



AUGUST 2024

GRI INDEX

GRI Index

WM is committed to consistent and meaningful public disclosure and discussion of our sustainability progress through the use of voluntary sustainability reporting standards and frameworks. This document is guided by the [Global Reporting Initiative \(GRI\)](#) Standards, an independent international organization that provides global common language to communicate and disclose on sustainability. WM has reported the information cited in the GRI Content Index with reference to the GRI Standards, GRI 1: Foundation 2021 for the reporting period of January 1, 2023 through December 31, 2023.

About WM

WM is North America’s leading provider of comprehensive environmental solutions. Previously known as Waste Management and based in Houston, Texas, WM is driven by commitments to put people first and achieve success with integrity. The company, through its subsidiaries, provides collection, recycling, and disposal services to millions of residential, commercial, industrial, and municipal customers throughout the U.S. and Canada. With innovative infrastructure and capabilities in recycling, organics, and renewable energy, WM provides environmental solutions to and collaborates with its customers in helping them pursue their sustainability goals. WM has the largest disposal network and collection fleet in North America, is the largest recycler of post-consumer materials, and is the leader in beneficial use of landfill gas, with a growing network of renewable natural gas plants and the most landfill gas-to-electricity plants in North America. WM’s fleet includes over 12,000 natural gas trucks – the largest heavy-duty natural gas truck fleet in the industry in North America. To learn more about WM and the company’s sustainability progress and solutions, visit [Sustainability.WM.com](#).

Legal Notice

Many of the assumptions, standards, methodologies, metrics and measurements used in preparing this report continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation, but they should not be considered guarantees. There are inherent uncertainties in providing such information, due to the complexity and novelty of many methodologies established for collecting, measuring, and analyzing sustainability-related data.

Table of Contents

3 GRI 2: General Disclosures

The Organization and its Reporting Practices
Activities and Workers
Governance
Stakeholder Engagement

7 GRI 3: Material Topics

Disclosures on Material Topics

8 GRI 200: Economic

GRI 201: Economic Performance
GRI 203: Indirect Economic Impacts
GRI 205: Anti-corruption

10 GRI 300: Environmental

GRI 302: Energy
GRI 303: Water and Effluents
GRI 304: Biodiversity
GRI 305: Emissions
GRI 306: Waste
GRI 308: Supplier Environmental Assessment

15 GRI 400: Social

GRI 401: Employment
GRI 403: Occupational Health and Safety
GRI 404: Training and Education
GRI 405: Diversity and Equal Opportunity
GRI 407: Freedom of Association and Collective Bargaining
GRI 413: Local Communities
GRI 414: Supplier Social Assessment
GRI 415: Public Policy
GRI 416: Customer Health and Safety

GRI Index

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	2024 Response
The Organization and its Reporting Practices		
2-1	Organizational details	2023 Form 10-K, pp. 3-9
2-2	Entities included in the organization's sustainability reporting	2023 Form 10-K, pp. 3
2-3	Reporting period, frequency and contact point	Unless otherwise noted, our 2024 Sustainability Report captures performance that took place from January 1, 2023 through December 31, 2023.
2-4	Restatements of information	2023 Form 10-K, pp. 1
2-5	External assurance	Sustainability Disclosures > Assurance
Activities and Workers		
2-6	Activities, value chain and other business relationships	2023 Form 10-K, pp. 3-9 Suppliers WM Supplier Code of Conduct
2-7	Employees	2023 Form 10-K, pp. 9-10 2024 Sustainability Report > Being an Employer of Choice Sustainability Data Center > Workforce > Employees

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	2024 Response
Governance		
2-8	Workers who are not employees	Sustainability A-Z > Supply Chain Suppliers WM Supplier Code of Conduct
2-9	Governance structure and composition	2024 Sustainability Report > A Strong Governing Framework Sustainability Data Center > Board of Directors Sustainability A-Z > Corporate Governance 2024 Proxy Statement, pp. 4-5 WM Leadership Team WM Board of Directors TCFD Climate Brief
2-10	Nomination and selection of the highest governance body	Sustainability A-Z > Corporate Governance Nominating and Governance Committee Charter 2024 Proxy Statement, pp. 4, 17-28
2-11	Chair of the highest governance body	WM Board of Directors 2024 Proxy Statement, p. 4
2-12	Role of the highest governance body in overseeing the management of impacts	2024 Sustainability Report > A Strong Governing Framework 2024 Proxy Statement, pp. 5-8 WM Leadership Team Sustainability A-Z > Corporate Governance TCFD Climate Brief

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	2024 Response
Governance		
2-13	Delegation of responsibility for managing impacts	2024 Sustainability Report > A Message From Our CEO & CSO 2024 Proxy Statement, pp. 6-8 WM Leadership Team WM Sustainability Sustainability A-Z > Corporate Governance TCFD Climate Brief
2-14	Role of the highest governance body in sustainability reporting	2024 Sustainability Report > A Strong Governing Framework 2024 Proxy Statement, pp. 5-8 TCFD Climate Brief CDP Response
2-15	Conflicts of interest	Sustainability A-Z > Corporate Governance 2024 Proxy Statement, pp. 13-14 Code of Conduct
2-16	Communication of critical concerns	2024 Proxy Statement, p. 2
2-17	Collective knowledge of the highest governance body	2024 Proxy Statement, p. 18 CDP Response
2-18	Evaluation of the performance of the highest governance body	2024 Proxy Statement, pp. 8, 12-13, 15-16 TCFD Climate Brief CDP Response

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	2024 Response
Governance		
2-19	Remuneration policies	2023 Form 10-K, p. 133 2024 Proxy Statement, pp. 32-62
2-20	Process to determine remuneration	2023 Form 10-K, p. 133 2024 Proxy Statement, pp. 32-62
2-21	Annual total compensation ratio	2024 Proxy Statement, p.58
2-22	Statement on sustainable development strategy	2024 Sustainability Report > A Message From Our CEO & CSO TCFD Climate Brief
2-23	Policy commitments	Sustainability A-Z > Public Policy Corporate Governance WM Compliance & Ethics WM
2-24	Embedding policy commitments	Sustainability A-Z > Public Policy Compliance & Ethics WM Corporate Governance WM Participation in the Political Process Policy
2-25	Processes to remediate negative impacts	2024 Sustainability Report > A Strong Governing Framework Code of Conduct Sustainability A-Z > Compliance & Ethics Compliance & Ethics WM

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	2024 Response
Governance		
2-26	Mechanisms for seeking advice and raising concerns	Our Integrity Helpline 2024 Sustainability Report > A Strong Governing Framework Code of Conduct, pp. 7-10 Sustainability A-Z > Compliance & Ethics
2-27	Compliance with laws and regulations	Sustainability A-Z > Compliance & Ethics Compliance & Ethics WM
2-28	Membership associations	Sustainability A-Z > Public Policy
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	2023 Form 10-K, pp. 14-18, 25 Sustainability A-Z > Public Policy Sustainability A-Z > Reporting and Materiality
2-30	Collective bargaining agreements	Sustainability Data Center > Workforce > Labor Relations 2023 Form 10-K, p. 10

GRI 3: Material Topics

Disclosure Number	Disclosure Title	2024 Response
Disclosures on Material Topics		
3-1	Process to determine material topics	Sustainability A-Z > Reporting and Materiality
3-2	List of material topics	Sustainability A-Z > Reporting and Materiality

GRI 200: Economic

Disclosure Number	Disclosure Title	2024 Response
GRI 201: Economic Performance		
3-3	Management of the material topic - Economic Performance	2024 Sustainability Report > Business at a Glance 2023 Form 10-K pp. 75-78 TCFD Climate Brief
201-1	Direct economic value generated and distributed	2024 Sustainability Report > Business at a Glance Sustainability Data Center > Economic Impact 2023 Form 10-K pp. 75-78
201-2	Financial implications and other risks and opportunities due to climate change	2024 Sustainability Report > Managing Our Climate Impact TCFD Climate Brief Sustainability A-Z > Carbon Footprint Calculation Methodology CDP Response
201-3	Defined benefit plan obligations and other retirement plans	Sustainability A-Z > Employee Benefits 2023 Form 10-K, pp. 103-105

GRI 200: Economic

Disclosure Number	Disclosure Title	2024 Response
GRI 203: Indirect Economic Impacts		
3-3	Management of the material topic - Indirect Economic Impacts	Sustainability A-Z > Employee Benefits Sustainability A-Z > Social Impact
203-1	Infrastructure investments and services supported	2024 Sustainability Report > Communities are Thriving Sustainability Data Center > Community
203-2	Significant indirect economic impacts	Sustainability Data Center
GRI 205: Anti-corruption		
3-3	Management of the material topic - Anti-corruption	Sustainability A-Z > Compliance & Ethics 2024 Sustainability Report > Behaving Ethically
205-2	Communication and training about anti-corruption policies and procedures	Sustainability A-Z > Compliance & Ethics WM Code of Conduct
205-3	Confirmed incidents of corruption and actions taken	Sustainability Data Center > Governance

GRI 300: Environmental

Disclosure Number	Disclosure Title	2024 Response
GRI 302: Energy		
3-3	Management of the material topic - Energy	2024 Sustainability Report > Energy is Renewable Sustainability A-Z > Sustainable Facilities Sustainability Data Center > Environment > Energy Consumption TCFD Climate Brief
302-1	Energy consumption within the organization	2024 Sustainability Report > Energy is Renewable Sustainability Data Center > Environment > Energy Consumption
302-3	Energy intensity	Sustainability Data Center > Environment > Energy Consumption
302-4	Reduction of energy consumption	2024 Sustainability Report > Energy is Renewable Sustainability A-Z > Sustainable Facilities Sustainability Data Center > Environment > Energy Consumption CDP Response
302-5	Reductions in energy requirements of products and services	2024 Sustainability Report > Energy is Renewable Sustainability A-Z > Sustainable Facilities Sustainability Data Center > Environment > Energy Consumption

GRI 300: Environmental

Disclosure Number	Disclosure Title	2024 Response
GRI 303: Water and Effluents		
3-3	Management of the material topic - Water and Effluents	Sustainability A-Z > Water Stewardship Sustainability A-Z > Landfill Stewardship
303-1	Interactions with water as a shared resource	2024 Sustainability Report > Operating Modern Landfills 2024 Sustainability Report > Providing Access to Education Sustainability A-Z > Water Stewardship CDP Response
303-3	Water withdrawal	Sustainability A-Z > Water Stewardship CDP Response
303-4	Water discharge	Sustainability A-Z > Water Stewardship Sustainability Data Center > Environment > Water Consumption CDP Response
303-5	Water consumption	Sustainability A-Z > Water Stewardship Sustainability Data Center > Environment > Water Consumption CDP Response
GRI 304: Biodiversity		
3-3	Management of the material topic - Biodiversity	2024 Sustainability Report > Supporting Our Communities 2024 Sustainability Report > Protecting & Providing Access to Green Space Sustainability A-Z > Social Impact

GRI 300: Environmental

Disclosure Number	Disclosure Title	2024 Response
GRI 304: Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainability A-Z > Social Impact
304-2	Significant impacts of activities, products, and services on biodiversity	2024 Sustainability Report > Protecting & Providing Access to Green Space Sustainability A-Z > Social Impact
304-3	Habitats protected or restored	2024 Sustainability Report > Protecting & Providing Access to Green Space Sustainability A-Z > Social Impact Sustainability Data Center > Community > Environmental Stewardship
GRI 305: Emissions		
3-3	Management of the material topic - Emissions	TCFD Climate Brief 2024 Sustainability Report > Managing Our Climate Impact CDP Response
305-1	Direct (Scope 1) GHG emissions	TCFD Climate Brief 2024 Sustainability Report > Managing Our Climate Impact Sustainability Data Center > Environment > Greenhouse Gas Emissions CDP Response
305-2	Energy indirect (Scope 2) GHG emissions	TCFD Climate Brief 2024 Sustainability Report > Managing Our Climate Impact Sustainability Data Center > Environment > Greenhouse Gas Emissions CDP Response

GRI 300: Environmental

Disclosure Number	Disclosure Title	2024 Response
GRI 305: Emissions		
305-3	Other indirect (Scope 3) GHG emissions	TCFD Climate Brief 2024 Sustainability Report > Managing Our Climate Impact Sustainability Data Center > Environment > Greenhouse Gas Emissions CDP Response
305-4	GHG emissions intensity	2024 Sustainability Report > Managing Our Climate Impact Sustainability Data Center > Environment > Greenhouse Gas Emissions CDP Response
305-5	Reduction of GHG emissions	TCFD Climate Brief 2024 Sustainability Report > Managing Our Climate Impact Sustainability A-Z > Carbon Footprint Calculation Methodology Sustainability Data Center > Environment > Greenhouse Gas Emissions
305-6	Emissions of ozone-depleting substances (ODS)	Sustainability A-Z > Corporate Air Program CDP Response
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainability A-Z > Corporate Air Program Sustainability Data Center > Environment > Emissions of Air Pollutants

GRI 300: Environmental

Disclosure Number	Disclosure Title	2024 Response
GRI 306: Waste		
3-3	Management of the material topic - Waste	2024 Sustainability Report > Material is Repurposed
306-2	Management of significant waste-related impacts	2024 Sustainability Report > Enabling the Circular Economy Sustainability A-Z > Organics Sustainability A-Z > WM Sustainability & Environmental Solutions
306-3	Waste generated	Sustainability Data Center > Environment > Waste Generated
306-4	Waste diverted from disposal	Sustainability Data Center > Environment > Waste Generated
306-5	Waste directed to disposal	Sustainability Data Center > Environment > Waste Generated
GRI 308: Supplier Environmental Assessment		
3-3	Management of the material topic - Supplier Environmental Assessment	Sustainability A-Z > Supply Chain Suppliers WM
308-1	New suppliers that were screened using environmental criteria	Sustainability A-Z > Supply Chain Suppliers WM

GRI 400: Social

Disclosure Number	Disclosure Title	2024 Response
GRI 401: Employment		
3-3	Management of the material topic - Employment	2024 Sustainability Report > Being an Employer of Choice
401-1	New employee hires and employee turnover	Sustainability Data Center > Workforce > Employees; Hires
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sustainability A-Z > Employee Benefits
GRI 403: Occupational Health and Safety		
3-3	Management of the material topic - Occupational Health and Safety	2024 Sustainability Report > Keeping People & Communities Safe Sustainability A-Z > Safety
403-1	Occupational health and safety management system	2024 Sustainability Report > Keeping People & Communities Safe Sustainability A-Z > Safety
403-2	Hazard identification, risk assessment, and incident investigation	2024 Sustainability Report > Keeping People & Communities Safe Sustainability A-Z > Safety
403-3	Occupational health services	2024 Sustainability Report > Keeping People & Communities Safe Sustainability A-Z > Safety
403-4	Worker participation, consultation, and communication on occupational health and safety	2024 Sustainability Report > Keeping People & Communities Safe Sustainability A-Z > Safety
403-5	Worker training on occupational health and safety	2024 Sustainability Report > Keeping People & Communities Safe Sustainability A-Z > Safety

GRI 400: Social

Disclosure Number	Disclosure Title	2024 Response
GRI 403: Occupational Health and Safety		
403-6	Promotion of worker health	Sustainability A-Z > Employee Benefits
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2024 Sustainability Report > Keeping People & Communities Safe Sustainability A-Z > Safety
403-9	Work-related injuries	2024 Sustainability Report > Keeping People & Communities Safe Sustainability A-Z > Safety Sustainability Data Center > Workforce > Safety
GRI 404: Training and Education		
3-3	Management of the material topic - Training and Education	2024 Sustainability Report > Learning & Development Sustainability A-Z > Employee Benefits
404-1	Average hours of training per year per employee	Sustainability Data Center > Workforce > Training
404-2	Programs for upgrading employee skills and transition assistance programs	2024 Sustainability Report > Learning & Development Sustainability A-Z > Employee Benefits
404-3	Percentage of employees receiving regular performance and career development reviews	100% of WM employees receive a regular performance and career development review. This information can be found in the Employee Handbook. Sustainability A-Z > Employee Benefits

GRI 400: Social

Disclosure Number	Disclosure Title	2024 Response
GRI 405: Diversity and Equal Opportunity		
3-3	Management of the material topic - Diversity and Equal Opportunity	2024 Sustainability Report > Diversity & Inclusion Sustainability Data Center > Workforce > Diversity & Inclusion
405-1	Diversity of governance bodies and employees	2024 Proxy Statement, p. 17 Sustainability Data Center > Governance > Board of Directors
405-2	Ratio of basic salary and remuneration of women to men	Sustainability Data Center > Workforce > Diversity & Inclusion
GRI 407: Freedom of Association and Collective Bargaining		
3-3	Management of the material topic - Freedom of Association and Collective Bargaining	Sustainability A-Z > Diversity & Inclusion
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	We have not identified any operations or suppliers in which employee rights to exercise freedom of association and collective bargaining have been violated or are at significant risk.
GRI 413: Local Communities		
3-3	Management of the material topic - Local Communities	2024 Sustainability Report > Supporting Our Communities Sustainability A-Z > Environmental Justice
413-1	Operations with local community engagement, impact assessments, and development programs	2024 Sustainability Report > Supporting Our Communities Sustainability A-Z > Social Impact Sustainability A-Z > Environmental Justice
413-2	Operations with significant actual and potential negative impacts on local communities	2024 Sustainability Report > Supporting Our Communities Sustainability A-Z > Environmental Justice

GRI 400: Social

Disclosure Number	Disclosure Title	2024 Response
GRI 414: Supplier Social Assessment		
3-3	Management of the material topic - Supplier Social Assessment	Sustainability A-Z > Supply Chain Suppliers WM
414-1	New suppliers that were screened using social criteria	Sustainability A-Z > Supply Chain Suppliers WM
GRI 415: Public Policy		
3-3	Management of the material topic - Public Policy	Corporate Governance WM Sustainability A-Z > Public Policy Participation in the Political Process Policy Position Policy: Plastic Exports Position Policy: Extended Producer Responsibility
415-1	Political contributions	Sustainability Data Center > Governance Participation in the Political Process Policy
GRI 416: Customer Health and Safety		
3-3	Management of the material topic - Customer Health and Safety	Environmental Policy
416-1	Assessment of the health and safety impacts of product and service categories	Environmental Policy
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Sustainability Data Center > Environment > Non-Compliance Associated with Environmental Impacts