



# North America's Environmental & Sustainability Leader

Corporate Overview

# Who We Are

For more than 50 years, WM has enabled sustainability progress to municipal, residential and commercial customers of all sizes across North America.

WM is committed to designing unique, flexible solutions that enable customers to execute on their waste, recycling and sustainability strategies powered by data. From grocery to healthcare, WM is proud to partner with a diverse range of clients in achieving a more sustainable tomorrow.



#WeAreWM

## So much more than “Managing Waste”

**Focused on people, service and sustainability, WM plays an integral role in keeping communities clean, safe and functioning so we can all share in a better tomorrow.**

As North America’s leading provider of environmental and sustainability solutions, WM provides collection, recycling, disposal and sustainability services to over 20 million customers.

These customers range in scale from mom-and-pop shops to 8 in 10 Fortune 2001 companies in North America and Canada.

- ✔ Largest disposal network in North America
- ✔ Largest recycler in North America
- ✔ Most landfill gas (LFG)-to-energy plants in North America
- ✔ Largest collection fleet in North America

<sup>1</sup> Based on WM 2023 proprietary customer data and Fortune Magazine’s 2023 Fortune 500 list.



## WM's Unmatched Scale and Capabilities

# The largest environmental and sustainability solutions company in North America.

### Largest Recycler

- ✔ **102** recycling facilities
- ✔ **11M** tons of material recovered
- ✔ **3.8M** tons of mixed organics recycled

### Largest Collection Fleet

- ✔ **18.5K** total collection vehicles
- ✔ **11.3K** alternative fuel vehicles
- ✔ **95** LFG-to-renewable natural gas facilities
- ✔ **15,200** collection routes
- ✔ **497** hauling operations
- ✔ **17** LFG-to-renewable energy facilities

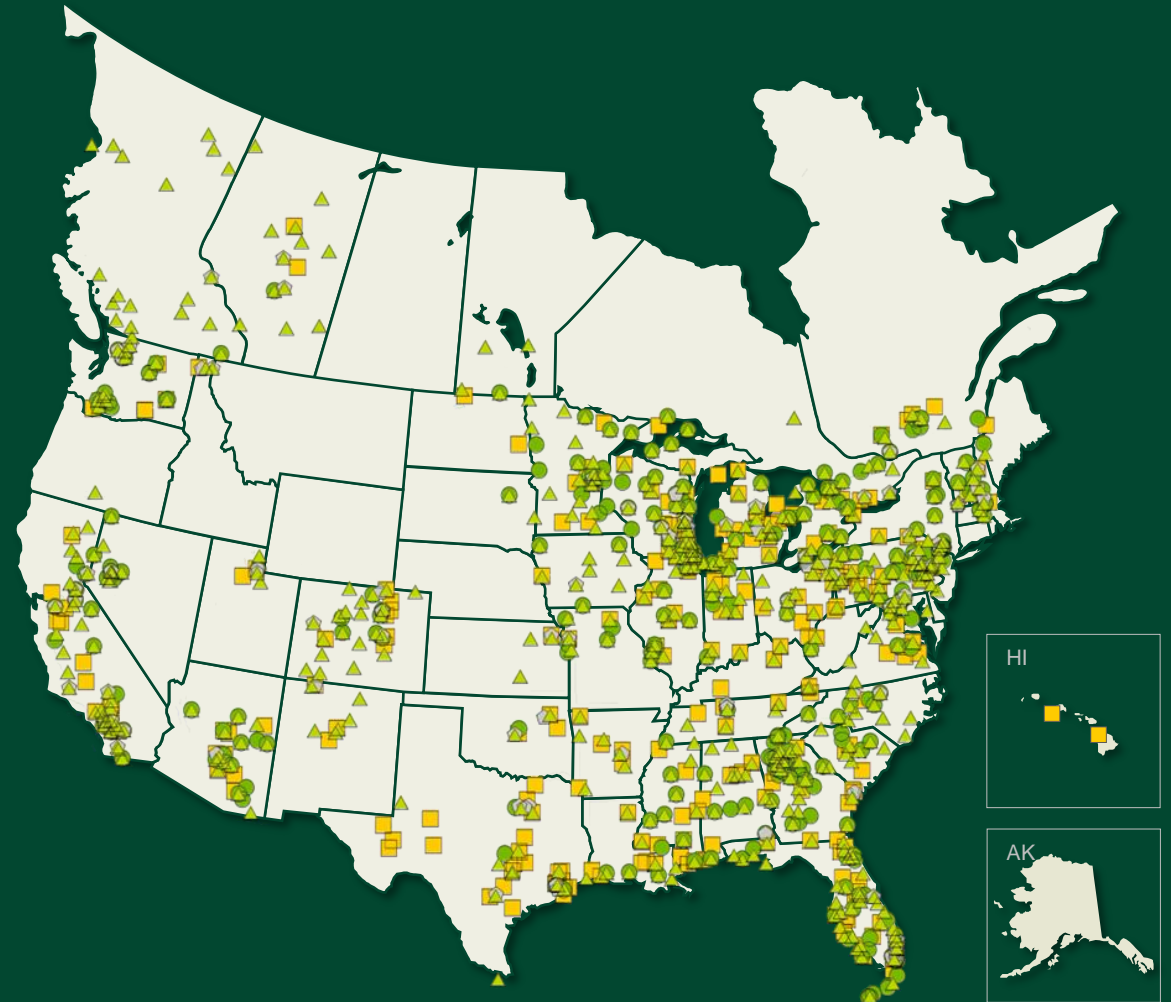
### Largest Disposal Network

- ✔ **332** transfer facilities (as of 2023)
- ✔ **258** active solid waste landfills
- ✔ **97** materials recovery facilities (MRFs)
- ✔ **23** direct landfill gas-to-industrial customers

### Largest Operations

- ✔ **20.4B** total revenue (as of 2023)
- ✔ **48K** employees (as of 2023)
- ✔ **49** states
- ✔ **6** Canadian providences

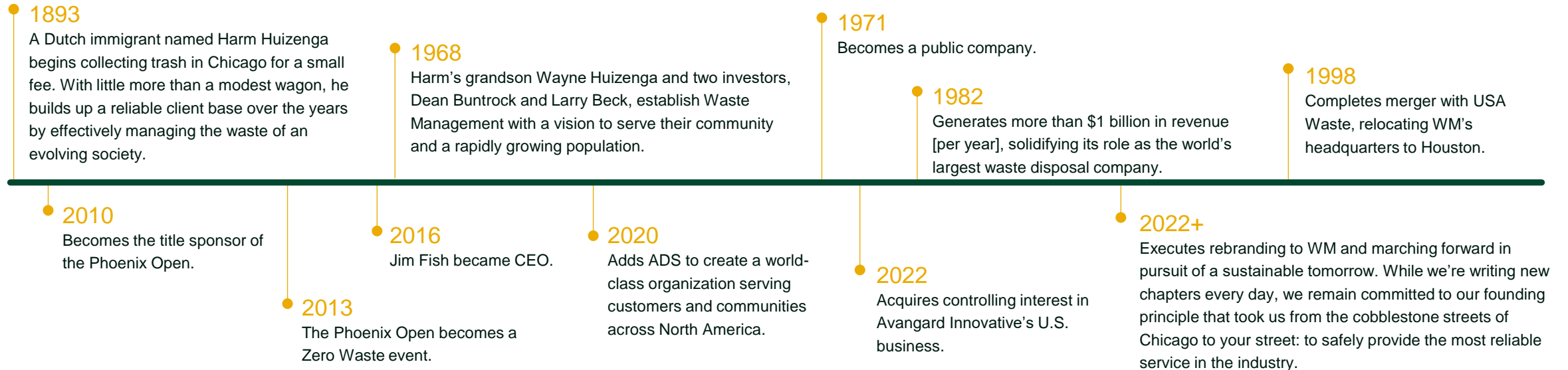
All data is for the year ended December 31, 2022, unless otherwise noted.



■ Landfill | ● Transfer | ◆ MRF | ▲ Hauling

# Our History

A glance at how we became North America's largest environmental solutions provider



## Notable Achievements

- Fortune 2022 World's Most Admired Companies
- Ethisphere 2021 World's Most Ethical Companies
- 3BL Media 2021 100 Best Corporate Citizens
- Dow Jones Sustainability Indices 2021 Category Leader
- Ecovadis 2021 Certified Silver Supplier
- Newsweek 2021 America's Most Responsible Companies
- Barron's 2021 100 Most Sustainable Companies



# Always Working For a Sustainable Tomorrow®

WM's success is based not only on the results it achieves but how the Company achieves them. The Company's leadership team remains committed to being accountable, honest, trustworthy, ethical and compliant in all it does.



MEET OUR TEAM

# Executive Leadership

WM's leaders focus on maximizing resource value and minimizing environmental impact — while always upholding its commitment to people first. Leading by example, the team inspires everyone at WM to work for a future in which its economy, environment and communities are thriving.



**Jim Fish**  
Executive Vice President and  
Chief Executive Officer



**John Morris**  
Executive Vice President and  
Chief Operating Officer



**Devin Rankin**  
Executive Vice President and  
Chief Financial Officer



**Chuck Boettcher**  
Executive Vice President, Corporate  
Development & Chief Legal Officer



**Mike Watson**  
Senior Vice President and  
Chief Customer Officer



**John Varkey**  
Senior Vice President and  
Chief Information Officer



**Tara Hemmer**  
Senior Vice President and  
Chief Sustainability Officer



**Kelly Rooney**  
Chief Human Resources and  
Diversity & Inclusion Officer

A line of white Waste Management (WM) trucks is parked at night. The truck in the foreground has its driver-side door open, revealing the interior dashboard and steering wheel. The truck behind it has the WM logo and 'USDOT 3860' visible on its side. The scene is illuminated by the trucks' headlights and ambient night lighting.

# Investing in Our Future

To adapt to a constantly changing world, WM continues to explore and implement low-emission fuel technologies to better serve customers and reduce its climate impact. It's what drives us every day, as individuals and as a company.

## Our Fleet

For over a decade, WM has been transitioning our fleet to use alternative fuels and has reduced its greenhouse gas emissions related to its collection fleet by over 40%.

- ✔ **11,300+** alternative fuel heavy duty Class 8 vehicles
- ✔ **61%** of WM's collection fleet is made up of alternative fuel vehicles with most running on lower-emission CNG
- ✔ **47%** of fuel allocated to our natural gas fleet comes from renewable sources
- ✔ **85%** of new vehicle purchases by WM utilize compressed natural gas
- ✔ **30+** electric vehicles used in operations, including Class 6 and light-duty vehicles
- ✔ **200+** operational and planned CNG fueling stations for our collection fleet

# WM has the largest heavy duty CNG vehicle fleet of its kind in North America.

WM's fleet is comprised of over 11,000 natural gas vehicles, equating to over 60% of its total collection fleet. For nearly 30 years, WM has been relentless in its pursuit of lower emissions and first integrated CNG into its collection operations in 1995 with 14 collection trucks.

WM has long been committed to alternative fuel options, including electric vehicles. WM is actively partnering with Volvo Construction Equipment on a pilot project with Volvo EC230 Electric excavator where the EC230 has shown the same performance as its diesel equivalent.

## Impact Highlights

- 5% reduction in fleet emissions in 2022 YoY.
- Since 2010, WM has reduced its greenhouse gas emissions related to its collection fleet by 40%.
- In 2021 and 2022, WM piloted and implemented a new system to expand access to compress natural gas at more of our facilities.
- Since 2018, WM has reduced the emissions intensity of its collection fleet by over 20% by converting to alternative fuel vehicles and allocating renewable natural gas.





## Circular Impact

# WM is reinventing what's possible & driving circular economy solutions.

Leveraging its infrastructure, innovation, and expertise, WM's sustainability vision for tomorrow centers on three core ambitions: material is repurposed, energy is renewable, and communities are thriving.

Transforming our economy into a more circular one where waste is seen as a resource will require the collaboration of all stakeholders, and we've made circularity central to our company's growth strategy. WM is the only company that covers all four areas of the waste lifecycle:

- **Disposal:** the collection, processing, and recycling or disposition of the waste materials
- **Transportation:** picking up solid waste and recyclables from where they were generated and transporting them to a transfer station, material recovery facility (MRF) or landfill
- **Remediation:** removal of hazardous materials to return contaminated areas to their original state.
- **Marketing:** marketing of recyclable materials for use by third parties.

Advancing Our  
Sustainability Leadership



**14.8M** Tons of material  
recovered



**4** Landfill automation  
projects



**5** Completed recycling facility  
infrastructure projects

A close-up, profile view of a woman with curly hair, wearing a headlamp and a high-visibility vest, smiling. The background is dark and out of focus, suggesting an industrial or construction site at night.

# Progressing Together @ WM

Our people come first and serve as the foundation for our success. We commit to taking care of each other, our customers, our communities and the environment.

# Diversity, Equity, and Inclusion

WM prioritizes having a diverse workforce that reflects the communities where we live and work. We remain actively dedicated to leveling the opportunity playing field by structuring our hiring, training, development, promotion and pay programs based on job-related competencies and cultivating a culture of belonging.

## Employee Resource Groups

We help employees connect with like-minded coworkers through Employee Resource Groups. The groups engage members by advancing professional development, building awareness of issues relevant to their group and encouraging allyship with a focus on our shared purpose and goals.

In 2021, the year our first Employee Resource Groups were launched, over 2,500 employees engaged in at least one group across all of our business units.



WEN



Unified



Valor



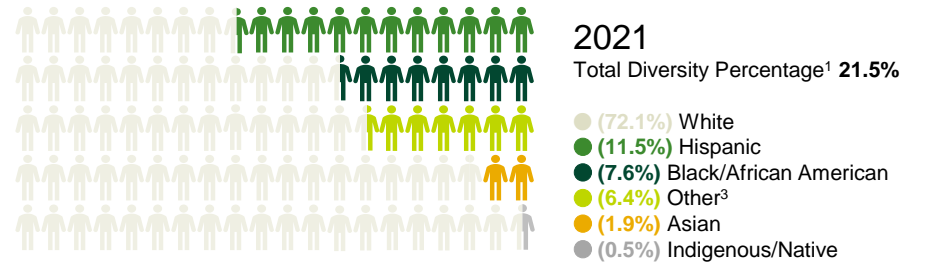
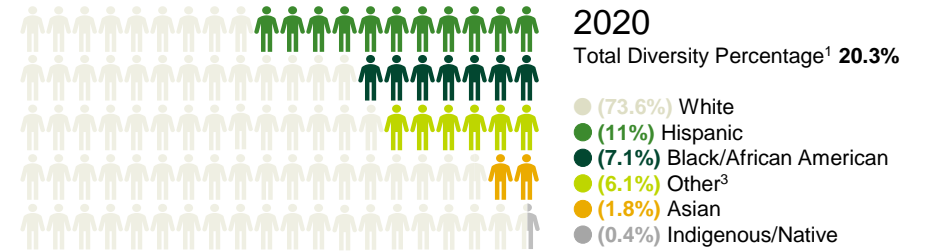
Prism

<sup>1</sup> This includes those identifying as Asian, Black or African American, Hispanic, Indigenous or Native and two or more races. 2020 and 2021 data does not include those identifying as two or more races because this data was not yet collected.

<sup>2</sup> We began collecting this data in 2022.

<sup>3</sup> Includes employees who chose not to report, not specified, and employees in Canada and India.

## Minority representation in manager and above roles



## WM CULTURE

At WM, people are at the center of what we do. Guided by our commitments and values, we strive to create workplaces where our nearly 50,000 team members can bring their whole selves to work to build a meaningful, fulfilling career. We invest in the success of our people by ensuring our workplaces are safe, offering a number of training and development opportunities and cultivating our culture of belonging.

Our robust training and development programs help our employees grow, develop confidence, learn and practice new skills and achieve their career goals. Our training programs help team members better perform their jobs, deepen their skills, further their educational backgrounds and be equipped for the future. We are confident in ensuring all our employees have the tools to thrive at WM.

## DRIVEN BY OUR

# COMMITMENTS

In the simplest terms, our values come down to this: **Do the Right Thing. The Right Way.** This idea sets the standard for our Fundamental Commitments and Core Values and guides our daily actions and decisions.

### People First

The proud work, caring and resilient members of the WM family are the foundation of our success. We commit to taking care of each other, our customers, our community and the environment.

### Success with Integrity

Our success is based not only on the results we achieve, but how we achieve them. We commit to being accountable, honest, trustworthy, ethical and compliant in all we do.

## GUIDED BY OUR

# VALUES

### Our Customers

We place our customers at the center of what we do and aspire to delight them every day.

### Diversity & Inclusion

We embrace and cultivate respect, trust, open communication and diversity of thought and people.

### Our Safety

We have a zero tolerance for unsafe actions and conditions and make safety a core value without compromise.

### Our Environment

We are responsible stewards of the environment and champions for sustainability.



## Community Contributions and Impact

Our efforts include direct financial donations, volunteerism, education and awareness-building activities.

Year	Charitable Contributions <sup>1</sup>	People Impact	People Impact Cumulatively
2018	\$14.9M	300,000	300,000
2019	\$16.4M	393,000	696,000
2020	15.4M	57,565	750,565
2021	14.3M	536,738	1,287,303
2022	15.9M	302,998	1,590,301

<sup>1</sup> Monetary and in-kind contributions.

### Social Impact

# Giving back to our communities is deeply ingrained within our culture.

Since 2018, we have reached over 1.59 million people through environmental education programs. We are committed to positively impacting our community through three core focus areas:

- ✔ Sustainability education
- ✔ Environmental stewardship
- ✔ Community vitality

### 2022 Progress

We reached **over 300K** people through environmental education programs and donated **\$15.9M**, representing 0.7% of net income.

### 2030 Goal

To positively impact **10 million** people in our communities through targeted social programs by 2030, using the equivalent of **2%** of our net income.



**Always Working For a  
Sustainable Tomorrow®**

[www.wm.com](http://www.wm.com)