SYNAGRO

YOUR PARTNER FOR A CLEANER, GREENER WORLD

2022 SUSTAINABILITY REPORT

Our Sustainable Growth Plan

2022 HIGHLIGHTS

Environmental

CLIMATE CHANGE

Baselined our **Scope 1, 2, and 3 GHG emissions** and calculated our **avoided emissions**.

PRODUCT STEWARDSHIP

Processed **~6.5 million tons** of biosolids, of which **~80%** was reused for a **beneficial purpose**.

TECHNOLOGY AND CIRCULAR INNOVATION

Collaborated with **CharTech Solutions** to pilot an industry-first **process to treat biosolids**.

Social

HEALTH AND SAFETY

Outperformed industry average for employee health and safety.

DIVERSITY, EQUITY, AND INCLUSION

Maintained a **diverse workforce** and continuously strive for improvement.

EMPLOYEE ENGAGEMENT

Recognized as one of **Baltimore's Top Workplaces** for the second year in a row.

Governance

SUSTAINABILITY GOVERNANCE

Board of Directors: Dedicated a **Sustainability and Risk Committee** with an **expert Chairperson**.

BOARD DIVERSITY

38% female and **25% historically underrepresented** groups.

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MESSAGE FROM OUR CEO

Treat our people with dignity and respect, have a positive effect on the environment, and grow our business. You need all three to be successful.

Bob Preston

Our original business was founded in 1978 with the mission of helping municipalities find environmentally friendly solutions to comply with the Clean Water Act.

This landmark legislation removed biosolids from wastewater treatment plant discharges, protecting our precious waterways, but also dramatically increasing the production of biosolids.

Since then, we have been growing and continuously developing new technologies that help our customers avoid disposing of biosolids in landfills or in the ocean, and transforming what was once viewed as a waste stream into products that improve soil health, reduce carbon emissions, and support regenerative agriculture.

You might say we have been on a mission to grow a sustainable business for more than 40 years, well before sustainability and circularity were topics that most companies talked about.

It hasn't been easy to endure through some of the toughest environmental, social, economic, and geopolitical times including a global pandemic, social unrest, the acceleration of the climate crisis with extreme and catastrophic weather events, and an increasing regulatory landscape.

But we truly believe that a company needs to have focus on its environmental, social, and financial performance to be successful. The goal of a sustainable business strategy is to positively impact the environment and society, while growing the business.

Consequently, as the company grows, it has a greater and more positive effect on the environment and society. Some people may call that the triple bottom line, we just think it is good business sense - treat our people with dignity and respect, have a positive effect on the environment, and grow our business. You need all three to be successful.

That is why we hired our first Chief Sustainability Officer to spearhead these efforts with the vision of being an industry leader in this space.

Today, we are very pleased to announce the launch of our Sustainable Growth Plan strategy named "Gro Sustainably" outlined here in our inaugural Sustainability Report.

You will see that we have already quantified our carbon footprint and the associated environmental benefits of our business, invested in new circular innovation, made good progress on our DEI and safety programs, and developed a robust governance system. And, as part of our Sustainable Growth Plan, we have set sustainability goals to hold ourselves accountable and drive continuous improvement now and into the future.

Running a truly sustainable and circular business is a journey and we have many challenges to overcome. Yet, I am confident that we have the right team in place, and that Sustainability is in our DNA and it has been that way from day one. It's not just a buzz word here; it's who we are and what we do for a living.

Stay tuned for more updates as we grow our business sustainably!

Bob Preston
President, Chief Executive Officer, and
Chairman of the Board of Directors

ABOUT THIS REPORT

This inaugural Sustainability Report, issued in September 2023, includes Synagro's sustainability strategies, current actions, goals, case studies, and performance metrics for the calendar year ended December 31, 2022, unless otherwise noted.

During 2022, we developed a strategic sustainability roadmap to drive action toward, and accountability for, our long-term goals, and we are committed to improving our internal operations to continue to grow our potential to create positive societal impact. We are excited to share our achievements and successes from 2022 with our stakeholders through this inaugural report, and we look forward to providing updates and progress reports each year in our annual Sustainability Report.

We would like to thank the many employees, Board members, customers, regulators, partners from the academic community, and other stakeholders whose guidance and work have made this document possible.

We have developed this report in reference to the reporting standards of the Global Reporting Initiative (GRI).

This report covers our consolidated business, including all wholly-owned and controlled subsidiaries, and metrics reported relate to the entire company, unless otherwise noted.

INTRODUCTION TO SYNAGRO

Synagro at a Glance

Synagro Technologies, Inc. (Synagro) is North America's leading provider of biosolids solutions. We help more than 1,000 municipal, industrial and agricultural customers by developing and executing sustainable management processes for their biosolids.

People

900+ employees

Facilities

24 facilities in the U.S. and Canada, plus one in construction

- Cumberland County, New Jersey composter

3 Thermal Reduction Facilities

- New Haven, Waterbury, Woonsocket

7 Composting Facilities

- Austin, Liberty, Arizona Soils, Charlotte County, Central Valley Composter, Nursery Products, South Kern Industrial Complex

14 Thermal Dryer Facilities

- Back River, Camden, Hamilton, Fort Worth, Victoria, Hagerstown, Patapsco, Philadelphia, Greater Lawrence Sanitary District, Stamford, Pinellas, Honolulu, Sacramento, Windsor

1 Rail Facility

- Newark, New Jersey

Climate Change

2022 TOTAL SCOPE 1 & 2 ORGANIZATION EMISSIONS

175,708 CO_2e (metric tons)

2022 TOTAL SCOPE 3 ORGANIZATION EMISSIONS

728,508 CO_2e (metric tons)

Customers

1,000+ municipal, industrial, and agricultural customers

Biosolids managed annually

~6.5M tons of biosolids managed

~80% taken to beneficial use (recycled instead of being landfilled)

BIOSOLIDS AND THE CIRCULAR ECONOMY

What Are Biosolids?

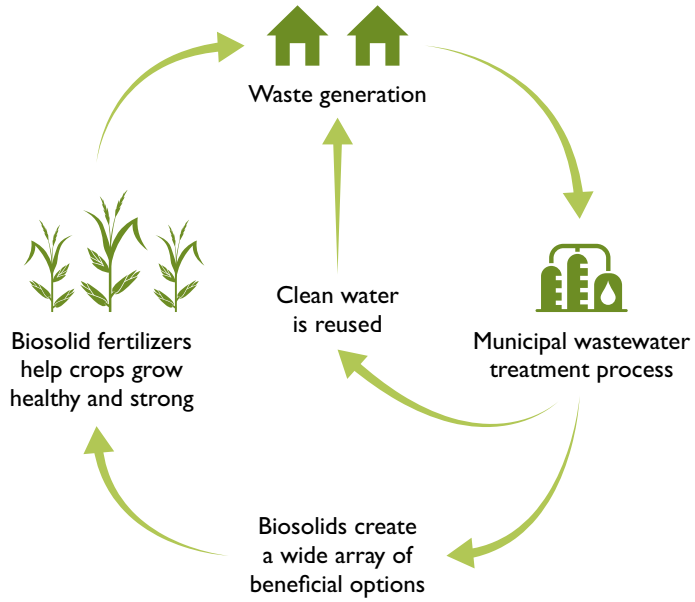
Wastewater generated by households, businesses, industry, and other facilities flows through community sewer systems to local wastewater treatment plants where it is treated through mechanical, biological, and chemical processes. These processes are used to separate the water from the solids, and to clean the water and return it to the local water body. The solids that remain in that process are then treated to produce a semi-solid, nutrient-rich product known as **biosolids**.[1]

Biosolids are rich in plant-available nutrients and can be applied to soil as a fertilizer or soil conditioner to improve and maintain agricultural and forest lands, as well as to restore acreage damaged by drought, fire, or mining. Recycling biosolids that are extracted from the wastewater treatment process is a sustainable way of achieving a regenerative, circular economy that eliminates waste and supports a healthy environment.[2]

What Is a Circular Economy?

A circular economy is a system of production and consumption designed to reduce waste by reimagining product design, material use, and resource efficiency. Circularity emphasizes recycling and reuse of materials and designing products that last longer and that can be repaired, recycled, reused, or regenerated.[3]

Regenerative, Circular & Beneficial Uses for Biosolids



IMPROVE SOIL HEALTH

Applying biosolids to soil can replenish essential nutrients and aid in improving soil structure, water-holding capacity, nutrient mineralization, biological activity, and water and air infiltration rates.

AN EXCELLENT ALTERNATIVE TO CHEMICAL FERTILIZERS

Biosolids can provide plants with nutrients such as nitrogen and phosphorous. These nutrients are less likely to leach into groundwater or be lost to surface waters through erosion than petroleum-based synthetic fertilizers.

CARBON SEQUESTRATION

Applications of biosolids, and especially biosolid-derived products like compost, have been demonstrated to increase the sequestration of carbon in soils.

SUBSTITUTE FOR FOSSIL FUELS

Biosolids retain useful energy value and, in many cases, can replace coal and other fossil fuels in commercial and industrial applications.

1. Basic Information about Biosolids | US EPA
2. Biosolids: Never ending problem or increasing opportunity? | WaterWorld
3. What is a Circular Economy? | US EPA

WHAT WE DO

At the core of our business, we are a recycling company. Synagro builds, owns and operates processing facilities where we process biosolids and turn them into compost, fertilizer pellets, soil conditioners, and renewable energy. We also offer a comprehensive suite of biosolids and residuals management services.

We take waste that would have been sent to a landfill, process it, and transform it into something valuable. In fact, approximately 80% of the biosolids we manage are redirected from landfills to a recycling solution or other beneficial use. This recycling process has meaningful GHG reduction and avoidance benefits, and ensures that we do not use landfill capacity to dispose of a valuable resource.

We use best-in-class technology and processes to provide a variety of environmentally friendly biosolids solutions for communities, growers, and industrial customers in the U.S. and Canada. Managing biosolids is an essential service with a demand that never stops. It is our job to design, build, own, and/or operate systems that process biosolids in a responsible way.

The sustainable growth of our company has a meaningful impact to the ever-evolving circular economy.

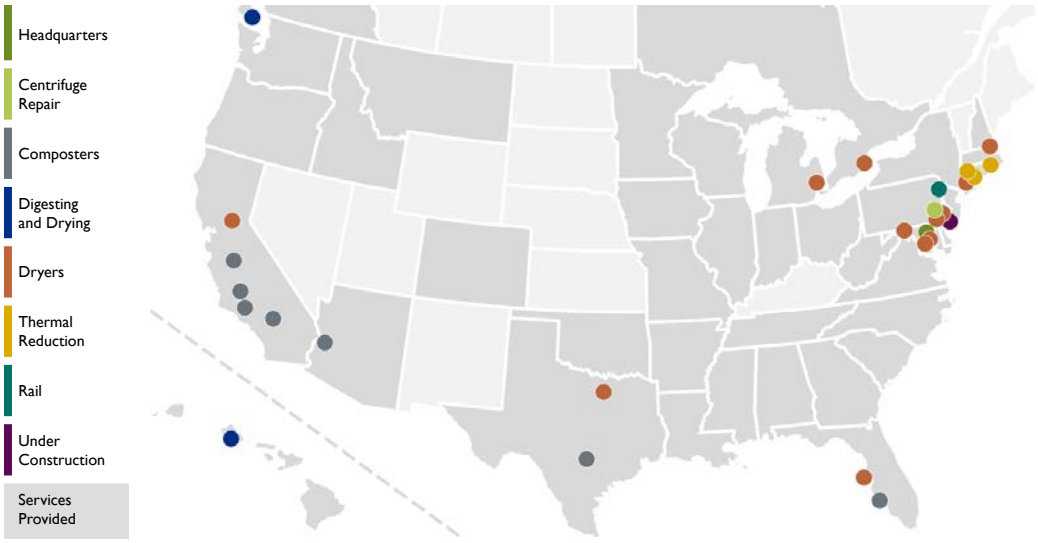
Providing Solutions for California's Organics Recycling Mandate

The U.S. Environmental Protection Agency (EPA) estimates that more than 40% of landfilled material is organic and could be recycled.

To save precious landfill space, California passed Senate Bill 1383, which mandates, over time, the removal of organics – like biosolids, food waste and yard clippings – from landfills. The problem is that there are not nearly enough facilities available to recycle this volume of organics. Synagro provides solutions that help more than 100 municipalities divert at least part of their biosolids from landfills to one of our five California and Arizona composting facilities and to land application. Through these processes, biosolids are processed and then recycled, helping growers improve their soil health and avoiding the greenhouse gases generated by landfilling biosolids.

WHAT SETS US APART

Synagro is the leader in the biosolids industry, responsibly managing more biosolids for more customers than anyone else in North America. Our scale, experience, diversity of biosolids management technologies, and compliance record have made us a reliable, trusted partner to our customers for more than 35 years. We have a track record of helping customers find solutions that recycle their biosolids while reducing their operational risk and more effectively managing compliance with all applicable regulations.



North America's largest fleet of biosolids management facilities

- North America's largest fleet of biosolids thermal dryer facilities
- North America's largest fleet of biosolids composting facilities
- The U.S.'s largest fleet of biosolids thermal reduction facilities
- A unique and differentiated biosolids rail asset
- North America's largest biosolids services business

Large geographic footprint, operating in 38 U.S. states and two Canadian provinces

Approximately 6.5 million tons of biosolids managed in 2022

- Approximately 80% of volume beneficially reused

35+ years of biosolids management experience

1,000+ municipal, industrial and agricultural customers served

Broadest offering of biosolids management services

(See graphic on following page.)

A number of employees acknowledged as leaders in the biosolids industry

View the Industry Leaders page on the Synagro website

SYNAGRO'S COMPLETE CIRCLE OF CAPABILITIES

Learn More

OUR APPROACH TO SUSTAINABILITY

As a recycling company, sustainability is and always has been closely intertwined with our business. But in 2021, we took steps to formalize our internal sustainability efforts and develop and advance an overarching sustainability strategy and program.

As part of this initiative, Synagro conducted a materiality assessment, using information about our operations to identify those sustainability topics that were most significant for our business. We identified sustainability topics that are relevant to our industry based on peer, competitor, and customer benchmarking, and looked to various global standards and frameworks as well as sustainability trends in our industry.

Standards we consulted:

SUSTAINABLE DEVELOPMENT GOALS

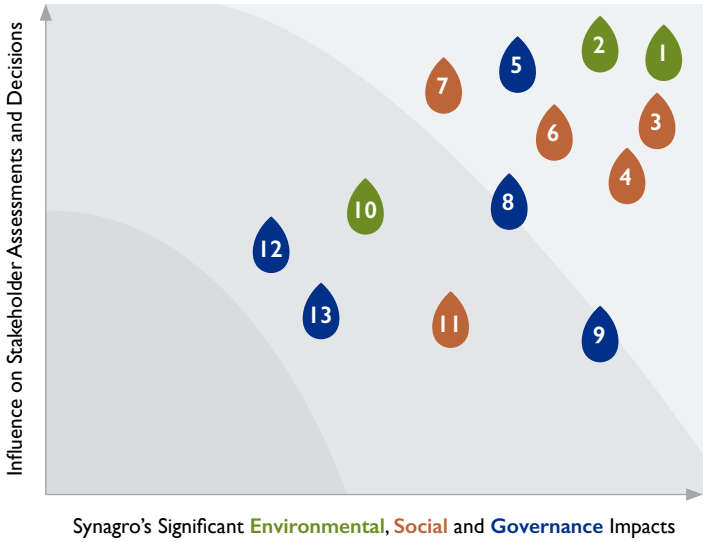
UN GLOBAL COMPACT United Nations Global Compact

GRI

Our approach was tested by consulting both internal and external stakeholders to further calibrate and prioritize key areas of focus for the business. The stakeholders who participated in this process included, but were not limited to, the Synagro Executive Leadership Team, select members of our Board of Directors, customers, representatives from academia, regulators, heads of biosolids industry associations, and consulting engineers specializing in biosolids infrastructure projects. We used the insights these stakeholders provided to produce a materiality matrix, which visualizes the sustainability themes that most closely align with Synagro's values, stakeholder expectations, and the broader ecosystem in which we operate.

Our materiality matrix is a living document which changes based on our ever-evolving business and industry. Since its creation, we have made adjustments based on changes in the business and a sharpened focus on those topics that are most important for Synagro. We will continue to adjust the matrix over time as appropriate and anticipate that we will fully refresh our materiality assessment on a regular basis.

Our current materiality matrix is presented below. Topics appearing in the upper right quadrant represent the most impactful sustainability topics for Synagro.



1	Product Stewardship
2	Climate Change
3	Health & Safety
4	Technology & Circular Innovation
5	Regulatory Compliance
6	Employee Diversity, and Inclusion
7	Community Engagement
8	Business Ethics
9	Risk Management
10	Water Stewardship
11	Employee Training & Development
12	Supply Chain Management
13	Material Sourcing & Efficiency

TOP MATERIAL TOPICS FOR SYNAGRO:

Product Stewardship

Climate Change

Health & Safety

Sustainability Strategy

Growing sustainably means gaining a deeper understanding of how we can accelerate and grow our business to positively impact the environment and society.

Although all of the areas that we identified in our materiality assessment are important, Synagro will put a special emphasis on the top three topics as we set goals, make progress, and transparently report results.

After finalizing our materiality matrix, we developed our sustainability framework and strategy, with three key pillars to support our core sustainability themes and purpose, as illustrated below.

Our Sustainable Growth Plan

ENVIRONMENTAL

Greener World

We deliver environmentally beneficial products, services, and circular innovation.

SOCIAL

Passionate People

We value the creativity, diversity, and safety of our employees, customers, and communities.

GOVERNANCE

Transparent Integrity

We foster a culture of business accountability and transparency.

We developed a detailed sustainability roadmap to identify and document our program goals with respect to these material topics. The roadmap includes relevant key performance indicators (KPIs) to measure our ongoing progress, many of which are incorporated into this report.

Alignment With the United Nations Sustainable Development Goals

Synagro has aligned our core business and sustainability initiatives with four of the seventeen United Nations Sustainable Development Goals (UN SDGs).

	SYNAGRO ACTIONS	REPORT SECTION
6 CLEAN WATER AND SANITATION	Synagro works with more than 1,000 municipal, industrial, and agricultural customers to help create sustainable wastewater management systems, enabling them to create clean water that can circulate back into a local aquifer. Synagro provides a natural alternative to synthetic fertilizers, decreasing nitrogen, increasing micronutrients, retaining water, and decreasing phosphorous runoff and pollution into local waterways.	Community Engagement and Product Stewardship
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Synagro is on the forefront in developing critical infrastructure that enables communities to effectively manage biosolids in a more circular and sustainable way, primarily by converting biosolids into valuable products that are reintroduced into the economy.	Introduction to Synagro; Technology and Circular Innovation
11 SUSTAINABLE CITIES AND COMMUNITIES	Synagro supports more than 1,000 municipal, industrial, and agricultural customers, providing a sustainable method of biosolids management that benefits residents by caring for the water, air, and soil. The very nature of our work supports the long-term health of these communities by diverting biosolids away from landfills and creating a valuable nutrient- and energy-rich product.	Community Engagement and Climate Change
13 CLIMATE ACTION	Synagro continues to search for opportunities to reduce our carbon footprint through operational efficiency improvements, renewable energy, fleet/fuel efficiency strategies, materials reductions, and other strategies. We also continue our efforts to direct ever more of the biosolids we manage to a recycling/ beneficial use solution that diverts them from landfills and reduces emissions.	Climate Change

CORPORATE AND SUSTAINABILITY GOVERNANCE

Synagro benefits from a highly qualified Board of Directors with varied expertise and perspectives.

Four of our eight directors are independent, and all of them bring valuable and deep expertise in different areas critical to Synagro's success. Only one of our directors (President, Chief Executive Officer, and Chairman of the Board of Directors Bob Preston) serves in company management.

- **3** directors are **women**
- **2** members of **historically underrepresented groups**

Shown (front row, left to right) are Myrtle Jones, independent; Bob Preston, Synagro; Linda Fisher, independent; and (back row, left to right) are Cedric Lucas, Goldman Sachs; Mark Weidman, independent; Nick Semeniuk, Goldman Sachs; Arlene Douglas, Goldman Sachs; and Eric Gernath, independent.

Our sustainability commitments have their foundation in strong board oversight. **Bob Preston** and **Linda Fisher**, Chair of the Sustainability and Risk Committee, have energized and provided strategic direction for our program. Our efforts at the executive management level are led by **Kip Cleverley**, Chief Sustainability Officer.

Synagro's Sustainability Working Group, established in 2021, provides overarching governance for our sustainability program and helps develop and maintain our corporate sustainability strategy. Members of the group are accountable for driving initiatives specific to their departments and are tasked with establishing sustainability goals for the company. The group regularly reports on its progress to the **Executive Leadership Team** and the Board of Directors.

Shown (front row, left to right) are Pam Racey, Chief Commercial Officer; Kaivan Desai, Chief Financial Officer; Kip Cleverley, Chief Sustainability Officer; Angela Dicke, Vice President, Human Resources; and (back row, left to right) are Norm Whitelaw, Chief Information Officer; Al Slepian, General Counsel, Secretary, and Chief Compliance Officer; Brent Proudfoot, Vice President, Health & Safety; Bob Preston, President, Chief Executive Officer, and Chairman of the Board of Directors; Larry Bishop, General Manager, NEFCO;[4] Matt Busch, Senior Vice President, Dryers and Processing; John Goodwin, Senior Vice President, Engineering; and (not shown) Ben Gilreath, Vice President and Head of Corporate Development and Mergers and Acquisitions.

Board Sustainability and Risk Committee

Linda Fisher, Chair;
Eric Gernath; Mark Weidman

Sustainability Working Group

Kip Cleverley; Layne Baroldi: Pam Racey; Angela Dicke;
Tarak Shah; John Goodwin; Norman Whitelaw; Brent Proudfoot

Synagro Hires Its First Chief Sustainability Officer

In April 2023, Synagro hired its first Chief Sustainability Officer, Kip Cleverley.

Cleverley brings over 30 years of experience to the position, including expertise in developing and leading award-winning sustainability programs, both in the U.S. and internationally.

> *"I am excited to be part of such a passionate leadership team all working together to grow our business sustainably."*

4. New England Fertilizer Company (NEFCO) was acquired on May 12, 2023.

ENVIRONMENTAL: GREENER WORLD

Our Approach

Synagro is uniquely positioned to drive sustainable practices and promote circularity in our own operations and among our customers.

Synagro's products and services help our customers reduce or avoid GHG emissions, protect local waterways, and create new uses for nutrient-rich materials that would have otherwise ended up in landfills. In addition to enhancing the inherent environmental benefits of our products and operations, we are also taking an intentional, data-driven approach to managing our impact by measuring our GHG footprint and taking steps to reduce our emissions and protect the environment.

Synagro's Environmental Goals

- Increase the percentage of biosolids we process that are repurposed for beneficial use rather than ending up in a landfill
- Obtain third-party verification of our carbon footprint
- Develop a carbon reduction roadmap based on information from our baseline footprint
- Integrate new technologies to drive circular innovation and improve the positive impact of our products

CLIMATE CHANGE

According to reports published by the Intergovernmental Panel on Climate Change (IPCC), human-induced global warming resulting from GHG emissions has led to widespread and unprecedented alterations to the Earth's climate.

Without action, this warming will continue to drive changes in climate and weather, and will lead to continued increases in extreme events, such as fires, hurricanes, and flooding.[5] Synagro is committed to managing our own environmental footprint while we work with our municipal customers to reduce theirs. Below we detail our GHG emissions management programs and the GHG avoidance opportunities associated with our operations.

Carbon Footprint Methodology

We have engaged third-party experts to measure our overall carbon footprint for 2022.

The **World Resource Institute's GHG Protocol Corporate Standard**, the **Biosolids Emissions Assessment Model (BEAM)**, and the **EPA's default emission factors** were utilized to calculate the GHG emissions from Synagro's business operations. The following material sources of emissions were included in the analysis:

Scope 1

Direct emissions from sources owned or controlled by Synagro, including onsite equipment fuel combustion, fleet vehicle fuel combustion, and fugitive emissions from onsite composting and thermal reduction.

Scope 2

Indirect emissions from the generation of energy we purchase and consume at our locations.

Scope 3

Material indirect emissions from Synagro's upstream and downstream activities. Synagro has calculated our Scope 3 emissions from third-party transportation of raw material and final product, and off-site fugitive emissions from landfilling and land application.

5. AR6 Synthesis Report: Climate Change 2023 (ipcc.ch)

Our Scope 1 and 2 emissions are generated primarily by fuel consumption and fugitive emissions from composting and thermal reduction.

The following chart depicts all of Synagro's operations including the rail transportation and services sides of the business.

Scope 1

80,374 CO_2e
Stationary Combustion

22,370 CO_2e
Mobile Sources

55,425 CO_2e
Fugitive Emissions
(Composting and Thermal Reduction)

Scope 2

17,539 CO_2e
Purchased Electricity

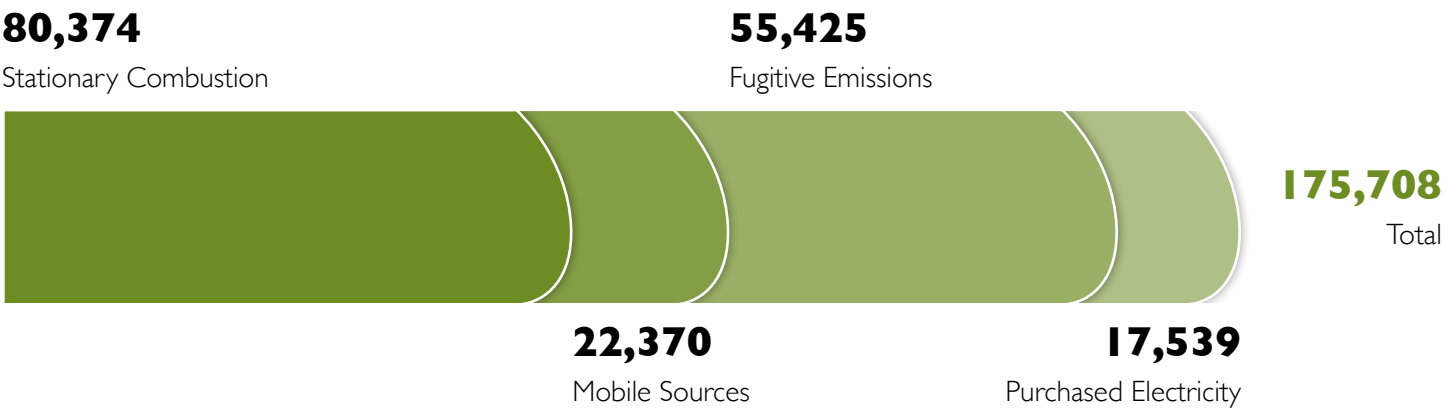
Scope 3

56,115 CO_2e
3rd-Party Transportation

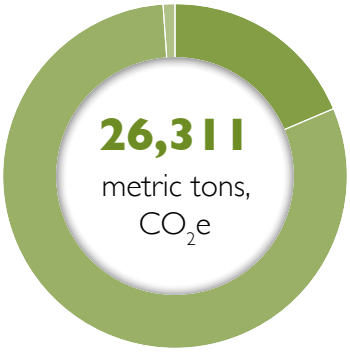
649,797 CO_2e
Fugitive Emissions
(Land Application and Landfill)

22,596 CO_2e
Fuel & Energy Related Activities

Synagro-Wide Scope 1 & 2 CO_2e Emissions (metric tons)

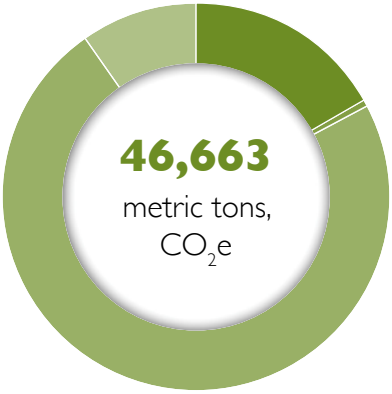


Composters



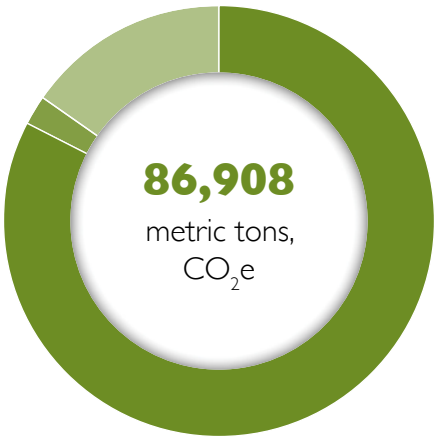
Stationary Combustion	0
Mobile Sources	4,899
Fugitive Emissions	21,177
Purchased Electricity	235

Thermal Reduction



Stationary Combustion	7,871
Mobile Sources	13
Fugitive Emissions	34,248
Purchased Electricity	4,531

Dryers



Stationary Combustion	72,483
Mobile Sources	1,765
Fugitive Emissions	0
Purchased Electricity	12,660

Note that these numbers represent a subset of our Scope 1 and Scope 2 emissions.

- The largest emission source from both composters and thermal reduction is fugitive emissions.
- Stationary combustion is the main source of emissions for the drying facilities. As we work to reduce our carbon footprint, we have introduced biogas, which produces 47% less GHG emissions than natural gas. Biogas is used in our Honolulu, Hawaii; Philadelphia, Pennsylvania; Greater Lawrence, Massachusetts; Pinellas, Florida; and Victoria, British Columbia, Canada facilities.
- Synagro utilizes fleet route optimization technology to increase efficiency in our trucking routes and reduce idling time, which will help to decrease our Scope 1 emissions.

Renewable Energy Use

As part of our carbon-reduction efforts at our thermal drying facilities, we use biogas to supplement our natural gas use. Biogas is a mixture of methane, CO_2 and other gasses produced by anaerobic digestion of organic matter. Some of our locations produce their own biogas from anaerobic digestion and some utilize biogas from our host wastewater treatment plants. We believe that biogas is a much more sustainable and carbon-efficient fuel than natural gas, and consequently this will be a focus of our carbon-reduction efforts going forward.

Synagro-wide Scope 3 CO_2e Emissions (metric tons)

649,797
Fugitive Emissions

22,596
Fuel & Energy Related Activities

728,508
Total

56,115
Third-Party Transport

- The majority of Synagro's Scope 3 emissions come from fugitive emissions associated with landfilling or land applying biosolids. Additionally, while Synagro trucking is captured in Scope 1 emissions, third-party hauling is counted towards our Scope 3 emissions. Because these trucks travel longer distances than our Synagro trucks, they emit roughly twice as many GHGs.

Avoided Emissions

In addition to calculating the total GHG emissions generated from our business operations, we worked with a third-party expert to estimate the GHG emissions that were reduced or avoided due to our operations or through the use of our products. **We were excited to see that the beneficial use of our products outweighs the carbon impact of our operations.** As we advance along our sustainability journey, we will refine our methodology. We focused on four main areas of avoided emissions as explained below.

Landfill Diversion - Facilities
The reduction in emissions, primarily methane and nitrous oxide, attributable to our facilities processing biosolids (i.e., compost, fertilizer pellets, and ash) that would have otherwise been landfilled.

Landfill Diversion - Services
The reduction in emissions, primarily methane and nitrous oxide, attributable to our services business that facilitates the beneficial use of biosolids for land application rather than sending to landfill.

Carbon Sequestration
The emissions that are sequestered in soil due to land applying biosolids or compost.

Water Retention
The reduction in emissions due to the reduction in fuel and energy needed to irrigate agricultural fields on which our compost has been used, given that compost retains water more effectively than synthetic fertilizers.

Looking to the future, we will continue to search for opportunities to reduce our carbon footprint through operational efficiency improvements, renewable energy, fleet/fuel efficiency strategies, materials reductions, and other strategies. We will also continue our efforts to build our avoided emissions model and direct even more of the biosolids we manage to a beneficial use that keeps them out of landfills.

See Notes and Methodology for GHG Emissions for more information

PRODUCT STEWARDSHIP

Synagro provides circular solutions for our customers by diverting landfill waste and creating products and services that support regenerative agriculture and promote the environmental health of our communities.

In 2022 alone, we managed approximately **6.5 million tons of biosolids,** of which approximately **80% was reused for a beneficial purpose**. This beneficial purpose includes supporting growers using sustainable farming practices, decreasing reliance on synthetic fertilizer, and reducing water use. [6]

We work with industry leaders and associations to preserve our high standards and keep up with the ever-changing regulations and policies that govern our products and services. Our efforts in this regard include:

33+

We are a member of the **Water Environment Federation**, the **National Association of Clean Water**, the **Water Research Foundation**, **American Society of Agronomy**, the **California Association of Sanitation Agencies (CASA)**, and approximately **thirty other industries associations**.

EPA

Our biosolids pellets and compost products meet the exceptional quality standards set by the **U.S. EPA**.

US Composting Council®

We encourage our associates to join the **US Composting Council (USCC)**.

Through active engagement with these associations and compliance with these standards, we confidently create safe, sustainable products our customers can count on, while also recycling waste to create a beneficial second use.

6. Derived from calculations of biosolids received and processed

Biosolids Pellets Replace Fossil Fuels

Synagro has worked with one of the U.S.'s largest cement producers to supplement their fossil fuel consumption by replacing the coal, natural gas, or oil that they use to fire their kilns with biosolids pellets, which results in lower GHG emissions.

Our products protect and help restore our environment for our communities and planet. In addition to agricultural settings, our products are used for various purposes:

Cement kilns are energy-intensive and have historically used coal as a primary fuel source.

Biosolid pellets are a cleaner fuel alternative that can help reduce the environmental impact of cement manufacturing at these facilities.

Surface mining can strip the soil of its essential nutrients and change its physical properties.

Our biosolids are being used to restore landscapes destroyed by surface mining by reintroducing natural nutrients and organic matter that support soil rehabilitation.

The **U.S. Department of Transportation** has used Synagro biosolid pellets in road construction projects to help **avoid construction erosion**, which can negatively impact water quality.

We work with **CASA** and the **EPA** to utilize our biosolids and compost to revitalize fire-damaged land, such as the land devastated by the **Woolsey Wildfire** in California in 2018.

TECHNOLOGY AND CIRCULAR INNOVATION

Synagro uses state-of-the-art technology to help our business, people, and the environment.

Our ability to deploy these technologies is critical in our efforts to streamline processes and reduce resource consumption. Some examples of these technologies include:

1) Paperless applications to reduce consumption. **2)** Equipment monitoring software to lower energy consumption and minimize operational inefficiencies. We are currently implementing artificial intelligence technology within our rolling stock, fleet, and dewatering equipment to help analyze improvements on throughput and reduce dedicated working hours. **3)** Fleet route optimization technology to analyze efficiency in our fleet. This technology allows us to optimize our routes and reduce fuel consumption.

Circular Innovation

At Synagro we are always looking for ways to drive circular innovation for the benefit of people and the planet. One of our industry's challenges to move toward a more circular world, is the potential of unwanted substances in biosolids, like per- and polyfluoroalkyl substances (PFAS).

PFAS are a group of chemicals that do not readily break down in the environment. These chemicals are widely used in commercial, consumer, and industrial products because of their specific properties. Additional information on PFAS can be found on the EPA's website: PFAS Explained | US EPA

Synagro does not generate PFAS or use them in our processes. PFAS enter public wastewater collection systems through discharges from industrial, commercial, and domestic sources. Each municipality has unique discharge sources and in some cases these substances can potentially be detected in biosolids.

The primary method employed by wastewater agencies to restrict pollutants, like PFAS, from entering their collection systems is through the Clean Water Act's (CWA) pretreatment program. This program helps stop chemicals from disrupting the treatment system itself or from getting into biosolids by prohibiting or limiting the introduction of such pollutants into the wastewater stream in the first place. Synagro and the municipalities we serve fully support the CWA and the evolving science-based federal regulations regarding PFAS.

As a leader in environmental stewardship and a believer in circular innovation, we asked ourselves - what else can we do to solve this industry problem?

So, over the past three years we have been working with CharTech Solutions to tackle this very complex issue. CharTech Solutions is a leading cleantech and environmental services company, specializing in this area. We collaborated with them to demonstrate the performance of CharTech Solutions proprietary high-temperature pyrolysis (HTP) process to treat biosolids. "Preliminary testing of HTP on biosolids has demonstrated the process may address PFAS contaminants, fix carbon and produce renewable energy" said Donald Song, Synagro Senior Project Engineer. We are excited that this partnership has moved ahead and that we will be choosing a Synagro test site for a full-scale pilot.

> ***"This partnership presents a breakthrough opportunity to transform biosolids into renewable energy and fertilizer with the goal of destroying PFAS – a true circular innovation initiative!"***
>
> **John Goodwin**
> Senior Vice President, Engineering

ORGANICS

About 40% of food produced, processed, and transported in the U.S. is wasted and ends up in our landfills. Wasted food is a drain on our natural resources, our economy, our communities and creates methane emissions which accelerate climate change.

Synagro currently accepts and processes food and organic waste. In fact, during 2022 we accepted and processed more than 100,000 tons of organic waste into our facilities. And, in line with our circular innovation aspirations, we are projected to increase our organic waste throughput next year.

As we look into the future, we see food and organic waste as a value driver for the growth of our business and the opportunity to make an even larger positive impact on people and the environment.

In parallel to our efforts in circular innovation, we also care about the long-term policies and pending regulations regarding PFAS. That is why, as the leader in the industry, we created the **Coalition of Recyclers of Residual Organics by Practitioners of Sustainability** or **CRROPS**, a 501(c)(6) non-profit organization. CRROPS represents a coalition of biosolids management companies advocating for environmentally protective management standards that are science-based and peer-reviewed. Our own CEO, Bob Preston, is the Chairman with additional leadership coming from Layne Baroldi our Vice President of Technical Services & Governmental Affairs, who serves as President. Current members include Synagro, four leading companies in this space and expertise from industry and academic leaders.

SOCIAL: PASSIONATE PEOPLE

Our Approach

Passionate people are the heart of the Synagro operation, and without them we could not uphold our vision to protect the health of our water, our Earth, and those who depend upon them now and for the future.

We have developed policies, practices, and a culture throughout our organization that supports and protects our employees and stakeholders across the communities in which we work. We maintain a workforce of more than 900 diverse employees across North America, and we serve more than 1,000 municipal, industrial, and agricultural customers across 38 U.S. states and two Canadian provinces.

Our teams create an environment that is safe and healthy, and where people are treated with dignity. Our goal is to engage our employees, attract the best talent, put a greater focus on workforce diversity, equity, and inclusion, and continue to integrate safety into our culture. We are particularly proud to announce that, in 2022, we were recognized as one of the Baltimore Sun Media's Top Workplaces for the second year in a row.[7] This honor reflects the positive reviews provided anonymously by our employees during our feedback surveys.

Synagro's Social Goals

- Achieve and maintain industry-leading safety performance.
- Enhance and expand our Diversity, Equity, and Inclusion (DEI) program, starting with establishing additional DEI recruitment partnerships.
- Identify and establish a relationship with at least one local or regional recruiting partner in each of our five operating regions.
- Maintain our status as one of Baltimore's Top Workplaces.
- Conduct a companywide employee satisfaction survey.
- Expand our community engagement programs.

> ***"Our teams create an environment that is safe and healthy, where everyone is treated with dignity."***
>
> **Angela Dicke**
> Vice President, Human Resources

7. https://www.synagro.com/2022/12/13/synagro-selected-a-2022-top-workplace-in-maryland-by-the-baltimore-sun/

EMPLOYEE HEALTH AND SAFETY

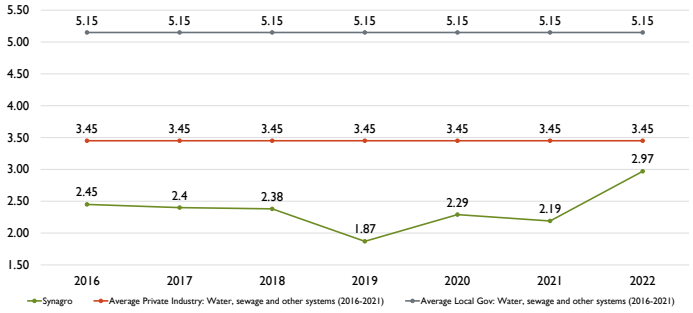
Safety is one of our core values, and the health and safety of our employees and the communities we serve is of the highest importance. We constantly work to sustain and improve our industry-leading safety performance, and refine and enhance our policies to promote the safety and wellbeing of all employees. At the operations level, managers are responsible for implementing our health and safety policies and overseeing the safety of their operations and employees. Years of experience have taught us that communication is key in fostering a strong safety culture. To that end, our Health & Safety team is in frequent communication with our plant managers, regional vice presidents, area directors, and area plant directors to ensure proper procedures and culture are being adhered to and to address potential safety issues as they emerge.

Given the physical hazards of our work, safety training is particularly important. All new Synagro employees participate in New Employee Safety Orientation (NESO) and additional safety training through our Learning Management System (LMS), which covers topics that have been identified as significant based on Synagro's work environment and each employee's duties. Current employees participate in additional training based on their title and site requirements.

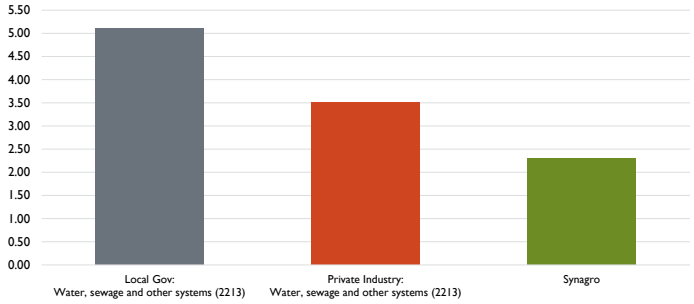
Our Transportation team has developed a safety incentive program for our Commercial Driver's License (CDL) Drivers to formally recognize and reward those who exhibit safe driving practices and maintain a clean driving record. Data is collected through our automated fleet management platform to identify drivers with 5,000 miles or more driven during the quarter who maintain high driver safety scores and have no violations during the quarter. We reward these drivers with specific incentives and public recognition.

We are proud that our total recordable injury rate is at or below our industry average and we continuously stress safety as an integral part of our culture to improve our performance. It is with our deepest regret that the Synagro family tragically suffered one fatality in 2022 because of a workplace accident. We immediately dispatched a team of management and safety professionals to ensure the necessary support for our employees. The effort included initiating an internal incident investigation to identify the root cause and understand all preventative measures to avoid this from happening again in the future. This incident was shared with our employee base to ensure corrective actions are implemented at other locations as needed.

Synagro vs. NAICS Incident Rates [8]



Average Incident Rates (2016–2022) [8]



Synagro Saves

In addition to tracking traditional safety metrics, we also track "Synagro Saves," an internal leading indicator measuring potential hazards that occur at our sites. Employees report these hazards through a mobile app, which notifies managers and prompts the creation of an internal report. Tracking Synagro Saves allows us to identify potential areas of risk and emerging safety issues as they arise and take the necessary steps to remediate issues before they result in incidents. We set quarterly goals for site managers and offer incentives to ensure the prioritization of continued strong safety management and performance. Additionally, Synagro conducts regular inspections of each of its facilities and performs formal health and safety audits of each facility every two to four years.

We addressed a housekeeping hazard.

8. The industry benchmarks depicted represent the average Incident Rates for the Private Industry: Water, sewage and other systems and Local Government: Water, sewage and other systems from 2016 – 2021 according to the Bureau of Labor Statistics (BLS). At the time of writing this report, industry data for 2022 has not yet been released by the BLS and as such was not included in the industry average. TABLE 1. Incidence rates of nonfatal occupational injuries and illnesses by industry and case types, 2021 : U.S. Bureau of Labor Statistics (bls.gov).

Healthy People

To promote the health and wellbeing of our employees, Synagro offers a comprehensive package of health benefits to our full-time employees, including medical, dental, and vision insurance, HSA and FSA spending plans, critical illness, and hospital indemnity insurance.

Synagro also offers an Employee Assistance Program at the company's expense, through which employees can access 24/7 counseling services, as well as online resources covering a variety of topics including financial, legal, family, and other issues.

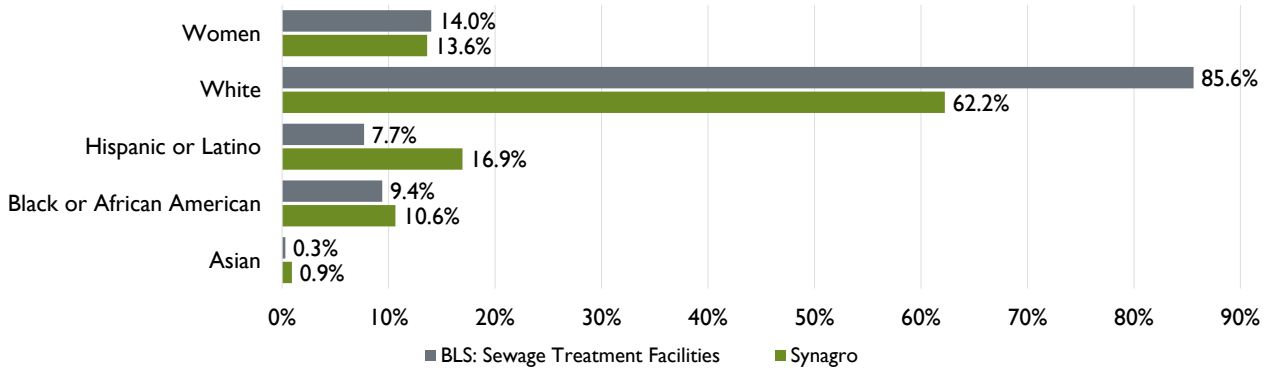
Employee Diversity, Equity, and Inclusion

Synagro strives to foster a diverse, equitable, and inclusive work environment for all employees. We maintain diversity goals and monitor our progress through our Diversity Action Plan, aiming for consistent, year-over-year improvement.

Maintaining a diverse and representative workforce begins with strong hiring practices. To aid this process, we have collaborated with CIRCA, a diversity recruitment technology platform. CIRCA's mission is right in line with our beliefs: "We believe diverse teams have the power to transform business." CIRCA maintains a partnership network of more than 15,500 local community-based organizations serving minorities, women, and other underrepresented groups, as well as more than 600 niche, diversity-focused job boards. We work closely with CIRCA to ensure that our job postings reach a broad audience and return a diverse and representative pool of candidates from which to hire.

We are pleased to report that Synagro's efforts to foster a diverse workforce are reflected in the makeup of our Board of Directors, which, as noted in the corporate governance section of this report, is comprised of roughly 38% females and 25% historically underrepresented groups. **The diversity of our employee base as a whole also largely outperforms the industry average** for Sewage Treatment Facilities, as defined by the U.S. Bureau of Labor Statistics, however we recognize that there is always more work to be done in creating a diverse and equitable work environment.

Diversity at Synagro vs. BLS Average [9]



Estimates for the above groups do not sum to totals.

9. Employed persons by detailed industry, sex, race, and Hispanic or Latino ethnicity: U.S. Bureau of Labor Statistics (bls.gov)

COMMUNITY ENGAGEMENT

At Synagro, we support the wellbeing of the water, air, soil, and residents by providing sustainable methods of biosolids management. The very nature of our work supports the long-term health of these communities by diverting biosolids away from landfills and instead providing natural alternatives to synthetic fertilizers for use in agricultural, horticultural, and landscape projects, thereby decreasing nitrogen and phosphorous runoff into local waterways.

In addition to the support offered by our services, we work to engage with the local communities in which we operate, to build strong, long-standing relationships.

Synagro maintains long-lasting relationships with our clients. As a result, it is important to us that we foster strong relationships throughout the surrounding community.

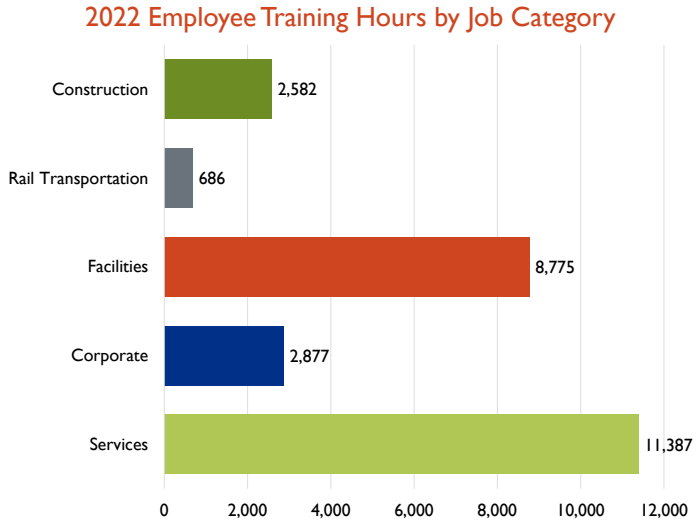
Our community engagement program with Kern County, California is one example of how we have successfully worked within a local community, providing ongoing annual support to several organizations. We support these programs with financial contributions and volunteer events by our employees and their families. These events provide important opportunities for Synagro employees to engage directly with the local community, and enable us to engage with key stakeholders, helping them better understand the unique benefits of our sustainable products and services.

Synagro provides similar support to our communities in Philadelphia, Pennsylvania; Camden, New Jersey; Honolulu, Hawaii; and at three of our regional facilities in New England. In the coming years, we plan to continue to grow our community engagement programs by expanding our employee volunteer program, offering plant managers the opportunity to engage with local school programs by providing educational tours of our facilities, and creating a community composting program offering bulk pickups.

EMPLOYEE TRAINING AND DEVELOPMENT

Synagro is dedicated to being an employer of choice, and to making sure we empower our employees to learn and grow within the company. We offer a range of educational and development opportunities through our Learning Management System (LMS) on topics including leadership, team building and motivation, coaching and mentoring, and conflict resolution.

We also offer on-the-job technical training opportunities for our drivers and mechanics. For topics not covered under our traditional training offerings, we offer a tuition reimbursement program for continuing education programs and certifications to ensure our employees are given the resources necessary to support their continued professional development.



For any employee wishing to pursue their Commercial Driver's License, Synagro will not only reimburse the cost of their training program, but will also continue to pay their full salary during the time they are in training. Additionally, we have established partnerships with the 160 Driving Academy and the Amaral Driving School, through which the schools refer their graduates to Synagro as a potential employer. In states that offer programs to assist former military members in obtaining CDLs, we work with these programs to promote the hiring of veterans as drivers.

Performance Management

To help our employees set goals and measure their performance throughout the year, we carry out annual performance reviews. In 2022, 86% of our employees received a performance review, offering valuable opportunities to provide performance-based feedback and set goals for the coming year. Synagro also conducts exit interviews for employees who are leaving the company to identify areas of potential improvement and opportunities to increase employee retention.

Great People, Great Opportunities

Retaining great people requires continually finding new and bigger challenges for top performers. Synagro's leadership team takes great satisfaction in supporting the upward career trajectory of employees who excel. Meet two of those people here.

Simranpreet (Simi) Kaur is Synagro's Senior Area Director of the West region. Simi joined Synagro just seven years ago as a Technical Services Specialist, working to match the needs of Synagro's customers with both growers and regulators. She rapidly advanced to become a Senior Manager in Technical Services and used the knowledge gained in this role to become a successful Area Director, managing the operations and financial performance of a large geography. Today, she has full operations and P&L responsibility for our Services business in California, Arizona, Washington, and Oregon.

Matt Busch is Synagro's Senior Vice President of Dryers and Processing. Matt joined Synagro in 2003 as an Operations and Maintenance Technician. He worked his way up to Supervisor, and then Manager of our Pinellas, Florida thermal dryer facility. Expertise gained here allowed him to advance to Regional Operations Director and Regional Vice President roles. Today, he has full responsibility for the safety, regulatory compliance, financial and operational performance of Synagro's 14 thermal dryer facilities and three thermal reduction facilities in the U.S. and Canada. And he's training a new generation of leaders to follow him!

GOVERNANCE: TRANSPARENT INTEGRITY

Our Approach

Synagro operates in a highly regulated industry, and as such it is essential that we maintain formal oversight of our material governance topics.

Our commitment to corporate governance begins with our Board of Directors. In addition to properly managing these topics internally through our policies and mandated employee trainings, Synagro regularly engages third parties to evaluate and improve our management of these topics.

Synagro's Governance Goals

- Continue to strengthen our data privacy and security policies.
- Maintain an average time of 30 days or less to resolve all ethics complaints.
- Increase transparency around governance-related KPIs and reporting.
- Expand our sustainability governance and oversight policies.

BUSINESS ETHICS

Synagro prioritizes ethical business practices and maintains strict standards of conduct, including a zero-tolerance policy towards bribery, corruption, or anti-competitive behavior. In 2021, Synagro engaged a third-party law firm to conduct an ethics risk-assessment audit, which was used to inform the continued development of our ethics policies and procedures.

Synagro's Code of Conduct, which is signed and acknowledged by every employee, outlines policies and expectations for all employees to maintain the highest standards of business integrity. We conduct annual business and ethics trainings, and plan to roll out supplemental live ethics trainings in 2023.

All employees at the director level and above must complete an annual conflict of interest and compliance questionnaire, and all employees are required to comply with our Entertainment, Gift, and Gratuities and Anti-Trust and Anti-Corruption Policies.

Synagro maintains a Supplier Code of Conduct to ensure our suppliers uphold the same standards of ethics and integrity to which we hold ourselves. Synagro consultants are required to follow the same business ethics policies as our employees, including our Entertainment, Gifts, and Gratuities Policy.

Even with these policies in place, Synagro understands the importance of providing channels for employees to report unethical behavior. To encourage proper and timely reporting of any incidences, we maintain an anonymous avenue (both toll-free phone and online) to file complaints which can be submitted directly to our independent chair of the Audit Committee of the Board of Directors. We maintain a Whistleblower policy, as well as comprehensive policies and procedures for the anonymous reporting of grievances or ethics violations. All reports are taken seriously and are promptly and thoroughly investigated to ensure appropriate actions are taken.

All complaints received in 2022 were resolved within 30 days of the initial complaint. Our average time to investigate and resolve claims was 9.25 days.

Risk Management

Like all businesses, Synagro is exposed to certain areas of physical and operational risk. To help us assess and mitigate our most significant areas of exposure, we have collaborated with our insurance carrier to create an approach focusing on two primary areas: safety and physical assets.

We utilize external risk engineering studies conducted by third-party property insurance providers to assess systemic risks at our operating facilities on a regular cadence. We strive to meet all regulatory guidelines, including flood safety plans, earthquake safety plans, and hurricane, snow, and wildfire event plans. Physical risk is assessed and addressed early in the design phase of construction projects to mitigate risk exposure.

As part of our 2022 process, we conducted facility asset valuations to ensure adequate insurance coverage for all our properties. Additionally, our legal and regulatory group actively assesses any new and proposed regulation or legislation that may apply to Synagro's operations.

REGULATORY COMPLIANCE

As a company that operates under the regulatory oversight of many different states, provinces, and local agencies, Synagro is committed to operating our business in full compliance with all legal and regulatory requirements. At the U.S. federal level, we abide by the Clean Air Act, the Clean Water Act, Comprehensive Environmental Response Compensation and Liability Act (CERCLA), and the Resource Conservation and Recovery Act (RCRA).

Clean Air Act	Clean Water Act
Comprehensive Environmental Response Compensation and Liability Act (CERCLA)	Resource Conservation and Recovery Act (RCRA)

Additionally, for U.S. operations, we follow the strict regulatory obligations of the EPA's Standards for the Use or Disposal of Sewage Sludge (40 CFR Part 503) issued under the Clean Water Act and state and local biosolids regulations.

The EPA and state regulations have two main designations for biosolids which determine the requirements associated with distribution and land application of the biosolids: Class A Exceptional Quality (EQ) and Class B biosolids. In simple terms, Class A EQ biosolids undergo a greater level of treatment and are low in metals allowing them to be distributed directly to the public, similar to commercial fertilizers. They can be used on public lands, lawns, and gardens. Class B biosolids can be applied to land where there is not a high potential for public contact like agricultural fields and reclamation sites.

Synagro has developed a robust environmental compliance program to protect the environment and comply with the federal, state, and local regulations and associated permits. For Class A EQ biosolids that Synagro processes, our compliance program is designed to ensure we meet the pathogen reduction, vector attraction reduction and metals criteria. For our Class B biosolids land application program, we have developed state-specific pre-operating checklists, buffer zones and spreader operator instruction sheets to focus on meeting all regulatory requirements before land applying biosolids on a farm field, reclamation site, and during land application operations. The pre-operating checklist includes calculating the appropriate application rate and clearly marking the intended site for buffer zones. The buffer zones and spreader operator instruction sheets inform the spreader operator of the spreading requirements including the state specific buffer zones, restricted areas, and field and weather conditions that are acceptable for land application.

In 2022, Synagro implemented compliance tracking software provided by SAI360, which provides an online dashboard that allows us to proactively manage our facilities. Using the tool, we can enter and view all applicable regulatory obligations by facility. The software generates weekly reminders of compliance actions which must be fulfilled and is used to track completion of compliance tasks. Additionally, at the end of 2022, Synagro rolled out a third-party compliance audit program that will be implemented at all facilities during 2023.

Data Privacy and Information Technology Security

To ensure the continued security of our company data, as well as customer data, Synagro has implemented data security policies, which are regularly updated and amended to keep pace with evolving best practices in the field. We maintain formal Cybersecurity and Data Privacy policies, which are distributed to all employees. In 2022 we introduced mandatory quarterly cybersecurity and data privacy trainings for all employees with access to internal IT systems. Synagro is 100% SaaS-based, and all services are System and Organization Controls (SOC) 1, or SOC2 certified. Synagro's SOC1 and SOC2 compliance reports are audited by a third party to ensure their accuracy.

To test the strength of our data security programs, Synagro regularly conducts vulnerability assessments, including penetration testing and phishing tests. Additionally, we have engaged a third-party cybersecurity partner to perform an annual audit of our policies and safeguards. While Synagro has consistently received top marks on these assessments, we strive to continually strengthen and proactively improve our data privacy and security policies and safeguards.

GRI INDEX

STATEMENT OF USE	Synagro Technologies, Inc. (Synagro) has reported the information cited in this GRI content index for the period 1 January 2022 through 31 December 2022 with reference to the GRI Standards.
GRI 1 USED	GRI 1: Foundation 2021
APPLICABLE GRI SECTOR STANDARDS USED	None

GRI 2: General Disclosures 2021

Disclosure		Location and / or Response
The organization and its reporting practices		
2-1	Organizational details	Sustainability Report, "Introduction to Synagro" and "What Sets Us Apart" Contact Us Synagro is a privately held Delaware corporation operating in the United States and Canada.
2-2	Entities included in the organization's sustainability reporting	Sustainability Report, "About This Report"
2-3	Reporting period, frequency, and contact point	Sustainability Report, "About This Report" Contact Us
2-4	Restatements of information	Not applicable during the reporting period.
2-5	External assurance	Synagro did not seek external assurance during the reporting period.
Activities and workers		
2-6	Activities, value chain, and other business relationships	Sustainability Report, "Introduction to Synagro" and "What Sets Us Apart"
2-7	Employees	Sustainability Report, "Introduction to Synagro" and "Employee Diversity, Equity, and Inclusion"
Governance		
2-9	Governance structure and composition	Sustainability Report, "Corporate and Sustainability Governance" Board of Directors
2-10	Nomination and selection of the highest governance body	As a privately-held company, our Board of Directors members are primarily selected by our financial sponsor. A range of factors is considered when appointing board members, including the need for diverse viewpoints, gender and ethnic diversity, independence, and expertise.
2-11	Chair of the highest governance body	Sustainability Report, "Corporate and Sustainability Governance" Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Report, "Our Approach to Sustainability" and "Corporate and Sustainability Governance"
2-13	Delegation of responsibility for managing impacts	Sustainability Report, "Our Approach to Sustainability" and "Corporate and Sustainability Governance"
2-14	Role of the highest governance body in sustainability reporting	Sustainability Report, "Our Approach to Sustainability" and "Corporate and Sustainability Governance" The Sustainability and Risk Committee of the company's Board of Directors has reviewed and approved our Sustainability Report.
2-15	Conflicts of interest	Sustainability Report, "Business Ethics"
2-16	Communication of critical concerns	The company's Board of Directors has direct access to Synagro's executive leadership team. In addition, the executive team members collaborate on board agendas and each member of the team can raise issues to the board at their discretion.
2-17	Collective knowledge of the highest governance body	Board of Directors
Strategy, policies, and practices		
2-22	Statement on sustainable development strategy	Sustainability Report, "Message From Our CEO"
2-23	Policy commitments	Sustainability Report, "Regulatory Compliance"
2-24	Embedding policy commitments	Sustainability Report, "Business Ethics" and "Regulatory Compliance"
2-25	Processes to remediate negative impacts	Sustainability Report, "Business Ethics" and "Regulatory Compliance"
2-26	Mechanisms for seeking advice and raising concerns	Sustainability Report, "Business Ethics" and "Regulatory Compliance"
2-27	Compliance with laws and regulations	Sustainability Report, "Regulatory Compliance"
2-28	Membership associations	Sustainability Report, "Product Stewardship"

GRI INDEX

Disclosure		Location and / or Response
Stakeholder engagement		
2-29	Approach to stakeholder engagement	Sustainability Report, "Our Approach to Sustainability"

GRI 3: Material Topics 2021

Disclosure		Location and / or Response
3-1	Process to determine material topics	Sustainability Report, "Our Approach to Sustainability"
3-2	List of material topics	Sustainability Report, "Our Approach to Sustainability"

Material Topics

Disclosure			Location and / or Response
Anti-corruption			
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability Report, "Business Ethics"
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Sustainability Report, "Business Ethics"
	205-2	Communication and training about anti-corruption policies and procedures	Sustainability Report, "Business Ethics"
Water and effluents			
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability Report, "Biosolids and The Circular Economy", "Our Approach to Sustainability", "Climate Change", "Product Stewardship", and "Technology and Circular Innovation"
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Sustainability Report, "Biosolids and The Circular Economy", "Our Approach to Sustainability", "Climate Change", "Product Stewardship", and "Technology and Circular Innovation"
Emissions			
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability Report, "Biosolids and The Circular Economy", "Our Approach to Sustainability", "Climate Change", "Product Stewardship", "Technology and Circular Innovation", and "Notes and Methodology For GHG Emissions"
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Sustainability Report, "Climate Change" and "Notes and Methodology For GHG Emissions"
	305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report, "Climate Change" and "Notes and Methodology For GHG Emissions"
	305-3	Other indirect (Scope 3) GHG emissions	Sustainability Report, "Climate Change" and "Notes and Methodology For GHG Emissions"
	305-5	Reduction of GHG emissions	Sustainability Report, "Climate Change" and "Product Stewardship"
Occupational health and safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability Report, "Employee Health and Safety"
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Sustainability Report, "Employee Health and Safety"
	403-2	Hazard identification, risk assessment, and incident investigation	Sustainability Report, "Employee Health and Safety"
	403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report, "Employee Health and Safety" Synagro's Safety leadership team holds calls with plant managers daily, and regional leaders have weekly calls which include employee safety topics. The company maintains open lines of communication with employees on safety topics. The company also conducts safety-focused calls to discuss safety with regional vice presidents, area directors, and area plant managers.
	403-5	Worker training on occupational health and safety	Sustainability Report, "Employee Health and Safety"
	403-6	Promotion of worker health	Sustainability Report, "Employee Health and Safety"

GRI INDEX

Disclosure			Location and / or Response
Occupational health and safety			
GRI 403: Occupational Health and Safety 2018	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability Report, "Employee Health and Safety"
	403-8	Workers covered by an occupational health and safety management system	Sustainability Report, "Employee Health and Safety" With respect to health and safety matters, temporary employees are treated the same as permanent employees, except they receive communications directly from a supervisor and not through email (as they are not issued Synagro email accounts). Contractors are covered by a specific health and safety program. All workers are covered by a robust health and safety program, regardless of temporary or permanent status.
	403-9	Work-related injuries	Sustainability Report, "Employee Health and Safety"
Training and education			
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability Report, "Employee Training and Development"
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Sustainability Report, "Employee Training and Development"
	404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report, "Employee Training and Development"
	404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report, "Employee Training and Development"
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability Report, "Corporate and Sustainability Governance" and "Employee Diversity, Equity, and Inclusion"
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Sustainability Report, "Corporate and Sustainability Governance" and "Employee Diversity, Equity, and Inclusion"
Local communities			
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability Report, "Community Engagement"
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report, "Community Engagement"
Customer health and safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainability Report, "Product Stewardship" and "Technology and Circular Innovation"
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Sustainability Report, "Product Stewardship" and "Technology and Circular Innovation"

NOTES AND METHODOLOGY FOR GHG EMISSIONS

SCOPE 1 EMISSIONS

Scope 1 emissions are defined by the GHG Protocol Corporate Accounting and Reporting Standard as direct emissions that occur from sources that are owned or controlled by the reporting company. Our Scope 1 emissions are consistent with the guidance from the GHG Protocol and were determined using emission factors from the US Environmental Protection Agency's (EPA) Emission Factors Hub, March 2023. Fugitive emissions from composting and biosolids thermal reduction were derived from the 2022 Biosolids Emissions Assessment Model (BEAM), which includes both methodology and associated emission factors.

SCOPE 2 EMISSIONS

Scope 2 emissions are defined by the GHG Protocol Corporate Accounting and Reporting Standard as emissions from the generation of purchased electricity and other utilities that are consumed by the reporting company. Our Scope 2 emissions only include electricity consumption at facilities under Synagro's operational control and are calculated using the location-based method, meaning the use of grid average emission factors. Sources of emission factors include the EPA eGRID database and Canada's National Inventory Report.

BOUNDARY

Our Scope 1 and 2 emissions include carbon dioxide (CO_2), methane (CH_4) and nitrous oxide (N_2O) converted to units of CO_2 equivalent (CO_2e) using 100-year global warming potentials from the IPCC sixth assessment report (AR6). Sources of emissions included in our Scope 1 and 2 emissions include Synagro's offices, processing facilities, and assets that were reported as operational in 2022. This does not include assets that were acquired and still under execution throughout 2022.

NOTES AND METHODOLOGY FOR AVOIDED EMISSIONS

Synagro's avoided emissions is meant to demonstrate the GHG emissions avoided due to the company's main business model – keeping biosolids out of landfills and producing beneficial use products. We modeled what the GHG emissions would be if Synagro was no longer in business. The model followed basic engineering practices using appropriate emission factors.

Our third-party expert, Bridge House Advisors, modeled four different scenarios.

- **Landfill Diversion – Facilities –** This scenario modeled the reduction in emissions, primarily methane and nitrous oxide, due to Synagro facilities processing biosolids (i.e., compost, fertilizer pellets, and ash) that would have otherwise been landfilled and released fugitive emissions. [10]
- **Landfill Diversion – Services –** This scenario modeled the reduction in emissions, primarily methane and nitrous oxide, due to Synagro's service lines that help facilitate the beneficial use of biosolids for land application and other beneficial use rather than sending the biosolids to landfill where more fugitive emissions would have been released. [10]
- **Carbon Sequestration –** This scenario modeled the amount of carbon that is sequestered in soil due to land applying biosolids or compost. [11]
- **Water Retention –** This scenario modeled the reduction in carbon emissions due to the reduction in fuel and energy needed to irrigate agricultural fields on which Synagro compost has been used, given that compost retains water more effectively than synthetic fertilizers. [12]

10. Fugitive GHG emissions from landfilling were derived from the 2022 BEAM model which includes both methodology and associated emission factors. The emissions for Synagro's products were estimated from its carbon footprint.

11. The carbon storage emission factor per unit of biosolids was derived as an average of values identified from three different sources: the 2022 BEAM Model, the 2019 EPA Waste Reduction Model (WARM), and a scientific publication from University of Washington (2021). The emissions for Synagro's products were estimated from its carbon footprint.

12. The irrigation emission factor was derived by two different methods; the average result is reported in this report. The first was based on publications from Michigan State University and The Sustainable Agriculture Research and Education (SARE) program; the second was from a scientific publication from an independent scientist with support from the American Pulse Association.

ADVISORIES

Forward-looking Statements

Statements in this annual Sustainability Report that are not historical facts or information are "forward-looking statements" within the meaning of The Private Securities Litigation Reform Act of 1995. Forward-looking information may relate to future plans, expectations and intentions, results, levels of activity, performance, goals or achievements, or other future events or developments and may include information regarding our financial position, growth strategy, operations, business strategy, plans and objectives. Certain of such forward-looking information may be identified by such terms as "expect," "anticipate," "believe," "outlook," "may," "estimate," "should" and "predict" or similar terms or variations thereof. Statements containing forward-looking information are not facts but instead represent management's expectations, estimates and projections regarding future events or circumstances. Actual results of the Company may differ materially from any future results expressed or implied by such forward-looking statements. The Company intends its forward-looking statements to speak only as of the time of such statements and does not undertake or plan to update or revise them as more information becomes available or to reflect changes in expectations, assumptions, or results.

All of the forward-looking information contained in this Report is expressly qualified by the foregoing cautionary statements.

Third-Party Review

We have not sought any external assurance with respect to the contents of this report. Although we engaged a third-party expert to assist us with information validation, calculation of our carbon footprint, and assessment of our program and this report against the GRI Standards and other sustainability frameworks, no third party has verified the accuracy of the data contained in this Report.

Special Thanks

CARBON FOOTPRINT CALCULATIONS AND REPORT DEVELOPMENT

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Shown on the cover is Synagro's Residuals Treatment Facility, located on Vancouver Island, British Columbia (BC), Canada. This facility replaced a 15km pipe that transported raw sewerage into the Juan de Fuca Strait, which connects the Salish Sea to the Pacific Ocean, and now instead transforms biosolids into a renewable, green energy resource. It is a great example of how we work with our customers to create ever more environmentally friendly solutions for their biosolids.