

Non-Tobacco Use Credit — Wellness Program Provision

United Rentals Summary Plan Description — Wellness Program Section

Overview. As part of the Plan's wellness program, eligible employees who do not use tobacco products will receive a **\$600** per year credit (*\$23.08 per bi-weekly pay period and \$11.54 per weekly pay period*) toward the cost of coverage under the United Rentals medical plan coverage (the “Non-Use Credit”). If an employee’s spouse or domestic partner is also enrolled in the medical plan, both the employee and spouse or domestic partner must certify that they do not use tobacco products for the employee to receive the credit.

Ways to Receive the Non-Use Credit

There are three alternative ways to receive the Non-Use Credit i.e., the additional **\$600** per year (*\$23.08 per bi-weekly pay period and \$11.54 per weekly pay period*) toward the cost of United Rentals medical plan coverage.

1. An eligible individual can attest, within Workday, that he or she (and covered spouses or domestic partners, as applicable) has not used any tobacco products within the preceding 3 months (including cigarettes, e-cigarettes, cigars, pipes, smokeless tobacco (including chewing tobacco or snuff), vaping devices, or other nicotine delivery devices within the last three months. This definition applies to any product that contains tobacco flavoring or is intended to mimic tobacco products or deliver nicotine for any purpose other than that of cessation by nicotine patches or nicotine gum but excluding use that is solely and exclusively for religious or ceremonial purposes). This self-attestation must be completed during *benefits enrollment in Workday* and is subject to the Plan's wellness program certification and audit procedures.
2. An individual can complete the tobacco cessation program made available by the Plan (or the Plan's designated vendor) at no cost to the individual. Completion of the cessation program — regardless of whether you cease using tobacco — entitles the individual to the Non-Use Credit, including a refund of any missed Non-Use Credit during the Plan year prior to completing the cessation program. To request additional information about the cessation program or how to enroll, contact: 1hr@ur.com or via *Workday Help Case*.
3. Your health plan is committed to helping you achieve your best health. Rewards for participating in the wellness program are available to all employees. If you think you may be unable to meet the standard required to earn this Non-Use Credit under this wellness program (options 1 or 2 above), you may qualify for an opportunity to earn the same reward — the Non-Use Credit — by different means. Contact us at 1hr@ur.com or via *Workday Help Case* and we will work with you (and, if you wish, with your physician) to find an alternative program with the same reward that is right for you in light of your health status. Completion of this alternative program entitles you to the full Non-Use Credit, including a refund of any missed Non-Use Credits available during the Plan year prior to completing the program.

Confidentiality

Information collected in connection with this wellness program, including tobacco-use attestations and participation in any cessation program, will be maintained in accordance with the Plan's applicable privacy and confidentiality obligations, including, to the extent applicable, the HIPAA privacy and security rules, and will not be used for any purpose other than administration of this wellness program, except as otherwise permitted or required by law.

Effective Date

This provision is effective as of *January 1, 2026*.
