

**REPORTING ENTITY'S LEGAL NAME:**

Rush Enterprises, Inc.

**FINANCIAL REPORTING YEAR:**

January 1, 2023 – December 31, 2023

This is a joint report. Rush Enterprises, Inc. and Rush Truck Centres of Canada Limited

**STRUCTURE, ACTIVITIES AND SUPPLY CHAINS**

Rush Enterprises, Inc. is a publicly traded corporation headquartered in New Braunfels, Texas. As the premier solutions provider to the commercial vehicle industry, we at Rush Enterprises are proud of our reputation for quality and integrity.

Our Core Values are Productivity, Fairness, Excellence, and Positive Attitude. At the most basic level, Productivity means getting the job done well and with a sense of urgency. Fairness means doing the right thing every time. Excellence means doing it better than everyone else does. And Positive Attitude means approaching every day with excitement about doing our jobs.

We operate more than 200 commercial truck dealerships and related businesses across the United States and Canada. This includes 8,000 employees, over 500 of whom are based in Canada. Business activities include servicing commercial vehicles, selling, leasing, and renting commercial vehicles, and selling commercial vehicle parts.

Rush Truck Centres of Canada Limited is a subsidiary of Rush Enterprises, Inc., with its main office in Mississauga, Canada. Rush Truck Centres of Canada Limited is the importer of record for two parts suppliers located in the United States of America: Fontaine Trailers and Kalmar Ottawa Shunts.

The majority of goods and services used by Rush Enterprises, Inc. and Rush Truck Centres of Canada Limited are sourced from North America. Some goods and services are sourced from countries not in North America.

For purposes of this joint report, reference to Rush includes both Rush Enterprises, Inc. and Rush Truck Centres of Canada Limited.

For information about the management structure of Rush Enterprises, click [HERE](#).

For information about the Rush Enterprises' Board of Directors, click [HERE](#).

For more information about Rush Enterprises' business operations, click [HERE](#).

**FORCED LABOR AND CHILD LABOR POLICIES AND DUE DILIGENCES**

Rush is committed to respecting the human rights and dignity of everyone. Rush complies with all applicable laws prohibiting forced labor and child labor. Rush will not tolerate abuse of human rights in our operations or by our suppliers.

Reference Rush's [Human Rights Policy](#), [Supplier Code of Conduct](#), and [Rush Driving Principles](#) for more information.

**FORCED LABOR AND CHILD LABOR RISK**

Rush considered the ways in which forced labor and child labor could potentially be linked to its operations. To the best of its knowledge, Rush determined that tier one suppliers located outside of North America posed a potential risk of forced labor and child labor. These few suppliers are located in China, Taiwan, and Turkey.

These suppliers are audited to ensure compliance with Company onboarding procedures, anti-corruption, accurate recordkeeping, child labor, forced labor, workplace safety, and quality control practices.



#### **REMEDATION MEASURES**

To the best of its knowledge, Rush has not identified any forced or child labor in its activities and supply chains.

#### **REMEDATION OF LOST INCOME**

Rush has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced or child labor in its activities and supply chains.

#### **TRAINING**

During the financial reporting year, Rush did not train employees on risks related to forced or child labor.

However, Rush has previously trained employees whose job functions may expose them to forced or child labor, including senior management. These roughly 75 employees were trained via a mandatory 5-minute online training course. The course included forced and child labor, as well as acknowledging Rush's Human Rights Policy. The course was developed internally, using an external organization's video.

#### **ASSESSING EFFECTIVENESS**

- Complaints received via its third party, independent reporting service and internal reports for mentions of forced or child labor violations; and
- Supplier audits to ensure compliance with anti-forced and child labor practices.

#### **APPROVAL**

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

A handwritten signature in black ink that reads "Michael Goldstone".

Michael Goldstone  
Vice President/General Counsel  
May 13, 2024

I have the authority to bind Rush Enterprises, Inc.