



Reimagine your world.

Sustainability Databook 2024



About This Report

The Sustainability Databook is a supplement to our Sustainability Report.

This document has been prepared in accordance with the Global Reporting Initiative (GRI) Standards and the Sustainability Accounting Standards Board’s (SASB) Waste Management sector standards. Unless otherwise noted, the data in this document reflects Reworld™ (“the Company”, “our”) activities in North America for the period of January 1 through December 31, 2023.

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

- The Double Material Assessment presents our material impacts, risks, and opportunities.
- The Performance Data Tables provide operational, workforce, and environmental data.
- The GRI Index provides detailed information on our performance in accordance with the GRI Standards.
- The SASB Index provides information in accordance with the SASB disclosure requirements.



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

- Previous Sustainability Reports
- Current and previous CDP submissions
- White Papers and other technical documents



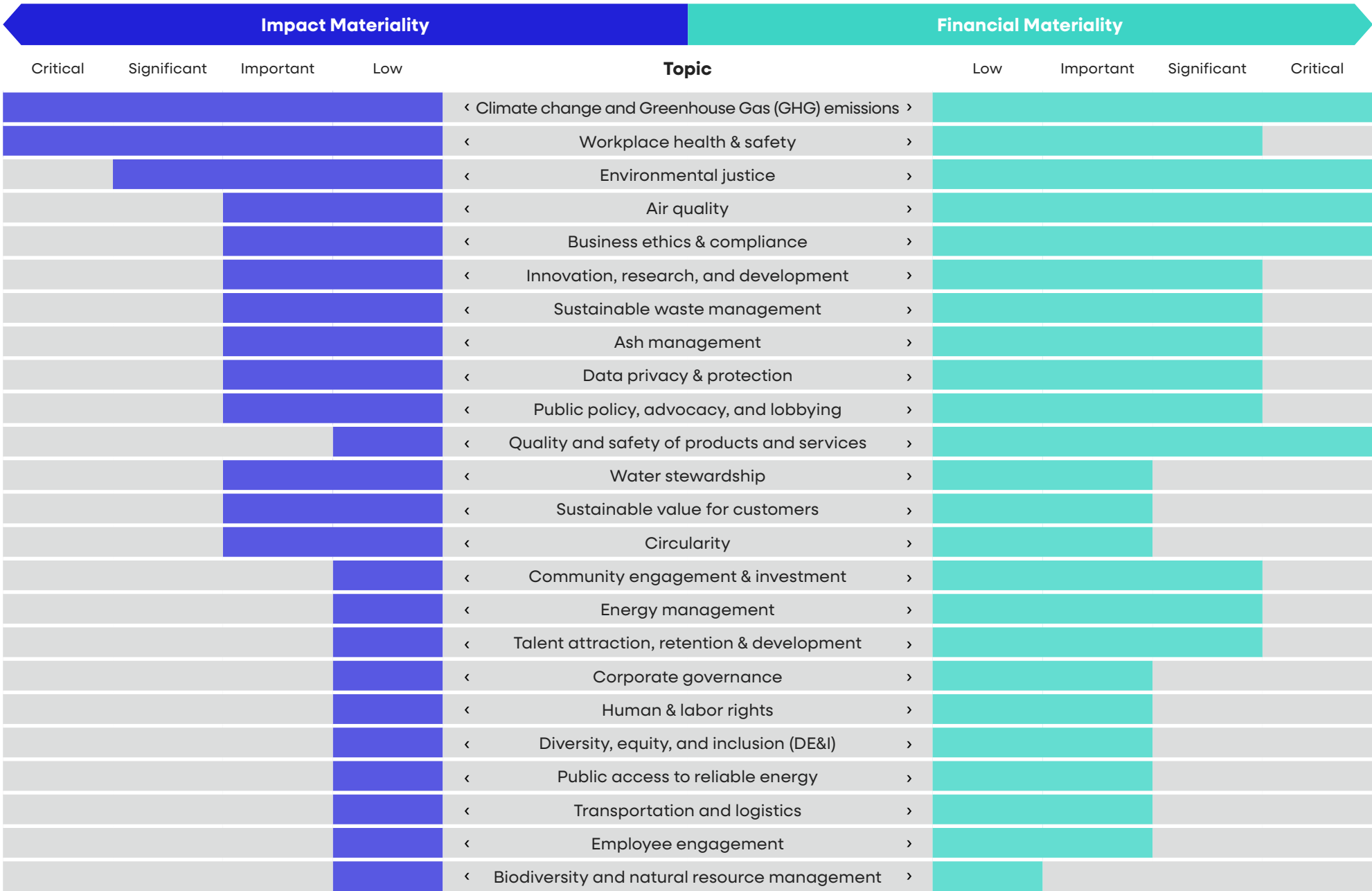
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2024 Double Materiality Assessment Results

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

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



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

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

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

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

The results of this assessment are summarized above. Members of Senior Management participated in the stakeholder interviews as well as the result validation sessions. The findings of this assessment will be used to guide future strategic planning and reporting efforts.

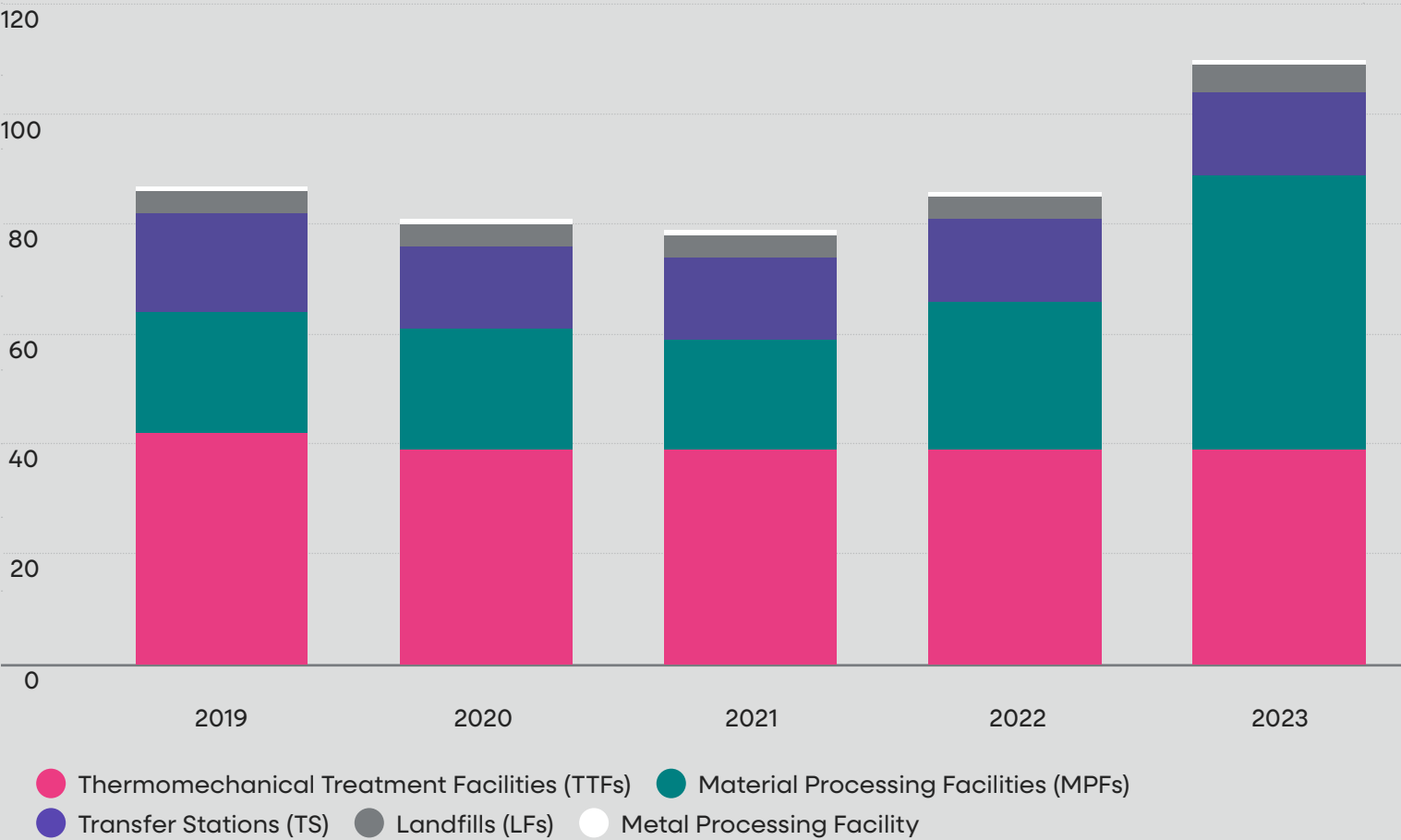


Key Data Highlights

Operations

Reworld™ Facility Portfolio

Since 2019, we've more than doubled the number of MPF operations in our portfolio, diversifying our service offerings and expanding our reach. We're reimagining waste by creating alternative engineered fuel, recycling used oils, treating wastewater, and transferring and managing RCRA hazardous waste via our ten-day transfer facilities and Treatment, Storage, & Disposal Facilities (TSDFs). These offerings are supplemented by our fleet of 2,000+ rolling assets, to improve transportation and logistics.

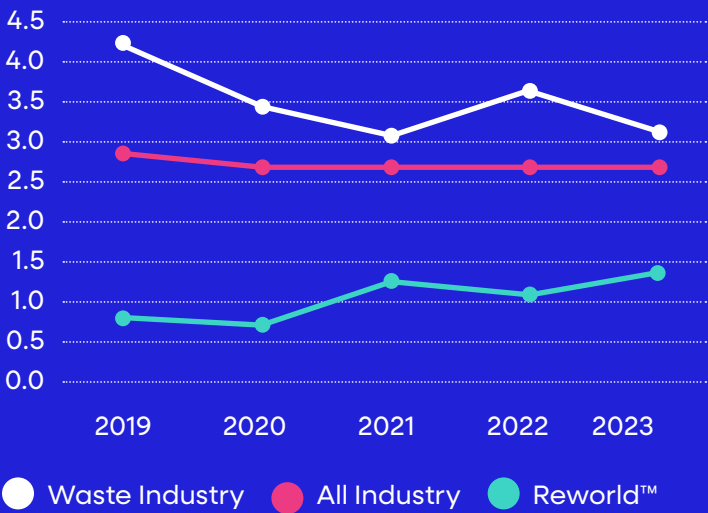


Facility portfolio includes North American facilities that Reworld™ owns, operates, and/or has an equity stake in. The Resource Conservation and Recovery Act (RCRA) is the primary federal U.S. law governing the management of hazardous waste.

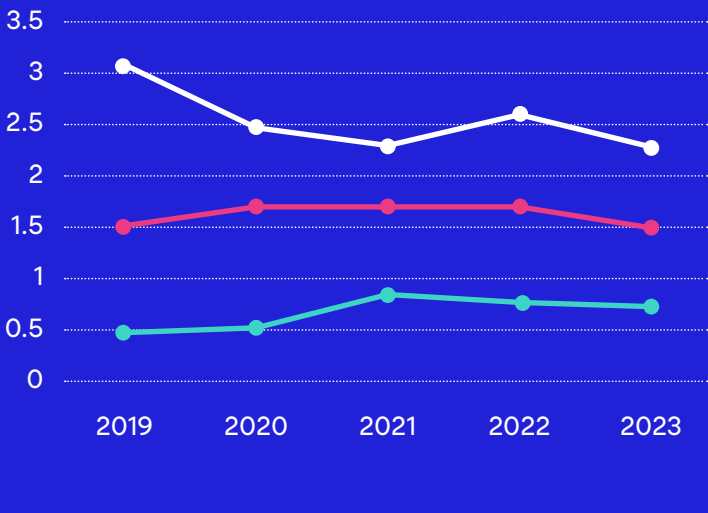
Health and Safety

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

Total Case Incident Rate (TCIR)



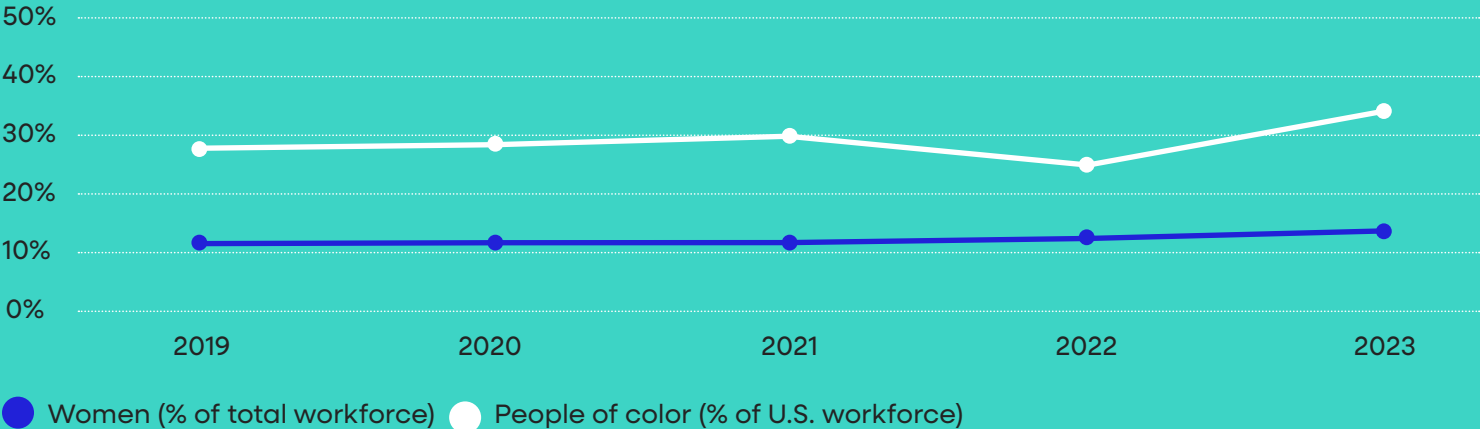
Days Away, Restricted, Transfer Rate (DART)



Workforce

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

Gender and Racial Diversity



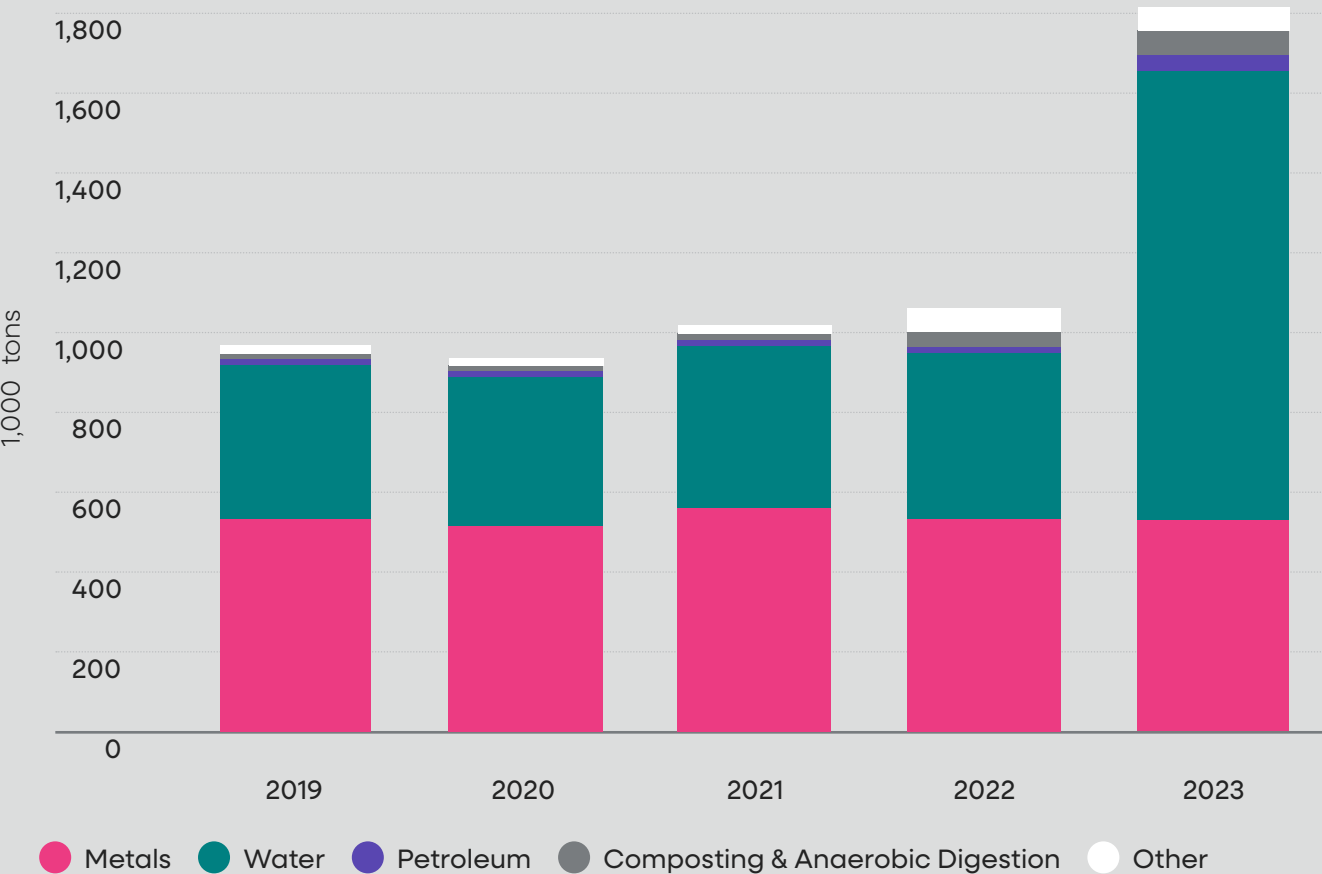


Key Data Highlights

Operations

Total Waste Recycled/Reused

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

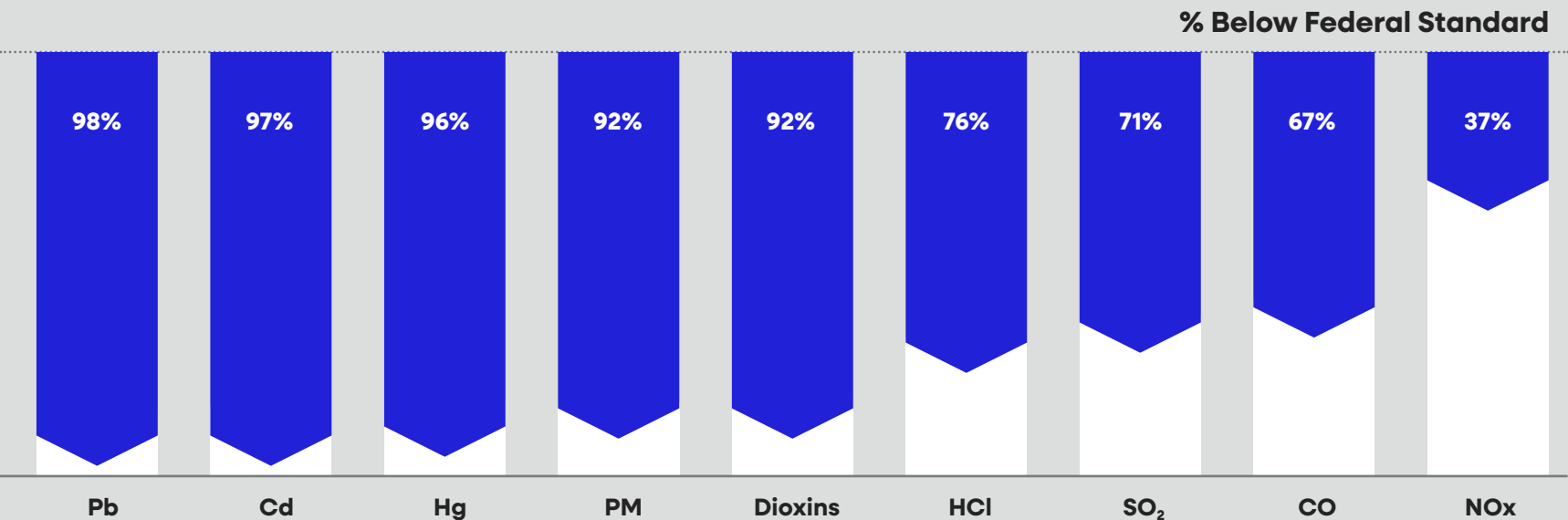


Recycle/Reuse progress is based on operational performance, not adjusted per the Sustainability Linked Financing Framework.

Environmental Performance

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

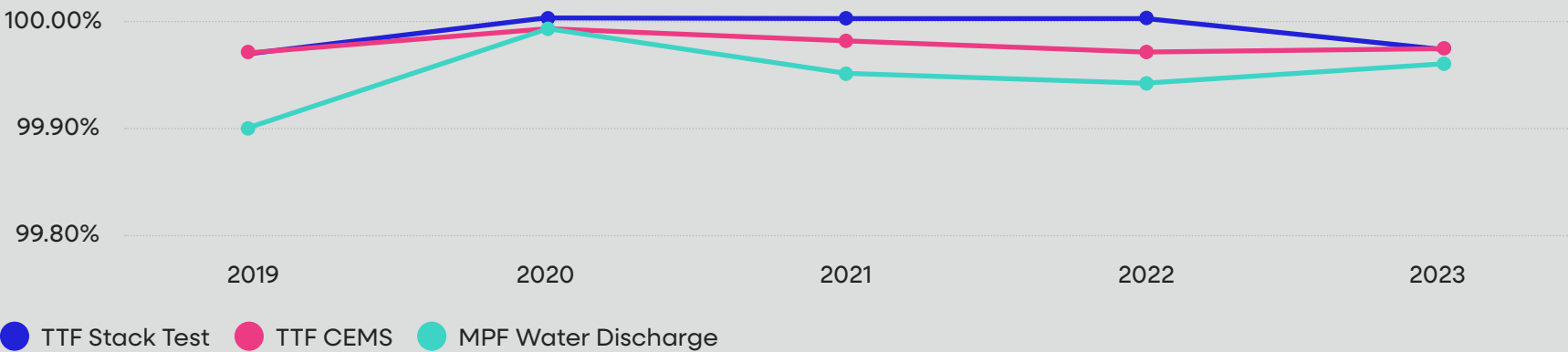
Our TTFs continue to operate well below federal standards. Emissions are measured on a concentration basis through Continuous Emissions Monitoring Systems (CEMS) and annual stack testing.



Based on the 2020-2023 average emissions concentrations from Reworld™ U.S. TTFs.

Compliance Rates

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



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



GRI Index

We are committed to reporting against the GRI Standards, a widely used standard for sustainability reporting. Organized in alignment with GRI General and Topic-Specific Standards, the index incorporates key disclosures on our

sustainability progress. This index serves as a supplement to our public sustainability reporting, providing additional detail on material areas while also referencing publicly available reports, webpages, and other relevant resources.

GRI Standards	Disclosure Name	Response (2023 RY)
GRI 2: General Disclosures 2021		
2-1	Organizational detail	Reworld™ Website / About Us Reworld™ Website / Where We Are 2024 Sustainability Report / Introduction (page 5)
2-2	Entities included in the organization’s sustainability reporting	About This Report Reworld™ Website / Where We Are Performance Data / Operations Data
2-3	Reporting period, frequency, and contact point	This report presents data for the 2023 reporting year from January 1, 2023, to December 31, 2023. We publish a publicly available sustainability report on an annual basis, available at 2024 Reworld™ Sustainability Report . Any questions or comments regarding Reworld™ sustainability reporting should be sent to sustainability@reworldwaste.com
2-4	Restatements of information	The following restatements have been made since our 2024 Sustainability Report, which included summarized data tables in the appendix: <ul style="list-style-type: none">• Corrections made to certain Operations, Workforce, and Environmental metrics originally published in the 2024 Sustainability Report Data Tables have been made in the Performance Data Tables of this report.
2-5	External assurance	We receive third-party assurance/verification for select sustainability deliverables. <ul style="list-style-type: none">• Our progress against Sustainability Linked Financing key performance indicators (KPIs) receives limited assurance (AICPA attestation standards: AT-C Section 105 and AT-C 210), by an external financial auditing firm annually. Verification Statements are posted on the Sustainability-Linked Financing webpage.• We have received third-party assurance for Life Cycle Assessment against ISO 14040/44 and 14067 regarding the GHG avoidance provided by the diversion of municipal solid waste from landfill to Reworld™ TTFs.• Our GHG inventory is reviewed by a third party as part of limited assurance provided to EQT, our owners. This is a requirement as part of EQT’s Bridge ESG Reporting for EQT Infrastructure V Fund portfolio companies.• The vast majority of our GHG inventory data is reported to the U.S. EPA’s mandatory Greenhouse Gas Reporting Program, which contains data validation tools, and is subject to the accuracy in reporting requirements of the Clean Air Act.
2-6	Activities, value chain, and other business relationships	We are a leader in sustainable waste solutions, providing innovative and environmentally responsible services to North America. We are committed to advancing zero waste initiatives and supporting sustainability goals through state-of-the-art technologies that reimagine, reduce, reuse, recycle, recover, and renew. For more information, visit www.reworldwaste.com Reworld™ Website / What We Do Reworld™ Website / Who We Serve
2-7	Employees	Performance Data Tables reflect permanent Reworld™ employees, only. Performance Data / Workforce and Diversity



GRI Standards	Disclosure Name	Response (2023 RY)
2-8	Workers who are not employees	<p>Temporary employees (contractors) are tracked separately from permanent employees and are not reflected in our Performance Data Tables.</p> <p>In 2023, we hired about 700 individuals for short-term assignments (on average, less than 100 days long) across the fleet. Most of these assignments were project-based labor, including support for facility outages, upgrades, and maintenance. The remaining temporary hires filled project management, administration, and housekeeping roles, for example.</p>
2-9	Governance structure and composition	<p>Leadership at all levels of our organization works to advance our vision and sustainability goals.</p> <p>Owners</p> <p>Our private equity owners, EQT Partners Inc., thematically seek out companies with strong sustainability performance. This focus guides our business from the top down.</p> <p>Board Structure</p> <p>All Board members were selected by EQT. Six of the current eight members were appointed when Reworld™ was acquired in 2021. Members were assessed by their professional and/or leadership experiences in the areas of health & safety, environment & climate change, community engagement, and materials management. At least two Board members have extensive experience in renewable energy and environmental risk management.</p> <p>As of March 2024, we have eight Board members, seven of whom are independent (the non-independent director is a partner at EQT Partners Inc.) and none are executives from the Company’s Senior Management Team.</p> <p>EQT recognizes the importance of building a diverse board. Currently, our Board includes two women and one person of color, bringing diverse perspectives that enhance our ability to lead with inclusivity and innovation.</p> <p>The six longest standing members have served on the Board since November 2021, with two members joining within the last two years.</p> <p>Committee Structure</p> <p>As of September 2024, the Board has five committees: Risk, Audit, Compensation, Environmental Justice & Sustainability, and Growth & Commercial. Each is chaired by an independent board member with the relevant expertise. The members of the committees are appointed by the Board of Directors. Each committee is a majority independent directors.</p> <p>Performance Data / Workforce and Diversity</p> <p>2024 Sustainability Report / Governance and Leadership (page 9)</p> <p>Reworld™ Website / Our Leadership</p>
2-10	Nomination and selection of the highest governance body	<p>Following our acquisition in 2021, EQT entirely renewed our Board composition. All members have had a tenure of less than five years. Board members were selected to match the skills needs of our Company. Our experienced Board Chair has extensive financial expertise, and remaining members are experts in power, environmental/sustainability, marketing, finance, and operations.</p>
2-11	Chair of the highest governance body	<p>Reworld™ Website / Our Leadership</p>
2-12	Role of the highest governance body in overseeing the management of impacts	<p>Our Board has five committees (as of September 2024) to oversee our due diligence, manage potential impacts, and review effectiveness of Company strategy.</p> <p>Our Board has direct oversight of our sustainability strategy. Specifically, as directed in the committee’s charter, our Environmental Justice & Sustainability Committee is responsible for review and oversight of sustainability and corporate social responsibility initiatives, performance, and reporting, as well as developments and trends regarding public policy affecting the Company.</p> <p>Regarding climate specifically, the committee assesses and reviews changes in public policies, including the evolving development of cap & trade programs, progress on goals and targets, and the content of our corporate sustainability report.</p> <p>Additionally, our executive leadership, inclusive of Senior Management, reviews and updates a Risk Register, including Sustainability Risks, with the Risk Committee quarterly.</p> <p>2024 Sustainability Report / Governance and Leadership (page 9)</p>
2-13	Delegation of responsibility for managing impacts	<p>The Environmental Justice & Sustainability Committee provides oversight and governance on matters related to environmental compliance, environmental justice, and climate change.</p> <p>The highest executive – the Chief Sustainability Officer (CSO) – reports directly to the CEO and delivers updates to the Board at least quarterly. The CSO manages the full sustainability team, inclusive of Environmental Affairs, Government Affairs, and Community Outreach.</p>



GRI Standards	Disclosure Name	Response (2023 RY)
2-14	Role of the highest governance body in sustainability reporting	<p>The highest governance body in sustainability reporting at Reworld™ is the the Environmental Justice & Sustainability Committee of the Board of Directors of Reworld™, adopted in 2022. This committee provides oversight and governance on matters related to environmental justice, government affairs, and sustainability. The committee’s responsibilities include, but are not limited to:</p> <ul style="list-style-type: none">• Review of significant policies and performance and providing guidance on matters relating to our environmental justice, government affairs, and social risks and opportunities, employee health and safety, approach to corporate social responsibility, and activities related to community and stakeholder engagement.• Advising the Board and management on significant public issues that are pertinent to the Company with respect to environmental justice, government affairs, and sustainability.• Assisting Senior Management in setting strategy, establishing goals, and integrating environmental justice, sustainability, and government affairs risks and opportunities into strategic and tactical business activities across the Company to create long-term value.• Review and oversight of the annual sustainability report, as applicable.
2-15	Conflicts of interest	<p>We require all employees to annually certify compliance with our Code of Business Conduct, which requires that they identify any Conflicts of Interest. We also require disclosure from the Board of their participation in other businesses (including Board positions, management, or ownership) that could lead to conflicts of interest. As a private company, cross-shareholding is not a concern at this time.</p> <p>Reworld™ Sustainability Resources / Code of Business Conduct</p>
2-16	Communication of critical concerns	<p>Our management maintains a detailed Risk Register, including but not limited to, Sustainability, Operations, and Financial Risks. This is updated and reviewed with the Risk Committee quarterly. Risks are rated in terms of potential impact and include any critical financial or legal concerns.</p> <p>An Ethics Hotline for reporting any concerns (including anonymously) is available to employees. A written report to the Audit Committee is presented quarterly regarding every complaint and its disposition. Most complaints reported in 2023 were not considered “critical.”</p>
2-17	Collective knowledge of the highest governance body	<p>Our Board members were selected by EQT based on their professional expertise. At least two Board members have extensive experience in renewable energy and environmental risk management.</p> <p>The Chief Sustainability Officer regularly updates the Environmental Justice & Sustainability Committee on key emerging and continuing topics regarding the environment, government affairs, and community outreach, including, but not limited to, emerging environmental regulation and policies, climate change, permitting, and environmental justice.</p> <p>Reworld™ Website / Our Leadership</p>
2-18	Evaluation of the performance of the highest governance body	<p>Evaluation of the Board, specifically regarding its composition, operational directive, and individual Board member performance, is undertaken by EQT, as well as the Board Chair with input from the CEO.</p>
2-19	Remuneration policies	<p>Board members have a fixed salary and participate in the Management Participation Plan (MPP), where payout is determined by the performance/ROI of EQT as a multiple of their initial investment. The MPP rewards organizational performance based on stakeholder value and growth. Board compensation is derived by EQT.</p> <p>Remuneration policies for Senior Executives include the following options:</p> <ul style="list-style-type: none">• Fixed pay: Base compensation is fixed.• Variable pay: Sources of variable compensation include the executive bonus plan (aligned to EBITDA performance), participation in the MPP, sign-on bonuses and/or recruitment incentive payments.• Termination payments: Executive severance plans are in place.• Claw back: Such circumstances are identified in offer letters where sign-on bonuses are applicable.• Retirement benefits: 401k plan in place. We are reviewing additional compensation plans to supplement existing retirement benefits. <p>The financial compensation of the Board and senior executives is tied to the long-term performance of the Company, which is directly tied to our ability to execute on our strategy to advance more sustainable waste management. Our progress in advancing sustainable waste management is tracked with a variety of KPIs, which include, but are not limited to, total waste diverted from landfill, electricity, and steam generated, recycling, and excess discharge/ emission events. Through our sustainability-linked financing, we have directly linked financial metrics with sustainability performance.</p>



GRI Standards	Disclosure Name	Response (2023 RY)
2-20	Process to determine remuneration	<p>Our owner, EQT, determines the compensation for Board members. Feedback from internal committees, stakeholders, or other independent parties is not officially included in the determination process.</p> <p>The Compensation Committee oversees the Senior Executive compensation and bonus programs. Compensation consultants are also employed to review Senior Executive compensation plans, but not Board member compensation.</p>
2-21	Annual total compensation ratio	The highest paid individual's compensation is governed by a confidential employment agreement between EQT and that individual.
2-22	Statement on sustainable development strategy	2024 Sustainability Report / Transforming for a More Sustainable Future (page 5)
2-23	Policy commitments	<p>Reworld™ Website / Our Commitment</p> <p>Highest level of approval: Board of Directors</p> <p>Reworld™ Sustainability Resources / Environmental Policy</p> <p>Highest level of approval: Chief Sustainability Officer</p> <p>Reworld™ Sustainability Resources / Code of Business Conduct</p> <p>Highest level of approval: Board of Directors</p> <p>Reworld™ Sustainability Resources / Health & Safety Policy</p> <p>Highest level of approval: VP Health and Safety</p> <p>Reworld™ Sustainability Resources / Environmental Justice Policy</p> <p>Highest level of approval: Chief Sustainability Officer</p> <p>We do not have a Human Rights Policy.</p>
2-24	Embedding policy commitments	<p>We require all employees to complete the Annual Certification of Code of Business Conduct. The Code of Business Conduct is a statement of our commitment to acting with integrity in everything we do. Annually, each employee receives a reminder to confirm compliance with the Code of Business Conduct for the prior year and is asked to commit to comply with the Policy in the coming year. This reminder is generally sent via email at year-end in connection with the annual audit of our financial statements. A link through which each employee can review an electronic copy of the Reworld™ Code of Business Conduct is provided.</p> <p>Suppliers must comply with our Supplier Code of Business Conduct. A section on each Purchase Order Terms & Conditions requiring our suppliers to “maintain and abide by appropriate professional codes and business standards...” is included.</p> <p>Reworld™ Sustainability Resources / Code of Business Conduct</p> <p>Reworld™ Website / Supplier Relations</p>
2-25	Processes to remediate negative impacts	<p>Grievances received from the communities that we operate in are received at the facility level. Issues that impact multiple facilities are elevated to regional and corporate operations, asset managers, and environmental teams to leverage their expertise and share lessons learned.</p> <p>Similarly, issues identified by the environmental agencies that regulate our operations are typically managed at a facility level. Regional and corporate support may be leveraged to help ensure continued compliance and application at other sites. Lessons learned are shared with the broader environmental team through the Environmental Monthly Business Review meetings and “Environmental Alert” notifications.</p> <p>Health and Safety performance is also closely tracked to remediate negative impacts. The responsibility for a safe workplace lies with every employee, from the site of operations through Senior Management. Our Health and Safety program tracks leading indicators such as near misses and unsafe work practices to address risks before an incident occurs. Near misses and lessons learned are shared Company-wide via “Safety Alert” notifications. Safety incidents are investigated thoroughly through root cause analyses. H&S metrics are reviewed by corporate during the weekly Leading Indicator Tracking call.</p>
2-26	Mechanisms for seeking advice and raising concerns	<p>Our employees have two specific mechanisms to report violations or concerns regarding business conduct: the EthicsPoint confidential reporting platform and the Reworld™ third-party hotline.</p> <p>Reworld™ Sustainability Resources / Code of Business Conduct</p>
2-27	Compliance with laws and regulations	<p>The total amount of safety-related fines and penalties was \$46,827 in 2023. Environmental fines are disclosed by category in the Performance Data Tables.</p> <p>Performance Data / Environmental</p>



GRI Standards	Disclosure Name	Response (2023 RY)
2-28	Membership associations	<p>Reworld™ is a member of various industry groups including the Waste-to-Energy Association; Business Council for Sustainable Energy; Circular Economy Coalition; Portland Cement Association; Environmental Research and Education Foundation; Biomass Power Association; Independent Power Producers of New York; Product Stewardship Institute; and the Ontario Waste Management Association.</p> <p>Reworld™ plays a leadership role or actively contributes to these engagements, with our executives serving on the boards or as association members.</p> <p>We also collaborate and interact with select organizations and various state level organizations including the Go Green Initiative; Black Sustainability Network; Sustainability Alliance; Newark Science and Sustainability, Inc.; NJ Farmacy: The Urban Farmers Project; Sustainable Jersey & Sustainable Schools; and the NJ Audubon.</p>
2-29	Approach to stakeholder engagement	<p>We regularly engage with key external stakeholders to understand and address their information needs and expectations for business performance. Our approach to engagement for some of our key stakeholders is outlined below.</p> <p>Our Customers</p> <p>Clients rely on us to handle their waste resources responsibly and sustainably. Each of our facilities has designated customer service and management personnel. We meet regularly with our municipal partners.</p> <p>Our Employees</p> <p>Everyone in our workforce creates business value and delivers innovative and sustainable solutions to our customers. Our employee engagement includes pulse surveys and feedback from focus groups, team meetings, individual performance reviews, skills development, professional training, and other frequent activities and communications.</p> <p>Our Communities</p> <p>The communities that we serve are engaged at the onset of a facility’s development and regularly thereafter. We inform interested parties about the project scope, objectives, and operations. We provide forums for community members to voice concerns about our facilities’ operations. Outreach to communities includes in-person meetings, phone calls, and informational publications. We have a customized approach to our community engagement to respond to various individual communities. Our Community and Environmental Justice Policy is the foundation on which our engagement plans are built.</p> <p>Our Owners & Investors</p> <p>These stakeholders support and invest in our business and sustainability proposition. We engage with investors at industry conferences, scheduled quarterly earnings calls, one-on-one investor calls, and through quarterly financial reports.</p> <p>Visit our Investor Relations webpage for archived investor news, presentations, and financial filings.</p> <p>Our Peers & External Partners</p> <p>External partnerships help drive our industry toward greater sustainability leadership. We collaborate with industry partners, academia, NGOs, research organizations, and others, that focus on energy, climate change, and other environmental issues.</p> <ul style="list-style-type: none">• We interact with our peers and competitors through industry groups, conferences and other events to help promote more sustainable waste management and energy solutions.• Advocacy partners such as NGOs help us educate and identify gaps in policy making for balanced and practical outcomes.• Researchers and Innovators investigate new solutions and technologies, helping us improve our processes. <p>Our Regulators & Policymakers</p> <p>We engage with policymakers in North America, participating in working groups or discussions and commenting on proposed policy changes, to ensure that the economic, environmental, and societal benefits of TTFs are taken into consideration when new policies are formulated. We are forthcoming, transparent, and proactive in our engagement with our regulators. We partner with them and engage on research initiatives to modify our operations with technologies to improve efficiency, safety, and effectiveness.</p> <p>Our Suppliers</p> <p>We conduct business in a fair and professional manner. We communicate regularly with our suppliers from initial screening and vendor selection through the fulfillment of procurement activities. We aim for the highest standards of business ethics, professional courtesy, and competency in our supplier engagements.</p>



GRI Standards	Disclosure Name	Response (2023 RY)
2-30	Collective bargaining agreements (CBAs)	<p>We respect employees’ rights to freedom of association and collective bargaining.</p> <p>For employees not covered by a CBA, we do not use CBAs to determine their terms and conditions of employment. Instead, we use marketplace data in a compensation and benefits perspective to effectuate terms and conditions of employment.</p> <p>Performance Data / Workforce and Diversity</p>
GRI 3: Material Topics		
3-1	Process to determine material topics	2024 Double Materiality Assessment Results
3-2	List of material topics	2024 Double Materiality Assessment Results
3-3	Management of material topics	2024 Double Materiality Assessment Results
GRI 201: Economic Performance 2016		
3-3	Management of material topics	<p>Management Approach: Economic Performance</p> <p>As a privately owned company, we have elected not to disclose financial information in our 2024 Sustainability Databook.</p>
201-1	Direct economic value generated and distributed	As a privately owned company, we have elected not to disclose financial information in our 2024 Sustainability Databook.
201-2	Financial implications and other risks and opportunities due to climate change	<p>As a privately owned company, we have elected not to disclose financial information in our 2024 Sustainability Databook.</p> <p>Reworld™ Sustainability Resources / 2024 CDP Response (Module 3)</p>
201-3	Defined benefit plan obligations and other retirement plans	Currently, we do not sponsor a defined benefit plan.
201-4	Financial assistance received from the government	As a privately owned company, we have elected not to disclose financial information in our 2024 Sustainability Databook.
GRI 202: Market Presence 2016		
3-3	Management of material topics	<p>Management Approach: Market Presence</p> <p>We are committed to ensuring that our workforce reflects the rich diversity of the communities in which we live and work. Over 60% of employees live within 15 miles of their work site, playing a crucial role in community engagement and local growth. Local hiring events, education programs, and apprenticeship programs are several ways in which we provide opportunities for local community members.</p> <p>2024 Sustainability Report / Talent Attraction, Retention and Development (page 27)</p>
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	<p>All Reworld™ employees are paid greater than a minimum wage rate for their region. We strive to ensure all employees earn a fair and competitive living wage. Wages are aligned with industry market trends. While the ideal comparative ratio is between 80 and 90%, our average comparative ratio is 100.5%, indicating employee salaries are competitive and in line with market standards.</p> <p>We regularly monitor salaries and adjust as necessary to ensure employees are fairly compensated. This allows us to uphold pay equity, retain talent, and comply with pay practices and policies. From a pay equity perspective, female Reworld™ employees are paid 98 cents for every 1 dollar their male counterparts are paid.</p>
202-2	Proportion of senior management hired from the local community	<p>Senior Management, for the purpose of this analysis, is defined as Permanent Reworld™ employees with titles of “Senior Manager” through “CEO”. Senior Management, for the purpose of this analysis, is defined as Permanent Reworld™ employees with titles of “Senior Manager” through “CEO”, representing about 8% of all employees. The majority of Senior Management (90%) lives, on average, 16 miles away from their place of work. The remaining 10% live over 100 miles away from their “official” place of work, which may not be the location that they regularly report to, as roles typically require regular travel to various facilities.</p> <p>Note: employee distances are based on home zip code (coordinates of the zip code's centroid) and job location (exact coordinates). As such, there is a degree of uncertainty in the results.</p>



GRI Standards	Disclosure Name	Response (2023 RY)
GRI 203: Indirect Economic Impact 2016		
3-3	Management of material topics	<p>Management Approach: Indirect Economic Impact</p> <p>We actively engage with the communities where we operate, contributing innovative solutions and ideas for sustainable waste solutions. Our efforts include establishing our facilities as resilient community infrastructure, offering reliable and sustainable waste management services and renewable baseload power. We promote environmental responsibility by addressing the waste concerns of our stakeholders and implementing local solutions to reduce impact. Our initiatives include managing waste streams, such as pharmaceutical waste, toxic household substances, electronic waste (e-waste), and partnering with business and government agencies for broader impact.</p> <p>Reworld™ Website / Community</p> <p>2024 Sustainability Report / Our People and Communities (page 24)</p> <p>Reworld™ Sustainability Resources / Community and Environmental Justice Policy</p>
203-1	Infrastructure investments and services supported	<p>We proudly support local waste management infrastructure by providing reliable, sustainable waste management services to our communities and clients. In doing so, we are also able to deliver millions of megawatt-hours of renewable baseload electricity to the grid.</p> <p>Additionally, we have significantly expanded our wastewater pre-treatment services. We now operate 18 Centralized Wastewater Treatment (CWT) systems to prepare customer wastewater for further treatment at Publicly Owned Treatment Works (POTW).</p> <p>Reworld™ Website / Community</p> <p>2024 Sustainability Report / Our People and Communities (page 24)</p>
203-2	Significant indirect economic impacts	<p>The goal of our community engagement strategy is to create better environmental, social, and economic outcomes for all. Our facilities provide well-paid and highly skilled jobs to local communities, offering the opportunity to work in environmental and sustainability careers while supporting local economies. We emphasize the importance of spending in our local communities for day-to-day facility expenditures.</p> <p>We define “local” as businesses that are locally owned and independent, operating near one of our facilities or within one of our defined regions (East, Midwest, South).</p> <p>In 2023, we spent approximately 32% of total operating business expenses (such as inventory, equipment, and services) with businesses that are owned local to a respective facility.</p> <p>Spending with locally owned businesses generates ripple effects that create more local jobs and wealth. Using the benchmark that local businesses spend approximately 60% of receipts locally, the indirect impact of our local spend in 2023 could be estimated at \$552M.</p> <p>An independent review of our Niagara, NY TTF was conducted in 2016 to understand the site’s direct and indirect economic benefits. The results showed that every dollar of facility output supported an additional 92 cents of output at other establishments in New York State. Additionally, for every 1 job at the TTF, another 4 jobs were supported elsewhere in the state.</p> <p>Reworld™ Sustainability Resources / Community and Environmental Justice Policy</p> <p>2024 Sustainability Report / Community Engagement and Environmental Justice (page 26)</p> <p>Also, read about our local hiring and GED programs in our Sustainability Report:</p> <p>2024 Sustainability Report / Talent Attraction, Retention and Development (page 27)</p>
GRI 204: Procurement Practices 2016		
3-3	Management of material topics	<p>Management Approach: Procurement Policies</p> <p>We are committed to supplier diversity and enhancing opportunities for small, local, and minority suppliers. We recognize and promote the following business affiliations: Minority-owned Business Enterprise, Woman-owned Business Enterprise, Emerging Small Business Enterprise, Disadvantaged Business, and Veteran-owned Businesses.</p> <p>Our facilities, on average, spend a third of all business expenses locally, supporting nearby service providers, manufacturers, and retailers.</p> <p>For more information on our supplier engagement strategy, please visit our supplier relations page:</p> <p>Reworld™ Website / Supplier Relations</p>



GRI Standards	Disclosure Name	Response (2023 RY)
204-1	Proportion of spending on local suppliers	<p>We define “local” as businesses that are locally owned and independent, operating near and conducting business with one of our facilities. Spend with an identified “local vendor” is considered “local spend” if it comes from the facility near that vendor, or from another facility within the same company-defined region (East, South, Midwest).</p> <p>In 2023, our TTFs spent approximately 32% of total operating business expenses (such as inventory, equipment, and services) with businesses that are owned local to a respective facility.</p> <p>In 2023, we defined “significant locations of operation” as our TTFs and MPFs. However, this spend analysis was only conducted for TTFs.</p>
GRI 205: Anti-Corruption 2016		
3-3	Management of material topics	<p>Management Approach: Anti-Corruption</p> <p>As outlined in our Code of Business Conduct, we strictly prohibit any activity that constitutes bribery or corruption under local law. This policy applies to all employees.</p> <p>Annually, each employee is required to review the Code of Business Conduct policy, certify compliance for the prior year, and commit to compliance in the coming year.</p> <p>Reworld™ Sustainability Resources / Code of Business Conduct</p>
205-1	Operations assessed for risks related to corruption	<p>We have an Anti-Corruption policy and a Code of Business Conduct. The latter includes rules limiting gifts/contributions to public and private officials. We do not have operations outside North America, which limits our anti-bribery and corruption risk considerably.</p> <p>At this time, we do not formally assess our operations for corruption-related risks. Our Internal Audit team is planning to develop a structured risk assessment, inclusive of fraud related risks, to be launched in 2025.</p> <p>We maintain and publicize a whistleblower hotline where employees can report, anonymously if they choose, any concerns, including concerns relating to corruption or other unethical behaviors. All complaints are investigated by appropriate, independent personnel and all findings are reported to the legal department and the Audit Committee of the Company’s Board of Directors. In 2023, we investigated 84 matters, none of which involved legitimate or serious allegations of corruption.</p> <p>Reworld™ Sustainability Resources / Anti-Corruption Compliance Policy</p> <p>Reworld™ Sustainability Resources / Code of Business Conduct</p>
205-2	Communication and training about anti-corruption policies and procedures	<p>100% of our employees (regardless of region, management level) are expected to read and comply with our Code of Business Conduct. The policy covers topics such as financial reporting, corruption, copyrights, and environmental, safety, and health.</p> <p>Reworld™ Sustainability Resources / Code of Business Conduct</p>
205-3	Confirmed incidents of corruption and actions taken	<p>We did not have any reported incidents of corruption in 2023.</p>
GRI 301: Materials 2016		
3-3	Management of material topics	<p>Management Approach: Materials</p> <p>We are building a smarter, more sustainable world. Our technologies, industry expertise, and vast partner networks enable us to deliver on our mission across various sectors of the economy, even when dealing with complex and diverse waste streams.</p> <p>We work to extract the most value from our customers’ waste while mitigating environmental impact. This involves diverting waste from landfills for reuse, recycling, and recovery, thereby contributing to a more circular economy, mitigating climate change, and protecting natural resources.</p> <p>At Reworld™, we help our commercial, industrial, and municipal clients meet sustainability goals by managing materials through sustainable solutions. We also engage with policymakers, academics, and regulators to address waste management challenges and inform public policy issues pertaining to energy, climate change resilience, and waste management.</p> <p>For more details on our services and sustainable waste goals, please visit our website and sustainability report.</p> <p>2024 Sustainability Report / Managing Waste Sustainably (page 10)</p>
301-1	Materials used by weight or volume	<p>Performance Data / Operations</p> <p>2024 Sustainability Report / Managing Waste Sustainably (page 10); Data Tables (page 30)</p>



GRI Standards	Disclosure Name	Response (2023 RY)
GRI 302: Energy 2016		
3-3	Management of material topics	<p>Management Approach: Energy</p> <p>We publicly report our annual energy consumption and efficiency gains in this Databook on an operational basis. Energy Consumption metrics are provided on an equity share basis in our CDP disclosures.</p> <p>Performance Data / Operations</p> <p>Reworld™ Sustainability Resources / 2024 CDP Response (Module 7)</p>
302-1	Energy consumption within the organization	<p>Energy consumption is interpreted as any on-site fuel use (inclusive of purchased fossil fuels and waste combusted on-site for energy recovery) and purchased electricity.</p> <p>The heat content from fuel use is based on fuel intensity factors, for example, from the U.S. EPA 2024 GHG Emission Factors Hub.</p> <p>The heat content from combusted waste is calculated from steam generation data measured at Reworld™ TTFs.</p> <p>Performance Data / Operations</p>
302-2	Energy consumption outside the organization	<p>We do not track or estimate the energy consumed outside of the organization. Our Scope 3 emissions represent less than 5% of total Scope 1, 2, and 3 emissions, and we anticipate that any outside energy use from our supply chain will also be relatively small.</p>
302-3	Energy intensity	<p>On average, our TTFs generate between 500-550 net kWh of electricity per ton of MSW processed. Net electricity export is defined as the gross electricity generation minus the electricity used to operate the facility, applicable to TTFs that only generate electricity. Five of our thirty-nine TTFs export steam instead of or in addition to electricity export and are not included in this range. This is a significantly greater amount of energy recovered from waste at landfill gas to energy (LFGTE) operations, which can only recover, on average, 65 kWh/ton.</p>
302-4	Reduction of energy consumption	<p>In 2023, we realized 10 million kWh-e in efficiency gains as a result of facility upgrades. Some of the projects included upgrades to natural gas burners, compressed air systems, and drum heaters. These gains, which improved energy consumption in the form of steam, electricity, and fuel use, were calculated by our Engineering Team relative to a pre-project baseline. Efficiency gains are accounted for in the year the project was completed.</p>
302-5	Reductions in energy requirements of products and services	<p>Our TTFs have historically generated between 450-500 net kWh of electricity per ton of MSW. Any reductions in parasitic load (internal energy requirements) can help increase this figure. Parasitic load represents about 15% of gross generation, and may vary year over year within 3% deviation. This may be caused by changes in waste properties (e.g. moisture, carbon content) and routine changes in operations.</p>
GRI 303: Water and Effluents 2018		
3-3	Management of material topics	<p>Management Approach: Water and Effluents</p> <p>Water is an essential resource in our materials management processes. Our ReDrop Service line is designed to help customers manage their wastewater through a variety of treatment processes, including recycling and reuse. We recycle millions of gallons of wastewater annually through pre-treatment of non-hazardous industrial wastewaters prior to discharge to POTWs.</p> <p>We also minimize freshwater use at our facilities by reusing pre-treated wastewaters in our own processes, which also helps reduce costs.</p> <p>For more information on our ReDrop wastewater management services, please visit our sustainability report:</p> <p>2024 Sustainability Report / Managing Water Responsibly with ReDrop (page 18)</p> <p>Performance Data / Operations</p>
303-1	Water discharge	<p>In addition to minimizing our water consumption in our TTF operations, we also minimize our wastewater discharge by reusing water internally as much as possible, typically by using wastewater from one process as feedwater in another process. For example, cooling-tower blowdown water, a water stream extracted from the cooling-tower system to prevent the build-up of salts, is often used to help quench the ash after the combustion process. Over half of our TTFs are zero-process-water-discharge facilities, meaning that only sanitary wastewater is discharged to the local wastewater treatment plant.</p> <p>Many of our MPFs are equipped with water pre-treatment capabilities to manage customer wastewaters. Any volumes discharged to POTW must meet the facility's discharge permit requirements and POTW limits. We routinely monitor our wastewater discharge to ensure compliance with local, state, and federal regulations.</p> <p>For more information on our wastewater management services, please visit our sustainability report.</p> <p>2024 Sustainability Report / Managing Water Responsibly with ReDrop (page 18)</p>



GRI Standards	Disclosure Name	Response (2023 RY)
303-2	Management of water discharge-related impacts	<p>We pre-treat 250 million gallons of wastewater and beneficially reuse an additional 30 million gallons of wastewater in our operations, every year. Our ReDrop service offering couples our analytics capabilities and various water treatment solutions to reduce the risk of wastewater management for our customers. Our CWTs pre-treat wastewater through pH adjustment, flocculation, sedimentation, and filtration.</p> <p>Our discharge compliance rate is closely tracked at a facility level through regional leadership level. We are committed to zero discharge events.</p> <p>Performance Data / Environmental</p>
303-3	Water withdrawal	<p>We have disclosed water withdrawal metrics on an operational basis in our CDP report.</p> <p>Reworld™ Sustainability Resources / 2024 CDP Response (Module 9)</p> <p>Performance Data / Operations</p>
303-4	Water discharge	<p>We have disclosed water discharge metrics on an operational basis in our CDP report.</p> <p>Reworld™ Sustainability Resources / 2024 CDP Response (Module 9)</p> <p>Performance Data / Operations</p>
303-5	Water consumption	<p>We have disclosed water consumption metrics on an operational basis in our CDP report.</p> <p>Reworld™ Sustainability Resources / 2024 CDP Response (Module 9)</p> <p>Performance Data / Operations</p>
GRI 305: Emissions 2016		
3-3	Management of material topics	<p>Management Approach: Emissions</p> <p>As a sustainable waste solutions provider, our business is to divert waste from landfills and move it up the waste management hierarchy. As a result, our services mitigate GHGs associated with managing our customers’ wastes and avoid millions of tons of GHG emissions each year, economy-wide.</p> <p>We are also committed to measuring and disclosing GHG emissions data associated with our waste management processes. Our Scope 1, Scope 2, and Scope 3 emissions are also disclosed within this Databook. We have responded to the CDP climate change questionnaire since 2007.</p> <p>We update our GHG inventory every year, using the following approach:</p> <ul style="list-style-type: none">• We report our GHG inventory on an operational control basis, covering North American operations.• We report CO₂, CH₄, N₂O, and SF₆ emissions using the 20-year Global Warming Potentials from the IPCC’s sixth Assessment Report (AR6) to convert to CO₂e.• Our TTFs report annual GHG emissions to the U.S. EPA GHG Reporting Program. CO₂ emissions are either measured directly through CEMS or calculated based on a robust methodology that is based on the heat input to our boilers as determined by measurements of steam output. Heat input is directly proportional to the carbon content in MSW. Our facilities collect flue gas samples every quarter for radiocarbon dating to ascertain the ratio of fossil to biogenic carbon.• Our Scope 1 emissions from our non-TTF are based on fuel and transportation data.• Our Scope 2 emissions are informed by Company-wide electricity purchases, which are closely tracked by our Energy team. We offset 100% of our annual Scope 2 emissions.• Our Scope 3 emissions inventory represents less than 5% of overall Scope 1, 2, and 3 emissions, and is largely driven by the Purchased Goods and Services category. We estimate the upstream emissions in this category based on annual material use and associated emissions factors. We are investigating a spend-based approach to estimate the emissions associated with any additional purchased materials or services. <p>Employee Business Travel emissions are provided by our travel management partners. Employee Commuting emissions are estimated using distance-based emissions factors.</p> <p>Many of the remaining Scope 3 categories are not relevant to our business.</p>
305-1	Direct (Scope 1) GHG emissions	<p>Scope 1 emissions are calculated on a CO₂e basis using the 20-year GWP. The following GHGs are included in our operational inventory: CO₂, CH₄, N₂O, and SF₆. Biogenic CO₂ emissions result of the combustion of biomass in waste. We report fossil and biogenic CO₂ emissions separately.</p> <p>Performance Tables / Environmental</p>
305-2	Energy indirect (Scope 2) GHG emissions	<p>In 2023, 100% of Scope 2 emissions were offset through the retirement of Reworld™ renewable energy credits (RECs).</p> <p>Performance Tables / Environmental</p>



GRI Standards	Disclosure Name	Response (2023 RY)
305-3	Other indirect (Scope 3) GHG emissions	Scope 3 emissions are calculated on a CO ₂ e basis using the 20-year GWP. The following GHGs are included in our operational inventory: CO ₂ , CH ₄ and N ₂ O. Performance Tables / Environmental
305-4	GHG emissions intensity	This is the ratio of Scope 1 emissions to the number of full-time employee equivalents (FTE) in 2023 and was calculated to be 1.6 t CO ₂ e/FTE.
305-5	Reduction of GHG emissions	Reworld™ U.S. TTFs provide a GHG avoidance of 2.4 tons CO ₂ e per ton of MSW diverted from landfill. This is consistent with results of Lifecycle Assessment (LCA) of the Climate Impacts of MSW diverted from Landfill to TTF prepared in accordance with ISO 14040/44 and ISO 14067 using 20-year Global Warming Potential (GWP) for methane and Third-Party Verified by WAP Sustainability Consulting (September 2024). Total GHG avoidance is disclosed in this Databook. 2024 Sustainability Report / Addressing Climate Change (pages 20-23) Performance Tables / Environmental
305-7	NO _x , SO _x , and other significant air emissions	All waste management methods have an environmental impact. As a combustion technology, TTFs produce air emissions. To control air quality, TTFs utilize a carefully controlled combustion process and sophisticated air pollution control equipment. Continuous emission monitoring is complemented with periodic stack testing performed by regulator-approved third parties. 99.9% of TTF stack emissions are normal components of air, including water vapor, nitrogen, oxygen, and carbon dioxide. Since the implementation of stringent air pollution standards, such as the Clean Air Act Amendments of 1990, emissions from the industry have dropped dramatically, even as annual TTF processing has increased, attributed to the installation of new air pollution control equipment. Since beginning our comprehensive approach to sustainability in 2007, we have reduced our emissions of conventional air pollutants by up to 74%. Today, we are finding ways to maintain our levels of emissions performance more efficiently by optimizing our operations. Performance Table / Environmental
GRI 306: Waste 2020		
3-3	Management of material topics	Management Approach: Effluents and Waste We are building a smarter, more sustainable world, helping businesses reimagine what their waste can do. This involves diverting waste from landfills for reuse and recycling, thereby contributing to the economy, mitigating climate change, and protecting natural resources. We help our commercial, industrial, and municipal clients meet sustainability goals by managing materials through innovative sustainable solutions. We also engage with policymakers and regulators to address waste management challenges and inform public policy issues pertaining to energy, climate change resilience, and waste management. In 2021, EQT purchased Reworld™ using the first ever Sustainability-Linked Financing (SLF) Leveraged Buyout (LBO) in the U.S. As a part of this SLF, we have committed to deliver on two waste-related KPIs to increase the amount of waste that we divert from landfills for our customers, and as result reduce environment impact. For more details on our services and sustainable waste goals, please visit our website and sustainability report. Reworld™ Website / Investor Relations 2024 Sustainability Report / Managing Waste Sustainably (page 10)
306-1	Waste generation and significant waste-related impacts	At Reworld™, we help businesses and communities transform their most complex waste challenges into positive environmental and economic impacts. In 2023, we managed 20 million tons of waste sustainably through recovery, recycling, and reuse efforts, avoiding the creation of 41 million metric tons of GHGs. Our technologies produce process residues, similar to other treatment methods such as recycling or composting. Our TTFs generate non-hazardous ash consisting of the residue of the non-combustible material in waste and materials added for air pollution control, such as activated carbon and lime. Roughly two-thirds of the total ash generated in the United States is managed in traditional landfills, either co-mingled with MSW or other non-hazardous waste, or beneficially reused as a daily cover, which reduces the need for virgin soils or roadway materials. The rest is placed in landfills that contain only ash, called ash monofills. We continue to advance new ways to reuse and recover more materials from our ash. Reworld™ Website / What We Do Reworld™ Website / Who We Serve Reworld™ Website / Resources 2024 Sustainability Report / Engineering Alternatives with ReKiln Fuels (page 23) 2024 Sustainability Report / Managing Waste Sustainably (page 10)



GRI Standards	Disclosure Name	Response (2023 RY)
306-2	Management of significant waste-related impacts	<p>We contribute to circularity of the waste stream through practices that promote source reduction, reuse, recycling, and recovery – both upstream and downstream. In 2023, 97% of inbound wastes were diverted from landfill.</p> <p>As a waste service provider, tracking the waste that we manage for customers is core to our business. Total waste volumes are tied to customer transactions, measured volumes, and billing from third-party partnerships. The sustainability team also tracks this information closely to verify our progress against our SLF Targets. We work closely with third-party disposal partners to ensure waste is managed as contracted.</p> <p>Reworld™ Website / What We Do</p> <p>Reworld™ Website / Who We Serve</p> <p>Reworld™ Website / Resources</p> <p>2024 Sustainability Report / Circular Solutions in Action (page 13)</p> <p>Reworld™ Website / Investor Relations</p>
306-3	Waste generated	<p>Reworld™ closely tracks the waste that we manage for our customers.</p> <p>Landfilled residues from our treatment process are included in our Performance Tables. Landfilled TTF residues are reported separately from other processes.</p> <p>Performance Table / Operations</p>
306-4	Waste diverted from disposal	<p>Performance Table / Operations</p>
306-5	Waste directed to disposal	<p>Performance Table / Operations</p>
GRI 308: Supplier Environmental Assessment 2016		
3-3	Management of material topics	<p>Management Approach: Supplier Environmental Assessment</p> <p>We expect our suppliers to adhere to the Reworld™ Supplier Code of Conduct, which outlines our expectations. Suppliers must complete an onboarding questionnaire and provide supporting documentation. We review and approve all new suppliers in accordance with the questionnaire and conduct an existing supplier review as needed, typically every two years for critical or strategic suppliers. Assessment results may be used to identify areas for improvement and to develop and monitor progress against action plans.</p> <p>Reworld™ Website / Supplier Relations</p>
308-1	New suppliers that were screened using environmental criteria	<p>Reworld™ did not screen new suppliers for specific environmental criteria in 2023. At this time, there are no plans to change the screening process.</p> <p>Reworld™ Website / Supplier Relations</p>
308-2	Negative environmental impacts in the supply chain and actions taken	<p>Reworld™ Procurement has not implemented the screening of new suppliers using Environmental or Social criteria.</p>
GRI 401: Employment 2016		
3-3	Management of material topics	<p>Management Approach: Employment</p> <p>Our dedicated workforce is the driving force behind our success. We build high-performing teams by attracting diverse talent, developing and retaining the best employees, and fostering an inclusive environment. By investing in our people, we encourage innovation, reduce costs through continuous improvement, and grow revenue by developing new businesses and services. We offer employees engagement opportunities, recognition for excellence, and competitive compensation and benefits, creating an open and supportive workplace where they can thrive.</p> <p>For more information on our talent attraction and retention strategy, please visit the Reworld™ 2024 Sustainability Report.</p>
401-1	New employee hires and employee turnover	<p>Performance Table / Workforce and Diversity</p>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Reworld™ Website / Benefits</p>
401-3	Parental leave	<p>As of January 1, 2024, all full-time non-bargaining employees of Reworld™ are eligible for up to 240 hours of paid parental leave regardless of gender. Paid parental leave is offset by any other federal or state benefit available to employees for the same reason.</p>



GRI Standards	Disclosure Name	Response (2023 RY)
GRI 403: Occupational Health and Safety 2018		
3-3	Management of material topics	<p>Management Approach: Occupational Health and Safety</p> <p>At Reworld™, we are committed to ensuring that every employee and contractor returns home safely each day. We believe in fostering a robust safety culture across all facilities and worksites, characterized by teamwork, peer support, open communication, and trust.</p> <p>Our Safety Management System, modeled on the U.S. Department of Labor Occupational Safety and Health Administration's (OSHA) Voluntary Protection Program (VPP) standard, is designed to prevent workplace hazards and promote a culture of safety excellence across our facilities. Each year, nearly 30 Reworld™ locations achieve VPP's STAR rank, exemplifying our commitment to health and safety through proactive hazard prevention, data analysis, targeted employee training, and direct employee feedback.</p> <p>Our system emphasizes leading indicators, such as near-miss tracking and employee hazard observations, ensuring risks are identified before work begins through tools like Job Safety Analyses and Safe Work Permits. Employees are empowered to exercise Stop Work Authority without repercussions, promoting a proactive stance on hazard control.</p> <p>Creating a world-class safety culture requires commitment at every level of the organization. Safety committees, led by employees, meet regularly to address KPIs, incident trends, and audit findings, actively driving safety improvements. Through structured safety audits, monthly reviews, and leadership roundtables, we foster a transparent and collaborative environment where employees play an integral role in strengthening safety programs and culture across all operations.</p> <p>For more information on our health and safety approach, please see:</p> <p>2024 Sustainability Report / Health and Safety (page 28)</p>
403-1	Occupational health and safety management system	<p>We model our Safety Management System on the stringent provisions of OSHA VPP, analogous to the ISO 45001 standard. VPP is a rigorous and comprehensive safety and health management system that recognizes employers and employees who demonstrate exemplary achievement in the prevention and control of occupational safety and health hazards. In practice, VPP sets performance-based criteria for a managed safety and health system. The required verification includes an application review and a rigorous on-site evaluation by a team of OSHA safety and health experts.</p> <p>Nearly 30 of our locations earn the VPP Star rank of excellence annually, making Reworld™ one of the top ten companies in the U.S. in terms of the number of operating locations recognized as STAR Worksites. Our participating facilities promote effective worksite safety and health performance through hazard prevention and control, worksite analysis, training, management commitment, and worker involvement. STAR facilities must demonstrate exemplary achievement in the prevention and control of occupational safety and health hazards as well as in the development, implementation, and continuous improvement of their safety and health management system.</p> <p>The VPP recertification process challenges Reworld™ to strengthen the capabilities of our employees and facilities. As part of this process, Reworld™ undergoes a comprehensive review by OSHA that includes interviewing our employees to understand firsthand the changes that have been made to improve systems and processes.</p>



GRI Standards	Disclosure Name	Response (2023 RY)
403-2	Hazard identification, risk assessment, and incident investigation	<p>We are continually evaluating our safety programs across our operations and making improvements to our facilities and equipment to reduce hazards. We rely heavily on data collection and analysis to improve performance and identify risks, and have procedures in place for investigating incidents and sharing lessons learned.</p> <p>Leveraging Data to Improve Performance</p> <p>We leverage the Ideagen software (formerly known as ProcessMAP) to streamline our comprehensive data related to incident management, behavior-based safety, industrial hygiene management, and safety auditing. The system provides real-time reporting and efficient data tracking, allowing us to better manage associated risks and improve overall safety performance.</p> <p>Ideagen is used by employees at Reworld™ sites to:</p> <ul style="list-style-type: none">• Conduct routine safety inspections, such as monthly fire extinguisher checks.• Report near misses, potential hazards, and injuries/illnesses.• Conduct-focused behavioral safety observations on lockout/tagout jobs, line-of-fire tasks, etc.• Track action items.• Monitor workplace air and noise results. <p>We require all OSHA recordable and serious near-miss incidents to have a thorough root cause analysis (RCA) performed, and these RCAs are presented by operations leadership in our weekly safety call, which includes leadership participation from all sites, as well as executive leadership. The team discusses whether the corrective and preventive actions are adequate, and we also evaluate the need for enterprise-wide actions to prevent similar incidents at other sites. All actions are tracked to completion in Ideagen.</p> <p>Hazard Identification</p> <p>In addition to monitoring traditional safety measures such as lagging injury statistics, we utilize leading indicators that give us a better real-time understanding of our safety efforts. These are highlighted in Monthly Business Reviews and in other areas to ensure wide visibility.</p> <p>We have processes in place to ensure that risks are assessed prior to work being performed. This includes elements such as Job Safety Analyses, Safe Work Permits, and Identify-Control-Expect Pre-Job Planning Cards.</p> <p>Our documented Stop Work Authority process gives employees the right and responsibility to stop any work they feel is hazardous to their and/or their fellow employees' health or safety. The policy requires that no negative repercussions will come to an employee who exercises Stop Work Authority in good faith. Additionally, we regularly recognize and reward employees who stop work and demonstrate safe behaviors.</p> <p>Risk Assessment</p> <p>We conduct internal audits, safety observations, and other reviews to monitor our programs and identify areas for improvement. To improve our safety programs and culture, we engage third parties to conduct independent assessments that help us identify areas and opportunities for improvement. We also develop comprehensive, actionable Safety Improvement Plans (SIPs) for facilities to support advancing safety performance and building a stronger safety culture. When performance is not as expected, we utilize RCA and corrective action tools, including Problem-Solving Reports (PSRs) to drive continuous improvement.</p> <p>We also conduct periodic perception surveys to monitor employee opinions on the status of our efforts. By reviewing these results, we help ensure that our programs and efforts improve our work environments.</p> <p>Example: Turning a Hazard Into an Improvement</p> <p>In tipping areas at our TTFs, we evaluate our procedures for continuous safety improvement. All of our facilities are now equipped with either radar or radio-frequency identification (RFID) systems, which use electromagnetic fields and clip-on transmitters to identify and track personnel to bolster tipping floor safety. For example, the RFID system may alert heavy equipment operators to pedestrians in the area. In addition, we seek to minimize foot traffic in these areas, manage and route truck traffic, and encourage improved hauler safety practices.</p>
403-3	Occupational health services	<p>We contract with WorkCare to provide occupational health triage and management services. Employees who experience injury or illness at work are required to call WorkCare. WorkCare's licensed medical professionals assess injuries and illnesses, direct necessary care, refer to medical facilities if needed, and follow up to ensure proper treatment and recovery. They can provide care in languages other than English, eliminating language as a barrier to treatment. Site leaders and H&S personnel have visibility to WorkCare calls and get involved as needed to facilitate care for the employee. The H&S team meets with WorkCare representatives regularly to review the effectiveness and usage of this program, and address any feedback or issues noted.</p>



GRI Standards	Disclosure Name	Response (2023 RY)
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>Employees are involved with health and safety in numerous ways. For example, they are encouraged to submit near misses/safety observations and ideas for improvement, required to report all incidents (no matter how minor), and are empowered and expected to utilize Stop Work Authority when needed.</p> <p>When employees are involved in an incident, they will be part of the RCA discussions. Additionally, supervisors communicate with employees through Toolbox Talks, reviewing Safety Alerts, and other shift contact points.</p> <p>Sites also have all-employee meetings which feature safety information, as well as roundtable discussions with leadership, providing a forum for employees to express opinions around safety. Facilities have additional site-specific methods for communicating relevant health & safety information, including digital screens and bulletin boards.</p> <p>All Reworld™ sites are required to have Safety Committees led by an hourly employee. These committees meet at least monthly and include each relevant department/group at the site, including the facility management team. The Safety Committees are empowered to drive change to improve safety performance, addressing topics including KPIs, incidents, open actions, results from audits/visits, and other site-specific topics. They are also required to perform a site safety walkdown at least monthly. In 2024, we implemented focused action plans to improve the effectiveness of our Safety Committees and expand the visibility of individual committee meeting minutes. We also formed a Corporate Safety Steering Team to provide direction on specific cross-functional topics at a corporate level.</p>
403-5	Worker training on occupational health and safety	<p>Effective safety training is critical to our program. Safety training is delivered during paid working hours, by each facility's designated Safety Specialist or similarly qualified facility leader such as the Operations Manager.</p> <p>Safety training topics are dependent on the specific facility, but can include the following topics: Access to Medical Records, Bloodborne Pathogens, Lead and Other Heavy Metals, Occupational Noise Exposure, Permit Required Confined Spaces, Portable Fire Extinguishers, Respiratory Protection, Incipient Fire Response, Heat Stress, and Control of Hazardous Energy/Lock-out, Tag-out.</p> <p>Training effectiveness is determined by facility feedback to the Corporate Training Team. Specific topics may be added or amended by the Corporate Team for priority distribution based on near-miss leading indicators, safety incidents, or experiences at other facilities.</p>
403-6	Promotion of worker health	<p>We partner with mobile clinics to deliver preventive health screenings on-site (i.e., dental cleanings, skin cancer screening, etc.). In addition, wellness activities and challenges are promoted through a benefits partner, which gives employees an opportunity to earn up to \$200 in rewards for participating. Reworld™ provides two healthcare plans, a PPO and CDHP, which both meet the gold standard marketplace actuarial valuation. Approximately 90% of employees participate in these plans.</p>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>Most of our work is conducted at sites that we own and/or operate. Our field services offering may require employees to complete work off-site at our customers' facilities. Our employees are expected to maintain the same safety rigor that is required at our own sites. A keen eye is important to maintain safety in a new environment, where new hazards may be unknown.</p>
403-9	Work-related injuries	Performance Tables / Health and Safety
403-10	Work-related ill health	<p>Reworld™ maintains a comprehensive industrial hygiene/worker ill health program, including worker monitoring.</p> <p>However, we are in the process of integrating the data from our recent acquisitions and improving the state of this data to share publicly. We anticipate having a complete update in the next reporting cycle.</p>



GRI Standards	Disclosure Name	Response (2023 RY)
GRI 404: Training and Education 2016		
3-3	Management of material topics	<p>Management Approach: Training and Education</p> <p>We are committed to equipping employees with the tools, development opportunities, and mentorship they need to grow professionally. As such, we have rigorous programs to ensure our employees have the necessary skills and qualifications.</p> <p>Safety and Health</p> <p>Safety is our top priority. We deploy safety training to cover the potential hazards in the workplace and demonstrate safe work practices. Specific safety trainings cover topics such as: Respiratory Protection, Fire Response, Heat Stress, Control of Hazardous Energy, and more.</p> <p>Environmental Training</p> <p>All plant employees receive extensive environmental training to maintain environmentally sound and compliant facility operations. Employees that operate TTFs are taught how to carry out facility-specific environmental requirements such as ash testing, baghouse bag removal and replacement, inspections, and more. Classroom training is also supplemented with field training and monthly tailgates covering pertinent environmental topics.</p> <p>Technical Training</p> <p>Our business is highly technical and requires well-trained and skilled operators and maintenance personnel. Operator and maintenance qualification programs ensure that our employees are qualified to perform their jobs safely and efficiently.</p> <p>A key component of our training and qualification program is the American Society of Mechanical Engineers (ASME) certification required by Clean Air Act regulations (Title V program for TTF). We employ more than 400 operators at 35 facilities who are required to be certified to operate facilities that combust municipal solid waste and recover energy. The certification process is progressive and provides opportunities to advance in one’s career.</p> <p>Technical training across the organization is provided through several mechanisms to allow for flexibility and facility-specific training:</p> <ul style="list-style-type: none">• Self-paced training courses provide fundamental and theory-based training.• Facility-specific system study guides provide greater understanding of the systems, components, and technology at their facility.• Six Sigma Green Belt certification program, which enables employees to learn continuous improvement tools while working to improve our operations and business practices.• Additional requirements include any additional certifications, licensing, training, or experience required for the operators to satisfactorily perform the duties and responsibilities of their position. <p>Cyber Security</p> <p>The IT Department provides cyber security awareness training to all employees and contractors to defend the workforce against the behaviors and tactics of cyber criminals. The training aims to equip employees with best practices to keep Reworld™ and customer data safe and secure, both at work and at home.</p> <p>In 2023, all employees and contractors received mandatory security awareness training.</p> <p>HR Training</p> <p>Our HR training program provides the skills and resources that our employees need to build an inclusive workplace. All employees receive awareness training about sexual harassment, and all managers receive Affirmative Action training.</p> <p>Additionally, our “Leadership Foundations” program was designed to equip Reworld™ managers with the skills to increase their personal effectiveness. In 2023, 54 supervisors were trained in this leadership program.</p> <p>We track the status of our training program and identify improvement opportunities. By measuring against KPIs, we are able to understand our program’s strengths and potential areas for improvement.</p>
404-1	Average hours of training per year per employee	<p>Permanent Reworld™ employees, on average, receive 16 hours of training per year, including Environmental, Safety, Technical, HR, and Cyber Security training. Training requirements vary by employee position and geographic location.</p> <p>This average was determined by collecting the total number of employee-hours (employees trained x hours trained) and dividing by the total amount of permanent Reworld™ employees. Training programs span multiple data collection systems; gender breakdown is not captured consistently across the platform.</p>



GRI Standards	Disclosure Name	Response (2023 RY)
404-2	Programs for upgrading employee skills and transition assistance programs	<p>Employees who are eager to learn new skills and develop new professional capacities are supported by ensuring they have the tools needed to succeed in their roles, as well as opportunities for development and mentorship.</p> <ul style="list-style-type: none">• In 2024, we initiated a new Regrow Internal Mobility Program designed to establish a formal process for employees to pursue new internal positions.• We offer an education assistance program, providing financial support to full-time employees who have completed six months of continuous service with us and want to broaden their knowledge base, develop professional skills, or take external classes to prepare for other positions within the Company.• We also run a Six Sigma Green Belt certification program, which enables employees to learn continuous improvement tools while working to improve our operations and business practices.
404-3	Percentage of employees receiving regular performance and career development reviews	100% of our employees receive regular performance and career development reviews.
GRI 405: Diversity and Equal Opportunity 2016		
3-3	Management of material topics	<p>Management Approach: Diversity and Equal Opportunity</p> <p>At Reworld™, our vision is to create a culture of acceptance and individuality, where all employees feel valued, respected, and empowered to reach their full potential. We strive to be an industry leader and employer of choice by fostering an environment that values all contributions and provides equal opportunities for professional development.</p> <p>For example, at the management level, a diverse slate of candidates is sought for every job opening, leading to changes in our hiring process and the composition of our executive leaders. We also offer cultural competency training, enabling employees to build a respectful, diverse, and inclusive culture, and contribute to our success. Feedback from these sessions informs corporate strategic planning.</p> <p>Reworld™ has also established Employee Resource Groups (ERGs) to share perspectives and act as liaisons between employees and leadership, reinforce employee onboarding, foster community partnerships, and provide professional development opportunities. ERGs interact with senior leadership and play a crucial role in improving workplace culture and are encouraged to raise issues impacting specific employee groups.</p> <p>Our Code of Business Conduct outlines our non-discrimination policy:</p> <p>Reworld™ Sustainability Resources / Code of Business Conduct</p>
405-1	Diversity of governance bodies and employees	Performance Data / Workforce and Diversity
405-2	Ratio of basic salary and remuneration of women to men	Women at Reworld™ make 98 cents for every dollar earned by men.
GRI 407: Freedom of Association and Collective Bargaining 2016		
3-3	Management of material topics	<p>Management Approach: Freedom of Association and Collective Bargaining</p> <p>We maintain open and collaborative relationships with our union partners and respect employees’ rights to freedom of association and collective bargaining.</p>
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We do not maintain operations in which employees’ rights to exercise freedom of association or collective bargaining are at risk. Reworld™ respects the employee’s right to organize and request representation pursuant to the National Labor Relations Board Act.
GRI 411: Rights of Indigenous Peoples 2016		
3-3	Management of material topics	<p>Management Approach: Rights of Indigenous Peoples</p> <p>Our approach to respect the rights of indigenous peoples is no different than our enterprise-wide approach to respecting the rights of the communities in which we operate. We provide an essential waste management service for local residences and businesses, while engaging with our neighbors and supporting their needs beyond waste management.</p>
411-1	Incidents of violations involving rights of indigenous peoples	None. We operate one site on indigenous lands in Tulsa, OK. The remaining Reworld™ facilities are not cited among indigenous regions. There are no known incidents of violations involving rights of indigenous peoples and actions taken.



GRI Standards	Disclosure Name	Response (2023 RY)
GRI 413: Local Communities 2016		
3-3	Management of material topics	<p>Management Approach: Local Communities</p> <p>We engage with our communities to maximize our impact and build lasting relationships. We listen, learn, and respond thoughtfully to community concerns. Our community engagement strategy aims to create better environmental, social, and economic outcomes for all.</p> <p>Our commitment to environmental justice and community outreach began in 2011 with the implementation of our Community Outreach and Environmental Justice Policy. This policy continues to guide our community engagement efforts, including investments to significantly reduce emissions from our operations. We establish community relationships from the beginning of our contracts with municipal clients and continue to develop and monitor them. Neighborhood representatives are integral to the contracting process.</p> <p>We have established a comprehensive KPI tracking process that outlines specific goals, targets, and indicators to measure progress in community relations. This document is regularly reviewed by the Government Relations and Community Outreach Team to assess the effectiveness of our actions. We utilize both qualitative and quantitative data to ensure a holistic evaluation of our progress. This structured approach allows us to consistently monitor and adjust our strategies to meet objectives effectively.</p> <p>Through active engagement with the community, we've learned the importance of engaging the entire community and actively listening to their needs, concerns, and desires. This insight has been incorporated into our operational policies by prioritizing transparency, inclusive engagement, and responsiveness, ensuring our strategies are community-driven and impactful. By following through on promises, we have fostered trust and further engagement with community partners and leaders. Additionally, we have been able to increase awareness about the services we provide and explain how Reworld™ is creating sustainable waste solutions.</p> <p>Reworld™ Sustainability Resources / Community and Environmental Justice Policy</p> <p>2024 Sustainability Report / Community Engagement and Environmental Justice (page 26)</p>
413-1	Operations with local community engagement, impact assessments, and development programs	<p>All Reworld™ facilities have a community outreach footprint through our corporate/regional community outreach team and facility-based initiatives. The team closely tracks events, volunteer hours, tours, and more, which are highlighted in our 2024 Sustainability Report. Stakeholder engagement is curated for each community to meet their specific needs. Community grievances may be filed directly with the site in question and are addressed locally.</p>
413-2	Operations with significant actual and potential negative impacts on local communities	<p>We operate over 90 facilities, some of which are in Environmental Justice communities. Guided by our Environmental Justice Policy and Community Outreach Playbook, we work to establish strong working relationships with our communities so that any concerns can be addressed in an open and honest dialogue.</p> <p>Our first priority to minimize any actual or potential impacts is to focus on operational and environmental excellence. We operate well within our permitting limits and disclose our environmental performance at many of our TTFs on a daily basis. We also publish annual Facility Performance Sheets for each of our TTFs. However, due to process upsets or equipment malfunctions, our operations have the potential to create unintended impacts. Our TTFs operate at negative pressure to draw air into our processing units, thus largely confining odors to our building footprint. Fugitive odors may also be mitigated by odor control systems at TTFs and MPFs.</p> <p>Reworld™ Sustainability Resources / Community and Environmental Justice Policy</p> <p>2024 Sustainability Report / Community Engagement and Environmental Justice (page 26)</p>
GRI 414: Supplier Social Assessment 2016		
3-3	Management of material topics	<p>Management Approach: Supplier Social Assessment</p> <p>We expect our suppliers to adhere to the Reworld™ Supplier Code of Conduct, which outlines our expectations. Suppliers must complete an onboarding questionnaire and provide supporting documentation. We review and approve all new suppliers in accordance with the questionnaire and conduct an existing supplier review as needed, typically every two years for critical or strategic suppliers. Assessment results may be used to identify areas for improvement and to develop and monitor progress against action plans.</p> <p>Reworld™ Website / Supplier Relations</p>
414-1	New suppliers that were screened using social criteria	<p>We did not screen new suppliers for specific social criteria in 2023. At this time, there are no plans to change the screening process.</p> <p>Reworld™ Website / Supplier Relations</p>
414-2	Negative social impacts in the supply chain and actions taken	<p>We have not implemented the screening of new suppliers using Environmental or Social criteria.</p>



GRI Standards	Disclosure Name	Response (2023 RY)
GRI 415: Public Policy 2016		
3-3	Management of material topics	<p>Management Approach: Public Policy</p> <p>As a sustainable waste solutions company, we support policies that prioritize waste reduction and management. We actively engage with policymakers, participating in discussions and providing input on proposed policy changes to ensure economic, environmental, and societal benefits are considered. We are transparent and proactive in our engagement with regulators, partnering with them and engaging on research initiatives to modify our operations with technologies to improve efficiency, safety, and effectiveness.</p> <p>We are a member of various industry groups, including the Waste-to-Energy Association, Business Council for Sustainable Energy, and Environmental Research and Education Foundation, where our executives serve on boards or as association members.</p> <p>Our ethical engagement with government entities and organizations is guided by our Code of Business Conduct. As outlined in the Code of Business Conduct, only the Reworld™ Government Relations Department may initiate procedures for proposed political contributions or expenditures, as these actions require a thorough internal review and approval process, including legal analysis and business justification, to ensure compliance with all applicable laws and regulations.</p> <p>On an individual level, Reworld™ employees are expected to adhere to individual state and federal limits and requirements when making political contributions, in accordance with the Code of Business Conduct.</p> <p>Our federal Government Relations Team advances public policy goals by engaging in the following:</p> <ul style="list-style-type: none">• Educating members of Congress, Federal agencies, and other rule-making bodies about Reworld™ and issues important to the Company, including waste solutions, environmental sustainability, and the circular economy.• Ensuring our Company’s participation in relevant Congressional, regulatory, and other key policymaking activities.• Producing content for lobbying and regulatory materials.• Representing Reworld™ in strategic partnerships central to the Company mission.• Providing policy-related updates for selected Reworld™ leadership. <p>Reworld™ Sustainability Resources / Code of Business Conduct</p>
415-1	Political contributions	As a privately owned company, we have elected not to disclose financial information in our 2024 Sustainability Databook.
GRI 418: Customer Privacy 2016		
3-3	Management of material topics	<p>Management Approach: Customer Privacy</p> <p>We have established a Privacy Policy that outlines how we collect, use, and may disclose personal information provided to us via the Reworld™ website and in the course of providing our services. Reworld™ has not yet developed targets or indicators on how to track progress or the ability to articulate the impact of the Policy given its recent rollout. For more information, please review our Privacy Policy.</p>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None. We did not receive any complaints regarding breach of customer privacy and loss of customer data in 2023.

SASB Index

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

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

Accounting Metric	Code	2023 Response
Greenhouse Gas Emissions		
(1) Gross global Scope 1 emissions, percentage covered under (2) Emissions-limiting regulations (3) Emissions reporting regulations	IF-WM-110a.1	Performance Data / Environmental
(1) Total landfill gas generated (2) Percentage flared (3) Percentage used for energy	IF-WM-110a.2	(1) 223,357 MMBtu (2) 22% (3) 0%
Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	IF-WM-110a.3	2024 Sustainability Report / Addressing Climate Change (pages 19-23) Reworld™ Sustainability Resources / 2024 CDP Response (Module 7)
Fleet Fuel Management		
(1) Fleet fuel consumed (2) Percentage natural gas (3) Percentage renewable	IF-WM-110b.1	Performance Data / Operations
Percentage of alternative fuel vehicles in fleet	IF-WM-110b.2	0%
Air Quality		
Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O) (2) SO _x (3) Volatile organic compounds (VOCs) (4) Hazardous air pollutants (HAPs)	IF-WM-120a.1	Performance Data / Environmental
Number of facilities in or near areas of dense population	F-WM-120a.2	Using data from the U.S. Census, 94% of our facilities are located in or within 5 kilometers of areas of dense population, defined as territories that contain 50,000 people or more.
Number of incidents of non-compliance associated with air quality permits, standards, and regulations	F-WM-120a.3	Performance Data / Environmental
Management of Leachate and Hazardous Waste		
(1) Total Toxic Release Inventory (TRI) releases, (2) percentage released to water	IF-WM-150a.1	(1) 102 metric tons (2) 0%
Number of corrective actions implemented for landfill releases	IF-WM-150a.2	0
Number of incidents of non-compliance associated with environmental impacts	IF-WM-150a.3	Performance Data / Environmental



Accounting Metric	Code	2023 Response
Labor Practices		
Percentage of active workforce employed under collective agreements	IF-WM-310a.1	7.2%
(1) Number of work stoppages	IF-WM-310a.2	(1) 0
(2) Total days idle		(2) 0
Workplace Health and Safety		
(1) Total recordable incident rate (TRIR)	IF-WM-320a.1	(1-2) Performance Data / Health and Safety
(2) Fatality rate		(3) NMFR for Direct and Contracted Employees: 490.57
(3) Near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees		Near misses are not tracked separately for direct vs. contracted employees.
Number of road accidents and incidents	IF-WM-320a.3	11 road accidents
Recycling and Resource Recovery		
(1) Amount of waste incinerated	IF-WM-420a.1	Performance Data / Operations
(2) percentage hazardous		
(3) percentage used for energy recovery		
Percentage of customers receiving (1) recycling and (2) composting services, by customer type	IF-WM-420a.2	(1) 0% Municipal, 3% Commercial/Industrial, 0% Residential (2) 0% Municipal, 0.3% Commercial/Industrial, 0% Residential These figures do not include any metals recycling recovered from our TTFs. 90% of our TTFs have metal recovery systems to recycle the metal discarded in municipal, commercial, and/or industrial waste.
Amount of material (1) recycled, (2) composted, and (3) processed as waste-to-energy	IF-WM-420a.3	Performance Data / Operations
Amount of electronic waste collected	IF-WM-420a.4	Performance Data / Operations
Percentage recovered through recycling	IF-WM-420a.4	Performance Data / Operations
Activity Metrics		
Number of customers by category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other	IF-WM-000.A	As a privately owned company, we have elected not to disclose these figures.
Vehicle fleet size	IF-WM-000.B	2,000+ rolling assets in North American Transportation Fleet (including trucks and trailers)
Number of: (1) landfills, (2) transfer stations, (3) recycling centers, (4) composting centers, (5) incinerators, and (6) all other facilities	IF-WM-000.C	Performance Data / Operations
Total amount of materials managed, by customer category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other	FB-WM-000.D	(1) Municipal: 13.6M tons (2) Commercial: 3.8M tons (3) Industrial: 3.3M tons (4) Residential: 0 (5) Other: 0

Performance Data Tables

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

Operations Data

	2023	2022	2021	2020	2019
Facilities (owned and/or operated)					
Total facilities	110	86	79	81	87
Number of TTF operations	39	39	39	39	42
Total electrical generation capacity (MW)	1,593	1,593	1,593	1,593	1,616
Total capacity (TPD)	59,254	59,254	59,254	59,254	60,302
Number of material processing facilities/other	50	27	20	22	22
Number of electronic waste recycling facilities	1	1	1	1	1
Number of transfer stations	15	15	15	15	18
Number of landfills	5	4	4	4	4
Number of metal processing facilities	1	1	1	1	1
Waste Processed ¹ (thousand tons)					
Total waste processed	20,827	20,765	21,118	21,215	21,516
Sustainably processed waste	20,278	20,488	20,848	20,904	21,220
Reworld™ thermomechanical treatment	18,751	20,000	20,371	20,498	20,742
Alternative engineered fuel	126	2	–	–	–
Other thermomechanical treatment	61	25	21	11	15
Waste recycled/reused	1,826	988	1,016	937	971
Metals recycled	489	516	546	540	508
Water recycled/reused	1,169	406	415	359	415
E-waste recycled ²	5	5	5	6	7
Other recycling (including aggregate)	163	60	49	32	42
Landfilled waste ³	532	255	257	298	283
Incinerated (without energy recovery)	5.9	0.5	0.1	0.1	0.0
Other	12	21	12	12	13
Hazardous waste incinerated (no energy recovery)	–	–	–	–	–
Other waste indicators					
Landfilled TTF residue ⁴	4,648	5,046	5,087	5,257	5,357

	2023	2022	2021	2020	2019
Energy Generation					
Net electricity exported to the grid (million MW hours)	8.7	9.3	9.6	9.5	9.5
Steam exported (billion lbs)	7.9	8.0	8.4	9.2	9.0
Total energy, million MWh electrical equivalent	9.4	10.0	10.4	10.3	10.3
RECs, value recognized (\$M)	57	55.3	30.2	26.2	16.5
Energy Use (Thousand GJ)					
Total energy consumption ⁵	195,031	207,271	211,036	211,197	212,344
Waste as fuel	191,647	204,011	207,579	206,636	208,346
Fossil fuel	3,051	3,003	3,114	4,248	3,593
Biogenic fuel	0	0	0	0	0
Fossil fuel (% of total energy input)	1.6%	1.4%	1.5%	2.0%	1.7%
Fleet fuel consumption ⁶	404	158	142	133	169
Natural gas (%)	0.0%	0.0%	0.0%	0.0%	0.0%
Renewable fuel (%)	0.0%	0.0%	0.0%	0.0%	0.0%
Water Use (Mgal)					
Total potable water	5,272	5,974	6,112	6,107	5,998
Reclaimed water	2,444	2,474	2,531	2,485	2,710
Saline/other non-potable water	760	781	721	1,050	1,120
Alternative water use as percentage of total freshwater (%)	31.8%	29.4%	29.4%	31.0%	33.5%

1 Waste totals do not reflect progress against Reworld™ Sustainability Linked Financing targets, which are measured against an adjusted baseline. Values represent waste managed by Reworld™ on behalf of our clients; third-party contracted treatment totals are included in overall waste processed figures.

2 Reflects total e-waste received for processing.

3 Landfilled waste from MPFs and Transfer Station operations. Does not include TTF residues, reported separately.

4 Residue includes TTF ash and landfilled wastes from Refused Derived Fuel (RDF). Both are included in Reworld™ TTF tons.

5 Energy consumption total includes heat input from MSW and auxiliary fuel, as well as purchased electricity. Purchased electricity is not reflected in the breakdown.

6 Represents over 2,000 rolling assets owned and operated by Reworld™.

Health and Safety

	2023	2022	2021	2020	2019
Safety and Health Rates					
Permanent Employees ¹					
Employee DART	0.72	0.78	0.86	0.53	0.44
Employee TCIR	1.38	1.11	1.25	0.73	0.80
Employee fatality rate	0	0	0	–	–
Number of sites in OSHA VPP program	29	32	31	31	32
Contractors ²					
Contractor TCIR	0.97	1.06	1.25	1.13	1.63
Contractor fatality rate	1.73	1.78	1.24	1.58	–

1 2023 Data excludes our 2023 CIRCON acquisition; data integration is in progress.

2 Reflects overall safety performance of the contractors employed by Reworld™, not their specific performance at Reworld™ sites.

Workforce and Diversity¹

	2023	2022	2021	2020	2019
Employee Breakdown					
Total	4,485	3,939	3,748	3,879	3,862
Contract Type					
Salaried	1,410	1,229	1,170	1,208	1,238
Hourly ²	3,069	2,704	2,570	2,667	2,622
Region					
North America	4,485	3,939	3,748	3,879	3,862
United States	4,322	3,771	3,589	3,712	3,696
Canada	163	168	159	167	166
Gender and Racial Diversity ³					
Women as a percentage of North America workforce	14%	13%	12%	12%	12%
People of color as a percentage of U.S. workforce	35%	25%	30%	29%	29%
Collective Bargaining Status					
Employees covered by collective bargaining agreements	322	331	289	332	298
North American workforce covered by collective bargaining agreements (%)	7.2%	8.2%	7.7%	8.6%	7.7%

	Salaried	Hourly ²	Total Turnover	Total Turnover Rate (%)	Average Service (years)	# of Voluntary Separations	# of Involuntary Separations	Total # of Separations
2023 Employee Turnover ⁴								
Total	258	783	1,087	24%	5.9	715	372	1,087
Gender								
Female	64	70	137	22%	5.05	97	40	137
Male	194	707	944	25%	6.06	615	329	944
Age								
Under 30 years old	18	221	254	42%	129%	198	56	254
30-50 years old	99	360	481	23%	407%	310	171	481
Over 50 years old	141	202	352	20%	1,174%	207	145	352
Region								
United States	248	759	1,050	24%	590%	684	366	1,050
Canada	10	24	37	23%	606%	31	6	37

	Total	Salaried	Hourly ²
2023 New Employee Hires ⁴			
Total	1,258	344	914
Gender			
Female	224	89	135
Male	1,029	253	776
Age			
Under 30 years old	293	32	261
30-50 years old	603	184	419
Over 50 years old	362	128	234
Region			
United States	1,240	337	903
Canada	18	7	11

	Total	American Indian	Black	White	Hispanic	Asian	Pacific Islander	Two or more races
2023 U.S. Workforce Composition ⁵								
Racial and Ethnic Composition								
Executives	55	0	3	42	3	6	0	1
Directors	194	1	10	162	6	11	0	2
Managers	423	1	30	316	34	23	3	10
Professionals	606	3	62	433	47	31	6	7
Technical, sales, and administrative	602	2	68	397	83	17	4	15
Laborers	2,442	26	430	1,366	378	61	67	49
Total	4,322	33	603	2,716	551	149	80	84

	Total	Under 30 years old	30-50 years old	Over 50 years old	Female	Male
Age and Gender Composition						
Executives	55	0	18	37	9	46
Directors	194	0	81	113	38	154
Managers	423	10	197	216	100	321
Professionals	606	69	287	250	131	474
Technical, sales, and administrative	602	83	275	244	243	356
Laborers	2,442	421	1,173	848	64	2,376
Total	4,322	583	2,031	1,708	585	3,727

	Total	Female	Male	Total	Full-time	Part-time
2023 North America Workforce Composition ⁴						
Gender and Employment Type, by Region						
United States	4,317	587	3,730	4,322	4,281	41
Canada	159	41	118	163	160	3
Total	4,476	628	3,848	4,485	4,441	44
Gender Composition, by Employment Type						
Part-time	44	19	25			
Full-time	4,432	609	3,823			

Governance Body Diversity ⁶	
Gender and Race	
Total Board diversity	38%
Women	25%
People of color	13%
Age	
Under 30 years old	0
30-50 years old	2
Over 50 years old	6

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

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

3 Women are represented as a percentage of North America workforce. People of color are represented as a percentage of U.S. workforce, where race/ethnicity information is known.

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

5 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), 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.

6 Represents 2024 Board composition to align with the Board structure disclosed in the GRI section of this report.

Environmental

	U.S. Federal Standard ²	2023	2022	2021	2020	2019
Air Emissions Concentrations ¹						
Lead (µg/dscm)	400	7.8	7.5	8.0	8.2	10.0
Cadmium (µg/dscm)	35	0.8	0.9	1.1	0.8	1.3
Mercury (µg/dscm)	50	1.7	1.9	2.2	2.5	2.0
Total dioxins and furans (ng/dscm)	30	2.1	3.0	2.1	1.7	2.1
Particulate matter (mg/dscm)	25	2.1	2.2	1.9	2.0	2.2
Hydrogen chloride (ppm)	29	6.4	6.9	7.2	7.1	6.4
Carbon monoxide (ppm)	100	33.3	31.6	31.7	32.9	32.3
Sulfur oxides (ppm)	29	8.8	8.7	9.1	9.1	8.1
Nitrogen oxides (ppm)	205	123.8	126.1	131.3	129.5	132.0

1 Annual average CEMS and stack test results. All figures referenced to 7% O₂, dry basis at 68°F, and standard pressure of 1 atm.

2 Emission guidelines for large municipal waste combustors constructed on or before September 20, 1994, 40 CFR 60, Subpart Cb.

	2023	2022	2021	2020	2019
Greenhouse Gases¹					
GHG Emissions (thousand metric tons CO₂e)					
Total Scope 1, 2 and 3 GHG emissions	7,791	7,788	7,445	7,863	7,564
Scope 1	7,435	7,407	7,049	7,454	7,141
Scope 2²	32	28	29	23	35
Scope 3	324	352	367	385	388
Biogenic CO₂	9,695	10,763	11,275	10,979	11,177
GHG emissions covered under an emissions-limiting regulation (% of S1)	2.8%	3.5%	3.8%	3.9%	4.0%
GHG emissions covered under an emissions-reporting regulation (% of S1)	97.5%	97.9%	98.1%	97.1%	99.1%
TTF and AEF Lifecycle GHG Benefit (million metric tons CO₂e avoided)					
Equity-share basis	24.7	24.6	25.0	25.2	25.2
Operational control basis	41.2	43.6	44.4	44.7	45.2
	2023	2022	2021	2020	2019
Monetary Fines and Compliance Frequency					
Fines					
TTF CEMS	\$12,150	\$-	\$3,493	\$33,252	\$40,655
TTF stack test	\$2,000	\$-	\$-	\$-	\$10,080
Other, including MPF related fines	\$5,000	\$48,763	\$98,072	\$122,680	\$181,537
Compliance Rates					
TTF stack test	99.97%	100.00%	100.00%	100.00%	99.97%
TTF CEMS	99.96%	99.97%	99.98%	99.99%	99.97%
MPF water discharge	99.96%	99.94%	99.95%	99.99%	99.90%

1 Our GHG inventory is developed using the Greenhouse Gas Protocol, using the 20-year GWP from IPCC’s Sixth Assessment Report.

2 We have offset 100% of total Scope 2 emissions for 2022 and 2023. In 2023, we retired RECs generated from our TTF to offset these emissions. We present the total Scope 2 emissions, before offsets, for additional transparency.

Materiality Assessment Topic Definitions

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

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



Glossary of Terms

CEMS	Continuous Emissions Monitoring System
CH ₄	Methane
CO ₂	Carbon Dioxide
CSO	Chief Sustainability Officer
CSRD	Corporate Sustainability Reporting Directive
CWT	Centralized Wastewater Treatment
DART	Days Away, Restricted, Transfer Rate
DE&I	Diversity, Equity, and Inclusion
ERG	Employee Resource Group
ESRS	European Sustainability Reporting Standards
e-waste	Electronic Waste
FTE	Full-time Equivalents
GHG	Greenhouse Gas
GRI	Global Reporting Initiative
H&S	Health and Safety
IRO	Impacts, Risks and Opportunities
KPI	Key Performance Indicator
kWh	Kilowatt-hour
LBO	Leveraged Buyout
LFGTE	Landfill Gas to Energy
MPF	Material Processing Facility

MPP	Management Participation Plan
MSW	Municipal Solid Waste
N ₂ O	Nitrous Oxide
NGO	Non-governmental Organization
O ₂	Oxygen
OSHA	Occupational Safety and Health Administration
POTW	Publicly Owned Treatment Works
PSR	Problem-Solving Report
RCA	Root Cause Analysis
RECs	Renewable Energy Credits
RFID	Radio-frequency Identification
ROI	Return on Investment
SASB	Sustainability Accounting Standards Board
SF ₆	Sulfur Hexafluoride
SIP	Safety Improvement Plan
SLF	Sustainability-Linked Financing
TCIR	Total Case Incident Rate
TPD	Tons per Day
TS	Transfer Station
TTF	Thermomechanical Treatment Facility
VPP	Voluntary Protection Program

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