White Paper: Our Commitment to Sustainability – Waste Resource Management (WRM)

Executive Summary

Waste Resource Management (**WRM**) and its subsidiaries prioritize responsible environmental practices by implementing technologies and methods to help our clients divert waste from landfills. We are committed to minimizing our environmental impact and regularly evaluate new initiatives to improve our operations with that objective in mind. We also aim for strong performance in aspects of sustainability related to social matters and company governance. Through our sustainability program, **WRM** seeks to communicate our priorities, measure and improve performance, and achieve business success and better outcomes for our customers and other stakeholders.

Introduction

At **WRM**, sustainability is more than a goal - it is a core value. We take our responsibility to the planet seriously and continually seek new ways to operate in an environmentally and socially responsible manner. Our program focuses on measurable priorities that align with our business success and stakeholder expectations.

WRM's sustainability program will continue to be developed and refined to meet the expectations and needs of our employees, customers, and other stakeholders. We outline some of our current priority areas and related objectives below:

Sustainability Priorities and Objectives

1. Resource Management

A key aspect of **WRM**'s business is the recycling of materials extracted from wastes processed at our plants. These processes lead to renewable energy product inputs (e.g. biodiesel), composted material used for landscaping, and ingredients for animal feed and animal health compounds ingredients.

Objective:

- In 2025, **WRM** recycled **275,000,000 gallons** of wastewater, and we aim to exceed this performance annually.

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2. Health and Safety

We prioritize the health and safety of our employees, at our facilities and on the road, and take pride in remaining a safe work environment. The health and safety of our employees, including those working at our plants and driving, is a top priority, and our health and safety program reflects this focus. We track the number of fatalities, lost time injuries, total recordable industries, and training completion rate across our organization.

Objectives:

- Maintain injury rates below industry averages
- Ensure all employees complete 100% of required health and safety training
- Track and report fatalities, lost-time injuries, and recordable incidents

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3. Diversity, Equity, and Inclusion (DEI)

WRM is committed to fostering an inclusive workplace. **WRM** tracks its workforce diversity and retention and voluntary and involuntary turnover rates and has established several employee engagement mechanisms.

Objectives:

- By 2030, workforce diversity and turnover rates will meet or exceed industry averages
- Ensure all employees receive a living wage
- By 2027, 100% of managers complete annual training on inclusive leadership

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4. Business Ethics and Professionalism

Operating with integrity is non-negotiable at **WRM**.

Objectives:

- Investigate all ethics-related reports within 48 hours
- Provide annual ethics training to 100% of employees

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5. ESG Governance

WRM's leadership ensures that ESG matters are appropriately prioritized, prepare relevant KPIs related to goals and objectives, and regularly report ESG performance to the Board. Employees in leadership positions shall ensure that their team is familiar with **WRM**'s ESG strategy, and the priorities set forth herein are appropriately incorporated into team training, processes, and goals.

Objectives:

- Prepare and report ESG KPIs quarterly to the Board

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6. Regulatory Compliance

WRM's operations are subject to regulations related to environmental, occupational health and safety, transportation, and other matters. **WRM** strives for full compliance with applicable compliance obligations.

Objective:

- Zero regulatory compliance violations

Conclusion

WRM's sustainability program is a living framework, evolving to meet stakeholder expectations and industry standards. Through innovation, accountability, and collaboration, we aim to lead in environmental stewardship, social performance and corporate responsibility.