



WASTE CONNECTIONS
Connect with the Future®

2022

SUSTAINABILITY
REPORT

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ABOUT WASTE CONNECTIONS

Waste Connections is an integrated solid waste services company that provides non-hazardous waste collection, transfer and disposal services, along with resource recovery primarily through recycling and renewable fuels generation. The Company serves more than eight million residential, commercial and industrial customers in mostly exclusive and secondary markets across 43 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., as well as intermodal services for the movement of cargo and solid waste containers in the Pacific Northwest. For more information, visit Waste Connections at www.wasteconnections.com.

FORWARD-LOOKING STATEMENT

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 Director's role in risk oversight, shareholder outreach and communications, integration of ESG metrics into management compensation, data security and privacy, environmental policies and environmental justice; and
- Other statements on a variety of topics such as the coronavirus disease 2019 ("COVID-19") pandemic.

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 the Company's filings with the 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 press release, whether as a result of new information, future events, or otherwise, unless required by applicable securities laws.



LETTER FROM THE CHIEF EXECUTIVE OFFICER

Thank you for your interest in sustainability at Waste Connections. As an environmental services company with a culture built on Servant Leadership and a focus on safety, Waste Connections is committed to environmental stewardship in a safe and inclusive environment for engaged and empowered employees.

We have backed up our commitment with the establishment of long-term, aspirational sustainability targets, including the recent addition of an emissions reduction goal. We have a demonstrated track record of progress toward achievement of these targets, along with continued refinement and expansion of the disclosure we provide for our stakeholders.

We are proud of our progress in 2021, a year of outsized growth for the Company, with revenues expanding by 13% from the prior year, including 4% contribution from acquisitions. Despite that outsized growth and expanded footprint, we achieved further reductions in absolute Scope 1 and 2 emissions, driving emissions intensity down 12% in 2021 and resulting in a two-year reduction in emissions intensity of over 18%. We enhanced our “net zero” status and increased our net climate benefit to 3.4x, the ratio that our operational offsets exceed our emissions. This increase was possible through the combination of lower emissions and higher operational offsets, primarily due to increases in renewable fuel generation and recyclables processing.

In 2021, we increased renewable gas beneficially reused for energy, expanded the use of robotics at our recycling facilities, completed an over \$10 million multi-year upgrade to safety-related camera systems across our fleet, and substantially completed construction of two leachate treatment facilities, which will further enhance our capabilities for on-site treatment. In 2021, we also improved upon our already better than industry average safety statistics and saw record levels of employee engagement, following the challenges of the global pandemic and its impact on the health and well-being of our employees, which we continue to address through an investment of over \$50 million since early 2020.

Moreover, our efforts and progress toward achievement of our long-term aspirational targets are continuing in 2022 through the expected investment of over \$100 million for the construction of additional facilities — two “next generation” recycling facilities and two renewable natural gas facilities at our landfills, all of which are scheduled to be operational by 2024.

Sustainability efforts are integral to our business, driven by an intentional focus and investments that are consistent with our objective of long-term value creation and part of who we are as Waste Connections.

We also provided expanded disclosure to include Environmental Justice considerations, supplemented our diversity metrics with EEO-1 data, and aligned our sustainability report content with the reporting recommendations outlined by the Task Force on Climate-related Financial Disclosures (TCFD). Looking ahead, we are broadening our commitment to the environment by adding a new target to reduce Scope 1 and 2 emissions by 15%. Additionally, we are adding a target seeking continuous improvement in emissions intensity — a critical goal for a growth-oriented company. Further, we recognize that ESG-related disclosure and stakeholder needs are constantly evolving and therefore we are committing to work toward the adoption of a Science-Based Target Initiative (SBTi) emissions reduction target.

At Waste Connections, our vision of sustainability starts with our people. We are excited to be back together again following the pandemic, particularly in our 25th anniversary year, with a record amount of *in-person* training and opportunities for celebration and collaboration; expanded efforts directed toward recruiting and retention; and a continued focus on giving back to our communities. At Waste Connections, we believe that relationships matter. We will rely on our relationships and Servant Leadership-driven culture to support our employees and communities, including those that have recently been negatively impacted by Hurricane Ian.

Through this report, we invite you to meet the Waste Connections team and see their visions of sustainability, from empowered local team members making a difference in their communities to our sustainability leadership team working toward achievement of our goals. Thank you again for your interest in sustainability at Waste Connections.



Ronald J. Mittelstaedt

President and Chief Executive Officer



2021 Highlights

↑ 13%

Revenue growth

↓ 12%

Reduction in Scope 1 and 2 emissions intensity

~\$400M

Acquired annualized revenue

~20%

Adjusted Free Cash Flow growth

18

Consecutive years of positive Total Shareholder Return

Summary of Performance Statistics

	2019	2020	2021
HEALTH AND SAFETY			
Employee Hours	44,637,413	46,279,544	48,702,130
Reportable Incident Rate ²	17.4	15.4	15.4
Total Recordable Injury Rate (TRIR)	2.9	2.9	3.3
Experience Modifier Rate	0.54	0.62	0.63
PEOPLE			
Total Employees as of Year End	18,204	18,933	19,998
Voluntary Turnover	17.8%	14.6%	21.1%
% of Employees That Are Women ³	16.0%	16.0%	16.0%
% of Employees That Are Ethnic Minorities ³	40.0%	38.0%	39.0%
% of Employees from Armed Services ³	8.0%	8.0%	8.0%
TRAINING / LEADERSHIP DEVELOPMENT			
# of Sessions	168	231	274
Employees in Virtual or In-Person Training Sessions	5,215	12,474	12,572
% of Total Employees	28.6%	65.9%	62.9%
FINANCIAL STATISTICS (\$000 USD)			
Revenue	\$5,388,679	\$5,445,990	\$6,151,361
Net Cash Provided by Operating Activities	\$1,540,547	\$1,408,521	\$1,698,229
FACILITIES			
Hauling Operations	300	311	334
Landfills	96	91	97
Transfer Stations	175	185	195
Intermodal Facilities	6	6	6
Recycling Facilities	66	68	71
E&P Liquid Waste Injection Wells	23	23	23
E&P Waste Treatment and Oil Recovery Facilities	19	19	19
TOTAL	685	703	745

	2019	2020	2021
FLEET			
Total Routed Collection Vehicles	8,089	8,912	9,162
Total Routed CNG Collection Vehicles	1,119	1,166	1,090
Routed CNG Trucks as % of Routed Trucks	13.8%	13.1%	11.9%
LANDFILL TONS (TONS PER YEAR)			
Municipal Solid Waste	28,922,292	27,831,800	28,929,584
Special Waste	11,943,036	10,773,600	11,734,314
C&D	7,098,672	6,284,600	6,548,102
TOTAL	47,964,000	44,890,000	47,212,000
RECYCLED COMMODITIES (TONS PER YEAR)			
Old Corrugated Cardboard	452,668	524,787	662,193
Old Newspaper	39,939	39,368	50,855
Mixed/Other Paper	395,511	316,445	276,779
Glass	108,034	108,629	123,283
Metal	64,459	84,247	105,737
Aluminum	5,726	5,922	24,317
Plastics	95,134	90,119	54,053
Commingled / Other	538,046	611,289	547,410
TOTAL	1,699,517	1,780,806	1,844,627
LANDFILL GAS RECOVERY SYSTEMS			
# of Landfill Gas Recovery Systems	53	53	53
# of Power Generation Systems	25	28	27
Annual Standard Cubic Feet Collected for Energy (billions)	26.6	28.5	29.2
LFG Sales as % of Revenue	1.0%	1.1%	1.5%

1. All data provided here has been subject to internal review and is believed to be correct at the time of reporting.

2. 12-month rolling incident rate defined as the number of all reportable incidents per 200,000 employee hours worked, both preventable and non-preventable.

3. % of calculation excludes individuals that did not disclose; 2020 % decreased due to impact from more employees self-disclosing.

ESG HIGHLIGHTS

At Waste Connections our ESG objectives are integral to our strategy to drive value creation for all stakeholders.



ENVIRONMENTAL

>3.4x

Beyond Net Zero: Our offsets from operations exceed our emissions

18%

2-year reduction in Scope 1 and 2 emissions intensity

Lowest emissions intensity among national solid waste peers

\$500M

commitment to achieve aspirational targets

\$100M

expected capital expenditures in 2022 for two recycling facilities and two Renewable Natural Gas plants



SOCIAL

Servant Leadership Culture a differentiator

OSHA “TRIR” record better than industry average

\$50M

in frontline support since pandemic

Diversity and Inclusion scores included in annual Servant Leadership surveys

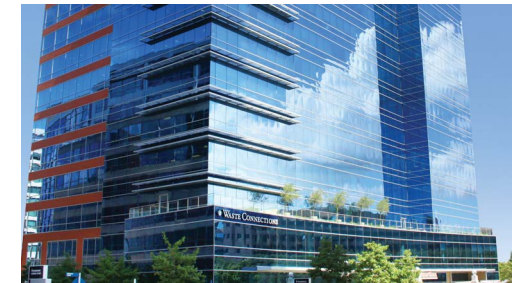


GOVERNANCE

Board of Directors oversight of ESG

ESG targets incorporated into management compensation

Robust environmental policy



OUR JOURNEY

2018

- Initial Sustainability Report
- GRI framework with Scope 1, 2 and 3 data

2019

- Added Diversity Policy
- Added SASB framework

2020

- Introduced ESG targets with Board oversight
- Committed \$500M to achievement of targets
- Appointed VP of Engineering and Sustainability

2021

- Incorporated ESG targets into management compensation
- Expanded disclosure of Environmental, Human Rights and Cybersecurity policies

2022

- Added new emissions targets seeking an absolute reduction and further improvement in emissions intensity
- Added TCFD framework
- Disclosed EEO-1 data
- Introduced ESG hub

OUR SUSTAINABILITY TARGETS

The following metrics represent our fifteen-year, aspirational targets, with 2018 as the baseline year. We have been pursuing many of these initiatives since our inception in 1997 and began incorporating them into long-term incentive compensation in 2021. In addition, in 2022 we are expanding our commitment to the environment by introducing a target to reduce absolute Scope 1 and 2 emissions by 15%. Additionally, we are adding a target seeking continuous improvement in emissions intensity.

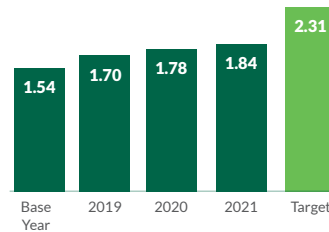
RECYCLING

50%↑

Increase resources recovered by at least 50%

✓ ON TRACK

RECYCLING MEASURED IN TONS (MIL)



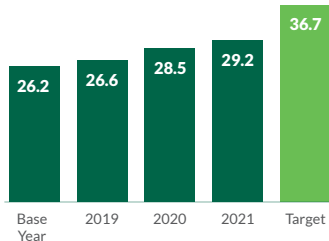
BIOGAS RECOVERY

40%↑

Increase biogas recovery by at least 40%

✓ ON TRACK

BIOGAS RECOVERY MEASURED IN STANDARD CUBIC FEET (BIL)



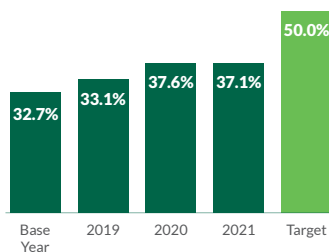
LEACHATE

50%↑

Process at least 50% of leachate on-site

✓ ON TRACK

LEACHATE PROCESSED ON-SITE MEASURED BY PERCENTAGE



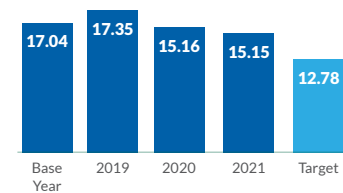
INCIDENT RATE

25%↓

Reduction in Incident Rate

✓ ON TRACK

INCIDENT RATE INCIDENTS PER 200,000 WORK HOURS

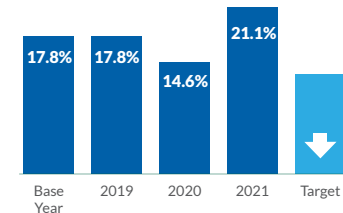


VOLUNTARY TURNOVER

Continuous Improvement



VOLUNTARY TURNOVER MEASURED BY PERCENTAGE



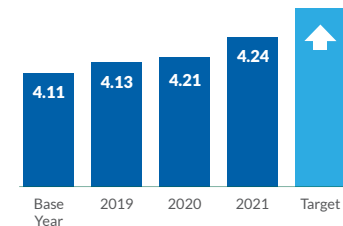
SERVANT LEADERSHIP



Continuous Improvement in Servant Leadership Scores

✓ ON TRACK

SERVANT LEADERSHIP ON A SCALE 1-5





Target Progress

Waste Connections' sustainability efforts are ongoing and consistent with our strategic focus on value creation. That said, we recognize the importance of demonstrating our commitment to advance ESG efforts through the identification of priorities, establishment of targets and communication of our related progress.

As part of our commitment to provide increased transparency, we introduced fifteen-year aspirational sustainability targets in 2020 and backed up those efforts with a \$500 million commitment toward their achievement. Our Vice President of Engineering and Sustainability has responsibility for oversight of our Environmental Management System and management of many of our sustainability efforts.

Senior management reviews targets annually and discusses current and future progress, as well as potential additions to existing targets. In 2022, we expanded our targets by introducing a goal to reduce absolute Scope 1 and 2 emissions, as well as a target to achieve continuous

improvement in emissions intensity. Progress toward achievement of our fifteen-year aspirational targets is incorporated into management compensation and reviewed by our Board of Directors.

Our 2021 results reflect continuous improvement toward many of our targets, including lower emissions despite the outsized growth we achieved during the period, as well as higher operational offsets or avoided emissions through our operations. In fact, our emissions intensity measured as a percentage of revenue declined by 12% in 2021, driving a two-year reduction of 18%.

Our carbon footprint, already net negative or "climate positive," improved by another 6% in 2021 to 3.4 times. For every metric ton of carbon generated through the management of our customers' waste and recyclables, we eliminated 3.4 metric tons of carbon through our operations, primarily through recycling, energy production, and carbon sequestration.

We also saw continued improvement in our already elevated levels of employee engagement, as measured by Servant Leadership scores, and our safety incident rate, despite the realities of a challenging labor environment. And finally, in 2021, we made investments to position ourselves for continued improvement and progress toward furthering our efforts.



"We are uniquely positioned as an industry to benefit the environment through increased Renewable Natural Gas generation at our landfill assets as we deploy technologies to minimize fugitive emissions and maximize gas capture"

Kurt Shaner
Vice President – Engineering
& Sustainability



ENVIRONMENTAL
STEWARDSHIP



ENVIRONMENTAL STEWARDSHIP

As an environmental services company, Waste Connections is committed to environmental stewardship. As we manage and responsibly grow our business, we recognize the importance of minimizing our impact on the environment and the communities we are privileged to serve. As such, our objectives emphasize environmental compliance, resource efficiency, the incorporation of biodiversity into site closure plans, as well as communication and collaboration with our stakeholders.

With a net negative carbon footprint by a factor of over three times and an 18% reduction in Scope 1 and Scope 2 emissions intensity over the past two years, our results demonstrate the effectiveness of our efforts and reflect progress toward achieving our environmental offset targets. In addition to our Environmental Policy that effectively serves as a guidepost for our standards, we emphasize training, employee engagement, accountability and oversight to achieve our environmental objectives.

Looking ahead, we anticipate further improvements through continued expansions of our resource recovery capacity and beneficial reuse of landfill gas resulting from 2022 capital expenditure commitments of approximately \$100 million for new facilities. These include two greenfield “next generation” recycling facilities in existing markets and new Renewable Natural Gas (RNG) production facilities at two of our landfills, all of which are scheduled for completion by 2024. In addition to these post-collection initiatives, we continue to evaluate the potential for the utilization of new technologies, including the introduction of fully electric, zero emission collection trucks, in the future.



WE ACHIEVED
18%
REDUCTION
Scope 1 & 2 emissions
intensity over the last
two years



“NET ZERO” CARBON FOOTPRINT — GOING BEYOND

The collection and responsible handling of our customers’ solid waste, along with the biodegradation process for certain waste streams within a landfill, result in the generation of carbon emissions. Recognizing the impact of emissions on climate change, we focus on both their mitigation and the expansion of operational offsets, through recycling and beneficial use of landfill gas.

The largest source of emissions at our operations result from our landfills, where our customers’ putrescible waste breaks down over time and produces landfill gas, which we actively work to recover and beneficially reuse. To that end, we install gas collection and control systems, often in advance of regulatory requirements. In order to mitigate fugitive emissions, we deploy drones at several of our landfills to detect potential breaches, utilize temporary cover systems to encapsulate the gas for beneficial reuse and modernize and expand gas collection systems. Where feasible, we beneficially convert the gas to electricity or Renewable Natural Gas (RNG) that can be injected into a gas transmission pipeline.

Along with carbon that is permanently sequestered in our landfills, our recycling services and beneficial reuse of landfill gas avoided 19.2 million metric tons of CO₂e in 2021. These offsets or avoided emissions exceeded absolute emissions generated from operations by 3.4 times, putting us in a net negative or climate positive carbon footprint position. These results reflect the benefit of reductions in Scope 1 and 2 emissions in both 2020 and 2021, with two-year improvement of 7%, as well as 6% growth in operational offsets during that period.

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 2021, we were able to reclaim over three million gallons of petroleum from our 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 over the last two years we beneficially reused over 220,000 tons of tires, concrete, asphalt and dimensional lumber, and diverted over 190,000 tons of additional material from landfills.

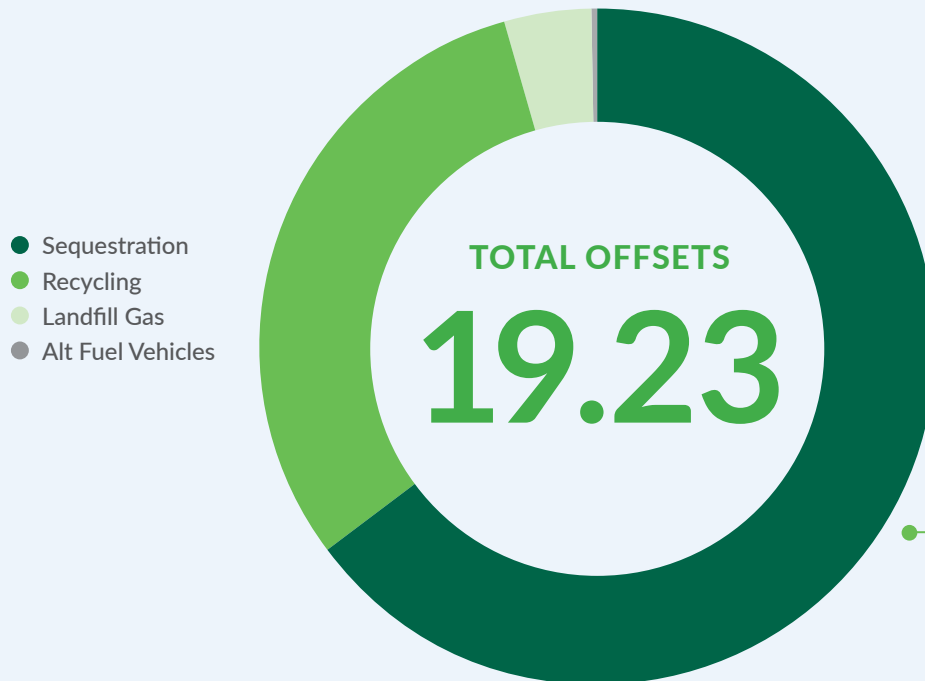
Beyond “Net Zero”: Our Carbon Offsets from Services Provided

ACHIEVING OUR TARGETS

Waste Connections offset carbon emissions through the services that we provide, including recycling and biogas recovery. Therefore, our fifteen-year target to increase carbon offsets by 50% is linked to achievement of our recycling and biogas recovery targets. Given our progress to date and a growing pipeline of these projects under development, we remain well positioned for achievement of our recycling, biogas recovery and carbon offset targets.

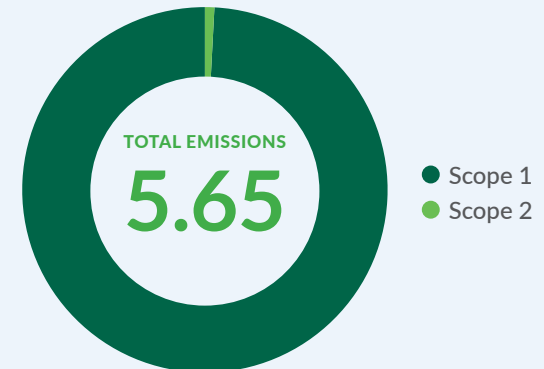
OFFSETS FROM SERVICES PROVIDED

measured in metric tons CO₂e (mil)



EMISSIONS FROM OPERATIONS

measured in metric tons CO₂e (mil)



OFFSETS ARE GREATER THAN EMISSIONS BY

3.4 times

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD)

ASSESSING CLIMATE-RELATED RISKS AND OPPORTUNITIES

Part of our commitment to advancing our sustainability objectives is the continued expansion of disclosure related to our approach to environmental risks and opportunities. Therefore, in 2022, we provided disclosures in alignment with recommendations outlined by the TCFD.

To that end, we established an additional risk assessment in 2022 that focuses solely on climate impacts with input from corporate and regional engineering staff, as well as finance, legal and other regional and senior leadership team members. This multi-disciplinary approach was used to assess and prioritize the management of the risks and opportunities associated with climate change.



AS MORE FULLY DESCRIBED IN OUR [TCFD REPORTING](#) this framework was used to assess our climate-related targets and sustainability-related governance structure. In addition, it was incorporated into scenario analysis to consider estimated potential climate-related impacts looking at a number of variables and outcomes.

**WE IDENTIFIED CLIMATE CHANGE AS BOTH A RISK AND OPPORTUNITY FOR OUR BUSINESS.**

As an organization we have taken several steps to evaluate and mitigate the associated risks of climate change, best evidenced by our climate-related risk assessment processes and sustainability-linked governance with oversight from our Board of Directors. In addition, we continued to show improvement in our climate-related metrics such as an absolute reduction in our Scope 1 and 2 emissions and an 18% improvement in emissions intensity over the last two years.



THE CLIMATE-RELATED OPPORTUNITIES are extensive and currently integrated into our business strategy and associated management compensation plans. As an environmental services company, we recognize that we should be well-positioned to benefit from increased adoption of the circular economy. Moreover, our investments in recycling and renewable natural gas infrastructure provide visibility toward achieving our fifteen-year aspirational targets that call for their increase. Growth in both recycling and renewable natural gas not only align with our financial objectives, but also are key components of our vision for the circular economy.



OUR VISION OF THE CIRCULAR ECONOMY





RECYCLING

RESOURCE RECOVERY: RECYCLING

At Waste Connections, resource recovery is a key element of sustainability and includes recycling through our material recovery facilities (MRFs). An integral part of our service offerings, we recycle or divert over 50% of our collected waste volumes in many markets, in some cases over 70%. We continue to expand these efforts through the acquisition of state-of-the-art facilities, the development of new “next generation” facilities and the enhancement of operating capabilities at our existing MRFs through technology additions, including robotics and optical sorters.



71

Recycling facilities that process post-consumer materials, supporting our customers' diversion goals

2M

Tons of fiber, metals and plastics processed in 2021

~50

Recycling robots deployed across our footprint, the largest in the industry



RECYCLING: ACHIEVING OUR TARGETS

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.

At the plant level, we are investing in additional optical sorters and robotics to manage labor requirements at MRFs, increase productivity and improve the quality and value of recycled commodities through reduced contamination rates. Beyond these enhancements at our existing facilities, we are positioned to achieve our targeted 50% expansion of resource recovery through increased recycling capacity from a combination of opportunistic acquisitions of stand-alone facilities or facilities in conjunction with integrated solid waste operations and construction of greenfield recycling facilities within our existing footprint.



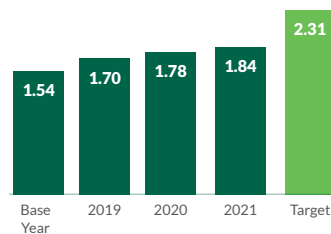
RECYCLING

50%

Increase resources recovered by at least 50%

 **ON TRACK**

RECYCLING
MEASURED IN TONS (MIL)



KEY ACCOMPLISHMENTS

In 2021, we continued to increase our processing capabilities and expanded the use of robotics across our network of recycling facilities. Our recycling tons processed in 2021 increased by 4% versus the prior year.



LOOKING AHEAD: 2022 & BEYOND

In 2022, we commenced construction on two recycling facilities in markets where we already collect recyclables, optimizing and vertically integrating our operations. These facilities will feature the newest MRF technology through the expanded use of optical sorters and robotics for enhanced productivity and product quality. When operational by 2024, these two facilities are projected to expand our annual recycling capacity by over 10% from 2021 levels. Given the growth already achieved since 2018 and the additional recycling capacity currently in development, we are well positioned to achieve our long-term targeted increase of 50%.

Our Vision for the Next Generation MRF

1

Fire breaks with enhanced fire detection and protection systems.

3

New auger, spiral, and non-wrapping screening technology minimizes downtime, cleaning, and maintenance versus previous systems.

5

Enhanced sorting and screening strategies improve quality and productivity.

2

Increased utilization of optical sorting and robotic technology.

4

Significant reduction in manual sorting labor, resulting in lower cost per ton.



LANDFILL GAS

RESOURCE RECOVERY: LANDFILL GAS

Resource recovery also extends to our landfills, where we deploy gas recovery systems and provide renewable energy to many of the communities we serve. We have installed gas collection systems for the capture of landfill gas generated at over 53 of our solid waste landfills, often in advance or exceeding regulatory requirements. Our gas recovery systems create the opportunity to convert landfill gas to a renewable energy source and mitigate the environmental impact. At 27 of these landfills, we have beneficial reuse facilities, either through electric generation or Renewable Natural Gas (RNG) recovery. These facilities generate electricity for local households, fuel local industrial facilities, and/or create RNG that can power alternative fuel vehicles. These projects create marketable environmental attributes such as carbon emission credits, Renewable Energy Credits (RECs) or Renewable Identification Numbers (RINs).

Our nine RNG facilities, including one of the largest in North America, provide pipeline-grade methane for use by the transportation industry and represent an area of future growth. We estimate that there are opportunities for new RNG systems or conversions to RNG at 15 to 20 of our landfills.

53

of our solid waste landfills have gas collection systems installed

27

Landfills have beneficial reuse facilities, either Renewable Natural Gas (RNG) or electric generation

~300K

Homes our landfills provide enough energy to power annually



✓

LANDFILL GAS RECOVERY:
ACHIEVING OUR TARGETS

The environmental benefits of utilizing landfill gas to generate electricity or produce pipeline-grade RNG is compelling, with the economic benefit dependent on several factors, including landfill size, age, gas generation rates, and infrastructure costs, as well as the value of the energy produced. At our existing landfill gas recovery systems, we annually process approximately 29.2 billion Standard Cubic Feet (SCF) of gas for conversion to energy, or the equivalent needed to power approximately 300,000 homes.

**BIOGAS
RECOVERY**

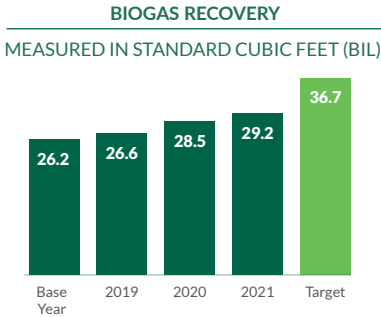
40%

↑

Increase biogas recovery
by at least 40%

✓

ON TRACK



KEY
ACCOMPLISHMENTS

In 2021, we increased biogas recovery and conversion to energy to 29.2 billion standard cubic feet or approximately 3%, bringing our two-year increase over 2020 and 2021 to 10%.

LOOKING AHEAD: 2022 & BEYOND

In 2022, we commenced construction on two RNG facilities, which should expand our annual beneficial gas generation by approximately 15% when operational. In addition, we have another eight facilities in late stages of development. Given this outlook and increases to date, we believe we are well-positioned for achievement of our fifteen-year aspirational target to expand biogas recovery by 40% from 2018 levels.



LEACHATE

LEACHATE MANAGEMENT

When it rains or snows, water infiltrates the buried materials within uncovered sections of landfills and mixes with the liquids and soluble substances contained in municipal solid waste, resulting in leachate. At our landfills, leachate is contained by an impervious liner system and is collected through a network of perforated drains. Subsequently, leachate is collected and either 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.



10%

Increase in leachate gallons processed on site over the last two year period

2

New leachate treatment plants to commence operations in 2022

\$5M

investment into independent research for new leachate treatment methods



LEACHATE MANAGEMENT: ACHIEVING OUR TARGETS

Through our current operations, we generate over 650 million gallons of leachate per year, over two-thirds of which has historically been transported off-site for treatment. Our fifteen-year aspirational target is to mitigate the environmental impact of transporting and disposing of leachate by enhancing our ability to treat leachate using our own facilities to over 50% of leachate generated. 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.

In order to further increase our leachate self-sufficiency, we will expand utilization of evaporator technology at some landfills and pursue other landfill best practices such as reducing working face size or installation of temporary cover to minimize infiltration of rain or snow. We also will install on-site treatment plants where feasible.

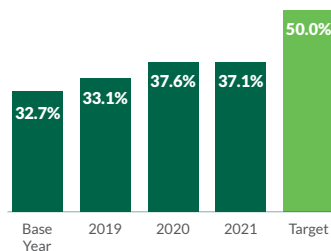
Always looking for a more cost effective and environmentally conscious way to treat and/or dispose of leachate and other waste, we are independently funding research into new leachate treatment methods with an annual commitment of \$1 million over a five-year period.

 **LEACHATE**
50% 

Process at least 50% of
leachate on-site

 **ON TRACK**

LEACHATE PROCESSED ON-SITE
MEASURED BY PERCENTAGE



KEY ACCOMPLISHMENTS

During 2021, we added evaporating units at facilities that generated excess leachate and finalized construction on two additional leachate treatment facilities, completed in 2022.



LOOKING AHEAD: 2022 & BEYOND

In 2022, we will commence operations at the two new treatment facilities with combined capacity to process over 100 million gallons of leachate annually, significantly expanding our internal capabilities and positioning us for further progress toward our target.



CASE STUDY

Meadowbranch Landfill, Athens, TN



2021 Leachate processed
on site

+2.9M

gallons or +49% YoY



Gas used for
energy

+11.2%

2022

well positioned to benefit from
investment in temporary cover

Nestled in the foothills of the Great Smokey Mountains, the Meadowbranch Landfill is a critical post-collection asset that serves the markets around Knoxville and Chattanooga, Tennessee. On an annual basis, the landfill receives nearly one million tons of municipal solid waste. With rainfall of approximately 80 inches per year, the site was generating around 30 million gallons of leachate annually and utilizing third parties for treatment and disposal. Beginning in 2021, the site installed evaporation technology that allowed it to treat a larger portion of its leachate on site, reducing the number of trucks needed to transport leachate to treatment plants. In 2021, the site began installation of temporary cover on the landfill in order to further reduce the penetration of liquids into the landfill and minimize fugitive emissions.



Meadowbranch Landfill temporary cover and evaporators



FLEET EMISSIONS AND EFFICIENCY

As a route-based business, a portion of our carbon footprint is linked to our fleet, and therefore we look to selectively utilize alternative fuel vehicles as part of our efforts to reduce fleet emissions.

In addition to utilizing Compressed Natural Gas (CNG) trucks, we have been running a hybrid electric truck in one market and look forward to testing fully electric collection trucks beginning in 2022.

Further, we focus our efforts on reducing consumption of fuel and petroleum-based products through replacement of older trucks with newer, more efficient trucks, utilizing transfer station networks to consolidate waste onto fewer trucks, installing controls to minimize idling time, and switching to synthetic motor oils with longer replacement intervals.

We also reduce emissions by installing more advanced engine filters. In addition, we utilize technology, including

on-board tablets and route optimization software, to minimize driving time, and engine diagnostics software to anticipate issues to avoid downtime.

12%
ALTERNATIVE FUELED
VEHICLES IN FLEET



INNOVATION

With the expected payload and route capacity of electric collection trucks comparable to diesel trucks, we look forward to beta testing fully electric vehicles, particularly given our encouraging experience from utilization of a hybrid unit since 2021. The fully electric trucks operate quietly, generate zero emissions and are expected to provide considerable operating cost savings relative to comparable diesel trucks, although at an initial cost premium. We look forward to expanding the use of alternative fuel vehicles in Waste Connections' fleet.



Pictured L-R: Compost operation in Quebec; coal ash beneficial reuse project in Florida; compost operation; and anaerobic digester in California.

ZERO WASTE

We believe our sustainability initiatives align with and support the efforts of our customers and the communities we serve.

We regularly work with customers to increase resource recovery and facilitate their pursuit of zero waste goals. Whether providing services like composting of yard waste and food waste or supporting the introduction of new technologies, such as anaerobic digesters, we partner with communities and industrial customers to advance their objectives to reduce their reliance on landfills, decrease waste disposal costs and reduce emissions.





CASE STUDY

Exploration and Production (E&P) Waste

With over thirty exploration and production waste treatment and disposal facilities across the United States, Waste Connections is one of the largest providers of non-hazardous E&P waste disposal. 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, representing an attractive and safe alternative to disposal at the drilling site. Our processes and technology can recover and transform many of our customers' waste streams into reclaimed oil, recycled produced water and reusable drilling fluids.

In fact, since 2018, our E&P waste operations have collectively reclaimed nearly 18 million gallons of base oil, and tons sequestered in landfills and injected into deep formations give R360 a net negative carbon footprint.

Pictured is a night view of our state-of-the-art thermal processing facility near Stanton, Texas, that diverts hydrocarbons from landfills — another example of how we promote the circular economy.

18M gallons of
reclaimed base oil
since 2018

Biodiversity and Site Closure

We approach our relationships with the communities we serve as long-term partnerships with an eye toward the future and respect for the 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 establish buffer property that utilizes local plants and vegetation to encourage and promote local wildlife and aesthetically blend with other local vegetation. As a part of the permitting process, we engage with local communities to establish a closure plan. As we anticipate that facilities will ultimately transition into closure, we ensure that closure plans are effective at restoring the land to a condition that is consistent with the biodiversity of the surrounding environment.

CASE STUDY

Blue Ridge Landfill Chambersburg, Pennsylvania

Each year, the grasslands near and surrounding property of the Blue Ridge Landfill are home to numerous species, providing a stopping point for migration or a local breeding ground. Pictured below are several species of birds found within the grasslands of our Blue Ridge Landfill in Pennsylvania, highlighting the local ecology and balance between human activity and nature.



Pictured L-R: Blue Ridge Landfill; Ruby-Throated Hummingbird; Northern Harriers and Green-Winged Teal.

Photos taken by J. Ferguson, administrative assistant, Blue Ridge Landfill.



Environmental Management System

As detailed in our Environmental Policy, we maintain a robust Environmental Management System (EMS) as part of our operating practices and risk mitigation strategy. Our EMS is an all-encompassing approach to environmental protection and regulatory compliance with oversight by 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. It 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-up at multiple levels of management.

Annually, one or more of our environmental professionals audits each disposal site, reviewing operating records, infrastructure and the physical conditions, with potential risks of non-compliance tracked in the Cube 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, which, depending on geography, may incorporate contingencies for responding to various natural disasters or addressing other regional or local needs. We provide emergency action plan training in order to enhance response plans.



“Our EMS ensures regulatory compliance at our sites while at the same time allowing us to effectively manage the day-to-day documentation of waste streams.”

Jim Little
Executive Vice President –
Engineering and Disposal



SOCIAL ENGAGEMENT



EMPLOYEE ENGAGEMENT

CULTURE MATTERS

At Waste Connections, we believe employee engagement, culture and differentiated results are all related — it is why investing in our people, our greatest asset, has always been a top priority.

As a result, we doubled down on employee support during the COVID-19 pandemic, understanding that employee health and financial well-being was paramount, and that caring for our 20,000-plus employees and their families would translate into happier, more engaged employees, better positioned to serve our customers during a time of need.

As life begins to normalize with the restoration of corporate travel, training and other social and work gatherings, we reflect on our aforementioned investments, our future employee-centric initiatives as well as our Servant Leadership principles and emphasis on safety that has guided us for years. Our reflection leads us to believe that Waste Connections is a closer, stronger organization because of the steps we have taken and we are well positioned for future growth and differentiation — no different from our journey over the last 25 years.

SUPPORTING OUR FRONTLINE

\$50M

Discretionary COVID-19 expenses incurred since the pandemic, primarily to support our frontline employees

#1

Operating value
is safety



“Our employees’ preferences and needs are constantly evolving. By listening to our employees, leveraging the principles of Servant Leadership and utilizing technology, we are able to emphasize our employees’ well-being and expand personal development.”

Sue Netherton, Senior Vice President –
People, Training and Development

Our team has responded and recognized Waste Connections externally, resulting in a series of employee-nominated awards, including Glassdoor's Employee Choice Awards – Top CEOs as well as Comparably's Best Leadership Team, Best CEO for Women, Best HR Team, Best Sales Team and Happiest Employees.



glassdoor
TOP CEOs 2021
EMPLOYEES' CHOICE



Benefits introduced or expanded since the onset of the COVID-19 pandemic are supportive of our employee engagement efforts:



SUPPLEMENTAL WAGES

deployed over \$50 million during the pandemic, largely to support our frontline employees through supplemental wages;



INTRODUCED A FORMAL \$15 PER HOUR TARGET

for minimum wage in the United States and \$16 per hour in Canada with continued growth in wages;



INTRODUCTION OF A SCHOLARSHIP PROGRAM

to support the educational goals of our employees' children;



EXPANDED TRAINING and development efforts;



INTRODUCTION OF SEVERAL AFFINITY AND NETWORK GROUPS

supporting diversity and inclusion;



DEPLOYED NEW MOBILE- AND DESKTOP-BASED TECHNOLOGY

to celebrate individual and local successes and increase employee connectivity;



DISCOUNTED STOCK PURCHASE PROGRAM FOR EMPLOYEES; and



EXPANDED BENEFIT PROGRAMS

including paid time off, parental leave, short- and long-term disability and continued to offer gold plated benefits with included optionality for Health Spending Accounts, Flexible Spending Accounts, counseling services, and life insurance.





SERVANT LEADERSHIP

A DIFFERENT APPROACH

In 2006, we adopted the management concept known as Servant Leadership – a philosophy that has defined and differentiated our organization.

The Servant Leadership concept inverts the traditional management hierarchy, positioning leaders to serve their employees both professionally and personally. The philosophy empowers employees by prioritizing their needs, sharing responsibility and driving personal development.

Our leadership development efforts include multi-day Servant Leadership training sessions, district management training, dozens of varying leadership webinar topics, and other safety, sales, maintenance, operations and financial training courses engaging every employee level throughout the Company.

As an organization, we look to continually raise the level of accountability through our annual Servant Leadership survey, which provides employees the opportunity to grade their managers on an anonymous basis. The score, along with several other metrics such as talent development, are incorporated into the leader's compensation plan. We also view the scores as indicative of employee engagement and therefore incorporate Servant Leadership scores into our aspirational ESG targets with a goal of continuous improvement. With over 85% participation, our 2021 Servant Leadership survey demonstrated continued improvement to record 2021 levels, with the largest gains coming from our frontline drivers and operators.



“In our early years, amid elevated employee turnover and a high frequency of safety-related incidents, we realized a need for change. Initially the concept of Servant Leadership was optional, but with notable success in turnover and safety, we mandated the philosophy and have embraced its principles ever since.”

Ron Mittelstaedt
President and Chief Executive Officer

Voluntary Turnover and Engagement

✓ ACHIEVING OUR TARGETS

At Waste Connections, we are intentional about employee training and development, relationship building and accountability across the organization — all factors that affect culture and employee engagement. Over time, we believe being intentional in these areas will result in better retention metrics and higher Servant Leadership scores — our reflection of engagement.

Intentional Retention

In 2021, we redesigned and formalized employee onboarding, relationship building, and other retention best practices. We also expanded training for interview skills in order to hire candidates that are a best fit, more effectively communicate job expectations, and increase awareness of unconscious biases in order to broaden the candidate pool and hire more effectively. We have seen the positive effect of our efforts within new employee retention and anticipate more progress as the broader labor market-related turnover begins to normalize.



KEY 2021 ACCOMPLISHMENTS

Following several years of strong Servant Leadership scores, we demonstrated improvement in our annual survey again in 2021, with the largest improvement coming from frontline employees. Additionally, we are encouraged by recent progress on new employee retention and believe we are positioned for future improvement.

SERVANT LEADERSHIP

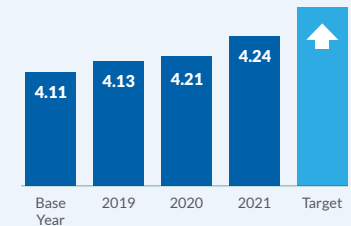


Continuous Improvement
in Servant Leadership
Scores

✓ ON TRACK

SERVANT LEADERSHIP

ON A SCALE 1-5

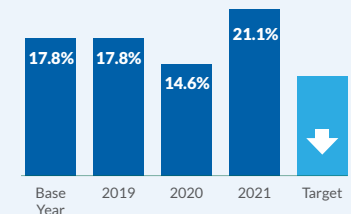


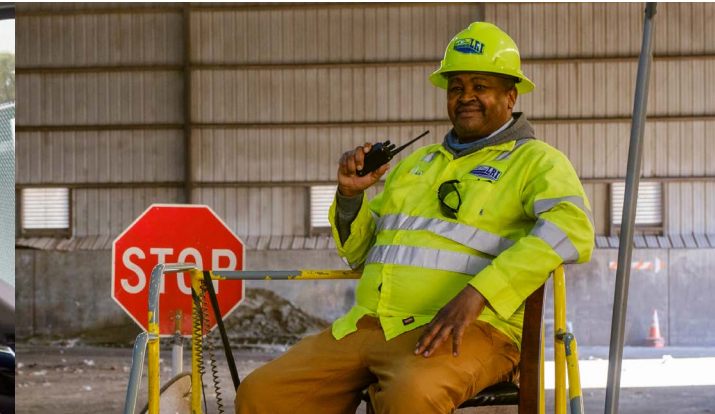
VOLUNTARY TURNOVER

Continuous
Improvement



VOLUNTARY TURNOVER MEASURED BY PERCENTAGE





Diversity and Inclusion

At Waste Connections, we are committed to building and developing diverse teams that function in an environment of mutual respect, where employees feel empowered to contribute. Operating across hundreds of markets in the United States and Canada, we recognize the benefits of diversity and the importance of ensuring that employees feel respected and included, encouraged to bring their unique perspectives, ideas and best skills to work each day.

In keeping with our efforts to support and encourage diversity and inclusion, we have undertaken several initiatives. Those efforts include the introduction of a formal Diversity Policy for our Board of Directors and Senior Management with aspirational targets for female Board representation, and additional disclosure on workforce composition such as our [Equal Employment Opportunity report \(EEO-1\)](#) that we are providing in conjunction with our 2022 Sustainability Report.

We also incorporated diversity and inclusion topics into Servant Leadership training and annual manager assessments in order to ensure that all employees are valued, feel empowered to contribute and are positioned for advancement opportunities. Additionally, we enhanced recruiting practices to ensure the broadest candidate pools, offered monthly diversity and inclusion training modules, and established financial commitments to organizations that focus on racial inequities and that support women and children at risk. We also supported the development of resource groups including our Women's Network and Veterans' S.E.R.V.E. group. We anticipate expanding the resource groups in 2023.

To further expand our efforts, in 2022 we established and filled a new role, Director of Employee Experience, Inclusion, and Diversity. This new role will be responsible for strengthening our diversity and inclusion priorities and improving our practices in key areas of the employee life cycle, including brand attraction, onboarding, orientation, retention, recognition, engagement, and employee development.

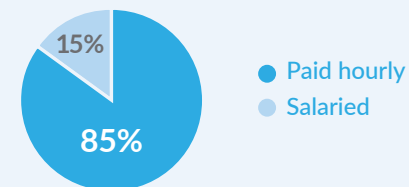
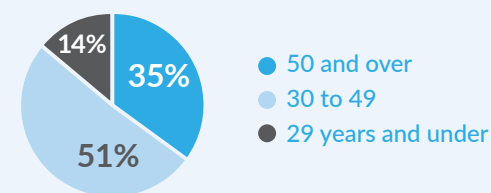
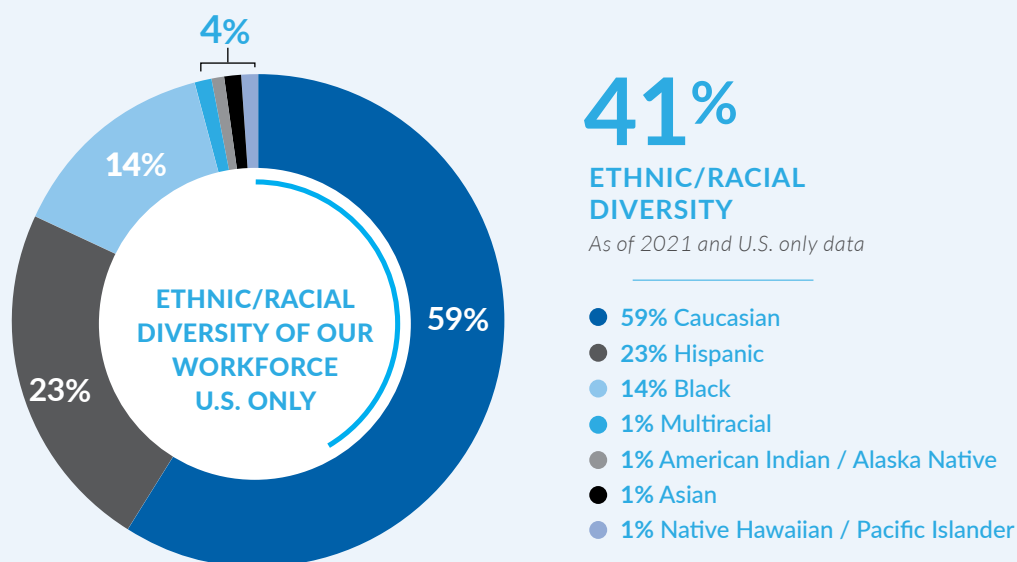
Waste Connections is a signatory to the [CEO Action for Diversity & Inclusion](#), the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. We are also supporting members of [Women in Trucking](#) and [Women in Cleantech & Sustainability](#).

**CEO ACTION FOR
DIVERSITY & INCLUSION**



Diversity Statistics

WORKFORCE DIVERSITY *EEO-1 Report*



WORKFORCE COMPOSITION (U.S. AND CANADA)	UNIT	GENDER		ETHNICITY	
		FEMALE	MALE	CAUCASIAN	ETHNIC MINORITY
Board of Directors	Percentage (%)	25%	75%	88%	13%*
Top Management Positions	Percentage (%)	17%	83%	90%	10%
Total Workforce	Percentage (%)	16%	84%	61%	39%

*Board of Directors Ethnicity and Workforce Ethnic Composition does not equal 100% due to rounding

ENTERPRISE RESOURCE GROUPS

Women's Network and Veterans Network (S.E.R.V.E.)



>1,000
MEMBERS

FROM THE EXECUTIVE SPONSOR

"The rapid growth of our Women's Network is a direct reflection of our people and culture. The network fosters relationships across all roles at Waste Connections and at the same time empowers our members by providing opportunities for both personal development and community support."

Mary Anne Whitney
Executive Vice President
and Chief Financial Officer

HIGHLIGHTS

- Mentorship opportunities
- Industry interviews
- Monthly themes to inform, empower and connect
- Charitable events and fundraising
- Social gatherings



APPROACHING
500
MEMBERS

FROM THE EXECUTIVE SPONSOR

"Just like the majority of my fellow veterans, my time in the military was a formidable experience, in part shaping me into the employee I am today at Waste Connections. I am excited to help build a network of veterans across the Company to both acknowledge their military experience and support their career development."

Jason Craft
Senior Vice President – Operations

HIGHLIGHTS

- Guest speakers
- Understanding VA benefits and opportunities
- Mentorship opportunities
- Fundraising and events for veterans in need



EMPLOYEE TRAINING AND DEVELOPMENT

Continual learning opportunities benefit our workforce both personally and professionally and have been a cornerstone of our organization's culture for years.

It is why we have been pleased to invest in a new Learning Management System (LMS) that offers mobile, tablet or desktop-based access to a robust library of learning and development resources. In addition to required training sessions with topics such as safety, code of conduct and ethics, antitrust basics, harassment prevention, discrimination education, diversity and inclusion, consumer privacy and cybersecurity in 2021, we introduced additional learning content and significantly expanded the sessions and topics offered to our employees interested in self-directed learning opportunities.

In addition to online trainings, 2021 marked the return of classroom-based educational sessions, including our Servant Leadership series, detailed below. We look forward to further expanding educational content through our LMS system and at the same time welcoming more employees back into the classroom, which not only fosters employee development, but also builds relationships and spreads culture.

+19%

Increase to training sessions offered in 2021

D&I

Ongoing monthly training sessions, with topic now included in annual manager survey

New or Notable Training Programs for 2021

DIVERSITY AND INCLUSION MINI SERIES

Following a leadership summit in 2020 that sought to reduce unconscious biases and enhance diversity and inclusion, this series was introduced and continues after 20+ months. Our leaders utilize the mini courses and underlying discussion guides to have a deeper conversation on the topic with their teams. Topics have included unconscious bias, how to practice inclusiveness, breaking down stereotypes, creating psychological safety for employees and teams, allyship, and fostering belonging.

CULTURE MATTERS

Given significant organic and acquisition-related growth, we introduced the Culture Matters course and encourage this educational session during the onboarding process. Curriculum includes Waste Connections history, our five Operating Values, our approach to safety and Servant Leadership key principles.

TRAINING THE TRAINER

The Driver Trainer Certification Course focuses on how we can best serve our trainees beginning their Waste Connections driving career. The driver trainers learn next-level skills to enhance current training strategies. Routing, documentation, distractions, normalization of deviance, Target 4 (safety) and conversation styles highlight the learning content delivered virtually or in-person.

BUSINESS ACUMEN

Business Acumen financial training links expertise in certain roles to Waste Connections' strategic priorities. The six-hour online workshop or three day in-person session aligns operations to 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 general/administrative employees receive training on our Code of Conduct and Ethics upon hire and at least once again every three years. 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 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.





TAKING SAFETY TO THE NEXT LEVEL

As our First Operating Value, Safety is paramount in all we do. We recognize the responsibility we have to our employees, our customers and the communities in which we operate to minimize incident frequency and protect all from accidents.

We believe that safety is the responsibility of every employee and deploy a behavioral-based approach that is ingrained in our commitment-based, Servant Leadership culture. Our unique approach rewards success and at the same time demands accountability by holding employees and leaders accountable when exhibiting or tolerating unsafe behavior.

We have relied on our Servant Leadership-led philosophy, combined with technology-based tools, to develop employee risk-profile rankings. These rankings encourage effective communication and behavior-based coaching opportunities that are tracked and scored. We believe this approach is what allows us to report better-than-average safety metrics relative to the solid waste industry. This approach also explains how we have historically been able to reduce the number of safety incidents at acquired companies often by over 50% within the first year of operations.



“At Waste Connections we believe that accidents and injuries are not a part of or cost of doing business in our industry. The cost of failure in safety is too great, which is why we rely upon our culture to emphasize communication, drive behavior and positively impact safety within the organization.”

Shawn Mandel
Vice President –
Safety and Risk Management

50% Typical year-one
reduction of safety
incidents at acquired
companies

SAFETY

Key Initiatives

While we attribute our successful safety record to our culture and behavioral-based approach, we acknowledge that technology can be an important tool in identifying risky behaviors and providing coaching opportunities to address them.

Beginning in 2020, we launched a \$10 million fleet-wide upgrade of our onboard camera systems, which are the foundation for establishing our risk-based scoring. In contrast to existing systems, which largely track inertial movements in vehicles, the next-generation systems utilize artificial intelligence and “Machine Vision” to identify additional risks both inside and outside of the cab. Such risk factors inside the cab include unbelted drivers, as well as distracted driving from handheld devices, food and beverages and smoking. Outside of the cab, the units can detect lane departures, rolling stops, unsafe following distances and other critical distances. We continued to install next-generation camera telematics in 2021 and reached full deployment across the legacy Waste Connections fleet in early 2022.

We also continued to deploy Freightliner EonicSD trucks across our fleet. These units feature an overhauled cab design that incorporates many of the safety features already included in passenger vehicles, as well as an integrated collision mitigation system, enhanced visibility, and several ergonomic improvements.



KEY 2021 ACCOMPLISHMENTS

Next-generation camera telematics, combined with our behavioral-based approach, helped drive continued improvement in our incident rate, in spite of increased traffic levels stemming from post-pandemic reopening activity.

In total, our behavioral-based approach to safety resulted in over 55% of our operating locations either posting zero safety-related incidents or reducing incident frequency versus the prior year.



INCIDENT RATE

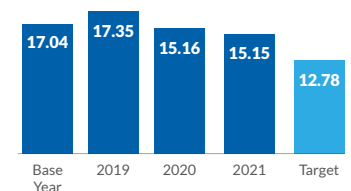
25% ↓

Reduction in Incident Rate

✓ ON TRACK

INCIDENT RATE

INCIDENTS PER 200,000
WORK HOURS



2021 Driver, Mechanic and Operator of the Year Awards

CANADA



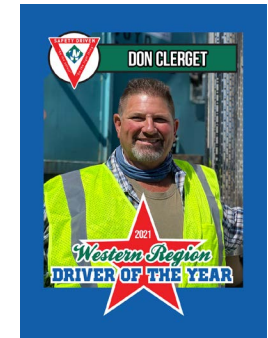
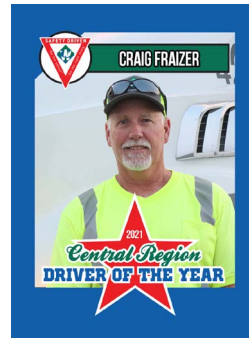
**Drivers
OF THE YEAR**

CENTRAL REGION

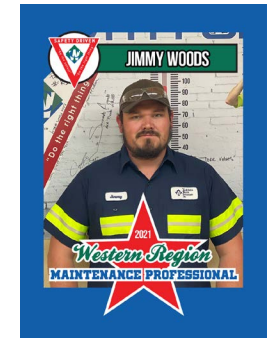
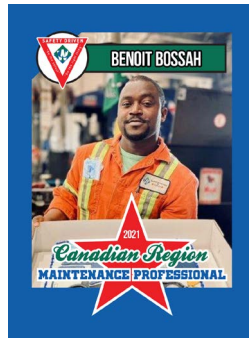
EASTERN REGION

SOUTHERN REGION

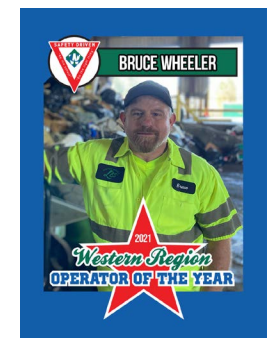
WESTERN REGION



**Mechanics
OF THE YEAR**



**Operators
OF THE YEAR**





COMMUNITY IMPACT

GIVING BACK AND MAKING AN IMPACT

At Waste Connections, we also attribute our success to the support we receive from communities we serve, where our employees also live and work.

75K

Bicycles
donated

\$8M

Cumulative
donations from
Waste Connections
Golf Classic for Kids

We provide opportunities for our employees to get involved in their communities and consider it a privilege for Waste Connections to also give back through charitable donations or sponsoring community events.

GIVING LOCALLY

Waste Connections and our employees support more than a thousand organizations through direct contributions, volunteering and/or fundraising at a local level. Each year, we donate millions of dollars 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.

OUR COMPANY-WIDE CULTURE OF GIVING

In addition to our local efforts, we are proud of our Company-wide traditions. In 2021, our employees assembled and contributed over 6,000 bicycles to deserving children, bringing our program total since inception to over 75,000 bicycles. In addition, our 13th Annual Waste Connections Golf Classic for Kids in 2021 raised over \$1.2 million for charities that support at-risk youth and their families, bringing our total raised to over \$8 million.

SUSTAINABILITY AND GIVING

Waste Connections aligns its major financial contributions with its goal to further advance environmental sustainability. For example, our first major grant helped establish the Global Waste Research Institute (GWRI), developed in conjunction with California Polytechnic State University, San Luis Obispo.

THE GWRI'S MISSION

The GWRI's mission is to advance state-of-the-art research and development of sustainable technologies and practices to more effectively manage existing and emerging wastes and byproducts. We also regularly contribute to the Environmental Research Education Foundation and fund over \$1 million per year in research related to the environmental industry.

SELECT ORGANIZATIONS WE SUPPORT

100 Black Men of Knoxville
 Alzheimer's Resource of Alaska
 American Cancer Society
 American Heart Association
 American Red Cross
 Angel Reach
 Beyond Batten Disease
 Big Brothers Big Sisters
 Boys and Girls Clubs
 Bridge the Gap
 Bridge to Home
 Canadian Club of Toronto
 CASA Child Advocates
 Cayuga Seneca Community Center
 Centre for Young Black Professionals
 Charleston Area Justice Ministry
 Children's Home Society
 Chippewas of the Thames First Nation
 Circles of Mercy
 City Care Inc.
 Columbia River Mental Health Foundation
 Community Assistance Center
 Concern for Animals
 Eloy Food Bank

Emergency Food Network
 Empire Club of Canada
 Empower Tehama
 Equal Justice Initiative
 Fondation — CSSS Du Sud
 De Lanaudiere
 Food Backpacks 4 Kids
 Glove House Inc.
 Habitat for Humanity
 Homeless Youth Connections
 Homes4Families
 Hope Ministries
 Inner City Outreach
 Inspiration Ranch
 Interfaith of The Woodlands
 Juvenile Diabetes Research
 Foundation
 Kids Meals
 Kids 'n Kinship
 Leukemia & Lymphoma Society
 Lighthouse for Grieving Children
 Loaves and Fishes Family Kitchen
 Lotus House
 Love Fosters Hope

Low County Food Bank
 Make-a-Wish Foundation
 March of Dimes
 Meals on Wheels
 Mission of Hope
 Montgomery County Food Bank
 Montgomery County Women's Center
 National Women's Hall Of Fame
 Northwest Association for Blind Athletes
 Oklahoma Children's Hospital
 Oregon Zoo
 Pink Lemonade Project
 Redeemed Ministries
 Roger Clemens Foundation
 Seneca Falls Fire Department
 Special Olympics
 St. Jude Heroes
 Step by Step
 Tent Mission STL
 The Black Coalition for AIDS Prevention
 The Children's Hospital Volunteers Inc.
 The Nature Conservancy
 The Salvation Army
 The Wishing Well Foundation

Toby Keith Foundation
 UNCF
 United Way
 Veterans Emergency Relief Fund
 Volunteer Prince William
 Waterloo Fire Department
 Westborough Police Foundation
 Winter Center for Autism
 Women's Institute for Leadership and
 Learning
 Wounded Warriors in Action Foundation
 YES to Youth
 Young Men's Educational Network (YMEN)
 Chicago
 Youth Alliance
 Youth First



Giving Back to Employees

EMPLOYEE RELIEF FUND (ERF)

The Waste Connections Employee Relief Fund was established to help employees and their immediate families who have experienced significant financial hardship following a natural disaster or other catastrophic event. In 2020, we expanded its applicability to address unexpected hardships experienced during COVID-19. Through contributions from Waste Connections, our employees and vendors, we assist impacted employees by helping to 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 helped approximately 250 Waste Connections employees.

SCHOLARSHIP PROGRAM

We introduced the Waste Connections scholarship program in 2020 as a way to help our 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. Determined by an impartial third party, award recipients receive \$2,500 each per academic year for up to four years. Now on its third year, the program has 125 recipients with financial contributions from Waste Connections that exceed \$300,000 and a total commitment of up to \$1.25 million.



Emily Hickel

Majoring in Mechanical Engineering at
Washington State University Vancouver



Daughter of Kelly Hickel, Lead Equipment Operator,
(32+ years of service)

Region: Western

Vancouver, Washington

"I am beyond grateful and humbled to earn this award, and for your support of my continued education."

Russel Acosta

Majoring in Art & Art History at
Columbia University



Son of Roussel Acosta, Driver, (17+ years of service)

Region: Central

El Paso, Texas



Thank you!

WE ARE PROUD TO HAVE SUPPORTED

125

Award Recipients

\$1.25M

in scholarship commitments



"At Waste Connections, we are stewards of local resources and trusted advisors to our customers. Our priority is obtaining expertise on emerging recycling efforts and offering those services in ways that work in the communities we serve."

Aaron Donley
2021 Bob Davis Award Recipient for Sustainability

Community Engagement

Now more than ever it is critical to increase engagement within our communities and connectivity with our customers. Through our WasteConnect app, customers can 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 to schools, community events and residences to provide educational sessions about the benefits of recycling and proper waste management. In 2019, we launched the Bob Davis Award for Leadership in Sustainability to recognize employees who demonstrate exemplary 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.



BOB DAVIS AWARD RECIPIENT AARON DONLEY

Aaron's specific areas of contribution have been numerous, whether rolling out recycling programs at the University of Oregon athletic facilities, supporting recycling at the US Olympic Trials, developing recycling literature, growing recycling participation, or teaching members of the community how the recycling system works. Aaron takes a very hands-on approach to sharing his sustainability passion. He volunteers at local events and has spent countless hours speaking to community groups about recycling.



Natural Disaster Relief Efforts

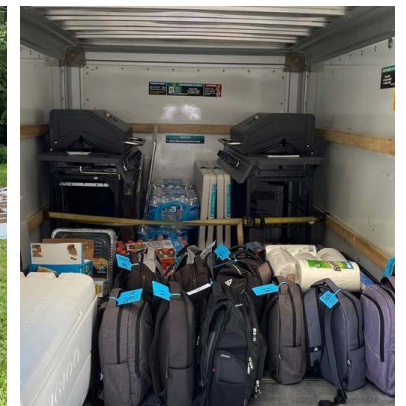
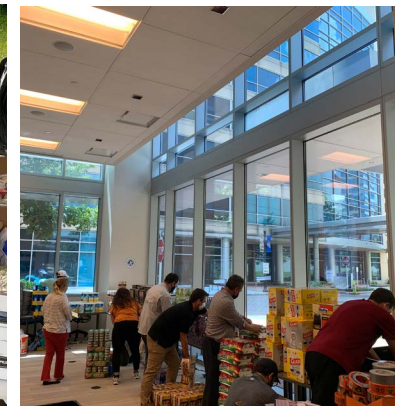
With essential operations across 43 states in the U.S. and six provinces in Canada, Waste Connections provides relief to communities that are negatively impacted by natural disasters, including forest fires, hurricanes, tornadoes and flooding. These events can negatively affect our employees, our customers and the communities in which we serve.

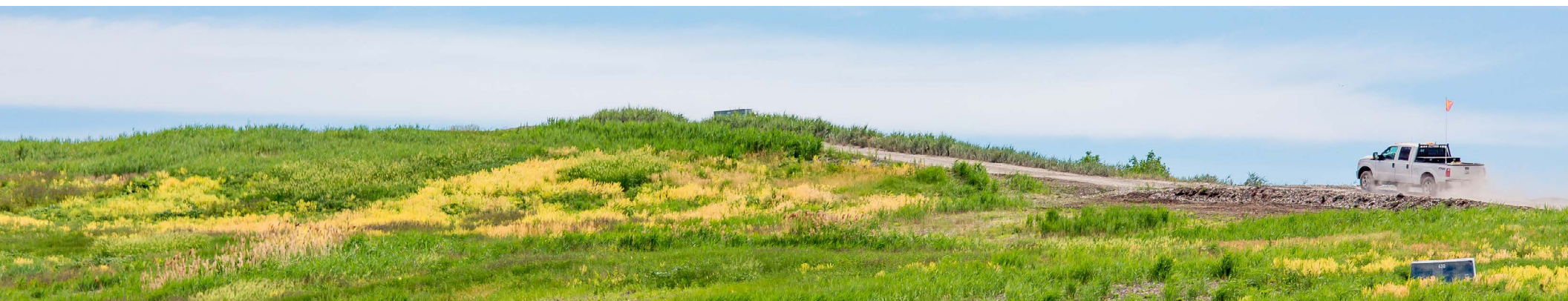
Our large network and Servant Leadership-focused culture provides a response roadmap. We recognize that local employees are likely to be the most impacted, and we immediately ensure their welfare by providing food, water and shelter in many instances. We deploy additional support teams to back up local employees that may be unavailable, providing trash and recycling collection services. We deliver construction containers and extend business hours at our disposal facilities in order to aid the cleanup efforts. For some of our most impacted employees, we utilize our Employee Relief Fund to help provide financial stability. As an essential service provider, this is how we help restore normalcy to our communities.

OPERATING IN

43

States and Six
Canadian Provinces





ENVIRONMENTAL JUSTICE



INTRODUCTION TO ENVIRONMENTAL JUSTICE

The 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 at our over 550 collection and post-collection facilities in 43 states in the U.S. and six provinces in Canada.



OUR APPROACH TO ENVIRONMENTAL JUSTICE

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. Additionally, EJ consideration for us begins with facility siting and development, which requires regulatory reviews and includes opportunities for local input and consideration, and continues throughout the life of each site. We work with communities to address concerns through the siting and design process, and we remain engaged after that process is completed. We also have vigorous internal processes in place to ensure compliance with regulations and work to minimize community impacts.

BOARD OVERSIGHT

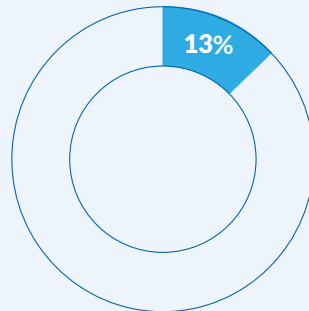
Our Board of Directors has oversight of our efforts related to EJ and receives periodic updates from our Executive Vice President – Engineering and Disposal and Vice President – Engineering and Sustainability. Those updates include discussion of our analysis regarding EJ impacted areas and the steps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

METHODOLOGY AND FINDINGS

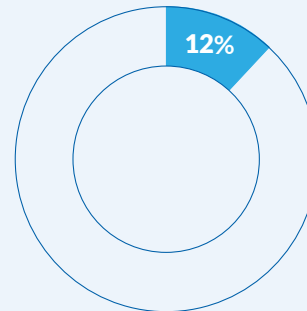
We utilize several methods to assess our company assets — informing our understanding of our impacts on local communities as well as potential regulatory risk to permitting and ongoing operations. As part of our assessment, we utilize the EPA's EJScreen to evaluate the socioeconomic attributes of our operating locations in the U.S. First, we utilize the EJScreen's "Demographic Index" or "DI" that incorporates both race and income statistics throughout each census tract. We focus our analysis to the 80th percentile of the DI, above which census blocks

are flagged for excessive EJ risk. In addition, we analyze the racial and low-income percentages of households within one-kilometer of our facilities. As depicted below, when focusing on our landfill assets, only 13% of our landfills exceed the 80th percentile of the DI index and only 12% and 21% are located within communities with above average minority and low-income household representation, respectively. For additional details on our EJ strategy, including the same analysis for our other operating sites, please see our [EJ Analysis](#).

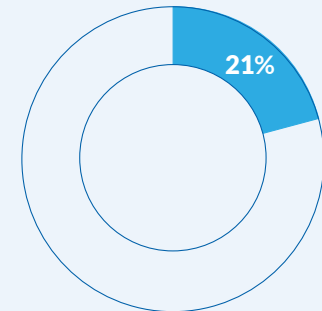
PERCENTAGE OF U.S. SITES THAT EXCEED THE DI 80TH PERCENTILE THRESHOLD AND ARE LOCATED IN AT RISK COMMUNITIES



● % above the 80th percentile flagged for excessive risk



● Landfills in minority communities



● Landfills in low-income communities

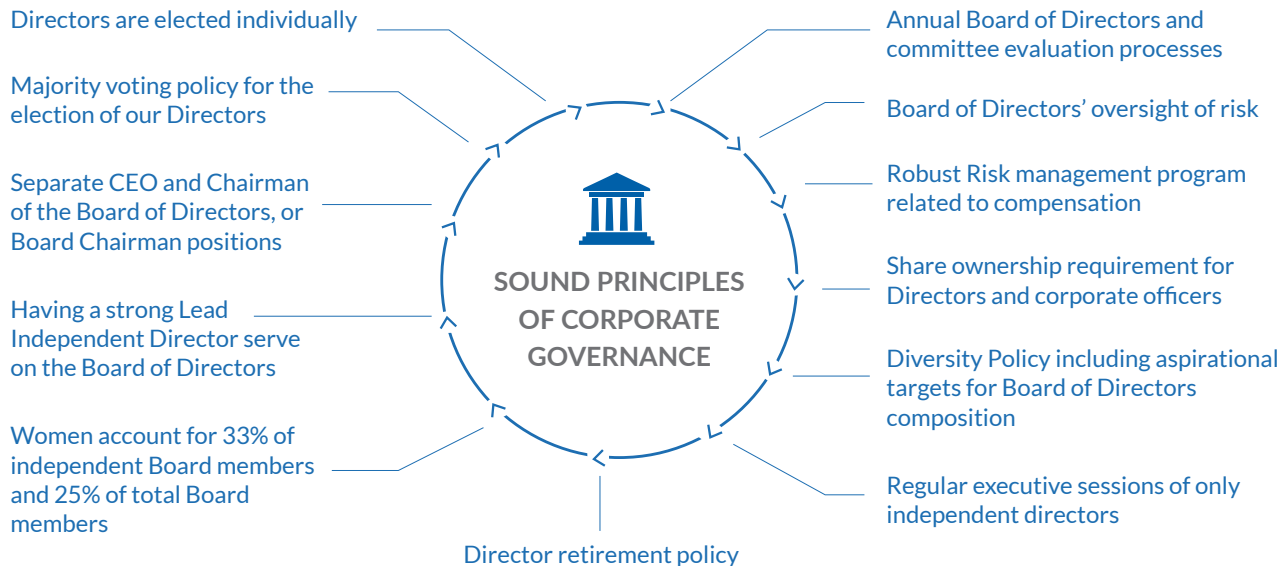


GOVERNANCE & ETHICS



CORPORATE GOVERNANCE

Since our inception, we have 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 in order to promote the best interests of the Company.



The Board of Directors adopted a Diversity Policy for the Board of Directors and senior management, which provides for annual progress reviews by the Board. Similarly, the Board provides oversight of our aspirational ESG targets introduced in 2020, with management compensation tied to progress against our ESG targets beginning in 2021.

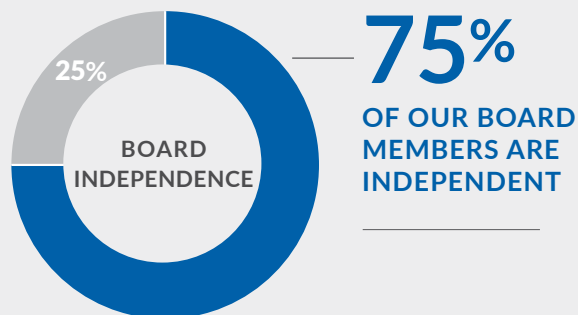
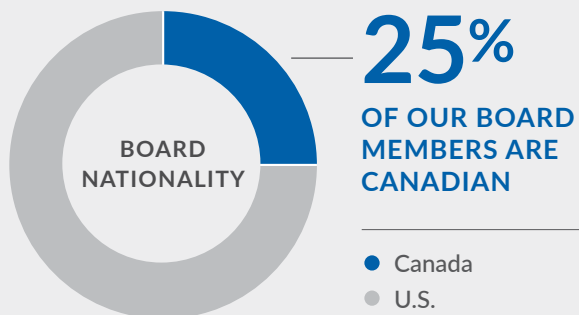
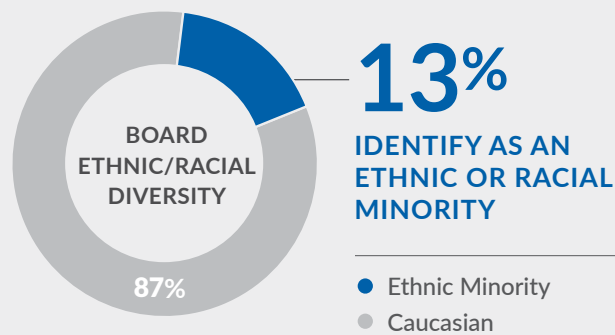
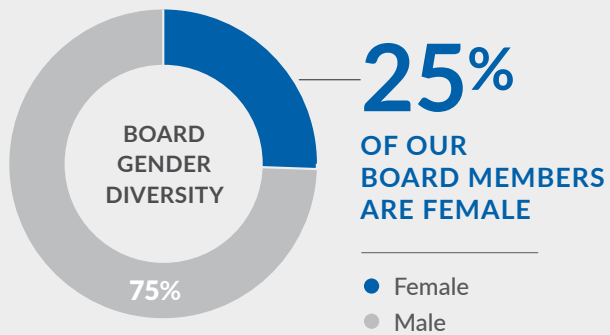
The Board also has oversight of our Environmental Policy and our efforts related to Environmental Justice.

Board Member Diversity and Skills

In addition to seeking diverse policy-making experiences in business and other personal and professional characteristics, we strive to maintain a Board of Directors with a diversity of backgrounds, including gender and ethnicity. The following charts summarize the independence and diversity metrics represented by our Board of Directors.

BOARD DIVERSITY

As of 2021



BOARD SKILLS



THE BOARD'S ROLE IN RISK OVERSIGHT

The Board of Directors and its committees have an active role in overseeing management of the Company's risks.

OUR BOARD HAS FOUR STANDING COMMITTEES

EXECUTIVE COMMITTEE

AUDIT COMMITTEE

COMPENSATION COMMITTEE

NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

Except for the Executive Committee, the committees are composed entirely of independent, non-employee directors.



PERFORMANCE

Regularly reviews information from members of senior management regarding the Company's safety performance, employee retention, financial performance, financial outlook, balance sheet, credit profile and liquidity, as well as the risks associated with each.



STRATEGIC RISKS

Receives reports from members of senior and regional management on areas of material risk to the Company, including market-specific, operational, legal, information technology (including cybersecurity), regulatory and strategic risks.



SUCCESSION PLAN

With recommendations from the Audit and Compensation Committees, approves and maintains a succession plan for the CEO and other senior management of the Company, including policies and principles for selecting and evaluating a new CEO in the event of an emergency or retirement of the CEO.



AUDIT

The Audit Committee oversees management of financial, financial reporting and internal controls risk. The Compensation Committee assesses and monitors risks relating to the Company's corporate officer compensation policies and practices.



MANAGEMENT RISK

The Nominating and Corporate Governance Committee is responsible for overseeing the management of risks associated with the independence of the Board of Directors and potential conflicts of interest.



SECURITY

Receives reports on information technology risks, including cybersecurity and data security risks. Day-to-day management of data security is the responsibility of our Chief Information Officer, who reports directly to the CEO. The Board periodically reviews cybersecurity and data security risks and mitigation strategies with the Chief Information Officer.



DIVERSITY

The Board of Directors and its committees also play an active role in the Company's efforts to advance sustainability and diversity and inclusion, including the development and approval of targets, monitoring achievement toward such objectives, and evaluating the effectiveness of policies and targets. In addition, the Board added ESG targets as a performance measure in long-term incentive compensation beginning in 2021.

Code of Conduct

We have adopted a Code of Conduct and Ethics that applies to all of our directors, officers and employees. Our Code of Conduct and Ethics details Company principles to guide employee decision-making in many areas, including:

✓ **CONFLICTS OF INTEREST** No officer, director or employee may be subject to influences, interests or relationships that conflict with the best interests of the Company.

✓ **FULL, FAIR AND ACCURATE DISCLOSURE** It is the Company's policy that the information in its public communications, including its SEC filings and filings with the Canadian Securities Administrators, be full, fair, accurate, timely and understandable.

✓ **COMPLIANCE WITH LAWS, RULES AND REGULATIONS** It is the Company's policy to comply with all laws, rules and regulations applicable to the Company and its operations. The Company's strict compliance policy also extends to all other applicable laws and regulations, including the U.S. Foreign Corrupt Practices Act (FCPA), the Canadian Corruption of Foreign Public Officials Act (CFPOA), and other applicable anticorruption laws; antitrust laws; tax laws; environmental and safety regulations; equal opportunity, non-discrimination and fair employment laws; and foreign asset control regulations.

✓ **PROHIBITED ACCOUNTING PRACTICES** The Company's policy is to make and keep books, records and accounts that accurately and fairly reflect the transactions of the Company.

✓ **WHISTLEBLOWING – REPORTING ILLEGAL OR UNETHICAL BEHAVIOR** All officers, directors and employees should promptly report to senior management all actual or potential illegal or unethical behavior of Company personnel that they observe. The Company encourages and expects full and open communication with senior management even when it appears that less candor may be desirable to protect the Company or members of management. It is the Company's policy and the responsibility of each officer, director and employee to comply with all whistleblower protection laws, rules and regulations.

✓ **FAIR DEALING; MORAL AND ETHICAL STANDARDS** Each officer, director and employee must endeavor to deal fairly with the Company's customers, suppliers, competitors and employees and not to take unfair advantage of anyone through manipulation, concealment, abuse of privileged or misappropriated confidential information, misrepresentation of material facts or any other unfair dealing practice. More generally, each officer, director and employee must adhere to and comply with the highest moral and ethical standards of our society in conducting business on behalf of the Company.

✓ **HUMAN RIGHTS** It is the Company's policy and 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. The Company 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. The Company also has policies regarding safety, equal opportunity, non-discrimination and fair employment. Potential human rights violations or grievances can be reported to the Company's Senior Vice President – People, Training and Development. Monitoring and reporting human rights performance is overseen by the Human Resources Department, including the Senior Vice President – People, Training and Development.

Code of Conduct Continued

- ✓ **COMPLIANCE AND DISCIPLINE** Violations of this Code by officers, directors or employees will result in disciplinary action that may include termination, referral for criminal prosecution and reimbursement to the Company for any losses or damages resulting from the violation.

- ✓ **INSIDER TRADING** Buying or selling securities, directly or indirectly through family members or other persons or entities, while possessing material nonpublic information or selectively disclosing such information to others who may trade based on it is prohibited by applicable securities laws.

- ✓ **CONTRIBUTIONS** Officers, directors and employees may not (directly or indirectly) contribute Company funds to, or spend Company funds in support of, any kind of political party, political action committee or other committee in the United States or Canada or to any candidate for, or holder of, any office of any national, state or local government in the United States, or any national, provincial or local government in Canada. Exceptions may be permitted for state, provincial and local contributions in jurisdictions that permit corporate political contributions, but only upon approval by the Vice President, Deputy General Counsel — Compliance and Government Affairs and in consultation with the General Counsel. In countries other than the United States or Canada, the policy will be determined in accordance with local law and practice as well as laws applicable to the Company.

No political contribution by any officer, director or employee may be made, or even appear to be made, with the Company's funds, or be reimbursed from the Company's funds; nor should the selection of a candidate or a party be, or seem to be, coerced by the Company. Officers, directors and employees are prohibited from using their positions to induce, coerce or in any way influence any person, including subordinates, to support or contribute time or money to any political party, to the campaign of any candidate for office or to any charitable activity.

The Nominating and Corporate Governance Committee is responsible for, among other matters, the development and implementation of the Company's corporate governance principles, including the review of and compliance with our Corporate Governance Guidelines and Board Charter and our Code of Conduct and Ethics. The Nominating and Corporate Governance Committee is responsible for monitoring the implementation of the Company's diversity policy on a periodic basis, and at least annually, to assess its effectiveness, monitoring and reviewing the Company's progress in achieving its aspirational targets and reporting the results to the Board, and making recommendations to the Board regarding any revisions to this policy that may be necessary or appropriate.

The Board is responsible for reviewing strategy, policies and performance related to the Company's management of environmental, social and governance (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.

Copies of our Corporate Governance Guidelines and Board Charter and our Code of Conduct and Ethics are available on our website at <http://investors.wasteconnections.com>. A copy of the Corporate Governance Guidelines and Board Charter and our Code of Conduct and Ethics may also be obtained, free of charge, by writing to our Secretary or Investor Relations at our principal administrative offices located at:

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

Integration of ESG Metrics into Management Compensation

In October 2020, the Company adopted long-term, aspirational sustainability targets and committed over \$500 million for investments to meet or exceed such targets.

These targets primarily focus on reducing emissions, increasing resource recovery of both recyclable commodities and clean energy fuels, reducing reliance on off-site disposal for landfill leachate, increasing employee engagement, and further improving our industry-leading safety performance. In 2022, we are broadening our commitment to the environment by adding a new target to reduce Scope 1 and 2 emissions by 15%. Additionally, we are adding a target seeking continuous improvement in emissions intensity — a critical goal for a growth-oriented company.

The Company views its ESG/Sustainability initiatives to be consistent with its objective of long-term value creation. As such, the Compensation Committee introduced continuous improvement toward the Company's sustainability targets as an additional performance measure of long-term incentive compensation beginning in 2021.

RECYCLING

50% 

Increase resources recovered by at least 50%

INCIDENT RATE

25% 

Reduction in Incident Rate

BIOGAS RECOVERY

40% 

Increase biogas recovery by at least 40%

VOLUNTARY TURNOVER



Continuous improvement in Voluntary Turnover scores

LEACHATE

50% 

Process at least 50% of leachate on-site

SERVANT LEADERSHIP



Continuous improvement in Servant Leadership scores

Shareholder Engagement

COMMUNICATIONS WITH THE BOARD

Shareholders and other interested parties may communicate with the Board of Directors generally, with the non-employee directors as a group or with a specific director at any time by writing to the Board of Directors, the non-employee directors or a specific director, care of the Company's Secretary, at our principal administrative offices located at:

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

SHAREHOLDER OUTREACH

We believe that our relationship with and accountability to shareholders are critical to our success. Engaging with our shareholders helps us to understand how they view us, to set goals and expectations for our performance, and to identify emerging issues that may affect our strategies, sustainability initiatives, corporate governance, compensation practices or other aspects of our operations. Our shareholder and investor outreach includes investor road shows, analyst meetings, investor meetings and investor conferences, either virtually or in person. We also communicate with shareholders and other interested parties through various media, including our annual and quarterly reports, sustainability reports, proxy statements and other SEC and Canadian securities filings, press releases and our website. Our conference calls for quarterly earnings releases and major corporate developments are open to all. These calls are available in real time and are also archived as webcasts on our website. Our President and CEO, Chief Financial Officer and other senior management also regularly engage with investors to discuss our strategy, financial and business performance, and ESG efforts and to update investors on key developments.





DATA SECURITY AND PRIVACY

We maintain, log and monitor all information and technology assets — data, systems, and applications — that are critical to the operations and success of Waste Connections. We have incorporated a defensive and offensive security strategy built on people, process and technology with a focus on threat intelligence and security operations.

Waste Connections continues to maintain a robust security posture in response to today's ever-evolving threat landscape. The prime directive of this initiative is the safety and security of our customers', employees' and company's information. Our security model refers to an information security approach in which security mechanisms and controls are strategically layered throughout our infrastructure to secure our data's confidentiality, integrity and availability.

We have the same expectations for our information technology service providers and all third parties that support the business.



MANAGING DATA SECURITY RISK

We employ the widely recognized National Institute of Standards & Technology Framework for Improving Critical Infrastructure Cybersecurity (The NIST Cybersecurity Framework) to manage cybersecurity risk. This voluntary guidance was developed with private sector input in 2014 and provides a framework for organizations to manage cybersecurity risk. We regularly assess our technologies and monitor our systems and other technical security controls, maintain information security policies and procedures, including an incident response plan, ensure maintenance of backup and valuable systems, and have a team of security personnel managing our efforts and initiatives.

Policies have been put in place to protect our customers and employees from fraudulent activity by building processes that require continuous education, phishing simulations, real-time threat monitoring, and detection. We use vulnerability scanning tools to regularly assess potential data security risks across our businesses. We correlate the results and prioritize any actions based on threat modeling analysis and monitor any actions in progress with the system owners based on assigned timelines for remediation. In addition, we actively monitor the web for any suspicious domain registrations, social media disinformation, and fraudulent campaigns being initiated against our customers and/or employees.



UPHOLDING DATA PRIVACY

We strive to protect personal data through reasonable technical and organizational security measures, including technical security tools, restrictions on access to data and physical security measures to help prevent unauthorized or unlawful access, disclosure, loss, destruction or damage. We access and use personal data for legitimate business purposes and maintain appropriate access controls and use limitations.

Our employees are required to follow all applicable privacy, information security and data protection laws, including the California Consumer Privacy Act. Our Data Privacy Policy sets forth the principles that govern our treatment of personal data, while our Policy on the Acceptable Use of Systems and Data governs the use and protection of information about our company and information that is stored on our computers and mobile devices. Our policies restrict individuals' access to personal data to those that need access to accomplish a business objective and allow access only for so long as it is necessary. We endeavor to follow data privacy best practices and have established specific governance structures to regularly review and improve upon our data privacy processes.



ENVIRONMENTAL POLICY

Waste Connections is committed to environmental protection and compliance. In order to realize and communicate these commitments across our workforce, Waste Connections has developed an Environmental Policy that applies to all of our subsidiaries, operating divisions and affiliates, and their respective officers, directors and employees. 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 can be found on our website. Below are highlights of our policy.



ENVIRONMENTAL COMPLIANCE

Comply with or exceed all local, state and federal environmental laws and regulations in order to manage and mitigate air-, water- and land-based pollution.



EMERGENCY PREPAREDNESS

Establish emergency response action plans on a site-by-site basis, including processes to guide site personnel and local community service providers during emergency events.



STAKEHOLDER ENGAGEMENT

Partner with and engage the public as part of our environmental decision-making processes in order to promote the fair treatment and the opportunity for meaningful involvement of all people within the communities we serve.



ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)

Utilize and continually improve our EMS (The Cube, the Environmental Compliance Audit Center and/or other future systems) in order to track, audit and promote environmental compliance on a site-by-site basis.



RESOURCE EFFICIENCY

Minimize internal waste generation and incorporate new technologies where applicable to mitigate our environmental impact.



ENVIRONMENTAL PERFORMANCE MEASUREMENT

Report our environmental progress through our annual Sustainability Report and as required with regulatory agencies.



BIODIVERSITY AND SITE REHABILITATION

As facilities are transitioned into closure, ensure that site construction and closure plans are effective at restoring the land to a condition that is consistent with the biodiversity of the surrounding environment.



EXTERNAL COMMUNICATION

Promote the benefits of proper waste management, including resource recovery, to local stakeholders and customers.



EMPLOYEE TRAINING

Provide adequate training, oversight and resources to our employees to promote awareness and successful implementation of this Policy.





| ESG FRAMEWORKS

GRI EMISSIONS DISCLOSURE

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.

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. They represent approximately 50% of biogenic carbon in the waste stream. Waste Connections disposed of 34,116,400 and 35,477,686 tons of Municipal Solid Waste and Construction & Demolition debris in 2020 and 2021, respectively. In total, our landfills sequestered 11,790,884 and 12,542,647 MT CO₂e in 2020 and 2021, respectively.

G4-EN15 DIRECT (SCOPE 1) GREENHOUSE GAS (GHG) EMISSIONS

MT CO ₂ e		
2019	2020	2021
6,006,643	5,609,964	5,600,178

G4-EN16 ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

MT CO ₂ e		
2019	2020	2021
55,442	51,506	50,694

G4-EN17 OTHER INDIRECT (SCOPE 3) GHG EMISSIONS

Emission Source	MT CO ₂ e		
	2019	2020	2021
Purchased goods and services	861,763	744,323	786,072
Capital goods	292,218	233,961	300,439
Waste generated in operations	151,342	77,359	77,143
Upstream transportation and distribution	503,351	498,960	555,497
Business travel (air and vehicle)	51,142	49,977	63,522
Use of sold products	84,119	48,436	33,653
TOTAL	1,943,936	1,653,017	1,816,327

G4-EN18 GHG EMISSION INTENSITY

	UNIT	2019	2020	2021
Gross revenue	\$US Dollars Millions	\$ 5,389	\$ 5,446	\$ 6,151
Scope 1 emissions	MT CO ₂ e	6,006,643	5,609,964	5,600,178
MT CO ₂ e/\$M revenue		1,115	1,030	910
Scope 2 emissions MT CO ₂ e	MT CO ₂ e	55,442	51,506	50,694
MT CO ₂ e/\$M revenue		10	9	8
Scope 1 & 2 emissions	MT CO ₂ e	6,062,085	5,661,470	5,650,872
MT CO ₂ e/\$M revenue		1,125	1,040	919

G4-EN19: Reduction of GHG emissions

Waste Connections has undertaken several initiatives to reduce GHG emissions. The Company collected landfill gas for use at landfill gas-to-energy facilities at 27 landfills in 2021. The beneficial reuse of landfill gas at these facilities resulted in annual avoided GHG emissions estimated at 746,092 and 763,569 MTCO₂e in 2020 and 2021, respectively. 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 Connections diverts over 50% of collected waste volumes in certain markets, in some cases over 70%. The estimated avoided GHG emissions in 2020 and 2021 from recycling was 5,645,326 and 5,922,543 MT CO₂e, respectively. These values were calculated using the USEPA Waste Reduction Model (WARM).

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 was 21,824 and 20,544 MT CO₂e in 2020 and 2021, respectively. The calculation uses an equivalent diesel vehicle as a baseline.

G4-EN22: Water discharge by quality and destination

In 2020, Waste Connections collected 696,531,341 gallons of leachate with 434,295,795 gallons being sent to third parties for treatment. In 2020, Waste Connections also collected 582,364,767 gallons of E&P produced water for on-site treatment. A total of 21,201,290 gallons of E&P produced water was sent to third parties for treatment in 2020. In 2021, Waste Connections collected 679,892,559 gallons of leachate with 424,275,425 gallons being sent to third parties for treatment. In 2021, Waste Connections also collected 544,976,403 gallons of E&P produced water for on-site treatment. A total of 19,045,809 gallons of E&P produced water was sent to third parties for treatment in 2021.

Our E&P waste water 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.

SASB APPENDIX

GREENHOUSE GAS EMISSIONS

	UNITS	2019	2020	2021
Gross global Scope 1 emissions	MT CO2e	6,006,643	5,609,964	5,600,178
Scope 1 coverage under emissions-limiting regulations	Percentage (%)	85%	78%	83%
Scope 1 coverage under emissions-reporting regulations	Percentage (%)	85%	78%	83%
Total landfill gas recovered	Millions British Thermal Units (MMBtu)	21,547,648	22,939,938	23,600,222
Landfill gas flared	Percentage (%)	39%	40%	39%
Landfill gas used for energy	Percentage (%)	61%	60%	61%

FLEET FUEL MANAGEMENT

	UNITS	2019	2020	2021
Fleet fuel consumed	Gigajoules (GJ)	10,501,924	10,743,000	11,426,299
Natural gas as % of fuel consumed	Percentage (%)	8.0%	7.8%	8.4%
Renewable as % of fuel consumed	Percentage (%)	N/A	N/A	N/A
Alternative fuel vehicles as % of fleet	Percentage (%)	13.8%	13.1%	11.9%

AIR QUALITY

	UNITS	2019	2020	2021
NOx (Excluding N2O)	Metric Tons (t)	265	285	258
SOx	Metric Tons (t)	62	67	60
Volatile organic compounds (VOC)	Metric Tons (t)	N/A	7.7	7.2
Hazardous air pollutants (HAP)	Metric Tons (t)	N/A	10.9	9.9
Number of facilities in or near dense population centers	Number	7	7	7
Non-compliant air emissions issues	Number	2	2	6

MANAGEMENT OF LEACHATE & HAZARDOUS WASTE

	UNITS	2019	2020	2021
Total leachate collected	Gallons (000)	703,342	696,531	679,893
Total leachate treated by third parties	Gallons (000)	470,251	434,296	424,275
Corrective actions implemented for landfill releases	Number	0	0	0
Incidents of non-compliance associated with environmental impacts	Number	0	0	0

SASB APPENDIX CONTINUED

LABOR PRACTICES

	UNITS	2019	2020	2021
Active workforce covered under collective bargaining agreements	Number	3,159	3,172	2,934
Work stoppages	Number	0	1	0
Impacted employees as a percent of total workforce	Percentage (%)	0.00%	0.76%	0.00%
Total days idle	Days	0	6	0

WORKFORCE HEALTH AND SAFETY

	UNITS	2019	2020	2021
Total recordable incident rate (TRIR) ¹	Rate	2.91	2.90	3.25
Incident rate (I-Rate) ¹	Rate	17.4	15.4	15.4
Fatality rate	Rate	0.00%	0.02%	0.00%

1. BASIC score definitions are unclear and can be inconsistent; we prefer to use TRIR and Incident Rate as a better barometer of safety.

RECYCLING & RESOURCE RECOVERY

	UNITS	2019	2020	2021
Waste incinerated	Metric Tons (t)	0	0	0
Hazardous waste incinerated as percent of waste incinerated	Percentage (%)	0%	0%	0%
Energy recovery from waste incinerated	Percentage (%)	0%	0%	0%
Customers receiving recycling	Percentage (%)	50%	50%	50%
Customers receiving composting	Percentage (%)	27%	25%	25%
Amount of material recycled	Metric Tons (t)	1,541,792	1,615,536	1,673,435
Amount of material composted	Metric Tons (t)	210,757	201,991	121,348
Amount of material processed as waste-to-energy	Metric Tons (t)	N/M	N/M	N/M
Amount of electronic waste collected	Metric Tons (t)	N/M	N/M	N/M
Percentage of electronic waste recovered through recycling	Percentage (%)	N/M	N/M	N/M

SASB APPENDIX CONTINUED

ACTIVITY METRICS	UNITS	2019	2020	2021
Customers - municipal	Number	2,000	2,100	2,230
Customers - commercial	Number	600,000	720,000	745,000
Customers - industrial	Number	100,000	135,000	145,000
Customers - residential	Number	6,500,000	7,425,000	7,875,000
Customers - other	Number	200,000	220,000	230,000
Vehicle fleet size ²	Number	8,089	8,912	9,162
Landfills	Number	97	92	97
Transfer stations	Number	175	185	195
Recycling centers	Number	66	68	71
Composting centers	Number	6	7	7
Incinerators	Number	0	0	0
All other facilities	Number	342	352	334

2. Represents total routed collection vehicles.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD)

Since our first Sustainability Report in 2018, we have rapidly expanded our ESG-related disclosure in order to incorporate feedback from our stakeholders and provide transparency around the integration of ESG into our long-term business objectives. This year, we are responding again to stakeholder feedback and are providing greater disclosure related to our approach to environmental risks and opportunities by detailing recommendations outlined by the Task Force on Climate-related Financial Disclosure (TCFD). Related to our TCFD disclosure and risk assessment, we are furthering our commitment to fighting climate change by adding two emissions-related targets and pledging to work towards the adoption of a Science-Based Target Initiative (SBTi) emissions reduction target.

Our high-level approach to TCFD was no different from our traditional risk assessment process, incorporating feedback from various disciplines and 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 into lower carbon intensity renewable fuel, increasing our recycling efforts, and deploying fully electric vehicles when they become commercially available.

“The TCFD process and risk assessment has created a formal process to frame potential impacts and opportunities associated with physical and transitional risks of climate change. We will remain vigilant of future risks and opportunities with fundamental oversight and are well-positioned to benefit from future regulations supporting a transition to low carbon based fuels.”

Kurt Shaner
Vice President – Engineering & Sustainability



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