



A MESSAGE FROM:



# Devina Rankin

EVP & CHIEF FINANCIAL OFFICER

WM Corporate Team Members,

Today, we announced WM’s financial and operational results for 2023. We are pleased to report that in the fourth quarter, our solid waste business drove accelerated earnings and margin growth. With results in the back half of the year surpassing expectations and forecasts, WM finished the year strong and either met or exceeded its full-year targets on virtually every financial measure. Thanks to the hard work of the entire WM team, we are driving growth through our industry-leading customer service, asset network, and sustainability investments, all while optimizing our cost structure through technology and automation.

Through our Annual Incentive Plan (AIP), you share in WM’s success. With this update, you can see how the strong finish to the year translated into a 117.85% achievement of 2023 targets. As a reminder, the U.S. and Canada Annual Bonus payout date is Friday, March 15, 2024. To learn more, please review the full AIP scorecard attached.



*Please note: An individual participant’s actual payout percentage may be adjusted to reflect the impact of the Individual Performance Modifier.*

*Congratulations on another great year, and thank you for all your efforts to care for our customers, the environment, and our people!*

**DEVINA RANKIN**

**EVP and Chief Financial Officer**

