WASTE CONNECTIONS

Connect with the Future®

2023 SUSTAINABILITY UPDATE/PROGRESS REPORT

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ABOUT WASTE CONNECTIONS

Waste Connections is an integrated solid waste services company that provides non-hazardous waste collection, transfer and disposal services, including by rail, along with resource recovery primarily through recycling and renewable fuels generation. The Company serves approximately nine million residential, commercial and industrial customers in mostly exclusive and secondary markets across 44 states in the U.S. and six provinces in Canada. Waste Connections also provides non-hazardous oilfield waste treatment, recovery and disposal services in several basins across the U.S., as well as intermodal services for the movement of cargo and solid waste containers in the Pacific Northwest. For more information, visit Waste Connections at www.wasteconnections.com.

FORWARD-LOOKING STATEMENT

We make statements in this report that are forward-looking in nature. These include:

- Statements regarding our sustainability initiatives, including reduction in greenhouse gas emissions, biogas recovery, recycling, throughput of on-site leachate processing, fleet emissions and efficiency, material recovery, biodiversity and site closures;
- Discussion of safety, voluntary turnover rates, employee engagement, diversity and inclusion, employee development and training and Servant Leadership scores;
- Targets for improvements and investments;
- Statements regarding our Governance and Ethics, including the Board of Director's role in risk oversight, shareholder outreach and communications, integration of ESG metrics into management compensation, data security and privacy, environmental policies and environmental justice; and
- Other statements on a variety of topics such as the coronavirus disease 2019 ("COVID-19") pandemic.

Important factors that could cause actual results to differ, possibly materially, from those indicated by the forward-looking statements include, but are not limited to, risk factors detailed from time to time in the Company's filings with the SEC and the securities commissions or similar regulatory authorities in Canada. There may be additional risks of which we are not presently aware or that we currently believe are immaterial that could have an adverse impact on our business. You should not place undue reliance on forward-looking statements, which speak only as of the date of this report. Waste Connections undertakes no obligation to update the forward-looking statements set forth in this press release, whether as a result of new information, future events, or otherwise, unless required by applicable securities laws.

2023 LETTER FROM THE CHIEF EXECUTIVE OFFICER

Thank you for your interest in Waste Connections and our ongoing efforts toward sustainability-related objectives, which we consider integral to our business and aligned with value creation for our stakeholders.

Our investments in resource recovery through recycling and renewable natural gas (RNG) facilities, leachate processing systems and PFAS treatment not only drive financial returns but also benefit the environment and the communities we have the privilege to serve. Moreover, our servant leadership-based, safety-oriented culture empowers our frontline employees through a decentralized operating structure and celebrates the benefits of an inclusive, supportive environment.

In 2022, we demonstrated significant progress towards achievement of our sustainability-related objectives, most notably delivering a 14% reduction in Scope 1 and 2 emissions in spite of outsized revenue growth, resulting in a 27% reduction in emissions intensity. Following this progress, we are resetting the bar to double our targeted absolute emissions reductions to 30%. We also formally committed to setting an emissions reduction target with the Science-Based Target Initiative (SBTi) and we look forward to providing additional details as we work through the process of harmonizing targets to achieve a formal approval.

We also increased our operational offsets by 8% in 2022, primarily driven by an 18% increase in recycling tons, bringing our total annual recycling tons processed to over two million. Our growth in offsets combined with our absolute reduction in emissions increased our ratio of operational offsets to emissions to over four times, further decarbonizing our operations.

Looking ahead, we are positioned to significantly expand our biogas recovery through the development of additional RNG facilities projected to drive approximately $200 million of annual EBITDA by 2026 on a commensurate capital outlay.

In addition, we continued to demonstrate our leadership in on-site leachate treatment, including addressing the challenges of PFAS treatment. By engaging with leading environmental and water solutions providers to deploy foam fractionation and other technologies, we are proactively treating landfill leachate to reduce PFAS concentrations, an approach that could become a future standard.

At Waste Connections, we maintain that an emphasis on human capital ultimately sets us apart and drives our results, financially and operationally, including with respect to sustainability-related objectives. As such, we focus on sustaining the culture that has been a differentiator for Waste Connections and has driven over 25 years of performance. As we continue to grow, we will maintain our emphasis on human capital, including engagement and retention, and look forward to driving continuous improvement in metrics that are already better than industry average for safety, our most important operating value.

2022 Highlights

14%

Reduction in Scope 1 and 2 emissions

17%

Revenue growth

Sustainability efforts are integral to our business, driven by an intentional focus and investments that are consistent with our objective of long-term value creation and part of who we are as Waste Connections.

While sustainability efforts are not new to Waste Connections, we continue to refine and expand our disclosure, including in our latest update. Following 2022's introduction to the people driving these results at Waste Connections, our 2023 report provides updates to the framework for Task Force for Financial Disclosure (TCFD), as well as environmental justice (EJ), Sustainability Accounting Standards Board (SASB), and Global Reporting Initiative (GRI) data. We continue to challenge ourselves toward the achievement of long-term aspirational targets as we work to drive value every day. We encourage you to review the 2023 Sustainability Report and to visit our Sustainability Hub for additional details.

Once again, we sincerely appreciate your interest in sustainability at Waste Connections.

Ronald J. Mittelstaedt
President and Chief Executive Officer

ESG HIGHLIGHTS

ESG objectives are integral to our strategy to drive value creation for all stakeholders.

ENVIRONMENTAL

Lowest emissions intensity among national solid waste peers

>4.2x **Operational offsets** exceed our emissions

14% **reduction** in Scope 1 and 2 emissions in 2022

$500M commitment to achieve aspirational targets, including $200M of expected capital expenditures toward Renewable Natural Gas projects by 2026

For every metric ton of carbon generated through the management of our customers' waste and recyclables, our operations lead to the avoidance of 4.2 metric tons of carbon, primarily through recycling, energy production, and carbon sequestration.

SOCIAL

Servant Leadership Culture a differentiator

OSHA "TRIR" record **better than industry average**

Diversity and Inclusion scores included in annual Servant Leadership surveys

GOVERNANCE

Board of Directors **oversight of ESG**

ESG targets incorporated into management compensation

Robust environmental policy

>1/3 of Board members are female

OUR JOURNEY

2018
- Initial Sustainability Report
- GRI framework with Scope 1, 2 and 3 data

2019
- Added Diversity Policy
- Added SASB framework

2020
- Introduced ESG targets with Board oversight
- Committed $500M to achievement of targets
- Appointed VP of Engineering and Sustainability

2021
- Incorporated ESG targets into management compensation
- Expanded disclosure of Environmental, Human Rights and Cybersecurity policies

2022
- Added new emissions targets seeking an absolute reduction and further improvement in emissions intensity
- Added TCFD framework
- Disclosed EE0-1 data
- Introduced ESG hub

2023
- Doubled Scope 1 and 2 emissions reduction target to 30%
- Committed to harmonize emissions target with Science-Based Target Initiative (SBTi)
- Achieved Board gender diversity target of 30%

Summary of Performance Statistics[1]

	2020	2021	2022
HEALTH AND SAFETY			
Employee Hours	46,279,544	48,702,130	53,174,270
Reportable Incident Rate[2]	15.4	15.4	16.2
Total Recordable Injury Rate (TRIR)	2.9	3.3	3.3
PEOPLE			
Total Employees as of Year End	18,933	19,998	22,109
Voluntary Turnover	14.6%	21.1%	21.4%
% of Employees that are Women[3]	16.0%	16.0%	17.0%
% of Employees that are Ethnic Minorities[3]	38.0%	39.0%	40.0%
% of Employees from Armed Services[3]	8.0%	8.0%	8.0%
TRAINING/LEADERSHIP DEVELOPMENT			
# of Sessions	231	274	384
Employees in Virtual or In-Person Training Sessions	12,474	12,572	15,890
% of Total Employees	65.9%	62.9%	71.9%
FINANCIAL STATISTICS ($000 USD)			
Revenue	$5,445,990	$6,151,361	$7,211,859
Net Cash Provided by Operating Activities	$1,408,521	$1,698,229	$2,022,492
FACILITIES			
Hauling Operations	311	334	359
Landfills	91	97	100
Transfer Stations	185	195	209
Intermodal Facilities	6	6	6
Recycling Facilities	68	71	79
E&P Liquid Waste Injection Wells	23	23	22
E&P Waste Treatment and Oil Recovery Facilities	19	19	18
TOTAL	**703**	**745**	**793**

1. All data provided here has been subject to internal review and is believed to be correct at the time of reporting.
2. 12-month rolling incident rate defined as the number of all reportable incidents per 200,000 employee hours worked, both preventable and non-preventable.
3. % of calculation excludes individuals that did not disclose.

	2020	2021	2022
FLEET			
Total Routed Collection Vehicles	8,912	9,162	10,821
Total Routed CNG Collection Vehicles	1,166	1,090	1,070
Routed CNG Trucks as % of Routed Trucks	13.1%	11.9%	9.9%
LANDFILL TONS (TONS PER YEAR)			
Municipal Solid Waste	27,831,800	28,929,584	28,945,640
Special Waste	10,773,600	11,734,314	11,143,435
C&D	6,284,600	6,548,102	7,759,925
TOTAL	**44,890,000**	**47,212,000**	**47,849,000**
RECYCLED COMMODITIES (TONS PER YEAR)			
Old Corrugated Cardboard	524,787	662,193	844,286
Old Newspaper	39,368	50,855	46,333
Mixed/Other Paper	316,445	276,779	358,956
Glass	108,629	123,283	120,893
Metal	84,247	105,737	124,621
Aluminum	5,922	24,317	70,454
Plastics	90,119	54,053	73,157
Commingled/Other	611,289	547,410	545,158
TOTAL	**1,780,806**	**1,844,627**	**2,183,858**
LANDFILL GAS RECOVERY SYSTEMS			
# of Landfill Gas Recovery Systems	53	53	55
# of Power Generation Systems	28	27	27
Annual Standard Cubic Feet Collected for Energy (billions)	28.5	29.2	29.0
LFG Sales as % of Revenue	1.1%	1.5%	1.4%

PROGRESS ON OUR TARGETS

The following metrics represent our fifteen-year, aspirational targets. We have been pursuing many of these initiatives since our inception in 1997 and began incorporating them into long-term incentive compensation in 2021. In addition, in 2023 we furthered our commitment to the environment by doubling our emissions reduction target to 30% from 15%.

EMISSIONS

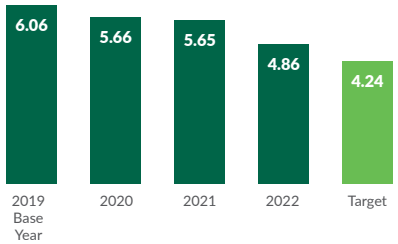
30%

Reduction in Scope 1 and 2 emissions

ON TRACK

EMISSIONS

MEASURED IN MT CO_2E (MIL)



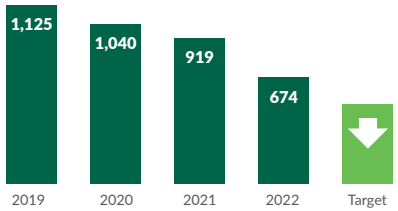
EMISSIONS INTENSITY

Continuous improvement in emissions intensity

ON TRACK

EMISSIONS INTENSITY

MEASURED IN MT CO_2E/$M REVENUE



RECYCLING

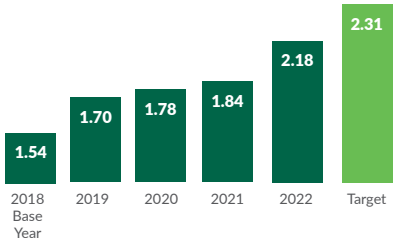
50%

Increase resources recovered by at least 50%

ON TRACK

RECYCLING

MEASURED IN TONS (MIL)



BIOGAS RECOVERY

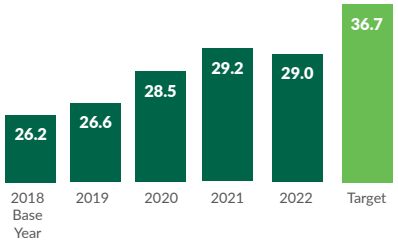
40%

Increase biogas recovery by at least 40%

ON TRACK

BIOGAS RECOVERY

MEASURED IN STANDARD CUBIC FEET (BIL)



LEACHATE

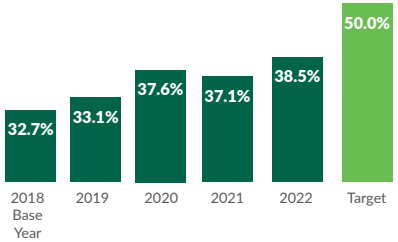
50%

Process at least 50% of leachate on-site

ON TRACK

LEACHATE PROCESSED ON-SITE

MEASURED BY PERCENTAGE



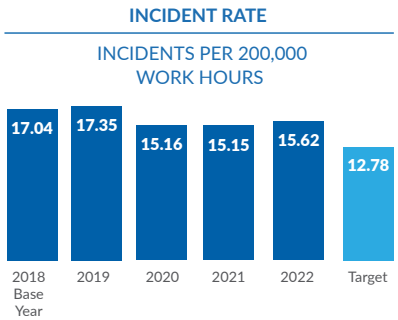
PROGRESS ON OUR TARGETS

INCIDENT RATE

25%

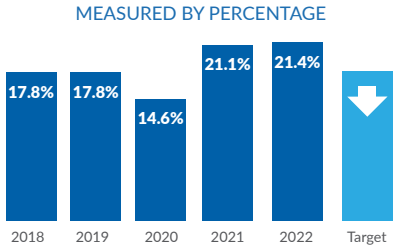
Reduction in Incident Rate

ON TRACK



VOLUNTARY TURNOVER

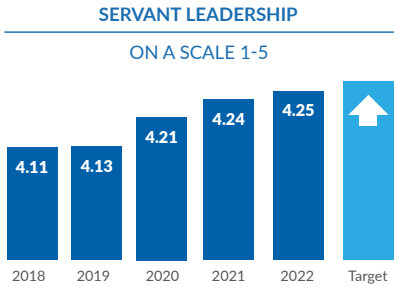
Continuous Improvement



SERVANT LEADERSHIP

Continuous Improvement in Servant Leadership Scores

ON TRACK



OUR SUSTAINABILITY TARGETS

Waste Connections sustainability efforts are ongoing and consistent with our strategic focus on value creation. That said, we recognize the importance of demonstrating our commitment to advance ESG efforts through the identification of priorities, establishment of targets and communication of our related progress.

As part of our commitment to provide increased transparency, we introduced fifteen-year aspirational sustainability targets in 2020 and backed up those efforts with a $500 million commitment toward their achievement. Relative to oversight, our Vice President – Engineering and Sustainability has responsibility for oversight of our Environmental Management System and management of many of our sustainability efforts. Additionally, progress toward achievement of our fifteen-year aspirational targets is incorporated into management compensation and reviewed by our Board of Directors.

Senior management reviews targets annually and discusses current and future progress, as well as potential additions to existing targets. In 2022, we expanded our targets by introducing a goal to achieve continuous improvement in emission intensity and reduce absolute Scope 1 and 2 emissions. In 2023, we committed to setting an emissions reduction target in line with the Science-Based Target Initiative (SBTi), and we look forward to providing additional details as we work through the process of a formal approval of our Scope 1 and 2 emissions reduction goal.

14%

Reduction in Scope 1 and 2 emissions in 2022

27%

Reduction in Scope 1 and 2 emissions intensity in 2022

18%

Increase in tons recycled at our facilities in 2022

KEY 2022 ACCOMPLISHMENTS

Our results for 2022 reflect continuous improvement toward many of our targets, including a 14% reduction in Scope 1 and 2 emissions, bringing our cumulative reduction to 20% from our 2019 baseline. We are raising the bar in 2023 by doubling our target to reduce emissions by 30%. Given our outsized revenue growth and reduced emissions, our emissions intensity declined by 27% in 2022, and has declined by 40% since 2019 levels. As a result, we further decarbonized our footprint with our operational offsets exceeding emissions by 4.2 times in 2022. Said another way, for every metric ton of carbon generated through the management of our customers' waste and recyclables, our operations lead to the avoidance of 4.2 metric tons of carbon, primarily through recycling, energy production, and carbon sequestration.

We also demonstrated progress on recycling with tons processed at our facilities up 18% in 2022 versus the prior year and we increased the proportion of leachate processed on site by adding new technology and processing capabilities. Further, our employee engagement levels improved as measured by Servant Leadership scores in 2022 and we remain focused on reducing voluntary turnover as recent efforts suggest we are positioned for improvement in 2023. Improvement in voluntary turnover, coupled with additional safety-related enhancements put us on track to achieve our aspirational incident rate target.

ENVIRONMENTAL STEWARDSHIP

ENVIRONMENTAL STEWARDSHIP

As an environmental services company, Waste Connections is committed to environmental stewardship. As we manage and responsibly grow our business, we recognize the importance of minimizing our impact on the environment and the communities we are privileged to serve. As such, our objectives emphasize environmental compliance, resource efficiency, the incorporation of biodiversity into site closure plans, as well as communication and collaboration with our stakeholders.

With avoided emissions created by our operations exceeding our emissions by a factor of approximately 4.2 times and a 40% reduction in Scope 1 and Scope 2 emissions intensity since 2019, our results demonstrate the effectiveness of our efforts and reflect progress toward achieving our environmental offset targets. In addition to our Environmental Policy that effectively serves as a guidepost for our standards, we emphasize training, employee engagement, accountability and oversight to achieve our environmental objectives.

Looking ahead, we anticipate further improvements through continued expansions of our resource recovery capacity and beneficial reuse of landfill gas. Specifically, we have invested in two greenfield "next generation" recycling facilities in existing markets where we already collect a substantial amount of recyclable materials. We have also announced we are investing $200 million for new Renewable Natural Gas (RNG) production facilities. When combined with projects completed with partners, these facilities are anticipated to generate approximately $200 million of incremental EBITDA by 2026. In addition to these post-collection initiatives, we continue to evaluate the potential for the utilization of new technologies, including carbon sequestration and the introduction of fully electric, zero emission collection trucks, in the future.

WE ACHIEVED

40%

REDUCTION

Scope 1 and 2 emissions intensity since 2019

DECARBONIZING OUR OPERATIONS

The collection and responsible handling of our customers' solid waste, along with the biodegradation process for certain waste streams within a landfill, result in the generation of carbon emissions. Recognizing the impact of emissions on climate change, we focus on both their mitigation and the expansion of operational activities that reduce GHG emissions specifically through recycling and beneficial use of landfill gas.

The largest source of emissions at our operations result from our landfills, where our customers' putrescible waste breaks down over time and produces landfill gas, which we actively work to recover and beneficially reuse. To that end, we install gas collection and control systems, often in advance of regulatory requirements. In order to mitigate fugitive emissions, we deploy drones at most of our landfills to detect potential breaches, utilize temporary cover systems to encapsulate the gas for beneficial reuse and modernize and expand gas collection systems. Where feasible, we beneficially convert the gas to electricity or renewable natural gas (RNG) that can be injected into a gas transmission pipeline and offsets the use of fossil derived natural gas.

Along with carbon that is permanently sequestered in our landfills, our recycling services and beneficial reuse of landfill gas avoided 20.4 million metric tons of CO2e in 2022. These operational offsets or avoided emissions exceeded absolute emissions generated from operations by 4.2 times. These results reflect the benefit of reductions in Scope 1 and 2 emissions declining by 20% since 2019, concurrent with a 13% increase in operational offsets during the same period.

Consistent with our Environmental Policy, we actively promote the efficient use of resources and in many instances beneficially reuse or divert materials from landfill disposal. For instance, in 2022, we were able to reclaim over three million gallons of petroleum from our E&P waste operations for beneficial reuse in other applications. In addition to processing recyclables at our MRFs, we also segregate additional materials at many landfills and in 2022 we beneficially reused over 65,000 tons of tires, concrete, asphalt and dimensional lumber, we diverted nearly 70,000 tons of additional materials from landfills and we reclaimed over 200,000 tons of ash material from a landfill for beneficial reuse in cement production.

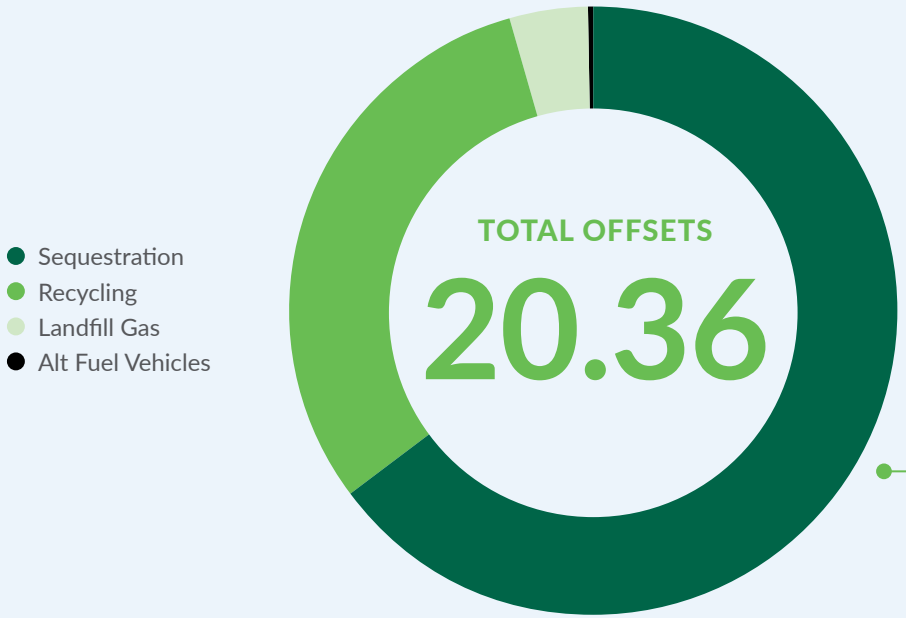
Our Carbon Footprint

ACHIEVING OUR TARGETS

As an environmental services company, we are committed to environmental stewardship. The collection and responsible handling of our customers' solid waste, along with the biodegradation process for certain waste streams within a landfill, result in the generation of carbon emissions. Recognizing the impact of emissions on climate change, we focus on both their mitigation and the expansion of operational offsets. The services provided by Waste Connections lead to offsets or the avoidance of GHG emissions. Specifically, the beneficial use of landfill gas, recycling, and carbon sequestration, reduce GHG emissions and benefit the environment. Many Waste Connections landfills capture the landfill gas generated at those facilities and provide it to offset the need for energy from fossil fuel sources. Additionally, recycled materials have a smaller carbon footprint over their lifecycle compared to virgin sourced materials, avoiding emissions. Lastly, a portion of the waste placed in landfills does not decompose due to the anaerobic environment inside a landfill and therefore the carbon contained in this non-decomposed portion of the waste, is thereby sequestered from the environment.

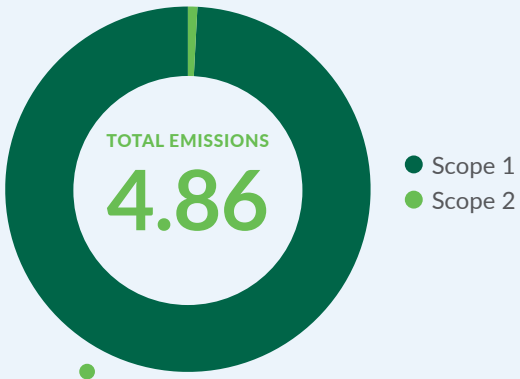
OFFSETS FROM SERVICES PROVIDED

measured in metric tons CO_2e (mil)



EMISSIONS FROM OPERATIONS

measured in metric tons CO_2e (mil)



OFFSETS ARE GREATER THAN EMISSIONS BY

4.2 times

ASSESSING CLIMATE-RELATED RISKS AND OPPORTUNITIES

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD)

Part of our commitment to advancing our sustainability objectives is the continued expansion of disclosure related to our approach to environmental risks and opportunities. Therefore, in 2022, we provided disclosures in alignment with recommendations outlined by the TCFD.

To that end, we established an additional risk assessment in 2022 that focuses solely on climate impacts with input from corporate and regional engineering staff, as well as finance, legal and other regional and senior leadership team members. This multi-disciplinary approach was used to assess and prioritize the management of the risks and opportunities associated with climate change. **Our climate risk assessment was updated and completed again in mid-2023.**

AS MORE FULLY DESCRIBED IN OUR TCFD REPORTING this framework was used to assess our climate-related targets and sustainability-related governance structure. In addition, it was incorporated into scenario analysis to consider estimated potential climate-related impacts looking at a number of variables and outcomes.

WE IDENTIFIED CLIMATE CHANGE AS BOTH A RISK AND OPPORTUNITY FOR OUR BUSINESS. As an organization we have taken several steps to evaluate and mitigate the associated risks of climate change, best evidenced by our climate-related risk assessment processes and sustainability-linked governance with oversight from our Board of Directors. In addition, we continued to show improvement in our climate-related metrics such as an absolute reduction in our Scope 1 and 2 emissions and a notable improvement in emissions intensity.

THE CLIMATE-RELATED OPPORTUNITIES are extensive and currently integrated into our business strategy and associated management compensation plans. As an environmental services company, we recognize that we should be well-positioned to benefit from increased adoption of the circular economy. Moreover, our investments in recycling and renewable natural gas infrastructure provide visibility toward achieving our fifteen-year aspirational targets that call for their increase. Growth in both recycling and renewable natural gas not only align with our financial objectives, but also are key components of our vision for the circular economy.

OUR VISION OF THE CIRCULAR ECONOMY

RESOURCE RECOVERY: RECYCLING

At Waste Connections, resource recovery is a key element of sustainability and includes recycling through our material recovery facilities (MRFs). An integral part of our service offerings, we recycle or divert over 50% of our collected waste volumes in many markets, in some cases over 70%. We continue to expand these efforts through the acquisition of state-of-the-art facilities, the development of new "next generation" facilities and the enhancement of operating capabilities at our existing MRFs through technology additions, including robotics and optical sorters.

79

Recycling facilities that process post-consumer materials, supporting our customers' diversion goals

>2M

Tons of fiber, metals and plastics processed in 2022

~50

Recycling robots deployed across our footprint, the largest in the industry

RECYCLING: ACHIEVING OUR TARGETS

The quality of recycled commodities is largely dependent on front-end source separation efforts, which can vary widely and impact MRF processing costs. Source separation education includes local training efforts, coupled with our WasteConnect app that helps customers confirm whether a waste stream is recyclable.

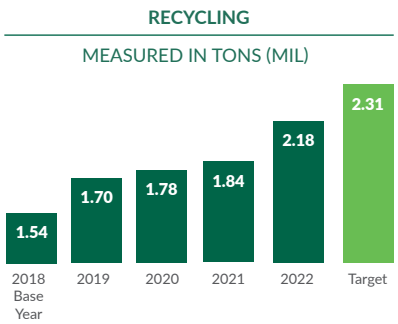
At the plant level, we are investing in additional optical sorters and robotics to manage labor requirements at MRFs, increase productivity and improve the quality and value of recycled commodities through reduced contamination rates. Beyond these enhancements at our existing facilities, we are positioned to achieve our targeted 50% expansion of resource recovery through increased recycling capacity from a combination of: opportunistic acquisitions of stand-alone facilities or in conjunction with integrated solid waste operations and construction of greenfield recycling facilities within our existing footprint. In fact, the tons of recycled material processed at our MRF's has increased 42% since our base year in 2018.

RECYCLING

50%

Increase resources recovered by at least 50%

ON TRACK



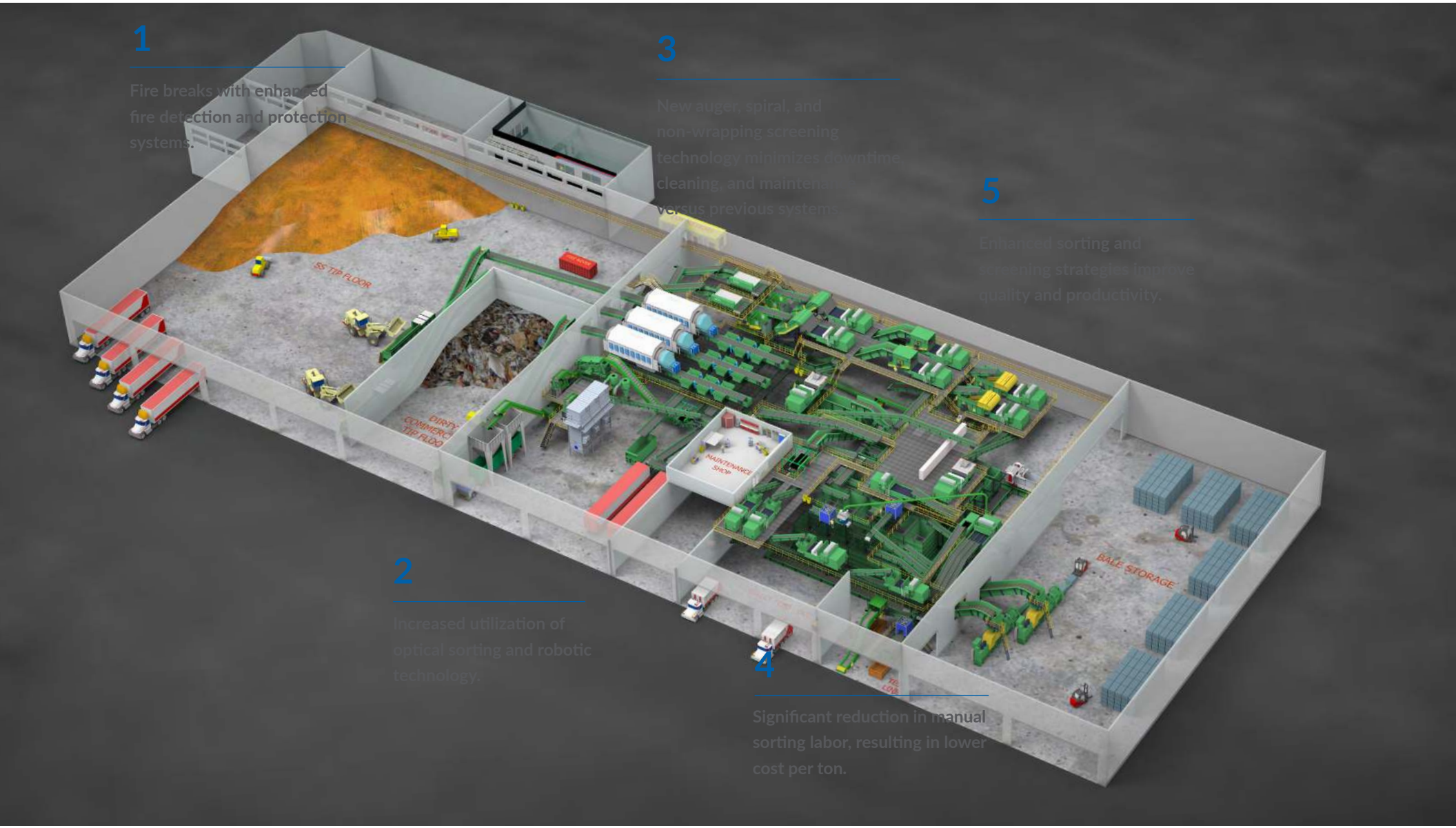
KEY 2022 ACCOMPLISHMENTS

In 2022, we continued to increase our processing capabilities and expanded the use of robotics across our network of recycling facilities. Our recycling tons processed in 2022 increased by 18% versus the prior year, primarily due to the impact from acquisitions.

LOOKING AHEAD: 2023 & BEYOND

We recently commenced construction or ordered equipment for two recycling facilities in markets where we already collect recyclables, optimizing and vertically integrating our operations. These facilities will feature the latest MRF technology through the expanded use of optical sorters and robotics for enhanced productivity and product quality. When operational, these two facilities are projected to expand our annual recycling capacity by approximately 10%. Given the growth already achieved since 2018 and the additional recycling capacity currently in development, we are well-positioned to achieve our long-term targeted increase of 50%.

Our Vision for the Next Generation MRF



1

Fire breaks with enhanced fire detection and protection systems.

2

Increased utilization of optical sorting and robotic technology.

3

New auger, spiral, and non-wrapping screening technology minimizes downtime, cleaning, and maintenance versus previous systems.

4

Significant reduction in manual sorting labor, resulting in lower cost per ton.

5

Enhanced sorting and screening strategies improve quality and productivity.

RESOURCE RECOVERY: LANDFILL GAS

Resource recovery also extends to our landfills, where we deploy gas recovery systems and provide renewable energy to many of the communities we serve. We have installed gas collection systems for the capture of landfill gas generated at 55 of our solid waste landfills, often in advance or exceeding regulatory requirements. Our gas recovery systems create the opportunity to convert landfill gas to a renewable energy source and mitigate the environmental impact. At 27 of these landfills, we have beneficial reuse facilities, either through electric generation or Renewable Natural Gas (RNG) production. These facilities generate electricity for local households, fuel local industrial facilities, and/or create RNG that can power alternative fuel vehicles. These projects create marketable environmental attributes such as carbon emission credits, Renewable Energy Credits (RECs) or Renewable Identification Numbers (RINs).

Our ten RNG facilities, including one of the largest in North America, provide pipeline-grade methane for use by the transportation industry and represent an area of future growth. We estimate that there are opportunities for new RNG systems or conversions to RNG at 15–20 of our landfills, including three units that are expected to be online by the end of 2023.

55

of our solid waste landfills have gas collection systems installed

27

Landfills have beneficial reuse facilities, either Renewable Natural Gas (RNG) or electric generation

~300K

Homes our landfills provide enough energy to power annually

LANDFILL GAS RECOVERY: ACHIEVING OUR TARGETS

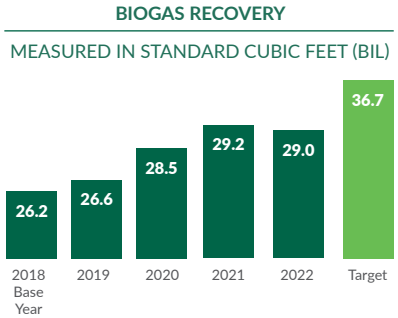
The environmental benefits of utilizing landfill gas to generate electricity or produce pipeline-grade RNG are clear, with the economic benefit dependent on several factors, including landfill size, age, gas generation rates, and infrastructure costs, as well as the value of the energy produced. At our existing landfill gas recovery systems, we annually process approximately 29 billion Standard Cubic Feet (SCF) of gas for conversion to energy, or the equivalent needed to power approximately 300,000 homes.

BIOGAS RECOVERY

40%

Increase biogas recovery by at least 40%

ON TRACK



KEY 2022 ACCOMPLISHMENTS

In 2022, we announced that we have approximately one dozen new RNG facilities in late stages of development and committed to spending approximately $200 million toward their completion. We intend to partner with developers on approximately two thirds of the projects and own the other one third outright.

LOOKING AHEAD: 2023 & BEYOND

We anticipate completing three RNG projects in late 2023 with the remainder to be completed prior to 2026. When complete, these facilities are estimated to produce EBITDA in line with the capital outlay of $200 million, or a one-to-one ratio. Given this outlook, and increases to date, we believe we are well-positioned for achievement of our fifteen-year aspirational target to expand biogas recovery by 40% from 2018 levels.

LEACHATE MANAGEMENT

When it rains or snows, water infiltrates the buried materials within uncovered sections of landfills and mixes with the liquids and soluble substances contained in municipal solid waste, resulting in leachate. At our landfills, leachate is contained by an impervious liner system and is collected through a network of drainage systems. Subsequently, leachate is collected and either sent to a third-party disposal facility, such as a municipal or industrial wastewater treatment plant, or treated on-site through wastewater treatment facilities or evaporation.

+580bps

Increase in percentage of leachate processed on site since 2018 baseline

2

New leachate treatment plants online in 2022

$5M

investment into independent research for new leachate treatment methods

LEACHATE MANAGEMENT: ACHIEVING OUR TARGETS

Through our current operations, we generate over 650 million gallons of leachate per year, over two-thirds of which has historically been transported off-site for treatment. Our fifteen-year aspirational target is to mitigate the environmental impact of transporting and disposing of leachate by enhancing our ability to treat leachate using our own facilities to over 50% of leachate generated. Reducing reliance on third parties allows us to more effectively manage the costs and mitigate the impacts associated with the transportation and off-site treatment and disposal of leachate. On-site treatment also provides greater optionality to process and remove Per- and Polyfluoroalkyl Substances (PFAS) contained in leachate.

In order to further increase our leachate self-sufficiency, we will expand utilization of evaporator technology at some landfills and pursue other landfill best practices such as reducing working face size or installation of temporary cover to minimize infiltration of rain and snow. We also will install on-site treatment plants where applicable.

Always looking for a more cost effective and environmentally conscious way to treat and/or dispose of leachate and other waste, we are independently funding research into new leachate treatment methods with an annual commitment of $1 million over a five-year period.

KEY 2022 ACCOMPLISHMENTS

During 2022, we completed construction on two major leachate treatment facilities, substantially increasing our internal processing capabilities and driving our leachate processed on site up by 140 basis points from the prior year. Further, leachate gallons generated and collected declined by approximately 20 million gallons or 3% in 2022 and 40 million gallons or 6% since 2019. This improvement is attributable to increased usage of temporary cover and enhanced operating practices designed to minimize infiltration of rain and snow.

LOOKING AHEAD: 2023 & BEYOND

The pace of improvement in leachate processed on-site can be uneven and dependent on precipitation levels or idiosyncratic factors at individual landfills. Over time, we anticipate leachate processed on-site to continue to improve toward our aspirational target due to incremental technology added at our landfills, including ramping our two aforementioned leachate treatment facilities toward nameplate capacity.

LEACHATE

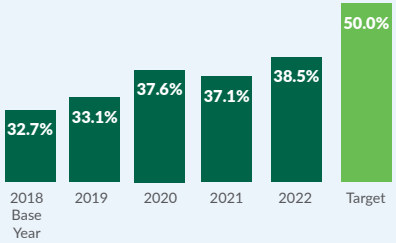
50%

Process at least 50% of leachate on-site

ON TRACK

LEACHATE PROCESSED ON-SITE

MEASURED BY PERCENTAGE

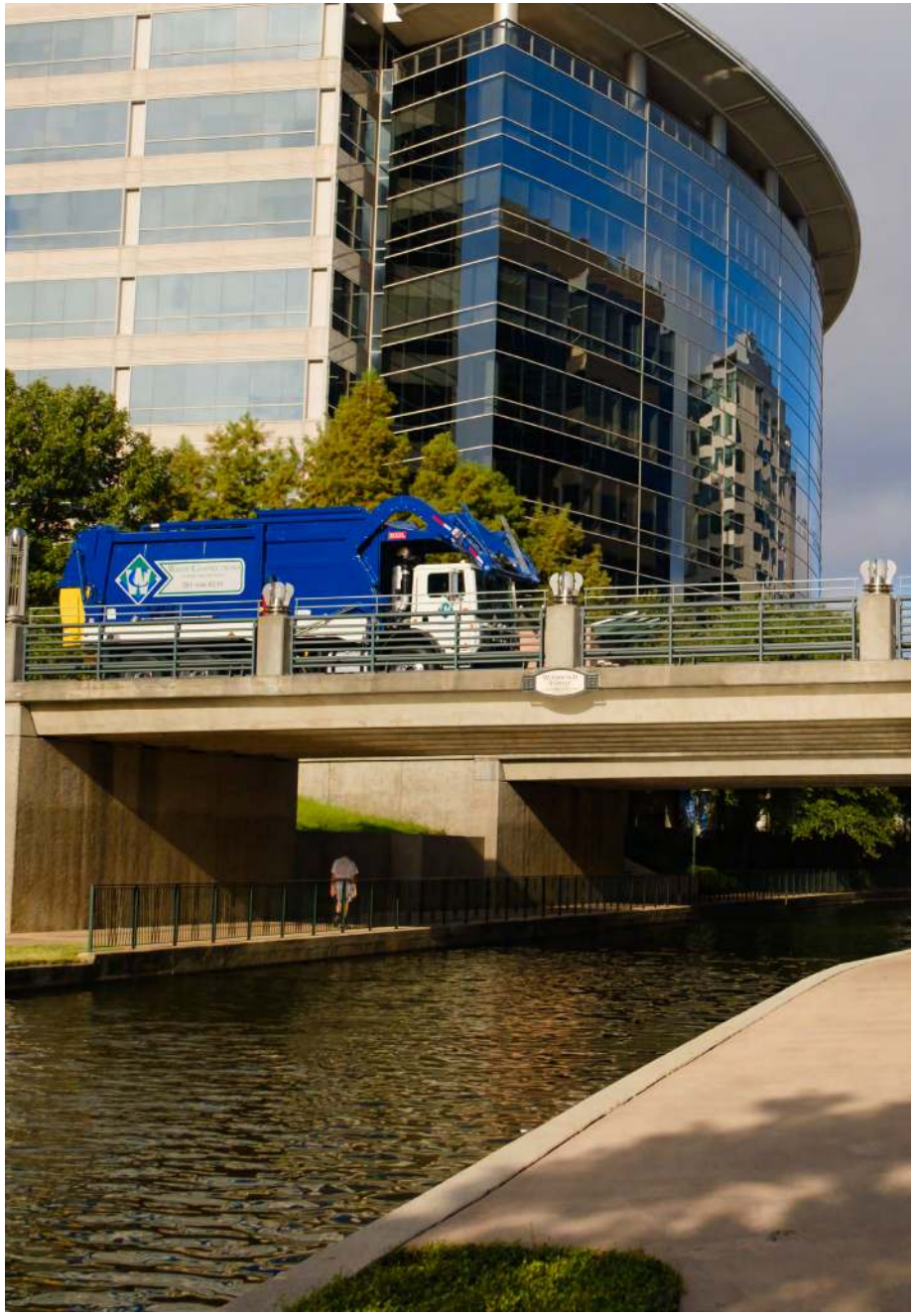


PFAS TREATMENT

Per- and polyfluoroalkyl substances or "PFAS", are a man-made group of chemicals known as "forever chemicals" that have been manufactured for use in a wide range of consumer and industrial products. These products can end up in landfills when they reach the end of their useful life and are discarded.

Modern landfills are designed to capture all liquids from the waste stream as well as infiltration of rain and snow, aggregating the leachate within containment areas. This allows for the collection and removal of leachate from the landfill, after which it can be treated either on site or at a waste water treatment facility. Landfills are a passive receiver of PFAS-containing wastes, sequestering the products in a manner designed to protect the surrounding environment – which includes the capture and collection of water-leaching PFAS compounds for treatment and disposal.

With an eye toward possible future regulation, we continue to research treatment methods for leachate, including PFAS contained in leachate. We are encouraged with our findings to date and recently signed agreements with numerous environmental solutions firms to deploy technology at several of our landfills. Among the most promising methods is “foam fractionation”, a technique that is cost effective and can achieve a significant level of PFAS removal, potentially representing a future model for leachate treatment and further solidifying landfills as a potential solution to containing PFAS contamination.



CASE STUDY

Meadowbranch Landfill, Athens, TN

Gas used for energy in 2022

+17.5%

up 45% since 2019

Exploring plans to upgrade and expand the existing

RNG plant

2022 leachate processed on site

100%

Temporary capping reduced leachate generation by

1.5M

gallons or 5% in 2022

Nestled in the foothills of the Great Smokey Mountains, the Meadowbranch Landfill is a critical post-collection asset that serves the markets around Knoxville and Chattanooga, TN. On an annual basis, the landfill receives nearly one million tons of municipal solid waste. With rainfall of approximately 80 inches per year, the site was generating around 30 million gallons of leachate annually and utilizing third parties for treatment and disposal. Beginning in 2021, the site installed evaporation technology which allowed it to treat a larger portion of its leachate on site, reducing the number of trucks needed to transport leachate to treatment plants. Also in 2021, the site began installation of temporary cover on the landfill in order to further reduce the penetration of liquids into the landfill and minimize fugitive emissions. The results are clear — less leachate generation and enhanced gas capture — which should translate into favorable environmental benefits as well as lower costs and additional opportunity for gas monetization.

FLEET EMISSIONS AND EFFICIENCY

As a route-based business, a portion of our carbon footprint is linked to our fleet, and therefore we look to selectively utilize alternative fuel vehicles as part of our efforts to reduce fleet emissions.

In addition to utilizing Compressed Natural Gas (CNG) trucks, we have been running a hybrid electric truck in one market and look forward to testing fully electric collection trucks.

In addition, we focus our efforts on reducing consumption of fuel and petroleum-based products through replacement of older trucks with newer, more efficient trucks, utilizing transfer station networks to consolidate waste onto fewer trucks, installing controls to minimize idling time, and switching to synthetic motor oils with longer replacement intervals, as well as reducing emissions by installing more advanced engine filters. In addition, we utilize technology, including on-board tablets and route optimization software, to minimize driving time, and engine diagnostics software to anticipate issues to avoid downtime.

10%

Alternative Fueled Vehicles in fleet

INNOVATION

With the expected payload and route capacity of electric collection trucks becoming more comparable to diesel trucks, we look forward to beta testing fully electric vehicles, particularly given our encouraging experience from utilization of a hybrid unit since 2021. The fully electric trucks operate quietly, generate zero emissions and could provide operating cost savings relative to comparable diesel trucks, although at an initial cost premium. We look forward to proving the technology and expanding the use of alternative fuel vehicles in Waste Connections' fleet.

ZERO WASTE

We believe our sustainability initiatives align with and support the efforts of our customers and the communities we serve.

We regularly work with customers to increase resource recovery and facilitate their pursuit of zero waste goals. Whether providing services like composting of yard waste and food waste or supporting the introduction of new technologies, such as anaerobic digesters, we partner with communities and industrial customers to advance their objectives to reduce their reliance on landfills, decrease waste disposal costs and reduce emissions. Our easy-to-use reporting and analytics tool, Recycle 360°, enables our customers to develop waste management plans and track ongoing performance against waste reduction and recycling targets.

Pictured L-R: Compost operation in Quebec; coal ash beneficial reuse project in Florida; compost operation; and anaerobic digester in California.

CASE STUDY

Exploration and Production (E&P) Waste

With approximately 30 exploration and production waste treatment and disposal facilities across the United States, Waste Connections is one of the largest providers of non-hazardous E&P waste disposal. Through our E&P subsidiary R360 Environmental Solutions, we help customers responsibly treat, recycle or dispose of drill cuttings, drilling fluids, produced water and other non-hazardous E&P waste, representing an attractive and safe alternative to disposal at the drilling site. Our processes and technology can recover and transform many of our customers' waste streams into reclaimed oil, recycled produced water and reusable drilling fluids.

In fact, since 2018, our E&P waste operations have collectively reclaimed approximately 21 million gallons of base oil, and tons sequestered in landfills and injected into deep formations also reduce our carbon footprint.

Pictured is a night view of our state-of-the-art thermal processing facility near Stanton, Texas, that diverts hydrocarbons from landfills — another example of how we promote the circular economy.

21M gallons of reclaimed base oil since 2018

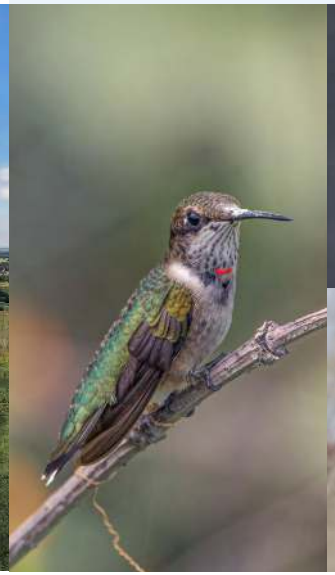
Biodiversity and Site Closure

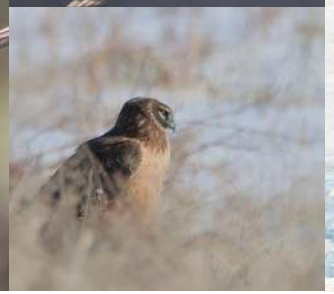
We approach our relationships with the communities we serve as long-term partnerships with an eye toward the future and respect for the environment. From the permitting process to operating protocols and eventual site closure, we consider the environmental impact that our businesses have on local habitats and the surrounding communities. At many of our larger landfills, we establish buffer property that utilizes local plants and vegetation to encourage and promote local wildlife and aesthetically blend with other local vegetation. As a part of the permitting process, we engage with local communities to establish a closure plan. As we anticipate that facilities will ultimately transition into closure, we ensure that closure plans are effective at restoring the land to a condition that is consistent with the biodiversity of the surrounding environment.

CASE STUDY

Blue Ridge Landfill Chambersburg, Pennsylvania

Each year, the grasslands near and surrounding property of the Blue Ridge landfill are home to numerous species, providing a stopping point for migration or a local breeding ground. Pictured below are several species of birds found within the grasslands of our Blue Ridge landfill in Pennsylvania, highlighting the local ecology and balance between human activity and nature.





Pictured L-R: Blue Ridge Landfill; Ruby-Throated Hummingbird; Northern Harriers and Green-Winged Teal.
Photos taken by J. Ferguson, administrative assistant, Blue Ridge Landfill.

Environmental Management System

As detailed in our Environmental Policy, we maintain a robust Environmental Management System (EMS) as part of our operating practices and risk mitigation strategy. Our EMS is an all-encompassing approach to environmental protection and regulatory compliance with oversight by our Executive Vice President–Engineering and Disposal as well as our Vice President–Engineering and Sustainability, and Vice President, Deputy General Counsel — Compliance and Government Affairs. It is managed by our Corporate Environmental Manager and utilized by more than 1,800 trained professionals in the field. Our EMS is designed to prioritize environmental protection and promote the rapid flow of information from the field to those overseeing the EMS.

In order to ensure and track regulatory compliance, we utilize a proprietary compliance-tracking tool called the Cube to provide notifications, tracking and reporting of regulatory and permit-related tasks. The Cube notifies facility managers of upcoming tasks, documents their completion and uploads to each respective site's operating record. Monthly progress reports are provided to corporate environmental managers, resulting in follow up at multiple levels of management.

Annually, one or more of our environmental professionals audits each disposal site, reviewing operating records, infrastructure and the physical conditions, with potential risks of non-compliance tracked in the Cube for remediation and documentation. Our EMS also regulates the day-to-day handling and documentation of waste streams generated from operations, with all wastes disposed or recycled by third party customers inventoried and tracked through our audit function to demonstrate proper handling.

All sites incorporate emergency response planning, which, depending on geography, may incorporate contingencies for responding to various natural disasters or addressing other regional or local needs. We provide emergency action plan training in order to enhance response plans.

"Our EMS ensures regulatory compliance at our sites while at the same time allowing us to effectively manage the day-to-day documentation of waste streams."

Jim Little
Executive Vice President – Engineering and Disposal

SOCIAL ENGAGEMENT

EMPLOYEE ENGAGEMENT

At Waste Connections, we recognize that our differentiation and track record of outperformance is due to our emphasis on human capital – namely our view that **Culture Matters**.

Since our early days, we have been purposeful about our culture, emphasizing relationships, inclusivity, safety and accountability, all underpinned by our Servant Leadership-based philosophy that serves as a guidepost. As such, we focus on sustaining the culture that has been a differentiator for Waste Connections and has driven over 25 years of performance. As we continue to grow our base of 23,000 plus employees, we will increase our emphasis on human capital, utilizing new and familiar tools to drive continuous improvement in engagement and retention.

CULTURE MATTERS

#1

Operating value is safety

While not an exhaustive list, we believe many of the following benefits that we have recently introduced or expanded best evidence this support:

RAISED OUR FORMAL MINIMUM WAGE targets in the United States and Canada to $17 per hour and $17 (CAD) per hour, respectively, with continued growth in wages

EXPANDED OUR SCHOLARSHIP PROGRAM to further support the educational goals of our employees' children

EXPANDED TRAINING AND DEVELOPMENT EFFORTS

DEPLOYED NEW MOBILE- AND DESKTOP-BASED TECHNOLOGY to celebrate individual and local successes and increase employee connectivity

INTRODUCED AN EMPLOYEE DISCOUNTED STOCK PURCHASE PROGRAM

SERVANT LEADERSHIP

A DIFFERENTIATED APPROACH

In 2006, we adopted the management concept known as Servant Leadership — a philosophy that has defined and differentiated our organization.

The Servant Leadership concept inverts the traditional management hierarchy, positioning leaders to serve their employees both professionally and personally. The philosophy empowers employees by prioritizing their needs, sharing responsibility and driving personal development.

Our leadership development efforts include multi-day Servant Leadership training sessions, district management training, dozens of varying leadership webinar topics, and other safety, sales, maintenance, operations and financial training courses engaging every employee level throughout the Company.

As an organization, we look to continually raise the level of accountability through our annual Servant Leadership survey, which provides employees the opportunity to grade their managers on an anonymous basis. The score, along with several other metrics such as talent development, are incorporated into the leader's compensation plan. We also view the scores as indicative of employee engagement and therefore incorporate Servant Leadership scores into our aspirational ESG targets with a goal of continuous improvement.

With nearly 90% participation, our 2022 Servant Leadership survey demonstrated continued improvement to record levels, with the largest gains stemming from our frontline mechanics and drivers.

"In our early years, amid elevated employee turnover and a high frequency of safety-related incidents, we realized a need for change. Initially the concept of Servant Leadership was optional, but with notable success in turnover and safety, we mandated the philosophy and have embraced its principles ever since."

Ron Mittelstaedt
President and CEO

Our team has responded and recognized Waste Connections externally with a series of employee-nominated awards, including Comparably's Best Leadership, Best CEO for Women, Best Company for Women, Best Company for Diversity, Best Sales Team, and Best Perks and Benefits.

Voluntary Turnover and Engagement

ACHIEVING OUR TARGETS

At Waste Connections, we are intentional about employee training and development, relationship building and accountability across the organization – all factors that affect culture and employee engagement. Over time, we believe being intentional in these areas will result in better retention metrics and higher Servant Leadership scores – our reflection of engagement.

Intentional Retention

In 2021, we redesigned and formalized employee onboarding, relationship building, and other retention best practices in a program called "Intentional Retention". In 2022, we expanded this program to our leadership training and development efforts with a focus on skills in key areas that influence employee tenure. We also expanded training for interview skills in order to hire candidates that are best fit, more effectively communicate job expectations, and increase awareness of unconscious biases in order to broaden the candidate pool and hire more effectively. We have seen the positive effect of our efforts within new employee retention and believe continued adoption as well as utilization of other innovative methods create substantial opportunities to enhance turnover and drive notable improvements throughout the organization.

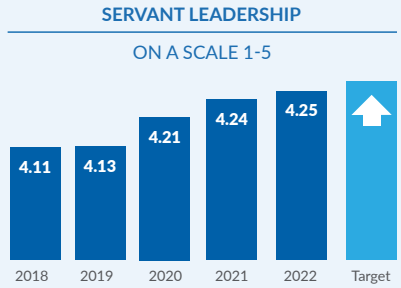
KEY 2022 ACCOMPLISHMENTS

Following several years of strong Servant Leadership scores, we demonstrated improvement in our annual survey again in 2022, with the largest improvement coming from frontline employees, most notably mechanics. Additionally, we are encouraged by recent progress on new employee retention and believe we are positioned for future improvement.

SERVANT LEADERSHIP

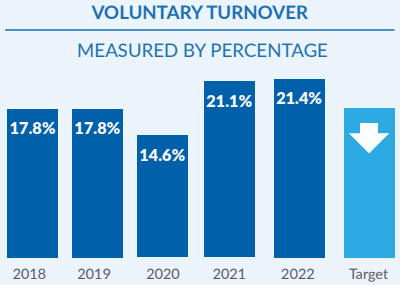
Continuous Improvement in Servant Leadership Scores

ON TRACK



VOLUNTARY TURNOVER

Continuous Improvement



Diversity and Inclusion

At Waste Connections, we are committed to building and developing diverse teams that function in an environment of mutual respect, where employees feel empowered to contribute. Operating across hundreds of markets in the United States and Canada, we recognize the benefits of diversity and the importance of ensuring that employees feel respected and included, encouraged to bring their unique perspectives, ideas and best skills to work each day.

In keeping with our efforts to support and encourage diversity and inclusion, we have undertaken several initiatives. Those efforts include the introduction of a formal Diversity Policy for our Board of Directors and Senior Management with aspirational targets for female Board representation – a target we achieved in November 2022 with the addition of Andrea E. Bertone to our Board. We also provided additional disclosure on workforce composition such as our Equal Employment Opportunity report (EEO-1) that we are providing in conjunction with our 2023 Sustainability Report.

We also incorporated diversity and inclusion topics into Servant Leadership training and annual manager assessments in order to ensure that all employees are valued, feel empowered to contribute and are positioned for advancement opportunities. Additionally, we have enhanced recruiting practices to ensure the broadest candidate pools, offered monthly diversity and inclusion training modules, established financial commitments to organizations that focus on racial inequities and that support women and children at risk. We also supported the development of resource groups including our Women's Network and Veterans' S.E.R.V.E. group.

Waste Connections is a signatory to the CEO Action for Diversity & Inclusion, the largest CEO-driven business commitment to advance diversity and inclusion within the workplace. We are also supporting members of Women in Trucking and Women in Cleantech & Sustainability.

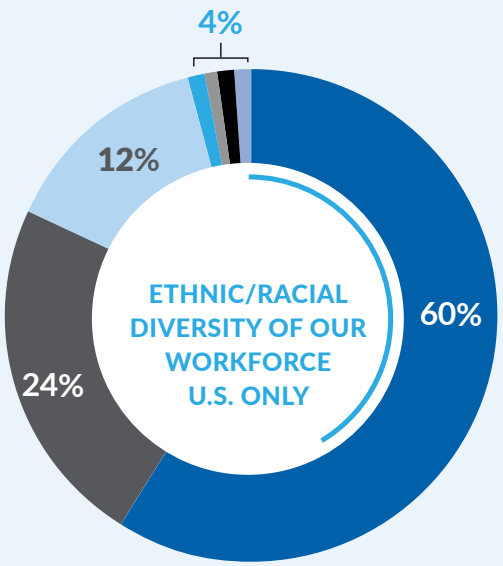
CEO ACT!ON FOR DIVERSITY & INCLUSION

WOMEN IN TRUCKING

WOMEN IN CLEANTECH & SUSTAINABILITY

Diversity Statistics

WORKFORCE DIVERSITY *EEO-1 Report*

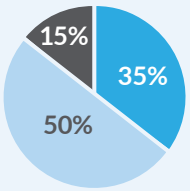


40%

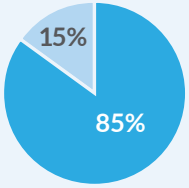
ETHNIC/RACIAL DIVERSITY

As of 2022 and U.S. only data

- **60%** Caucasian
- **24%** Hispanic
- **12%** Black
- **1%** Multiracial
- **1%** American Indian/Alaska Native
- **1%** Asian
- **1%** Native Hawaiian/Pacific Islander



- 50 and over
- 30 to 49
- 29 years and under



- Paid hourly
- Salaried

		GENDER		ETHNICITY	
WORKFORCE COMPOSITION (U.S. AND CANADA)	UNIT	FEMALE	MALE	CAUCASIAN	ETHNIC MINORITY
Board of Directors*	Percentage (%)	38%	63%	75%	25%
Top Management Positions	Percentage (%)	17%	83%	89%	11%
Total Workforce	Percentage (%)	17%	83%	60%	40%

*Board of Directors gender composition does not add to 100% due to rounding.

ENTERPRISE RESOURCE GROUPS

Women's Network and Veterans Network (S.E.R.V.E.)

>1,200 MEMBERS

FROM THE EXECUTIVE SPONSOR

"The rapid growth of our Women's Network is a direct reflection of our people and culture. The network fosters relationships across all roles at Waste Connections and at the same time empowers our members by providing opportunities for both personal development and community support."

Mary Anne Whitney
Executive Vice President
and Chief Financial Officer

HIGHLIGHTS

- Mentorship opportunities
- Industry interviews
- Monthly themes to inform, empower and connect
- Charitable events and fundraising
- Social gatherings

APPROACHING 500 MEMBERS

FROM THE EXECUTIVE SPONSOR

"Just like the majority of my fellow veterans, my time in the military was a formidable experience, in part shaping me into the employee I am today at Waste Connections. I am excited to help build a network of veterans across the Company to both acknowledge their military experience, and support their career development."

Jason Craft
Regional Vice President

HIGHLIGHTS

- Guest speakers
- Understanding VA benefits and opportunities
- Mentorship opportunities
- Fundraising and events for veterans in need

EMPLOYEE TRAINING AND DEVELOPMENT

Continual learning opportunities benefit our workforce both personally and professionally and has been a cornerstone of our organization's culture for years.

It is why we have been pleased to invest in a new Learning Management System ("LMS") that offers mobile, tablet or desktop-based access to a robust library of learning and development resources. In addition to required training sessions with topics such as safety, code of conduct & ethics, antitrust basics, harassment prevention, discrimination education, diversity & inclusion, consumer privacy, cybersecurity, etc., we continued to introduce and expand learning content offered to our employees.

+40%

Increase to training sessions offered in 2022

Our trainings offered expanded by 40% in 2022, led by additional digital courses geared toward driver safety and administrative efficiency trainings. In addition to online trainings, we significantly expanded classroom-based educational sessions in 2022, including our Servant Leadership series. We look forward to further expanding educational content through our LMS system and continuing to grow classroom-based trainings, which not only fosters employee development, but also builds relationships and spreads culture.

"Our employees' preferences and needs are constantly evolving. By listening to our employees, leveraging the principles of Servant Leadership and utilizing technology, we are able to emphasize our employees' well-being and expand personal development."

Sue Netherton
Senior Vice President —
People, Training and Development

Notable Training Programs for 2022

DIVERSITY AND INCLUSION MINI SERIES

Following a leadership summit in 2020 that sought to reduce unconscious biases and enhance Diversity and Inclusion, this series was introduced and now offers nearly 40 courses. Our leaders utilize the mini courses and underlying discussion guides to have a deeper conversation on the topic with their teams. Topics have included unconscious bias, how to practice inclusiveness, breaking down stereotypes, creating psychological safety for employees and teams, allyship, and fostering belonging.

CULTURE MATTERS

Given significant organic and inorganic growth, we introduced the Culture Matters course and encourage this educational session during the onboarding process. Curriculum includes Waste Connections history, our five Operating Values, our approach to safety and Servant Leadership key principals.

TRAINING THE TRAINER

The Driver Trainer Certification Course focuses on how we can best serve our trainees beginning their Waste Connections driving career. The driver trainers learn next level skills to enhance current training strategies. Routing, documentation, distractions, normalization of deviance, Target 4 (safety) and conversation styles highlight the learning content delivered virtually or in-person.

BUSINESS ACUMEN

Business Acumen financial training links expertise in certain roles to Waste Connections' strategic priorities. The six-hour online workshop or three day in person session aligns operations to corporate strategy and focuses on the development of the five business drivers – Cash, Profit, Assets, Growth and People.

CODE OF CONDUCT TRAINING

All directors, officers, managers, and supervisor, sales and general/administrative employees receive training on our Code of Conduct and Ethics upon hire and at least once again every three years. We provide more frequent and additional training on our Code of Conduct and Ethics upon material changes to the code or as needed to address applicable rules, regulations or potential patterns of unethical behavior.

CYBERSECURITY TRAINING

We require a five-part training course designed to improve employee cybersecurity awareness and educate users on today's threats. We also provide digital courses that focus on phishing awareness and common cybersecurity attacks.

TAKING SAFETY TO THE NEXT LEVEL

As our First Operating Value, Safety is paramount in all we do. We recognize the responsibility we have to our employees, our customers and the communities in which we operate to minimize incident frequency and protect all from accidents.

We believe that safety is the responsibility of every employee and deploy a behavioral-based approach that is ingrained in our commitment-based, Servant Leadership culture. Our unique approach rewards success and at the same time demands accountability by holding employees and leaders accountable that exhibit or tolerate unsafe behavior.

We have relied on our Servant Leadership-led philosophy, combined with technology-based tools to develop employee risk-profile rankings. These rankings encourage effective communication and behavior-based coaching opportunities that are tracked and scored. We believe this approach is what allows us to report better than average safety metrics relative to the solid waste industry. This approach also explains how we have historically been able to reduce the number of safety incidents at acquired companies often by over 50% within the first year of operations.

"At Waste Connections we believe that accidents and injuries are not a part of or cost of doing business in our industry. The cost of failure in safety is too great, which is why we rely upon our culture to emphasize communication, drive behavior and positively impact safety within the organization."

Shawn Mandel
Vice President –
Safety and Risk Management

50% Typical year-one reduction of safety incidents at acquired companies

SAFETY

Key Initiatives

While we attribute our successful safety record to our culture and behavioral-based approach, we acknowledge that technology can be an important tool in identifying risky behaviors and providing coaching opportunities to address them.

Beginning in 2020, we launched a $10 million fleet-wide upgrade of our onboard camera systems, which are the foundation for establishing our risk-based scoring. In contrast to existing systems, which largely track inertial movements in vehicles, the next-generation systems utilize artificial intelligence and "Machine Vision" to identify additional risks both inside and outside of the cab. Such risk factors inside the cab include unbelted drivers, as well as distracted driving from handheld devices, food and beverages and smoking. Outside of the cab, the units can detect lane departures, rolling stops, unsafe following distances and other critical distances. As of 2022, the next-generation camera telematics systems were largely deployed across the legacy Waste Connections fleet.

We also continued to deploy Freightliner EconicSD trucks across our fleet. These units feature an overhauled cab design that incorporates many of the safety features already included in passenger vehicles, as well as an integrated collision mitigation system, enhanced visibility, and several ergonomic improvements.

KEY 2022 ACCOMPLISHMENTS

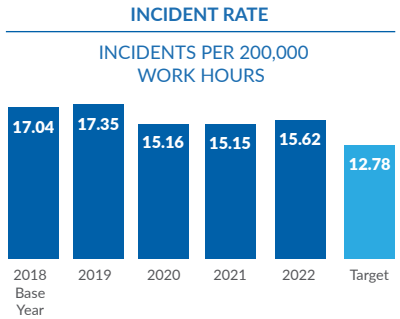
In 2022, our behavior-based approach to safety resulted in approximately 60% of our operating locations posting zero safety-related incidents or reduced incident frequency over the prior year.

INCIDENT RATE

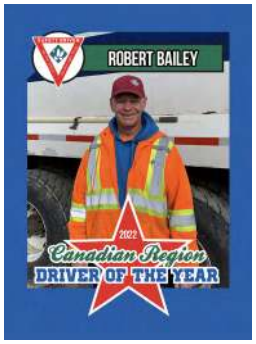
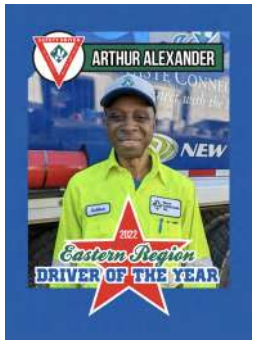
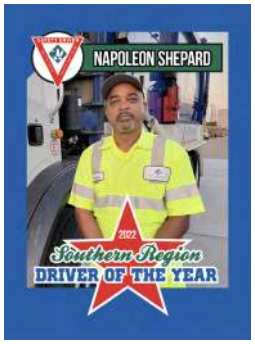
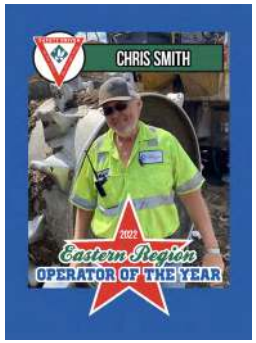
25%

Reduction in Incident Rate

ON TRACK



2022 Driver, Mechanic and Operator of the Year Awards

	CANADA	CENTRAL REGION	EASTERN REGION	SOUTHERN REGION	WESTERN REGION
Drivers OF THE YEAR					
Maintenance Professionals OF THE YEAR					
Operators OF THE YEAR					

COMMUNITY IMPACT

GIVING BACK AND MAKING AN IMPACT

At Waste Connections, we also attribute our success to the support we receive from communities we serve, where our employees also live and work.

We provide opportunities for our employees to get involved in their communities and consider it a privilege for Waste Connections to also give back through charitable donations or sponsoring community events.

GIVING LOCALLY

Waste Connections and our employees support more than a thousand organizations through direct contributions, volunteering and/or fundraising at a local level. Each year, we donate millions of dollars to various charities, including an increasing number of organizations identified by our frontline employees that focus on racial inequities at a local or national level and that support women and children at risk in disadvantaged communities.

SUSTAINABILITY AND GIVING

Waste Connections aligns its major financial contributions with its goal to further advance environmental sustainability. For example, our first major grant helped establish the Global Waste Research Institute (GWRI), developed in conjunction with California Polytechnic State University, San Luis Obispo.

THE GWRI'S MISSION

The GWRI's mission is to advance state-of-the-art research and development of sustainable technologies and practices to more effectively manage existing and emerging wastes and byproducts. We also regularly contribute to the Environmental Research Education Foundation and fund over $1 million per year in research related to the environmental industry.

OUR COMPANY-WIDE CULTURE OF GIVING

In addition to our local efforts, we are proud of our Company-wide traditions. In 2022, our employees assembled and contributed over 9,000 bicycles to deserving children, bringing our program total since inception to approximately 85,000 bicycles. In addition, our 15th Annual Waste Connections Golf Classic for Kids in 2023 raised over $1.9 million for charities that support at-risk youth and their families, bringing our total raised to approximately $10 million.

85K Bicycles donated

$10M Cumulative donations from Waste Connections Golf Classic for Kids

Giving Back to Employees

EMPLOYEE RELIEF FUND (ERF)

The Waste Connections Employee Relief Fund was established to help employees and their immediate families who have experienced significant financial hardship following a natural disaster or other catastrophic event. In 2020, we expanded its applicability to address unexpected hardships experienced during COVID-19. Through contributions from Waste Connections, our employees and vendors, we assist impacted employees by helping to pay for essential living expenses, such as food, clothing, utilities, temporary housing, property repairs, and other basic necessities.

Since its inception in 2017, the Employee Relief Fund has helped approximately 280 Waste Connections employees.

SCHOLARSHIP PROGRAM

We introduced the Waste Connections scholarship program in 2020 as a way to help our employees' children achieve their vocational, technical and university education goals. The scholarship program awards renewable scholarships to children of Waste Connections' employees based on academic record, demonstrated leadership, participation in school activities, work experience, career goals and family circumstances. Determined by an impartial third party, award recipients receive $2,500 each per academic year for up to four years.

Now on its fourth year, the program has 175 recipients with financial contributions from Waste Connections that exceed $750,000 and a total commitment of up to $1.75 million. Click here to learn more about our 2022 recipients and their families.

Emily Hickel

Majoring in Mechanical Engineering at **Washington State University Vancouver**

Daughter of **Kelly Hickel, Lead Equipment Operator**, (32+ years of service)

Region: Western | Vancouver, Washington

"I am beyond grateful and humbled to earn this award, and for your support of my continued education."

Russel Acosta

Majoring in Art & Art History at **Columbia University**

Son of **Roussel Acosta, Driver**, (17+ years of service)

Region: Central | El Paso, Texas

Thank you!

WE ARE PROUD TO HAVE SUPPORTED

175
Award Recipients

$1.75M
in scholarship commitments

Community Engagement

Now more than ever it is critical to increase engagement within our communities and connectivity with our customers. Through our WasteConnect app, customers can confirm their collection dates, search our Waste Wizard database to confirm if a waste stream is recyclable, pay their bills, and communicate with their local service provider.

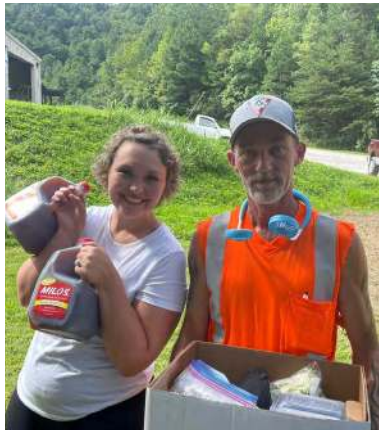
We partner with our communities and in many instances deploy recycling coordinators to schools, community events and residences to provide educational sessions about the benefits of recycling and proper waste management. In 2019, we launched the Bob Davis Award for Leadership in Sustainability to recognize employees who demonstrate exemplary leadership in advancing sustainability through implementing or serving on community projects, programs, outreach, education initiatives or services that benefit their community, customers, coworkers or Waste Connections.

BOB DAVIS AWARD RECIPIENT JEREMY FREES:

"Sustainable Jeremy" as he is known, lives and breathes sustainability. Jeremy has cultivated long-lasting relationships with global brands and established himself and Waste Connections as a thought leader in sustainability. Jeremy has become a go-to resource on mitigating the environmental impact associated with major events. Jeremy embodies Waste Connections' values and he continues with positive contributions to the environment, our customers and Waste Connections.

"I am proud to be part of The Waste Connections Special Events & Sustainability team. We are committed to helping events in stadiums and venues across the nation focus on environmental stewardship and social responsibility, through the on-site implementation of programs centered on responsible waste management, proper procurement, food and resource recovery, as well as community outreach and partnerships."

Jeremy Frees
2022 Bob Davis Award
Recipient for Sustainability



Natural Disaster Relief Efforts

With essential operations across 44 states in the U.S. and six provinces in Canada, Waste Connections provides relief to communities that are negatively impacted by natural disasters, including forest fires, hurricanes, tornadoes and flooding. These events can negatively affect our employees, our customers and the communities in which we serve.

Our large network and Servant Leadership-focused culture provides a response roadmap. We recognize that local employees are likely to be the most impacted, and we immediately ensure their welfare by providing food, water and shelter in many instances. We deploy additional support teams to back up local employees that may be unavailable, providing trash and recycling collection services. We deliver construction containers and extend business hours at our disposal facilities in order to aid the cleanup efforts. For some of our most impacted employees, we utilize our Employee Relief Fund to help provide financial stability. As an essential service provider, this is how we help restore normalcy to our communities.

OPERATING IN

44

States and Six Canadian Provinces

ENVIRONMENTAL JUSTICE

INTRODUCTION TO ENVIRONMENTAL JUSTICE

The EPA defines Environmental Justice (EJ) as the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation and enforcement of environmental laws, regulations and policies. At Waste Connections, our approach to community engagement and support is consistent with EJ and integral to our operating philosophy and environmental stewardship at our over 550 collection and post-collection facilities in 44 states in the U.S. and six provinces in Canada.

OUR APPROACH TO ENVIRONMENTAL JUSTICE

In addition to benefiting the health and well-being of the communities we are privileged to serve, our operations are frequently major employers in our communities, where many of our local leaders and frontline employees live and make local concerns a priority. Additionally, EJ consideration for us begins with facility siting and development, which requires regulatory reviews and includes opportunities for local input and consideration, and continues throughout the life of each site. We work with communities to address concerns through the siting and design process, and we remain engaged after that process is completed. We also have vigorous internal processes in place to ensure compliance with regulations and work to minimize community impacts.

BOARD OVERSIGHT

Our Board of Directors has oversight of our efforts related to EJ and receives periodic updates from our Executive Vice President — Engineering and Disposal and Vice President — Engineering and Sustainability. Those updates include discussion of our analysis regarding EJ impacted areas and the steps we are taking to address local concerns.

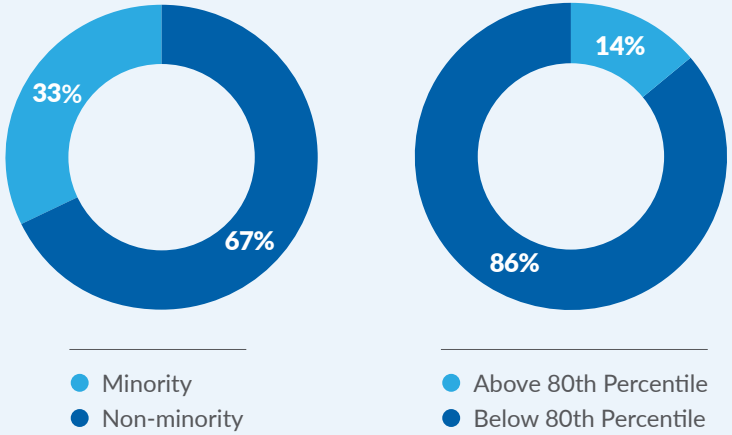
METHODOLOGY AND FINDINGS

We utilize several methods to assess our company assets — informing our understanding of our impacts on local communities as well as potential regulatory risk to ongoing operations. As part of our assessment, we utilize the EPA's EJScreen to evaluate the demographic attributes of our operating locations in the U.S. This tool uses variables including race and income to calculate a Demographic Index to identify the most at-risk communities, overlaying our operating locations to indicate those sites with an elevated potential for impact on marginalized communities.

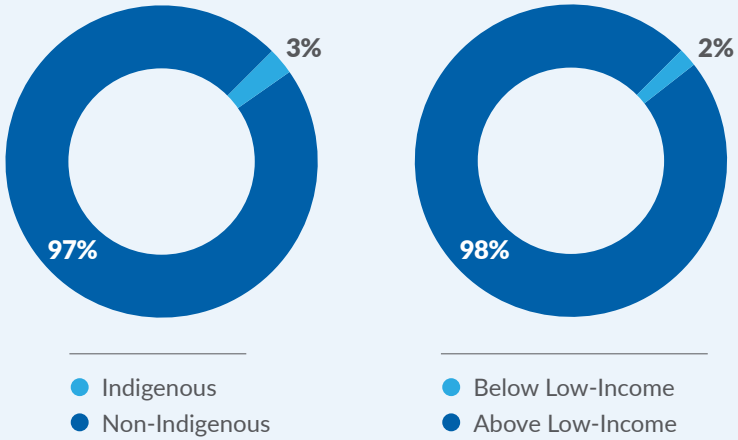
Our findings indicate that 33% of the population within the census tracts of our U.S. operating sites are minorities, below the EPA's estimated national average of 39%. Further, 86% of our U.S. operating sites fall below the 80th percentile of the EPA's Demographic Index, which is the threshold for at risk communities. For more information, please visit our website detailing our EJ efforts and impact.

For our Canadian operations, we utilize Statistics Canada to identify locations near at-risk communities as defined by both income levels and indigenous population. Our findings indicate that across all of our Canadian operations, the median indigenous population percentage is 3% within the Dissemination Areas that we operate, below the 5% population total for all indigenous people in Canada. Further, only 34% of our Canadian operations are within Dissemination Areas that exceed that of the provincial average for indigenous representation. Our findings also conclude that 2% of our operating locations in Canada are within Dissemination Areas that are considered "low income" or less than half of median after-tax income for all Canadians.

EJ ANALYSIS OF U.S. OPERATING SITES



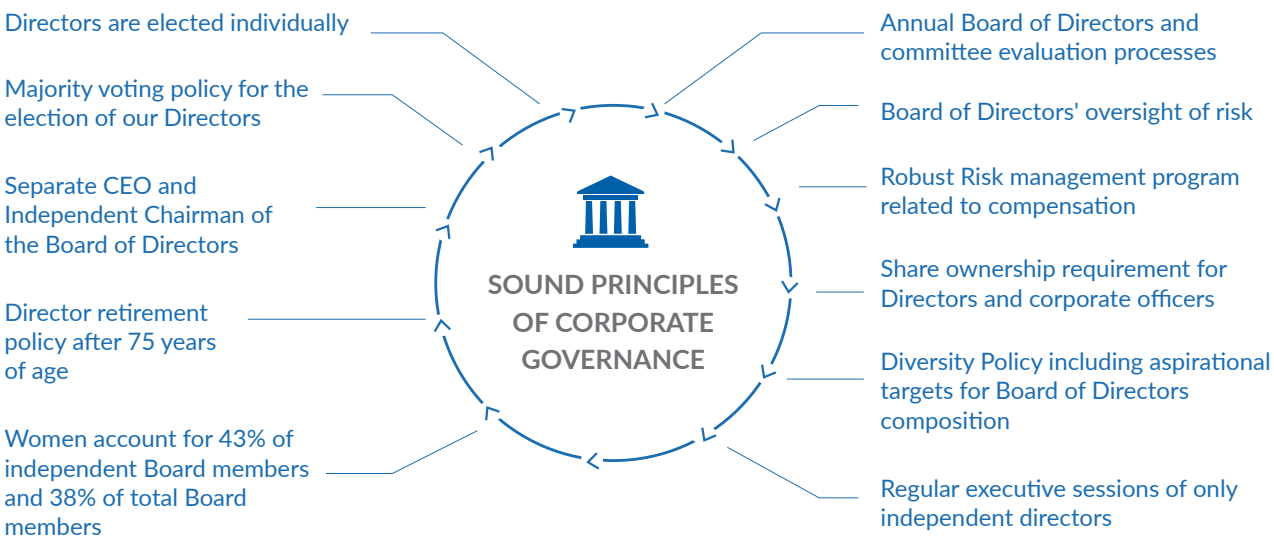
EJ ANALYSIS OF CANADIAN OPERATING SITES



GOVERNANCE & ETHICS

CORPORATE GOVERNANCE

Since our inception, we have been committed to well-defined principles of corporate governance. Our Corporate Governance Guidelines and Board Charter align the Board of Directors and its four distinct committees with management in order to promote the best interests of the Company.



The Board of Directors adopted a Diversity Policy for the Board of Directors and senior management, which provides for annual progress reviews by the Board. Similarly, the Board provides oversight of our aspirational ESG targets introduced in 2020, with management compensation tied to progress against our ESG targets beginning in 2021.

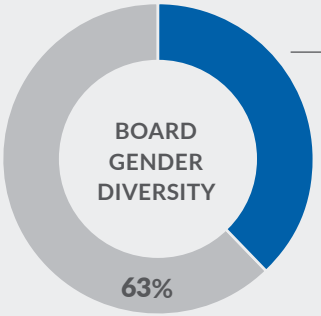
The Board also has oversight of our Environmental Policy and our efforts related to Environmental Justice.

Board Member Diversity and Skills

In addition to seeking diverse policy-making experiences in business and other personal and professional characteristics, we strive to maintain a Board of Directors with a diversity of backgrounds, including gender and ethnicity. The following charts summarize the independence and diversity metrics represented by our Board of Directors.

BOARD DIVERSITY

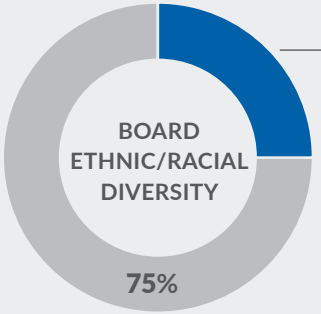
As of June 2023



38%

OF OUR BOARD MEMBERS* ARE FEMALE

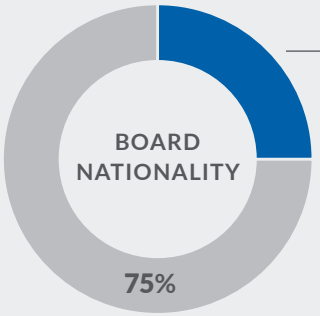
- Female
- Male



25%

IDENTIFY AS AN ETHNIC OR RACIAL MINORITY

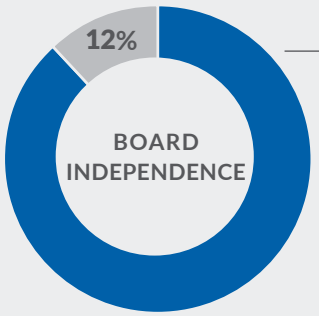
- Ethnic Minority
- Caucasian



25%

OF OUR BOARD MEMBERS ARE CANADIAN

- Canada
- U.S.



88%

OF OUR BOARD MEMBERS ARE INDEPENDENT

BOARD SKILLS

Corporate Governance & Public Policy	8
Risk Management	8
Strategic Planning & M&A	8
Public Company Executive	8
Audit & Financial Reporting	5
ESG/Sustainability	5
Compensation & Human Capital Management	5
Operations & Materials Management	5
Sales & Marketing	3
Solid Waste Industry	3
Legal/Regulatory	4
Information Technology & Cybersecurity	3

*Board of Directors gender composition does not add to 100% due to rounding.

THE BOARD'S ROLE IN RISK OVERSIGHT

The Board of Directors and its committees have an active role in overseeing management of the Company's risks.

OUR BOARD HAS FOUR STANDING COMMITTEES

- EXECUTIVE COMMITTEE
- AUDIT COMMITTEE
- COMPENSATION COMMITTEE
- NOMINATING AND CORPORATE GOVERNANCE COMMITTEE

Except for the Executive Committee, the committees are composed entirely of independent, non-employee directors.

PERFORMANCE

Regularly reviews information from members of senior management regarding the Company's safety performance, employee retention, financial performance, financial outlook, balance sheet, credit profile and liquidity, as well as the risks associated with each.

STRATEGIC RISKS

Receives reports from members of senior and regional management on areas of material risk to the Company, including market-specific, operational, legal, information technology (including cybersecurity), regulatory and strategic risks.

SUCCESSION PLAN

With recommendations from the Audit and Compensation Committees, approves and maintains a succession plan for the CEO and other senior management of the Company, including policies and principles for selecting and evaluating a new CEO in the event of an emergency or retirement of the CEO.

AUDIT

The Audit Committee oversees management of financial, financial reporting and internal controls risk. The Compensation Committee assesses and monitors risks relating to the Company's corporate officer compensation policies and practices.

MANAGEMENT RISK

The Nominating and Corporate Governance Committee is responsible for overseeing the management of risks associated with the independence of the Board of Directors and potential conflicts of interest.

SECURITY

Receives reports on information technology risks, including cybersecurity and data security risks. Day-to-day management of data security is the responsibility of our Chief Information Officer, who reports directly to the CEO. The Board periodically reviews cybersecurity and data security risks and mitigation strategies with the Chief Information Officer.

DIVERSITY

The Board of Directors and its committees also play an active role in the Company's efforts to advance sustainability and diversity and inclusion, including the development and approval of targets, monitoring achievement toward such objectives, and evaluating the effectiveness of policies and targets. In addition, the Board added ESG targets as a performance measure in long-term incentive compensation beginning in 2021.

Code of Conduct

We have adopted a Code of Conduct and Ethics that applies to all of our directors, officers and employees. Our Code of Conduct and Ethics details Company principles to guide employee decision-making in many areas, including:

- **CONFLICTS OF INTEREST** No officer, director or employee may be subject to influences, interests or relationships that conflict with the best interests of the Company.

- **FULL, FAIR AND ACCURATE DISCLOSURE** It is the Company's policy that the information in its public communications, including its SEC filings and filings with the Canadian Securities Administrators, be full, fair, accurate, timely and understandable.

- **COMPLIANCE WITH LAWS, RULES AND REGULATIONS** It is the Company's policy to comply with all laws, rules and regulations applicable to the Company and its operations. The Company's strict compliance policy also extends to all other applicable laws and regulations, including the U.S. Foreign Corrupt Practices Act (FCPA), the Canadian Corruption of Foreign Public Officials Act (CFPOA), and other applicable anticorruption laws; antitrust laws; tax laws; environmental and safety regulations; equal opportunity, non-discrimination and fair employment laws; and foreign asset control regulations.

- **PROHIBITED ACCOUNTING PRACTICES** The Company's policy is to make and keep books, records and accounts that accurately and fairly reflect the transactions of the Company.

- **WHISTLEBLOWING — REPORTING ILLEGAL OR UNETHICAL BEHAVIOR** All officers, directors and employees should promptly report to senior management all actual or potential illegal or unethical behavior of Company personnel that they observe. The Company encourages and expects full and open communication with senior management even when it appears that less candor may be desirable to protect the Company or members of management. It is the Company's policy and the responsibility of each officer, director and employee to comply with all whistleblower protection laws, rules and regulations.

- **FAIR DEALING; MORAL AND ETHICAL STANDARDS** Each officer, director and employee must endeavor to deal fairly with the Company's customers, suppliers, competitors and employees and not to take unfair advantage of anyone through manipulation, concealment, abuse of privileged or misappropriated confidential information, misrepresentation of material facts or any other unfair dealing practice. More generally, each officer, director and employee must adhere to and comply with the highest moral and ethical standards of our society in conducting business on behalf of the Company.

- **HUMAN RIGHTS** It is the Company's policy and the responsibility of each officer, director and employee to comply with all laws, rules and regulations related to the protection and advancement of human rights, including, but not limited to, laws, rules and regulations governing the use of child labor, compulsory or forced labor, slavery and human trafficking, and freedom of association and collective bargaining. The Company acknowledges the rights of all employees to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of collective bargaining or other mutual aid or protection, as provided for in Section 7 of National Labor Relations Act. The Company also has polices regarding safety, equal opportunity, non-discrimination and fair employment. Potential human rights violations or grievances can be reported to the Company's Senior Vice President – People, Training and Development. Monitoring and reporting human rights performance is overseen by the Human Resources Department, including the Senior Vice President – People, Training and Development.

Code of Conduct Continued

- **COMPLIANCE AND DISCIPLINE** Violations of this Code by officers, directors or employees will result in disciplinary action that may include termination, referral for criminal prosecution and reimbursement to the Company for any losses or damages resulting from the violation.

- **INSIDER TRADING** Buying or selling securities, directly or indirectly through family members or other persons or entities, while possessing material nonpublic information or selectively disclosing such information to others who may trade based on it is prohibited by applicable securities laws.

- **CONTRIBUTIONS** Officers, directors and employees may not (directly or indirectly) contribute Company funds to, or spend Company funds in support of, any kind of political party, political action committee or other committee in the United States or Canada or to any candidate for, or holder of, any office of any national, state or local government in the United States, or any national, provincial or local government in Canada. Exceptions may be permitted for state, provincial and local contributions in jurisdictions that permit corporate political contributions, but only upon approval by the Vice President, Deputy General Counsel — Compliance and Government Affairs and in consultation with the General Counsel. In countries other than the United States or Canada, the policy will be determined in accordance with local law and practice as well as laws applicable to the Company.

  No political contribution by any officer, director or employee may be made, or even appear to be made, with the Company's funds, or be reimbursed from the Company's funds; nor should the selection of a candidate or a party be, or seem to be, coerced by the Company. Officers, directors and employees are prohibited from using their positions to induce, coerce or in any way influence any person, including subordinates, to support or contribute time or money to any political party, to the campaign of any candidate for office or to any charitable activity.

The Nominating and Corporate Governance Committee is responsible for, among other matters, the development and implementation of the Company's corporate governance principles, including the review of and compliance with our Corporate Governance Guidelines and Board Charter and our Code of Conduct and Ethics. The Nominating and Corporate Governance Committee is responsible for monitoring the implementation of the Company's diversity policy on a periodic basis, and at least annually, to assess its effectiveness, monitoring and reviewing the Company's progress and reporting the results to the Board, and making recommendations to the Board regarding any revisions to this policy that may be necessary or appropriate.

The Board is responsible for reviewing strategy, policies and performance related to the Company's management of environmental, social and governance (ESG) issues, including reviewing any reports on the Company's performance against ESG targets, any ESG programs, products and disclosures, and any corporate responsibility policies and programs, in coordination with other committees of the Board, as appropriate.

The Company views its ESG/Sustainability initiatives to be consistent with its objective of long-term value creation. As such, the Compensation Committee introduced continuous improvement toward the Company's sustainability targets as an additional performance measure of long-term incentive compensation beginning in 2021.

Copies of our Corporate Governance Guidelines and Board Charter and our Code of Conduct and Ethics are available on our website at http://investors.wasteconnections.com. A copy of the Corporate Governance Guidelines and Board Charter and our Code of Conduct and Ethics may also be obtained, free of charge, by writing to our Secretary or Investor Relations at our principal administrative offices located at:

Waste Connections, Inc.
3 Waterway Square Place, Suite 110
The Woodlands, Texas 77380

Shareholder Engagement

COMMUNICATIONS WITH THE BOARD

Shareholders and other interested parties may communicate with the Board of Directors generally, with the non-employee directors as a group or with a specific director at any time by writing to the Board of Directors, the non-employee directors or a specific director, care of the Company's Secretary, at our principal administrative offices located at:

Waste Connections, Inc.
3 Waterway Square Place, Suite 110
The Woodlands, Texas 77380

SHAREHOLDER OUTREACH

We believe that our relationship with and accountability to shareholders are critical to our success. Engaging with our shareholders helps us to understand how they view us, to set goals and expectations for our performance, and to identify emerging issues that may affect our strategies, sustainability initiatives, corporate governance, compensation practices or other aspects of our operations. Our shareholder and investor outreach includes investor road shows, analyst meetings, investor meetings and investor conferences, either virtually or in person. We also communicate with shareholders and other interested parties through various media, including our annual and quarterly reports, sustainability reports, proxy statements and other SEC and Canadian securities filings, press releases and our website. Our conference calls for quarterly earnings releases and major corporate developments are open to all. These calls are available in real time and are also archived as webcasts on our website. Our President and CEO, Chief Financial Officer and other senior management also regularly engage with investors to discuss our strategy, financial and business performance, and ESG efforts and to update investors on key developments.

DATA SECURITY AND PRIVACY

We maintain, log and monitor all information and technology assets — data, systems, and applications — that are critical to the operations and success of Waste Connections. We have incorporated a defensive and offensive security strategy built on people, process and technology with a focus on threat intelligence and security operations.

Waste Connections continues to maintain a robust security posture in response to today's ever-evolving threat landscape. The prime directive of this initiative is the safety and security of our customers', employees' and company's information. Our security model refers to an information security approach in which security mechanisms and controls are strategically layered throughout our infrastructure to secure our data's confidentiality, integrity and availability.

MANAGING DATA SECURITY RISK

We employ the widely recognized National Institute of Standards & Technology Framework for Improving Critical Infrastructure Cybersecurity (The NIST Cybersecurity Framework) to manage cybersecurity risk. This voluntary guidance was developed with private sector input in 2014 and provides a framework for organizations to manage cybersecurity risk. We regularly assess our technologies and monitor our systems and other technical security controls, maintain information security policies and procedures, including an incident response plan, ensure maintenance of backup and valuable systems, and have a team of security personnel managing our efforts and initiatives.

Policies have been put in place to protect our customers and employees from fraudulent activity by building processes that require continuous education, phishing simulations, real-time threat monitoring, and detection. We use vulnerability scanning tools to regularly assess potential data security risks across our businesses. We correlate the results and prioritize any actions based on threat modeling analysis and monitor any actions in progress with the system owners based on assigned timelines for remediation. In addition, we actively monitor the web for any suspicious domain registrations, social media disinformation, and fraudulent campaigns being initiated against our customers and/or employees.

UPHOLDING DATA PRIVACY

We strive to protect personal data through reasonable technical and organizational security measures, including technical security tools, restrictions on access to data and physical security measures to help prevent unauthorized or unlawful access, disclosure, loss, destruction or damage. We access and use personal data for legitimate business purposes and maintain appropriate access controls and use limitations.

Our employees are required to follow all applicable privacy, information security and data protection laws, including the California Consumer Privacy Act. Our Data Privacy Policy sets forth the principles that govern our treatment of personal data, while our Policy on the Acceptable Use of Systems and Data governs the use and protection of information about our company and information that is stored on our computers and mobile devices. Our policies restrict individuals' access to personal data to those that need access to accomplish a business objective and allow access only for so long as it is necessary. We endeavor to follow data privacy best practices and have established specific governance structures to regularly review and improve upon our data privacy processes.

We have the same expectations for our information technology service providers and all third parties that support the business.

ENVIRONMENTAL POLICY

Waste Connections is committed to environmental protection and compliance. In order to realize and communicate these commitments across our workforce, Waste Connections has developed an Environmental Policy that applies to all of our subsidiaries, operating divisions and affiliates, and their respective officers, directors and employees. Waste Connections' management, including our Vice President – Engineering and Sustainability, is responsible for communicating, implementing and reviewing this policy annually. A full copy of our Environmental Policy can be found on our website. Below are highlights of our policy.

ENVIRONMENTAL COMPLIANCE

Comply with or exceed all local, state and federal environmental laws and regulations in order to manage and mitigate air-, water- and land-based pollution.

ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)

Utilize and continually improve our EMS (The Cube, the Environmental Compliance Audit Center and/or other future systems) in order to track, audit and promote environmental compliance on a site-by-site basis.

BIODIVERSITY AND SITE REHABILITATION

As facilities are transitioned into closure, ensure that site construction and closure plans are effective at restoring the land to a condition that is consistent with the biodiversity of the surrounding environment.

EMERGENCY PREPAREDNESS

Establish emergency response action plans on a site-by-site basis, including processes to guide site personnel and local community service providers during emergency events.

RESOURCE EFFICIENCY

Minimize internal waste generation and incorporate new technologies where applicable to mitigate our environmental impact.

EXTERNAL COMMUNICATION

Promote the benefits of proper waste management, including resource recovery, to local stakeholders and customers.

STAKEHOLDER ENGAGEMENT

Partner with and engage the public as part of our environmental decision-making processes in order to promote the fair treatment and the opportunity for meaningful involvement of all people within the communities we serve.

ENVIRONMENTAL PERFORMANCE MEASUREMENT

Report our environmental progress through our annual Sustainability Report and as required with regulatory agencies.

EMPLOYEE TRAINING

Provide adequate training, oversight and resources to our employees to promote awareness and successful implementation of this Policy.

ESG FRAMEWORKS

GRI EMISSIONS DISCLOSURE

Waste Connections' emissions disclosure was developed using the Global Reporting Initiative (GRI) G4 Sustainability Reporting Guidelines. Waste Connections' GHG Inventories were prepared by a third-party, independent environmental services firm with the conclusions audited and verified by a separate third-party. The data was prepared in a manner consistent with The Climate Registry (TCR) General Reporting Protocol (GRP) Version 3.0 dated May 2019 and its associated updates and clarifications.

The affirmation of carbon sequestration in our landfills is well documented in scientific literature. Due to anaerobic conditions that exist within landfills, lignins and hemicellulosic materials remain undecomposed. Waste Connections disposed of 35,477,686 and 34,832,124 tons of Municipal Solid Waste and Construction & Demolition debris in 2021 and 2022, respectively. In total, our landfills sequestered 12,542,647 and 12,688,647 MTCO2e in 2021 and 2022, respectively.

G4-EN15
DIRECT (SCOPE 1) GREENHOUSE GAS (GHG) EMISSIONS

MT CO_2e		
2020	2021	2022
5,609,964	5,600,178	4,812,957

G4-EN16
ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS

MT CO_2e		
2020	2021	2022
51,506	50,694	49,805

G4-EN17
OTHER INDIRECT (SCOPE 3) GHG EMISSIONS

Emission Source	MT CO_2e		
	2020	2021	2022
Purchased goods and services*	22,830	22,341	23,405
Capital goods	233,961	300,439	326,464
Waste generated in operations	77,359	77,143	76,217
Upstream transportation and distribution	498,960	555,497	555,459
Business travel (air and vehicle)	49,977	63,522	63,637
Use of sold products	48,436	33,653	35,368
TOTAL	**931,523**	**1,052,595**	**1,080,550**

* To conform with industry practices, 2022 reflects the removal of emissions associated with third party disposal; prior years restated.

G4-EN18
GHG EMISSION INTENSITY

	UNIT	2020	2021	2022
Gross revenue	$US Dollars Millions	$ 5,446	$ 6,151	$ 7,212
Scope 1 emissions	MT CO_2e	5,609,964	5,600,178	4,812,957
MT CO_2e/$M revenue		1,030	910	667
Scope 2 emissions MT CO_2e	MT CO_2e	51,506	50,694	49,805
MT CO_2e/$M revenue		9	8	7
Scope 1 & 2 emissions	MT CO_2e	5,661,470	5,650,872	4,862,762
MT CO_2e/$M revenue		1,040	919	674

G4-EN19: Reduction of GHG emissions

Waste Connections has undertaken several initiatives to reduce GHG emissions. The Company collected landfill gas for beneficial reuse at 27 landfill gas-to-energy facilities in 2022. The beneficial reuse of landfill gas at these facilities resulted in annual avoided GHG emissions estimated at 763,569 and 758,910 $MTCO_2e$ in 2021 and 2022, respectively. The estimate of avoided emissions assumed that natural gas was the fuel replaced by the use of landfill gas. The avoided emissions were calculated using default methodologies from TCR and included CO_2, CH_4 and N_2O emissions.

Waste Connections diverts over 50% of collected waste volumes in certain markets, in some cases over 70%. The estimated avoided GHG emissions in 2021 and 2022 from recycling was 5,922,543 and 6,894,223 $MTCO_2e$, respectively. These values were calculated using the USEPA Waste Reduction Model (WARM).

Over the past several years, Waste Connections has deployed vehicles using alternative fuels such as compressed natural gas (CNG) and biodiesel as a means of reducing its GHG footprint. Waste Connections currently deploys approximately 1,100 CNG vehicles. The estimated annual reduction in GHG emissions from CNG vehicles was 20,544 and 20,478 $MTCO_2e$ in 2021 and 2022, respectively. The calculation uses an equivalent diesel vehicle as a baseline.

G4-EN22: Water discharge by quality and destination

In 2021, Waste Connections collected 679,892,559 gallons of leachate with 424,275,425 gallons being sent to third parties for treatment. In 2021, Waste Connections also collected 544,976,403 gallons of E&P produced water for on-site treatment. A total of 19,045,809 gallons of E&P produced water was sent to third parties for treatment in 2021. In 2022, Waste Connections collected 661,049,493 gallons of leachate with 412,985,781 gallons being sent to third parties for treatment. In 2022, Waste Connections also collected 459,952,822 gallons of E&P produced water for on-site treatment. A total of 29,874,894 gallons of E&P produced water was sent to third parties for treatment in 2022.

Our E&P waste water treatment technologies allow us to process and dispose of 100% of drilling-related waters without discharging to surface waters. The majority of waste fluids are injected into brine formations via deep wells.

SASB APPENDIX

GREENHOUSE GAS EMISSIONS	UNITS	2020	2021	2022
Gross global Scope 1 emissions	MT CO2e	5,609,964	5,600,178	4,812,957
Scope 1 coverage under emissions-limiting regulations	Percentage (%)	78.0%	83.0%	80.6%
Scope 1 coverage under emissions-reporting regulations	Percentage (%)	78.0%	83.0%	80.6%
Total landfill gas recovered	Millions British Thermal Units (MMBtu)	22,939,938	23,600,222	23,621,521
Landfill gas flared	Percentage (%)	40%	39%	40%
Landfill gas used for energy	Percentage (%)	60%	61%	60%

FLEET FUEL MANAGEMENT	UNITS	2020	2021	2022
Fleet fuel consumed	Gigajoules (GJ)	10,743,000	11,426,299	12,130,796
Natural gas as % of fuel consumed	Percentage (%)	7.8%	8.4%	6.3%
Renewable as % of fuel consumed	Percentage (%)	N/A	N/A	N/A
Alternative fuel vehicles as % of fleet	Percentage (%)	13.1%	11.9%	9.9%

AIR QUALITY	UNITS	2020	2021	2022
NOx (Excluding N2O)	Metric Tons (t)	285	258	265
SOx	Metric Tons (t)	67	60	62
Volatile organic compounds (VOC)	Metric Tons (t)	7.7	7.2	7.3
Hazardous air pollutants (HAP)	Metric Tons (t)	10.9	9.9	10.1
Number of facilities in or near dense population centers	Number	7	7	7
Non-compliant air emissions issues	Number	2	6	7

MANAGEMENT OF LEACHATE & HAZARDOUS WASTE	UNITS	2020	2021	2022
Total leachate collected	Gallons (000)	696,531	679,893	660,034
Total leachate treated by third parties	Gallons (000)	434,296	424,275	405,238
Corrective actions implemented for landfill releases	Number	0	0	0
Incidents of non-compliance associated with environmental impacts	Number	0	0	0

SASB APPENDIX CONTINUED

LABOR PRACTICES	UNITS	2020	2021	2022
Active workforce covered under collective bargaining agreements	Number	3,172	2,934	3,323
Work stoppages	Number	1	0	0
Impacted employees as a percent of total workforce	Percentage (%)	0.76%	0.00%	0.00%
Total days idle	Days	6	0	0

WORKFORCE HEALTH AND SAFETY	UNITS	2020	2021	2022
Total recordable incident rate (TRIR)[1]	Rate	2.9	3.3	3.3
Incident rate (I-Rate)[1]	Rate	15.4	15.4	16.2
Fatality rate	Rate	0.02%	0.00%	0.00%

1. BASIC score definitions are unclear and can be inconsistent; we prefer to use TRIR and Incident Rate as a better barometer of safety.

RECYCLING & RESOURCE RECOVERY	UNITS	2020	2021	2022
Waste incinerated	Metric Tons (t)	0	0	0
Hazardous waste incinerated as percent of waste incinerated	Percentage (%)	0%	0%	0%
Energy recovery from waste incinerated	Percentage (%)	0%	0%	0%
Customers receiving recycling	Percentage (%)	50%	50%	48%
Customers receiving composting	Percentage (%)	25%	25%	24%
Amount of material recycled	Metric Tons (t)	1,615,536	1,673,435	1,981,183
Amount of material composted	Metric Tons (t)	201,991	121,348	133,363
Amount of material processed as waste-to-energy	Metric Tons (t)	N/M	N/M	N/M
Amount of electronic waste collected	Metric Tons (t)	N/M	N/M	N/M
Percentage of electronic waste recovered through recycling	Percentage (%)	N/M	N/M	N/M

SASB APPENDIX CONTINUED

ACTIVITY METRICS	UNITS	2020	2021	2022
Customers - municipal	Number	2,100	2,230	2,410
Customers - commercial	Number	720,000	727,500	735,000
Customers - industrial	Number	135,000	135,000	135,000
Customers - residential	Number	7,425,000	7,742,500	8,060,000
Customers - other	Number	40,000	42,500	45,000
Vehicle fleet size[2]	Number	8,912	9,162	10,821
Landfills	Number	91	97	100
Transfer stations	Number	185	195	209
Recycling centers	Number	68	71	79
Composting centers	Number	7	7	9
Incinerators	Number	0	0	0
All other facilities	Number	353	375	396

2. Represents total routed collection vehicles.

TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURE (TCFD)

Since our first Sustainability Report in 2018, we have rapidly expanded our ESG-related disclosure in order to incorporate feedback from our stakeholders and provide transparency around the integration of ESG into our long-term business objectives. This year, we are responding again to stakeholder feedback and are providing greater disclosure related to our approach to environmental risks and opportunities by detailing recommendations outlined by the Task Force on Climate-Related Financial Disclosure (TCFD). Related to our TCFD disclosure and risk assessment, we are furthering our commitment to fighting climate change by adding two emissions-related targets and pledging to work toward the adoption of a Science-Based Target Initiative (SBTi) emissions reduction target.

Our high-level approach to TCFD was no different from our traditional risk assessment process, incorporating feedback from various disciplines and weighing both risks and opportunities. While not without some level of climate-based risk, our conclusion from the process and associated risk assessment is that our company and industry are well-positioned to leverage opportunities within the circular economy. To this point, we look forward to expanding our beneficial recovery of landfill gas and converting into lower carbon intensity renewable fuel, increasing our recycling efforts, and deploying fully electric vehicles when they become commercially available.

"The TCFD process and risk assessment has created a formal process to frame potential impacts and opportunities associated with physical and transitional risks of climate change. We will remain vigilant of future risks and opportunities with fundamental oversight and are well-positioned to benefit from future regulations supporting a transition to low carbon based fuels."

Kurt Shaner
Vice President —
Engineering & Sustainability

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