

Interstate Waste Services 2023 ESG Report



Table of Contents



About IWS



Employee Engagement



Health and Safety



Community Engagement



Materials Management



Climate



Governance



Appendix

Statement from the CEO



IWS is pleased to share its overall progress on measuring, providing transparency, and sharing the impact of IWS and its team members on the Company's Environmental, Social and Governance objectives.

Consistent with our Purpose Statement (highlighted below), IWS is committed to reducing the overall impact of waste generation, collection, processing and disposal on our communities and the environment.

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

Moreover, consistent with our Core Values, how we deliver these essential services is as important internally as it is externally. We treat each other with respect, transparency and support. We demonstrate humility with a commitment to reaching our goals and objectives. We provide essential services, and the quality of our service delivery is a direct reflection on each of us at IWS. Service encompasses not only collecting waste and recyclables at the home or business, but also recycling operations, disposal, transportation, billing, customer service, sales, training, and collections. Everyone has an impact.

Each year we strive to improve all aspects of our impact on both our internal community as well as our external stakeholders. Ensuring that we deliver our services safely each day, each month, each year is our number one focus and I am pleased to share substantial improvement again in 2023. Reducing the environmental impact of solid waste processing on our external communities is another key objective for the IWS family. By reducing vehicle miles traveled through our rail network, converting organic material into renewable natural gas, transforming recyclable paper, plastic and metals into beneficial use, and seeking opportunities to electrify diesel equipment, IWS is making considerable progress toward a more sustainable future.

To execute on all these key initiatives, we rely on the efforts of thousands of IWS team members. Our diverse and growing team works collaboratively to ensure safe delivery of services, continued training and education, and long-term career path development. We celebrate the demonstration of our core values and continually seek new team members that are attracted to our culture of transparency, accountability and growth.

Please join me in celebrating continued progress toward our goals of reducing environmental impact while developing our team centered around the IWS culture. We look forward to a future of innovation and positive impact on both the IWS family and the communities we serve.



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



2,033 Employees (7% YoY growth)



83,788 Customer locations (29% YoY growth)



4,183,126 Tons of materials managed (13% YoY growth)



296,975 Tons of recyclables processed at IWS Material Recovery Facilities (62% YoY growth)



823 Vehicles (43% YoY growth)



8:1 Mechanic to Truck Ratio (compared to 9:1 industry standard)



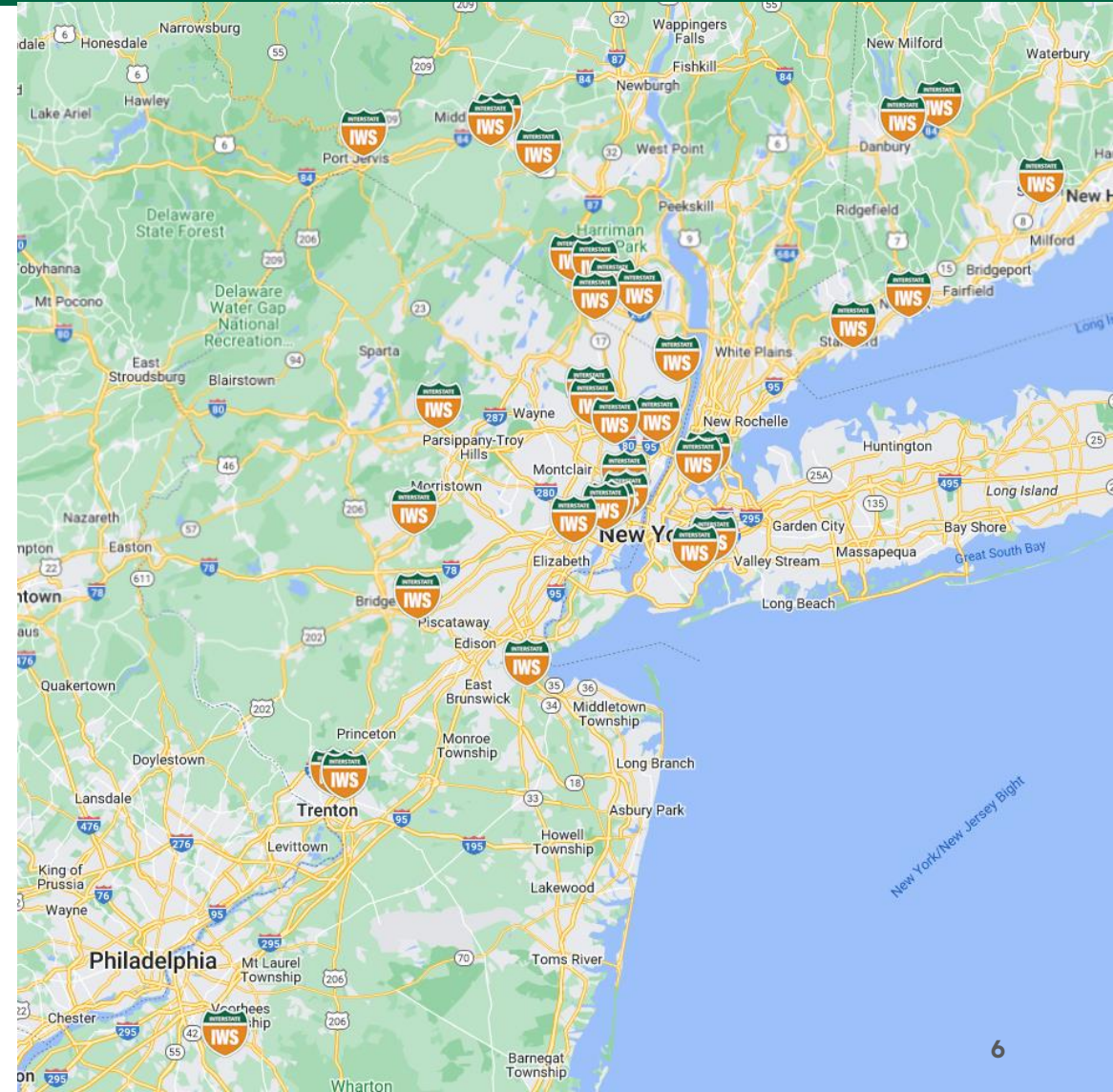
\$620M Annual revenue (10.5% YoY growth)



6,337 tons per day rail capacity

IWS Sites

- 16 Depots
- 1 Landfill
- 2 Rail Yards
- 5 Recycling Facilities (MRFs)
- 17 Transfer Stations
- 1 Safety University
- 16 Maintenance Shops



2023 Highlights

Environmental



384,146 tons of materials recycled or composted.



Approximately 977,000 MTCO₂e greenhouse gas emissions prevented through recycling, renewable energy generation, and carbon sequestration.

2022 numbers. Truck miles assume one way trip and 20 tons per truck.

Social



87% of employees responded to the IWS engagement survey, an increase from 68% in 2022 .



46% reduction in safety incidents since 2022 (TRIR). This continues the trend of decreasing TRIR over the past three years.

Governance



Full implementation of new ESG data collection platform – Aeterra Workspace.



Zero data breaches in 2023 that resulted in any loss of employee or customer data.

ESG Software Enhancements

- As part of IWS' commitment to sustainability, we implemented new software in 2023 to track relevant ESG data
- We have partnered with Aeterra, an ESG consultancy, to track all material ESG data on their Workspace software platform



ESG Strategy



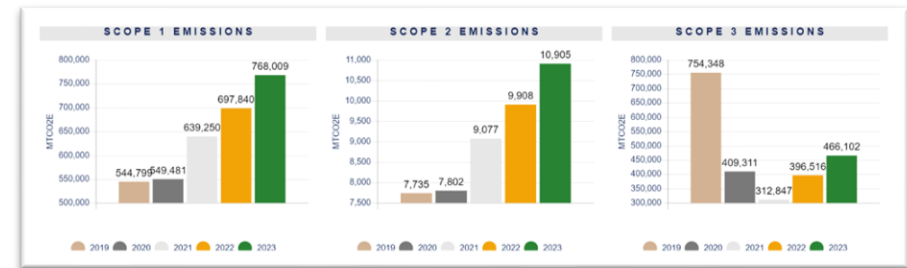
Track all relevant ESG data imperative to IWS's long-term progress



In-house software collects, aggregates, and organizes all ESG KPI's



Customized data tracking systems ensure progress is accurately measured



IWS' operations align with United Nations Sustainable Development Goals (SDG's)

The SDG's were created to provide a shared blueprint for peace and prosperity for people and the planet, now and into the future

11 SUSTAINABLE CITIES AND COMMUNITIES



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

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Ensure sustainable consumption and production patterns

In 2023, IWS identified two UN SDGs (SDGs 11 and 12) which we believe align with our operations, business model, and core values. These SDGs are represented by work done to align with requirements by NYC's Commercial Waste Zones (CWZ) program. The CWZ program is committed to reducing truck traffic by >60% and providing contracts to providers committed to sustainable waste management.

- ✓ Specialized recycling programs
- ✓ Waste-to-energy systems
- ✓ Reduced emissions and pollution strategies
- ✓ Enhanced safety measures
- ✓ Community engagement



Table of Contents



About IWS



Employees and Engagement



Health and Safety



Community Engagement



Materials Management



Climate



Governance



Appendix

IWS Employees

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 (as of 12/31/23)



2,033 Employees



1,021 Drivers and helpers; 7 with CDL Licenses



35 Maintenance Staff; 126 Mechanics



39 Customer service representatives



19 Safety personnel

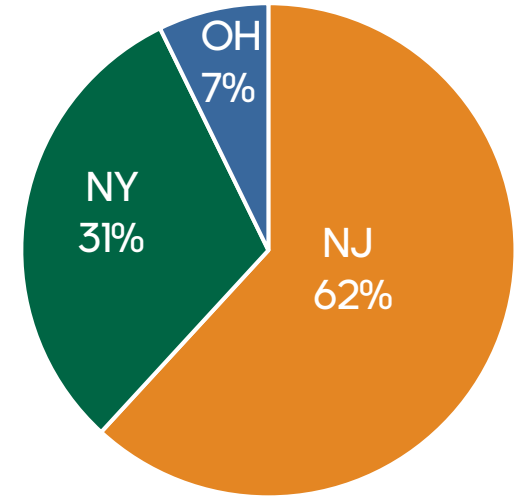


219 Equipment & scale operators and MRF sorters

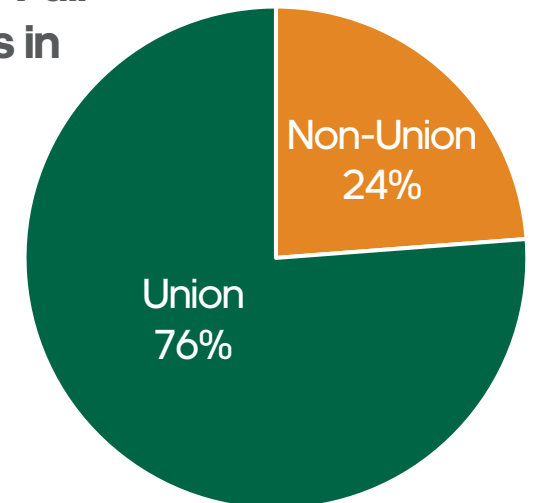


31 Operations managers

2023 Number of Full Time Employees by State

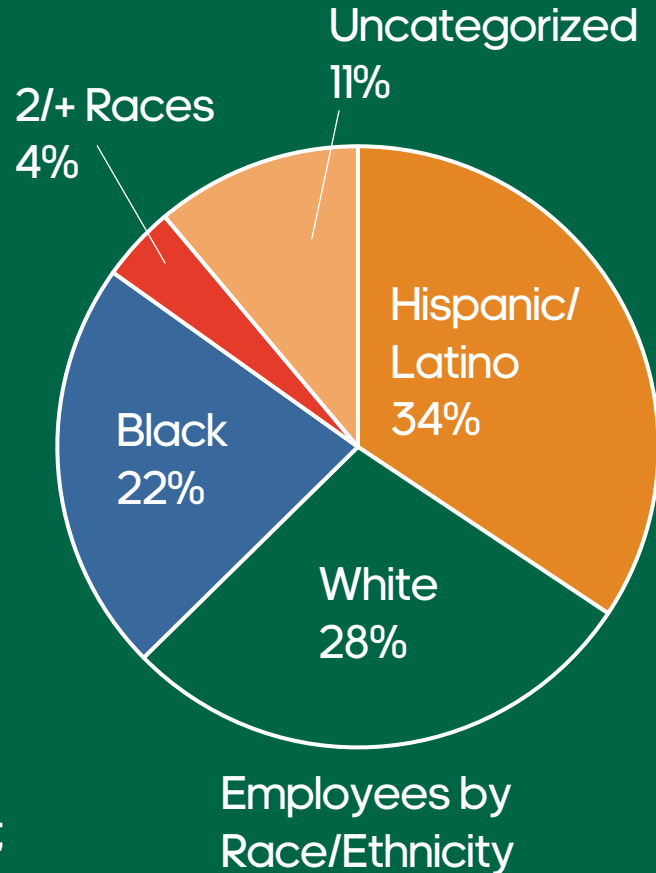


2023 Percent of Full Time Employees in Unions

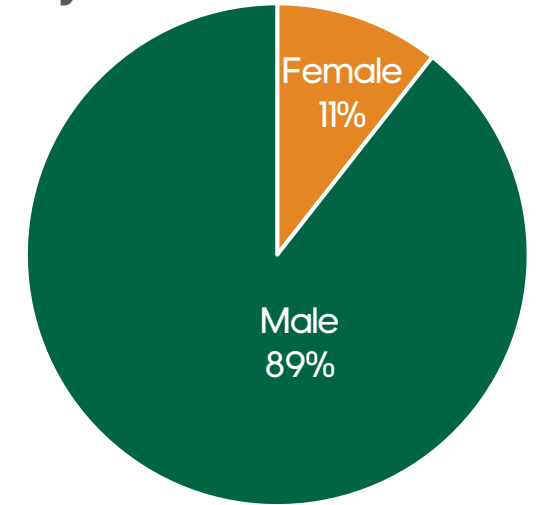


Employee Demographics (as of 12/31/23)

- Hispanic/Latino; 686 Employees (34% of workforce)
- White; 568 Employees (28% of workforce)
- Black/African American; 457 Employees (22% of workforce)
- Two or More Races; 75 Employees (4% of workforce)
- Uncategorized; 228 Employees (11% of workforce)
- Asian; 13 Employees (<1% of workforce)
- Native American/Alaskan Native; 6 Employees (<1% of workforce)



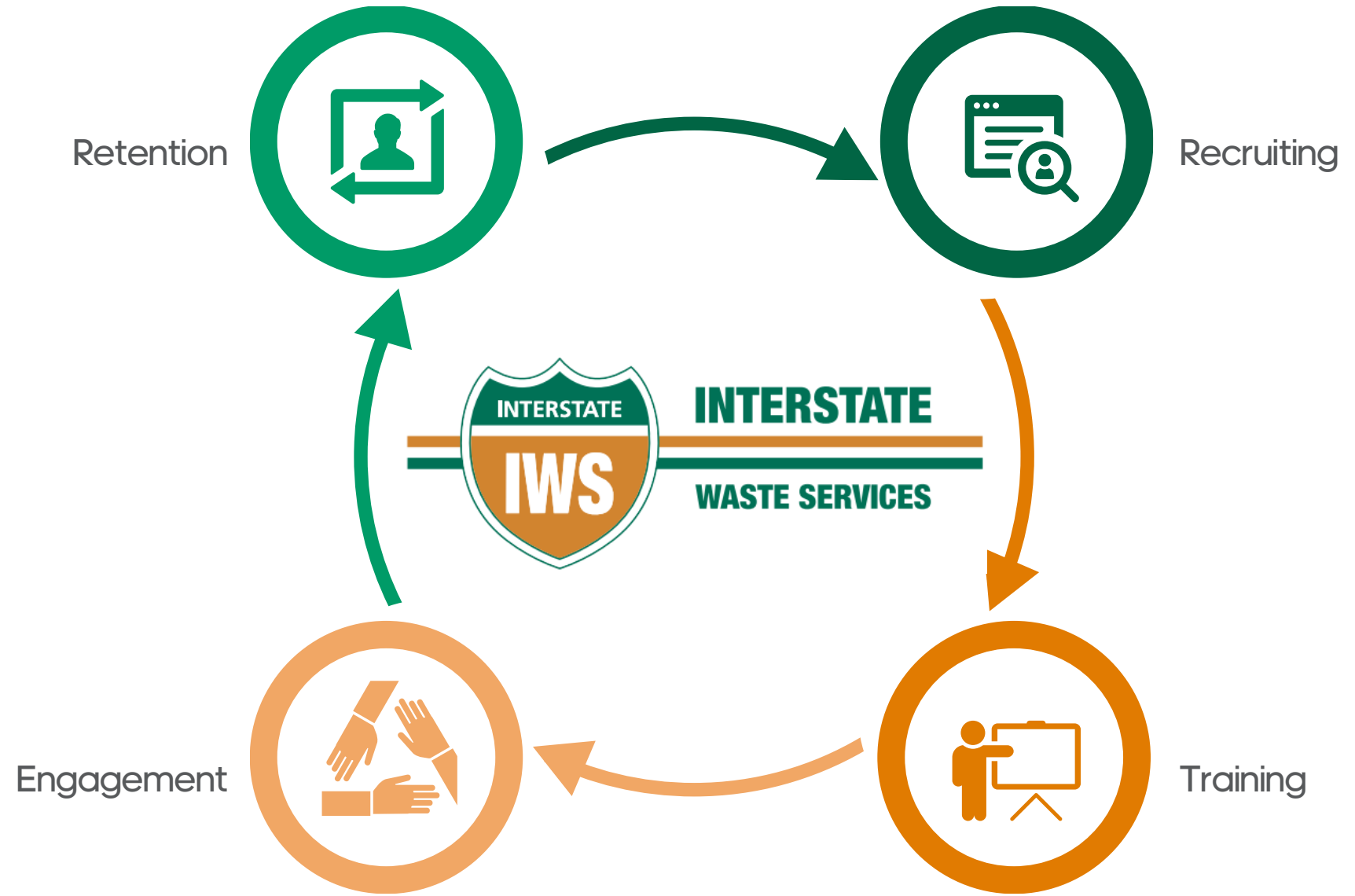
2023 Employees by Gender



In 2023, the IWS workforce was 89% male-identifying and 11% female-identifying. This is compared to the U.S. Bureau of Labor Statistics average of 21.7% female-identifying in 2023. IWS is constantly seeking new ways to increase the diversity of its workforce and is working with investors to incorporate new DEI practices.

Human Capital – 2023 Updates

- IWS, as a top destination for waste management employees, experienced significant headcount growth in 2023, from 1902 employees at the start of the year to 2033 at the end, a 7% increase.
- To better engage its growing workforce, IWS launched multiple new engagement, retention, and training initiatives, further detailed in the next slide.



Employee Engagement in 2023

- In 2023, IWS completed its 3rd engagement survey, realizing a significant increase in participation than in 2022 – from 68% to 87% (1,712 total employees at the time of survey).
- In response to the 2023 survey, IWS instituted new employee engagement initiatives, which included both employee onboarding surveys to assess training and development needs and as exit interviews for employees that voluntarily left the company. These have resulted in more informed engagement initiatives for 2024, which focus on recognition and training.
- The YoY survey employee engagement scores increased to 3.97 from 3.89 on a scale of 5.
- The 2023 survey informed our management decisions, most notably the development of a Front-Line Leader Program which provides front line leaders with the skills and tools necessary to be effective people managers and to further drive engagement and retention.

As part of our continued commitment to our employees, we have implemented new programs and policies to support an equitable, inclusive, and meaningful work culture.

Our anti-harassment policy codifies our standards for conduct and ensures a safe and inclusive professional environment.

Our equity plan gives our staff a tangible stake in the success of the organization.

Our parental leave policy ensures our employees are supported during the most important times in their families' lives.

Our Ethics hotline was designed to hold ourselves accountable for the safety and well-being of IWS's stakeholders.

Table of Contents



About IWS



Employee Engagement



Health and Safety



Community Engagement



Materials Management



Climate



Governance



Appendix



Culture of Safety



Safety University

Employees are trained on OSHA, DOT and company standards. Training includes classroom, controlled course practice and on-route mentoring to help new employees be successful.



Truck side guards

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



Fleet tracking service and driver safety

Trucks are equipped with video, telematics, analytics, safety and productivity solution software which includes real time, in-cab audio alerts to immediately address any noted concerns with driving performance.



Safety KPIs

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



Safety lane inspections

Depot, driver, and vehicle checks are conducted quarterly to ensure operations are compliant with safety standards and regulations.



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.

2023 Culture of Safety Updates

IWS separated the Risk and Safety functions, hired a Vice President of Safety, and moved the market safety lead function to operations.

- The company saw an **almost 60% drop in lost workdays**, and a **45% change in the TRIR**.
- The reward program was changed to shorter cycle programs that allowed for intense focus on certain areas. 122 days of summer was introduced from June through September. Incidents typically were found to be the highest during this time.
- Introduction of a **medical triage program** to help manage incidents quicker and more efficiently. This allowed **more control of lost time/restricted time** and ultimately better management of injuries and illnesses.
- Standardized training for new hires.; this includes **2 days of general safety training** and then **training geared to specific job functions**.
- Specific focus and training was completed to ensure standardization across the company and improve hazard recognition. This included personal protective equipment, fall protection and lockout tagout.
- Our telematics system was changed over to Samsara. The AI functions of the system allow for **early detection of unsafe behavior** and allows the team to coach drivers through various events to help improve safety while driving. The system also **includes real time audible alerts** heard in the cab to help immediately corrected detected unsafe behaviors.



Donna Miller
VICE PRESIDENT OF SAFETY

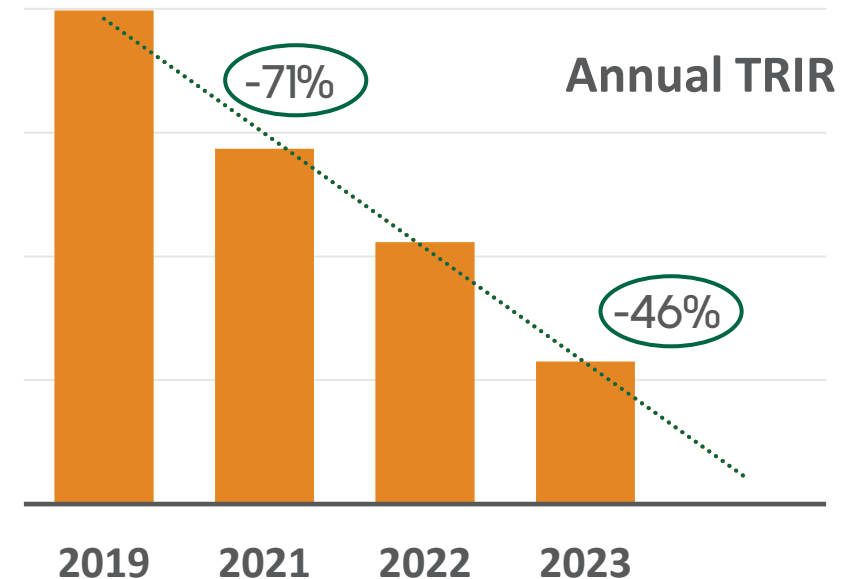
Safety

IWS' focus and commitment to safety has resulted in a 71 percent reduction in the Total Recordable Incident Rate (TRIR) since 2019 and a 46 percent reduction YoY (2022).

The health and safety of our team members and the communities we serve is our first priority each and every day. IWS' commitment to safety involves all levels of the company, it puts the responsibility for safety on everyone, not just one person or team.

2023 Safety Highlights by the Numbers

- 22 Facilities with >100 days injury free, a 120% increase YoY
- 1,230 vehicle inspections conducted as part of the Safety Lanes program
- 11,156 Route Observations completed, a 64% increase, assessing whether hauling teams are performing their jobs in compliance with company and regulatory policies
- Safety training hours increased from 172 to 4500 across the enterprise



Looking Forward: 2024 Safety Initiatives

Continuous improvement in health and safety management is a high-priority focus area for IWS

- We are continuing to standardize our Job Safety Analysis for various hauling, post collection and maintenance tasks.
- Our Line of Business new hire training continues to evolve, including standardized programs consisting of 40-80 hours of classroom, skill activities and mentoring.
- Annual requirements for training to help ensure that employees understand safety compliance and company procedures.
- We continue to use leading indicator metrics to help identify areas of focus. Route Observations, Facility Audits and Vehicle Inspections (Safety Lanes) have all proven to help teams identify concerns prior to incidents occurring.
- We have continued development of hazard recognition among all levels of management and frontline. The more people are proactive in hazard recognition the more that incidents can be prevented.



Table of Contents



About IWS



Employee Engagement



Health and Safety



Community Engagement



Materials Management



Climate



Governance



Appendix

Community Engagement

IWS prides itself on being a contributing member of several community-based and industry-related organizations/non-profits across NJ, NY, and OH.

2023 Highlights

- Over \$125,000 in charitable contributions to over 40 non-profits and local organizations.
- Partnerships and donations to organizations such as:
 - American Children's Cancer Association & Give to Kids
 - National Multiple Sclerosis Society
 - Hackensack University Medical Center
 - Together for Safer Roads
 - Police & Fire Department Funds such as at Mount Laurel Police, Fairview Police, Newark Fire and Garfield Fire
 - Several youth organizations and sports teams, including YMCA of Monmouth and Newburgh Little League
- Engagement with local educational institutions
 - MRF tour and round table session with the students
 - Visited local elementary schools in New York and New Jersey for career and safety-themed days
 - Scholarship sponsor and donor to several local educational funds



Table of Contents



About IWS



Employee Engagement



Health and Safety



Community Engagement



Materials Management



Climate



Governance



Appendix

Materials Management

- IWS owns and operates 5 material recovery facilities which recycle paper, metals, plastic, and glass.
- The addition of our new MRF in North Arlington will grow IWS' recycling processing capacity to more than 300,000 tons per year.
- Progress continues and we've completed 80% of the facility as of July 2024.



Advanced Recycling Processes

Our recycling facilities and processes define the cutting edge of materials management

Construction & Demolition Debris

- C&D debris is diverted from landfills; serving our residential and commercial customers across New Jersey as well as the New York Metro area.
- Materials such as metals, wood, concrete and masonry debris are processed at our facilities into value-added recyclable commodities.
- Direct disposal accounts available for NJ DEP licensed haulers and contractors.

Paper, Cardboard, Metals & Plastics

- Five recycling facilities process fiber, metal and plastic through both single stream and dual stream collection methods.
- Our award-winning Bronx Material Recovery Facility uses state-of-the-art optics to efficiently sort, process and separate recyclable materials.

Electronics, Light Bulb & Battery Recycling

- Specialty items include batteries, lead-acid batteries, fluorescent lamps, and mercury-containing devices.
- Our recycling programs are designed for convenience and ease-of-use.
- Bulk recycling collection programs and drive shredding services are also available for electronic waste.

Specialized C&D Material Recovery Facility

- Our Material Recovery Facility specializes in C&D debris. The custom design achieves up to 99% recovery of mixed construction & demolition debris, the highest rate in New Jersey.
- C&D debris can be diverted from landfills and processed into value-added recyclable commodities, including a wood-based renewable fuel used by energy companies as a coal alternative.

Organics Recycling Processes

IWS was the first to offer organics recycling to New York City customers starting in 2003

Our organics recycling program is an advanced food waste management system that helps organizations achieve their sustainability goals and regulatory requirements.

-
- Food waste accounts for approximately 22% of all municipal solid waste in the U.S. (FDA/EPA)
 - 40% of food waste comes from consumer facing businesses.
 - More than 85 percent of greenhouse gas emissions due to food waste occur prior to disposal during the production, transport, processing, and distribution phases.

How is commercial organic waste recycled?

Reuse

Food waste is transported to farms and processed into livestock feed.

Composting

Food waste is hauled to a commercial composting facility where it is processed into nutrient rich soil or fertilizer.

Co-digestion

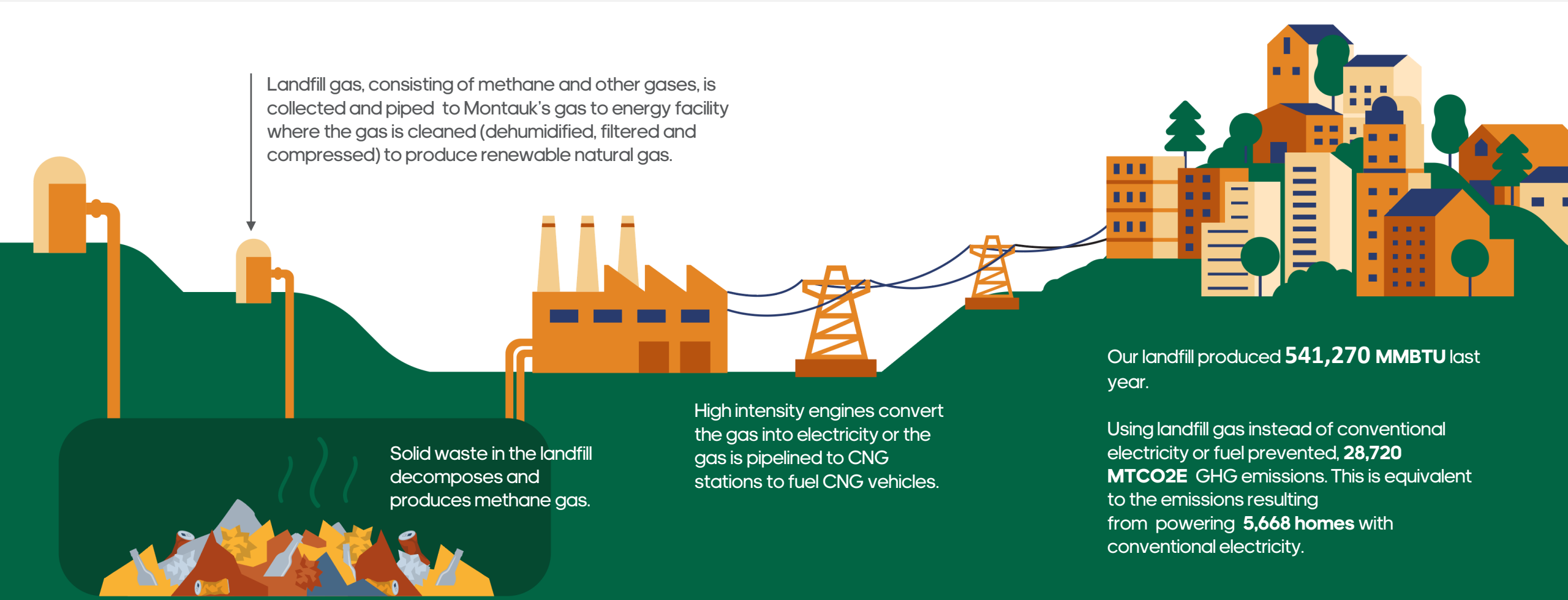
(ANAEROBIC DIGESTION FOR ENERGY RECOVERY)

- Bioslurry is processed from food and organic waste.
- Our anaerobic digester system processes the waste into biogas and piped to the natural gas grid or converted into electricity.
- The digestate (the residual material) can also be processed into horticultural or agricultural products or used in the manufacturing of bio-based products.

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.



Landfill gas, consisting of methane and other gases, is collected and piped to Montauk's gas to energy facility where the gas is cleaned (dehumidified, filtered and compressed) to produce renewable natural gas.

Solid waste in the landfill decomposes and produces methane gas.

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

Our landfill produced **541,270 MMBTU** last year.

Using landfill gas instead of conventional electricity or fuel prevented, **28,720 MTCO2E** GHG emissions. This is equivalent to the emissions resulting from powering **5,668 homes** with conventional electricity.

Table of Contents



About IWS



Employee Engagement



Health and Safety



Community Engagement



Materials Management



Climate



Governance



Appendix

Climate

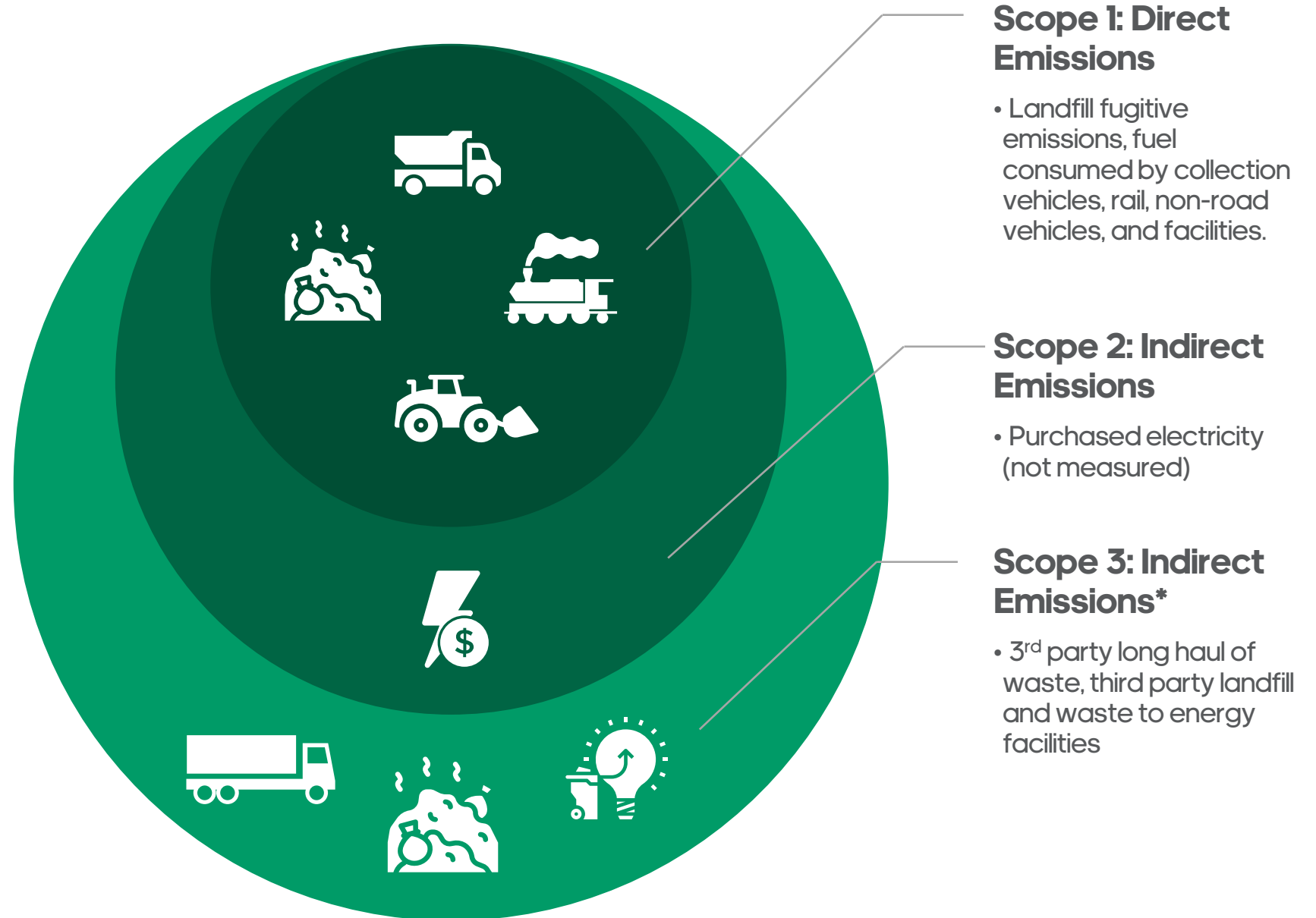
IWS is committed to reducing greenhouse gas emissions from its core operations, through growing its recycling and composting businesses, and by capturing landfill gas to generate energy.

GHG Emissions

| GHG Emissions | MTCO ₂ e | | | | Perc. Change 2022- 2023 |
|--|---------------------|----------------|------------------|------------------|----------------------------|
| | 2020 | 2021 | 2022 | 2023 | |
| Scope 1 | 549,481 | 639,251 | 697,839 | 768,009 | 10% |
| Landfill Fugitive Emissions | 494,306 | 573,366 | 627,056 | 699,187 | |
| Collection & Hauling | 28,969 | 31,477 | 35,602 | 39,461 | |
| Rail | 14,872 | 20,477 | 19,912 | 12,939 | |
| Other Energy Use (Non-Road Vehicles) | 11,334 | 13,930 | 15,270 | 16,315 | |
| Select Scope 3 | 409,311 | 312,847 | 396,516 | 466,102 | 18% |
| Outsourced Trash Truck Hauling | 15,517 | 9,066 | 7,738 | 10,241 | |
| Outsourced Landfill Fugitive Emissions | 374,371 | 288,753 | 361,755 | 422,894 | |
| Outsourced WTE Energy Emissions | 19,423 | 15,028 | 27,023 | 32,967 | |
| Scope 1 & Select Scope 3 | 958,792 | 952,098 | 1,094,356 | 1,234,111 | 13% |
| Total Emissions/Tons Collected | 0.35 | 0.30 | 0.29 | 0.30 | |

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.

GHG Emissions



*Diagram only includes select scope 3 emissions.

Greener Transport

IWS is one of the largest transporters of waste by rail. By utilizing a waste by rail system, we significantly reduce our dependence on long haul transportation and the number of trucks hauling waste on our roads.

TRAINS ARE 4X MORE EFFICIENT

While considering the average gas mileage and payload of a heavy-duty tractor trailer, trains are approximately 4x times more efficient for freight hauling.

RAIL TRANSPORT CAN REDUCE GREENHOUSE GAS EMISSIONS BY 75%

Transporting freight by rail maximizes efficiency by a multiple of 4. That means transferring freight from truck to rail can reduce greenhouse gas emissions by trucks by 75% according to the Federal Railroad Administration.

ONE TRAIN EQUALS 320 TRUCKS

IWS' rail transport system is capable of hauling large loads and handling high volumes of freight. A single train can carry the load of 320 trucks.



Greener Transport

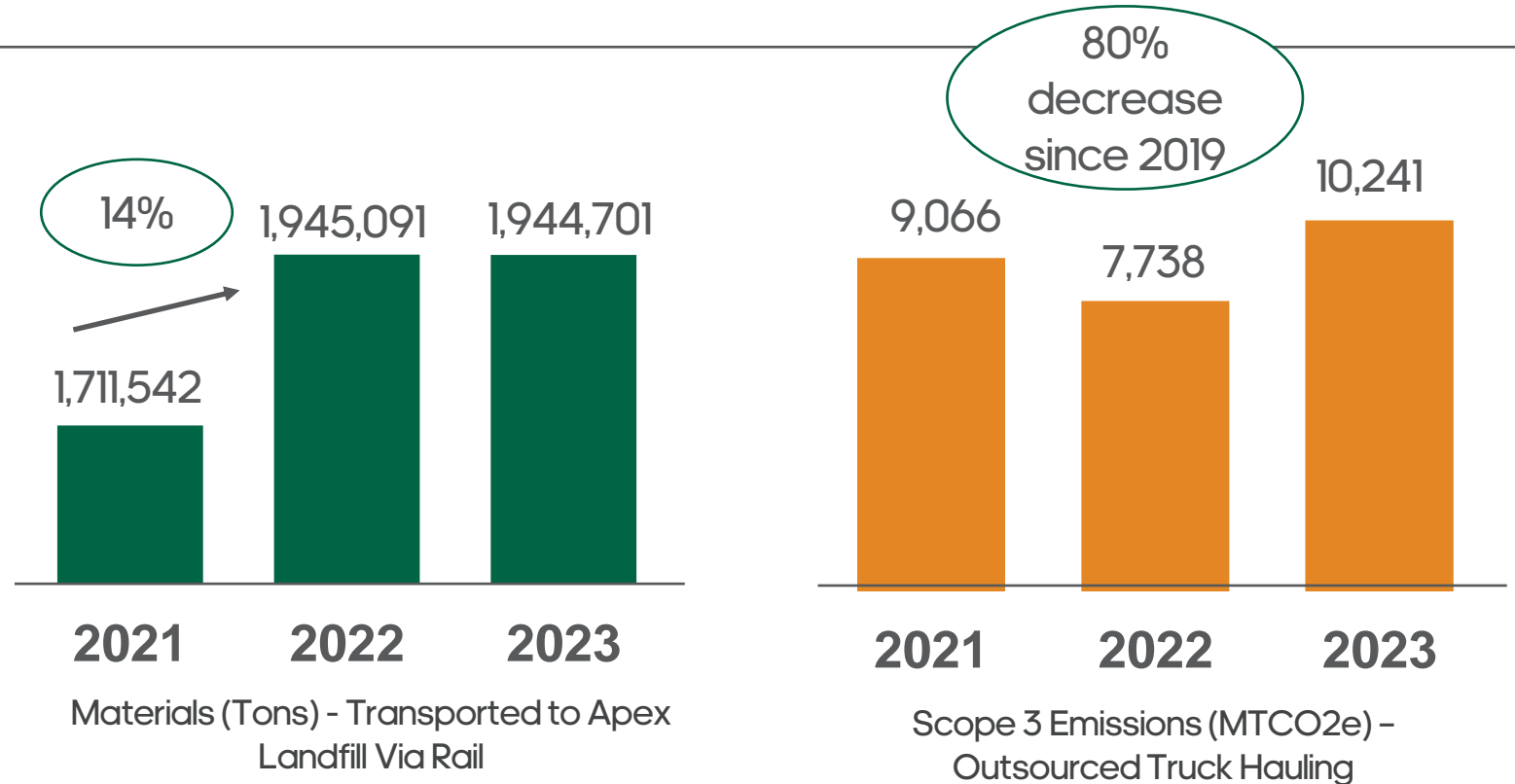
In 2020, IWS acquired the Apex landfill and invested in rail infrastructure to provide more sustainable waste transport and disposal, and to lay the foundation for future growth.

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



Avoided 59,476 metric tons on road (82% avoided emissions) by using railways, equivalent to 72,415 estimated truck emissions (metric tons).



Fleet Sustainability

As part of IWS' commitment to sustainability, we've incorporated sophisticated driver technology to reduce emissions, pollution, and increase safety.

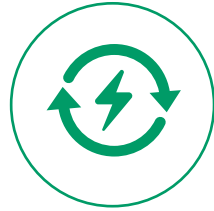
- Our trucks are equipped with video, telematics, analytics, safety, and productivity technology that monitors critical vehicle systems for operational efficiency and enhanced safety measures.
- In-vehicle technology and fleet management software includes GPS, cameras, and customer information to maximize route efficiency while also monitoring driver safety.
- All newer model trucks are Certified Clean Idle. This system automatically shuts down the engine after five minutes of continuous idling to reduce emissions.



Automated fleet technology enhancements maximize vehicle and route efficiency, reduce fuel consumption and emissions, and increase safety.

Net Climate Benefit Factor (Metric Tons of CO2e)

2023
Emissions
Prevention



28,749

Renewable Energy
Production



781,302

Carbon
Sequestration



646,802

Recycling &
Composting

2023
Emissions



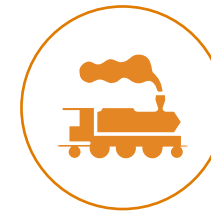
699,187

Landfill



39,461

Collection &
Hauling



12,939

Rail



16,422

Facilities*

*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.

2023 Emissions Prevention
1,787,079



2023 Emissions
768,009



Net Climate Benefit Factor
2.33

IWS' 2023 climate benefit is more than **2 times greater** than its emissions from its core operations and increased by 17%.

Table of Contents



About IWS



Employee Engagement



Health and Safety



Community Engagement



Materials Management



Climate



Governance



Appendix

Governance Highlights



Governance Systems Implemented in 2023

- We have expanded our capabilities to include the Aeterra Workspace platform for safety and ESG data collection
- Further built program for geo-tracking and safety KPI tracking for all IWS vehicles with Samsara
- Continued innovating our ESG reporting and marketing in a partnership with a third-party sustainability consultancy



Cyber Security - 355 hours of training

- IWS is implementing new training at the time of onboarding as part of a Human Resources training platform roll out
- Navex Cybersecurity online training: mandatory annual and onboarding training, Mimecast cybersecurity micro learning videos: conducted monthly
- Began full-system phishing simulations and remedial training for click-throughs conducted quarterly
- 24/7 computer managed detection and response

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 the IWS 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



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 IWS's operations and service delivery



William 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



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 Nawrot

- Principal in the Ares Private Equity Group
- Focus on investments in media & communications and services sectors
- Serves on the board of directors for the parent entity of Resource Label Group



Natasha Li

- Partner in the Ares Private Equity Group
- Prior experience in Investment Banking
- Serves on the Board of Directors for the parent entities of City Ventures, Resource Label Group and TricorBraun. Additionally, she serves on the board of directors of The KCRW Foundation

IWS Executive Management

IWS Executive Management is responsible for the operations of all operating divisions. That includes direct responsibility for ensuring the compliant delivery of all services through proper staffing, management oversight, capital allocation, and overall execution of key initiatives and contracts. They also lead the development, implementation, and continuous improvement of our ESG program.



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- 3rd generation operator with over 35 years experience in the waste industry
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- Over 15 years in a Board capacity at IWS and Action



Brian Giambagno
CFO

- Over 10 years with IWS as CFO
- Responsible for all aspects of accounting and finance
- CPA with over 25 years of experience across business services, technology, distribution and manufacturing industries



Thomas Farinaro
EVP OF OPERATIONS

- 35 years in the waste industry, with over 20 years at IWS
- Oversees IWS operations including route structure, MRF and transfer station processing, safety and training programs
- Former Operations Manager of DiBella Sanitation



Rakesh Gopakumar
CHIEF INFORMATION OFFICER

- Over 20 years of experience as a senior IT leader; joined IWS in 2021
- Previously Global IT Director for Air Liquide and IT Director for Schneider Electric
- Leads our technology transformation roadmap, IT strategy and digital transformation.



Joseph Burke
EVP OF SALES & MARKETING

- 25 years of sales, marketing and customer service experience in the waste industry, with over 20 years at IWS
- Responsible for customer experience and customized service plans for our customers sustainability goals
- Works closely with operations



Jeff Casaletto
EXECUTIVE VICE PRESIDENT AND GENERAL COUNSEL

- Over 20 years of experience in environmental, licensing, and regulatory compliance
- Previously Partner and Co-Chair of the Environmental Practice Group
- Responsible for all legal and compliance matters, corporate responsibility, government affairs, workplace safety and environmental stewardship



David Cieply
EVP OF LANDFILL OPS

- Joined IWS in 2020 with over 35 years experience in environmental services, landfill operations, and engineering
- Responsible for landfill operations, engineering, safety, and environmental compliance
- Previous experience includes WatershedGeo, Republic, Tervita, WM and BFI



Scott Carroll
CHIEF HUMAN RESOURCES OFFICER

- Responsible for all aspects of IWS' HR organization
- Combined over 25 years in HR Leadership and employment & labor law
- Previously CHRO at Global Container Terminal's Inc. and GAF

IWS Corporate Management

IWS Corporate Management is responsible for the operations of all operating divisions.

Management is directly responsible for ensuring the compliant delivery of all services through proper staffing, management oversight, capital allocation, and overall execution of key initiatives and contracts.



Greg Comstock
VICE PRESIDENT OF RAIL
OPERATIONS

- Over 47 years of experience of rail experience
- Responsible for our rail operations and related transfer and logistics
- Previously held leadership roles with Norfolk Southern



Gina Dewar
VICE PRESIDENT OF FIELD
HUMAN RESOURCES

- Oversees HR service delivery in the field, ensuring IWS has the talent and workforce needed to achieve our growth strategy
- Over 10 years in Human Resources leadership roles
- Previously held leadership positions with Spectrum Automotive Holdings Corp, BRAVO! Group Services & Planned Companies



Salvatore Mastriani
VICE PRESIDENT OF RISK

- Joined IWS in 2013 and is responsible for all aspects of risk management and safety
- Over 30 years experience in the insurance industry
- Serves on many industry committees focused on risk management and safety including SWANA, NWRA, ANSI, NY Solid Waste Assoc, and BIC Safety Committee



Donna Miller
VICE PRESIDENT OF SAFETY

- Over 25 years in the environmental service industry related to health & safety, environmental and transportation compliance
- Responsible for the overall health and safety, training and compliance of employees



Jeff Nella
VICE PRESIDENT OF
RECYCLING

- Leads the Recycling Team and is responsible for the operating and financial results of our Material Recycling Facilities (MRFs)
- 15 years of Solid Waste Industry experience
- Previously held positions in Operations, as well as Capital Equipment Sales for the Printing and Packaging industry



Mickey Lattimer
VICE PRESIDENT OF FLEET
MAINTENANCE

- Responsible for the development, implementation, and management of the IWS maintenance program
- Leads our integrated Operation & Maintenance plan to build capabilities, maximize purchasing and capex prioritization
- Joined IWS in 2022, with previous senior leadership roles at Groendyke Transport and Waste Management

Table of Contents



About IWS



Employee Engagement



Health and Safety



Community Engagement



Materials Management



Climate



Governance



Appendix

Total Materials Managed

| Materials Managed (Tons per Year) | 2021 | 2022 | 2023 |
|--|------------------|------------------|------------------|
| Material Managed | 3,170,856 | 3,705,802 | 4,183,126 |
| Diverted | 223,906 | 248,750 | 384,145 |
| Recycled | 222,392 | 245,802 | 378,583 |
| Composted | 1,514 | 2,948 | 5,563 |
| Tons of Waste Disposed (Landfill + WTE) | 2,946,950 | 3,457,053 | 3,798,980 |
| Landfill | 2,911,169 | 3,392,712 | 3,720,487 |
| Waste to Energy | 35,781 | 64,341 | 78,493 |

Includes 2019 landfilled tons sent to Apex landfill which was acquired by Apex in 2020.

GHG Emissions – Scope 1 Direct Emissions

| GHG Emissions (MTCO₂e per year) | 2021 | 2022 | 2023 |
|---|----------------|----------------|----------------|
| Scope 1 | 639,251 | 697,839 | 768,009 |
| Landfill Fugitive Emissions | 573,366 | 627,056 | 699,187 |
| Collection Fleet | 31,477 | 35,602 | 39,461 |
| Rail | 20,477 | 19,912 | 12,939 |
| Non-Road Vehicles | 13,895 | 15,182 | 16,315 |
| Other Energy Use | 35 | 88 | 108 |
| Scope 1 Emissions/Tons Collected | 0.20 | 0.19 | 0.19 |

Includes 2019 landfilled tons sent to Apex landfill which was acquired by Apex in 2020.

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

| GHG Emissions (MTCO₂e per year) | 2021 | 2022 | 2023 |
|---|----------------|----------------|----------------|
| Select Scope 3 Emissions | 312,847 | 396,516 | 466,102 |
| Outsourced Trash Truck Hauling | 9,066 | 7,738 | 10,241 |
| Outsourced Landfill Fugitive Emissions | 288,753 | 361,755 | 422,894 |
| Outsourced WTE Energy Emissions | 15,028 | 27,023 | 32,967 |
| Scope 3 Emissions/Tons Collected | 0.10 | 0.11 | 0.11 |

Climate Benefit

| Emissions Avoided (MTCO ₂ e per year) | 2021 | 2022 | 2023 |
|--|------------------|------------------|------------------|
| Total Climate Benefit | 1,226,337 | 1,387,007 | 1,787,079 |
| Renewable Energy Generated from Landfill Gas | 29,876 | 27,736 | 28,749 |
| Carbon Sequestered | 611,345 | 712,470 | 781,302 |
| Recycling and Composting | 585,115 | 646,802 | 977,057 |