



JULY 2025

**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.

## Intro

**WM** (WM.com) 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, medical 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. In North America, WM has the largest disposal network and collection fleet, is the largest recycler and is a leader in beneficial use of landfill gas, with a growing network of renewable natural gas plants and the most landfill gas-to-electricity plants, as well as the largest heavy-duty natural gas truck fleet in the industry. WM Healthcare Solutions provides collection and disposal services of regulated medical waste and secure information destruction services in the U.S., Canada and Western Europe. To learn more about WM and the company's sustainability progress and solutions, visit [sustainability.wm.com](https://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.

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# GRI Index

## GRI 2: General Disclosures

Disclosure Number	Disclosure Title	2025 Response
The Organization and its Reporting Practices		
2-1	Organizational details	<a href="#">2024 Form 10-K, pp. 6-13</a>
2-2	Entities included in the organization's sustainability reporting	<a href="#">2024 Form 10-K, p. 6</a>
2-3	Reporting period, frequency and contact point	Unless otherwise noted, our 2025 Sustainability Report captures performance that took place from January 1, 2024 through December 31, 2024.
2-4	Restatements of information	<a href="#">2024 Form 10-K, p. 3</a>
2-5	External assurance	<a href="#">Sustainability Disclosures &gt; Assurance</a>
Activities and Workers		
2-6	Activities, value chain and other business relationships	<a href="#">2024 Form 10-K, pp. 6-13</a> <a href="#">Suppliers   WM</a> <a href="#">Supplier Code of Conduct</a>
2-7	Employees	<a href="#">2024 Form 10-K, pp. 14-15</a> <a href="#">2025 Sustainability Report &gt; Recruiting &amp; Retaining Great Talent</a> <a href="#">Sustainability Data Center &gt; Employees</a>
2-8	Workers who are not employees	<a href="#">Sustainability A-Z &gt; Supply Chain</a> <a href="#">Suppliers   WM</a> <a href="#">Supplier Code of Conduct</a>

## GRI 2: General Disclosures

Disclosure Number	Disclosure Title	2025 Response
Governance		
2-9	Governance structure and composition	<a href="#">2025 Sustainability Report &gt; Governance</a> <a href="#">Sustainability Data Center &gt; Governance &gt; Board of Directors</a> <a href="#">Sustainability A-Z &gt; Corporate Governance</a> <a href="#">2025 Proxy Statement, pp. 4-5</a> <a href="#">WM Leadership Team</a> <a href="#">WM Board of Directors</a> <a href="#">Climate Brief</a>
2-10	Nomination and selection of the highest governance body	<a href="#">Sustainability A-Z &gt; Corporate Governance</a> <a href="#">Nominating and Governance Committee Charter</a> <a href="#">2025 Proxy Statement, pp. 4, 16-27</a>
2-11	Chair of the highest governance body	<a href="#">WM Board of Directors</a> <a href="#">2025 Proxy Statement, p. 4</a>
2-12	Role of the highest governance body in overseeing the management of impacts	<a href="#">2025 Sustainability Report &gt; Governance</a> <a href="#">2025 Proxy Statement, pp. 5-7</a> <a href="#">WM Leadership Team</a> <a href="#">Sustainability A-Z &gt; Corporate Governance</a> <a href="#">Climate Brief</a>

## GRI 2: General Disclosures

Disclosure Number	Disclosure Title	2025 Response
2-13	Delegation of responsibility for managing impacts	<a href="#">2025 Sustainability Report &gt; A Message from Our CEO and CSO</a> <a href="#">2025 Proxy Statement, pp. 6-7</a> <a href="#">WM Leadership Team</a> <a href="#">Sustainability   WM Investors</a> <a href="#">Sustainability A-Z &gt; Corporate Governance</a> <a href="#">Climate Brief</a>
2-14	Role of the highest governance body in sustainability reporting	<a href="#">2025 Sustainability Report &gt; Governance</a> <a href="#">2025 Proxy Statement, pp. 5-8</a> <a href="#">Climate Brief</a> <a href="#">CDP Response</a>
2-15	Conflicts of interest	<a href="#">Sustainability A-Z &gt; Corporate Governance</a> <a href="#">2025 Proxy Statement, pp. 12-13</a> <a href="#">Code of Conduct</a>
2-16	Communication of critical concerns	<a href="#">2025 Proxy Statement, p. 2</a>
2-17	Collective knowledge of the highest governance body	<a href="#">2025 Proxy Statement, p. 17</a> <a href="#">CDP Response</a>
2-18	Evaluation of the performance of the highest governance body	<a href="#">2025 Proxy Statement, pp. 6-16</a> <a href="#">Climate Brief</a> <a href="#">CDP Response</a>

## GRI 2: General Disclosures

Disclosure Number	Disclosure Title	2025 Response
2-19	Remuneration policies	<a href="#">2024 Form 10-K, p. 147</a> <a href="#">2025 Proxy Statement, pp. 31-61</a>
2-20	Process to determine remuneration	<a href="#">2024 Form 10-K, p. 147</a> <a href="#">2025 Proxy Statement, pp. 31-61</a>
2-21	Annual total compensation ratio	<a href="#">2025 Proxy Statement, p. 58</a>
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	<a href="#">2025 Sustainability Report &gt; A Message from Our CEO and CSO</a> <a href="#">Climate Brief</a>
2-23	Policy commitments	<a href="#">Sustainability A-Z &gt; Public Policy</a> <a href="#">Compliance &amp; Ethics   WM</a> <a href="#">Corporate Governance   WM Investors</a>
2-24	Embedding policy commitments	<a href="#">Sustainability A-Z &gt; Public Policy</a> <a href="#">Compliance &amp; Ethics   WM</a> <a href="#">Corporate Governance   WM Investors</a> <a href="#">Participation in the Political Process Policy</a>
2-25	Processes to remediate negative impacts	<a href="#">2025 Sustainability Report &gt; Governance</a> <a href="#">Code of Conduct</a> <a href="#">Sustainability A-Z &gt; Compliance &amp; Ethics</a> <a href="#">Compliance &amp; Ethics   WM</a>

**GRI 2: General Disclosures**

Disclosure Number	Disclosure Title	2025 Response
2-26	Mechanisms for seeking advice and raising concerns	<a href="#">Our Integrity Helpline</a> <a href="#">2025 Sustainability Report &gt; Governance</a> <a href="#">Code of Conduct, pp. 7-10</a> <a href="#">Sustainability A-Z &gt; Compliance &amp; Ethics</a>
2-27	Compliance with laws and regulations	<a href="#">Sustainability A-Z &gt; Compliance &amp; Ethics</a> <a href="#">Compliance &amp; Ethics   WM</a>
2-28	Membership associations	<a href="#">Sustainability A-Z &gt; Public Policy</a>
<b>Stakeholder Engagement</b>		
2-29	Approach to stakeholder engagement	<a href="#">2024 Form 10-K, pp. 19-24, 31</a> <a href="#">Sustainability A-Z &gt; Public Policy</a> <a href="#">Sustainability A-Z &gt; Reporting and Materiality</a>
2-30	Collective bargaining agreements	<a href="#">Sustainability Data Center &gt; Employees &gt; Labor Relations</a> <a href="#">2024 Form 10-K, p. 14</a>

**GRI 3: Material Topics****Disclosures on Material Topics**

3-1	Process to determine material topics	<a href="#">Sustainability A-Z &gt; Reporting and Materiality</a>
3-2	List of material topics	<a href="#">Sustainability A-Z &gt; Reporting and Materiality</a>

**GRI 200: Economic**

Disclosure Number	Disclosure Title	2025 Response
<b>GRI 201: Economic Performance</b>		
3-3	Management of the material topic	<a href="#">2025 Sustainability Report &gt; WM At-A-Glance</a> <a href="#">2024 Form 10-K, pp. 84-87</a> <a href="#">Climate Brief</a>
201-1	Direct economic value generated and distributed	<a href="#">2025 Sustainability Report &gt; WM At-A-Glance</a> <a href="#">Sustainability Data Center &gt; Economic Impact</a> <a href="#">2024 Form 10-K, pp. 84-87</a>
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">2025 Sustainability Report &gt; Managing our Climate Impact</a> <a href="#">CDP Response</a> <a href="#">Sustainability A-Z &gt; GHG Emissions Inventory Calculation Methodology</a> <a href="#">Climate Brief</a>
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">Sustainability A-Z &gt; Employee Benefits</a> <a href="#">2024 Form 10-K, pp. 114-119</a>
<b>GRI 203: Indirect Economic Impacts</b>		
3-3	Management of the material topic	<a href="#">Sustainability A-Z &gt; Employee Benefits</a> <a href="#">Sustainability A-Z &gt; Communities</a>
203-1	Infrastructure investments and services supported	<a href="#">2025 Sustainability Report &gt; Communities are Thriving</a> <a href="#">Sustainability Data Center &gt; Community</a>
203-2	Significant indirect economic impacts	<a href="#">Sustainability Data Center &gt; Community</a>



GRI 200: Economic		
Disclosure Number	Disclosure Title	2025 Response
GRI 205: Anti-corruption		
3-3	Management of the material topic	<a href="#">Sustainability A-Z &gt; Compliance &amp; Ethics</a> <a href="#">2025 Sustainability Report &gt; Behaving Ethically</a>
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Sustainability A-Z &gt; Compliance &amp; Ethics</a> <a href="#">Code of Conduct</a>
205-3	Confirmed incidents of corruption and actions taken	<a href="#">Sustainability Data Center &gt; Governance</a>

**GRI 300: Environmental**

Disclosure Number	Disclosure Title	2025 Response
<b>GRI 302: Energy</b>		
3-3	Management of the material topic	<a href="#">2025 Sustainability Report &gt; Energy is Renewable</a> <a href="#">Sustainability Data Center &gt; Energy Consumption</a> <a href="#">Climate Brief</a>
302-1	Energy consumption within the organization	<a href="#">2025 Sustainability Report &gt; Energy is Renewable</a> <a href="#">Sustainability Data Center &gt; Energy Consumption</a>
302-3	Energy intensity	<a href="#">Sustainability Data Center &gt; Energy Consumption</a>
302-4	Reduction of energy consumption	<a href="#">2025 Sustainability Report &gt; Energy is Renewable</a> <a href="#">Sustainability Data Center &gt; Energy Consumption</a> <a href="#">CDP Response</a>
302-5	Reductions in energy requirements of products and services	<a href="#">2025 Sustainability Report &gt; Energy is Renewable</a> <a href="#">Sustainability Data Center &gt; Energy Consumption</a>
<b>GRI 303: Water and Effluents</b>		
3-3	Management of the material topic	<a href="#">Sustainability A-Z &gt; Water</a> <a href="#">Sustainability A-Z &gt; Landfill Stewardship</a>
303-1	Interactions with water as a shared resource	<a href="#">2025 Sustainability Report &gt; Advancing Modern Landfills</a> <a href="#">2025 Sustainability Report &gt; Protecting &amp; Providing Access to Green Space</a> <a href="#">Sustainability A-Z &gt; Water</a> <a href="#">CDP Response</a>

**GRI 300: Environmental**

Disclosure Number	Disclosure Title	2025 Response
303-3	Water withdrawal	<a href="#">Sustainability A-Z &gt; Water</a> <a href="#">CDP Response</a>
303-4	Water discharge	<a href="#">Sustainability A-Z &gt; Water</a> <a href="#">CDP Response</a> <a href="#">Sustainability Data Center &gt; Waste &amp; Water &gt; Water Usage</a>
303-5	Water consumption	<a href="#">Sustainability A-Z &gt; Water</a> <a href="#">CDP Response</a> <a href="#">Sustainability Data Center &gt; Waste &amp; Water &gt; Water Usage</a>

**GRI 304: Biodiversity**

3-3	Management of the material topic	<a href="#">2025 Sustainability Report &gt; Protecting &amp; Providing Access to Green Space</a> <a href="#">Sustainability A-Z &gt; Communities</a>
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">Sustainability A-Z &gt; Communities</a>
304-2	Significant impacts of activities, products, and services on biodiversity	<a href="#">2025 Sustainability Report &gt; Protecting &amp; Providing Access to Green Space</a> <a href="#">Sustainability A-Z &gt; Communities</a>
304-3	Habitats protected or restored	<a href="#">2025 Sustainability Report &gt; Protecting &amp; Providing Access to Green Space</a> <a href="#">Sustainability A-Z &gt; Communities</a> <a href="#">Sustainability Data Center &gt; Community &gt; Environmental Stewardship</a>

**GRI 300: Environmental**

Disclosure Number	Disclosure Title	2025 Response
<b>GRI 305: Emissions</b>		
3-3	Management of the material topic	<a href="#">Climate Brief</a> <a href="#">2025 Sustainability Report &gt; Managing our Climate Impact</a> <a href="#">CDP Response</a>
305-1	Direct (Scope 1) GHG emissions	<a href="#">Climate Brief</a> <a href="#">2025 Sustainability Report &gt; Managing our Climate Impact</a> <a href="#">Sustainability Data Center &gt; Greenhouse Gas Emissions</a> <a href="#">CDP Response</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Climate Brief</a> <a href="#">2025 Sustainability Report &gt; Managing our Climate Impact</a> <a href="#">Sustainability Data Center &gt; Greenhouse Gas Emissions</a> <a href="#">CDP Response</a>
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Climate Brief</a> <a href="#">2025 Sustainability Report &gt; Managing our Climate Impact</a> <a href="#">Sustainability Data Center &gt; Greenhouse Gas Emissions</a> <a href="#">CDP Response</a>
305-4	GHG emissions intensity	<a href="#">2025 Sustainability Report &gt; Managing our Climate Impact</a> <a href="#">Sustainability Data Center &gt; Greenhouse Gas Emissions</a> <a href="#">CDP Response</a>



**GRI 300: Environmental**

Disclosure Number	Disclosure Title	2025 Response
305-5	Reduction of GHG Emissions	<a href="#">Climate Brief</a> <a href="#">2025 Sustainability Report &gt; Managing our Climate Impact</a> <a href="#">Sustainability A-Z &gt; GHG Emissions Inventory Calculation Methodology</a> <a href="#">Sustainability Data Center &gt; Greenhouse Gas Emissions</a>
305-6	Emissions of ozone-depleting substances (ODS)	<a href="#">Sustainability A-Z &gt; Landfill Air Program</a> <a href="#">CDP Response</a>
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<a href="#">Sustainability Data Center &gt; Environmental Impacts &gt; Emissions of Air Pollutants</a> <a href="#">Sustainability A-Z &gt; Landfill Air Program</a>
<b>GRI 306: Waste</b>		
3-3	Management of the material topic	<a href="#">2025 Sustainability Report &gt; Material is Repurposed</a>
306-2	Management of significant waste-related impacts	<a href="#">2025 Sustainability Report &gt; Enabling Circular Solutions</a> <a href="#">Sustainability A-Z &gt; Organics</a> <a href="#">Sustainability Services   WM</a>
306-3	Waste generated	<a href="#">Sustainability Data Center &gt; Waste &amp; Water &gt; Waste Generated</a>
306-4	Waste diverted from disposal	<a href="#">Sustainability Data Center &gt; Waste &amp; Water &gt; Waste Generated</a>
306-5	Waste directed to disposal	<a href="#">Sustainability Data Center &gt; Waste &amp; Water &gt; Waste Generated</a>

GRI 300: Environmental

Disclosure Number	Disclosure Title	2025 Response
GRI 308: Supplier Environmental Assessment		
3-3	Management of the material topic	<a href="#">Sustainability A-Z &gt; Supply Chain</a> <a href="#">Suppliers   WM</a>
308-1	New suppliers that were screened using environmental criteria	<a href="#">Sustainability A-Z &gt; Supply Chain</a> <a href="#">Suppliers   WM</a>

**GRI 400: Social**

Disclosure Number	Disclosure Title	2025 Response
<b>GRI 401: Employment</b>		
3-3	Management of the material topic	<a href="#">2025 Sustainability Report &gt; Communities are Thriving</a>
401-1	New employee hires and employee turnover	<a href="#">Sustainability Data Center &gt; Employees &gt; Hires</a>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">Sustainability A-Z &gt; Employee Benefits</a>
<b>GRI 403: Occupational Health and Safety</b>		
3-3	Management of the material topic	<a href="#">2025 Sustainability Report &gt; Get Home Safe Every Day</a> <a href="#">Sustainability A-Z &gt; Safety</a>
403-1	Occupational health and safety management system	<a href="#">2025 Sustainability Report &gt; Get Home Safe Every Day</a> <a href="#">Sustainability A-Z &gt; Safety</a>
403-2	Hazard identification, risk assessment, and incident investigation	<a href="#">2025 Sustainability Report &gt; Get Home Safe Every Day</a> <a href="#">Sustainability A-Z &gt; Safety</a>
403-3	Occupational health services	<a href="#">2025 Sustainability Report &gt; Get Home Safe Every Day</a> <a href="#">Sustainability A-Z &gt; Safety</a>
403-4	Worker participation, consultation, and communication on occupational health and safety	<a href="#">2025 Sustainability Report &gt; Get Home Safe Every Day</a> <a href="#">Sustainability A-Z &gt; Safety</a>
403-5	Worker training on occupational health and safety	<a href="#">2025 Sustainability Report &gt; Get Home Safe Every Day</a> <a href="#">Sustainability A-Z &gt; Safety</a>

**GRI 400: Social**

Disclosure Number	Disclosure Title	2025 Response
403-6	Promotion of worker health	<a href="#">Sustainability A-Z &gt; Employee Benefits</a>
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">2025 Sustainability Report &gt; Get Home Safe Every Day</a> <a href="#">Sustainability A-Z &gt; Safety</a>
403-9	Work-related injuries	<a href="#">2025 Sustainability Report &gt; Get Home Safe Every Day</a> <a href="#">Sustainability A-Z &gt; Safety</a> <a href="#">Sustainability Data Center &gt; Safety</a>

**GRI 404: Training and Education**

3-3	Management of the material topic	<a href="#">2025 Sustainability Report &gt; Fostering Learning &amp; Development</a> <a href="#">Sustainability A-Z &gt; Employee Benefits</a>
404-1	Average hours of training per year per employee	<a href="#">Sustainability Data Center &gt; Employees &gt; Training</a>
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">2025 Sustainability Report &gt; Fostering Learning &amp; Development</a> <a href="#">Sustainability A-Z &gt; Employee Benefits</a>

**GRI 405: Diversity and Equal Opportunity**

3-3	Management of the material topic	<a href="#">2025 Sustainability Report &gt; Recruiting &amp; Retaining Great Talent</a> <a href="#">Sustainability Data Center &gt; Workforce Analytics</a>
405-1	Diversity of governance bodies and employees	<a href="#">2025 Proxy Statement, p. 16</a> <a href="#">Sustainability Data Center &gt; Governance &gt; Board of Directors</a>
405-2	Ratio of basic salary and remuneration of women to men	<a href="#">Sustainability Data Center &gt; Workforce Analytics</a>



**GRI 400: Social**

Disclosure Number	Disclosure Title	2025 Response
<b>GRI 413: Local Communities</b>		
3-3	Management of the material topic	<a href="#">2025 Sustainability Report &gt; Supporting Our Communities</a> <a href="#">Sustainability A-Z &gt; Environmental Justice</a>
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">2025 Sustainability Report &gt; Supporting Our Communities</a> <a href="#">Sustainability A-Z &gt; Communities</a> <a href="#">Sustainability A-Z &gt; Environmental Justice</a>
413-2	Operations with significant actual and potential negative impacts on local communities	<a href="#">2025 Sustainability Report &gt; Supporting Our Communities</a> <a href="#">Sustainability A-Z &gt; Environmental Justice</a>
<b>GRI 414: Supplier Social Assessment</b>		
3-3	Management of the material topic	<a href="#">Sustainability A-Z &gt; Supply Chain</a> <a href="#">Suppliers   WM</a>
414-1	New suppliers that were screened using social criteria	<a href="#">Sustainability A-Z &gt; Supply Chain</a> <a href="#">Suppliers   WM</a>
<b>GRI 415: Public Policy</b>		
3-3	Management of the material topic	<a href="#">Corporate Governance   WM Investors</a> <a href="#">Sustainability A-Z &gt; Public Policy</a> <a href="#">Participation in the Political Process Policy</a>
415-1	Political contributions	<a href="#">Sustainability Data Center &gt; Governance</a> <a href="#">Participation in the Political Process Policy</a>

## GRI 400: Social

Disclosure Number	Disclosure Title	2025 Response
GRI 416: Customer Health and Safety		
3-3	Management of the material topic	<a href="#">Environmental Policy</a> <a href="#">Sustainability A-Z &gt; Environmental Management</a>
416-1	Assessment of the health and safety impacts of product and service categories	<a href="#">Environmental Policy</a>
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">Sustainability Data Center &gt; Environmental Impacts &gt; Non-Compliance Associated with Environmental Impacts</a>