

RB GLOBAL 2024 ESG REPORT

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CEO Message

RB Global is built on values-driven commitments to our partners and customers – commitments that are shared by employees, the Board of Directors and Management. Most importantly, we all share an ability to over-deliver on those commitments. That includes delivering compelling business solutions that maximize the value of commercial assets and vehicles over their lifecycles and support the momentum of the circular economy.

As the trusted global partner for insights, services and transaction solutions, we support the circular economy by connecting buyers around the world to commercial assets and vehicles.

A seamless and trusted experience for our sellers, and buyers allows customers to source used assets to meet their needs, necessary parts to repair and extend the useful life of their used assets, or to find new homes for equipment they are finished with, thus maximizing the value of such assets.

This also serves to save space in landfills and satisfy unique transportation needs across more than 170 countries in 25 global markets. In 2024, we sold over 2.7 million assets to customers all over the world.

Since combining the resources of Ritchie Bros. and IAA to create RB Global in 2023, we've created a larger customer base globally, making an even bigger impact on the circular economy.

Our customers see re-commerce as smart business, helping to save their resources and the resources of the planet. They avoid waste, conserve energy, and reap financial benefits, which are all part of our corporate sustainability efforts.

Jim Kessler
Chief Executive Officer



Part of our commitments is to protect the environment.

RB Global recognizes that trust is more important than ever, to our organization, our partners, and to society as a whole. Building and deepening trust comes from delivering on commitments and being transparent, while remaining steadfast to the principles that guide our decision-making, behaviors, and how we treat our partners and each other.

We look forward to continuing to collaborate with our customers, industry partners, shareholders, and team members to further build that trust along our shared journey of creating a sustainable and equitable future.



About RB Global

RB Global is a leading, omnichannel marketplace for buyers and sellers of commercial assets and vehicles worldwide. Our go-to-market brands have more than 150 years of combined expertise in their respective industries, enabling unparalleled insights, services and transaction solutions on top of our customer-focused culture. That's why we're the trusted global marketplace for commercial assets and vehicles.

Through our multiple sales channels, we connect buyers and sellers across a variety of asset classes including but not limited to: automotive, commercial transportation, construction, government surplus, lifting and material handling, energy, mining and agriculture.

THE ORGANIZATION'S END-TO-END MARKETPLACE SOLUTIONS INCLUDE:

Ritchie Bros., the world's largest auctioneer of commercial assets and vehicles offering online bidding.

IAA, a leading global digital marketplace for vehicle buyers and sellers.

Rouse, which provides a complete end-to-end asset management, data-driven intelligence and performance benchmarking system.

SmartEquip, an innovative technology platform that supports customers' management of the equipment lifecycle and integrates parts procurement with both OEMs and dealers.

VeriTread, an online marketplace for heavy haul transport, to get equipment where it needs to go without hassles.

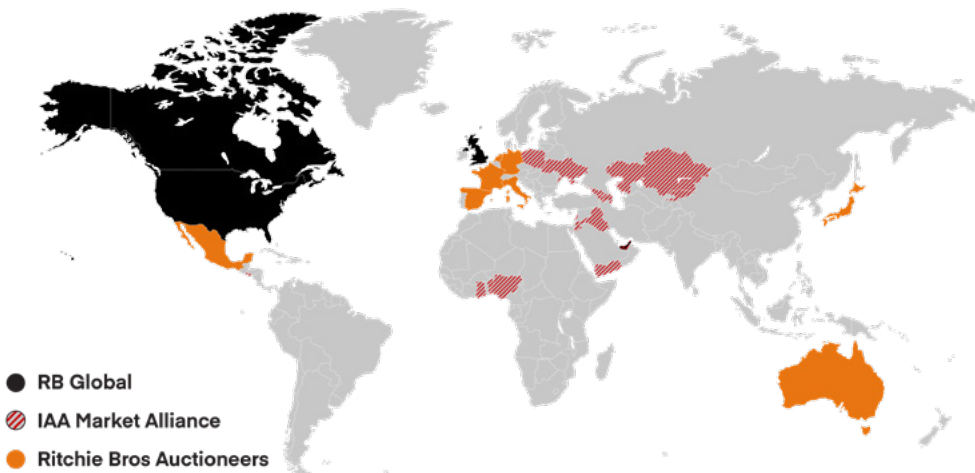
Our Mission

Create compelling business solutions that maximize the value of commercial assets and vehicles over their lifecycles, and support the momentum of the circular economy.

Our Operations

We operate globally, with locations in 14 countries. Through our auction sites and digital platform, RB Global serves customers in more than 170 countries.

We employ approximately 8,000 full- and part-time team members worldwide. In 2024, we sold \$15.9 billion of used equipment and other assets.



14
Countries

8,000+
Team Members

What We Offer

RB Global helps customers to successfully buy and sell, make informed business decisions, and manage the lifecycle of their assets. We understand the value of a memorable customer experience, and have dedicated ourselves to providing innovative products and services to make that a reality. Here's how we provide value-added insights, services and transaction solutions.

Insights

Our customers have access to actionable insights about their assets, identifying characteristics such as location, profitability and utilization. We use proprietary data in combination with the latest global marketplace and macroeconomic intelligence. That enables us to analyze millions of equipment transactions, and provide the real-time information customers need around pricing, market trends and valuation.

Services

Our marketplace services make it easy to arrange appraisals, inspections, parts procurement, and other services. At time of purchase, buyers can access services such as shipping and flexible financing. We also provide web-based, mobile-based enterprise solutions that empower our customers to manage fleets, and easily flow inventory to multiple disposition channels with a simple click.

Transaction Solutions

Our industry-leading marketplace provides access to a large global buyer base and a variety of selling options. That includes listings where customers can sell assets on their own; an online 24/7 marketplace with price control and selling support; and public and private auctions. Equipment and vehicle buyers use our secure e-commerce website services to search, research and purchase online and at our sites.

We build strong relationships and confidence with our customers by consistently delivering on our commitments. Our focus remains on continuous improvement to remain the undisputed leader in our industry.

Shared Value

Our Vision

**The trusted global marketplace for
insights, services and transaction
solutions for commercial assets
and vehicles.**





Our Stakeholders

- **Customers:** We empower our customers by providing scale and liquidity through access to our global marketplace and serving as their trusted advisors.
- **Team Members:** We strive to provide meaningful work and career development to our people by creating a diverse, equitable and inclusive culture, and investing in career development and training opportunities.
- **Shareholders:** We aim to deliver long-term value to our shareholders by embracing ESG principles and our unique organization culture to continue to deliver strong performance, productivity, asset optimization and capital allocation that drive value creation.
- **Local Communities:** We support the communities in which we live and operate by investing in organizations that create positive local impact, and by creating economic opportunities in the communities in which we operate.
- **Environment:** We support the transition to a low-carbon world through our role in enabling a more circular economy for equipment and vehicles, and through our efforts to manage our greenhouse gas (GHG) emissions and other environmental topics such as water management, air emissions, and waste management.



**Trusted
Marketplace**



**Sustainable
Future**



**ESG
STRATEGY**



**Thriving
Communities**



**Empowered
People**

Our ESG Strategy

RB Global takes pride in the role we play to advance a more sustainable tomorrow – for our customers, our people, our society and our planet. The chance to make a positive impact is what inspires us to focus on environmental, social and governance (ESG) performance across our businesses.

Our ESG efforts revolve around the following framework, which illustrates how we aim to make a difference in four important areas: Trusted Marketplace, Sustainable Future, Empowered People and Thriving Communities.





Trusted
Marketplace

Supporting our customers' success through trusted relationships, solutions, and business practices.



Sustainable
Future

Supporting the transition to a low-carbon economy by promoting the advancement of circular economy solutions and continuing to manage our environmental impact.



Empowered
People

Unleashing the potential of our people by fostering a safe, equitable, and inclusive environment for all.



Thriving
Communities

Investing in local communities and enabling businesses to thrive by providing access to our global marketplace.

Customer Experience

Serving as our customers' trusted advisor through lasting relationships, leading insights, and transparency.

Circular Commerce

Enabling re-commerce of heavy equipment and engaging customers to optimize the use and efficiency of equipment.

Diversity, Equity,
Inclusion & Belonging

Supporting our people and business by fostering an inclusive and equitable experience for our customers and people.

Economic Opportunity

Enabling local businesses to thrive by providing access to our global marketplace, solutions, and insights.

Data Security
& Privacy

Protecting the organization, our customers, and people through strong data security and privacy practices.

Climate Change

Working to measure and manage our energy use and greenhouse gas (GHG) emissions.

Talent & Development

Empowering our team members to create unique and fulfilling career paths through leadership development and well-being programs.

Community Impact

Giving back to our local communities through philanthropy and volunteerism.

Governance

Upholding our culture of ethics through strong business codes of conduct, policies, and training.

Environmental
Management

Managing the environmental impacts of our operations, including water and waste management and air emissions.

Health & Safety

Ensuring a safe and healthy environment for our team members, customers, and contractors.

These four strategic pillars, and the key areas listed under each, guide our approach to ESG and the structure of this report. The pillars also align with many of the United Nations Sustainable Development Goals (see highlighted goals below), which are a universal call to action.

At RB Global, our Environmental, Social, and Governance (ESG) strategy is built around four core pillars: Trusted Marketplace, Sustainable Future, Empowered People, and Thriving Communities. These pillars reflect our commitment to creating long-term value for our customers, employees, communities, and the planet. Through trusted relationships, circular commerce, inclusive practices, and community investment, we strive to operate responsibly and drive meaningful change.

Our key areas relating to our four core pillars align with many of the United Nations Sustainable Development

Goals (UN SDGs), which serve as a universal call to action for a more sustainable and equitable world. By integrating these goals into our business operations, we are not only advancing our mission but also contributing to global efforts to build a better future for all.

You will see a wide range of notable actions and achievements organized by our ESG framework and four strategic pillars, as depicted on page 11. Where applicable, we have also noted where our strategic pillars are aligned with the United Nations Sustainable Development Goals.





About This Report

This annual report is an important means of communicating with our stakeholders, fully and transparently, about our ESG progress and plans.

In 2023, Ritchie Bros. acquired IAA (and its subsidiaries, which includes, SYNETIQ, Impact (Canada), and DDI) and embarked on a new journey as an organization under the RB Global banner. The report reflects the integration of our businesses and, where appropriate, of legacy ESG programs and reports for Ritchie Bros. and IAA.

Unless otherwise noted, we've presented information from all of the RB Global operations and subsidiaries. References to RB Global pertain to our overall approach. There are instances where it's more appropriate to highlight an effort or result of a specific business or subsidiary, which we have specified.

As we work to combine the Ritchie Bros. and IAA approaches, resources and capabilities around ESG, we find that we are better together. Our 2024 report describes how RB Global is advancing the ESG journey that Ritchie Bros. and IAA previously started, and how that positions us to make a larger impact going forward.

We collect and report on select performance metrics in line with leading sustainability reporting standards. This includes the relevant Sustainable Accounting Standards Board (SASB) disclosure topics for Industrial Machinery and Goods, Ecommerce, and Multiline and Specialty Retailers and Distributors.

We support the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD) – a framework aiding organizations to effectively disclose

climate-related risks and opportunities. Aligned with their recommendations, IAA previously reported on the impacts of risks and opportunities emerging from climate change, and on plans to support global transition to a lower-carbon future. As a combined global entity, we expect to refresh our climate-risk assessment in future years to identify our joint strategy and actions for mitigating the impacts of climate change. We'll be better positioned to disclose on our climate change approach, aligned with the TCFD recommendations, while remaining agile to adapt to the physical and transition risks and the corresponding opportunities.

Unless otherwise stated, this report represents the ESG efforts of RB Global operations, reflects our fiscal year 2024 (which ended December 31, 2024), and reports financial metrics in U.S. Dollars (USD).

In most instances, we have not compared data to the prior years. Much of the data is no longer directly comparable, as we have added new activities and are operating on a larger scale. (For data from last year's ESG report, please visit our [Sustainability page](#).) With our integration, we wanted to have RB Global establish baseline data for all businesses, across all of the metrics we have traditionally reported as Ritchie Bros. and IAA. This will better enable us to assess and report on our ESG progress going forward. We plan to carefully analyze the results reported here, and begin the process of determining how to set meaningful targets for future ESG reporting.

For more information on RB Global and our financial data, please see our [Investor Relations page](#).

01



12 RESPONSIBLE
CONSUMPTION
AND PRODUCTION
∞

Trusted Marketplace

At RB Global, we strive to support our customers’ success through trusted relationships, solutions and business practices. We serve as valued advisors to our customers, providing the insights and tools they need to accomplish their business goals. By building a trusted marketplace, we enable customers to better participate in circular commerce. They can access cost-effective commercial assets and vehicles, globally, in a seamless

and efficient way. We aim to be easy to work with, and to consistently over-deliver on our commitments. Another part of ensuring trust is taking data security and privacy measures that protect the information of our customers, organization and people. We also uphold our culture of ethics through strong business codes of conduct, policies and team member training. Living our values is a shared responsibility.

IN THIS SECTION:

Customer Experience

Data Security & Privacy

Governance

Customer Experience

At RB Global, we are all about the customer. We are dedicated to serving them, being easy to do business with and earning their trust. Our customers benefit from our insights, services, range of transaction solutions, and access to a large global buyer base for commercial assets and vehicles. We build confidence with our customers and build and maintain strong relationships by consistently overdelivering on our commitments. As a sales team we make these commitments, and operationally we honor them.

At every step, we also want to make the customer’s experience as smooth as possible. We are approachable, mean what we say and do everything with the customer’s best interests and successes in mind. By truly understanding our customers, we can support and tailor our solutions to them.

Approach

RB Global has a Customer Experience (CX) Governance Program that defines how customer feedback is collected, analyzed, and acted upon at various levels of the organization. CX data is centralized within the Medallia system, where each business area with customer feedback has access to dedicated dashboards displaying their CX scores and key



drivers. Management teams within these areas have direct access to their respective scores and are encouraged to review and respond to feedback as needed.

The CX team compiles a Quarterly Voice of the Customer (VoC) Report, providing a high-level summary of key CX metrics, their underlying drivers, and actionable recommendations for improving the customer experience.

Additionally, the Customer Experience Velocity Team, composed of senior leaders from each business area, meets quarterly to review CX performance and strategies. The primary objective of these meetings is to identify and implement initiatives that enhance the customer experience. An executive stakeholder is kept informed of the team’s discussions and decisions.

The CX Governance Program is aligned with the organization’s Customer Care Values, a set of guiding behaviors established for customer-facing employees to ensure a consistent and customer-centric approach.

Impact Stories: RB Governance Program for IAA Transport Team

RB Global deeply values customer feedback. It gives us valuable insight in our constant drive to improve the customer’s experience and build on our reputation as an organization that is easy to do business with.

Our IAA Transport Team actively listens to feedback and responds to individual customers. After a buyer pays for IAA Transport of their vehicle and has it delivered, a survey gets sent to them where they can provide feedback and request our team to follow up.

In 2024, the IAA Transport Team tackled various feedback around delivery times and communication consistency from transport partners:

Using the valuable customer feedback, we responded by:

- Updating internal processes to proactively reach out to customers with delivery orders every Friday. Providing and personalized update on their order.
- Met with transport vendors on process and communication improvement (delivery time and soft touch).
- Developed new tracking, communication, and notification tools for customers’ email and SMS.

THE IMPACT

- +5 NPS lift year over year.
- Overall 17% revenue grows year over year.
- Long-haul delivery volume increased by over 25%.
- Reduction in days to delivery.

By staying accountable to our customers and listening to their concerns, especially at key part of their experience journey, we were able to create a positive lasting impression that will help us build and maintain a strong, loyal relationship with our customers.



Data Security & Privacy

RB Global prioritizes actions on data security and privacy through policies, process and awareness campaigns, such as annual training and monthly random testing through phishing simulations. On a quarterly basis, a committee convenes to discuss security and data privacy issues, as well as evaluate risks. In 2024, external consultants were brought in to conduct a maturity assessment on privacy and ensure alignment with the team's program and recommendations. Also in 2024, RB Global was audited for SOX and SOC2 type 2 (for IAA).

Approach

Our cyber maturity assessment maps to the National Institute of Standards and Technology (NIST) framework and programs are aligned to cover all security domains. Policies are reviewed annually, there are documented processes for the SOC team for incident response and incident handling.

Framework and Governance

Our commitment to data security and privacy begins in our overall approach to governance. We are incorporating security and privacy by design and increasing awareness around the organization with support from management and our Board. To help us be proactive:

- Our Data Privacy Committee develops and approves our general strategy and policies on data privacy and data protection; assesses the data privacy risks associated with our business activities; and provides direction to, and supports the initiatives of, our Data Privacy Office.
- Our Security Steering Committee meets quarterly and advises on technology, legal, and internal audit issues relating to security and risk reduction. This committee reviews and sets security policies; assesses risks and impacts of security incidents; and provides guidance and direction for security programs and strategy. By looking at trends and incidents, if any, we can proactively make the changes needed to strengthen protection. The committee is advised regarding information security assessment activities and provides advice on education and communication that supports compliance with information security and other policies.

- Our Cybersecurity Operations Center (CSOC): monitors, detects, and responds to cybersecurity threats. A security incident event management (SIEM) platform provides our CSOC team with a centralized view of all alerts in the environment.



Data Security and Privacy Measures

We have invested in high enforcement-of-end-point protection and mandated multi-factor authentication (MFA) for all users within our organization, which helps to prevent unauthorized external access and keeps our data, and the data of our customers, secure and confidential.

RB Global deploys enterprise-grade security tools, aligned with industry leading practices, to counter phishing, malware and digital fraud. We have also invested in enterprise-leading cybersecurity tools and solutions to improve our detection, protection and response capabilities. Part of that involves growing our internal dedicated cybersecurity team. They use a best-in-class security tool stack, leveraging a “defense-in-depth” approach that incorporates multiple tools and processes.

We use key performance indicators to evaluate our security measures. We strive to maintain a high efficacy ratio around detection, protection and response in order to maintain a strong cybersecurity posture.

In 2024, we implemented a cloud security baseline checklist for all new cloud accounts, completed a cybersecurity tabletop exercise, and centralized and automated security and privacy assessment process.

Training Our Team in Data Security and Privacy

Beyond our use of technology to protect data and privacy, our people are an important line of defense against threats. Through an online portal, we conduct mandatory onboarding and annual security awareness classes. All team members complete privacy and information-security training courses, which are refreshed annually. In addition, we have embraced October as Cybersecurity Awareness Month to raise the profile of data security and privacy across the organization. These efforts keep security threats and concerns in the forefront for our team.

To put our training into practice and build additional awareness of data security best practices, we frequently deploy phishing simulations. This helps us measure the effectiveness of training and determine where additional training is needed to continually improve.

Together, these efforts promote a culture that understands areas of vulnerability, and knows the critical importance of remaining vigilant to protect our data and privacy, and that of our customers.



Governance

RB Global has built a reputation based on our commitment to honesty and integrity, with our customers, people, investors and communities. That starts with robust governance and a corporate-wide culture that prioritizes strong business ethics. Living and exuding these values is everyone's responsibility at RB Global. Ultimately, that is a critical foundation for our overall performance, and for integrating ESG principles across the organization.

Over the past few years, with our businesses coming together under one umbrella, we have evaluated the unique approaches to governance across the organization to identify best practices. As we advance the integration of the businesses and the next stages of our ESG journey, we will continue to draw on these best practices in all areas throughout RB Global.

Approach

Board Governance

Our Board of Directors is responsible for the overall stewardship of the organization. Directors are elected annually and qualify as independent under applicable rules and regulations, with the sole exception being our Chief Executive Officer.

To enable the Board to meet its objectives, we have three regularly standing committees of independent directors:

- The Nominating and Corporate Governance Committee oversees activities related to ESG (including ESG-related risks and opportunities), governance, and nomination and compensation of directors.
- The Audit Committee oversees our risk management processes, financial reporting, and matters related to legal and regulatory compliance.
- The Compensation Committee oversees issues pertaining to management compensation, management succession planning, stock and benefits plans, CEO succession planning, and risk assessment of compensation policies and practices.

For more information on our corporate governance please visit the Investor Relations section of our website (investor.rbglobal.com).

Diversity on our Board

We value the expanded perspectives, deeper problem-solving ability, and opportunity for innovation that diversity brings to our Board.

We have adapted our [Nominating & Corporate Governance Committee Charter](#) to reflect this commitment. Consistent with our increasing focus on gender diversity, we have a measurable objective that women comprise at least 30% of the Board, up from the prior target of 25%. As of the filing of this report, women do, in fact, comprise 30% of the Board, up from 18% in 2023. In addition, as of the date of this report, two of the directors on the board, representing 20% of the Board, are racially/ethnically diverse.



ESG Governance

We continue to embed our ESG efforts across our functional areas and operations. To support and deliver against our ESG commitments, we have updated our governance structure and will continue to evolve it to better enable ESG implementation and integration.

- The Nominating and Corporate Governance Committee of our Board provides oversight of our enterprise ESG strategy.
- Our Chief Legal Officer has executive ownership of ESG.
- The Vice President of ESG is accountable for creating and executing our ESG strategy and disclosures and working with key business partners and groups to meet our commitments.

We conduct an ESG skills matrix assessment to evaluate the relevant knowledge and experience of each member of our Board of Directors as required. These evaluations assist the Nominating & Corporate Governance Committee in planning future continuing education, areas of focus and board recruitment.

Risk Management

At RB Global, risk management is a responsibility we all share. We carry it out through everything from our [Code of Business Conduct and Ethics](#), to our Core Values, to the actions we take every day to uphold our reputation.

Our Enterprise Risk Management (ERM) Framework supports us in identifying, assessing, and managing risks appropriately. That includes prioritizing key risks, formalizing risk-related accountabilities and oversight, defining the Board's risk governance responsibilities, and reinforcing our culture around risk management.

Within our established ERM processes, we regularly review our enterprise risks and assess them from several perspectives. Among them are impacts to growth and shareholder value, our brand promise, day-to-day operations, and legal and compliance.

We continue to embed risk management across the organization. Our cross-functional teams collaborate on emerging issues such as cybersecurity, privacy and safety to help reduce risks throughout our operations.

Ethical Business Practices

At RB Global, we believe in doing the right thing for everyone involved in our business, and seek to do business with third parties who follow the same core values. Trust is critical to the success of our business and it is important that our key constituents believe in the integrity of our platforms and solutions. This is reflected in our Code of Business Conduct and Ethics, which is delivered through annual training to our team members, and supported by our third-party ethics hotline.

The Code helps our team members, officers and directors understand what we mean by ethical behavior, and it personifies our core values. It helps us make sound legal and ethical choices every day, ultimately preserving our reputation and commitments to:

- **Our People** – To create a safe and fair workplace free of harassment, discrimination, and unfair labor practices.
- **Our Customers and Company** – To ensure fair and ethical practices, including treating all individuals with respect and recognizing basic human rights.
- **Our Company and Investors** – To protect company assets, engage in fair competition, and ensure transparent and accurate reporting.
- **Our Communities** – To be a strong corporate citizen, including respecting and complying with all applicable wage and hour laws in the locations where we operate.

We deliver annual mandatory training to our team members to reinforce awareness and understanding of our Code, and the actions we all can take to put these principles into practice.

We take any possible instances of unethical conduct seriously. To monitor and facilitate reporting, we maintain a confidential, anonymous and independent third-party web and phone hotline. Anyone can submit concerns regarding potential code violations or other ethics-related matters without fear of repercussions.

Matters are investigated and significant cases (i.e. those with pervasive impacts or involving management) are reported to the Audit Committee of our Board of Directors. Each quarter, we also report on categories and counts of cases to stay on top of any trends of concern.

Performance

Board Diversity

At the end of 2024, the Board included three females and two racially/ethnically diverse directors out of a total of 10 members.

Code of Business Conduct and Ethics Training

In 2024, RB Global continued its annual Code of Business Conduct and Ethics attestation training across the integrated organization – that included Ritchie Bros., IAA, and the Board. The training concluded successfully with a 97.5% completion rate, aligning the entire team with this fundamental commitment to responsible business practices.



Description	2024 Metric*
Female representation of the Board	30%
Code of Business Conduct training completion (full-time team members)**	97.5%

*Data is as of December 31, 2024

**Training completion includes full-time team members only. Part-time and contractors are not included.

02



Sustainable Future

Everyone has a stake in combating climate change and a role in making it happen. To support the transition to a low-carbon economy, RB Global is enabling circular economy solutions and continuing to manage our environmental impact. Extending the life of heavy equipment assets and vehicles is core to our business model; that’s how we create value for our stakeholders every day. With our integrated business, RB Global can connect customers with an even wider array of pre-owned equipment and assets, helping

to meet their needs and minimize their impact on the environment. Re-commerce reduces waste, and lessens the need to extract natural resources to produce new equipment and goods. Along with helping customers to achieve that, we do our part to mitigate climate change by measuring and managing our greenhouse gas (GHG) emissions. We see it as our responsibility to manage the environmental impacts of our operations, including addressing our waste and water use, and lowering our air emissions.

IN THIS SECTION:

Circular Commerce

Climate Change

Environmental Management

Circular Economy

The world continues to move away from a linear take-make-waste economy. This presents a significant opportunity for RB Global.

We’re a trusted global marketplace for insights, services and transaction solutions for commercial assets and vehicles. Our transaction platforms enable a circular economy of vehicles and equipment, allowing customers to source used assets to meet their needs, necessary parts to repair and extend the useful life of their used assets or to find new homes for equipment they are finished with, thus maximizing the value of such assets.

Our ability to enable customers to enter the circular commerce space has expanded with the acquisition of IAA and Ritchie Bros. As the newly integrated RB Global, with combined resources and a larger customer base globally, we can make an even bigger impact on the circular economy.

Our customers see re-commerce as smart business, helping to save their resources and the resources of the planet. They avoid waste, conserve energy, and reap financial benefits, which are all part of our corporate sustainability efforts.



We’ve played a key role in supporting these efforts ever since our founding, and long before “circular commerce” was even a common concept. RB Global recognizes that boosting the circular economy is more critical than ever, to our organization, our customers and society. We will continue to create value for all through our business strategies.

Approach

Our global strategy of connecting buyers to our expansive inventory, on a global scale, helps to maintain the momentum of the circular economy. In 2024, we sold over 2.7 million assets to customers all over the world.

Extending the life of assets is core to our business model. Our offerings help keep equipment working, giving them second or third lives, or more. They help keep vehicles on the road for longer, maximizing their value and promoting sustainability in the automotive industry worldwide.

RB Global Financial Services

Our PurchaseFlex™ product recognizes the useful life far beyond what traditional lenders might. That enables our customers to finance their purchases and give previously owned assets another life. For more information, please see the Economic Opportunity section.

SmartEquip

Customers are looking for ways to more effectively maintain and repair their equipment, which are critical ways to extend their useful life. The innovative SmartEquip technology platform better supports our customers in managing the lifecycle of their equipment, and procuring parts more easily from Original Equipment Manufacturers (OEM's) and dealers.

Rouse

Our customers want to optimize their fleet through equipment purchase, resale or rental. Knowing when to make those decisions requires insight. Rouse provides it, with leading data intelligence and performance benchmarking solutions. Rouse's services include rental analytics, equipment sales support, and fleet appraisals. That provides the timely information and deep understanding our customers need to manage their equipment lifecycle, and add to a circular economy.

2.7 Million+

**Assets Sold To Customers
All Over The World**





Climate Change

Approach

Continuous improvement: Our Emissions Baseline

In 2023, we performed Scope 1, 2 and 3 emissions calculations across our operations to establish our baseline inventory, unifying our multiple brands, including IAA, under one single global entity for the first time. In this process, we identified opportunities to improve the accuracy and completeness of our inventory, and to develop processes to support a clear, timely and repeatable reporting process.

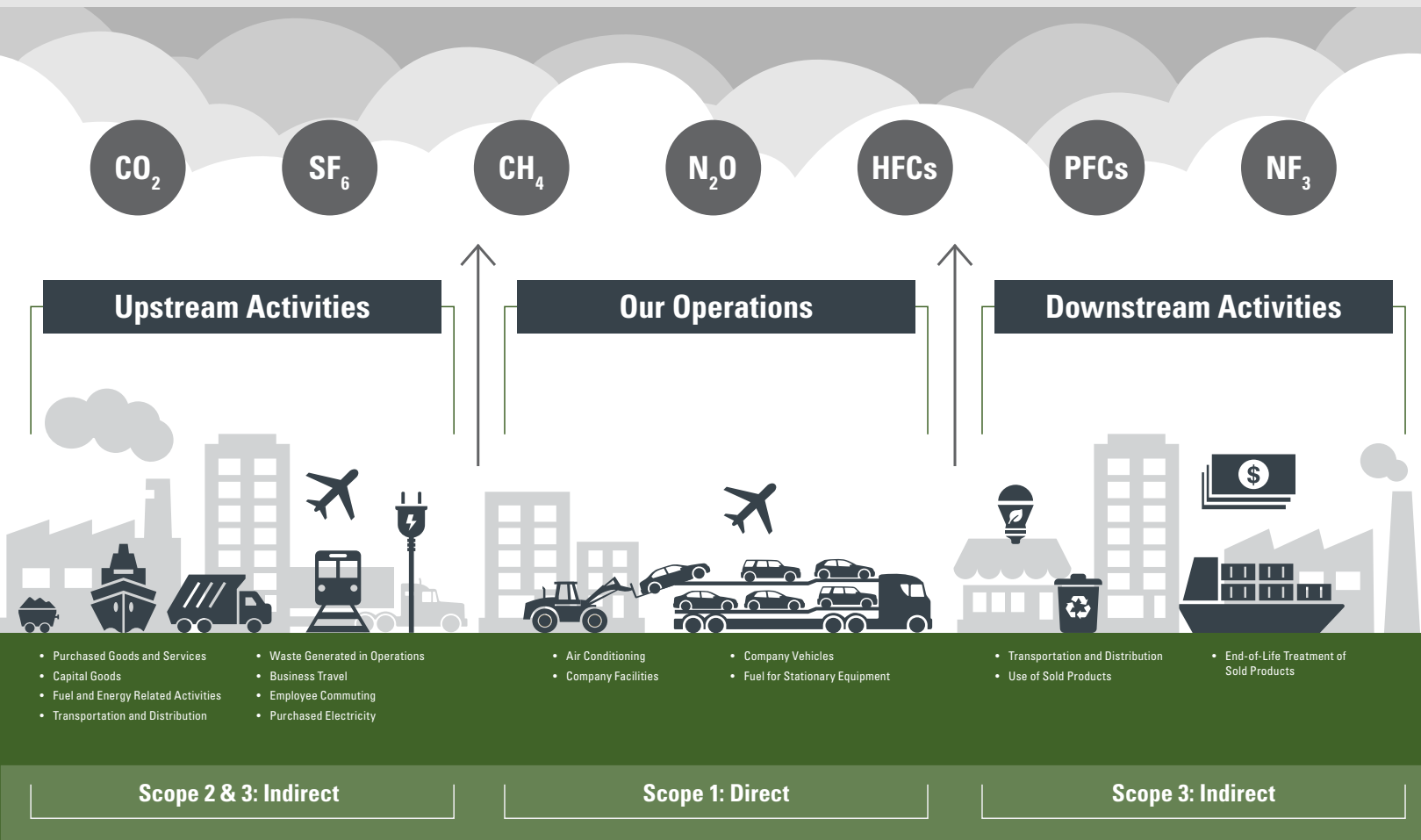
We recognize that to support a more sustainable and low-carbon future, as well as to develop an actionable, credible and transparent strategy to reduce emissions, it is imperative that we have a clear understanding of our current state. At the same time, as a business with operations across 14 countries, we have been closely monitoring and preparing for global ESG-related regulations, many of which require GHG emissions reporting.

To that end, in 2024, we dedicated resources to build on our 2023 emissions inventory and partner with internal stakeholders throughout our business to formalize our

methodology, obtain more primary data, integrate business systems, enhance estimations, review emissions sources, and implement new processes and tools to support data collection, review, monitoring and reporting. We also completed the vendor selection process and began implementing a software solution to streamline and support our future reporting needs.

As a result of our efforts, we have made significant improvements to our methodology—refining our calculation approaches to incorporate the use of primary data. As this primary data is not available for 2023, retroactive calculations were not possible, so we have moved our baseline to 2024.

Going forward, we expect that our GHG emissions reporting journey will continue to be refined to support improved reporting and performance. Equipped with a clearer understanding of our energy consumption and emissions, we are better prepared for our next step—developing a comprehensive climate strategy.



Calculating Our Carbon Footprint

Our Methodology

We have referenced and based our GHG emissions calculation methodology on the GHG Protocol Accounting and Reporting Standard (as well as related GHG Protocol guidance documents for Scope 2 and Scope 3 emissions), internally developed criteria, and leading practices.

As we complete our second year of reporting a comprehensive emissions inventory for Scope 1, Scope 2, and Scope 3 across all RB Global operations, we are continually learning and growing our understanding of our emissions profile, while seeking to improve and develop a robust reporting methodology for emission sources across the value chain of our diversified and global business.

We review our methodology annually to ensure that we have captured relevant emission sources and are using the highest quality data available. In our methodology, we have prioritized primary activity data where available and feasible, developed business, geography and source-specific estimates, applied the most up to date emission factors from sources like the U.S. Environmental Protection Agency's and Canada's National Inventory Report, and calculated total emissions using the Intergovernmental Panel on Climate Change's (IPCC) AR5 global warming potentials.

To best reflect RB Global's business and influence, as well as to ensure a consistent and comparable year over year inventory that meets compliance requirements, we have chosen to report GHG emissions using the control approach. We account for 100% of emissions from operations that we control. Within this framework, we have specifically adopted the operational control criteria for our emissions reporting.

Our Global Footprint

We've been reporting our emissions for a number of years across our individual market brands. In our second year of reporting a unified GHG emissions inventory, we have calculated and reported our emissions footprint across Scope 1, 2 and 3.

Our Scope 1 and 2 emissions make up 2.2% of our total GHG emissions inventory compared to Scope 3, which accounts for 97.8%. This reflects the nature of our primary business activities. As a reseller and marketplace facilitator, RB Global does not manufacture or have control over the use of the commercial assets and salvage vehicles transacted through its platform.

Scope 1 emissions:

Scope 1 emissions are emissions from stationary and mobile sources released directly into the atmosphere by buildings and equipment within RB Global's operational control. At RB Global, stationary sources include activities such as burning natural gas and propane for heating, while mobile sources include diesel and gasoline used by our loaders and organization fleet.

In 2024, we made improvements to our Scope 1 methodology by expanding primary data collection to additional North American and International sites across sources, obtaining natural gas invoices, propane invoices, and fuel consumption logs.

The expanded dataset and our growing understanding of emissions associated with site and business-specific operations also allowed us to refine our activity level estimates and select more specific emission factors. Specifically, more information was available on the use of owned equipment such as loaders and forklifts, and the estimation methodology was revised, resulting in an 80% decrease in year over year emissions from that emissions source.

Our total Scope 1 emissions in 2024 of 46,333 tCO₂e were primarily from natural gas consumption at offices, auction sites and branches, and equipment and fleet diesel consumption which together, accounted for 83.7% of the total.

Scope 2 emissions:

Scope 2 emissions refer to the emissions associated with the energy we purchase. These emissions occur indirectly during the electricity generation and transmission process, prior to being acquired by RB Global from the grid in the form of electricity. This electricity is used to power our buildings, heavy machinery and equipment.

We report both location-based and market-based emissions. The former reflects regional average grid emission factors, and the latter takes market-based instruments into account.

Similarly, primary data availability for electricity consumption increased for both North American and international sites, improving the accuracy and completeness of activity data and estimates. Given the variability in location-based electricity emission factors across regions and countries, improvements in activity data have a compounding impact on the overall inventory. Scope 2 location-based emissions in 2024 were 14,413 tCO₂e compared to market-based emissions of 14,045 tCO₂e.

**Scope 3 emissions:**

Scope 3 emissions are indirect emissions that occur in RB Global's value chain outside of our direct control, including both upstream and downstream activities. We have identified the Scope 3 categories relevant to RB Global based on influence, size and sector, and report on 10 categories.

We recognize that the quantification of Scope 3 emissions is a complex process due to the availability and quality of data, as well as the lack of standardized calculation methodologies and sector-specific guidance. In 2024, we updated quantification methodologies to better reflect our business and align with the GHG Protocol's Value Chain Accounting Standard.

To calculate Scope 3 emissions, RB Global uses a combination of calculation methodologies including the average-data method and spend-based method. Multiple methodologies may be used for each category depending on data availability across business segments and activities quantified.

We know that Scope 3 emissions are the most exposed to evolving accounting standards and emission factors. As a result, we are committed to being open and transparent about the adjustments we make to improve the accuracy and completeness of our Scope 3 inventory.

In 2024, our Scope 3 emissions totaled 2,694,591 tCO₂e, and the categories that contributed the most to our Scope 3 emissions were linked to the purchase, usage, and end of life of sold products. Category 1: Purchased Goods and Services, Category 11: Use of Sold Product and Category 12: End of Life of Sold Products accounted for 19.0%, 57.4% and 10.5% of total Scope 3 emissions, respectively.

Understanding changes in our Scope 3 emissions

In 2024, our Scope 3 emissions decreased by 97.3%, primarily due to changes in methodology. Previously, our calculations across a number of categories were extrapolated based on a limited dataset relating to a sub-set of our overall business operations. Improvements were made in 2024 whereby primary activity data such as transaction volumes and customer locations were obtained, and spend-based methodologies were replaced with activity-based methodologies wherever possible. Furthermore, actual activity and spend data specific to each of our business operations were obtained, increasing accuracy, and reducing the need for extrapolation across operations.

Most significantly, we refined and updated our Category 11: Use of Sold Products methodology to better align with the GHG Protocol concept of ‘sold products’. RB Global primarily facilitates transactions in two ways: 1) by purchasing assets for resale and 2) by hosting a platform for direct transactions between sellers and buyers. We account for emissions linked to the remaining fuel consumption of assets sold under the first approach because these products pass into RB Global ownership before being resold. In contrast, products sold through the second approach never pass into RB Global’s ownership—therefore these are not considered as RB Global’s sold products. Consequently, we only account for emissions from products sold through the first approach. This methodology update resulted in a decrease of 97.3% in our Category 11 Scope 3 emissions compared to 2023.

Going forward, we anticipate that our Scope 3 emissions inventory, and Category 11 in particular, will fluctuate year over year. Changes in emissions will reflect the change in volume of assets purchased for resale, which may not always reflect changes in our broader marketplace business, and business strategy. Furthermore, RB Global recognizes that fulfilling our mission to support the circular economy and maximize the useful life of assets and vehicles may inherently increase the number of assets purchased for resale, and therefore increase Scope 3 emissions. We will continue to consider this balance as we move towards shaping a carbon reduction strategy.

Building for Energy Efficiency

We continue to implement new initiatives to reduce energy consumption and associated emissions at our facilities. As RB Global’s operations expand across businesses and geographies, energy efficiency and environmental impact remain central in our planning and design process.

Through all of our projects, whether new builds, office remodels or site improvement projects, we work closely with the local municipalities to include as many energy saving materials and/or products as possible.

IN 2024, WE INCORPORATED THE FOLLOWING IN OUR PROJECTS TO INCREASE ENERGY EFFICIENCY OVER TIME:

- Energy-efficient LED lighting on the interior and exterior of buildings
- Energy saving sensors for lighting throughout the interior and exterior of buildings
- Added insulation to reduce thermal transfer
- Blinds on exterior windows for thermal transfer reduction
- High efficiency HVAC units and water heaters

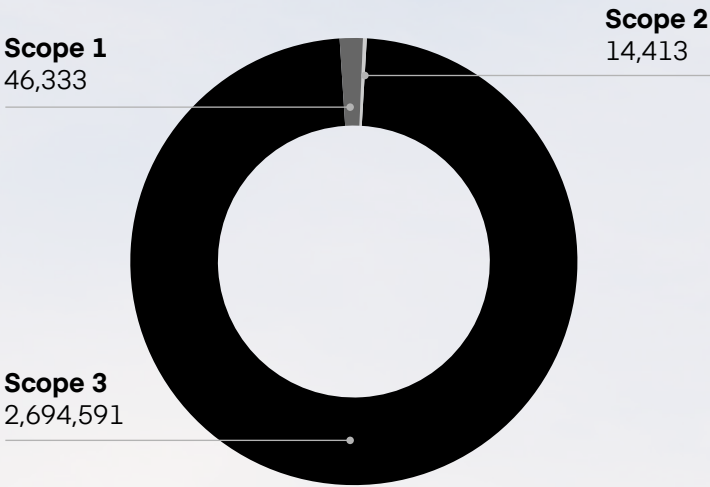
Performance

In 2024, our total Scope 1, 2, and 3 greenhouse gas emissions amounted to 2,755,337 metric tonnes of CO₂e (location-based) and 2,754,986 metric tonnes of CO₂e (market-based).

Scope 1 emissions in 2024 totaled 46,333 tCO₂e, primarily from natural gas consumption at offices, auction sites, and branches, as well as equipment and fleet diesel consumption. Together, these sources accounted for 83.7% of Scope 1 emissions.

Scope 2 emissions in 2024, entirely from purchased electricity, were 14,413 tCO₂e (location-based) compared with 14,045 tCO₂e (market-based).

Total emission per scope 1,2 and 3
Location based



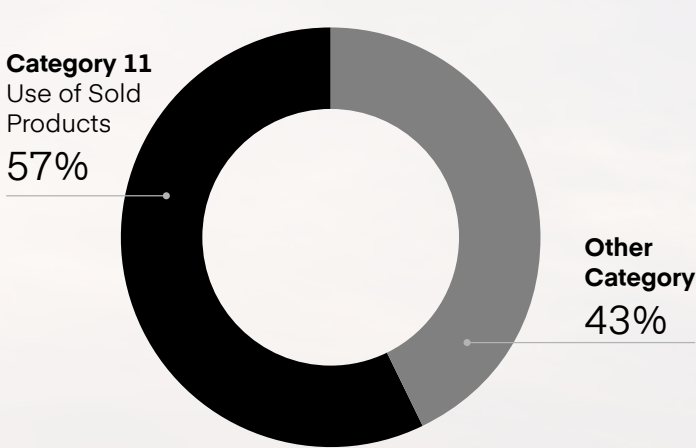
In 2024, Scope 3 emissions totaled 2,694,591 metric tonnes of CO₂e, accounting for 97.8% of our total greenhouse gas emissions.

The largest contributor within Scope 3 is Category 11 (Use of Sold Products), responsible for 1,546,664 metric tonnes of CO₂e, representing 57.4% of our combined Scope 1, 2, and 3 emissions.

Other significant Scope 3 emission sources include:

- **Category 1** – Purchased Goods and Services: 511,879 tCO₂e
- **Category 9** – Downstream Transportation and Distribution: 201,341 tCO₂e
- **Category 12** – End-of-Life Treatment of Sold Products: 283,622 tCO₂

Scope 3 GHG Emissions



Other Categories (Tonnes CO₂e)



All charts have been presented in thousand tonnes of carbon dioxide equivalents (000 t CO₂e)

Energy Use

We consumed 923,739 gigajoules (GJ) of energy from sources including diesel, natural gas, and electricity. Grid electricity represents approximately 17,8% of our total energy use.

The decrease from prior year reflects the updates we have made to improve the accuracy and completeness of our calculation methodology.

Climate change is one of the most urgent and complex challenges of our time, with rising global temperatures and extreme weather events highlighting the need for immediate and sustained action. At RB Global, we recognize our responsibility to contribute meaningful solutions.

We monitor our greenhouse gas (GHG) emissions—direct, indirect, and across our value chain—to identify opportunities for reduction. In addition, our unique business models and services facilitate and enable circular commerce (see Circular Commerce section) by promoting the repair, maintenance and re-use of equipment and vehicles. By extending the life of assets and reducing the demand for newly manufactured goods, we help lower global emissions associated with production, transportation, and disposal. Through these efforts, RB Global supports a more sustainable future for our business, our customers, and the industries we serve.



Description	2024 Metric	Unit
Scope 1 GHG Emissions	46,333	tCO ₂ e
Scope 2 Emissions (location-based)	14,413	
Scope 2 Emissions (market-based)	14,045	
Scope 1 and 2 Emissions (location-based)	60,746	
Scope 1 and 2 Emissions (market-based)	60,378	
Scope 3 Total Emissions	2,694,591	
Scope 3 Emissions – Purchased Goods and Services	511,879	
Scope 3 Emissions – Capital Goods	30,257	
Scope 3 Emissions – Fuel- and Energy-Related Activities	14,058	
Scope 3 Emissions – Upstream Transportation and Distribution	79,477	
Scope 3 Emissions – Waste Generation in Operations	5,975	
Scope 3 Emissions – Business Travel	9,556	
Scope 3 Emissions – Employee Commuting	11,762	
Scope 3 Emissions – Down stream Transportation and Distribution	201,341	
Scope 3 Emission – Use of Sold Products	1,546,664	
Scope 3 Emissions – End of Live of Sold Products	283,622	

Energy	2024 Metric	Unit
Consumed	923,739	GJ
Diesel	38.60	%
Natural gas	28.59	
Other Energy	14.20	
Electricity Energy	17.80	
Renewable Energy	0.80	

Totals may vary due to rounding.



Environmental Management

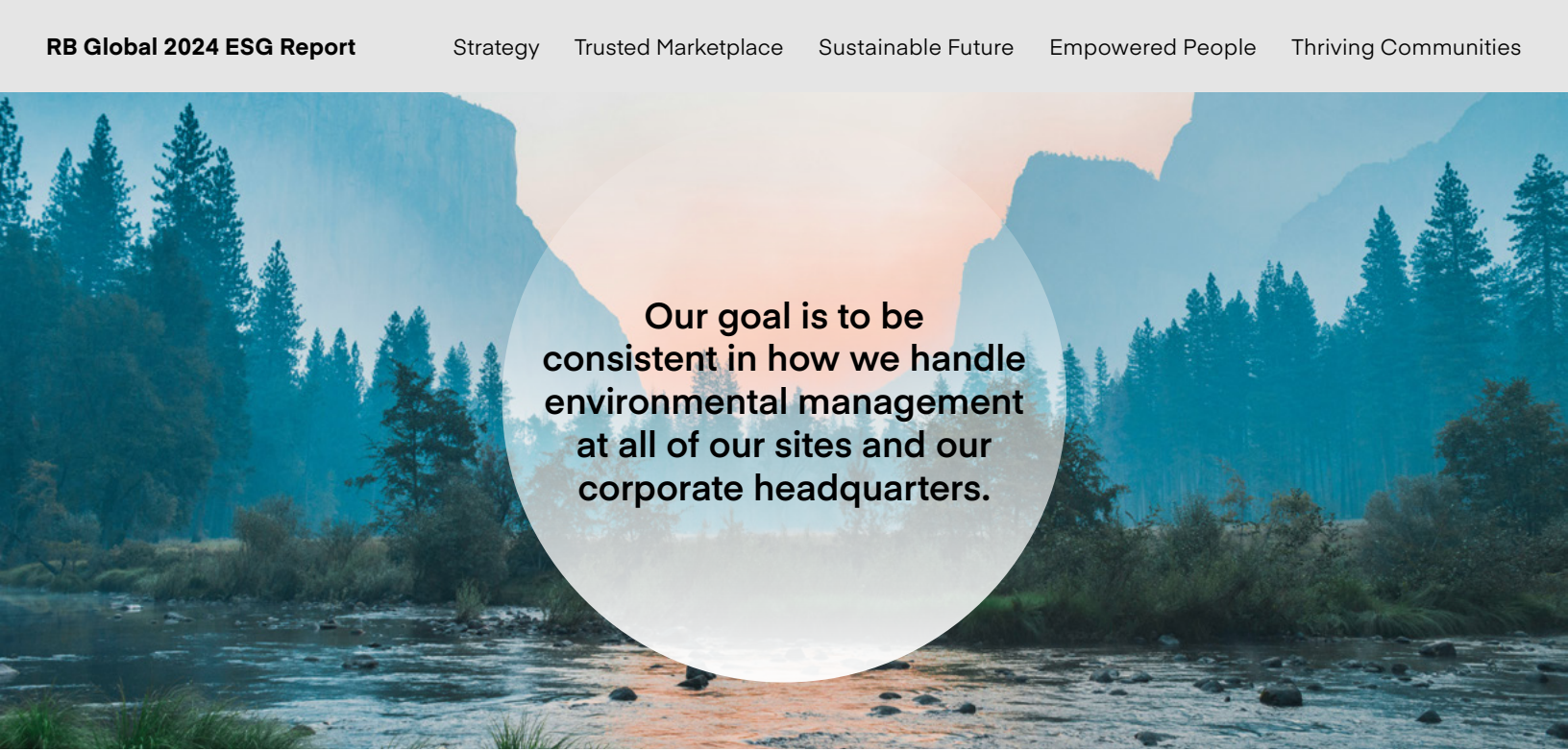
RB Global is committed to protecting the environment. We do so by consistently seeking to improve our environmental performance over time, and proactively initiating projects and activities to further manage our environmental impacts.

In 2024, RB Global had its first dedicated Environmental Compliance Manager on staff that worked to merge the various Environmental Standard Operating Procedures (SOPs) into one environmental program. The program includes waste management, stormwater best practices, air emissions, and waste reduction.

Part of this effort included creating bulletins associated with the management of regulated waste and how to handle spills. We have also increased the number of environmental trainings through our external vendor's Environmental, Health & Safety Management software tool and RB Global Learn including a course dedicated to the regulated waste regulation in California.

To be stewards of the communities in which we operate, we have implemented effective practices to:

- Manage our water consumption, and to help ensure the availability of treatment systems to manage wastewater;
- Keep our air clean and safe by removing contaminants;
- Minimize the idling of equipment to protect regional air quality;
- Manage our waste footprint and follow robust recycling policies, procedures and leading practices;
- Promote environmentally-conscious facilities, including electrification at many of our sites and in our corporate offices; and
- Promote sustainable habits for our people.



Our goal is to be consistent in how we handle environmental management at all of our sites and our corporate headquarters.

Approach

Water Management

At many of our refurbishment facilities, we wash used equipment each day. Our refurbishment facilities are equipped with wastewater recyclers that utilize a closed-loop water recycling system. The recycling processes peel off water from wash phases, filter and clean it, and introduce it back into the system for reuse.

RB Global employs policies and procedures across our network of global sites that are conscious of overall water use in our operations. We also recognize that air quality and water management are related. Controlling dust at our yards also means reducing the need for water to deal with dust management. Our goal is always to minimize water consumption, make upgrades to existing systems, and manage the impacts of our operations.

Air Emissions

RB Global is committed to helping ensure our sites maintain safe and healthy air quality for our customers, people, and surrounding communities. Our painting facilities have obtained necessary permits with rigorous quarterly monitoring to ensure compliance with air emissions regulations. All sites with painting booths are equipped with air filtration systems to remove paint particles and contaminants from air exhaust. Additionally, all sites with sand-blasting booths use dust collection units that remove particulate matter out of the air before venting back into the environment.

Waste Management

RB Global adheres to waste disposal protocols, meticulously aligning our practices with local, regional and federal laws

and regulations. We stay up to date with, and meet, evolving regulations at all levels.

Our commitment to waste management extends beyond mere compliance. We incorporate rigorous processes that encompass the entire waste disposal lifecycle. This helps us to not only meet legal requirements but also contribute proactively to sustainable practices. As part of this we routinely resell and repurpose items, diverting them from waste, and we also collect and recycle scrap metal.

This year, we instituted more electronics recycling, and streamlined waste management through more controlled contractors to further limit and better handle waste.

This comprehensive approach underscores our dedication to environmental stewardship. We seek to ensure that our waste disposal procedures reflect the highest standards of responsibility and align with the broader objectives of environmental protection and conservation.

Across RB Global in 2024, we made strides in our commitment to environmental management:

- Combined IAA and Ritchie Bros. processes to be consistent
- Implemented a new California specific waste management plan

SYNETIQ Raises Awareness

In 2024, SYNETIQ initiated a dedicated training program with all site managers, responsible person(s) to raise awareness on Environmental Compliance standards. This includes the completion and recording of Hazardous Waste Movements to and from sites.

Impact Stories: New Sustainable Yards

At RB Global, we are constantly looking for innovation opportunities within our operations. As part of our work to develop our “yard of the future,” we built state-of-the-art sites in California and Ontario that both will open in 2025. Here are two ways we are achieving a new level of efficiency at these facilities.

- **Layout:** The layouts for these yards are designed to minimize the handling and associated fuel consumption of equipment and trucks.
- **High-efficiency infrastructure:** These facilities utilize electric vehicle charging, and LED lighting where appropriate.

For all other current yards, we continually seek ways to reduce the use of new resources, from replacing old lights with LEDs to using reclaimed asphalt for patching and, where possible, resurfacing yards. In designing yards, we also look at other environmental considerations, such as unique storage areas for EVs as a fire prevention practice and containment measure.

We recently introduced a new e-waste recycling program in California.

Hazardous Waste Movements

Last year we improved completion and communication regarding Hazardous Waste Movement compliance, as well as environmental awareness across sites, resulting in fewer noncompliance instances raised by regulatory body site inspections.



Performance

Reportable Spills

A key performance indicator of our environmental management practices is the number of reportable-level* spills at our global facilities. We had four reportable spills in 2024 – two of which we were not responsible for. However, we ensured that all necessary clean-up was done and worked with regulators to bring to closure.

Water consumption and waste production

Water consumption and waste production data has not been historically available in all areas of the business. We are making progress to have metrics on total regulated wastes with a break down by: hazardous, non-hazardous, and universal.

We have a hazardous waste management plan prescribed by the environmental manual and SOPs under the EHS manual. This includes hazardous waste, non-regulated waste, e-waste, and universal waste.

Metrics are available through PlanITROI (IT lifecycle management solution company) for electronics recycling, this includes both e-waste from vehicles and waste from our IT team.

SYNETIQ, an IAA Company

- 2024 SYNETIQ exceeded their 95% Extended End of Life Vehicle (ELV) recycling target and achieved 96.1%
- Successfully completed ISO 14001 surveillance audit with zero nonconformances

*RB Global considers a spill reportable if it meets regulatory reporting thresholds for volume, material type, or both; or alternatively it was an uncontrolled release of more than 50 gallons.

- Two additional employees completed Waste Management Training & Advisory Board (WAMITAB) – improving compliance to environmental permit requirements
- Explored options to improve hazardous waste management, ensuring the process is compliant, relevant and simple.
- Explored options to improve energy usage across sites – completed LED light upgrades where appropriate



96.1%
ELV Recycling
Achieved
by SYNETIQ

03

Empowered People

RB Global aims to unleash the potential of our people by fostering a safe, equitable and inclusive environment for all. We do so at all levels of the organization. Beyond that sense of belonging, we empower our team members to create unique and fulfilling career paths through leadership development and well-

being programs. For broader well-being, we ensure a safe and healthy environment for our people, customers, and contractors. Being a global organization expands our pool of talent, the perspectives and experience that can be used to solve client problems, and the types of growth opportunities that we can offer.

IN THIS SECTION:	Diversity, Equity, Inclusion & Belonging	Talent & Development	Health & Safety
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Diversity, Equity, Inclusion & Belonging

At RB Global, we are committed to fostering a culture where everyone feels a sense of belonging. Guided by our core value of being One Team-All In, we take pride in creating a workplace environment that prioritizes accountability, inclusivity, and shared purpose. Our goal is for every team member to experience the strength of diversity, understand the importance of equity, and embrace the transformative power of inclusivity.

Approach

At RB Global, we are steadfast in our commitment to fostering an equitable workplace where every individual feels valued, respected, and empowered to thrive. Our DEI&B strategy is built on four key pillars that guide our actions and shape our organizational culture.



Promoting Equal Opportunity

We ensure all employment decisions are grounded in merit, qualifications, and business needs, free from bias or discrimination. Equal opportunity is the foundation of our commitment to a fair and just workplace.

Fostering an Inclusive Culture

Our workplace celebrates individual differences, promotes mutual respect, and encourages collaboration and innovation. We strive to create an environment where all voices are heard, and every team member feels a genuine sense of belonging.

Enhancing Diversity

We actively seek to increase the representation of underrepresented groups across all levels of the organization. By embracing diversity, we unlock the full potential of our workforce and build teams that reflect the global communities we serve.

Continuous Improvement

To ensure our DEI&B efforts remain impactful, we regularly review and refine our policies and practices. This ongoing commitment helps us stay aligned with our strategic goals and adapt to the evolving needs of our people and business.



Employee Resource Network (ERN)

rb GLOBAL™

ELEVATING
BLACK
VOICES



Black History Month

Our Black History Month panel discussion centered around the theme of Acknowledgment, Recognition, and Understanding, providing a thoughtful exploration of Black History Month. Panelists, made up of Black employees across all levels of the organization also shared insights on how we can collectively empower and amplify Black voices, fostering a culture of awareness and support here at RB Global. The conversation emphasized acknowledging the significance of this observance, recognizing the impactful contributions of the Black community, and addressing the ongoing challenges still faced today.

Elevate Coweta Students

Through our Elevating Black Voices, RB Global sponsors Elevate Coweta Students – Coweta School District, Coweta Georgia. This organization aims to improve that graduation rate, giving more students a chance to succeed in a well-paying job or by continuing their education in trade school or college. Last year Elevate had 24,498 student interactions providing a range of services that included basic needs (food, clothing, hygiene, school supplies), coursework, and mental/emotional support. These interactions represented 2,197 individual students making up almost 34% of the entire school population of these four schools.

In April, the Atlanta Ritchie Bros. location hosted Coweta students who spent a day in the branch learning from staff about Ritchie Bros. operations, our auctions and our industry. They also took a yard tour getting a first hand look at what are core business is and how safety is paramount to our day to day operations.

Juneteenth

We embarked on a virtual journey through the history of Juneteenth, spanning from the 1800s to the present day. The interactive experience transported us to Hampton, Virginia, where we toured key Emancipation landmarks live, including the stunning Emancipation Oak. The engaging trivia, knowledgeable tour guides, and lively chat discussions made this event an enriching celebration and educational opportunity for our employees.

Elevating Black Voices Scholarship

For the second year, the RB Global Elevating Black Voices Scholarship continues its mission to uplift and empower the next generation of Black leaders. Designed to support the educational journey of dependents of RB Global employees, this scholarship reflects our belief in the transformative power of education. Through this program, we are proud to offer a one-time financial grant of \$2,500 to three deserving Black students, helping them pursue their goals of earning a two- or four-year degree, or completing technical or trade school education from an accredited institution.



47th Annual Lincoln Marathon

We were honored to be the premiere sponsor this past May. This event is organized by the Lincoln Track Club, the volunteer organization that has been promoting running in Lincoln since 1975. This sponsorship has been supported by our local Ritchie Bros. office in Lincoln, Nebraska and SERVE, for military service members and veterans, as well as their families. We had several Lincoln employees run in the race and sponsored registrations for several veterans in the area.

Wreaths Across America to support their powerful mission:

Remember the fallen, Honor those who serve, and Teach the next generation the value of freedom. This national program, renowned for its December wreath-laying ceremonies at over 4,500 locations, including Arlington National Cemetery, provided a heartfelt opportunity for RB Global employees to show gratitude for the sacrifices of our military heroes. Employees were encouraged to participate by volunteering to lay wreaths on National Wreaths Across America Day or sponsoring wreaths to honor loved ones. Through this partnership, SERVE created a meaningful way for employees to connect, reflect, and demonstrate our collective commitment to remembering and honoring those who served our country and gave the ultimate sacrifice. With employees support, SERVE was able to sponsor over 40 wreaths for this effort.

rb GLOBAL™

**WOMEN'S
LINK**

LEAD.
INSPIRE.
NETWORK.
KNOW.



International Women's Day Panel Discussion

A discussion featuring top female leaders across RB Global highlighted their journeys to success in a male-dominated industry. They shared insights on overcoming challenges, advice for other women aspiring to grow within the organization, key do's and don'ts for career advancement, and how they balance the demands of leadership with personal responsibilities outside of work.

Guest Speaker

Award-winning executive coach and host of The 360 LeadHERship Podcast, Lucy Gernon, delivered an empowering session focused on helping women excel in their careers without burning out or sacrificing their personal lives. As a work-life balance expert, Lucy shared powerful tools and strategies to combat negative self-talk, enhance leadership skills, and promote well-being. During the session Lucy introduced her signature method, The BeliefBoost™, a practical framework to help women thrive. The steps include identifying personal challenges, crafting affirmations, celebrating accomplishments, gaining perspective, and implementing the transformative "3-3-3 Daily Ritual." The session left participants inspired and equipped with actionable strategies to take control of their success and personal growth.

The Art of Leadership

Women's Link proudly sponsored attendees to participate in this conference in Vancouver, BC, an inspiring event that underscored the importance of diversity, learning, and inclusive leadership in achieving both personal and organizational success. Dr. Roberta Bondar, emphasized resilience and adaptability as essential qualities for leaders navigating challenges and fostering growth. Dr. Mary Murphy highlighted the value of continuous learning and a growth mindset to drive innovation, collaboration, and resilience within teams. Additionally, Denise Hamilton and Dr. Murphy underscored the importance of inclusive leadership and equity, encouraging leaders to create environments where diversity is celebrated, all voices are heard, and employees feel valued—enhancing organizational culture and performance.



PRIDE POINTS

This ongoing series of conversations that explore meaningful topics within the LGBTQIA2S+ community, fostering greater understanding, awareness, and connection across RB Global. These discussions are thoughtfully designed to create a safe and inclusive space where employees can learn, share, and engage with one another. Recent sessions have focused on critical themes such as inclusive language and allyship, providing insights into the importance of respectful communication and actionable ways to support LGBTQIA2S+ colleagues. By addressing these essential topics, PRIDE Points helps break down barriers, build empathy, and strengthen our culture of inclusion, ensuring every voice is heard and valued.

PRIDE Month

As a title sponsor for the National Diversity Council's Unity Summit we participated in discussions highlighting challenges that accompany the effective inclusion of lesbian, gay, bisexual, transgender and queer team members in the workplace and explore how organizations can better serve their LGBTQ+ customers and clients.

National Coming Out Day Workshop

The Center on Halsted, Chicago, Illinois's most comprehensive LGBTQ+ community center, hosted an educational session focused on building awareness and allyship. Participants explored foundational LGBTQ+ terminology, including gender identity, sex assigned at birth, orientation, and gender expression, while gaining a deeper understanding of key elements of the LGBTQ+ experience such as coming out, transition, and visibility. The session highlighted the importance of pronouns, offering practical guidance on how to ask for and use them respectfully, as well as how to correct mistakes. A key focus of the event was allyship, with actionable steps provided to help participants become effective allies both in the workplace and at home. This impactful session fostered awareness, understanding, and inclusion, reinforcing RB Global's commitment to creating a supportive and inclusive environment for all.



Rb Healthy and **Rb Cares** shined a spotlight on Men's Health Month by hosting an inspiring discussion on physical and mental well-being. Our colleagues shared their personal journeys through mental health challenges, fitness, aging, and the importance of intentional eating. Our RbHealthy chair expertly moderated the conversation, honoring the vulnerability and openness shared. The impact of the session was immediate—one participant shared that they were so motivated by the discussion, they scheduled a doctor's appointment during the call. That's what making a difference looks like!



DEI&B Training

In 2024, we achieved a significant milestone in advancing our Diversity, Equity, Inclusion, and Belonging (DEI&B) efforts by consolidating our training programs into a single, comprehensive e-learning curriculum. This unified program is now accessible to all employees globally through our Learning Management System, ensuring a consistent and inclusive learning experience across RB Global.

The e-learning curriculum empowers employees to self-study a wide range of critical DEI&B topics, including *Equity at Work*, *Unconscious Bias*, *Respect and Belonging*, *Cultural Awareness*, *Anti-Discrimination*, *Managing Diverse Workgroups*, and *Allyship*. By providing on-demand access to these resources, we foster continuous education and awareness, equipping employees with the tools they need to cultivate an inclusive workplace culture.

This initiative reflects our commitment to embedding DEI&B principles into every aspect of our organization and providing meaningful opportunities for employees to expand their understanding and actively contribute to a more equitable and respectful work environment.

Recruiting Outreach

We remain committed to attracting and hiring diverse talent at all levels of our organization. In 2024, we made intentional efforts to expand our presence and engagement within communities and organizations that represent racially, ethnically, and socially diverse populations. These efforts are aligned with our mission to cultivate a workforce that reflects the global communities we serve.

Our ongoing partnership with the Military Spouse Employment Partnership (MSEP) has allowed us to connect with and support military spouses, offering meaningful career opportunities and reinforcing our commitment to serving military-affiliated families. Additionally, we established a consistent cadence of job postings and outreach with career offices and campus organizations at Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs), further solidifying our presence in these academic communities.

To strengthen our ties with workforce development agencies in key locations, we hosted recruitment presentations and interactive workshops focused on resume reviews and interview preparation. These sessions were tailored to serve underrepresented and underserved populations, providing practical tools to help candidates navigate the job market and gain access to rewarding career opportunities.

Through these strategic partnerships and initiatives, RB Global continues to prioritize building a robust and diverse talent pipeline. Our efforts underscore our unwavering commitment to fostering inclusivity, expanding opportunities, and creating pathways for all individuals to succeed and thrive within our organization.

Impact Story: Supporting Breast Cancer Awareness Through Unity and Action

In October, RB Global hosted its inaugural Pink Out event in support of Breast Cancer Awareness Month, showcasing our commitment to community impact, solidarity, and employee engagement. This initiative was spearheaded by our Cancer Peer Support Group in partnership with our Women's L.I.N.K., combining efforts to raise awareness and support for a critical cause.

Employees across the organization participated enthusiastically, contributing to our dedicated Susan G. Komen donation platform. Women's Link matched all employee contributions, culminating in a \$5,000 donation to the foundation. This effort not only highlighted the power of collective action but also underscored our shared commitment to making a meaningful difference.

Adding an element of creativity and fun, the event included a Pink Out contest, encouraging teams to showcase their spirit by dressing in their most vibrant pink attire. The response was overwhelming, with over 35 teams from across RB Global coming together to submit photos, displaying their support and unity.

The Pink Out was more than just a day of recognition—it was a testament to our values of inclusion, teamwork, and compassion, bringing employees together in a powerful show of solidarity for a worthy cause.



**\$5,000
Donated**



Impact Story: Navigating Gender Transitions: A Collaborative Approach to Inclusion

At RB Global, fostering an inclusive workplace where all employees feel supported is central to our culture. When an employee approached their People Partner seeking guidance on entering a gender transition, RB Global realized an opportunity to enhance our support systems. At the time, no formal resources existed to help employees or managers navigate this important journey.

In response, our Employee Experience Manager conducted extensive research and developed *“Navigating Gender Transitions at Work: A Guide for Everyone”*. The guide provides actionable steps from three critical perspectives: the transitioning employee, their manager, and fellow colleagues. To ensure the guide was comprehensive and reflective of real experiences, it was shared with our PRIDE group for input and review. Several PRIDE members,

including those with lived experience as transgender individuals, provided invaluable insights and considerations that shaped the final version of the guide.

The collaboration with PRIDE exemplified the role Employee Resource Network (ERN) groups play at RB Global—not only as spaces for connection and support but also as resources that help align our business practices with our core values. By incorporating their perspectives, RB Global created a meaningful resource that empowers our employees to navigate gender transitions with confidence, empathy, and respect.

This effort highlights how our commitment to inclusion drives tangible change, ensuring every employee feels seen, supported, and valued. The *Navigating Gender Transitions* guide now stands as a component of our inclusive workplace practices and will serve as an ongoing resource for employees, managers, and teams across the organization.

Performance

At RB Global, we are dedicated to building a robust talent pipeline, promoting equal opportunity in hiring and advancement, and fostering a culture of inclusion and belonging that aligns with our core values. In 2024 we continued analyzing our recruitment efforts and adopting innovative strategies. By increasing our social media presence, strengthening partnerships with community-based organizations, military support groups, workforce development programs, and ethnic-focused social service entities we saw a consistent flow of qualified diverse applicants.

Gender Representation

The representation of women at our most senior executive leadership level is 18% (2023: 10%), with 2 out of 11 members of our Executive Leadership Team being women. The representation of women at the Board of Directors level is 18% (2023: 25%), with 3 out of 10 Board members being women.

Female Representation	2023	2024
Board	25%	30%
Executive Leadership Team	10%	18%
Vice President or above	20%	29%
Director or above	20%	29%
Technical Staff*	27%	28%
All Team Members	44%	45%

*Technical staff represents RB Global’s IT function, which includes corporate IT and engineering roles



Ethnicity Diversity

Ethnicity*	All employees	Manager and Up	Below Manager
White	34%	45%	33%
Hispanic or Latino	12%	4%	13%
Black or African-American	9%	2%	9%
Asian	3%	2%	3%
Two or more races	1%	0%	1%
American Indian/Alaskan Native	0%	0%	0%
Other	<1%	<1%	<1%
Not specified	40%	46%	40%
Total	100%	100%	100%

* Ethnicity data for legacy IAA is collected by employee self-identification and visual audit

Totals may vary due to rounding.



Talent & Development

As a global organization, RB Global has a vast perspective of the business on key issues, drawing from a large pool of talent and experience that can be used to solve client problems. We have extensive growth opportunities that can be offered to current and potential employees.

We are continuing to empower our team members to create unique and fulfilling career paths through leadership development and well-being programs.

We're committed to training and development programs that shape leadership behaviors, augment capabilities, and retain the best talent.

Shape Leadership Behaviors

- Identify key leadership characteristics, behaviors, and skills. By 2025, initiate leadership development programs; review the effectiveness of behavior changes using KPIs.

Augment Capabilities

- Identify skill gaps and highlight training needs. By 2025, create initial skill-building programs targeted at key functional groups; review the effectiveness of talent development programs using KPIs.

Retain Best Talent

- Identify "A" players and develop talent action plans. By 2025, develop long-term retention plans and strategies; implement regular feedback mechanisms through employee meetings and surveys; review the effectiveness of retention programs using KPIs.

Our Goal

We commit to working alongside our people to co-create rewarding careers and opportunities, tailored to their personal and professional goals.

Approach

Performance Management

We continued the 4x4 Quarterly Conversation Framework to drive ongoing engagement and connection. We provide managers with resources to help guide meaningful dialogue with their direct reports, centered on team member accomplishments and opportunities.

These conversations help us to identify support required and prioritize actions for the purpose of career growth. We have found that frequent conversations, focused on employee strengths and what they need to help them succeed, facilitate and promote development.

We also encourage all full-time team members to maintain development plans that focus on success in their current job and their future with RB Global.

Career Development

We offer a six-week Leadership Foundations Program (formerly Transition to Leadership) to newly promoted and first-time managers. The curriculum covers everything from understanding their roles to engaging their team. Every week, assignments help managers apply what they've learned on the job. By the end of the program, managers have added to their practical know-how and confidence, helping them to inspire, delegate and communicate effectively in their new role.

We launched a new self-service mentorship program to help provide mentorship support to employees and encourage employees to learn from connections and meaningful relationships with experienced leaders.

Oracle Cloud HCM

We were involved with the enterprise implementation of our Human Capital Management system – Oracle Cloud. We focused on developing the onboarding, performance, and talent management application in the system. We also created technical resources and training to educate our employees on how to use the system.

Training and Education

We provide our team members with instructor-led courses and online self-directed learning. Our learning management system offers a library of over 3,000 online courses, which we will further curate based on business needs. These offerings will be available to all team members to advance skill development, personal effectiveness, leadership potential and career growth.

We also offer Tuition Reimbursement programs.



3,000
Online Courses



Impact Stories

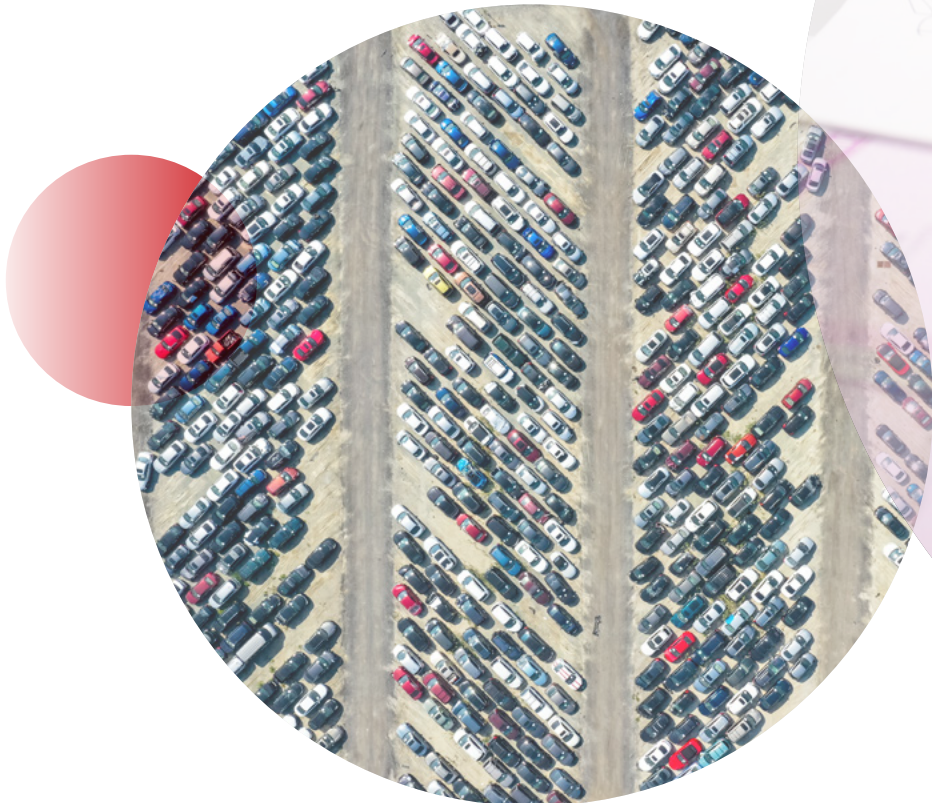
Leadership Foundations Program

In 2024, we rolled out the Leadership Foundations program to the IAA Title Team. Participants ranged from Senior Vice President through to Supervisors in the U.S. totaling 93 participants.



IAA Title Training Program

We focused on strengthening our IAA title training program through a blended learning model. All training content and resources are available on the Title Organization site on IAA's intranet site where we received over 142,000 views on content alone. These efforts are critical to onboarding new title specialists and reducing attrition, while creating a more knowledgeable efficient workforce.



IAA Field Operations Training

New members of our Field Operations team undergo rigorous training to stay updated on industry best practices, customer service standards, and safety protocols. We prioritize continuous learning and development to equip our team members with the skills and knowledge necessary to exceed customer expectations.

“

The Field Development training team has enhanced the dispatching strategy across the network through targeted training programs, new functionality training, and strategic collaboration with the Transportation Team. Utilizing detailed analytics and reporting, they have improved underperforming branches, resulting in an increase in On Time Pickup Performance from 95% to 99% in 2024.

Randell Gann
Director of Tow Performance



99%
On Time Pickup
Performance

“

Due to unforeseen circumstances, one of our branches was faced with losing several key employees, including the Branch Manager. With assistance from the Flex Team, Talent Acquisition team, and the training team, the branch maintained a consistent level of performance. Once we hired the new employees, I contacted our operational effectiveness manager to create a training schedule to get the new employees up to speed as quickly as possible. Our schedule included both virtual and onsite training sessions for the new staff.

The team felt the sense of urgency of getting the new staff trained, and they stepped up and met the challenge they were presented.

Brian Travis
Area Director in U.S. Central



Ritchie Bros. Digital Checkout Initiative

Our team successfully delivered a comprehensive training initiative designed to support the organization's shift to a fully digital, "one-size-for-all" approach. This program included 11 Awareness Calls, 3 Webinars, and 4 Onsite Training sessions, reaching over 300 participants across key roles, including Regional Operation Managers (ROMs), Customer Service Managers (CSMs), Customer Service Representatives (CSRs), Yard, Regional Sales Managers (RSMs), and Territory Managers (TMs).

As part of this transformation, we piloted a fully digital beta event in Tipton, CA with outstanding completion and engagement. Participation levels—309 in Awareness Calls, 36 in Webinars, and 13 in Onsite Training—reflect the broad reach and effectiveness of the program.

Feedback from staff highlighted the impact:

- When asked if the training supported them on sale day and in post-sale tasks, all responded "Very well," noting their needs were effectively addressed.
- The step-by-step instructions for post-sale processes and hands-on practice with tools and systems were consistently rated as the most useful aspects of the training.

This initiative not only aligned with our broader strategy of improving post-sale processes but also equipped our teams with the confidence and skills needed to thrive in a fully digital environment.

Customer Service Excellence Program (CSMX)

Our mission is to empower our participants with the tools, guidance, and one-on-one support needed to excel.

Our Coaches are the heart of the CSMX program. Their dedication, expertise and commitment to their CSMs foster support, mentorship and navigation which help overcome roadblocks and seize growth opportunities.

CSM feedback:

"You guys did an amazing job, and I'm really appreciated that you guys are creating this training. Thank you so much for all of your effort and dedication in creating this course."

Coach feedback:

"Overall, I had a good experience learning new things from them and watching them catch on to different topics. It also helped me grow as a Coach."



Performance

Investing in Training

To support our talent and provide ample opportunities for growth, we invested a combined U.S. \$6.4 million for all training and development across the organization in 2024.

In 2024, our investment in training and development reached approximately \$6.4 million—a substantial increase from previous years. This growth reflects the consolidation of multiple training teams across the organization following our 2023 acquisition of IAA. For the first time, we reported all learning and development efforts collectively under “training,” encompassing teams such as Global Learning and Talent Development, RBFS Training and Development, RB International Sales and Leadership Training, and IAA’s Field and Titles Operations Training. The total spend was calculated by aggregating departmental budgets, enabling a more comprehensive and transparent view of our commitment to workforce development across the newly integrated organization.

Hiring from Within

It is important to us that our team members find a fulfilling career at RB Global. Hiring from within is one way we ensure career development opportunities for our teams. In 2024, we filled 25% of vacancies through internal promotions or transfers.

We also pride ourselves as being a place where our people can have long-lasting careers. In 2024, our voluntary turnover rate was 17% while our involuntary rate was 10%.



\$6.4M
**Training and
Development**

Impact Story: 2024 North America Summer Internship Program

In 2024, we launched the first North America Summer Internship Program. The effort highlighted our dedication to fostering future talent, diversity, and professional development. The program provided meaningful, hands-on experiences and showcased our commitment to empowering the next generation of leaders.

The program included nine interns, representing across Canada (56%) and the United States (44%). Interns worked in various departments, including ESG, Ritchie Bros. Financial Services, People Team, Inside Sales, IT, and Veritred, contributing diverse perspectives to drive innovation and impact.



9 Interns
Working in Canada
and the United States

Program Highlights

Leadership and Development

The 2024 North America Summer Internship Program placed a strong emphasis on leadership and skill development. Interns led weekly staff meetings where they shared valuable insights from their departments and engaged in skills-building sessions designed to enhance their professional growth. Additionally, guest speakers from various RB Global business units provided inspiration and exposure to diverse leadership perspectives, equipping interns with a broader understanding of the organization and its values.

Mentorship and Collaboration

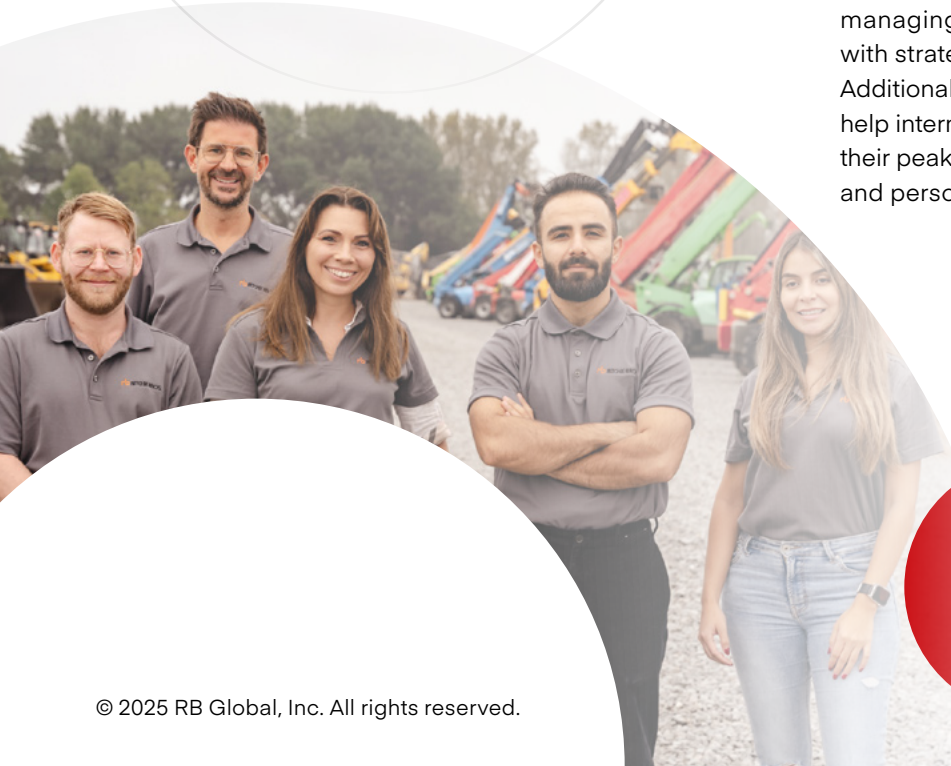
Each intern was paired with a dedicated mentor, fostering professional growth through personalized guidance and proactive engagement. This mentorship provided interns with the tools to navigate their roles effectively while building meaningful connections. Collaboration was further encouraged through Capstone Group Projects, where interns worked in teams to develop solutions, culminating in presentations assessed by RB Global senior leaders.

Community Engagement

Social responsibility was a core focus of the program, with interns participating in a dedicated community service day to give back and reflect RB Global's commitment to making a positive impact. Beyond their projects, several interns also contributed to Employee Resource Groups (ERGs) such as Elevating Black Voices, Women's Link, and SERVE, gaining deeper insights into workplace inclusivity and the importance of community within the organization.

Wellness and Personal Growth

The program also prioritized wellness and personal development. Interns attended workshops focused on managing stress and mental health, equipping them with strategies to build resilience and maintain balance. Additionally, "Everyday Matters" sessions provided tools to help interns bring their best selves to work and perform at their peak, ensuring they left the program with professional and personal growth.





Health & Safety

In 2024, RB Global amplified our commitment to safety as a foundational principle. We fully integrated the best practices from both Ritchie Bros and IAA entities to establish a robust safety culture. The collaboration has empowered us to implement modern safety technology and proven protocols, ensuring a safety- and health-conscious work environment for our combined workforce. To further protect our team members, as well as our property, we engage in strong security measures.

We adopted a proactive safety approach by conducting frequent safety audits and hazard identifications, with the overall objective of identifying and promptly addressing potential hazards. This commitment not only safeguards our workforce but also reflects our dedication to fostering a culture of responsibility and well-being within the unified organization.

“

At RB Global, safety isn't a program - it's a shared responsibility. Every team member, from the yard to the boardroom, plays a role in keeping each other safe. We're proud of how far we've come, and we're committed to building an even safer tomorrow through accountability, innovation, and constant learning.

Steve Lewis

Chief Operating Officer, RB Global

Approach

Occupational Health and Safety Policy

RB Global maintains the highest level of health and safety standards in all aspects of our operations, and our Occupational Health and Safety Policy affirms this commitment. We strive to eliminate known and potential hazards, provide employees with ongoing training and tools, and continually review and strive to improve our safety performance.

Comprehensive and Frequent Employee Training

We begin safety training for our teams on day one. During our month-long safety orientation program, employees work with a mentor and complete a list of safety and job-related tasks that familiarizes them with RB Global's safety policies, procedures, and best practices. Employees also complete mandatory online safety training monthly or annually based on their role. Topics include ergonomics awareness, universal waste management, working in congested areas, parking lot safety, and working alone safely.

Identifying and Reducing Risks

To reduce risks, we monitor leading safety indicators. In 2024, RB Global sites measured safety performance through the following set of leading indicators:

- Daily safety meetings;
- First aid kit and spill kit inspections;
- Monthly site inspections including equipment inspections;
- Hazard identifications with corrective actions; and
- Safety training status.

These leading indicators enable us to continuously monitor safety performance and prevent incidents from occurring. We have processes to help us reach our goal of 100% compliance with the target performance for each leading indicator.

In 2024, each RB Global site included one hazard identification per month, accompanied by a corrective action.

Health & Safety Governance

Health and safety are a shared priority at all levels of the organization.

- Our Chief Executive Officer is ultimately accountable for our health and safety efforts.
- Health and safety is the direct responsibility of each RB Global employee; from our regional field leaders to our Chief Operating Officer.
- Each RB Global region/site has a dedicated Health & Safety Business Partner that provides support to help ensure all principles of our Occupational Health and Safety Policy are adopted.

Our success in health and safety is a team effort. It relies on everyone, at all levels, to take an active role in the development and implementation of our programs, participate in training, and provide feedback on our progress in our safety journey.

Impact Story: Elevating our Safety Standards

At RB Global, safety, efficiency, and employee development are at the core of our operations. In 2024, we took a significant step forward in fostering a culture of continuous improvement by launching an elevated in-house loader training program. This initiative was designed to standardize and enhance the skills of our loader operators while promoting mentorship and professional growth.

The program introduced a three-tiered training structure, with each level building on the last to ensure operators have the knowledge and expertise needed to perform their roles with confidence and precision. In its inaugural year, we rolled out Level 1 Training, which focuses on foundational skills, safety protocols, and operational best practices.

To ensure the program's success, we paired trainees with experienced mentors who provided hands-on guidance and shared invaluable insights gained from years of experience. This mentorship component is a cornerstone of the program, fostering a collaborative learning environment that not only enhances technical skills but also strengthens camaraderie among team members.

The response to the program has been overwhelmingly positive. By the end of 2024, we successfully trained over 150 loader operators across our global operations.





Performance

Safety Training

In 2024, we focused on our global operational employees for our mandatory annual safety training curriculum.

Recordable Incidents & Fatalities

In 2024, we had 133 recordable incidents (and no fatalities), and a total recordable incident rate (TRIR) of 1.78.

Upon amalgamating our two legacy loader programs, we observed a positive shift in incident reporting. That was due to IAA adopting Ritchie Bros. more rigorous legacy reporting standards. This helps to explain the increase in the number of loader incidents in 2024 compared to 2023. This reflects our enhanced commitment to transparency and a proactive safety culture, as our teams diligently contribute to a more comprehensive reporting system.

Description	RB Global
Recordable incidents	133
Total Recordable Incident Rate (TRIR)	1.78

04



Thriving Communities

We are all connected. We cannot thrive unless our customers and the communities around us do as well. Our global marketplace enables businesses to prosper by providing access to buyers and sellers all over the world. And our presence in local communities around the world supports job creation, training and economic health. At RB Global, we see

ourselves as extensions of these communities and continue to take steps to support them. By leveraging our increased global reach, we have a greater opportunity to positively impact a wider number of communities. We prioritize giving resources and time to causes aligned with the needs of the communities we’re a part of, and with our core values.

IN THIS SECTION:

Economic Opportunity

Community Impact

Economic Opportunity

The success of our customers is at the heart of our mission. We are firm believers that RB Global’s marketplace fosters a more interconnected world, empowering companies of all sizes to operate with greater efficiency and contribute positively to their respective industries. Our goal is to not only be a catalyst for business success but also a driving force behind the well-being of the communities our customers call home.

We function as a reliable marketplace for commercial assets and vehicles, facilitating connections between buyers and sellers on a global scale. Through our expansive network and resources, we give our customers the tools, support and opportunities necessary to unlock their full potential.

Beyond our marketplace endeavors, RB Global actively generates economic opportunities through employment training and job opportunities, and steadfast support for local vendors.

We believe in fostering an environment where businesses and people truly thrive, making positive and lasting contributions to the social and economic tapestry of their local environments.

Our commitment is rooted in a desire to cultivate sustainable growth and resilience. We understand that the success of our customers is linked to the prosperity of their communities.

Our promise is to be more than just a global entity; we strive to be a local partner, deeply invested in the economic well-being of the businesses and communities we serve.

By harnessing the power of our global presence, we aspire to transcend geographical boundaries and bring about positive transformations within the fabric of local economies.



Approach

Boosting Opportunities Through Our Global Marketplace

RB Global's marketplace is more than a platform—it's a powerful economic engine that connects businesses with the tools, insights, and opportunities they need to thrive. By leveraging cutting-edge data analytics, technology-driven solutions, and a vast global network, we empower businesses to scale, reduce costs, and optimize asset utilization.

Our marketplace provides customers with flexibility and choice, offering multiple transaction options tailored to their needs. Whether through dynamic live auctions, the convenience of our weekly online auctions, or the accessibility of our 24/7 Marketplace-E and IAA online auctions across 200+ branches, we create seamless pathways for businesses to buy and sell assets with confidence.

Beyond transactions, RB Global plays a key role in strengthening economic ecosystems worldwide. Our trusted advisors work closely with customers to navigate market conditions, identify growth opportunities, and maximize asset value. This localized approach ensures that our global reach translates into meaningful, on-the-ground impact—helping businesses remain resilient, unlocking capital for reinvestment, and fostering job creation across industries.

By facilitating the efficient movement of assets across borders, industries, and economic cycles, RB Global's marketplace extends the lifecycle of valuable equipment, supports sustainable business practices, and drives economic growth in communities worldwide.

Empowering Small Businesses to Grow

At RB Global, we recognize that small and mid-sized businesses are the backbone of local economies. Access to the right equipment at the right time can mean the difference between stagnation and growth. Our global marketplace creates opportunities for these businesses by connecting them with a vast network of buyers and sellers, helping them unlock capital, scale operations, and compete more effectively in their industries.

Impact Story: Expanding Business Through Global Reach

A regional construction company with over 70 years of experience in British Columbia—and a long-standing, loyal RB Global customer—needed to upgrade its fleet to stay competitive in a changing market. The rising cost of new equipment presented a challenge, but RB Global's marketplace provided a flexible, cost-effective solution.

Through the platform, the company acquired gently used, fuel-efficient equipment at competitive prices, allowing them to modernize their operations without overextending their capital. At the same time, they leveraged the marketplace to liquidate their older fleet assets—many of which were sold to buyers in South America, where the equipment continues to support developing businesses and infrastructure projects.

This dual benefit—upgrading locally while enabling economic growth globally—demonstrates how RB Global's platform unlocks value at every stage of the equipment lifecycle, helping businesses grow responsibly and sustainably.

Advancing Circular Economy Practices

RB Global is committed to sustainability by extending the lifecycle of valuable equipment and reducing unnecessary waste. Our marketplace ensures that commercial assets continue to serve industries and communities long after their first use, preventing premature disposal and promoting responsible resource management.





Impact Story: Reusing Equipment to Build a Sustainable Future

An earthmoving company supporting a clean energy infrastructure project in British Columbia was preparing to retire a fleet of heavy-duty equipment as part of its sustainability strategy. Rather than scrapping the assets, the company listed them on RB Global's marketplace.

The equipment was purchased by a family-owned construction business in Eastern Canada, which refurbished the machinery and later deployed it on regional highway expansion projects in Ontario. This transaction not only extended the lifecycle of high-value equipment and reduced environmental waste, but also demonstrated how our marketplace helps equipment find second lives across vast distances—supporting infrastructure development from coast to coast.

By connecting businesses through our platform, RB Global empowers organizations to practice responsible asset management while creating economic and environmental value across communities.

Flexible Options with RB Global Financial Services

To provide our customers with the ability to pursue their own economic opportunities, we offer:

- **PurchaseFlex™**, which facilitates financing for equipment that has aged beyond industry life expectations, with favorable and extended payment terms. This allows purchases from a wide variety of sources to suit their business needs, all with enhanced cash flow flexibility.
- **LeaseFlex™**, which provides customers with adaptable leasing options, from short to long term. In making financing decisions, we consider asset quality as well as credit quality, negotiating favorable rates and providing end-of-term flexibility for asset disposition.
- **PurchaseSafe™**, which can be included in PurchaseFlex™ financing, ensures secure transactions for private sales, something that traditional lenders often overlook.

These advantageous financing options and services offer customers the flexibility they want to acquire the assets that help to fuel their business success. Additionally, we have seen growth in RB Capital Solutions, which provides customers flexible solution to access capital by leveraging equity in their existing equipment fleet in order to meet their business needs, whether their business is in good standing, experiencing growth or transition, or showing early signs of distress.

Floorplan financing offerings are also available to certain prospective bidders across the IAA marketplaces.

Performance

In 2024, RB Financial Services delivered an estimated \$900M in financing through more than 13,700 loans, primarily supporting small- and medium-sized businesses. Despite the turbulence in financial markets throughout the year, we are proud to have remained consistent in our ability to enable our customers access to credit, increasing their purchasing power.

While the total financing amount equated to a minor decrease over previous year, we grew our first-time customer mix significantly this past year. Each funded transaction represents a new opportunity for our customers, reflecting their trust in us, the adaptability of our financing solutions, and our strong approval rates.

Community Impact

We use our global scale and success to give back to and positively affect our communities. With our integrated organization and expanded footprint, we aim to have an even greater impact. In addition to our charitable donations and community sponsorships, we encourage our team members to volunteer their time to a range of causes. Collectively, we are passionate about community-building.

Approach

We focus our efforts on areas that are aligned with our values, and where we feel we can make a meaningful difference. That includes:

- Strengthen our commitment to education, workforce development, and community impact
- Give back to the communities where we live and work
- Empower communities through hands-on learning and emergency training
- Support those in need and strengthening communities

Performance

In 2024, we contributed over \$2.5 million in charitable contributions and sponsorships, demonstrating the combined impact our organization has made across Canada, the United States and globally. We will continue to look for opportunities to enhance the well-being of our communities in the years to come.



\$2.5M

**Charitable
Contributions and
Sponsorships**



Inspiring the Next Generation: Elevate Coweta & RB Global

In 2024, we continued our sponsorship of *Elevate Coweta*, strengthening our commitment to education, workforce development, and community impact.

Near Atlanta, GA, ten Coweta County high school students were invited to our location for an immersive learning experience. The students spent a day shadowing and hearing from staff members in a variety of positions and got a firsthand look the day-to-day operations that powers Ritchie Bros. They learned about career options within our organization and discovered how their interests and abilities might fit in with upcoming openings in branch offices.

By providing real-world exposure and meaningful connections, we aim to spark curiosity, build confidence, and open doors for young talent. Our continued partnership with Elevate Coweta reflects our dedication to workforce readiness, ensuring students have access to valuable learning experiences that prepare them for success.

Making a Difference: The People Team's Commitment to Community Impact

We believe in the power of service and giving back to the communities where we live and work. Our People Team put this belief into action by participating in a series of volunteer initiatives that made a meaningful impact both locally and globally.

In Vancouver, British Columbia, our team partnered with CityReach Care Society, an organization dedicated to supporting local families in need. Through their Food for Families program, we helped provide fresh produce and groceries to those facing food insecurity, ensuring that families have access to nutritious meals.

Through our work with Project C.U.R.E a global humanitarian organization that delivers critical medical supplies to communities in need, RB Global is continuously growing global presence and strengthening our commitment to making a meaningful impact worldwide. Our team spent the day sorting and packing medical equipment, to be shipped to under-resourced hospitals and clinics around the globe.

Closer to home, our team gave back to the *Westchester Food Pantry*, which serves Westchester and the neighboring cities—home to RB Global's corporate headquarters. By lending our time and efforts, we helped prepare and pack grocery orders filled with, fresh produce, dairy, breakfast items, nonperishable food items, snacks and beverages to be distributed to individuals and families facing economic hardship, reinforcing our commitment to supporting the communities where we operate.

Empowering Communities Through Hands-On Learning and Emergency Training

In partnership with The Communication Specialist College in Doncaster, South Yorkshire, our SYNETIQ team donated vehicles, including cars and a motorbike, to enhance their vehicle maintenance program. The students now have hands-on learning opportunities in their on-campus garage without the financial burden of sourcing training vehicles.

Similarly, with support to Reaseheath College in Cheshire, NW England, vehicles were provided for students to practice on. This unique initiative allows them to develop essential automotive skills, and when the vehicles have served their purpose, we replace them with new ones to ensure continued learning opportunities.

Beyond education, SYNETIQ is also dedicated to supporting local emergency services agencies. We provided South Yorkshire Fire and Rescue with a vehicle to facilitate critical extrication training. This hands-on experience helps first responders sharpen their skills in managing serious road collisions, ensuring they are well-prepared to safely and efficiently rescue individuals in real-life emergencies.

Supporting Our Community: Giving Back in Meppen, Germany

As part of our ongoing efforts, our Meppen office donated all revenue from soft drinks sold during viewing days to Tafel, an organization dedicated to fighting food insecurity. Additionally, in November 2024, we hosted a charity auction, donating 100% of the proceeds—including buyer fees—to a local organization. These initiatives reflect our commitment to supporting those in need and strengthening the communities where we live and work.



Impact Story: Supporting Communities- Hurricane Relief Efforts

In 2024, RB Global reaffirmed its commitment to “Thriving Communities” by supporting regions impacted by devastating hurricanes, including Asheville, North Carolina, and Central Florida—areas where we proudly operate branch locations. Understanding the immediate and long-term challenges faced by these communities, we contributed \$10,000 to each region to aid in hurricane relief efforts. These donations underscore our dedication to supporting the local areas where our employees and customers live and work, reinforcing our role as a partner in recovery and resilience.

Our donations went to groups that provide resources such as food, shelter, clothing, and critical materials, assisting individuals and businesses to regroup after the storms. This effort is consistent with our commitment to helping local companies grow and remain economically healthy. By addressing critical community needs, our support helped to mitigate the storms’ impact while strengthening our role as a good corporate citizen. Our efforts reflect our belief that our global presence is a powerful opportunity to drive meaningful, positive change for the causes that matter most.



Impact Story: RB Global Launched Onsite Job Fairs

At RB Global, we are dedicated to fostering thriving communities by supporting local businesses, driving economic growth, and providing access to opportunities that create meaningful change. In 2024, our in-person and online job fairs demonstrated this dedication by acting as effective tools for workforce development and economic empowerment in the local communities where we do business.

Through 40 job fairs hosted across various RB Global divisions and departments, including IAA, RB Financial Services, RB Financial Operations, and RB Inside Sales, we connected with talented individuals eager to advance their careers. These events resulted in 87 extended job offers, with notable success stories that highlight the impact of these initiatives. For example, all six applicants hired through the RB Financial Services job fair not only successfully onboarded but also received promotions from Associate Account Manager to Account Manager by meeting their targeted learning and production objectives.

Job fairs have proven invaluable to our locations with urgent staffing needs by speeding up recruitment procedures that could otherwise take weeks. These events frequently enable us to fill all open positions in a single day for high-volume or time-sensitive roles, allowing us to improve our employer brand in local areas and develop a pool of competent applicants for upcoming positions.

While job fairs can be unpredictable, the preparation, planning, and execution of these events have proven to be game changers, especially for locations with hiring challenges. By hosting job fairs, RB Global underscores its dedication to enabling thriving communities, supporting job creation, and fostering economic health.



Appendices

Metrics Table

Below is a summary of our key performance metrics for the 2023 year. We aim to align select metrics to the guidance of the Sustainability Accounting Standards Board (SASB) and the Global Reporting Initiative (GRI) where possible.

Topic	Description		Unit	2024 Metric	SASB/GRI Reference	Page
Data Security and Privacy	Description of approach to identifying and addressing data security risks*				SASB CG-EC-230a.1 SASB CG-MR-230a.1	17
Governance	Code of Business Conduct	Training Completion	%	97.5		19
Climate Change	GHG Emissions	Scope 1	tCO ₂ e	46,333	SASB CG-MR-130a.1	31
		Scope 2 (location-based)		14,413	SASB CG-EC-130a.1	
		Scope 2 (market-based)		14,045	SASB RT-IG-130a.1	
		Scope 1 and 2 (location-based)		60,746		
		Scope 1 and 2 (market-based)		60,378		
		Scope 3		2,694,591		
	Scope 3	Purchased Goods and Services	tCO ₂ e	511,879		
		Capital Goods		30,257		
		Fuel- and Energy-Related Activities		14,058		
		Upstream Transportation and Distribution		79,477		
		Waste Generation in Operations		5,975		
		Business Travel		9,556		
		Employee Commuting		11,762		
		Down stream Transportation and Distribution		201,341		
		Use of Sold Products		1,546,664		
		End of Life of Sold Products		283,622		
	Energy	Consumed	GJ	923,739		
		Diesel	%	38.60		
		Natural gas		28.59		
		Other Energy		14.20		
		Electricity		17.80		
		Renewable		0.80		
Environmental Management	Spills	Significant		4	GRI 306-3	35

Topic	Description		Unit	2024 Metric	SASB/GRI Reference	Page
Diversity, Equity, Inclusion and Belonging	Female representation	Board	%	30	SASB CG-EC-330a.3	44
		Executive Management		18	SASB CG-MR-330a.1	
		VP or above		29		
		Director or above		29		
		Technical staff		28		
		All Employees		45		
	Ethnicity – All employees	White	%	34	SASB CG-EC-330a.3	45
		Hispanic or Latino		12	SASB CG-MR-330a.1	
		Black or African-American		9		
		Asian		3		
		Two or more races		1		
		American Indian / Alaska Native		0		
		Other		<1		
		Not specified		40		
	Ethnicity – Manager and up	White	%	45	SASB CG-EC-330a.3	45
		Hispanic or Latino		4	SASB CG-MR-330a.1	
		Black or African-American		2		
		Asian		2		
		Two or more races		0		
		American Indian / Alaska Native		0		
		Other		<1		
		Not specified		46		
	Ethnicity – Below manager	White	%	33	SASB CG-EC-330a.3	45
		Hispanic or Latino		13	SASB CG-MR-330a.1	
		Black or African-American		9		
		Asian		3		
		Two or more races		1		
		American Indian / Alaska Native		0		
		Other		<1		
		Not specified		40		
Talent and Development	Investment	Training and development	\$	6.4M		51
	Internal vacancy fill rate	RB Global	%	25	SASB CG-EC-330a.2	
	Voluntary turnover rate	RB Global		17		
	Involuntary turnover rate	RB Global		10		
Health and Safety	Incidents	Total recordable incident rate (TRIR)		1.78	SASB RT-IG-320a.1	55
		Recordable incidents		133	SASB RT-IG-320a.1	
Economic Opportunity	Loans deployed		\$	900M		59
Community Impact	Donations and sponsorships		\$	2.5 M		60

For further details on the data security and privacy approach that is taken by RB Global please reference the most recent version of the 10K filing. Totals may vary due to rounding.

Additional Resources

Reports

- [2023 ESG Report](#)
- [2024 Proxy Statement](#)
- [2024 Annual Report / Form 10-K](#)

Policies & Statements

- Diversity Policy
- [Code of Business Conduct and Ethics](#)
- Environmental Policy
- Occupational Health and Safety Policy
- [Corporate Governance Guidelines](#)
- [Board of Directors Mandate](#)

Other Resources

- [Investor relations site](#)

Please send any ESG inquiries to the following address, ESG@rbglobal.com.

Cautionary/Forward-Looking Statements

The data and information in this report are presented for informational purposes only. They are only as current as the dates indicated and may be superseded by subsequent events or for other reasons, and RB Global assumes no obligation to correct or update any data or information herein, whether as a result of new information, future events or otherwise, except as required by law. Nothing contained in this report constitutes investment, legal, tax or other advice nor is it to be relied on in making an investment or other decision. This report does not constitute an offer to sell or the solicitation of an offer to buy any securities.

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This report contains forward-looking statements and forward-looking information within the meaning of applicable U.S. and Canadian securities legislation (collectively, “forward-looking statements”), including, in particular, statements regarding future financial and operational results and any other statements regarding events or developments that RB Global believes or anticipates will or may occur in the future. Forward-looking statements are statements that are not historical facts and are generally, although not always, identified by words such as “expect”, “plan”, “anticipate”, “project”, “target”, “potential”, “schedule”, “forecast”, “budget”, “estimate”, “intend” or “believe” and similar expressions or their negative connotations, or statements that events or conditions “will”, “would”, “may”, “could”, “should” or “might” occur. All such forward-looking statements are based on the opinions and estimates of management as of the date such statements are made. Forward-looking statements necessarily involve assumptions, risks and uncertainties, certain of which are beyond RB Global’s control, including risks and uncertainties related to: the operations of our customers, general economic conditions and conditions affecting the industries in which RB Global operates; the maintenance of important business relationships; our ability to commercialize new platform solutions and offerings; deterioration of or instability in the economy,

the markets we serve or the financial markets generally; as well as the risks and uncertainties set forth in RB Global’s Annual Report on Form 10-K filed on February 26, 2025 for the year ended December 31, 2024, and subsequent interim reports on Form 10-Q which are available on the SEC, SEDAR+, and RB Global websites.

The foregoing list is not exhaustive of the factors that may affect RB Global’s forward-looking statements. There can be no assurance that forward-looking statements will prove to be accurate, and actual results may differ materially from those expressed in, or implied by, these forward-looking statements. Forward-looking statements are made as of the date of this report and RB Global does not undertake any obligation to update the information contained herein unless required by applicable securities legislation. For the reasons set forth above, you should not place undue reliance on forward-looking statements.

This report contains estimates and other statistical data made by independent parties and by RB Global relating to our ESG performance. Estimates and data contained in this report are unaudited, not prepared in accordance with GAAP, and involve assumptions and limitations, which may impact their accuracy, and you are cautioned not to give undue weight to such estimates and data.

Certain information contained herein relating to industry frameworks, standards or reporting initiatives may be subject to change, and no assurance can be given that RB Global will continue to report under, follow or support such industry frameworks, standards or reporting initiatives.

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