



FIGHTING AGAINST FORCED LABOUR AND CHILD LABOUR IN SUPPLY CHAINS ACT JOINT REPORT FOR RUSH ENTERPRISES, INC. AND RUSH TRUCK CENTRES OF CANADA LIMITED

REPORTING ENTITY'S LEGAL NAME:

Rush Enterprises, Inc.

FINANCIAL REPORTING YEAR:

January 1, 2025 – December 31, 2025

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 roughly 7,700 employees, nearly 600 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 three parts suppliers located in the United States of America: Battle Motors, 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 DILIGENCE

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

Rush maintains policies and procedures reasonably designed to identify, assess, and address risks of forced labour and child labour within its operations and supply chains, consistent with applicable legal requirements and industry practices. Please reference Rush's [Human Rights Policy](#), [Supplier Code of Conduct](#), and [Rush Driving Principles](#) for more information.

FORCED LABOR AND CHILD LABOR RISKS

Rush considered the ways in which forced labour and child labour could potentially be linked to its operations. Rush has conducted a risk-based assessment of its supply chain and identified that certain suppliers located outside North America may present elevated inherent risk factors associated with forced labour and child labour due to geographic sourcing considerations. These few suppliers are located in China.

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

REMEDATION MEASURES

To the best of its knowledge, Rush has not identified any instances of forced or child labour within its operations or supply chains. If any such instances are identified, Rush will evaluate and implement appropriate remedial actions consistent with applicable law and Company policy.

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 labour in its activities and supply chains.

TRAINING

During the financial reporting year, Rush did not conduct new standalone forced labour or child labour training. However, existing policy awareness and prior training measures remain in effect.

Rush has previously provided training to employees whose job responsibilities may expose them to risks related to forced labour or child labour, including members of senior management. Approximately 500 employees acknowledged Rush's Human Rights Policy during the prior financial reporting year. The policy was developed internally.

In addition, new hires in roles with potential supply chain or sourcing exposure are required to acknowledge their understanding of and compliance with Rush's Human Rights Policy as part of onboarding.

ASSESSING EFFECTIVENESS

Rush measures the effectiveness of its corporate compliance program, which includes the risks of forced labor and child labor. This includes reviewing:

- 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 Fighting Against Forced Labour and Child Labour in Supply Chains Act (Act), and in particular section 11 thereof, I, in the capacity of Senior Vice President/General Counsel, attest that I have reviewed the information contained in the report on behalf of the governing body of the 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 within this report.

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

Michael Goldstone
Senior Vice President/General Counsel
April 16, 2025

I have the authority to bind Rush Enterprises, Inc.