

WASTE CONNECTIONS: ESG HIGHLIGHTS



Introduction of 15-year, aspirational targets in 2020 with \$500 million commitment towards achievement

50% increase to emissions offsets	50% increase to resource recovery	40% increase to biogas recovery	50% of leachate processed on-site
25% reduction in incident rate (safety)	Continuous improvement in voluntary turnover	Continuous improvement in Servant Leadership scores	

Environmental Highlights:

- Net Negative Carbon Footprint (offsets >3.2x emissions)
- Lowest emissions intensity in industry
- Alternate fuels: 13% CNG, pursuing EV
- Processes and technology to reduce emissions and increase offsets from operations, including recycling and biogas facilities

Social Highlights:

- Safety => OSHA record better than industry average
- Servant Leadership and Culture a differentiator
- \$15 USD / \$16 CAD min. wage target introduced in 2020
- \$50 million in frontline support since pandemic

Governance Highlights:

- Board of Directors oversight for ESG targets as well as monitoring and implementing diversity policy
- Management compensation incorporates progress against ESG targets
- Environmental, Human Rights and Cybersecurity Policies