

WASTE CONNECTIONS, INC.
POLICY REGARDING DIVERSITY ON THE BOARD OF DIRECTORS
AND IN SENIOR MANAGEMENT POSITIONS

PURPOSE

Waste Connections, Inc. (“Waste Connections” or the “Company”) is of the view that Board of Director (the “Board”) nomination or appointment decisions and the Company’s hiring practices for senior management (“Senior Management”) positions should be based on a number of factors, which include leadership capabilities, mature judgment, merit, talent, experience, expertise, and strategic/innovative thinking.

At the same time, the Company believes that diversity of background, skills, expertise, viewpoints, and industry experience, as well as gender diversity, is an important additional consideration in determining the composition of its Board. Waste Connections believes that a truly diverse Board and Senior Management will include and utilize differences in backgrounds, skills, expertise, viewpoints, and industry experience, which will enhance the effectiveness of the Board and Senior Management by bringing diverse perspectives to the decision-making process.

ROLES AND RESPONSIBILITIES

The Nominating and Corporate Governance Committee (the “Committee”) is responsible for recommending qualified persons for Board nominations that possess the leadership capabilities, mature judgment, merit, talent, experience, expertise, and strategic/innovative thinking required of a director to fulfill Board responsibilities.

In selecting qualified candidates to serve as directors of the Company, a wide range of criteria are considered, with measures ensuring that the Board, as a whole, reflects a range of backgrounds, skills, expertise, viewpoints, and industry experience. In the process of searching for qualified persons to serve on the Board and in Senior Management, the Committee strives for the inclusion of different backgrounds, knowledge, and viewpoints. To accomplish this, the Committee may retain an executive search firm.

In connection with its efforts , the Committee, Senior Management and the Board, where appropriate:

- develops recruitment protocols that seek to ensure a wide talent pool for identifying qualified candidates. These protocols take into account that qualified candidates may be found in a broad array of organizations, including academic institutions, privately held businesses, non-profit organizations, and trade associations, in addition to the traditional candidate pool of corporate directors and officers;

- periodically reviews recruitment protocols to ensure that promoting a broad-based candidate pool from which qualified candidates are selected remains a component of any director or Senior Management search and considers whether existing protocols promote diversity in backgrounds, skills, expertise, viewpoints, and industry experience;
- considers the level of representation of women on the Board as permitted by applicable law, and directs search firms engaged to identify candidates to be considered for serving on the Board or as applicants for Senior Management positions to include candidates with diverse backgrounds, skills, expertise, viewpoints, and industry experience; and
- periodically reviews the Company's existing protocols for internal promotion and leadership development and considers whether such protocols promote equal opportunities for advancement for all potential candidates.

In October 2019, the Company established aspirational targets of women representing at least 30% of non-employee Board of Directors members by 2020, and at least 30% of the total Board of Directors by December 31, 2023, which aspirational targets were met in 2019 and 2022, respectively. Currently, three out of eight members of our Board of Directors are women, representing 43% of non-employee Board members and 38% of total Board members. The Company continues its efforts to identify additional women candidates for consideration as members of the Board of Directors, in compliance with applicable law and ensuring the most qualified candidates are selected as circumstances dictate and the Company's needs evolve.

POLICY REVIEW

The Committee will (i) monitor the implementation of this policy on a periodic basis, and at least annually, to assess its effectiveness, (ii) monitor and review the Company's progress in achieving its aspirational targets and report the results to the Board and (iii) make recommendations to the Board regarding any revisions to this policy that may be necessary or appropriate.

DISCLOSURE OF POLICY

With respect to this policy, the Company will disclose in its Management Information Circular and Proxy Statement, among other things:

- a summary of this policy's objectives and key provisions;
- the measures taken to ensure that this policy has been effectively implemented, including how the Board or the Committee considers the level of representation of qualified women candidates and candidates with diverse backgrounds, skills, expertise, viewpoints, and industry experience on the Board and in Senior Management positions (as permitted by applicable law) in identifying and nominating candidates for election or reelection to the Board or appointment to Senior Management, as required under applicable Canadian securities laws;
- how the Board or the Committee measures the effectiveness of this policy; and

- the Company's aspirational targets regarding women on the Board, as well as annual and cumulative progress in achieving these targets.

Updated and approved by the Board on July 21, 2026.