

OUR SUSTAINABILITY ACTION PLAN



At GFL, our vision is to be Green For Life. This vision is at the core of our corporate strategy and central to the services we provide to our customers. We implement our vision by providing accessible, cost-effective and sustainable environmental solutions to our customers and the communities we serve. This includes our environmental solutions that help our customers achieve their sustainability goals.

In 2021, we first developed our Sustainability Action Plan as our roadmap to:

- Help our customers avoid GHG emissions through sustainable solutions such as resource recovery and recycling, and the beneficial use of landfill gas.
- Reduce direct GHG emissions from our operations through increased gas capture at our landfills and the use of alternative fuel vehicles in our fleet.
- Increase the sustainability innovations generated from our business by investing in our employees and our entrepreneurial and innovative culture.

Our Sustainability Action Plan also allows us to offer new opportunities to our workforce such as acquiring skills that support the development and operation of new facilities, as well as opportunities to work with our suppliers and contractors to expand our service offerings.



OUR VISION: TO BE GREEN FOR LIFE



OUR VALUES

Safe For Life | Teamwork |
Solutions-focused | Entrepreneurial



OUR BUSINESS

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



OUR SUSTAINABILITY GOVERNANCE

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



OUR SUSTAINABILITY GOALS, TARGETS AND COMMITMENTS

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

We continue to review and evolve our Sustainability Action Plan, including our key sustainability goals by which we measure our progress, to ensure their continuing alignment with our business objectives.

SUSTAINABILITY GOALS AND 2024 HIGHLIGHTS

Our sustainability goals are an important part of our Plan. Our core goals and recent progress are shown below. For more information on Sustainability at GFL, please see our [website](#).

CIRCULAR ECONOMY AND CLIMATE LEADERSHIP

We are working to reduce our greenhouse gas emissions, increase our production of renewable energy, and recycle more materials. These actions help reduce reliance on fossil fuels and divert waste from landfills.

TEAM GREEN

Safety and employee engagement are core components of our culture. By protecting our workforce and helping employees thrive, we create a workplace where employees want to stay and grow throughout their careers.



GOALS



Decrease scope 1 and 2 emissions 30% by 2030



Increase beneficial use of biogas from landfills 2x by 2030



Increase recyclables recovered at GFL MRFs by 40% by 2030



18 Employee Sustainability Committees established by 2025



TRIR of 2.0 or less



Increase employee retention



Adopted our Hybrid GHG Emission Reductions Strategy, setting a science-aligned target for lowering our Scope 1 and 2 emissions.

Achieved our commitment to produce our first Climate Report aligned with the recommendations of the TCFD by 2024.

Opened two additional recycling facilities to recover more materials and divert waste from landfills.

Brought three new renewable natural gas (RNG) facilities into production, turning more landfill biogas into a source of renewable energy and helping lower our emissions.

Fourth consecutive year of improved safety performance on our TRIR.

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

Conducted our first company-wide employee engagement survey.

Introduced the GFL Greenleaf Scholarship Fund to support employees' dependents in pursuing post-secondary education.

Committed to interim target of voluntary turnover in mid-teens by 2028 to support our goal to increase employee retention.

ENVIRONMENTAL STEWARDSHIP

Nature matters to our customers, our communities and to future generations. Beyond providing safe and reliable services for the management of waste, we are taking concrete steps to safeguard ecosystems and ensure our supply chains are more sustainable.

GIVING BACK TO OUR COMMUNITIES

Strong communities are essential to a sustainable future, and we support them through donations and partnerships that fund meaningful local programs and initiatives.



GOALS



Certify nature conservation of protection projects for 10 sites by 2025



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



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



Certified 8 of our 10 planned nature conservation and protection projects at GFL sites in support of our commitment to protect local biodiversity.

Completed 32 of 100 planned sustainability supply chain management audits with Tier 1 suppliers as a step towards aligning our sustainability efforts and standards with those of our suppliers.

Invested \$4.2 million in charitable funding through GFL's Full Circle Project, supporting projects that matter most to the communities where we live and work.

Over 220 local projects completed across 105 GFL branch locations.