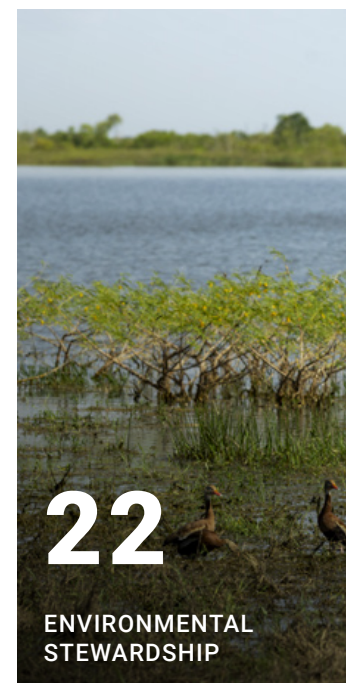
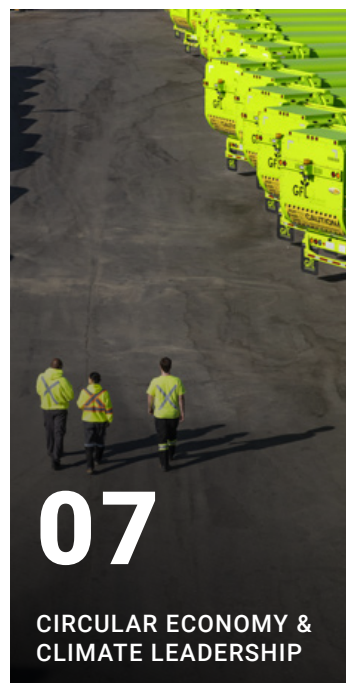
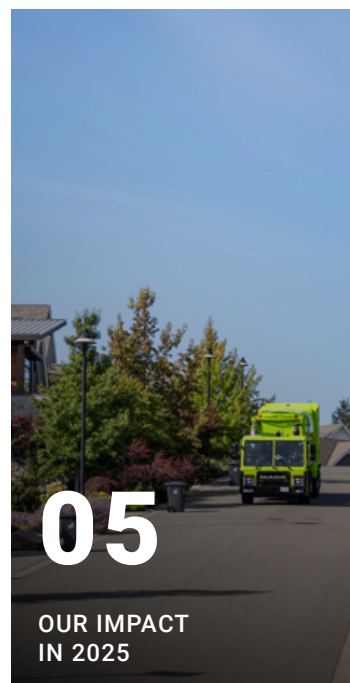
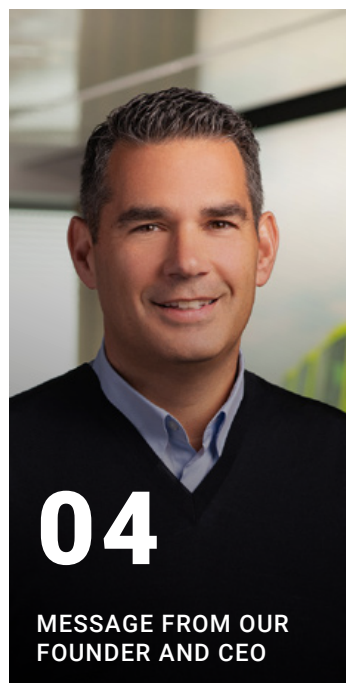
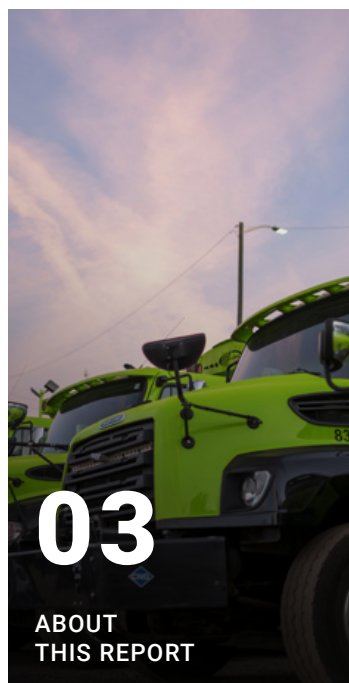




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This Sustainability Report provides information on GFL Environmental Inc.'s (GFL) sustainability performance, initiatives and data for the calendar year 2025 unless noted otherwise. It aligns with certain elements of the Global Reporting Initiative (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). The report covers all of our operations across both the United States and Canada, with all financial information presented in Canadian dollars, our financial reporting currency. The Circular Economy and Climate Leadership section of this report provides a summary of our performance against our climate-related goals. Additional climate-related information can also be found in our [2025 Climate Report](#). Estimates and calculations related to GFL's greenhouse gas (GHG) emissions inventory have been 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 2025 limited third party assurance statement for our scope 1, 2 and 3 GHG emissions is available [here](#).

SUBSEQUENT EVENTS AND IMPACTS ON THIS REPORT

Beginning with our reporting for the 2025 calendar year, our disclosures exclude information regarding the Environmental Services business, including the soil remediation sites and operations, that were divested effective March 1, 2025. Where noted, certain metrics in prior periods have been re-presented for consistency with the current period presentation. For more information on the divestiture of Environmental Services please refer to [GFL's 2025 Annual Report](#).

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, recycling, nature conservation initiatives, health and safety goals, employee matters including engagement, retention and living wage initiatives, 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 2025 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

Green Today, Green For Life is more than our tagline—it is what drives our more than 15,000 employees every day to provide our customers with the diverse environmental solutions they need. In our 2025 Sustainability Report, we celebrate the Sustainability Action Plan goals and targets that we have achieved and the relentless dedication of Team Green that makes these achievements possible.

On the cover of this year's report, we're proud to feature some of the team that support our collection contracts awarded under Extended Producer Responsibility (EPR) programs in Ontario, Canada and their new compressed natural gas (CNG) powered collection fleet. In 2025, we continued to invest in scalable recyclables collection and processing infrastructure to support EPR programs being rolled out across Canada. Alongside our investments in CNG powered vehicles to collect recyclables, we are investing in new Material Recovery Facilities (MRFs) and extensive upgrades to existing MRFs that incorporate the latest AI-powered sorting technologies. These investments contributed to the 11% year-over-year increase in recyclables processed at our MRFs while also delivering outsized financial returns.

With all four of our constructed renewable natural gas plants operating throughout 2025, we realized our highest RNG production year to date, achieving a 1.4x increase in the beneficial use of landfill gas from our landfills compared to 2021. We are continuing to advance RNG projects at select landfill sites across our footprint that will further support achievement of our goal to increase our beneficial use of landfill gas by 2x by 2030.

At the same time, in 2025, we meaningfully accelerated our progress toward achieving our fleet decarbonization goals. We exceeded our 50% target of annual vehicle replacements with CNG-fueled vehicles, almost doubling the percentage of our solid waste fleet that is run on CNG compared to 2021 levels. In addition, 93% of our U.S. CNG fleet is now powered by Renewable Natural Gas (RNG), surpassing our target of 85%, a full five years ahead of our 2030 target date. Beyond lowering greenhouse gas emissions and reducing reliance on fossil fuels, converting our CNG

fleet to RNG creates a powerful closed-loop operating model: RNG generated at our landfills directly powers our collection trucks, unlocking financial and environmental value at both our landfills and in our fleet.

Operational excellence is inseparable from the safety and well-being of our employees. Our investments in our health and safety programs have resulted in the reduction in our Total Recordable Incident Rate (TRIR) by nearly half since 2021. Our targeted employee engagement programs have reduced our voluntary turnover rate to below 19%—a more than 3% improvement over 2024, and keeping us on track to achieve our mid-teens target by 2028. As we described at our investor day conference last year, these meaningful improvements to our safety performance and employee retention are key to our continuing strong financial performance.

To foster innovation from the ground up, this year we launched the AI Innovation Challenge as part of our expanded Greenlight Innovation Program, encouraging Team Green to develop practical solutions to daily operational challenges across our operations.

Daniel Emerson, the winner of our inaugural challenge, created an AI-based system that enhances efficiency in our maintenance shops. To support the network-wide rollout of his innovation, Daniel has now transitioned to a role in our IT department—a standout example of how grassroots ideas advance both operational efficiency and career growth at GFL.

I could not be prouder of all that we have accomplished so far or more positive about the future of GFL. I want to thank every member of Team Green for their contributions to our success and our shareholders for their continued trust as we work to build the future of GFL together.

Patrick Dovigi
Founder and Chief Executive Officer
GFL Environmental Inc.

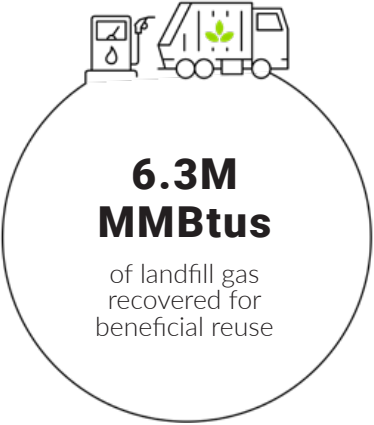
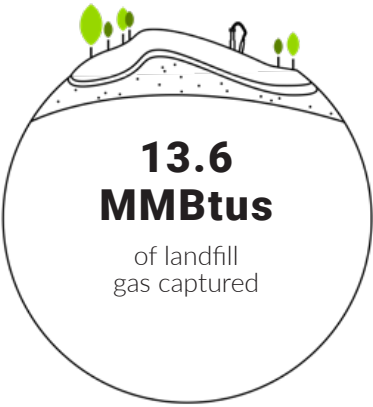


OUR IMPACT IN 2025

Read more →

OUR IMPACT IN 2025

In 2025, our operations helped avoid GHG emissions equivalent to removing 1.7 million cars from the road for a year, and sequestered carbon equivalent to 66 million trees growing for 10 years.



OUR SUSTAINABILITY ACTION PLAN

Our Sustainability Action Plan is our roadmap to achieve our vision to be Green For Life and has three core objectives:

- 1 Enable our customers’ decarbonization strategies:** We provide waste diversion and reuse solutions and a reliable supply of high-quality recycled materials. These services directly support our customers in their transition from a ‘take-make-waste’ extractive economy to a more circular one, substantially reducing their need for virgin materials, and helping to lower their GHG emissions.
- 2 Reduce our own GHG emissions:** We are committed to an achievable and transparent GHG reduction goal for our own operations. Applying our award-winning Hybrid GHG Emission Reduction Strategy, we have set a target for an **absolute reduction of 30% in our scope 1 and 2 GHG emissions** by 2030 from our 2021 base year.
- 3 Increase the sustainability innovations generated by our employees** through investments in our employees and our entrepreneurial culture.

Our Sustainability Action Plan continues to evolve, as we do. To guide our progress our Plan sets specific goals, targets and commitments. Since we first established these, we have achieved goals ahead of schedule, updated targets to reflect what we have learned, and continue to build the operational infrastructure we need to meet our 2030 commitments.

Every milestone we achieve serves as a new baseline for what Team Green can accomplish. By demonstrating what is possible within our operations today, we gain the clarity and confidence to set new and equally ambitious targets for tomorrow, ensuring that our growth and our environmental responsibility remain tied.

This report highlights the progress on our Sustainability Action Plan we delivered in 2025. Additional comprehensive climate-related details are available in our [2025 Climate Report](#).



CIRCULAR ECONOMY & CLIMATE LEADERSHIP



Read more →



Our Circular Economy and Climate Leadership goals to be achieved:



An absolute reduction in our Scope 1 and 2 Emissions by 30% by 2030



Increase the beneficial use of biogas generated by our landfills by 2x



Increase recyclables recovered at our material recovery facilities (MRFs) by 40%

CIRCULAR ECONOMY & CLIMATE LEADERSHIP

As our customers’ needs and the regulatory frameworks in which we operate evolve, we continue to invest in the infrastructure and innovations that advance our ability to recover more value from the materials we manage. These investments help our customers advance their sustainability goals while expanding our service offerings, improving operational efficiency, and creating long-term shareholder value.

IT ALL STARTS WITH OUR COLLECTION OPERATIONS

Our bright green collection trucks are our most visible asset. They are also the first point of connection to our customers but are only the first step in a much larger, interconnected materials recovery system that we provide for our customers.

With the significant investments we have made in our recycling infrastructure, we efficiently manage the full lifecycle of the materials we collect, allowing us to increase recovery rates and improve the quality of the materials we recover. From curbside collection of recyclables, to consolidation of collected materials at our transfer stations, to high-tech sorting at our material recovery facilities (MRFs) and finally to supplying sorted commodities back to materials markets to be converted into new materials, we do it all. Supporting this critical value chain gives us a distinct operational advantage. We have both the infrastructure and the experience needed to operate complex and accountable recovery systems like Extended Producer Responsibility (EPR) programs that are being rolled out across Canada.

By providing end markets with high-quality recyclables, we are also leading the transition to a more circular economy; reducing the need for virgin material, keeping waste out of landfills, and lowering greenhouse gas emissions.

We continue to work with policymakers and our customers to ensure that we have the recovery systems in place that support their circular economy goals.

INFRASTRUCTURE INVESTMENTS THAT DRIVE RESOURCE RECOVERY

Our MRFs are a key part of the integrated infrastructure that we have built to support our customers' decarbonization strategies, alongside our specialized recyclables collection operations.

In 2025, we:

- 1

Recovered 10% more recyclables at our MRFs than we did in 2024
- 2

Increased by 19% the volume of recyclables we recovered at our MRFs over our 2021 base year



Our progress to date reflects our continued strategic investments in our recycling infrastructure including in a new MRF in Edmonton, Alberta, and retrofits to three existing MRFs in Ontario, Quebec, and Manitoba, Canada. These investments increased our processing capacity and recovery efficiency, **adding 170,000 tonnes of net new processing capacity to our MRF footprint.**

These strategic enhancements give us the infrastructure required to process additional volumes of collected recyclable materials under new contracts we were awarded to support recycling programs in Alberta, Ontario, and Quebec, Canada.

GFL's circular economy initiatives extend beyond our MRFs. Since 2021, recovery volumes at our non-MRF facilities have also grown by more than 50%, contributing to a nearly 30% increase in total recovery across GFL.

THE PEOPLE BEHIND OUR SUCCESS: OUR SOUTHEASTERN ONTARIO OPERATIONS TEAM

We are proud of the operations teams that drive our success every day. In 2025, our Southeastern Ontario Operations team successfully planned and rolled out the implementation of new recycling collection contracts awarded to support EPR programs. Operation leads Dave Vieira and Christopher Demaria, pictured here with frontline employees, credit the successful rollout to their dedicated teams who work to ensure that recyclable materials are reliably collected every day.

The successful rollout was the result of two years of advance planning, involving nearly 60 GFL employees. Sophisticated route design was required to ensure that 1,000 to 2,000 single family and multi-residential households were serviced each collection day. We also hired and trained over 200 new drivers on our systems and deployed over 400 new compressed natural gas (CNG) trucks, including 131 trucks assigned to service households throughout the Greater Toronto Area.

Chris and Dave lead by example, and live GFL's core values, emphasizing the importance of safety, teamwork and customer service as the keys to the successful implementation of this large-scale initiative. 🌱

From left to right: Gursimrandeep Singh Sidhu, Miguel Arias, Ryan Nicholson, Jin Liu, Tobec Nwachuckwu, Christopher DeMaria, Michael Bloomfield, Jim Nadew, Azad Razack, Dave Vieira.



GFL'S AWARD-WINNING BATTERY COLLECTION PROGRAMS IN BRITISH COLUMBIA

In addition to our company-wide initiatives, we are driving our commitment to environmental stewardship at a local level. Earlier this year, our Squamish and Victoria operations in British Columbia were honoured as recipients of the **Call2Recycle Canada 2025 Leaders in Sustainability Award** for their achievements in collectively recovering over 14,600 kg of batteries (approximately 32,000 pounds or the equivalent of about 630,000 household batteries diverted from landfills).

This program successfully **diverted batteries discarded by households from the collection and disposal system**, where they

can create fire hazards. Instead, it ensured that the collected batteries were responsibly recycled back into the supply chain for reuse.

Our Squamish facility is also pioneering the first residential curbside battery collection service in British Columbia in partnership with Call2Recycle Canada. The program allows residents to place sealed, clear bags of batteries and other small electronics on top of their recycling totes for collection.

The success of these programs is rooted in our employees' dedication to meeting our customers' needs. Our teams identified that recycling is more effective when we provide residents with convenient, one-stop solutions. 🌱

THE FUTURE OF RECYCLING: GFL IS LEADING THE WAY

New Edmonton MRF

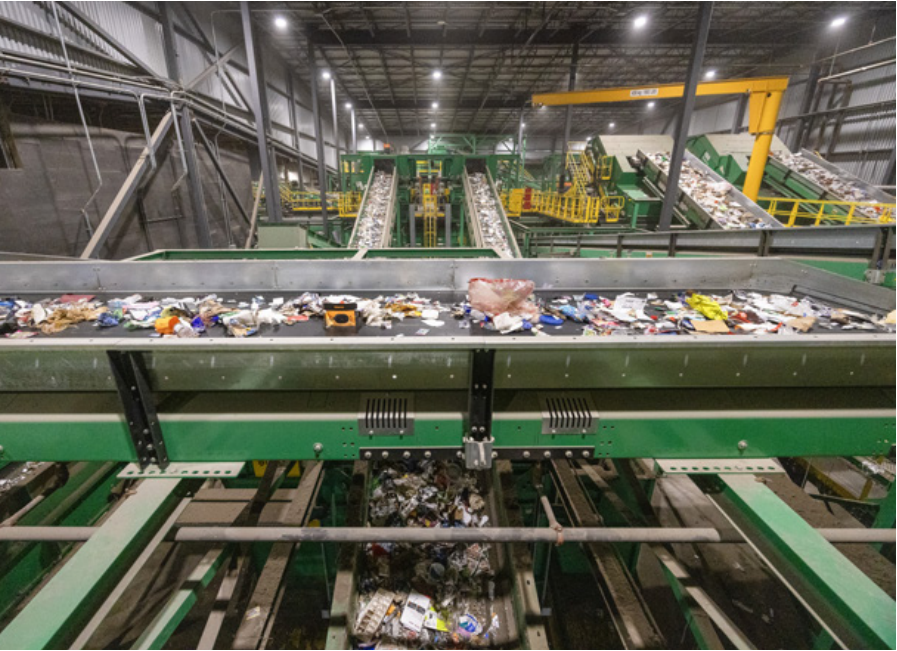
Opened on March 31, 2025, our new, state-of-the-art MRF in Edmonton, Alberta is equipped with advanced optical sorters for both fibre and plastic materials, high-production baling technology, and an automated system that breaks down the blue bags in which residential recyclables are collected in this market. This facility highlights our capability to work with our suppliers to design modern facilities that address specific local recycling requirements to produce high-quality recovered materials for resale.

Arrow Road Material Recovery Campus Retrofit and Expansion

We also completed a major retrofit and building expansion of our Arrow Road Material Recovery Campus to substantially increase the facility's processing capacity and support the requirements of

our EPR-related processing contracts in the Greater Toronto Area, Ontario. We expanded the facility's operational area and upgraded our technology with the latest state-of-the-art equipment including AI-powered optical sorters. These sorters capture high-value materials at greater speeds, ensuring the effective recovery of traditionally challenging inputs, such as flexible plastic packaging and black plastics.

Our newly retrofitted and expanded Arrow Road Material Recovery Campus consistently meets the recovery targets required under our 10-year EPR processing contracts while demonstrating our leadership in facility design to meet the needs of today's sophisticated material recovery programs. 🌱



ORGANICS MANAGEMENT

ADVANCING ORGANICS RECOVERY AND DRIVING A CIRCULAR ECONOMY

Our organics management facilities play a vital role in diverting organic materials like food and yard waste from landfills and turning them into a valuable resource. The process starts with the specialized, source-separated organics collection services that we provide for our customers. Our dedicated facilities then transform the collected materials into premium compost and soil amendment products used by the agricultural and landscape sectors, as well as by local residents for their home garden needs.

Our facilities **diverted over 370,000 tonnes of organics from landfill in 2025**, mitigating the release of approximately 3,000 tonnes of methane from the atmosphere. That’s equivalent to powering 12,000 homes with electricity for one year.

DELIVERING BEST-PRACTICE COMPOST MANAGEMENT TRAINING

Through our continued partnership with the Compost Council of Canada (CCC), we deliver advanced training and best practices in the management of compost facilities to other participants in the industry, including municipalities.

This collaboration with the CCC has supported the development of the SWANA BC Compost Operator Training Course to provide hands-on training to participants in the specific regulatory design and operational requirements for compost facilities in British Columbia. Since 2022, GFL has provided training to over 70 attendees across four annual sessions, with more than 40 individuals taking the certification exam. In 2025, we expanded the program to deliver training to 88 attendees. 🌱

TRANSFORMING WASTE INTO A RESOURCE



GFL Organics
Collection



GFL Organics
Facility



Nutrient-Rich
Soil

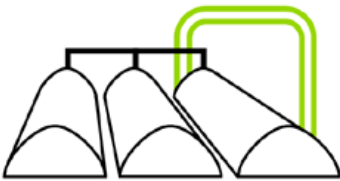
STEP 1

Food & Yard
Waste Collection



STEP 2

Organics
Processing



STEP 3

Premium Soil Amendments For Use
In Agriculture and Landscaping



INCREASING THE BENEFICIAL USE OF LANDFILL GAS

WASTE TO RESOURCE LEADERSHIP

Collecting and converting landfill gas into renewable natural gas (RNG) is key to the achievement of our climate leadership and circular economy goals.

Our landfill gas collection and renewable energy facilities serve the dual purpose of reducing our own GHG emissions through the collection and beneficial use of landfill gas, while transforming emissions generated by the natural degradation of waste deposited into our landfills into a valuable, lower carbon fuel source that can be used to fuel transportation vehicles including our own collection fleets. Our investments in these gas collection and RNG processing facilities turns what was historically considered a compliance cost into a new revenue stream from landfill gas, driving shareholder value.

**OVER 6 MILLION MMBtus OF LANDFILL GAS
RECOVERED FOR BENEFICIAL USE**

In 2025, **we increased the beneficial use of landfill gas by 1.4x** compared to our 2021 base year: the highest production year in GFL's history. This increase to **over 6 million MMBtus of landfill gas recovered** for beneficial use reflects our first full year of production at each of the four RNG facilities that have been built and brought online since 2022: Arbor Hills Landfill (Michigan), Hickory Meadows Landfill (Wisconsin), Sampson County Landfill (North Carolina), and the Central Missouri Landfill (Missouri).

Looking ahead, we continue to develop new RNG projects that are expected to come online through 2028.



REDUCING OUR EMISSIONS

In 2025, we reduced our reported total scope 1 and 2 GHG emissions by 5% from our 2021 base year. Our progress is driven by the strategic investments we are making across three emission reduction pillars that make up our overall 30% emission reduction goal:



PILLAR 1

30% reduction in GHG emissions from our landfills. This target is aligned with the Global Methane Assessment.



PILLAR 2

42% reduction in fleet emissions. This target is aligned with the Science-Based Targets initiative (SBTi).



PILLAR 3

100% renewable electricity at GFL-owned facilities. This target is aligned with the International Energy Agency's net-zero pathway.

LANDFILL METHANE REDUCTION

PILLAR 1



We have reduced methane emissions from our landfills by **6%** from our 2021 baseline. This reduction reflects the investments we are making in system upgrades and improvements to our gas collection and leachate collection systems and technology to capture more methane.

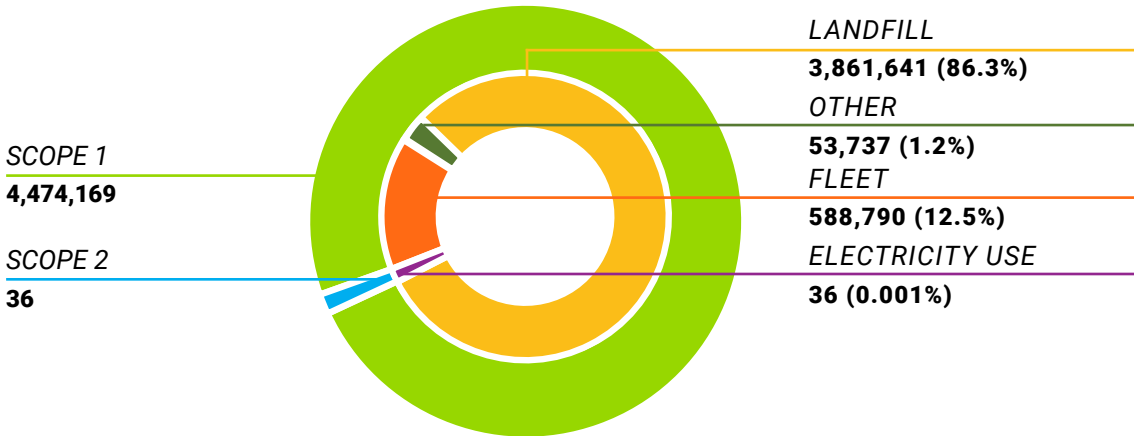
Our ongoing strategy is to prioritize those landfill sites where we are actively developing RNG projects for wellfield investment. Improvements to our wellfields reduce fugitive emissions while also increasing the efficiency of our gas collection systems, capturing more landfill gas to be processed into renewable energy.

OUR AWARD WINNING APPROACH TO REDUCING OUR EMISSIONS

GFL's target to reduce GHG emissions by 30% by 2030 was developed through our award-winning **Hybrid GHG Emission Reduction Strategy**. Our target is derived from the separate science-aligned pathways for the different types of emissions that are generated in our operations described opposite.

In 2025, an independent globally recognized sustainability firm reviewed GFL's targets and concluded that both the targets and our target-setting approach are consistent with the science-aligned pathways in our 3 pillars. The review also concluded that our decarbonization efforts are credible and aligned with a science-based 1.5°C pathway. 🌱

2025 REPORTED SCOPE 1 + 2 GHG EMISSIONS (tCO₂e)



FLEET EMISSION REDUCTION

PILLAR 2



In 2025, CNG fueled vehicles accounted for 78% of replacements for diesel solid waste collection vehicle replacements in our fleet¹. This exceeded our target of 50% of our annual replacements and increased the percentage of our total solid waste collection fleet fueled by CNG across our platform to 28%. This represents a 5% increase from 2024 and is almost double the percentage of vehicles in our fleet that were fueled by CNG in 2021.

Our reported 2025 fleet emissions were 3% above our 2021 base year as a result of growth in our business during this timeframe. Excluding the impact of acquisitions, our fleet emissions remained flat between 2024 and 2025. The progress we have made in transitioning more of our fleet to CNG and increased use of RNG to fuel our fleet has helped to curb additional fleet emissions and is evidence that our strategy is having an impact. Between now and 2030, we will focus additional efforts to expand our use of renewable diesel and biodiesel in the diesel-powered trucks that remain in our fleet and in non-collection diesel-powered vehicles.

To ensure we achieve our SBTi-aligned 2030 goal for our fleet emissions, we will continue to expand the use of renewable diesel and biodiesel in our diesel-powered collection and non-collection fleets and transition more of our Canadian CNG fueled collection trucks to RNG. We are also continuing to refine our fuel data and reporting processes to better understand our fuel use and help identify additional opportunities to reduce emissions across our fleet.

As we continue to grow our business through acquisitions, this creates new opportunities to reduce emissions by integrating acquired fleets and transitioning them to lower-carbon fuels as vehicles are replaced through the normal course of fleet renewal. Our scale and internal expertise also result in better route optimization that improves fuel efficiency in both our CNG/RNG and diesel-powered fleets.

Using lower carbon fuels not only lowers our carbon emissions, it also allows us to qualify to receive government incentives when we use these fuels in our vehicles. These incentives help to mitigate compliance costs in those jurisdictions that impose a carbon tax on our fossil fuel use.

SOURCING RENEWABLE ELECTRICITY

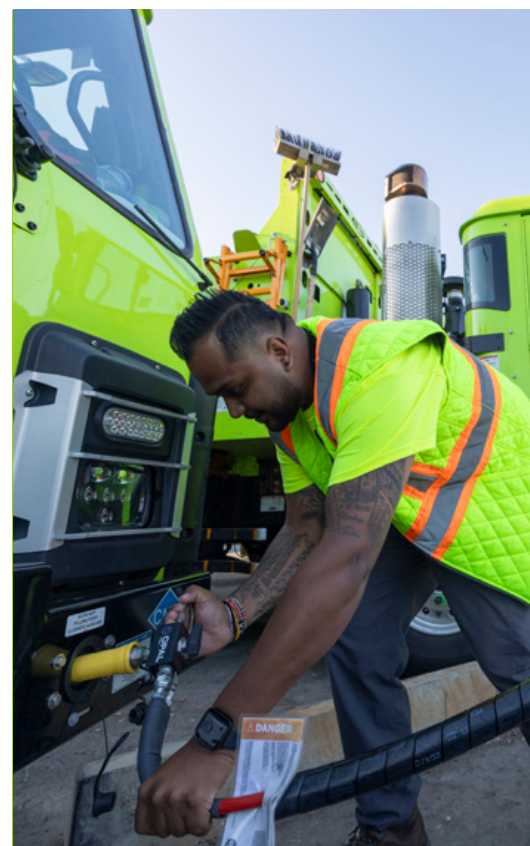
PILLAR 3



We are proud to have achieved **87% renewable electricity use at our facilities in 2025. This is more than double our renewable electricity use in 2024**, bringing us within reach of our ultimate goal of 100% renewable electricity usage at our facilities by 2030.

ENERGY SAVING AT OUR FACILITIES

The modernization of 107 LED light fixtures at our facility in Cheboygan, Michigan, resulted in a **64% reduction in the site's energy consumption** and an **emissions avoidance of 32 metric tonnes of CO₂e annually**. This is our latest strategic LED lighting pilot project and another example of our continuing energy efficiency improvements. 🌱



FLEET DECARBONIZATION: USING RNG TO POWER OUR COLLECTION FLEET

In 2025, 93% of our U.S. CNG collection fleet was fueled by RNG, exceeding our target of 85% RNG usage by 2030: five years ahead of schedule.

When our collection fleet runs on RNG, including RNG that is generated by our own landfills, we are creating a closed-loop system that establishes a long-term foundation for resilient operations reducing both our supply chain risk and climate risk from reliance on fossil fuels. Transitioning to RNG fueled fleet also increases the return on our investments in RNG processing facilities at our landfills by allowing us to internalize revenue from both our RNG production and consumption by our fleet.

This is a compelling example of our circular economy approach. It establishes a sustainable and self-sufficient fuel source, lowers emissions, drives shareholder value, and firmly positions us as a leader in promoting a circular economy. 🌱

1. CNG vehicles reduce tailpipe and fuel lifecycle (well-to-wheel) carbon dioxide equivalent emissions by 15% compared to diesel-fueled trucks

EVOLUTION OF GFL'S EMPLOYEE-LED INNOVATION PROGRAM

We believe that harnessing our employees' innovative ideas for making our operations more sustainable is another key driver of the achievement of our climate leadership and circular economy goals. For over 5 years, our award-winning Environmental Innovation Program (EIP) has given our employees a platform to share their practical solutions that improve our operations through our annual Greenlight Innovation Workshops.

Over this time, we have expanded the EIP beyond environmental innovation into other areas including health and safety, customer service, and the adoption of GFL-approved artificial intelligence (AI) tools to support our employees. Following this evolution, this year we rebranded the EIP as the **Greenlight Innovation Program**. While the program continues to evolve and grow, its core mandate remains the same: encourage our employees to share their innovative ideas that respond to our customers' growing demand for sustainable solutions, which can be scaled to enhance GFL's operations or service offerings across our operational platform.

As part of this expanded program, at the beginning of 2026, the Greenlight Innovation Program partnered with GFL's Enterprise Transformation team to launch the AI Innovation Challenge in place of our traditional Greenlight Workshop. The challenge is a series of AI-themed contests for our employees throughout the year, to encourage the adoption and sharing of AI innovations. The first round of the AI Innovation Challenge was a resounding success with over 50 entries from 35 locations across our footprint. Entries included innovations to support customer service, data processing, and logistics. We are working with our top innovators to make these AI innovations available to other employees to learn from and adopt in their day to day roles.

CELEBRATING SUCCESS: GFL'S FIRST AI INNOVATION CHALLENGE WINNER

The winner of our first AI Innovation Challenge was Daniel Emerson, a Maintenance Shop Administrator in our Garner, North Carolina operations. Daniel created a FleetOps Insight AI tool that addresses the critical operational challenges of efficiently managing our maintenance shops.

FleetOps Insight AI reviews maintenance work orders and converts raw data into operational metrics that ensure alignment of truck parts inventory and labour. As a result of his success, Daniel has been promoted to a new role in GFL's IT department to roll out his innovation across our maintenance shops and work with our maintenance teams to develop new ways to implement AI to improve shop performance.

By using AI to keep our trucks at peak operational performance, Daniel's tool doesn't just reduce downtime - it actively increases cost efficiency, demonstrating the positive impact that our employees' innovations have on our operations. 🌱



ENCOURAGING EMPLOYEE IDEAS: SUSTAINABILITY VALUE INITIATIVES

Our Greenlight Innovation Program encourages our employees to share their ideas on how to meet our customers' growing demand for sustainable solutions through our Sustainability Value Initiatives (SVIs). As we evolve the Greenlight Innovation Program, GFL's SVIs are still focused on supporting the achievement of our short and long-term goals, by looking to identify and provide sustainable, innovative and value-enhancing solutions that can be implemented at scale in the medium and long-term.

Our next-generation SVIs serve as a roadmap to focus the development of four high-value areas that are the most critical to achieving our 2030 targets:



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 and low-carbon fuels 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.



TEAM GREEN

Read more →



TEAM GREEN

Team Green is at the heart of GFL’s success, driving our Safe For Life culture, entrepreneurial spirit, and innovation: from our corporate offices to the frontlines of our operations. We invest in our team by providing competitive compensation and benefits, prioritizing safety through our Safe For Life program, and offering opportunities for career growth and continuous learning.

Investing in our employees’ safety, professional development and wellbeing ensures our workforce remains the primary driving force behind our success as we continue to grow and adapt to changing market trends.

Our Team Green goals are:



TRIR of 2.0 or less



GOALS



Increase employee retention

ACHIEVING RECOGNITION: TEAM GREEN 2025 AWARDS



Innovation and Environmental Protection Award

GFL’s Quebec operations received the **Innovation and Environmental Protection Award** presented by CETEQ at the Gala EnviroLys in Montreal, Quebec.



Corporate Knights

Corporate Knights recognized GFL in both their **2025 Clean200**, which ranks the largest 200 public companies by clean revenue, and **Canada’s Best50 Corporate Citizens**, which identifies Canada’s most sustainable companies based on environmental, social, and governance performance indicators.



Human Resources Director Canada’s 2026 Innovative HR Teams Award

GFL’s Human Resources team received the **2026 Innovative HR Teams Award** presented by Human Resources Director Canada (HRDC). This award recognizes organizations that have successfully implemented initiatives that deliver tangible organizational results and strengthen business performance.



COR Certification: British Columbia, Alberta, Manitoba, Nova Scotia and New Brunswick

GFL continues to receive **COR Certifications for our health and safety practices in Canada**. COR is a Canadian occupational health and safety accreditation program that verifies a comprehensive, fully implemented health and safety program that meets high, national standards.

COMMITMENT TO WORKPLACE CULTURE

INCREASING EMPLOYEE RETENTION

We are committed to building a workplace culture that promotes long-term engagement and operational excellence. Our ambition as an employer is simple, and has been the same since the day GFL was founded: build a workplace where people want to stay, grow, and do their best work.



INVESTING IN OUR EMPLOYEES TO DRIVE RETENTION

By the end of 2025, our **voluntary turnover rate fell below 19%** – an improvement of over 3% from 2024 and we are on track to reach our interim target to further reduce our voluntary turnover rate to the mid-teens by 2028.

We know that higher retention rates drive better health and safety outcomes and greater productivity that are directly reflected in our operating results. This year-over-year continuous improvement demonstrates the impact of our focus on implementing programs to encourage employee engagement. 🌱

CONVERTING EMPLOYEE FEEDBACK INTO TANGIBLE ACTION

Following our inaugural company-wide employee engagement survey that we completed in 2024, we have worked to translate our employees' feedback into practical organizational actions. A key focus that emerged from the survey results was leveraging and expanding our training programs as a primary tool to drive better communication between managers and their employees. The following key enterprise-wide initiatives were a direct response to the needs identified by our employees:

Company-Wide Expansion of the Supervisor Manager Training (SMT) Program:

We expanded our annual SMT Program across our entire North American footprint, including adding hybrid e-learning sessions to our suite of in-person sessions. The program aims to equip our team leaders with the skills and knowledge they need to develop and communicate better and consistent business, safety and people decisions. In 2025, the program achieved a 92% completion rate across all operations, and 81% of our field managers noted that the program was valuable to their professional growth.

Enterprise Expansion of the GFL Learning Hub

By fostering a culture of continuous learning, we work to ensure that our employees are prepared for today's tasks, while evolving their skills to address new challenges as our business grows and changes. By the end of 2025, our centralized Learning Management System (LMS), the GFL Learning Hub, was accessible to all 15,000+ employees. The Learning Hub offers e-learning, in-person, and virtual training tailored to the diverse needs of our workforce. The platform has reached **over 1,500 active monthly users** and in 2025, delivered **over 9,000 hours of targeted training**, including our SMT program and our customized Instructor-Led Training for Environment, Health and Safety teams. 🌱

PROVIDING PERSONAL SUPPORT

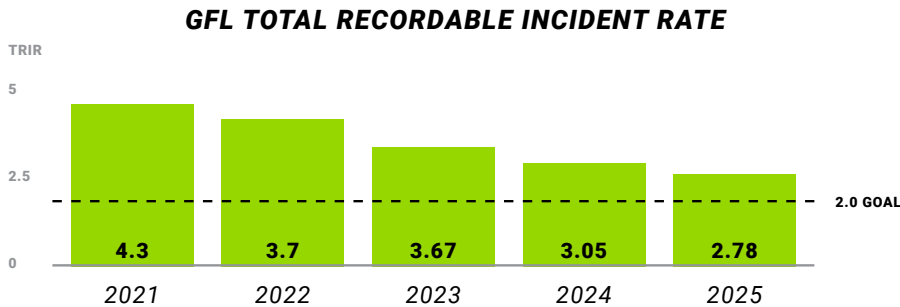
GFL'S EMPLOYEE ASSISTANCE PROGRAM

Supporting Team Green in all facets of their lives is key to maintaining our industry-leading financial and safety performance. Our Employee Assistance Program provides our employees with confidential 24/7 support services for professional and personal challenges they face, like child and elderly care, traumatic events, and financial, legal, and wellness matters. These resources help our employees in their day to day lives and enable them to be focused, engaged, and Safe For Life while on the job.

SAFE FOR LIFE

GFL'S COMMITMENT TO HEALTH AND SAFETY

GFL's Safe For Life program equips our employees with the training they need to make safe choices on every route and in every facility we operate. Embedding this safety culture into our daily operations has driven **a steady year-over-year decline in our Total Recordable Incident Rate (TRIR)**, keeping us on track to achieve our goal of 2.0 or less.



SAFETY EXCELLENCE IN ACTION

Our adoption of technology and innovation ensures that our Safe For Life practices continue to evolve to keep our employees and communities safe.

Royal Oak MRF Achieves One Year Incident-Free

The GFL MRF in Royal Oak, Michigan, achieved an impressive milestone of 365 consecutive days without a single recordable safety incident – a testament to the local team's dedication to our Safe For Life culture.

Integration of Automated Sideload Residential Collection Fleet

By investing in vehicles that use automation to empty residential collection carts, we have reduced the physical demands of our collection services on our employees, opening these roles to a broader candidate pool. We are also working with major truck vendors to implement emerging safety technology for our drivers, such as pedestrian monitoring and lane monitoring systems. 🌱



ELEVATING EXCELLENCE: THE GFL NEW DRIVER TRAINING PROGRAM

Recognizing that our drivers are the face of GFL and the backbone of our safety-first culture, in 2025, we rolled out the GFL New Driver Training Program to equip our new drivers with the knowledge and confidence they need to operate their vehicles safely. The program features a comprehensive curriculum of classroom instruction, hands-on practice, and behind-the-wheel time led by our experienced employees that support new drivers' learning of safe practices.

This initiative directly supports our goal to reduce our TRIR by building a team of safe, professional, long-tenured drivers, improve safety outcomes and maximize operational efficiencies to deliver a top-tier customer experience. 🌱

DRIVER HIGHLIGHT: DEDICATION TO OUR COMMUNITIES

When Damian Hill, a driver in Swansboro, North Carolina, spotted an elderly customer having trouble moving her trash can, he paused his route to lend her a helping hand. Damian joined GFL in 2022 and exemplifies the strong personal connections our drivers build with the residents they serve. Damian's goal is to transition into a mentorship role and share his experience to help train the next generation of drivers in being Safe For Life. His professionalism and dedication to making his community a better place are testament to the pride Team Green brings to the job. 🌱





**THE ENTERPRISE TRANSFORMATION TEAM:
CAPTURING STRATEGIC VALUE**

Led by our Chief Transformation Officer, Julie Boudreau, the GFL Transformation team keeps our business agile and capable of driving industry-leading performance. The team is a foundation for GFL’s long-term growth across our North American footprint, and partners closely with our operations, shared services, and IT functions to translate high-level business objectives into tangible, sustainable results.

Centered on integration and readiness, their core work includes:

- 1

Integrating newly acquired businesses into GFL’s standard processes
- 2

Driving the efficient rollout of new enterprise-wide operating systems
- 3

Leading other complex, cross-functional projects

Recognizing that technology is only as effective as its adoption, the team’s Training and Change Management groups work with our functional teams to support, empower, and equip our employees to navigate our digital future, including our recent successful, company-wide transition to Google Workspace®. 🌱

From left to right: Sarah Kot, Peter Kariannis, Julie Boudreau, Nicole Hegge, Kristina Clayton.

**IMPROVING
EMPLOYEE EXPERIENCE**

HARNESSING THE POWER OF AI

We are taking a selective, bottom-up approach to the integration of artificial intelligence (AI) into our operations. We are encouraging our employees to use AI with a “human first” outlook to address specific operational needs, and not replace the innovative and hard work of our employees.

**IMPLEMENTING GUIDELINES
FOR AI SAFETY AND ETHICS**

Consistent with our commitment to safety, GFL has implemented internal policies for the secure and responsible use of new technologies, including AI. GFL maintains a dedicated AI Policy that guides our employees on the safe, secure, and responsible use of AI in their work applications.

INVESTING IN GROWTH

GFL'S SCHOLARSHIP AND LEARNING PROGRAMS

Our commitment to our people extends beyond our daily operations to supporting their professional and personal growth. Through our specially designed scholarship programs, we provide financial support to eligible employees and their dependents who are pursuing a range of educational opportunities.



IN THEIR OWN WORDS: GFL'S GREEN LEAF SCHOLARS

"Receiving the Green Leaf Scholars award means more to me than just financial support; it's a symbol of belief in my dreams. This scholarship reminds me that my hard work, perseverance, and dedication have not gone unnoticed."

- Student, Ontario Tech University

THE GREEN LEAF SCHOLARS PROGRAM

Our Green Leaf Scholars Program provides financial assistance to children and legal dependents of full-time employees who are pursuing educational opportunities in college, the trades, university, or vocational school programs. In 2025, **we awarded 25 individual scholarships totaling \$50,000** to recipients across our operations in Canada and the United States.

THE GREEN FUTURES EMPLOYEE SCHOLARSHIP

Launched in 2025, the Green Futures Employee Scholarship directly supports the educational aspirations of our full-time employees. The scholarship provides a maximum of \$40,000 annually for up to four years towards accredited college, university, or vocational degrees that support employees' development at GFL. This initiative was inspired by the personal journey of one of our employees who successfully balanced pursuing a degree with advancing their career at GFL. The 2025 scholarship was awarded to an employee who is pursuing advanced studies in AI and System Informatics.

By helping our employees to achieve their career goals and personal aspirations, we're building a team whose skills and training support the third core objective of our Sustainability Action Plan: to increase sustainable innovations generated by our employees.

"Thank you once again for your support and investment in my future. I am determined to make a positive impact on the world, and this scholarship brings me one step closer to achieving my goals."

- Student, University of West Georgia



ENVIRONMENTAL STEWARDSHIP

Read more →

Our business is to provide safe and reliable environmental solutions. We are also focused on taking concrete steps to safeguard nature through our environmental stewardship practices that actively work to protect the land, air, and water resources that could otherwise be impacted by our operations.

RESPONSIBLE DISPOSAL

LANDFILL MANAGEMENT AND EMISSION CONTROL

Our landfills are a critical component of responsible waste management, ensuring the safe disposal of waste that cannot be recycled or diverted to other beneficial use. Our landfill teams use their extensive engineering and management expertise to control fugitive emissions and, at select sites, maximize the production of landfill biogas. These techniques are essential for reducing our overall GHG emissions and supplying good quality landfill gas to the waste to energy facilities located at our landfills.

Key engineering and management techniques that we use at our landfills include:

- **Daily and final cover:** This keeps waste in place, minimizes water infiltration, reduces fugitive landfill gas emissions, and prevents vermin.
- **Landfill gas collection systems:** These systems capture and direct landfill gas directly to onsite renewable energy facilities or to onsite flares for thermal destruction. They also reduce the risk of odours from landfill gas and limit GHG and non-GHG emissions.
- **Air and ground monitoring systems:** These automated systems continuously monitor the landfill surface to detect leaks. They are combined with regularly scheduled physical inspections of our gas collection systems to ensure their proper functioning.

GFL also operates advanced onsite leachate treatment plants or arranges for the transportation and disposal of leachate collected at our landfill sites at licensed off-site facilities. Our onsite systems across our landfills are capable of processing over 100 million gallons of collected leachate annually using specialized technologies like reverse osmosis and aerobic biological oxidation to remove complex contaminants, like PFAS, and meet stringent discharge standards.



THE PEOPLE BEHIND OUR SUCCESS: GFL'S POST COLLECTIONS TEAM

GFL's Post Collections team plays a vital role in our environmental performance by supporting the operations of our landfills.

This team plans and implements the required capital projects at these sites to ensure that they can continue to reliably receive and process waste streams. The Post Collections team also provides technical and operational input to our operations teams on landfill gas management, leachate management and closure

and post-closure care. Their work enhances resource recovery from our landfills and advances GFL's broader sustainability objectives by directly driving our progress toward a 30% absolute reduction in GHG emissions, and doubling our beneficial use of biogas by 2030.

The team is also responsible for a variety of projects and investments across our facilities footprint that help maintain compliance, protect the future of our operations, and integrate new technology to ensure that we are delivering cost-effective and innovative environmental solutions in our post collection operations. 🌱

NATURE IN ACTION



Certify 10 nature conservation or protection projects across our sites by 2025

Protecting and supporting nature and its biodiversity is a cornerstone of our Green For Life environmental commitment. For years, many of our landfill sites have integrated nature conservation and protection activities into their daily operations. Building on this momentum, we **successfully achieved our goal to certify 10 nature conservation or protection projects across our sites** by 2025. While these sites represent just a portion of the conservation work happening across our operations, the certifications formally recognize our ongoing stewardship of approximately 525 hectares (over 1,300 acres), an area equivalent to 985 football fields.



GFL'S BIODIVERSITY AND NATURE CONSERVATION PROJECTS

Highlights of some of our biodiversity protection and nature conservation projects include:

Arrow Road MRF: Native Landscape Garden

The garden was installed and is maintained by our employees at our MRF. It showcases native plant species and habitats, boosts employee engagement, increases native plant knowledge, and supports local conservation efforts.

Fort Bend Landfill: Alligator Management Program

GFL partnered with state agencies and subject matter experts for annual surveys, nest counts, and population management to maintain a balanced and thriving alligator population at our landfill site.

Mallard Ridge Landfill: Wetland, Forest, and Prairie Restoration

This restoration project includes enhancing and restoring woodlands, wetlands and prairie habitats to re-establish native plants and protect the local creek ecosystem. GFL is working with local government agencies to monitor increasing wildlife activity.

Zion Landfill: Invasive Species Management

Guided by local government agencies, this project works to control invasive European Starlings to protect native bird populations from resource competition, consistently meeting local conservation goals. 🌱

NATURE IN ACTION

Responsible environmental stewardship is essential to our business. It mitigates operational risk, preserves the long-term value of our assets, and builds our reputation as a good neighbour and supporter of the local communities where we operate.

Following the achievement of our nature project certification goal, we will continue to identify and implement nature-related initiatives at our sites that support our operations and benefit the local environment.

We will also continue to evaluate our spatial footprint to benchmark our environmental value, identify nature related opportunities and risk mitigation strategies, and to provide transparent disclosures of our progress.

CREATING SPACES FOR NATURE TO THRIVE: GFL'S PIERREFONDS CLOSED LANDFILL POLLINATOR PROJECT

At our closed landfill site in Pierrefonds, Quebec, GFL partnered with a local urban beekeeping company Alvéole to install an urban beehive and bee hotels, boosting local biodiversity and pollinator populations.

Alvéole provided the site with nature monitoring benchmark information to evaluate the success of our project. The results showed that our site outperformed regional benchmarks across all key nature indicators, with pollinators, flowering plants, and nesting habitat all well above regional averages, and local biodiversity 60% more present than at comparable urban properties.

This project was a great engagement opportunity, providing 45 local employees with a hands-on learning experience about beekeeping in their community. Working alongside an expert beekeeper, employees learned how to harvest and jar the honey collected directly from the Pierrefonds hive while expanding their understanding of nature conservation. 🌿



ENGAGING WITH OUR SUPPLY CHAIN



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

Our desire to advance sustainability across our supply chain is a key aspect of meeting our Environmental Stewardship goals. We have framed our expectations through our Supplier Code of Conduct, which asks suppliers to strive to create sustainable processes and commit to forward-thinking, environmentally responsible business activities. Specifically, it encourages our suppliers to work to reduce GHG emissions and resource consumption, actively explore clean energy transitions, and take diligent measures to protect critical biodiversity.

To understand how our vendor network currently aligns with our Supplier Code of Conduct, we initially focused on data collection and risk discovery through our supply chain audits. In 2025, we achieved our goal of conducting supply chain management audits for 100 of our critical Tier 1 suppliers using a two-pronged approach:

- **Supplier Surveys:** We distributed surveys to 175 critical Tier 1 suppliers and received 92 responses. These provided GFL with an overview of our suppliers' existing sustainability initiatives, such as tracking GHG emissions and setting their own targets.
- **Internal Review:** In tandem, our Procurement team utilized third-party screening software to complete an internal assessment. This helped mature our supplier classifications and spend details, ultimately improving the accuracy of our supplier GHG emissions impact calculations.

Moving forward, our Procurement Team, supported by GFL's Sustainability Team, continues to evaluate next steps for our Supply Chain sustainability program, including improving how we collect supplier information. Together, they are focused on better identifying supply chain risks and opportunities, as well as exploring further engagement opportunities with suppliers to support these broader sustainability objectives across our network.



PROMOTING SUPPLY CHAIN SUSTAINABILITY: TIRE RETREAD PROGRAM

GFL is committed to strengthening the sustainability of our supply chain by integrating resource circularity into our purchasing decisions, beginning with our fleet operations.

In 2025, we retread over 65,000 tires across our operations. By giving these tires a second life, we avoided almost 16,000 tonnes of GHG emissions by reducing our need for new tires and virgin materials required to produce them.

Planning into the future, we are partnering with a major tire manufacturer to test innovative products designed to extend tire life and improve fuel efficiency¹. This strategic approach to lifecycle management of a key component of our fleet helps us achieve our fleet decarbonization goal, provides cost effective solutions, and ensures the operational excellence our customers expect from GFL. 🌱

1. Tires impact fuel efficiency primarily through rolling resistance: the more friction they create against the road, the harder the engine must work and the more fuel it burns.



OUR COMMUNITIES

Read more →

OUR COMMUNITIES



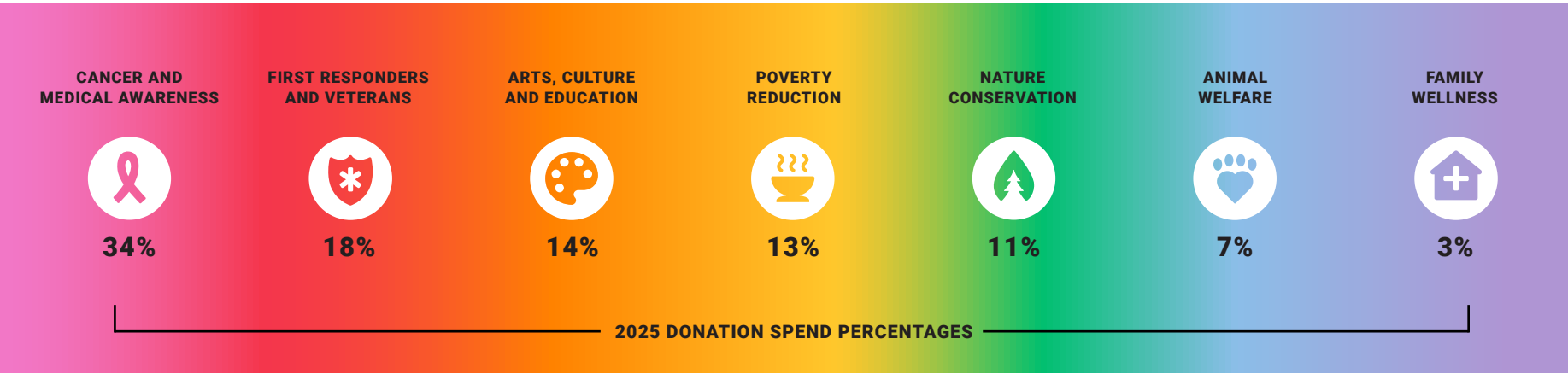
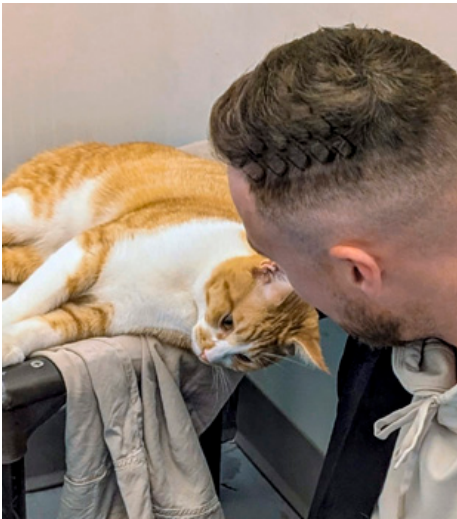
\$1.5M annually in donations to communities through GFL's Full Circle Project

Our unique, in-house designed charitable giving program, the Full Circle Project, works to build strong connections between employees at our local operations, our customers and the neighborhoods we serve.

PARTNERING WITH COMMUNITIES: THE FULL CIRCLE PROJECT (FCP)

Our local teams and customers choose where to direct our resources, ensuring that our employee volunteer hours and donations make a difference to charitable organizations that matter the most in their own local communities. Our program creates hands-on partnerships that strengthen the local causes we champion.

In 2025, we invested \$3.9 million to support 248 local FCP initiatives from 95 branch locations across our footprint, exceeding our annual goal to donate \$1.5 million through our FCP Today program and deploying an additional \$2.4 million through our FCP Tomorrow program. FCP Today funds local, employee-nominated charities to meet immediate community needs, while FCP Tomorrow grants support larger, long-term partnerships to address future challenges. For more about the local initiatives GFL's Full Circle Project supports, please visit our [website](#).



OUR COMMUNITIES

MISSION K9 WARRIOR

RANTOUL, ILLINOIS

Mission K9 Warrior provides highly trained service dogs to eligible veterans to improve their quality of life. Some of our veteran employees received their service dog from Mission K9 Warrior. Our local GFL team contributed over 25 hours of volunteer services and an FCP donation of \$3,000 to directly support the training of another service dog for a veteran in need.



WILDER INSTITUTE/ CALGARY ZOO

CALGARY, ALBERTA

GFL was pleased to donate \$10,000 in support of the Washed Ashore exhibit hosted at the Wilder Institute/Calgary Zoo, which showcased a collection of captivating, larger-than-life wildlife sculptures that are made entirely from reclaimed ocean debris including plastic bottles, food wrappers, and fishing nets. The exhibit helped raise awareness about plastic pollution in our oceans and waterways, and inspired visitors to consider how everyday choices can contribute to a cleaner planet.



GFL'S PARTNERSHIP WITH SHELTER MOVERS

VAUGHAN, ONTARIO

GFL is proud to champion the mission of Shelter Movers, a volunteer-powered charity that provides free moving, transport, and storage services to individuals and families fleeing abuse. Since 2023, GFL's partnership has made it possible for over 920 survivors and their children, as well as 80 pets, to move to safety and begin a new life free from violence and abuse. During the spring, employees from multiple GFL branches held a Spring-Cleaning Drive, where they assembled 45 "Starter Kits" filled with essential supplies for families transitioning into safe, new homes.



BEYOND FCP

GFL'S COMMUNITY INVOLVEMENT

GFL's contribution to our communities goes beyond our FCP charitable giving initiative. Across GFL, our employees actively engage with community groups, local businesses, and institutions to increase awareness about waste management, recycling, and sustainable practices.

CREATING PARTNERSHIPS: SUPPORTING OUR COMMUNITIES

We are deeply invested in long-term sponsorships and high-impact partnerships with our local communities. By leveraging our resources and expertise to support the needs of our neighbours, we ensure that our operations create lasting social and environmental value.



DRIVING SUSTAINABILITY AND ENVIRONMENTAL IMPACT THROUGH LOCAL PARTNERSHIPS



Hockey Diversity Alliance

GFL was a proud sponsor of the Summer Fest ball hockey event in Toronto, Ontario, hosted by the Hockey Diversity Alliance. Our sponsorship made it possible for 1,500 kids from underserved communities to access hockey for free.



University of Florida Gators

GFL is the official Sustainability Sponsor of the University of Florida Gators, providing waste management and recycling on game days for all University of Florida athletic events. GFL has also introduced Green Facts, bringing sustainability education to game days through the voices of Gator athletes.



Whistler AWARE's Waste To Action

GFL actively supported The Association of Whistler Area Residents for the Environment (AWARE) 2025 Waste to Action campaign in Whistler, British Columbia. This included an organics diversion project at a local hotel, which reached over 3,000 residents and successfully diverted over 1,000kg of food waste from the local landfill. We also provided compost education workshops in collaboration with 9 local food service partners to address avoidable food waste.

BEYOND FCP

GFL'S COMMUNITY INVOLVEMENT

LOCAL STEWARDSHIP: EMPLOYEE SUSTAINABILITY COMMITTEES

We continue to expand our network of Employee Sustainability Committees (ESCs), providing employees with a platform for hands-on environmental stewardship, learning opportunities, community engagement, and volunteer work in our local communities.

ESC HIGHLIGHTS

The Vaughan Employee Sustainability Committee (ESC) was a driving force behind community engagement in 2025. The group hosted and volunteered at 8 local events for employees and community members, contributed 120 volunteer hours, and donated over \$30,000 to local organizations in our community through the FCP. At one project, GFL employees planted native flowering shrubs and created pollinator habitat working in partnership with the Toronto and Region Conservation Foundation (Ontario).

Another project saw our Southfield, Michigan, ESC bring employees together to celebrate Earth Day by hosting a community clean-up around our local office and Southfield City Park. Our employees spent the day beautifying their surrounding area, making a positive impact in our community. 🌱



