



2024 Sustainability Report



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FORWARD-LOOKING STATEMENTS: This report contains “forward-looking statements” that may include but are not limited to statements about integration of the acquisition and outcomes of the acquisition, including future operations, synergies, cost savings, and impact on earnings, cash flow, revenue, return on capital, shareholder returns, strength of the balance sheet or credit ratings, future capital allocation, and future leverage ratio, which are made pursuant to the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Words such as “expect,” “likely,” “outlook,” “forecast,” “preliminary,” “would,” “could,” “should,” “can,” “will,” “project,” “intend,” “plan,” “goal,” “guidance,” “project,” “target,” “continue,” “sustain,” “objective,” “synergy,” “on track,” “believe,” “seek,” “estimate,” “anticipate,” “may,” “possible,” “assume,” and variations of such words and similar expressions are intended to identify such forward-looking statements. Potential investors and other readers should view these statements with caution and should not place undue reliance on such statements. Any forward-looking statement made by GreenWaste is based on information and estimates currently available and known to GreenWaste as of the date the statement is made. Such forward-looking statements are not guarantees of performance and are subject to risks and uncertainties that could cause actual results to be materially different from those, whether express or implied, set forth in such forward-looking statements, including but not limited to, general economic and capital markets conditions; acts of war, terrorism, natural disaster, public health risk and other impacts, including increased costs, social and commercial disruption, service reductions and other adverse effects on business, financial condition, results of operations and cash flows; legal proceedings that may be instituted related to the acquisition; unexpected costs, charges or expenses; disruption from the transaction impacting business relationships and operations; inability to timely or failure to successfully close or integrate the acquisition, implement plans, obtain permits, realize anticipated synergies or obtain results anticipated; and other risks and uncertainties described in GreenWaste’s financial reporting. Except to the extent required by law, GreenWaste does not assume any obligation to publicly update any forward-looking statement that may be made from time to time, whether written or oral, including financial estimates and forecasts, whether as a result of new or future information, events, circumstances, developments or otherwise.

Our 2024 Sustainability Update

As waste collectors and processors, we form a critical pillar of the global green transition. GreenWaste has been committed since our inception to pioneering the latest, greatest, and most efficient emerging material recovery and recycling technologies. This year our GreenWaste San Jose Material Recovery Facility designated as the **first High Diversion Organics Processing Facility** in California. We were the first in the USA to serve our customers with a full-size electric side-loading collection truck and we were the first in the USA to contract for a hydrogen-powered refuse fuel-cell electric vehicle to do the same, despite the vendor no longer being able to fulfill the order. Our continued investment in pilot projects to reduce circularity challenges, like hard-to-recycle plastics and textiles, along with other environmentally-friendly initiatives, **earned us eight different sustainability awards and recognitions in 2024**. We are proud to be continually recognized for our leadership in the circular economy.

At its core, our sustainability program is data-driven. We prioritize building a rigorous quantitative foundation for our sustainability strategies and practices, to enable us to set and meet ambitious goals with transparency and accountability. Since establishing our baseline environmental performance benchmarks in 2022, we have made rapid advances toward our 2030 objectives, including achieving **more than a 53% reduction in total Scope 1 and 2 emissions in two years**. From our field operatives to our corporate leadership, GreenWaste employees share a common commitment to sustainability that unites us in delivering tangible and traceable environmental benefits to our communities, on top of the impeccable service we're known for.

Our success is sustained by ongoing dialogue between leadership, employees, customers, and neighbors. Through our employee Safety and Engagement surveys, town halls, and our latest **double Materiality Assessment**, we've ensured our programs are future-minded and attuned to what our communities value most.

As we look forward to 2025 and beyond, we remain committed to our promise to show up for our communities and each other with courage, resourcefulness, dependability, and authenticity.



A handwritten signature in black ink, appearing to read "Clete Elms".

Clete Elms,
Chief Operating Officer



Introduction: Our Sustainability Program

We know a greener, better world is within reach, and we have a plan to get there.

HOW WE TRACK, MEASURE, AND REPORT SUCCESS

Our history of sustainability reporting reflects our longstanding dedication to transparent communication with stakeholders. We conduct our emissions tracking and reporting according to the guidelines offered by the Greenhouse Gas Protocol Corporate Standard and verify our emissions inventories annually to ISO 14064-3:2019 requirements.¹ In addition, the facility diversion and recycling rates we report to customers, municipalities, and CalRecycle are certified by the Recycling Certification Institute (RCI), which independently verifies the accuracy of stated recycling rates. To date, our baseline and post-baseline voluntary reporting includes GRI², TCFD-alignment³, SBTi commitment⁴, GRESB⁵, RD/RS⁶ and RCI⁷.

GreenWaste's sustainability performance is evaluated quarterly by our Executive Leadership Team and Board of Directors' Environment and Sustainability Committee and our sustainability team reports directly to our General Counsel, a GreenWaste officer and Secretary to the Board. Since 2022, we've made remarkable progress toward several key performance indicators (KPIs) and goals, the most prominent being our 2030 goal to reduce our yearly Scope 1 and Scope 2 market-based emissions by 45% compared to our baseline. With our latest Double Materiality Assessment, we have refreshed our awareness of stakeholder perceptions and have integrated the latest data with those of our 2022 limited assessment. We continually re-evaluate our progress toward strategic sustainability priorities using evidence-based metrics and stakeholder input, ensuring our program maintains its integrity and longevity.

GREENWASTE'S 2024 SUSTAINABILITY AWARDS AND RECOGNITIONS

- Sustainable Business Award: Solid Waste Reduction (Sacramento County BERC)
- Powering Sustainability Award (Power Inn Alliance)
- Recognition for Environmental Stewardship (Sacramento Environmental Commission)
- Sponsor of the Year (California Product Stewardship Council)
- Certified Sustainable/Green Businesses (Sacramento BERC/California Green Business Network):
 - GreenWaste Florin Perkins Resource Recovery Facility
 - GreenWaste of Santa Cruz County
 - GreenWaste Zanker Resource Recovery Facility
 - GreenWaste Renewable Energy Digestion Facility





Governance Updates

Our commitment to transparency and integrity is reflected in all our corporate policies, regulatory compliance, and management structures. Over the years, we've developed a network of policies, including cybersecurity, anti-corruption, conflicts of interest, political contributions, human rights, environmental, environmentally preferable purchasing, inclusion, and safety, ensuring our staff is equipped to fulfill our mission and values. Below are new 2024 governance elements.

LEADERSHIP

We added new roles and welcomed new members to our executive leadership team in 2024, expanding our base of expertise and leadership experience with a growth mindset. Our new Chief Operations Officer, Clete Elms, joins us alongside new VPs in Sales and Marketing, Strategy and Execution, and Accounting. In addition, our Board welcomed a new Chair and we revised our Board Committee Members and Charters.

We also revised our Delegation of Authority, Conflict of Interest questionnaire, and Crisis Communication Plan, further clarifying our leadership structure and decision-making procedure in complex situations. Our senior leadership completed additional training to ensure that GreenWaste management systems are executed to the utmost ethical standard. These measures help safeguard our business practices and ensure risks are managed and communicated proactively.

PROCESSES AND COMPLIANCE

In 2024, we audited our processes and worked to standardize key procedures across facilities and staff. We streamlined interdepartmental workflows with new materials such as approved contract templates, revised brand guidelines, and a refreshed brand asset library. Additionally, GreenWaste further consolidated our human resource technologies to provide all employees access to internal communication channels and improve efficiency of assigning, distributing, tracking, and completing our training programs.

We also spent time on forward-looking risk and compliance projects. Our evaluation of sustainable building features and site infrastructure led to further optimizations at the facility level. Additionally, we evaluated our supply chain in the continued fulfilment of our Environmentally Preferable Purchasing Policy.

POLICY UPDATES

Continuous review of our policies and practices helps maintain the service excellence our customers expect. In addition to renewing our process oversight and reporting under the Corporate Transparency Act, we expanded and updated our policy library in 2024. Our senior leadership and operational management developed Workplace Violence Prevention and site-specific Respiratory Illness and Heat Illness Prevention policies. We also updated our website Privacy Policy and Terms of Service⁸ to align them with the most recent best practices for data protection. Finally, we created and/or revised other policies in accordance with change in law and best practices.





GreenWaste By the Numbers in 2024

Our achievements at a glance.

40+ Years of Innovation	100% Collection Fleet and Heavy Equipment Powered by Renewable or Alternative Fuels ⁹	43.1% Electricity Use Powered from Renewable Sources	2.1M+ kWh of Excess Renewable Energy Sold to the Grid ¹⁰
13 Facilities Across Northern California	100+ Different Types of Material Diverted from Landfill	1.2M+ Tons Diverted from Landfill	520K+ Tons of Organics Processed
22+ ESG Awards and Recognitions Received Since 2000	8+ Years of Average Employee Tenure	1K+ Employees	93% Employees Identify as a Racial Minority
			50+ Communities Served



Mascot With a Mission: The Quokka

The GreenWaste family has expanded — keep an eye out for our quokka on social media and at outreach events!

As part of our brand refresh, we were thrilled to announce our new company mascot, the quokka. Quokkas are often referred to as “the happiest animals on earth,” known for their friendly nature, infectious smiles, and embodying our core values of innovation and resourcefulness. Please meet our family of eight unique quokkas, each of which are named after and embody a GreenWaste core value or promise.

GREENWASTE PROMISES

We are who we say we are, and we do what we say we'll do with honesty, transparency and integrity to deliver value to all we serve.



Authentic Quokka

QUOKKA FEATURES

Quokkas are herbivorous marsupials (they eat yard waste, basically making them mini composters!).

GREENWASTE VALUES

Champion ideas that drive sustainability every day.



Innovation Quokka

We find the most effective solutions to any problem by tapping into our expertise and resources, being flexible and agile, and trusting our gut to do what's right.



Resourceful Quokka

Quokkas store fat in their tails and draw from it when food is scarce.

Work together to help our communities thrive.



Teamwork Quokka

Empowering others and open dialogue are essential to us in creating strong, productive teams that can openly innovate and try new ideas.



Courageous Quokka

Quokkas are charismatic and raise awareness for habitat conservation initiatives.

Experiment and try something new, big or small.



Creativity Quokka

We take pride in being trustworthy and reliable to each other, our customers, the communities we serve, and our environment.



Dependable Quokka

Mother quokkas carry their babies in their pouch to ensure their safety.

Do what's right for each other and our communities.



Integrity Quokka

QUOKKA FEATURES

Quokkas create tailored routes for efficient feeding and/or escaping predators.



Innovation Quokka

Quokkas are sociable and enjoy sharing with other quokkas and humans (#GWquokkaselfie).



Teamwork Quokka

Quokkas are curious and can climb trees for more food when necessary.



Creativity Quokka

Quokkas are resilient despite vulnerability due to habitat loss, predation, and wildfires.



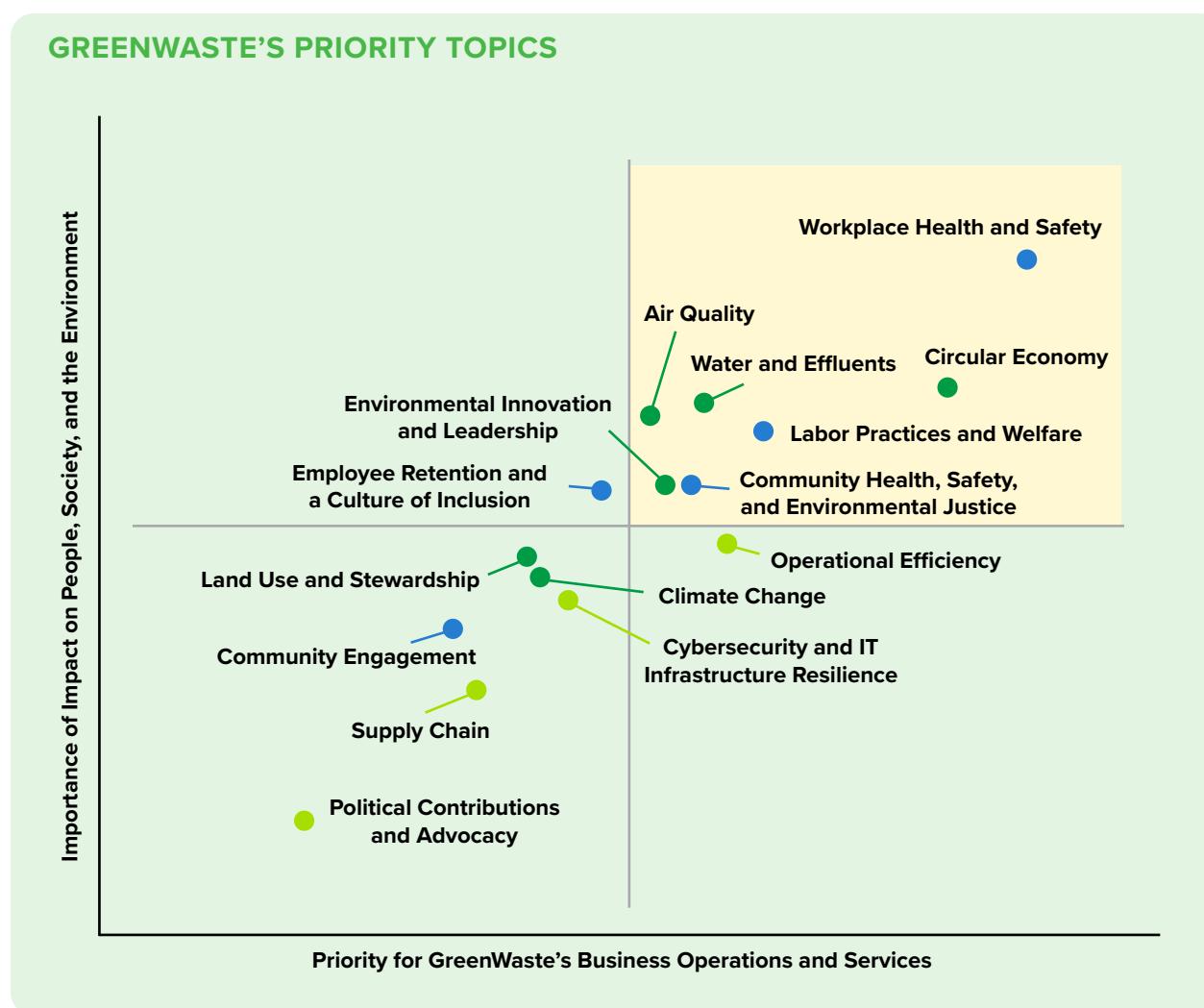
Integrity Quokka



Double Materiality Assessment

In 2024, GreenWaste sought input from stakeholders across our value chain to prioritize the environmental, social, and governance topics that are most significant to our business activities and potential impacts. We gathered insight from our stakeholders, including municipalities, customers, trade associations, nonprofits, employees, and others, to focus our sustainability reporting on the most current and pressing company and stakeholder priorities.

Internal and external stakeholders frequently aligned on which topics they considered to be of greatest significance. **The seven topics in the upper right quadrant represent our top-ranked and, therefore, most significant disclosure topics for our latest materiality update.** The full list of topics, definitions, and questions that stakeholders received is available in the Appendix.¹¹



DID YOU KNOW?

GreenWaste is dedicated to leadership in the green economy and rigorous quality, breadth, and depth of reporting. The Double Materiality reporting method, as incorporated in the European Union's Sustainable Finance Disclosure Regulation (SFDR) and Corporate Sustainability Reporting Directive (CSRD), represents the most comprehensive method available for evaluating an organization's risks and opportunities that stem from both the potential impact of sustainability issues on an organization, as well as an organization's potential impact on sustainability issues.



Growth & Impact: The Road to Decarbonization

In 2024, we surpassed our 2030 Total Scope 1 and 2 Emissions Reduction goal of 45% from our 2022 baseline.

REDUCING OUR GHG EMISSIONS FOOTPRINT

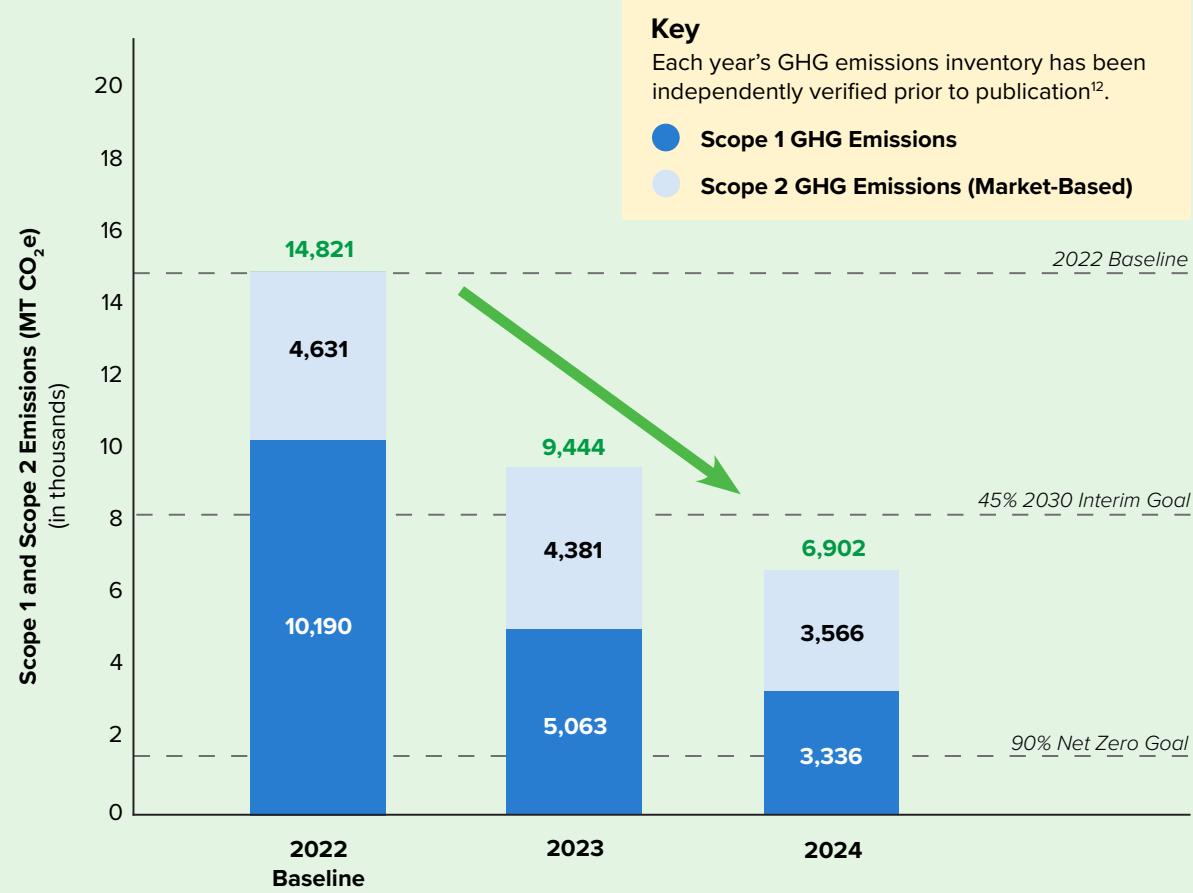
In 2024, our Scope 1 emissions totaled 3,336 mtCO₂e (metric tons of CO₂ equivalent). Our biogenic emissions totaled 13,561 mtCO₂e. This 67% Scope 1 reduction from baseline reflects the continued effect of our prior-year transition to 100% renewable or alternative fuels in our off-road heavy equipment, as well as our thorough ongoing integration of renewable and alternative fuels and zero emission vehicles and equipment into all aspects of our operations. Our Scope 1 emissions include our collection fleet, support vehicles, off-road heavy equipment, and stationary combustion at our facilities.

Our Scope 2 emissions totaled 3,566 Market-Based mtCO₂e and 2,815 Location-Based mtCO₂e. Emission factors are sourced from power content labels published by our suppliers under the California Power Source Disclosure program and the EPA's Emissions & Generation Resource Integrated Database (eGRID). Several of our facilities are enrolled in zero-emission market-based electricity programs, including two that transitioned this year. Our Market-Based Scope 2 reduction of 23% comes both from California's regulatory shift toward renewable electricity and from our own prioritization of renewable electricity. We regularly evaluate opportunities to deepen our investment in low-carbon electricity available through the grid, onsite renewable generation, and piloting emerging technologies.



53.4% reduction since 2022

SCOPE 1 AND SCOPE 2 GHG EMISSIONS VS. BASELINE





Efficiency and Optimization

Sustainability is embedded in every facet of our operations.

In 2024, we reviewed the efficiency of equipment and the built environment at every facility in our footprint and implemented a series of upgrades to further support our green first mission. We referred to the latest green standards¹³ to develop these energy-saving initiatives that span across our administrative offices and field operations. We are proud to say:

- Our GreenWaste corporate office is LEED Gold certified and has 100% carbon neutral operations.
- Four GreenWaste facilities operate on 100% renewable or zero emission energy.
- Three GreenWaste facilities generate renewable energy onsite.
- Four GreenWaste facilities are certified Green Businesses through municipal programs, including two re-certifications.
- All GreenWaste facilities are 100% transitioned to LED lighting fixtures or are on a transition program based on end-of-life.
- All GreenWaste facilities use natural lighting in office spaces and light-colored roofs as natural sources of energy efficiency.
- All GreenWaste facilities are outfitted with efficient technology, which may include Energy Star appliances, occupancy sensors, motion-activated lights, programmable thermostats, and power-saving computer software.
- All GreenWaste facilities display resource conservation signage to educate employees and guests on the part they play in our commitment to sustainability.

At GreenWaste, we are committed to solving sustainability challenges, and in the process, creating a greener world — a better world.



MERCH WITH A PURPOSE

When we launched our internal company store, featuring a selection of merchandise and promotional items, we ensured that 100% of the products aligned with our sustainable values. We prioritized non-toxic adhesives and inks, Forest Stewardship Council (FSC) certified paper, and recycled materials like tires, cork, and rPET. These carefully curated products, which are provided to employees and members of the public at our community events, play an important role in demonstrating that circularity is at the heart of what we do.





Celebrating Our Facilities' Outstanding Achievements



SUSTAINABILITY IN SACRAMENTO

Our GreenWaste Florin Perkins Resource Recovery Facility celebrated several remarkable achievements in 2024. We:

- Processed more than 144,000 tons of material with an RCI-certified average diversion rate higher than 87%.
- Piloted an innovative exterior film to passively cool our outdoor structured workspaces for our employees' safety and comfort and reduce dependency on energy from the grid.
- Applied and were certified as a Sacramento County Sustainable Business.
- Received Sacramento County's 2024 Sustainable Business Award for Solid Waste Reduction.
- Received recognition by the Sacramento Environmental Commission for our dedicated environmental stewardship.
- Received the Powering Sustainability Award from among 1,000 businesses within Sacramento's Power Inn Alliance district boundaries.

We look forward to continuing to serve the Sacramento area with impeccable service and outstanding commitment to sustainability.



40 YEARS OF SUSTAINABLE INNOVATION IN SAN JOSE

In 2025, our GreenWaste Zanker Resource Recovery Facility celebrates forty years of world-class C&D recovery, having begun its life as the first automated demolition recycling facility in the United States. Since 2000, this facility has individually earned seven industry awards for its operational leadership, and today holds the **highest 2024 average RCI-certified diversion rates in Northern California at 94.27% with alternative daily cover (ADC) and 79.99% without ADC.**



HIGH DIVERSION ORGANICS PROCESSING IN SAN JOSE

In 2024, the GreenWaste San Jose Material Recovery Facility made history as the **first facility to be recognized by CalRecycle as a High Diversion Organic Waste Processing Facility**. We recover up to 75% of the organics that come down our line, keeping material out of the landfill and helping our customers ensure SB 1383 compliance.



TRANSFORMATIVE PROCESSES IN HAYWARD

The processes we build draw on our core values and promises to set the standard high for material diversion, recycling, and reuse. Our newest GreenWaste facility, GreenWaste Hayward Transfer Station, **increased its RCI-Certified C&D material diversion rate (without ADC) by more than 30% once under our management**. As of time of publication, the GreenWaste Hayward Transfer Station has the highest RCI-certified 12-month average recycling rates in Alameda County.



Innovating to a Greener World

Since our inception, GreenWaste has been an industry pioneer for finding innovative, environmentally responsible, and reliable new ways to recover, recycle and reuse waste materials. Below are some projects we pursued in 2024 with these values in mind:

DENIM RECOVERY

Our GreenWaste San Jose Material Recovery Facility piloted multiple textile recovery programs this year. Participating in Blue Jeans Go Green™¹⁴, we recovered loads of denim textiles from our MSW sort line to reach new life as recycled insulation in homes, packaging, and more.



THERMAL MANAGEMENT

At our GreenWaste Florin Perkins Resource Recovery Facility, we piloted the application of an innovative exterior film to passively cool our open-air structure workspaces. Results showed a decrease in internal temperature by approximately 15°F. Even during extreme heat, alternative cooling solutions like this can provide safety and comfort while minimizing the need for traditional, energy-intensive air conditioning and decreasing dependency on energy from the grid.



ALTERNATIVE FUEL VEHICLES

In the fall of 2024, GreenWaste conducted a trial of North America's first hydrogen fuel cell-powered refuse vehicle. After evaluating its performance and range, we took another significant step toward our goal of building a zero-emissions collections fleet and ordered hydrogen-powered refuse collection vehicles. Though the vendor is no longer able to fulfill this order, it was the first purchase agreement for hydrogen-powered fuel-cell electric vehicles in North America. Additionally, we added another electric collection vehicle to our fleet serving Palo Alto, bringing their zero-emissions vehicle total to five, with more on order.

GREEN MULCH

GreenWaste began offering an additional type of mulch for sale this year, an organic dyed green mulch made from recycled construction and demolition debris. This green mulch has the familiarity and visual appeal of grass without needing to be watered. Moreover, our green mulch improves the water retention of the soil beneath, making it a water-saving choice for our California customers affected by drought.

HARD-TO-RECYCLE PLASTICS

The GreenWaste San Jose Material Recovery Facility participated in a pilot for a new time-of-collection sort method to source-separate hard-to-recycle plastics with a special colored bag within the recyclable material we receive so they can be easily diverted at our MRF for repurposing into park benches, lumber, drainage material, or other useful products.

GLASS DIVERSION

In 2024, we tested an advanced method to further screen small particles of glass out of the fine organic material we recover from MSW, which both increases the material we divert from landfill and increases the quality of feedstock bound for composting.



Contact us if you are interested in piloting your innovative and sustainable technology at a GreenWaste resource recovery or processing facility!¹⁵

Circularity: Recovery & Diversion

2024 TOP LANDFILL DIVERSION BY MATERIAL TYPE



In 2024, GreenWaste diverted 1,265,140 tons of material from disposal. Many of our top 2024 diverted materials by ton were 100% sent to domestic end-markets. By limiting the distance our recovered materials travel before they're transformed and used again, we support the growth of the local circular economy and can avoid potential GHG emissions associated with transportation. We also like to take it a step further: **for our top four largest diverted material categories, including 100% of organics, our own Northern California facilities are the end-markets.**

Through this, we play a role in a material's entire lifecycle. As an example, our OMRI-certified¹⁷ compost helps nourish and regenerate the land where crops are grown. Those crops find their way into meals on your table and the food scraps become municipal solid waste, which we collect and process at our GreenWaste San Jose Material Recovery Facility or GreenWaste Renewable Energy Digestion Facility. That organic material is then feedstock for our GreenWaste Z-Best Composting Facility, where it is transformed into more compost to support landscaping and gardens.



= 100% domestically diverted



≥ 80%+ domestically diverted





Recovery, Diversion, and the Circular Economy

In 2024, GreenWaste diverted over 1.2 million tons of combined material from disposal. This was made possible by our sophisticated system of state-of-the-art facilities that collect, process, recover, and transform waste into recycled materials ready to be integrated into new products. Instead of going to landfill, these materials re-enter the supply chain as valuable alternatives to raw resources, reducing the environmental impact of industry and contributing to development of the circular economy.



RECYCLED MATERIALS INTO NEW RESOURCES

Our material and resource recovery facilities receive and process construction and demolition (C&D) debris, mixed solid waste, and single-stream recyclables, which get sorted and separated into individual commodities that are then sold to processors to manufacture new products. Combined, the GreenWaste Zanker Resource Recovery Facility, GreenWaste Florin Perkins Resource Recovery Facility, and the GreenWaste Hayward Transfer Station recovered more than 418,000 tons of materials like wood, concrete, and aggregates from C&D debris. Meanwhile, our GreenWaste San Jose Material Recovery Facility expanded its recyclables process automation with additional optical sorters, AI units, and eddy current to capture even more valuable material. Our recycling processes reduce the need for new raw materials, thereby minimizing GHG emissions associated with the extraction and transportation of virgin resources.¹⁸



ORGANICS INTO RENEWABLE ENERGY

The GreenWaste Renewable Energy Digestion Facility was the first and largest dry fermentation anaerobic digestion facility in the United States. Our facility converts organic waste into renewable electricity used to power the facility and contribute to California's electricity grid, while simultaneously producing rich, dewatered compost feedstock. **In 2024, this facility sent more than 1.9 GWh of renewable electricity to the grid – that's enough to power one of our electric collection trucks on its route more than 6,600 times!** Additionally, we sent more than 66,000 tons of compostable digestate to our GreenWaste Z-Best Composting Facility, extending the useful life of organic waste even further.¹⁹



ORGANICS INTO LANDSCAPE AND AGRICULTURAL PRODUCTS

Organic compost and mulch, including our organic green-dyed mulch, can support responsible agriculture and landscaping practices by potentially reducing the need for chemical fertilizers, helping with weed suppression, and improving the nutrient density and water retention of soils. Our composts can contribute to LEED credits and are SB 1383 compliant, OMRI-Listed, registered organic input material with CDFA, and STA-Certified under the US Composting Council's Seal of Testing Assurance (STA) Program. GreenWaste also produces three compost sizes and four mulch types meeting CalTrans standard erosion control and landscape specifications.²⁰



Access & Opportunity: A Culture Of Purpose

TRAINING, DEVELOPMENT, AND EMPOWERMENT

Our bilingual training program equips employees to maintain and navigate a respectful, safe, and productive workplace. In 2024, we introduced new manager/supervisor training and California-compliant employee workplace violence training, further expanding our emphasis on corporate social responsibility, security, compliance, on-the-job safety and effective team collaboration. GreenWaste is committed to our training program, serving the professional development of our employees who provide the foundation of our collective success.

We have long believed in investing in our employees so that they can invest in our communities. This year, we expanded our employees' digital access to our learning management system and empowered our employees to self-enroll in courses that enrich their professional knowledge and interests. This is a continuation of our efforts to enhance employee self-service options for managing benefits and training, which began in 2023 and is now fully realized for 100% of our active employees.

GreenWaste prioritizes forming strong, courageous teams where fresh and experienced perspectives come together to learn from each other as they innovate. That's why in 2024 we launched the My GreenWaste Idea initiative, where all employees are given a platform through a QR code to share their ideas for improvements across our lines of business. Empowering employees in every role to share in our innovation helps unite our workforce in pursuit of GreenWaste's mission to revolutionize how we transform the world's waste. As we say, **"If there's a better way, we use it. If there isn't, we'll invent it."**



Over 50 of our collection drivers were recognized by customers and community members in 2024 for their diligent and thoughtful service.

AVERAGE TENURE



OUR COMMITMENT TO TALENT

We are proud to have earned the loyalty and dedication of our people over the course of their time with us. Members of our overall workforce average more than eight years of tenure and form enduring connections in the communities where they are fixtures.

GreenWaste is my second home, my home away from home. I'm on my 29th year here at GreenWaste and we all work closely like family and I would love to retire here someday.

- Santiago Monarrez,
Environmental Safety Technician



In our 2024 employee engagement survey, employees expressed appreciation for supportive leadership, overall fairness and benefits, and a great work culture. Our employees' length of service speaks to GreenWaste's committed cultivation of an environment where growth, development, and wellbeing are celebrated at every level.



Inclusion at GreenWaste

GreenWaste is committed to empowering every GreenWaste employee to thrive at work; services we provide are strengthened when everyone has the support they need to bring their best to work and our communities.

GreenWaste has a long history of racial diversity in its workforce; since our baseline year, GreenWaste's overall workforce racial diversity has remained constant at 93%. Our consistent abilities to attract and retain talent demonstrate the effectiveness of our recruitment, onboarding, and internal development programs.

OVERALL REPRESENTATION IN 2024



KEY

- Hispanic/Latino (88.5%)
- White (7.0%)
- Asian (2.3%)
- Two or More Races (1.4%)
- Black (0.5%)
- Native Hawaiian or Pacific Islander (0.3%)

17%
gender diversity

83.1% identify as male
16.8% identify as female
0.1% were not specified



TALENT ON THE RISE

In 2024, we grew our internal internship program to offer more young professionals than ever access to training, mentorship, an expanded professional network, and insight into state-of-the-art industry practices. We are proud to extend high-growth opportunities to students and early career professionals in the communities we serve.

...From the beginning, when I just started working, I always looked at people who operated the machines and thought that one day I too could operate a machine like them. It wasn't easy for me, but I learned how to handle it. That's when they made me a lead. [Translated from Spanish]

- Victor Garibay,
Foreman





Safety

Our commitment to safety forms the foundation of everything we do.

In 2024, we continued to enhance our safety program with new targeted trainings, new technological investments, and new incident detection and response plans, all in service of our enduring promise to do what's right for our employees and our communities. For the second year in a row post-base-line, these efforts have yielded improvements in our safety metrics and have strengthened the integrity and teamwork displayed in our culture.

Our innovative and creative spirit is reflected in the health and safety measures we deploy. In 2024, we:

- Recognized employees who spoke up about near-miss incidents at our first annual “Good Catch” Recognition Awards.
- Celebrated our second annual Safety Week with simulator training, employee presentations, and appreciation lunches.
- Expanded onsite safety communications, including additional Lock Out Tag Out and equipment-specific Device Safety posters displayed on the safety walls of each relevant facility.
- Collected employee feedback on safety program management through an Employee Safety Survey and identified areas to increase communication and engagement.
- Standardized personal protective equipment (PPE) across all our facilities.
- Piloted AI pedestrian detection technology.

I love that GreenWaste cares about its people. This is demonstrated through the company's fierce commitment to safety.

- Eric Cissna,
General Manager of GreenWaste of Palo Alto

SAFETY TECHNOLOGY EXPANSIONS

In 2024, we deepened our investment in protective technologies to enhance safety onsite and in the field. Our long partnership with SensorZone expanded deployment to two new sites, enhancing our pedestrian detection mechanisms for dynamic environments. On the road, we piloted a VisionTrack AI solution for traffic visibility and incident recording, to aid in preventing collisions and reducing risk.





Community Engagement

Collaboration exists at the core of our commitment to our communities and to each other. We believe in being dependable, authentic, engaged neighbors to everyone we serve. To honor that commitment, here are some community projects and partnerships we supported in 2024:



9/11 DAY OF SERVICE

Members of our senior and executive leadership team joined nationwide volunteers for 9/11 Day's National Day of Service and Remembrance by preparing nutritious, non-perishable meals for families in need. Nationally, more than 8.6 million meals were sent to food banks and distributed to families and individuals facing food insecurity.

FLORIN PERKINS COMPOST DONATION

In the spring, our Florin Perkins Resource Recovery Facility donated 30 tons of compost made from organics derived from municipal solid waste to UC Davis for students studying drought to test the impact of compost on soil moisture content. Use of organic compost revitalizes soil by replenishing valuable nutrients and conserving water, which improves yields and reduces water demand.

CHRISTMAS IN THE PARK

We showcased our creative spirit at the City of San Jose's Christmas in the Park celebration with our GreenWaste Recovery Holiday Tree, made from 100% plastics recovered at our San Jose Material Recovery Facility. We are honored to give back to our community by participating in this annual San Jose tradition.

SAN JOSE AND SACRAMENTO ADOPT-A-HIGHWAY

GreenWaste officially adopted several sections of highways and roads outside our facilities, including the stretch of road leading to our GreenWaste Florin Perkins Resource Recovery Facility and two portions of highway outside the GreenWaste Zanker Resource Recovery Facility. Our care and stewardship helps preserve the health and beauty of the communities we serve.

CITY TOURS

GreenWaste prides itself on providing tours of our material recovery facilities to its municipal customers, their sustainability departments, and community organizations. GreenWaste hosted the City of Atherton for the first time in 2024, offering City staff a hands-on, practical experience with a waste and recycling processing facility.



GreenWaste offers 99% recycled-content collection carts to our customers, including our recent addition of Santa Clara County's East District.

PAINTING THE CITY GREEN

In 2024, we were proud to be the Zero Waste Sponsor for Palo Alto's Festival of the Arts. Throughout the weekend, we connected with over a thousand residents and community members about our electric trucks, recycling program, and recycled-content landscape materials. We are grateful to be members of our community and look forward to meeting more residents at future events!

Endnotes

- 1** See greenwaste.com/sustainability/esg-reporting/.
- 2** See greenwaste.com/sustainability/esg-reporting/ and globalreporting.org/standards/.
- 3** See greenwaste.com/sustainability/esg-reporting/ and sb-tcfd.org/recommendations/.
- 4** See greenwaste.com/sustainability/esg-reporting/ and sciencebasedtargets.org/standards-and-guidance.
- 5** See gresb.com/nl-en/.
- 6** See calrecycle.ca.gov/swfacilities/rdreporting/.
- 7** See recyclingcertification.org/certified-facilities/.
- 8** See greenwaste.com/privacy-policy/ and greenwaste.com/terms-of-service/.
- 9** Subject to supply chain availability.
- 10** Total renewable energy sold to the grid includes generation from our GreenWaste Renewable Energy Digestion Facility, as well as solar generation from our GreenWaste Zanker Resource Recovery Facility and our GreenWaste San Jose Regional Maintenance and Repair Facility.
- 11** The questionnaire provided to stakeholders included: *Question 1*: Please prioritize each of the following in relation to GreenWaste's business operations and services; and *Question 2*: Please rate the importance of each of the following to GreenWaste's potential impact on people, society, and/or the environment. Definitions provided were: *Circular Economy*: material management that maximizes resource recovery and minimizes waste. *Climate Change*: decarbonizing activities and strategizing for resilience in the face of a changing climate. *Operational Efficiency*: optimizing use of fuel, electricity, and other consumption in operations. *Land Use and Stewardship*: ensuring activities are compatible with a thriving and diverse natural world. *Water and Effluents*: responsible sourcing, consumption, and disposal of water resources. *Air Quality*: minimizing the emission of air pollutants like dust or fuel particulates from operations. *Environmental Innovation and Leadership*: developing and deploying new technologies and processes to advance sustainable resource recovery. *Supply Chain*: ensuring transparency, resiliency, and human rights in the supply chain. *Community Engagement*: social participation through events, sponsorships, volunteerism and educational outreach. *Community Health, Safety, and Environmental Justice*: being a good corporate neighbor to all communities affected by operations, regardless of background. *Political Con-*tributions and Advocacy: transparent and ethical political engagement, including the advocacy of legislation for societal good. *Employee Retention and a Culture of Inclusion*: celebrating employees and their contributions to a thriving company culture. *Workplace Health and Safety*: diligent practices that defend the safety and wellbeing of workers. *Labor Practices and Worker Welfare*: fairly engaging workers and representatives through consultation, negotiation, and offering reasonable notice for impactful operational changes. *Cybersecurity and IT Infrastructure Resilience*: proactively safeguarding customer data and transactions.
- 12** See greenwaste.com/sustainability/esg-reporting/.
- 13** Includes California Green Business Network criteria, LEED O&M, and other.
- 14** GreenWaste is not the intellectual property rights holder. See bluejeansgogreen.org.
- 15** See greenwaste.com/innovation/.
- 16** "Plastics #1-7" include PET, HDPE, LDPE, and PP. "Other Plastics" include rigid plastics, clamshell/thermoform plastics, and other plastics not already included in Plastics #1-7.
- 17** See omri.org.
- 18** Our recycling efforts avoided more than an estimated 897,000 mtCO₂e of emissions according to the EPA's WARM model.
- 19** Through the anaerobic digestion process and through the replacement of fossil-generated electricity in the grid, we avoided more than an estimated 21,000 mtCO₂e of emissions according to the CARB Organics Program Benefits Calculator.
- 20** By keeping organic waste out of the landfill, our compost products avoid an estimated nearly 97,000 mtCO₂e of emissions according to the CARB Organics Program Benefits Calculator.
- 21** TRIR, a/k/a Total Recordable Injury Rate, uses the number of recordable injuries as defined by OSHA and includes hours worked by contractors. It is calculated as the number of incidences x 200,000 divided by total hours worked.
- 22** LTIR, a/k/a Lost Time Injury Rate, uses the number of injuries that result in at least one missed day of work as defined by OSHA. It is calculated as the number of incidences x 200,000 divided by total hours worked.



GRI Content Index

GreenWaste has reported the information cited in this GRI content index for the period from January 1, 2024 to December 31, 2024 with reference to the GRI Standards. GRI 1: Foundation 2021 used.

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	Response
2-1	Organizational Details	
a.	Legal name	MIP V Waste, LLC dba GreenWaste
b.	Public or privately held & legal form of company	Privately held LLC
c.	Headquarters location	San Jose, CA
d.	Countries of operation	United States
2-2	Entities included in the organization's sustainability reporting	
a.	Entities included in ESG reporting	GreenWaste Recovery, LLC; Zanker Road Resource Management, LLC, Zero Waste Energy Development, LLC; G W Debris Services, LLC; GreenWaste of Palo Alto, LLC
b.	If entities in company's financial reporting (public only) are also included in ESG reporting or if not, explain differences	N/A
c.	If have multiple entities, explain approach used for consolidating ESG info including:	
c.i	Any adjustments for minority interests	N/A
c.ii	How data takes into account mergers, acquisitions, and asset sell-offs	N/A
c.iii	If approach differs across the GRI general disclosures and material topics	Our approach does not differ.
2-3	Reporting period, frequency and contact point (cont.)	
a.	Start/end dates of ESG reporting & frequency	Annual Reporting, from January 1, 2024 to December 31, 2024
b.	Financial reporting time period (public only)	N/A
c.	Publication date of ESG report	April 22, 2025
d.	Contact for questions about report	esg@greenwaste.com

GRI Content Index

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	Response
2-3	Reporting period, frequency and contact point	
d.	Contact for questions about report	esg@greenwaste.com
2-4	Restatements of information	
a.	Any restatements of information from previous reporting period. If no restatement, then state so.	2024 is GreenWaste's third year reporting with reference to GRI; no restatements of previous reporting are included.
a.i	The reasons for the restatements	N/A
a.ii	The effect of the restatements	N/A
2-5	External Assurance	
a.	External assurance policy including whether highest governance body (HGB) and senior executives (SE) are involved	
b.i	Link or reference to the external assurance report	
b.ii	Description of what has been assured, on what basis, assurance standards used, the level of assurance obtained, and any limitations	See Our Sustainability Program, pg 4 . Previous years' emissions reporting data has been externally verified by an independent third party. Data assurance for the 2024 reporting year is complete prior to publication.
b.iii	Description of the relationship between company and the assurance provider (level of independence)	
2-6	Activities, Value Chain and Other Business Relationships	
a.	The industry specific sector(s) in which we operate	562111: Collecting and/or hauling in combination with disposal of nonhazardous waste materials; 562920: Operating facilities for separating and sorting recyclable materials from nonhazardous waste streams and/or for sorting commingled recyclable materials; 562219: Nonhazardous waste treatment and disposal facilities; 325315 - Compost Manufacturing
b.	Description of value chain, including:	
b.i	Company activities, products, services, and markets served	
b.ii	Upstream activities/supply chain	See Facilities page for detailed activity and market information.
b.iii	Downstream entities including customers and distributors	
c.	Other relevant business relationships including business partners	

GRI Content Index

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	Response
2-6	Activities, Value Chain and Other Business Relationships (cont.)	
d.	Description of any significant changes from previous reporting period	See Facilities page for detailed activity and market information.
2-7	Employees	
a.	Total no. of employees, by gender, by region	1023 total full and part time, with 172 female permanent employees, 850 male permanent employees, and 1 permanent not specified. All employees are based in the United States. There is no demographic data available for 9 temporary employees.
b.i-v	No. of permanent, temporary, non-guaranteed hours, full-time & part-time employees, w/ breakdown by gender, by region	1023 permanent, including 2 regular part-time, all based in the United States. Breakdown not available for contracted and temporary employees.
c.	Methodologies and assumptions used to compile data	Relies on Employee Disclosure at time of hire.
c.i	Is data presented as head count or FTE or another methodology	Headcount.
c.ii	Whether data is presented at the end of reporting period, as avg across reporting period, or presented another way	Presented as of December 31st, 2024 (end of reporting period).
d.	Any contextual information needed to explain the data	
e.	Describe any significant fluctuations in no. of employees and reasons for fluctuations	N/A
2-9	Governance Structure and Composition	
a.	Describe governance structure including committees of the HGB	See Governance Updates, pg 5 . Board structured for six voting members, of which three are independent, and one non-voting member. The board included 40% gender and 60% ethnic diversity and only five (two independent) voting members at end of reporting period.
b.	List committees of the HGB that are responsible for decision-making and oversight of management of impacts on ESG	
c.	Composition of HGB and its committees by:	
c.i	Executive and non executive members;	
c.ii	Independence	
c.iii	Tenure of members	

GRI Content Index

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	Response
2-9	Governance Structure and Composition (cont.)	
c.iv	No. of other significant positions and commitments held by each member and the nature of the commitments	
c.v	Gender	
c.vi	Under-represented social groups	See Governance Updates, pg 5.
c.vii	Competencies relevant to the impact of GreenWaste	
c.viii	Stakeholder representation	
2-11	Chair of the highest governance body	
a.	Whether the chair of the HGB is also a senior executive (SE)	The Chair of the Board is not a senior executive of GreenWaste.
b.	If the chair is also a SE, explain their management function, the reasons for the arrangement, and how conflicts of interest are prevented and mitigated	N/A
2-12	Role of the highest governance body in overseeing the management of impacts	
a.	Describe role of the HGB and of SEs in developing, approving, and updating GreenWaste's purpose, value or mission statements, strategies, policies, and goals related to ESG	
b.	Describe role of the HGB in overseeing due diligence/other processes to identify and manage impacts of GreenWaste on ESG, including:	
b.i.	Whether and how the HGB engages with stakeholders	See Board of Managers Services Agreement.
b.ii.	How the HGB considers the outcomes of these processes	
c.	Describe the role of the HGB in reviewing the effectiveness of GreenWaste processes as described in 2-12 b., and report the review frequency	

GRI Content Index

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	Response
2-13	Delegation of responsibility for managing impacts	
	a. Describe how the HGB delegates responsibility for managing Green-Waste's impacts on ESG, including:	
	a.i. Whether the HGB has appointed any SEs with responsibility for the management of impacts	See Our Governing Policies on our website.
	a.ii. Whether the HGB has delegated responsibility for the management of impacts to other employees	
	b. Describe the process and frequency for SEs or other employees to report to the HGB on the management of the impacts on ESG	
2-14	Role of the highest governance body in sustainability reporting	
	a. Whether the HGB is responsible for reviewing and approving reported ESG info, including the material topics. If so, describe process for reviewing and approving ESG info	
	b. If the HGB is not responsible for reviewing and approving ESG info, including materials topics, explain reason	See Environment and Sustainability Committee Charter .
2-15	Conflicts of interest	
	a. Describe the processes for the HGB to ensure that conflicts of interest are prevented and mitigated	
	b. Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts related to:	
	b.i. Cross-board membership	
	b.ii. Cross shareholding with suppliers and other stakeholders	See Board of Managers Services Agreement .
	b.iii. Existence of controlling shareholders	
	b.iv. Related parties, their relationships, transactions, and outstanding balances	



GRI Content Index

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	Response
2-16	Communication of critical concerns	
a.	Describe whether/how critical concerns are communicated to the HGB	
b.	Report total no. and the nature of critical concerns that were communicated to the HGB during the reporting period	See Employee Handbook on our website. Three Red Flag reports were made during the reporting period, all of which were reviewed by the Board, investigated and resolved, or withdrawn.
2-21	Annual Total Compensation Ratio	
a.	Report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	7.15:1
b.	Report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	1.14:1
2-22	Statement on sustainable development strategy	
a.	Statement from the HGB or most SE about the relevance of ESG to GreenWaste and its ESG strategy	See Our 2023 Sustainability Program, pg 4.
2-23	Policy commitments	
a.	Describe policy commitments for responsible business conduct, including:	
a.i.	The authoritative intergovernmental instruments the commitments reference	See Our Governing Policies on our website.
a.ii.	Whether the commitments stipulate conducting due diligence	
a.iii.	Whether the commitments stipulate applying the precautionary principle	N/A
a.iv.	Whether the commitments stipulate respecting human rights	
b.	Describe its specific policy commitment to respect human rights, including:	See our Human Rights Policy.
b.i.	Internationally recognized human rights that the commitment covers	

GRI Content Index

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	Response
2-23	Policy commitments (cont.)	
b.ii	Categories of stakeholders, including at-risk or vulnerable groups, given particular attention to in the commitment	See our Human Rights Policy.
c.	Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain why	
d.	Report the level at which each of the policy commitments was approved within GreenWaste and if it is the most senior level	
e.	Report the extent to which the policy commitments apply to GreenWaste's activities and to its business relationships	See Our Governing Policies on our website.
f.	Describe how the policy commitments are communicated to workers, business partners, and other relevant parties	
2-24	Embedding policy commitments	
a.	Describe how policy commitments are embedded for responsible business conduct throughout GreenWaste's activities and business relationships, including:	
a.i.	How responsibility is allocated to implement the commitments across difference levels within GreenWaste	
a.ii.	How GreenWaste's integrates the commitments into organizational strategies, operational policies and operational procedures	See Our Governing Policies on our website.
a.iii.	How GreenWaste implements its commitments with and through the business relationships	
a.iv.	Training that the organization provides on implementing the commitments	
2-25	Process to remediate negative impacts	
a.	Describe commitments to provide for or cooperate in the remediation of negative impacts that GreenWaste identifies it has caused or contributed to	See Anti-Harassment, Non-Discrimination, and Anti-Retaliation in Employee Handbook.

GRI Content Index

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	
2-25	Process to remediate negative impacts (cont.)	
	b.	Describe the approach to identify and address grievances, including the grievances mechanisms that GreenWaste has established or participated in
	c.	Describe other processes by which GreenWaste provides for or cooperates in the remediation of negative impacts identified as having caused or contributed to
	d.	Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms
	e.	Describe how GreenWaste tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback
2-26	Mechanisms for seeking advice and raising concerns	
	a.	Describe the mechanism for individuals to:
	a.i.	Seek advice on policies and practices for responsible business conduct
	a.ii.	Raise concerns about the GreenWaste's business conduct

[See Anti-Harassment, Non-Discrimination, and Anti-Retaliation in Employee Handbook.](#)

[See Anti-Harassment, Non-Discrimination, and Anti-Retaliation in Employee Handbook.](#)

GRI Content Index

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	
2-28	Membership association <p>a. Report industry associations, other membership associations, and national or international advocacy organizations in which GW participates in a significant role</p>	<p>In California, we are currently members of:</p> <ul style="list-style-type: none"> California Compost Coalition (CCC) California Resource Recovery Association (CRRA) Resource Recovery Coalition of California (RRCC) Northern California Recycling Association (NCRA) California Landscape Association The Power Inn Alliance <p>Nationally, we are members of:</p> <ul style="list-style-type: none"> Solid Waste Association of North America (SWANA) Construction & Demolition Recycling Association (CDRA) Carpet America Recovery Effort (CARE) U.S. Green Building Council (USGBC) US Composting Council Recycling Certification Institute (RCI) National Stewardship Action Council
2-29	Approach to stakeholder engagement <p>a. Describe approach to engaging with stakeholders, including:</p> <p>a.i. The categories of stakeholders it engages with, and how they are identified</p> <p>a.ii. The purpose of the stakeholder engagement</p> <p>a.iii. How GW seeks to ensure meaningful engagement with stakeholders</p>	<p>See Our Sustainability Program, pg 4.</p>
3	Material Topics 2021 <p>3-1 Process to determine material topics</p> <p>3-2 List of Material Topics</p>	<p>See Double Materiality Assessment, pg 8.</p>



GRI Content Index

GRI 200: Economic

Disclosure Number	Disclosure Title	Response
205	Anti-Corruption 2016	
205-1	Operations assessed for risks related to corruption	
205-2	Communication and training about anti-corruption policies and procedures	See Anti-Corruption Policy.
205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption were reported.
206	Anti-Competitive Behavior 2016	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None.

GRI 300: Environmental

Disclosure Number	Disclosure Title	Response
301	Materials 2016	
301-1	Materials used by weight or volume	
301-2	Recycled input materials used	
301-3	Reclaimed products and their packaging materials	In 2024, we sold more than 166,000 tons of compost and more than 21,000 tons of mulch to our customers across California. See Circularity: Recovery & Diversion, pg. 14.
302	Energy 2016	
302-1	Energy consumption within the organization	442,484.8 GJ consumed, with 363756.9 GJ coming from renewable sources. 53914.7 GJ were devoted to electricity, heating, and/or cooling.
302-2	Energy consumption outside the organization	

GRI Content Index

GRI 300: Environmental

Disclosure Number	Disclosure Title
302-3	Energy intensity
303	Water and Effluents 2018
303-1	Interactions with water as a shared resource
	Our water is primarily drawn from onsite wells or third-party sources. We use recycled water at several of our sites for truck washes, dust suppression, and process applications, including runoff collected in detention basins for re-use. GreenWaste complies with applicable regulations for responsible water use.
303-2	Management of water discharge-related impacts
	Facilities with permits for discharge monitor for priority substances according to permit and regulatory requirements. Our staff is trained to identify, respond to, and prevent leaks or potential leaks.
303-3	Water withdrawal (Ml)
	405 Ml withdrawn overall. 222 Ml withdrawn from groundwater and the rest from third parties.
303-4	Water discharge (Ml)
	4 Ml of metered discharge under wastewater permit, including 2 Ml to sewer and 2 Ml to offsite disposal. Metering of stormwater discharge is not required.
304	Biodiversity 2016
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas
	Our GreenWaste Zanker Resource Recovery Facility is located adjacent to the Don Edwards San Francisco Bay National Wildlife Refuge, which contains sensitive marshland and ongoing shoreline restoration projects.
304-2	Significant impacts of activities, products and services on biodiversity
	GreenWaste complies with environmental regulation regarding the construction, maintenance, and operations of our facilities in proximity to this site. There were no negative impacts attributed to our operations during the reporting period.
304-3	Habitats protected or restored
	We partner with the San Francisco Bay Bird Observatory to support their restoration projects along the San Francisco Bay salt marsh environments. They have used our soil amendments to restore critical tidal marsh - upland ecotone habitat for endangered species. The amendments we provide improve soil quality, moisture retention, and resistance to invasive plant seeds, which enables our partners to invest more in seeding and planting restorative native plants. Additionally, we cooperate with USDA APHIS as it conducts onsite predator management to minimize predation on species in neighboring protected areas.
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations
	Our operations have not been shown to affect the habitats of the sensitive species.



GRI Content Index

GRI 300: Environmental

Disclosure Number	Disclosure Title	
305	Emissions 2016	
305-1	Direct (Scope 1) GHG emissions	
305-2	Energy indirect (Scope 2) GHG emissions	See Growth & Impact: The Road to Decarbonization, pg. 9.
305-3	Other indirect (Scope 3) GHG emissions	
305-4	GHG emissions intensity	0.0049 tCO2e/ton of recovered material
305-5	Reduction of GHG emissions	See Growth & Impact: The Road to Decarbonization, pg. 9.
305-6	Emissions of ozone-depleting substances (ODS)	
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not currently calculated.
306	Waste 2020	
306-1	Waste generation and significant waste-related impacts	
306-2	Management of significant waste-related impacts	See Circularity: Recovery & Diversion, pg. 13. 1,265,140 tons of waste were diverted and 525,139 tons were disposed prior to end-market processing. After end-market processing, an additional 144,421 tons were disposed.
306-3	Waste generated	
306-4	Waste diverted from disposal	
306-5	Waste directed to disposal	



GRI Content Index

GRI 400: Social

Disclosure Number	Disclosure Title	Response
401	Employment 2016	
	401-1 New employee hires and employee turnover	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	See Access and Inclusion at GreenWaste, pg 16 . There were 38 net fewer employees and a 17.4% turnover rate in 2024. Use of parental leave benefits are not currently tracked.
	401-3 Parental leave	
403	Occupational Health and Safety 2018	
	403-1 Occupational health and safety management system	
	403-2 Hazard identification, risk assessment, and incident investigation	
	403-3 Occupational health services	
	403-4 Worker participation, consultation, and communication on occupational health and safety	
	403-5 Worker training on occupational health and safety	See our General Safety Policy and Life Saving Rules .
	403-6 Promotion of worker health	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	
	403-8 Workers covered by an occupational health and safety management system	
	403-9 Work-related injuries	No fatalities. Employees and temps/contractors worked a total of 2,419,490 and 63,094 hours respectively. TRIR: 2.07 per 200,000. Injuries and work-related ill health are counted in combination.
	403-10 Work-related ill health	



GRI Content Index

GRI 400: Social

Disclosure Number	Disclosure Title	
405	Diversity and Equal Opportunity 2016	
	405-1 Diversity of governance bodies and employees	See Access and Inclusion at GreenWaste, pg 16. Our employees fall into the following age groups: 18-24: 100, 25-34: 254, 35-44: 259, 45-54: 228, 55+: 189.
413	Local Communities 2016	
	413-1 Operations with local community engagement, impact assessments, and development programs	
	413-2 Operations with significant actual and potential negative impacts on local communities	See Community Engagement, pg 18.
418	Customer Privacy 2016	
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	None.