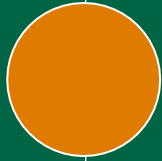


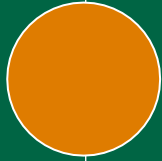
Interstate Waste Services 2021 ESG Report



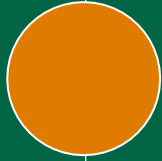
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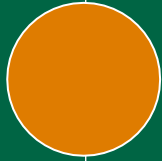
About IWS



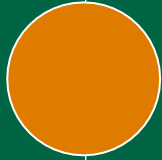
Employees & Safety



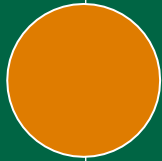
Materials Management



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Appendix

Statement from the CEO



IWS is pleased to publish its first ever ESG report demonstrating not only our commitment to continuous improvement amongst our various stakeholders, but also an intentional focus on reduction of greenhouse gas emissions (GHG).

While we know this commitment will be a journey of continued incremental progress, we are pleased with the positive impact of recent, significant investments in our waste-by-rail initiative leading to the reduction of vehicle miles traveled and GHG emissions.

In a short period of time, IWS has become one of the largest rail operators in the solid waste and recycling industry. Further impacting our environmental impact reduction plan is the conversion of landfill methane into renewable biogas; powering homes and vehicles with truly renewable fuel.

As we continue to grow our service area and capabilities, including processing of organics, additional rail assets, transition to electric vehicles and equipment, the positive environmental impact of IWS will only expand and improve.

To continue this expansion and business improvement, we rely on the expertise and tireless efforts of our leadership team and essential workforce. Expanding and developing this workforce through diverse recruiting, broad training and development, all aided by technology, will be critical to our success. The services we provide daily are essential to our customers and communities and must be delivered safely by our essential workers. Investing in the tools to protect our workforce and the communities we operate within remains a critical objective each and every day.

We are proud of our progress along the journey of continuous improvement. Thank you to all that support our team and our pursuit of excellence.



Michael DiBella
Chief Executive Officer

Our Purpose

We protect our communities by consistently providing essential environmental services delivered safely by the IWS family deeply rooted in the communities we serve.



Do the Right Thing

Consistently do the right thing even when no one is looking.



Say What You Mean, Do What You Say

We value transparency and direct communication and the rigor to consistently follow through on our commitments.



Refuse to Fail

Urgency and a relentless commitment to deliver our essential services safely.



Make a Difference Every Day

We grow through continuous improvement and the relentless pursuit of finding a better way in delivering our essential services.



Be a Great Team

Earning trust, respect and taking responsibility to improve yourself while helping your teammates reach their full potential.

A Vertically Integrated Waste Management Company

Benefits

- Lower environmental impact
- Greater transparency
- Renewable fuels
- Cost savings



Collection



Transfer



Rail



Material Recovery Facilities



Landfill with Gas Recovery

IWS Footprint



1,333 Employees



63,138 Customer locations



3,170,856 Tons of materials managed



179,734 Tons of recyclables processed at IWS MRFs



437 Vehicles



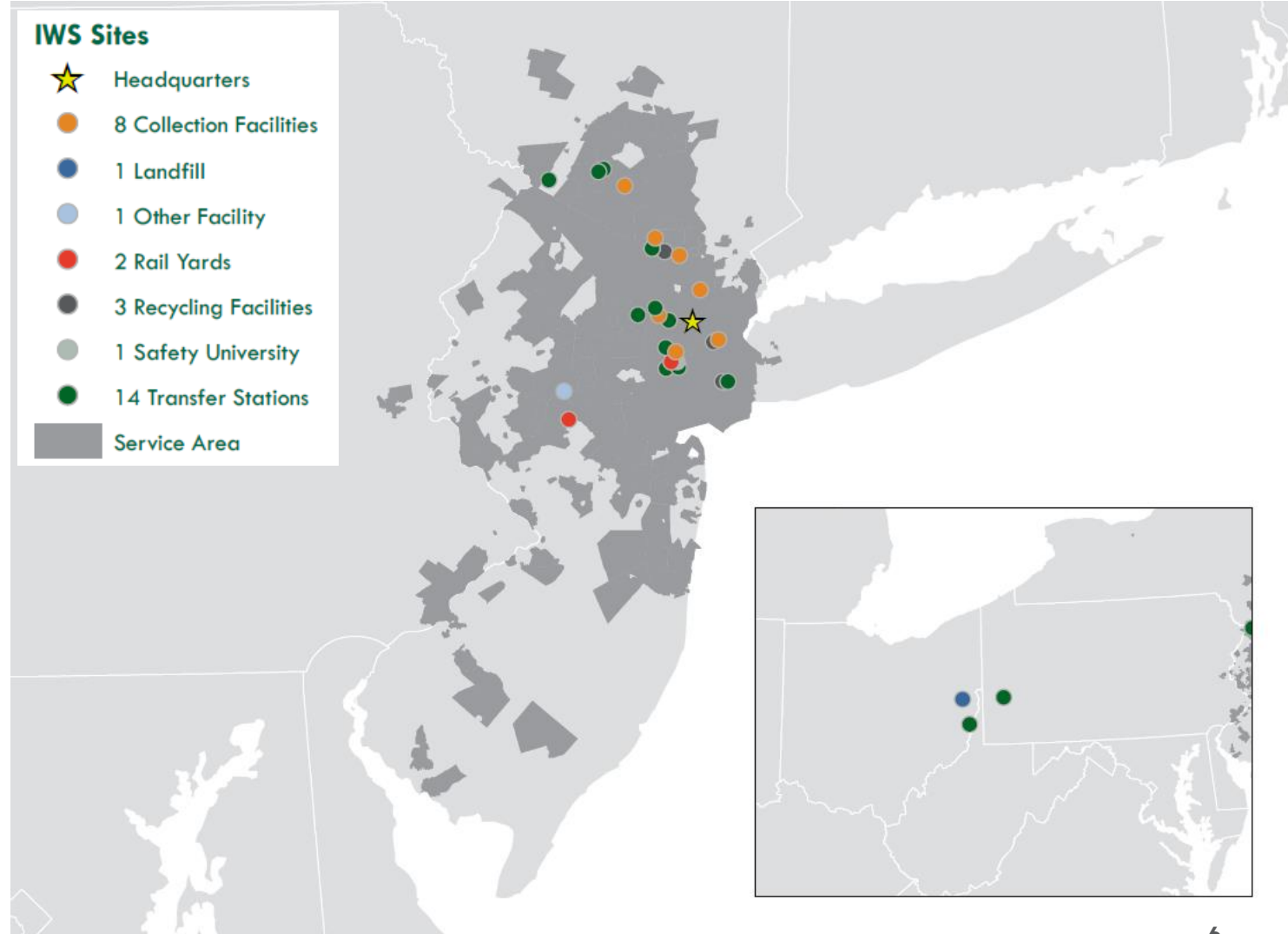
\$440M Annual revenue



6,000 tons per day rail capacity

IWS Sites

- ★ Headquarters
- 8 Collection Facilities
- 1 Landfill
- 1 Other Facility
- 2 Rail Yards
- 3 Recycling Facilities
- 1 Safety University
- 14 Transfer Stations
- Service Area



2021 Highlights



223,906 tons of materials recycled or composted.



562,486 MMBTU renewable energy produced from IWS landfill gas, a 28% increase since 2019.



28 percent reduction in safety incidents since 2019 (TRIR).



1.2 million MTCO₂e greenhouse gas emissions prevented through recycling, renewable energy generation, and carbon sequestration.

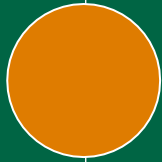


Eliminated **7 million truck miles** in 2021 compared to 2019, representing a 76% overall reduction in truck hauling.

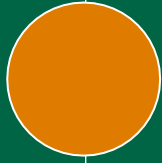


27% GHG emissions reduction since 2019 from transition to rail transport and internalization of landfill operations.

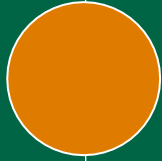
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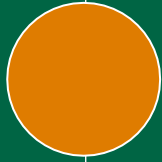
About IWS



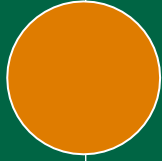
Employees & Safety



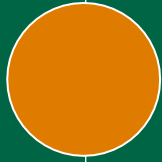
Materials Management



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Appendix

Employees & Safety

Our employees are central to our business and are critical to performing the work we do every day to keep communities clean, healthy, and safe.



Employee Data



1,333 Employees



661 Drivers and helpers; 459 with CDL Licenses



145 Maintenance Staff; 97 Mechanics



22 Customer service representatives



45 Safety personnel

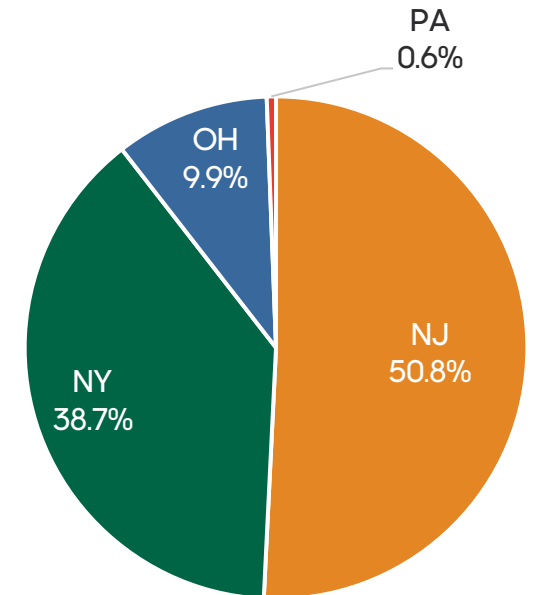


213 Equipment & scale operators and MRF sorters

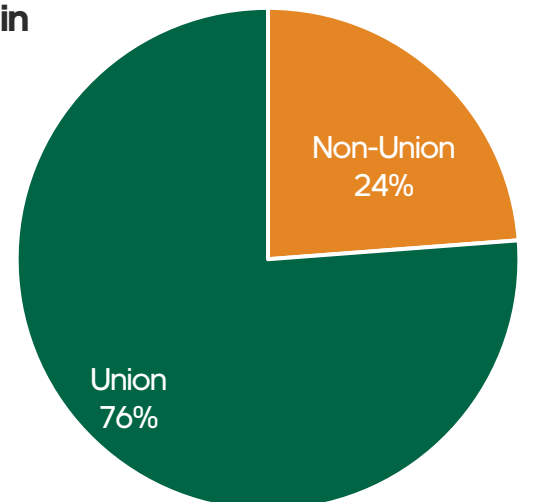


88 Operations managers

Number of Full Time Employees by State



2022 Percent of Full Time Employees in Unions



Employee Engagement

- Highly engaged employees have higher productivity, profitability and customer service, as well as reduced turnover and safety incidents.
- High performance & strong safety programs improve employee retention.



Employee Engagement

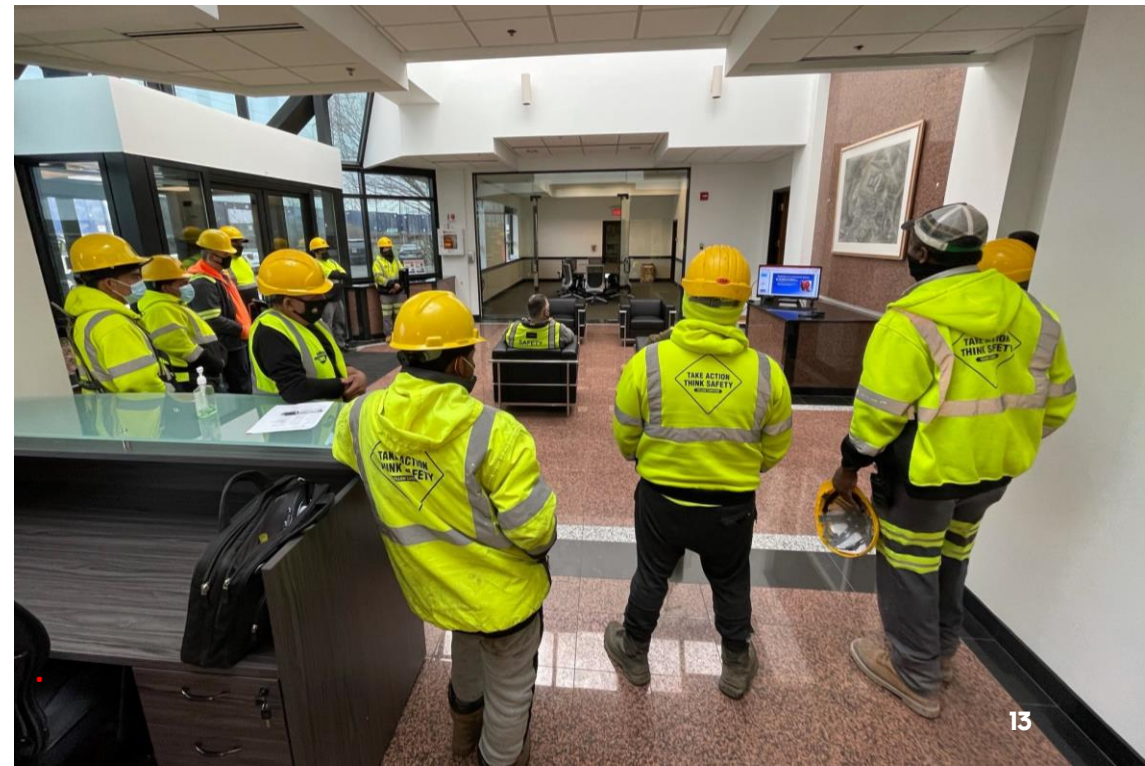
- IWS is putting employee engagement systems in place to support IWS's planned growth.
- In 2020, IWS conducted its first employee engagement survey and conducted a follow-up survey in 2021.
- In response to the 2020 survey, IWS instituted tip lines and town hall meetings.
- Employee participation in the engagement survey increased from 34% in 2020 to 68% in 2021.
- Results of the 2021 survey indicated that employees feel safe in performing their duties.



Safety

IWS's focus and commitment to safety has resulted in 28 percent reduction in the Total Recordable Incident Rate (TRIR) since 2019.

- The health and safety of our team members and the communities we serve is our first priority each and every day. The IWS safety program involves all levels of the company.
- Starting with our IWS Safety University, new hires have safety as step one in their on-boarding and initial training. We then focus on continuous training, coaching, and positive reinforcement.
- To encourage continued safety, each year IWS selects a driver of the year who receives an award. In 2021, the driver of the year received an all-expense paid trip to Disney World for them and their family.





Culture of Safety



Safety University

Our safety training academy is where our employees are trained on best practices regarding DOT and OSHA standards. New employees are introduced to Safety University at onboarding.



Safety-driven employee recognition program

Each month, employees are recognized for safety-related accomplishments and redeem points toward a variety of brand-name merchandise or travel options.



Fleet tracking service and driver safety

Trucks are equipped with video, telematics, analytics, safety and productivity solution software. The program monitors vehicle systems and driver performance.



Technology enhanced training

Technology installed in vehicles provides knowledge and tools to help drivers make better decisions behind the wheel.



Truck side guards

Trucks are equipped with side guards which act as a barrier between the front and rear wheels.



Safety lane inspections

Depot, driver, and vehicle checks are conducted sporadically to ensure all are up to safety standards.



Route observations

Managers follow routes to ensure drivers/helpers are following procedure.



Ongoing Training & Communication

Daily huddles, weekly root cause analysis and monthly safety meetings provide real time feedback to employees. OSHA & industry specific training ensure employees have skills needed to support safety programs.



Ethics Hotline Program

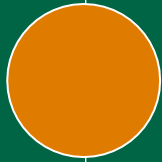
Employees may anonymously provide feedback or report HR, compliance or safety concerns.



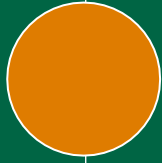
Safety KPIs

Our organizational success is tied to safety-based key performance indicators. This makes safety a team-wide effort.

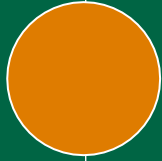
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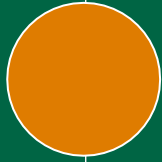
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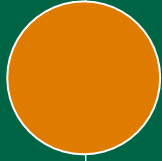
Employees & Safety



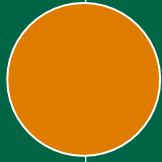
Materials Management



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Appendix

Materials Management

- Responsible recycling solutions and waste diversion strategies are the cornerstones of our unique value proposition.
- The greatest impact IWS can have on the environment is through growing our waste diversion businesses, such as recycling and composting.

IWS composted and recycled 223,906 tons in 2021 which results in the following benefits:



Reduced greenhouses gas emissions equivalent to taking 124, 228 cars off the road.



Reduced energy savings equivalent to 27,374,555 gallons of gasoline.

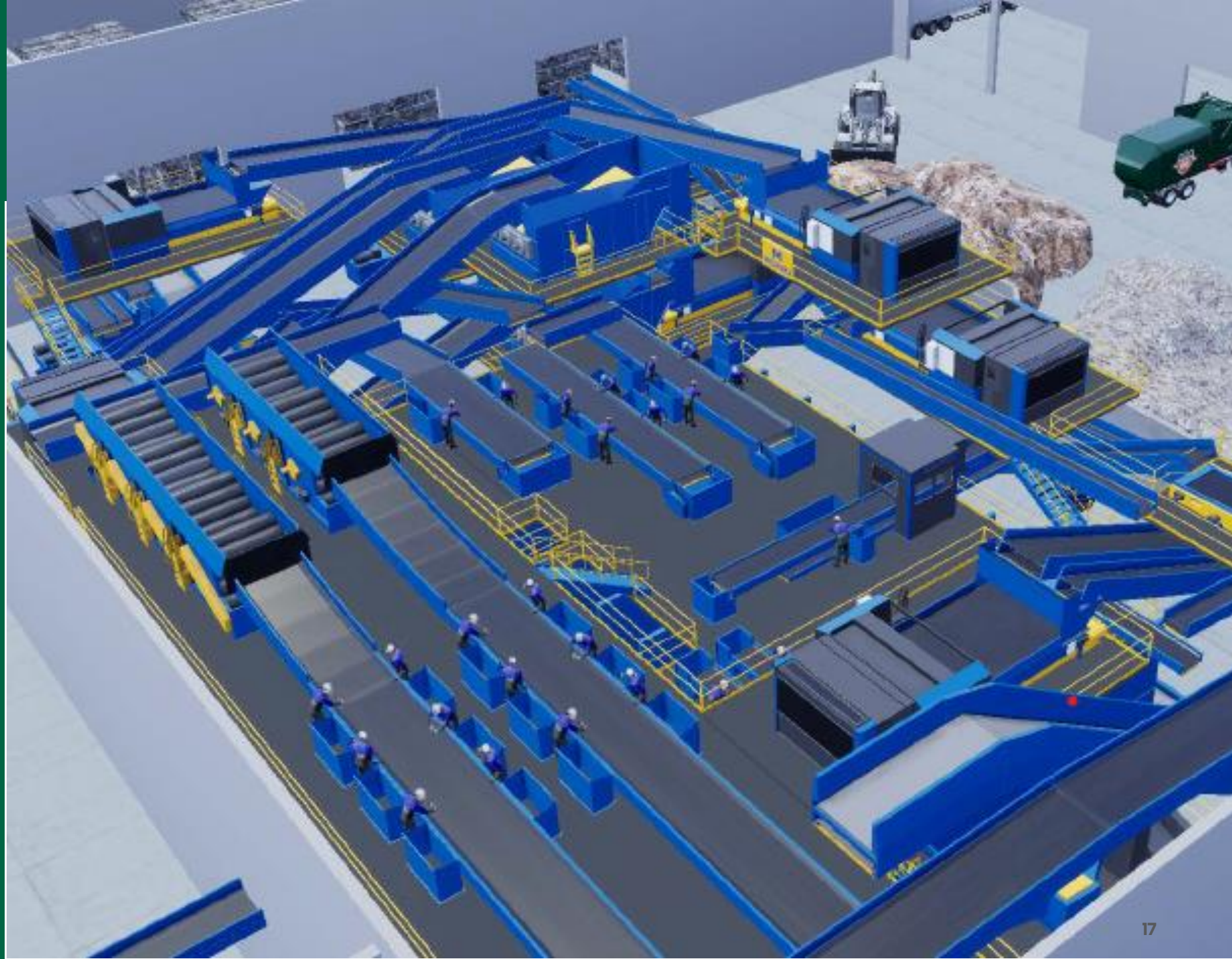


Supports more than 1,000 jobs.

Materials Management

- IWS owns and operates 3 material recovery facilities which recycle paper, metals, plastic, and glass.
- A new IWS material recovery facility is slated to open by 2024.
- It will include state of the art equipment, including robotics and a glass recovery cleanup system.
- The addition of this new MRF will grow IWS's recycling processing capacity to more than 300,000 tons per year.

One of the three MRFs listed was acquired in 2022.



Landfill Gas to Energy

While diversion of waste is our goal, we also are committed to providing responsible waste disposal.

Modern landfills are highly engineered facilities, leveraging proven technology to monitor emissions and safeguard the surrounding environment. Our landfill located in Amsterdam, Ohio, not only applies these technologies, but is also equipped with a state-of-the-art landfill gas recovery system.

Methane and other landfill gases are collected and sent into a series of chambers where they are extracted and cleaned (dehumidified, filtered and compressed) and piped to Montauk's gas to energy facility.

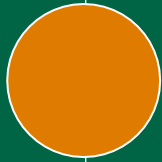
Solid waste in the landfill decomposes and produces methane gas.

High intensity engines convert the gas into electricity or process and pipelined to CNG stations to fuel CNG vehicles.

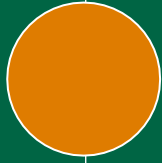
Our landfill produced **562,486 MMBTU** last year, a 28% increase since 2019.

Using landfill gas instead of conventional electricity or fuel prevented, **29,876 MTCO₂e** GHG emissions. This is equivalent to the emissions resulting from powering **5,791 homes** with conventional electricity.

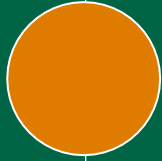
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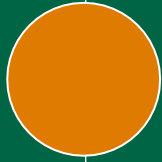
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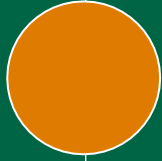
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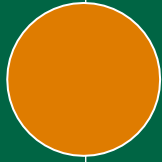
Materials Management



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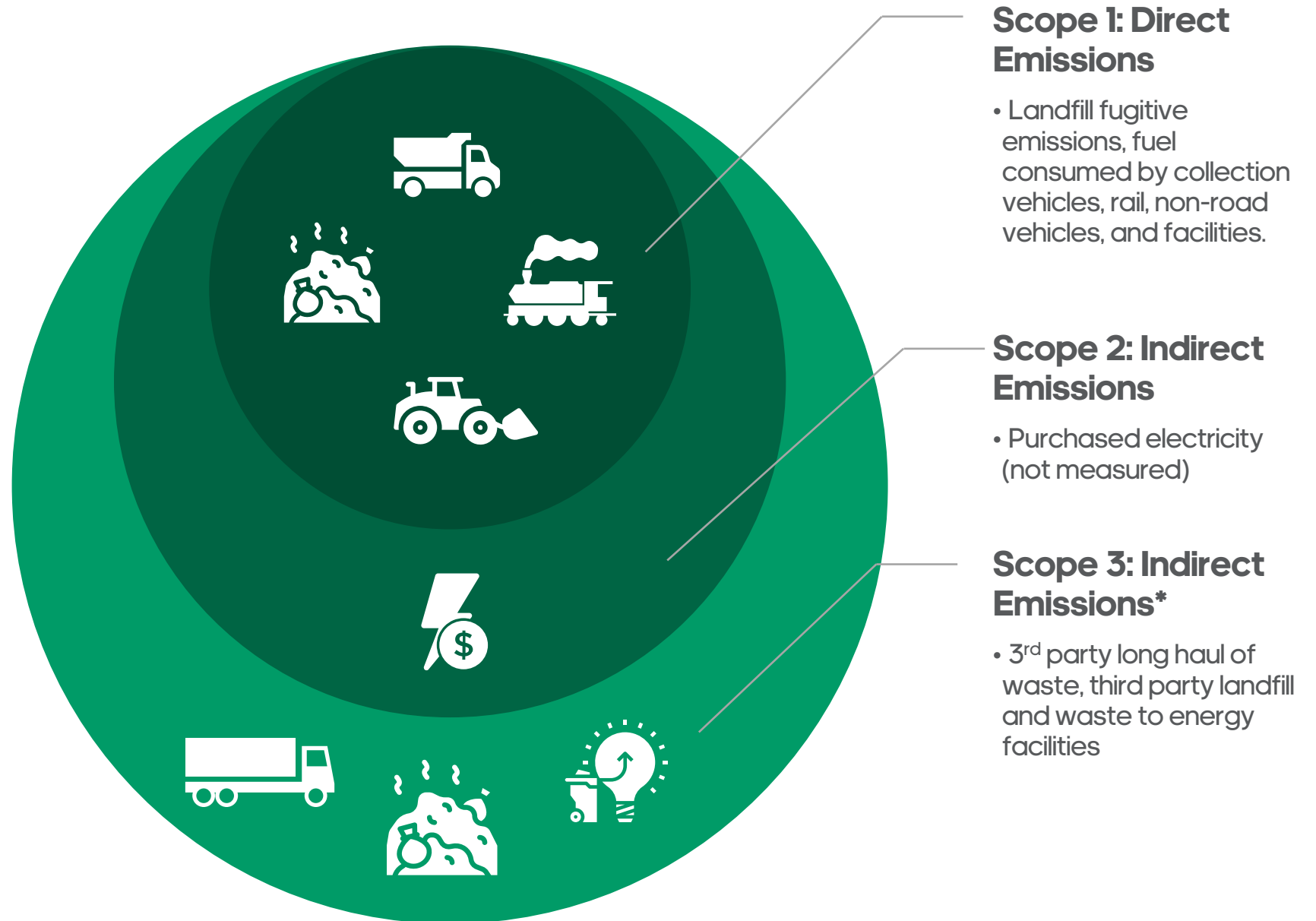
Appendix

Climate

IWS is committed to reducing greenhouse gas emissions from its core operations, through growing its recycling and composting businesses, and by capturing landfill gas to generate energy.



GHG Emissions



*Diagram only includes select scope 3 emissions.

GHG Emissions

GHG Emissions	MTCO ₂ e			Perc. Change
	2019	2020	2021	
Scope 1	544,799	549,481	639,251	17%
Landfill Fugitive Emissions	487,214	494,306	573,366	
Collection & Hauling	31,334	28,969	31,477	
Rail	14,429	14,872	20,477	
Other Energy Use (Non-Road Vehicles)	11,822	11,334	13,930	
Select Scope 3	754,347	409,311	312,853	-59%
Outsourced Trash Truck Hauling	38,512	15,517	9,072	
Outsourced Landfill Fugitive Emissions	680,678	374,371	288,753	
Outsourced WTE Energy Emissions	35,157	19,423	15,028	
Scope 1 & Select Scope 3	1,299,14	958,792	952,104	-27%

Scope 2 emissions have not been calculated but are estimated to be less than 2% of combined scope 1& 2 emissions based on industry benchmarks. 2019 Apex landfill emissions are included in scope to allow tracking of ongoing performance. Apex landfill was acquired by IWS in 2020.

Greener Transport

In 2020, IWS acquired the Apex landfill and invested in rail infrastructure to provide more sustainable waste transport and disposal, and to lay the foundation for future growth.

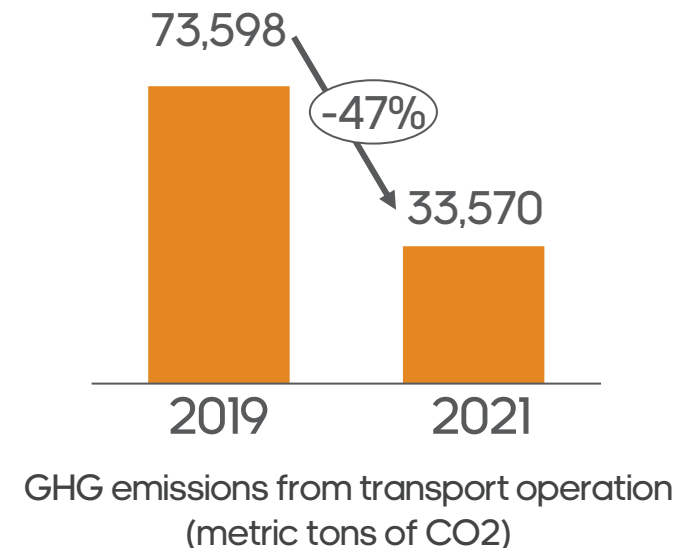
Benefits of transporting waste by rail as opposed to truck include.

- Decreased truck traffic and local air pollution
- Decreased greenhouse gas emissions
- Reduced road damage
- Decreased energy consumption
- Increased safety

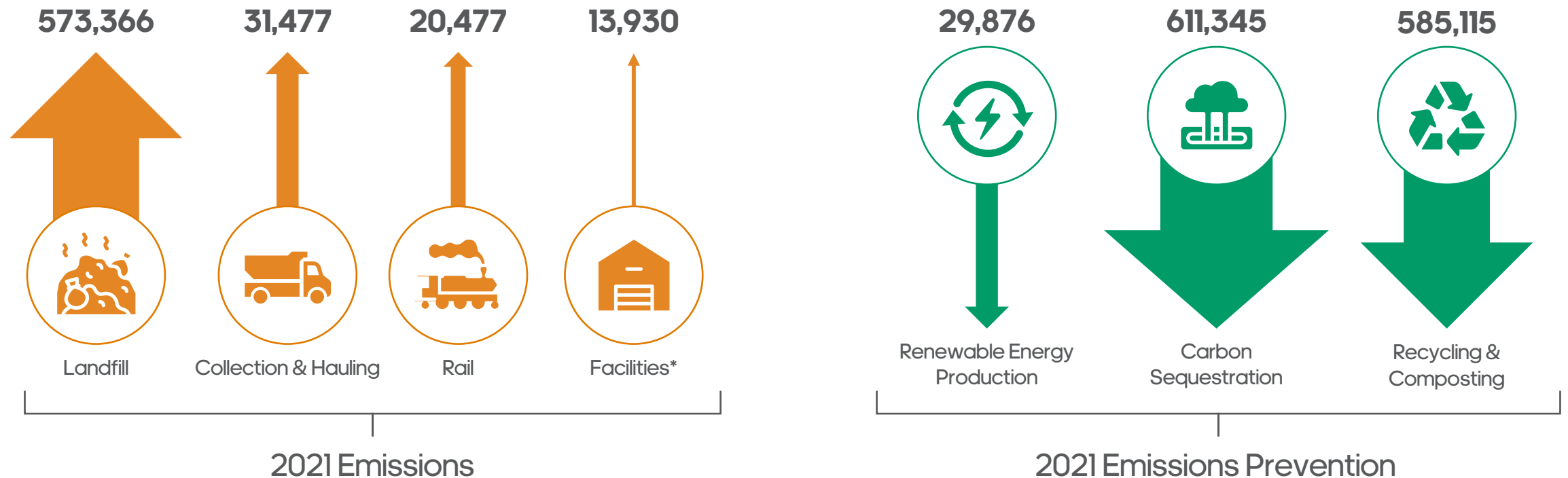


Eliminated **7 million** truck annual miles in 2021 compared to 2019, representing a **76 % overall reduction** in truck hauling.

47% reduction of greenhouse gas emissions associated with transporting waste for disposal, 40k MTCO₂e per year



Net Climate Benefit Factor (Metric Tons of CO2e)



*Includes fuel consumption for non-road vehicles and heaters. Does not include purchased electricity; however, it is estimated to be less than 2% of IWS emissions.

2021 Emissions Prevention
1,226,337



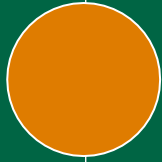
2021 Emissions
639,251



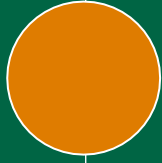
Net Climate Benefit Factor
1.92

IWS's 2021 climate benefit is **1.9 times greater** than its emissions from its core operations.

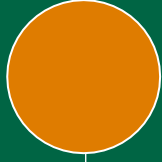
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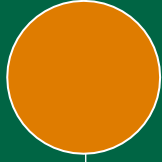
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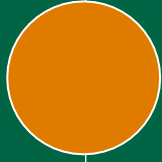
Employees & Safety



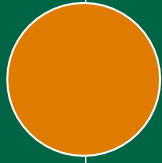
Materials Management



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Governance



Appendix

ESG Governance

IWS's executive management team leads the development, implementation, and continuous improvement of IWS's ESG program.



Michael DiBella
CEO, FOUNDER

- 3rd generation operator with over 35 years' experience in the waste industry
- As CEO, oversees all aspects of operations and service delivery



Thomas Farinaro
EVP OF OPERATIONS

- 35 years in the waste industry, with over 20 years at IWS
- Oversees nearly every aspect of our operations including route structure, MRF and transfer station processing, safety and training programs



Brian D'Amico
EXECUTIVE CHAIRMAN

- Founding partner of Summer Street, a private equity firm specializing in environmental services
- Over 15 years in a Board capacity at IWS



Brian Giambagno
CFO

- Over 10 years as IWS CFO, CPA with more than 25 years of public accounting experience
- Responsible for all aspects of accounting and finance



Joseph Burke
EVP OF SALES & CUSTOMER CARE

- 25 years of sales, marketing and customer service experience in the waste industry, with over 20 years at IWS
- Responsible for providing an exceptional customer experience and ensures service plans are tailored to meet the unique needs and sustainability goals of our customers



Jack Perko
COO

- Over 25 years' experience in the environmental services industry
- Responsible for the health and safety of our employees, environmental compliance, and operational excellence



David Cieply
VICE PRESIDENT OF LANDFILL OPS

- Over 35 years' experience in environmental services, landfill operations, and engineering fields
- Responsible for landfill operations, overseeing engineering, safety, and environmental compliance

IWS Board of Directors

IWS is governed by a professional Board of Directors including representatives from Executive Management, ownership and independent directors.

The Board of Directors are responsible ensuring the proper capitalization, leadership, and internal controls are maintained in the organization to allow for the effective delivery of services to all customers, including IWS's ESG program.



Brian D'Amico
EXECUTIVE CHAIRMAN

- Founding partner of Summer Street, a private equity firm specializing in environmental services
- Nearly 20 years' experience in the U.S. waste industry
- Over 15 years in a Board capacity at IWS and Action



Brian Michaud

- Managing Director of Littlejohn & Co., a private equity and debt investor with a focus in the environmental and industrial sectors
- 14 years' experience investing in the waste industry
- Serves on the Board of several middle market environmental services companies



Michael DiBella
CEO, FOUNDER

- 3rd generation operator with over 35 years' experience in the waste industry
- 15 years of experience serving commercial customers in the five boroughs of NYC
- As CEO, oversees all aspects of Action's operations and service delivery



Will McDavid

- Vice President of Littlejohn & Co.
- Focuses on investments in the services sector
- Plays a key role in many of the firm's investments in the environmental services and industrial sectors



Ross Gatlin

- CEO of Prophet Equity, a private equity investor
- 20 years investing in the services sector
- Prior owner of Apex landfill prior to merger with IWS/Action in 2019



John Spegal

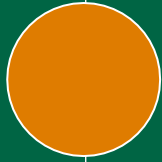
- COO of Advanced Disposal, where he oversees collection, recycling and landfill operations, as well as safety, sales, fleet maintenance, and employee training and development
- Over 25 years of management experience within the waste industry
- Previous roles with Republic Services/ Allied Waste/ Browning Ferris



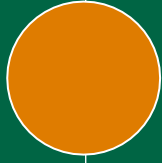
Marc Sulam

- Managing Member of Healy Circle Capital, an equity investment firm
- 35 years as an investment professional
- Over 20 years' experience as an Environmental Services industry analyst

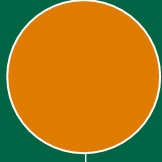
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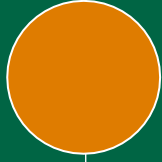
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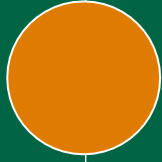
Employees & Safety



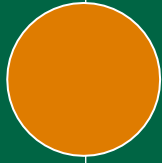
Materials Management



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Appendix

GHG Emissions – Scope 1 Direct Emissions

GHG Emissions	MTCO ₂ e		
	2019	2020	2021
Scope 1	544,799	549,481	639,251
Landfill Fugitive Emissions	487,214	494,306	573,366
Collection Fleet	31,334	28,969	31,477
Rail	14,429	14,872	20,477
Other Energy Use	11,822	11,334	13,930

GHG Emissions – Scope 3 Supply Chain (Select Focus Areas)

	2019	2021
Select Scope 3 Emissions	754,347	312,853
Outsourced Trash Truck Hauling	38,512	9,072
Outsourced Landfill Fugitive Emissions	680,678	288,753
Outsourced WTE Energy Emissions	35,157	15,028

Climate Benefit

	2019	2021
Total Climate Benefit	1,321,735	1,226,337
Renewable Energy Generated from Landfill Gas	683,044	611,345
Carbon Sequestered	23,363	29,876
Recycling and Composting	710,124	585,115