



2026

Sustainability Report



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Welcome to LRS’s 3rd Annual Sustainability Report

This report reflects the progress we made in 2025 to build a **safer, stronger and more sustainable company**.

That progress starts with our people.

I want to thank the entire LRS team for their hard work and dedication, what we’ve achieved this year would not be possible without them. Every day, they show up to serve our customers and communities and that commitment is what drives our success.

For us, sustainability reporting is a way to share how we operate, how we support our employees and how we’re working to create long-term value. It’s also a reflection of our core values in action: safety, sustainability and social impact.

2025 was a milestone year for LRS. We achieved record-setting safety performance, including a Lost Time Injury Frequency Rate (**LTIFR**) of **0.18** and a Total Recordable Incident Rate (**TRIR**) of **2.09**. Since 2023, we have reduced LTIFR by **75%** and TRIR by **47%**. These results are a direct reflection of the focus and care our frontline teams bring to their work every day.

We also made important progress in transforming the business. By strengthening our data foundation, improving automation and increasing operational visibility, we enhanced decision-making, improved the customer experience and reinforced the governance practices that support long-term growth.

We reduced our environmental impact by lowering our greenhouse gas emissions by **12%** in 2025, took a pivotal step in our renewable natural gas (RNG) future, diverted **345,700 tons** of materials from our facilities and enabled a **community solar** partnership.

One of the year’s most exciting milestones was our expansion into Indianapolis, where we now serve more than **157,000 households**. This launch reflects the strength of our team and our ability to bring reliable, high-quality service to new markets. We’re proud to partner with the Indianapolis Department of Public Works and to support the city’s vision for dependable service and expanded recycling.

We’re focused on building this momentum by continuing to invest in our people, strengthening our safety culture, advancing our environmental efforts and growing in the markets we serve. Transparency is a priority for us and we’re proud to share an honest view of where we are and where we’re going.


Thank you,
Matt Spencer
Chief Executive Officer



Sustainability reporting is an opportunity to share how we operate, how we support our people and how we’re creating long-term value for our stakeholders.”

—
Matt Spencer,
Chief Executive Officer



This report covers LRS’s 2025 performance across safety, sustainability and social impact. Data is based on metrics from January 2025 through December 2025.



LRS Overview



After collection, the LRS truck continues along its route, providing everyday service that keeps communities running.



Manuel Orozco, Portables Driver, preparing equipment and vehicle for service, supporting reliable delivery across LRS’s operations.

Driven to Make a Difference

LRS is one of the nation’s leading independent providers of waste collection, recycling, street sweeping and portable services.

Since 2013, the company has grown through strategic expansion, disciplined execution, with a business model built around customer service, safety and sustainability. Today, LRS serves municipal, commercial and construction customers across Illinois, Indiana, Iowa, Michigan and Minnesota, delivering integrated solutions designed to support both everyday service reliability and long-term environmental progress.



Alex Sales, Manager of Operations, at the West Chicago location, supporting daily operations to maintain efficient, reliable service.

Our Core Values

Our business is guided by three core values that shape how we operate and how we grow.

Safety

We set a high standard for safety by prioritizing the health and well-being of our employees and maintaining disciplined, best-practice operations across our service footprint. We believe a strong safety culture protects not only our employees, but also the customers and communities we serve every day.

Sustainability

As environmental stewards, we are focused on advancing sustainable outcomes by improving recycling performance and increasing waste diversion. These priorities are central to our business model and directly connected to creating a cleaner, more sustainable future.

Social Impact

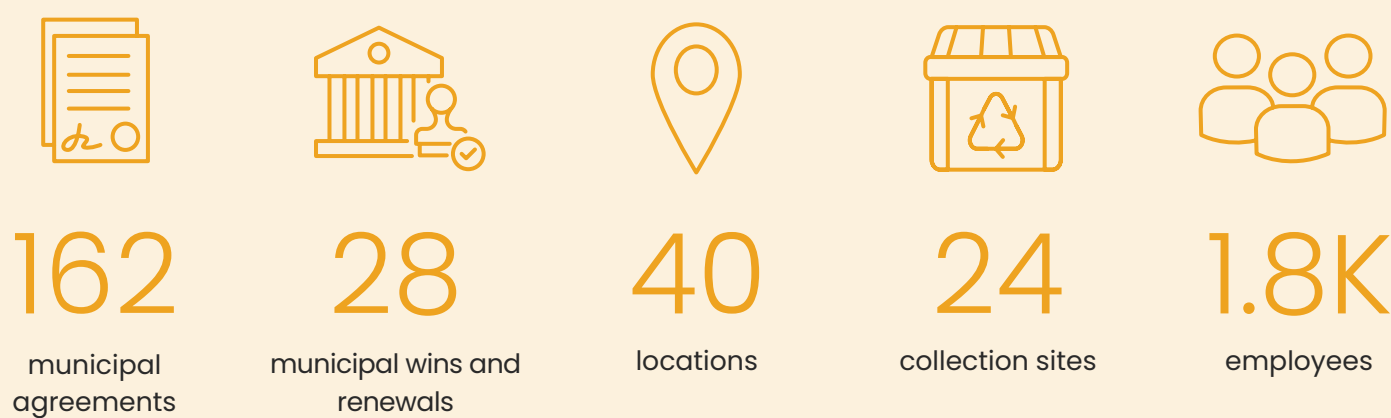
We aim to make a positive impact in the communities we serve beyond the essential work of keeping them clean. Through volunteerism, outreach, inclusive hiring and community partnerships, we support meaningful local engagement and help develop the next generation of talent and leadership.

LRS by the Numbers 2025

Our Business and Impact at a Glance

A snapshot of our business highlights the scale of our operations, the breadth of our customer reach, and the measurable impact of our recycling and diversion efforts.

Scale + Customers + Reach



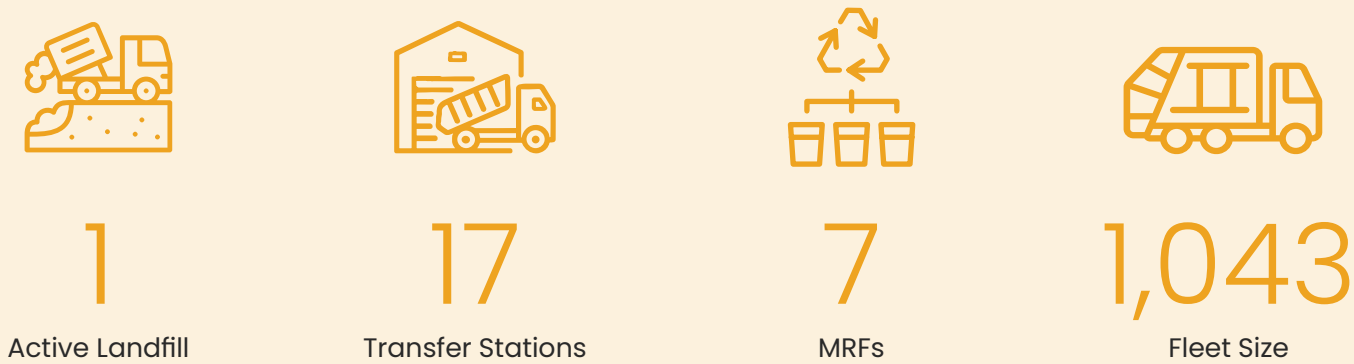
Impact and Credibility Metrics



Operational Strength and Performance

A snapshot of our operations highlights the strength of our infrastructure, the consistency of our performance and the investments driving future growth and sustainability.

Infrastructure and Operational Footprint



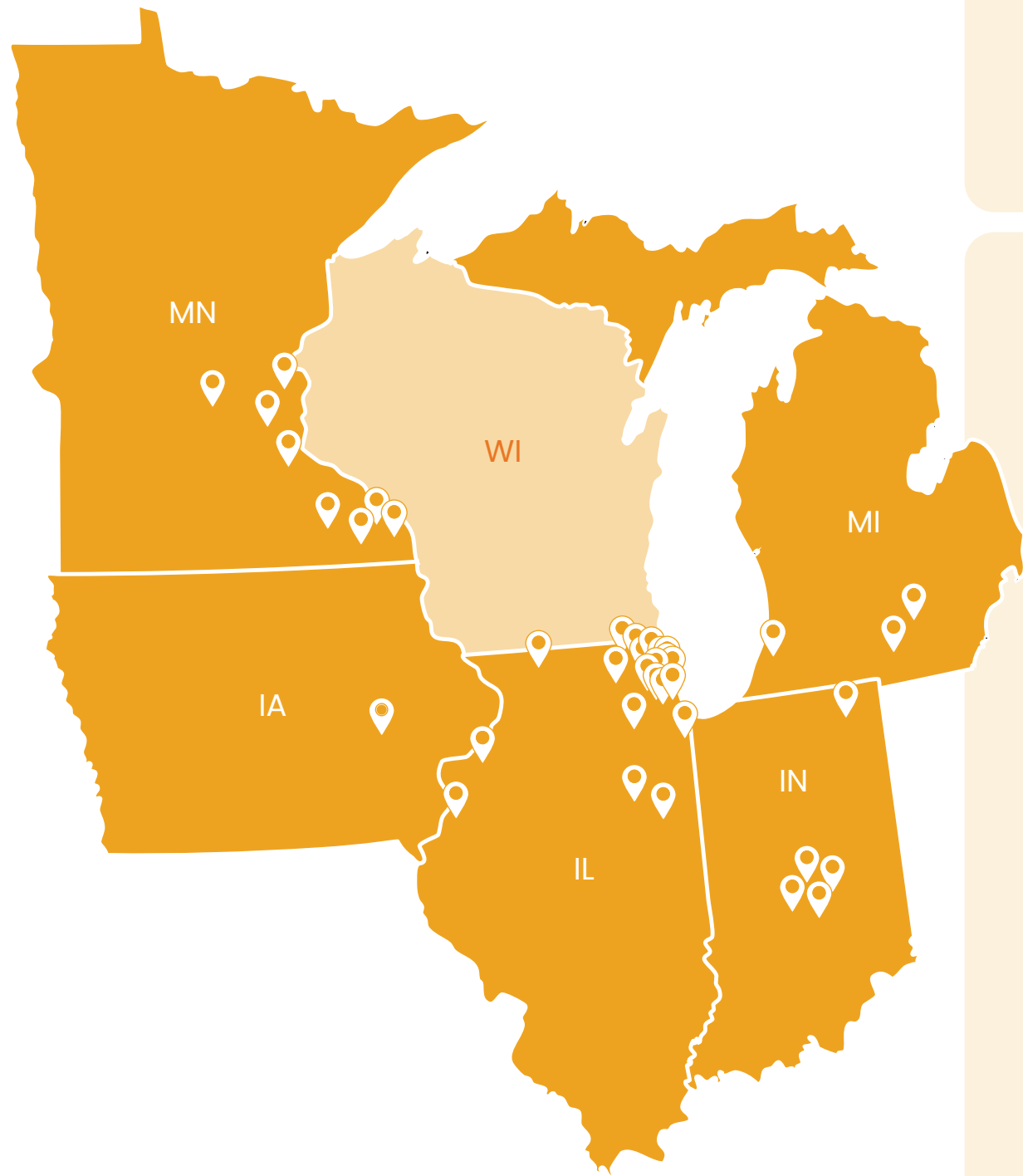
Growth and Performance



Strategic and Forward-Looking Metrics



LRS Footprint



- States with LRS operations
- States without LRS operations
- Many LRS locations serve multiple purposes and are counted more than once in the number of MRFs, landfills, collection sites, etc.



40

locations



24

collection sites



10

portable sites



17

transfer stations



1

active landfill



7

material recovery facilities

What’s New

Expanding to Indianapolis

LRS’s operating footprint continued to evolve in 2025 as the company strengthened its presence in key Midwest markets. LRS expanded into Indianapolis by securing the long-term City collection contract, then moved quickly to execute the GFL and GHW acquisitions, integrating both to build the operational scale and local expertise needed for a successful launch. Alongside this expansion, LRS continued refining its operations in other areas to support broader strategic priorities. These actions reflect a disciplined approach to building strong regional hubs, improving operational efficiency and expanding safe, sustainable, customer-focused services.

Indianapolis represents an important new chapter for LRS. Alongside Chicago and the Twin Cities, it is a key market within the company’s mid-term growth strategy. To support a successful launch, LRS made targeted investments in the region, including the acquisition of GFL and GHW sites, **53 new compressed natural gas (CNG) trucks**, the hiring of more than **150 local employees** and the deployment of senior LRS leaders to provide on-the-ground support during the contract start-up period. Together, these investments position LRS to serve one of the region’s largest municipal markets with a modern, high-performing operating model, one made possible by how quickly and effectively LRS integrated GFL and GHW to support the contract.

“

Indianapolis fits into our strategy to be a best-in-class growth platform in the Midwest.”.

— Matt Spencer, CEO

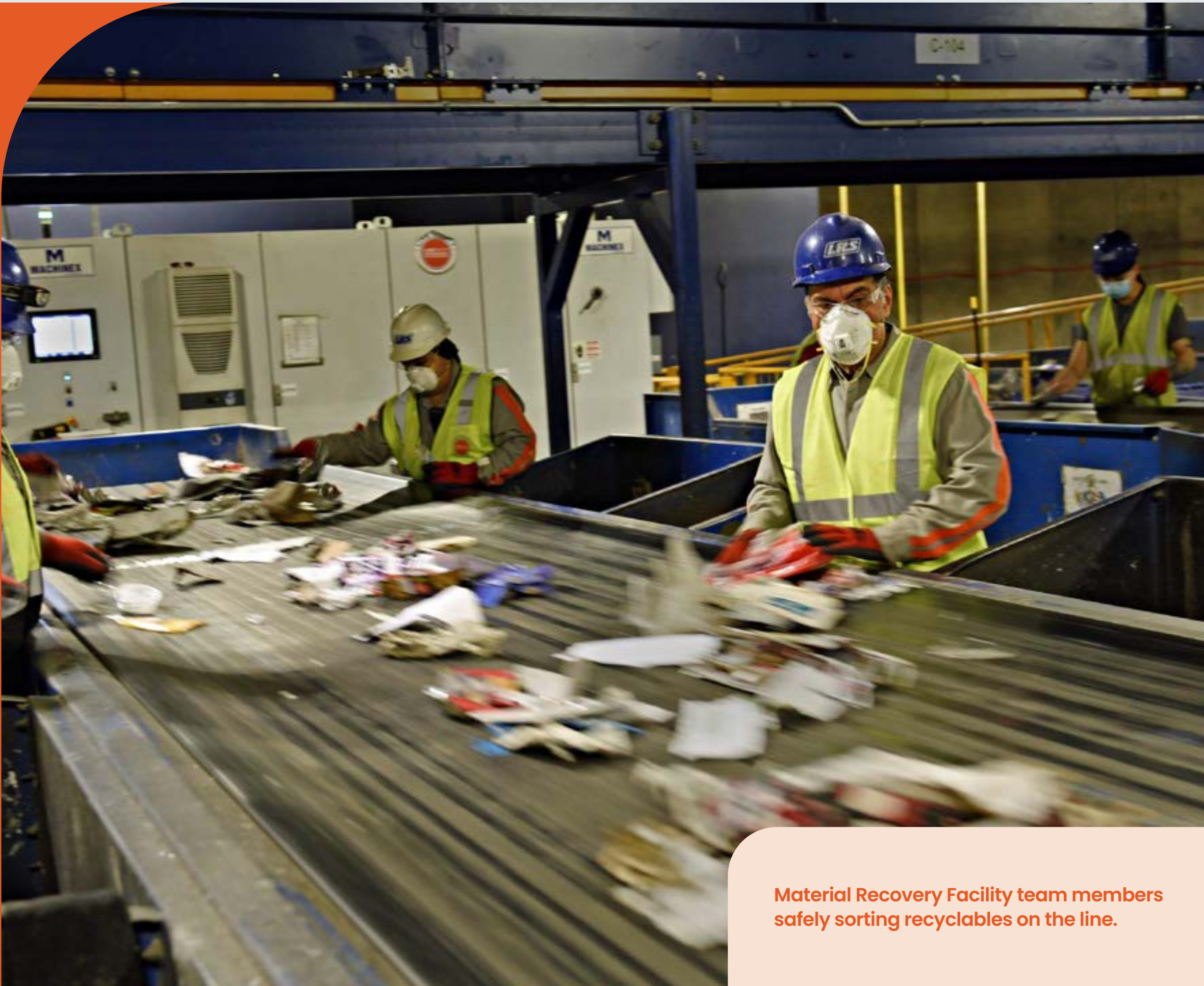


The Indianapolis team preparing to serve 157,000 households.

12 In 2025, LRS expanded into Indianapolis through a new municipal contract, while exiting Arkansas and Kansas markets. This map reflects LRS’s 2026 operating footprint.

Safety

At LRS, safety is at the core of everything we do. It informs how we train our teams, lead in the field and manage risk across the business. Our employees are central to our success and protecting their health and well-being remains a top priority. Achieving this requires consistent vigilance, clear accountability and a culture that encourages employees to speak up and take action.



Material Recovery Facility team members safely sorting recyclables on the line.

Safety in Every Moment

In 2025, LRS delivered more than **31,200 hours of safety training across its operations**, reinforced by weekly frontline leader meetings focused on incident review and preventive action.

LRS introduced training videos to help visually illustrate safe and unsafe behaviors for frontline teams. Together, these efforts support a simple but critical objective: ensuring that every employee, contractor, customer and community member goes home safe each day.



The LRS Westville, Indiana Portables Team achieved 100 days incident-free in 2025 and extended that streak to 523 consecutive days without a safety incident.

The LRS Forest View, Illinois MRF team completed the full calendar year without a recordable injury. Through the employees' collective effort to prioritize safe operations, this achievement extended to a 400-day recordable-free milestone.



Strong safety practices in action: LOTO procedures, vehicle safety lanes onsite and organized maintenance equipment.

Improving Facility Safety

To strengthen oversight and identify opportunities for improvement, LRS engaged DuPont and Atalyst Consulting to conduct facility-level safety audits.



These external reviews provided objective assessments of safety management systems and operating practices. Across assessed sites, auditors noted strong performance in areas including shop organization, Lockout/Tagout (LOTO) compliance, Driver Vehicle Inspection Report (DVIR) completion and safety communication. Where improvement opportunities were identified, site leaders acted quickly, often initiating corrective actions the same day.

Leading Indicators Driving Safer Outcomes

	2023	2024	2025	% Change 2023 – 2025
Lost Time Injury Frequency Rate (LTIFR)	0.72	0.23	0.18	75% ↓
Total Recordable Incident Rate (TRIR)	3.95	2.15	2.09	47% ↓
Accident Frequency Rate (AFR)	5.42	3.31	3.31	39% ↓

Good Catch Program

LRS continues to strengthen its safety performance by focusing on leading indicators that help identify and address risks before incidents occur. Launched in 2024, the voluntary employee Good Catch Program encourages frontline employees to report observations, elevate potential hazards and contribute to a positive, non-punitive safety culture. Participation increased by approximately **80%** in 2025, with roughly one submission for every five employees.

As Good Catch Program reporting increased, safety outcomes continued to improve. With more than **600 submissions** recorded in the first quarter of 2026, the Safety Team is actively analyzing trends and integrating them into ongoing training programs.

Over the past three years, LRS reduced its Lost Time Injury Frequency Rate (LTIFR) by **75%**, ending 2025 at **0.18**. Total Recordable Incident Rate (TRIR) and **Accident Frequency Rate (AFR)** also showed meaningful year-over-year improvement. Consistent with these trends, workers’ compensation claims declined by approximately **32% over the same period**, reflecting fewer incidents and improved risk mitigation. Together, these results demonstrate the value of identifying and addressing risks early to drive safer outcomes across operations.



Odilon “Odie” Rosales, an LRS driver in Rockdale, received the National Waste & Recycling Association (NWRA) Driver of the Year Honorable Mention in recognition of his safe driving record, mentorship and commitment to service. We are proud to celebrate this well-deserved recognition.

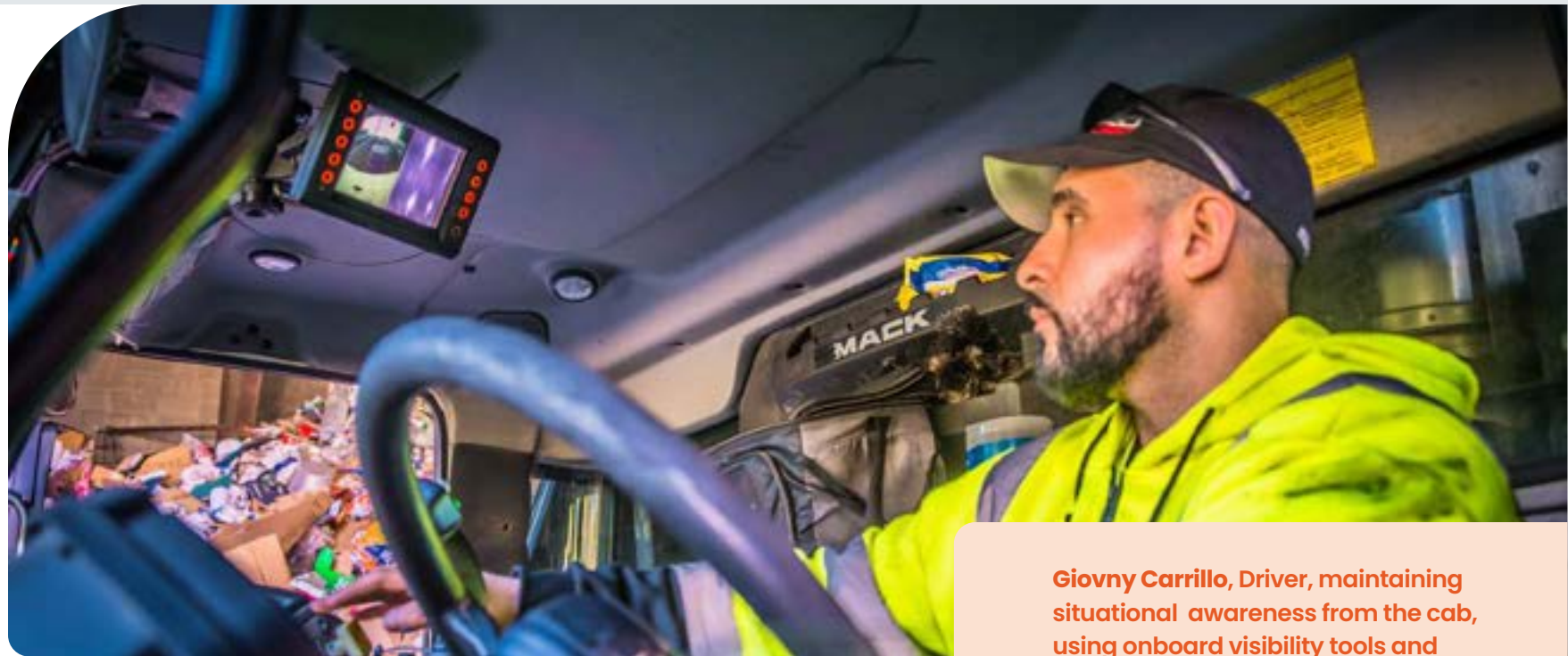


Safety in Action



Behind our safety metrics are employees who take action every day to prevent incidents and protect their teams. From identifying equipment issues to responding quickly to potential hazards, frontline observations continue to play a critical role in strengthening safety performance.

While collecting a residential route in Stronghurst, Illinois, driver Cody Anderson noticed smoke coming from a customer’s home. He immediately alerted the family, who had no idea the second floor was on fire, assisted with the evacuation of the family and pets, contacted the fire department and remained onsite until help arrived. Reflecting on his actions, Anderson said, “I would want someone to do that if it was my house and my family. It seemed like the right thing to do.” As a resident of the community himself, Cody’s actions demonstrated both quick judgment and a strong commitment to protecting others.



Giovny Carrillo, Driver, maintaining situational awareness from the cab, using onboard visibility tools and safe operating practices to prevent incidents during collection and offloading of recyclable materials.

Frontline Prevention Stories

Across LRS operations, frontline awareness continues to prevent incidents before they occur.

At the Forest View MRF, Yobany Fernandez reported smoke and a burning odor, enabling the team to quickly locate and safely extinguish a smoldering battery with no injuries or damage.

While preparing to reverse a vehicle, Shane, an LRS employee, identified that a garage door had not fully opened, stopped operations and reported the issue. The incident resulted in no damage or injuries.

Situational awareness and adherence to safety protocols also helped prevent a serious medical emergency. During residential collection, an LRS driver followed established

safety procedures, identified an unresponsive individual inside a recycling cart and immediately contacted emergency services, ensuring timely medical assistance.

Another commercial driver identified a low-hanging power line and reported the hazard, allowing corrective action to be taken before an incident occurred.

Together, these examples highlight how vigilance, training and a strong culture of reporting help prevent incidents and protect employees, customers and the communities we serve.

Looking Ahead

LRS will continue investing in environmental health and safety audits, a new safety management system, expanded Good Catch Program reporting and a fleet renewal initiative.

With average fleet age reduced by **21%** since 2024, recent investments are expected to strengthen operating reliability, improve fuel efficiency, reduce maintenance costs and support lower-emission operations. LRS's focus remains clear: continuing to build one of the safest operating cultures in the waste and recycling industry.



Jonathan Agnew, Driver, poses with a newer LRS fleet vehicle, highlighting investments in safer, more reliable and lower-emissions operations.

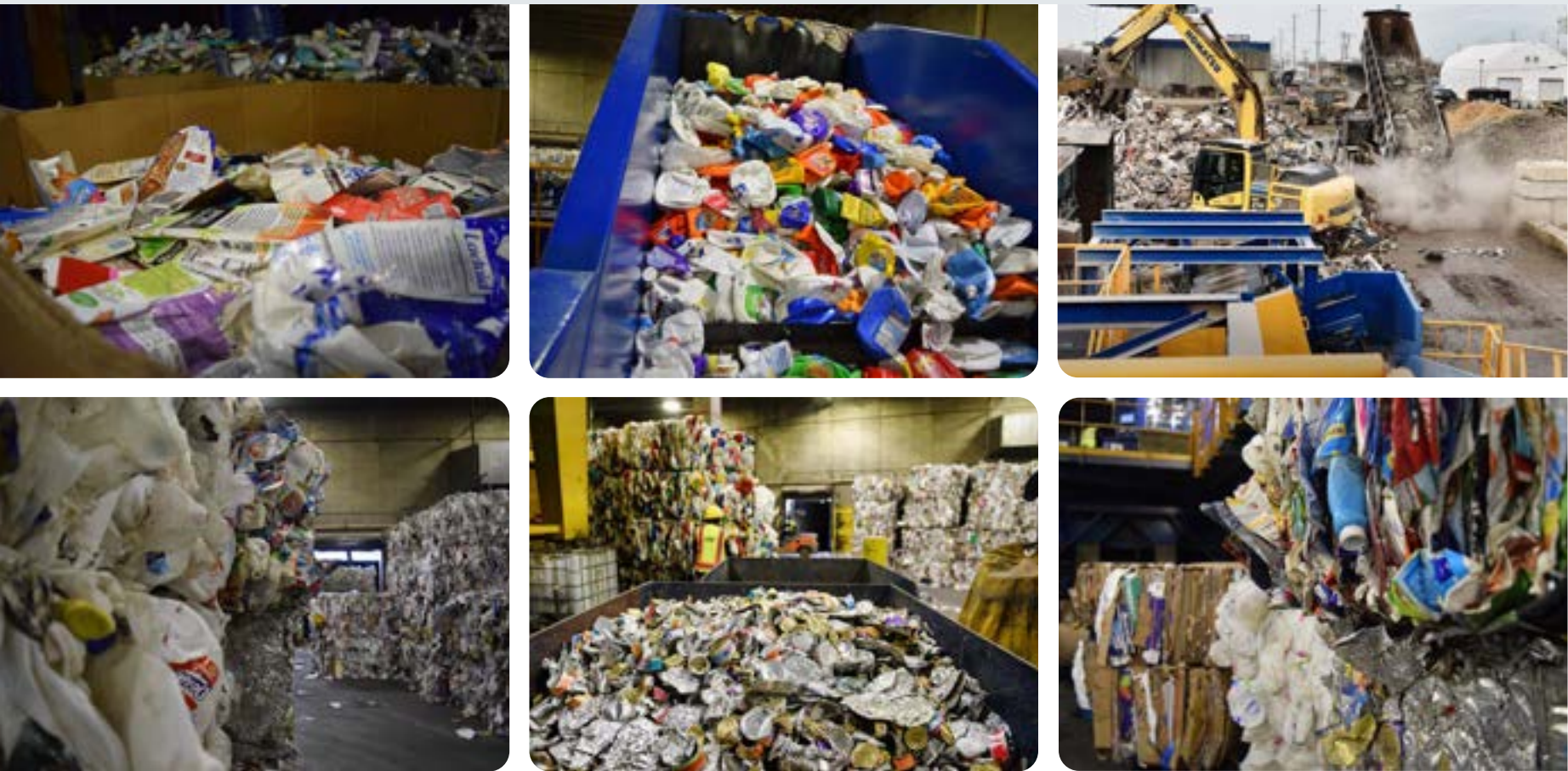


Sustainability

At LRS, sustainability shapes how we manage materials, invest in infrastructure and reduce our environmental impact across the business. As a waste and recycling services provider, we play a direct role in advancing circularity, lowering emissions and supporting more resource-efficient communities. Delivering on these priorities requires disciplined execution, innovation and a commitment to continuous improvement.



LRS waste and recycling containers keep our streets clean and prepare our drivers for safe and sustainable servicing.



Paper, plastics, metals and C&D materials sorted and prepared for recycling.

Sustainability & Circularity

At LRS, sustainability is part of how we **operate**.

We help customers reduce landfill dependence by recovering recyclable materials and advancing their circular reuse. Through collection, processing, technology, infrastructure and education, we turn discarded materials into new opportunities.

As a waste and recycling services provider, we play a direct role in how materials are recovered and returned to the economy.

Our seven Material Recovery Facilities (**MRFs**) are central to that effort, diverting a wide range of materials, from residential recyclables to construction and demolition debris, so they can be repurposed into new products. By reducing the need for new raw materials, we help conserve natural resources and support a more **circular economy**.

2025 Diversion by Material Types

LRS’s 2025 diversion total represents material recovered and processed within our vertically integrated business model. Material collected through single-stream recycling and C&D recycling programs is sorted at LRS-operated MRFs and transfer stations, then sold as recovered commodities to end markets for reuse in new products.

345,700 tons diverted from landfill



Audited & Validated RCI Certification

Credible sustainability outcomes depend on **transparent, verifiable data**.

LRS owns and operates the only three construction and demolition (C&D) MRFs in Illinois certified by the Recycling Certification Institute (**RCI**). RCI uses independent third-party evaluators to verify facility processes and reported data, providing a high standard of transparency and accountability in C&D recycling operations.

For customers, this certification provides confidence in the accuracy and reliability of diversion data used to support their reporting and sustainability goals. In 2025, LRS completed certification of its Chicago C&D MRF on California Avenue, bringing its portfolio to three RCI-certified C&D MRFs.



Chicago C&D MRF team sorting material on the processing line.



Forest View C&D MRF team sorting construction debris to maximize material recovery and diversion.



West Chicago C&D MRF team advancing certified recycling practices.



Post Consumer Recycled Bins

LRS continues to partner with **Cascade Cart Solutions** to promote the recycling of plastic.

In 2025, Cascade used more than **1.29 million pounds** of recycled plastic, including material collected through LRS curbside programs, to manufacture LRS carts. In addition, **12,430 legacy carts** from LRS operations were recycled and incorporated into new bins. This closed-loop process demonstrates circularity in practice by returning recycled plastic to local communities in the form of new carts.



LRS uses carts made with post-consumer recycled plastic.



Net Zero Execution

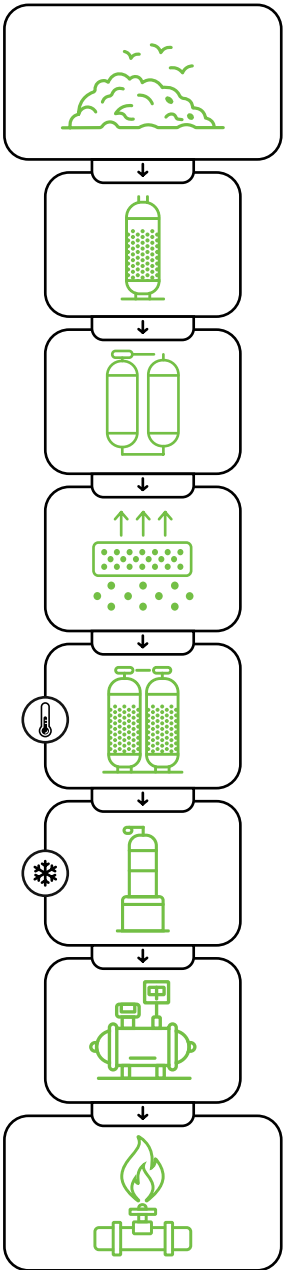
Our commitment to sustainability extends beyond recycling to the broader way we operate the business. Guided by our Board-approved **Net Zero business plan**, LRS is taking targeted steps to reduce **greenhouse gas (GHG)** emissions and support the goal of limiting global warming to **1.5 degrees Celsius**.



Converting Landfill Gas to Renewable Natural Gas

Turning waste into renewable energy through advanced gas recovery and processing.

- 1** Landfill gas is captured and begins the cleaning process.
- 2** Hydrogen sulfide is removed using carbon vessels
- 3** Volatile Organic Compounds (VOCs) are separated out through pressure swing adsorption (PSA)
- 4** Most of the carbon (**99%**) is removed using membrane filtration
- 5** The remaining **1%** of carbon dioxide is removed using Pressure Temperature Swing Adsorption (PTSA)
- 6** Nitrogen and oxygen are removed using low-pressure cryogenic distillation
- 7** The gas is compressed to meet pipeline injection pressure
- 8** The result is **pipeline-ready, renewable natural gas**



Emissions Inventory

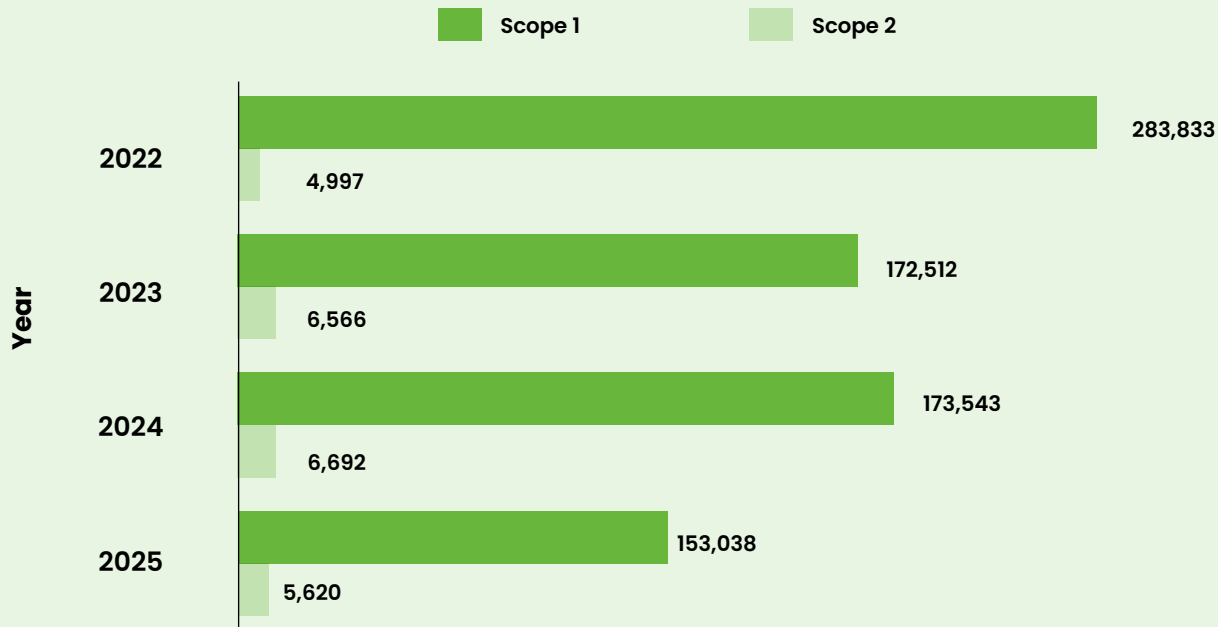
LRS’s Sustainability Team works closely with Operations every day to track emissions and calculate emissions KPIs.

Since establishing its baseline in 2022, LRS has reduced Scope 1 emissions by **46%**, with approximately **64%** of these reductions driven by advancements in landfill operations. On a year-over-year basis, total GHG emissions decreased by **12%**. LRS prepares its GHG inventory in accordance with the GHG Protocol and it is independently verified to provide assurance of its accuracy and completeness.



LRS’s electric Chevrolet Bolt at the Maywood, Illinois facility supports supervisors with driver check-ins, sticker deliveries and other daily operational needs.

Scope 1 & 2 Absolute Emissions (MT CO₂e)

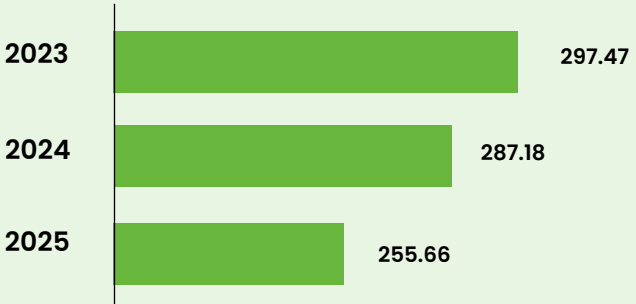


2025 Emissions Intensity

LRS remains focused on **reducing emissions intensity** and lowering its overall **carbon footprint**.

The continued decoupling of GHG emissions from economic activity – whether measured in emissions per unit of revenue generated, or emissions per ton of waste hauled – signals that the business is truly becoming more sustainable over time. LRS has also begun tracking the net costs and benefits of our emissions-reduction initiatives, with early results indicating that many efforts are net positive to the bottom line.

Emissions Intensity (MT CO₂e per \$1M in Revenue)



Technology such as FuelCloud enables LRS to monitor fuel consumption in real time, providing data-driven insights that help reduce emissions and improve fleet efficiency.

Looking Ahead

LRS will continue advancing its Net Zero plan through practical, high-impact initiatives, including equipment electrification, route optimization, operational efficiency improvements and landfill gas capture. In 2026, one of LRS’s most significant environmental and economic opportunities is the renewable natural gas (**RNG**) project at its active landfill.

This project will convert landfill gas from a liability into a valuable resource, generating a renewable source of energy, creating a consistent revenue stream and driving significant GHG emission reductions. The system on page 29 illustrates how landfill gas is captured, processed and converted into RNG.

Stability & Sustainability

Electricity Procurement

In 2025, LRS advanced its electricity procurement strategy through fixed-rate sourcing and participation in a **community solar subscription**.

While purchased electricity accounts for less than **2%** of LRS’s emissions baseline, these efforts support both cost stability and our broader Net Zero roadmap. Together, they are expected to deliver more than **\$150,000** in annual savings, while supporting renewable energy generation through off-site solar projects.

The Exchange MRF processes high volumes of recyclables, supported by offsite renewable energy through a community solar subscription that stabilizes energy costs and supports the Net Zero roadmap.



H2Plus treatment system used in PFAS mitigation trials to evaluate leachate treatment performance and support responsible, science-based solutions.

Cutting Edge

PFAS Mitigation

Polyfluoroalkyl substances, or PFAS, are long-lasting chemicals increasingly recognized as a public health concern, with heightened regulatory and industry focus on understanding and managing their impacts. A number of waste streams traditionally disposed of in landfills can contain PFAS compounds.

In response to emerging regulatory requirements, LRS has begun monitoring PFAS in landfill stormwater and leachate, while actively tracking evolving regulations across local, state and federal jurisdictions. In 2025, LRS expanded its practical knowledge through industry collaboration and

in situ testing. This included sharing best practices, engaging with trade organizations, evaluating emerging mitigation technologies and conducting two PFAS destruction trials on landfill leachate.

The second PFAS destruction trial operated for 12 hours under normal leachate flow conditions, providing insight into treatment performance, energy use and potential costs relative to anticipated U.S. EPA drinking water standards. This work reflects LRS’s proactive approach to regulatory readiness and commitment to identifying responsible, cost-effective PFAS management solutions.

Shaping Our Future

Environmental Management Program

Environmental stewardship at LRS is driven by clear processes, accountability and continuous improvement. In 2025, the Engineering Team established a comprehensive Environmental Management Program to educate employees on environmental policies and procedures and to strengthen understanding of Environmental, Health, Safety and Sustainability priorities.

The program applies to all employees, contractors and visitors across all facilities, embedding LRS’s environmental requirements into daily operations. Early results are

already evident. In 2025, LRS achieved an approximate **50% reduction** in compliance findings, reflecting stronger oversight and more consistent execution. These improvements were driven by expanded training, clearer procedures, enhanced permit and reporting controls and faster response to site-level issues.

Together, these outcomes demonstrate how a structured and proactive approach to environmental management reduces risk and strengthens performance across operations.



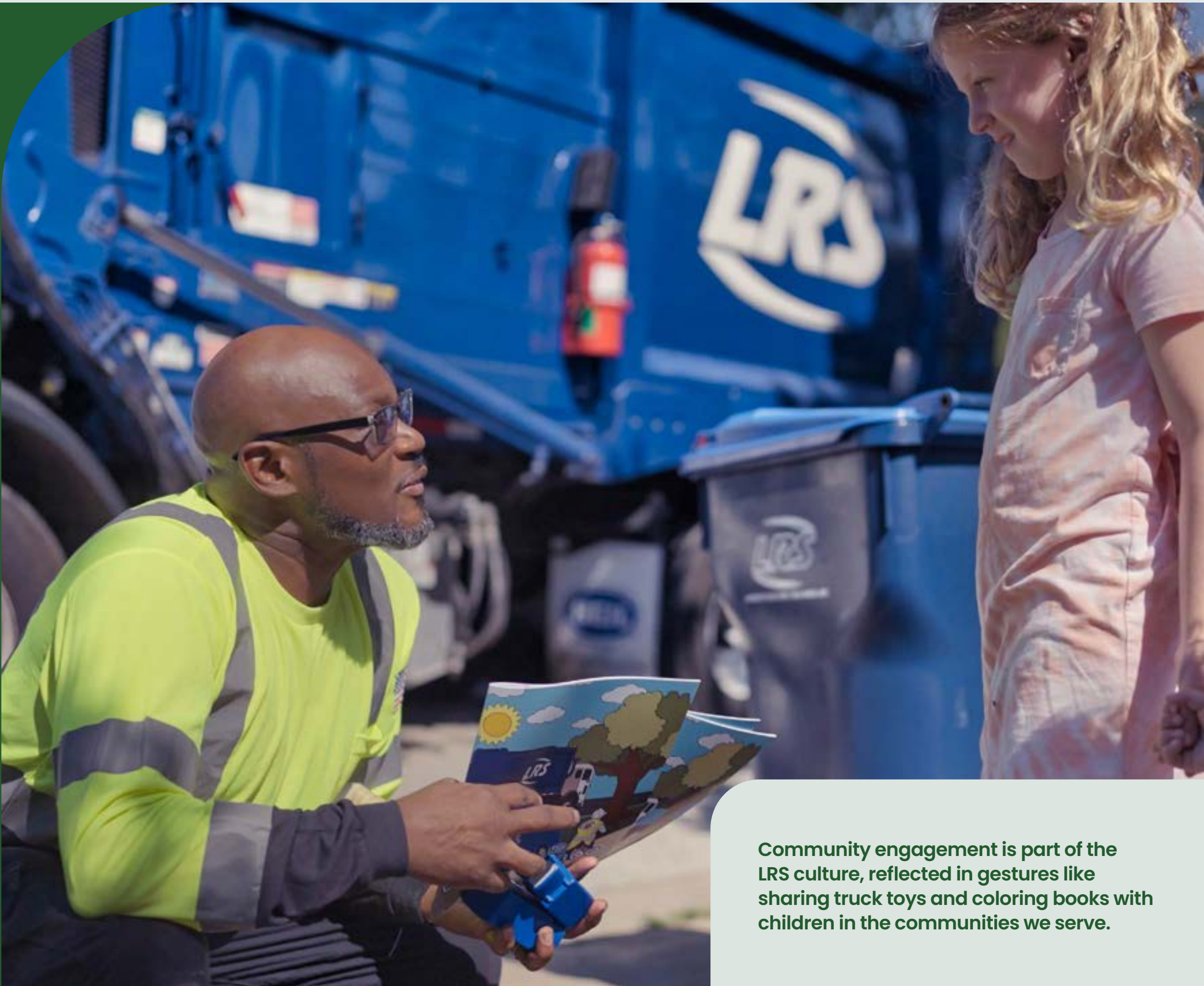
Kathy Osborne, LRS Engineer, applying environmental procedures and oversight in daily operations, supporting consistent compliance and continuous improvement across LRS facilities.



The Chicago C&D MRF night shift team (Juan Aguilar, Rufino Camacho, Alejandro Valdovinos, Kevin Merino, and Adelaido Galvan) helps ensure consistent compliance and safe, efficient operations around the clock.

Social Impact

At LRS, social impact is driven by the people who power our operations and extends into the communities we serve. We invest in creating an environment where employees can grow, be recognized and contribute meaningfully to the success of the business. Through education, outreach, partnership and local engagement, we also work to create lasting value in the communities where we operate.



Community engagement is part of the LRS culture, reflected in gestures like sharing truck toys and coloring books with children in the communities we serve.

Employee Voice & Recognition

YourVoice Matters

In 2025, LRS administered its second YourVoice survey, providing employees with an anonymous way to share feedback on what is working and where the organization can continue to improve. More than **87% of employees** participated, representing a **10.4% increase** over the prior year. This high level of participation provides leadership with actionable insight and reinforces a culture in which employee voices inform decision-making.

Results from the 2025 YourVoice survey demonstrate a strong culture at LRS, marked by positive workplace

relationships, a strong sense of pride and robust employee engagement and retention. Key indicators improved year over year, including employee recommendation **(+10%)**, intent to stay **(+12.8%)**, trust in senior leadership **(+13%)** and inspiration at work **(+12.3%)**. Together, these results underscore LRS’s progress in building a resilient, people-centered culture and inform ongoing efforts to strengthen leadership effectiveness and the overall employee experience.



Bob DeFalco, GRIT award honoree, exemplifying LRS values through hands-on work and a commitment to getting the job done right.



The Exchange MRF team whose feedback and engagement help shape a strong, collaborative workplace culture.

GRIT Awards

Feedback from the 2024 YourVoice survey indicated that employees were seeking more consistent recognition. In response, LRS launched the GRIT Awards in 2025. **GRIT—Genuine, Relentless, Inspirational Teamwork**—recognizes employees whose actions exemplify the values that define the organization.

Each quarter, employees **nominate peers** who embody these qualities and the Cultural Advisory Board selects the award recipients. In 2025, LRS recognized the following GRIT Award honorees: Bob DeFalco, Bobbie Woolley, Brian Clinite, Caden Piotrowski, Dayanna Ramirez, Diana Dominguez, Diane Schwarz, George Hidalgo, Gilberto Avila, Jaime Fuentes, Jeff Beaudette, Jennifer Cribb, Joy Rifkin, Kenneth Wiley, Michelle Watson, Natalie Grimaldi, Nathan Bauer, Pat Scharf, Sylvia Corona and Ty Forner.

Early employee response to the GRIT Awards indicates that peer recognition is resonating with employees and reinforcing a shared commitment to LRS’s values and success. In response, the leadership team continues to focus on communication, training, career development and accountability to **deepen engagement**, retain top talent and build a culture of trust.

Celebrating Excellence

Teammate of the Year Awards

LRS’s inaugural Leadership Summit brought together leaders from across the organization to connect, collaborate and align around the shared theme **Connection Drives Execution**.

The summit concluded with the Teammate of the Year Awards, honoring outstanding performance in four categories: Driver of the Year, Mechanic of the Year, Operator of the Year and Salesperson of the Year.

The 2025 recipients were **Nick Perri, Joseph Cook, Juan Espinoza** and **Katie Neary**.

Joseph Cook, Mechanic of the Year, has worked for LRS for more than 19 years and is recognized for his technical expertise, accountability and ability to resolve complex issues efficiently, helping keep the fleet operating safely and reliably. Beyond his technical skill, Joseph is a respected teammate and mentor who supports his peers, shares best practices and helps train student mechanics.



Joseph Cook, 2025 Mechanic of the Year, recognized for his technical expertise, reliability and commitment to keeping LRS’s fleet operating safely and efficiently.



Chastity Lee, LRS Engineer, providing SPCC training to operations management.

Training & Development

LRS continues to invest in communication, training and development to align teams, improve engagement and foster a more connected organization.

In 2025, LRS strengthened internal communication through new flat screen displays sharing company updates and employee recognition, while also expanding HR newsletters, enhancing email segmentation and hosting regular leadership calls. LRS also significantly expanded training efforts, delivering approximately **39,160 total hours** of training across the organization focused on ethics, code of conduct, compliance, leadership, safety, sustainability and customer experience.

2025 LRS Training

Training Type	Enrollments	Estimated Number of Hours
Safety Training	600	31,200
Onboarding, Compliance & Ethics Training	1,825	2,490
Customer Experience & Leadership Development Training	170	5,240
Sustainability Training	460	230
Total enrollments & Hours Delivered	3,055	39,160

Average hours per employee is calculated as total hours delivered divided by total 2025 headcount.

21.5 hours
per employee

Average training hours per employee, based on 1,818 employees in 2025

Our People: Advancement & Opportunity

LRS remains committed to fair representation and strong labor partnerships, with **39%** of LRS employees represented by labor unions.

In 2025, LRS promoted **63 employees** into leadership roles, reinforcing its focus on internal development and career progression.

Bob Finocchio’s career progression reflects this commitment. Beginning his career six years ago as a dispatcher, Bob was promoted to Operations Supervisor at the Packers Truck Yard in Chicago, where he works closely with drivers to support safe and efficient operations.

Alongside internal advancement, LRS hosted more than **18 hiring events** in 2025, welcomed over **300 candidates** and hired **81 new employees**. These efforts are expanding opportunity and supporting continued growth.

“
I learn something new every day!”

—
Bob Finocchio, Operations Supervisor, reflecting on the perks of his job.



Bob Finocchio’s career progression reflects LRS’s commitment to developing talent and creating opportunities for advancement across the organization.

External Recognition

LRS is proud that three employees, including two sustainability leaders, were named to Waste 360’s 40 under 40 list, recognizing professionals making meaningful contributions to the waste and recycling industry.

This recognition reflects the broader impact of LRS’s focus on leadership, innovation and culture.



Patrick Whalen
Senior Vice President of EHS & Sustainability

Patrick’s leadership is grounded in a deep personal commitment to safety and a belief that every employee should return home safely each day. His dedication has helped support LRS’s industry-leading safety performance.

Joy Rifkin
Director of Sustainability

Joy has built her career around advancing sustainable waste solutions that help address climate change and strengthen circularity.

Manish Anadapara
Macquarie Group

As an advisor to LRS, Manish brings a problem-solving mindset and a strong commitment to people, performance and the planet, helping drive business optimization and digital transformation.

Community Outreach & Education

LRS employees connected with more than **50,000** community members through events such as touch-a-truck programs, parades, school presentations, sponsorships and volunteer activities.

LRS also contributed more than **\$60,000** to organizations and initiatives supporting community well-being such as the Indianapolis Buddy Walk, the Batavia Mothers’ Club Foundation 5K, Creative Chicago Reuse Exchange, Earth Day Indianapolis and Blessings in a Backpack.

One example of this engagement is LRS’s work with the Rochester Athletic Club summer camp in Rochester, Minnesota. The Sales Team and Operations Team hosted an interactive session on recycling and waste collection, paired with a **touch-a-truck** activity for camp attendees. Children had the opportunity to explore a garbage truck through a hands-on experience and learn how LRS supports the communities in which it operates.

Education is central to this outreach. LRS regularly **opens the doors of its MRFs to help customers and community members better understand** the technology, innovation and processes behind making a circular economy a reality. These experiences provide a clearer view of the recycling process and the role individuals can play in improving outcomes.



Tommy Weinrich, LRS Rochester operations leader, presenting to the RAC kids camp in Minnesota.



Marco Diaz, Driver, reading “Adventures with Fran the Can” to community members at the Oak Park Public Library.



Corey Grauer, Chief Legal Officer, presenting at Northbrook Junior High where his daughter, Jami, works as a social worker.



Greg Dzierdzik and Bob DeFalco of the Fleet Maintenance Team represent LRS at Chicago’s 13th Ward Touch-a-Truck event.



Staley, the Chicago Bears mascot, poses on an LRS collection truck engaging fans and highlighting the company’s sustainability partnership at training camp.

Strategic Partnerships

Bear Down! Touch Down for Sustainability

In 2025, LRS expanded its **partnership with the Chicago Bears** through the launch of the Zero Waste Training Camp. As fans attended summer practice sessions, LRS and the Bears integrated waste reduction, composting, recycling and fan education into the training camp experience.



Over the course of the 15-day event, LRS employee volunteers helped more than **15,000 fans** properly sort materials, contributing to an overall landfill diversion rate of approximately **86%**.

This partnership demonstrates how **sustainability can be implemented at scale in a highly visible setting**, combining operations, education and community engagement to drive measurable results.

“

We are proud to power the first Zero Waste Training Camp by integrating smarter recycling, responsible resource use and community education into every aspect of the experience. Together with the Bears, we’re setting a new standard for what it means to be green on and off the field.”

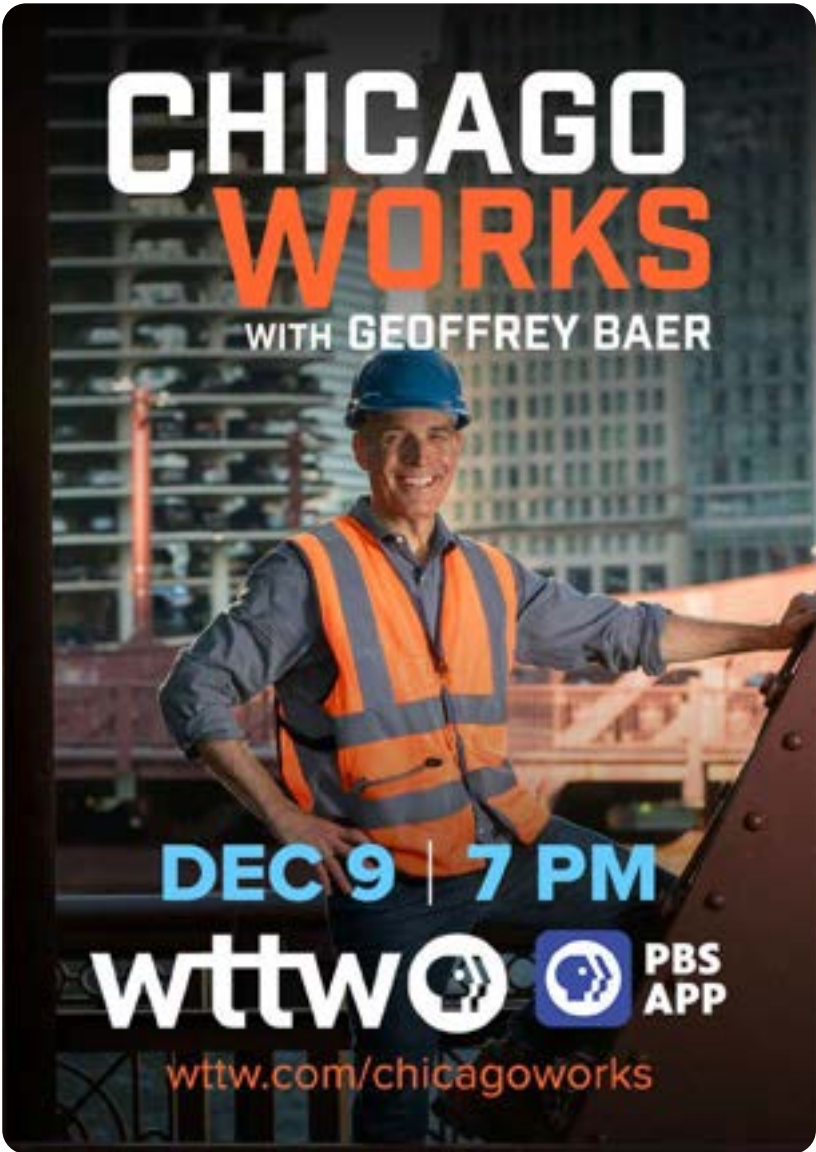
—
Matt Spencer,
CEO

Inside Chicago’s Recycling System

Exchange MRF Featured on Chicago Works

Chicago Works, a program produced by Chicago’s PBS affiliate, provides a behind-the-scenes peek at the large-scale operations and skilled professionals who keep the city running. **The LRS Exchange Material Recovery Facility is featured in detail in the documentary**, showcasing the people, equipment and technology involved in sorting recyclables and supporting critical infrastructure.

[Watch the segment here.](#)



Partnerships in Action

LRS partners with the **Environmental Research and Education Foundation (EREF)** to support scientific research and educational initiatives that drive innovation across the waste and recycling industry.



Through annual contributions, LRS helps fund independent science-based research focused on improving waste management practices, advancing recycling technologies and generating data that supports responsible environmental policy and operational decision-making. This work spans university-led studies, technical research and industry resources addressing issues such as landfill management, recycling systems, organics recovery and circularity.

LRS also contributes directly to EREF’s research efforts. An LRS representative serves on the EREF Research Committee, contributing industry perspectives to help shape research priorities and evaluate proposed studies. This involvement helps ensure research is grounded in real-world operations and focused on practical solutions that improve day-to-day practices across the industry.



Kevin Burns, Geneva Mayor and Caucus Environment and Energy Committee Chairman, speaking at the “Feed the Cart” campaign kickoff press conference.

LRS welcomed more than **500 visitors** to its MRFs in 2025, including during the launch of the Feed the Cart campaign, the largest recycling education initiative in Illinois history. At the event, leaders from the Metropolitan Mayors Caucus, a coalition of 275 local governments across metro Chicago, announced a shared goal of increasing recycling tonnage by 15% before 2030. Hosting this milestone at an LRS MRF reinforced the company’s commitment to community outreach, education and advancing recycling across the region.



Advancing Our Customer Relationships

LRS invests in **tools, resources** and **services** that help customers **succeed**.

In 2025, LRS launched The Blueprint for Waste Diversion at WasteExpo. It provides practical guidance and resources to support behavior change, strengthen program design and improve recycling performance at schools, businesses, municipalities and institutions.

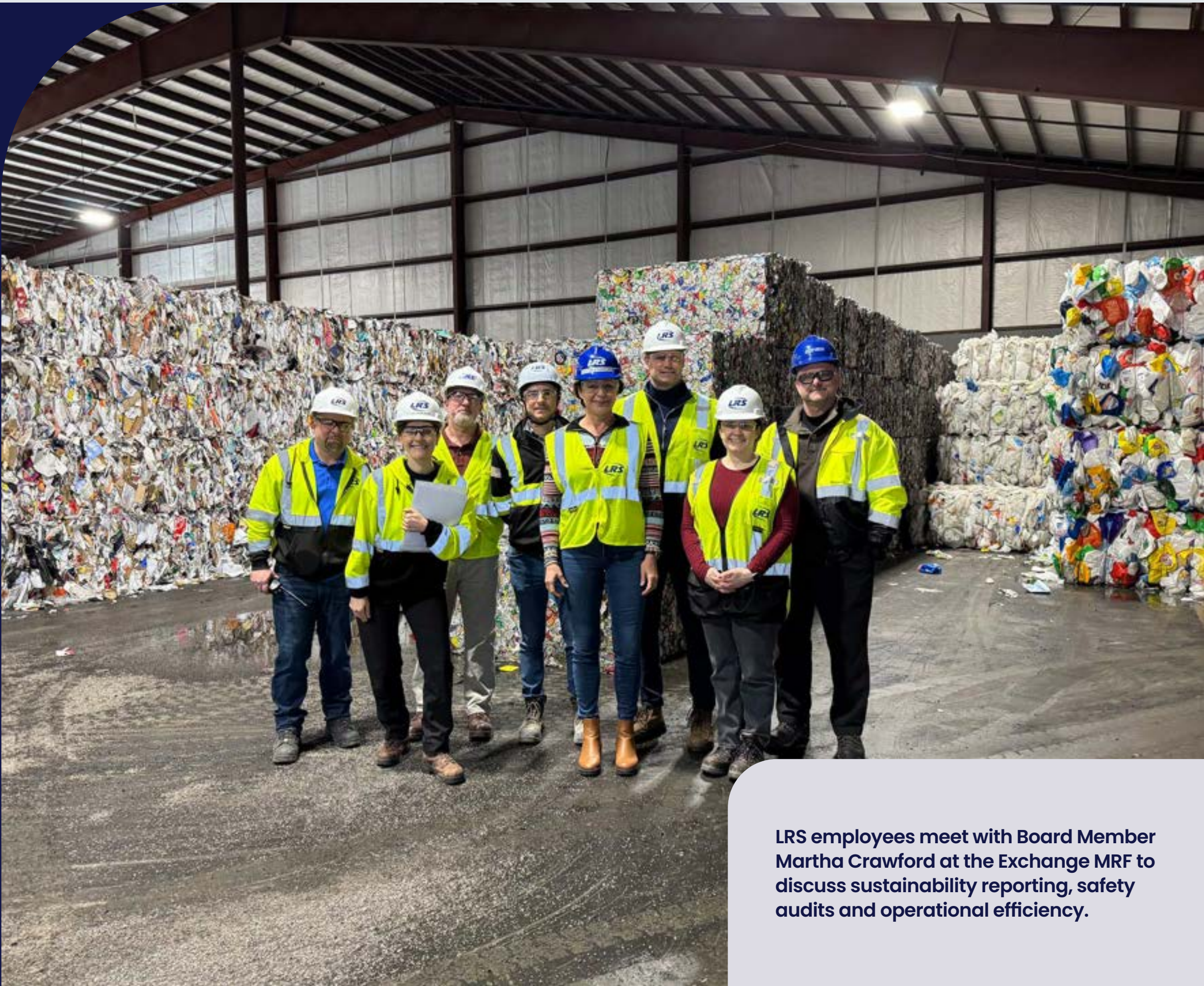
LRS also enhanced its customer portal to expand self-service capabilities and reduce friction for customers and employees. Through its partnership with RecycleCoach, LRS provided communities with more reliable information on waste streams and real-time service updates.

At the same time, the Customer Service Team improved education, communication and responsiveness, contributing to a **71.7% reduction** in customer queue time and a **75.7% reduction** in call abandonment rates in early 2026.

Looking ahead, we will continue advancing customer education, self-service accessibility and engagement to simplify how customers and communities engage with LRS about effective waste diversion and recycling programs.

Governance

As LRS continues to grow, strong governance ensures the company scales responsibly. It provides the structure needed to support sound decision-making, manage risk, and maintain alignment around strategic priorities. Guided by its Board of Managers and Senior Leadership Team, the governance framework supports responsible growth, operational consistency and long-term value creation across the business.



LRS employees meet with Board Member Martha Crawford at the Exchange MRF to discuss sustainability reporting, safety audits and operational efficiency.

Maturing Governance at LRS

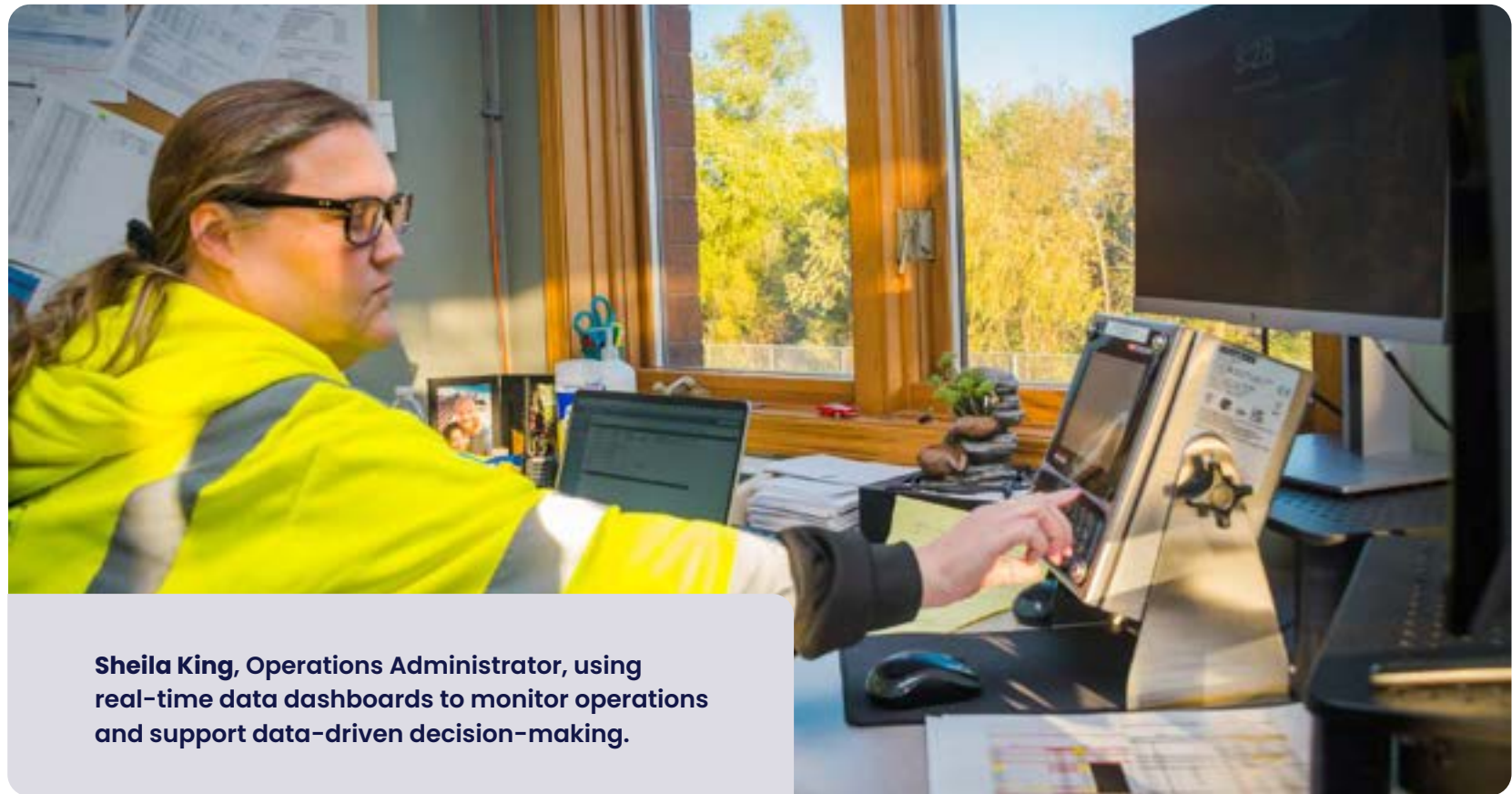
In 2025, LRS elevated **governance** to a core business capability, reinforcing its role as a strategic enabler of sustainable growth.

This evolution resulted in a more structured, enterprise-wide framework designed to strengthen decision-making, protect data integrity and reduce operational risk.

As the organization has grown in scale and complexity, governance has become increasingly important in enabling cross-functional alignment and reinforcing accountability. As a result, governance now serves as a consistent and reliable

tool for supporting business performance and proactive risk management across the organization.

Looking ahead, LRS will continue building on this foundation by enhancing governance capabilities and expanding visibility across the business. LRS's focus remains on increasing consistency, improving oversight and embedding risk management more deeply into daily operations.



Sheila King, Operations Administrator, using real-time data dashboards to monitor operations and support data-driven decision-making.

Technology & Governance in Practice

Technology Solutions Driving Business Performance

Effective governance depends on the systems and people that translate strategy into execution. LRS's Technology Solutions Team plays a critical role in enabling operational discipline, data quality and transparency across the organization.



The People Behind the Technology Solutions



Vinicius Ribeiro, leads LRS's enterprise integration and data platform strategy, translating business priorities into scalable solutions across integration, automation and enterprise data. Originally from São Paulo, Brazil, Vinicius developed an early passion for computers and gaming that led him to coding and problem-solving. Today, with more than 19 years of experience in IT automation, he brings a practical belief that lasting optimization depends not only on technology, but on shared accountability for the quality of business data.

“Optimization isn't only about technology. It's about aligning on what we measure, who owns it and why it matters.”

— Vinicius Ribeiro, Principal Enterprise Architect, LRS



Ricky Rayas, Dispatcher, using real-time data systems to monitor route status, supporting the operational visibility driving LRS’s governance improvements.

Strengthening Operational Governance Through Data

As part of efforts to strengthen operational governance, LRS’s IT Team and Transformation Team improved visibility into driver route closure performance.

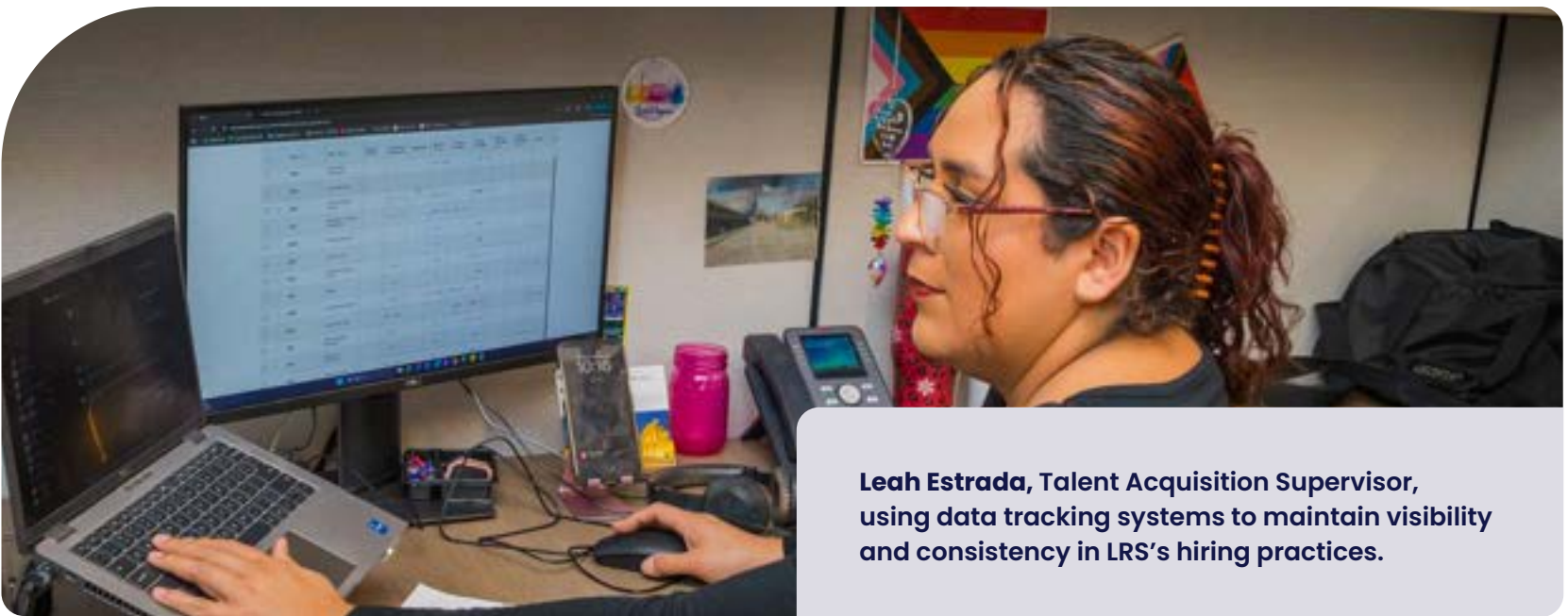
Previously, inconsistencies in route completion and closure data limited frontline leaders’ ability to quickly identify issues or take timely corrective action.

In 2025, LRS implemented an automated Daily Route Closure Report that standardizes insight into open routes, completion rates, compliance and average closure time. By improving data quality and transparency, the report enables stronger oversight and establishes clear performance expectations for drivers. As a result, route closure performance has become more predictable across operations.

These changes translated into measurable improvements in route closure governance, increasing data reliability for frontline leaders and strengthening their ability to monitor performance and intervene proactively.

More than **50 employees** were trained on the updated route closure protocol, contributing to quick results, including a **73% reduction** in route-related errors and closure rates improving to between **85% and 98%**. The impact also extended to financial controls. Because delayed route closure can affect invoicing, these improvements supported more timely and accurate downstream processes. By year-end, noncompliance with route closure timelines declined by more than **97%**, driving greater operational discipline across the organization.

Looking ahead, LRS will continue advancing data governance and operational visibility through automation, system integration and expanded self-service capabilities. Priorities include scaling AI pilots, optimizing integrations and establishing a governance center to strengthen data quality and consistency. Together, these efforts are designed to better support and enhance the customer experience.



Leah Estrada, Talent Acquisition Supervisor, using data tracking systems to maintain visibility and consistency in LRS’s hiring practices.

The Global Real Estate Sustainability Benchmark

Transparent governance is reinforced through independent benchmarking. The Global Real Estate Sustainability Benchmark (**GRESB**) is a widely used framework for assessing sustainability performance, management practices and disclosure.

LRS has participated in GRESB for four years as part of its commitment to transparent reporting and disciplined improvement. In 2025, LRS achieved a GRESB score of **97 out of 100**, reflecting the maturity of its sustainability program and the strength of the systems supporting governance and performance.

GRESB
Progress
Over The Last
Three Years

2023

80

Baseline

2024

88 ↑

10% increase

2025

97 ↑

10.23% increase



The LRS leadership team stands behind the values that earned the company recognition in 2025.

2025 Awards

LRS’s sustainability efforts have also contributed to broader organizational outcomes.

In 2025, LRS and members of its leadership team received multiple **external awards** recognizing excellence in leadership, culture and performance. These recognitions reflect the broader impact of investments in governance, safety and sustainability across the business.



- Chicago’s Best and Brightest Companies to Work For: 2021, 2022, 2023
- Top 101 in The Nation
- Work For in the Nation Elite Winner
- Best and Brightest Leadership Teams, 2025
- Best and Brightest CEOs in the Nation, Matt Spencer, 2025
- Chicago Best and Brightest
- West Michigan Best and Brightest



- Employee Engagement by HR Executive



- Best and Brightest Leadership Teams, 2025
- Best and Brightest CEOs in the Nation, Matt Spencer, 2025



- Largest Privately Held Companies: 2021, 2022
- Chicago’s Best Companies to work for: 2022, 2023
- Chicago’s 50 Fastest Growing Companies: 2022, 2025

Safe Harbor Statement

This report contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. **Forward-looking statements** are typically identified by words such as “will,” “expects,” “intends,” “plans,” “believes,” and similar expressions. These statements are based on current expectations, estimates and assumptions of management and are subject to **risks and uncertainties** that may cause actual results to differ materially from those expressed or implied.

Forward-looking statements in this report may include, among other things, statements regarding future performance, strategic priorities, operational initiatives, environmental objectives and the offering and sale of bonds. Except as required by law, LRS disclaims any obligation to update or revise these forward-looking statements to reflect new information, future events or changed circumstances.



LRS employees in the field conducting on-site coordination and safety checks among active fleet operations.



Glossary

Accident Frequency Rate (AFR)

Measures the frequency of workplace accidents. It is calculated as the total number of recorded incidents per 1,000 full-time employees. [Read more >](#)

Aggregate

Crushed cement, concrete, rocks or asphalt pavement from construction debris. [Read more >](#)

Carbon Footprint

The amount of greenhouse gas emissions associated with all the activities of a person, organization, product, or other entity, typically expressed as carbon dioxide equivalent (CO₂e). [Read more >](#)

Cardboard

A thick, durable paper-based material made from cellulose fibers and commonly used in packaging. [Read more >](#)

Cartons

Food and beverage packages made primarily of paperboard and combined with thin layers of polyethylene (plastic) and, for shelf-stable cartons, a thin layer of aluminum. These layers work together to protect the contents and extend shelf life. [Read more >](#)

Circular Economy

A system where materials never become waste and nature is regenerated. In a circular economy, products and materials are kept in circulation through processes like maintenance, reuse, refurbishment, remanufacture, recycling and composting. Keeps materials and products in circulation for as long as possible. [Read more 1 | 2](#)

Community Solar

A shared solar project that enables multiple customers to receive credits or savings on their electricity bills from a portion of the energy generated, typically within the same utility service territory. [Read more >](#)

Compressed Natural Gas (CNG)

A fuel gas mainly composed of methane (CH₄), compressed to less than 1% of the volume it occupies at standard atmospheric pressure. [Read more >](#)

Construction and Demolition (C&D)

Debris generated during the construction, renovation, or demolition of buildings and infrastructure, including concrete, wood, drywall and metal. These materials can be recycled and recovered for beneficial reuse. [Read more >](#)

Driver Vehicle Inspection Report (DVIR)

A federally mandated report completed by commercial motor vehicle drivers to document the condition of a vehicle before and after a trip, including any safety-related defects. DVIRs are required under FMCSA regulations and help ensure vehicles remain safe and roadworthy. [Read more >](#)

Drywall

A paper-faced panel with a gypsum core used to construct interior walls and ceilings. Also known as gypsum board or wallboard. [Read more >](#)

Environmental Research and Education Foundation (EREF)

An independent 501(c)(3) nonprofit organization that advances scientific research and education to drive innovation in sustainable materials management practices. [Read more >](#)

Emissions Intensity

The amount of greenhouse gas emissions expressed per unit of activity, output, or economic value. [Read more >](#)

Glass

A hard, durable material made primarily from sand, soda ash, and limestone that can be recycled indefinitely into new glass products. [Read more >](#)

Global Reporting Initiative (GRI)

An international, independent nonprofit organization that develops widely used standards for sustainability reporting, enabling organizations to disclose their economic, environmental and social impacts in a consistent, comparable format. [Read more >](#)

Greenhouse Gases (GHG)

Gases that trap heat in the atmosphere. [Read more >](#)

GRESB

An internationally recognized benchmark assessing the Environmental, Social and Governance (ESG) performance. [Read more >](#)

Landfill

Well-engineered and managed facilities for the disposal of solid waste. Landfills are located, designed, operated and monitored to ensure compliance with federal regulations. [Read more >](#)

Landfill Gas (LFG)

Landfill gas (LFG) is a natural byproduct of the decomposition of organic material in landfills. LFG is composed of roughly 50 percent methane (the primary component of natural gas), 50 percent carbon dioxide (CO₂) and a small amount of non-methane organic compounds. [Read more >](#)

Leachate

Liquid formed when rainwater or other moisture filters through waste placed in a landfill. As it passes through buried waste, leachate draws out chemicals and contaminants, requiring collection and treatment before discharge. [Read more >](#)

Lockout/Tagout (LOTO)

A set of safety procedures required under OSHA standard 29 CFR 1910.147 to control hazardous energy during equipment servicing or maintenance. Lockout physically secures an energy-isolating device in a safe position; tagout places a warning device on it, together preventing unexpected startup or release of stored energy. [Read more >](#)

Lost Time Incident Frequency Rate (LTIFR)

Injuries or illnesses that result in lost workdays. It is calculated by the number of lost time injuries per 200,000 hours worked. [Read more >](#)

Material Recovery Facility (MRF)

A facility that receives recyclables separated from trash and processes them into individual commodity streams for sale to end markets. [Read more >](#)

Metal

Includes ferrous and non-ferrous metals such as steel, aluminum, copper and brass. These materials can be recycled repeatedly into new products. [Read more >](#)

National Pollutant Discharge Elimination System (NPDES)

A permit program created under the Clean Water Act in 1972 that regulates point-source discharges of pollutants into waters of the United States. Facilities that discharge wastewater, including landfill leachate, must operate under an NPDES permit. [Read more >](#)

National Waste and Recycling Association (Nwra)

The leading trade association representing the private-sector waste and recycling industry. Its members operate in all 50 states and include companies that manage solid waste, recycling, industrial and hazardous waste, medical waste, and construction and demolition debris, as well as equipment manufacturers, distributors and other service providers. [Read more >](#)

Net Zero

A state in which the amount of greenhouse gases emitted into the atmosphere is balanced by the amount removed from the atmosphere. [Read more >](#)

Organics

Biodegradable materials derived from plants or animals. This includes food scraps, yard waste, agricultural waste and certain types of paper. [Read more >](#)

Paper

A thin material made from cellulose fibers derived from wood, recycled paper, or other plant-based sources and used for printing, writing, packaging, and other applications. [Read more >](#)

Plastic

A wide range of synthetic or semi-synthetic materials that use polymers as their primary component. Their plasticity makes it possible for plastics to be molded, extruded, or pressed into solid objects of various shapes. [Read more >](#)

Per – and Polyfluoroalkyl Substances (PFAS)

A large group of persistent synthetic chemicals that resist degradation and can accumulate in the environment over time. [Read more >](#)

Recycling Certification Institute (RCI)

An independent organization that certifies construction and demolition (C&D) recycling facilities through third-party evaluation of their recovery and recycling rate reporting. RCI uses the National Standard CORR Protocol, the only C&D certification protocol developed to ISO-level standards. [Read more >](#)

Renewable Natural Gas (RNG)

Biogas generated from organic waste sources, such as landfills, that is upgraded for use as a substitute for conventional natural gas. RNG can be used on-site, transported via dedicated pipelines, or injected into natural gas distribution systems. [Read more >](#)

Scope 1 Emissions

Direct greenhouse gas emissions from sources owned or controlled by a company, including emissions from company vehicles, facilities, and fuel-consuming equipment. [Read more >](#)

Scope 2 Emissions

Indirect greenhouse gas (GHG) emissions from the generation of purchased or acquired electricity, steam, heat, or cooling that is consumed by a reporting company. [Read more >](#)

Shingle

Roofing materials made primarily of asphalt and aggregate that are used on residential and commercial roofs and may be recycled for use in road paving materials. [Read more >](#)

Total Recordable Incident Rate (TRIR)

Measures the total number of OSHA-recordable injuries and illnesses per 100 full-time employees. It is calculated as the number of recordable incidents per 200,000 hours worked. [Read more >](#)

Waste to Energy (WTE)

The conversion of non-recyclable waste materials into usable energy, such as electricity, heat, or fuel, through processes including combustion, gasification, and anaerobic digestion. WTE is generally considered a preferred waste management option over landfill disposal within the waste management hierarchy. [Read more >](#)

Wood

A natural fibrous material derived from trees and shrubs that is commonly used in construction, packaging, and other products. Wood can be recovered and recycled into mulch, compost feedstocks, engineered wood products and other beneficial uses. [Read more >](#)



GRI Content Index

LRS has reported the information cited in this GRI content index for the period from January 1, 2025, to December 31, 2025, with reference to the GRI Standards.

GRI Standard	Disclosure	Location or Content
GRI 2: General Disclosures 2021	2-1 Organizational details	LRS is a privately held company with its headquarters located in Rosemont, Illinois and operational facilities located throughout the Midwestern United States (Illinois, Indiana, Iowa, Michigan and Minnesota).
	2-2 Entities included in the organization’s sustainability reporting	The entities included in this report comprise LRS and its wholly owned subsidiaries engaged in waste collection and hauling, material recovery facilities, landfill operations, portable services and related real estate holding activities.
	2-3 Reporting period, frequency and contact point	This report covers LRS’s 2025 fiscal year, from January 1, 2025, through December 31, 2025 and includes information from all locations within the reporting boundary. The report was published July, 2026. Questions regarding this report may be directed to customerservice@LRSrecycles.com.
	2-4 Restatements of information	No restatements of information previously reported are included in this report.
	2-5 External assurance	Greenhouse gas emissions data have been externally verified by an independent third party. Details of the emissions verification are provided in the Emissions Inventory (see page 30). External assurance of data for the 2025 reporting year was completed prior to publication.

GRI Standard	Disclosure	Location or Content
	2-6 Activities, value chain and other business relationships	LRS operates across the waste management value chain, including collection, transfer, material recovery facilities and landfill operations (NAICS 562111, 562212, 562920). The organization’s value chain includes upstream and downstream business relationships such as material recovery facilities, transfer stations, landfills, end-market processors, consultants, equipment manufacturers, brokers and customers.
	2-7 Employees	As of the end of the reporting period, LRS employed 1,818 full-time employees in the United States. Of these employees, 85.5% self-identified as male and 14.5% self-identified as female.
	2-8 Workers who are not employees	Information regarding workers who are not employees is not disclosed due to the organization’s confidentiality practices.
	2-9 Governance structure and composition	LRS’s governance structure, including the composition of its Board of Managers, Board committees, and Senior Leadership Team, remains consistent with the framework described in the 2023 and 2024 Sustainability Reports. As of the end of the reporting period, the Board of Managers consisted of eight voting members, including four independent voting members. Women represented approximately 12.5% of Board membership. 2026 Sustainability Report, Maturing Governance at LRS , pg. 52.
	2-10 Nomination and selection of the highest governance body	The nomination and appointment of Board members follow established governance practices overseen by the Board of Managers and are consistent with the processes described in prior LRS Sustainability Reports. 2024 Sustainability Report, Board Member Spotlight , pg. 36.
	2-11 Chair of the highest governance body	The Chair of the Board of Managers is not an employee of LRS.

GRI Standard	Disclosure	Location or Content
	2-12 Role of the highest governance body in overseeing the management of impacts	The Board of Managers oversees the management of environmental, social and governance impacts through established committee structures and regular reporting processes, consistent with the governance framework described in prior LRS Sustainability Reports. 2024 Sustainability Report, Governance at LRS, pg. 35
	2-13 Delegation of responsibility for managing impacts	Responsibility for the management of sustainability-related impacts is delegated by the Board of Managers to the Senior Leadership Team and relevant functional leaders, consistent with the governance framework described in prior LRS Sustainability Reports. 2024 Sustainability Report, Board of Managers, pg. 35
	2-14 Role of the highest governance body in sustainability reporting	The Board of Managers provides oversight of the organization’s sustainability strategy, performance and reporting, including review of key disclosures and progress toward stated long-term objectives, consistent with practices described in prior LRS Sustainability Reports. 2026 Sustainability Report, The Global Real Estate Sustainability Benchmark, pg. 55
	2-15 Conflicts of interest	LRS manages conflicts of interest through its Business Practice Policy and Code of Ethical Conduct, which apply to all employees and is described in prior LRS Sustainability Reports. 2024 Sustainability Report, Commitment to Ethical Practices and Policies, pg. 36
	2-16 Communication of critical concerns	Critical concerns may be raised through confidential reporting channels, including an independent third-party managed ethics hotline, with escalation processes and visibility at the Board level. 2024 Sustainability Report, Commitment to Ethical Practices and Policies, pg. 36

GRI Standard	Disclosure	Location or Content
	2-17 Collective knowledge of the highest governance body	The collective experience of the Board of Managers includes environmental, operational, financial and governance expertise relevant to the oversight of sustainability-related matters. 2024 Sustainability Report, Board of Managers, pg. 35
	2-18 Evaluation of the performance of the highest governance body	The Board of Managers evaluates its performance through ongoing oversight activities and committee reporting. 2026 Sustainability Report, Global Real Estate Sustainability Benchmark, pg. 55
	2-19 Remuneration policies	Information regarding remuneration policies is not disclosed due to the organization’s confidentiality practices.
	2-20 Process to determine remuneration	Information regarding the process used to determine remuneration is not disclosed due to the organization’s confidentiality practices.
	2-21 Annual total compensation ratio	Information regarding the annual total compensation ratio is not disclosed due to the organization’s confidentiality practices.
	2-22 Statement on sustainable development strategy	LRS’s approach to sustainable development integrates safety, environmental performance and long-term value creation and builds upon commitments articulated in prior CEO statements and LRS Sustainability Reports. 2026 Sustainability Report, Introduction From Our CEO, pg. 4
	2-23 Policy commitments	LRS’s policy commitments related to ethics, safety, environmental compliance and responsible business conduct remain consistent with those described in prior LRS Sustainability Reports. 2026 Sustainability Report, Environmental Management Program, pg. 34

GRI Standard	Disclosure	Location or Content
	2-24 Embedding policy commitments	LRS embeds its policy commitments across operations through established management systems, standard operating procedures and governance oversight. Employees receive training on relevant policies through onboarding and ongoing programs. Accountability for implementation is assigned to senior leadership and functional teams, with performance monitored through internal reporting and audit processes. Policy expectations are extended to suppliers and business partners through contractual requirements and oversight mechanisms. Compliance is supported by incident reporting channels, including a confidential ethics hotline and corrective actions are taken, as appropriate.
	2-25 Processes to remediate negative impacts	LRS maintains processes intended to identify, investigate and address negative impacts, including incident reporting, corrective action and compliance oversight, as described in prior LRS Sustainability Reports. 2026 Sustainability Report, Safety in Every Moment, pg. 16, Good Catch Program, pg. 18 and Environmental Management Program, pg. 34
	2-26 Mechanisms for seeking advice and raising concerns	Employees and relevant stakeholders may seek guidance or raise concerns through established management channels, employee feedback mechanisms and confidential reporting systems, consistent with processes described in prior LRS Sustainability Reports. 2024 Sustainability Report, Formation of the LRS Disclosure Committee, pg. 37
	2-27 Compliance with laws and regulations	LRS received two environmental Notices of Violation (NOVs) related to NPDES permit compliance at the Atkinson and Minneapolis facilities. Corrective actions were implemented and both NOVs were closed with regulatory confirmation during the reporting period.

GRI Standard	Disclosure	Location or Content
	2-28 Membership associations	- Construction and Demolition Recycling Association (CDRA) - Environmental Research and Education Foundation (EREF) - Illinois Food Scrap and Composting Coalition (IFSC) - National Waste and Recycling Association (NWRA) - Solid Waste Association of North America (SWANA)
	2-29 Approach to stakeholder engagement	LRS’s approach to stakeholder engagement, including engagement with employees, customers, municipalities, business partners and communities, is described throughout this report.
	2-30 Collective bargaining agreements	As of the end of the reporting period, approximately 39% of LRS employees were represented by labor unions. 2026 Sustainability Report, Our People: Advancement and Opportunity, pg. 42
GRI 3: Material Topics 2021	3-1 Process to determine material topics	LRS identifies its material topics through an internal materiality assessment process that considers the organization’s impacts on the economy, the environment and people. The process includes the identification of relevant environmental, social and governance topics, prioritization based on internal stakeholder input—including employees, senior leadership and members of the Board of Managers—and validation against business strategy, risk considerations and operational impacts. LRS plans to refresh its materiality assessment in 2026 and to expand stakeholder engagement to include external stakeholders.
	3-2 List of material topics	Based on its materiality assessment, LRS has identified the following material topics: - Employee health, safety and wellbeing - Waste diversion and recycling practices - Climate change and greenhouse gas emissions - Environmental compliance - Governance, ethics and transparency - Employee engagement, training and development - Diversity, equity and inclusion - Community engagement and education

GRI Standard	Disclosure	Location or Content
	3-3 Management of material topics	LRS manages its material topics through a combination of Board oversight, executive leadership accountability and operational policies and programs. Management approaches vary by topic and include safety and health programs, environmental management systems, emissions management initiatives, governance and ethics policies, employee engagement and training programs and community engagement activities. Performance and progress are monitored through internal reporting, audit processes and relevant performance indicators, with oversight provided by the Board of Managers and Senior Leadership Team.
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	LRS assesses risks related to corruption through its enterprise risk management processes, internal control framework and governance oversight mechanisms. These assessments consider the nature of LRS’s operations, the regulatory environment in which it operates and relevant business activities.
	205-2 Communication and training about anti-corruption policies and procedures	LRS communicates its Code of Ethical Conduct and associated anti-corruption expectations to employees through onboarding processes, corporate policies and training programs. LRS maintains mechanisms that allow employees to raise concerns confidentially and without fear of retaliation. 2024 Sustainability Report, Commitment to Ethical Practices and Policies , pg. 36
	205-3 Confirmed incidents of corruption and actions taken	No confirmed incidents of corruption were identified during the reporting period. Accordingly, no employees were dismissed or disciplined and no contracts were terminated, as a result of corruption-related violations.
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust and monopoly practices	No legal actions related to anti-competitive behavior, anti-trust, or monopoly practices were brought against LRS during the reporting period.

GRI Standard	Disclosure	Location or Content
GRI 302: Energy 2016	302-1 Energy consumption within the organization	LRS’s energy consumption primarily consists of fuel used for its vehicle fleet and operational equipment, as well as electricity and natural gas consumed at operational facilities. Energy consumption data are tracked internally to support greenhouse gas emissions accounting, operational efficiency and energy management initiatives, with Scope 1 and Scope 2 energy use informing the organization’s greenhouse gas inventory. During the 2025 reporting year, LRS consumed 85,773 MWh of nonrenewable energy, primarily associated with fleet fuel and equipment operation, as well as electricity, heating and cooling at facilities. 2026 Sustainability Report, Emissions Inventory , pg. 30
	302-2 Energy consumption outside of the organization	Energy consumption outside of the organization, including upstream and downstream energy use associated with LRS’s value chain, is not currently quantified. These energy-related impacts are recognized within the organization’s broader Scope 3 greenhouse gas emissions boundary. LRS intends to expand reporting on energy consumption outside of the organization as data availability, quality and estimation methodologies further mature.
	302-3 Energy intensity	LRS monitors energy and emissions intensity using operationally relevant metrics, including energy and emissions per unit of revenue and selected activity-based indicators, to assess performance over time and support internal energy management and efficiency analysis. For the 2025 reporting year, energy intensity based on revenue was calculated as follows: - Total non-renewable energy consumption: 85,773 MWh - Total revenue: \$620,587,437 - Energy intensity: 138.21 MWh per \$1 million in revenue 2026 Sustainability Report, Emissions Inventory , pg. 30

GRI Standard	Disclosure	Location or Content
GRI 303: Water and Effluents 2018	302-4 Reduction of energy consumption	The organization has undertaken a range of initiatives aimed at improving energy efficiency, including route optimization, fleet modernization, adoption of alternative-fuel and electric equipment, landfill gas management and other operational efficiency measures. These efforts support internal energy management objectives and reductions in energy and emissions intensity. 2026 Sustainability Report, Emissions Inventory, pg. 30
	302-5 Reductions in energy requirements of products and services	The organization implements operational and technological measures intended to reduce the energy requirements associated with its services, including optimizing collection efficiency and routing, investing in lower-emission vehicles and equipment and deploying technologies to support operational performance and service delivery.
	303-1 Interactions with water as a shared resource	LRS interacts with water primarily through municipal water supplies at its operational facilities. Water-related impacts are managed through environmental compliance programs, stormwater controls and site-specific operational practices, reflecting recognition of water as a shared resource. Facilities are designed to minimize runoff impacts, with run-on collected and managed through engineered controls. Water is used in operational activities including wood grinding, vehicle and equipment washing, construction and demolition sorting, dust suppression and general cleaning. Wastewater generated at operational sites is either discharged to publicly owned treatment works through sewer connections or collected in tankers for off site treatment at publicly owned facilities.
	303-2 Management of water discharge-related impacts	LRS manages water discharge-related impacts through compliance with applicable regulatory permits, implementation of stormwater management practices and operational controls designed to prevent contamination of surface water and groundwater. Water withdrawal at LRS facilities consists primarily of third-party municipal water used for operational and employee needs. Water withdrawal volumes are not considered material to LRS's environmental impact profile and are therefore not reported separately.

GRI Standard	Disclosure	Location or Content
GRI 305: Emissions 2016	303-4 Water discharge	LRS discharges water primarily through permitted stormwater systems and municipal wastewater infrastructure, with no material direct process water discharges. Stormwater discharges are managed in accordance with applicable regulatory permits. Landfill leachate and landfill gas condensate are collected and discharged to local publicly owned treatment facilities in compliance with daily discharge limits and permit requirements.
	303-5 Water consumption	LRS's water consumption primarily consists of municipal water used at facilities and offices. Water consumption volumes are not considered material at this time and are not separately disclosed.
	305-1 Direct (Scope 1) GHG emissions	LRS reports its gross direct (Scope 1) greenhouse gas emissions in metric tons of carbon dioxide equivalent (CO₂e), primarily associated with fuel combustion from owned and controlled vehicle fleets, mobile and stationary equipment and landfill operations. Emissions are calculated in accordance with the Greenhouse Gas (GHG) Protocol using an operational control approach and have been externally verified by an independent third party. 2026 Sustainability Report, Emissions Inventory, pg. 30
	305-2 Energy indirect (Scope 2) GHG emissions	LRS reports its energy indirect (Scope 2) greenhouse gas emissions associated with purchased electricity consumed at its operational facilities. Scope 2 emissions are calculated using the market-based method in accordance with the Greenhouse Gas (GHG) Protocol. 2026 Sustainability Report, Emissions Inventory, pg. 30
	305-3 Other indirect (Scope 3) GHG emissions	LRS has identified sources of other indirect (Scope 3) greenhouse gas emissions across its value chain; however, these emissions are not currently quantified. Scope 3 accounting and disclosure may be expanded over time as data availability and methodologies continue to evolve.

GRI Standard	Disclosure	Location or Content
	305-4 GHG emissions intensity	LRS reports greenhouse gas emissions intensity using organization-specific intensity metrics to monitor performance trends and assess emissions relative to business activity. 2026 Sustainability Report, 2025 Emissions Intensity, pg. 31
	305-5 Reduction of GHG emissions	LRS has implemented initiatives intended to reduce greenhouse gas emissions, including landfill gas capture, route optimization, conversion of portions of the fleet and equipment to compressed natural gas (CNG) and electric alternatives and operational efficiency improvements. These initiatives support reductions in Scope 1 greenhouse gas emissions and emissions intensity. 2026 Sustainability Report, 2025 Emissions Intensity, pg. 31
	305-6 Emissions of ozone-depleting substances (ODS)	LRS does not produce, import, or export ozone-depleting substances, as defined under the Montreal Protocol. Emissions of ozone-depleting substances are not material to the organization’s operations.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	The organization manages air emissions, including NOx and SOx, through permitted landfill operations and associated operational controls. During the reporting period, reported emissions from landfill operations included the following: Buffalo Landfill (closed) • NOx = 2,086.52 kg/yr • SOx = 61,742.99 kg/yr Atkinson Landfill (active) • NOx = 3,202.36 kg/yr • SOx = 89,539.13 kg/yr

GRI Standard	Disclosure	Location or Content
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	LRS’s significant waste-related impacts arise from its own operations and from waste streams managed on behalf of customers, including municipal solid waste, construction and demolition debris, recyclable materials and organics. These impacts are associated with collection, transfer, processing, landfilling and disposal activities and include risks related to resource depletion, air and greenhouse gas emissions and potential environmental contamination if waste is not managed in accordance with applicable requirements. 2026 Sustainability Report, 2025 Diversion by Material Types, pg. 25
	306-2 Management of significant waste-related impacts	LRS manages waste-related impacts through waste prevention measures, material recovery activities and responsible disposal practices. These approaches are supported by operational controls, regulatory compliance programs, third-party oversight and continuous improvement initiatives implemented across its facilities and services. 2026 Sustainability Report, Sustainability and Circularity, pg. 24
	306-3 Waste generated	LRS reports the total weight of waste generated through its operations, including a breakdown by waste stream and material type, based on measured tonnage processed across its facilities. 2026 Sustainability Report, 2025 Diversion by Material Types, pg. 25
	306-4 Waste diverted from disposal	LRS diverts waste from disposal through material recovery and reuse activities conducted at its single-stream and construction and demolition material recovery facilities. Waste diversion performance is tracked and reported by material type. 2026 Sustainability Report, 2025 Diversion by Material Types, pg. 25

GRI Standard	Disclosure	Location or Content
GRI 401: Employment 2016	306-5 Waste directed to disposal	Waste that cannot be diverted is directed to disposal through permitted landfill operations and other compliant disposal methods. Disposal activities are subject to operational controls and regulatory oversight to support adherence to environmental regulations and responsible waste management practices. 2026 Sustainability Report, 2025 Diversion by Material Types, pg. 25
	401-1 New employee hires and employee turnover	LRS tracks new employee hires and employee turnover as part of its workforce management and reporting processes. Hiring and retention trends are monitored by leadership to support workforce planning, safety performance and operational continuity. New Hire Rate: 894 (49%) - Total Males: 733 - Under 30 years old: 141 30-50 years old: 420 - Over 50 years old: 172 - Total Females: 161 - Under 30 years old: 29 30-50 years old: 107 - Over 50 years old: 25 - Turnover Rate: 564 (31%) - Total Males: 440 - Under 30 years old: 78 30-50 years old: 254 - Over 50 years old: 108 - Total Females: 124 - Under 30 years old: 23 30-50 years old: 78 - Over 50 years old: 23
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	LRS provides a benefits program to full-time and part-time employees that includes healthcare coverage, disability benefits, parental leave, retirement benefits and other standard benefits. Eligibility for specific benefits is determined by employment status and is consistent with applicable legal requirements and collective bargaining agreements.

GRI Standard	Disclosure	Location or Content
GRI 403: Occupational Health and Safety 2018	401-3 Parental leave	Parental leave benefits are provided by LRS in accordance with company policies, collective bargaining agreements and applicable regulations. In 2025, a total of 21 employees took parental leave. 2026 Sustainability Report, Safety, pg. 14 - 21
	403-1 Occupational health and safety management system	LRS maintains an occupational health and safety management system designed to identify, assess and manage work-related health and safety risks across its operations. The system is implemented in alignment with applicable legal requirements and internal safety standards and applies to employees and contractors working under LRS’s operational control. 2026 Sustainability Report, Safety, pg. 14 - 21
	403-2 Hazard identification, risk assessment and incident investigation	LRS identifies and assesses occupational health and safety hazards through routine and non-routine risk assessments, incident investigations, safety audits and employee reporting mechanisms. Identified hazards and incidents are addressed through corrective actions applied in accordance with the hierarchy of controls. The organization maintains processes intended to protect workers from retaliation for reporting safety concerns or incidents. 2026 Sustainability Report, Safety, pg. 14 - 21
	403-3 Occupational health services	LRS provides access to occupational health services to support injury prevention, incident response and worker wellbeing. These services may include medical evaluation and treatment following work-related incidents, while maintaining confidentiality of employee health information. 2026 Sustainability Report, Safety, pg. 14 - 21
	403-4 Worker participation, consultation and communication on occupational health and safety	LRS promotes worker participation in occupational health and safety through regular safety meetings, employee feedback mechanisms, frontline engagement and leadership-led communication. These processes are intended to support the reporting of safety concerns and continuous improvement. 2026 Sustainability Report, Safety, pg. 14 - 21

GRI Standard	Disclosure	Location or Content
	403-5 Worker training on occupational health and safety	LRS provides occupational health and safety training to employees and contractors. Training includes onboarding, job-specific instruction and periodic refresher training focused on hazard awareness, safe work practices and incident prevention. 2026 Sustainability Report, Training and Development, pg. 41
	403-6 Promotion of worker health	LRS supports worker health through access to healthcare benefits, wellness resources and voluntary health-related programs that complement its occupational health and safety practices and support overall employee wellbeing. 2026 Sustainability Report, Safety, pg. 14 – 21
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	LRS seeks to prevent and mitigate occupational health and safety impacts associated with its business relationships through contractor safety requirements, oversight of third-party operations conducted under its operational control and adherence to applicable health and safety standards. 2026 Sustainability Report, Good Catch Program, pg. 18
	403-8 Workers covered by an occupational health and safety management system	LRS’s occupational health and safety management system applies to employees and contractors whose work activities and/or workplaces are under its operational control. 2026 Sustainability Report, Safety, pg. 14 – 21
	403-9 Work-related injuries	LRS tracks and reports work-related injuries, including recordable incidents and lost-time injuries, using standardized occupational health and safety metrics. The data is monitored to support performance assessment and ongoing improvement in health and safety management. 2026 Sustainability Report, Safety, pg. 14 – 21

GRI Standard	Disclosure	Location or Content
	403-10 Work-related ill health	The organization monitors work-related ill health through its health and safety management processes. No material trends related to work-related ill health have been identified during the reporting period.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	LRS provides training to employees across operational, safety and professional development topics. Training hours are tracked internally to support workforce development, regulatory compliance and continuous improvement initiatives. During the 2025 reporting year, employees received an average of 21.54 training hours per employee. 2026 Sustainability Report, Training and Development, pg. 41
	404-2 Programs for upgrading employee skills and transition assistance programs	LRS offers programs to support the upgrading of employee skills through role-specific training, leadership development, safety education and on-the-job training. Transition assistance in administered in accordance with company policies, collective bargaining agreements and applicable regulations. 2026 Sustainability Report, Training and Development, pg. 41
	404-3 Percentage of employees receiving regular performance and career development reviews	LRS supports regular performance and career development conversations, with review processes tailored by role and employee group. In 2025, 23% of our workforce received formal performance evaluations across hourly and salaried employee populations. This percentage reflects the composition of our workforce, which includes a significant proportion of employees in operational and union-represented roles, where performance feedback and development discussions may occur through different mechanisms outside of the formal evaluation process. 2026 Sustainability Report, Training and Development, pg. 41

GRI Standard	Disclosure	Location or Content
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	LRS tracks workforce diversity through its human resources processes, including age-group and self-identified gender representation. This information is used to inform workforce management and equal opportunity practices. Age distribution: 57% of employees are aged 30–50, 27% are over age 50 and 16% are under age 30. Gender representation (self-identified): 85.5 % men and 14.5 % women.
	405-2 Ratio of basic salary and remuneration of women to men	LRS manages employee compensation in accordance with applicable laws, collective bargaining agreements and internal compensation practices, with remuneration determined based on role, experience and performance. Quantitative pay ratio data by gender are not publicly disclosed.
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	LRS engages with local communities through ongoing stakeholder engagement activities, public communications, regulatory permitting processes and community investment initiatives. These activities are intended to support the identification, understanding and management of community needs and potential impacts associated with LRS’s operations. 2026 Sustainability Report, Community Outreach and Education, pg. 44
	413-2 Operations with significant actual and potential negative impacts on local communities	LRS has not identified operations with significant actual or potential negative impacts on local communities beyond those impacts addressed through existing environmental, health and safety and regulatory compliance programs.



