



JULY 2025

# UN SUSTAINABLE DEVELOPMENT GOALS



# United Nations Sustainable Development Goals

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 United Nations Sustainable Development Goals, a global initiative to align efforts to support sustainable thematic issues, and provides data for the reporting period of January 1, 2024, through December 31, 2024 unless otherwise noted. This report does not include Stericycle operations from 2024.

## 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.

## Table of Contents

3		<b>UN SDG 3</b> Good Health & Well-Being	9		<b>UN SDG 11</b> Sustainable Cities and Communities
4		<b>UN SDG 4</b> Quality Education	10		<b>UN SDG 12</b> Responsible Consumption and Production
5		<b>UN SDG 6</b> Clean Water and Sanitation	11		<b>UN SDG 13</b> Climate Action
6		<b>UN SDG 7</b> Affordable and Clean Energy	12		<b>UN SDG 15</b> Life on Land
7		<b>UN SDG 8</b> Decent Work and Economic Growth	<b>13 Forward-Looking Statements</b>		
8		<b>UN SDG 9</b> Industry, Innovation and Infrastructure			

## How We Support the UN Sustainable Development Goals

The United Nations introduced 17 Sustainable Development Goals (SDGs) in 2015 to provide targets and indicators for broad global sustainability achievements. WM has been contributing to these goals through aligning our own sustainability ambitions, goals and targets with 11 of the SDGs. For decades, we’ve played an integral role in keeping our communities clean, safe and functioning. Now, we are embarking on an ambitious next chapter as we focus on reinventing what’s possible for society to be more sustainable.

More information about the United Nations SDGs, including associated targets and indicators, is available on the [United Nations website](https://www.un.org/sustainabledevelopment/).



## UN SDG 3: Good Health and Well-Being

*Ensure healthy lives and promote well-being for all at all ages.*

### Our Impact

WM's safety program is rooted in our vision for each and every employee to Get Home Safe Every Day. To support this vision, WM leverages communication, technology and training to help keep drivers, employees and our communities safe and clean. On the road, collection trucks are equipped with automated driver assistance systems and engaging technologies, including audible alarms, active braking interventions and stability control, to prevent vehicular accidents. Our trucks also use automated collection equipment which helps to prevent injuries from manual collection methods. In our facilities, we explore and invest in automation like optical sorting, screening and fire detection. Further, we encourage safe practices by recognizing employees for safe and effective work through the WM Driver, Operator and Technician of the Year Program. In addition, we track and disclose key safety metrics and have set a goal to reduce our Total Recordable Injury Rate (TRIR) targeting 2.0 by 2030.

To support the health and well-being of our employees, we offer competitive wages and benefits, including medical, critical illness, dental and prescription drug coverage; short- and long-term disability coverage; life insurance and accidental death benefits; retirement plans; and an employee stock purchase plan. The WM Health and Welfare Benefits Plan allows employees to choose from different levels and types of coverage. WM pays the full cost to provide employees with short-term disability benefits, long-term disability benefits, basic life insurance for the employee and their dependents, legal services and employee and family assistance benefits. The costs for medical and dental coverage are shared with employees, with WM covering a portion of the cost for these programs.

We also strive to improve health outcomes in the communities we serve by reducing the environmental impact of our operations. For nearly 30 years, we have been transitioning our collection fleet from diesel vehicles to compressed natural gas (CNG) vehicles. According to the U.S. Environmental Protection Agency (EPA), CNG vehicles can reduce tailpipe greenhouse gas (GHG) emissions by 20% and emit up to 90% less nitrogen oxide (NOx) than traditional diesel vehicles. Therefore, not only do CNG vehicles avoid the use of millions of gallons of diesel fuel each year, they also reduce our GHG emissions, are quieter than diesel trucks and emit nearly zero particulate emissions, which can help improve air quality and minimize public health risks. We also work to capture more landfill gas for beneficial use to help decrease fugitive emissions to the air, while providing a lower-carbon alternative to fossil fuels for communities and allocating a portion to our own alternative fuel fleet. In addition to lower-emission natural gas vehicles, WM is actively exploring emerging alternative fuel technologies, including electric and hydrogen-powered vehicles, as we work to further reduce emissions and pursue our sustainability goals.

### WM-Aligned Targets

- |             |  |
|-------------|--|
| <b>2025</b> | <ul style="list-style-type: none"><li>Achieved: 50% of alternative fuel vehicles to run on renewable natural gas</li><li>Achieved: 70% of collection fleet to be alternative fuel vehicles</li></ul> |
| <b>2030</b> | <ul style="list-style-type: none"><li>Reduce Total Recordable Injury Rate (TRIR) targeting 2.0 by 2030; and continued focus on prevention of serious injuries</li></ul>                              |

See our [annual sustainability report](#) to check out our progress on these targets.

### UN Sustainable Development Goal Targets and Indicators

- |                   |   |
|-------------------|---|
| <b>Target 3.6</b> | By 2020, halve the number of global deaths and injuries from road traffic accidents   |
| <b>Target 3.8</b> | Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all |
| <b>Target 3.9</b> | By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination   |



# UN SDG 4: Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

## Our Impact

At WM, our people are essential to our success, and they thrive when we prioritize their safety, development and well-being. We’re building a future-ready workforce by upskilling and training our teams, providing education opportunities and evolving our recruitment strategy to align with marketplace trends and business needs.

To support career mobility and address the tight labor market, we have adopted a “grow our own” strategy to continuously upskill our employees to create a strong talent pipeline. We make training and upskilling available through robust development programs, including several entry-level professional development programs created to build competency in critical leadership and professional roles. Our skills training programs range from self-guided online classes and refresher courses to multi-month development programs designed to upskill employees into new business areas. We also look for opportunities to support education, not only for our employees, but also for their families. Our Your Tomorrow education program offers tuition coverage for select programs for WM employees and their dependents.

Between funding and supporting nonprofit-led, school-based programs, we strive to extend access to education in our communities as well. In 2024, WM contributed \$7.5 million to Step Up for Students, helping the program to provide more than 900 students with quality education tailored to their individual needs. In addition, we established relationships with three top technical schools: Lincoln Tech, WyoTech and Universal Technical Institute. We continue to fund sustainability-related research grants, and work with local organizations to support sustainability education.

Since 2013, WM has used the Technician Apprentice Program (TAP) to create career pathways and recruit from technical schools. Apprentices work paid positions, gain real-world experience 6 to 12 months before graduation, and receive benefits including a toolkit, tool allowance and tuition reimbursement. Graduates can advance to a technician assistant or technician role.

## WM-Aligned Targets

- 2030
- Positively impact 10 million people in our communities through targeted social impact programs by 2030, using the equivalent of 2% of our net income

See our [annual sustainability report](#) to check out our progress on these targets.

## UN Sustainable Development Goal Targets and Indicators

Target 4.3	By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university
Target 4.4	By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship
Target 4.5	By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations
Target 4.7	By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture’s contribution to sustainable development



## UN SDG 6: Clean Water and Sanitation

*Ensure availability and sustainable management of water and sanitation for all.*

### Our Impact

At WM, we are committed to using water sparingly and responsibly. Most of our water comes from municipal systems rather than groundwater wells or fresh surface water sources, and primary uses include drinking, sanitation, vehicle washing, dust suppression and landscaping. We continually look for ways to reduce water consumption across our operations, through implementation of graywater initiatives, conservation methods such as fixture replacement or water consumption monitoring, and by implementing globally accepted environmental design guidelines such as LEED and Green Globes. At some facilities, truck wash programs are shifting to use of recycled water to reduce reliance on municipal water.

WM's modern landfills in the United States utilize extensive engineering controls and practices to protect surface water and groundwater and were developed under the federal RCRA standards, which require a range of measures to prevent environmental contamination, including the use of engineered liners, covers, collection and treatment systems for leachate (water that accumulates in landfills as it filters through waste). We maintain a comprehensive network of groundwater-monitoring wells around our facilities, and every landfill uses monitoring strategies to ensure that adjacent surface water and groundwater is protected.

All WM facilities across North America comply with local development code and municipal ordinances regarding mandatory provisions of fully functioning water supply, adequate sanitation and hygiene (WASH) in its facilities. All our workers, regardless of their status of employment, gender orientation, age, race and nationality have 100% access to WASH.

In 2024, employees participated in events such as the Salinas River Wildlife Refuge Cleanup and Twin Creeks Earth Day Cleanup. In the Pacific Northwest and British Columbia, our efforts to restore river ecosystems involved dredging and removing waste to help improve water quality in the Lower Duwamish Waterway. In addition to our legacy business' work to help restore ecosystems, Stericycle has focused on wetland and waterway ecosystem preservation through their work with the National Park Foundation. This includes a riparian restoration initiative aimed to build drought resilience and improve the health of over 4,000 acres of wetlands. Their work also included a Blue Ridge Parkway project to help support critical wetland habitats that are crucial for over 25 species of rare plants and animals. The project transitioned to a clean-up project for much of 2024, due to damage from Hurricane Helene.

### UN Sustainable Development Goal Targets and Indicators

<b>Target 6.3</b>	By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally
<b>Target 6.b</b>	Support and strengthen the participation of local communities in improving water and sanitation management

See our [annual sustainability report](#) to check out our progress on these targets.



# UN SDG 7: Affordable and Clean Energy

Ensure access to affordable, reliable, sustainable and modern energy for all.

## Our Impact

At WM we envision a future where resources become renewable energy as part of a low-carbon, circular economy. We are on track to invest \$1.6 billion in renewable energy capabilities from 2022 to 2026, resulting in 20 new RNG facilities over that period and furthering our sustainability growth strategy. By capturing and converting landfill gas into RNG, we can allocate a portion to our own fleet and offer a lower-carbon energy source to communities and customers. We are also conducting cutting-edge research on landfill gas measurement with the aim of capturing more gas and continuing to improve decarbonization efforts in the years to come.

Long-term growth potential exists in the capture of landfill gas for beneficial use applications. Once captured, landfill gas can be processed by removing contaminants to isolate the methane and converted to a lower-carbon energy source. There are multiple opportunities for utilizing captured landfill gas including electricity generation, direct use by third parties as heating fuel and processing it into renewable natural gas. Renewable energy from landfill gas provides our fleet, communities and industrial customers with a lower-carbon energy source and reduced emissions.

At WM, we are constantly exploring opportunities to be more sustainable and use renewable energy in our operations. 41% of electricity use in 2024 came from renewable sources. We allocate renewable energy credits (RECs) from our renewable energy facilities and invest in energy efficiency projects across our footprint where possible.<sup>1</sup>

WM also leverages organic waste to produce energy. Through our CORE® process, WM can convert food waste into an engineered bioslurry product (EBS®) used as a feedstock to help generate renewable energy. Adding EBS® to a wastewater treatment plant’s anaerobic digester can significantly increase the energy output from the system. WM also operates FOG2Fuel<sup>SM</sup> facilities which convert fats, oils and grease (FOG), typically from restaurants and food manufacturers, into a feedstock for biodiesel production. In 2024, we sold the first loads of brown grease to the commodity market, providing a solution for a traditionally hard-to-manage material. We plan to expand this offering and grow this segment of our organics processing business.

<sup>1</sup> Market-Based reflects emissions from retirement of renewable energy credits (RECs) in accordance with the GHG Protocol Corporate Standard.

## WM-Aligned Targets

2025	<ul style="list-style-type: none"><li>Achieved: 50% of alternative fuel vehicles to run on renewable natural gas</li><li>Achieved: 70% of collection fleet to be alternative fuel vehicles</li></ul>
2030	<ul style="list-style-type: none"><li>Reduce absolute Scope 1 and 2 GHG emissions 42% by 2031 from a 2021 base year (science-based target)<sup>2</sup></li><li>Target beneficial use of captured landfill gas to 65% by 2027<sup>3</sup></li></ul>

<sup>2</sup> The target boundary includes land-related emissions and removals from bioenergy feedstocks.

<sup>3</sup> Updated target year to align with renewable natural gas facilities timeline.

See our [annual sustainability report](#) to check out our progress on these targets.

## UN Sustainable Development Goal Targets and Indicators

Target 7.2	By 2030, increase substantially the share of renewable energy in the global energy mix
Target 7.a	By 2030, enhance international cooperation to facilitate access to clean energy research and technology, including renewable energy, energy efficiency and advanced and cleaner fossil-fuel technology, and promote investment in energy infrastructure and clean energy technology





# UN SDG 8: Decent Work and Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

## Our Impact

At WM, our people are essential to our success, and they thrive when we prioritize their safety, development and well-being. We are upskilling and training our teams, providing education opportunities and evolving our recruitment strategy to align with marketplace trends and business needs. These investments ensure we protect and nurture talent, which enables continued growth and innovation to support business success.

Our team members’ safety comes first at WM, illustrated by our safety rates that consistently beat the industry average. Our renewed safety vision — Get Home Safe Every Day — engages employees in safe actions and behaviors. To help keep employees safe, we also invest in sophisticated technologies, including automated collection equipment on trucks, which helps prevent injuries from manual collection methods. On the road, collection trucks are equipped with automated driver assistance systems, which engage technologies such as audible alarms, active braking interventions and stability control to prevent vehicular accidents. In our facilities, we explore and invest in upgrades like optical sorting, screening and fire detection, further reducing manual movements and integrating automation technology where feasible.

WM’s human-centered leadership approach promotes a culture of care, respect and collaboration that drives individual and organizational growth. Our programs include pathways for frontline, mid-level and emerging leaders. Our frontline focused leadership program and development accelerator are designed to build and strengthen coaching, development and influencing skills for teams and prepare high-performing frontline leaders for greater responsibility. In addition, our human-centered leadership program and emerging leader accelerator equip participants with skills to inspire teams, navigate complex challenges and drive success to accelerate leadership journeys.

The Innovative Employment Pathways (IEP)® program has remained a keystone program which works with nonprofits to break down barriers and help bring disenfranchised individuals into entry-level jobs. In 2024, we expanded by working with eight new community-based organizations that increased our reach to individuals facing employment barriers. The program’s efficacy also continues to grow — the completion rate of Job Readiness and Retention training has reached 100% among IEP® contingent hires as of April 2025. Through programs like this, we support individual career pathways that have upward potential and help fill our talent needs.

Underpinning our people approach is our commitment to operating responsibly, outlined in our Code of Conduct and Supplier Code of Conduct, which set expectations. Our SPEAK UP culture also encourages employees to raise concerns and seek guidance without fear of retaliation.

## WM-Aligned Targets

- 2030
- Reduce Total Recordable Injury Rate (TRIR) targeting 2.0 by 2030; and continued focus on prevention of serious injuries

See our [annual sustainability report](#) to check out our progress on these targets.

## UN Sustainable Development Goal Targets and Indicators

Target 8.2	Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labor-intensive sectors
Target 8.4	Improve progressively, through 2030, global resource efficiency in consumption and production and endeavor to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programs on Sustainable Consumption and Production, with developed countries taking the lead
Target 8.5	By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
Target 8.8	Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment



# UN SDG 9: Industry, Innovation and Infrastructure

Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation.

## Our Impact

Our landfills, recycling facilities and renewable energy facilities provide communities and businesses across North America with safe, reliable environmental infrastructure.

We work with research universities and nonprofit organizations to measure fugitive landfill gas emissions more accurately, using several measurement tools, including satellites, drones and ground sensors. We support the development of a safer industry by sharing best practices with our peers through our membership in organizations like the Solid Waste Association of North America (SWANA) and the National Waste & Recycling Association (NWRA).

Additional efforts include:

- Making progress on our plans to invest over \$3 billion in sustainability growth projects from 2022 through 2026
- Integrating automation technology into new and existing facilities to enhance safety, speed and accuracy, with the goal of increasing the amount and quality of material we recover for reuse
- Expanding capture of landfill gas for beneficial use applications which leverage methane content to generate renewable energy
- Piloting the development of new technologies and opportunities to capture and reuse hard-to-recycle items, like textiles and plastic film
- Driving landfill innovation with the introduction of technologies such as automated wellheads that can enhance safety and reduce GHG emissions while allowing operational data and performance to be monitored remotely from anywhere

## WM-Aligned Targets

2025	<ul style="list-style-type: none"><li>• Achieved: 50% of alternative fuel vehicles to run on renewable natural gas</li><li>• Develop fugitive emissions measurement systems</li></ul>
2030	<ul style="list-style-type: none"><li>• Increase WM’s recovery of materials by 60% to 25 million tons by 2030, including an interim milestone of a 25% increase by 2025</li><li>• Reduce absolute Scope 1 and 2 GHG emissions 42% by 2031 from a 2021 base year (science-based target)<sup>1</sup></li><li>• Target beneficial use of captured landfill gas to 65% by 2027<sup>2</sup></li></ul>

<sup>1</sup> The target boundary includes land-related emissions and removals from bioenergy feedstocks.  
<sup>2</sup> Updated target year to align with renewable natural gas facilities timeline.

See our [annual sustainability report](#) to check out our progress on these targets.

## UN Sustainable Development Goal Targets and Indicators

Target 9.1	Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all
Target 9.4	By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities
Target 9.5	Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending





# UN SDG 11: Sustainable Cities and Communities

Make cities and human settlements inclusive, safe, resilient and sustainable.

## Our Impact

WM is a leading provider of comprehensive environmental services, including landfill, recycling, organics processing and landfill gas-to-energy. Our services support the circular economy by capturing an increasing proportion of recyclable and organic materials to reuse opportunities.

Long-term growth potential exists in the capture of landfill gas for beneficial use applications which leverage methane content to generate renewable energy. To help build that future, we are investing more than \$1.6 billion through 2026 to build 20 new WM-owned facilities that will convert landfill gas into pipeline-quality renewable natural gas. By capturing and converting landfill gas into renewable natural gas, we can allocate a portion to our own fleet and offer a lower-carbon energy source to communities and customers. To provide customers and communities with more sustainable solutions, such as recycling and organics services, we are investing in new facilities and upgrades to existing facilities.

In 2024, we opened five new WM-owned renewable natural gas (RNG) facilities. Together, these facilities help reduce emissions while building elements of a circular economy by extracting landfill gas and cleaning it up for reuse. We now have seven total RNG facilities, and we are on track with plans to deliver 20 new RNG projects by the end of 2026. When fully operational, these investments could generate an additional 25 million MMBtus of renewable energy annually, the equivalent to powering approximately 1.7 million homes. We also focused on expanding and better optimizing the capacity of our existing organics facilities. Through continued improvements in our operations and technology, we are processing more organic material at our existing facilities and have increased organics processing capacity by 147,000 tons annually.

Over the past three decades, we've exemplified our commitment to biodiversity by protecting 13,500 acres through 320 projects within nearly 70 Worldwide Habitat Council (WHC), now Tandem Global, certified programs. To scale up our biodiversity efforts and demonstrate how facilities can use a little land to make a big difference, we recently collaborated with WHC on proof-of-concept microforests, which are dense, fast-growing and biodiverse plantings on a small footprint. These plantings can act as carbon sinks, absorbing and storing carbon dioxide from the air. Local teams also work with a range of nonprofit organizations to help steward healthy ecosystems within our communities. In 2024, the WM Chicago Metro Team worked with Urban Rivers, a pioneering nonprofit dedicated to revitalizing the North Branch Canal of the Chicago River, to support the assembly and installation of floating platforms that are intended to enhance water quality and create thriving habitats for wildlife. In addition, the Wild Mile, a living laboratory for ecological restoration, features walkways and habitats to support birds, fish and pollinators. Team members also participated in Friends of the Chicago River's 32nd annual Chicago River Day to help restore and protect the river system.

## WM-Aligned Targets

2025	<ul style="list-style-type: none"><li>Achieved: 50% of alternative fuel vehicles to run on renewable natural gas</li><li>Develop fugitive emissions measurement systems</li></ul>
2030	<ul style="list-style-type: none"><li>Increase WM's recovery of materials by 60% to 25 million tons by 2030, including an interim milestone of a 25% increase by 2025</li><li>Positively impact 10 million people in our communities through targeted social impact programs by 2030, using the equivalent of 2% of our net income</li></ul>

See our [annual sustainability report](#) to check out our progress on these targets.

## UN Sustainable Development Goal Targets and Indicators

Target 11.4	Strengthen efforts to protect and safeguard the world's cultural and natural heritage
Target 11.6	By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management
Target 11.7	By 2030, provide universal access to safe, inclusive and accessible green and public spaces, in particular for women and children, older persons and persons with disabilities



# UN SDG 12: Responsible Consumption and Production

Ensure sustainable consumption and production patterns.

## Our Impact

At WM, we are working towards a future where materials are repurposed. As the largest recycler of post-consumer material in North America, WM has the infrastructure and network to drive circular economy solutions. We offer opportunities for residential, commercial, industrial, and municipal customers to engage in recycling and organics programs to increase diversion of waste from landfills.

In 2024, we recovered more than 16 million tons of recyclable materials, including paper, glass, metal and plastic. Our 49 organics recycling facilities recovered 3.7 million tons of material. To achieve this, we increased our capacity by opening 12 new or automated recycling facility projects adding 545,000 tons in annual capacity.

In addition to our core services, WM works to find customers for our recycled material commodities. We seek to find primarily domestic customers for a variety of plastic types, paper and cardboard. To do this, we work with companies and organizations to help them find opportunities to use recycled material in their products. Further, to reinforce our commitment to a circular economy we issued a policy in 2020 stating plastics collected on residential routes and processed at our single-stream recycling facilities will not be exported outside North America.

We strive to operate responsibly at every step in our value chain. Our Code of Conduct outlines how we treat each other and conduct our business, and the Supplier Code of Conduct sets expectations for supplier conduct, including human rights and environmental protection provisions. The Code provides employees with resources that support our expectations for employee conduct, including guidelines on anticorruption, anti-bribery and anti-harassment. New hires complete training on the Code during onboarding, and all employees complete refresher training annually. Consultants, contractors, vendors and other business partners are also expected to act in a manner consistent with our Code when conducting business on behalf of the company. Similarly, suppliers are required to agree to the Supplier Code during onboarding.

## WM-Aligned Targets

2025	<ul style="list-style-type: none"><li>Achieved: 50% of alternative fuel vehicles to run on renewable natural gas</li><li>Develop fugitive emissions measurement systems</li></ul>
2030	<ul style="list-style-type: none"><li>Increase WM’s recovery of materials by 60% to 25 million tons by 2030, including an interim milestone of a 25% increase by 2025</li><li>Reduce absolute Scope 1 and 2 GHG emissions 42% by 2031 from a 2021 base year (science-based target)<sup>1</sup></li><li>Target beneficial use of captured landfill gas to 65% by 2027<sup>2</sup></li></ul>

<sup>1</sup> The target boundary includes land-related emissions and removals from bioenergy feedstocks

<sup>2</sup> Updated target year to align with renewable natural gas facilities timeline.

See our [annual sustainability report](#) to check out our progress on these targets.

## UN Sustainable Development Goal Targets and Indicators

Target 12.2	By 2030, achieve the sustainable management and efficient use of natural resources
Target 12.3	By 2030, halve per capita global food waste at the retail and consumer levels and reduce food losses along production and supply chains, including post-harvest losses
Target 12.4	By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment
Target 12.5	By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse
Target 12.6	Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle
Target 12.7	Promote public procurement practices that are sustainable, in accordance with national policies and priorities
Target 12.8	By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature



# UN SDG 13: Climate Action

Take urgent action to combat climate change and its impacts.

## Our Impact

At WM, we envision a future where resources become renewable energy as part of a low-carbon, circular economy. As we seek to enable a future where energy is renewable, we have committed to reducing our direct greenhouse gas (GHG) emissions, in addition to developing solutions for our customers on their own transition to a low-carbon economy.

Our commitment to operational decarbonization is embodied in our near-term climate impact goal to reduce Scope 1 and 2 GHG emissions which has been validated and approved by the Science Based Targets initiative (SBTi), in line with limiting global warming to 1.5°C, the first in our industry to set a target of this kind. By setting ambitious, science-based targets to reduce our GHG emissions, we are committed to progressing towards those targets with actionable emissions reduction plans and enabling solutions for others to reduce their emissions.

In 2024, we reduced our direct Scope 1 and 2 GHG emissions by 22% over a 2021 baseline. Nearly 90% of WM’s carbon footprint comes from Scope 1 GHG emissions primarily generated from our landfills and fleet operations. Our strategy to address our direct Scope 1 emissions focuses on:

- Expanding landfill cover and capping systems to limit the release of landfill gas
- Installing and expanding gas collection and control system (GCCS) to capture landfill gas more effectively
- Increasing the number of renewable natural gas (RNG) facilities to process landfill gas into renewable energy
- Transitioning our fleet to lower-carbon fuels

To further support decarbonization, our sustainability efforts can help our customers reduce their own carbon footprints. WM aims to play a key role in the transition to a low-carbon economy by offering resource recovery, expanding and opening new markets for recycled content and capturing and processing landfill gas to generate renewable energy. We also offer support to customers looking to meet their sustainability objectives by identifying opportunities for hard-to-recycle items and creating circular solutions for managing recyclable materials.

## WM-Aligned Targets

2025	<ul style="list-style-type: none"><li>• Achieved: 50% of alternative fuel vehicles to run on renewable natural gas</li><li>• Develop fugitive emissions measurement systems</li></ul>
2030	<ul style="list-style-type: none"><li>• Increase WM’s recovery of materials by 60% to 25 million tons by 2030, including an interim milestone of a 25% increase by 2025</li><li>• Reduce absolute Scope 1 and 2 GHG emissions 42% by 2031 from a 2021 base year (science-based target)<sup>1</sup></li><li>• Target beneficial use of captured landfill gas to 65% by 2027<sup>2</sup></li></ul>

<sup>1</sup> The target boundary includes land-related emissions and removals from bioenergy feedstocks.  
<sup>2</sup> Updated target year to align with renewable natural gas facilities timeline.

See our [annual sustainability report](#) to check out our progress on these targets.

## UN Sustainable Development Goal Targets and Indicators

Target 13.1	Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries
Target 13.2	Integrate climate change measures into national policies, strategies and planning
Target 13.3	Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning





## UN SDG 15: Life On Land

Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss.

### Our Impact

Giving back to our communities is deeply ingrained in our culture. The scale of our business and our geographic reach enables us to positively impact millions of people by protecting and providing access to green space, providing access to education and filling gaps in communities. In 2024, approximately \$27.6 million in charitable contributions helped positively impact 1.7 million people through targeted social impact programs, bringing our cumulative total to 2.6 million people positively impacted since 2022.<sup>1</sup>

Beyond our core business of providing environmental solutions, we also aim to support causes that prioritize thriving communities and environmental stewardship. Additionally, we strive to educate individuals on the significance of living sustainably and preserving the natural areas in our communities.

We have been working with WHC for over three decades to support conservation efforts at our sites across North America. Our nearly 70 WHC-certified programs are home to wildlife preservation, biodiversity and environmental education initiatives through 320 projects, protecting 13,500 acres of land. In 2024, we completed a nature-related risks and opportunities assessment to help inform where we can prioritize projects to maximize ecological value. Projects include planting pollinator gardens, tree systems and microforests, which are dense, fast-growing and biodiverse plantings on a small footprint. Local teams also work with a range of nonprofit organizations to help steward healthy ecosystems within our communities.

<sup>1</sup> In 2022, we updated our reporting methodology to align with the 2030 goal to positively impact people through targeted social impact programs. Reporting reflects programs from 2022 and beyond.

### WM-Aligned Targets

2030	• Positively impact 10 million people in our communities through targeted social impact programs by 2030, using the equivalent of 2% of our net income
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See our [annual sustainability report](#) to check out our progress on these targets.

### UN Sustainable Development Goal Targets and Indicators

Target 15.2	By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally
Target 15.9	By 2020, integrate ecosystem and biodiversity values into national and local planning, development processes, poverty reduction strategies and accounts

## Forward-Looking Statements

WM, or the Company, from time to time, provides estimates of financial and other data, comments on expectations relating to future periods and makes statements of opinion, view or belief about current and future events, which may be identified by the use of words such as “target,” “plan,” “expect,” “forecast,” “future,” “commit,” “intend,” “potential,” “estimate,” and similar expressions that contemplate future events. Except for historical information contained herein, the statements in this report are forward-looking statements that are made pursuant to the Safe Harbor Provisions of the Private Securities Litigation Reform Act of 1995. Examples of forward-looking statements in this report include, but are not limited to: sustainability and business goals, including those relating to measuring and reducing our greenhouse gas emissions, recycling, renewable energy, energy efficiency, employee engagement, safety, community engagement and charitable contributions; plans and strategies to achieve such goals; future execution of and planned, projected or estimated investments and capital expenditures in strategic priorities, including sustainability projects; timing, outcomes, including production increases and capacity expansions, and benefits from investment in strategic priorities and sustainability projects; business and growth plans; and any other future events, performance or results. You should view these statements with caution and not place any undue reliance on any forward-looking statements. They are based on the facts and circumstances known to the Company as of the date the statements are made. Forward-looking statements are subject to risks and uncertainties that could cause actual results to be materially different from those set forth in such forward-looking statements, including but not limited to failure to implement our optimization, automation, growth and cost savings initiatives and overall business strategy; failure to obtain the results anticipated from strategic initiatives, investments, acquisitions or new lines of business; failure to identify acquisition targets, consummate and integrate acquisitions,

including our acquisition of Stericycle, Inc.; environmental and other regulations, including developments related to emerging contaminants, gas emissions, renewable energy, extended producer responsibility and our natural gas fleet; significant environmental, safety or other incidents resulting in liabilities or brand damage; failure to obtain and maintain necessary permits due to land scarcity, public opposition or otherwise; diminishing landfill capacity, resulting in increased costs and the need for disposal alternatives; failure to attract, hire and retain key team members and a high quality workforce; increases in labor costs due to union organizing activities or changes in wage and labor-related regulations; disruption and costs resulting from severe weather and destructive climate events; failure to achieve our sustainability goals or execute on our sustainability-related strategy and initiatives, including within planned timelines or anticipated budgets due to disruptions, delays, cost increases or changes in environmental or tax regulations; focus on, and regulation of, environmental and sustainability-related disclosures, which could lead to increased costs, risk of non-compliance, brand damage and litigation risk related to our sustainability efforts; macroeconomic conditions, geopolitical conflict and large-scale market disruption resulting in labor, supply chain and transportation constraints, inflationary cost pressures and fluctuations in commodity prices, fuel and other energy costs; increased competition; pricing actions; impacts from international trade restrictions and tariffs; competitive disposal alternatives, diversion of waste from landfills and declining waste volumes; weakness in general economic conditions and capital markets, including potential for an economic recession; instability of financial institutions; adoption of new tax legislation; fuel shortages; failure to develop and protect new technology; failure of technology to perform as expected; failure to prevent, detect and address cybersecurity incidents or comply with privacy regulations; inability to adapt and manage the benefits and risks of artificial intelligence; negative outcomes of litigation or

governmental proceedings; and decisions or developments that result in impairment charges. Please also see Waste Management, Inc.’s filings with the SEC, including Part I, Item 1A of its most recently filed Annual Report on Form 10-K, and any subsequently filed Quarterly Reports on Form 10-Q, for additional information regarding these and other risks and uncertainties applicable to its business. The forward-looking statements in this report speak only as of the date of the preparation of this report, and the Company assumes no obligation to update any forward-looking statement, including financial estimates and forecasts, whether as a result of future events, circumstances or developments or otherwise.

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 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 environmental and sustainability-related data. In some cases, the information in this report is prepared, or based on information prepared, by government agencies or third-party vendors and consultants and is not independently verified by the Company. Third-party information should not be interpreted as any form of guarantee or assurance of accuracy, future results or trends, and the Company makes no representation or warranty as to third-party information. Unless otherwise provided, the information contained in this report is expressly not incorporated by reference into any filing of the Company made with the U.S. Securities and Exchange Commission or any other filing, report, application, or statement made by the Company to any federal, state, tribal, or local governmental authority. We may have used definitions of materiality in the course of creating this report that do not coincide with or rise to the level of the definition of materiality for the purposes of U.S. federal securities laws.