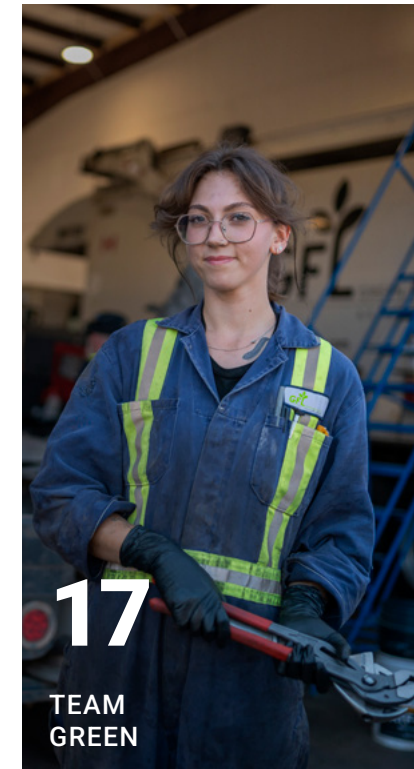




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ABOUT THIS REPORT

Cover Photo, from left to right: Mike Thomson, Yasmeen Al Maleh, Em Wright, Jenn Packer, Jennifer Ahluwalia, Tess Davison, Deanna Ciccone, Gregory Zimmer, Lisa Mendonça, Martha Hamre

This Sustainability Report provides information on GFL Environmental Inc.'s (GFL) sustainability performance, initiatives and data for the calendar year 2024 unless noted otherwise. It aligns with certain elements of the Global Reporting Initiative (GRI) Sustainability Reporting Guidelines, the Sustainability Accounting Standards Board (SASB) Standards, the Carbon Disclosure Project (CDP), the Task Force on Climate-related Financial Disclosures (TCFD), and the United Nations Sustainable Development Goals (UN SDGs). The report covers all of our operations across both the United States and Canada, with all financial information presented in Canadian dollars, our financial reporting currency.

The Circular Economy and Climate Leadership section of this report provides a summary of our performance against our climate-related goals. Additional climate-related information can also be found in our [2024 Climate Report](#). Estimates and calculations related to GFL's greenhouse gas (GHG) emissions inventory have been prepared according to greenhouse gas emission accounting best practices and the Greenhouse Gas Protocol developed by the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI). Our 2024 limited third party assurance statement for our scope 1, 2 and 3 GHG emissions is available [here](#).

SUBSEQUENT EVENTS AND IMPACTS ON THIS REPORT

Changes to our disclosures to exclude information regarding our Environmental Services business, including the soil remediation sites and operations, that were sold effective March 1, 2025, will be reflected beginning with our reporting for the 2025 calendar year.

FORWARD-LOOKING STATEMENTS

This report includes certain "forward-looking statements" and "forward-looking information" (collectively, "forward-looking information") within the meaning of applicable U.S. and Canadian securities laws, respectively. These include, but are not limited to, statements regarding our sustainability goals, including reductions in greenhouse gas emissions, use of renewable energy, biogas recovery recycling, nature conservation initiatives, health and safety goals, employee matters including engagement, retention and living wage initiatives, and charitable giving. Statements containing forward-looking information are not historical facts nor assurances of future performance but instead represent management's expectations, estimates and projections regarding future events or circumstances. Forward-looking information is based on our opinions, estimates and assumptions that we considered appropriate and reasonable as of the date such information is stated and is subject to known and unknown risks, uncertainties, assumptions and other important factors that may cause the actual results, level of activity, performance or achievements to be materially different from those expressed or implied by such forward-looking information. Important factors that could cause actual results to differ, possibly materially, from those indicated by the forward-looking information include, but are not limited to the markets for renewable energy products, our operations, including organic growth in our recycling business, our ability to invest in landfill gas projects, our investment in alternative fuel vehicles and the other factors described in the "Risk Factors" section of GFL's annual information form for the 2024 fiscal year filed on Form 40-F and GFL's other periodic filings with the U.S. Securities and Exchange Commission and the securities commissions or similar regulatory authorities in Canada. There can be no assurance that the underlying opinions, estimates and assumptions will prove to be correct. Although we have attempted to identify important risk factors that could cause actual results to differ materially from those contained in forward-looking information, there may be other factors not currently known to us or that we currently believe are not material that could also cause actual results or future events to differ materially from those expressed in such forward-looking information.

The forward-looking information contained in this report represents our expectations as of the date of this report (or as the date it is otherwise stated to be made) and is subject to change after such date. However, we disclaim any intention or obligation or undertaking to update or revise any forward-looking information whether as a result of new information, future events or otherwise, except as required under applicable securities laws.

MESSAGE FROM OUR FOUNDER AND CEO

This year's Sustainability Report is again a testament to the incredible work of our GFL team. It's our opportunity to highlight not just the strong financial performance we have achieved, but also the significant and positive impact our sustainability initiatives are having on all our stakeholders. I am especially proud that we are featuring some of the dedicated employees who are driving these key programs highlighted in this year's report.

March 5, 2025, marked the five-year anniversary of GFL's initial public offering on the New York and Toronto Stock Exchanges. From the time of our IPO through 2024, even in the face of a challenging macro environment, GFL realized an annualized total shareholder return of approximately 22.5%, a result that is better than the returns provided by our industry peers, the S&P 500 and the TSX 60 in the same period.

Our financial success goes hand-in-hand with our commitment to sustainability. Since adopting our Sustainability Action Plan in 2021, we have made good progress in implementing its key objectives. Our projects in landfill gas-to-energy and Extended Producer Responsibility are not only expected to generate meaningful incremental financial returns but are also central to achieving our climate-related goals. These goals include increasing the volume of recyclables recovered at our Material Recovery Facilities by 40%, doubling the beneficial use of biogas from our landfills and our new updated target that we adopted late in 2024 of reducing our own greenhouse gas emissions by 30% from our 2021 baseline.

As I mentioned, this report features some of our employees who make our progress possible.

- On the front cover and on page 15, you'll see our Renewables, Environmental Responsibility and Sustainability (RER&S) Team that developed our industry-leading and unique 3-pillar approach to our new GHG emissions reduction target. The work of our RER&S Team was recognized this year as a Sustainability Initiative of the Year by Business Intelligence Group.
- Our Extended Producer Responsibility Team, featured on page 11, is at the forefront of translating new EPR programs in Ontario, Quebec, and Alberta into effective operations that help our partners achieve their recycling targets.

- Safety will always be our top priority. Our continuous improvement in our safety record, including a 10% year-over-year improvement in our TRIR in 2024, would not be possible without the consistent, daily efforts of our environmental health and safety team, who are featured on page 18.

Our commitment to sustainability extends deep into our culture and the communities we serve.

In 2024, we successfully achieved our goal of establishing 18 Employee Sustainability Committees across GFL. These committees are another way our employees can engage with each other and with community groups, providing opportunities to volunteer on local environmental and conservation projects.

This community focus is also at the heart of our signature Full Circle Project. In 2024, we invested over \$4.2 million into more than 220 local projects across 105 of our branch locations, supporting the causes that matter most to our employees and our customers. I encourage you to read more about the projects we supported this year and the dedicated team responsible for implementing this program across GFL on page 22.

GFL's achievements from our strong shareholder returns to our ambitious climate goals are all driven by the commitment of our employees. This collective passion and commitment is what defines GFL. I could not have expressed it better than to quote our driver, Chris Girard in his acceptance speech when he was recognized by the National Waste and Recycling Association with a 2025 Driver of the Year award:

"If you aren't working for GFL, you're working for the wrong company."

Thank you to our entire team, our customers, and our stakeholders for helping us build a more sustainable future, together.

Patrick Dovigi
GFL Founder and CEO





GFL AT A GLANCE

Read more →



OUR OPERATIONS¹

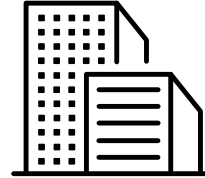
23%
of Solid Waste
Collection Fleet
Fueled by CNG



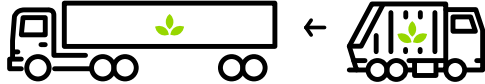
7,100+
Solid Waste
Trucks



230+
Solid Waste
Collection
Operations



175+
Transfer Stations



30+
Material Recovery
Facilities



20+
Organics Facilities



90+
Active Landfills Owned,
Managed, or Operated



1. Our operations and financial overview are as of December 31, 2024 and include the operations of our Environmental Services division that we divested effective March 1, 2025.

FINANCIAL OVERVIEW¹

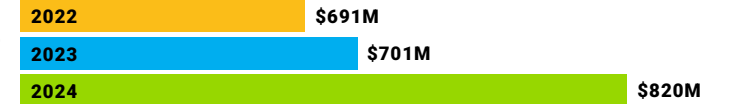
Total
Revenue



Adjusted
EBITDA



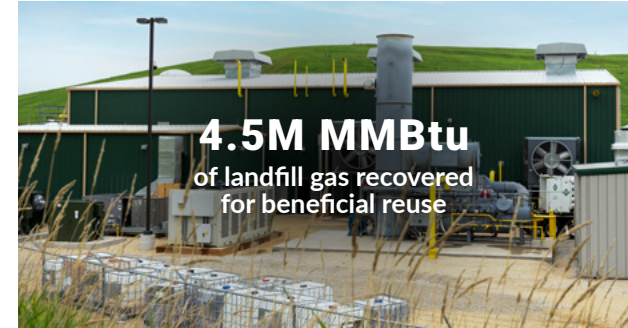
Adjusted Free
Cash Flow



AWARDS & RECOGNITIONS



OUR IMPACT IN 2024



WHY IT MATTERS

In 2024 alone, we:

- Sequestered carbon equal to 61 million trees growing for 10 years, and
- Avoided emissions equal to removing 1.8 million cars from the road for a year

Whether we are recovering and sorting plastics at our advanced material recovery facilities (MRF), processing organic waste into high-quality compost at our organics sites, or capturing biogas from landfills and converting it into renewable energy, our work creates tangible results. Over 2023 and 2024, we invested more than \$525 million into sustainability capital projects to expand our recycling capacity and renewable natural gas (RNG) infrastructure. These services and investments help our customers achieve their own sustainability goals and are central to our plan to achieve our own greenhouse gas (GHG) reduction targets.

OUR SUSTAINABILITY ACTION PLAN

Our [Sustainability Action Plan](#) is our road map to achieving the goals, targets and commitments against our 2021 base year. These goals, targets and commitments are summarized on the following page, together with highlights of the progress we made in 2024 toward achieving them. For more detailed information on our climate-related progress see our [2024 Climate Report](#).



IMPROVING CUSTOMER SATISFACTION

We are committed to providing exceptional customer service and continually improving our offerings to the communities we serve. As part of this commitment, in 2024 we began the roll out of our AI-driven customer service platform. This technology will allow us to better understand and fulfill our customer's needs. By tracking our customers' satisfaction with our service and allowing us to respond in real time to service issues, we are able to resolve issues faster, improve convenience for our customers and deliver the high-quality services that our customers deserve. 🌱

SUSTAINABILITY GOALS AND 2024 HIGHLIGHTS

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.

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.



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



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



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 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 goal 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.

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.



CIRCULAR ECONOMY & CLIMATE LEADERSHIP

Read more →

Two key objectives of our Circular Economy and Climate Leadership goals are:

- 1 Providing our customers with waste diversion and reuse services as well as reliable streams of high-quality recycled materials. These services directly support our customers in their transition from a 'take-make-waste' extractive economy to a more circular one – reducing their need for virgin materials and helping lower their GHG emissions.
- 2 Reducing our own GHG emissions through an achievable and transparent GHG reduction pathway. Through GFL's Hybrid GHG Emission Reduction Strategy our scope 1 and 2 GHG emissions reduction target is a 30% absolute reduction in emissions by 2030 (2021 base year).

INCREASING RECOVERY OF RECYCLABLES

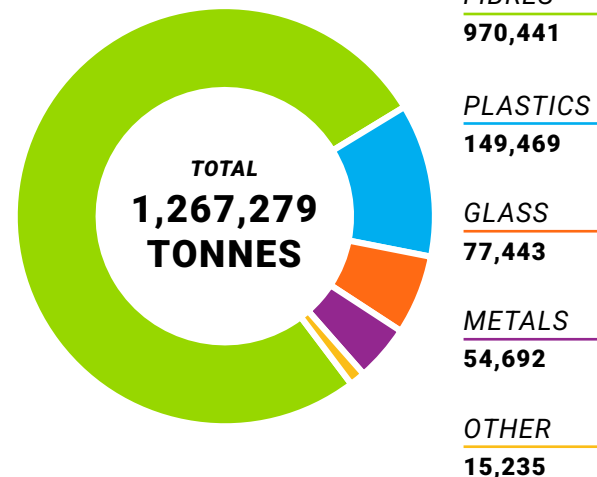
In 2024, we recovered more than **1.2 million tonnes** of recyclable materials at our more than 30 material recovery facilities (MRFs) across the United States and Canada. This represents an almost 8% increase in the volume of material recovered at our MRFs since 2021, and puts us on track to achieve our goal to increase recyclables recovered at GFL MRFs by 40% by 2030. Fibre accounted for almost **one million tonnes**, making it by far the largest share of materials recovered. Plastics, glass, metals and other materials made up the remainder of the materials that we recovered at our MRFs.

Recycling fibre at this scale reduces the need for virgin pulp and paper production, which in turn helps conserve resources and lower greenhouse gas emissions.

Since our last report, we commissioned new facilities in Edmonton and Calgary, Alberta, Mayville, Wisconsin, and in Montreal, Quebec which is highlighted on this page.

We continue to expand our recycling network, including the expansion of our award winning MRF in Toronto, Ontario to be completed in 2026. These investments in recycling facilities mean more materials recovered, less waste, and greater support for our customers in achieving their sustainability goals.

RECYCLABLE MATERIALS RECOVERED AT GFL MRFs (2024)



GFL'S MONTREAL-EST MRF

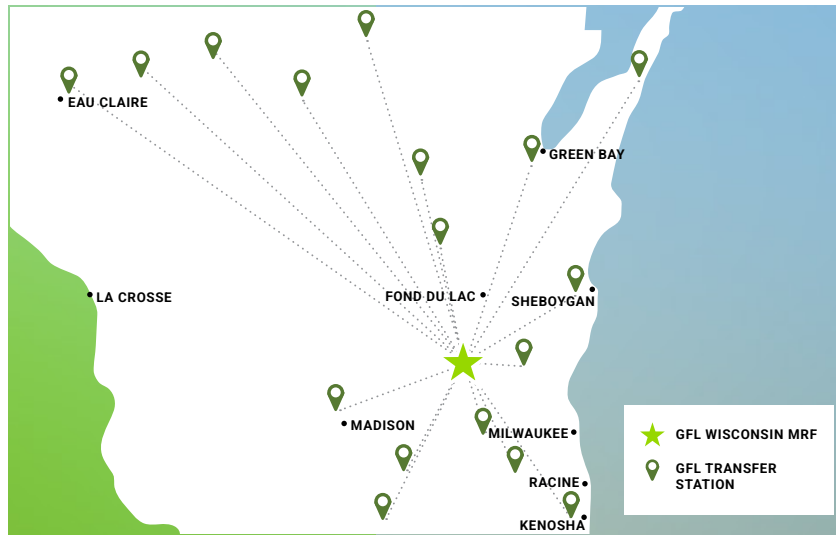
Our new Montreal-Est MRF that opened in January, 2025 is designed to process up to **200,000 tonnes of recyclables annually**. The state-of-the-art facility integrates 17 advanced optical sorters powered by artificial intelligence, ballistic separators, glass cleaning systems, a plastic film extractor, and high-capacity balers. Operating at 52 tonnes per hour, this facility significantly improves recovery efficiency and helps our customers meet Quebec's Extended Producer Responsibility requirements while advancing the circular economy.

The new facility is co-located with our Construction and Demolition MRF that sorts construction and demolition materials from development projects for reuse. Combined, these two facilities create a comprehensive sorting and reuse hub to meet the whole range of recycling needs of all of our customers. 🌱

FURTHER EFFORTS ON WASTE DIVERSION

By strategically positioning new facilities, we shorten transportation routes and expand our reach to more communities. For example, our new Mayville, Wisconsin MRF is located near more than 15 of our transfer stations, which helps drive increased collection efficiency.

Since 2020, GFL has processed recyclables under the first fully legislated Extended Producer Responsibility framework that is in place in British Columbia. We continue to work with policymakers and producers to develop recycling programs that, based on our experience, will maximize collection efficiency and recovery. Our leadership has also allowed us to support our customers in developing recovery systems that align with their recycling goals and new policies as they evolve.



HELPING CUSTOMERS ACHIEVE BETTER WASTE DIVERSION

Our Waste Audit Services Team provides our customers with actionable data that helps them develop and improve their diversion strategies. In 2024, we conducted Fredericton, New Brunswick's first residential waste audit.

We analyzed material from 80 households and found that more than **60% of waste could be diverted** through recycling, composting, or donation. These results gave the city clear data for building stronger waste reduction strategies. 🌱

From left to right: Pranav Rendalkar, Curtis Draeger, Morgan Bragg, Angelina Monette, and Zoë Williams Dale.



THE PEOPLE BEHIND OUR SUCCESS - GFL'S EXTENDED PRODUCER RESPONSIBILITY TEAM

As we continue to expand our recycling services to support Extended Producer Responsibility (EPR) programs being implemented across Canada, our EPR Team has been at the forefront of our initiatives. Working closely with our recycling collection and MRF operations teams, and with the producer responsibility organizations (PROs) that manage EPR programs, the EPR Team ensures that the goals of the PROs and their constituents are translated into action by GFL's operational teams. The EPR Team also works with governments across North America to help educate them on the most effective recycling strategies. 🌱

From left to right: Jackie Casson, Juliana Vieira, Kirsten Sheridan, Jaylynn Stone, Nicole Willett, Dominic Arcaro, Christy Jamieson, and Monique Baechler.



ORGANICS MANAGEMENT

Organic materials such as food scraps, coffee grounds, and yard waste can make up a large portion of what goes into landfills. By managing organics separately, we are turning them into valuable products like compost, mulch and other amendments used by the landscape and agricultural sectors. Our products have helped to support healthier soils and beautify the communities we serve.

- In 2024, our facilities diverted more than 740,000 tonnes of organics from landfill. These materials were processed into beneficial products.
- We are also strengthening the management of organics in our industry by partnering with organizations such as the Compost Council of Canada to deliver training and best practices in the management of compost facilities.



INCREASING THE BENEFICIAL USE OF LANDFILL BIOGAS

We are turning waste into a resource by capturing landfill gas and converting it into renewable natural gas (RNG). Our goal is to double our beneficial use of biogas by 2030, and 2024 was an important year for our progress:

- 3 new RNG facilities came online bringing us to 4 new facilities that have come on-line since 2022.
- We produced more than 4.5 million MMBtus of landfill gas for beneficial use, primarily as RNG, consistent with our forecast to achieve our goal.

Improved landfill gas capture is also key to achieving our GHG emissions reduction target.

GFL'S CENTRAL MISSOURI LANDFILL RNG FACILITY

In December 2024, we opened a new renewable natural gas facility southeast of Kansas City, Missouri which will produce enough RNG to power 7,200 homes. The annual GHG reductions resulting from the use of RNG produced by the facility will be equivalent to taking 17,500 gas-powered cars from the road for a year. This project has also improved landfill gas collection efficiency at the site.

Built with locally sourced equipment and services, the project supported more than 30 construction jobs and created 6 permanent positions, showing how our renewable energy investments can strengthen communities as well as provide a source of cleaner fuel. 🌱



CONVERSION OF LANDFILL GAS INTO A SOURCE OF RENEWABLE ENERGY

Landfill gas, created from the breakdown of organic matter, can be processed into a renewable energy source that can be used to power vehicles, businesses and homes supporting the transition to lower-carbon solutions.



PROGRESS ON REDUCING OUR EMISSIONS

In 2024, we doubled our original greenhouse gas (GHG) reduction target, setting a new target of a 30% reduction by 2030 from our 2021 base year. This target is derived from science-based pathways that address our 3 main sources of emissions:



PILLAR 1

30% reduction in GHG emissions from our landfills. This target is aligned with the Global Methane Assessment.



PILLAR 2

42% reduction in fleet emissions. This target is aligned with the Science-Based Targets initiative (SBTi).



PILLAR 3

100% renewable electricity at GFL-owned facilities. This target is aligned with the International Energy Agency's net-zero pathway.

We are the **first** in our industry to adopt this hybrid target-setting approach. To ensure our GHG reduction targets are robust and aligned with climate science, GFL engaged a globally recognized sustainability advisory firm to conduct an independent review of the targets and methodology. The third party concluded that GFL's targets and target-setting approach are consistent with our 3 science-aligned pathways. The review also concluded that our decarbonization efforts are credible and aligned with a science-based 1.5°C pathway.



OUR AWARD-WINNING APPROACH TO REDUCING OUR EMISSIONS

Our Hybrid GHG Emission Reduction Strategy was recognized as one of the Business Intelligence Group's 2025 Sustainability Initiatives of the Year, highlighting our leadership in setting ambitious, science-aligned targets. 🌱

2024 HIGHLIGHTS

- Our total reported emissions decreased by approximately 3%, on track with our [reduction pathway](#).
- GHG emissions from our landfills were 4% lower than our base year while fleet emissions were 6% higher than in 2021 reflecting the growth of our operations.
- 38% of electricity used at GFL facilities was renewable through the purchase of renewable energy certificates.

2024 REPORTED SCOPE 1 + 2 GHG EMISSIONS (tCO₂e)



IMPROVING ENERGY EFFICIENCY AT OUR FACILITIES

In addition to switching to renewable electricity, we are reducing the amount of energy our facilities consume. For example, our East Mount Hauling Yard in Houston, Texas underwent a full lighting retrofit in 2024. Replacing more than 260 fixtures with high-efficiency alternatives reduced electricity use by 62%, or about 78,000 kWh annually, while also improving visibility and safety for our employees. We will continue to evaluate additional sites for future energy retrofits like this. 🌱

ENGAGING WITH OUR SUPPLY CHAIN

To assess the alignment of our Sustainability Action Plan with the sustainability efforts of our supply chain, we set a goal to complete sustainability supply chain management audits for 100 of our critical Tier 1 suppliers by 2025. Through the end of 2024, we have completed 32 audits of our Tier 1 suppliers and introduced a software platform to streamline the program's implementation and analyze results. We expect to complete the remaining audits in 2025 to achieve our goal. 🌱

ADDITIONAL 2024 ACHIEVEMENTS

We also made advancements in other areas of our business to support achieving our climate-related goals:

- More than **72% of our U.S. compressed natural gas fleet** is powered by RNG. We are on track to reach our goal of 85% by 2030.
- We continue to replace traditional diesel-powered solid-waste collection trucks with alternative fuel vehicles. Since 2021, our CNG fleet has grown by **61%**.
- Improvements to landfill gas capture systems resulted in a combined **31% decrease in emissions** at sites with upgraded systems.



Front row, left to right: Deanna Ciccone, Jenn Packer, Jennifer Ahluwalia, Yasmee Al Maleh
Back row, left to right: Mike Thomson, Martha Hamre, Tess Davison, Em Wright, Lisa Mendonça, Gregory Zimmer

THE PEOPLE BEHIND OUR SUCCESS - GFL'S RENEWABLES, ENVIRONMENTAL RESPONSIBILITY AND SUSTAINABILITY TEAM

The Renewables, Environmental Responsibility and Sustainability Team has a broad range of expertise in the areas of large project delivery, engineering, GHG accounting, environmental analysis, risk management and business-case analysis. Members of the team are involved in a wide range of projects, and work directly with our operations, functional area and executive leaders to support them in achieving progress towards our Sustainability Goals. Some of these projects include the development of landfill gas-to-renewable natural gas projects, research on fugitive emissions control, the development and tracking of our sustainability goals, and supporting our business to develop innovative solutions that are aligned with both our business goals and the implementation of our Sustainability Action Plan. As a result of their broad-based expertise and innovative and entrepreneurial approach to embedding sustainability into our business, our Sustainability Team have been recognized by their peers and asked to represent the industry in consultations with state, provincial and federal technical working groups on issues such as the advancement of landfill gas modelling. 🌱

ENVIRONMENTAL INNOVATION PROGRAM

GFL's award-winning **Environmental Innovation Program (EIP)** is an important driver of our progress towards our circular economy and climate leadership goals.

Through the program, employees are encouraged to share ideas that respond to our customers' growing demand for sustainable solutions. These ideas are developed into **Sustainability Value Initiatives (SVIs)**.

To guide this work, we have identified four priority areas that represent our next generation SVIs. These areas focus on the most value-enhancing actions needed to help achieve our 2030 targets.



Fugitive emissions and energy resource management at our landfills including the use and testing of surface emissions monitoring and data management systems.



Customer sustainability pilots that can assist in the understanding of scope 3 emissions and the services we provide to our customers that allow them to reduce these emissions.



Pilot/Use of zero emissions vehicles to understand latest advancements and how they may fit within our overall fleet conversion strategy.



Advanced material recovery to increase rates of recovery and types of materials that can be recovered at our MRFs and improve organics recycling.



From left to right: Greenlight Team Challenge Winners Jay Archibald, John Wyatt, Brandon Muir and Katherine Kamrath. Judges: Diana Saldanha, Julie Boudreau, Tony Pelletier

GFL GREENLIGHT INNOVATION WORKSHOP

The annual Greenlight Innovation Workshop is part of our Environmental Innovation Program and fosters an entrepreneurial culture across GFL. Employees from divisions across GFL come together to share ideas, collaborate, and develop practical solutions that can be applied in our operations.

A highlight is the Team Challenge, where small groups tackle real business issues identified by our operations leaders. **Jay Archibald, John Wyatt, Brandon Muir, and Katherine Kamrath**, the winners of the 5th Annual Challenge, developed a solution to reduce employee turnover by strengthening hiring and onboarding for critical field roles.



TEAM GREEN

Read more →

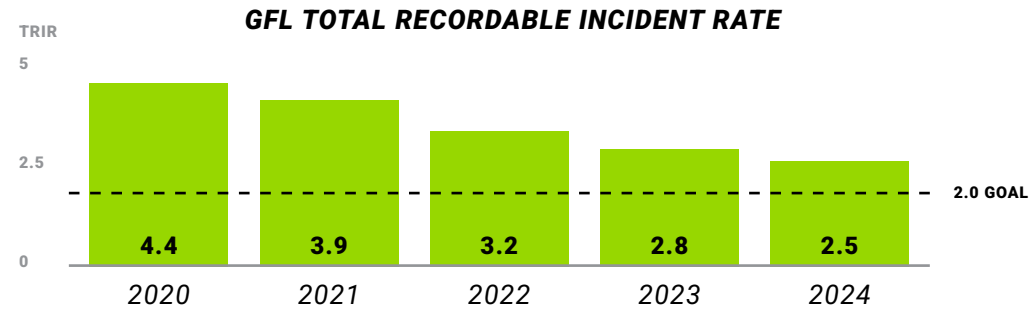


HEALTH AND SAFETY

The safety of our employees, contractors, visitors, and the communities we serve is our top priority. [Safe For Life](#) is GFL's in-house, comprehensive health and safety program that implements our [Corporate Health and Safety Policy](#).

At its core, our Safe for Life program is designed to empower our employees to make safe choices and to provide them with the training they need to complete all tasks safely.

As a testament to the quality of our safety programs and efforts of our employees, in 2024, we lowered our Total Recordable Incident Rate (TRIR) for the fourth straight year since issuing our Sustainability Action Plan and improved it by 10% over 2023.



In 2024, we have continued to expand and improve our fleet automation program. This program uses technology to help our employees reduce manual labor on collection routes and encourages drivers to identify route challenges and safety hazards. Additionally, over 65% of our solid waste vehicles have camera technology installed, allowing us to coach and train our drivers' behavior out in the field more accurately.

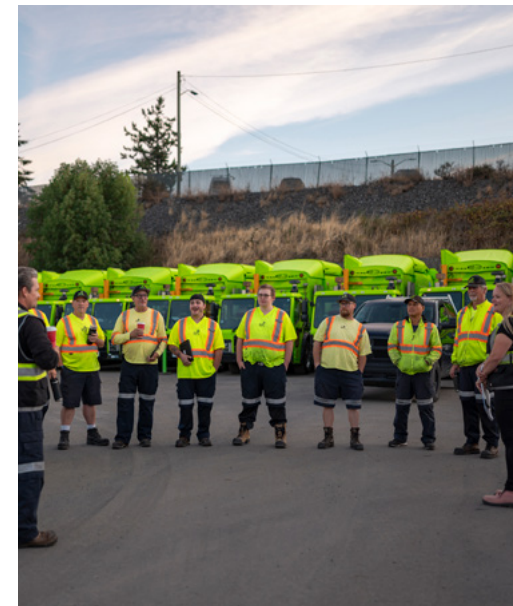
GFL'S LIFE SAVING RULES

In 2024, GFL's Safe for Life program released our Life Saving Rules – a part of our core belief system that builds on our safety and [P.A.U.S.E programs](#). The rules are part of our everyday operating language used to ensure that each and every one of our employees finishes their day safely. 🌱



DRIVER HIGHLIGHT - GOING BEYOND

Every day our more than 9,000 drivers are the face of GFL to our customers and our communities. Our drivers work to deliver our services safely and efficiently and often go above and beyond in their efforts to look after the communities they serve. In December, Lamar Radford, a Roll-off Driver with our Tallahassee, Alabama operations, spotted a house fire while on his early morning route. He immediately sprang into action, stopping his vehicle to alert the residents of the house and neighbours to the fire and calling emergency services. Thanks to Lamar's quick actions, the residents escaped the fire. We thank Lamar and all our drivers for embodying what it means to be Safe for Life. 🌱



THE PEOPLE BEHIND OUR SUCCESS - GFL'S ENVIRONMENTAL HEALTH AND SAFETY TEAM

The ongoing success of our Safe for Life program would not be possible without the dozens of dedicated EH&S professionals that support every one of our locations. Every day, across GFL, these highly trained experts in health and safety, share their knowledge and practical experience with our employees, providing effective health and safety training, program development, data analysis and reporting. They are responsible for the ongoing implementation and evolution of our Safe For Life Program, ensuring our employees have the training, equipment and support they need to do their jobs safely. 🌱

EMPLOYEE ENGAGEMENT



Pictured here from left to right: Neil Hansen and Chris Girard

CELEBRATING OUR EMPLOYEES

We are always proud to highlight employees that receive recognition from their peers. In 2025, the National Waste and Recycling Association (NWRA) honoured GFL employees Chris Girard and Niel Hansen both with **Driver of the Year** awards. We congratulate Chris and Neil on this great accomplishment.

To quote Chris in his acceptance speech, ***"If you aren't working for GFL, you're working for the wrong company."*** 🌱



From the office to the frontlines, our employees are what sets GFL apart. Having an inclusive and engaged workforce where everyone feels valued and appreciated for their work and ideas is what drives our entrepreneurial and innovate culture. That is why increasing employee retention is one of our key sustainability goals. We support our employees through competitive wages and benefits, safe workplaces, career growth opportunities, learning and development, and employee assistance programs.

These efforts are paying off: in 2024, we continued to reduce our voluntary turnover to just above 20%, with a goal of lowering it further to the mid-teens by 2028. Reducing turnover ensures that we keep the knowledge and skills that will continue to fuel GFL's success.

To help us understand what matters most to our employees, we completed our **first employee experience survey** in 2024. We were pleased to see 63% of our workforce share their voices and opinions to help shape the future of our workplace.

In response to the feedback we received, we are introducing several new initiatives. These include quarterly recognition programs to celebrate contributions, live regional town halls and newsletters to promote transparency, expanded leadership development opportunities, and structured focus groups for ongoing dialogue.

We plan to conduct our next employee survey in 2026 and every 2 years after that to provide our employees the opportunity to give us ongoing feedback and help us to measure the success of the actions we are taking in response to survey results.

EMPLOYEE DEVELOPMENT



In 2024, our signature scholarship programs expanded opportunities for our employees and their families to access higher education.

- The **Greenleaf Scholars Program** provides financial support to dependents of full-time employees who plan to continue their education in college, trades, university, or vocational school programs. In 2024, we awarded 25 individual scholarships totaling over \$75,000 to recipients in Canada and the United States.
- The **Green Futures Employee Scholarship (launched 2025)** was inspired by one of our employees who pursued his dream of obtaining a college degree while working at GFL. The scholarship is available to full-time employees in Canada and the United States who wish to pursue an education program that will support their

career development at GFL. Each individual scholarship will provide full financial support to a maximum of \$40,000 a year for up to a 4-year college, trade/vocational school, or university education.

We also advanced our rollout of our online Learning Management System, the **GFL Learning Hub**, which offers e-learning, in-person, and virtual training tailored to the diverse needs of our workforce. In 2024, we launched the Learning Hub across 10 of our collection operations, expanding to another 20 post-collection and maintenance locations beginning in 2025. Today, approximately 20% of employees have access to and have already completed over 500 hours of training. We plan to continue expanding the system until it reaches all of our locations, ensuring that our employees have the tools they need to keep learning and growing.

GROW FOR LIFE

Our Vancouver Island team models our Grow For Life philosophy by partnering with a local driver training organization to provide their employees with comprehensive Class 3 driving training. Employees are able to participate in one-on-one training sessions and undergo on-the-job training with experienced drivers, gaining hands-on experience to meet GFL's standards. 🌱

EMPLOYEE SUSTAINABILITY COMMITTEES

Our employees drive our sustainability efforts, which is why we began creating Employee Sustainability Committees (ESCs) across our footprint. Open to all GFL employees, these committees provide learning, engagement, and opportunities to volunteer on environmental and conservation projects in the communities we serve.

In 2024, we achieved our goal of establishing 18 ESCs. We will continue to support existing groups while encouraging new ones to form. The *Our Communities* section of this report highlights some of their initiatives from the past year.





OUR COMMUNITIES

Read more →



THE FULL CIRCLE PROJECT

We believe being a good neighbor means giving back to the communities where we live and that we serve. Through our signature charitable giving program, the Full Circle Project (FCP), we're committed to supporting the communities that support us. In 2024, we proudly invested over \$4.2 million into more than 220 local projects across 105 branch locations, supporting causes that matter most to our employees and our customers. This includes meeting our annual goal to donate \$1.5 million through our FCP Today program and an additional \$2.7 million through our FCP Tomorrow program in longer-term and multi-year projects that create lasting impact.



THE PEOPLE BEHIND OUR SUCCESS - GFL'S FULL CIRCLE PROJECT TEAM

Our Full Circle Project Team is responsible for managing our charitable giving across GFL with a focus on building local, high-impact, and long-term partnerships that respond to the needs of our communities. The Full Circle Project Team has facilitated contributions to over 800 charitable events across our growing operational footprint, ensuring that GFL's commitment to giving back continues to grow and makes a meaningful difference in our communities. 🌱

From left to right: Jessica Sale and Brianne Mahon



CANCER AND MEDICAL AWARENESS



34%

FIRST RESPONDERS AND VETERANS



18%

ARTS, CULTURE AND EDUCATION



14%

POVERTY REDUCTION



13%

NATURE CONSERVATION



11%

ANIMAL WELFARE



7%

FAMILY WELLNESS



3%

2024 DONATION SPEND PERCENTAGES

FULL CIRCLE PROJECT HIGHLIGHTS



HOLLAND BLOORVIEW TORONTO, ONTARIO



GFL has committed to donating \$100,000 over two years to the Holland Bloorview Kids Rehabilitation Hospital Foundation that will go towards the care of children with disabilities.



DRIFTLESS HUMANE SOCIETY VIROQUA, WI



GFL employees volunteered at the Driftless Humane Society to help care for shelter animals and presented a \$5,000 donation to support the organization's efforts in providing shelter, food, and enrichment programs for local cats and dogs.



FAMILY CORE PEORIA, IL



GFL employees came together to volunteer at FamilyCore's monthly food bank, by sorting, packaging, and loading food boxes in preparation for the Thanksgiving holiday and provided a \$5,000 donation to support FamilyCore's efforts in providing social services for children and local families.



SUSTAINABLE FOOD EDMONTON EDMONTON, ALBERTA



GFL's Edmonton team volunteered with Sustainable Food Edmonton to fill and plant garden boxes and provided the organization with a \$5,000 donation.

COMMUNITY INVOLVEMENT

GFL's contribution to our communities goes beyond the Full Circle Project charitable giving initiative. Our employees actively engage with community groups and local businesses and institutions to increase awareness about waste management, recycling, and sustainability practices. We are also there in times of crisis lending our time and services to help our people and communities recover from the impact of natural disasters.

In 2024, we were proud to participate in a range of initiatives, including:



GFL has teamed up with Maple Leaf Sports and Entertainment (MLSE) and Scotiabank Arena on their Roar. Recycle.Repeat, program turning fans' aluminum cups into recycled materials and reducing waste at the arena. In 2025, in celebration of their 30th anniversary, the Toronto Raptors teamed up with GFL and Toronto-born industrial artist Junko to create the "Recyclosaur", a bold art installation made entirely from recycled materials that combines creativity and sustainability, inspiring all of us to rethink waste.



Employees from our Bolivia, North Carolina branch stepped up to support those affected by **Hurricane Helene**, showing the impact of neighbors helping neighbors. With support from more than 20 employees and local community members, the team collected coats, water, and other essential supplies for impacted families. In partnership with local businesses, they helped deliver more than 20 pallets of critical resources to those in need.



GFL teamed up with The Association of Whistler Area Residents for the Environment (AWARE) to reduce organic waste in local landfills. The campaign brought together members of the community, local government and businesses to set goals and develop an action plan to support organics' diversion. GFL has previously partnered with AWARE for diverting organic waste events through Zero Waste Heros Programs.



To celebrate Earth Day, our Roseboro, North Carolina Employee Sustainability Committee planted 50 local trees and bushes at our Sampson County landfill.

The Vaughan Employee Sustainability Committee worked with the Toronto and Region Conservation Authority to plant 100 native trees and shrubs at a local park to support their community.



In 2024, major storms left parts of southern Texas in urgent need of cleanup. GFL supported recovery by safely managing high volumes of storm debris at our engineered landfills. At our Fort Bend Landfill site alone, we received enough debris to fill 12 football fields each 3 feet deep.

BIODIVERSITY AND NATURE CONSERVATION

Protecting biodiversity is a key part of our environmental stewardship commitment. We invest in habitat preservation, sustainable land management, and conservation programs that support wildlife, and maintain natural ecosystems. In partnership with Tandem Global (formerly the Wildlife Habitat Council), 8 of our conservation projects have already earned official certification, and we are on track to achieve our goal of 10 certified sites by 2025.

A standout example is the Mallard Ridge Landfill in Delavan, Wisconsin, which earned Gold Certification, the highest designation, for its comprehensive biodiversity program. The site manages and monitors woodlands, wetland areas, and restored prairie ecosystems, creating thriving habitats for local wildlife and demonstrating that industrial operations and environmental stewardship can go hand in hand.



