



Reimagine your world.

Sustainability Report 2024



**We are
redefining
what's possible
so that the
world can see
progress...**



Reimagine What's Possible

Our core business is focused on transforming waste into a valuable resource. We are addressing societal needs through waste management while generating environmental advantages for communities and commercial customers, alike.

For four decades, we've provided the essential service of waste management, keeping waste out of landfills and mitigating natural resource depletion. Our full-service zero waste-to-landfill and alternative fuel solutions are also helping to decarbonize society and energy-intensive industries, giving waste purpose.

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



Contents

4 Introduction

- 5 Message from CEO
- 6 Transformational Highlights
- 7 2023 Operational Highlights

8 About Reworld™

- 9 Our Mission
- 9 Governance and Leadership

10 Managing Waste Sustainably

- 11 Our Ambition
- 12 Our Services
- 13 Circular Solutions in Action
- 16 Customer Experience
- 17 Deep Dive: Achieving Customer Goals with ReDirect360
- 18 Deep Dive: Managing Water Responsibly with ReDrop

19 Addressing Climate Change

- 20 Our Ambition
- 21 Thermomechanical Treatment: A GHG Mitigating Technology
- 22 Decarbonizing Society by Reimagining Waste
- 23 Deep Dive: Engineering Alternatives with ReKiln Fuels

24 Our People and Communities

- 25 Our Ambition
- 26 Deep Dive: Community Engagement and Environmental Justice
- 27 Talent Attraction, Retention and Development
- 28 Health and Safety

29 Appendix

- 30 Data Tables
 - 31 Glossary of Terms
 - 31 Contacts
-



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



Reworld™ Proud
Nathan Oldham
Transportation Manager
Indianapolis, IN



Introduction

Inside this Section

5 Message from CEO

6 Transformational Highlights

7 2023 Operational Highlights

“There are endless opportunities to reduce, recycle and recover waste. It won’t happen overnight, but we are leading the way.”

Tequila Smith
Chief Sustainability Officer



Bee on Pink Flower
“One of my first pictures I took when starting out and still, years later, remains one of my favorite photos.”

Kristian Jensen
Apprentice 3
Babylon, NY



Transforming for a More Sustainable Future



I am excited to highlight our key solutions that enable our customers to solve their waste challenges:

ReDirect360

Zero Waste-to-Landfill Solutions

ReKiln Fuels

Engineered Solutions

ReDrop

Wastewater Treatment

ReMove

Waste Logistics

ReCredit

Sustainable Carbon Offsets

2023 was truly transformational for Reworld™. We ended the year stronger and more impactful than ever before.

Over the past two years, we have transitioned from a leading thermomechanical treatment company to becoming a leader in sustainable waste solutions. This transformation positions us to be the differentiated and trusted partner to customers in their sustainability journey towards zero waste-to-landfill. I take immense pride in showcasing our journey and accomplishments to the world.

With over 90 facilities in the U.S. and Canada, powered by our 4,500 sustainably-minded employees, we have the courage to reimagine what is possible with the waste we all create.

Reworld™ is our authentic declaration to make a significant, sustainable impact on a global scale. The expanding dots in our logo are a constellation that charts our path through the cyclical journey of sustainability. Each dot represents a step in our transformative process: reduce, reuse, recycle, recover, reimagine and renew. Together, they form a dynamic loop, symbolizing the continuous movement and innovation that drives us.

More Sustainable Waste Solutions

At Reworld™, sustainability is our business. Over the last two years, we have significantly grown our industry footprint and invested in technologies that deliver smart, sustainable solutions.

We are committed to building lifetime partnerships with our customers and communities to create value from waste together. Alongside our debut comes the introduction of groundbreaking solutions, with the focus on **ReDirect360**, **ReDrop**, **ReKiln**, **ReMove** and **ReCredit**.

Combating Climate Change

In the face of the most challenging natural crises in history, Reworld™ is meeting the waste challenge at scale, transforming waste into opportunities with economic, environmental and social values for our customers, communities and society.

We are helping to decarbonize society by reducing waste and returning green resources such as metals and energy back into the economy. Our alternative fuels are helping essential sectors reduce their reliance on fossil fuels; our Material Processing Facilities (MPFs) are expanding recycling and reuse offerings; and our Thermomechanical Treatment Facilities (TTFs) are over 10x better than wind and solar at reducing greenhouse gas (GHG) emissions when the benefits of landfill methane avoidance are considered.

Our People

We have focused on our employees to ensure that, as leaders and experts, they serve as a source of stability to our customers and communities.

Safety remains a core priority across all business functions, for our employees, customers, contractors and communities. Even as a leader in health and safety for our industry, we will never become complacent.

We are creating a smarter, more sustainable world where waste does not get wasted. We are proud of what we have achieved so far, but there is still much to do. Together, let's reimagine what is possible.

Azeez Mohammed
President, CEO

Transformational Highlights

Over the last two years, we strengthened our technological capabilities and solidified our position as North America’s leader in sustainable waste solutions:

8
New acquisitions



#1
Scaled zero waste-to-landfill platform in the U.S.

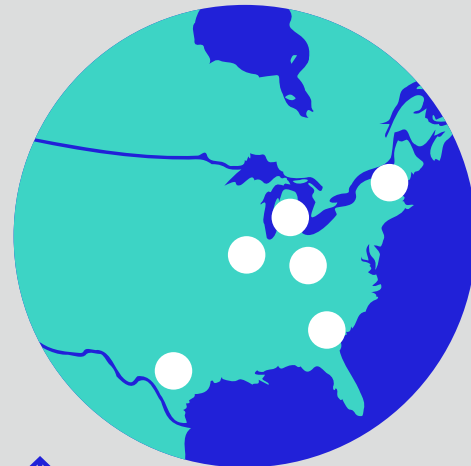
90+
Total facilities



Top 5
U.S. waste management company

2,000+
Rolling Assets in Transportation Fleet

Became North America’s largest independent supplier of refuse-derived alternative fuel



↑
Significantly expanded our reach in the Mid-western and South-central United States

Lifetime Customer Partnerships

Average Tenure:
22 years for Municipal Solid Waste
16 years for Industry Profile Waste

164% ↑
Increase in post-consumer pharmaceutical waste managed since 2021

97%
Landfill diversion rate

50% ↑
Growth of our customer base in less than two years

29
of 38 TTFs earned the VPP STAR rank of excellence, maintaining our safety leadership as one of the top ten companies in the U.S.

New GED Program Implemented

Implemented

Eliminating high school diploma requirement for select operational roles



81% ↑
Increase in waste recycled and/or reused compared to 2021





Operational Highlights

Materials

20M

tons of waste managed sustainably

→ 6-lanes of garbage trucks, bumper to bumper, from NY to LA

1.8M

tons of waste recycled or reused

→ 413 barges-full of recyclables

500,000

tons of ferrous and non-ferrous metals recycled

→ 8.1 million steel and aluminum cans or 5 Golden Gate bridges

5.8M

pounds of post-consumer pharmaceutical waste safely destroyed

→ 36 million pill bottles

125,000+

tons of waste engineered as alternative fuel

→ displacing over 250 million pounds of coal



9.7M

pounds of e-waste recycled

→ 3 million laptops

280M

gallons of wastewater recycled/reused

→ 570 Olympic-sized swimming pools

Climate

41M

metric tons of GHGs avoided

→ removing 9.8 million cars from the road



9.3M

MWhe of total electricity and steam generated by TTFs

→ power nearly 900,000 homes

28M

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

→ 20,600 tanker trucks of gasoline

People

12,000

hours dedicated to volunteering with our neighbours

2,000+

interactions with our communities

36,000

meals provided in underserved communities

33,000

flags honorably retired



Celebrating 2023

We are proud of our grassroots activities and local awards; our people continue to receive recognition for their **environmental and social efforts.**

Facility Excellence Award
Solid Waste Association of North America (SWANA)

Awarded to the **H-Power, HI TTF** in recognition of excellence in projects that produce renewable energy from solid waste.

Community Partner Award
Northern Essex Community College

Awarded to the **Haverhill, MA TTF** in honor of a legacy of thoughtful and purposeful support.

Last year, the facility matched a \$100,000 donation to enroll Haverhill High School graduates in the college, tuition-free.

Corporate Partner Award
Friends of Hempstead Plains

Specifically honored two employees from the **Hempstead, NY TTF** for their significant contributions to the organization.

Their work helped preserve the few remaining acres of the Hempstead Plains, the native grassland prairie that once covered much of central Long Island.

Platinum Award for Environmental Excellence

Virginia Water Environment Association

Awarded to the **Alexandria, VA TTF** for five years of 100% pre-treatment compliance and dedication to pollution prevention and waste reduction.



← **Environmental Excellence in VA**

Don Cammarata, Area Asset Manager (left), and **Kevin McGunnigle**, Environmental Manager at Fairfax TTF



About Reworld™

Inside this Section

- 9 Our Mission
- 9 Governance and Leadership

20M

tons of waste managed sustainably in 2023

↑ 544M

tons managed sustainably since 1986

Our Mission

Reworld™ is 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 collaboratively with our customers to solve their unique waste challenges and achieve ambitious zero waste-to-landfill and climate goals.

Governance and Leadership

Sound governance and leadership keeps our people safe, creates value for our customers, controls operational and financial risks, and safeguards the interest of stakeholders. This is not just a responsibility, but a core belief and way of being.

Reworld™ was founded on sustainability, and we have taken deliberate steps to align our business with this principle. With the first-ever sustainability-linked financing of a private equity acquisition in North America, we directly tied our business performance to advancing more sustainable waste management. Our recent acquisitions confirm this commitment.

We have developed a strong governance structure to achieve our goals. Our diverse Board of Directors and Executive Leadership Team are invested in the organization and its mission and have established a system of governance which embraces the full triple bottom line of sustainability. Our Board’s Environmental Justice and Sustainability Committee is tasked with overall governance of our sustainability program.

Our Policy of Business Conduct outlines our commitment to acting with integrity in everything we do, and our values guide our actions to achieve our mission, knowing we are in a work environment where our people are safe, valued and respected so that we can continue to build capabilities that deliver results through trust and integrity.



“Our Board and Leadership Team are proud to authentically guide the company at the intersection of environmental, social, and economic prosperity.”



Tom Kenyon
Executive Vice President, General Counsel and Secretary



Managing Waste Sustainably

Inside this Section

- 11 Our Ambition
- 12 Our Services
- 13 Circular Solutions in Action
- 16 Customer Experience
- 17 Deep Dive: Achieving Customer Goals with ReDirect360
- 18 Deep Dive: Managing Water Responsibly with ReDrop



A Fine Day
“I feel proud to be part of a team that truly enjoys what we do.”

Manuel Ramos
Shift Supervisor
Montgomery, MD

1.8M

tons recycled in 2023

↑ 86% increase from 2022

Our Ambition

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

Reworld™ operates on the front lines to reimagine waste as a resource – a transformative action to build a circular economy. In fact, it is built into our bottom line. Our acquisition by EQT in 2021 was the first ever leveraged buyout in the U.S. linking sustainability goals directly with financing. Environmentally focused Key Performance Indicators drive our progress.

By 2025, we are committed to:

- Recycling and reusing 25% more waste than we did in 2020.
- Sustainably managing 2.5% more waste than we did in 2020!

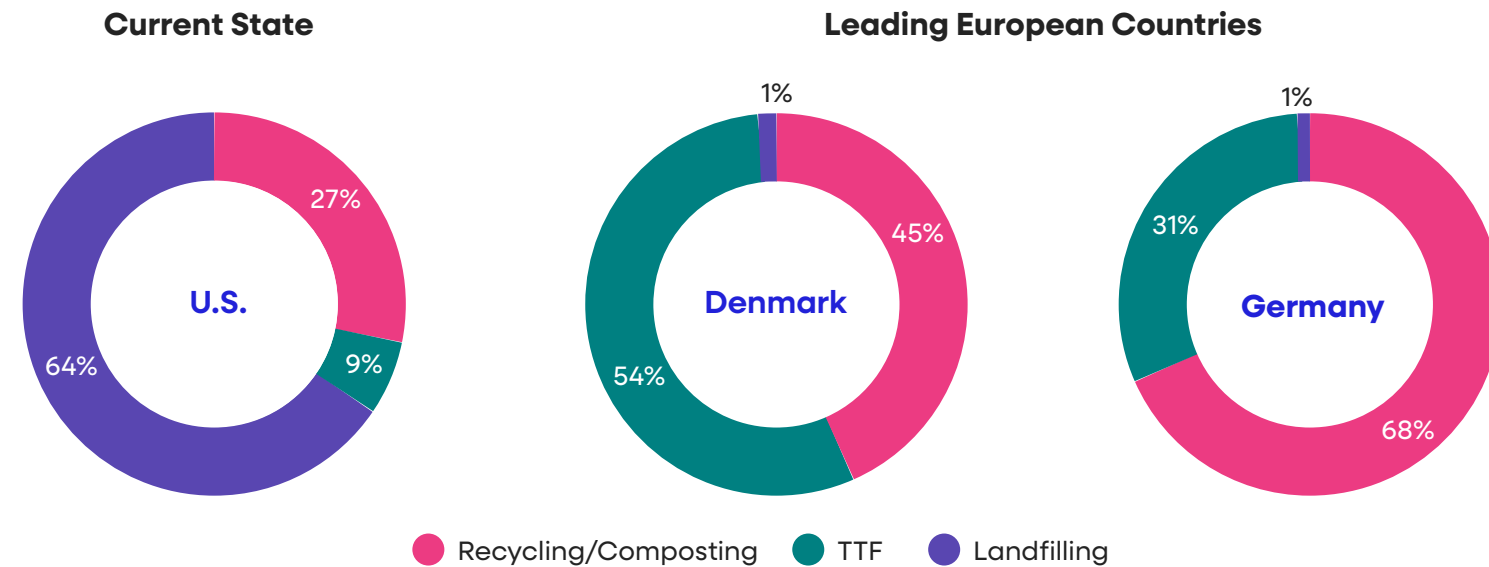
Circular solutions are critical in reducing the impacts from waste management, especially as global waste generation is expected to grow.

Global waste generation is expected to grow by 70% by 2050² unless urgent action is taken.

Where Waste Usually Ends Up

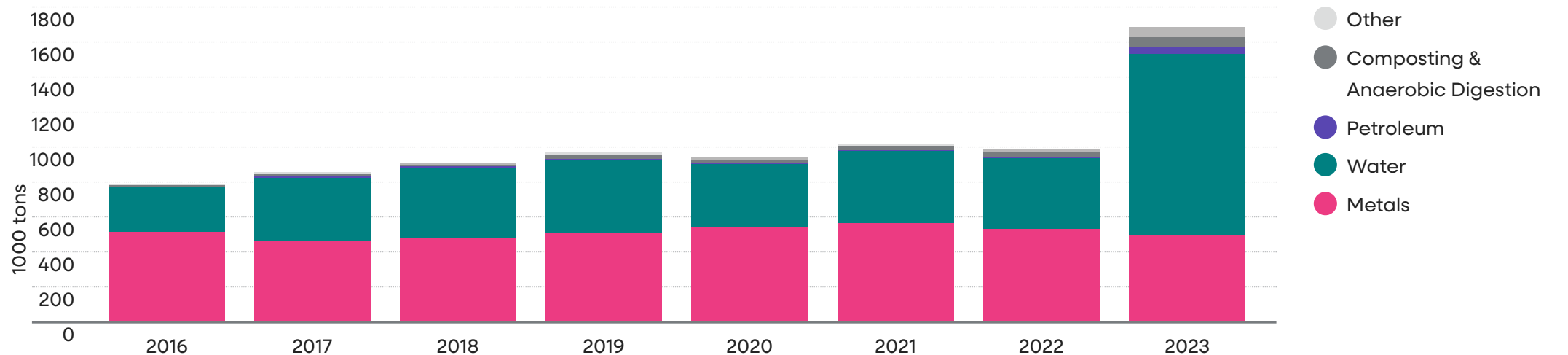
Waste and its Impact in the U.S.³

Most of the waste generated in the U.S. is landfilled. The waste sector has the potential to provide significant GHG and energy savings if we were to emulate waste reduction and treatment practices in leading European countries.



Reworld™ Progress: Waste Recycled/Reused

Our acquisitions have almost doubled our capacity to recycle and/or reuse wastes for our customers, and significantly expanded our offerings.



1 Both targets are based on an adjusted baseline.
 2 World Bank Report: Solid Waste Management (2022). Growth figure is relative to current generation rates.
 3 Data Sources: Eurostat, Environmental Research & Education Foundation (EREF), Energy Recovery Council.

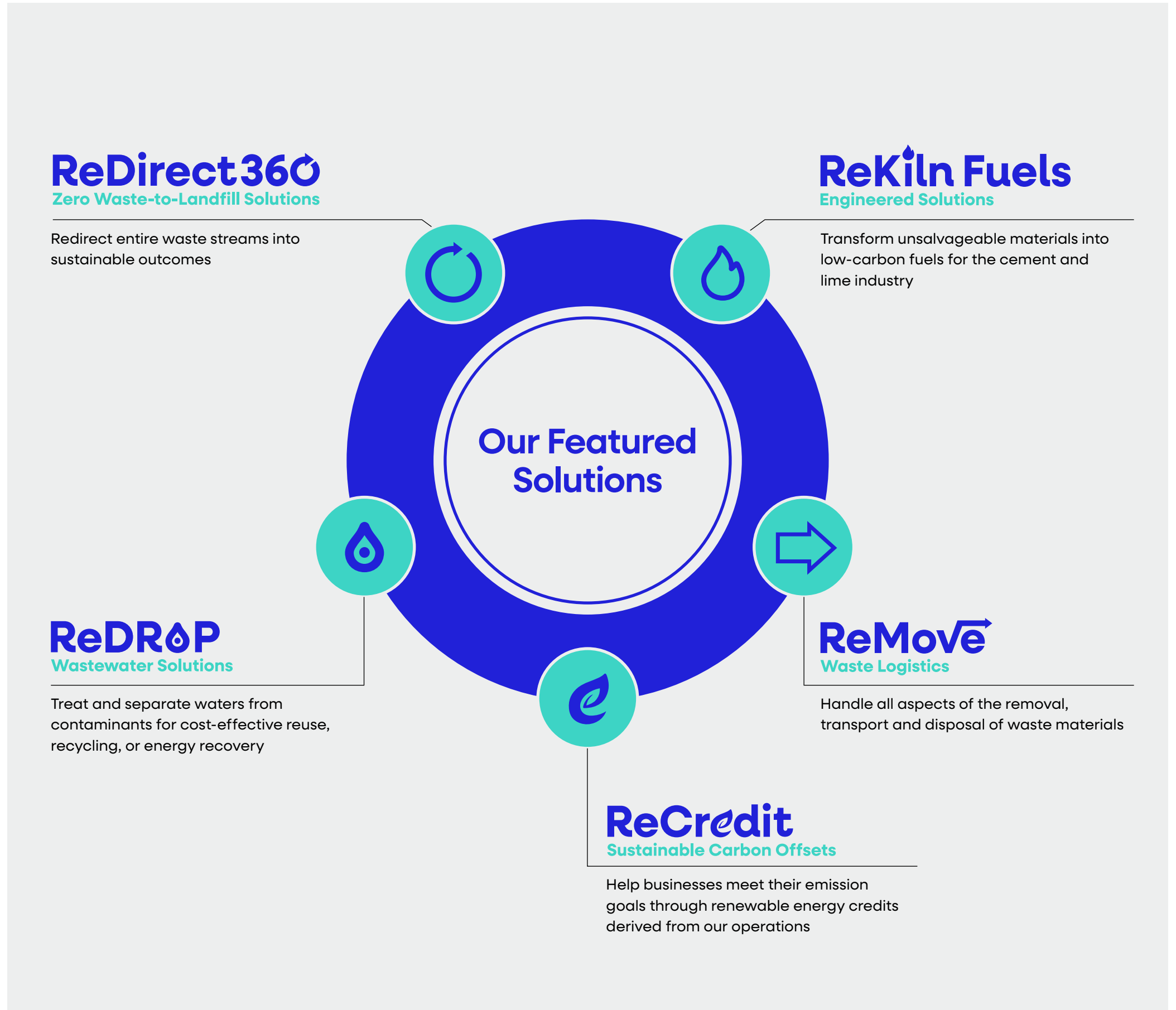
Our Services

Sustainability is our business.

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



← Alternative fuel in the making at our Birmingham, AL location



Circular Solutions in Action

Reworld™ is the leader in sustainable waste solutions in North America, trusted by some of the world’s largest organizations to reduce climate impacts through circular solutions.

The Waste Hierarchy as a Guide

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. We use decision making and analytical tools, such as life cycle assessments and guidance from the waste hierarchy to bring us closer to circularity.



Reimagine

Reworld™ is positioned to address emerging trends within the industry, helping customers surpass their sustainability goals.

Working upstream to reduce downstream waste.

One of our customers was combining several types of plastics, making downstream separation for recycling difficult and costly. We advised them to streamline suppliers and materials used so that downstream waste would be uniform and recyclable.

Preventing waste.

Material streams like off-spec hand sanitizer and used equipment rags are characterized as hazardous waste due to their flammability. We find reuse or recycling outlets to give the product new life, reducing hazardous waste generation and associated costs.



Reduce

We affect change by identifying ways to reduce waste in customer operations.



Renew

We tap into our network of partners to give new life to customer waste.

30M
GALLONS

Industrial wastewater beneficially reused in our operations

3,000
TONS

Waste resold as product substitutes



Reuse

Reusing waste materials as process inputs is a win for both waste generators and upstream manufacturers.



Recycle

Our services return materials to the economy as sold products or low carbon inputs.

500,000
TONS

Metals recycled

18M
GALLONS

Petroleum recycled for resale

250M
GALLONS

Industrial Wastewater Pretreated



Recover

For what remains, we recover energy to power homes and fuel the circular economy.

19M
TONS

Waste recovered as renewable energy

125,000+
TONS

Waste engineered as alternative fuel

Circular Solutions in Action

Local Circular Loops

Transforming materials into usable products requires energy, whether it is used to transport, sort, separate or physically alter the material.

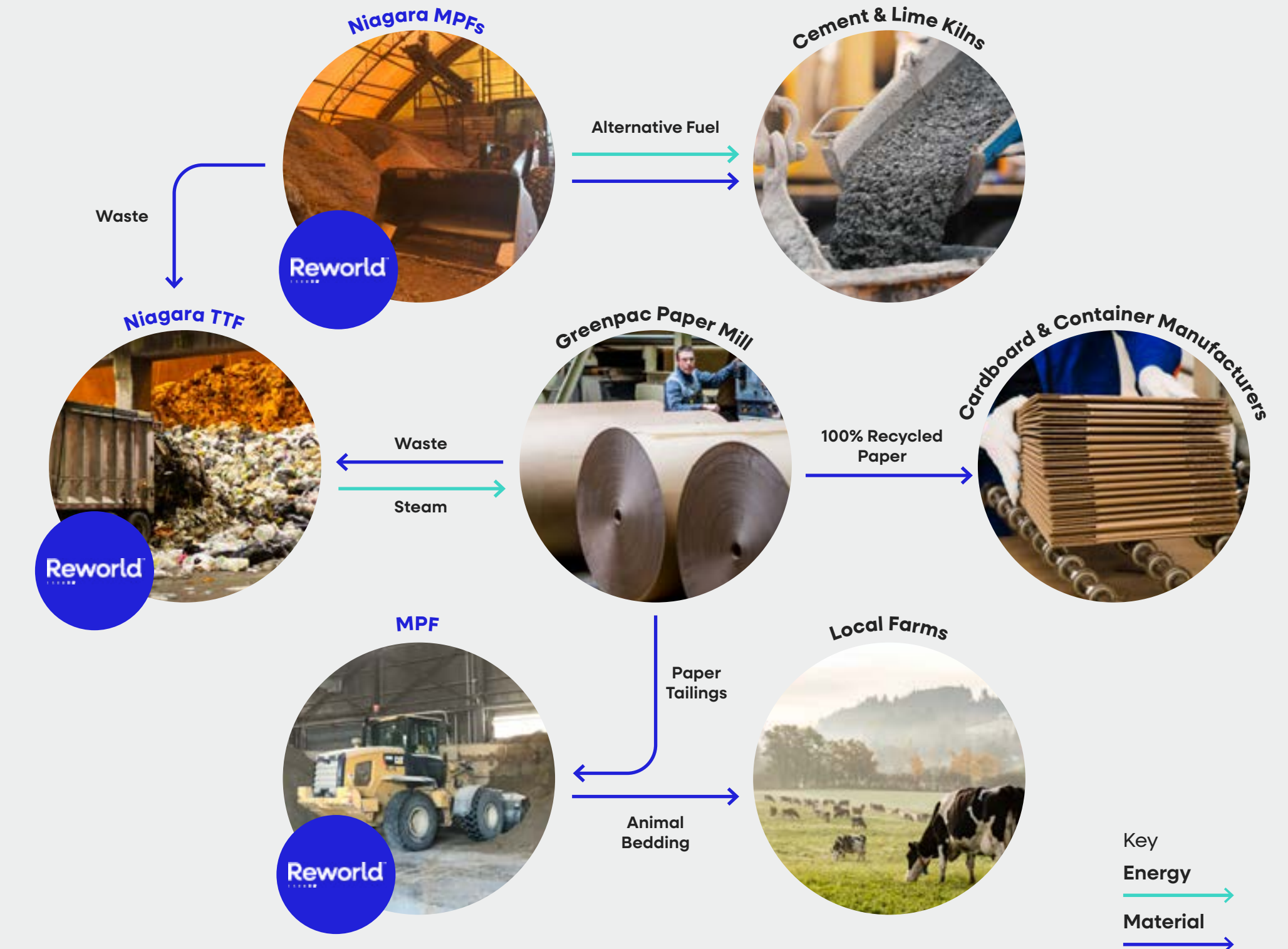
Supplying materials and energy to power a circular loop is achieved by our TTF and MPF operations in tandem. Our assets based in Niagara, NY, Huntsville, AL and Indianapolis, IN support local circular loops by supplying steam for district heating or industrial processes.

“The Niagara TTF brings in about 500,000 tons per year by rail, removing about 260 tractor trailers from the road, weekly. By biking to work, I remove one car from the road and 10kg of carbon each day!”
David Burke

←
Reducing Carbon by Rail... and Bike!
David Burke, Manager of Steam Relationships (right), with Dennis Tubridy, Niagara Rail Superintendent

Our role in NY’s circular paper manufacturing loop

Our three facilities in Niagara play a vital role in the sustainable transformation of paper byproducts.



Circular Solutions in Action

Circularity in the Future

We take pride in providing essential waste management infrastructure to create resilient and sustainable cities and communities. With the ever-increasing amount of global waste, we take the challenge of reimagining waste seriously, and are committed to bringing market-ready and economically viable solutions to address these challenges at scale.



“Each year, HPOWER rescues these native Hawaiian birds that get stuck in the plant. We have a kuleana (responsibility) to care for the animals we impact and play our part in sustaining Hawaii’s ecosystem.”

Katelyn Asato
Environmental Manager
Honolulu, HI

CASE STUDY

Innovation in action: Total Ash Processing System creating a new circular loop in Oahu, HI

We are investing to bring market-ready technologies to solve problems at scale.



Waste Journey

Landfill → Reimagine, Reuse, Recycle



The Challenge

The island of Oahu has finite land resources because of its geographic isolation. 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.

Our Goal

To significantly reduce landfilled ash residue by recovering more metals and usable aggregate. In doing so, reduce the emissions associated with sourcing and shipping metals and aggregate to the island.

Partnership with Oahu Team

To enable the island’s resilience and self-sufficiency, we have partnered with the City and County of Honolulu to add our Total Ash Processing capability to complement the existing TTF infrastructure. Our innovation will divert up to 60% of the ash from the city’s landfill by recovering additional metals for recycling and aggregate for use in construction material.

Customer Experience

Our decisive growth strategy has significantly expanded our geographical reach and offerings. We've enhanced our customer experience by fostering closer relationships with our clients and providing the leading end-to-end platform for all waste management needs.

The reorganization into three regional businesses across North America ensures we are more responsive and aligned with our stakeholders' needs.

Collaborative Solutions with Industrial Customers

We take pride in helping our customers meet their sustainability and circularity goals. We have elevated our efforts to be a Single Source Provider (SSP) for our national customers, by integrating Reworld™ expertise at the point of waste generation.

We've partnered with Bristol Myers Squibb (BMS) to assist them on their path to achieving their zero waste-to-landfill goal. Through our **ReDirect360** solutions, we will help BMS divert 100% of non-hazardous waste from their New Jersey operations to support them in meeting their target.

Supporting Clean and Sustainable Communities

We provide an essential public service by managing curbside trash from homes and businesses, while creating renewable energy, recycling metals and avoiding landfill methane. We encourage safe disposal habits by hosting citizen drop-off events, in which we collect batteries, electronic waste and hazardous wastes for proper treatment.

Our facilities also play a role in public safety. We oversee secure and compliant collection, transport and management for high-security waste streams from agencies such as with the U.S. Drug Enforcement Administration, U.S. Customs and Border Protection, U.S. Department of Agriculture and local law enforcement.

Expanding Capacity

In 2023, we've added new processing capacity through organic growth at various facilities.

Our long-standing public-private partnership with Pasco County, FL resulted in unanimous County Commission approval for a fourth unit, increasing the Pasco TTF's daily capacity by 500 tons. This landfill diversion will result in an additional 6,000 tons of recycled metals, 100,000 MWh of generated electricity, and 400,000 metric tons of avoided GHG emissions, annually.



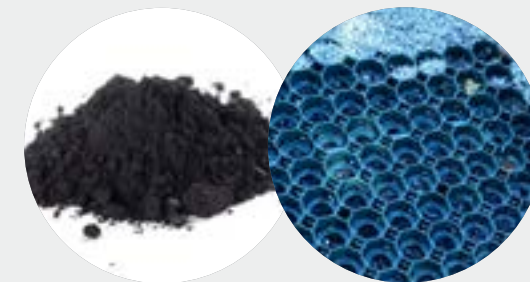
In the summer of 2023, the team at our Cedar Rapids, IA MPF celebrated the grand opening of its new state-of-the-art solidification building. The expansion has doubled the facility's throughput and expanded the types of materials we can handle and customers we can serve.

CASE STUDY

Reimagining Reuse Opportunities

A tire manufacturer challenged us to identify a sustainable solution for large quantities of wasted carbon black. The fine, dusty, powder is used as a primary ingredient in rubber and tire manufacturing and is particularly challenging to handle.

Our team evaluated recycling and recovery options and ultimately landed on the perfect reuse opportunity. We partnered with a third-party to re-route the material for reuse in landscaping and sporting equipment manufacturing.



Waste Journey

Landfill → Reimagine, Reduce, Reuse

CASE STUDY

In the summer of 2023, our National Accounts team completed a successful Kaizen event to shrink customer scheduling response times. Following the event, the team standardized our customer intake forms and expanded cross-functional employee training. Within a few months, we halved our customer response time at Reworld™ owned sites.

We are excitedly developing a customer portal that will also allow customers to schedule waste deliveries online. We are working closely with customers on a small-scale pilot, and plan to roll out the full portal by the end of 2024.

50%

Improvement in customer scheduling times at Reworld™ owned sites.

DEEP DIVE

Achieving Customer Goals with ReDirect360

How we are building a smarter, more sustainable world

The Challenge

Our customers have set aggressive goals creating a greater demand for sustainable waste solutions, including:

- Diverting waste from landfills
- Reducing GHG emissions and
- Minimizing waste-related liability

Current landfilling practices result in the loss of valuable materials, long-term liability associated with leaking and contamination as well as climate impacts from the release of millions of tons of GHGs each year. Landfills are the third-largest emitter of methane in the U.S., a GHG that is 80 times more potent than CO₂ in the short term.

Increasingly, stakeholders such as investors, regulators, advocacy groups and consumers are holding business accountable for downstream impacts.

Our Solutions

Our customers can fulfill their sustainable waste management goals by leveraging our **ReDirect360** solutions.

We own and/or operate over 90 facilities across North America, including TTFs, MPFs and Transfer Stations to manage customer wastes in-house, and tap into our network of partners to further our offerings. Our ReMove solutions include a transportation fleet of over 2,000 rolling assets to seamlessly move waste.

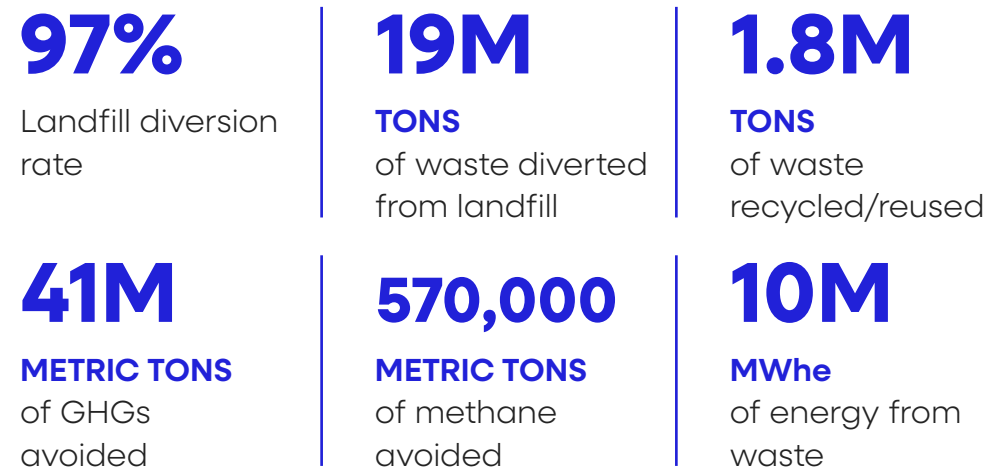


Our circular approach to waste management returns resources such as metals, water, packaging, oils, solvents, organics and more back to the economy. Non-recyclable waste components may be recovered for energy at a TTF or through our **ReKiln Fuels** solutions, reducing landfill methane emissions and spreading a positive impact across various heavy industries.

As sustainability action become a business need, Reworld™ offers a way to turn environmental risks into opportunities, while driving profitability for our customers.

Our Positive Impact

Every year, we avoid millions of tons of GHGs through our **ReDirect360** offerings.



Did you know?

Reuse, recycling, composting, and energy recovery have zero Scope 3 emissions on corporate GHG inventories.

CASE STUDIES

Pharmaceutical client in New York sought sustainable outlets for their oily soybean and oleic acid waste. Earlier solutions as a soil amendment posed potential health risks to livestock. We provided an energy recovery solution that mitigated environmental risk for the client.



Cosmetics client in Maine sought recycling options for mixed plastic packaging, including bottles, pumps and lids. We identified a third-party recycler and managed the logistics.



Bright Horizons Daycare and Huggies in Massachusetts partnered with Reworld™ in a pilot program to divert used diapers and wipes from landfills. Kiosks at select daycare locations in the Boston area will be used to safely manage and generate energy at Reworld™ TTFs.





DEEP DIVE

Managing Water Responsibly with ReDrop

How we are building a smarter, more sustainable world

The Challenge

Wastewater is an unavoidable byproduct of many manufacturing processes. Wastewater treatment and management present significant challenges.

- Water scarcity is a risk to business operation
- Improper wastewater management leads to non-compliance and penalties
- Reusing wastewater requires creative solutions

Our Solutions

Reworld™ manages millions of gallons of industrial wastewater each year through our wastewater treatment technologies and network of partners.

Wastewater Pretreatment: We treat various wastewater streams with pH adjustment, oil and water separation, flocculation, sedimentation and filtration. Treated water is then safely discharged to Publicly Owned Treatment Works (POTW) for final treatment and returned to the natural water cycle.

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. In a recent example, our solutions team reviewed a client’s ammonia-contaminated water and found a product substitution outlet at a local composting operation, reducing costs for both parties.



Water Reuse in our Facilities: TTF operations require water for cooling processes and chemical dilution. Certain industrial wastewaters can be pre-treated and beneficially reused at our facilities, reducing potable water use.

Half of Reworld™ TTFs are designed to be Zero Discharge for process water. Many of these facilities also capture stormwater for internal reuse, reducing runoff and demand on potable and freshwater supplies.

Our Positive Impact

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

250M

GALLONS

of customer water pretreated for recycling

30M

GALLONS

of customer water beneficially reused in facilities

19

FACILITIES

with zero discharge of process water

600

CUSTOMERS

trust Reworld™ to safely manage their liquid waste

CASE STUDY

Beneficial Reuse in Water Stressed Areas

Our customers choose Reworld™ to manage their non-hazardous wastewater because of the reduced operational burden and their confidence in our compliance record. In the southeastern region of Massachusetts, where water stressors affect water use and disposal outlets, our customers turn to us for our **ReDrop** solutions.

Our newly acquired wastewater facility in Taunton, MA, rigorously tests and treats over 20 million gallons of locally generated wastewater every year for reuse in other industrial processes.

Our SEMASS TTF operates in the same water stressed area and reuses over 10 million gallons of reclaimed wastewater from our Taunton facility. Additionally, as a zero-discharge facility, the site collects and reuses over 10 million gallons of rainwater annually.

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

“Reworld™ has played a pivotal role in our journey towards sustainability. Through our wastewater reuse efforts, we recycle over a million gallons of water annually. Our partnership has been essential in achieving our waste reduction goals while contributing positively to the environment.”

Roger Withers

Marketing Program Manager,
Associates of Cape Cod, Inc.



“We work with Reworld™ exclusively to manage certain challenging wastewaters. Their solutions offer our clients a cost-effective recycling option that minimizes the environmental risk to the greatest extent possible.”

Michael J. Robertson

President & General Manager
New England Disposal Technologies, Inc.





Addressing Climate Change

Inside this Section

- 20 Our Ambition
- 21 Thermomechanical Treatment: A GHG Mitigating Technology
- 22 Decarbonizing Society by Reimagining Waste
- 23 Deep Dive: Engineering Alternatives with ReKiln Fuels

41M

metric tons of GHGs avoided in 2023

↓ **1B** metric tons avoided since 1986



On Track

“The work that we do keeps the planet on track for an environmentally sustainable future. We are preparing for whatever is around the next bend.”

Joshua Solorzano-Potash
Regional Reliability Engineer
Fairfax, VA



Our Ambition

We are leading the charge towards a carbon negative future. Our sustainable waste management solutions reduce GHG emissions by 41 million metric tons each year by diverting waste from landfills and moving towards a circular economy.

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.¹ In the short term, this GHG is over 80 times more powerful than carbon dioxide (CO₂) at trapping heat in the atmosphere. Reducing anthropogenic methane is incredibly important in the next few years² to mitigate the impacts of climate change.

In the U.S., where over two-thirds of waste is landfilled, zero waste-to-landfill is a significant opportunity for climate change mitigation. Recently, actual landfill emission measurements were reported to be on average 2-3 times greater than those reported by landfill operators.

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 CO₂ equivalents (CO₂e)**.

That is on par with shuttering or removing:



U.S. Transition to a circular economy

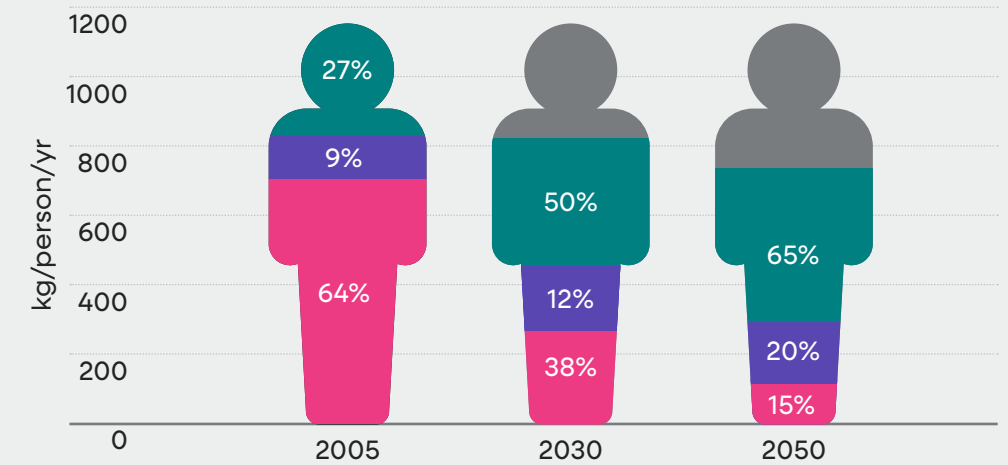
From 2005 to present day, the amount of waste generated each year continues to rise. The nation has not seen a meaningful increase in its average recycling or organic diversion rate.

Over the next 25 years, strategic policies and zero waste-to-landfill solutions can drive behavioral changes and accelerate waste reduction, moving the U.S. towards a circular economy.

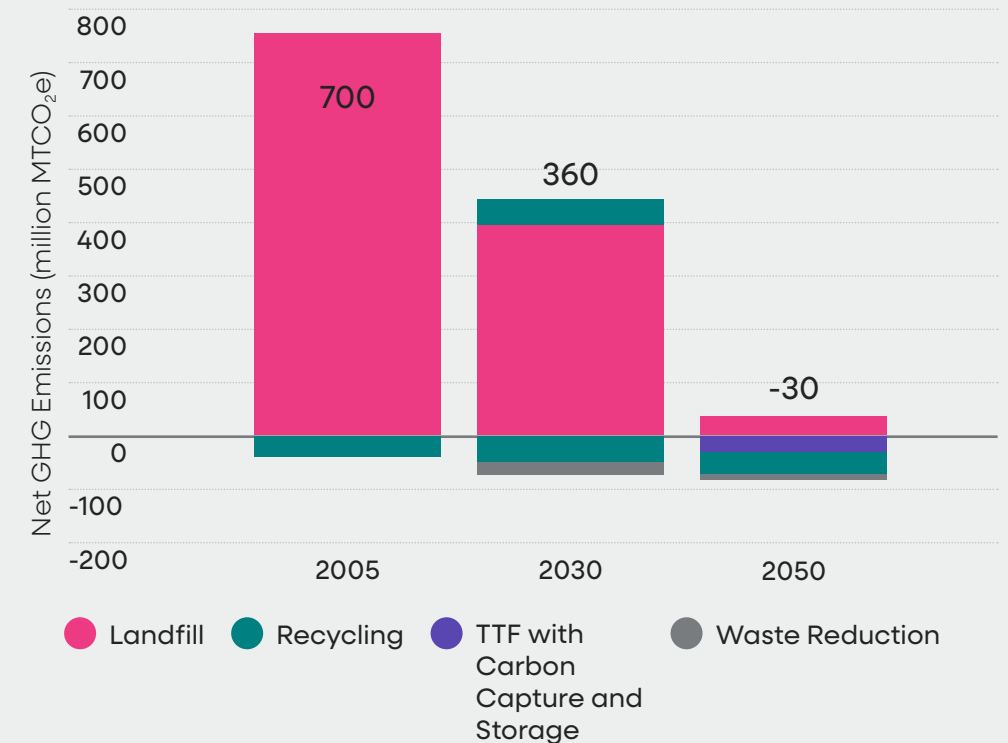
While policies and programs continue to play a key role in reducing GHG through waste sector, Reworld™ has strategically evolved to bring sustainable waste solutions to its customers today.

We are dedicated to reimagining waste with our technologies, assets and solutions. Reworld™ customers are already on the path to meeting their climate ambition.

Waste Disposition Changes Required to Reduce GHG Emissions



Potential GHG Reductions from More Sustainable Waste Management in the U.S.



¹ U.S. EPA Inventory of U.S. Greenhouse Gas Emissions and Sinks: 1990–2021.

² UNEP Global Methane Assessment: Benefits and Costs of Mitigating Methane Emissions (2021).



Thermomechanical Treatment: A GHG Mitigating Technology

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

Our TTFs divert 19 million tons of waste from landfills every year, preventing the creation of significant landfill methane emissions. These facilities also recycle 500,000 tons of metals each year, reducing the GHG and energy impacts of creating virgin metals from raw ores.

Relative to a baseline of traditional natural gas combined cycle electricity generation, TTF outperforms wind and solar by a factor of 10 in its ability to mitigate GHG emissions, for every MWh delivered to the electrical grid.

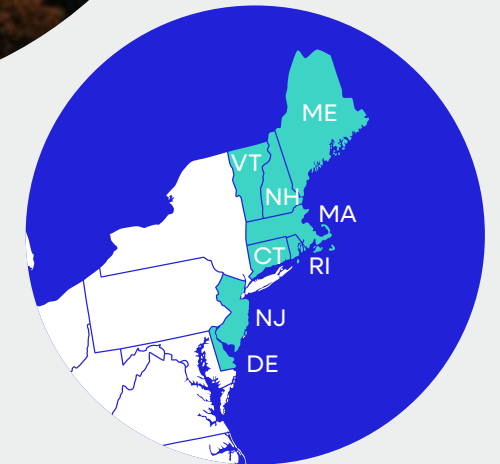
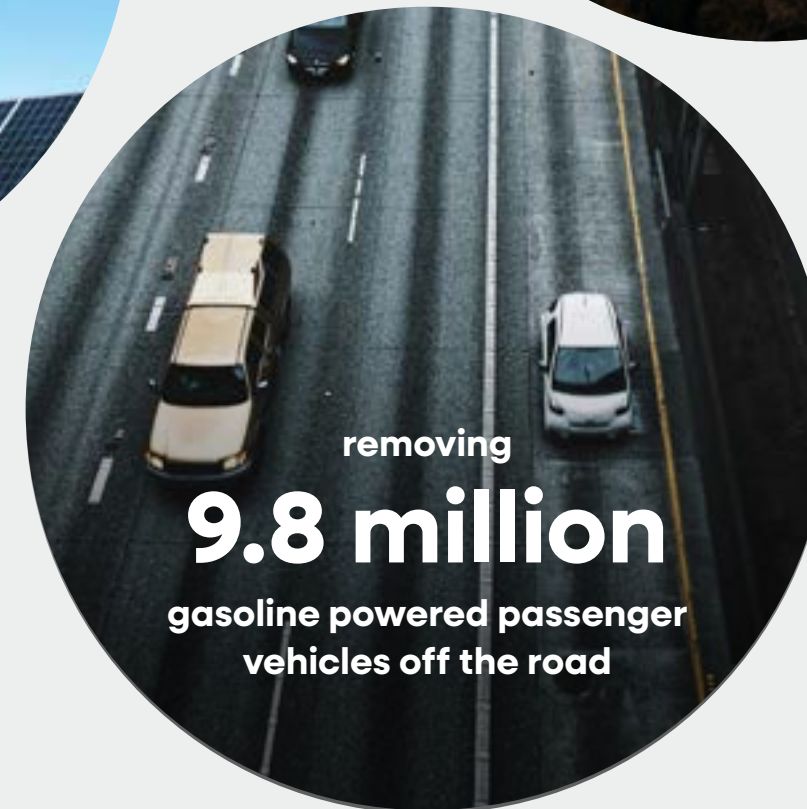
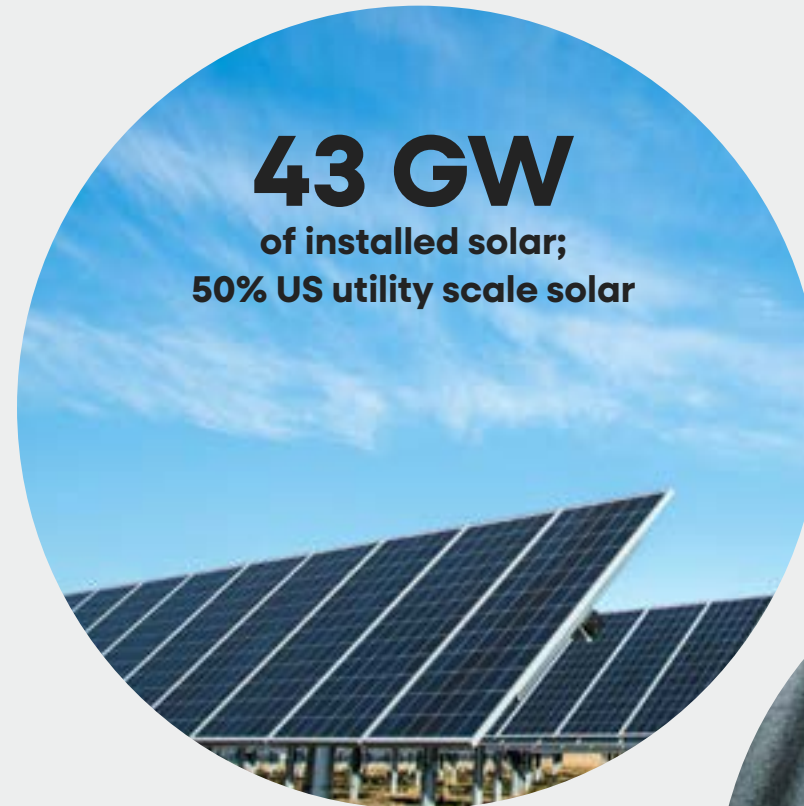
9.3M MWh from TTF Provides the same GHG mitigation as **93M** MWh from Solar

As critical waste management infrastructure, TTFs run 24 hours a day, 7 days a week, generating power more consistently than intermittent renewables such as wind or solar. Considering the average capacity factor, it would take 43 GW of utility-scale PV solar to deliver the same GHG benefits as our TTFs.

1.6 GW of TTF Has the same GHG mitigating capacity as **43** GW of Solar

41M metric tons of GHGs

Every year, our TTFs deliver 41M metric tons of lifecycle GHG savings, considering avoided landfill methane, 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 independent industry with siloed impacts. With 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.

Quantifying our GHG benefit

Lifecycle Assessments (LCAs) help us analyze the environmental impacts of products, services, and alternatives. Our LCA approach focuses on a product's end-of-life treatment to examine the potential environmental benefits of landfill diversion, GHG avoidance, fossil fuel displacement, and material recycling or reuse.



Cement & Construction

Our **ReKiln Fuels** offerings are helping to decarbonize the cement industry. This engineered blend of non-recyclable plastics, organics, and flammable waste from refineries, replace fossil fuels in the cement manufacturing process.

300,000

METRIC TONS

of GHGs avoided annually



Metals & Mining

Our TTFs recover 500,000 tons of ferrous and non-ferrous metal every year. Rather than being buried in a landfill forever, these valuable green resources are recycled into new products.

1.2M

METRIC TONS

of GHGs avoided annually



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 our grids than wind or solar.

38M

METRIC TONS

of GHGs avoided annually



DEEP DIVE

Engineering Alternatives with ReKiln Fuels

How we are building a smarter, more sustainable world

The Challenge

The cement and lime industries are integral for building societies around the globe. They are also one of the most carbon-intensive industries in the world, as the process requires significant amounts of energy to calcine limestone into lime and or clinker. Represented as a country, the industry would be the third largest source of GHG emissions after the U.S. and China. As such, the cement and lime industries are being charged with reducing their carbon intensity.

Our Solution

Reworld™ is playing a critical role in decarbonizing the cement and lime industry. Our **ReKiln** alternative fuel creates new value from unsalvageable materials by converting them for use as sustainable, low-carbon fuels and displacing fossil fuel use.

We engineer alternative fuels by mixing non-recyclable wastes, including plastics, organics and certain wastes from petroleum refining considered hazardous waste because of their flammability.

These streams are combined and tested to meet kiln specifications for moisture content, higher heating value, and chemical limits. Once combusted, the remaining inert residuals are fully incorporated into the final cement product.

Finding sustainable outlets for non-recyclable wastes is crucial. Recycling Centers report up a third of separated “recyclables” as contaminated, requiring alternate management methods. Hazardous wastes would otherwise be landfilled or incinerated without energy recovery.



Our Positive Impact

ReKiln Fuels are a win-win for both planet and prosperity:

1 TON of alternative fuel can replace 1 ton of coal usage

100% residual ash generated is incorporated into finished cement product

300,000 METRIC TONS of GHG emissions avoided annually by using alternative fuels

125,000+ TONS of alternative fuels from hazardous and non-hazardous waste engineered each year

CASE STUDY

Fueling Kilns Efficiently

By combining our **ReKiln Fuels** solution with our **ReMove** smart logistics, we have developed a unique mixing system for our kiln clients.

Our Refinery Services Group located near Houston, TX operates a rail car mixing system at a cement kiln in Montana. By mixing the alternative fuel at the site of use, we have decreased the number of on road tractor trailer units, saving time, cost, and emissions.



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



Alternative Fuel on the Move

“Offloading an alternative fuel trailer at a Cement plant in Florida. The trailer has a moving floor that delivers product off of the trailer into a pneumatic feed system.”

Brian Wilson

Senior Director, Business Development
Sumter, SC



Our People and Communities

Inside this Section

- 25 Our Ambition
- 26 Deep Dive: Community Engagement and Environmental Justice
- 27 Talent Attraction, Retention and Development
- 28 Health and Safety



Fishing Gear Recovery
 “Our community stewardship spans from land to sea. Reworld™ is helping coastal communities to manage derelict fishing gear.”

Maureen Early
 Lead Community Affairs Specialist
 Long Island, NY

12,000+

community service hours in 2023

↑ 200% increase from 2022

Our Ambition

At Reworld™, we focus on developing leaders and fostering close relationships with our local communities.

We are committed to becoming an employer of choice for sustainability-minded people. Our outreach is designed to be local, effective and visible; achieving measurable impacts. We are committed to ensuring that every employee, every contractor goes home safely – every day.

Values and Behaviors at Reworld™:

Our core values instruct us to conduct ourselves in accordance with the highest standards of personal and professional integrity.



Ensure a safe and inclusive workplace



Deliver results with trust



Build breakthrough capabilities



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.



Rita Crouch
Environmental Specialist
Lee, FL



Colin Bowen
Director, Customer Care Leader
Midwest Region



Amanda Robin
Human Resources Manager
West Palm Beach, FL



Kelly McLaughlin
Facility Manager
Stanislaus, CA



Jennifer Rivera Huertas
Operational Accounting Manger
North America



Sabrina Rowe
Operations Analyst
Delaware Valley, PA

“I love working in the environmental realm where I am reminded every day that what we do contributes to a better environment, for us and this friendly frog.”



DEEP DIVE

Community Engagement and Environmental Justice

How we are building a smarter, more sustainable world

At Reworld™, community outreach is an intrinsic part of who we are; each of our 4,500 employees are empowered to make a positive impact.

We are passionate about grassroots engagement, and our outreach is designed to be local, effective to achieve measurable impact recognizing that each community is unique. We meet face to face and listen carefully. It is vital to us that we work with the realities of our communities instead of taking a broad-brush approach.

EJ leader: Our Environmental Justice 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 life-time partnerships with our communities.

Empower: We put boots on the ground to engage with local civic advocacy groups and hire locally so that our workforce reflects the communities in which we operate. We encourage our current employees to act on their passions in sustainability and become contributing citizens in their communities.

Educate: Awareness and education around waste management and its impacts on communities and the environment remains top of mind. We take every opportunity to amplify the importance of sustainable waste management and to share what we do, why it is essential and how we can achieve this safely together with our communities.



Trust through Transparency

We have gone above and beyond regulation in order to build trust through operational transparency. Community members may attend tours, open houses, or call our control rooms directly to learn more about us. Over half of our TTFs have also made daily Continuous Emissions Monitoring Systems (CEMS) data available online.

Our Positive Impact

12,000
SERVICE HOURS

2,000+
TOUCHPOINTS

36,000
MEALS
provided to
underserved
communities

300+
FACILITY TOURS

100
COMMUNITY
CLEANUP EVENTS

a Tulsa, OK

Getting to know our neighbors

- Community pop-up markets hosted with Goodr to feed over 400 families
- Sponsored Juneteenth and Legacy Festival in partnership with the Black Wallstreet Times
- \$65,000 donated to combat homelessness

b Chester, PA

Local hiring

- Local fairs boosted local hiring by almost 4X in only three months

c Honolulu, HI

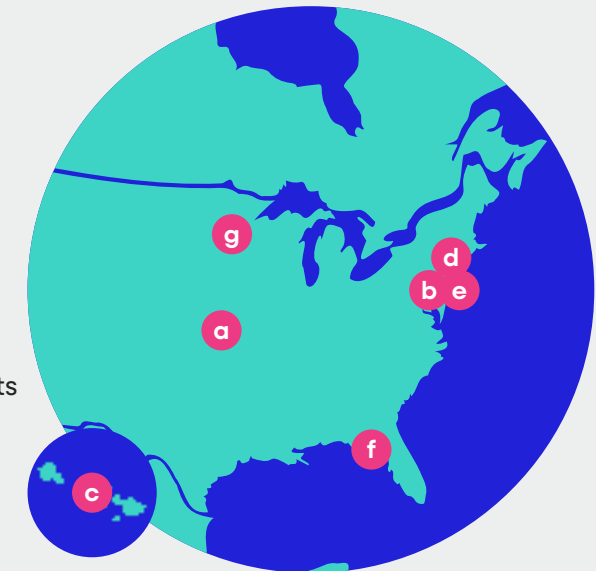
Clean Shores

- Earth Day Clean Up – An astounding 50 tons collected, in partnership with Protectors of Paradise and the U.S. Coast Guard

d Long Island, NY

Education and circularity workshops

- Earth Day and ‘Freedom on the Farm’ events



e NJ Sites

Environmental justice and civic engagement

- Union: Monthly meetings with local residents and government officials
- Camden: Environmental Justice conference in partnership with AWMA-NCNJ chapter and local businesses
- Essex: Partner with local gardeners to transform vacant lots

f Pasco, FL

Partnering to clean-up

- Thousands of people attend ‘Keep Pasco Beautiful’ year over year, in partnership with local regulatory agency and community organizations

g Indianapolis, IN

Urban farming and gardening

- Built pollinator garden and Partnership with Indy Grow
- Helped build pollinator garden
- Partnership with Growing Places Indy



Talent Attraction, Retention and Development

Our people are our power, and our focus is to grow our best-in-class team. We want to attract and retain the best people for the roles that we offer, to develop diverse and exciting sustainability leaders of the future.

Local Hiring Practices

A strong equitable hiring strategy recognizes that some communities need more opportunities and fewer barriers of entry.

In 2023, we hosted over 30 local hiring events at 14 facility locations, with a focus on local community engagement, diversity and veteran hiring. We also:

- Launched our GED Program in Florida, which eliminated the outdated requirement for a high school diploma from 11 operational roles. We partnered with GEDWorks to offer a fully funded opportunity for employees to achieve their GED in English or Spanish.
- Strengthened our second chance hiring efforts in partnership with local workforce development programs in Chester, PA.
- Created an apprentice program with Delaware County Community College and Chester High School to build a strong and sustainable talent pipeline.

Being an Employer of Choice

Our employees choose Reworld™ because:

- They are **passion driven** and connected to our mission.
- Our **compensation packages** are competitive and equitable.
- Our **workforce is growing** with new opportunities opening across North America.
- Our new **Parental Leave program** offers six weeks of paid leave to new parents and primary caregivers, regardless of gender.
- We **develop our leaders** and foster diverse talent.



Tomi first learned of Reworld™ at an HBCU Marketplace event and joined our Community Relations Team shortly after. She currently spearheads our HBCU initiatives with our recruiting team.

Ayotomiwa “Tomi” Fashola, Community Outreach Intern (right) and **Andrew Guistwite**, Government Relations and Community Outreach Analyst.

30%

HIGHER COMPENSATION

Our employees make 30% more than the average American.

98

CENTS ON THE DOLLAR

We are closing the 2% gender pay gap at Reworld™, compared to the national average of 18%.

17%

INCREASE IN WORKFORCE

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

43%

INCREASE IN WOMEN

We're improving the gender diversity of our workforce as we continue to grow.

50%+

OF PARTICIPANTS

from our Leadership Diversity Development Program have moved into senior leadership after completing the program.

32

INTERNS

welcomed from 27 colleges, including 5 interns from Historically Black Colleges and Universities (HBCUs).

Employee Resource Groups (ERGs)

Our company-wide ERGs are essential for enriching our work culture. During 2023, our ERGs hosted over 20 events, including guest speakers, employee-led discussions and competitions:

- **Black History Month:** employees shared “Our Hair Story” discussing the history and implications of cultural hair styles.
- **Earth Month:** a permanent recycling center was launched at our headquarters to manage electronic waste.
- **Pride Month:** members participated in a training about creating inclusive spaces for transgender employees.
- **Hispanic Heritage Month:** a local politician shared their history, challenges, successes and advice for aspiring LatinX professionals.



Health and Safety

Safety of our people, communities and planet is a core business value in our approach to sustainability.

Employee safety and health is our top priority. We are accountable to our customers as a part of their supply chain to assure their trust in us.

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

We use a Behavior-Based Safety 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 our Values and Behaviors in action.

Our programs focus on safety through prevention:

- Tracking leading indicators
- Conducting local and large-scale safety analyses
- Planning for preventative and corrective actions
- Collecting field data regularly
- Conducting in-depth contractor safety reviews to vet all vendors

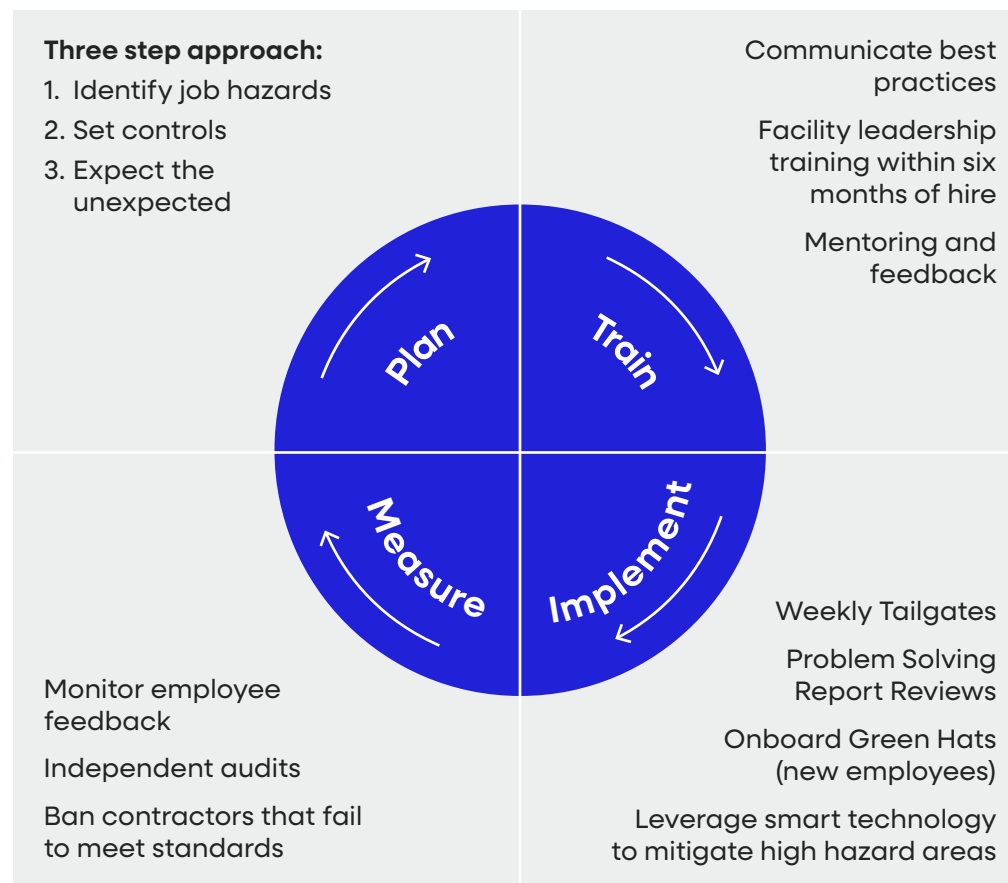


Stop Work Authority

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



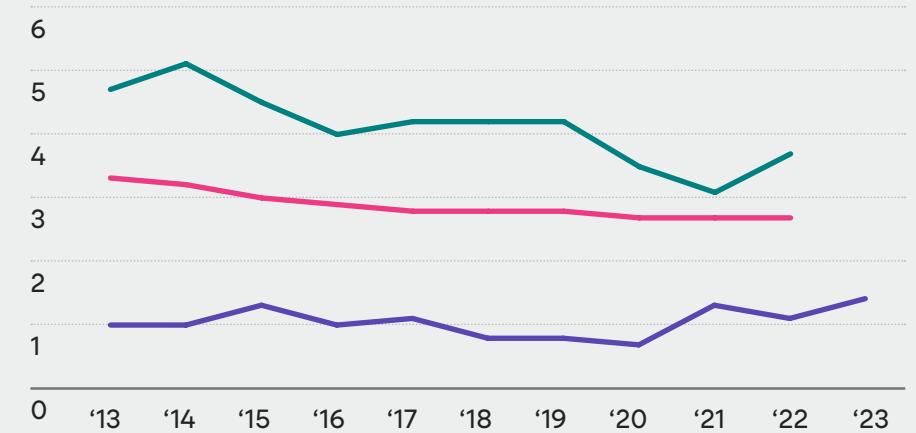
Building our safety Culture Using a Lean Approach



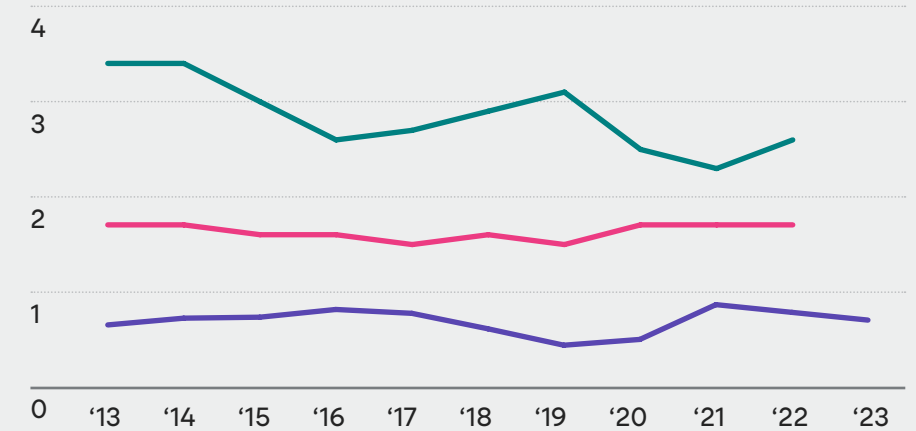
2023 Health & Safety performance trends

Our safety metrics exceed the waste industry's record – but anything above zero is unacceptable.

Total Case Incident Rate (TCIR)



Days Away, Restricted, Transfer Rate (DART)



● All Industry ● Waste Industry ● Reworld™

Bureau of Labor Safety Statistics.



My Central California Sunset

Craig Haggard
 Maintenance Mechanic
 and Welder
 Stanislaus, CA

Appendix

Inside this Section

30 Data Tables

31 Glossary of Terms

31 Contacts



Data Tables

PERFORMANCE DATA	2023	2022	2021	2020	2019
Workforce					
Total employees	4,485	3,939	3,748	3,879	3,862
Safety and Health					
Employee DART	0.72	0.78	0.86	0.53	0.44
Employee TCIR	1.38	1.11	1.25	0.73	0.8
Facilities					
Total number of TTF Operations	39	39	39	39	42
Total electrical generation capacity (MW)	1,593	1,593	1,593	1,593	1,593
Total capacity (TPD)	59,254	59,254	59,254	59,254	59,254
Total Number of MPFs	39	23	19	20	20
Total Number of Transfer Stations	13	14	13	13	14
Waste (thousand tons)					
Total waste processed	20,824	20,765	21,118	21,215	21,516
Sustainably processed Waste	20,295	20,488	20,848	20,904	21,220
Waste recycled / reused	1,841	988	1,016	937	971
Energy recovery	18,815	20,025	20,392	20,508	20,757
Energy					
Net electrical generation (million MWh)	8.7	9.3	9.6	9.5	9.5
Steam export (billion pounds)	7.9	8.0	8.4	9.2	9.0
GHG Emissions (million metric tons CO₂e)					
Net GHG avoidance from landfill diversion	41.2	43.6	44.4	44.7	45.2
Gross Metals Recycled (thousand tons)					
Total	489	516	546	540	508
Ferrous	450	481	507	507	473
Non-Ferrous	38	34	38	33	36
Environmental Performance					
TTF stack test compliance rate	99.97%	100.00%	100.00%	100.00%	99.97%
TTF CEM compliance rate	99.97%	99.97%	99.98%	99.99%	99.97%
MPF water discharge compliance rate	99.96%	99.94%	99.95%	99.99%	99.90%

DIVERSITY DATA ²	2023	2022	2021	2020	2019
Gender and Diversity Composition					
Women as a percentage of the total workforce	14%	13%	12%	12%	12%
People of color as a percentage of U.S. workforce	34%	25%	30%	29%	29%

DIVERSITY DATA ³	American Indian	Black	White	Hispanic	Asian	Pacific Islander	Two or more races
2023 Racial and Ethnic Composition of U.S. Workforce							
Executives	0	3	42	3	4	0	1
Directors	1	10	162	6	8	0	2
Managers	1	30	316	34	23	3	10
Professionals	3	62	433	47	31	6	7
Technical, sales and administrative	2	68	397	83	17	4	15
Laborers	26	430	1366	378	61	67	49
Total	33	603	2716	551	149	80	84

1 For the years ended December 31. Unless otherwise noted, reported for North America, only.

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

CEMS	Continuous Emissions Monitoring System
CO ₂	Carbon Dioxide
CO ₂ e	Carbon Dioxide Equivalent
DART	Days Away, Restricted, Transfer Rate
EJ	Environmental Justice
ERG	Employee Resource Group
GHG	Greenhouse gas
HBCU	Historically Black Colleges and Universities
LCA	Lifecycle Assessment
MMBTU	Million British Thermal Units
MPF	Material Processing Facility
MT	Metric Tons
MW	Megawatt
MWh	Megawatt hour
MWhe	Megawatt hour equivalent
POTW	Publicly Owned Treatment Works
SSP	Single Source Provider
TCIR	Total Case Incident Rate
TPD	Tons per day
TS	Transfer Station
TTF	Thermomechanical Treatment Facility

Contacts

Global Headquarters
 Reworld Waste, LLC.
 445 South Street
 Morristown, NJ 07960
 1-800-950-8749
 Sustainability@reworldwaste.com



Reworld[™]

Sustainable
Waste Solutions

reworldwaste.com