



About WM

WM ([WM.com](https://www.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. WM, 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, through its subsidiaries, also 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.

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 this GRI Content Index with reference to the GRI 1: Foundation 2021 standard, while utilizing the specific GRI Topic Standards (200, 300, and 400 series) effective from 2016.

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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Disclosure Number	Disclosure Title	2026 Response
The Organization and its Reporting Practices		
2-1	Organizational details	2025 Form 10-K > Business, pg. 4 - 14
2-2	Entities included in the organization's sustainability reporting	2025 Form 10-K > Business, pg. 4
2-3	Reporting period, frequency and contact point	Unless otherwise noted, our 2026 Sustainability Report captures performance that took place from January 1, 2025 through December 31, 2025.
2-4	Restatements of information	2025 Form 10-K, pg. 3
2-5	External assurance	Sustainability Disclosures > Assurance
Activities and Workers		
2-6	Activities, value chain and other business relationships	2025 Form 10-K > Business, pg. 4 - 14 Sustainability A-Z > Supply Chain Supplier Code of Conduct
2-7	Employees	Sustainability Data & Metrics > Workforce 2026 Sustainability Report > Communities are Thriving 2025 Form 10-K > Business, pg. 4 - 22 2025 Form 10-K > Risk Factors, pg. 23 - 37 Sustainability A-Z > Safety Sustainability A-Z > Employee Benefits Code of Conduct

Disclosure Number	Disclosure Title	2026 Response
2-8	Workers who are not employees	Sustainability A-Z > Supply Chain WM > Suppliers Supplier Code of Conduct
Governance		
2-9	Governance structure and composition	Sustainability Data & Metrics > Governance 2026 Sustainability Report > Governance Climate Brief 2026 WM Proxy Statement > Board of Directors, pg. 4 - 7 Sustainability A-Z > Corporate Governance WM Leadership Team WM Board of Directors
2-10	Nomination and selection of the highest governance body	2026 WM Proxy Statement > Election of Directors, pg. 16 - 27 Sustainability A-Z > Corporate Governance Nominating and Governance Committee Charter
2-11	Chair of the highest governance body	2026 WM Proxy Statement > Board of Directors, pg. 4 WM Board of Directors

Disclosure Number	Disclosure Title	2026 Response
2-12	Role of the highest governance body in overseeing the management of impacts	2026 Sustainability Report > Governance Climate Brief 2026 WM Proxy Statement > Board of Directors, pg. 4 - 7 Sustainability A-Z > Corporate Governance WM Leadership Team
2-13	Delegation of responsibility for managing impacts	2026 Sustainability Report > Executive Overview Climate Brief 2026 WM Proxy Statement > Oversight of Sustainability Risk and Performance, pg. 6 - 7 Sustainability A-Z > Corporate Governance WM Leadership Team WM > Investors > Corporate Governance
2-14	Role of the highest governance body in sustainability reporting	2026 Sustainability Report > Governance Climate Brief CDP Response 2026 WM Proxy Statement > Oversight of Sustainability Risk and Performance, pg. 6 - 7
2-15	Conflicts of interest	2026 WM Proxy Statement > Board of Directors, pg. 4 - 7 Sustainability A-Z > Corporate Governance Code of Conduct
2-16	Communication of critical concerns	2026 WM Proxy Statement > General Information, pg. 1 - 3
2-17	Collective knowledge of the highest governance body	CDP Response 2026 WM Proxy Statement > Board of Directors, pg. 4 - 17

Disclosure Number	Disclosure Title	2026 Response
2-18	Evaluation of the performance of the highest governance body	2026 WM Proxy Statement > Board of Directors, pg. 4 - 17 Climate Brief CDP Response
2-19	Remuneration policies	2026 WM Proxy Statement > Executive Compensation, pg. 31 - 61
2-20	Process to determine remuneration	2026 WM Proxy Statement > Executive Compensation, pg. 31 - 61
2-21	Annual total compensation ratio	2026 WM Proxy Statement > Executive Compensation, pg. 31 - 61
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	2026 Sustainability Report > Executive Overview Climate Brief
2-23	Policy commitments	Sustainability A-Z > Public Policy WM > Compliance & Ethics WM > Investors > Corporate Governance
2-24	Embedding policy commitments	Sustainability A-Z > Public Policy WM > Compliance & Ethics WM > Investors > Corporate Governance Participation in the Political Process Policy
2-25	Processes to remediate negative impacts	2026 Sustainability Report > Governance Sustainability A-Z > Compliance & Ethics Code of Conduct WM > Compliance & Ethics

Disclosure Number	Disclosure Title	2026 Response
2-26	Mechanisms for seeking advice and raising concerns	2026 Sustainability Report > Governance Sustainability A-Z > Compliance & Ethics Code of Conduct, pg. 9 - 10 Our Integrity Helpline
2-27	Compliance with laws and regulations	Sustainability A-Z > Compliance & Ethics WM > Compliance & Ethics
2-28	Membership associations	Sustainability A-Z > Public Policy
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	2025 Form 10-K > Business > Regulation, pg. 14 - 22 Sustainability A-Z > Public Policy Sustainability A-Z > Reporting and Materiality Participation in the Political Process
2-30	Collective bargaining agreements	Sustainability Data & Metrics > Workforce > Employees 2025 Form 10-K > Business, pg. 12
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

Disclosure Number	Disclosure Title	2026 Response
GRI 201: Economic Performance		
3-3	Management of the material topic	2026 Sustainability Report Climate Brief 2025 Form 10-K > Risk Factors, pg. 23 - 38 Sustainability A-Z > Reporting and Materiality
201-1	Direct economic value generated and distributed	Sustainability Data & Metrics > Economic Impact 2026 Sustainability Report 2025 Form 10-K > Consolidated Balance Sheets, pg. 77 - 80
201-2	Financial implications and other risks and opportunities due to climate change	2026 Sustainability Report > Energy is Renewable Climate Brief CDP Response Sustainability A-Z > GHG Emissions Inventory Calculation Methodology
201-3	Defined benefit plan obligations and other retirement plans	2025 Form 10-K > Notes to Consolidated Financial Statements, pg. 106 - 114 Sustainability A-Z > Employee Benefits
GRI 203: Indirect Economic Impacts		
3-3	Management of the material topic	Sustainability A-Z > Employee Benefits Sustainability A-Z > Communities
203-1	Infrastructure investments and services supported	Sustainability Data & Metrics > Community 2026 Sustainability Report
203-2	Significant indirect economic impacts	Sustainability Data & Metrics > Community

Disclosure Number	Disclosure Title	2026 Response
GRI 205: Anti-corruption		
3-3	Management of the material topic	2026 Sustainability Report > Governance Sustainability A-Z > Compliance & Ethics
205-2	Communication and training about anti-corruption policies and procedures	Sustainability A-Z > Compliance & Ethics Code of Conduct
205-3	Confirmed incidents of corruption and actions taken	Sustainability Data & Metrics > Governance
GRI 302: Energy		
3-3	Management of the material topic	Sustainability Data & Metrics > Environment 2026 Sustainability Report > Energy is Renewable Climate Brief
302-1	Energy consumption within the organization	Sustainability Data & Metrics > Environment > Energy Consumption 2026 Sustainability Report > Energy is Renewable
302-3	Energy intensity	Sustainability Data & Metrics > Environment > Energy Consumption
302-4	Reduction of energy consumption	Sustainability Data & Metrics > Environment > Energy Consumption 2026 Sustainability Report > Energy is Renewable CDP Response
302-5	Reductions in energy requirements of products and services	Sustainability Data & Metrics > Environment > Energy Consumption 2026 Sustainability Report > Energy is Renewable

Disclosure Number	Disclosure Title	2026 Response
GRI 303: Water and Effluents		
3-3	Management of the material topic	Sustainability Data & Metrics > Environment > Waste & Water Sustainability A-Z > Water Sustainability A-Z > Landfill Stewardship
303-1	Interactions with water as a shared resource	2026 Sustainability Report > Resilience & Innovation CDP Response Sustainability A-Z > Water
303-3	Water withdrawal	CDP Response Sustainability A-Z > Water
303-4	Water discharge	Sustainability Data & Metrics > Environment > Waste & Water CDP Response Sustainability A-Z > Water
303-5	Water consumption	Sustainability Data & Metrics > Environment > Waste & Water CDP Response Sustainability A-Z > Water
GRI 304: Biodiversity		
3-3	Management of the material topic	2026 Sustainability Report > Resilience & Innovation Sustainability A-Z > Communities
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 > Communities

Disclosure Number	Disclosure Title	2026 Response
304-2	Significant impacts of activities, products and services on biodiversity	2026 Sustainability Report > Resilience & Innovation Sustainability A-Z > Communities
304-3	Habitats protected or restored	Sustainability Data & Metrics > Community 2026 Sustainability Report > Resilience & Innovation Climate Brief Sustainability A-Z > Communities
GRI 305: Emissions		
3-3	Management of the material topic	2026 Sustainability Report > Energy is Renewable Climate Brief CDP Response
305-1	Direct (Scope 1) GHG emissions	Sustainability Data & Metrics > Environment > Greenhouse Gas Emissions 2026 Sustainability Report > Energy is Renewable Climate Brief CDP Response
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Data & Metrics > Environment > Greenhouse Gas Emissions 2026 Sustainability Report > Energy is Renewable Climate Brief CDP Response

Disclosure Number	Disclosure Title	2026 Response
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Data & Metrics > Environment > Greenhouse Gas Emissions 2026 Sustainability Report > Energy is Renewable Climate Brief CDP Response
305-4	GHG emissions intensity	Sustainability Data & Metrics > Environment > Greenhouse Gas Emissions 2026 Sustainability Report > Energy is Renewable CDP Response
305-5	Reduction of GHG Emissions	Sustainability Data & Metrics > Environment > Greenhouse Gas Emissions 2026 Sustainability Report > Energy is Renewable Climate Brief Sustainability A-Z > GHG Emissions Inventory Calculation Methodology
305-6	Emissions of ozone-depleting substances (ODS)	CDP Response Sustainability A-Z > Landfill Air Program
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Sustainability Data & Metrics > Environment > Environmental Sustainability A-Z > Landfill Air Program
GRI 306: Waste		
3-3	Management of the material topic	2026 Sustainability Report > Material is Repurposed
306-2	Management of significant waste-related impacts	2026 Sustainability Report > Material is Repurposed Sustainability A-Z > Organics Sustainability A-Z > Recycling WM > Sustainability Advisory Services

Disclosure Number	Disclosure Title	2026 Response
306-3	Waste generated	Sustainability Data & Metrics > Environment > Waste & Water
306-4	Waste diverted from disposal	Sustainability Data & Metrics > Environment > Waste & Water
306-5	Waste directed to disposal	Sustainability Data & Metrics > Environment > Waste & Water
GRI 308: Supplier Environmental Assessment		
3-3	Management of the material topic	Sustainability A-Z > Supply Chain WM > Suppliers WM Purchasing Program
308-1	New suppliers that were screened using environmental criteria	Sustainability A-Z > Supply Chain WM > Suppliers WM Purchasing Program

Disclosure Number	Disclosure Title	2026 Response
GRI 401: Employment		
3-3	Management of the material topic	2026 Sustainability Report > Communities are Thriving
401-1	New employee hires and employee turnover	Sustainability Data & Metrics > Workforce > Employees
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	2026 Sustainability Report > Communities are Thriving Sustainability A-Z > Safety
403-1	Occupational health and safety management system	2026 Sustainability Report > Communities are Thriving Sustainability A-Z > Safety
403-2	Hazard identification, risk assessment and incident investigation	2026 Sustainability Report > Communities are Thriving Sustainability A-Z > Safety
403-3	Occupational health services	2026 Sustainability Report > Communities are Thriving Sustainability A-Z > Safety
403-4	Worker participation, consultation and communication on occupational health and safety	2026 Sustainability Report > Communities are Thriving Sustainability A-Z > Safety
403-5	Worker training on occupational health and safety	2026 Sustainability Report > Communities are Thriving Sustainability A-Z > Safety
403-6	Promotion of worker health	Sustainability A-Z > Employee Benefits

Disclosure Number	Disclosure Title	2026 Response
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2026 Sustainability Report > Communities are Thriving Sustainability A-Z > Safety
403-9	Work-related injuries	Sustainability Data & Metrics > Workforce > Safety 2026 Sustainability Report > Communities are Thriving Sustainability A-Z > Safety
GRI 404: Training and Education		
3-3	Management of the material topic	2026 Sustainability Report > Communities are Thriving Sustainability A-Z > Employee Benefits
404-1	Average hours of training per year per employee	Sustainability Data & Metrics > Workforce > Employees
404-2	Programs for upgrading employee skills and transition assistance programs	2026 Sustainability Report > Communities are Thriving Sustainability A-Z > Employee Benefits
GRI 405: Diversity and Equal Opportunity		
3-3	Management of the material topic	Sustainability Data & Metrics > Workforce > Workforce Analytics 2026 Sustainability Report > Communities are Thriving
405-1	Diversity of governance bodies and employees	Sustainability Data & Metrics > Governance > Board of Directors 2026 WM Proxy Statement > Board of Directors, pg. 4
405-2	Ratio of basic salary and remuneration of women to men	Sustainability Data & Metrics > Workforce > Workforce Analytics

Disclosure Number	Disclosure Title	2026 Response
GRI 413: Local Communities		
3-3	Management of the material topic	2026 Sustainability Report > Communities are Thriving Sustainability A-Z > Community Engagement - Environmental Justice
413-1	Operations with local community engagement, impact assessments and development programs	2026 Sustainability Report > Communities are Thriving Sustainability A-Z > Communities Sustainability A-Z > Community Engagement - Environmental Justice
413-2	Operations with significant actual and potential negative impacts on local communities	2026 Sustainability Report > Communities are Thriving Sustainability A-Z > Community Engagement - Environmental Justice
GRI 414: Supplier Social Assessment		
3-3	Management of the material topic	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	Sustainability A-Z > Public Policy Corporate Governance > WM Investors Participation in the Political Process Policy
415-1	Political contributions	Sustainability Data & Metrics > Governance Participation in the Political Process Policy

Disclosure Number	Disclosure Title	2026 Response
GRI 416: Customer Health and Safety		
3-3	Management of the material topic	Sustainability A-Z > Environmental Management 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 & Metrics > Environment > Environmental



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