

# Waste better.

Sustainability Report 2025





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



### **Waste Better**

Our core business transforms waste into a valuable resource. Through a focus on sustainable waste solutions, we can advance the circular economy, reduce environmental impacts, preserve domestic energy and material resources, improve efficiency, provide local jobs, and further our customers' sustainability goals. From reusing to recycling to recovering, we address societal needs through waste management, generating environmental benefits for communities and commercial customers alike.

Our values motivate us to create an inclusive, authentic, and safe work culture where our employees are empowered to drive results, ensuring prosperity in the communities where we operate.



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Throughout the report, we have featured photos from our employees that highlight their personal connection with sustainability.



**Blue Suede Shoes**  
Blue-footed booby taking flight  
in the Galapagos Islands  
**Alan Bradley Howe**  
Vice President  
Deputy General Counsel  
Morristown, NJ

## About this Report

Data and highlights in this report cover activity from 2024 unless otherwise mentioned.  
Visit our [Sustainability Resources](#) site for additional information.



# Delivering Solutions for a More Sustainable Future

**As we reflect on the past year, I am filled with optimism. We completed our first year as Reworld™ unified under one mission: to help our customers waste better. And we're just getting started.**

Our journey has been one of transformation and growth, driven by our unwavering commitment to sustainability and innovation. In 2024, we continued to build on our strong foundation, expanding our reach and enhancing our capabilities to better serve our customers and communities. We kicked off 2025 by expanding our partnership with GIC, a Singaporean long-term investor, who acquired a 25% stake in Reworld.

At Reworld™, we see waste as an opportunity. This translates to our commitment to help our customers waste better.

## **Investing in our people is our top priority.**

Our team of 4,400 employees is the driving force behind our innovative solutions and our commitment to sustainability. Their dedication and creativity enable us to reimagine what is possible with the waste we all create. We are committed to providing a safe working environment and fostering a workplace culture that supports their growth, success, and well-being.

## **Through innovation and growth, we realize the value in waste.**

Over the past year, we have made significant strides in three key areas: geographic expansion, innovative solutions, and customer experience. Since we embarked on our journey three years ago, we've more than doubled the number of our facilities, added an extensive fleet of vehicles, developed novel solutions, and widened our partner network.

This has cemented our position as a leader in sustainable waste solutions, prioritizing landfill diversion and helping industries and communities meet their own sustainability goals.

## **Our solutions benefit industry and society.**

Our sustainable waste solutions create local jobs and support energy independence, while advancing climate goals and the circular economy. Our Thermomechanical Treatment Facilities (TTFs) are over 10 times more effective than wind and solar at reducing greenhouse gas emissions by avoiding landfill methane while efficiently generating energy. TTFs convert non-recyclable waste into carbon-negative energy, powering homes and supporting manufacturing. Each year we recycle enough metal to build five Golden Gate bridges and continue to expand recycling and reuse solutions by keeping materials in use longer. Our low-carbon alternative engineered fuels help industries like cement reduce their reliance on fossil fuels.

Looking ahead, we are excited about the opportunities that lie before us. We will continue to push the boundaries of what is possible, delivering even greater value to our customers and communities. Together, we can waste better.

**Azeez Mohammed**  
President and CEO







# Turning Sustainability Into Opportunity



**“Sustainability and growth are inseparable. At Reworld™, we strive for innovative solutions that achieve both – aiding the transition to a more circular economy.”**

## **Sustainability isn’t an add-on; it’s the foundation of everything we do at Reworld™.**

Sustainability drives our growth, guides our mission, and strengthens our communities. It’s why we link our success to sustainable outcomes. It’s why we completed the first-ever leveraged buyout with sustainability linked financing in North America. It’s why we invest in technologies that recover materials, generate renewable energy, and cut emissions. And it’s why we help businesses, communities, and entire industries meet their sustainability goals.

## **The waste sector is at a turning point.**

The transition to circularity isn’t a trend – it’s a necessity. Every year, millions of tons of waste are generated – a linear and inefficient use of materials. At Reworld™, we work to minimize the environmental impact of this waste, deriving value through reuse, metals recycling, and energy generation. As demand for sustainable waste management increases, we provide solutions to address the unique challenges businesses face. By aligning environmental goals with business objectives, we help industry and communities achieve lasting sustainability.

## **Sustainability is rooted in science.**

Our message is grounded in science using research by notable scientists and leading institutions. Our customers meet their net-zero and sustainability commitments in innovative ways through waste they generate. Our zero waste-to-landfill solutions avoid greenhouse gases and generate carbon credits for renewable energy. When customers need waste managed, advisory services or products to achieve their net-zero commitments, we are always ready to partner.

## **Sustainability is about more than operations – it’s about people.**

From veteran hiring initiatives to community cleanup efforts, we’re committed to ensuring that sustainability creates tangible benefits where we live and work. Stronger, more resilient communities, dependable energy, and a healthier planet all start with action.

The world isn’t waiting – and neither are we at Reworld™. Let’s build a future where sustainability and growth go hand in hand.

**Tequila Smith**  
**Executive Vice President, CSO**





# 2024 Sustainability Highlights

## Materials

20M

tons of waste managed sustainably

→ weight of 114,000 blue whales – the world’s largest animal



470,000

tons of ferrous and non-ferrous metals recycled

→ 3 billion aluminum cans and 5 Golden Gate bridges



284M

gallons of wastewater recycled/reused

→ over 428 Olympic-sized swimming pools

10M

pounds of e-waste recycled

→ 4 million laptops

3.8M

pounds of post-consumer pharmaceutical waste safely destroyed

→ 24 million pill bottles

1.8M

tons of waste recycled or reused

→ 413 barges full of recyclables

166,000

tons of waste as alternative fuel

→ displacing over 331 million pounds of coal

## Energy

41M

metric tons of GHGs avoided

→ removing 9.8 million cars from the road



9.1M

MWhe of renewable electricity and steam generated by TTFs

→ powers 847,000 homes

30M

MMBTU of fossil fuel displacement from steam generation, alternative fuel, and metal recycling

→ 21,500 tanker trucks of gasoline

## People

10,000+

hours dedicated to volunteering in our neighborhoods

37,000+

meals served

43,000

flags honorably retired



## Celebrating 2024

Virginia Water Environment Association recognized the Alexandria TTF for achieving 100% compliance with its wastewater discharge permit requirements for over five consecutive years and reusing wastewater in boiler operations.



CIO 100 winner for innovative Artificial Intelligence (AI)-based Fire Threat Assessment Tool to counter the threat of lithium ion (Li-Ion) battery fires in our Material Processing Facilities (MPFs) and TTF operations. The risk-assessment tool also provides actionable steps for mitigation.

### Women of Long Island

Maureen Early, Lead Community Relations Specialist, and Dawn Harmon, Director, Market Area, were honored at the 2025 Herald Premier Business Women of Long Island Awards for delivering sustainable waste solutions on Long Island in New York.







# A Year of Growth

## Toward Circularity

### Leader

in zero waste-to-landfill solutions in U.S.

- 90+ Operating Facilities
- 3,000+ Vehicles: 50% growth since 2023

### 2 Acquisitions

- EnviroVac Waste Transport Systems, IL and AR
- R.E.D. Technologies, CT
- 1,000+ specialized equipment and vehicles

### 6 New MPFs

- 5 in operation
- 1 planned in Park Hills, MO

### New TTF Unit Expansion

in partnership with Pasco County, FL



← Kristian Jensen  
Apprentice 3,  
Babylon, NY

30% ↑

more Alternative Fuel to cement industry compared to 2023

38% ↑

more Petroleum recovered compared to 2023

22+ years

providing energy & waste management to paper industry



## People & Community

55%

Reduction in lost workdays compared to 2023

47%

Better TRIR\* than waste industry average

### Local hiring efforts expanded

through internships, veteran hires, and second chance hiring.

→ Monarch butterfly reminds us that small wonders can create big impact

Gerald Aranyado  
Shift Supervisor,  
Power Block  
Honolulu, HI



\* TRIR: Total Recordable Incident Rate





**1.8M**

tons recycled and reused in 2024

**↑ 95%** increase from 2020

# We Help You Waste Better

## Inside this Section

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# Our Ambition

At Reworld™, it is our business and purpose to reimagine, reduce, renew, reuse, recycle, and recover waste materials from residential, commercial and industrial sources, extracting the highest value possible.

Reworld™ is a leader in sustainable waste solutions, trusted by some of the world’s largest organizations to deliver circular solutions that reduce regulatory risks and improve operational performance, all while minimizing environmental impacts.

Circular solutions play an essential role in managing waste impacts, particularly as global waste generation increases.

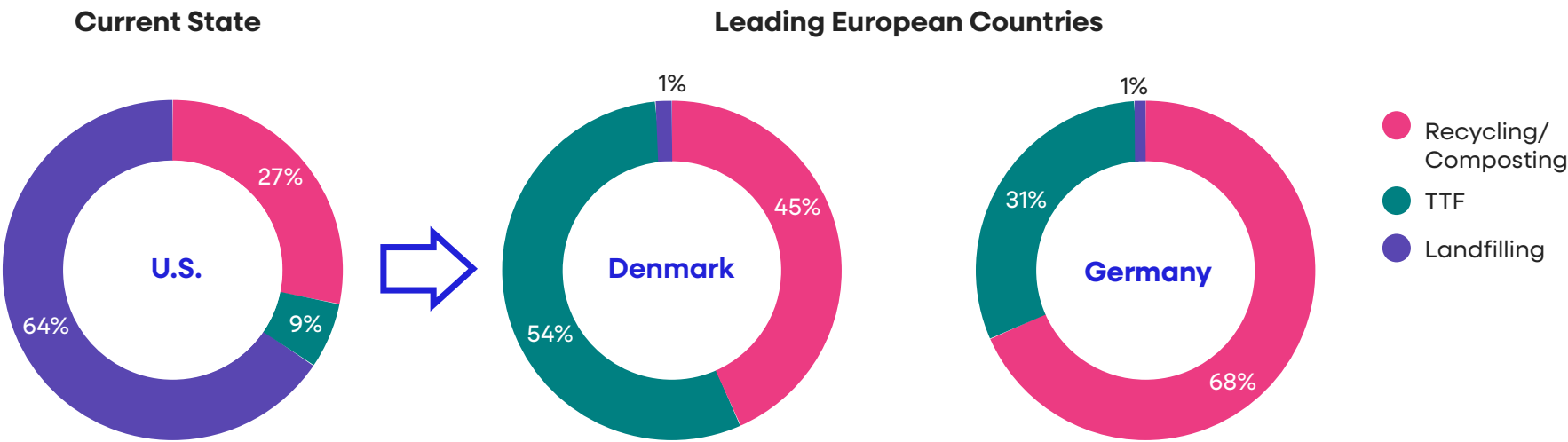
In fact, global waste generation is projected to grow by 73%, from 2.24 billion in 2020 to 3.88 billion metric tons by 2050.

## Our Progress

Reworld™ operates on the front lines to reimagine the reuse of waste as a resource, an essential action for building a circular economy. This purpose-driven mission is integral to our core operations. Our acquisition by EQT in 2021 was the first ever leveraged buyout in the U.S. completed with sustainability-linked financing.

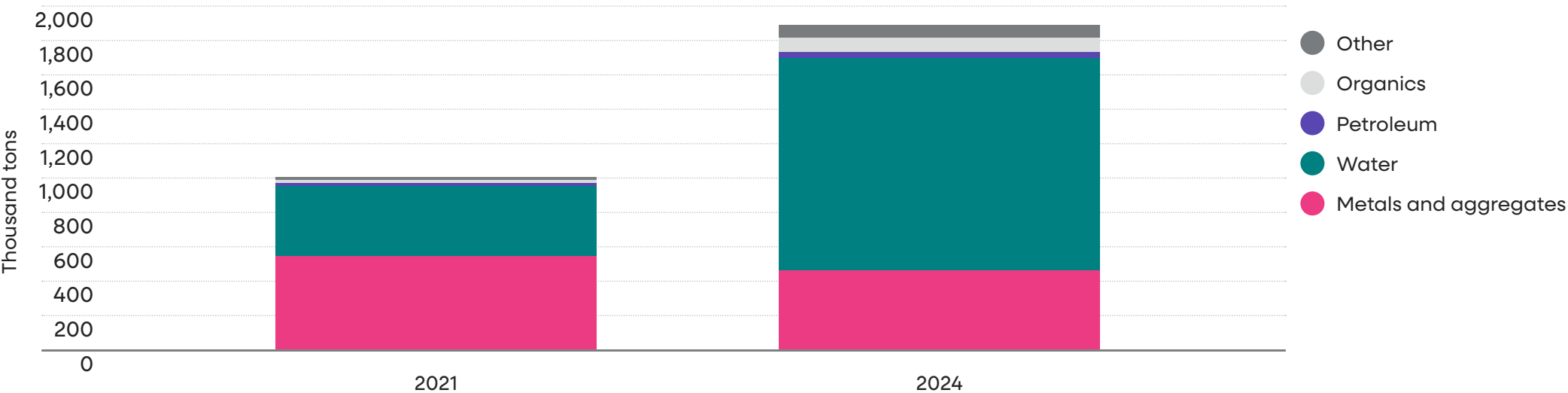
Since 2021, we have increased recycling by 80%.

By following more sustainable practices of European Countries, we could reduce **700M metric tons of GHG emissions**, return **8M tons of materials back into our economy**, and generate **177 million MWh of energy**, the **equivalent of powering nearly 16.5M homes**.



## Waste Recycled and Reused

Our growing fleet and network of waste partners continue to enable recycling and reuse for our customers.



# Our Approach

## Waste Hierarchy as a Guide to Circularity

The circular economy is a system where materials at the end of their life are returned back to useful production at their highest and best use, with minimal environmental impact. Circularity is a framework of design, production, consumption, and reuse that requires economy-wide participation. The waste hierarchy is a useful guide for our journey to a more circular economy.







# Our Services

## Sustainability is our business.

We provide tailored solutions to reimagine waste in every area of the economy, enabling our customers to achieve their short- and long-term sustainability goals.



### Did you know?

The six dots in our logo represent our commitment to advancing sustainable waste management through: reduce, reuse, recycle, recover, reimagine, and renew.



### ReDirect360™ Zero Waste-to-Landfill Solutions

Redirect waste streams from landfill into sustainable outcomes

### ReKiln Fuels™ Engineered Solutions

Transform non-recyclable materials and wastes into alternative engineered fuels for the cement, lime, and pulp & paper industries



### ReDRoP™ Wastewater Solutions

Treat complex wastewaters so they can be recycled through local publicly owned wastewater systems or reused directly

### ReMove™ Waste Logistics

Handle all aspects of the removal, transport, and disposal of waste materials

### ReCredit™ Sustainable Carbon Offsets

Help businesses meet their emissions goals through renewable energy credits and carbon reductions derived from our operations





# Customer Focus

**We provide solutions that help our customers waste better. Our services and programs deliver sustainable waste management solutions.**

## Industrial and Commercial Solutions

When partnering with our industry and commercial customers, their goals become ours. Leveraging our resources and expertise, we keep pace with the demands of our clients' businesses, supporting their sustainability goals while boosting their bottom line.

### Did you know?

**Reworld™ Customer Gateway** provides transparency, streamlined waste profiling, self-service scheduling, and payment review capability in our customers' hands.



## Municipal and Governmental Partnerships

We find the right solutions for our municipal clients, delivering scalable and reliable waste management services that complement existing community programs and are protective of human health and the environment.

### DEA TAKEBACK EVENT WITH VAPD, FAIRFAX COUNTY



### How we support our municipal and government customers

- We provide secure destruction for high security waste streams, including expired drugs, off-spec pharmaceutical products, and contraband, from agencies such as the U.S. Drug Enforcement Administration, U.S. Customs and Border Protection, U.S. Department of Agriculture, and local law enforcement.
- We host citizen drop-off events, in which we accept batteries and electronic waste (e-waste).

## CASE STUDIES

### Moving Up the Hierarchy

We helped an existing pharmaceutical and consumer products manufacturer reduce costs and increase recycling by diverting wastes previously processed at our TTF facilities to secure recycling and alternative engineered fuel (AEF) solution.



### Integrating Within Customer Operations

A consumer products manufacturer hired us for full-time on-site support at their production site. In addition to managing their waste from the point of generation through final disposition and invoicing, we identified additional recyclables that can be diverted from disposal.



### Partnering for Innovation

We collaborated with industry partners to find innovative solutions for waste we cannot fully manage in-house. We worked with a third-party to recycle ethanol, avoiding its management as a hazardous waste. Recycling reduces costs and environmental impacts.



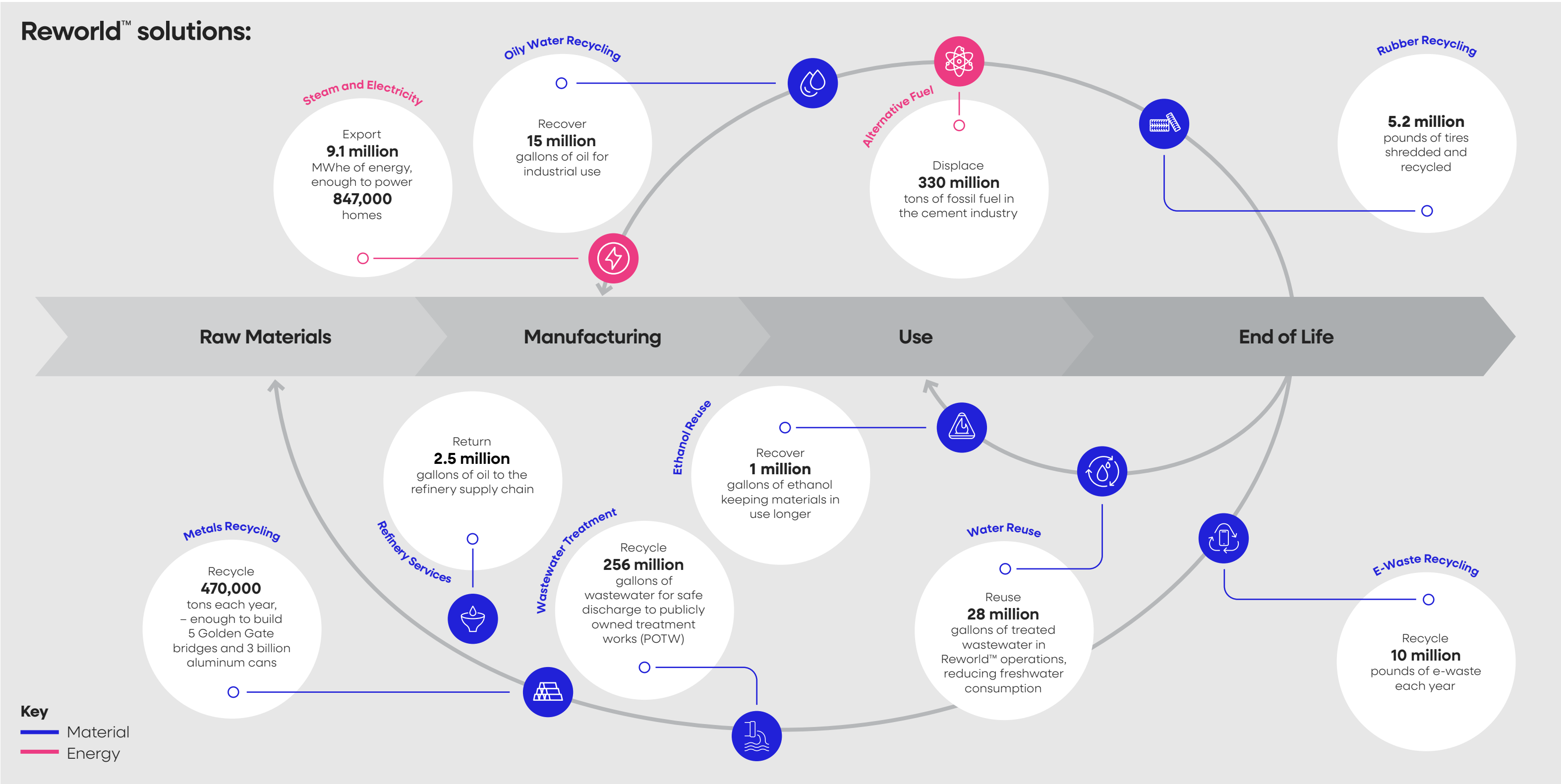




# Circular Solutions in Action

Moving toward a more circular economy requires both materials and energy. Materials which can no longer be used can be repurposed as energy to drive processes that return materials at their end of life back to useful production.

Our solutions reimagine waste materials as feedstock, whether as a source of materials or energy.



# Local Circular Solutions

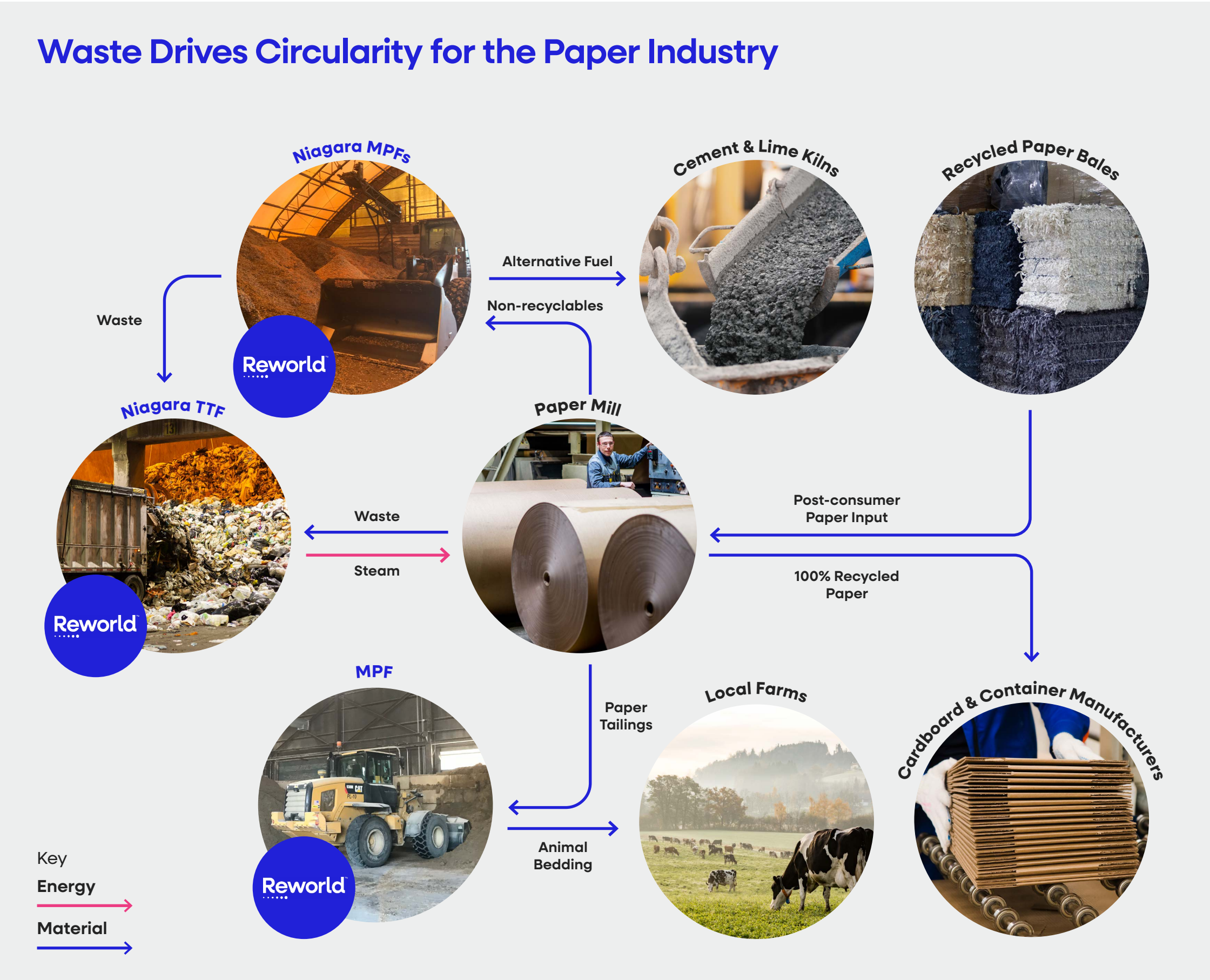
## Paper Industry

Transforming materials into usable products requires energy, whether it is used to transport, sort, separate, or recycle the material. Supplying materials and energy to power a circular loop is achieved by our TTF and MPF operations in tandem. Our advanced state-of-the-art facilities based in Niagara, NY, Huntsville, AL, and Indianapolis, IN support local circular loops by supplying steam for district heating or industrial processes.

Reworld™ has supported the recycled paper industry for years. Paper mills generate sludge, paper tailings, and unusable off-spec materials as byproducts of their process, all of which can be put to a higher and better use than landfilling.

“Energy and sustainable waste solutions from Reworld™ help Greenpac and Cascades produce medium and liner board with some of the lowest carbon footprints in the paper industry.”

**Tony Newman**  
General Manager  
Greenpac Mills





# Innovating Today for a Circular Tomorrow

We take pride in providing essential waste management infrastructure to create resilient and sustainable communities. With the ever-increasing amount of waste generation, we are committed to reimagining waste and delivering scalable, market-ready solutions for society at large.



↑  
Honu, Hawaiian green sea turtle  
A symbol of longevity and endurance  
**Edwin Sato**  
Control Room Operator  
Honolulu, HI

## CASE STUDY: INNOVATION IN ACTION

### Increasing recycling in Oahu, HI

We’re partnering with local government to reduce landfilling and create a local supply of aggregates for construction.



Waste Journey  
Landfill → Reimagine, Reuse, Recycle



#### The Challenge

The island of Oahu has finite land resources and landfill space is a precious commodity. While our H-POWER TTF is doing its part to process municipal solid waste and avoid landfilling, the residual ash goes to the city’s landfill. Meanwhile, resources like aggregates are sourced from off the island.

#### Our Goal

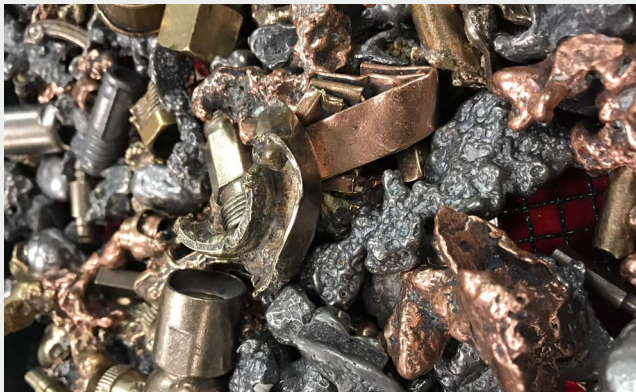
Our Total Ash Processing System (TAPS) is designed to significantly reduce landfilled ash residue by recovering more metals and usable aggregates. In doing so, we’ll help reduce the emissions associated with sourcing and shipping metals and aggregates to the island.

#### Partnership

We are partnering with the City and County of Honolulu to add our TAPS capability to the new Honolulu Advanced Resource Recovery from Ash (HARRA) Facility, to complement the existing TTF infrastructure. Our innovation will divert up to 50% of the ash from the city’s landfill by recovering additional metals for recycling and aggregates for use in construction material.

#### Did you know?

Primary metals are extracted directly from natural ore, while secondary metals are produced by recycling scrap metal, making them “recycled” metals. Reworld™ is actively recovering secondary metals, significantly reducing environmental impact by conserving natural resources, minimizing greenhouse gas emissions, and diverting waste from landfills.





# Waste Diversion

We are building a smarter, more sustainable world...

## The Challenge

Our customers are setting aggressive goals around their waste and materials management, creating a greater demand for sustainable waste solutions:

- Secure management and tracking
- Reduce GHG emissions
- Zero waste and zero waste-to-landfill
- Material and resource efficiency
- Circularity

Landfilling is the least preferred means of waste management. It wastes resources, increases long-term liability due to risk of leaks and contamination, and escalates greenhouse gas emissions. Each year, the U.S. discards 14 million tons of metal worth \$4.6 billion in landfills.

In the U.S., landfills rank as the third-largest anthropogenic source of emissions of methane, a greenhouse gas that is 80 times more powerful than CO<sub>2</sub> in the short term. Alarmingly, methane emissions from landfills are worse than previously thought. Modern measurement techniques have found emissions to be 2-3x higher than earlier reports.

As a result, stakeholders, including investors, regulators, advocacy groups, and consumers, increasingly hold businesses accountable for downstream impacts.



**ReDirect360™**  
Zero Waste-to-Landfill Solutions

## Our Solutions

Our customers can achieve their sustainable waste management goals with **ReDirect360™**. We operate 90+ facilities in North America, including TTFs, MPFs, and Transfer Stations. With these operations, we return resources such as metals, water, packaging, oils, solvents, and organics back to the economy. Non-recyclable waste components may be recovered for energy at a TTF or through our **ReKiln Fuels™** solution, thereby reducing landfill methane emissions.

Efficiently transporting waste from the point of generation to processing facilities significantly reduces greenhouse gas emissions and other air pollutants related to transportation. Our **ReMove** solution features a fleet of over 3,000 vehicles designed to transport waste efficiently.

## Our Impact

Every year, we reimagine waste for thousands of customers with our **ReDirect360™** offering.

|   |   |   |
|---|---|---|
| <b>41M</b><br>METRIC TONS<br>of GHGs avoided    | <b>569,000</b><br>METRIC TONS<br>of methane avoided | <b>20M</b><br>TONS<br>of waste diverted from landfill |
| <b>1.8M</b><br>TONS<br>of waste recycled/reused | <b>9.1M</b><br>MWhe<br>of energy from waste         |   |

### CASE STUDY

Reworld™ partnered with **Kimberly Clark** and **Bright Horizons** daycare centers in Massachusetts to use diaper waste to produce electricity. In the program's first year (2024), six childcare locations diverted 44,000 pounds of diapers from landfills – the equivalent of four full-sized school buses. The diapers are managed at Reworld™ TTFs generating electricity for the New England power grid.



“Reworld™ partnered with us to execute our zero waste-to-landfill strategy. This collaboration supported our New Jersey operations, the largest footprint in our global network. In 2024, we achieved >85% reduction in landfill disposal and avoided over 1,800 tons of CO<sub>2</sub>e emissions. This initiative reflects our dedication and commitment to reducing environmental impact and fostering a more sustainable future for all.”

**Bristol Myers Squibb**





# Wastewater Solutions

We are building a smarter, more sustainable world...

## The Challenge

Wastewater is a byproduct of many manufacturing processes. Wastewater treatment facilities in the United States process ~34 billion gallons daily.

Wastewater treatment and management can present significant challenges:

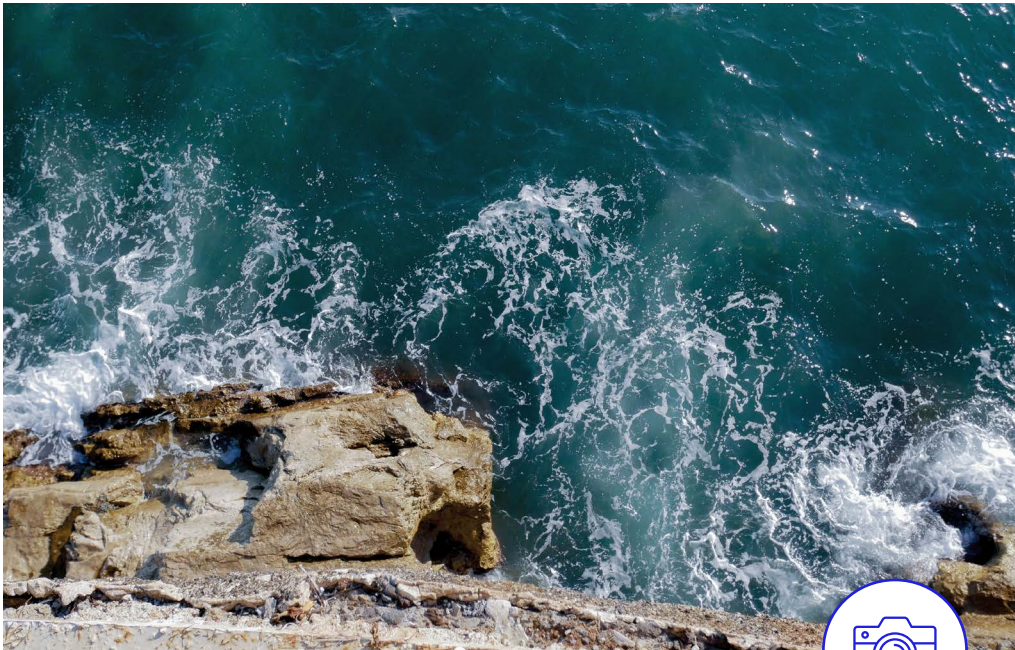
- Water scarcity is a risk to businesses and communities.
- Improper wastewater management leads to non-compliance and penalties.
- Reusing wastewater requires creative solutions.

## Our Solutions

Pretreating wastewater reduces the burden on publicly owned treatment works (POTW) allowing them to process and safely discharge larger volumes of wastewater. Reworld™ recycles industrial wastewater through centralized wastewater treatment facilities and third-party operations.

**Pretreatment:** We pretreat wastewater through a variety of treatment steps, including pH adjustment, oil and water separation, flocculation, sedimentation, filtration and activated carbon treatment. Treated water is then safely discharged to a POTW for final treatment and returned to the natural water cycle. Petroleum products recovered in the oil-water separation process are recycled or recovered for energy.

**Product Substitution:** Using advanced laboratory analytics, we can compare the characteristics of wastewater streams to the needs of other manufacturing processes to identify reuse opportunities.



Rocky Waters: Amalfi Coast under the shadow of Mt. Vesuvius

**Meghan Thompson**  
Sr. Digital Marketing Specialist  
Morristown, NJ



## Our Impact

Every year, we manage millions of gallons of wastewater through our **ReDrop™** solution.

**256M**  
GALLONS

of customer water pretreated for recycling

**15M**  
GALLONS

of petroleum recovered from oily water for resale

**19**  
FACILITIES

with zero discharge of process water

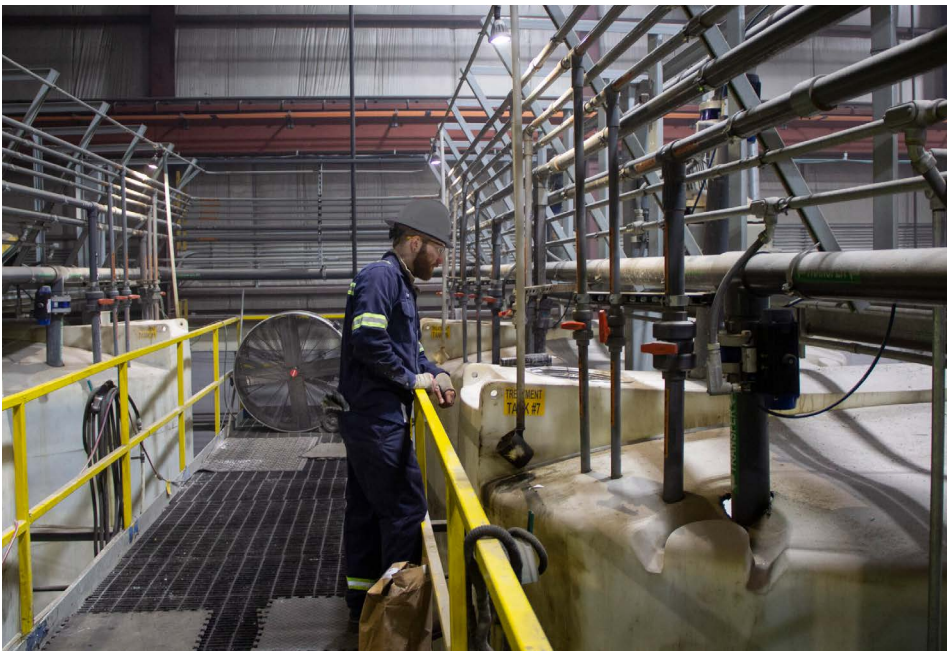
## CASE STUDY

### Beneficial Reuse in Water Stressed Areas

Our customers choose Reworld™ for wastewater management because of the reduced operational burden and our compliance record. In southeastern Massachusetts, where water stressors affect water use and disposal outlets, clients rely on our ReDrop™ solution.

Our Taunton, MA facility rigorously tests and treats over 15 million gallons of wastewater annually for industrial reuse. Our nearby SEMASS TTF reuses over 18.6 million gallons of reclaimed wastewater from Taunton and directly from several industrial generators while also collecting rainwater for use as process water.

In collaboration with our clients, we are conserving precious natural resources and setting a model for what's possible.







# Petroleum Recovery

We are building a smarter, more sustainable world...

## The Challenge

Petroleum remains a critical and valuable commodity in our economy. Even as we transition away from fossil fuels to electricity, we rely on gasoline, diesel, heating oil, and jet fuel for building heating and transportation.

## Our Solution

Our Refinery Services Group and a specialized network of MPFs help ensure that petroleum products make it to their highest and best use. Tank cleanouts, pipeline transition liquids, and used oil all contain useful hydrocarbons that, with some additional processing, can be returned to the economy.

Reworld™ recovers reusable products from refinery and other petroleum-based waste streams, including oily water, mixed fuels, off-spec fuels, and complex byproducts.

## Re-refining and Recovery

We recover valuable hydrocarbons for our customers using centrifuge and distillation technologies. Specialized wastewater operations include separating components allowing recovery of solvents and oils, and recycling and reuse of water.

Our distillation and centrifuge technologies provide for recovery and intermediate processing of petroleum materials and wastes.

Residue from these re-refining processes that could otherwise require hazardous waste disposal are repurposed as alternative fuel for the cement industry, reducing demand for higher grade fossil fuels.



↑  
Refinery tank and tanker at client location in Houston, TX

## Recycling Used Oil

Used oil can be recycled into new products such as fuel and lubricants. Our operations adhere to specific regulations for safe and environmentally responsible handling of used oil.

Many off-spec petroleum streams have entrained water which precludes a lot of potential uses. Our oil water separation technologies allow us to remove the water from usable petroleum, permitting safe treatment of the water and recycled product.

## Reducing Transportation Impacts

We can accept off-spec petroleum products by truck, rail, and ship, and return usable feedstocks back into the nation's refinery infrastructure. Our customized fleet reduces truck miles traveled to move the same amount of material. Our fleet of dry bulk and tankers carry solids and sludges in payloads twice the size of normal roll off boxes. Our tankers are loaded directly, eliminating the need for high density polyethylene (HDPE) liners, which reduces waste.

## Our Impact

We recover usable petroleum products:

**64,000**  
TONS  
Refinery residue repurposed as alternative fuel

**15M**  
GALLONS  
Petroleum recovered including used oil

**2.5M**  
GALLONS  
Oil recovered for reuse at refineries







**41M**

metric tons of GHGs  
avoided in 2024

**1.2B** metric tons avoided  
since 1986



A world of white, with skies so blue,  
It whispers, "Care for what you see,  
This fragile Earth depends on thee".

John Hopkins Glacier, Glacier  
Bay National Park, Alaska

**Peter Laa**  
Control Room Operator  
Honolulu, HI

# Reducing Emissions for Industry and Society

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# Our Ambition

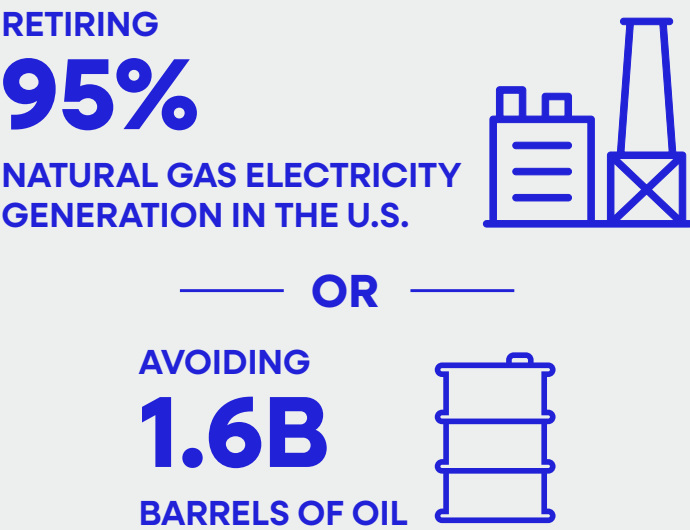
## We are leading the charge towards a carbon-negative future.

The waste sector is teeming with opportunity for GHG reductions. Today, landfills are the third largest source of anthropogenic (human-made) methane in the U.S. This GHG is over 80 times more potent than CO<sub>2</sub> at trapping heat in the atmosphere. Reducing methane emissions is crucial in the short term to mitigate climate change impacts.

In the U.S., where over two-thirds of waste is landfilled, zero waste-to-landfill is a significant opportunity for climate change mitigation. Recent measurements have shown actual landfill emissions to be 2-3 times higher than previous estimates.

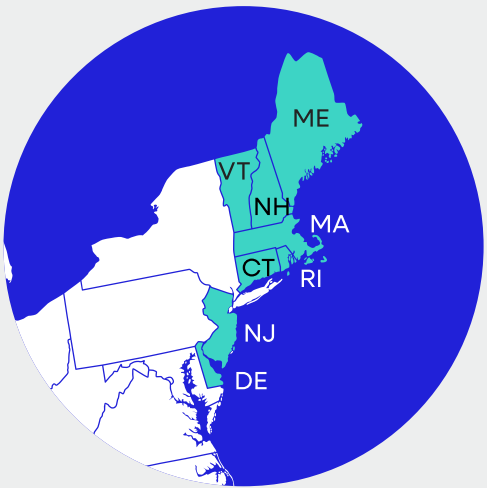
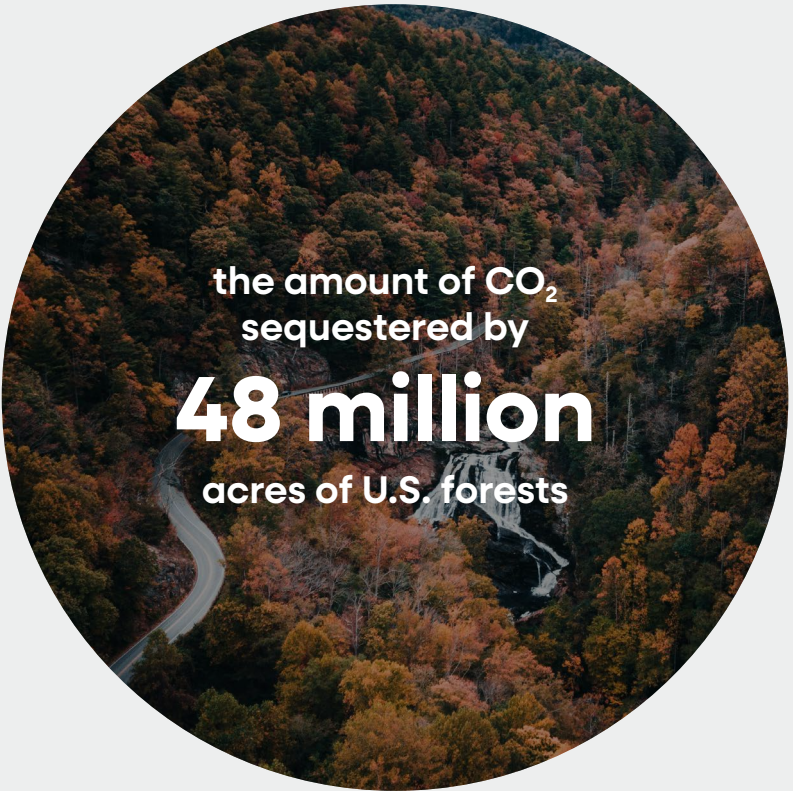
By moving towards more sustainable waste management, the U.S. waste sector has the potential to reduce GHG emissions by up to **700 million metric tons of CO<sub>2</sub> equivalents (CO<sub>2</sub>e)**.

That is on par with:

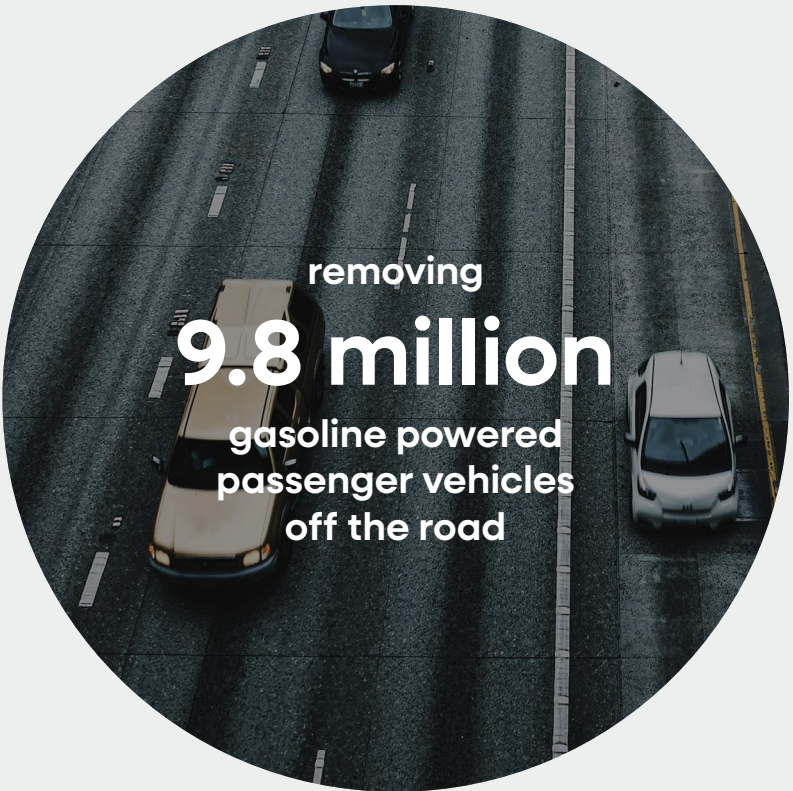


## Reworld™ sustainable waste solutions deliver lower-emission alternatives to landfilling.

Every year, our TTFs and AEF solutions deliver a combined 41M metric tons of GHG savings on a life-cycle basis (when the benefit of landfill methane avoidance is considered). These GHG savings are equivalent to:



48 million acres is equivalent  
to fully covering 8 states in  
the Northeast with trees!





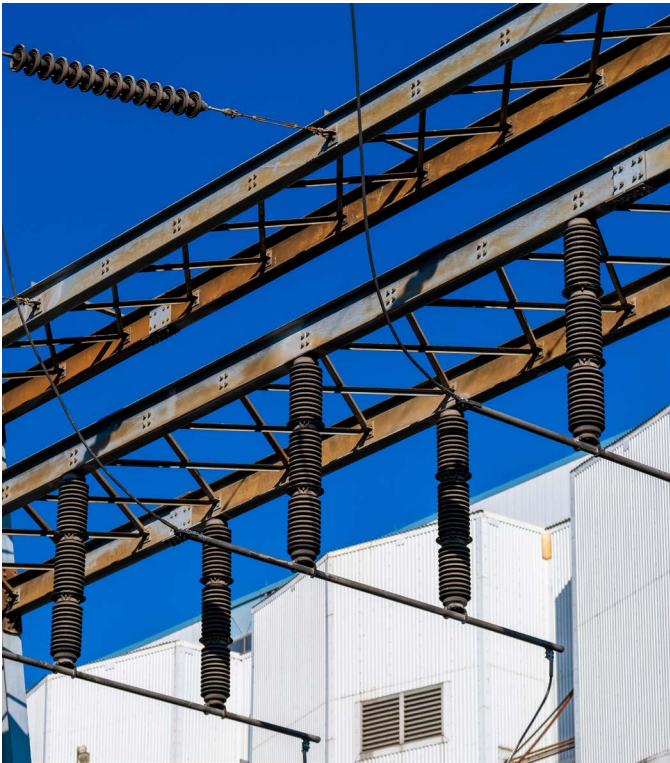
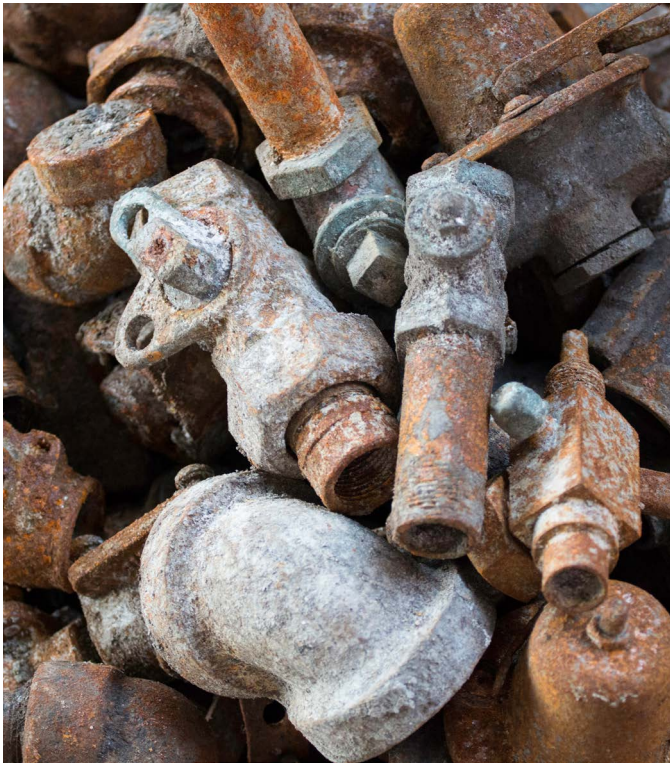


# Decarbonizing Society by Reimagining Waste

At Reworld™, we do not view the waste sector as an isolated industry. Through our technology, partnerships, and out-of-the box thinking, we are decarbonizing multiple industries critical for society every day.

Our zero waste-to-landfill approach keeps materials out of landfills for all our customers.

Lifecycle Assessments (LCAs) help us analyze environmental impacts of products, services, and alternatives. Focusing on end-of-life treatment for waste, we quantified the greenhouse gas benefits of landfill diversion to TTF and as AEF due to landfill methane avoidance, fossil fuel replacement, and metal recycling.



**Did you know?**

Heavy industry, including steel, cement, and chemicals, contributes almost 40% of global CO<sub>2</sub> emissions. These industries are among the hardest to decarbonize due to their high demands for energy, direct process emissions of GHGs, and high capital costs for facilities and retrofits.

**Cement & Construction**

Our ReKiln Fuels™ offering is helping to decarbonize the cement industry. This blend of non-recyclable liquid and solid waste replaces fossil fuels.

**361,000**

METRIC TONS

of GHGs avoided in 2024

**Metals & Mining**

Our TTFs recover ferrous and non-ferrous metal every year.

Rather than being buried in a landfill forever, these valuable secondary metal resources are recycled and reintroduced into the market, boosting the domestic supply.

**1.2M**

METRIC TONS

of GHGs avoided in 2024

**Energy**

From a lifecycle perspective, our TTFs are the only major source of net negative carbon energy, when the benefits of avoided landfill methane are considered. In fact, they are 10x more effective at decarbonizing the grid than wind or solar.

**39M**

METRIC TONS

of GHGs avoided in 2024





# Thermomechanical Treatment

We are building a smarter, more sustainable world...

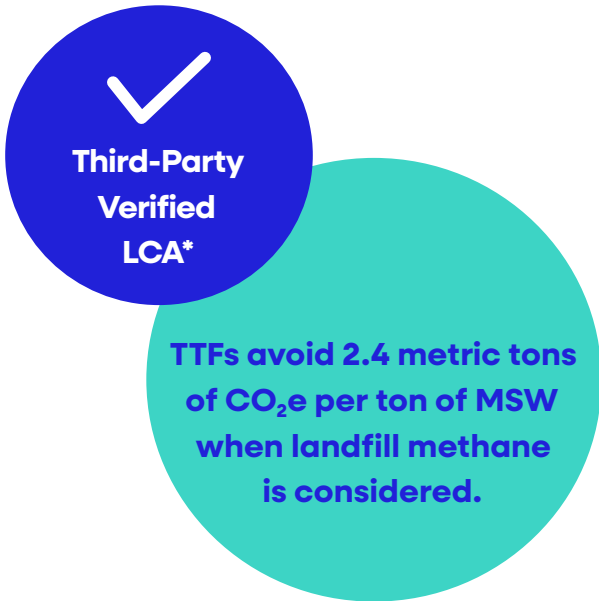
## The Challenge

Today, landfilling dominates waste management in the U.S. – 250 million tons annually – but is the least preferred means of managing waste. Landfills are a leading source of the potent GHG methane and an inefficient use of resources and land that pose long-term risks to the environment.

## Our Solution

Our Thermomechanical Treatment Facilities (TTFs) are a more sustainable alternative than landfilling for managing waste that remains after reduction, reuse, and recycling. TTFs generate baseload renewable steam and/or electricity next to load centers, recycle metal that would have otherwise been lost forever in a landfill, and avoid landfill methane.

Unlike solar, wind, and other traditional forms of energy, TTFs are multipurpose facilities, serving both as sources of renewable energy and critical infrastructure for addressing solid waste.



\* Verified LCA by an independent third party per international life cycle standards (<https://info.reworldwaste.com/lifecycle-assessment>)

## Domestic energy

**847,000**

homes powered  
(electricity equivalent)

## Economic benefits

**4 jobs**

created for every  
job at a TTF

**1:1**

Every \$1 in direct economic  
output supports \$0.92 in  
output in the area economy

## Environmental benefits

**1**

**TON**

of MSW can replace  
¼ ton of coal

**470,000**

**TONS**

of metal recovered annually

**80%**

**SPEND**

goes to 5 industries  
Specialty Trade, Repair  
& Maintenance, Utilities,  
Waste Treatment &  
Disposal, and Merchant  
Wholesalers of  
Durable Goods

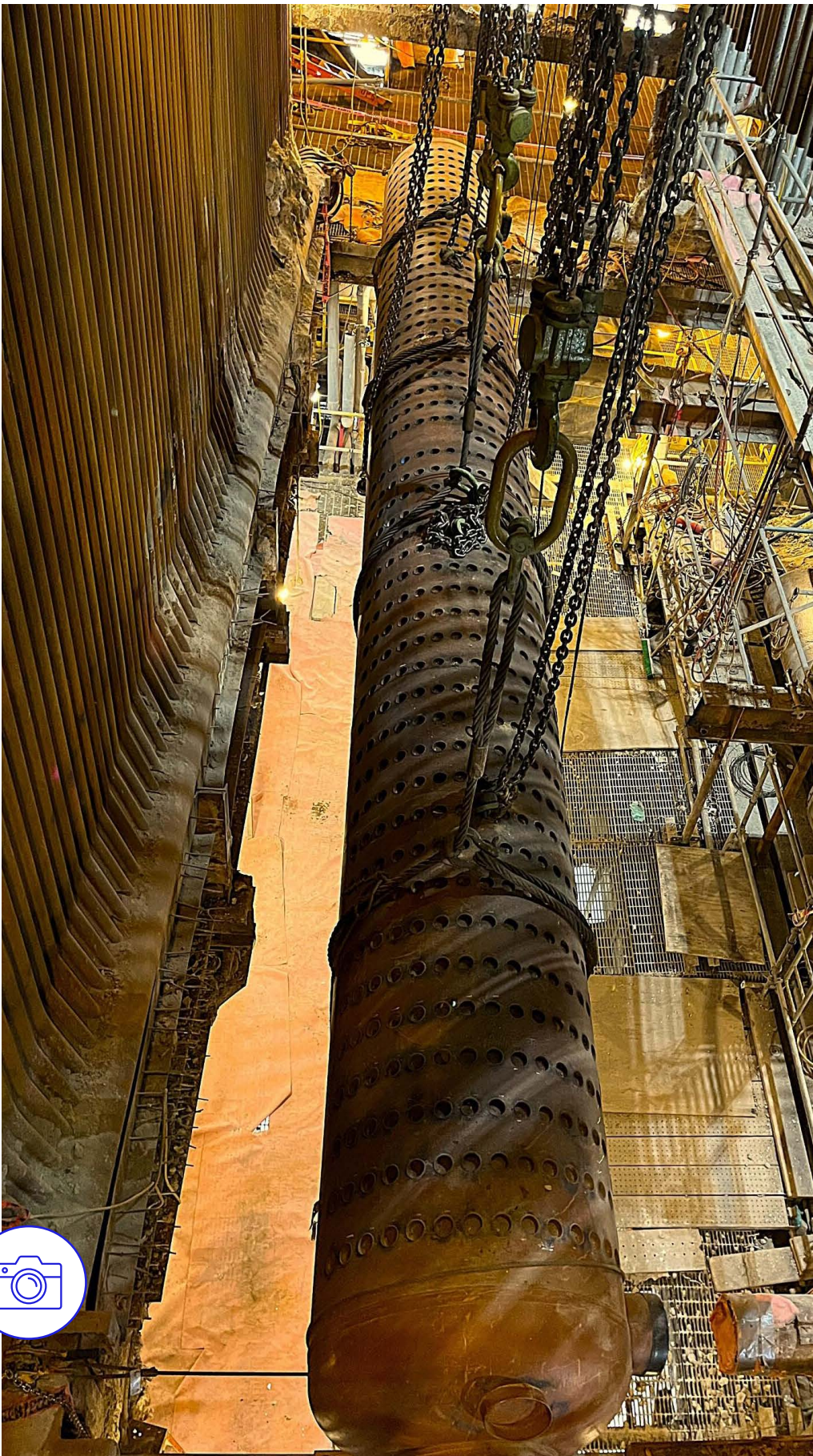
**569,000**

**METRIC TONS**

of methane emissions  
avoided annually

**43 GW**

Equivalent solar capacity,  
50% of total U.S. utility-scale  
installed capacity in 2023,  
for TTF GHG benefit



Open-heart surgery  
TTF mud-drum replacement

Feliciano Olivero  
Senior Manager, Procurement  
Work from home, MA



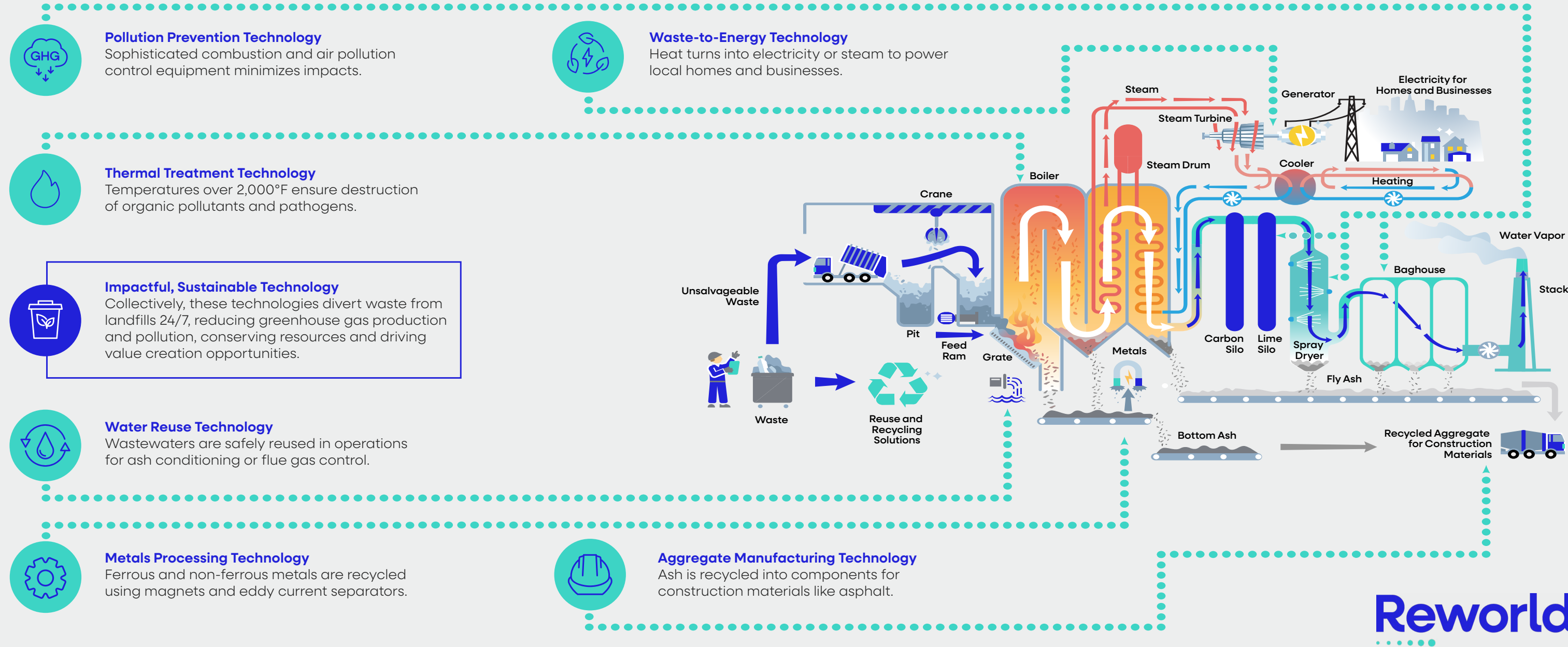


DID YOU KNOW?

Our TTFs are uniquely positioned to solve waste, energy, and natural resource challenges, while providing GHG mitigation.

Thermomechanical Treatment Facilities: Terms and Technologies

TTFs are integrated systems of waste management technologies that support reuse, recycling, secure disposal, and renewable energy recovery. By combining these technologies, TTFs provide a reliable and more efficient way to divert waste from landfills, reduce greenhouse gas emissions, and drive sustainability goals.





# Alternative Fuels

We are building a smarter, more sustainable world...

## The Challenge

The cement and lime industries, while essential for society, are highly carbon-intensive, requiring significant energy to calcine limestone into lime or clinker. Represented as a country, these global industries would be the third-largest source of GHG emissions after the U.S. and China. The calcination process itself releases CO<sub>2</sub>, so cement and lime manufacturers are turning to alternative fuels to replace coal, natural gas, oil, and coke. The Global Cement and Concrete Association estimates the industry needs to expand its use of alternative fuels by over seven times to meet its GHG targets.

## Our Solution

Our **ReKiln Fuels™** solution helps decarbonize the cement, lime, and pulp & paper industries by converting non-recyclable materials and waste into sustainable, lower-carbon fuels to displace fossil fuels.

Non-recyclable wastes, including plastics, paper, wood, and off-specification petroleum products, are specifically mixed to create alternative fuel blends that meet kiln specifications. Once combusted, the remaining inert residuals are incorporated into the final cement product.

Finding sustainable outlets for non-recyclable materials and wastes diverts them from landfills back into the economy, reducing environmental impacts.



Alternative fuel on the move

**Brian Wilson**  
Senior Director, Business Development  
Sumter, SC



## Our Impact

**ReKiln Fuels™** presents a win-win solution for both planet and prosperity:

1

TON

of alternative fuel can replace one ton of coal

#1

independent supplier of refuse-derived alternative fuels in North America

361,000

METRIC TONS

of GHG emissions avoided annually by using alternative fuels

166,000

TONS

of alternative fuels produced in 2024

## CASE STUDY

### Connecting the Dots: A Single Sustainability Solution For Multiple Heavy Industries

Our Refinery Services Group, operating out of Houston, TX, works directly with refinery customers to utilize their operational waste as alternative fuel.

We've developed custom technologies to improve efficiency for our customers. Our unique rail car mixing technology at a cement kiln in Montana creates the alternative fuel at the site, decreasing the number of on-road tractor trailer units, saving time, cost, and transportation-related emissions.



Reworld™ is the largest independent supplier of refuse-derived alternative fuels in North America



Alternative fuel in the making at Birmingham, AL





# Carbon and Renewable Energy Credits

We are building a smarter, more sustainable world...

## The Challenge

Many businesses strive for net-zero goals, but reducing greenhouse gas emissions remains a major challenge. Our customers are sustainability leaders, and managing waste sustainably is often just one of their commitments.

## Our Solution

Our ReCredit program enables emissions reductions within our customers' value chain by giving them ownership of environmental attributes such as renewable energy and GHG reductions.

### Renewable Energy Credits (RECs)

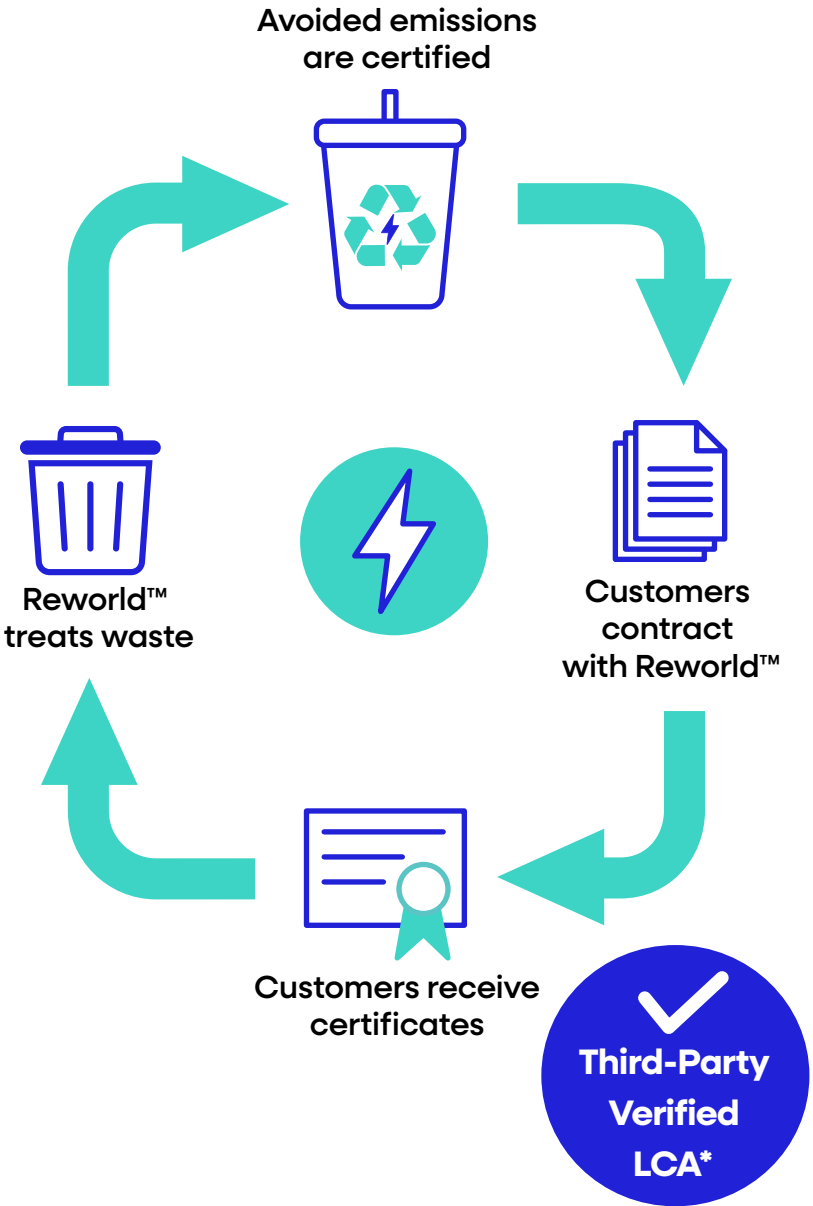
We generate credits for compliance with mandatory renewable energy requirements or for voluntary markets. Our avoided landfill methane benefit makes our energy even more impactful than a regular zero-emitting REC.

### GHG Reductions

Our low-carbon solutions reduce GHGs from a company's value chain. Our customers can zero their waste-related Scope 3 emissions from their GHG inventory. Each ton of waste diverted also avoids landfill methane, creating a substantial added benefit.

### Customized Solutions

Our in-house experts support customers through advisory services to quantify the environmental benefits of diverting specific waste streams using a verified Lifecycle Assessment process. We calculate carbon intensities associated with our products and services for product declarations.



\* Verified LCA by an independent third party per international lifecycle standards (<https://info.reworldwaste.com/lifecycle-assessment>)

## Our Impact:

In 2024, ReCredit has delivered:

**3.6M**

RECs+ SOLD

Each equivalent to 1 MWh of renewable energy

**14.3M**

METRIC TONS CO<sub>2</sub>e AVOIDED

Through REC+ sales

**7**

NEW PARTNERS

Enrolled in Sustainable Partners Program (SPP)

## CASE STUDIES

Our partners demonstrated dedicated sustainability goals with tangible results:

- **Carbonxt**, a cleantech company, joined the ReCredit program to support its Scope 2 goals and advance toward net-zero emissions. This collaboration marks a significant step in efforts to enhance their sustainability practices.
- **ProcessBarron** specializes in enhancing sustainability within industrial processes by reducing energy consumption and waste. The ReCredit program allows ProcessBarron to reduce GHG impacts even further, by addressing the remaining energy and waste.
- **Genpact** and Reworld™ partner to modernize our business processes, reduce costs, and improve customer experiences. As a ReCredit program partner, Genpact solidifies their commitment to accelerating their own decarbonization goals and those of their clients.



↑  
*In the muddy waters, a lotus blooms*

**Rebecca Guardino**  
Director, Total Ash Processing  
Morristown, NJ





↑  
Outage Team Pride!  
Kelly McLaughlin  
Facility Manager

**10,000+**  
community service hours in 2024

# Our People and Communities

## Inside this Section

|    |                         |
|----|-------------------------|
| 27 | Our Ambition            |
| 28 | Community Engagement    |
| 30 | Investing in Our People |
| 31 | Health and Safety       |





# Our Ambition

## At Reworld™, we prioritize the well-being of our people and communities.

We create environments where our employees can thrive. By actively engaging with and uplifting the communities we serve, we address local needs and make a lasting positive impact. Our commitment to safety is paramount, ensuring that every individual, whether an employee or a contractor, returns home safely every single day.



### In the frame!

We challenged employees across the company to show us, through photos, what inspires them most. Many of the competition submissions are featured throughout this report.

## Employee Spotlight

### Jennifer “Jen” Lewis

Jen’s journey at Reworld™ began in 2017 as a operator and truck driver at the Montgomery Transfer Station in Derwood, Maryland.

In 2019, Jen moved to the Montgomery TTF in nearby Dickerson, where she was an equipment operator, processing incoming waste streams from the transfer station. When the environmental specialist position opened, Jen seized the opportunity.

With a background in criminal justice, Jen’s journey at Reworld™ led her to a career she never expected – but one she quickly realized combined her passion for learning with her drive to make a positive impact.

Jen has valued the mentorship and passion of her colleagues across Reworld™, particularly at her facility, where she’s been able to engage with people from all different teams and fields. “I love interacting with different people and learning about waste processing. I get to interact with the operations and maintenance teams.”

Jen is eager to continue her journey at Reworld™, mentoring new team members as she herself was mentored. Jen has combined her passion for nature with her work by installing bluebird boxes on site.

Today, there are four bluebird boxes – enhancing the local ecosystem and deepening the connection between the facility and its surroundings.



### Make your job fun!

If there’s something you enjoy, incorporate it into your role – this is your second home!

### Jennifer Lewis

Environmental Specialist  
Montgomery TTF, Dickerson, MD



### Humpback Whale Eating Bunker Fish

Kristian Jensen  
Apprentice  
West Babylon, NY



### Rainbow Over the Fjords of Norway

Brandy Stewart  
Client Services Manager  
Work from home, TX



### Reworld™ Pride!

Ligia Lima  
Customer Service  
Representative  
East Taunton, MA



### Frozen Pond in Essex County, NJ

Martin Leys  
Operations Controller  
Morristown, NJ



### Sunset at the Beach

Rita Crouch  
Area Environmental Manager  
Fort Myers, FL



### Larry the Trash Kitty

Amanda Robin  
Senior Manager,  
Human Resources  
Palm Beach, FL





# Community Engagement

We are building a smarter, more sustainable world...

At Reworld™, community outreach is an intrinsic part of who we are. Our 4,400 employees are empowered to make a positive impact through local engagement. We listen carefully to each community’s unique needs and work closely with them to achieve measurable impact.

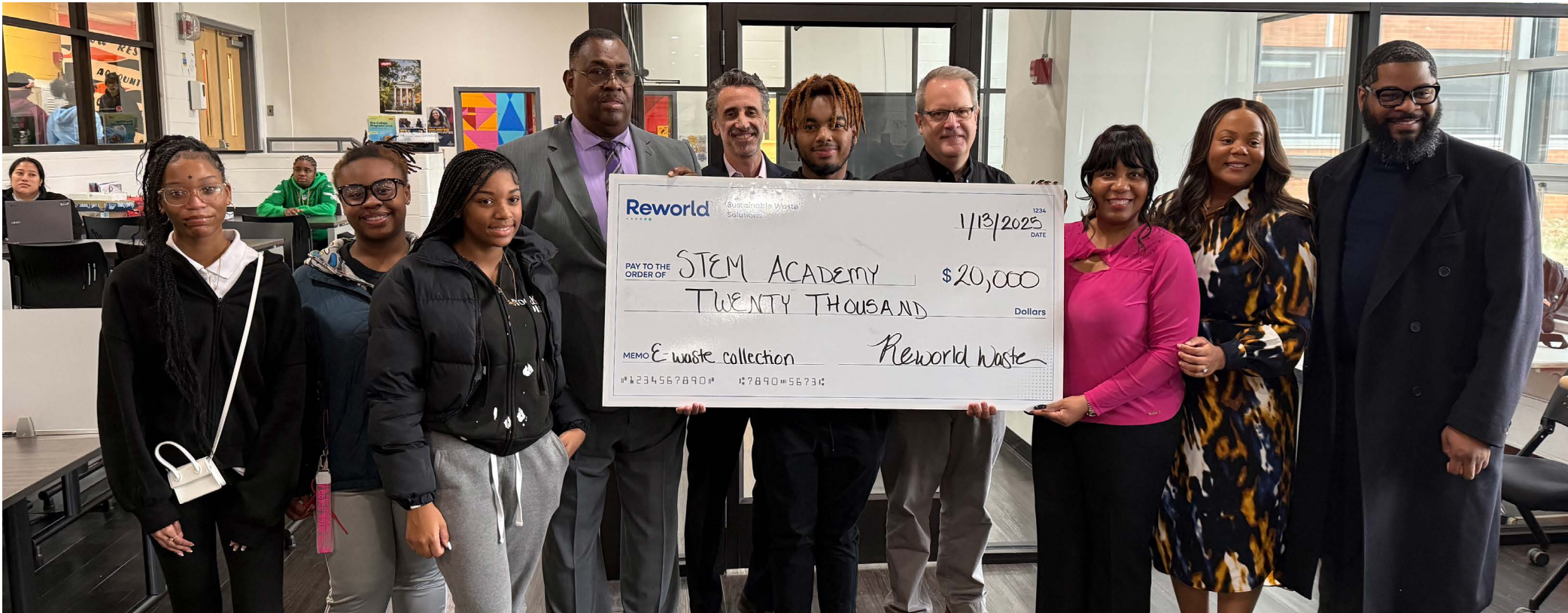
Our focused strategy ensures that we make lasting contributions within local communities.

**Economic Empowerment:** Our Environmental Justice (EJ) Policy was an industry-first over 10 years ago. We were one of the only companies to publicly support New Jersey’s groundbreaking EJ law. Through radical transparency, open communication, and access to resources, we are building lifetime partnerships with our communities.

**Education:** We cultivate educational opportunities through initiatives like partnerships with HBCUs, annual STEM scholarships, and [Earth Day](#) activities. We also support environmental education via programs at local schools, such as the Afterschool Oasis, fostering sustainability and community engagement.

**Environmental Stewardship:** Reworld™ advances environmental stewardship through strategic partnerships with environmental groups and employee volunteer efforts. Initiatives have included cleaning up local bodies of water and removing invasive plant species.

**Did you know?**  
Reworld™ is committed to a proactive EJ approach that fosters U.S.-based job growth. By viewing EJ as an opportunity for business growth, we have deepened existing relationships, focusing on sustainable, long-term partnerships and demonstrating that economic empowerment and environmental stewardship can go hand in hand.



↑  
Supporting the STEM Academy at Showalter in Chester, PA

**Our Impact**  
Our outreach efforts support our communities each year:

**10,000+**  
SERVICE HOURS

**37,000+**  
MEALS SERVED

**200+**  
FACILITY TOURS

“Reworld has been a great support to the Bountiful Blessing Foundation. It’s through partnerships like this that we’re able to support the needs of the Chester community.”

**Dr. Dexter Davis**  
Vice President,  
Bountiful Blessing Foundation  
Chester, PA

## Long Island Sustainability Awards

Reworld™ impact in the community is felt strongly in the Long Island, New York region. As a local leader, our environmental stewardship is reflected in our community work to protect Long Island’s natural beauty, promoting water conservation and coastal health. Our involvement is grounded in a belief that community well-being depends on action, compassion, and investment. At the [Richner LIVE Sustainability Awards](#), Reworld™ recognized local sustainability heroes, reflecting the strong community connection we have built.







# Reworld™ in the Community

We continue to grow our community outreach to build positive relationships in areas where our facilities are located.

### Long Island, NY

Reworld™ made a splash with clean up events.



### Waipahu, HI

Reworld™ volunteered on Cleanup Day at Campbell Industrial Park.



### Indianapolis, IN

Reworld™ supports the Southeast Community Services.



### Milwaukee, WI

Reworld™ was in the community at “Vibes on Villard Concert Series.”



### Central and Southeastern Counties, PA

Goodwill and Reworld™ collaborated to introduce free e-waste recycling.



### Camden, NJ

Reworld™ supported mentoring programs in the Camden City school district.



### Tulsa, OK

Reworld™ educated communities on urban forestry.



### Newark, NJ

Reworld™ rejuvenated urban gardens with Park High School.



### Alexandria, VA

Reworld™ honored our brave by laying wreaths at Alexandria National Cemetery.



### Montgomery, MD

With #KINDH, Reworld™ celebrated the holidays in the community.







# Investing in Our People

**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.**

## Local Hiring

We are unwavering in our commitment to local and equitable hiring, ensuring that communities where we operate have access to opportunities and can thrive.

Initiatives include:

- Monitoring talent recruitment within specific zip codes to ensure robust representation across the U.S.
- Removing barriers such as high school diploma requirement for employment for select operational roles – hiring 20 employees.
- Entry level training programs supporting professional growth for Facility Operators and Instrumentation and Electrical (I&E) technicians.
- Partnering with **Mission Launch** on our Second Chance Hiring Program, to expand our candidate pool to justice-impacted people – hiring seven employees.
- Establishing a new veteran hiring program.



← Reworld™ paying it forward at Maine Maritime Academy recruitment fair

## Employee Benefits

We offer several programs to prioritize the health and well-being of our employees:

- Regional pop-up health clinics.
- Financial education workshops.
- Company-wide Employee Resource Groups (ERGs) for team building, and collaboration across the organization.



↑ RISE ERG at Breast Cancer Walk in Tampa, FL

**35%**  
**HIGHER COMPENSATION**

Our employees make 35% more on average than the average full-time worker in the U.S.

**37%**  
**INCREASE IN WOMEN**

Since 2021, we are improving the gender diversity of our workforce as we continue to grow.

**98**  
**CENTS ON THE DOLLAR**

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

**25%**  
**OF PARTICIPANTS**

from our Leadership Diversity Development Program have moved into senior leadership.

**14%**  
**INCREASE IN WORKFORCE**

Since 2020, our workforce has grown in both size and geographical footprint.

**48**  
**INTERNS**

welcomed from 41 colleges, including HBCUs.

## Employee Development

At Reworld™, we foster a culture of continuous learning and development:

- We launched the **“Respectful Workplace”** training, conducting 40 sessions and training over 800 employees on concepts including leveraging diversity, conflict resolution, team dynamics, and inclusion that help us deliver on our business objectives.
- Our newly designed **“First Line Essentials”** program expanded by over 100%, training 120 supervisors in six sessions on fundamental leadership and technical skills.
- Our **Leadership Learning Series** provides quarterly sessions for senior leaders, focusing on emergent needs.
- We launched our **ReGrow** Program, encouraging internal mobility to help boost retention.
- Our **Leave Your Legacy** Program offers a stipend to retiring professionals who provide notice and train their successors, ensuring smooth knowledge transfer and minimal disruption while offering valuable training for younger employees.



**Erik Jacobs**  
Assistant Control Room Operator-  
Power Block West Wareham, MA





# Health and Safety

## The safety of our people and communities is a core business value.

There is nothing more important than the health and safety of our employees and others we work with.

To continually improve our program, we focus on employee engagement measured through our monitoring, data collection and analysis, and reporting systems.

We use a **behavior-based safety (BBS) approach** to encourage our workforce to develop safe habits in accordance with company policies and take initiative to recognize unsafe conditions. This is how we put Reworld™ Values and Behaviors in action.

We have empowered our **Safety Committees at each facility** to improve health and safety culture with a strong emphasis on safety through prevention.

We increased **visibility of leading indicators** through monthly reporting and **enhanced training processes** for new hires and supervisors to bolster their competency.



Critical outage service-stoker grate

**Feliciano Olivero**  
Senior Manager Procurement  
Work from home, MA

**Reworld™ maintains focus on Life Critical Safety Rules to keep our employees and contractors safe.**



## Stop Work Authority

### Increased focus

Every employee and contractor has the authority and responsibility to speak up and stop work if a work condition jeopardizes any employee's personal safety.

**47%**

lower Total Recordable Incident Rate than Waste Industry average

**55%**

lost workdays reduced

**86%**

improved engagement by leadership in leading H&S audits across regions

## Roadmap

We take a proactive, collaborative approach to engage and empower our employees at all levels, and ensure a robust safety management system to become known as the industry leader in health and safety.

### People



Establish mentor/buddy process for new hires

### Process

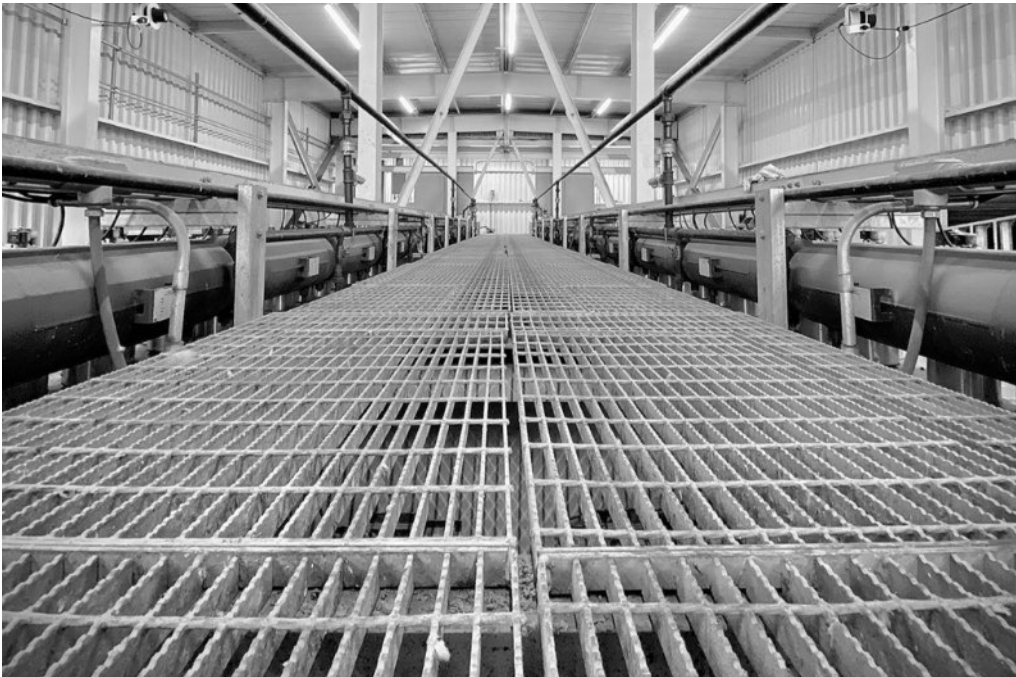


Reimagine leading indicators (KPI leadership)

### Culture



Elevate Safety Committees  
Establish Corporate Safety Steering Team







*Magic of the Desert*  
**Jennifer Rivera Huertas**  
Manager, Operational Accounting  
Philadelphia, PA

# Appendix

## Inside this Section

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| 33 | Data Tables       |
| 34 | Glossary of Terms |
| 34 | Contacts          |





# Data Tables

| PERFORMANCE DATA¹                             | 2024   | 2023   | 2022    | 2021    |
|---|--------|--------|---------|---------|
| Workforce                                     |        |        |         |         |
| Total employees                               | 4,400  | 4,485  | 3,939   | 3,748   |
| Safety and Health                             |        |        |         |         |
| Employee DART                                 | 1.06   | 0.72   | 0.78    | 0.86    |
| Employee TRIR                                 | 1.58   | 1.38   | 1.11    | 1.25    |
| Assets  |        |        |         |         |
| Thermomechanical Treatment Facilities (TTFs)  | 37     | 39     | 39      | 39      |
| Electrical generation nameplate capacity (MW) | 1,434  | 1,488  | 1,488   | 1,488   |
| Waste processing capacity (TPD)               | 54,765 | 56,911 | 56,911  | 56,911  |
| Material Processing Facilities (MPFs)         | 40     | 39     | 23      | 19      |
| Transfer Stations                             | 15     | 13     | 14      | 13      |
| Vehicles                                      | 3,003  | 2,000  | –       | –       |
| Waste (thousand tons)                         |        |        |         |         |
| Total waste processed                         | 20,806 | 20,824 | 20,765  | 21,118  |
| Sustainably processed waste                   | 20,242 | 20,295 | 20,488  | 20,848  |
| Waste recycled/reused                         | 1,831  | 1,841  | 988     | 1,016   |
| Energy Recovery from TTF                      | 18,711 | 18,815 | 20,025  | 20,392  |
| Energy  |        |        |         |         |
| Net electrical generation (million MWh)       | 8.3    | 8.7    | 9.3     | 9.6     |
| Steam export (billion pounds)                 | 8.1    | 7.9    | 8.0     | 8.4     |
| Alternative fuel (million MMBTU)              | 3.5    | 2.7    | –       | –       |
| GHG Emissions (million metric tons CO₂e)      |        |        |         |         |
| Net lifecycle GHG reduction                   | 41.1   | 41.2   | 43.6    | 44.4    |
| Gross Metals Recycled (thousand tons)         |        |        |         |         |
| Total   | 467    | 489    | 516     | 546     |
| Ferrous                                       | 423    | 450    | 481     | 507     |
| Non-Ferrous                                   | 44     | 38     | 34      | 38      |
| Environmental Performance                     |        |        |         |         |
| TTF stack test compliance rate                | 100%   | 99.97% | 100.00% | 100.00% |
| TTF CEMS compliance rate                      | 99.97% | 99.97% | 99.97%  | 99.98%  |
| MPF water discharge compliance rate           | 99.96% | 99.96% | 99.94%  | 99.95%  |

| WORKFORCE DATA¹,²                                 | 2024 | 2023 | 2022 | 2021 |
|---|------|------|------|------|
| Workforce Composition                             |      |      |      |      |
| Women as a percentage of the total workforce      | 14   | 14   | 13   | 12   |
| People of Color as a percentage of U.S. workforce | 35   | 34   | 25   | 30   |

| WORKFORCE DATA¹,³                               | American Indian | Black | White | Hispanic | Asian | Pacific Islander | Two or more races |
|---|-----------------|-------|-------|----------|-------|------------------|-------------------|
| Racial and Ethnic Composition of U.S. Workforce |                 |       |       |          |       |                  |                   |
| Executives                                      | 0               | 4     | 39    | 2        | 7     | 0                | 1                 |
| Directors                                       | 1               | 11    | 157   | 7        | 13    | 0                | 2                 |
| Managers  | 0               | 41    | 321   | 36       | 28    | 2                | 10                |
| Professionals                                   | 4               | 57    | 440   | 50       | 25    | 7                | 7                 |
| Technical, sales, and administrative            | 4               | 74    | 371   | 70       | 22    | 4                | 15                |
| Laborers  | 23              | 451   | 1,290 | 383      | 56    | 71               | 49                |
| Total   | 32              | 638   | 2,618 | 548      | 151   | 84               | 84                |

1 January 1 – December 31, unless otherwise indicated. Workforce and asset data reflect the organization as of December 31st of the reported year.

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

3 U.S. 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) and 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.





# Glossary of Terms

|                   |   |
|-------------------|---|
| AEF               | Alternative Engineered Fuel                                       |
| CEMS              | Continuous Emissions Monitoring System                            |
| CO <sub>2</sub>   | Carbon Dioxide  |
| CO <sub>2</sub> e | Carbon Dioxide Equivalent   |
| DART              | Days Away, Restricted, Transfer Rate                              |
| ERG               | Employee Resource Group   |
| GHG               | Greenhouse Gas  |
| H&S               | Health & Safety   |
| HBCU              | Historically Black Colleges and Universities                      |
| LCA               | Lifecycle Assessment  |
| MMBTU             | Million British Thermal Units                                     |
| MPF               | Material Processing Facility                                      |
| MT                | Metric Tons   |
| MSW               | Municipal Solid Waste   |
| MW                | Megawatt  |
| MWh               | Megawatt hour   |
| MWhe              | Megawatt hour equivalent  |
| POTW              | Publicly Owned Treatment Works                                    |
| SPP               | Sustainable Partnership Program                                   |
| TRIR              | Total Recordable Incident Rate (same as Total Case Incident Rate) |
| TPD               | Tons per day  |
| TTF               | Thermomechanical Treatment Facility                               |

## Contacts

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Sustainable  
Waste Solutions

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