Reworld™
Sustainable
Waste Solutions

Waste better.

Sustainability Databook 2025

About This Report

The Sustainability Databook is a supplement to our Sustainability Report.

This document has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board's (SASB) Waste Management sector standards. Unless otherwise noted, the data in this document reflects Reworld™ ("the Company", "our") activities in North America for the period of January 1 through December 31, 2024.

We aim to publish comprehensive and transparent disclosures about our sustainability management approaches, strategies, activities, and performance, through the following sections:

• The Double Material Assessment presents our material impacts, risks, and opportunities.

• The Performance Data Tables provide operational, workforce, and environmental data.

• The GRI Index provides detailed information on our performance in accordance with the GRI Standards.

• The SASB Index provides information in accordance with the SASB disclosure requirements.

Visit our **Sustainability Resources** site for additional documentation, including:

• Previous Sustainability Reports

• Current and previous greenhouse gas emission disclosure to CDP

• White Papers and other technical documents

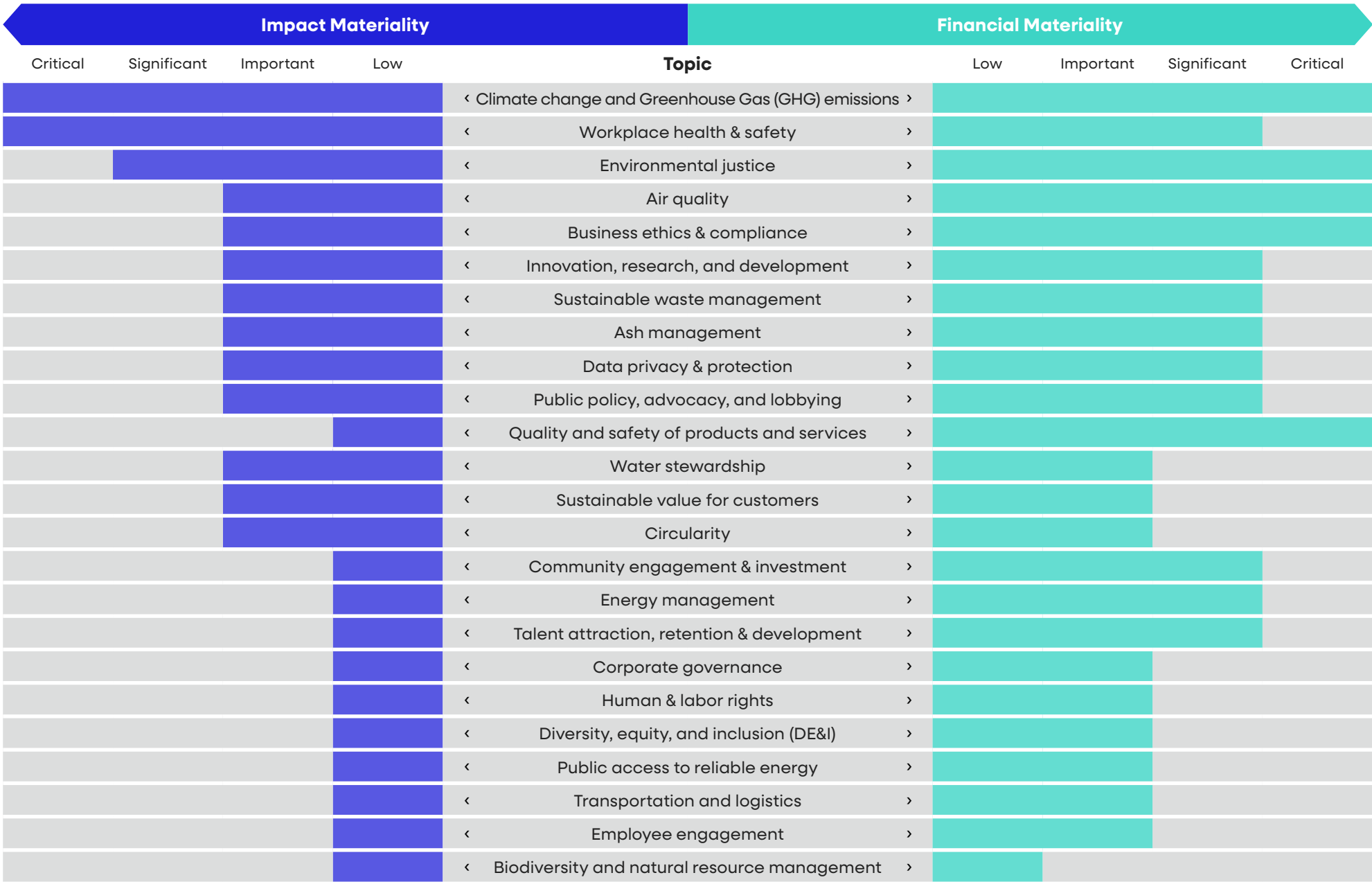We are reimagining what waste can do – helping you waste better.

Contents

Our Double Materiality Assessment Results

In 2023, we conducted a materiality assessment using double materiality principles. We followed guidance from the European Union's Corporate Sustainability Reporting Directive (CSRD) and the European Sustainability Reporting Standards (ESRS) to enhance the process and stay ahead of emerging regulations. This assessment, taking into account short, medium, and long-term perspectives, considers materiality from both outward and inward viewpoints: the impact Reworld™ may have on people or the environment, as well as the financial impact of sustainability topics on our business. We believe this robust approach enables us to make more informed strategic decisions, meet evolving stakeholder expectations, and demonstrate greater transparency and accountability.

As part of the assessment, we conducted extensive research on key trends and stakeholder expectations and gathered insights from a combination of 45 internal and external stakeholders through interviews. This process helped us identify key impacts, risks, and opportunities (IROs) based on our potential and/or actual outward impact, as well as the inward impact on our business.

Impact Materiality				Topic	Financial Materiality			
Critical	Significant	Important	Low		Low	Important	Significant	Critical
				‹ Climate change and Greenhouse Gas (GHG) emissions ›				
				‹ Workplace health & safety ›				
				‹ Environmental justice ›				
				‹ Air quality ›				
				‹ Business ethics & compliance ›				
				‹ Innovation, research, and development ›				
				‹ Sustainable waste management ›				
				‹ Ash management ›				
				‹ Data privacy & protection ›				
				‹ Public policy, advocacy, and lobbying ›				
				‹ Quality and safety of products and services ›				
				‹ Water stewardship ›				
				‹ Sustainable value for customers ›				
				‹ Circularity ›				
				‹ Community engagement & investment ›				
				‹ Energy management ›				
				‹ Talent attraction, retention & development ›				
				‹ Corporate governance ›				
				‹ Human & labor rights ›				
				‹ Diversity, equity, and inclusion (DE&I) ›				
				‹ Public access to reliable energy ›				
				‹ Transportation and logistics ›				
				‹ Employee engagement ›				
				‹ Biodiversity and natural resource management ›				

To score and rank IROs and their associated topics, we used the following methodology:

For impact materiality, we evaluated the severity of the impacts, specifically considering their scale (how significant the impact is on people and the environment), scope (how widespread the impact is), and for negative impacts, the extent to which they are irremediable. For potential impacts, we also considered the likelihood of those impacts occurring.

For financial materiality, we assessed the magnitude of the risk or opportunity's financial impact, as well as the likelihood of those risks or opportunities occurring.

We set our materiality thresholds at "important" for both impact and financial materiality, meaning that IROs identified as important or above, along with their associated topics, were deemed material. IROs and associated topics that do not meet the threshold of materiality, while not currently a focus for our strategy and reporting, will be monitored and potentially reevaluated in future assessments.

The results of this assessment are summarized above. Stakeholders from across EQT, Reworld™ leadership and employees, county-owned operations, local governments, industry peers, and local communities – including challenger groups – were interviewed by a consultant, with Reworld™ functions such as Outreach, Sales, Government Relations, Health & Safety, Human Resources, Operations, Marketing, and Strategy represented. The Steering Committee validated the results, which will guide future strategic planning and reporting.
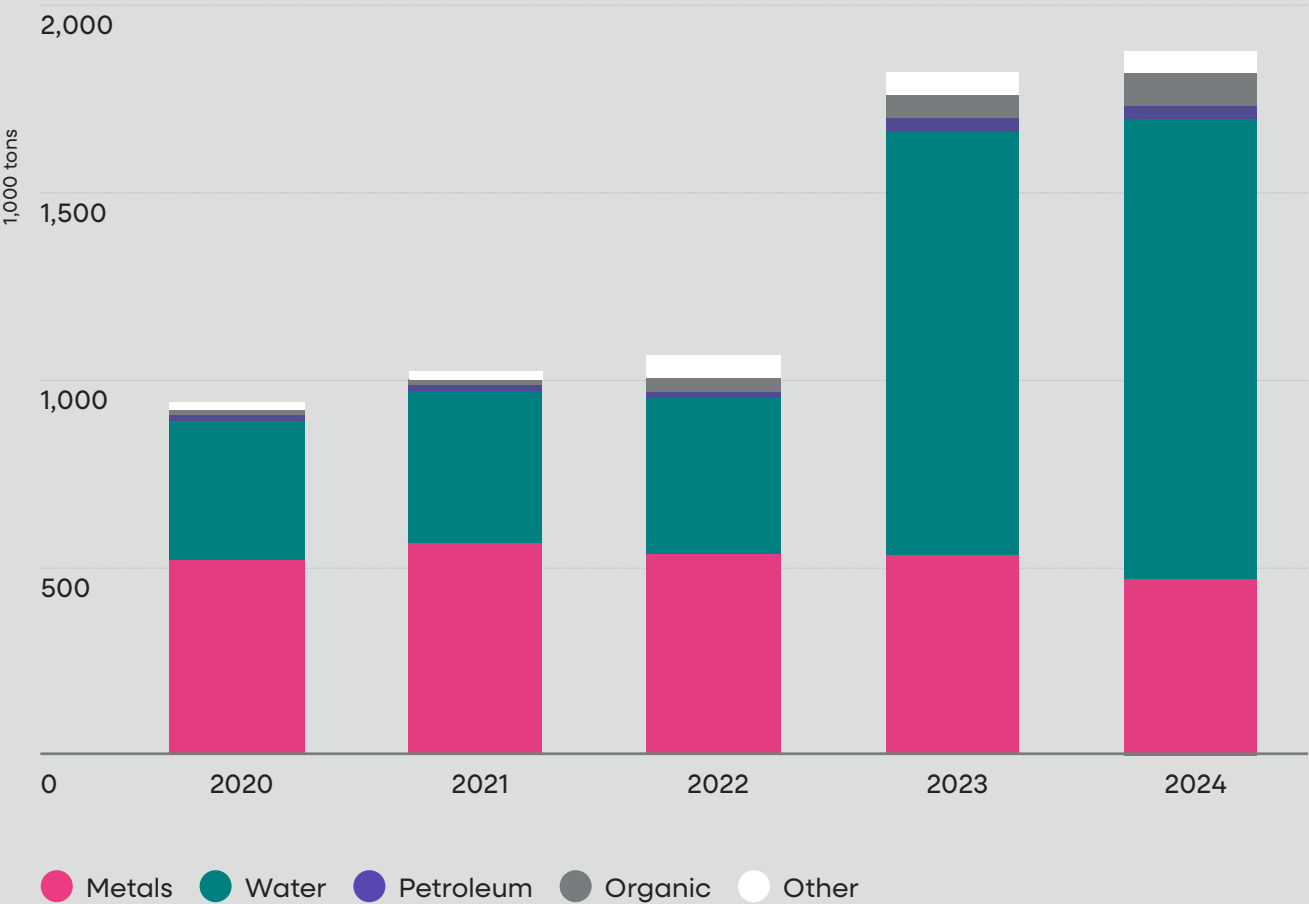
Key Data Highlights

Operations

Total Waste Recycled/Reused

Our acquisitions have nearly doubled our capacity to recycle and/or reuse waste for our customers, significantly expanding our sustainable waste management solutions.

● Metals ● Water ● Petroleum ● Organic ○ Other

Recycle/Reuse progress is based on operational performance, not adjusted per the Sustainability Linked Financing Framework.

Our People

Our operations continue to outperform the waste sector and overall industry averages for safety metrics.

55%
LOST WORKDAYS REDUCED
Reduction in lost workdays compared to 2023

47%
BETTER TRIR* THAN WASTE INDUSTRY AVERAGE
Lower Total Recordable Incident Rate than Waste Industry average

1:1
GENDER PAY RATIO
We are closing the gender pay gap at Reworld. Nationally, women make 82 cents on the dollar compared to men.

Workforce

We are committed to fostering a diverse workforce. Relative to 2020, the total number of women at Reworld™ increased by 43%, resulting in an overall 2% growth for the Company.
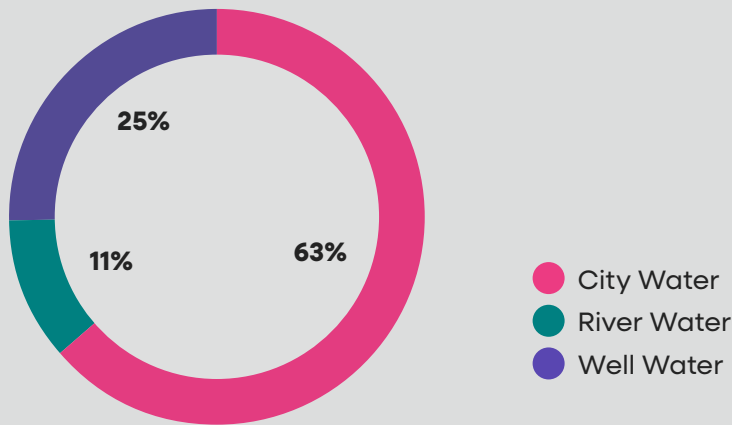
Gender and Racial Diversity

● Women (% of total workforce) ○ People of color (% of total workforce)
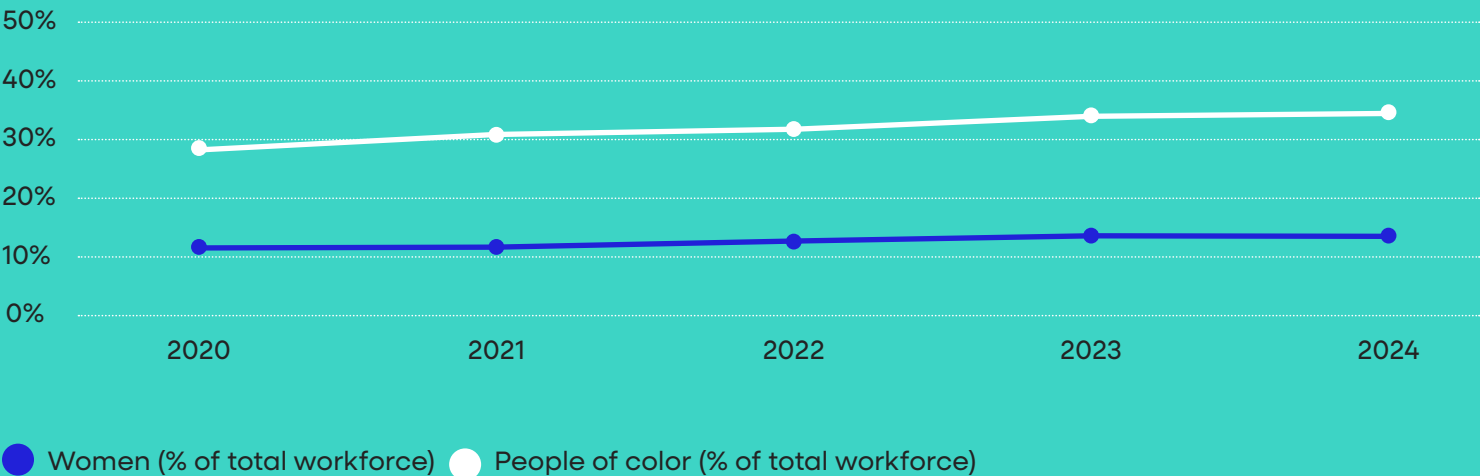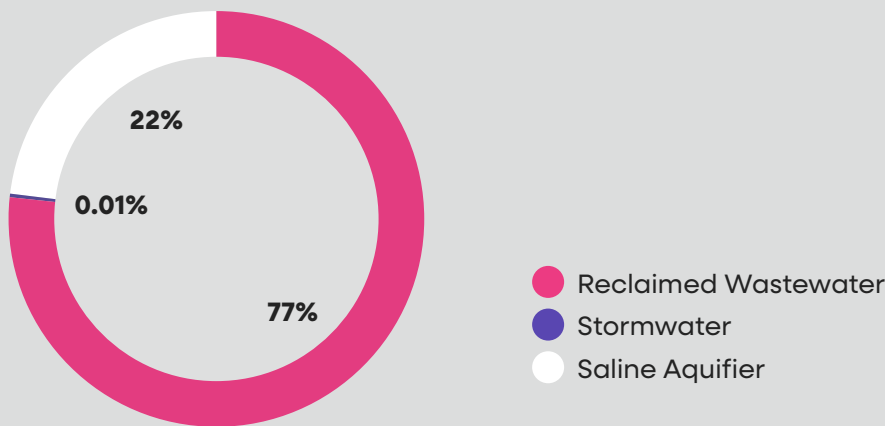
Key Data Highlights

Operations

Optimizing Water Use

We actively manage water use across our facilities by minimizing freshwater withdrawals and increasing the reuse of treated wastewater in operational processes.

Freshwater Sources

- 25%
- 11%
- 63%

- City Water
- River Water
- Well Water

Alternative Sources

- 22%
- 0.01%
- 77%

- Reclaimed Wastewater
- Stormwater
- Saline Aquifer

Numbers may not add up due to rounding

Environmental Performance*

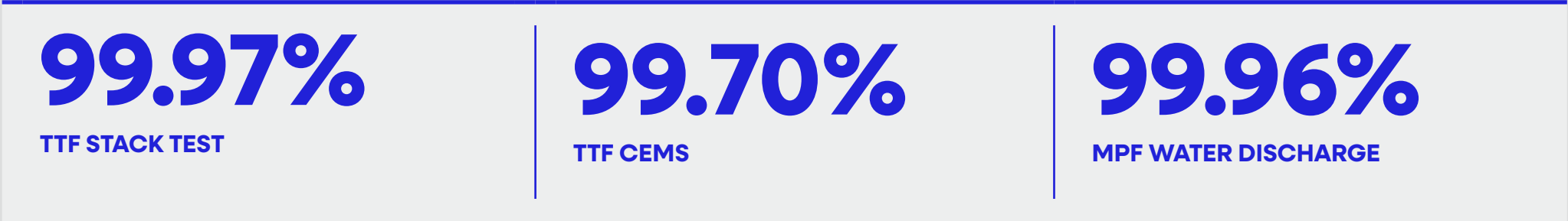### Reworld™ U.S. TTF Emissions Compared to Federal Standards

Our TTFs continue to operate well below federal standards. Emissions are measured on a concentration basis through Continuous Emissions Monitoring Systems (CEMS) and annual stack testing.

% Below Federal Standard

Pb	Cd	Hg	PM	Dioxins	HCl	SO$_2$	CO	NOx
98%	98%	97%	91%	85%	79%	73%	70%	40%
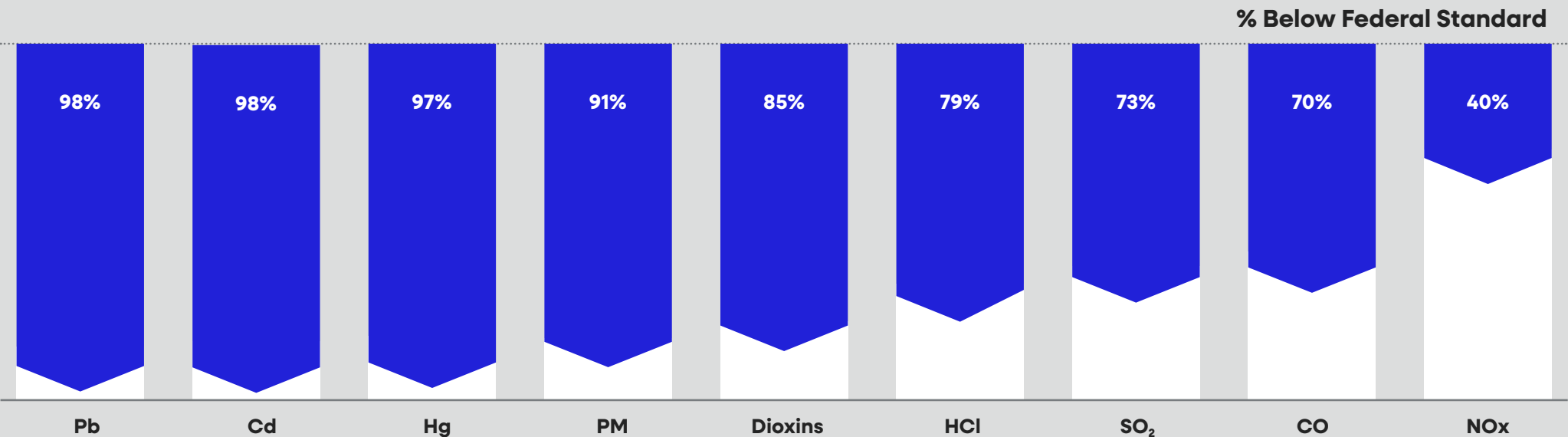
Based on 2024 average emissions concentrations from Reworld™ U.S. TTFs.

Compliance Rates**

Environmental compliance is essential to our business. We are proud to maintain over 99.9% compliance with stack testing, CEMS and water discharge metrics across our TTFs and MPFs.

99.97%
TTF STACK TEST

99.70%
TTF CEMS

99.96%
MPF WATER DISCHARGE

* 2022-2024 Average Annual Emissions compared to federal guidelines for existing facilities (40 CFR 60 Subpart Cb).
   Facility may be subject to more stringent requirements by permit or in accordance with other federal guidelines.

** Compliance is determined by facility-specific permitted limits, which may be more stringent than federal standards.

GRI Index

We are committed to reporting against the GRI Standards, a widely used standard for sustainability reporting. Organized in alignment with GRI Universal, Topic-Specific, and Sector Standards, the index incorporates key disclosures on our sustainability progress. This index serves as a supplement to our public sustainability reporting, providing additional detail on material areas while also referencing publicly available reports, webpages, and other relevant resources.

GRI Standards	Disclosure Name	Response (2024 RY)
GRI 2: General Disclosures 2021		
2-1	Organizational detail	**Reworld™ Website/**About Us **Reworld™ Website/**Where We Are **2025 Sustainability Report/**Introduction (pages 4-7)
2-2	Entities included in the organization's sustainability reporting	About This Report **Reworld™ Website/**Where We Are **Performance Data/**Operations Data
2-3	Reporting period, frequency, and contact point	This report presents data for the 2024 reporting year from January 1, 2024, to December 31, 2024. We publish a publicly available sustainability report on an annual basis, available at 2025 Reworld™ Sustainability Report. Any questions or comments regarding Reworld™ sustainability reporting should be sent to sustainability@reworldwaste.com
2-4	Restatements of information	Our 2025 Sustainability Report was updated November 2025, to reflect restatements addressing corrections.
2-5	External assurance	We receive third-party assurance/verification for select sustainability deliverables. • Our progress against Sustainability-Linked Financing key performance indicators (KPIs) receives limited assurance (Association of International Certified Professional Accountants (AICPA) attestation standards: AT-C Section 105 and AT-C 210) by an external financial auditing firm annually. Verification Statements are posted on the Sustainability-Linked Financing webpage. • In 2024, we received third-party assurance for a Life Cycle Assessment against ISO 14040/44 and 14067 regarding the GHG avoidance provided by the diversion of municipal solid waste from landfill to Reworld™ TTFs. • Our GHG inventory is reviewed by a third party as part of limited assurance provided to EQT, our owners. This is a requirement as part of EQT's Bridge ESG Reporting for EQT Infrastructure V Fund portfolio companies. • 97.4% of our GHG inventory data is reported to the U.S. EPA's mandatory Greenhouse Gas Reporting Program, which contains data validation tools, and is subject to the accuracy in reporting requirements of the Clean Air Act.
2-6	Activities, value chain, and other business relationships	We are a leader in sustainable waste solutions, providing innovative and environmentally responsible services to North America. We are committed to advancing zero waste initiatives and supporting sustainability goals through state-of-the-art technologies that reimagine, reduce, reuse, recycle, recover, and renew. For more information, visit www.reworldwaste.com **Reworld™ Website/**What We Do **Reworld™ Website/**Who We Serve
2-7	Employees	Performance Data Tables reflect permanent Reworld™ employees, only. **Performance Data/**Workforce and Diversity
2-8	Workers who are not employees	Temporary employees (contractors) are tracked separately from permanent employees and are not reflected in our Performance Data Tables. In 2024, we hired an estimated 350 to 500 individuals for short-term assignments (on average, less than 100 days long) across the fleet. Most of these assignments were project-based labor, including support for facility outages, upgrades, and maintenance, during which the number of temporary employees typically increases. The remaining temporary hires filled project management, administration, and housekeeping roles, for example.

GRI Standards	Disclosure Name	Response (2024 RY)
2-9	Governance structure and composition	Leadership at all levels of our organization works to advance our vision and sustainability goals.
		Owners
		Our private equity owners, EQT Partners Inc. and GIC Private Limited, thematically seek out companies with strong sustainability performance. This focus guides our business from the top down.
		Board Structure
		All Board members were selected by EQT and GIC. Six of the current ten members were appointed when Reworld™ was acquired in 2021. In addition to their professional and/or leadership experience in the areas of health & safety, environment & climate change, community engagement, and materials management, at least two Board members have extensive experience in renewable energy and environmental risk management.
		As of October 2025, we have ten Board members, seven of whom are independent, and none are executives from the Company's Senior Management Team.
		The six longest standing members have served on the Board since November 2021, with four members joining within the last three years.
		Committee Structure
		As of November 2025, the Board has five committees: Risk, Audit, Compensation, Environmental Justice & Sustainability, and Growth & Commercial.
		Each is chaired by an independent board member with the relevant expertise. The members of the committees are appointed by the Board of Directors.
		Each committee is a majority independent directors.
		Performance Data/Workforce and Diversity
		Reworld™ Website/Our Leadership
2-10	Nomination and selection of the highest governance body	Following our acquisition in 2021, EQT entirely renewed our Board composition. All members have had a tenure of less than five years. Board members were selected to match the skills needs of our Company. Our experienced Board Chair has extensive financial expertise, and remaining members are experts in a variety of disciplines critical to our business, including, but not limited to, power, environmental/sustainability, marketing, finance, and operations.
2-11	Chair of the highest governance body	**Reworld™ Website/**Our Leadership
2-12	Role of the highest governance body in overseeing the management of impacts	Our Board has five committees (as of November 2025) to oversee our operations and management, manage potential impacts, and review effectiveness of Company strategy.
		Our Board has direct oversight of our sustainability strategy. Specifically, as directed in the committee's charter, our Environmental Justice & Sustainability Committee is responsible for review and oversight of sustainability and corporate social responsibility initiatives, performance, and reporting, as well as developments and trends regarding public policy affecting the Company.
		Regarding climate specifically, the committee assesses and reviews changes in public policies, including the evolving development of regulations, progress on goals and targets, and the content of our corporate sustainability report.
		Additionally, our senior management updates our Risk Committee on a variety of risk topics, including sustainability risk, quarterly.
2-13	Delegation of responsibility for managing impacts	The Environmental Justice & Sustainability Committee provides oversight and governance on matters related to environmental compliance, environmental justice, and climate change.
		The highest executive with specific responsibility for sustainability matters, – the Chief Sustainability Officer (CSO) – reports directly to the CEO and delivers updates to the Board and/or relevant Board Committees at least quarterly. The CSO manages the full sustainability team, inclusive of Environmental Affairs, Government Affairs, and Community Outreach.
2-14	Role of the highest governance body in sustainability reporting	The highest governance body with a role in sustainability reporting at Reworld™ is the board-level Environmental Justice & Sustainability Committee. This committee provides oversight and governance on matters related to environmental justice, government affairs, and sustainability. The committee's responsibilities include, but are not limited to:
		• Reviewing significant policies and performance and providing guidance on matters relating to our environmental justice, government affairs, and social risks and opportunities, employee health and safety, approach to corporate social responsibility, and activities related to community and stakeholder engagement.
		• Advising the Board and management on significant public issues that are pertinent to the Company with respect to environmental justice, government affairs, and sustainability.
		• Providing oversight of the Company's sustainability strategy and goals, including how environmental justice, sustainability, and government affairs risks and opportunities are integrated into business planning and decision-making.
		• Reviewing and overseeing the annual sustainability report, as applicable.

GRI Standards	Disclosure Name	Response (2024 RY)
2-15	Conflicts of interest	We require all employees to annually certify compliance with our Code of Business Conduct, and to identify any Conflicts of Interest. We also require disclosure from the Board of their participation in other businesses (including Board positions, management, or ownership) that could lead to conflicts of interest. As a private company, cross-shareholding is not a concern at this time. **Reworld™ Sustainability Resources/**Code of Business Conduct
2-16	Communication of critical concerns	Our management maintains a detailed Risk Register, including but not limited to, Sustainability, Operations, and Financial Risks. This is updated and reviewed with the Risk Committee at least annually. Risks are rated in terms of likelihood of potential impact and include any critical financial or legal concerns. Employees can report any concerns (including anonymously) through the EthicsPoint confidential reporting platform or the Reworld™ third-party hotline. A written report to the Audit Committee is presented quarterly regarding every complaint and its disposition. Most complaints reported in 2024 were not considered "critical."
2-17	Collective knowledge of the highest governance body	Our Board members were selected by EQT and GIC based on their professional expertise. At least two Board members have extensive experience in renewable energy and environmental risk management. The Chief Sustainability Officer regularly updates the Environmental Justice & Sustainability Committee on key emerging and continuing topics regarding the environment, government affairs, and community outreach, including, but not limited to, emerging environmental regulation and policies, climate change, permitting, and environmental justice. **Reworld™ Website/**Our Leadership
2-18	Evaluation of the performance of the highest governance body	Evaluation of the Board, specifically regarding its composition, operational directive, and individual Board member performance, is undertaken by EQT and GIC, as well as the Board Chair with input from the CEO.
2-19	Remuneration policies	Board members have a fixed salary and participate in the Management Participation Plan (MPP), where payout is determined by the performance/ROI of EQT and GIC as a multiple of their initial investment. The MPP rewards organizational performance based on stakeholder value and growth. Board compensation is derived by EQT and GIC. Remuneration policies for Senior Executives include the following options: • Fixed pay: Base compensation is fixed. • Variable pay: Sources of variable compensation include the executive bonus plan (aligned to EBITDA performance), participation in the MPP, sign-on bonuses and/or recruitment incentive payments. • Termination payments: Executive severance plans are in place. • Clawback: Such circumstances are identified in offer letters where sign-on bonuses are applicable. • Retirement benefits: 401k plan and deferred compensation plan in place. The financial compensation of the Board and senior executives is tied to the long-term performance of the Company, which is directly tied to our ability to execute on our strategy to advance more sustainable waste management. Our progress in advancing sustainable waste management is tracked with a variety of KPIs, which include, but are not limited to, total waste diverted from landfill, electricity, and steam generated, materials recycled, and excess discharge/emission events. Through our sustainability-linked financing, we have directly linked financial metrics with sustainability performance.
2-20	Process to determine remuneration	Our owners, EQT and GIC, determine the compensation for Board members. The Compensation Committee oversees the Senior Executive compensation and bonus programs. Compensation consultants are also employed to review Senior Executive compensation plans, but not Board member compensation.
2-21	Annual total compensation ratio	The highest paid individual's compensation is governed by a confidential employment agreement between EQT, GIC, and that individual.
2-22	Statement on sustainable development strategy	**2025 Sustainability Report/**Delivering Solutions for a More Sustainable Future (page 4)

GRI Standards	Disclosure Name	Response (2024 RY)
2-23	Policy commitments	**Reworld™ Website/**Our Commitment Highest level of approval: Board of Directors **Reworld™ Sustainability Resources/**Environmental Policy Highest level of approval: Chief Sustainability Officer **Reworld™ Sustainability Resources/**Code of Business Conduct Highest level of approval: Board of Directors **Reworld™ Sustainability Resources/**Health & Safety Policy Highest level of approval: VP Health and Safety **Reworld™ Sustainability Resources/**Community and Environmental Justice Policy Highest level of approval: Chief Sustainability Officer We do not have a Human Rights Policy.
2-24	Embedding policy commitments	We require all employees to complete the Annual Certification of Code of Business Conduct. The Code of Business Conduct is a statement of our commitment to acting in accordance with the law and integrity in everything we do. Annually, each employee receives a reminder to confirm compliance with the Code of Business Conduct for the prior year and is asked to commit to comply with the Policy in the coming year. This reminder is generally sent via email at year-end in connection with the annual audit of our financial statements. Suppliers must comply with our Supplier Code of Business Conduct. A section on each Purchase Order Terms & Conditions requiring our suppliers to "maintain and abide by appropriate professional codes and business standards…" is included. **Reworld™ Sustainability Resources/**Code of Business Conduct **Reworld™ Website/**Supplier Relations
2-25	Processes to remediate negative impacts	Grievances received from the communities in which we operate are received at the facility level. Issues that impact multiple facilities are elevated to regional and corporate operations, asset managers, and environmental teams as appropriate to leverage their expertise and share lessons learned. Similarly, issues identified by the environmental agencies that regulate our operations are typically managed at a facility level. Regional and corporate support may be leveraged to help ensure continued compliance and application at other sites. Lessons learned are shared with the broader environmental team through the Environmental Monthly Business Review meetings and "Environmental Alert" notifications. Health and Safety performance is also closely tracked. The responsibility for a safe workplace lies with every employee, from the site of operations through Senior Management. Our Health and Safety program tracks leading indicators, such as near misses and unsafe work practices, to address risks before an incident occurs. Near misses and lessons learned are shared Company-wide via "Safety Alert" notifications. Safety incidents are investigated thoroughly through root cause analyses and implementation of appropriate corrective actions to prevent recurrence. H&S metrics are reviewed during the weekly Leading Indicator Tracking call.
2-26	Mechanisms for seeking advice and raising concerns	Our employees have two specific mechanisms to report violations or concerns regarding business conduct: the EthicsPoint confidential reporting platform and the Reworld™ third-party hotline. **Reworld™ Sustainability Resources/**Code of Business Conduct
2-27	Compliance with laws and regulations	The total amount of safety-related fines and penalties was $19,914 in 2024. Environmental fines in 2024 totaled $202,000 – the majority of which was the result of one fine received for improper waste storage at one of our MPFs. Corrective actions were taken to address the improper storage, and in accordance with company procedures, preventative actions have been put in place to prevent future occurrences of improper storage at this site. These fines are disclosed by category in the Performance Data Tables. **Performance Data/**Environmental
2-28	Membership associations	Reworld™ is a member of various industry groups including the Waste-to-Energy Association; Business Council for Sustainable Energy; Circular Economy Coalition; Portland Cement Association; Environmental Research and Education Foundation; American Biomass Energy Association; Product Stewardship Institute; and Ontario Waste Management Association. Reworld™ plays a leadership role or actively contributes to these engagements, with our executives serving on the boards or as association members. We also collaborate and interact with select organizations and various state level organizations including the Go Green Initiative; Black Sustainability Network; Sustainability Alliance; Newark Science and Sustainability, Inc.; The Farmacy (an Urban Farmers Project); Sustainable Jersey & Sustainable Schools; NJ Clean Communities; and the NJ Audubon Society.

GRI Standards	Disclosure Name	Response (2024 RY)
2-29	Approach to stakeholder engagement	We regularly engage with key external stakeholders to understand and address their information needs and expectations for business performance. Our approach to engagement for some of our key stakeholders is outlined below. **Our Customers** Clients rely on us to handle their waste and materials at the end of life responsibly and sustainably. All of our customers have designated customer service and management personnel. We meet regularly with our municipal partners. **Our Employees** Our workforce is fundamental to creating business value and delivering innovative and sustainable solutions to our customers. Our employee engagement includes pulse surveys and feedback from focus groups, team meetings, individual performance reviews, skills development training, professional training, and other periodic activities and communications. **Our Communities** We engage regularly with the communities around our facilities using a customized approach tailored to each communities concerns and interests. We inform interested parties about our operations and the scope and objectives of major projects that may have off-site impacts. We provide forums for community members based on interest to voice concerns about our facilities' operations. Outreach to communities includes in-person meetings, phone calls, and informational publications. Our Community and Environmental Justice Policy is the foundation on which our engagement plans are built. We track community engagement hours and touchpoints across our regions. **Our Owners & Investors** These stakeholders support and invest in our business and sustainability proposition. We engage with investors at industry conferences, scheduled quarterly earnings calls, one-on-one investor calls, and through quarterly financial reports. Visit our Investor Relations webpage for archived investor news, presentations, and financial filings. **Our Peers & External Partners** External partnerships help drive our industry toward greater sustainability leadership. We collaborate with industry partners, academia, non-governmental organizations (NGOs), research organizations, and others, that focus on environmental justice, energy, climate change, and other environmental issues. • We interact with our peers and competitors through industry groups, conferences and other events to help promote more sustainable waste management and energy solutions. • Advocacy partners such as NGOs help us educate and identify gaps in policy making for balanced and practical outcomes. • Researchers and Innovators investigate new solutions and technologies, helping us improve our processes. **Our Regulators & Policymakers** We engage with policymakers in North America, participating in working groups or discussions and commenting on proposed policy changes, with a goal to ensure that the economic, environmental, and societal benefits of TTFs are taken into consideration when relevant policies are developed or revised. We are forthcoming, transparent, and proactive in our engagement with our regulators. As opportunities allow, we engage with them on research initiatives to investigate technologies to improve efficiency, safety, and effectiveness. **Our Suppliers** We are committed to conducting business in a fair and professional manner. We communicate regularly with our suppliers from initial screening and vendor selection through the fulfillment of procurement activities. We aim for the highest standards of business ethics, professional courtesy, and competency in our supplier engagements.
2-30	Collective bargaining agreements (CBAs)	We respect employees' rights to freedom of association and collective bargaining. For employees not covered by a CBA, we do not use CBAs to determine their terms and conditions of employment. Instead, we use marketplace data in a compensation and benefits perspective to effectuate terms and conditions of employment. **Performance Data/**Workforce and Diversity

GRI Standards	Disclosure Name	Response (2024 RY)
GRI 3: Material Topics		
3-1	Process to determine material topics	Our Double Materiality Assessment Results
3-2	List of material topics	Our Double Materiality Assessment Results
3-3	Management of material topics	Our Double Materiality Assessment Results

Organizational Structure

Environmental matters are handled at the corporate, regional, and local facility level. Reporting to our Chief Sustainability Officer, the Vice President of Environmental and Sustainability oversees corporate environmental matters, including governance, tracking, and guidance on new or pending regulations. The Corporate Environmental Team assists with corporate environmental programs, such as data systems, programs, and permitting support. Additionally, the Corporate Environmental Team coordinates stack testing at all TTFs. It also includes a dedicated CEMS team tasked with maintaining and monitoring our continuous emissions monitoring systems (CEMS) installed at all of our TTFs. The Corporate Environmental Team provides sustainability support to the organization, including through the development of an annual Sustainability Report and other disclosures.

Reworld's™ facilities are organized into three regions. Regional Environmental Leads oversee regional compliance, serving as a liaison between the Corporate Environmental Team and site-level environmental management. Sites with more complex requirements – such as TTFs as well as certain MPFs – are supported by dedicated on-site environmental compliance staff. These personnel report through the regional structure, with Regional Environmental Leads maintaining a connection to the Corporate Environmental Team, supporting consistent coordination and communication across the organization.

Environmental matters are reviewed with the Board on a regular basis, including through the Sustainability and Environmental Justice Committee. The Corporate Environmental Team meets at least quarterly with Legal and Accounting to review environmental and health & safety liabilities, establishing reserves where appropriate. Key environmental performance indicators, including Excess Discharge Events and On-Time Completion of Environmental Tasks, are tracked across the organization and reviewed monthly at Corporate and Regional levels.

Environmental Management Systems

Reworld™ uses an Environmental Management Information System (EMIS) to manage permit-related compliance tasks and audits, track enforcement actions, record environmental incidents, monitor corrective and preventative actions, and store sampling and testing data.

- **Compliance task management**: All compliance obligations from permits, approvals, and plans are managed in EMIS, which tracks task completion to ensure all requirements are met.
- **Audits and Checks**: Environmental compliance is further checked through weekly and semi-annual walkdowns, as well as 2nd and 3rd party audits of our facilities. Corrective and preventative actions stemming from these walkdowns and audits are tracked in EMIS and regularly reviewed by regional leadership. Facilities are selected for compliance auditing through a multi-factor risk based approach.
- **Enforcement action tracking**: Enforcement actions issued to facilities by regulatory agencies are logged, and corrective actions are identified through a root cause analysis (RCA) process and monitored to prevent recurrence.
- **Incident documentation including self-reporting and review**: All environmental incidents and permit deviations (including self-reporting to regulatory agencies) are logged in EMIS and reviewed by cross-functional facility and regional teams using RCA methodologies to identify root causes and implement countermeasures.
- **Sampling and testing data**: Compliance-related sampling and testing results are stored in centralized databases and used for trend analysis and performance improvement.

Beyond EMIS, Reworld™ uses additional platforms to share environmental documentation, KPIs, and trend analysis with Corporate, Regional, and Facility leadership to support environmental planning and performance improvement. Lessons learned are communicated through "Environmental Alerts" and monthly tailgates – bulletins providing awareness on a focused topic. Each TTF maintains an Environmental Compliance Manual (ECOM) outlining site-specific training requirements. Environmental training for both new-hires and existing employees is delivered and tracked at the facility level using a learning management system.

GRI Standards	Disclosure Name	Response (2024 RY)
GRI 201: Economic Performance 2016		
3-3	Management of material topics	**Management Approach: Economic Performance**
		As a privately owned company, we have elected not to disclose financial information in our 2025 Sustainability Databook.
201-1	Direct economic value generated and distributed	As a privately owned company, we have elected not to disclose financial information in our 2025 Sustainability Databook.
201-2	Financial implications and other risks and opportunities due to climate change	As a privately owned company, we have elected not to disclose financial information in our 2025 Sustainability Databook.
		Reworld™ Sustainability Resources/2025 CDP Response (Module 3)
201-3	Defined benefit plan obligations and other retirement plans	Currently, we do not sponsor a defined benefit plan.
201-4	Financial assistance received from the government	As a privately owned company, we have elected not to disclose financial information in our 2025 Sustainability Databook.
GRI 202: Market Presence 2016		
3-3	Management of material topics	**Management Approach: Market Presence**
		We are committed to local and equitable hiring. Over 60% of employees live within 15 miles of their work site, playing a crucial role in community engagement and local job opportunities. Local hiring events, education programs, and apprenticeship programs are several ways in which we provide opportunities for local community members.
		2025 Sustainability Report/Investing in Our People (page 30)
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	All Reworld™ employees are paid greater than the applicable minimum wage rate. We strive to ensure all employees earn a fair and competitive wage. Wages are aligned with industry market trends. Our average comparative ratio is 100.6%, indicating employee salaries are competitive and in line with market standards.
		We regularly monitor salaries and adjust as necessary to ensure employees are fairly compensated. This allows us to uphold pay equity, retain talent, and comply with pay practices and policies. From a pay equity perspective, female Reworld™ employees are paid 1.00 dollar for every 1.00 dollar their male counterparts are paid.
202-2	Proportion of senior management hired from the local community	Senior Management, for the purpose of this analysis, is defined as Permanent Reworld™ employees with titles of "Senior Manager" through "CEO". Senior Management represents about 8% of all employees. The majority of Senior Management (95%) lives, on average, 13 miles away from their place of work. The remaining 5% live over 100 miles away from their "official" place of work, which may not be the location that they regularly report to, as roles typically require regular travel to various facilities.
		Note: employee distances are based on home zip code (coordinates of the zip code's centroid) and job location (exact coordinates). As such, there is a degree of uncertainty in the results.
GRI 203: Indirect Economic Impact 2016		
3-3	Management of material topics	**Management Approach: Indirect Economic Impact**
		We strive to contribute innovative solutions and ideas for sustainable waste solutions for our communities. We help provide resilient community infrastructure, offering reliable and sustainable waste management services and renewable baseload power. We promote environmental responsibility by addressing the waste concerns of our stakeholders and implementing local solutions to reduce impact. Depending on community interest and needs, we may help provide services to manage specific waste streams, such as pharmaceutical waste, toxic household substances, electronic waste (e-waste). We may partner with businesses and government agencies for broader impact.
		Reworld™ Website/Community
		2025 Sustainability Report/Our People and Communities (page 26)
		Reworld™ Sustainability Resources/Community and Environmental Justice Policy
203-1	Infrastructure investments and services supported	We proudly support local waste management infrastructure by providing reliable, sustainable waste management services to our communities and clients. In doing so, we are able to deliver millions of megawatt-hours of renewable baseload electricity to the grid.
		Additionally, we operate and develop Centralized Wastewater Treatment (CWT) systems within our portfolio to support sustainable wastewater treatment and help ensure proper handling of complex waste streams. Through our Alternative Engineered Fuels (AEF), we also help decarbonize the cement and lime industries by displacing fossil fuels with lower-carbon alternatives. Our operations help to keep valuable raw materials in circulation through recovery and reuse initiatives that advance circular economy goals.
		Reworld™ Website/Community
		2025 Sustainability Report/Our People and Communities (page 26)

GRI Standards	Disclosure Name	Response (2024 RY)
203-2	Significant indirect economic impacts	The goal of our community engagement strategy is to create better environmental, social, and economic outcomes for all. Our facilities provide well-paid and highly skilled jobs to local communities, offering the opportunity to work in environmental and sustainability careers while supporting local economies. We emphasize the importance of spending in our local communities for day-to-day facility expenditures. We define "local" as businesses that are locally owned and independent, operating within a 100 mile radius of one of our facilities. In 2024, we spent approximately 31% ($444M) of total operating business expenses (such as inventory, equipment, and services) with local businesses. Spending with locally owned businesses generates ripple effects that create more local jobs and wealth. Using the benchmark that local businesses spend approximately 60% of receipts locally, the indirect impact of our local spend in 2024 could be estimated at $266M. An independent review of our Niagara, NY TTF was conducted in 2016 to understand the site's direct and indirect economic benefits. The results showed that every dollar of facility output supported an additional 92 cents of output at other establishments in New York State. Additionally, for every 1 job at the TTF, another 4 jobs were supported elsewhere in the state. **Reworld™ Sustainability Resources/**Community and Environmental Justice Policy **2025 Sustainability Report/**Community Engagement (page 28) Also, read about our local hiring and GED programs in our Sustainability Report: **2025 Sustainability Report/**Investing in Our People (page 30)

GRI 204: Procurement Practices 2016

GRI Standards	Disclosure Name	Response (2024 RY)
3-3	Management of material topics	**Management Approach: Procurement Policies** We are committed to supplier diversity and enhancing opportunities for small, local, and minority suppliers. We recognize and promote the following business affiliations: Minority-owned Business Enterprise, Woman-owned Business Enterprise, Emerging Small Business Enterprise, Disadvantaged Business, and Veteran-owned Businesses. Our facilities, on average, spend a third of all business expenses (such as inventory, equipment, and services) with local businesses. For more information on our supplier engagement strategy, please visit our supplier relations page: **Reworld™ Website/**Supplier Relations
204-1	Proportion of spending on local suppliers	We define "local" as businesses that are locally owned and independent, operating near and conducting business with one of our facilities. Spend with an identified "local vendor" is considered "local spend" if it comes from a vendor within a 100 mile radius of the facility. In 2024, our TTFs and MPFs spent approximately 31% of total operating business expenses (such as inventory, equipment, and services) with businesses that are owned local to a respective facility. In 2024, we defined "significant locations of operation" as our TTFs and MPFs.

GRI 205: Anti-Corruption 2016

GRI Standards	Disclosure Name	Response (2024 RY)
3-3	Management of material topics	**Management Approach: Anti-Corruption** As outlined in our Code of Business Conduct, we strictly prohibit any activity that constitutes bribery or corruption under local law. This policy applies to all employees. Annually, each employee is required to review the Code of Business Conduct policy, certify compliance for the prior year, and commit to compliance in the coming year. **Reworld™ Sustainability Resources/**Code of Business Conduct
205-1	Operations assessed for risks related to corruption	We have an Anti-Corruption policy and a Code of Business Conduct. The latter includes rules limiting gifts/contributions to public and private officials. We do not have operations outside North America, which limits our anti-bribery and corruption risk considerably. At this time, we do not formally assess our operations for corruption-related risks. Our Internal Audit team is planning to develop a structured risk assessment, inclusive of fraud related risks, to be launched in early 2026. We maintain and publicize a third-party hotline as well as the online EthicsPoint reporting platform where employees can report, anonymously if they choose, any concerns, including concerns relating to corruption or other unethical behaviors. All complaints are investigated by appropriate, independent personnel and all findings are reported to the legal department and the Audit Committee of the Company's Board of Directors. In 2024, we investigated 81 matters, none of which involved legitimate or serious allegations of corruption. **Reworld™ Sustainability Resources/**Anti-Corruption Compliance Policy **Reworld™ Sustainability Resources/**Code of Business Conduct

GRI Standards	Disclosure Name	Response (2024 RY)
205-2	Communication and training about anti-corruption policies and procedures	100% of our employees (regardless of region, management level) are expected to read and comply with our Code of Business Conduct. The policy covers topics such as financial reporting, corruption, copyrights, and environmental, safety, and health. **Reworld™ Sustainability Resources/**Code of Business Conduct
205-3	Confirmed incidents of corruption and actions taken	We did not have any reported incidents of corruption in 2024.

GRI 301: Materials 2016

GRI Standards	Disclosure Name	Response (2024 RY)
3-3	Management of material topics	**Management Approach: Materials** We are building a smarter, more sustainable world. Our technologies, industry expertise, and vast partner networks enable us to deliver on our mission across various sectors of the economy, even when dealing with complex and diverse waste streams. We work to extract the most value from our customers' waste while mitigating environmental impact. This involves diverting waste from landfills for reuse, recycling, and recovery, thereby contributing to a more circular economy, mitigating climate change, and protecting natural resources. At Reworld™, we help our commercial, industrial, and municipal clients meet sustainability goals by managing materials through sustainable solutions. We also engage with policymakers, academics, and regulators to address waste management challenges and inform public policy issues pertaining to energy, climate change resilience, and waste management. For more details on our services and sustainable waste goals, please visit our website and sustainability report. **2025 Sustainability Report/**We Help You Waste Better (page 8)
301-1	Materials used by weight or volume	**Performance Data/**Operations **2025 Sustainability Report/**We Help You Waste Better (page 8); Data Tables (page 33)

GRI 302: Energy 2016

GRI Standards	Disclosure Name	Response (2024 RY)
3-3	Management of material topics	**Management Approach: Energy** We publicly report our annual energy consumption and efficiency gains in this Databook on an operational basis. See disclosure 302-4. Energy Consumption metrics are provided on an equity share basis in our CDP disclosures. **Performance Data/**Operations **Reworld™ Sustainability Resources/**2025 CDP Response (Module 7)
302-1	Energy consumption within the organization	Energy consumption is interpreted as any on-site fuel use (inclusive of purchased fossil fuels and waste combusted on-site for energy recovery) and purchased electricity. The heat content from fuel use is based on published calorific values, for example, from the U.S. EPA 2024 GHG Emission Factors Hub and from process data collected from our TTFs to approximate the calorific value of combusted waste. The heat content from combusted waste is calculated from steam generation data measured at Reworld™ TTFs. **Performance Data/**Operations
302-2	Energy consumption outside the organization	We do not track or estimate the energy consumed outside of the organization. Our Scope 3 emissions represent less than 5% of total Scope 1, 2, and 3 emissions, and we anticipate that any outside energy use from our supply chain will also be relatively small.
302-3	Energy intensity	On average, our TTFs generate 520 net kWh of electricity per ton of MSW processed. Net electricity export is defined as the gross electricity generation minus the electricity used to operate the facility, applicable to TTFs that only generate electricity. Five of our thirty-six TTFs export steam instead of or in addition to electricity export and are not included in this range. This is a significantly greater amount of energy recovered from waste at landfill gas to energy (LFGTE) operations, which can only recover, on average, 65 kWh/ton, according to a prominent published lifecycle study.
302-4	Reduction of energy consumption	In 2024, we realized 6 million kWh-e in efficiency gains as a result of facility upgrades. Some of the projects included upgrades to natural gas burners, compressed air systems, and process heaters. These gains, which improved energy consumption in the form of steam, electricity, and fuel use, were calculated by our Engineering Team relative to a pre-project baseline. Efficiency gains are accounted for in the year the project was completed.
302-5	Reductions in energy requirements of products and services	Our TTFs generate approximately 520 net kWh of electricity per ton of MSW. Any reductions in parasitic load (internal energy requirements) can help increase this figure. Parasitic load represents about 15% of gross generation. Energy recovery per ton can vary from facility to facility and over time as a result of change in waste properties (e.g. moisture, carbon content) and routine changes in operations.

GRI Standards	Disclosure Name	Response (2024 RY)
GRI 303: Water and Effluents 2018		
3-3	Management of material topics	**Management Approach: Water and Effluents** Water is an essential resource in our materials management processes. Our ReDrop Service line is designed to help customers manage their wastewater through a variety of treatment processes, including recycling and reuse. We recycle millions of gallons of wastewater annually through pre-treatment of non-hazardous industrial wastewaters prior to discharge to publicly-owned treatment works (POTWs) at our Centralized Wastewater Treatment (CWT) operations. We also minimize freshwater use at our facilities by reusing treated wastewaters in our own processes, which also helps reduce costs. For more information on our ReDrop wastewater management services, please visit our sustainability report: **2025 Sustainability Report/**Wastewater Solutions (page 17) **Performance Data/**Operations
303-1	Water discharge	In addition to minimizing our water consumption in our TTF operations, we also minimize our wastewater discharge by reusing water internally as much as possible, typically by using wastewater from one process as feedwater in another process. For example, cooling-tower blowdown water, a water stream extracted from the cooling-tower system to prevent the build-up of salts, is often used to help quench the ash after the combustion process. Over half of our TTFs are zero-process-water-discharge facilities, meaning that only sanitary wastewater is discharged to the local wastewater treatment plant. Many of our MPFs are equipped with water pre-treatment capabilities to manage customer wastewaters. Any volumes discharged to POTW must meet the facility's discharge permit requirements and POTW limits. We routinely monitor our wastewater discharge to ensure compliance. For more information on our wastewater management services, please visit our sustainability report. **2025 Sustainability Report/**Wastewater Solutions (page 17)
303-2	Management of water discharge-related impacts	We recycled 280 million gallons of wastewater and beneficially reused an additional 30 million gallons of wastewater in our operations in 2024. Our ReDrop service offering couples our analytical capabilities and various water treatment solutions to reduce the risk of wastewater management for our customers. Our CWTs pre-treat wastewater through pH adjustment, flocculation, sedimentation, and filtration. Several of our facilities are equipped with activated carbon systems proven to remove trace organics, including per- and polyfluoroalkyl substances (PFAS). Our discharge compliance rate is closely tracked at a facility level through regional leadership. We are committed to zero discharge events. **Performance Data/**Environmental
303-3	Water withdrawal	We have disclosed water withdrawal metrics on an operational basis in our CDP report. **Reworld™ Sustainability Resources/**2025 CDP Response (Module 9) **Performance Data/**Operations
303-4	Water discharge	We have disclosed water discharge metrics on an operational basis in our CDP report. **Reworld™ Sustainability Resources/**2025 CDP Response (Module 9) **Performance Data/**Operations
303-5	Water consumption	We have disclosed water consumption metrics on an operational basis in our CDP report. **Reworld™ Sustainability Resources/**2025 CDP Response (Module 9) **Performance Data/**Operations
GRI 304: Biodiversity 2016		
3-3	Biodiversity	In November 2024, Reworld™ performed a Biodiversity Risk Screening using a third party for Reworld operations using the Biodiversity Risk Screening Kit (BRiSK). BRiSK provides a location-specific review of a site using global biodiversity data to identify nearby areas of high ecological value, threatened species ranges, or sensitive habitats. The primary goal of this screening activity was to identify the locations that are most significant in terms of their biodiversity importance and the potential state of nature at each location. Results of the assessment identified potentially sensitive locations for further review to assess presence of marine biodiversity features, threatened species, water stressed and flood risk areas, and coastal areas with high nutrient loads. Actual or predicted impacts were not assessed during this exercise.

GRI Standards	Disclosure Name	Response (2024 RY)
GRI 305: Emissions 2016		
3-3	Management of material topics	**Management Approach: Emissions** As a sustainable waste solutions provider, our business is to divert waste from landfills and move it up the waste management hierarchy. As a result, our services mitigate GHGs associated with managing our customers' wastes and avoid millions of tons of GHG emissions each year, economy-wide. We are also committed to measuring and disclosing GHG emissions data associated with our waste management processes. Our Scope 1, Scope 2, and Scope 3 emissions are also disclosed within this Databook. We have responded to the CDP climate change questionnaire since 2007. We update our GHG inventory every year, using the following approach: • We report our GHG inventory on an operational control basis, covering North American operations. • We report CO_2, CH_4, N_2O, and SF_6 emissions using the 20-year Global Warming Potentials from the IPCC's sixth Assessment Report (AR6) to convert to CO_2e. • Our TTFs report annual GHG emissions to the U.S. EPA GHG Reporting Program. CO_2 emissions are either measured directly through continuous emissions monitoring systems (CEMS) or calculated based on the heat input to our boilers as determined by measurements of steam output and emission factors for CO_2, N_2O, and CH_4. Heat input is directly proportional to the carbon content in MSW. Our facilities collect flue gas samples every quarter for radiocarbon dating to determine the fraction of carbon that is from biogenic sources. • Our Scope 1 emissions from our non-TTF facilities are based on fuel consumption and transportation data. • Our Scope 2 emissions are informed by Company-wide electricity purchases, which are closely tracked by our Energy team. We offset 100% of our annual Scope 2 emissions using self-generated Renewable Energy Certificates (RECs) from our TTFs. • Our Scope 3 emissions inventory represents less than 5% of overall Scope 1, 2, and 3 emissions, and is largely driven by the Purchased Goods and Services category. We estimate the upstream emissions in this category based on annual material use and associated emissions factors. We are investigating a spend-based approach to estimate the emissions associated with any additional purchased materials or services. Employee Business Travel emissions are provided by our travel management partners. Employee Commuting emissions are estimated using distance-based emissions factors. Many of the remaining Scope 3 categories are not relevant to our business.
305-1	Direct (Scope 1) GHG emissions	Scope 1 emissions are calculated on a CO_2e basis using the 20-year GWP. The following GHGs are included in our operational inventory: CO_2, CH_4, N_2O, and SF_6. Biogenic CO_2 emissions result from the combustion of waste materials derived from biogenic sources (e.g. paper, cardboard, food waste). We report fossil and biogenic CO_2 emissions separately. **Performance Tables/**Environmental
305-2	Energy indirect (Scope 2) GHG emissions	In 2024, 100% of Scope 2 emissions were offset through the retirement of RECs generated at our TTFs. **Performance Tables/**Environmental
305-3	Other indirect (Scope 3) GHG emissions	Scope 3 emissions are calculated on a CO_2e basis using the 20-year GWP. The following GHGs are included in our operational inventory: CO_2, CH_4 and N_2O. **Performance Tables/**Environmental
305-4	GHG emissions intensity	This is the ratio of Scope 1 emissions to the number of full-time employee equivalents (FTE) in 2024 and was calculated to be 1,538 t CO_2e/FTE.
305-5	Reduction of GHG emissions	Total GHG avoidance is disclosed in this Databook. We have calculated that our U.S. TTFs provide a GHG avoidance of 2.4 tons CO2e per ton of MSW diverted from landfill. This calculated benefit is informed by the results of "Lifecycle Assessment (LCA) of the Climate Impacts of MSW diverted from Landfill to TTF" which was prepared in accordance with ISO 14040/44 and ISO 14067 using 20-year Global Warming Potential (GWP) for methane and Third-Party Verified by WAP Sustainability Consulting (September 2024). Based on the independent verification of this calculation using ISO-aligned methodology, Reworld™ complies with the requirements of the California Voluntary Carbon Market Disclosures Act (AB 1305, CH&SC §44475.2) for Total GHG avoidance claimed for its TTF operations. Offset Disclosure Scope: Offsets purchased by Reworld™ for California Cap-and-Trade compliance are exempt from AB 1305 disclosure as they "represent or correspond to legal or regulatory mandates" (CH&SC §44475). **Reworld™ Website /** Lifecycle Assessment **2025 Sustainability Report/**Reducing Emissions for Industry and Society (pages 19-25) **Performance Tables/**Environmental

GRI Standards	Disclosure Name	Response (2024 RY)
305-7	NO$_X$, SO$_X$, and other significant air emissions	All waste management methods have an environmental impact. As a combustion technology, TTFs produce air emissions. To control air quality, TTFs utilize a carefully controlled combustion process and sophisticated air pollution control equipment. Continuous emission monitoring is complemented with periodic stack testing performed by regulator-approved third parties. 99.9% of TTF stack emissions are normal components of air, including water vapor, nitrogen, oxygen, and carbon dioxide. Since the implementation of stringent air pollution standards, such as the Clean Air Act Amendments of 1990, emissions from the industry have dropped dramatically, even as annual TTF processing has increased, attributed to the installation of new air pollution control equipment. Since beginning our comprehensive approach to sustainability in 2007, we have reduced our emissions of conventional air pollutants by up to 77%. Today, we are finding ways to maintain our levels of emissions performance more efficiently by optimizing our operations. Emissions from our TTFs are up to 99% below federal guidelines (see chart on page 5 of the Databook). **Performance Table/**Environmental

GRI 306: Waste 2020		
3-3	Management of material topics	**Management Approach: Effluents and Waste** We are building a smarter, more sustainable world, helping businesses reimagine what their waste can do. This involves diverting waste from landfills for reuse, recycling, and energy recovery, thereby returning energy and material resources back to the economy, mitigating climate change, and preserving natural resources. We help our commercial, industrial, and municipal clients meet their sustainability goals by managing materials through innovative sustainable solutions. We also engage with policymakers and regulators to address waste management challenges and inform public policy issues pertaining to energy, climate change resilience, and waste & materials management. In 2021, EQT purchased Reworld™ using the first ever Sustainability-Linked Financing (SLF) Leveraged Buyout (LBO) in the U.S. As a part of this SLF, we have committed to deliver on two waste-related KPIs to increase the amount of waste that we divert from landfills for our customers, and as result reduce environment impact. For more details on our services and sustainable waste goals, please visit our website and sustainability report. **Reworld™ Website/**Investor Relations **2025 Sustainability Report/**We Help You Waste Better (page 8)
306-1	Waste generation and significant waste-related impacts	At Reworld™, we help businesses and communities manage their most complex waste challenges. In 2024, we managed 20 million tons of waste sustainably through energy recovery, recycling, and reuse efforts, avoiding the creation of 40 million metric tons of GHGs. Like nearly all forms of waste management, including recycling and composting, our energy recovery produces a residue. Our TTFs generate non-hazardous ash consisting of the residue of the non-combustible material in waste and materials added for air pollution control, such as activated carbon and lime. Roughly two-thirds of the total ash generated in the United States is managed in traditional landfills, either co-mingled with MSW or other non-hazardous waste, or beneficially reused as a daily cover, which reduces the need for virgin soils or roadway materials. The rest is placed in landfills that contain only ash, called ash monofills. We continue to advance new ways to reuse and recover more materials from our ash. **Reworld™ Website/**What We Do **Reworld™ Website/**Who We Serve **Reworld™ Website/**Resources **2025 Sustainability Report/**Alternative Fuels (page 24) **2025 Sustainability Report/**We Help You Waste Better (page 8)
306-2	Management of significant waste-related impacts	We contribute to a more circular economy through practices that promote source reduction, reuse, recycling, and recovery – both upstream and downstream. In 2024, 97% of inbound wastes were diverted from landfill. As a waste service provider, tracking the waste that we manage for customers is core to our business. Total waste volumes are tied to customer transactions, measured volumes, and billing from third-party partnerships. The sustainability team also tracks this information closely to verify our progress against our SLF Targets. We work closely with third-party disposal partners to ensure waste is managed as contracted. **Reworld™ Website/**What We Do **Reworld™ Website/**Who We Serve **Reworld™ Website/**Resources **2025 Sustainability Report/**Our Approach (page 10) **Reworld™ Website/**Investor Relations

GRI Standards	Disclosure Name	Response (2024 RY)
306-3	Waste generated	Reworld™ closely tracks the waste that we manage for our customers. Landfilled residues from our treatment process are included in our Performance Tables. Landfilled TTF residues are reported separately from other processes. **Performance Table/**Operations
306-4	Waste diverted from disposal	**Performance Table/**Operations
306-5	Waste directed to disposal	**Performance Table/**Operations
GRI 308: Supplier Environmental Assessment 2016		
3-3	Management of material topics	**Management Approach: Supplier Environmental Assessment** We expect our suppliers to adhere to the Reworld™ Supplier Code of Conduct, which outlines our expectations. Suppliers must complete an onboarding questionnaire and provide supporting documentation. We review and approve all new suppliers in accordance with the questionnaire and conduct an existing supplier review as needed, typically every two years for critical or strategic suppliers. Assessment results may be used to identify areas for improvement and to develop and monitor progress against action plans. **Reworld™ Website/**Supplier Relations
308-1	New suppliers that were screened using environmental criteria	Reworld™ did not screen new suppliers for specific environmental criteria in 2024. At this time, there are no plans to change the screening process. **Reworld™ Website/**Supplier Relations
308-2	Negative environmental impacts in the supply chain and actions taken	Reworld™ Procurement has not implemented the screening of new suppliers using Environmental or Social criteria.
GRI 401: Employment 2016		
3-3	Management of material topics	**Management Approach: Employment** We believe that our people and their diversity of background, skills, talents, and experiences are our strength. We aim to attract, retain, and advance top talent, ensuring equitable hiring practices, and fostering a supportive environment. Our goal is to mirror the communities we serve. For more information on our talent attraction and retention strategy, please visit the Reworld™ 2025 Sustainability Report.
401-1	New employee hires and employee turnover	**Performance Table/**Workforce and Diversity
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	**Reworld™ Website/**Benefits
401-3	Parental leave	As of January 1, 2025, all full-time non-bargaining employees of Reworld™ are eligible for up to 240 hours of paid parental leave. Paid parental leave is offset by any other federal or state benefit available to employees for the same reason.
GRI 403: Occupational Health and Safety 2018		
3-3	Management of material topics	**Management Approach: Occupational Health and Safety** At Reworld™, we are committed to ensuring that every employee and contractor returns home safely each day. We believe in fostering a robust safety culture across all facilities and worksites, characterized by teamwork, peer support, open communication, and trust. Our Safety Management System, modeled on the U.S. Department of Labor Occupational Safety and Health Administration's (OSHA) Voluntary Protection Program (VPP) standard, is designed to prevent workplace hazards and promote a culture of safety excellence across our facilities. Each year, nearly 30 Reworld™ locations achieve VPP's STAR rank, exemplifying our commitment to health and safety through proactive hazard prevention, data analysis, targeted employee training, and direct employee feedback. Our system emphasizes leading indicators, such as near-miss tracking and employee hazard observations, ensuring risks are identified before work begins through tools like Job Safety Analyses and Safe Work Permits. Employees are empowered to exercise Stop Work Authority without repercussions, promoting a proactive stance on hazard control. Creating a world-class safety culture requires commitment at every level of the organization. Safety committees, led by employees, meet regularly to address KPIs, incident trends, and audit findings, actively driving safety improvements. Through structured safety audits, monthly reviews, and leadership roundtables, we foster a transparent and collaborative environment where employees play an integral role in strengthening safety programs and culture across all operations. For more information on our health and safety approach, please see: **2025 Sustainability Report/**Health and Safety (page 31)

GRI Standards	Disclosure Name	Response (2024 RY)
403-1	Occupational health and safety management system	We model our Safety Management System on the stringent provisions of OSHA VPP, analogous to the ISO 45001 standard. VPP is a rigorous and comprehensive safety and health management system that recognizes employers and employees who demonstrate exemplary achievement in the prevention and control of occupational safety and health hazards. In practice, VPP sets performance-based criteria for a managed safety and health system. The required verification includes an application review and a rigorous on-site evaluation by a team of OSHA safety and health experts. Nearly 30 of our locations earn the VPP Star rank of excellence annually, making Reworld™ one of the top ten companies in the U.S. in terms of the number of operating locations recognized as STAR Worksites. Our participating facilities promote effective worksite safety and health performance through hazard prevention and control, worksite analysis, training, management commitment, and worker involvement. STAR facilities must demonstrate exemplary achievement in the prevention and control of occupational safety and health hazards as well as in the development, implementation, and continuous improvement of their safety and health management system. The VPP recertification process challenges Reworld™ to strengthen the capabilities of our employees and facilities. As part of this process, Reworld™ undergoes a comprehensive review by OSHA that includes interviewing our employees to understand firsthand the changes that have been made to improve systems and processes.
403-2	Hazard identification, risk assessment, and incident investigation	We are continually evaluating our safety programs across our operations and making improvements to our facilities and equipment to reduce hazards. We rely heavily on data collection and analysis to improve performance and identify risks, and have procedures in place for investigating incidents and sharing lessons learned. **Leveraging Data to Improve Performance** We leverage the Ideagen software to streamline our comprehensive data related to incident management, behavior-based safety, industrial hygiene management, and safety auditing. The system provides real-time reporting and efficient data tracking, allowing us to better manage associated risks and improve overall safety performance. Ideagen is used by employees at Reworld™ sites to: • Conduct routine safety inspections, such as monthly fire extinguisher checks. • Report near misses, potential hazards, and injuries/illnesses. • Conduct-focused behavioral safety observations on lockout/tagout jobs, line-of-fire tasks, etc. • Track action items. • Monitor workplace air and noise results. We require all OSHA recordable and serious near-miss incidents to have a thorough root cause analysis (RCA) performed, and these RCAs are presented by operations leadership in our weekly safety call, which includes leadership participation from all sites, as well as executive leadership. The team discusses whether the corrective and preventive actions are adequate, and we also evaluate the need for enterprise-wide actions to prevent similar incidents at other sites. All actions are tracked to completion in Ideagen. **Hazard Identification** In addition to monitoring traditional safety measures such as lagging injury statistics, we utilize leading indicators that give us a better real-time understanding of our safety efforts. These are highlighted in Monthly Business Reviews and in other areas to ensure wide visibility. We have processes in place to ensure that risks are assessed prior to work being performed. This includes elements such as Job Safety Analyses, Safe Work Permits, and Identify-Control-Expect Pre-Job Planning Cards. Our documented Stop Work Authority process gives employees the right and responsibility to stop any work they feel is hazardous to their and/or their fellow employees' health or safety. The policy requires that no negative repercussions will come to an employee who exercises Stop Work Authority in good faith. **Risk Assessment** We conduct internal audits, safety observations, and other reviews to monitor our programs and identify areas for improvement. To improve our safety programs and culture, we engage third parties to conduct independent assessments that help us identify areas and opportunities for improvement. We also develop comprehensive, actionable Safety Improvement Plans (SIPs) for facilities to support advancing safety performance and building a stronger safety culture. When performance is not as expected, we utilize RCA and corrective action tools, including Problem-Solving Reports (PSRs) to drive continuous improvement. We also conduct periodic perception surveys to monitor employee opinions on the status of our efforts. By reviewing these results, we help ensure that our programs and efforts improve our work environments. **Example: Turning a Hazard Into an Improvement** In tipping areas at our TTFs, we evaluate our procedures for continuous safety improvement. All of our facilities are now equipped with either radar or radio-frequency identification (RFID) systems, which use electromagnetic fields and clip-on transmitters to identify and track personnel to bolster tipping floor safety. For example, the RFID system may alert heavy equipment operators to pedestrians in the area. In addition, we seek to minimize foot traffic in these areas, manage and route truck traffic, and encourage improved hauler safety practices.

GRI Standards	Disclosure Name	Response (2024 RY)
403-3	Occupational health services	We contract with WorkCare to provide occupational health triage and management services. Employees who experience injury or illness at work are required to call WorkCare. WorkCare's licensed medical professionals assess injuries and illnesses, direct necessary care, refer to medical facilities if needed, and follow up to ensure proper treatment and recovery. They can provide care in languages other than English, eliminating language as a barrier to treatment. Site leaders and H&S personnel have visibility to WorkCare calls and get involved as needed to facilitate care for the employee. The H&S team meets with WorkCare representatives regularly to review the effectiveness and usage of this program, and address any feedback or issues noted.
403-4	Worker participation, consultation, and communication on occupational health and safety	Employees are involved with health and safety in numerous ways. For example, they are encouraged to submit near misses/safety observations and ideas for improvement, required to report all incidents (no matter how minor), and are empowered and expected to utilize Stop Work Authority when needed.
		When employees are involved in an incident, they will be part of the RCA discussions. Additionally, supervisors communicate with employees through Toolbox Talks, reviewing Safety Alerts, and other shift contact points.
		Sites also have all-employee meetings which feature safety information, as well as roundtable discussions with leadership, providing a forum for employees to express opinions around safety. Facilities have additional site-specific methods for communicating relevant health & safety information, including digital screens and bulletin boards.
		All Reworld™ sites are required to have Safety Committees, which are typically led by an hourly employee, and are empowered to drive significant improvements in health and safety. These committees are expected to meet at least monthly and include each relevant department/group at the site, including the facility management team. The Safety Committees are empowered to drive change to improve safety performance, addressing topics including KPIs, incidents, open actions, results from audits/visits, and other site-specific topics. They are also required to perform a site safety walkdown at least monthly. In 2025, we implemented focused action plans to improve the effectiveness of our Safety Committees and get them more involved and integrated with business processes such as audits and incident investigations. Our Safety Committee Chairpersons also meet regularly with senior leadership to share accomplishments and challenges. Additionally, in 2025 we also increased the lessons learned and best practice sharing between the various Safety Committees, to promote collaboration and learning from one another.
403-5	Worker training on occupational health and safety	Effective safety training is critical to our program. Safety training is delivered during paid working hours, by each facility's designated Safety Specialist or similarly qualified facility leader such as the Operations Manager.
		Safety training topics are dependent on the specific facility, but can include the following topics: Access to Medical Records, Bloodborne Pathogens, Lead and Other Heavy Metals, Occupational Noise Exposure, Permit Required Confined Spaces, Portable Fire Extinguishers, Respiratory Protection, Incipient Fire Response, Heat Stress, and Control of Hazardous Energy/Lock-out, Tag-out.
		Training effectiveness is determined by facility feedback to the Corporate Training Team. Specific topics may be added or amended by the Corporate Team for priority distribution based on near-miss leading indicators, safety incidents, or experiences at other facilities.
403-6	Promotion of worker health	Reworld™ provides a comprehensive suite of wellness, work-life balance, and resilience resources designed to support employees throughout their wellbeing journey. All Reworld™ health plans are minimally ACA compliant and meet the expectations of our employees. Currently, approximately 87% of eligible employees are enrolled in one of these plans.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Most of our work is conducted at sites that we own and/or operate. Our field services offering may require employees to complete work off-site at our customers' facilities. Our employees are expected to maintain the same safety rigor that is required at our own sites. A keen eye is important to maintain safety in a new environment, where new hazards may be unknown.
403-9	Work-related injuries	**Performance Tables/**Health and Safety
403-10	Work-related ill health	Reworld™ maintains a comprehensive industrial hygiene/worker ill health program, including worker monitoring.
		However, we are in the process of integrating the data from our recent acquisitions and improving the state of this data to share publicly. We anticipate having a complete update in the next reporting cycle.

GRI Standards	Disclosure Name	Response (2024 RY)
GRI 404: Training and Education 2016		
3-3	Management of material topics	**Management Approach: Training and Education** We are committed to equipping employees with the tools, development opportunities, and mentorship they need to grow professionally. As such, we have rigorous programs to ensure our employees have the necessary skills and qualifications. **Safety and Health** Safety is our top priority. We deploy safety training to cover the potential hazards in the workplace and demonstrate safe work practices. Specific safety trainings cover topics such as: Respiratory Protection, Fire Response, Heat Stress, Control of Hazardous Energy, and more. **Environmental Training** All plant employees receive extensive environmental training to maintain environmentally sound and compliant facility operations. Employees that operate TTFs are taught how to carry out facility-specific environmental requirements including but not limited to stormwater pollution prevention, spill prevention and response, hazardous waste management, ash testing, baghouse bag removal and replacement, inspections, and more. Classroom training is also supplemented with field training and monthly tailgates covering pertinent environmental topics. **Technical Training** Our business is highly technical and requires well-trained and skilled operators and maintenance personnel. Operator and maintenance qualification programs ensure that our employees are qualified to perform their jobs safely and efficiently. A key component of our training and qualification program is the American Society of Mechanical Engineers (ASME) certification required by Clean Air Act regulations. We employ more than 400 operators at 33 facilities who are required to be certified to operate facilities that combust municipal solid waste and recover energy. The certification process is progressive and provides opportunities to advance in one's career. Technical training across the organization is provided through several mechanisms to allow for flexibility and facility-specific training: • Self-paced training courses provide fundamental and theory-based training. • Facility-specific system study guides provide greater understanding of the systems, components, and technology at their facility. • Six Sigma Green Belt certification program, which enables employees to learn continuous improvement tools while working to improve our operations and business practices. • Additional requirements include any additional certifications, licensing, training, or experience required for the operators to satisfactorily perform the duties and responsibilities of their position. **Cyber Security** The IT Department provides cyber security awareness training to all employees and contractors to defend the workforce against the behaviors and tactics of cyber criminals. The training aims to equip employees with best practices to keep Reworld™ and customer data safe and secure, both at work and at home. In 2024, all employees and contractors received mandatory security awareness training. **HR Training** Our HR training program provides the skills and resources that our employees need to build an inclusive workplace. All employees receive awareness training about sexual harassment. Our "Respectful Workplace" training, completed with over 800 employees to-date, focuses on leveraging diversity, conflict resolution, team dynamics, and inclusion that help us deliver on our business objectives. Additionally, our "First Line Essentials" program was designed to equip Reworld™ managers with the skills to increase their personal effectiveness. In 2024, 120 supervisors were trained in this leadership program. We track the status of our training program and identify improvement opportunities. By measuring against KPIs, we are able to understand our program's strengths and potential areas for improvement.
404-1	Average hours of training per year per employee	Permanent Reworld™ employees, on average, receive 19 hours of training per year, including Environmental, Safety, Technical, HR, and Cyber Security training. Training requirements vary by employee position and geographic location. This average was determined by collecting the total number of employee-hours (employees trained x hours trained) and dividing by the total amount of permanent Reworld™ employees. Training programs span multiple data collection systems; gender breakdown is not captured consistently across the platform.

GRI Standards	Disclosure Name	Response (2024 RY)
404-2	Programs for upgrading employee skills and transition assistance programs	Employees who are eager to learn new skills and develop new professional capacities are supported through programs that ensure they have the tools needed to succeed in their roles, as well as opportunities for development and mentorship. • We offer the Regrow Internal Mobility Program designed to establish a formal process for employees to pursue new internal positions. • We offer an education assistance program, providing financial support to full-time employees who have completed six months of continuous service with us and want to broaden their knowledge base, develop professional skills, or take external classes to prepare for other positions within the Company. • We also run a Six Sigma Green Belt certification program, which enables employees to learn continuous improvement tools while working to improve our operations and business practices.
404-3	Percentage of employees receiving regular performance and career development reviews	100% of our employees receive performance and career development reviews at least annually.
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	**Management Approach: Diversity and Equal Opportunity** At Reworld™, our vision is to create a culture of acceptance and individuality, where all employees feel valued, respected, and empowered to reach their full potential. We strive to be an industry leader and employer of choice by fostering an environment that values all contributions and provides equal opportunities for professional development. Our people and their diversity of background, skills, talents, and experiences are our strength. We aim to attract, retain, and advance top talent, ensuring equitable hiring practices, and fostering a supportive environment. Reworld™ has also established Company-wide Employee Resource Groups (ERGs), each of which are open to all employees, to foster collaboration across the organization, facilitate employee onboarding, foster community partnerships and provide professional development opportunities. Our Code of Business Conduct outlines our non-discrimination policy: **Reworld™ Sustainability Resources/**Code of Business Conduct
405-1	Diversity of governance bodies and employees	**Performance Data/**Workforce and Diversity
405-2	Ratio of basic salary and remuneration of women to men	Women at Reworld™ make 1.00 dollar for every 1.00 dollar earned by men.
GRI 407: Freedom of Association and Collective Bargaining 2016		
3-3	Management of material topics	**Management Approach: Freedom of Association and Collective Bargaining** We maintain open and collaborative relationships with our union partners and respect employees' rights to freedom of association and collective bargaining.
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We do not maintain operations in which employees' rights to exercise freedom of association or collective bargaining are at risk. Reworld™ respects the employee's right to organize and request representation pursuant to the National Labor Relations Board Act.
GRI 411: Rights of Indigenous Peoples 2016		
3-3	Management of material topics	**Management Approach: Rights of Indigenous Peoples** Our approach to respect the rights of indigenous peoples is no different than our enterprise-wide approach to respecting the rights of the communities in which we operate. We provide an essential waste management service for local residences and businesses, while engaging with our neighbors and supporting their needs beyond waste management. **2025 Sustainability Report/**Community Engagement (page 28)
411-1	Incidents of violations involving rights of indigenous peoples	None. We operate one site on indigenous lands in Tulsa, OK. The remaining Reworld™ facilities are not cited among indigenous regions. There are no known incidents of violations involving rights of indigenous peoples and actions taken.

GRI Standards	Disclosure Name	Response (2024 RY)
GRI 413: Local Communities 2016		
3-3	Management of material topics	**Management Approach: Local Communities** We are committed to engaging with our communities to maximize our impact and work to build lasting relationships. We listen, learn, and respond thoughtfully to community concerns. Our community engagement strategy aims to create better environmental, social, and economic outcomes for all. Our commitment to environmental justice and community outreach began in 2011 with the implementation of our Community Outreach and Environmental Justice Policy. This policy continues to guide our community engagement efforts, including investments to significantly reduce emissions from our operations. We establish community relationships from the beginning of our contracts with municipal clients and continue to develop and monitor them. Neighborhood representatives are integral to the contracting process. We have established a comprehensive KPI tracking process that outlines specific goals, targets, and indicators to measure progress in community relations. Our KPIs are regularly reviewed by the Government Relations and Community Outreach Teams, along with the Environmental Justice and Sustainability Committee of our Board to assess the effectiveness of our actions. We utilize both qualitative and quantitative data to ensure a holistic evaluation of our progress. This structured approach allows us to consistently monitor and adjust our strategies to meet objectives effectively. Through active engagement with the community, we've learned the importance of engaging the entire community and actively listening to their needs and concerns. This insight has been incorporated into our operational policies by prioritizing transparency, inclusive engagement, and responsiveness, ensuring our strategies are community-driven and impactful. By following through on promises, we have fostered trust and further engagement with community partners and leaders. Additionally, we have been able to increase awareness about the services we provide and explain how Reworld™ is creating sustainable waste solutions. **Reworld™ Sustainability Resources/**Community and Environmental Justice Policy **2025 Sustainability Report/**Community Engagement (page 28)
413-1	Operations with local community engagement, impact assessments, and development programs	All Reworld™ TTFs and some our MPFs have a community outreach footprint through our corporate/regional community outreach team and facility-based initiatives. The team closely tracks events, volunteer hours, tours, and more, which are highlighted in our 2025 Sustainability Report. Stakeholder engagement is curated for each community to meet their specific needs. Community grievances may be filed directly with the site in question and are addressed locally.
413-2	Operations with significant actual and potential negative impacts on local communities	We operate over 90 facilities, some of which are in Environmental Justice communities. Guided by our Community and Environmental Justice Policy and Community Outreach Playbook, we work to establish strong working relationships with our communities so that any concerns can be addressed in an open and honest dialogue. Our first priority to minimize any actual or potential impacts is to focus on operational and environmental excellence. We operate well within our permitting limits and disclose our environmental performance at most of our TTFs on a daily basis. We also publish annual Facility Performance Sheets for each of our TTFs. Our TTFs operate at negative pressure to draw air into our processing units, thus largely confining odors to our building footprint. Fugitive odors may also be mitigated by odor control systems at TTFs and MPFs. Occasionally, equipment malfunctions or other process disruptions can cause short-term emissions beyond permit limits. In these instances, we take actions to correct the situation, and, if conditions persist, will cease operations as necessary. All such events are subject to our corrective action process so we can take steps to reduce the likelihood of recurrence. **Reworld™ Sustainability Resources/**Community and Environmental Justice Policy **2025 Sustainability Report/**Community Engagement (page 28)
GRI 414: Supplier Social Assessment 2016		
3-3	Management of material topics	**Management Approach: Supplier Social Assessment** We expect our suppliers to adhere to the Reworld™ Supplier Code of Conduct. Suppliers must complete an onboarding questionnaire and provide supporting documentation. We review and approve all new suppliers in accordance with the questionnaire and conduct an existing supplier review as needed, typically every two years for critical or strategic suppliers. Assessment results may be used to identify areas for improvement and to develop and monitor progress against action plans. **Reworld™ Website/**Supplier Relations
414-1	New suppliers that were screened using social criteria	We did not screen new suppliers for specific social criteria in 2024. At this time, there are no plans to change the screening process. **Reworld™ Website/**Supplier Relations
414-2	Negative social impacts in the supply chain and actions taken	We have not implemented the screening of new suppliers using Environmental or Social criteria.

GRI Standards	Disclosure Name	Response (2024 RY)
GRI 415: Public Policy 2016		
3-3	Management of material topics	**Management Approach: Public Policy** As a sustainable waste solutions company, we support policies that prioritize waste reduction and more sustainable management. We actively engage with policymakers, participating in discussions and providing input on proposed policy changes to ensure economic, environmental, and societal benefits of TTFs and other sustainable waste management facilities and infrastructure are considered. We are transparent and proactive in our engagement with regulators, partnering with them and engaging on research initiatives to modify our operations with technologies to improve efficiency, safety, and effectiveness. We are a member of various industry groups, including the Waste-to-Energy Association, Business Council for Sustainable Energy, the Circular Economy Coalition, and the Environmental Research and Education Foundation, where our executives serve on boards or as association members. Our ethical engagement with government entities and organizations is guided by our Code of Business Conduct. As outlined in the Code of Business Conduct, only the Reworld™ Government Relations Department may initiate procedures for proposed political contributions or expenditures, as these actions require a thorough internal review and approval process, including legal analysis and business justification, to ensure compliance with all applicable laws and regulations. On an individual level, Reworld™ employees are expected to adhere to individual state and federal limits and requirements when making political contributions, in accordance with the Code of Business Conduct. Our Government Relations Team advances public policy goals by engaging in the following: • Educating members of Congress and state legislatures, Federal and state agencies, Federal agencies, and other rule-making bodies about Reworld™ and issues important to the Company, including waste solutions, environmental sustainability, and the circular economy. • Ensuring our Company's participation in relevant Congressional, state legislature, regulatory, and other key policymaking activities. • Producing content for lobbying and regulatory materials. • Representing Reworld™ in strategic partnerships central to the Company mission. • Providing policy-related updates for selected Reworld™ leadership. **Reworld™ Sustainability Resources/**Code of Business Conduct
415-1	Political contributions	As a privately owned company, we have elected not to disclose financial information in our 2025 Sustainability Databook.
GRI 418: Customer Privacy 2016		
3-3	Management of material topics	**Management Approach: Customer Privacy** We have established a Privacy Policy that outlines how we collect, use, and may disclose personal information provided to us via the Reworld™ website and in the course of providing our services. Reworld™ has not yet developed targets or indicators on how to track progress or the ability to articulate the impact of the Policy given its recent rollout. For more information, please review our Privacy Policy.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None. We did not receive any complaints regarding breach of customer privacy and loss of customer data in 2024.

SASB Index

The table below outlines our performance against industry-specific standards set by the SASB, a standard setting organization that promotes the disclosure of financially material sustainability information.

We report in alignment with SASB Standards set for the Waste Management sector. In addition to data, we provide references to publicly available resources.

Accounting Metric	Code	2024 Response
Greenhouse Gas Emissions		
(1) Gross global Scope 1 emissions, percentage covered under (2) Emissions-limiting regulations (3) Emissions reporting regulations	IF-WM-110a.1	**Performance Data/**Environmental
(1) Total landfill gas generated (2) Percentage flared (3) Percentage used for energy	IF-WM-110a.2	(1) 254,802 MMBtu (2) 15.33% (3) 0%
Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	IF-WM-110a.3	**2025 Sustainability Report/**Reducing Emissions for Industry and Society (pages 19-25) **Reworld™ Sustainability Resources/**2025 CDP Response (Module 7)
Fleet Fuel Management		
(1) Fleet fuel consumed (2) Percentage natural gas (3) Percentage renewable	IF-WM-110b.1	**Performance Data/**Operations
Percentage of alternative fuel vehicles in fleet	IF-WM-110b.2	0%
Air Quality		
Air emissions of the following pollutants: (1) NO_x (excluding N_2O) (2) SO_x (3) Volatile organic compounds (VOCs) (4) Hazardous air pollutants (HAPs)	IF-WM-120a.1	**Performance Data/**Environmental
Number of facilities in or near areas of dense population	IF-WM-120a.2	Using data from the U.S. Census, 94% of our facilities are located in or within 5 kilometers of areas of dense population, defined as territories that contain 50,000 people or more.
Number of incidents of non-compliance associated with air quality permits, standards, and regulations	IF-WM-120a.3	**Performance Data/**Environmental
Management of Leachate and Hazardous Waste		
(1) Total Toxic Release Inventory (TRI) releases, (2) percentage released to water	IF-WM-150a.1	(1) 145 metric tons (2) 0%
Number of corrective actions implemented for landfill releases	IF-WM-150a.2	0
Number of incidents of non-compliance associated with environmental impacts	IF-WM-150a.3	**Performance Data/**Environmental

Accounting Metric	Code	2024 Response
Labor Practices		
Percentage of active workforce employed under collective agreements	IF-WM-310a.1	15.0%
(1) Number of work stoppages (2) Total days idle	IF-WM-310a.2	(1) 0 (2) 0
Workplace Health and Safety		
(1) Total recordable incident rate (TRIR) (2) Fatality rate (3) Near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	IF-WM-320a.1	(1-2) **Performance Data/**Health and Safety (3) NMFR for Direct and Contracted Employees: 482.99 Near misses are not tracked separately for direct vs. contracted employees.
Number of road accidents and incidents	IF-WM-320a.3	30 road accidents
Recycling and Resource Recovery		
(1) Amount of waste incinerated (2) percentage hazardous (3) percentage used for energy recovery	IF-WM-420a.1	**Performance Data/**Operations
Percentage of customers receiving (1) recycling and (2) composting services, by customer type	IF-WM-420a.2	(1) 0% Municipal, 7% Commercial/Industrial, 0% Residential (2) 0% Municipal, 0.4% Commercial/Industrial, 0% Residential These figures do not include any metals recycling recovered from our TTFs. 100% of our TTFs have metal recovery systems to recycle the metal discarded in municipal, commercial, and/or industrial waste.
Amount of material (1) recycled, (2) composted, and (3) processed as waste-to-energy	IF-WM-420a.3	**Performance Data/**Operations
Amount of electronic waste collected	IF-WM-420a.4	**Performance Data/**Operations
Percentage recovered through recycling	IF-WM-420a.4	**Performance Data/**Operations
Activity Metrics		
Number of customers by category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other	IF-WM-000.A	As a privately owned company, we have elected not to disclose these figures.
Vehicle fleet size	IF-WM-000.B	2,000+ rolling assets in North American Transportation Fleet (including trucks and trailers)
Number of: (1) landfills, (2) transfer stations, (3) recycling centers, (4) composting centers, (5) incinerators, and (6) all other facilities	IF-WM-000.C	**Performance Data/**Operations
Total amount of materials managed, by customer category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other	IF-WM-000.D	(1) Municipal: 18.4M tons (2) Commercial: 0M tons (3) Industrial: 1.76M tons (4) Residential: 0 (5) Other: 0 The Municipal category includes all waste processed at Reworld™ TTFs. This primarily includes waste from municipalities, but also includes waste from commercial and industrial clients. The Industrial category includes all waste processed at Reworld™ MPFs.

Performance Data Tables

Our Performance Data reflect annual data for the years ended December 31. Unless otherwise noted, figures are reported for North America, only.

Operations Data

	2024	2023	2022	2021	2020
Facilities (owned, equity investments in, and/or operated)					
Total Facilities	95	110	86	79	81
Number of TTF operations	36[1]	38	38	38	38
Total electrical generation capacity (MW)	1,434	1,488	1,488	1,488	1,593
Total capacity (TPD)	54,765	56,911	56,911	56,911	59,254
Number of material processing facilities/other	40	39	27	20	22
Number of electronic waste recycling facilities	1	1	1	1	1
Number of transfer stations	15	15	15	15	15
Number of landfills	2	2	3	3	4
Number of Metals/Ash Processing Facilities	1	1	1	1	1
Waste Processed[2] (thousand tons)					
Total waste processed	**20,154**	**20,827**	**20,765**	**21,118**	**21,215**
Sustainably Processed Waste	19,780	20,278	20,488	20,848	20,904
Thermomechanical Treatment	18,299	18,751	20,000	20,371	20,498
Alternative Fuel	166	126	2	–	–
Other Waste to Energy	28	12	25	21	11
Waste recycled/reused	1,823	1,826	988	1,016	937
Metals recycled	467	489	516	546	540
Water recycle/reuse	1,177	1,169	406	415	359
E-waste recycled[3]	5	5	5	5	6
Other Recycling (including Aggregate)	178	163	60	49	32
Landfilled Waste[4]	358	532	255	257	298
Waste incinerated, no energy recovery	6.0	5.9	0.5	0.1	0.1
Other Waste Managed	8	12	21	12	12
Total hazardous waste combusted	–	–	–	–	–
Other Waste Indicators					
Landfilled TTF residue[5]	4,157	4,648	5,046	5,087	5,257

	2024	2023	2022	2021	2020
Energy Generation					
Net electricity exported to the grid (million MW hours)	8.3	8.7	9.3	9.6	9.5
Steam exported (billion lbs.)	8.1	7.9	8.0	8.4	9.2
Total energy, million MWh electrical equivalent	9.1	9.4	10.0	10.4	10.3
RECs, value recognized ($M)	78.6	57	55.3	30.2	26.2
Energy Use (Thousand GJ)					
Total energy consumption[6]	**185,672**	**195,031**	**207,271**	**211,036**	**211,197**
Waste	181,723	191,647	204,011	207,579	206,636
Fossil fuel	3,712	3,051	3,003	3,114	4,248
Biogenic fuel	0	0	0	0	0
Fossil fuel (% of total energy input)	2.0%	1.6%	1.4%	1.5%	2.0%
Fleet fuel consumption[7]	**455**	**404**	**158**	**142**	**133**
Natural gas as fleet fuel (%)	0.0%	0.0%	0.0%	0.0%	0.0%
Renewable fuel as fleet fuel (%)	0.0%	0.0%	0.0%	0.0%	0.0%
Water use (Mgal.)					
Total potable water use	5,632	5,272	5,974	6,112	6,107
Reclaimed water use	2,478	2,444	2,474	2,531	2,485
Saline/other non-potable water use	734	760	781	721	1,050
Alternative water use as percentage of total freshwater use (%)	28.3%	31.8%	29.4%	29.4%	31.0%

1 Three TTFs that operated in 2024 have ceased operations.
2 Waste totals do not reflect progress against Reworld Sustainability Linked Financing Targets, which are measured against an adjusted baseline.
3 Reflects total e-waste received for processing.
4 Landfilled waste from MPFs and Transfer Station operations. Does not include TTF residues, reported separately.
5 Residue includes TTF ash and landfilled wastes from RDF/shred-and-burn processing.
6 Energy consumption total includes heat input from MSW and auxiliary fuel, as well as purchased electricity. Purchased electricity is not reflected in the breakdown below.
7 Represents Reworld fleet operations across North America. Our fleet has over 3,000 rolling assets.

Safety and Health

	2024	2023	2022	2021	2020
Safety and Health Data					
Employees/Supervised Contingent Workers					
DART	1.06	0.74	0.78	0.86	0.53
TRIR	1.58	1.43	1.11	1.25	0.73
Fatality count	0	0	0	0	0
Number of sites in OSHA VPP program	29	29	32	31	31
Contractors					
Contractor recordables	10	20	17	–	–
Contractor fatality count	0	1	0	1	1

Workforce[1]

	2024	2023	2022	2021	2020
Reworld Employee Breakdown					
Total employees	**4,417**	**4,485**	**3,939**	**3,748**	**3,879**
Contract Type					
Salaried	1,439	1,410	1,229	1,170	1,208
Hourly[2]	2,978	3,069	2,704	2,570	2,667
Region					
North America	4,417	4,485	3,939	3,748	3,879
United States	4,251	4,322	3,771	3,589	3,712
Canada	166	163	168	159	167
Gender and Racial Diversity[3]					
Women as a percentage of the total workforce	14%	14%	13%	12%	12%
People of color as a percentage of the total workforce	35%	34%	32%	31%	29%
Collective Bargaining Status					
Employees covered by collective bargaining agreements	642	322	331	289	332
Percent of North American workforce covered by collective bargaining agreements	15.0%	7.2%	8.2%	7.7%	8.6%

	Salaried	Hourly[2]	Total Turnover	Total Turnover Rate (%)	Average service (years)	# of Voluntary Separations	# of Involuntary Separations
2024 Employee Turnover[4]							
Total	**267**	**800**	**1,067**	**24%**	**5.42**	**720**	**347**
Gender							
Female	71	99	170	28%	3.96	114	56
Male	195	695	890	23%	5.73	599	291
Age							
Under 30 years old	17	240	257	45%	1.4	187	70
30-50 years old	115	365	480	23%	3.52	320	160
Over 50 years old	134	192	326	19%	11.44	209	117
Region							
United States	256	769	1,025	24%	5.45	690	335
Non-United States	11	31	42	25%	4.54	30	12

	Total	Salaried	Hourly[2]
2024 New Employee Hires[4]			
Total	**933**	**212**	**721**
Gender			
Female	144	60	84
Male	787	152	635
Age			
Under 30 years old	297	16	281
30-50 years old	460	131	329
Over 50 years old	174	65	109
Region			
United States	890	203	687
Non-United States	43	9	34

	Total	American Indian	Black	White	Hispanic	Asian	Pacific Islander	Two or more races
2024 U.S. Workforce Composition[5]								
Racial and Ethnic Composition								
Executives	54	0	4	39	2	7	0	1
Directors	197	1	11	157	7	13	0	1
Managers	400	0	35	287	34	26	2	10
Professionals	642	3	61	468	52	26	7	8
Technical, sales and administrative	573	4	74	365	70	21	4	17
Laborers	2,381	24	451	1,276	382	56	71	53
Total	**4,251**	**32**	**636**	**2,595**	**547**	**150**	**84**	**90**

	Total	Under 30 years old	30-50 years old	Over 50 years old	Female	Male
Age and Gender Composition of U.S. Workforce						
Executives	54	0	26	28	13	41
Directors	197	1	80	116	36	160
Managers	400	3	196	201	92	308
Professionals	642	68	330	244	150	491
Technical, sales and administrative	573	74	254	245	216	357
Laborers	2,381	397	1,144	840	59	2,322
Total	**4,251**	**544**	**2,033**	**1,674**	**567**	**3,682**

	Total	Female	Male	Total	Full-time	Part-time
2024 North American Workforce Composition						
Gender and Employment Type Composition of North American Workforce						
United States	4,251	567	3,682	4,251	4,218	33
Canada	166	40	124	166	164	2
Total	**4,417**	**607**	**3,806**	**4,417**	**4,382**	**35**
Employment Type						
Part-time	35	16	19			
Full-time	4,382	591	3,787			

2024 Governance Body Diversity	
Gender and Racial Diversity	
Total Board Diversity	38%
Percent women	25%
Percent people of color	13%
Age	
Under 30 years old	0
30-50 years old	2
Over 50 years old	6

1 Data reflects permanent employees, only. Temporary / non-guaranteed hour employees are not reflected in these tables.

2 Hourly employees include technicians, sales workers, administrative support, craft workers, operatives, laborers, and helpers.

3 People of Color are represented as a percentage of the entire workforce, where race/ethnicity information is known.

4 Categories may not sum to "Total" due to undisclosed gender or age.

5 US Employees only. Job Categories are defined as follows: Executives (EEO category 1.1), Professionals (EEO category 2), Technical/Sales/Administrative (EEO categories 3,4,5), Laborers (EEO Categories 6,7,8,9). EEO Category 1.2 subdivided into Directors and Managers. Totals may not match total U.S. employees due to exclusion of unspecified employees.

Environmental

	U.S. Federal Standard	2024	2023	2022	2021	2020
Air Emissions Concentrations						
Lead (µg/dscm)	400	8.5	7.8	7.5	8.0	8.2
Cadmium (µg/dscm)	35	0.6	0.8	0.9	1.1	0.8
Mercury (µg/dscm)	50	1.5	1.7	1.9	2.2	2.5
Total dioxins and furans (ng/dscm)	30	4.4	2.1	3.0	2.1	1.7
Particulate matter (mg/dscm)	25	2.2	2.1	2.2	1.9	2.0
Hydrogen chloride (ppm)	29	6.2	6.4	6.9	7.2	7.1
Carbon monoxide (ppm)	100	30.0	33.3	31.6	31.7	32.9
Sulfur oxides (ppm)	29	7.8	8.8	8.7	9.1	9.1
Nitrogen oxides (ppm)	205	123.6	123.8	126.1	131.3	129.5

	2024	2023	2022	2021	2020
Greenhouse Gases (GHGs)					
GHG Emissions (thousand metric tons CO$_2$e)					
Total Scope 1, 2 and 3 GHG emissions[2]	7,382	7,791	7,788	7,445	7,863
Scope 1	7,013	7,435	7,407	7,049	7,454
Scope 2	22	32	28	29	23
Scope 3	347	324	352	367	385
Biogenic CO$_2$	9,456	9,695	10,763	11,275	10,979
GHG emissions covered under an emissions-limiting regulation (% of S1)	1.4%	2.8%	3.5%	3.8%	3.9%
GHG emissions covered under an emissions-reporting regulation (% of S1)	99.1%	97.5%	97.9%	98.1%	97.1%
TTF and AEF Lifecycle GHG (million metric tons CO$_2$e reduced)					
Equity-share basis	24.5	24.7	24.6	25.0	25.2
Operational Control basis	41.1	41.2	43.6	44.4	44.7

	2024	2023	2022	2021	2020
Monetary Fines and Compliance Frequency					
Fines					
TTF continuous emission monitor (CEM) fines	$4,560	$12,150	$–	$3,493	$33,252
TTF stack test fines	$–	$2,000	$–	$–	$–
Other environmental fines, including biomass and other facilities	$202,000	$5,000	$102,408	$44,427	$122,680
Compliance					
TTF stack test compliance rate	99.97%	99.97%	100.00%	100.00%	100.00%
TTF CEM compliance rate	99.70%	99.96%	99.97%	99.98%	99.99%
MPF water discharge compliance rate	99.96%	99.96%	99.94%	99.95%	99.99%

Materiality Assessment Topic Definitions

Topic	Definition
Air quality	The contribution to local air quality.
Ash management	Ensuring compliance around ash management.
Biodiversity and natural resource management	Impacts on ecosystems, including on wildlife (e.g., plants, animals, and other species) and their habitats.
Business ethics & compliance	Oversight to ensure the highest standards of accountability, transparency, fairness, and responsibility. Fostering an environment of integrity, financial stability, and responsible and long-term growth. Maintaining the highest levels of ethical standards in the conduct of operations and acting in full compliance with the laws and regulations of the countries in which Reworld™ operates and serves.
Circularity	Measures taken to retain the value of products, materials, and resources and redirect them back to use for as long as possible with the lowest carbon and resource footprint possible.
Climate change and GHG emissions	Optimizing operational practices, limiting GHG emissions, conserving energy, and reducing carbon footprint. Accounting for climate-related risks and opportunities.
Community engagement & investment	Engagement with individuals or groups of individuals living or working in areas that are affected by an organization's economic, social, cultural, and/or environmental impacts from activities or infrastructure.
Corporate governance	Board oversight and management of sustainability related risks, including environmental, health & safety, community relations and environmental justice and public policy.
Data privacy & protection	Protecting and securing employee and customer data to avoid reputational and personal damage. Including appropriate measures to reduce data risks and increase the trust of all stakeholders.
Diversity, equity, and inclusion (DE&I)	Embracing diversity in the workplace and creating an inclusive and equitable workplace culture where everyone feels safe, respected, and valued to best advance our business mission, goals, and objectives.
Employee engagement	Employee involvement and enthusiasm about the work and workplace.
Energy management	Planning and optimizing energy production, consumption, and distribution with the aims of climate protection and resource conservation.

Topic	Definition
Environmental justice	The fair treatment and right of all people and communities to equal environmental protection under the law and equal involvement in environmental decision-making processes.
Human & labor rights	Performing due diligence throughout the supply chain and upholding labor rights and fundamental human rights across the workforce.
Innovation, research, and development	Investment in technology and innovation, including waste management innovation and innovative tools to improve efficiency and minimize environmental impacts.
Public access to reliable energy	Providing reliable and affordable energy to households.
Public policy, advocacy, and lobbying	The support of political issues (whether financial or otherwise) in jurisdictions in which Reworld™ operates.
Quality and safety of products and services	Upholding the highest quality of products and services. Assessing and ensuring the health and safety of consumers from all products and services.
Sustainable value for customers	Maintaining customer relations and influencing improved ESG impacts where possible, such as through circular solutions for client waste.
Sustainable waste management	Responsible management, reduction, and disposal of resources and waste, where possible reducing, recycling, or reusing across the value chain.
Talent attraction, retention & development	Hiring, managing, developing, and retaining the right people with the right skills in an increasingly competitive market. Ensuring pay structure is competitive and aligns with industry standards.
Transportation and logistics	Emissions and impacts related to transport and logistics of waste and materials.
Water stewardship	The use, management, discharge, and conservation of water resources while meeting business needs.
Workplace health & safety	The management of risks and hazards in the workplace to ensure the physical, mental, and social wellbeing of workers through sufficient policies and training programs.

Glossary of Terms

CEMS	Continuous Emissions Monitoring System
CH$_4$	Methane
CO$_2$	Carbon Dioxide
CSO	Chief Sustainability Officer
CSRD	Corporate Sustainability Reporting Directive
CWT	Centralized Wastewater Treatment
DART	Days Away, Restricted, Transfer Rate
DE&I	Diversity, Equity, and Inclusion
ERG	Employee Resource Group
ESRS	European Sustainability Reporting Standards
e-waste	Electronic Waste
FTE	Full-time Equivalents
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
H&S	Health and Safety
IRO	Impacts, Risks and Opportunities
KPI	Key Performance Indicator
kWh	Kilowatt-hour
LBO	Leveraged Buyout
LFGTE	Landfill Gas to Energy
MPF	Material Processing Facility

MPP	Management Participation Plan
MSW	Municipal Solid Waste
N$_2$O	Nitrous Oxide
NGO	Non-governmental Organization
O$_2$	Oxygen
OSHA	Occupational Safety and Health Administration
POTW	Publicly Owned Treatment Works
PSR	Problem-Solving Report
RCA	Root Cause Analysis
RECs	Renewable Energy Credits
RFID	Radio-frequency Identification
ROI	Return on Investment
SASB	Sustainability Accounting Standards Board
SF$_6$	Sulfur Hexafluoride
SIP	Safety Improvement Plan
SLF	Sustainability-Linked Financing
TCIR	Total Case Incident Rate
TPD	Tons per Day
TS	Transfer Station
TTF	Thermomechanical Treatment Facility
VPP	Voluntary Protection Program

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