

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.

Our Sustainability Action Plan is our roadmap to achieve our vision and has 3 core objectives:

- **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.
- **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.
- **Increase the sustainability innovations generated by our employees** through investments in our employees and our entrepreneurial culture.

Implementing our Sustainability Action Plan will also allow us to generate new opportunities for our employees as we incorporate new technologies to support our operations.



OUR VISION

To be Green For Life



OUR VALUES

Safe For Life | Teamwork |
Solutions-focused | Entrepreneurial



OUR BUSINESS

Drive operational excellence | Generate strong, stable organic growth | Execute strategic, accretive acquisitions | Invest in our entrepreneurial and innovative culture



OUR SUSTAINABILITY GOVERNANCE

Sustainability Initiatives Committee reporting to the NGC Committee of Board | Risk Management Steering Committee reporting to the Audit Committee of Board



OUR SUSTAINABILITY GOALS, TARGETS AND COMMITMENTS

Circular Economy and Climate Leadership | Team Green | Environmental Stewardship | Our Communities

SUSTAINABILITY GOALS AND 2025 HIGHLIGHTS

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.

Our key goals and recent progress are shown below. For more information on Sustainability at GFL, please see our [website](#).

CIRCULAR ECONOMY AND CLIMATE LEADERSHIP



Decrease scope 1 and 2 emissions 30% by 2030



Increase beneficial use of biogas from landfills 2x by 2030



Increase recyclables recovered at GFL MRFs by 40% by 2030



TEAM GREEN



18 Employee Sustainability Committees established by 2025



TRIR of 2.0 or less



Increase employee retention



Received independent third party confirmation that our Hybrid GHG Emission Reduction Strategy is credible and aligned with a science based 1.5°C pathway.

CNG fueled vehicles accounted for 78% of diesel solid waste collection vehicle replacements in our fleet - exceeding our goal of 50% of fleet replacements to be with CNG or alternative fuel vehicles.

Added 170,000 tonnes of net new recycling capacity to our MRF footprint.

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

Increased the beneficial use of landfill gas by 1.4x compared to our 2021 base year, achieving the highest production year in GFL's history.

Fifth consecutive year of improved safety performance on our TRIR.

Rolled out the GFL New Driver Training Program to support our goal to reduce our TRIR.

Met our goals to establish 18 Employee Sustainability Committees across GFL, to support local environmental and sustainability initiatives.

Launched and awarded the Green Futures Employee Scholarship that directly supports the educational aspirations of our full-time employees.

Voluntary turnover rate fell below 19%, an improvement of over 3% from 2024. On track to achieve our interim target to reduce our voluntary turnover rate to the mid teens by 2028.

ENVIRONMENTAL STEWARDSHIP



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



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



GIVING BACK TO OUR COMMUNITIES



The Full Circle Project
YOU DECIDE. WE DONATE.

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



Achieved our goal to certify 10 nature conservation and protection projects across our sites.

Achieved our goal to conduct supply chain management audits for 100 of our critical Tier 1 suppliers using a two-pronged approach.

Supported 248 local initiatives from 95 branch locations.

Invested \$3.9 million through GFL's Full Circle Project to build strong connections between employees at our local operations, our customers and the neighborhoods we serve.