



WASTE CONNECTIONS
Connect with the Sustainable Future



2024
**SUSTAINABILITY
REPORT**



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About Waste Connections

Waste Connections (wasteconnections.com) is an integrated solid waste services company that provides non-hazardous waste collection, transfer and disposal services, including by rail, along with resource recovery primarily through recycling and renewable fuels generation. The Company serves approximately nine million residential, commercial and industrial customers in mostly exclusive and secondary markets across 46 states in the U.S. and six provinces in Canada. Waste Connections also provides non-hazardous oilfield waste treatment, recovery and disposal services in several basins across the U.S. and Canada, as well as intermodal services for the movement of cargo and solid waste containers in the Pacific Northwest.

About This Report

Waste Connections is committed to transparent disclosure of our sustainability progress. This annual Sustainability Report covers our performance for the calendar year 2023, unless otherwise noted, and references relevant reporting frameworks, including the Task Force on Climate-Related Financial Disclosures (TCFD), the Sustainability Accounting Standards Board (SASB) Waste Management Standards, the Global Reporting Initiative (GRI) Standards, and the U.N. Sustainable Development Goals (SDGs).

This annual sustainability report details our progress on sustainability targets, initiatives, and long-term goals (available as a PDF). Our [Sustainability Data Hub](#) offers key performance data over the past three years, including data tables and appendices from relevant reporting frameworks, and an archive of past reports.





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2024 LETTER FROM THE CHIEF EXECUTIVE OFFICER

Thank you for your interest in Waste Connections and our sustainability-related objectives, which we consider integral to our business and aligned with our focus on value creation for all stakeholders. In this annual update, you will read about our vision to **Connect with the Sustainable Future** — how we put sustainability into practice.

We are pleased to be on track to achieve our long-term aspirational targets, including a 40% reduction in emissions intensity since 2019. We will continue to raise the bar by evaluating our annual progress and making forward-looking investments, such as our recent introduction of fully electric garbage trucks being tested in New York City. Our targeted efforts **Serve Our People** through employee engagement, **Serve the Planet** by expanding our contributions within the circular economy, and **Serve Our Communities** through WCN Cares, which provides ongoing philanthropy, volunteering and community support.

We recognize the dedication of our 24,000 employees in driving our 2023 results, most notably in safety incident rates and in voluntary turnover, both of which stepped down in 2023, with momentum for continued improvement in 2024. Additionally, we expanded our resource recovery in 2023 through increases in recycling and biogas recovery with beneficial use, including from

our portfolio of new renewable natural gas (RNG) facilities under development at our landfills.

At Waste Connections, we are always looking ahead — **Connecting with the Sustainable Future** — as we implement a strategy that has served us well for over 27 years. We encourage you to learn more about our ongoing efforts towards initiatives to benefit the environment and the communities we have the privilege to serve, empower and engage our employees, while also driving growth and value creation for our shareholders.

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

Ronald J. Mittelstaedt
President and Chief Executive Officer



2023 HIGHLIGHTS

11.2%
revenue growth

+70
basis points
Adjusted EBITDA¹
margin expansion

22%
improvement in
voluntary turnover

7%
improvement in safety
(incident rate)

41%
reduction in
emissions intensity
from 2019 baseline

13.5%
total shareholder
return²

¹ Non-GAAP measure. See Non-GAAP Measures on pages 74–76 of our Annual Report on Form 10-K for the year ended December 31, 2023.

² Total Shareholder Return “(TSR)” defined as profit generated from all share appreciation and dividends. Source: FactSet financial data and analytics and historical dividends.



HIGHLIGHTS

Environmental, social and governance (ESG) objectives are integral to our strategy to drive value creation for all stakeholders.

 PEOPLE	22% improvement in voluntary turnover in 2023	Total Recordable Incident Rate (TRIR) record 50% better than industry average	25% increase in trainings offered in 2023	>2,000 commercial driver in-house training capacity
 PLANET	41% improvement in emissions intensity since 2019	Operational offsets exceed our emissions by >4x	\$500M commitment to sustainability objectives, including \$200 million toward RNG plants	>90M gallons of PFAS removal capacity from leachate
 COMMUNITY	>\$2M raised at 2024 WCN Golf Classic for Kids	>10,000 bikes and helmets delivered to children in 2023	~\$7M in total charitable donations in 2023	Opened the Sustainability Campus at Champ Landfill
 GOVERNANCE	Board of Directors provides oversight of ESG targets	ESG targets incorporated into management compensation	50% Board diversity by gender and ethnicity	~40% Board member refreshment in last five years

OUR JOURNEY

2018	<ul style="list-style-type: none">• Introduced Sustainability Report• Disclosed GRI framework with Scope 1, 2 and 3 data
2019	<ul style="list-style-type: none">• Added Diversity Policy• Added SASB framework
2020	<ul style="list-style-type: none">• Introduced ESG targets with Board oversight• Committed \$500M to achievement of targets• Appointed VP — Engineering & Sustainability
2021	<ul style="list-style-type: none">• Incorporated ESG targets into management compensation• Expanded disclosure of Environmental, Human Rights and Cybersecurity policies
2022	<ul style="list-style-type: none">• Added new emissions targets seeking an absolute reduction and further improvement in emissions intensity• Added TCFD framework• Disclosed EEO-1 data• Introduced Sustainability Data Hub
2023	<ul style="list-style-type: none">• Doubled Scope 1 and 2 emissions reduction target to 30%• Initiated Science-Based Target initiative (SBTi) review• Achieved Board gender diversity target of 30%
2024	<ul style="list-style-type: none">• Commenced operation of several RNG plants and one advanced recycling facility• Delivered first electric vehicles• Opened Sustainability Campus at Champ Landfill



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SUSTAINABILITY TARGETS





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SUSTAINABILITY TARGETS & PROGRESS

At Waste Connections, our commitment to value creation includes a strategic focus on ESG priorities, clear communication of our progress, and a \$500 million investment towards our long-term aspirational targets, which we believe we are on track to achieve. Since the Company’s inception in 1997, we have been pursuing many of these same priorities, which are integral to our ongoing success.



\$500M
investment to
achieve our targets

Our Sustainability Working Group provides oversight and ongoing reviews of our targets to evaluate progress and consider updates to existing objectives. Execution toward our environmental targets is overseen by our Vice President — Engineering and Sustainability who, among other senior executives, regularly updates our Board of Directors on sustainability-related matters. Progress toward our 15-year aspirational targets is a component of management compensation and is reviewed by our Board of Directors.

As an environmental services company, Waste Connections believes that protecting the planet is integral to our business. We are committed to managing and growing our business responsibly while minimizing our impact on the environment and the communities we are privileged to serve. Our environmental objectives emphasize operating compliance, reduction in Scope 1 and 2 emissions, expansion of resource recovery and beneficial reuse, driving resource efficiency, incorporating biodiversity into site closure plans, and ongoing communication and collaboration with key stakeholders.

Our results demonstrate the effectiveness of our efforts, with Scope 1 and 2 emissions declining 13% from our 2019 baseline year despite a nearly 50% increase in revenues, resulting in a 41% reduction in emissions intensity over the same period. Our recycling and biogas recovery efforts, use of alternative fuel vehicles and permanent sequestration of carbon in our landfills resulted in avoided emissions that exceeded our operational emissions by approximately 4x in 2023.

We see significant runway to further strengthen environmental performance by emphasizing environmental stewardship and executing our sustainability objectives, including through new RNG plants at our landfills and the introduction of our first electric vehicles.



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Progress on Our Targets

EMISSIONS

GOAL

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

✓ On Track

Emissions

Measured in MT CO₂e (mil)

2019	6.06
2020	5.66
2021	5.65
2022	4.86
2023	5.29
2033	4.24

EMISSIONS INTENSITY

GOAL

Continuous improvement in emissions intensity

✓ On Track

Emissions intensity

Measured in MT CO₂e/\$M revenue

2019	1,125
2020	1,040
2021	919
2022	674
2023	660
2033	

RECYCLING

GOAL

50% increase in tons recycled

✓ On Track

Recycling

Measured in tons (mil)

2018	1.54
2019	1.70
2020	1.78
2021	1.84
2022	2.18
2023	2.21
2033	2.31

BIOGAS RECOVERY

GOAL

40% increase in biogas recovery

✓ On Track

Biogas recovery

Measured in standard cubic feet (bil)

2018	26.2
2019	26.6
2020	28.5
2021	29.2
2022	29.0
2023	30.1
2033	36.7

LEACHATE

GOAL

50% of leachate processed on-site

✓ On Track

Leachate processed on-site

Measured in percentage

2018	32.4
2019	32.7
2020	37.2
2021	37.6
2022	39.3
2023	37.4
2033	50.0

SAFETY

GOAL

25% reduction in incident rate

✓ On Track

Incident rate

Measured in incidents per 200,000 work hours

2018	17.04
2019	17.35
2020	15.16
2021	15.15
2022	15.62
2023	14.52
2033	12.78

EMPLOYEE RETENTION

GOAL

Continuous improvement in employee voluntary turnover

✓ On Track

Voluntary turnover

Measured in percentage

2018	17.8
2019	17.8
2020	14.6
2021	21.1
2022	21.4
2023	16.7
2033	

EMPLOYEE ENGAGEMENT

GOAL

Continuous improvement in Servant Leadership scores

✓ On Track

Servant Leadership survey results

On a scale of 1-5

2018	4.11
2019	4.13
2020	4.21
2021	4.24
2022	4.25
2023	N/A ¹
2033	

¹ The Servant Leadership survey was revamped in 2023 and not comparable to prior years.



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SERVING OUR PEOPLE





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EMPLOYEE ENGAGEMENT

At Waste Connections, we believe that our track record of differentiation and outperformance results from our emphasis on human capital and our long-standing view that **Culture Matters**.

Our Servant-leadership-based philosophy fosters a culture that emphasizes relationships, diversity of opinions, safety and accountability. As our company — and our base of approximately 24,000 employees — grows, we remain intentional with our culture and are doubling down on our commitment to human capital, including leveraging new initiatives such as our in-house training programs to drive continuous improvement in employee engagement, retention and safety.



CULTURE MATTERS AT WASTE CONNECTIONS

At Waste Connections, we take proactive steps to ensure our culture aligns with our Operating Values. Our focus on Servant Leadership encourages leaders to invest in helping our people grow and develop while promoting a culture that supports one another and the communities we serve.

OPERATING VALUES:

- Safety
- Integrity
- Customer Service
- To Be A Great Place To Work
- To Be The Premier Waste Services Company



2024 CULTURE & ENGAGEMENT HIGHLIGHTS



>40%
improvement in
voluntary turnover
from mid-2022

- | | |
|--|---|
| → Significantly expanded in-person and virtual training programs, including Servant Leadership classes | → Introduced updated employee engagement survey, “WCN Listens” with over 90% response rates |
| → Opened in-house commercial driver’s license (CDL) schools to upskill existing and new employees; partnered with a diesel technician program, with scholarships available for employee dependents | → Furthered growth in employee wages and benefits, including continued expansion of the WCN Scholarship Program |



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Servant Leadership: A Differentiated Approach

Since 2006, Servant Leadership has defined and differentiated our organization. As a management concept, Servant Leadership inverts the traditional hierarchy, positioning leaders to serve their employees both professionally and personally. The philosophy empowers employees, prioritizing their needs and encouraging shared responsibility for personal and professional development.

Waste Connections’ leadership development efforts include multi-day Servant Leadership training sessions, district management trainings, and leadership webinars on a variety of topics. Employees throughout the organization have access to additional safety, sales, maintenance, operations and financial training courses.

We look to continually raise the level of accountability and reward leaders that embrace Servant Leadership by soliciting employee

feedback through participation in annual manager evaluations on an anonymous basis. The “WCN Listens” survey was introduced in 2023 to provide greater specificity and expanded to incorporate additional manager positions. It has been positively received, with response rates exceeding 90%. Survey scores are incorporated into management compensation plans, along with several other metrics, including talent development and safety.

480
total training
sessions in 2023

96%
of employees
participated in
training in 2023

770
employees participated
in 38 dedicated Servant
Leadership trainings

AWARD WINNING CULTURE

We are proud to have received several recent Comparably awards, which are employee-nominated and based on direct feedback from employees — a testament to our intentional culture.

- Best Career Growth 2023 & 2024** (Large Companies)
- Happiest Employees 2023 & 2024** (Large Companies)
- Best Company Perks & Benefits 2023 & 2024** (Large Companies)
- Best Company Work-Life Balance 2024** (Large Companies)
- Best Leadership Teams 2024** (Large Companies)
- Best Company Culture 2023** (Large Companies)
- Best CEOs 2023** (Large Companies)
- Best CEOs for Diversity 2023** (Large Companies)
- Best Company for Diversity 2023** (Large Companies)
- Best CEOs for Women 2023** (Large Companies)
- Best Company for Women 2023** (Large Companies)





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Employee Retention & Engagement

22%
reduction in voluntary turnover
in 2023 and down an additional
20% through September 2024

At Waste Connections, we believe that investing in employee training and development, nurturing relationships, and maintaining accountability across the organization will continue to improve retention metrics through increased employee engagement.

Voluntary turnover declined by 22% in 2023 and has continued to improve in 2024, with an additional 20% decline reported through September. We anticipate that lower voluntary turnover should translate into further improvements in employee engagement, safety metrics, profitability and customer satisfaction. To achieve this, we have expanded our technology offerings for recruiting to widen the candidate pool to hire the best applicants, augmented training for new supervisors, and opened two in-house driving schools in order to upskill current and prospective employees — a program that results in higher employee retention.





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EMPLOYEE EXPERIENCE

Throughout the employee journey, we are committed to creating a distinct Waste Connections experience that is emblematic of our culture.

We are constantly innovating and personalizing interactions of candidates and employees through the utilization of AI-based technology, customized employee development, individualized well-being benefits, and enhanced employee feedback tools. From onboarding to ongoing professional growth, we strive to ensure that every employee feels engaged, challenged and supported.

Hire & Engage

AI-driven talent acquisition platform; dedicated field-based recruiting and onboarding with company-provided training

Support & Retain

Employee feedback software; field-based retention-focused activities, including safety competitions

Train & Develop

Commercial driver centers to upskill and train existing and new potential employees; frontline supervisor development; robust learning management system (LMS) content complemented by in-person classroom sessions

Care & Connect

Robust benefit plans with individualized wellness; scholarship programs for employee dependents; Employee Relief Fund; volunteerism and community support

ADVANCING SUSTAINABILITY

EMBRACING SAFETY WITH EQUIPMENT RODEOS

Equipment Rodeos have been part of our culture for years and are a way to reward and recognize drivers, equipment operators and maintenance professionals that embody our first Operating Value — Safety. In a family-centric environment, participants showcase their physical and technical skills to demonstrate proficiency and compete against their peers. Competition begins at the district level and advances through division and region, culminating in the WCN International Rodeo.



Supporting Employees in Need

\$2.5M
total funds deployed benefiting 400 Waste Connections employees

Waste Connections’ Employee Relief Fund (ERF) helps employees and their families in the event of significant financial hardship following a natural disaster or other catastrophic event. Contributions from Waste Connections employees and vendors help beneficiaries pay for essential living expenses, such as food, clothing, utilities, temporary housing, property repairs, and other basic necessities. Since its inception in 2017, the Employee Relief Fund has benefited approximately 400 Waste Connections employees with total funds deployed exceeding \$2.5 million.

Waste Connections Scholarship

\$2.25M
total scholarship commitment

The Waste Connections scholarship program helps employees’ children achieve their vocational, technical and university education goals. The scholarship program awards renewable scholarships to children of Waste Connections’ employees based on academic record, demonstrated leadership, participation in school activities, work experience, career goals and family circumstances. An impartial third party identifies scholars, who receive \$2,500 each per academic year for up to four years. Now in its fifth year, the program has awarded over \$1 million in scholarships to 222 scholars with a total commitment of up to \$2.25 million.



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EMPLOYEE TRAINING & DEVELOPMENT

Learning opportunities benefit our workforce both personally and professionally and are a cornerstone of our culture. Our LMS offers mobile, tablet or desktop-based access to a robust library of learning and development resources. Content is continuously expanding, with required training sessions covering topics including safety, code of conduct and ethics, antitrust basics, harassment prevention, discrimination education, diversity and inclusion, consumer privacy, and cybersecurity.

Our training offerings expanded by 25% in 2023, with employee participation in live or virtual training sessions up nearly 40% from the prior year to almost 100% of Waste Connections employees. We look forward to further expanding educational content through our LMS and continuing to grow classroom-based training, which not only fosters employee development but also builds relationships and spreads culture.

Featured Training Programs

Personal Development Series

In addition to regulatory, safety and cultural training sessions, we introduced a number of courses to support personal development, including "Emotional Intelligence" and "Situational Leadership". These courses are applicable to both professional and personal life with an eye toward development in line with our values.

Culture Matters

Given our significant growth, we introduced the "Culture Matters" course during the onboarding process. Curriculum includes Waste Connections' history, our five Operating Values including our approach to safety and Servant Leadership key principals.

Frontline Supervisor Training

Supervisors play a critical role in our organization. Given their interaction with our frontline employees, they are uniquely positioned to consistently communicate our objectives, uphold our Operating Values, and model our company culture. Our "Frontline Supervisor Training" course focuses on communication and values-based decision-making.

Business Acumen

The "Business Acumen" financial training links to Waste Connections' strategic priorities. Available as a six-hour online workshop or a three-day in-person session, this program aligns operational efforts with corporate strategy and focuses on the development of the five business drivers: cash, profit, assets, growth and people.

Code of Conduct Training

All directors, officers, managers, and supervisor, sales and administrative employees receive training on our Code of Conduct and Ethics upon hire and at least once three years thereafter. We provide more frequent and additional training on our Code of Conduct and Ethics upon material changes to the Code or as needed to address applicable rules, regulations or potential patterns of unethical behavior.

Cybersecurity Training

We require all employees with cybersecurity risk exposure to complete a five-part training course designed to improve employee cybersecurity awareness and educate users on today's threats. We also provide digital courses that focus on phishing awareness and common cybersecurity attacks.

ADVANCING SUSTAINABILITY

TRAINING & UPSKILLING COMMERCIAL DRIVERS

North Carolina and Texas

Waste Connections CDL training programs in Gastonia, North Carolina and Houston, Texas are strengthening our pipeline of prospective commercial drivers and providing existing employees with opportunities to improve their skills, fostering improved morale and employee loyalty. Read more [here](#).





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EMPLOYEE SAFETY

Reinforcing Our First Operating Value: Safety

We understand our responsibility to our employees, customers and the communities we serve to reduce incidents and ensure safety. Safety is a shared responsibility among all employees, and we employ a behavior-based approach rooted in our commitment-driven Servant Leadership culture. This distinctive approach not only rewards success, it enforces accountability, holding both employees and leaders responsible for any unsafe behavior.

To complement our Servant Leadership-driven philosophy, we utilize technology-based tools to generate employee risk-profile rankings. These rankings promote clear communication and behavior-based coaching, which are monitored and evaluated. We believe this approach is key to our superior safety metrics compared to the solid waste industry average. It also explains how we have consistently managed to reduce safety incidents at newly acquired companies by over 50% within the first year of operations.

While our culture and behavior-based approach are key to our successful safety record, technology is also an important tool in identifying and addressing risky behaviors through coaching opportunities. With our \$10

million fleetwide upgrade of our onboard camera systems complete, we are harnessing the technology to identify risky behavior. We actively track manager coaching effectiveness and reward employees who regularly exhibit safe behavior and live by our first Operating Value.

As a result of lower voluntary turnover and our proactive approach to parting with employees who consistently exhibit unsafe behavior, our incident rate through September 2024 is down 13% from 2022 levels, including a 7% improvement in 2023.



13%
incident rate
improvement
from 2022 levels





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EMBRACING DIVERSITY

At Waste Connections, we are committed to building and developing diverse teams that function in an environment of mutual respect, where all employees feel included and empowered to contribute. Disclosures on our workforce composition can be found in our [Equal Employment Opportunity Report \(EEO-1\)](#).



To promote and strengthen diversity and inclusion, we have launched several initiatives, including the adoption of a formal Diversity Policy for our Board of Directors and senior management, as well as the establishment of employee resource groups to foster an inclusive workplace.



Employee Resource Groups at a Glance WOMEN'S NETWORK

- Membership**
The Women's Network has grown to an impressive 2,300+ members, reflecting our commitment to empowering women within the Company.
- Personal Development**
The Women's Network is on its third year of a mentorship program and offers learning opportunities for professional development.
- Charitable Events**
Highlights include our Canadian members raising C\$10,000 for breast cancer awareness and our Washington chapter organizing a food drive that supported over 550 children.



Employee Resource Groups at a Glance S.E.R.V.E. NETWORK SUPPORT, EMPOWER, AND RETAIN VETERAN EMPLOYEES

- Membership**
We are approaching 1,000 members in our veteran community, reflecting our ongoing dedication to those who have served.
- Personal Development**
The S.E.R.V.E. Network offers guest speaker events, mentorship opportunities, and assistance in navigating numerous veteran-related benefits and opportunities.
- Charitable Events**
Our Network in Wichita, Kansas donated \$7,000 worth of food to a shelter benefiting homeless veterans, and our Denver, Colorado chapter contributed nearly 15,000 food items to the Bill Daniels Veteran Service Center.



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DECARBONIZING OUR OPERATIONS

Waste Connections recognizes the connection between emissions and climate change. Collecting and responsibly handling our customers’ solid waste, along with the natural biodegradation of certain waste streams within a landfill, results in emissions. We are committed to mitigating these emissions while expanding operational activities that reduce GHG emissions — specifically through increased recycling and beneficial use of landfill gas.

The largest sources of emissions in our operations are where our customers’ putrescible waste breaks down over time. We actively work to recover and beneficially use landfill gas through collection and control systems. In order to reduce fugitive emissions and make further progress toward our goal of reducing total Scope 1 and 2 emissions by 30%, we plan to increase the use of temporary cover systems to encapsulate gas for beneficial use, modernize and expand existing gas collection

systems, and install new systems, often ahead of regulatory requirements.

Where feasible, we beneficially convert landfill gas to electricity or RNG that can be added to the grid or injected into gas transmission pipelines, offsetting the use of fossil-derived fuel sources. Expanding our RNG sites is good for our business and the environment and is integral to achieving our emissions reduction target.

13%
decline in Scope 1
and 2 emissions from
2019 baseline year

41%
reduction in
emissions intensity
from 2019 baseline

>4x
operational offsets
exceed our emissions





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In 2023, our Scope 1 emissions increased from the prior year, due primarily to acquisitions, temporary impacts at certain other sites and preparations for new RNG facilities which resulted in a non-recurring increase at several sites. Normalizing for these impacts, our Scope 1 and 2 emissions declined by 2% versus 2022 levels. Moreover, since 2019 our total emissions have declined by 13%, and emissions intensity has declined by over 40%. Based on our progress to date and our strategic initiatives aimed at driving further reductions, we are confident that we are on track to meet our long-term aspirational target.

The challenges associated with landfill emissions methodology are a key factor in our exploration of new direct measurement technology, including the use of drone-based systems and satellites. We continue to work with numerous public and private constituents in order to achieve a more accurate direct measurement of landfill emissions.



Consistent with our Environmental Policy, we actively promote the efficient use of resources and, in many instances, beneficially reuse or divert materials from landfill disposal. For instance, in 2023, we were able to reclaim approaching 4 million gallons of petroleum from our Exploration and Production (E&P) waste operations for beneficial reuse in other applications. In addition to processing recyclables at our material

recovery facilities (MRFs), we also segregate additional materials at many landfills and in 2023 we beneficially reused over 24,300 tons of tires, concrete, asphalt and dimensional lumber, we diverted nearly 79,000 tons of additional materials from landfills and reclaimed approximately 200,000 tons of ash material from a landfill for beneficial reuse in cement production.

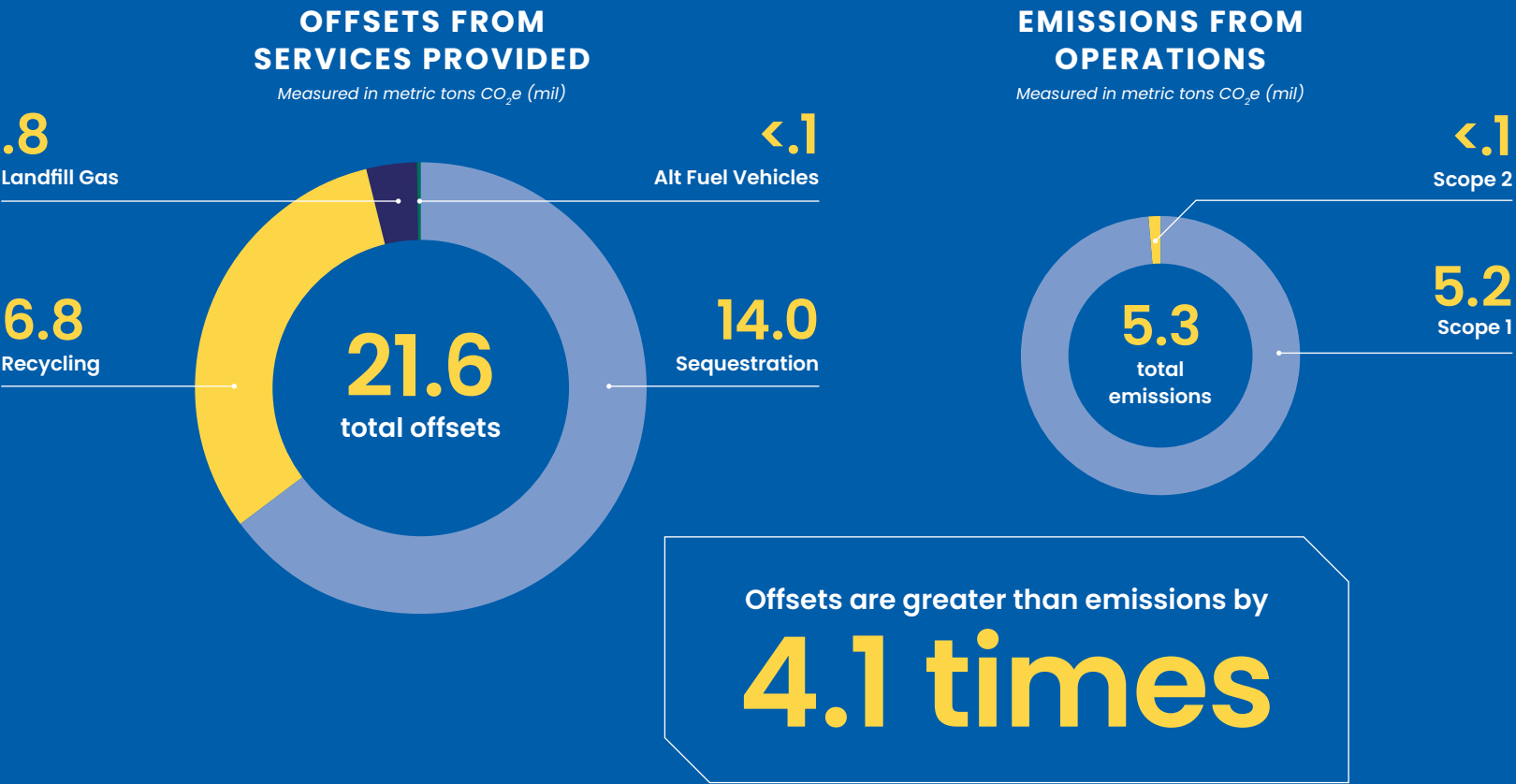


30%
targeted
reduction in
Scope 1 and 2
emissions



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OUR CARBON FOOTPRINT



Waste Connections’ services contribute to offsetting or reducing greenhouse gas (GHG) emissions. Specifically, the beneficial use of landfill gas, recycling, and carbon sequestration reduce GHG emissions and benefit the environment.

Many Waste Connections landfills capture the landfill gas generated at those facilities and provide it to offset the need for energy from fossil fuel sources. Additionally, recycled materials have a smaller carbon footprint over their life cycle compared to virgin materials, further avoiding emissions. Lastly, a portion of the waste placed in landfills does not decompose due to the anaerobic conditions within the landfill, effectively sequestering the carbon contained in this nondecomposed waste from the environment.

Along with carbon that is permanently sequestered in our landfills, our recycling services and beneficial use of landfill gas avoided 21.6 million metric tons of CO₂e in 2023. These operational offsets or avoided emissions exceeded absolute emissions generated from our operations by 4.1 times. These results reflect the benefit of reductions in Scope 1 and 2 emissions by 13% since 2019, concurrent with a 19% increase in operational offsets during the same period.



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ADVANCING THE CIRCULAR ECONOMY





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EXPANSION OF RECYCLING EFFORTS

At Waste Connections, resource recovery is an integral service offering and a key element of our sustainability efforts, including recycling through our material recovery facilities (MRFs). We recycle or divert over 50% of collected waste volumes in many markets and have achieved recycling and diversion rates of over 70% in some cases. We are expanding these efforts through the development of new, technologically advanced facilities in several markets. Additionally, we are upgrading our existing infrastructure by investing in robotics and optical sorting technology that significantly reduces cost per ton and residual rates, while also enhancing safety performance.

The quality of recycled commodities is largely dependent on front-end source separation efforts, which can vary widely and impact MRF processing costs. Source separation education includes local training efforts, coupled with our WasteConnect app that helps customers confirm whether a waste stream is recyclable.

In 2023, we continued to expand our processing capabilities, including through the complete overhaul of one major MRF and the acquisition of several other solid waste operators with recycling capacity. At over 2.2 million tons processed in 2023, our recycling increased by 1% versus the prior year — a cumulative total increase of 44% relative to our 2018 baseline — bringing us closer to our target to increase recycling by 50%.



ADVANCING SUSTAINABILITY

REDUCING WASTE AND EXPANDING RECYCLING CAPACITY

Plainfield, Illinois

Waste Connections' Plainfield Material Recovery Facility is reducing waste disposed in landfills and expanding recycling capacity. Read more [here](#).





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RENEWABLE ENERGY

Gas that is produced naturally at our solid waste landfills is a valuable resource that we actively seek to recover and beneficially convert to renewable energy, benefiting many of the communities we serve. Gas recovery systems capture landfill gas at most of our solid waste landfills and are often installed in advance of or exceeding regulatory requirements.

At a minimum, our gas recovery systems limit the amount of landfill gas emitted into the environment by flaring and converting methane to carbon dioxide. In addition to flares, we have 26 beneficial use facilities through electric generation or RNG production, 10 of which are RNG facilities, including one of the largest in North America.

RNG is an avenue for growth. In alignment with our target to expand biogas recovery and beneficial use, we are investing over \$200 million toward the addition of approximately a dozen RNG plants. These plants treat landfill gas to remove impurities and compress it for injection into the pipeline where it powers local households and fuels local industrial facilities and alternative fuel vehicles. These projects create marketable environmental attributes such as carbon emission credits, renewable

energy credits (RECs) or Renewable Identification Numbers (RINs). Monetizing the gas aligns environmental benefits with economic gains.

We continue to expand our gas capture efforts in order to minimize emissions and maximize gas flow into our beneficial use systems. Our biogas recovered for beneficial conversion to energy increased 4% in 2023 to 30.1 billion standard cubic feet (SCF), an increase of 15% from our 2018 baseline. With new facilities expected online over the next few years, we believe we are well positioned to achieve our long-term aspirational target to expand biogas recovery by 40% from 2018 levels.



26
beneficial use
facilities through
electric generation
or RNG production

ADVANCING SUSTAINABILITY

EXPANDING BIOGAS RECOVERY & USE

Malvern, Iowa

Waste Connections invested approximately \$40 million to construct a state-of-the-art RNG plant in Malvern, Iowa. The Loess Hills Regional Sanitary Landfill RNG plant will reduce fugitive emissions while increasing the supply of less carbon-intense RNG in the pipeline. [Read more here.](#)





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LEACHATE MANAGEMENT

Leachate is produced when water from rain or snow infiltrates buried materials within uncovered sections of landfills and mixes with the liquids and soluble substances contained in municipal solid waste. At our landfills, leachate is contained by an impervious liner system and collected through a network of drainage systems. Collected leachate is sent to a third-party disposal facility, such as a municipal or industrial wastewater treatment plant, or treated on-site through wastewater treatment facilities or evaporation.



Our current operations generate over 800 million gallons of leachate per year. Historically, over two-thirds of leachate has been transported off-site for treatment. Our long-term aspirational target is to treat over 50% of leachate generated at our own facilities. Reducing reliance on third parties allows us to more effectively manage the costs and mitigate the impacts associated with the transportation and off-site treatment and disposal of leachate. On-site treatment also provides greater optionality to process and remove per- and polyfluoroalkyl substances (PFAS) contained in leachate.

To further increase our leachate self-sufficiency, we are installing temporary covers to minimize infiltration of rain and snow, reducing the size of our working face, constructing on-site treatment plants and exploring deep well injection, where applicable.

During 2023, our leachate processed on-site increased by 17% from the prior year as a result of two major leachate treatment facilities installed in the prior year. At 37.4%, our on-site leachate processing is on track for our targeted expansion, with a nominal decline in 2023 resulting from a temporary site-specific impact.

2
new leachate
facilities opened
in 2023

17%
increase in
leachate
processed on-site
from prior year





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PFAS TREATMENT

Per- and polyfluoroalkyl substances (PFAS), commonly known as "forever chemicals," are a group of synthetic chemicals widely used in consumer and industrial products. Solid waste landfills, which act as passive receivers of PFAS-containing wastes, are designed to capture all liquids from the waste stream as well as infiltration of rain and snow, aggregating the leachate within containment areas. The leachate is then treated either on-site or off-site at a wastewater facility.

With an eye toward potential regulation of PFAS substances, we invested approximately \$1 million per year over a five-year period toward research on innovative leachate treatment solutions. Additionally, we have partnered with several environmental firms to deploy foam fractionation technology at a number of our landfills to capture these substances and remove them from the environment. In aggregate, we possess capacity to process and remove PFAS from over 90 million gallons of leachate across three new facilities, with additional systems planned for several landfills.



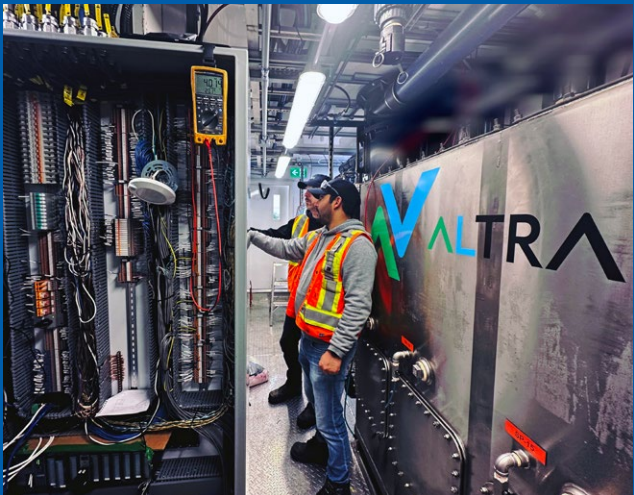
Over
\$5M
invested in
innovative leachate
treatment solutions

ADVANCING SUSTAINABILITY

IMPROVING PFAS TREATMENT

Rosemount, Minnesota

SKB Environmental, a Waste Connections subsidiary, installed the first nonpilot PFAS treatment plant for landfill leachates in the United States, reducing the risks associated with containing and transporting "forever chemicals." [Read more here.](#)





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FLEET EMISSIONS & EFFICIENCY



>1,000
CNG-fueled
collection vehicles

As a route-based business, a portion of our carbon footprint is linked to our fleet. Alternative fuel vehicles have the potential to further reduce fleet emissions. Approximately 10% of our fleet runs on alternative fuels like compressed natural gas (CNG) and biodiesel. We operate two fully electric and one hybrid electric refuse vehicles and are planning to expand our testing of these alternative fuels in the future.

In addition to exploring alternative fuels, we are taking a number of steps to reduce fleet emissions and improve efficiency, including:

- Reducing consumption of fuel and petroleum-based products by replacing older trucks with newer, more efficient models
- Utilizing transfer station networks to consolidate waste onto fewer trucks
- Installing controls to minimize idling time
- Switching to synthetic motor oils with longer replacement intervals
- Reducing emissions by installing more advanced engine filters

Technology, including onboard tablets and route optimization and diagnostic software, reduces driving time and helps avoid downtime.

ADVANCING SUSTAINABILITY

EXPANDING ALTERNATIVE FUEL VEHICLES

New York City, New York

Waste Connections recently introduced two fully electric Peterbilt Model 520EVs in our New York City operations. We look forward to expanding our alternative fuel vehicles over time in order to enhance our operations and reduce fleet emissions. Read more [here](#).





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ZERO WASTE

Our commitment to sustainability includes supporting the efforts of our customers and the communities we serve, increasing resource recovery and facilitating the pursuit of zero-waste goals.

We are partnering with communities and industrial customers — expanding yard and food waste composting services and embracing new technologies like anaerobic digesters — to reduce their reliance on landfills, decrease waste disposal costs, and reduce emissions. Recycle 360°, our easy-to-use reporting and analytics tool, enables customers to develop waste management plans and track ongoing performance against waste reduction and recycling targets.



E&P WASTE DISPOSAL

Waste Connections is one of the largest providers of non-hazardous E&P waste disposal, with approximately 60 exploration and production waste treatment and disposal facilities across the United States and Western Canada.

Through our E&P subsidiary R360 Environmental Solutions, we help customers responsibly treat, recycle or dispose of drill cuttings, drilling fluids, produced water and other non-hazardous E&P waste, presenting an attractive and safe alternative to disposal at the drilling site. Our processes and technology can recover and transform customer waste streams into reclaimed oil, recycled produced water and reusable drilling fluids. Since 2018, our E&P waste operations have collectively reclaimed ~24 million gallons of base oil.



~24M
gallons of base oil
reclaimed since 2018





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BIODIVERSITY & SITE CLOSURE

We view our relationships with the communities we serve as long-term partnerships in protecting and respecting our shared environment. From the permitting process to operating protocols and eventual site closure, we consider the environmental impact that our businesses have on local habitats and the surrounding communities.

At many of our larger landfills, we have established buffer zones using native plants and vegetation to encourage local wildlife and integrate seamlessly with the surrounding landscape. As a part of the permitting process, we engage with local communities to establish closure plans that effectively restore the land to a condition consistent with the biodiversity of the surrounding environment.

ADVANCING SUSTAINABILITY

STRENGTHENING BIODIVERSITY

Chambersburg, Pennsylvania

The grasslands and surrounding property near the Blue Ridge Landfill in Pennsylvania are home to numerous species, providing a stopping point for migration or a local breeding ground. Waste Connections' biodiversity efforts support the local ecology and highlight the importance of balance between human activity and nature.





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WASTE CONNECTIONS

2024 Sustainability Report

ENVIRONMENTAL MANAGEMENT SYSTEM

Maintaining a robust Environmental Management System (EMS) is part of our operating practices and risk mitigation strategy, as detailed in our [Environmental Policy](#). Our EMS is an all-encompassing approach to environmental protection and regulatory compliance with oversight from our Executive Vice President — Engineering and Disposal as well as our Vice President — Engineering and Sustainability, and Vice President, Deputy General Counsel — Compliance and Government Affairs. Waste Connections' EMS is managed by our corporate environmental manager and utilized by more than 1,800 trained professionals in the field. Our EMS is designed to prioritize environmental protection and promote the rapid flow of information from the field to those overseeing the EMS.

In order to ensure and track regulatory compliance, we utilize a proprietary compliance-tracking tool called “the Cube” to provide notifications, tracking and reporting of regulatory and permit-related tasks. The Cube notifies facility managers of upcoming tasks, documents their completion and uploads to each respective site’s operating record. Monthly progress reports are provided to corporate environmental managers, resulting in follow-ups at multiple levels of management.

Disposal sites are audited annually by one or more of our environmental professionals who review operating records, infrastructure, physical

conditions, and identify potential risks of non-compliance for remediation and documentation. Our EMS also regulates the day-to-day handling and documentation of waste streams generated from operations, with all wastes disposed or recycled by third-party customers inventoried and tracked through our audit function to demonstrate proper handling.

All sites incorporate emergency response planning, including contingencies for responding to various natural disasters or addressing other regional or local needs depending on geography. Regular emergency action plan training further enhances emergency response plans.





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SERVING OUR COMMUNITIES





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COMMUNITY IMPACT

At Waste Connections, we also credit our success to the support we receive from the communities we serve, where our employees also live and work. We provide opportunities for our employees to get involved in their communities and consider it a privilege for Waste Connections to give back through WCN Cares with charitable donations and sponsorship of community events.

Giving Locally

Waste Connections and our employees support more than a thousand organizations through direct contributions, volunteering, and local fundraising. In 2023, we donated roughly \$7 million to various charities, including an increasing number of organizations identified by our frontline employees that focus on racial inequities at a local or national level and that support women and children at risk in disadvantaged communities.

A Company-wide Culture of Giving

In addition to our local efforts, we are proud of our Company-wide traditions.

In 2023, we raised and contributed over \$850,000 from employees, vendors and corporate grants to support our annual Holiday Bike Build program. In 2023, our employees assembled and distributed over 10,000 bicycles to children, bringing our program total to more than 95,000 bicycles since the program's inception. In addition, our 16th annual Waste Connections Golf Classic for Kids in 2024 raised over \$2.1 million for charities that support at-risk youth and their families, bringing our total raised to approximately \$12 million.

Sustainability and Giving

Waste Connections aligns major financial contributions with our goal to further advance environmental sustainability. Our first major grant helped establish the Global Waste Research Institute (GWRI). Developed in conjunction with California Polytechnic State University, GWRI's mission is to advance research and development of sustainable technologies and practices to more effectively manage existing and emerging wastes and byproducts. Waste Connections also contributes over \$1 million per year to the Environmental Research Education Foundation to support research related to the environmental industry.



ADVANCING SUSTAINABILITY



Waste Connections is proud to partner with Truckers Against Trafficking (TAT) to combat human trafficking, reinforcing

our commitment to community engagement and social responsibility. By leveraging our network and TAT's expertise, we aim to spread awareness and make a positive impact in the communities we serve. Together, we are creating safer, more vigilant communities.



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COMMUNITY ENGAGEMENT

Increasing engagement and connectivity with communities and customers is a key focus. Our WasteConnect app empowers customers to confirm their collection dates, search our Waste Wizard database to confirm if a waste stream is recyclable, pay their bills, and communicate with their local service provider.

We partner with our communities and, in many instances, deploy recycling coordinators who host educational sessions on the benefits of recycling and proper waste management. Launched in 2019, the Bob Davis Award for Leadership in Sustainability recognizes exemplary employees for their leadership in advancing sustainability through implementing or serving on community projects, programs, outreach, education, initiatives or services that benefit their community, customers, coworkers or Waste Connections.

ADVANCING SUSTAINABILITY

ENGAGING COMMUNITIES IN ENVIRONMENTAL STEWARDSHIP

Maryland Heights, Missouri

Waste Connections’ Sustainability Campus in Maryland Heights, Missouri, engages local residents in environmental stewardship, offering interactive workshops, greenhouses, beehives, a nature trail, and educational programs that support sustainable practices. Read more [here](#).



THE 2023 BOB DAVIS AWARD



2023 Bob Davis Award recipient Jordan Berkley is a true standout in our industry. Respected for his visionary leadership in recycling technology, fire suppression, robotics, and automation, Jordan extends his influence far beyond the districts he serves. Distinguished for his unwavering commitment to mentoring and developing future leaders, Jordan is active in ensuring that his legacy of excellence and sustainability will endure for years to come.

“Waste Connections fosters a Servant Leadership culture that prioritizes a people-focused approach to sustainability. I’m fortunate to be a part of an organization where employees rely upon our values as we pursue increased sustainability efforts and play a key role in the circular economy.”

— Jordan Berkley
2023 Bob Davis Award Recipient



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NATURAL DISASTER RELIEF EFFORTS

Waste Connections provides relief to communities impacted by natural disasters, including forest fires, hurricanes, tornadoes and flooding. As an essential service provider, we believe it is our responsibility to help restore normalcy to communities in times of crisis.

Waste Connections provides food, water and shelter to employees and their families within affected communities. We also deploy additional support teams to ensure continuity of local trash and recycling collection services. We deliver construction containers and extend business hours at our disposal facilities to further assist in cleanup efforts and deploy additional resources from our Employee Relief Fund to help provide financial stability.





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ENVIRONMENTAL JUSTICE

The Environmental Protection Agency (EPA) defines Environmental Justice (EJ) as the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation and enforcement of environmental laws, regulations and policies. At Waste Connections, our approach to community engagement and support is consistent with EJ and integral to our operating philosophy and environmental stewardship.

In addition to benefiting the health and well-being of the communities we are privileged to serve, our operations are frequently major employers in our communities, where many of our local leaders and frontline employees live and make local concerns a priority.

Facility siting and development are important EJ considerations. Our process requires regulatory reviews and includes opportunities for local input and consideration, which continue throughout the life of each site. Our vigorous internal processes ensure compliance with regulations and minimize community impacts.

Our Board of Directors has oversight of our EJ efforts and receives periodic updates from our Executive Vice President — Engineering and Disposal and Vice President — Engineering and Sustainability, including discussion of EJ analysis, impacted areas and the steps we are taking to address local concerns.

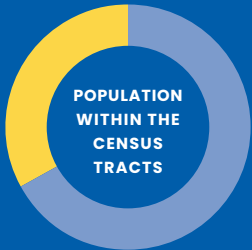
We employ several methods to assess our company assets, enhancing our understanding of our impacts on local communities and identifying potential regulatory risks to ongoing operations. As part of our assessment completed in 2023, we utilized the EPA’s EJScreen to evaluate the demographic attributes — including race and income — of our operating locations in the U.S. The tool calculates a demographic index to identify the most at-risk communities, overlaying our operating locations to indicate those sites with an elevated potential for impact on marginalized communities.

Our findings conclude that 33% of the population within the census tracts of our U.S. operating sites are minorities, below the EPA’s estimated national average of 39%. Further, 86% of our U.S. operating sites fall below the 80th percentile of the EPA Demographic Index, which is the threshold for at-risk communities. For more information on our EJ efforts and impacts, please visit our complete [Environmental Justice Report](#), found in the ESG hub of our website.

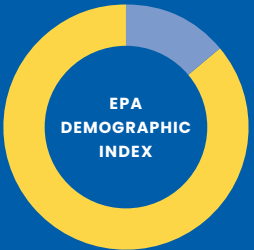
For our Canadian operations, we utilize Statistics Canada to identify locations near at-risk communities as defined by both income levels and Indigenous population. Our findings from 2023 conclude that across all of our Canadian operations, the median Indigenous population percentage is 3% within the dissemination areas where we operate, below the 5% population total for all Indigenous people in Canada. Further, only 34% of our Canadian operations are within Dissemination Areas that exceed the provincial average for Indigenous representation. Our findings also conclude that 2% of our operating locations in Canada are within dissemination areas that are considered low income or below half of the median after-tax income for all Canadians.

EJ ANALYSIS OF U.S. OPERATING SITES

as of 2023



33%
minority
67%
nonminority



86%
below 80th percentile
14%
above 80th percentile

EJ ANALYSIS OF CANADIAN OPERATING SITES

as of 2023



3%
Indigenous
97%
non-Indigenous



2%
below low income
98%
above low income



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GOVERNANCE & ETHICS





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CORPORATE GOVERNANCE

Since our inception, Waste Connections has been committed to well-defined principles of corporate governance. Our Corporate Governance Guidelines and Board Charter align the Board of Directors and its four distinct committees with management and safeguard the best interests of the Company and our stakeholders.



Waste Connections is committed to sound principles of corporate governance.

- Directors are elected individually and annually
- Majority voting policy for director elections
- Separation of the roles of CEO and chairman of the Board of Directors
- Director retirement policy after 75 years of age
- Women account for 57% of independent Board members and 50% of total Board
- Annual evaluations of the Board of Directors and its committees
- Board of Directors’ oversight of risk, including cybersecurity and data
- Robust risk management policies related to compensation
- Share ownership requirements for directors and corporate officers
- Diversity Policy with achieved aspirational targets for Board of Directors composition
- Regular executive sessions solely comprising independent directors

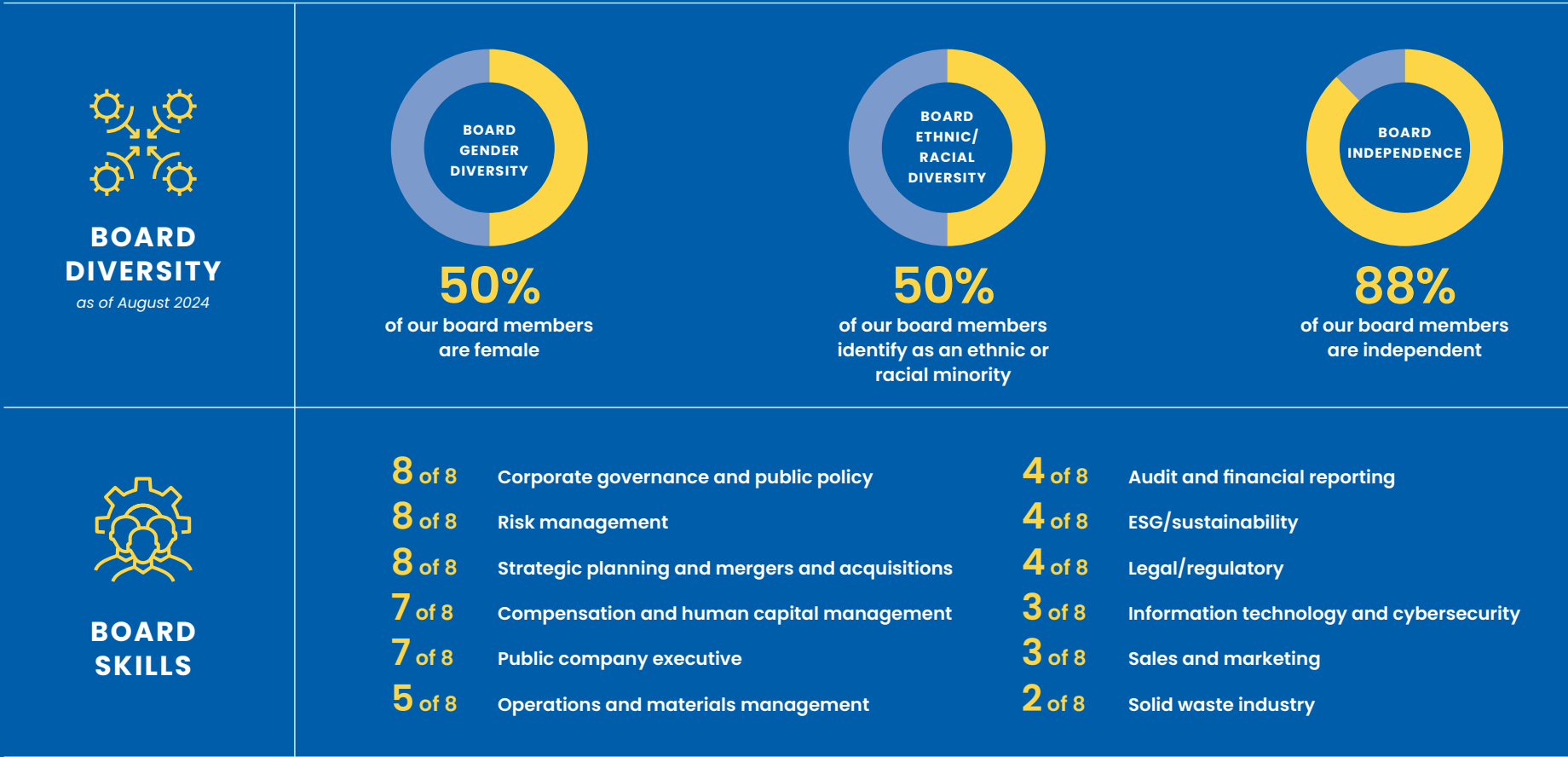




BOARD MEMBER DIVERSITY & SKILLS

Our [Diversity Policy](#) applies to the Board of Directors and senior management and provides for annual progress reviews by the Board. In addition to seeking diverse policymaking experiences in business and other personal and professional characteristics, we strive to maintain a Board of Directors with diverse backgrounds, including gender diversity and a range of skill sets. Over the last five years, average tenure declined by over 20%, driven by the addition of four new directors.

The Nominating and Corporate Governance Committee is responsible for monitoring the implementation of the Company's Diversity Policy at least annually. This includes assessing its effectiveness, monitor the Company's progress and report the results to the Board, and make recommendations to the Board regarding any policy revisions that may be appropriate.



STANDING BOARD COMMITTEES

- Executive Committee**
- Audit Committee**
- Compensation Committee**
- Nominating and Corporate Governance Committee**

With the exception of the Executive Committee, the committees are composed entirely of independent, nonemployee directors.



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RISK & SUSTAINABILITY OVERSIGHT

Waste Connections’ ESG initiatives are consistent with our objective of long-term value creation. Our Board of Directors provides oversight of our long-term aspirational ESG targets introduced in 2020, with management compensation tied to progress towards their achievement.

The Board is responsible for reviewing strategy, policies toward and performance related to the Company’s management of ESG issues, including reviewing any reports on the Company’s performance against ESG targets, any ESG programs, products and disclosures, and any corporate responsibility policies and programs, in coordination with other committees of the Board, as appropriate.

The Board also oversees our [Environmental Policy](#), our efforts related to [Environmental Justice](#), our [Diversity Policy](#) and [cybersecurity and data risk mitigation](#) strategies.

Additional information on Board responsibilities is available on our [website](#).





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MANAGEMENT OF SUSTAINABILITY RISKS & OPPORTUNITIES

In addition to the Board of Directors’ oversight of ESG-related progress, the Company established the Sustainability Development Working Group in 2020. This group includes senior executives, such as the President and Chief Executive Officer, the Chief Financial Officer, the Executive Vice President — Disposal and Engineering, the Vice President — Engineering and Sustainability, the Vice President — Investor Relations, and the Corporate Engineering and Sustainability Manager.

This working group meets regularly to discuss sustainability strategy, risks, opportunities, policies, targets and external disclosure, providing periodic updates to the Board of Directors.

CODE OF CONDUCT

Waste Connections’ Code of Conduct and Ethics applies to all directors, officers and employees, and details Company principles to guide employee decision-making in many areas, including but not limited to:

- Conflicts of interest
- Full, fair and accurate disclosure
- Compliance with laws, rules and regulations
- Prohibited accounting practices
- Whistleblowing — reporting illegal or unethical behavior
- Fair dealing; moral and ethical standards
- Compliance and discipline
- Insider trading
- Political contributions



Human Rights

It is the responsibility of each officer, director and employee to comply with all laws, rules and regulations related to the protection and advancement of human rights, including but not limited to laws, rules and regulations governing the use of child labor, compulsory or forced labor, slavery and human trafficking, and freedom of association and collective bargaining.

Waste Connections acknowledges the rights of all employees to bargain collectively through representatives of their own choosing and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, as provided for in Section 7 of National Labor Relations Act. We also have policies regarding safety, equal opportunity, nondiscrimination and fair employment. Potential human rights violations or grievances can be reported to the Company’s Senior Vice President — People, Training and Development. The Human Resources Department, including the Senior Vice President — People, Training and Development, oversees monitoring and reporting of human rights performance.

Copies of our Corporate Governance Guidelines and Board Charter and our Code of Conduct and Ethics are available on our website at investors.wasteconnections.com.

A copy of these documents may also be obtained, free of charge, by writing to our secretary or Investor Relations Department at our principal administrative offices located at:

Waste Connections Inc.
3 Waterway Square Place, Suite 110
The Woodlands, Texas 77380



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PHYSICAL & CYBERSECURITY

Waste Connections, together with its operating subsidiaries, maintains a robust internal physical and cybersecurity policy (PCSP), establishing the overriding principles and policies governing the Company’s information systems standards and practices.

These principles and policies, which are comprehensively outlined in the PCSP, define the Company’s objectives for managing information systems operations. They represent the plans and protocols for achieving and maintaining internal control over information systems while ensuring the Company’s compliance with applicable requirements.

Waste Connections’ PCSP applies to the entire Waste Connections organization, including all personnel, consultants and guests who have access to Waste Connections’ IT resources. Every employee shares the responsibility for securing information and resources within their respective departments.

Information security is maintained through a set of controls that involve policies, processes, procedures, organizational structures, and software and hardware functions. These controls must be established, implemented, monitored, reviewed, and improved as necessary to meet the specific security and business objectives of the Company.





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ENVIRONMENTAL POLICY

Waste Connections is committed to environmental protection and compliance. Our Environmental Policy applies to all of our subsidiaries, operating divisions and affiliates, and their respective officers, directors and employees.

We comply with or exceed local, state and federal environmental laws and regulations in order to manage and mitigate air, water and land-based pollution. Waste Connections' management, including our Vice President — Engineering and Sustainability, is responsible for communicating, implementing and reviewing this policy annually.

A full copy of our Environmental Policy — detailing our commitments to resource efficiency, employee training, EMS, external communication, biodiversity and site rehabilitation, stakeholder engagement, emergency preparedness and the environmental performance measurement — is available on our [website](#).



SUPPLIER CODE OF CONDUCT

Waste Connections maintains guidelines to ensure our consultants, contractors, and suppliers adhere to ethical business standards.

We strive to work with suppliers who demonstrate a similar commitment to their employees through the implementation of proactive health and safety practices and who demonstrate environmental stewardship by embracing sustainable practices that minimize their environmental impact.

Our complete Supplier Code of Conduct details our expectations and is available on our [website](#).

Suppliers who believe that a Waste Connections employee or anyone acting on behalf of the Company has engaged in illegal or otherwise improper conduct should report the matter. The supplier can contact the employee's manager or Waste Connections at wasteconnections.ethicspoint.com or (877) 797-3674.





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PERFORMANCE SUMMARY

Financial statistics (\$000USD)

	2021	2022	2023
Revenue	\$6,151,361	\$7,211,859	\$8,021,951
Net cash provided by operating activities	\$1,698,229	\$2,022,492	\$2,126,817

People

	2021	2022	2023
Total employees as of year-end	19,998	22,109	22,539
Voluntary turnover	21.1%	21.4%	16.7%

Health and Safety

	2021	2022	2023
Employee hours	48,702,130	53,174,270	56,776,589
Incident rate (I-Rate) ¹	15.4	16.2	15.0
Total recordable injury rate (TRIR)	3.3	3.3	2.7

¹ Twelve-month rolling incident rate defined as the number of all reportable incidents per 200,000 employee hours worked, both preventable and nonpreventable.

Training/Leadership Development

	2021	2022	2023
Number of sessions	274	384	480
Employees in virtual or in-person training sessions	12,572	15,890	21,720
% of total employees	62.9%	71.9%	96.4%

Facilities

	2021	2022	2023
Hauling operations	334	359	359
Landfills	97	100	103
Transfer stations	195	209	210
Intermodal facilities	6	6	4
Recycling facilities	71	79	81
E&P liquid waste injection wells	23	22	22
E&P waste treatment and oil recovery facilities	19	18	18
Total	745	793	797

Fleet

	2021	2022	2023
Total routed collection vehicles	9,162	10,821	10,803
Total routed CNG collection vehicles	1,090	1,070	1,069



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Landfill Tons (tons per year)

	2021	2022	2023
Municipal solid waste	28,929,584	28,945,640	30,015,768
Special waste	11,734,314	11,143,435	11,508,214
Construction & demolition (C&D) waste	6,548,102	7,759,924	8,883,018
Total	47,212,000	47,849,000	50,407,000

Recycled Commodities (tons per year)

	2021	2022	2023
Old corrugated cardboard	662,193	844,286	888,759
All other recycled commodities	1,182,434	1,339,572	1,318,741
Total	1,844,627	2,183,858	2,207,500

Landfill Gas Recovery Systems

	2021	2022	2023
Number of landfill gas recovery systems	53	55	58
Number of power generation systems ¹	27	27	26
Annual standard cubic feet collected for energy (billions)	29.2	29.0	30.1
Landfill gas (LFG) recovery systems sales as % of revenue	1.5%	1.4%	1.2%

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





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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 ₂ e		
2021	2022	2023
5,600,178	4,812,957	5,237,965

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

MT CO ₂ e		
2021	2022	2023
50,694	49,805	56,118

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

Emission Source	MT CO ₂ e		
	2021	2022	2023
Purchased goods and services	22,341	23,405	21,365
Capital goods	300,439	326,464	260,088
Waste generated in operations	77,143	76,217	86,729
Upstream transportation and distribution	555,497	555,459	527,700
Business travel (air and vehicle)	63,522	63,637	80,838
Use of sold products	33,653	35,368	39,120
Total	1,052,595	1,080,550	1,015,840

G4-EN18: GHG Emission Intensity

GHG Emission Intensity	Unit	2021	2022	2023
Gross revenue	\$US Millions	\$6,151	\$7,212	\$8,022
Scope 1 emissions	MT CO ₂ e	5,600,178	4,812,957	5,237,965
	MT CO ₂ e/\$M revenue	910	667	653
Scope 2 emissions MT CO ₂ e	MT CO ₂ e	50,694	49,805	56,118
	MT CO ₂ e/\$M revenue	8	7	7
Scope 1 & 2 emissions	MT CO ₂ e	5,650,872	4,862,762	5,294,083
	MT CO ₂ e/\$M revenue	919	674	660



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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.

	2022	2023
Municipal solid waste and construction & demolition debris (tons)	36,705,565	38,898,786
MTCO ₂ e sequestered	12,688,647	14,007,352

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 26 landfill gas-to-energy facilities in 2023. 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 CO₂, CH₄ and N₂O 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 ₂ e)	2022	2023
Annual avoided GHG emissions due to beneficial use of biogas	758,910	788,221
Annual avoided GHG emissions due to recycling	6,894,223	6,772,866
Annual avoided GHG emissions due to vehicles using alternative fuels	20,478	22,370

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
Leachate collected	668,595,320	820,636,778
Leachate sent to third parties for treatment	405,237,966	499,663,843
E&P produced water for on-site treatment	459,952,822	401,861,022
E&P produced water sent to third parties for treatment	29,874,894	34,212,520



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SASB APPENDIX

Waste Management Sustainability Accounting Standard

Greenhouse Gas Emissions

Metric	Code	Unit	2021	2022	2023
Gross global Scope 1 emissions	IF-WM-110a.1	MT CO ₂ e	5,600,178	4,812,957	5,237,965
Scope 1 coverage under emissions-limiting regulations	IF-WM-110a.1	Percentage (%)	83%	81%	81%
Scope 1 coverage under emissions-reporting regulations	IF-WM-110a.1	Percentage (%)	83%	81%	81%
Total landfill gas recovered	IF-WM-110a.2	Million British thermal units (MMBtu)	23,600,222	23,621,521	25,267,515
Landfill gas flared	IF-WM-110a.2	Percentage (%)	39%	40%	42%
Landfill gas used for energy	IF-WM-110a.2	Percentage (%)	61%	60%	58%

Fleet Fuel Management

Metric	Code	Unit	2021	2022	2023
Fleet fuel consumed	IF-WM-110b.1	Gigajoules (GJ)	11,426,299	12,130,796	12,346,591
Natural gas as % of fuel consumed	IF-WM-110b.1	Percentage (%)	8.4%	6.3%	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 (%)	11.9%	9.9%	9.9%

Air Quality

Metric	Code	Unit	2021	2022	2023
NO _x (excluding N ₂ O)	IF-WM-120a.1	Metric tons (t)	258	265	309
SO _x	IF-WM-120a.1	Metric tons (t)	60	62	71
Volatile organic compounds (VOC)	IF-WM-120a.1	Metric tons (t)	7.2	7.3	9.9
Hazardous air pollutants (HAP)	IF-WM-120a.1	Metric tons (t)	9.9	10.1	37.7
Number of facilities in or near dense population centers	IF-WM-120a.2	Number	7	7	7
Noncompliant air emissions issues	IF-WM-120a.3	Number	6	7	2



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Management of Leachate & Hazardous Waste

Metric	Code	Unit	2021	2022	2023
Total leachate collected		Gallons (000)	686,000	668,595	820,637
Total leachate processed on-site		Gallons (000)	258,141	262,595	307,145
(1) Total Toxic Release Inventory (TRI) releases, (2) percentage released to water	IF-WM-150a.1	Metric tonnes (t), Percentage (%)	N/A	N/A	N/A
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	2021	2022	2023
Active workforce covered under collective bargaining agreements		Number	2,934	3,323	3,352
Percentage of active workforce employed under collective agreements	IF-WM-310a.1	Percentage (%)	14.7%	15.0%	14.9%
Work stoppages	IF-WM-310a.2	Number	0	0	0
Total days idle	IF-WM-310a.2	Days	0	0	0

Workforce Health & Safety

Metric	Code	Unit	2021	2022	2023
Incident rate (I-Rate) ¹		Rate	15.4	16.2	15.0
Total recordable incident rate (TRIR) ¹	IF-WM-320a.1	Rate	3.3	3.3	2.7
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.



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Recycling & Resource Recovery

Metric	Code	Unit	2021	2022	2023
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 (%)	50%	48%	50%
Customers receiving composting	IF-WM-420a.2	Percentage (%)	25%	24%	26%
Amount of material recycled	IF-WM-420a.3	Metric tons (t)	1,673,435	1,981,183	2,002,631
Amount of material composted	IF-WM-420a.3	Metric tons (t)	121,348	133,363	282,713
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	2021	2022	2023
Customers - municipal	IF-WM-000.A	Number	2,230	2,410	2,460
Customers - commercial	IF-WM-000.A	Number	727,500	735,000	780,000
Customers - industrial	IF-WM-000.A	Number	135,000	135,000	142,500
Customers - residential	IF-WM-000.A	Number	7,742,500	8,060,000	8,500,000
Customers - other	IF-WM-000.A	Number	42,500	45,000	47,500
Vehicle fleet size ²	IF-WM-000.B	Number	9,162	10,821	10,803
Landfills	IF-WM-000.C	Number	97	100	103
Transfer stations	IF-WM-000.C	Number	195	209	210
Recycling centers	IF-WM-000.C	Number	71	79	81
Composting centers	IF-WM-000.C	Number	7	9	9
Incinerators	IF-WM-000.C	Number	0	0	0
All other facilities	IF-WM-000.C	Number	375	396	390

² Represents total routed collection vehicles.



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TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

Assessing Climate-Related Risks and Opportunities

Our commitment to sustainability includes the identification of environmental risks and opportunities in our value chain and disclosures aligned with the Task Force on Climate-Related Financial Disclosure (TCFD).

Climate change presents risks and opportunities for our business. As an organization, we have taken several steps to evaluate and mitigate the associated risks of climate change, which is best evidenced by our climate-related risk assessment processes and sustainability-linked governance with oversight from our Board of Directors. We are achieving continuous improvement in our climate-related metrics, including an absolute reduction in our Scope 1 and 2 emissions and a notable improvement in emissions intensity.

Our climate-related opportunities are extensive and integrated into our business strategy and associated management compensation plans. As an environmental services company, we recognize that we are well-positioned to benefit from the proliferation of the circular economy. Our investments to expand our recycling

and renewable natural gas infrastructure demonstrate our commitment to achieving our 15-year aspirational targets. Growth in recycling and renewable natural gas not only aligns with our financial objectives but are key components of our vision for the circular economy.

Our climate risk assessment focuses solely on climate impacts. Assessing, prioritizing, and managing climate-related risks and opportunities reflects a multidisciplinary approach, with input from corporate and regional engineering staff, as well as finance, legal and other regional and senior leadership team members.

Our risk assessment, updated in 2024, incorporates feedback from various disciplines, weighing both risks and opportunities. While not without some level of climate-based risk, our conclusion from

the process and associated risk assessment is that our company and industry are well positioned to leverage opportunities within the circular economy. To this point, we look forward to expanding our beneficial recovery of landfill gas and converting it into lower carbon intensity renewable fuel, increasing our recycling efforts, and deploying fully electric vehicles when they become commercially available.

Our TCFD report details our sustainability governance, climate-related targets, and a climate scenario analysis, which analyzes the potential impacts of climate-related variables. Our complete TCFD response is available on our [website](#).





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U.N. SUSTAINABLE DEVELOPMENT GOALS

The United Nations Sustainable Development Goals (SDGs) are a global framework of 17 interconnected goals aimed at addressing critical challenges facing humanity by 2030. The goals focus on ending poverty, reducing inequality, and promoting peace and prosperity while protecting the planet. Waste Connections’ sustainability efforts align with the following SDGs.

U.N. Sustainable Development Goals	Waste Connections’ Aligned Topics	Waste Connections’ Aligned Targets
<div><div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div><div><div>Goal 3: Good Health and Well-Being</div><div>Ensure healthy lives and promote well-being for all at all ages.</div></div></div>	<ul style="list-style-type: none">• About Waste Connections• Employee Experience• Employee Training & Development• Employee Safety• Decarbonizing Our Operations• Leachate Management• Advancing the Circular Economy• PFAS Treatment• Fleet Emissions & Efficiency• Biodiversity & Site Closure• Environmental Management System• Community Impact• Community Engagement• Environmental Justice	<ul style="list-style-type: none">• Reduce Scope 1 and 2 emissions by 30%• Achieve continuous improvement in Scope 1 and 2 emissions intensity• Increase tons recycled by 50%• Increase biogas recovery by at least 40%• Process at least 50% of leachate on-site
<div><div><div>4</div><div>QUALITY EDUCATION</div><div></div></div><div><div>Goal 4: Quality Education</div><div>Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.</div></div></div>	<ul style="list-style-type: none">• Employee Experience• Employee Training & Development• Community Impact• Community Engagement	
<div><div><div>5</div><div>GENDER EQUALITY</div><div></div></div><div><div>Goal 5: Gender Equality</div><div>Achieve gender equality and empower all women and girls.</div></div></div>	<ul style="list-style-type: none">• Embracing Diversity• Board Member Diversity & Skills	<ul style="list-style-type: none">• Reach 30% Board gender diversity (achieved 2023)



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U.N. Sustainable Development Goals

Waste Connections’ Aligned Topics

Waste Connections’ Aligned Targets



Goal 6: Clean Water and Sanitation
Ensure availability and sustainable management of water and sanitation for all.

- Advancing the Circular Economy
- Leachate Management
- PFAS Treatment
- E&P Waste Disposal
- Environmental Management System
- Community Impact
- Community Engagement
- Environmental Justice

- Increase tons recycled by 50%
- Process at least 50% of leachate on-site



Goal 7: Affordable and Clean Energy
Ensure access to affordable, reliable, sustainable and modern energy for all.

- Renewable Energy
- Fleet Emissions & Efficiency

- Increase biogas recovery by at least 40%



Goal 8: Decent Work and Economic Growth
Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

- Employee Engagement
- Employee Experience
- Employee Training & Development
- Employee Safety
- Advancing the Circular Economy
- Renewable Energy
- Fleet Emissions & Efficiency
- Zero Waste
- Supplier Code of Conduct

- Reduce Scope 1 and 2 emissions by 30%
- Achieve continuous improvement in Scope 1 and 2 emissions intensity
- Increase tons recycled by 50%
- Increase biogas recovery by at least 40%



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U.N. Sustainable Development Goals

Waste Connections’ Aligned Topics

Waste Connections’ Aligned Targets



Goal 9: Industry, Innovation, and Infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

- [Decarbonizing Our Operations](#)
- [Advancing the Circular Economy](#)
- [Renewable Energy](#)
- [Leachate Management](#)
- [PFAS Treatment](#)
- [Fleet Emissions & Efficiency](#)
- [Zero Waste](#)
- [E&P Waste Disposal](#)
- [Environmental Management System](#)
- [Community Impact](#)
- [Community Engagement](#)
- [Natural Disaster Relief Efforts](#)
- [Environmental Justice](#)

- Reduce Scope 1 and 2 emissions by 30%
- Achieve continuous improvement in Scope 1 and 2 emissions intensity
- Increase tons recycled by 50%
- Increase biogas recovery by at least 40%



Goal 10: Reduce Inequalities

Reduce inequality within and among countries.

- [Embracing Diversity](#)
- [Board Member Diversity & Skills](#)

- Reach 30% Board gender diversity (achieved 2023)



Goal 11: Sustainable Cities and Communities

Make cities and human settlements inclusive, safe, resilient and sustainable.

- [Decarbonizing Our Operations](#)
- [Advancing the Circular Economy](#)
- [Renewable Energy](#)
- [Leachate Management](#)
- [PFAS Treatment](#)
- [Fleet Emissions & Efficiency](#)
- [Zero Waste](#)
- [E&P Waste Disposal](#)
- [Biodiversity & Site Closure](#)
- [Environmental Management System](#)
- [Community Impact](#)
- [Community Engagement](#)
- [Natural Disaster Relief Efforts](#)
- [Environmental Justice](#)

- Reduce Scope 1 and 2 emissions by 30%
- Achieve continuous improvement in Scope 1 and 2 emissions intensity
- Increase tons recycled by 50%
- Increase biogas recovery by at least 40%
- Process at least 50% of leachate on-site



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U.N. Sustainable Development Goals



Goal 12: Responsible Consumption and Production

Ensure sustainable consumption and production patterns.

Waste Connections' Aligned Topics

- [Decarbonizing Our Operations](#)
- [Advancing the Circular Economy](#)
- [Renewable Energy](#)
- [Leachate Management](#)
- [PFAS Treatment](#)
- [Fleet Emissions & Efficiency](#)
- [Zero Waste](#)
- [E&P Waste Disposal](#)
- [Biodiversity & Site Closure](#)
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- [Natural Disaster Relief Efforts](#)
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Waste Connections' Aligned Targets

- Reduce Scope 1 and 2 emissions by 30%
- Achieve continuous improvement in Scope 1 and 2 emissions intensity
- Increase tons recycled by 50%
- Increase biogas recovery by at least 40%
- Process at least 50% of leachate on-site



Goal 13: Climate Action

Take urgent action to combat climate change and its impacts.

- [Decarbonizing Our Operations](#)
- [Advancing the Circular Economy](#)
- [Renewable Energy](#)
- [Fleet Emissions & Efficiency](#)
- [Zero Waste](#)
- [Environmental Management System](#)

- Reduce Scope 1 and 2 emissions by 30%
- Achieve continuous improvement in Scope 1 and 2 emissions intensity
- Increase tons recycled by 50%
- Increase biogas recovery by at least 40%



Goal 15: Life on Land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

- [Zero Waste](#)
- [Biodiversity & Site Closure](#)
- [Environmental Management System](#)
- [Community Impact](#)
- [Community Engagement](#)

- Increase tons recycled by 50%



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FORWARD-LOOKING STATEMENTS

We make statements in this report that are forward-looking in nature. These include:

- Statements regarding our sustainability initiatives, including reduction in greenhouse gas emissions, biogas recovery, recycling, throughput of on-site leachate processing, fleet emissions and efficiency, material recovery, biodiversity and site closures.
- Discussion of safety, voluntary turnover rates, employee engagement, diversity and inclusion, employee development and training and Servant Leadership scores.
- Targets for improvements and investments.
- Statements regarding our governance and ethics, including the Board of Directors’ role in risk oversight, shareholder outreach and communications, integration of environmental, social and governance (ESG) metrics into management compensation, data security and privacy, environmental policies and environmental justice.

Important factors that could cause actual results to differ, possibly materially, from those indicated by the forward-looking statements include but are not limited to risk factors detailed from time to time in our filings with the U.S. Securities and Exchange Commission (SEC) and the securities commissions or similar regulatory authorities in Canada. There may be additional risks of which we are not presently aware or that we currently believe are immaterial that could have an adverse impact on our business. You should not place undue reliance on forward-looking statements, which speak only as of the date of this report. Waste Connections undertakes no obligation to update the forward-looking statements set forth in this annual Sustainability Report, whether as a result of new information, future events, or otherwise, unless required by applicable securities laws.



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