavior to others.

To recognize and respond to evolving employee safety needs, we’re continuously creating new training courses. In 2022, we developed a Slip, Trip and Fall Incident Prevention course for employees in order to address one of our most common injury occurrences.

We further our “safety first, and always” culture through recognition. In 2022, we added a safety category to our 1UR™ coins — our primary peer

GOAL

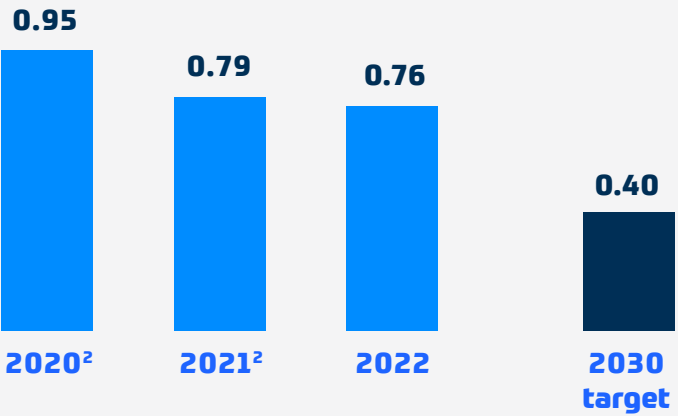


ON OUR JOURNEY TO ZERO INJURIES
we aim to reduce our total recordable incident rate (TRIR) to 0.40 by 2030

recognition program. Through this program, employees nominate colleagues that went above and beyond supporting a safe workplace, activity or training. We also continued our Safety Champion program. Employees who have been with United Rentals for at least one year can become a site Safety Champion to promote safe practices, lead team safety huddles and participate in their branch safety committee. We also give safety awards to the top branch, district and region for low OSHA recordable rates, preventable motor vehicle incident rates and robust near-miss incident recording. In 2022, we expanded the criteria for receiving a safety award to include “good catches,” a limited need for corrective actions and increased engagement with safety overall.

On our journey to zero injuries, our goal is to reduce our total recordable incident rate (TRIR) to 0.40 by 2030. In 2022, we made progress toward that goal with a TRIR of 0.76, a 3.8% year-over-year reduction against strong 2021 performance even with our record rate of new hires.

TOTAL RECORDABLE INCIDENT RATE (TRIR)¹



1 Data provided is for North America only.
2 In 2021, we reinstated daily safety huddles (which were paused during 2020) and implemented further enhancements to our safety program, which we believe led to improved results compared to 2020.



Safety Training

Training is a fundamental part of ensuring safety. That’s why in 2014 we launched United Academy®, our proprietary training platform that provides customers and employees with specialized education on safe working practices and equipment operation. Through United Academy®, we provide world-class safety training in North America across five categories: Equipment Operation, Trench Safety, Fall Protection, Train the Trainer and Occupational Health and Safety.

We offer courses in a hybrid format to meet the needs of our customers and employees. The flexibility of the format, including virtual and in-person courses, allows us to reach more people and increase the accessibility of training opportunities.

We measure the efficacy of our trainings through exams at the end of each program and we use a third-party expert to assess the quality of the courses and teachers. In 2023, we will expand the scope of United Academy® by adding additional instructors and increasing content offerings.

UNITED ACADEMY®			
	2020	2021	2022
Students trained by United Academy®¹	62,000+	87,000+	112,000+
Trainings completed by customers	57,520	78,596	100,023
Trainings completed by UR employees	4,967	8,828	11,999

1 Data provided is for North America only.



**2022 SAFETY
AWARD WINNERS**

TOP BRANCH
Branch G05 in Jacksonville,
Florida

TOP DISTRICT
Kansas District in Kansas

TOP REGION
Midwest Region in the
United States

DIVERSITY, EQUITY AND INCLUSION

Our purpose is not just to build a better future, but to build a better future *together*.

Diversity, equity and inclusion (DEI) at United Rentals means that a wide range of cultures, backgrounds, experiences and perspectives come together to make us stronger. Each member of Team United benefits from access to opportunities and resources and is empowered to use their differences to drive results.

GOAL 

ACHIEVE 40%
diverse representation in sales and management job groups by 2030¹

¹ Goal is for the U.S. only. Diverse represents women and/or people who identify as Hispanic/Latin, Black or African American, Native Hawaiian or Pacific Islander, Asian, Native American or Alaska Native, or Two or More Races.

The power in diversity, equity and inclusion is not in individual actions but in collective impact.

Diversity
 reflects and honors our differences.

Equity
 addresses everyone’s unique needs and minimizes barriers to their success.

Inclusion
 fosters connections and belonging, empowering all to be their authentic selves.

To maximize the value of diverse approaches and perspectives, individuals must feel comfortable in expressing themselves and assured they will be treated equitably. Team United performs best in a diverse, equitable and inclusive workplace that reflects our customers and communities.

Our DEI strategy underpins our approach to celebrating, supporting and leveraging the unique attributes of each team member. Our strategy is focused on four strategic objectives (see graphic to the right).





OUR DEI STRATEGY

Attract
 Build a diverse workplace for the future

Belong
 Create an environment in which individuals from all cultures, backgrounds, experiences and perspectives thrive

Promote
 Increase diverse representation in leadership

Influence
 Become a recognized DEI leader within our industry and beyond

We implement our strategy through our companywide DEI program. In 2022, our program initiatives included:

- DEI Gap Analysis** - We consulted an independent third party in 2021 to help identify and prioritize opportunities to improve our DEI strategy. Since then we took action to address the opportunities identified, including expanding the number of Employee Resource Groups (ERGs) and setting more targeted goals to build our diverse pipeline. We continue to conduct pay equity analyses on an annual basis and use the findings to create a more equitable workplace among our diverse populations.
- Diversity Momentum Index** – We increased diverse representation in sales and management positions by using our Diversity Momentum Index tool. To build on our learnings, we asked leadership to review new hires and terminations on a monthly basis, to meet with the Director of DEI to identify any patterns or issues and to then collaborate with HR, Recruiting and the relevant business units/regions to resolve them.
- Education** – We educated leadership on DEI during a variety of roundtable discussions and learning events so that leaders of all backgrounds are equipped with tools necessary to create an inclusive culture.

- **Expanding Equity Program** – We joined the Expanding Equity program, created by the W.K. Kellogg Foundation, to help us advance racial equity. In 2022, we rolled out a Leading with Empathy course to all employees enrolled in our future leaders program.
- **Partnership with ABC** – We sponsored the American Builders and Contractors’ (ABC) 2023 Inclusion, Diversity and Equity summit concerned with bridging diversity gaps in the construction industry.

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.

Diverse Representation

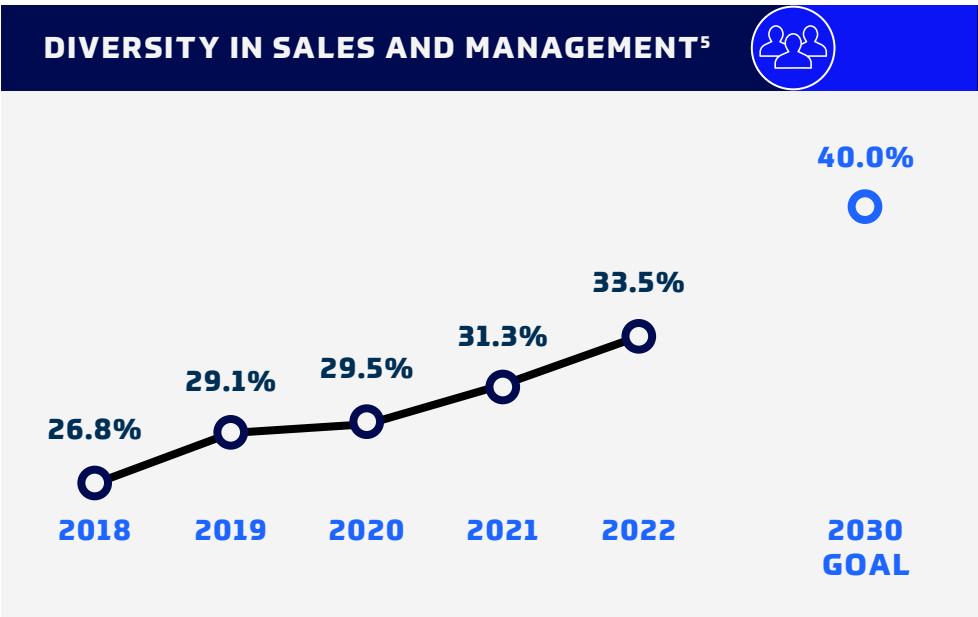
In 2022, we announced our first public DEI goal. By 2030, we aim for 40% diverse representation^{3, 5} in sales and management job groups. We chose this group because sales and management positions are our primary talent pipeline to leadership, and this goal is intentionally focused on increasing diverse representation in leadership at United Rentals. In 2022, we achieved 33.5% diverse representation in sales and management job groups, a 7% increase compared to 2021.

We invest in targeted recruiting and development initiatives to increase diversity in sales and management job groups. In 2022, 42% of our new hires and promotions in these job groups were diverse. Specialized talent development programs allow us to invest in team members from historically marginalized communities, which helps us retain diverse talent and increase the diversity of our leadership. For more on these efforts, visit our [Talent Management](#) section.

In addition to improving representation, we are committed to maintaining our inclusive culture. In 2022, through our annual Employee Experience survey, we scored in the top 10% of our benchmark group, comprised of Commercial and Professional Services companies, for employee perceptions of our efforts to maintain a diverse workforce and create an inclusive environment. Diverse employees also reported high rates of engagement, with nearly all diverse categories meeting or exceeding the engagement score of the overall company.

2022 DIVERSE EMPLOYEE EXPERIENCE SCORES ¹		
	ALL EMPLOYEES	DIVERSE EMPLOYEES
Engagement	8.5	8.7
Diversity and inclusion	8.7	8.8

2022 DIVERSITY BY JOB GROUP ²			
JOB GROUP	WOMEN	PEOPLE OF COLOR	OVERALL DIVERSITY ³
Senior and mid-level leadership	12.6%	13.6%	24.4%
Professionals	42.6%	31.7%	59.7%
Sales team	23.9%	20.2%	37.8%
Administrative	54.1%	36.3%	66.9%
All other hourly employees (primarily service technicians and drivers) ⁴	2.3%	31.4%	33.0%



1 Ranked 1 – 10, 10 being highest.
2 Data provided is for North America only.
3 Diverse represents women and/or people who identify as Hispanic/Latin, Black or African American, Native Hawaiian or Pacific Islander, Asian, Native American or Alaska Native, or Two or More Races.
4 Note: Based on the U.S. Bureau of Labor Statistics Current Population Survey, most applicants for these roles are men.
5 Goal and performance present data for U.S. only.
[Refer to our EEO-1.](#)

Employee Resource Groups

Our ERGs connect employees who share backgrounds or beliefs and drive our inclusive culture. Each ERG is employee led and has an executive sponsor.

In 2021, we added a fourth ERG — Planet United™ — to stand alongside our existing ERGs — Together United, Veterans United and Women United.

In early 2023, Together United restructured into four new ERGs — African & Black Heritage United, HOLA United, LGBTQIA+ United and Mental Wellness United to join our existing ERGs in providing all employees safe spaces, access to events and volunteering, learning and networking opportunities. [Read more](#) about our ERGs.

DEI Beyond Our Walls

Our DEI strategy extends beyond our workplace and into the communities where we live and work. In 2022, our team donated more than 65,000 volunteer hours, including volunteering with organizations that support diverse or underserved communities. We partnered with our ERGs to create company-wide virtual and in-person, community-focused events that focused on health, development and awareness.

We also encourage DEI through our procurement practices. We proactively seek diverse suppliers and work to ensure that diverse-owned businesses have an equal opportunity to participate in our procurement processes. Read more about our [supplier diversity](#) efforts.

AWARDS AND RECOGNITION



In 2022 and the first half of 2023, we received the following awards and commendations which reflect our culture of DEI:

2022

ABC NATIONAL
Inclusion, Diversity and Equity
Excellence Awards
12th consecutive year

DIVERSITY JOURNAL
Innovations in Diversity Award

FORBES
America's Best
Large-sized Employers
Global 2000

World's Best Employers

MILITARY TIMES
Best for Vets 2022
9th consecutive year

NATIONAL SAFETY COUNCIL
CEOs Who "Get It"

U.S VETERAN MAGAZINE
Top Veteran Friendly
Companies

US DEPARTMENT OF LABOR
HIRE Vets Medallion
Program

WALL STREET JOURNAL
Best Managed
Companies

2023

AGC
Build Tennessee Awards

ENERGAGE
Top Workplaces:
Regional and National

FORBES
The Best Employers for Women

G.I. JOBS
Military Friendly Brand
Military Friendly Employers
Ranked Gold
14th consecutive year

Military Friendly Supplier Diversity Program
5th consecutive year

Military Spouse Friendly Employers
8th consecutive year

GLASSDOOR
100 Best Places to Work in 2023

IN HER SIGHT
The 20 Best Construction
Companies to Work For

JUST CAPITAL
The JUST 100 List

NEWSWEEK
America's Most
Responsible Companies
2nd consecutive year

America's Most Trusted Companies
Ranked 1 in our industry
3rd consecutive year

VETS INDEXES
Employer Awards: 5 Stars



EMPLOYEE RESOURCE GROUPS



Planet United

Building a sustainable future by promoting environmental activities at the branch and office, fleet and community levels.

Women United

Building a transformative network to improve gender diversity and a supportive environment for women.

Veterans United

Building camaraderie, celebrating military principles and providing a supportive Veteran ecosystem.

Together United Alliances

Building a more diverse, inclusive and empowering workforce for all.

In 2022, Together United expanded its outreach through the creation of its alliances which focused on four diverse areas - African & Black heritage; Hispanic & Latin heritage; LGBTQIA+; and Mental Wellness.



“Representation matters. As a company, we pride ourselves on mirroring our communities that we live in and serve. Team members like to see others who look like them in leadership roles throughout the company. It gives them a sense of hope that they too can achieve higher level roles, while feeling a sense of belonging.”

KERRIGAN AMBERS
DISTRICT MANAGER – SOUTH REGION

“DEI contributes directly to the success of our company and our employees. It sparks fresh ideas, boosts our growth, and gets everyone involved. A diverse workforce also allows us to understand and serve a broader customer group – that’s key for us at United Rentals.”

MONICA RODRIGUEZ
DIRECTOR DIVERSITY,
EQUITY AND INCLUSION



INVESTING IN OUR PEOPLE

When we support our people with an empowering, inclusive and purpose-driven culture, combined with best-in-class total rewards and development opportunities, it results in a productive and engaged workforce that does its best to take care of our customers.

FORBES RANKED UNITED RENTALS 40TH OUT OF 500 COMPANIES ON THEIR BEST LARGE EMPLOYERS 2022 LIST AND GLASSDOOR INCLUDED UNITED RENTALS ON THEIR BEST PLACES TO WORK 2023 LIST FOR A REASON – WE WORK HARD TO ATTRACT AND RETAIN THE BEST TALENT.

In 2022, we hired more than 6,000 new employees – the highest volume of new hires in our company’s history - and brought over 2,000 additional employees through acquisitions. Together, we are 1UR, a unified team regardless of background or location. One of our key differentiators is our empathetic and collaborative culture, which enables us to remain both flexible and resilient. We utilize communication and technology tools like our internal social media site, Workplace, and our digital apps to connect our global network, streamline work processes and facilitate dialogue.

We solicit feedback from our employees annually through our Employee Experience survey. Overall, our **2022 survey results** place us “Best in Class” in the top 10% of our benchmark.

TALENT MANAGEMENT

Recruitment

As our company grows, so does the need to ensure that we attract and retain a talented team. In 2022, approximately 2,000 of our 6,000 new hires came from employee referrals, which is a testament to employee satisfaction working at United Rentals.

We seek to hire employees with a variety of lived experiences because we know that increasing **diversity**, while investing in a culture of inclusion, leads to greater employee satisfaction and higher-quality work outcomes. We use specialized job

VETERAN REPRESENTATION ¹			
	2020	2021	2022
Veterans in our workforce	1,689	1,763	1,950
Veterans as a percentage of new hires	9.3%	10.2%	9.4%

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

search platforms like Professional Diversity Network, DirectEmployers and Indigenous Link to seek diverse applicants as well as partnering with Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs) for on-campus recruitment. In 2022, we hired more than 370 candidates from HBCUs and HSIs, an 118% increase from the previous year. This growth was a result of our investment in diverse hiring practices and the transition to in-person recruitment from virtual platforms.

We also prioritize hiring candidates with military experience. Military veterans enter the workforce with transferrable skills such as leadership, teamwork and discipline, which align with our values, culture and needs. Our Veterans United ERG facilitates referrals and recruitment efforts of fellow veterans. To help current and former service members acclimate to our culture and operations we developed the Service to Employment Program (STEP). In 2022, 42 new hires participated in STEP.



IN 2022, UNITED RENTALS WAS AWARDED THE HIRE VETS GOLD MEDALLION AWARD FROM THE U.S. DEPARTMENT OF LABOR, NAMED A TOP TEN MILITARY FRIENDLY® EMPLOYER AND A VETS INDEXES 5 STAR EMPLOYER FOR OUR EFFORTS AND SUCCESS IN VETERAN AND ACTIVE- DUTY MILITARY SERVICE MEMBER EMPLOYMENT.

Retention

We retain our talent by creating an inclusive culture where employees feel valued, have growth and development opportunities and are rewarded for their efforts through a competitive total rewards program.

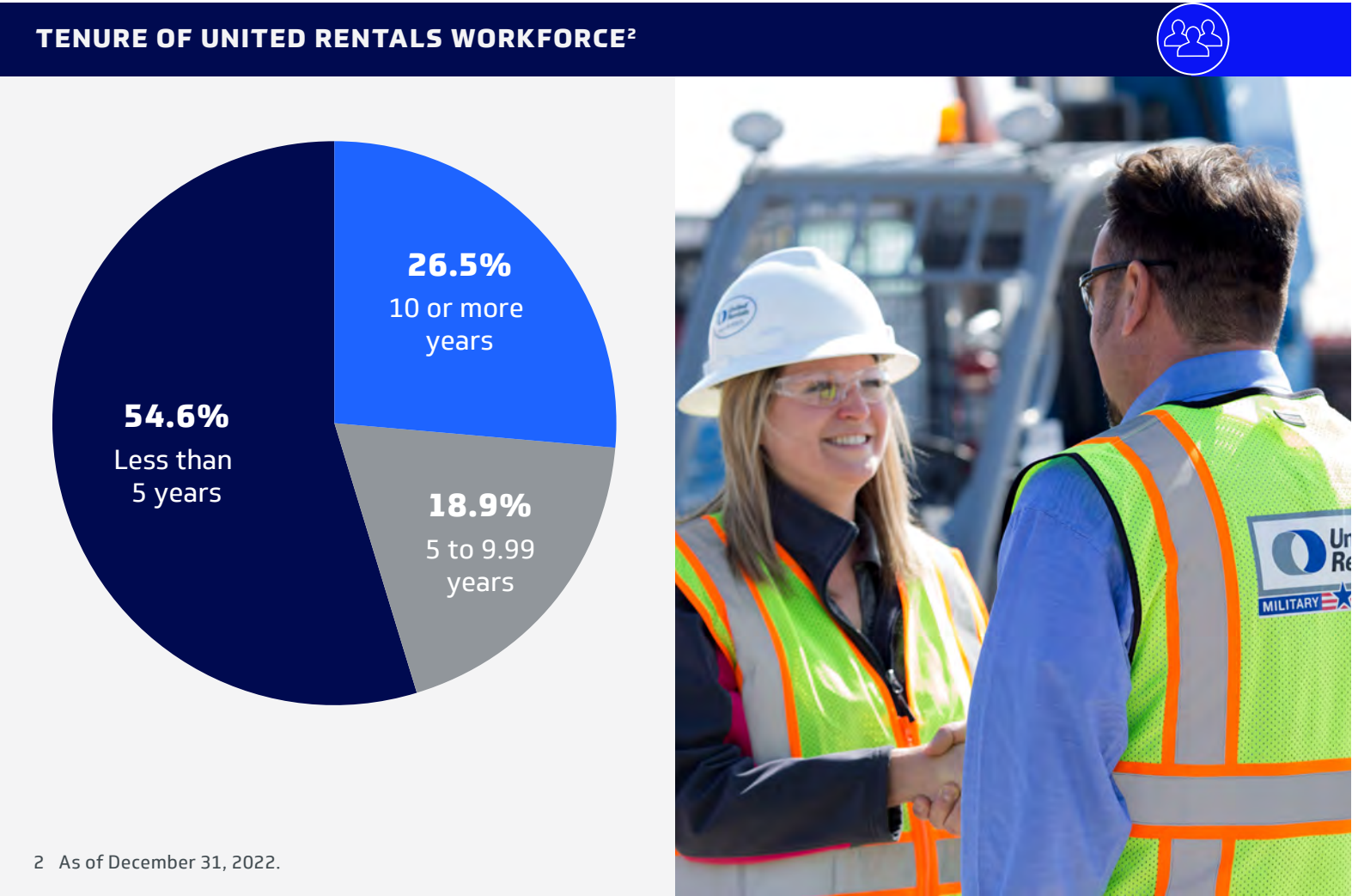
Our voluntary turnover rate was 13.1% in 2022 — a decrease from 13.5% the previous year — in one of the most challenging labor markets we have seen to date. Reducing our turnover was critical in enabling us to service our customers in 2022 and reflects the strength of our workplace culture. The strength of our culture is further reflected by our employee tenure, which as of 2022 averaged seven years.

Benefits

We provide our employees with a comprehensive benefits package that includes healthcare, dental and vision coverage, retirement, parental leave and tuition assistance. All global employees also have access to our Employee and Family Assistance Program (EFAP) which provides free, confidential counseling, work/life support, financial guidance and more. Our part-time employees, who make up less than 1% of our workforce, receive paid time-off, a retirement plan and access to our EFAP.

EMPLOYEE TURNOVER (voluntary) ¹			
	2020	2021	2022
Voluntary turnover percentage	9.1%	13.5%	13.1%

1 Voluntary employee turnover represents voluntary terminations divided by average headcount during the relevant period.



LEARNING AND DEVELOPMENT

Learning

One of our key tools for employee retention is promoting from within. And we invest in employees at all levels to upskill them for new roles through our ever-growing list of learning and development programs. Our program offerings include:

- **New Hires** – Every employee begins their first 90 days at United Rentals in one or more of our START programs which are tailored based on their role. The programs include LeadSTART, RentSTART, TechSTART, DriveSTART and JumpSTART.
- **Equipment Associates** – With our **Equipment Associate to Technician Development Program (EA2Tech)** fully launched in 2022, we are seeing great success with developing entry-level candidates to have the skills needed to fill our business-critical technician role.
- **Leadership** – Our LIFT, LeadSTART and Higher Ambition Leadership Alliance Certificate (HAL-C) programs are aimed at developing our leadership. For example, the HAL-C program is a 12-week training where high potential leaders learn to cultivate a stronger leadership presence and create their team’s purpose in alignment with United Rentals’ mission.

Development

Nurturing a high-performing team requires regularly checking in with our employees to provide feedback, guidance and praise. In addition to a standardized annual performance review, we encourage managers to hold regular career conversations with their team members throughout the year. These conversations are intended to act as a temperature check on the progress toward achieving goals and development activity.

In 2022, we focused on developing our technicians through both internal and external trainings. We aim to achieve a minimum of 24 hours of training annually for technicians and we will continue these offerings in 2023 to build on the existing skills of our technicians while facilitating their career growth.

Managers and fellow employees can recognize others for exceptional work on our internal social media site and by nominating them for one of our company’s 1UR coins. 1UR coins are part of our peer recognition program where team members are nominated for outstanding efforts within the categories of Our Team, Our Customers, Our Fleet, Our Culture and new for 2022, Safety Commitment. In 2022, we distributed more than 26,200 1UR coins. United Rentals also awards top performers through our Annual Employee Awards which are announced during our annual management meeting.

EMPLOYEE EXPERIENCE

We maintain regular two-way communication with employees to receive feedback and share news. We use our intranet and internal social media sites for day-to-day updates and regular town halls, quarterly all-employee conference calls and our annual management meeting to share more strategic updates.

We conduct an Employee Experience survey on an annual basis to gauge employee job satisfaction and retention. In 2022, we brought on a new survey partner that allows us to benchmark our performance against global and benchmark group-specific data and gain more insights about strengths, opportunities and gaps in our employee engagement.

In 2022, more than 80% of our employees responded to our survey. United Rentals scored in the top 10% of our benchmark group across engagement, diversity and inclusion and health and wellbeing. Scores in all categories for women-identified employees and employees of color were equal to or higher than the company average, underscoring the impacts of our commitment to fostering equity and inclusivity in our work environment.



IN 2022, WE DISTRIBUTED MORE THAN 26,200 1UR COINS, UP FROM 21,000 IN 2021

EMPLOYEE EXPERIENCE SURVEY KEY RESULTS ^{1,2}			
CATEGORY	KEY COMPONENTS	UNITED RENTALS SCORE	BENCHMARK SCORE ³
Engagement	Loyalty, belief in products and services, and overall satisfaction	8.5	8.0
Diversity and Inclusion	Efforts to maintain a diverse workforce and inclusive environment	8.7	8.2
Health and Wellbeing	Value placed on health, physical and mental wellbeing and work-life balance	8.4	7.9
Safety Commitment	Active promotion of safety and sense of empowerment to exercise stop-work authority	9.2	N/A ⁴

1 Ranked 1 – 10, 10 being the highest score possible.
2 We transitioned to a new survey provider and new questions for 2022, as a result we do not have year over year comparisons.
3 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 approximately 170 companies whose workers work in similar environments.
4 Custom question with no relevant external benchmark.



UPSKILLING OUR PEOPLE
Four years ago, Nicholas Harold joined United Rentals as an Equipment Associate. Today, he holds the title of Service Tech 1, thanks to the Equipment Associate to Technician Development program. Nicholas learned about the program from a colleague and was eager to advance his career as a Technician. The program, tailored to accommodate employee work schedules, combines virtual and in-person learning. Nicholas was able to complete the program in just 10 months.

When asked if he’d recommend the program, he replied, “Absolutely yes. It’s an incredible program for anyone wanting to advance their career at United Rentals.”

EMPLOYEE WELL-BEING

United Rentals' culture of caring extends beyond physical safety. We support the holistic well-being of our employees – including their physical, mental and emotional wellness.

2022 EMPLOYEE WELLNESS PARTICIPATION:

72% of employees
UTILIZED THEIR PAID WELLNESS DAY OFF, A 12% INCREASE FROM 2021

7,400+ employees
OBTAINED A FREE BIOMETRIC WELLNESS SCREENING

46% of eligible employees
EARNED THEIR WELLNESS INCENTIVE - A \$600 CREDIT THAT'S APPLIED TO THEIR NEXT MEDICAL PREMIUM

LIVE WELL, SAFE & HEALTHY PROGRAM

Our Live Well, Safe & Healthy Program supports the mental health, work life-balance and lifestyles of our employees. In 2022, we focused on overall mental wellbeing, including understanding how life challenges can trigger the need for support and resources.

Our Live Well, Safe & Healthy program offerings include:

- Employee and Family Assistance Program (EFAP) – Our EFAP provides every United Rentals employee and their household with free counseling sessions, financial and legal consultation and more.
- Biometric Screenings – Employees can be tested for body-mass index, blood pressure, cholesterol and other vital statistics on or off-site.
- Wellness Days – We offer one paid Wellness Day per year to visit the doctor or participate in activities that support physical, emotional or financial well-being. These activities are up to employee discretion and can include getting outside, volunteering or planning for retirement.
- eM Life – A platform that provides an easily-accessible variety of live and on-demand interactive sessions to increase mindfulness, enhance focus and learn mood-boosting skills.



ERGs Promoting Health and Wellness

In 2022, in an alliance with Together United, we launched Mental Wellness United, our first Employee Resource Group (ERG) focused on mental wellness. Mental Wellness United aims to reduce stigma around mental health and provide employees with resources to tackle life challenges. In 2022, we launched several health-related campaigns that encouraged employees to participate in activities that boost mental wellness. By integrating mental wellness into more activities and departments outside of Human Resources, we are further ingraining mental wellness into the day-to-day of the business. Learn more about our [ERGs](#).

GETTING HELP IS A SIGN OF STRENGTH

In 2022, United Rentals was awarded the Gold Quill Award – which recognizes excellence in strategic communication – for our Getting Help is a Sign of Strength campaign. The integrated communication campaign was developed in partnership with The O'Keefe Group and was launched during our 2022 Mental Health Awareness Month. Getting Help is a Sign of Strength aimed to raise mental health awareness among employees and managers, destigmatize talking about mental health and increase associate utilization of the EFAP. The campaign resulted in increased EFAP utilization, high employee engagement survey scores and high manager engagement with trainings.

CARE DURING CRISIS

United Compassion Fund

Our culture of caring means our employees step up to support colleagues in need. Through our United Compassion Fund (the Fund), a 501(c)(3) non-profit, we facilitate employee donations to do just that. Employees can request grants for eligible personal hardships and the Fund’s volunteer board, made up of employees, reviews applications and distributes grants based on eligibility and need.

Employees can request support for events such as medical emergencies, accidents and natural disaster recovery, among other crisis relief requests. In 2022, we expanded the categories of need to include quality of life to support our United Rental families with a broader range of challenges, including home repair. In 2022, we helped 308 families with the average grant equaling \$4,233. In total, the Fund distributed \$1,024,447 to families in need and employees donated approximately \$1.2 million to the Fund in 2022. For more about the Fund and its impact, see our [2022 video](#).

Vacation Donation Program

We also sponsor a Vacation Donation Program that provides eligible U.S. employees with the opportunity to assist colleagues who are facing a medical emergency or have been affected by a natural disaster. Employees who want to assist may anonymously donate their accrued vacation time that employees in need can use.

UNITED COMPASSION FUND DONATIONS	
	2022
Number of employees who donated	10,294
Amount collected through United Compassion Fund	\$1,293,288
Amount granted to United Rentals families in need	\$1,024,447



COMMUNITY SUPPORT

Being a good neighbor and outstanding corporate citizen is one of our core values.

GOAL



25,000 HOURS OF IMPACT
focused on making a positive impact in our locations and within our communities during 2022 in celebration of our 25th anniversary as a company

OUR GLOBAL TEAMS CAME TOGETHER TO SURPASS OUR 25,000 HOUR GOAL, ULTIMATELY COMPLETING OVER 65,000 HOURS OF VOLUNTEERISM AND COMMUNITY ENGAGEMENT.

We support our communities through donations, volunteerism and by providing assistance during times of crisis, such as natural disasters. Our community support efforts saw tremendous growth in 2022. In honor of our company’s 25th anniversary, United Rentals set — and far surpassed — a goal to volunteer 25,000 Hours of Impact within our communities.

Our branch teams know their communities best so we empower staff to make donations to the local non-profits of their choice. Full-time employees receive one Wellness Day of paid time-off per year that can be used to volunteer. Highlights from across United Rentals locations in 2022 include:

- Our branch teams donated over \$1 million to local area nonprofits.
- We donated 25,000 cans to a local area food bank during our 2023 Annual Management Meeting, in honor of our 25th anniversary.



- We provided in-kind support to communities impacted by severe weather and natural disasters, including providing equipment rentals, such as generators, to support recovery following hurricanes, blizzards and more.
- We continued our partnership with **Fisher House Foundation** to build homes for military and veteran families to stay in while a loved one is in the hospital. In 2022, we provided in-kind rental equipment donations, financial donations from our branch locations across the U.S., and volunteer hours.
- We provide financial donations from our branches, employees and suppliers to running4charity, which supports children being treated for serious illnesses in Germany.
- Our subsidiary, Royal Wolf, provided in-kind donations to Save the Kiwi, an environmental non-profit in New Zealand working to preserve the habitat of the native kiwi.
- Team members in British Columbia, Canada hold an annual fundraiser for JDRF, a leading global organization funding Type 1 diabetes research. In 2022, the team raised over \$10,000 for JDRF.
- To celebrate Earth Day, team members in Arizona, California and Connecticut collected over 560 pairs of shoes for the nonprofit Soles4Souls, donating them to secondhand vendors in Haiti and Honduras and keeping over 700 pounds of footwear out of landfill.



OUR GIVING BACK LEADER OF THE YEAR AWARD
recognizes an employee who has demonstrated exemplary dedication to supporting charitable organizations and their community. Amy Withrow, United Rentals Senior Inside Sales Representative for Branch 36B in Kansas City, Missouri, was awarded the 2022 Giving Back Leader of the Year for her generous community service activities, including volunteering for Habitat for Humanity, the Veterans Community Project, Hope Kids and Toys for Tots.

25,000 HOURS OF IMPACT

At the beginning of 2022, we invited our teams across the company to celebrate United Rentals' 25-year history in a way that reflects our values: by giving back to our communities. True to our Work United® culture, we more than doubled our goal, achieving over 65,000 hours of impact. We dedicated November as our Month of Impact — though employees volunteered throughout the year — to create inclusive engagement opportunities for employees to participate in their communities and learn more about issues impacting their neighbors.

IN 2022, INDYCAR DRIVER, GRAHAM RAHAL, IN PARTNERSHIP WITH UNITED RENTALS, HELPED RAISE A TOTAL OF \$104,000 FOR SOLDIERSTRONG



URNS FOR TROOPS

We dedicate a portion of our philanthropic efforts to fundraising for veterans' causes through our Turns for Troops program. Turns for Troops is a partnership between United Rentals, the NTT IndyCar Series and NASCAR to support SoldierStrong and Operation Homefront, two non-profit organizations that provide services to military veterans. In 2022, we donated over \$220,000 to SoldierStrong and Operation Homefront through Turns for Troops — double the previous year.

SoldierStrong

SoldierStrong supports injured and PTSD-affected veterans across the U.S. through cutting-edge virtual reality therapy, physical rehabilitation technologies and nation-wide scholarship programs. In 2022, we renewed our partnership with IndyCar driver, Graham Rahal, to donate \$50 for every lap Graham completed in the 2022 NTT IndyCar Series, donating a total of \$104,000 to SoldierStrong.

Operation Homefront

Operation Homefront provides transitional and permanent housing and other services to veterans and their families. In 2022, we grew Turns for Troops by officially partnering with NASCAR to sponsor drivers Austin Hill and Ryan Preece to donate \$50 to Operation Homefront for each lap they completed throughout the 2022 racing season. The partnership included a \$100,000 commitment over three years in support the non-profit's long-term goals. Through Turns for Troops, we donated \$118,000 to Operation Homefront.

THROUGH TURNS FOR TROOPS, WE DONATED \$118,000 TO OPERATION HOMEFRONT



A military family reunion, pictured by Operation Homefront, building strong, stable and secure military families.

SUPPLY CHAIN RESPONSIBILITY

We rely on our network of suppliers to ensure business continuity and provide innovative solutions to our customers.

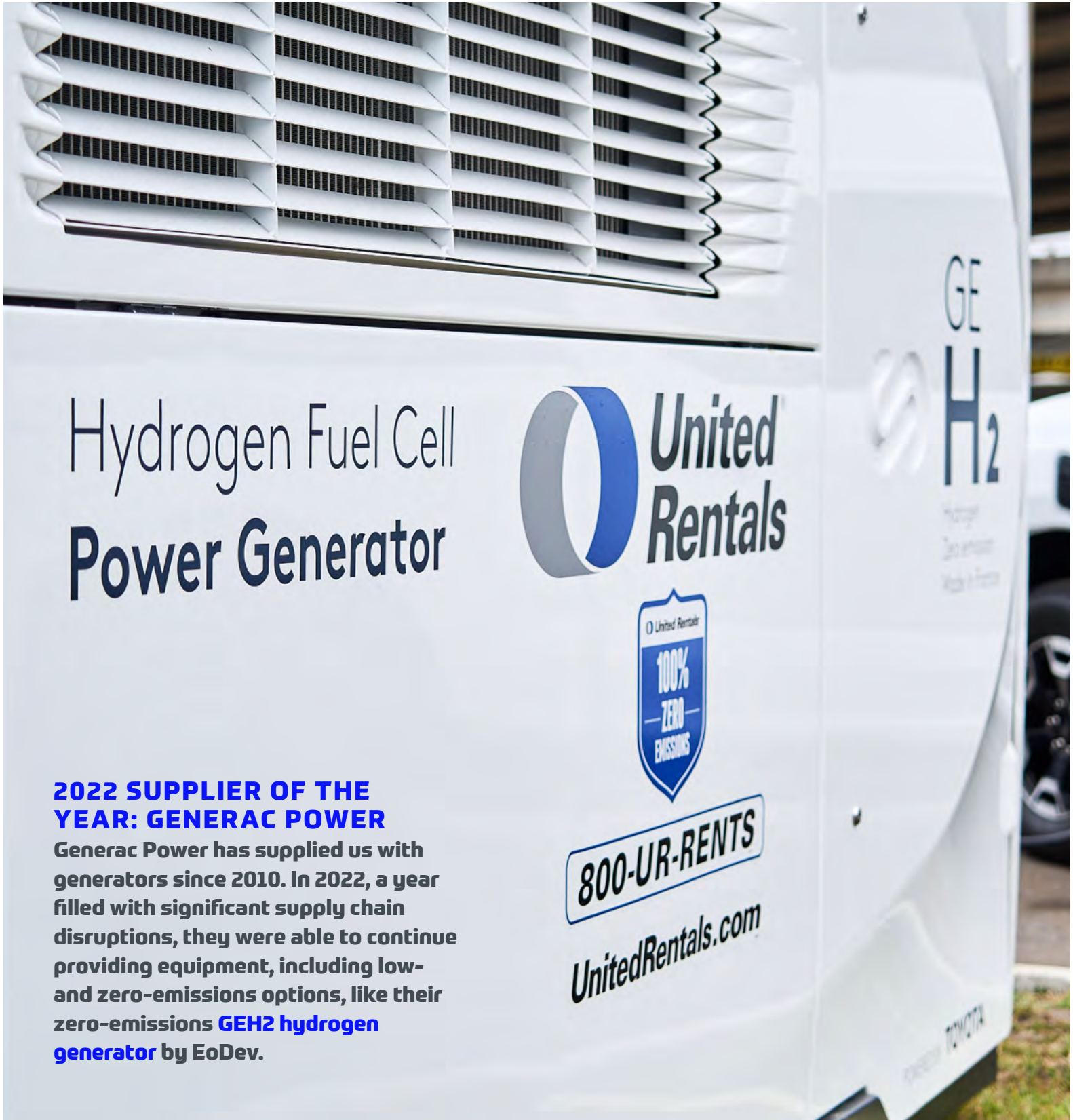


IN 2022, WE WERE NAMED TO MILITARY FRIENDLY'S® LIST OF TOP SUPPLIER DIVERSITY PROGRAMS OVER \$5 BILLION.

As the world's largest equipment rental company, our customers look to us for the best products and we, in turn, look to our suppliers to act with the utmost integrity and to provide the right equipment at the right price. We Work United™ with over 180,000 suppliers globally representing more than \$5.2 billion in annual spend.

We rigorously vet our major suppliers¹ – representing more than 90% of spend – by employing a seven-step screening process that assesses financial position, market fit, manufacturing capacity, technical support capacity, quality, safety and diversity certification. Once approved, we sign a Master Sourcing Agreement (MSA) with suppliers. The MSA requires suppliers to meet all local, state and federal laws and regulations, as well as our own rigorous global Supplier Code and Code of Ethical Conduct that set forth our standards and expectations regarding individual behavior and corporate responsibility. Key provisions of both Codes cover anticorruption, voluntary labor, working conditions and environmental responsibility. Suppliers must re-sign the MSA annually, including any amendments made to either Code.

¹ Major suppliers include suppliers that are under contract and considered strategic.



2022 SUPPLIER OF THE YEAR: GENERAC POWER
 Generac Power has supplied us with generators since 2010. In 2022, a year filled with significant supply chain disruptions, they were able to continue providing equipment, including low- and zero-emissions options, like their zero-emissions **GEH2 hydrogen generator** by EoDev.

We assess each major supplier’s performance on a continual basis, evaluating them on cost, product support, training and more. The majority of our overall spend is with public companies. We review public reporting by these suppliers quarterly for regulatory compliance. We retain the right to conduct unannounced audits or inspections of all of our suppliers or their facilities at any time. In 2023, we are rolling out a new Supplier Checklist to be filled out during supplier visits that will cover topics like safety, customer satisfaction, warranty, sustainability and manufacturing.

We further reduce supplier and supply chain risk by sourcing the vast majority of our products from companies in North America, Europe and Japan.

ENABLING SPENDING ON DIVERSE SUPPLIERS
We partnered with an online procurement platform to ease procurement burdens across our locations while enhancing spend with diverse suppliers. United Rentals employees can now quickly identify certified diverse suppliers when shopping for their branch. Since launching the partnership in July 2021, spend on diverse suppliers through the portal went up from 4% to 17%.

SUPPLIER DIVERSITY
Since 2006, we’ve implemented our Supplier Diversity program to expand our supplier base and to support the development of the communities we serve. The program increases opportunities for diverse businesses and ensures that diverse businesses are afforded equal opportunity to participate in our procurement processes. To qualify as diverse, a company must be at least 51% owned, controlled and managed by a minority, woman, veteran, service-disabled veteran or be classified as a HUBZone, small business, small disadvantaged, LGBTQ+ or 8(a) supplier. All United Rentals request-for-proposals include questions about diversity criteria.
Our diverse supplier spend is primarily with companies providing indirect goods and services that support our infrastructure, like travel, transport, parts and business services. We invite new suppliers to engage with us by creating a profile on our supplier diversity platform. We are also supporting members of supplier diversity organizations, including the Women’s Business Enterprise National Council, the National Minority Supplier Development Council, National Association of Women in Construction and National Veteran-Owned Business Association.

SUPPLIER DIVERSITY ¹			
	2020	2021	2022
Spend with diverse suppliers (% of total)	16.5%	18.0%	22.0%
Total diverse purchasing spend (\$M)	\$721	\$1,030	\$1,135

1 To qualify for United Rentals’ Supplier Diversity program, a company must be at least 51% owned, controlled and managed by a member of a minority group, woman, veteran or service-disabled veteran or be classified as a HUBZone, small business, small disadvantaged, LGBTQ+ or 8(a) supplier.



GOVERNANCE



We believe in a culture of values-based decision-making beginning at the top with our Board of Directors and senior leadership. Our Code of Ethical Conduct and rigorous corporate and supplier policies ensure our values are applied across our organization and beyond.

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2022 HIGHLIGHTS



Named
one of America’s Most Responsible Companies in 2023, for the fourth year in a row, and one of America’s Most Trustworthy Companies in 2022, for the third year in a row by Newsweek



60%+
of Board members identify with one or more diverse groups



Named
one of the Wall Street Journal's Top-Managed Companies of 2022

98%
of employees and 96% of new hires completed training on our Code of Conduct as of March 31, 2023



Expanded
our TCFD climate risk analysis disclosure in 2023

Included
targets related to sustainability and culture as part of our assessment to determine executive compensation



Zero
known material security breaches resulting in loss of private or protected data

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 governance practices, comprising guidelines, policies and principles. These practices empower the Board to guide business strategy, set objectives, monitor performance and ultimately ensure accountability for all decision-making. In recognition of our commitment to high standards of corporate governance, Newsweek named us as one of America’s Most Responsible Companies in 2023 for the fourth year in a row, and one of America’s Most Trustworthy Companies in 2022 for the third year in a row.

BOARD OF DIRECTORS

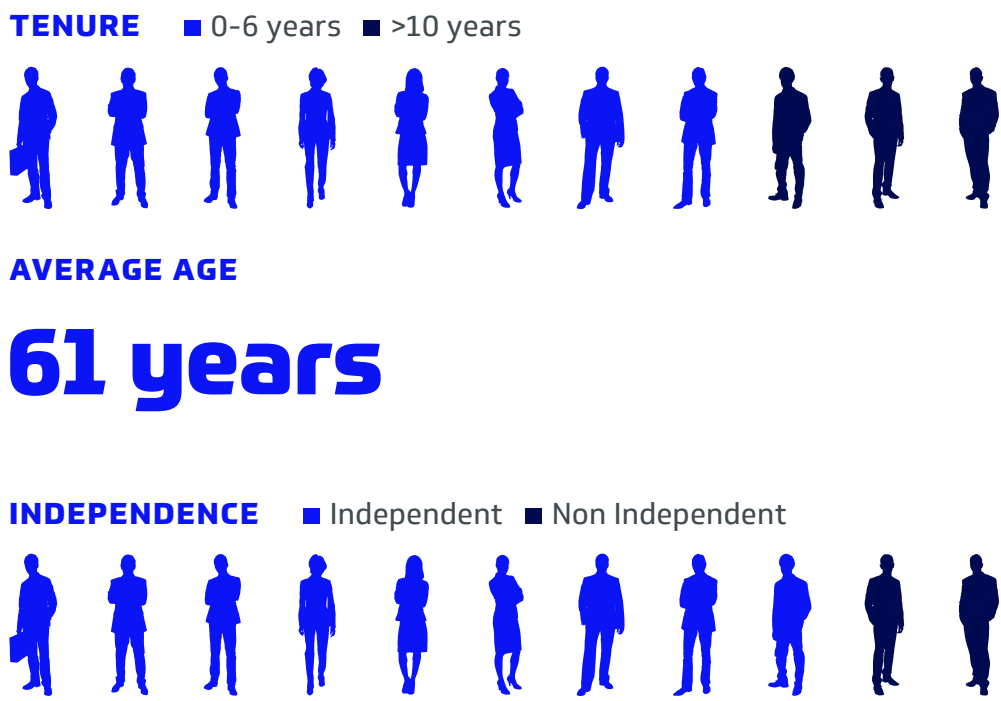
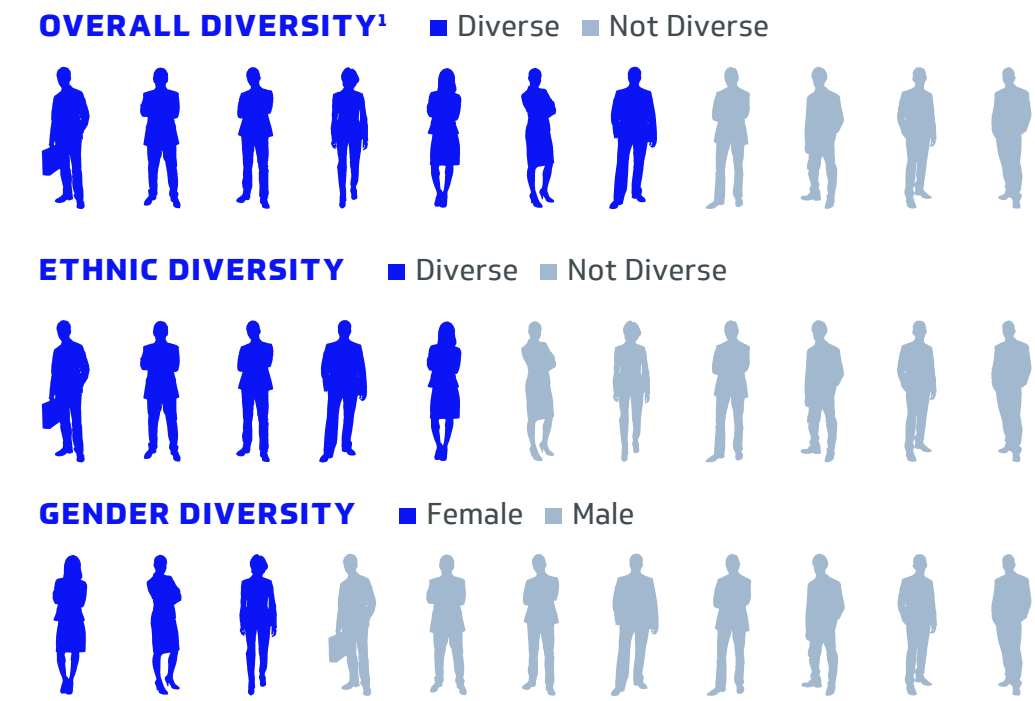
The **Board** meets at least once per quarter and in 2022, it met seven times. As of December 31, 2022, nine of our Board’s 11 members were independent. Our Board leadership structure consists of our non-executive Chair; Lead Independent Director; and President and Chief Executive Officer.

While our Board does not establish specific goals with respect to Board diversity, diversity is an important consideration in the director nomination process and the Board is committed

to actively seeking women and racially or ethnically diverse director candidates. Currently, three of our Board members are women and five are ethnically diverse.

Our Board of Directors has four committees: Audit, Compensation, Nominating and Corporate Governance (N&CG) and Strategy. The Chair of the Board does not serve on any committee but is a member (ex officio) of all committees. All committee members are independent except on the Strategy Committee, an advisory committee, of which the current CEO is a member.

BOARD MEMBER PROFILES (as of December 31, 2022)



1. Diverse represents our women directors and ethnically diverse directors.

While meetings are held for specific committees, every director has access to the materials for such meetings, even if they are not on the committee, and is invited to attend the committee meetings. In fact, directors frequently attend the meetings even if they are not on the committee. The Board and management believe this helps to reduce silos between committees by keeping all Board members informed of company updates and decision-making.

Our Board recognizes that a robust and constructive Board and committee evaluation process is an important component of board effectiveness. To continually enhance Board, committee and individual director performance, our Board and committees conduct an annual evaluation. The evaluation process is overseen by the N&CG Committee in conjunction with the Lead Independent Director and Board Chair. In 2022, the Board evaluation was facilitated by an independent third party and it was concluded that the Board and its committees were functioning effectively and at a high level. For more information about our Board and committee self-evaluations, see our [2023 Proxy Statement](#).

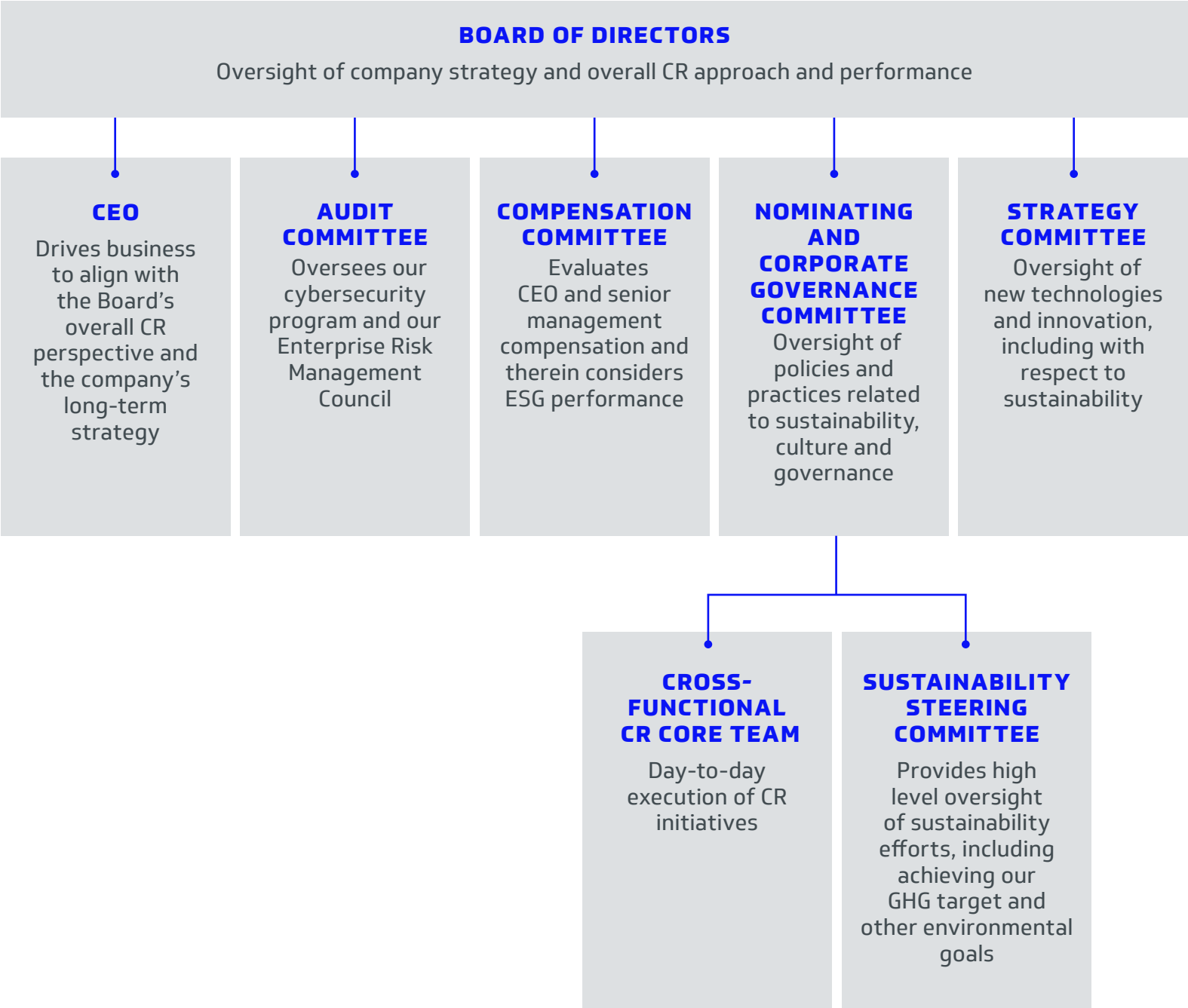
In 2022, we amended our Corporate Governance Guidelines to add a director overboarding policy that, among other things, prohibits non-employee directors from serving on more than four public company boards and employee directors from serving on more than two public company boards. This policy is intended to ensure directors can provide the time and attention needed to each Board they sit on. Under the policy, the N&CG Committee completes an annual review of director commitments.

CORPORATE RESPONSIBILITY OVERSIGHT

Board of Directors

The N&CG Committee holds primary responsibility at the Board level for reviewing and overseeing United Rentals’ policies and practices related to sustainability, culture and governance, as well as our policy on political spending. This includes reviewing our annual Corporate Responsibility Report; lobbying report; Health, Safety and Environmental policy; climate strategy and goals; workforce diversity disclosure, and diversity, equity and inclusion (DEI) practices. During 2022, we expanded discussions of sustainability and culture topics with the N&CG Committee, covering items such as our sustainability strategy, sustainability as a competitive advantage and employee safety and engagement. In total, corporate responsibility (CR) topics were covered at three of four N&CG Committee meetings, as well as certain Board and other committee meetings.

In addition, the full Board periodically reviews CR matters, such as talent management and DEI. The other three Board committees oversee specific CR topics. The Audit Committee oversees our cybersecurity programs and Enterprise Risk Management Council and considers related risks. Our Compensation Committee evaluates CEO and senior management compensation and therein considers ESG performance. Lastly, our Strategy Committee advises on overall company strategy, which increasingly includes consideration of ESG matters and innovation which are key to certain CR initiatives. See our [2023 Proxy Statement](#) for more information.



Senior Management

Day-to-day execution of corporate responsibility initiatives is led by our cross-functional CR Core Team, which consists of leaders from various departments including, but not limited to, human resources; legal; environmental; safety; strategy; and operations. While the Board advises on potential risks and opportunities, our teams on the ground help identify issues that may impede our ability to advance wider corporate responsibility objectives. The CR Core Team is led by the General Counsel/Chief Sustainability Officer and Chief Administrative Officer and provides periodic updates to the Board’s N&CG Committee.

Our Sustainability Steering Committee (SteerCo) is composed of senior leaders and subject matter experts from across the company. The SteerCo provides high-level oversight of the company’s sustainability efforts and ensures strong companywide communication and coordination in the implementation of our climate strategy, including achieving our greenhouse gas (GHG) emissions intensity reduction goal. Formed in 2021, our SteerCo gained momentum in 2022, enhancing our approach to sustainability and further embedding it into our business strategy. The SteerCo also led our efforts in 2022 to expand our sustainable product offerings, specifically low- and zero-emissions equipment.

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 — 88% for the CEO and on average 74% for non-CEO NEOs — is variable based on performance, a portion of which covers ESG outcomes.

Given our strategic focus on ESG factors and to further align our program with expectations for continued progress on ESG commitments, for 2022, the Committee approved adjustments to the annual incentive compensation plan (AICP) to use a consistent framework of predetermined strategic factors linked to ESG objectives across three categories – environment, social measures and customer sustainability – to measure the collective performance of the NEOs, in addition to individual key objectives tied to their individual areas of responsibility as defined in their annual performance reviews. Based on the NEOs’ collective achievements against the metrics in the framework and their individual contributions to performance, the Committee may, at its own discretion, decide to adjust each NEO’s funding level upward or downward in the range of 90% to 110% of the initial funding amount. For additional details about our executive compensation program, especially how ESG metrics are incorporated into the program and our performance against our ESG goals, see our [2023 Proxy Statement](#).

ESG FACTORS IN 2022 EXECUTIVE COMPENSATION PLAN ¹	
CATEGORY	2022 METRICS
Environment Minimizing the environmental footprint of our operations through climate action and resource conservation	GHG Emissions Intensity Reduction: 2022 progress toward achieving our 2030 GHG emissions intensity reduction goal
Social Measures Building a safe, diverse and engaged team and inclusive workplace	Employee Safety: Total recordable incident rate (TRIR) Diversity: Improvement in diversity at all levels of sales and management Employee Experience: Improvement in year-over-year Employee Experience survey results Employee Retention: Improvement in overall employee retention
Customer Sustainability Supporting our customers and innovating to offer solutions	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
Individual Key Objectives	Individual discretionary goals tied to the executive’s area of responsibility as defined in the annual performance review. To include customer, digital and governance goals as identified for senior leaders.

1 Based on performance against the metrics and objectives in this ESG framework, the Committee may determine to adjust each NEO's AICP funding level upward or downward in the range of 90% to 110% of the initial funding amount.



DISCLOSING CLIMATE RISKS IN ALIGNMENT WITH TCFD

To advance our climate disclosures, in 2022, we partnered with a third-party firm to carry out a TCFD climate scenario analysis. The firm engaged a cross section of United Rentals management and employees and considered both quantitative and qualitative climate risk factors in its assessment. This holistic approach helped us generate a robust understanding of climate risks and opportunities for our business. This assessment will be used to inform business strategy and risk management processes going forward. To see our full analysis, visit our [TCFD Report](#).

ETHICS AND INTEGRITY

United Rentals was named one of Newsweek’s 100 Most Responsible Companies for a reason. We hold ourselves to high standards.

GOAL



100% OF EMPLOYEES
complete Code of Ethical Conduct training every other year

GOAL



100% OF NEW HIRES
complete the Code training within six months of hire date

Our rigorous **Code of Ethical Conduct** outlines the behaviors we expect our team to adopt 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, among others.

To further ingrain our high standards, we have two targets related to ethics and our Code:

- 100% of employees must complete Code of Ethical Conduct training every other year. As of March 31, 2023, 98% of existing employees completed the training.
- 100% of new employees must complete the Code training course within six months of hire. As of March 31, 2023, 96% of new employees hired during the first three months of 2023 completed the training.

Employees have several avenues to report activities that may violate the Code, 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. Reported violations of the Code are investigated by the relevant corporate department. 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 someone who reports a violation in good faith.

We also annually survey employees about potential conflicts of interest and poll them quarterly about potential instances of fraud. Results from these surveys are discussed and addressed by an internal disclosure committee.

Our anti-bribery program provides anti-corruption training to all relevant employees, including all vice presidents and above, regional vice presidents, members of the human resources, legal and risk departments as well as members of our sales team.



OTHER RELEVANT POLICIES

United Rentals maintains a number of operating policies governing our relationships with, and expectations of, internal and external stakeholders.

Health, Safety & Environmental (HSE) Policy

Our HSE Policy, updated annually, defines United Rentals' obligation to its stakeholders to create a safe and healthy work environment, conserve resources and reduce our environmental impact.

Human Rights and Anti-Slavery Policies

We strive to foster safe, diverse, fair, inclusive and respectful workplaces wherever we do business. Our Human Rights Policy Statement and Statement on Modern Slavery and Human Trafficking are aligned with the United Nations' Universal Declaration on Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. These statements outline our commitment to ensuring fair treatment of all workers in our sphere of influence and those of our suppliers. In 2022, our Human Rights Policy Statement was enhanced with the addition of a commitment to pay a living wage.



Supplier Code

We view our suppliers as extensions of our company and seek suppliers that demonstrate strong values and a commitment to ethical principles. Our Supplier Code defines our expectations of our suppliers regarding legal compliance and business integrity, protecting human rights and, since 2021, environmental responsibility. It applies to all our suppliers globally. In 2022, we updated our Code to include a requirement that suppliers protect the data and privacy of United Rentals and its customers.

Policies on Political Activity and Lobbying

United Rentals prohibits political contributions by the company 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, that advocate on our company's behalf. Details on our spending are available in [our annual lobbying report](#).

Salient Human Rights Issues

Because we operate primarily in North America, we believe our activities and business pose a relatively limited risk to human rights. Nonetheless, we have identified salient human rights impacts associated with our business activities and relationships. United Rentals' ongoing commitment with respect to each salient issue is described below:

- **Safety:** Putting safety first is a core value. We pursue an aspirational goal to prevent all injuries, occupational illnesses and safety incidents, while working to improve our safety performance at all locations.
- **Wages and working hours:** We comply with all applicable laws and regulations governing wages and hours. Moreover, United Rentals' minimum pay policy exceeds the current federal minimum wage by more than 100%.
- **Discrimination and harassment:** We are committed to providing a workplace free of harassment and unlawful discrimination. We also obey laws that prohibit discrimination everywhere we do business.

Our salient issues may change as our business grows and evolves over time. We regularly review our priority areas, assess risks and continue to engage in constructive dialogue with others regarding these issues.

DATA PRIVACY AND SECURITY

We take the protection of our data and our customers' and partners' data very seriously. Building robust data privacy and security protocols, and aligning with relevant regulations, helps us reduce the risk of a data breach, ensuring business continuity and protecting our reputation.

Our cybersecurity program adheres to regulations in all jurisdictions where we operate and works to meet the highest globally-recognized standards, including the California Privacy Rights Act (CPRA) and the General Data Protection Regulation (GDPR) in the E.U. We regularly update our program to remain in compliance with all regulations.

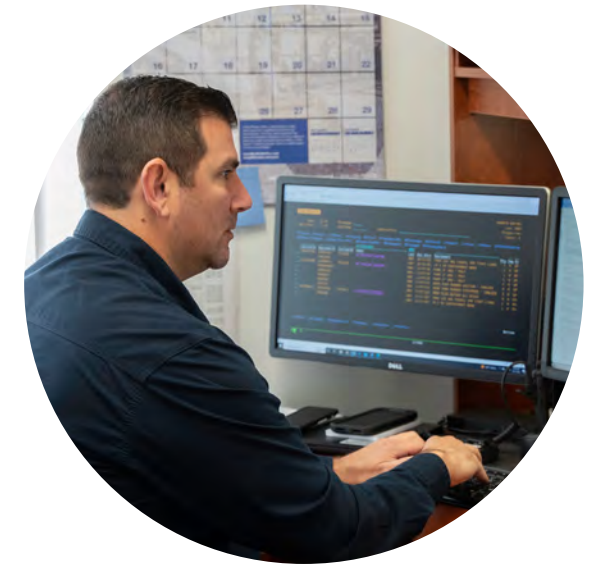
To remain vigilant to threats, our cybersecurity strategy, based on the **National Institute of Standards and Technology (NIST) Cybersecurity Framework**, provides a set of standards, guidelines, and repeatable practices for us to better manage and reduce cybersecurity risk. In addition to the strategy, there is a cybersecurity roadmap which comprises a series of initiatives planned over the next three years to identify, detect, protect, respond to and recover from cybersecurity threats. The roadmap is updated and reviewed by the Board quarterly to align with our overall corporate strategy and as new and emerging risks are identified. In 2022, we engaged in roadmap projects to secure privileged access management, which will minimize opportunities for unauthorized access to confidential data, and executed a cybersecurity maturity assessment.

Guided by our strategy and roadmap, we employ a multi-layered approach to data privacy and security designed to identify and mitigate the risk of potential threats through continuous monitoring, regular testing of our systems, use of the latest software and tools and tabletop incident simulations. This includes:

- Endpoint tools that secure individual devices with antivirus and other security software;
- Logging and monitoring tools that detect unusual or malicious activity;
- Our annual tabletop simulation, led by a third-party expert, to role play different cyber threat scenarios with internal and external stakeholders; and
- Regular penetration and red team testing, during which a third-party firm attempts to penetrate our systems.

Based on this testing, we regularly reinforce our systems to provide robust security. Our program has shown consistent improvement since beginning the maturity assessment in 2018 and exceeds the industry average.

In 2022, United Rentals experienced zero known material security breaches resulting in loss of private or protected data.



IN 2022, UNITED RENTALS EXPERIENCED ZERO KNOWN MATERIAL SECURITY BREACHES RESULTING IN LOSS OF PRIVATE OR PROTECTED DATA.

DISCLOSURE INDEX

GLOBAL REPORTING INITIATIVE (GRI) INDEX 60

**SUSTAINABILITY ACCOUNTING STANDARDS BOARD
(SASB) INDEX 68**



GLOBAL REPORTING INITIATIVE (GRI) INDEX

Disclosure Number	Disclosure	Location
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GRI 1: FOUNDATION 2021

GRI 1	Statement of use	United Rentals has reported in accordance with GRI Standards 2021 for the period January 1, 2022-December 31, 2022.
	GRI 1 used	GRI 1: Foundation 2021
	Applicable GRI Sector Standards	GRI Standards 2021

GRI 2: GENERAL DISCLOSURE



2-1	Organizational details	<div>a. United Rentals Inc.</div> <div>b. Ownership and legal form is available in our 2022 Annual Report - Form 10-K.</div> <div>c. 100 First Stamford Place, Suite 700, Stamford, CT 06902, USA.</div> <div>d. See Company Overview and our 2022 Annual Report - Form 10-K.</div>
2-2	Entities included in the organization’s sustainability reporting	Entities covered by United Rentals are included in exhibit 21 in the 2022 Annual Report - Form 10-K .
2-3	Reporting period, frequency and contact point	<div>Our Corporate Responsibility Reports are published annually. This report covers fiscal year 2022, from January 1, 2022-December 31, 2022.</div> <div>It was published [placeholder for publishing date].</div> <div>All questions, concerns and feedback can be directed to: sustainability@ur.com.</div>
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 emissions inventory and calculate our Scope 1, 2 and 3 emissions results.
2-6	Activities, value chain and other business relationships	See Company Overview , Products and Services and Supply Chain Responsibility as well as our 2022 Annual Report - Form 10-K . There were no significant changes to our activities, value chain or other business relationships in 2022.
2-7	Employees	See employee data in Investing in our People .
2-8	Workers who are not employees	<div>Item Omitted: Description and number of workers who are not employees and whose work is controlled by the organization.</div> <div>Reason: This information is unavailable or incomplete because contract employees are engaged on a local level and as needed.</div>

Disclosure Number	Disclosure	Location
2-9	Governance structure and composition	See Corporate Governance and 2022 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 11.
2-16	Communication of critical concerns	See Code of Ethical Conduct , 28-29 and Communicating with the Board .
2-17	Collective knowledge of the highest governance body	See 2023 Proxy Statement , page 16.
2-18	Evaluation of the performance of the highest governance body	See 2023 Proxy Statement , page 33.
2-19	Remuneration policies	See 2023 Proxy Statement , pages 46-48 and 85-87.
2-20	Process to determine remuneration	See Compensation Committee Charter , and 2023 Proxy Statement , page 54.
2-21	Annual total compensation ratio	See 2023 Proxy Statement , page 84.
2-22	Statement on sustainable development strategy	See A Message From our Chair and CEO .
2-23	Policy commitments	See Company Overview and Ethics and Integrity .
2-24	Embedding policy commitments	See Corporate Governance , Investing in our People , Supply Chain Responsibility and the full Sustainability section.
2-25	Processes to remediate negative impacts	See Corporate Governance , Ethics and Integrity and the full Sustainability section.
2-26	Mechanisms for seeking advice and raising concerns	See our Code of Ethical Conduct .

Disclosure Number	Disclosure	Location															
2-27	Compliance with laws and regulations	See Sustainability .															
2-28	Membership associations	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.															
2-29	Approach to stakeholder engagement	<div><div>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).</div><table><thead><tr><th></th><th> Employees</th><th> Customers and Suppliers</th><th> Investors</th><th> Community Members</th></tr></thead><tbody><tr><td>Ways we engage</td><td><ul style="list-style-type: none">● Day-to-day interactions● Employee surveys● Quarterly all-employee calls with executives● Town hall meetings● Internal social media platform● Employee resource groups</td><td><ul style="list-style-type: none">● Informal conversations● Formal surveys● 1UR™ Customer Days● Supplier selection and evaluation process● Meetings on sustainable product offerings and other customer needs</td><td><ul style="list-style-type: none">● One-on-one meetings and calls● Quarterly earnings calls● Annual stockholders’ meeting● Investor conferences● Hosted investor events● Investor Day</td><td><ul style="list-style-type: none">● Volunteering● Philanthropy● Direct interaction during disaster relief</td></tr><tr><td>Key topics of interest</td><td><ul style="list-style-type: none">● Safety● Career development● Employee experience● Training● Benefits and compensation● Diversity, equity and inclusion (DEI)</td><td><ul style="list-style-type: none">● Customer service● Equipment selection, including low-carbon options● Pricing● Safety training● Customer and market needs</td><td><ul style="list-style-type: none">● Capital investments, including clean tech● Asset efficiency● Financial results● Corporate governance● Sustainability performance● Climate-related risks and climate adaptation● Human capital management, diversity and safety</td><td><ul style="list-style-type: none">● Volunteering● Disaster preparedness and response</td></tr></tbody></table></div>		 Employees	 Customers and Suppliers	 Investors	 Community Members	Ways we engage	<ul style="list-style-type: none">● Day-to-day interactions● Employee surveys● Quarterly all-employee calls with executives● Town hall meetings● Internal social media platform● Employee resource groups	<ul style="list-style-type: none">● Informal conversations● Formal surveys● 1UR™ Customer Days● Supplier selection and evaluation process● Meetings on sustainable product offerings and other customer needs	<ul style="list-style-type: none">● One-on-one meetings and calls● Quarterly earnings calls● Annual stockholders’ meeting● Investor conferences● Hosted investor events● Investor Day	<ul style="list-style-type: none">● Volunteering● Philanthropy● Direct interaction during disaster relief	Key topics of interest	<ul style="list-style-type: none">● Safety● Career development● Employee experience● Training● Benefits and compensation● Diversity, equity and inclusion (DEI)	<ul style="list-style-type: none">● Customer service● Equipment selection, including low-carbon options● Pricing● Safety training● Customer and market needs	<ul style="list-style-type: none">● Capital investments, including clean tech● Asset efficiency● Financial results● Corporate governance● Sustainability performance● Climate-related risks and climate adaptation● Human capital management, diversity and safety	<ul style="list-style-type: none">● Volunteering● Disaster preparedness and response
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2-30	Collective bargaining agreements	See Investing in our People .															

Disclosure Number	Disclosure	Location
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GRI 3: MATERIAL TOPICS

3-1	Process to determine material topics	<p>United Rentals assesses the materiality of ESG topics annually through the development of our Corporate Responsibility Report. We conduct more in-depth materiality assessments every few years to ensure we remain focused on the corporate responsibility areas most important to our business and our stakeholders. Our most recent materiality 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.</p> <p>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.</p> <p>Our material topics bring focus on areas with impacts to be actively managed to improve performance, mitigate risks and seize opportunities, supporting long-term value creation for United Rentals, communities and the environment.</p>			
3-2	List of material topics	<div> Our Operations</div> <ul style="list-style-type: none">● Customer safety● Customer satisfaction and engagement● Operational and capital efficiency● Business continuity and resiliency● Low- and zero-emissions equipment● Responsible supply chain management	<div> People and Community</div> <ul style="list-style-type: none">● Workforce health, safety and wellness● DEI● Employee experience● Talent management● Community support	<div> Environmental Stewardship</div> <ul style="list-style-type: none">● Environmental compliance● Climate action: energy and emissions● Water● Materials and waste	<div> Responsible Business</div> <ul style="list-style-type: none">● 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 material topic is shared throughout this report.			

Disclosure Number	Disclosure	Location
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TOPIC STANDARDS

GRI 201: ECONOMIC PERFORMANCE 2016

201-1	Direct economic value generated and distributed	See Company Overview , our 2022 Annual Report - Form 10-K and 2022 Earnings Release .
201-2	Financial implications and other risks and opportunities due to climate change	See Task Force on Climate-Related Financial Disclosures .

GRI 203: INDIRECT ECONOMIC IMPACTS 2016

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 Operational Efficiency 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.

GRI 204: PROCUREMENT PRACTICES 2016

204-1	Proportion of spending on local suppliers	See Supply Chain Responsibility .
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GRI 302: ENERGY 2016

302-1	Energy consumption within the organization	Energy data is available in Reducing our Climate Impact . In the rare instance actual data was not available then 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

303-1	Interactions with water as a shared resource	See Sustainability and Water .
303-2	Management of water discharge – related impacts	United Rentals complies with all local discharge requirements, where applicable. See Sustainability and 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 our rental fee. Groundwater and water reuse values are estimated. See more in Water .

Disclosure Number	Disclosure	Location
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GRI 305: EMISSIONS 2016

305-1	Direct (Scope 1) GHG emissions	See Reducing our Climate Impact .							
		Direct (Scope 1) GHG emissions MTCO ₂ e							
		2020		2021		2022			
	Direct (Scope 1) GHG emissions	355,345		373,717		399,328			
305-2	Energy indirect (Scope 2) GHG emissions	See Reducing our Climate Impact .							
		Energy indirect (Scope 2) GHG emissions MTCO ₂ e							
		2020		2021		2022			
	Energy indirect (Scope 2 market based) GHG emissions	47,174		23,965		24,963			
305-3	Other indirect (Scope 3) GHG emissions	See Reducing our Climate Impact .							
		Scope 3 Emissions by Category ¹							
		2020		2021		2022			
		MT CO ₂ e		% of total		MT CO ₂ e		% of total	
		Total Scope 3 emissions	13,247,438	100%	12,541,492	100%	13,283,076	100%	
		Use of sold products	9,304,287	70.2%	8,400,019	67.0%	8,456,537	63.7%	
		Downstream leased assets	2,975,341	22.5%	2,716,200	21.7%	2,988,726	22.5%	
		Capital goods	494,372	3.7%	957,272	7.6%	1,222,831	9.2%	
		Purchased goods and services	266,093	2.0%	234,392	1.9%	357,081	2.7%	
		Upstream T&D	114,505	0.9%	138,076	1.1%	164,834	1.2%	
		Waste in operations	30,884	0.2%	14,593	0.1%	10,617	0.1%	
		End of life	27,477	0.2%	20,453	0.2%	14,028	0.1%	
		Employee commuting	18,850	0.1%	41,493	0.3%	46,536	0.4%	
		Fuel & energy activities	13,050	0.1%	17,971	0.1%	19,146	0.1%	
Business travel	2,580	0.0%	1,023	0.0%	2,739	0.0%			

1 Categories from GHG Protocol. Technical Guidance for Calculating Scope 3 Emissions (version 1.0). Scope 3 emissions have several uncertainties and limitations. This includes insufficient data from certain suppliers, and suppliers unwilling or incapable of monitoring carbon emissions.

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 .
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 .
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GRI 401: EMPLOYMENT 2016

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	See Investing in our People .

GRI 403: OCCUPATIONAL HEALTH AND SAFETY 2018

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 .

Disclosure Number	Disclosure	Location
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

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

405-1	Diversity of governance bodies and employees	See Diversity, Equity and Inclusion , Corporate Governance and 2023 Proxy Statement , page 16.
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GRI 413: LOCAL COMMUNITIES 2016

413-1	Operations with local community engagement, impact assessments and development programs	See Community Support and Sustainability .
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GRI 414: SUPPLIER SOCIAL ASSESSMENT 2016

414-1	New suppliers that were screened using social criteria	See Supply Chain Responsibility .
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GRI 415: PUBLIC POLICY 2016

415-1	Political contributions	See Ethics and Integrity .
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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 , Health and Safety and Ethics and Integrity .
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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.
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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 2022
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ENERGY MANAGEMENT

RT-IG-130a.1	(1) Total energy consumed	The majority of the renewable energy procured is sourced directly from the local utility; however, one leased location has rooftop solar panels. See data in Reducing our Climate Impact .
	(2) percentage grid electricity	
	(3) percentage renewable	

EMPLOYEE HEALTH AND SAFETY

RT-IG-320a.1	(1) Total recordable incident rate (TRIR)	2020	2021	2022
	(2) fatality rate			
	(3) near miss frequency rate (NMFR)			
Total recordable incident rate (TRIR)		0.95	0.79	0.76

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-vehicles we purchase from original equipment manufacturers (OEMs) and we engage OEMs on the availability of low-emission, fuel-efficient vehicles to meet the growing demand from our customers and to reduce our own climate impact.
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.

SASB Code	Metric	Response for 2022
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.
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REMANUFACTURING DESIGN AND SERVICES

RT-IG-440b.1	Revenue from remanufactured products and remanufacturing services	Revenue from the sale of refurbished equipment is shared in Materials and Waste .
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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. This data is shared in Company Overview .
RT-IG-000.B	Number of employees	See data in Investing in our People .