



A MESSAGE FROM:

Jim Fish President and Chief Executive Officer

Honoring Memorial Day

WM team,

Memorial Day is Monday, and I wanted to take a moment to reflect on the significance of this holiday. It's a time for us to honor and remember the brave heroes who made the ultimate sacrifice for our country while serving in the armed forces. It is also an opportunity to support living veterans and their families.

Their devotion and courage have ensured the freedoms we enjoy today, and we are forever indebted to them. I have family members, including my Dad, who served in the military, and I'm tremendously grateful for their selflessness and courage.

I am especially proud of WM's commitment to actively recruiting veterans and supporting them in the transition to civilian life. WM continues to work with our nearly 3,000 veteran team members to build a supportive community through our Valor Employee Resource Group.

I encourage each of you to take some time this Memorial Day to reflect on the true meaning of this day and to express gratitude to those who have served and continue to serve our nation. Consider participating in local Memorial Day ceremonies, visiting memorials, or engaging in acts of service to honor the memory of those who have fallen.

Thank you for all that you do, and I wish you and your families a safe and meaningful Memorial Day weekend.



Jim Fish
President and Chief Executive Officer



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