WASTE CONNECTIONS

Connect with the Sustainable Future

2025

SUSTAINABILITY REPORT UPDATE

CEO LETTER

SUSTAINABILITY TARGET PROGRESS: 2024

PERFORMANCE SUMMARY

GRI EMISSIONS DISCLOSURE & ASSURANCE

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2025 LETTER FROM THE CHIEF EXECUTIVE OFFICER

Thank you for your interest in Waste Connections and our sustainability-related objectives.

We're pleased to provide this update to showcase our continued progress toward our goals that center on **Serving our People**, **Serving the Planet**, and **Serving our Communities**. Moreover, as we achieve our initial targets, we're increasing our goals and reaffirming our ongoing commitment.

As described more fully below, we remain on track for achievement of all of our ESG targets. Most notably, we've achieved a 19% reduction in Scope 1 and 2 emissions from our 2019 baseline and a 35% reduction in emissions intensity, given our growth over that period. We've also demonstrated continuous improvement in employee engagement, with voluntary turnover down over 50% from peak levels in 2022, and driven safety incident rates down to record levels.

None of this would be possible without the dedication of our 25,000 employees, whose commitment continues to drive our performance and progress. Their efforts are central to our mission of *Connecting with a Sustainable Future*.

Thank you again for your interest in sustainability at Waste Connections.

The full 2024 report is available by visiting sustainability.wasteconnections.com.

Ronald J. Mittelstaedt
President and Chief Executive Officer

2024 HIGHLIGHTS

11.2%
revenue growth

100
basis points
Adjusted EBITDA[1] margin expansion

25%
improvement in voluntary turnover

~15%
improvement in safety incident rate

54%
increase in recycling tons processed from 2018 baseline

19%
reduction in scope 1 and scope 2 emissions from 2019 baseline[2]

[1] Non-GAAP measure. See Non-GAAP Measures on pages 75-77 of our Annual Report on Form 10-K for the year ended December 31, 2024.

[2] Updated to rebaseline for acquisitions and a change in measurement methodology.

SUSTAINABILITY TARGET PROGRESS: 2024

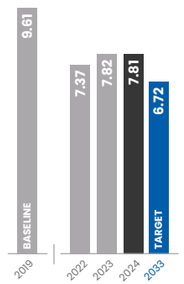
EMISSIONS[1]

GOAL

Reduce Scope 1 and 2 emissions by **30%**

✓ Initial target achieved

Emissions
Measured in MT CO_2e (mil)



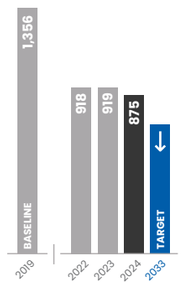
EMISSIONS INTENSITY

GOAL

Continuous improvement in emissions intensity

✓ On track

Emissions intensity
Measured in MT CO_2e/$M revenue



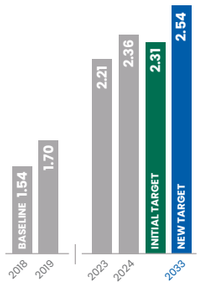
RECYCLING[2]

GOAL

65% increase in tons recycled

✓ Initial target achieved

Recycling
Measured in tons (mil)



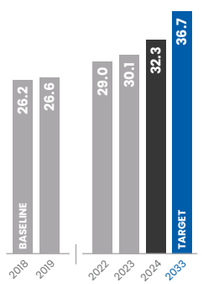
BIOGAS RECOVERY

GOAL

40% increase in biogas recovery

✓ On track

Biogas recovery
Measured in standard cubic feet (bil)



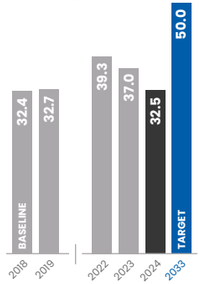
LEACHATE

GOAL

50% of leachate processed on-site

✓ On track

Leachate processed on-site
Measured in percentage



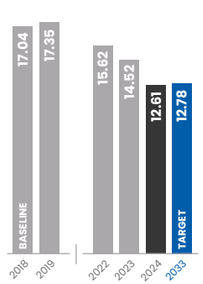
SAFETY

GOAL

25% reduction in incident rate

✓ Initial target achieved

Incident rate
Measured in incidents per 200,000 work hours



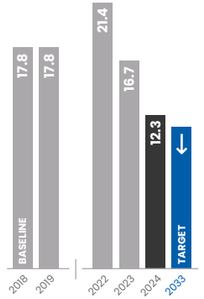
EMPLOYEE RETENTION

GOAL

Continuous improvement in employee voluntary turnover

✓ On track

Voluntary turnover
Measured in percentage



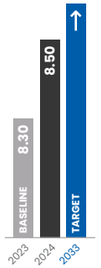
EMPLOYEE ENGAGEMENT[3]

GOAL

Continuous improvement in Servant Leadership scores

✓ On track

Servant Leadership survey results
On a scale of 1-5



[1] Updated to rebaseline for acquisitions and a change in measurement methodology.
[2] Achieved the initial 50% target in 2024; increasing the target growth rate in 2025 by 30%.
[3] Survey updated in 2023, not comparable to prior years.

CEO LETTER

SUSTAINABILITY TARGET PROGRESS: 2024

PERFORMANCE SUMMARY

GRI EMISSIONS DISCLOSURE & ASSURANCE

SASB APPENDIX

PERFORMANCE SUMMARY[1]

Financial Statistics ($000 USD)

	2022	2023	2024
Revenue	$7,211,859	$8,021,951	$8,919,591
Net cash provided by operating activities	$2,022,492	$2,126,817	$2,228,927

People

	2022	2023	2024
Total employees as of year-end	22,109	22,539	23,854
Voluntary turnover	21.4%	16.7%	12.3%

Health and Safety

	2022	2023	2024
Employee hours	53,174,270	56,776,589	59,991,263
Incident rate (I-Rate)[2]	16.2	15.0	12.8
Total recordable injury rate (TRIR)	3.3	2.7	2.5

Training/Leadership Development

	2022	2023	2024
Number of sessions	384	480	583

Facilities

	2022	2023	2024
Hauling operations	359	359	364
Landfills	100	103	113
Transfer stations	209	210	222
Intermodal facilities	6	4	4
Recycling facilities	79	81	89
E&P liquid waste injection wells	22	22	68
E&P waste treatment and oil recovery facilities	18	18	36
Total	**793**	**797**	**896**

Fleet

	2022	2023	2024
Total routed collection vehicles	10,821	10,803	10,963
Total routed CNG collection vehicles	1,070	1,069	983

[1] All data reported within has been subject to internal review and is believed to be accurate; recycling statistics were subject to a third party review.

[2] Twelve-month rolling incident rate defined as the number of all reportable incidents per 200,000 employee hours worked, both preventable and nonpreventable.

Landfill Tons (tons per year)

	2022	2023	2024
Municipal solid waste	28,945,640	30,015,768	32,856,067
Special waste	11,143,435	11,508,214	11,127,037
Construction & demolition (C&D) waste	7,759,924	8,883,018	8,856,895
Total	**47,849,000**	**50,407,000**	**52,840,000**

Recycled Commodities (tons per year)

	2022	2023	2024
Old corrugated cardboard	844,286	888,759	982,187
All other recycled commodities	1,339,572	1,318,741	1,381,471
Total	**2,183,858**	**2,207,500**	**2,363,658**

Landfill Gas Recovery Systems

	2022	2023	2024
Number of landfill gas recovery systems	55	58	59
Number of power generation systems[1]	27	26	30
Annual standard cubic feet collected for energy (billions)	29.0	30.1	32.3
Landfill gas (LFG) recovery systems sales as % of revenue	1.4%	1.2%	1.4%

[1] As of December 31, 2023; decline in 2023 due to shutdown of electrical generating facilities in advance of a conversion to RNG.

GRI EMISSIONS DISCLOSURE & ASSURANCE

Waste Connections' emissions disclosure was developed using the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines. Waste Connections' GHG inventories were prepared by a third party, independent environmental services firm, with the conclusions audited and verified by a separate third party. The data was prepared in a manner consistent with The Climate Registry (TCR) General Reporting Protocol (GRP) Version 3.0, dated May 2019, and its associated updates and clarifications.

Full text of the emissions assurance statement is available on our website.

G4-EN15: Direct (Scope 1) Greenhouse Gas (GHG) Emissions

MT CO_2e		
2022	**2023**	**2024**
7,274,362	7,719,033	7,707,691

G4-EN16: Energy Indirect (Scope 2) GHG Emissions

MT CO_2e		
2022	**2023**	**2024**
100,189	100,535	97,917

G4-EN17: Other Indirect (Scope 3) GHG Emissions

Emission Source	MT CO_2e		
	2022	**2023**	**2024**
Purchased goods and services	23,405	21,365	27,399
Capital goods	326,464	260,088	267,411
Waste generated in operations	76,217	86,729	105,573
Upstream transportation and distribution	555,459	527,700	517,835
Business travel (air and vehicle)	63,637	80,838	84,447
Use of sold products	35,368	39,120	244,296
Total	**1,080,550**	**1,015,840**	**1,246,961**

G4-EN18: GHG Emission Intensity

GHG Emission Intensity	Unit	2022	2023	2024
Gross revenue	$US Millions	$7,212	$8,022	$8,920
Revenue—Rebaselined[1]	$US Millions	$8,034	$8,511	$8,920
Scope 1 emissions[1]	MT CO_2e	7,274,362	7,719,033	7,707,691
	MT CO_2e/$M revenue	1,009	962	864
	MT CO_2e/$M revenue—Rebaselined[1]	905	907	864
Scope 2 emissions	MT CO_2e	100,189	100,535	97,917
	MT CO_2e/$M revenue	14	13	11
	MT CO_2e/$M revenue—Rebaselined[1]	12	12	11
Scope 1 & 2 emissions	MT CO_2e	7,374,551	7,819,568	7,805,609
	MT CO_2e/$M revenue	1,023	975	875
	MT CO_2e/$M revenue—Rebaselined[1]	918	919	875

[1] Rebaselined to incorporate acquisitions.

The affirmation of carbon sequestration in our landfills is well documented in scientific literature. Due to anaerobic conditions that exist within landfills, lignins and hemicellulosic materials remain undecomposed.

	Unit	2022	2023	2024
Municipal solid waste and construction & demolition debris	Tons	36,705,565	38,898,786	41,712,963
CO_2e sequestered	MT CO_2e	11,494,082	12,688,647	12,250,919

G4-EN19: Reduction of GHG emissions

Waste Connections has undertaken several initiatives to reduce GHG emissions.

Beneficial use of biogas: The Company collected landfill gas for beneficial use at 30 landfill gas-to-energy facilities in 2024. The estimate of avoided emissions assumed that natural gas was the fuel replaced by the use of landfill gas. The avoided emissions were calculated using default methodologies from TCR and included CO_2, CH_4 and N_2O emissions.

Waste diversion: Waste Connections diverts over 50% of collected waste volumes in certain markets — in some cases over 70%. The estimated avoided GHG emissions from recycling were calculated using the U.S. EPA Waste Reduction Model (WARM).

Alternative fuel fleet: Over the past several years, Waste Connections has deployed vehicles using alternative fuels such as compressed natural gas (CNG) and biodiesel as a means of reducing its GHG footprint. Waste Connections currently deploys approximately 1,100 CNG vehicles. The estimated annual reduction in GHG emissions from CNG vehicles is calculated using an equivalent diesel vehicle as a baseline.

Reduction of GHG emissions (MT CO_2e)	2022	2023	2024
Annual avoided GHG emissions due to beneficial use of biogas	758,910	788,221	845,348
Annual avoided GHG emissions due to recycling	6,894,223	6,772,866	7,242,138
Annual avoided GHG emissions due to vehicles using alternative fuels	20,478	22,370	21,543

G4-EN22: Water discharge by quality and destination

Our E&P wastewater treatment technologies allow us to process and dispose of 100% of drilling-related waters without discharging to surface waters. The majority of waste fluids are injected into brine formations via deep wells.

Water discharge (gallons)	2022	2023	2024
Leachate collected	668,595,320	820,636,778	959,131,000
Leachate sent to third parties for treatment	405,237,966	499,663,843	660,145,356
E&P produced water treated on-site	459,952,822	401,861,022	679,497,500
E&P produced water sent to third parties for treatment	29,874,894	34,212,520	52,568,974

SASB APPENDIX

Waste Management Sustainability Accounting Standard

Greenhouse Gas Emissions

Metric	Code	Unit	2022	2023	2024
Gross global Scope 1 emissions	IF-WM-110a.1	MT CO_2e	7,274,362	7,719,033	7,707,691
Scope 1 coverage under emissions-limiting regulations	IF-WM-110a.1	Percentage (%)	81%	81%	77%
Scope 1 coverage under emissions-reporting regulations	IF-WM-110a.1	Percentage (%)	81%	81%	77%
Total landfill gas recovered	IF-WM-110a.2	Million British thermal units (MMBtu)	23,621,521	25,267,515	27,243,152
Landfill gas flared	IF-WM-110a.2	Percentage (%)	40%	42%	42%
Landfill gas used for energy	IF-WM-110a.2	Percentage (%)	60%	58%	58%

Fleet Fuel Management

Metric	Code	Unit	2022	2023	2024
Fleet fuel consumed	IF-WM-110b.1	Gigajoules (GJ)	12,130,796	12,346,591	12,594,063
Natural gas as % of fuel consumed	IF-WM-110b.1	Percentage (%)	6.3%	6.0%	6.0%
Renewable as % of fuel consumed	IF-WM-110b.1	Percentage (%)	N/A	N/A	N/A
Alternative fuel vehicles as % of fleet	IF-WM-110b.2	Percentage (%)	9.9%	9.9%	9.0%

Air Quality

Metric	Code	Unit	2022	2023	2024
NO_x (excluding N_2O)	IF-WM-120a.1	Metric tons (t)	265	309	415
SO_x	IF-WM-120a.1	Metric tons (t)	62	71	97
Volatile organic compounds (VOC)	IF-WM-120a.1	Metric tons (t)	7.3	9.9	11.8
Hazardous air pollutants (HAP)	IF-WM-120a.1	Metric tons (t)	10.1	37.7	42.6
Number of disposal facilities in or near dense population centers	IF-WM-120a.2	Number	7	7	7
Noncompliant air emissions issues	IF-WM-120a.3	Number	7	2	1

Management of Leachate & Hazardous Waste

Metric	Code	Unit	2022	2023	2024
Total leachate collected		Gallons (000)	668,595	820,637	959,131
Total leachate processed on-site		Gallons (000)	262,595	307,145	311,891
Corrective actions implemented for landfill releases	IF-WM-150a.2	Number	0	0	0
Incidents of noncompliance associated with environmental impacts	IF-WM-150a.3	Number	0	0	0

Labor Practices

Metric	Code	Unit	2022	2023	2024
Active workforce covered under collective bargaining agreements		Number	3,323	3,352	3,774
Percentage of active workforce employed under collective agreements	IF-WM-310a.1	Percentage (%)	15.0%	14.9%	15.8%
Work stoppages	IF-WM-310a.2	Number	0	0	0
Impacted employees as a percent of total workforce		Percentage (%)	0.00%	0.00%	0.00%
Total days idle	IF-WM-310a.2	Days	0	0	0

Workforce Health & Safety

Metric	Code	Unit	2022	2023	2024
Total recordable incident rate (TRIR)[1]	IF-WM-320a.1	Rate	3.3	2.7	2.5
Incident rate (I-Rate)[1]		Rate	16.2	15.0	12.8
Fatality rate	IF-WM-320a.1	Rate	0.00	0.00	0.00

[1] BASIC score definitions are unclear and can be inconsistent; Waste Connections prefers to use TRIR and incident rate as a better barometer of safety.

Recycling & Resource Recovery

Metric	Code	Unit	2022	2023	2024
Waste incinerated	IF-WM-420a.1	Metric tons (t)	0	0	0
Hazardous waste incinerated as percent of waste incinerated	IF-WM-420a.1	Percentage (%)	0%	0%	0%
Energy recovery from waste incinerated	IF-WM-420a.1	Percentage (%)	0%	0%	0%
Customers receiving recycling	IF-WM-420a.2	Percentage (%)	48%	50%	55%
Customers receiving composting	IF-WM-420a.2	Percentage (%)	24%	26%	26%
Amount of material recycled	IF-WM-420a.3	Metric tons (t)	1,981,183	2,002,631	2,144,296
Amount of material composted	IF-WM-420a.3	Metric tons (t)	133,363	282,713	104,705
Amount of material processed as waste-to-energy	IF-WM-420a.3	Metric tons (t)	N/M	N/M	N/M
Amount of electronic waste collected	IF-WM-420a.4	Metric tons (t)	N/M	N/M	N/M
Percentage of electronic waste recovered through recycling	IF-WM-420a.4	Percentage (%)	N/M	N/M	N/M

Activity Metrics

Metric	Code	Unit	2022	2023	2024
Customers - municipal	IF-WM-000.A	Number	2,410	2,460	2,460
Customers - commercial	IF-WM-000.A	Number	735,000	735,000	735,000
Customers - industrial	IF-WM-000.A	Number	135,000	127,500	120,000
Customers - residential	IF-WM-000.A	Number	8,060,000	8,100,000	8,140,000
Customers - other	IF-WM-000.A	Number	45,000	44,000	43,000
Vehicle fleet size[1]	IF-WM-000.B	Number	10,821	10,803	10,963
Landfills	IF-WM-000.C	Number	100	103	113
Transfer stations	IF-WM-000.C	Number	209	210	222
Recycling centers	IF-WM-000.C	Number	79	81	89
Composting centers	IF-WM-000.C	Number	9	9	9
Incinerators	IF-WM-000.C	Number	0	0	0
All other facilities	IF-WM-000.C	Number	396	394	463

[1] Represents total routed collection vehicles.

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