



2023 SUSTAINABILITY REPORT



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ABOUT THIS REPORT

This Report contains information that aligns with certain elements of the [Global Reporting Initiative \(GRI\)](#) Sustainability Reporting Guidelines, the [Sustainability Accounting Standards Board \(SASB\)](#) Standards, the [Carbon Disclosure Project \(CDP\)](#), the [Task Force on Climate-related Financial Disclosures \(TCFD\)](#), and the [United Nations Sustainable Development Goals \(UN SDGs\)](#). This report contains data and information for our 2023 fiscal year and 2024 where indicated. This report covers all of our operations across both the United States and Canada. All dollar amounts are in Canadian dollars which is our financial reporting currency. Estimates and calculations related to GFL's greenhouse gas (GHG) emissions inventory were prepared according to greenhouse gas emission accounting best practices and the [Greenhouse Gas Protocol](#), developed by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI). Our 2023 limited third party assurance statement for our scope 1, 2 and 3 GHG emissions is available [here](#).

FORWARD LOOKING STATEMENTS

This report includes certain "forward-looking statements" and "forward-looking information" (collectively, "forward-looking information") within the meaning of applicable U.S. and Canadian securities laws, respectively. These include, but are not limited to, statements regarding our sustainability goals, including reductions in greenhouse gas emissions, use of renewable energy, biogas recovery and leachate management, recycling, nature conservation initiatives, health and safety goals, employee matters, including retention and living wage initiatives, diversity, equity and inclusion and charitable giving. Statements containing forward-looking information are not historical facts nor assurances of future performance but instead represent management's expectations, estimates and projections regarding future events or circumstances. Forward-looking information is based on our opinions, estimates and assumptions that we considered appropriate and reasonable as of the date such information is stated and is subject to known and unknown risks, uncertainties, assumptions and other important factors that may cause the actual results, level of activity, performance or achievements to be materially different from those expressed or implied by such forward-looking information. Important factors that could cause actual results to differ, possibly materially, from those indicated by the forward-looking information include, but are not limited to the markets for renewable energy products, our operations, including organic growth in our recycling business, our ability to invest in landfill gas projects, our investment in alternative fuel vehicles and the other factors described in the "Risk Factors" section of GFL's annual information form for the 2023 fiscal year filed on Form 40-F and GFL's other periodic filings with the U.S. Securities and Exchange Commission and the securities commissions or similar regulatory authorities in Canada. There can be no assurance that the underlying opinions, estimates and assumptions will prove to be correct. Although we have attempted to identify important risk factors that could cause actual results to differ materially from those contained in forward-looking information, there may be other factors not currently known to us or that we currently believe are not material that could also cause actual results or future events to differ materially from those expressed in such forward-looking information. The forward-looking information contained in this report represents our expectations as of the date of this report (or as the date it is otherwise stated to be made), and is subject to change after such date. However, we disclaim any intention or obligation or undertaking to update or revise any forward-looking information whether as a result of new information, future events or otherwise, except as required under applicable securities laws.



MESSAGE FROM OUR FOUNDER AND CEO

In this year's report, we're proud to highlight the progress we are making on the goals, targets and commitments of our Sustainability Action Plan and the investments we are making in projects that are core to our business strategy and support our sustainability goals.

Many of the photos in this report show Team Green on the front lines of our business: at our facilities across North America, in our trucks and maintenance shops, at our material recovery facilities and renewable energy facilities, participating in our Greenlight Workshop and volunteering their time with local charities in the communities we serve. As I have said many times, our employees are the key to our success and I am humbled by their efforts every day.

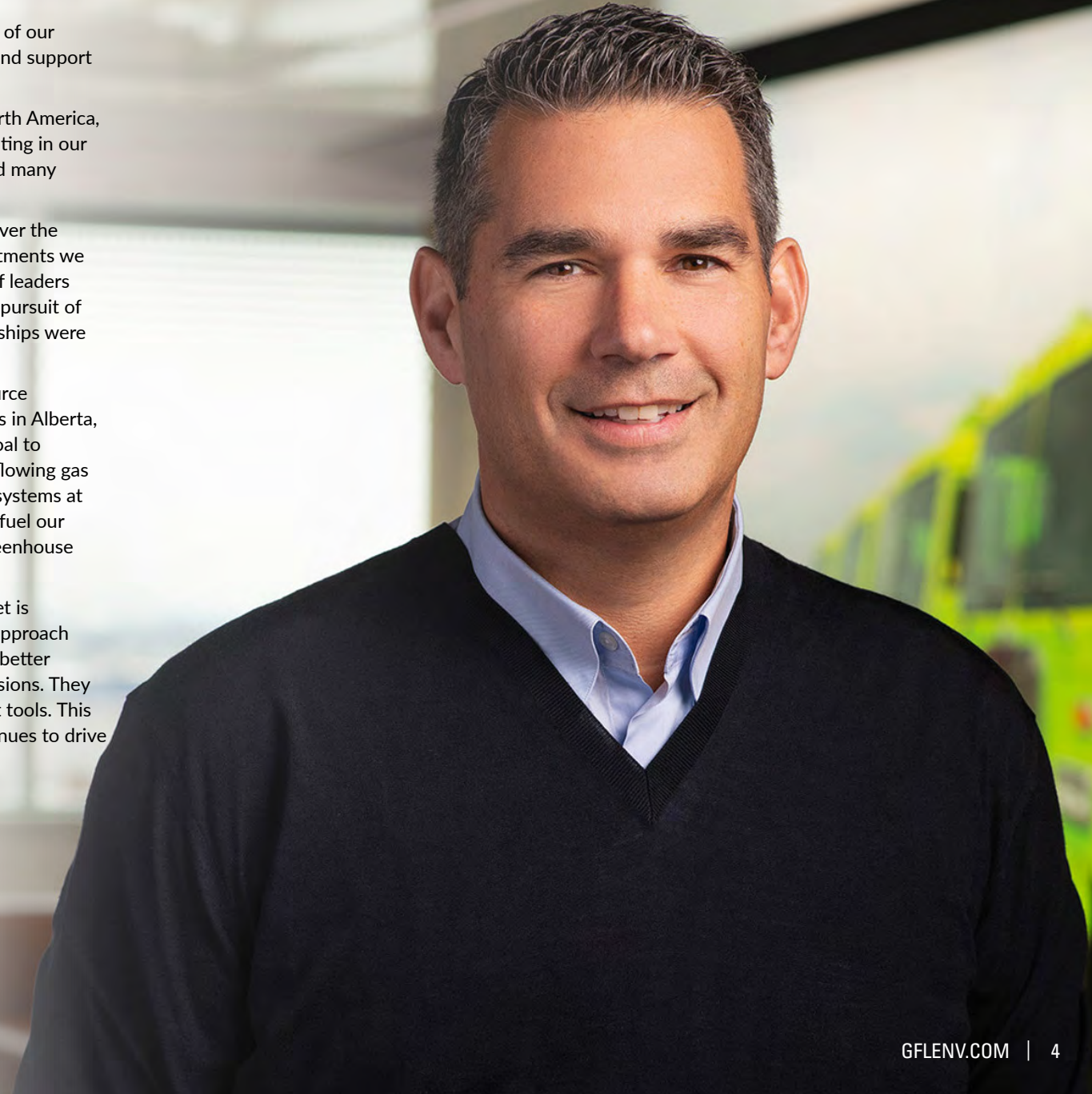
This is the third straight year that we improved our health and safety performance, with a 12.5% improvement over the prior year. Our voluntary turnover rate also continues its steady year over year improvement driven by the investments we are making in our employees including in our learning and development programs to build the next generation of leaders at GFL. Fulfilling a commitment that we announced in 2022, our Green Leaf Scholars program that supports the pursuit of continuing education by the dependents of our full-time employees, was launched in 2023, and the first scholarships were awarded in early 2024.

We are continuing to invest in sustainability-related projects as part of our organic growth strategy for the resource recovery and reuse services that we provide to our customers. These include two new material recovery facilities in Alberta, Canada and Wisconsin, U.S. that came online in the first half of 2024 and will support the achievement of our goal to increase the volume of materials we recycle at our MRFs by 40% by 2030. The four RNG facilities that are now flowing gas into pipelines or in commissioning, together with the improvements we are making to our landfill gas collection systems at these landfill, support our goals to increase our beneficial use of biogas, supply more of the RNG we produce to fuel our growing fleet of compressed natural gas (CNG) solid waste collection vehicles, and to lower our own scope 1 greenhouse gas (GHG) emissions.

This year, we also doubled the GHG emissions reduction target that we originally set in 2022. Our updated target is based on achieving science-aligned reductions from our landfills, fleet and electricity consumption. This hybrid approach to setting targets has been two years in the making and reflects the work that our in-house teams have done to better understand GHG emissions from our landfills and the latest technologies and models for measuring landfill emissions. They also informed their approach through consultation with others on their experiences with the various assessment tools. This approach is a first for our industry and another example of how our innovative and entrepreneurial culture continues to drive our progress both in building our business and in achieving our sustainability related goals.

In 2023 and 2024 we are starting to see the financial and sustainability related benefits from implementing our Sustainability Action Plan and the related investments we are making in our employees and in our RNG and EPR-related projects. We look forward to sharing our progress as we continue to implement our Plan and build long term shareholder value.

Patrick Dovigi
GFL Founder and CEO





GFL AT A GLANCE

OUR OPERATIONS

245+

SOLID WASTE
COLLECTION
OPERATIONS



30+

MATERIAL
RECOVERY
FACILITIES (MRFs)



90+

ACTIVE LANDFILLS
OWNED, MANAGED,
OR OPERATED



175+
TRANSFER
STATIONS



7,800+
SOLID WASTE
TRUCKS



12
SOIL REMEDIATION
FACILITIES



150+
LIQUID WASTE
FACILITIES



19.4%
OF SOLID WASTE
COLLECTION FLEET
FUELED BY CNG OR RNG

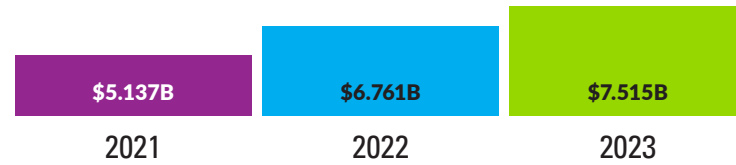


20+
ORGANICS
FACILITIES

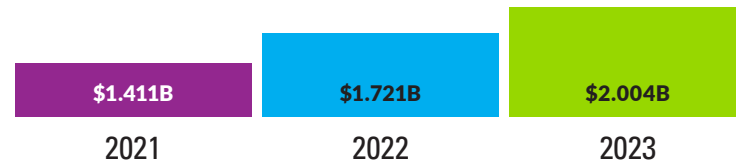


FINANCIAL OVERVIEW

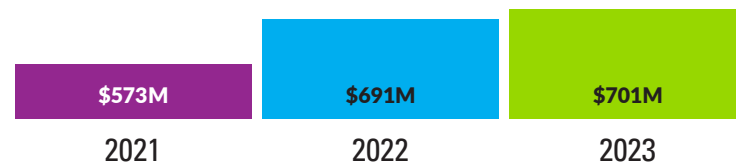
TOTAL REVENUE



ADJUSTED EBITDA



ADJUSTED FREE CASH FLOW



INCREMENTAL GROWTH INVESTMENTS*



* Primarily sustainability-related projects such as RNG and EPR-related investments.

AWARDS AND CERTIFICATIONS

2023 Best 50 Corporate Citizens

2023 Sustainability Award Finalist for Business Intelligence Group

2023 SEAL Environmental Initiative Award

2023 Call2Recycle Canada Leader in Sustainability

2024 Carbon Clean 200

COR Certifications British Columbia, Alberta, Manitoba, Nova Scotia, and New Brunswick

COR Achievement of Excellence Award in British Columbia

2023 Women In Trucking Top Company for Women to Work for in Transportation

OUR SUSTAINABILITY ACTION PLAN

At GFL, our vision is to be Green for Life. This vision is at the core of our corporate strategy and central to the services we provide to our customers. We implement our vision by providing accessible, cost-effective and sustainable environmental solutions to our customers and the communities we serve. This includes the environmental solutions that we offer that help our customers achieve their sustainability goals.

Being sustainable in all aspects of our business, from the services we offer to our innovative and engaged work culture has been central to GFL since our start in 2007. To ensure we continue to broaden our sustainability efforts, in 2021, we developed our **Sustainability Action Plan** as our roadmap to:


- Helping our customers avoid GHG emissions through the sustainable solutions that we provide such as greater resource recovery and recycling solutions and the beneficial use of landfill gas.
- Reducing the direct GHG emissions from our operations through increased gas capture at our landfills and the use of alternative fuel vehicles in our fleet.
- Increasing the sustainability innovations that come from within our business by continuing to invest in our employees and our entrepreneurial and innovative culture.

Through these actions, our Sustainability Action Plan will also allow us to generate opportunities for our workforce such as acquiring new skills from developing and operating new facilities, and opportunities for the suppliers and contractors we partner with as we look for opportunities to expand our services.




OUR SUSTAINABILITY GOALS*


CIRCULAR ECONOMY AND CLIMATE LEADERSHIP GOALS




Decrease scope 1 and 2 emissions 30% by 2030



Increase beneficial use of biogas from landfills 2x by 2030




85% of our CNG fleet to be powered by RNG by 2030**



50% of annual solid waste fleet replacements to be CNG or alternative fuel vehicles



Increase recyclables recovered at GFL MRFs by 40% by 2030




Use 100% renewable electricity at our own facilities by 2030

TEAM GREEN



TRIR of 2.0 or less



Increase employee retention***



Increase percentage of women in workforce annually

ENVIRONMENTAL STEWARDSHIP



Certify nature conservation or protection projects for 10 sites by 2025



Complete Sustainability Supply Chain Management Audits for 100 Critical Tier 1 Suppliers by 2025

OUR COMMUNITIES



The Full Circle Project
YOU DECIDE. WE DONATE.

\$1.5M annually in donations to communities through GFL's Full Circle Project

CIRCULAR ECONOMY & CLIMATE LEADERSHIP

REDUCING OUR GHG EMISSIONS AND SETTING A SCIENCE-ALIGNED TARGET

This year, we have increased our GHG emissions reduction target to a 30% absolute reduction in total scope 1 and 2 GHG emissions by 20230 from a 2021 base year. The approach we used to identify our increased target is derived from the separate science-aligned pathways for the different types of emissions that are generated in our operations. The corresponding pillars of our target are:

PILLAR 1	PILLAR 2	PILLAR 3
30% ↓	42% ↓	100%
30% decrease in methane emissions from landfills aligned with the Global Methane Assessment	42% decrease in fleet emissions aligned with the SBTi	100% use of renewable energy at GFL-owned facilities aligned with the International Energy Agency's pathway to Net Zero

When we set our initial goal, we stated that it was our intent to set a target that would be accepted as aligned with the Paris Agreement.

Through our participation at the National Waste and Recycling Association (NWRA) and Environmental Research and Education Foundation (EREF) with other leading environmental solutions providers, we are helping to advance new landfill emissions modelling and monitoring methodologies including updates to the Solid Waste Industry for Climate Solutions (SWICS) model. This work and our discussions with our other industry participants gave us further insight into the available science-based assessments and their application to our emissions that allowed us to update our emissions reductions target.

We are the first in our industry to adopt this type of hybrid approach to setting targets that are aligned with multiple key science-based assessments. We believe that this is the right framework to ensure that our target is consistent with the goals of the Paris Agreement to limit the increase in the average global temperature to 1.5°C above pre-industrial levels given the nature of our emissions. We intend to work with a third party to confirm our alignment in the coming months.

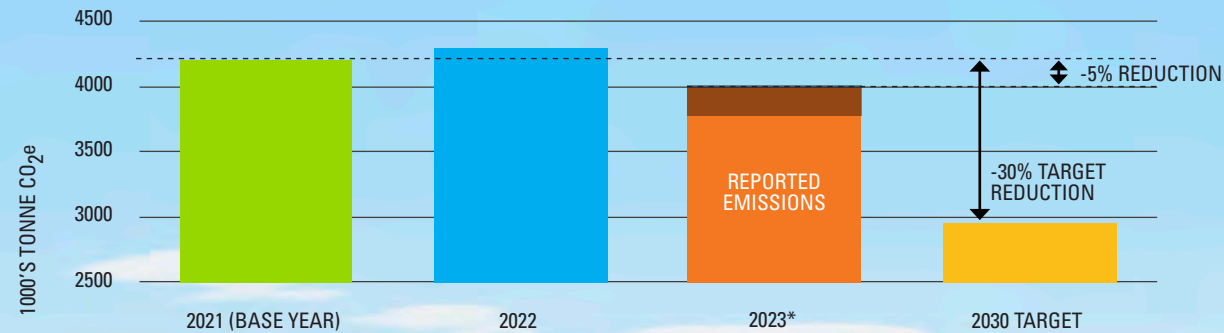


PROGRESS ON OUR GHG REDUCTION GOAL

Figure 1 shows our progress toward achieving our updated scope 1 and 2 emissions reduction target, while Figure 2 shows the breakdown of our reported 2023 emissions. In 2023, we recalculated our base year (2021) scope 1 emissions (in accordance with the GHG Protocol) to ensure consistency between the most current reporting year and the base year. Our recalculated base year emissions reflect structural changes for acquisitions and divestitures that we completed between 2021 and 2023, methodology changes in the modeling of landfill gas emissions, updates to activity data and correction of discovered errors.

The emissions reduction pathway in our 2021 and 2022 Sustainability Reports anticipated a 1-2% reduction in emissions by 2023. After accounting for acquisitions and divestitures and other adjustments in 2023, we reduced our scope 1 and 2 emissions by 5% from our 2021 base year emissions, putting us ahead of our anticipated reduction for 2023. A 5% reduction from our 2021 base year emissions represents progress of approximately 17% toward achievement of our updated target.

FIGURE 1: PROGRESS TOWARDS OUR SCOPE 1 AND 2 EMISSIONS TARGET

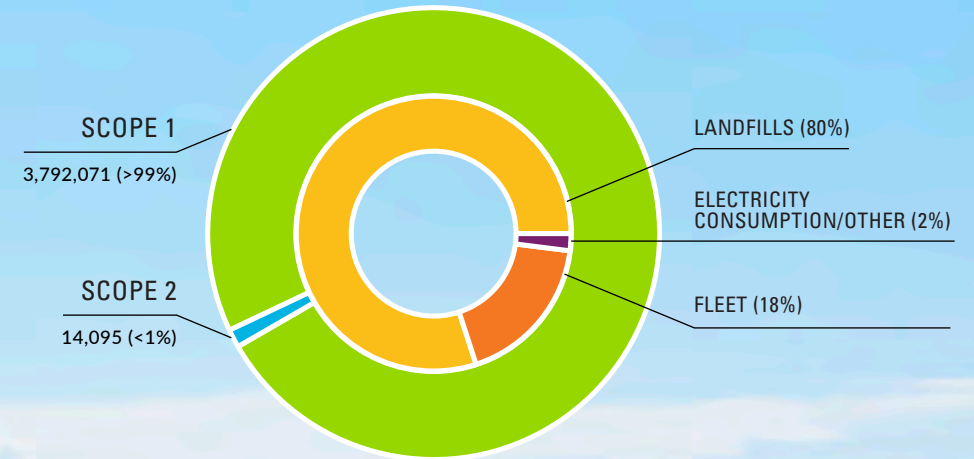


* The darker shaded part of the 2023 bar represents the emissions contribution from acquisitions made in 2023 (net of divestitures) that are not included in our 2023 reported emissions.

Actions taken to achieve our progress to-date towards the reduction of our GHG emissions include:

- Reducing fugitive landfill methane emissions through improvements to gas capture systems at our landfills and investments related to the development of RNG facilities at certain landfills.
- Meeting our goal to have at least 50% of our annual solid waste collection fleet replacements be CNG or alternative fuel vehicles.
- Using RNG to fuel 60% of our U.S. CNG fleet in 2023.
- Purchasing renewable energy (through the purchase of renewable energy certificates or RECs) to offset our total electricity consumption in the U.S.

FIGURE 2: 2023 REPORTED SCOPE 1 + 2 GHG EMISSIONS (tCO₂e)



HOW WE HELP OUR CUSTOMERS

We help our customers achieve their sustainability goals, providing them a range of options to manage their waste streams in a safe, reliable and sustainable manner.



When we divert organic waste from landfill and capture more landfill biogas at our landfills we help our customers avoid the generation of greenhouse gas emissions - primarily methane. Also, when we beneficially use landfill biogas to produce renewable natural gas (RNG) or generate electricity we produce a low-carbon energy that further helps our customers avoid GHG emissions.

3.8 MILLION

MMBtu landfill gas beneficially used

TWELVE MILLION

tonnes of GHG emissions avoided and sequestered (as CO₂e)

1,100 TONNES

of GHG emissions avoided (as CO₂e) per million dollars of sales



OUR IMPACT IN 2023

Our services helped our customers:

Sequester carbon (in landfills) equivalent to growing over 58 million* tree seedlings for

10 YEARS

Avoid GHG Emissions equivalent to taking over

2 MILLION*

gas powered vehicles off the road for 1 year.

* Numbers based on USEPA Greenhouse Gas Equivalencies Calculator: <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator#results>

RECYCLING AND MATERIAL RECOVERY SERVICES

To help meet our goal to increase recyclables recovered at our MRFs by 40% by 2030, we continue to invest in upgrading existing and building new material recovery facilities.

CALGARY, ALBERTA

GFL's new single-stream Material Recovery Facility in Calgary, Alberta (constructed 2023 and commissioned in 2024) has a daily processing capacity of 400 tonnes and an annual capacity of 120,000 tonnes. This state-of-the-art facility integrates technology, including AI-driven robotics and six optical sorters, to efficiently sort a variety of commingled household recyclable materials such as plastics, metal, cardboard and plastic film from various sources including community depots and residential collection.



MAYVILLE, WISCONSIN

Our new single-stream Material Recovery Facility in Mayville, Wisconsin (constructed 2023 and commissioned in 2024) is a leading-edge facility equipped with seven optical sorters and capacity to process over 140,000 tonnes of single stream residential blue box material per year.



MONTREAL, QUEBEC

Planned for commissioning in 2025, GFL's new Material Recovery Facility in Montreal, Quebec will boast a capacity to process over 200,000 tonnes of residential blue box material annually and will be equipped with similar advanced sorting technology found in many of our existing MRFs. This new facility will operate beside our new construction, renovation and demolition sorting facility which is already in operation creating an all-in-one sorting complex serving the recycling needs for residents and businesses in the east end of Montreal and future development plans for the city of Montreal-Est.

MATERIALS RECOVERED AT GFL FACILITIES

	2023 (TONNES)
RECYCLABLE MATERIALS RECOVERED AT GFL MRFS	1,300,862
Fibre	985,431
Plastics	156,318
Glass	81,748
Metals	77,365
RECYCLABLE MATERIALS RECOVERED AT OTHER GFL FACILITIES	572,358
Construction Materials/Wood	548,517
Other	23,841

COMPOSTING FACILITIES

To further support our customers sustainability goals and the communities we serve, we continue to manage, process and divert food waste and other organic materials from landfill.

TRIPLE-S COMPOST, CONROE, TEXAS

GFL's composting operations in Conroe, TX (north of Houston) have diverted over 215,000 tonnes of organic waste including vegetables, fruits, liquids, coffee, tea leaves, green waste, leaves and yard trimmings since being founded in 2017. This facility uses conventional composting methods to create a variety of nutrient-rich, high performance compost products that are used by the landscaping industry across southeast Texas as well as being sold to distributors and wholesalers under the brand name Triple- S Compost. These operations also play an integral role following extreme weather events as a place where storm debris like downed trees can be recycled into various premium mulch blends, helping local communities clean-up and restore their environments.

COMPO-HAUT-RICHELIEU REGIONAL COMPOSTING CENTRE, QUEBEC

Compo-Haut-Richelieu Inc. is a joint-venture between the Municipalité Régionale de Comté du Haut-Richelieu, its 14 municipalities and GFL. As part of this partnership, Matrec-GFL helped develop, and now operates, the Compo-Haut-Richelieu Regional Composting Centre which opened in 2023. This facility, the first composting facility in Quebec with all operations entirely indoors, can process up to 50,000 tonnes a year of organic waste from residential, commercial, institutional and industrial sectors of the Haut-Richelieu and Jardins-de-Napierville regional county municipalities. It will produce approximately 17,000 tonnes of high-quality compost each year. Compost from this facility is distributed to local citizens, municipalities for use in parks and green spaces, landscapers and garden centres and farmers in the region.



RENEWABLE ENERGY PROJECTS AT OUR LANDFILLS

One of our climate related goals tied to helping our customers reduce their GHG emissions is to increase by 2x the beneficial use of biogas from our landfills by 2030 through the development of renewable energy projects at our landfills. These projects convert landfill gas into renewable energy that is used as a direct use fuel for sale in the transportation and other voluntary markets or to produce electricity. Actions required to support the

development of these projects also support our sustainability goal to decrease scope 1 and 2 emissions by 30% by 2030 by reducing fugitive GHGs from our landfills.

Since we released our SAP we have added 4 renewable energy facilities to our portfolio.

ARBOR HILLS LANDFILL

Partnering with OPAL Fuels Inc., GFL's landfill in Arbor Hills, Michigan was commissioned in the later half of 2023.



HICKORY MEADOWS LANDFILL

GFL's RNG facility, located at our Hickory Meadows Landfill about an hour south of Green Bay, was constructed over 2023/2024 and began production in 2024. It is a joint venture project with Archaea Energy - a subsidiary of BP



SAMPSON COUNTY LANDFILL

GFL's second project with OPAL Fuels Inc. at the Sampson County Landfill in Roseboro, North Carolina, was constructed over 2023-24 and commenced production in September 2024.



CENTRAL MISSOURI LANDFILL

In 2023, we also began construction of an RNG Facility at our Central Missouri Landfill in Sedalia, Missouri southeast of Kansas City. This project, which is in the commissioning phase as of the publishing of this report, is 100% owned by GFL.





GFL'S ENVIRONMENTAL INNOVATION PROGRAM

GFL's [award-winning](#) Environmental Innovation Program (EIP) plays a prominent role in helping us achieve our circular economy and climate leadership goals. Our EIP encourages our employees to share their ideas on how to meet our customers' growing demand for sustainable solutions through our Sustainability Value Initiatives (SVIs) and our Greenlight Innovation Workshop.

We have identified four areas to focus on so we can implement the most value-enhancing actions needed to achieve our 2030 circular economy and climate leadership goals. We call these our next generation and incubator SVIs.



Fugitive emissions and energy resource management at our landfills including the use and testing of surface emissions monitoring and data management systems



Customer sustainability pilots that can assist in the understanding of scope 3 emissions and the services we provide to our customers that allow them to reduce these emissions.



Pilot/Use of zero emissions vehicles to understand latest advancements and how they may fit within our overall fleet conversion strategy.



Advanced material recovery to increase rates of recovery and types of materials that can be recovered at our MRFs and improve organics recycling.

The winners of the 2024 Greenlight Innovation Workshop Team Challenge are Todd Smith, Rick Denyes, Jacqueline Sykes and Rich Lagani, for their creative approach for developing tools that will allow our customers to track and monitor their achievement of their sustainability goals through the use of GFL's recycling and material recovery services.



TEAM GREEN

ACHIEVEMENTS



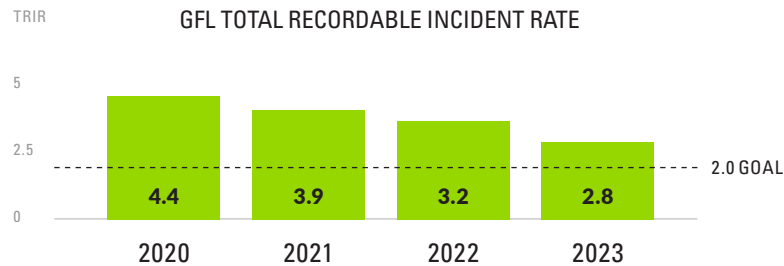
TRIR OF 2.0 OR LESS



INCREASE PERCENTAGE OF WOMEN IN
WORKFORCE ANNUALLY



INCREASE EMPLOYEE RETENTION



12.5% IMPROVEMENT IN 2023 | **3RD** STRAIGHT YEAR OF REDUCTION IN TRIR

4.5%

INCREASE IN
WOMEN IN
WORKFORCE

27%

INCREASE IN
WOMEN IN
MANAGEMENT
POSITIONS

4

*WOMEN IN
WASTE CHAPTERS
LAUNCHED IN
CANADA AND U.S.*

**CONTINUOUS
REDUCTION**
IN VOLUNTARY TURNOVER
FROM 26.2% IN 2022 TO
JUST ABOVE 20%*

LAUNCH
OF GFL
SCHOLARSHIP
FUND**



TRAINING FOR
680+
MANAGERS

COMPLETED
FIRST EMPLOYEE
ENGAGEMENT
SURVEY**

*AS OF THIS REPORT
**LAUNCHED IN 2024

HEALTH AND SAFETY

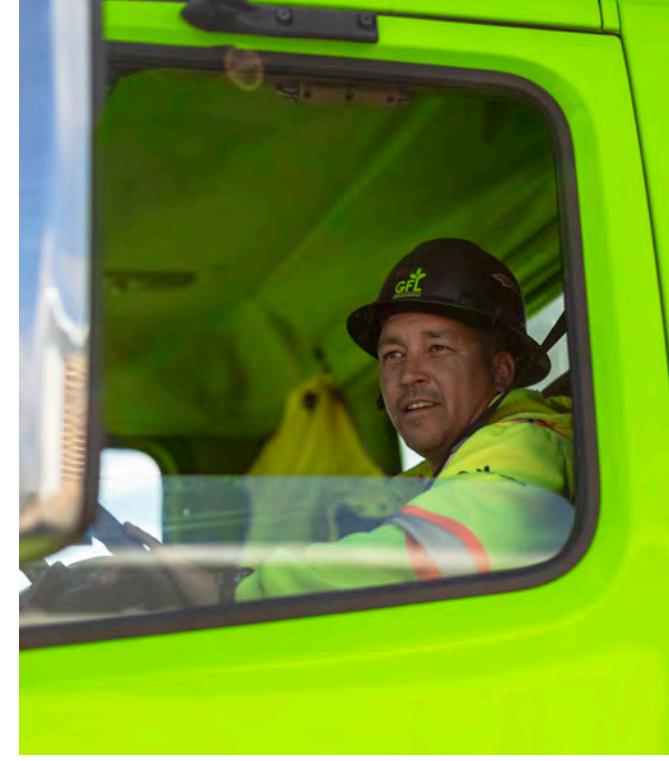
At GFL, the safety of our employees, contractors, visitors, and the communities we serve is our number one priority. [Safe For Life](#) is GFL's in-house, comprehensive health and safety program that, implements our [Corporate Health and Safety Policy](#). Safe For Life is designed and implemented across GFL's operations with a goal to provide our employees with the best-in-class knowledge, training and tools that they need every day to perform their jobs safely and in compliance with all applicable regulatory requirements.

Through our Safe For Life program and the efforts of all of our employees, we lowered our Total Recordable Incident Rate (TRIR) by 12.5% in 2023. This is the third straight year we have lowered our TRIR since issuing our Sustainability Action Plan. This is a great achievement and one that we are extremely proud of.



HEALTH AND SAFETY

Every day our more than 9,000 drivers are the face of GFL to our customers and our communities. Throughout their day, our drivers ensure that they are delivering our services safely and efficiently. Before setting off on their routes each day, our drivers begin their safety procedures with a pre-trip review that includes group safety meetings followed by a vehicle assessment; making sure that they are prepared for their daily route. After completing their day, our drivers complete their post-trip review by completing their route reports, working with our mechanics and assessing their tires and general vehicle condition to ensure that any mechanical issues are identified and addressed. Our drivers' diligence and attentiveness are the cornerstone of our Safe For Life culture.



CELEBRATING OUR EMPLOYEES

We are very proud each time our employees and teams reach a significant milestone or are recognized by their peers for their work and contributions to our industry. Congratulations to these individuals who excel in their role and exemplify what it means to be a part of Team Green.

Nine GFL team members finished in the top 3 categories for drivers, landfill operators and mechanics for the 2024 SWANA's North Carolina Chapter SWANA Road-E-O.



GFL's Environment Health and Safety team in British Columbia received the COR Achievement of Excellence award in early 2024.



GFL's Elizabeth City, North Carolina solid waste collection facility celebrated 5 years personal injury free in 2023.



DARLENE WHELAN

Recognized by the Canadian Occupational Safety as one of the Top Women in Safety for 2024



JILL NASH AND SELIN HOBOY

Recognized by Women in Trucking as one of the Top Women to Watch in Transportation for 2024



JOEL STEINBERG AND ARCHIE DARDEN

Recognized by the National Waste & Recycling Association as 2023 Driver of the Year Honorable Mentions

CULTURE AND ENGAGEMENT

Teamwork is a core value at GFL and is essential to our success. Through our culture and engagement initiatives, we aim to foster awareness and understanding about the value of embracing different perspectives, backgrounds, and experiences, and to create a workplace where everyone's contribution is welcomed and valued.

One of our sustainability goals is to increase the percentage of women in our workforce annually. To help us achieve that goal, in 2024 we expanded our “Women in Waste” (WIW) Employee Business Resource Group (EBRG) to four chapters across Canada and the United States. Our WIW EBRGs work to create a supportive community for employees to share their experiences and foster their career growth at GFL.

Training also continues to be a key part of our culture and engagement strategy across GFL. In 2023, over 200 of our management employees attended training to enhance communication, and foster better collaboration and understanding of managing our workforce.



COMMITMENT TO A LIVING WAGE

We offer competitive wages and benefits to our employees in all of our markets. We continue to implement market-by-market reviews of our compensation structure and remain committed to ensuring that our employees are paid a living wage in their market area.



LEARNING AND DEVELOPMENT

Ensuring that we are building the next generation of leaders at GFL is critical to our continued success and also an important component to helping us achieve our goal to increase employee engagement.

In 2023, we continued our change management sessions providing training on a variety of topics including time management, coaching and mentoring and relationship building to over 440 and 680 employees in management positions in 2023 and 2024 respectively. GFL's Learning and Development team is also focused on providing foundational supervisor training and launching an in-person pilot program in 2024 to build the supervisory skills needed to successfully manage and motivate a diverse workforce from social awareness to delegating efficiently.

GREEN LEAF SCHOLARS PROGRAM

Fulfilling a commitment in our Sustainability Action Plan, we have developed and launched this year, GFL's Green Leaf Scholars Program, a new scholarship initiative exclusively tailored for the dependents of our full-time employees who want to continue their education in a college, trades, university, or vocational school program.

This scholarship recognizes and rewards our employees' dependents who demonstrate strong academic achievement and community or extracurricular involvement, by providing them with financial support to pursue their trade or education. In 2024, we awarded 25 individual scholarships totaling over \$75,000 to recipients across Canada and the United States. We congratulate all our 2024 award winners and look forward to continuing this program for years to come.

GFL'S LEARNING HUB

To support employees across our footprint, we launched the GFL Learning Hub to be our new online learning management system, designed to empower and engage a wide range of employees by provided learning resources, tools and training. The Learning Hub supports both e-learning and in-person training sessions that offer flexible options to meet the needs of different teams and employee groups.





ABOUT
THIS REPORT

CEO MESSAGE

AT A GLANCE

CIRCULAR ECONOMY &
CLIMATE LEADERSHIP

TEAM GREEN

ENVIRONMENTAL
STEWARDSHIP

COMMUNITIES

ENVIRONMENTAL STEWARDSHIP

ENVIRONMENTAL STEWARDSHIP

Environmental Stewardship includes not only our commitment to climate leadership but also to ensuring that our employees use their extensive expertise to manage all of our customers' waste streams and those generated by our own operations responsibly and in compliance with applicable laws. As part of our Sustainability Action Plan, our environmental stewardship goals ensure that we will continue to provide our extensive range of environmental solutions safely and reliably.

Our [Corporate Environmental Policy](#) establishes our commitment to environmental protection and continuous improvement through our comprehensive [Environmental Management System \(EMS\)](#).

Built on the principles of the U.S. Environmental Protection Agency's Compliance Focused EMS, GFL's EMS ensures that our employees know what is required to operate in compliance with applicable environmental requirements and provides the tools they need to anticipate environmental issues before they develop. The framework for our EMS is modelled after ISO 14001.

RESPONSIBLE LANDFILL MANAGEMENT

GFL's landfills also play a critical role in ensuring the fully-regulated disposal of municipal solid waste (MSW), industrial wastes, construction and demolition debris (C&D) and special solid wastes in compliance with applicable environmental regulations.

GFL's disposal facilities, including our landfills, also provide communities with the resources they need to ensure the safe disposal of the large volume of waste materials generated by extreme weather events.

Many of our landfills have sophisticated monitoring systems to ensure that the engineering technologies in place are working as they should to protect the environment. These monitoring systems include systems or sampling programs that monitor odor, surface and groundwater, leachate and landfill gas.

The engineered methods used at many of our landfills that are designed to protect the environment include:

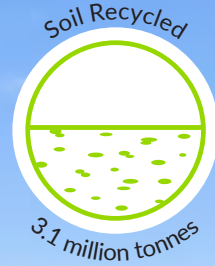
- Impermeable High Density Polyethylene (HDPE) cell lining systems to prevent landfill gas from migrating off-site and create barriers to protect groundwater.
- Leachate collection and treatment systems to collect leachate to be transported to licensed off-site treatment facilities or directed to on-site treatment plants.
- Landfill gas collection systems to direct landfill gas for treatment through thermal oxidation at flares or to gas processing plants for beneficial use. These treatment methods help to reduce odors as well as limit the release of GHG and non-GHG emissions.
- Daily and final cover to contain waste in place, minimize water infiltration, reduce fugitive landfill gas emissions and prevent vermin.
- Stormwater management systems to prevent stormwater runoff from contacting landfilled waste materials.



ENVIRONMENTAL SERVICES

GFL's Environmental Services Division supports a more circular economy and cleaner environment by remediating soil and diverting waste from landfill, refining used motor oil into new products, and recycling anti-freeze for reuse.

Through our Environmental Services division we processed and recycled over 3 million tonnes of soil, more than 300 million litres of used motor oil and antifreeze, and treated over 1 billion litres of wastewater, a 13% increase over 2022.



CASE STUDIES

LITHIUM BATTERY FIRE CLEANUP - MONTREAL, QUEBEC

GFL Emergency Response Teams have been watching the growth in the lithium-ion industry and taking steps to prepare to assist our customers with emergencies involving these batteries. Our teams have taken specialized training and worked to create relationships with manufactures, first responders, carriers and field experts to position ourselves to safely respond to incidents involving Lithium-ion batteries.

In late summer 2024, we had the opportunity to put our preparation into practice when a shipping container of industrial-sized lithium-ion batteries located in Montreal, QC caught fire. GFL Emergency Response quickly responded to manage the contaminated runoff and integrated our efforts with local fire and environmental authorities and the customer. Once the fire was extinguished, GFL Emergency Response, alongside our specialty partners, faced the complex task of assessing and cleaning up the severely damaged batteries. The team safely isolated and packaged the batteries, following strict regulations to prevent further reactions.

Thanks to proper training and risk management, GFL completed the cleanup ahead of schedule, allowing operations to resume promptly.

FIRE CLEAN UP RESPONSE - GREATER TORONTO AREA

GFL Emergency Response was called to handle a fire incident for a customer in the Greater Toronto Area that also involved managing runoff due to firefighting activities at the site.

The GFL team worked with federal, provincial, and municipal agencies to develop response strategies and set up barriers to contain the contaminants. They mobilized extensive resources, including vacuum trucks and frac tanks, and coordinated support from various GFL divisions. Two operations centers were established and staffed around the clock to manage the extensive cleanup across 19 kilometers of waterways.

Throughout the operation, GFL maintained a strong focus on safety, achieving zero lost time injuries with over 10,000 working hours. The success of the operation was due to GFL's effective management and commitment to minimizing environmental impact.



BIODIVERSITY AND NATURE CONSERVATION

As part of our commitment to certify at least 10 nature conservation or protection projects at our facilities by 2025, we have partnered with the [Wildlife Habitat Council \(WHC\)](#) and begun the process to certify five sites in our footprint.

At many of our landfills, our employees work to conserve and protect the natural environment with the adoption of sustainable land management practices, conservation initiatives, and collaboration with local communities.

GFL'S MALLARD RIDGE LANDFILL

GFL's Mallard Ridge Landfill in Delavan, Wisconsin includes surrounding woodlands, wetlands areas, and restored prairie areas. GFL site staff along with our partners work diligently and in compliance with all outlined recommendations for restoration and enhancements of these biodiversity areas.

GFL'S FORT BEND LANDFILL

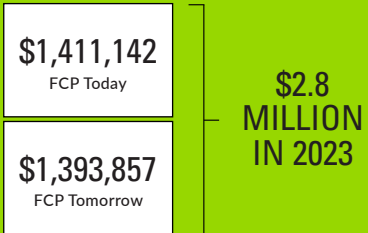
GFL's Fort Bend Landfill in Houston, Texas supports the management and monitoring of a wetland conservation area. This area is home to a variety of native species from birds to reptiles that depend on the habitat for food and shelter. GFL proudly works with species management organizations like the Texas Parks and Wildlife Department to provide a healthy habitat and ecosystem for local wildlife to thrive.



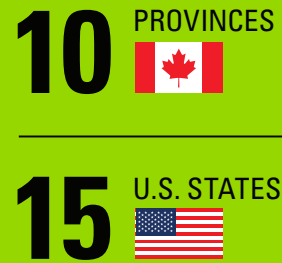
OUR COMMUNITIES



ACHIEVEMENTS



200+ FCP PROJECTS AT 117 BRANCHES



GFL has entered into a \$2 million long-term partnership with Shelter Movers over the next five years, whose mission is helping people leaving abusive situations.



GFL has committed \$80,000 to help Whistler Adaptive achieve their mission of removing barriers to adventure for people with disabilities and neurodiversity.

COMMUNITY INVOLVEMENT

GFL actively engages with the communities it serves through various initiatives aimed at promoting environmental sustainability, education, and community development. Some key initiatives include:

ENVIRONMENTAL EDUCATION PROGRAMS

GFL collaborates with schools, colleges, and community organizations to develop and deliver environmental education programs. These programs raise awareness about waste management, recycling, and sustainability practices, empowering individuals to make environmentally conscious choices.

COMMUNITY CLEAN-UP EVENTS

GFL organizes and sponsors community clean-up events, mobilizing volunteers to remove litter and debris from public spaces. These events not only enhance the aesthetic appeal of communities but also contribute to environmental conservation and wildlife protection.

SUPPORT FOR LOCAL NON-PROFITS

GFL supports local nonprofits and charitable organizations that focus on environmental conservation, community development, and social welfare. Through financial and volunteer contributions, and in-kind donations, GFL strengthens the capacity of these organizations to address community needs.

PARTNERSHIPS WITH INDIGENOUS COMMUNITIES

GFL collaborates with Indigenous communities to develop tailored environmental solutions that respect traditional knowledge and cultural values. These partnerships prioritize community consultation, economic empowerment, and environmental protection, fostering mutual respect and collaboration.

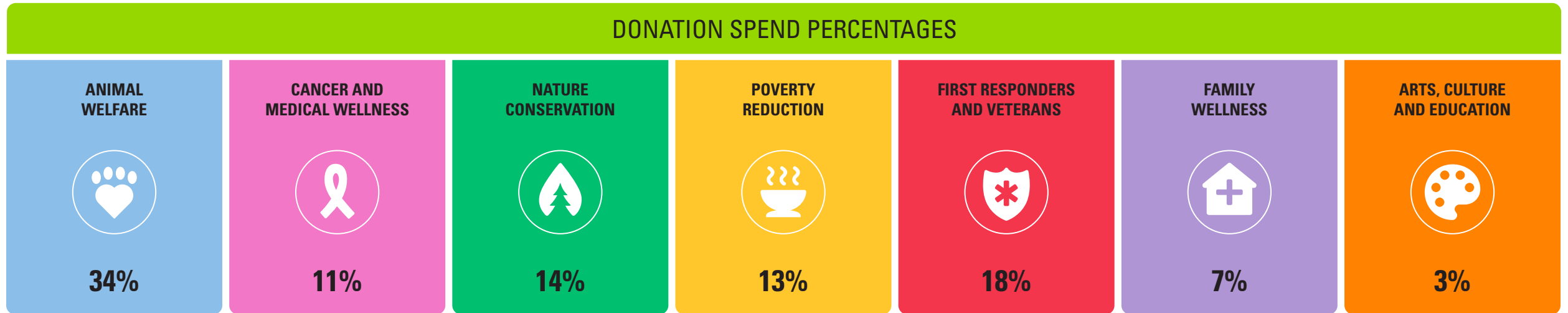


THE FULL CIRCLE PROJECT



Supporting local charities in the communities where we work and provide our services is an important part of GFL's commitment to our communities. In 2023, we provided \$2.8 million in donations for over 200 projects to local charitable organizations through our signature Full Circle Project charity giving program.

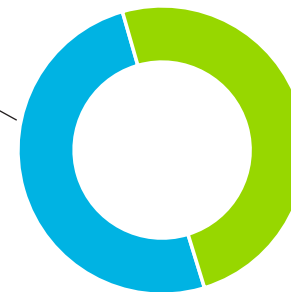
As part of our overall giving strategy, the Full Circle Project (FCP) supports local charities in 7 categories of charitable giving. Our customers are encouraged to vote for their charity category of choice to determine where a portion of our donations are directed. Our employees then identify local charities in these categories to receive a donation from GFL and for employees to volunteer their time.



In 2023, we updated the structure of FCP program. FCP Today grants are focused on developing local, high-impact partnerships that meet the communities' needs of today. These are the projects that are nominated by our employees at our local branches who identify charities in their communities that they want GFL to partner with. FCP Tomorrow grants are larger, longer-term partnerships that help communities meet their needs of tomorrow. These partnerships are generally larger multi-year projects that focus on providing the funds that charities need for longer-term growth.

\$1,411,142

FCP Today



\$1,393,857

FCP Tomorrow

Through both of these programs, FCP will continue to support local charities and help communities' needs today and ensure a prosperous future for tomorrow.

THE FULL CIRCLE PROJECT



BROWN BAGGING FOR CALGARY'S KIDS - CALGARY, ALBERTA

GFL donated \$5,000 to help support BB4CK's 30 kitchens which are located across Calgary. The GFL team helped to make nutritious lunches and deliver them to students at local schools.



MAKEWAY CHARITABLE SOCIETY - SQUAMISH, BRITISH COLUMBIA

GFL Squamish team provided a \$5,000 donation that went towards funds and supplies for Indigenous youth scientists and volunteers. In addition, the team volunteers were trained to locate herring eggs and test their quality.



POWER BOOK BAGS - KALKASKA, MICHIGAN

GFL provided a \$5,000 donation to help distribute literacy materials to children in Northern Lower Michigan. The GFL team helped assemble book bags for elementary school students.



EPIC FOUNDATION - PEORIA, ILLINOIS

The EPIC Foundation works to help individuals with intellectual and developmental delays to achieve their goals and live their lives to the fullest. GFL provided a \$5,000 donation and volunteered in their greenhouse garden to plant 1,000 seedlings.



FOOD ON FOOT FOUNDATION - MORRISTOWN, TENNESSEE

Food on Foot provides food, toiletries and backpacks filled with school supplies to children and families in need in the Tennessee Lakeway Area. GFL provided a \$5,000 donation towards providing meals to children.



PLATYPUS ADVENTURES - GREENVILLE, SOUTH CAROLINA

GFL team members donated \$5,000 and volunteered as "buddies" and helped at stations during the Tri My Best Triathlon, an annual event for children and youth with disabilities.

EMPLOYEE SUSTAINABILITY COMMITTEES

In 2023, GFL's Employee Sustainability Committees (ESCs) thrived across North America, engaging our employees and local communities through volunteering and goodwill efforts. Team Green is focused on taking action to make a difference at our workplaces and beyond by supporting our sustainability goals and providing educational resources through our ESCs. We continue to work towards our goal to have 18 ESCs by the end of 2025.

PEIDMONT, SOUTH CAROLINA

The Piedmont, SC Committee planted a fall vegetable garden at their facility, giving all employees access to fresh vegetables straight from the garden.



DETROIT, MICHIGAN

The Michigan Committee volunteered with The Greening of Detroit to assist with planting, weeding, harvesting and site cleanup at the Lafayette Green Es Urban Garden in Detroit. The Greening of Detroit is a non-profit organization whose mission is to inspire the sustainable growth of healthy urban community through trees, green spaces, healthy living, education and job opportunities.



TORONTO, ONTARIO

In support of World Cleanup Day, the Vaughan Committee hosted a cleanup event at two local community parks, supporting their local community and coming together as a team to make the community a little "greener".



PARTNERING WITH INDIGENOUS COMMUNITIES

When we partner with indigenous communities our primary focus is to establish long-term, mutually beneficial relationships. Our collaborative approach is guided by three key goals:

ENVIRONMENT	PEOPLE	BUSINESS
<p>We have a shared focus of taking care of the environment and the land that we live on.</p>	<p>We look to engage in activities that support employment opportunities for Indigenous peoples at GFL, promote education, and provide increased awareness of Indigenous history, culture and values.</p>	<p>We seek to create business opportunities for our Indigenous partners and support for Indigenous businesses.</p>



GWAWAENUK FIRST NATION

The GFL Chemainus, BC, team had an opportunity for the first time to service remote Indigenous communities located on the islands off the west coast of British Columbia. The GFL team organized all equipment to successfully service the community which included Gwawaenuk First Nation. Our team acted with the highest respect for the land, the community and their ancestors.



PEEPEEKISIS CREE NATION

GFL and Peepeekisis Developments Ltd. (PDL), the economic development board for the Peepeekisis Cree Nation in Saskatchewan, have signed a partnership agreement to develop business interests together while creating long-term jobs for youth and caring for the Peepeekisis traditional lands. Through extensive engagement and open communication GFL and the Peepeekisis Cree Nation are excited to collaborate to create a promising future for the community and its members.



Green Today. Green For Life. | gflenv.com