

Cultivate Grow Transform

2024 Sustainability Report

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Synagro’s 2024 Sustainability Report is centered around our company’s journey to execute on its Sustainable Growth plan.

Our journey first began with **CULTIVATION**, as we laid the groundwork to expand our position as North America's leading provider of sustainable solutions for biosolids, organics and residuals.

Through this cultivation, we strive to **GROW** our business and positive environmental impacts – recycling, transforming and sending more than 80% of the residuals we processed to beneficial use.

As we enter our **TRANSFORMATION** phase, our aspiration to have a net positive impact on both people and the planet has remained at the core of our company.

Transforming means that we are exploring opportunities to grow our business, while also challenging the status quo through innovation and partnerships that are shaping the future of our industry, communities where we operate and the planet.

Synagro’s solutions are leading the way, and we invite all of our stakeholders to learn more about how we are transforming the future of sustainable solutions for biosolids within this report.

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A MESSAGE FROM OUR CEO & CHAIRMAN

CULTIVATING SUSTAINABILITY SINCE THE BEGINNING

More than four decades ago, Synagro's journey began with a small group of pioneering environmentalists. These individuals came together with a revolutionary vision – to create a company that supports communities by protecting the health of their water and soil through our innovative services. This is why we exist as a company.

Now, with 35 facilities and more than 1,100 passionate employees supporting over 1,000 municipal, industrial and agricultural customers, Synagro is executing on that mission to have a net positive impact – while we continue to grow.

I always think, if we didn't exist, would biosolids just be brought to landfills, causing millions of tons of methane emissions? I get up every morning knowing that our business does “good” in the world by putting those biosolids to beneficial use, reducing greenhouse gases, adding nutrients to soil, reducing chemical fertilizers and transforming our industry through new technologies. I am extremely proud of Synagro, our unwavering focus on sustainability and our commitment to our customers, our people and the planet.

GROWING OUR POSITIVE IMPACT ON PEOPLE & THE PLANET

Environmentally, socially and economically, Synagro is making strides on growing our business. In 2024, we increased our investments aimed at serving our customers and transforming residuals into beneficial use. This business growth was key

in driving our positive financial performance and creating even more opportunities to support our local communities.

Across our operations, Synagro's employees have remained a force behind our success. Many of these individuals have grown their careers at Synagro and remain compelled by our mission and our ability to provide innovative and reliable solutions to our customers. Our strong workplace culture is part of Synagro's “secret sauce” and something we have been recognized for – not only by USA Today as a Top Workplace, but also by our customers across the country.

Throughout the past year, we have also continued to improve our safety performance – achieving our best total recordable incident rate (TRIR) in 18 years. This milestone is a true testament to the dedication of our employees across all our sites.

Our positive sustainability impact begins with Synagro's intentional approach to managing and reducing emissions and protecting the environment. I am proud to say that in 2024, we reduced our energy consumption and Scope 1 & 2 greenhouse gas (GHG) emissions by 7% year-over-year. We also transformed more than 80% of the residuals we processed to beneficial use rather than going to landfills. The net of these and other actions is that as a company, we helped to avoid more than two times the GHG emissions, compared to those we created, thereby delivering on our net positive ambition.

TRANSFORMING HOW WE DO BUSINESS, ONE INNOVATIVE ACTION AT A TIME

As in any industry, we face new challenges as the world evolves, as well as new regulations that address those challenges. One of these emerging challenges is how the industry manages PFAS in wastewater. I want to be clear that while Synagro does not generate PFAS or use them in our processes, we support science-based regulation for their management. We also support the U.S. Environmental Protection Agency's (EPA) position that source control is the most practical way to reduce PFAS in wastewater and that biosolids companies and their municipal customers are passive receivers. Time and time again, our customers look to Synagro as *the* company best equipped to help deal with these challenges, while simultaneously finding beneficial use solutions.

For decades, Synagro's solutions have transformed biosolids into rich, plant-available nutrients that could be applied to soil as a fertilizer or to improve and maintain agricultural and forest lands, as well as to restore acreage damaged by drought, fire or mining. As the environment around us evolves, so do we – innovating around traditional ways to treat biosolids and investing in technology and partnerships that destroy PFAS and turn biosolids into valuable resources. For example, we are working on next-level treatment technologies such as high-temperature pyrolysis and next-generation solutions such as turning biosolids into sustainable aviation fuel. This has been part of Synagro's vision from the start, and we will continue to lead the future of our industry.

We invite you to come along on our journey and learn how we are cultivating, growing and transforming our business, our communities and our planet.



Bob Preston
Chief Executive Officer & Chairman of the Board



SUSTAINABILITY HIGHLIGHTS



16+ million tons
of biosolids, organics and residuals managed annually



+80% of residuals sent
to beneficial use



Recycled 2.4+ billion
gallons of liquid biosolids



2+ million metric tons of CO₂e avoided
by transforming residuals into beneficial use



Reduced Scope 1 and 2
GHG emissions by 7%



Reduced our TRIR by 12%,
outperforming the industry average



Recognized by USA Today as a
2024 Top Workplace for two consecutive years

Cultivating New Operations,
Continuing Our Growth

In 2024, Synagro expanded its capabilities by achieving commercial operation at two of its newest facilities.



The Cumberland County Organics Recycling Facility (New Jersey) is a state-of-the-art, 103,000-square-foot, in-vessel composting process building that utilizes automated aeration and turning equipment.

The Holly Hill Composting Facility (South Carolina) is an outdoor, windrow-style, woodchip-and-biosolids feedstock composting facility that produces Exceptional Quality compost used in local agricultural and soil-blending operations. Additionally, this facility utilizes Synagro's SynaPure™ system.



BUSINESS & STRATEGY

At Synagro, we are constantly looking for opportunities to support our customers, grow our operations and transform not only our company, but also our industry and the planet.

Over the past year, Synagro continued our journey by growing our biosolids and composting capabilities, and achieving commercial operations at two of our newest facilities. We also expanded our partnerships and technologies – looking beyond our traditional waste-to-worth strategy, to a world where biosolids become a coveted and valuable natural resource.

TRANSFORMING AS WE GROW

At Synagro, we believe that to be successful, a company must aspire to a larger purpose than just maximizing shareholder value. An organization must look beyond its “four walls” and truly work to make a positive difference in the world.

GROWING SUSTAINABLY

Growing sustainably means gaining a deeper understanding – or cultivating new ways to accelerate and grow our business – to positively impact the environment and society. As we expand our business and execute on our Sustainable Growth plan, Synagro’s capabilities allow for even larger positive impacts by our organization.

At Synagro, we are transforming how we do business by evaluating opportunities to mitigate risks, reducing our own environmental footprint and providing solutions for our industry, communities and planet – all of which magnify our positive impacts.

OUR GROWTH PLAN

Greener World

We deliver environmentally beneficial products, services and circular innovation.

Passionate People

We value the creativity, well-being and safety of our employees, customers and communities.

Transparent Integrity

We foster a culture of business accountability and transparency.

OUR OBJECTIVES

- Drive growth through new markets, customers and adjacencies, with a focus on beneficial use, sustainable products and innovation.
- Build trust and transparency with our stakeholders by engaging our employees, customers, communities and external partners.
- Reduce our carbon footprint and associated operating costs through the implementation of energy-efficiency projects and integration of renewable energy at our facilities.
- Provide a safe environment for our employees, our customers and the communities where we work.

OUR TRANSFORMATIVE ACTIONS

Advanced the transformation of biosolids using biochar technology, SynaPure™ wastewater treatment and biosolids-to-SAF initiative.

Achieved USA Today’s Top Workplace for a second year in a row.

Engaged with industry leaders and leading researchers to support evolving science-based federal regulations regarding PFAS.

Expanded our community outreach program to include 60+ organizations and 85 events.

Conducted eco-energy efficiency audits at six of our facilities.

Helped our customers avoid more than two times (2X) the emissions, compared to the amount we generated in our own operations.

Reduced our TRIR by more than 12% compared to 2023 – now 43% lower than the industry average.

“As we look towards the future, Synagro will continue to tackle some of the most pressing issues in our industry while innovating and partnering with like-minded organizations.”

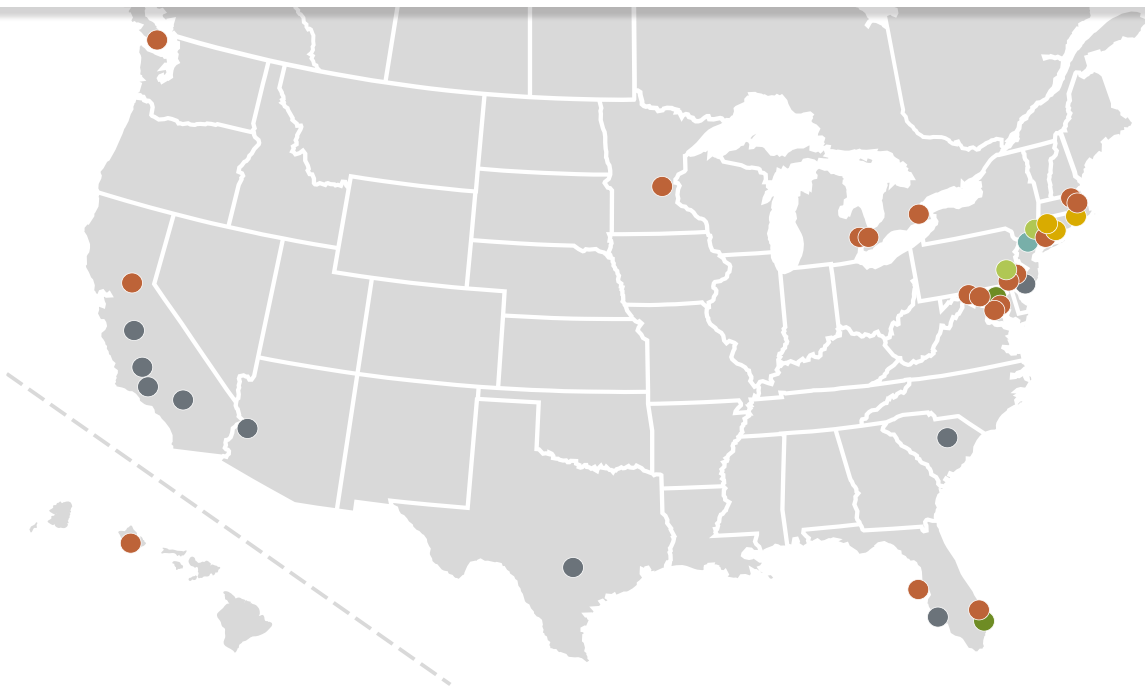
– **Kaivan Desai**
President and
Chief Financial Officer



SYNAGRO'S OPERATIONS

Synagro is North America's leading provider of sustainable solutions for biosolids, organics and residuals. We offer a comprehensive suite of environmental services to help ensure water quality, support regenerative agriculture and promote circularity.

With the most experienced team in the industry, Synagro leverages innovative technologies to help our customers clean water, increase organics recycling and have a net positive impact on people and the planet.



35 FACILITIES IN THE U.S. AND CANADA

- 18 DRYER FACILITIES**
 - Back River, Camden, Cumberland (MD), Detroit, Greater Lawrence Sanitary District, Hagerstown, Hamilton, Honolulu, Patapsco, Philadelphia, Pinellas, Quincy, Sacramento, Shakopee, Stamford, Victoria, West Palm Beach, Windsor
- 9 COMPOSTING FACILITIES**
 - Arizona Soils, Austin, Central Valley Composter, Charlotte County, Cumberland County, Holly Hill, Liberty, Nursery Products, South Kern Industrial Complex
- 3 THERMAL REDUCTION FACILITIES**
 - New Haven, Waterbury, Woonsocket
- 1 RAIL FACILITY**
 - Newark
- 2 SERVICE CENTERS**
 - Lansdale, New Haven
- 2 ADMINISTRATIVE OFFICES**
 - Baltimore, Fort Lauderdale

See complete list of facilities and locations [page 47](#)



1,100+
employees



1,000+
municipal, industrial and agricultural customers



16+ million
tons of biosolids, organics and residuals managed annually, with more than 80% transformed into beneficial use

CIRCULARITY THROUGH REGENERATION

Synagro's unique management processes are key to recycling organic waste and mitigating climate change, which supports circularity.

NET POSITIVE IMPACT

Our processes begin with wastewater from households and industrial users, which flows to a municipal wastewater treatment plant. The wastewater treatment plant removes the solids (biosolids) and uses biological, mechanical and chemical processes to purify and return clean water to the environment via streams and other water bodies.

The resulting biosolids are sent to Synagro. In some cases, the liquid biosolids are directly sent to Synagro facilities, where we dewater them and send the filtered water back to the wastewater treatment plant for further processing.

Synagro also works directly with municipalities and industrial users to clean their operations of biosolids/other residuals and can receive green/food waste through our composting operations.

This recycling process has meaningful GHG emissions avoidance benefits.

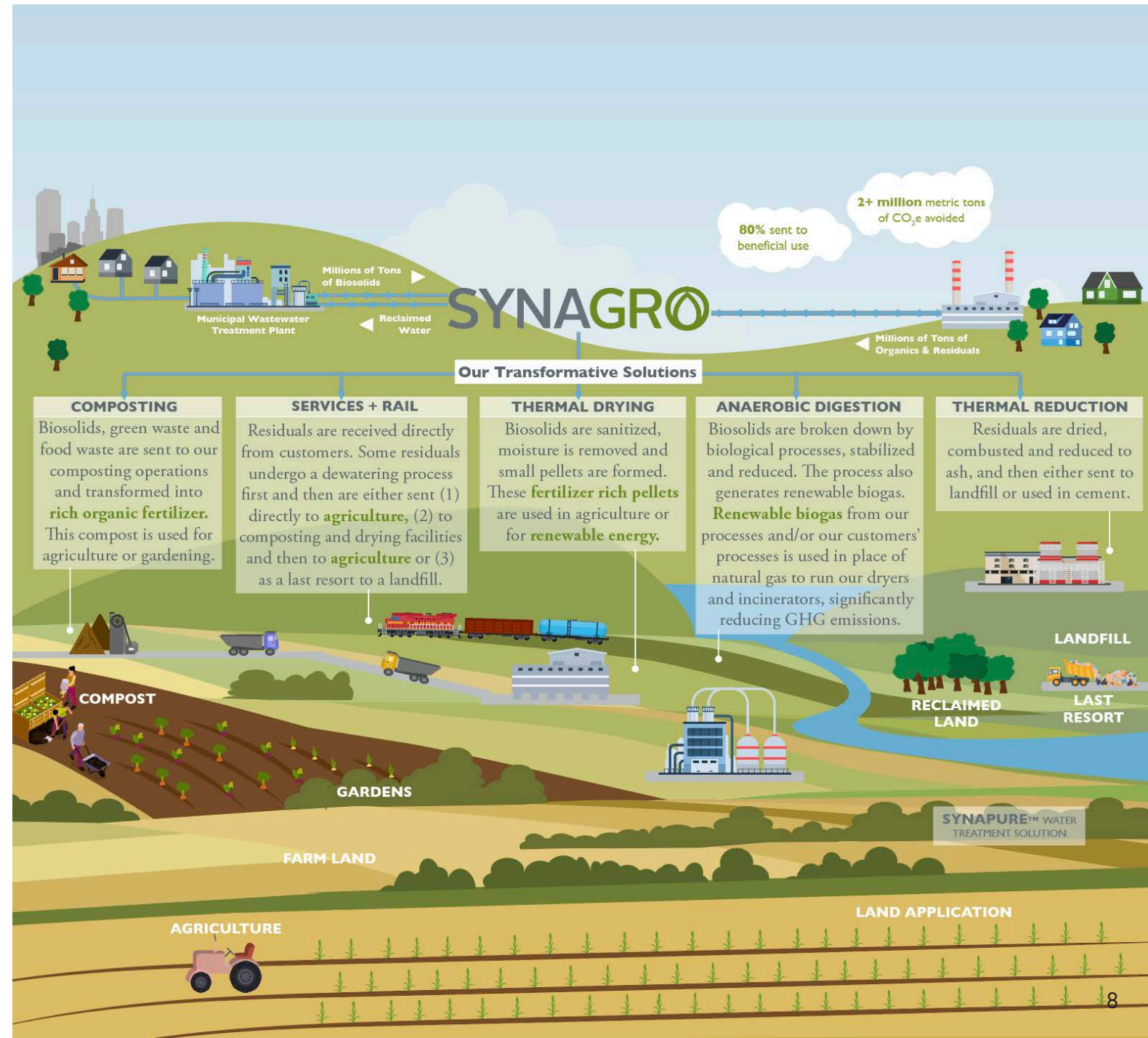
In 2024, Synagro continued to explore opportunities to transform biosolids into biochar, sustainable aviation fuel and other innovative, beneficial uses like sequestering carbon through deep well injection. We believe this is the future for our industry. For additional information, please see [page 15](#).



In 2024, Synagro received and processed **16+ million** tons of residuals, including **2.4+ billion** gallons of liquid biosolids.



In 2024, Synagro helped avoid **2+ million** metric tons of potential GHG emissions by transforming residuals into beneficial use for our customers.



GOVERNANCE & MATERIALITY

At Synagro, our sustainability commitments are anchored by a strong governance model. It is through this leadership structure that our organization can accelerate and grow our business to positively impact the environment and society.

SUSTAINABILITY GOVERNANCE & OVERSIGHT

At the highest level, our Chief Executive Officer (CEO), Bob Preston, and Chair of the Sustainability and Risk Committee of the Board of Directors, Linda Fisher, provide strategic direction for our sustainability strategy and programs. At the executive management level, Kip Cleverley, Chief Sustainability Officer & Chief Communications Officer, leads the execution of our Sustainable Growth plan. Synagro’s Executive Leadership Team (ELT) provides critical oversight of 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 Board of Directors.

MATERIALITY

As part of our efforts to develop and implement an overarching sustainability strategy and program, Synagro conducted a materiality assessment in 2022, and plans to update it as needed. Our process included the following steps:

- Stakeholder Engagement:

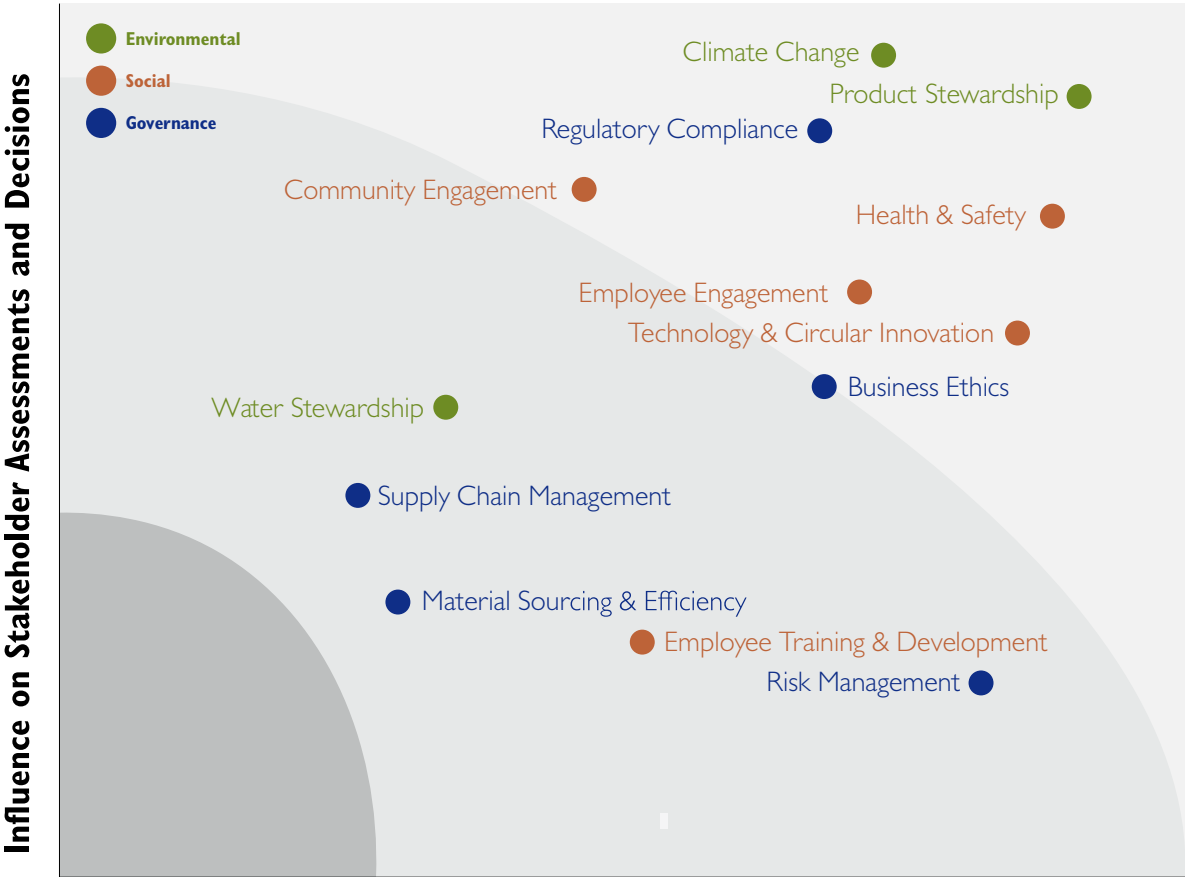
Incorporated feedback from internal and external stakeholders.
- Benchmarking & Research:

Identified sustainability topics that were relevant and prioritized by peers, competitors and customers, as well as considered global standards and frameworks, and industry sustainability trends.
- Results & Validation:

Presented and validated results with Synagro’s ELT and Board of Directors.

TOP MATERIAL TOPICS FOR SYNAGRO:

- **Product Stewardship** (includes a focus on biosolids to beneficial use and PFAS management)
- **Climate Change**
- **Health & Safety**
- **Regulatory Compliance**

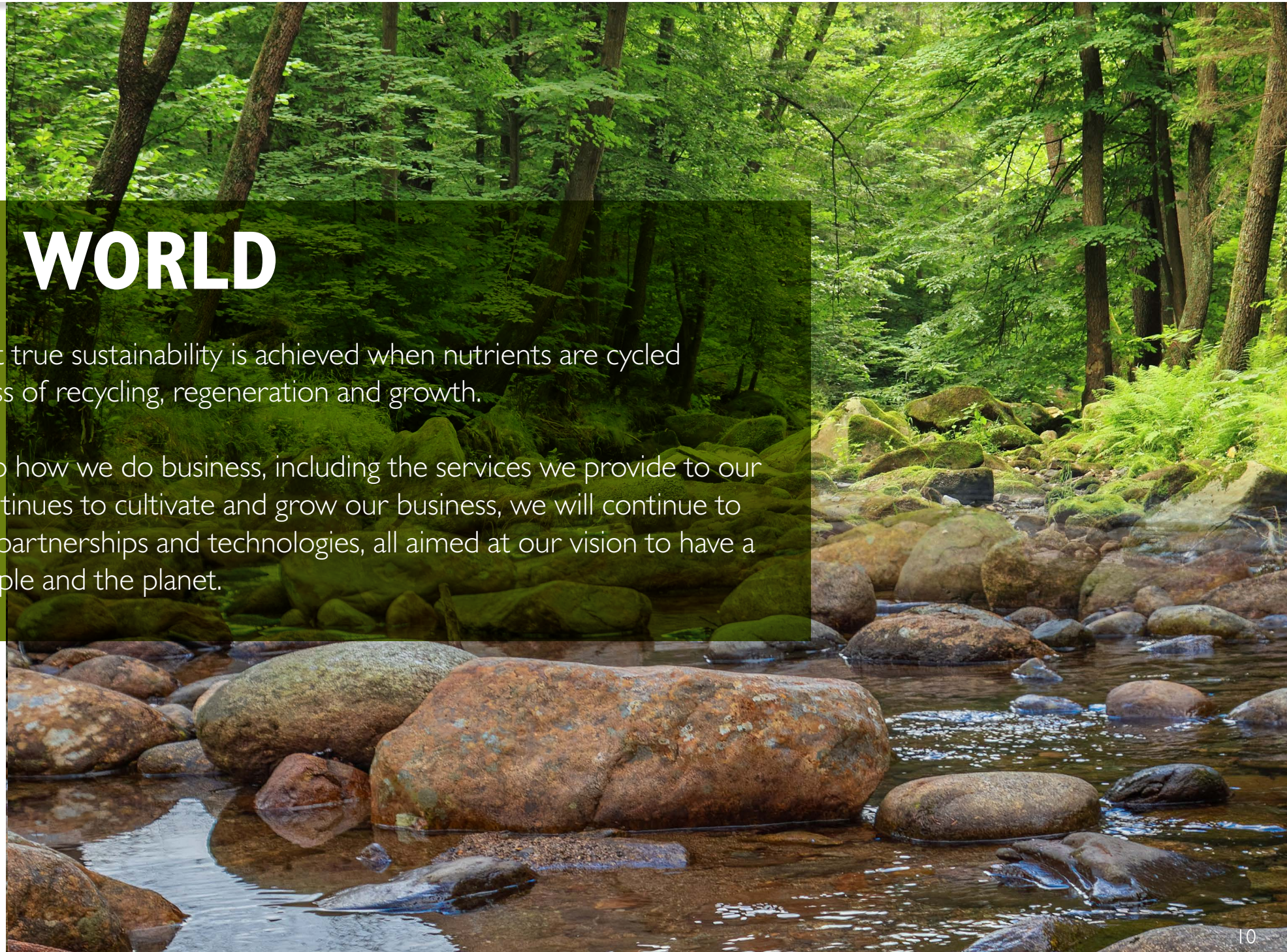


Synagro’s Significant Environmental, Social and Governance Impacts

GREENER WORLD

At Synagro, we believe that true sustainability is achieved when nutrients are cycled through the circular process of recycling, regeneration and growth.

This belief is tied directly to how we do business, including the services we provide to our customers. As Synagro continues to cultivate and grow our business, we will continue to integrate transformational partnerships and technologies, all aimed at our vision to have a net positive impact on people and the planet.



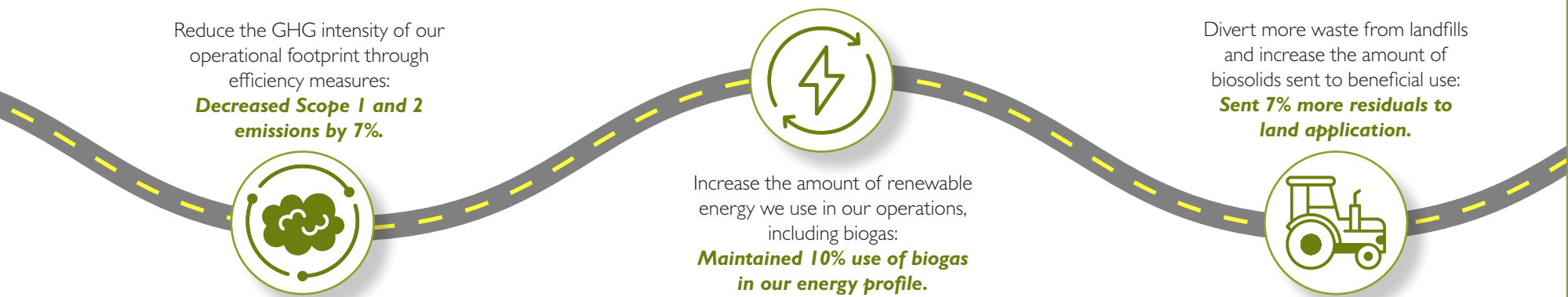
SYNAGRO'S OPERATIONAL IMPACTS

Across Synagro, we are committed to driving sustainable practices and promoting circularity in our own operations and among our customers.

As we look to grow and transform our business, Synagro takes an intentional, data-driven approach to manage impacts, reduce emissions and protect the environment.

CARBON ROADMAP & PERFORMANCE

Throughout 2024, Synagro continued our journey to reduce GHG emissions, with direction provided by our carbon roadmap objectives:



TECHNOLOGY-DRIVEN CARBON DATA MANAGEMENT AND REPORTING

We also enhanced our data tracking capabilities through our partnership with Watershed – a GHG emissions accounting platform. With the support of this tool, Synagro updated our company’s historical energy data and uploaded custom emission factors to support accurate calculations using industry emissions modeling.¹

As we continue to improve our GHG emissions performance, Synagro is beginning to identify GHG emissions trends, which reveal opportunities where we can continue to make progress across our carbon roadmap.

“As an industry leader, Synagro is advancing sustainability by continuously improving our operations and automating our GHG emissions data management system. Implementing this new system has proved instrumental in measuring impacts across our operations and value chain as well as optimizing data analysis to help improve management tactics.”

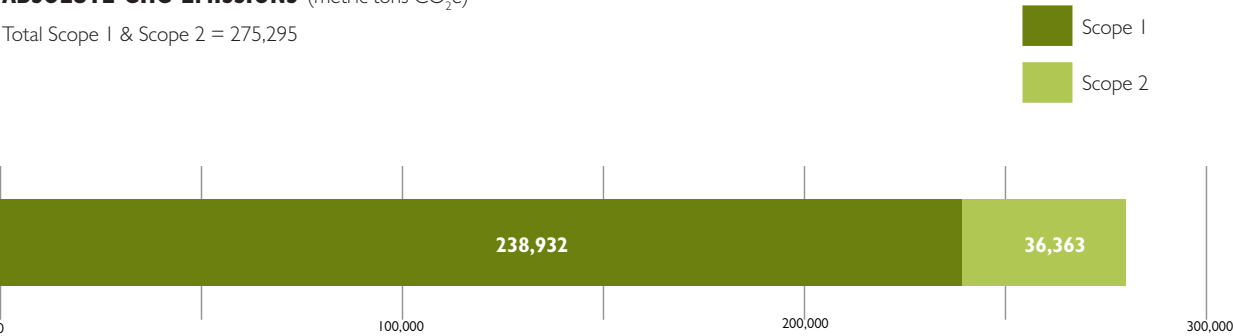
¹ Environmental data from prior years have been restated to support consistency with updated emissions factors and reporting requirements, in addition to increased availability of actual data, enhanced data collection methodologies and internal expertise.

SCOPE 1 & 2 GHG EMISSIONS

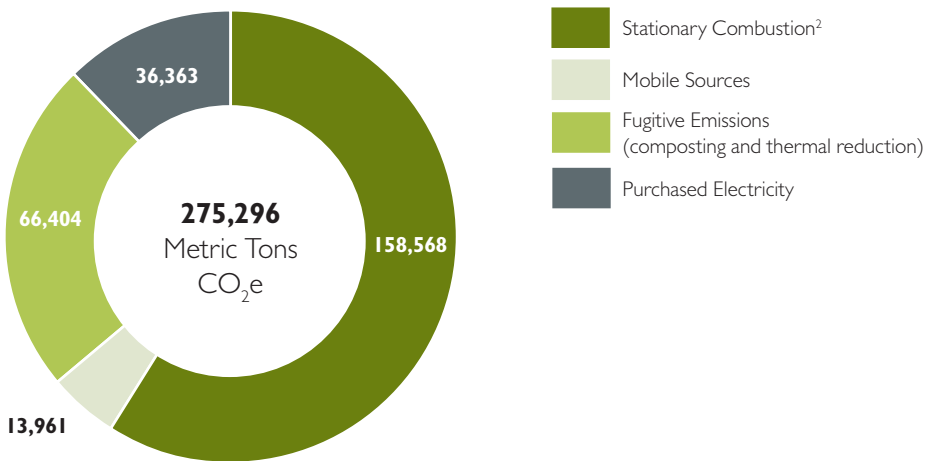
Synagro’s Scope 1 and 2 GHG emissions profile is comprised primarily from energy-intensive processes at our thermal reduction and dryer sites. To support our efforts and reduce these overall emissions, Synagro continuously monitors our energy consumption, while evaluating efficiency upgrades and process enhancements.

ABSOLUTE GHG EMISSIONS (metric tons CO₂e)

Total Scope 1 & Scope 2 = 275,295



SCOPE 1 AND SCOPE 2 GHG EMISSIONS BY SOURCE



² Stationary combustion – includes fuels burned onsite to power equipment, use of biogas and flaring. Mobile sources – includes mobile combustion from Synagro’s services and internal hauling.

³ All other fuels are comprised of gasoline (0.09%), liquified petroleum gas (0.04%) and propane (less than 0.01%).

ENERGY

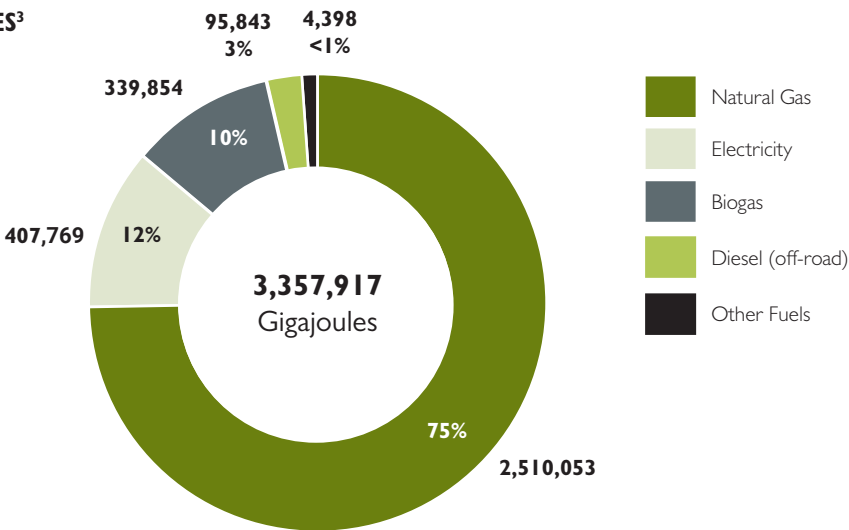
In 2024, Synagro’s overall energy consumption decreased by 7%, due to a reduction in natural gas usage at both our drying and thermal reduction facilities. This reduction also increased Synagro’s efficiency by approximately 2% when comparing energy usage to residuals processed.

As part of our carbon roadmap and in partnership with energy engineering experts, Synagro conducted energy audits at six strategic sites across the U.S. The audits identified a multitude of energy-related, cost-reduction and, subsequently, emissions-reduction projects ranging from HVAC and lighting upgrades to operational efficiency measures. In 2025, we will execute on and track select projects, with the goal of further reducing our environmental impacts and operational costs.

In alignment with our energy reduction strategy, Synagro also aims to partner with customers to identify onsite renewable energy installation opportunities, especially at our composting facilities. This component of our strategy is critical to supporting our net positive ambitions.

Synagro will continue to leverage ongoing data collection, infrastructure improvements, good management practices, energy efficiency measures and strategic partnerships to further drive sustainable outcomes across our own operations.

ENERGY SOURCES³





SCOPE 3 GHG EMISSIONS

The majority of Synagro’s Scope 3 GHG emissions are derived from fugitive emissions associated with landfilling or land applying biosolids. We saw a slight increase in Scope 3 GHG emissions due to the types and amount of biosolids sent to landfills. This increase was proportionate to the availability of land for the land application of biosolids, especially in our services business.

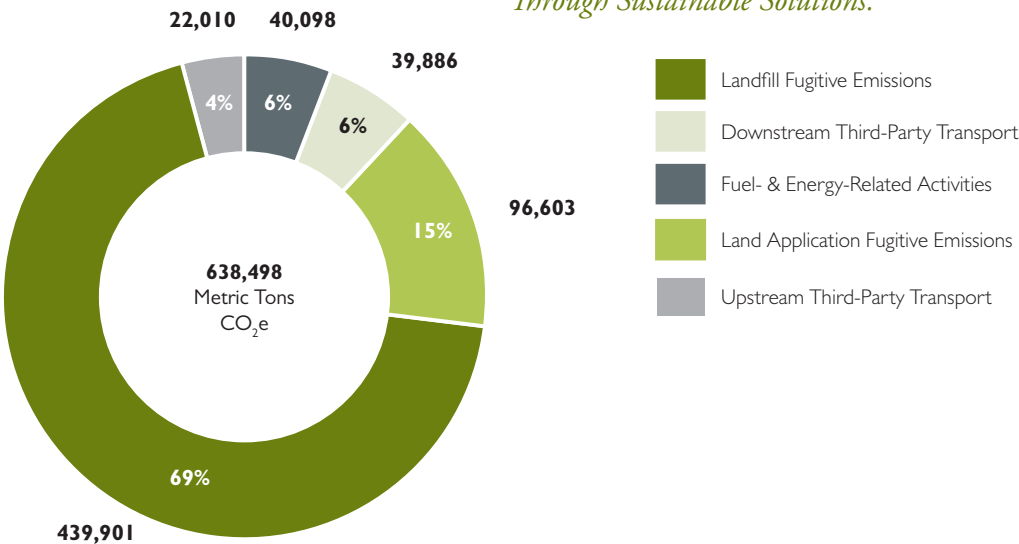
While Synagro's trucking is captured in Scope 1 emissions, third-party hauling is included in our Scope 3 GHG emissions. Since these trucks travel longer distances than our Synagro trucks, they emit roughly twice as many emissions compared to our own fleet.

In 2024, we developed a data management strategy to isolate upstream from downstream transportation and enhance our carbon accounting methodology.

Fuel- and energy-related activities continue to have the lowest Scope 3 GHG emissions, as our sites generally rely on their local utility grid for electricity and natural gas. Additionally, even as our operations grew with additional composters, this Scope 3 category decreased by 14%, as our operations had a 7% decrease in overall energy use.

As Synagro looks to reduce our landfill fugitive emissions, we continue to explore opportunities to transform residuals into beneficial use. For more information on how we are exploring technologies and partnerships to advance our company’s objectives, please see *Transforming Through Sustainable Solutions*.

SCOPE 3 GHG EMISSIONS BY CATEGORY⁴



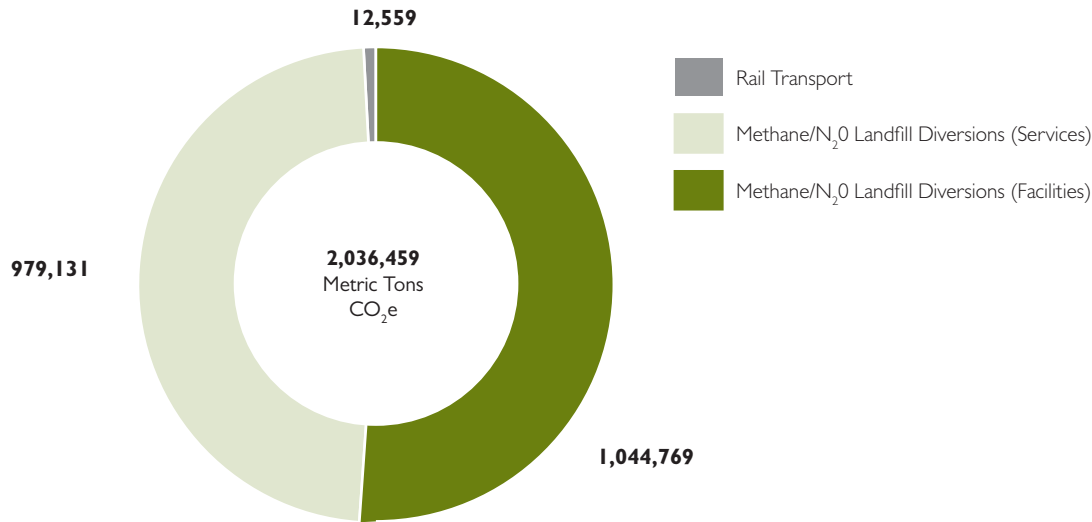
⁴ Scope 3 categories presented in this graph represent Scope 3, category 3 (fuel- and energy-related activities), category 4 (upstream transportation and distribution), category 9 (downstream transportation and distribution), category 11 (use of sold products) and category 12 (end-of-life treatment of sold products). These categories were identified as the most material Scope 3 GHG emissions, based on an analysis by a third-party. Upstream third-party transport: Includes third-party transport associated with moving residuals for processing. Downstream third-party transport: Includes third-party transport associated with moving residuals for end of life. Land application fugitive emissions: Includes emissions from and applying residuals and associated fuel combustion. Landfill fugitive emissions: Includes residuals diverted to landfill from operations or service customers. Fuel- and energy-related activities: Includes electricity transmissions and distribution losses, and mobile combustion fuel.

AVOIDED EMISSIONS

At Synagro, the more we grow as a business, the more we can help our customers in achieving their own carbon reduction goals. In addition to our actions to reduce our operational footprint, Synagro’s processes and environmental services can help our customers reduce their own emissions. In 2024, our transformative processes and environmental services had the potential to avoid more than two times⁵ (2X) the amount of GHG emissions than our own operations (Scope 1, 2 and 3) generated.

We track avoided emissions data to inform our stakeholders of the potential benefits associated with our transformative processes, including the carbon value of diverting organic residuals from landfills and the use of our rail operations.

2024 AVOIDED EMISSIONS⁶



As Synagro grows, we will continue to work to reduce our own footprint, while also increasing the amount of organic residuals that our transformative processes divert from landfills.

Synagro's Services & Avoided Emissions

The processing of biosolids into compost and fertilizer pellets results in avoided emissions, primarily methane and nitrous oxide.

Additionally, our environmental services divert waste that would have otherwise been landfilled, therefore avoiding additional emissions.

WATER & WASTEWATER

In 2024, Synagro’s facilities and services received and processed more than 2.4 billion gallons of liquid biosolids,⁷ highlighting our commitment to drive sustainable practices and water circularity where Synagro operates.

At several of our thermal drying and reduction facilities, we receive liquid biosolids from our customers’ wastewater treatment plants. We then dewater and thicken the biosolids to be processed by our facilities and return the filtrate to the wastewater treatment plants for additional processing.

As we move forward in our sustainability journey, we seek to enhance our insights into our water footprint.

⁵ The two times (2X) ratio is derived by dividing the total avoided emissions by Synagro’s Scope 1, 2 and 3 GHG emissions.
⁶ Avoided emissions are not reported in our corporate Scope 1, 2 and 3 GHG inventory, in alignment with current carbon accounting standards.
⁷ Liquid biosolids are approximately 97% water and 3% biosolids.



2X
GHG EMISSIONS
avoided through our transformative processes and environmental services, compared to the GHG emissions generated in our own operations.⁵

TRANSFORMING THROUGH SUSTAINABLE SOLUTIONS

Across Synagro, we lead with transformative actions. Our company began with a small group of pioneering environmentalists who supported local municipalities to develop biosolids management programs in response to the Clean Water Act.

Since this time, Synagro has grown; however, our vision to have a positive impact on people and the environment has remained. Today, we are transforming how we look at biosolids by exploring technologies that truly create revolutionary solutions to some of the world's most challenging problems, and continuing to reimagine how waste can create worth.



“As Synagro continues to grow, we will look for opportunities to transform not only our company, but our industry and the planet.”

– **Kip Cleverley**
Chief Sustainability Officer &
Chief Communications Officer



CULTIVATING OUR EARTH

For decades, Synagro's solutions have transformed biosolids into rich, plant-available nutrients that could 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.

Synagro's biosolid pellets also serve as a cleaner and renewable fuel alternative to help reduce the environmental impacts of cement manufacturing.

Biogas, a clean and renewable form of energy, is not only a key lever in our carbon reduction strategy – but can also serve as a sustainable technology for others. We currently generate and use biogas at two of our facilities, and at an additional five facilities, we use biogas generated by our customers.

GROWING OUR NET POSITIVE IMPACT

Over the past several years, Synagro has continued to utilize and expand traditional ways of treating biosolids through drying technologies and composting for beneficial use, while expanding partnerships and solutions that turn waste into worth.

One of these opportunities includes the expansion of our partnership with CHAR Tech Solutions to provide its proprietary high-temperature pyrolysis (HTP) technology. CHAR Tech provides both economic and environmental benefits, as the process produces renewable energy (syngas) as well as biocarbon. Biochar aligns within our sustainable growth aspirations, as a product for soil amendments due to its water- and nutrient-retention properties and for its carbon sequestration benefits in soil – effectively reducing greenhouse gases. Biochar can also generate carbon dioxide removal credits, which further accelerates our Sustainable Growth plan.

Synagro's Back River facility in Baltimore, Maryland, now has a full-scale pilot CHAR Tech unit that processes approximately eight dry tons of dried biosolids per day and will operate at this host facility for six months.

As the thought leader in the industry, the overall goal for this pilot is to measure, test and evaluate the effectiveness of the HTP process to destroy PFAS chemicals from biosolids.

Synagro continues to expand our SynaPure™ technology, which aims to provide sustainable and cost-effective solutions for the treatment and reuse of complex influent streams. Studies have shown that technology similar to the SynaPure™ system removes up to 98% of contaminants, including inorganic and organic pollutants, PFAS, total suspended solids, total dissolved solids, heavy metals and pathogens.⁸

This technology has already been deployed and has proven successful with a few of our customers.

Another near-term technology that Synagro is exploring is the deep well injection of biosolids. In 2024, Synagro signed a teaming agreement with a major carbon removal company to evaluate potential opportunities to manage biosolids through a deep well injection process.

Deep well injection of biosolids has several benefits including long-term carbon emissions avoidance and sequestration, as this disposal option permanently removes carbon entirely from the biosphere.

TRANSFORMING OUR COMPANY, THE INDUSTRY & THE PLANET

As we look to the future, we aspire to transform not only our business, but the entire biosolids industry. Looking beyond our traditional waste-to-worth strategy, we imagine a world where biosolids become a valuable resource used to reduce dependency on fossil fuels.

In 2024, Synagro partnered with Firefly Green Fuels to bring Firefly's novel fuel production techniques to the American market. Firefly's unique processes turn biosolids into a product slate of highly sustainable, high-performance fuels including sustainable aviation fuel (SAF), using a hydrothermal liquefaction (HTL) process, which chemically alters biosolids waste, breaking it down into biocrude and biochar. The crude is then upgraded to SAF.

This technology and ones like it are key to solving some of the world's greatest challenges as we transform and grow our business.

⁸ Based on Multi-Industry Per- and Polyfluoroalkyl Substances (PFAS) Study (U.S. EPA).

Before Synagro

Prior to Synagro and the introduction of federal regulations, sewage was disposed of via ocean dumping and landfills. Disposal of sewage into the ocean caused ecosystem disruption, impacts to marine life and human health risks. Disposal of sewage into landfills causes environmental impacts including the production of methane, a potent greenhouse gas.

Cultivating Our Earth

For decades, Synagro’s solutions have transformed biosolids into rich, plant-available nutrients that are applied to soil as a fertilizer to improve agriculture, as well as to restore acreage damaged by drought, fire or mining. Anaerobic digestion of biosolids at some of our facilities creates biogas, which is used as a clean and renewable form of energy. Synagro’s biosolids pellets also serve as a cleaner and renewable fuel alternative, and anaerobic digestion creates clean biogas.

Growing Our Net Positive Impact

Over the past several years, Synagro has continued to expand traditional ways of treating biosolids by exploring new technologies and partnerships to turn waste into worth. A few of those new solutions include (1) pyrolysis of biosolids to sequester carbon and create biochar and renewable energy, (2) SynaPure™ technology to clean wastewater and (3) deep well injection to sequester carbon.

Transforming Our Company, Industry & Planet

As we look to the future, we aspire to transform not only our business, but the entire biosolids industry. We imagine a world where biosolids become a valuable feedstock resource used to reduce dependency on fossil fuels, such as SAF. As we transform our company, we will continue to look for opportunities to solve global challenges such as climate change.

Synagro was born following the introduction of the Clean Water Act

CO₂ CH₄

OCEAN DUMPING

LANDFILL

LAND APPLICATION

COMPOSTING

GARDEN

BIOGAS GENERATION

THERMAL DRYING TRANSFORMATION

SYNAPURE™ WATER TREATMENT SOLUTION

Input: Dirty Water
Output: Clean Water

HT PYROLYSIS PILOT

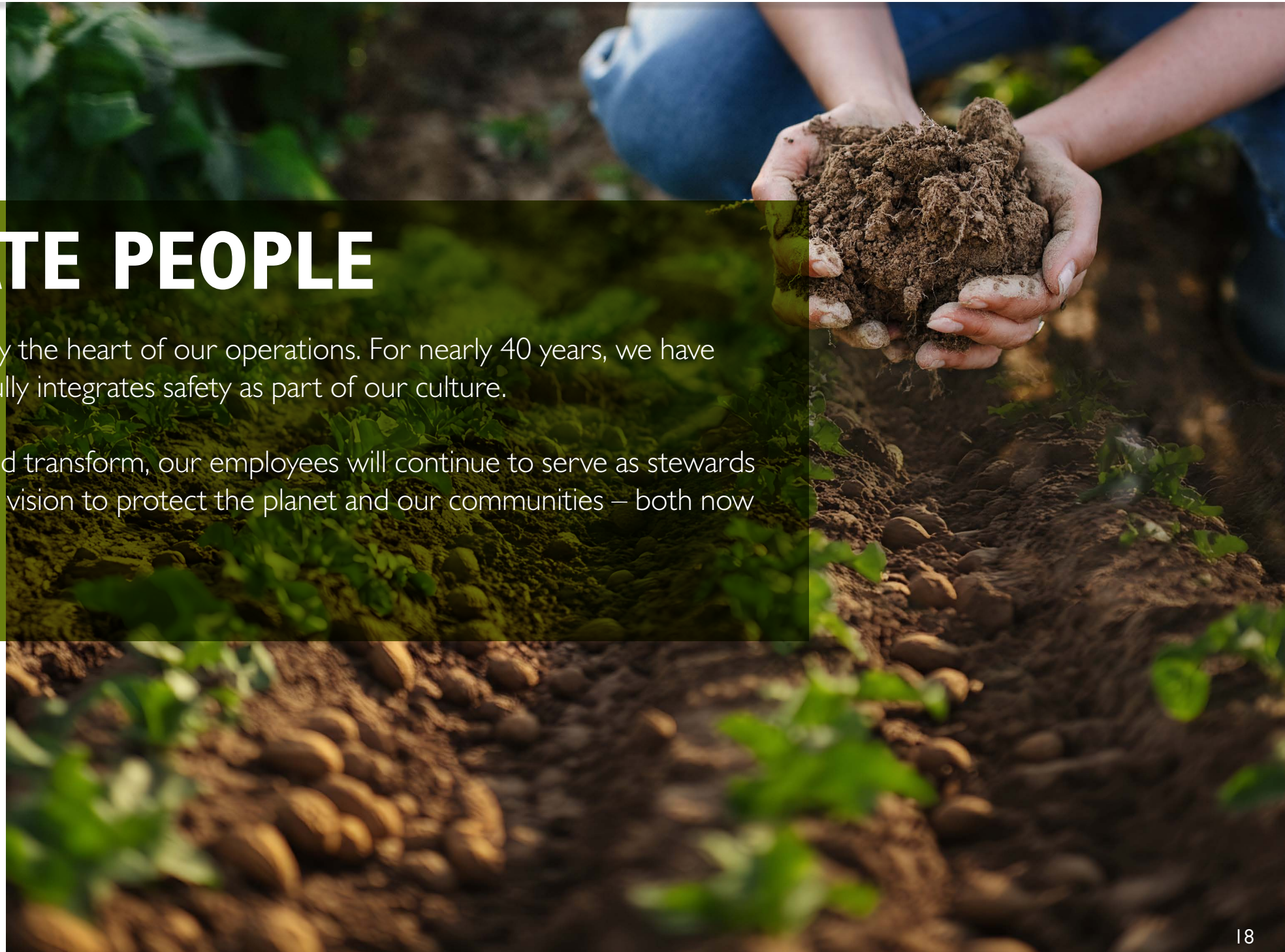
Input: Biosolids
Output: Biochar
Syngas
Pyrolysis Oil

DEEP WELL INJECTION

PASSIONATE PEOPLE

At Synagro, people are truly the heart of our operations. For nearly 40 years, we have cultivated a business that fully integrates safety as part of our culture.

As we continue to grow and transform, our employees will continue to serve as stewards to advance and uphold our vision to protect the planet and our communities – both now and in the future.



OCCUPATIONAL HEALTH & SAFETY

Across Synagro, our commitment to industry-leading safety performance is fully integrated into Synagro’s day-to-day operations and engagement activities.

As we continue to grow our operations, Synagro strives to find ways to continuously improve our safety performance and refine and enhance our programs and policies. This not only promotes the safety of our employees – but also transforms how we do business each and every day.

GOVERNANCE & COMMUNICATIONS

To execute on Synagro’s safety commitments, our robust safety systems focus on improving performance and supporting our priorities. At the operations level, managers are responsible for implementing Synagro’s health and safety policies and overseeing the safety of their operations and employees.

Through our decades of experience, we have learned that communication is the key to fostering a strong safety culture. To that end, our Health & Safety team continuously engages with our employees, managers, regional vice presidents and area directors to promote our safety culture, implement procedural improvements and address emerging safety challenges.

Synagro’s operations leaders also play a key role in integrating a positive safety culture throughout all aspects of our business. Each day, these leaders show their commitment by hosting “safety talks” with employees. This daily emphasis on safety, even in times of intense operating schedules and customer requirements, resulted in 237 fewer lost workdays in 2024, compared to 2023.

As Synagro evaluates opportunities to emphasize the importance of health and safety at all levels of our organization, we launched an internal, safety-focused communication campaign. In 2024, campaign features highlighted safety both at work and at home, and we intend to increase this type of engagement in 2025.



AUDITS

Synagro conducts regular inspections of each of its facilities and performs formal health and safety audits of these sites every two to four years. From January 2023 through December 2024, Synagro’s Health & Safety team conducted internal audits at 43 of our sites across North America. In the event of a non-conformance, the site manager develops a corrective action plan that is tracked until completion.

In 2024, operations leaders closed over 450 audit findings across Synagro – indicating these findings were verified by an operations leader and approved by the Health & Safety team.

ACHIEVING EXCEPTIONAL SAFETY PERFORMANCE

Synagro’s Massachusetts Water Resources Authority (MWRA) Drying Facility (Quincy, Massachusetts) continues to surpass safety milestones, with 1,321 days* – more than three and a half years – of zero Occupational Safety and Health Administration (OSHA) recordables.

It’s the plant and the whole team. It means everything to me that none of my team members have gone home due to injury.

– **Michael Ryan**
Senior Plant Manager and Area Plant Director

*As of May 29, 2025



Left to right: Michael Ryan, Senior Plant Manager and Area Plant Director; Manuel Irujo, Senior Vice President Dryer Facilities; and Mathew Busch, Chief Operating Officer.

Teamwork In Action

Synagro is proud to highlight teamwork in action in our effort to achieve the milestone property protection designation of Highly Protected Risk (HPR) from FM, our property insurance broker for our facility in Detroit, Michigan.

Achieving HPR status means a facility has implemented the highest industry standards for property protection. This includes comprehensive loss prevention measures to safeguard buildings, equipment and contents from all types of losses, including those from natural hazards.

This highly valued insurance designation is one more example of Synagro’s commitment to be the best in the industry, from both a safety and risk management perspective, as well as providing the most effective solutions for customers.

– Elizabeth Grant
Director, Risk & Compliance

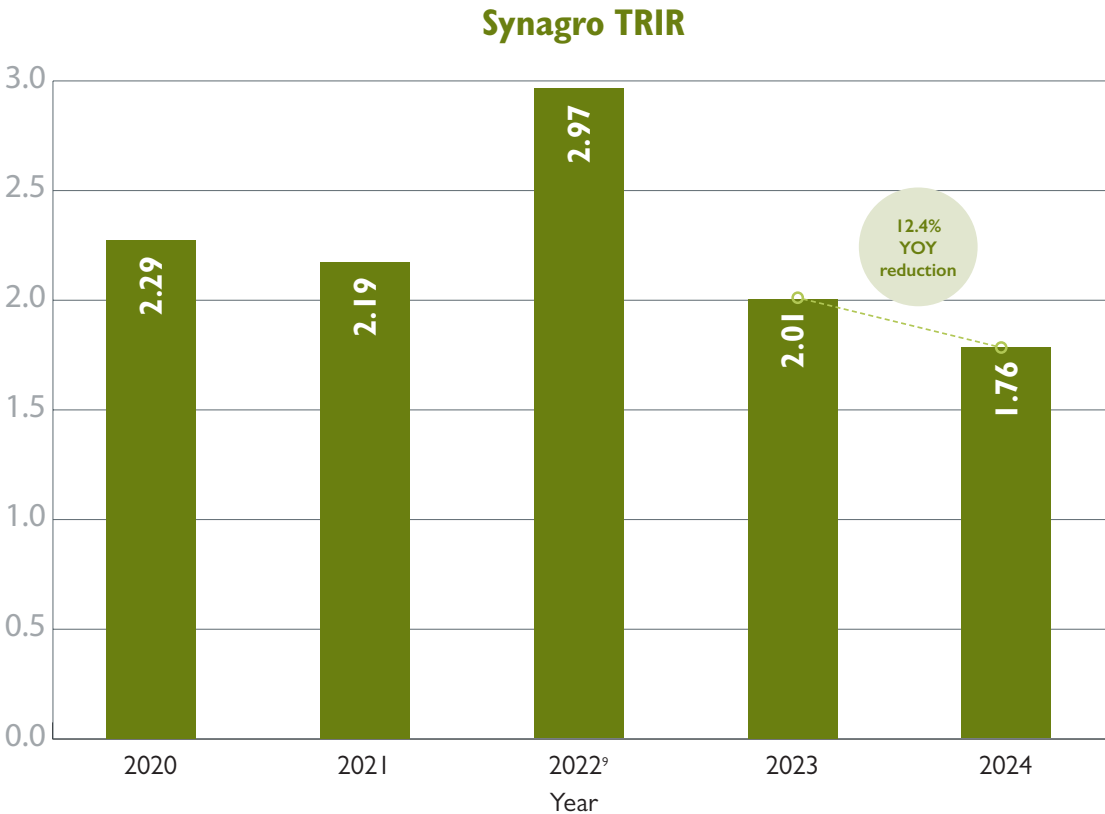


Left to Right: Jean-Yves Azar, Assistant Plant Manager, and Steve Miller, Area Plant Director, holding HPR Award.

SAFETY PERFORMANCE ACHIEVEMENTS

Synagro’s safety performance achievements are a true testament to the dedication of Synagro’s leadership team and employees across all of our sites. In 2024, Synagro achieved our best total recordable incident rate (TRIR) in 18 years:

- Synagro’s 2024 TRIR is 43% lower compared to private industry: water, sewage and other systems’ eight-year average incident rate trends.
- Synagro’s dryer facilities had zero lost day incidents in 2024.
- Synagro’s dryer and incinerator facilities reduced Occupational Safety and Health Administration (OSHA) incidents by one-third in 2024, compared to 2023.
- Synagro’s rail services had zero OSHA incidents in 2024.



⁹ In 2022, Synagro experienced an increase in TRIR due to the combination of company growth and regional leadership changes. In 2023, we addressed these challenges with enhanced training, audits and leadership engagement, resulting in a positive trend.

SYNAGRO SAVES – TRACKING PERFORMANCE TO REDUCE HAZARDS

In addition to tracking traditional safety metrics, we also track “Synagro Saves,” an internal leading indicator that measures potential hazards at our sites. Employees report these potential hazards through a mobile app that notifies managers and prompts the creation of an internal report. Tracking “Synagro Saves” indicators allows us to identify emerging safety issues as they arise and take the necessary steps to remediate potential risks before they result in incidents.



TRAINING & AWARENESS

At Synagro, safety training is a significant component in promoting the well-being of our employees – and is integral as we expand our operations across the U.S. Given the physical hazards of our work, safety training begins on day one with all new Synagro employees participating in our New Employee Safety Orientation. Additional safety training is provided quarterly through our Learning Management System (LMS) and covers topics that are deemed significant based on Synagro’s work environment and each employee’s duties. Each quarter, employees are assigned three to five safety topics based on their role in the organization and site requirements. As part of our Monthly Safety Training program, we also provide employees with at least one live, site-specific safety training delivered by the site leader.

In 2024, Synagro leveraged our LMS to digitize our live, monthly training, allowing the company to verify training completions and drive accountability among our managers. These monthly training sessions provide practical, focused training to our workforce that supports daily, positive safety performance. In 2024, Synagro averaged more than 12 hours of safety training per employee.

AWARD-WINNING SAFETY PERFORMANCE

Environmental Protection & Improvement Company (EPIC), Synagro’s national rail transportation business unit, achieved the 2024 CSX Chemical Safety Excellence Award for zero non-accidental releases and in recognition for its commitment to safeguard operations. This achievement highlights how Synagro fosters a strong safety culture and focuses on incident prevention, while helping to set an outstanding example for the entire industry.

Cultivating Our Safety Culture

Robert Demers is Synagro’s Senior Plant Manager at the Windsor Biosolids Pelletizing Facility (Windsor, Ontario) and has worked at the location for 20 years. Spearheaded by Bob, the Windsor facility has a record of more than 20 years without serious injury – surpassing others in the industry.

In 2024, the facility continued to focus on operations safety, including protecting processes, optimizing redundancies and improving product storage management.

“Safety is absolutely paramount. There are many emergent technologies that support both safety and sustainable innovation, and allow us to better serve our customers.”



FLEET & TRANSPORTATION SAFETY

Safety is an integral part of the services our drivers deliver. With over 900 trailers and more than 400 on-road vehicles, Synagro continuously evaluates opportunities to implement actions that drive safety and compliance. For example, in 2024, Synagro upgraded our fleet maintenance system, improving our ability to track maintenance activities, providing additional visibility into the overall condition of our fleet and enabling enhanced compliance tracking to proactively maintain our equipment.

Synagro formally recognizes and rewards drivers who exhibit safe driving practices and maintain a clean driving record. Through our Commercial Driver's License (CDL) safety incentive program, data is collected by 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.

As we continue to grow our operations, Synagro understands the importance of evolving our programs to support positive safety performance. For example, in 2024, Synagro's Central Region Services' fleet of heavy trucks collectively traveled over 1.8 million miles, while maintaining an impressive average driver safety score of 99%, with 40% of the region's drivers achieving a perfect score of 100%.

To further enhance driver safety, we raised our internal minimum safety score requirement and implemented mandatory end dump and trailer safety training for all new-hire truck drivers. These initiatives support the improvement of the region's exceptional safety performance, while reinforcing Synagro's commitment to the highest safety standards.

By strategically leveraging data and analytics, the region also strengthened its driver coaching programs. Based on these results, targeted interventions were implemented to encourage safer driving behaviors, contributing to an overall improvement in the safety performance across the region's fleet.

Implementing Improvements Across Our Fleet

Katie Freeman, Director, Corporate Fleet Compliance, has been a member of the Synagro team for nine years. Starting in the supply chain department, she specialized in fleet and transportation management. She then moved to human resources, focusing on recruiting and retention practices for qualified drivers. From there she became the manager of corporate fleet compliance and has now moved into the director role.

Katie manages and tracks all things compliance in transportation, including driver checks and vehicle maintenance and documentation – critical functions to keeping our drivers safe and compliant with transportation regulations.

In 2024, Katie supported the implementation of Synagro's enhanced fleet management software, allowing her department to utilize key metric tracking in order to maximize equipment efficiencies and to aid decision-making and planning.



"We pride ourselves on our fleet. My goal is to keep our team members safe while operating at top performance. Increased visibility and input from people in the field has tremendously impacted how we implement efficiencies, streamline operations and promote the highest safety standards."

SYNAGRO'S WORKFORCE

Across Synagro, passionate people are the heart of our operations.

Our employees serve as stewards to advance and uphold our vision to protect the planet and our communities as we cultivate, grow and transform our business.

OUR EMPLOYEES

Synagro's workforce is comprised of 1,125 employees, of which 1,102 are full-time and 23 are part-time.

Throughout 2024, Synagro enhanced our efforts to provide important updates regarding our company's progress, strategy and organizational changes. We continue to communicate to our internal workforce through SynaNews – our periodic newsletter, and conduct regular Town Halls with the Executive Leadership team.

To promote the health and well-being 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 plans; and 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.

CULTIVATING & ENGAGING OUR WORKFORCE

Synagro strives to foster an inclusive work environment for all employees. As part of our talent acquisition strategy, we strive to ensure our job postings reach a broad audience and return a representative pool of candidates from which to hire.

At Synagro, we use employee engagement surveys as valuable tools to gather feedback about work experiences and identify areas of strength and opportunities to build a people-first culture.

In 2024, more than 45% of Synagro's employees responded to our annual workplace experience survey. The survey showed a 7% increase in employees indicating they receive the formal training they want from their careers, compared to the previous survey.

RECOGNIZING EXCEPTIONAL EMPLOYEES

Synagro's employee recognition program is a nomination-based program intended to highlight our standout employees. Each quarter Synagro managers can nominate those employees who exemplify our core values and go above and beyond in service for Synagro, our customers or their fellow team members. In 2024, nearly 250 employees were nominated, and 36 employees were recognized.

For additional information on our employees, please see Performance Tables on [page 39](#).



Synagro Camden team in Camden, New Jersey.

Growing Careers At Synagro – Transforming Synagro’s Future

Pam Racey, Synagro’s Chief Commercial Officer (CCO) has been a key member of the Synagro team for more than 37 years. In her role, Pam oversees business development, services sales, product marketing and contract administration, bringing to bear her expansive breadth of knowledge.

At Synagro, Pam began her journey as a Technical Services Specialist and Agronomist, where she worked to secure state permits on behalf of farmers for biosolids land applications. In her next role as Technical Services Director for the southeast, she oversaw the region’s land permitting activities and provided oversight on regulatory and legislative matters.

She moved to become the company’s first Sales Manager in 1992 and advanced to Vice President of Sales and Marketing, focusing on services sales. Then she became the CCO in 2022, leading the commercial team on the development of some exciting projects that incorporate new, transformative technologies to help address our customers’ needs.

As Pam evaluates Synagro’s future, including the company’s growth, she understands the importance of continuously cultivating new talent.



“We, the people, are the company. As servant leaders, the focus is on supporting the farmers in the field. We’re doing the right thing, the right way.”

“I’ve recruited a lot of young people, and sustainability is very important to them. When they join the company, they are surprised by how much they are valued at Synagro, showing how we truly stand apart from other companies.”

TRAINING & DEVELOPMENT

Synagro is dedicated to being an employer of choice and empowering our employees to learn and grow within the company. We provide a range of educational and development opportunities through our 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, mechanics and operators. For topics not covered under our traditional training offerings, we provide 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 example, for any employee wishing to pursue their CDL, Synagro will not only reimburse the cost of their training program, but will also pay their full salary during the time they are in training. We also continued our partnership 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 engage with these programs to promote the hiring of veterans as drivers.

JOB CATEGORY TRAINING HOURS

Rail Transportation	517
Facilities	5,944
Corporate	488
Services	5,885

PERFORMANCE MANAGEMENT

To support our employees in setting goals and measuring their performance throughout the year, we conduct annual performance reviews. In 2024, 92.5% of our employees received a performance review, offering valuable opportunities to provide performance-based feedback and set goals for the coming year. Synagro conducts exit interviews for employees who are leaving the company to identify areas of potential improvement and opportunities to increase employee retention. Synagro also performs 60-day and 120-day new-hire check-ins to ensure newly hired employees are receiving the support they need to be successful.

Growing Careers At Synagro –
From Intern To Vice President

Andrew Bosinger, Synagro's Vice President of Business Development, has been a member of the Synagro team for more than 32 years. Andrew began his career journey with Synagro as an intern at a compost facility. He quickly rose through the ranks, serving as an area sales manager for the greater Chicago metropolitan area and then as a business development manager prior to his current role. Throughout his tenure at Synagro, Andrew has been instrumental in orchestrating many landmark projects, most recently developing the first-ever, design-build-operate project for Columbus, Ohio, which was a transformational solution for the region.

As Andrew looks towards the future, he will continue to serve a vital role in Synagro’s growth strategy. This includes evaluating opportunities to further the company’s mission of growing sustainability through partnership developments, including sustainable aviation fuel (SAF) and deep well injection of biosolids.



I've worked with some incredible people to allow me to learn and grow. There is a personal 'continuous growth' mantra at Synagro.



SYNAGRO ACADEMY – GROWING OUR LEARNING PROGRAMS

In 2024, Chris Latty, Training & Development Manager, began developing Synagro Academy – aimed at supporting employee growth and company success. Synagro Academy is the learning and development arm of Synagro, which focuses on collaborating with Synagro’s management team to enhance employee skills, leadership capabilities and operational excellence.



Chris developed a strong foundation for Synagro Academy in line with the company’s values – gathering the wants and needs to be addressed, building content to support employees and the company and establishing partnerships with key leaders.

Synagro Academy focuses on the following key areas:

- **Leadership Development:** Improving soft skills training including communication, decision-making and conflict resolution.
- **Technical Training:** Supporting plant managers with Qualification Card development and training tracking.
- **Supervisor Engagement:** Keeping frontline leaders informed and involved in training initiatives.
- **Customized Learning Solutions:** Developing tailored training programs to address specific organizational needs.

At Synagro, learning and development are not just about training, but also about building skills, growing leaders and driving success. Training is fluid and has to be adaptable. Every hour invested in learning strengthens our team, our safety and our future.

In 2025, Synagro Academy officially launched with success and received positive feedback from our employees.

COMMUNITY ENGAGEMENT

Across Synagro, we are committed to engaging with our local communities to build strong, long-standing relationships.

This commitment begins with the work we do each day, as we cultivate the long-term health of these communities by diverting biosolids, organics and residuals away from landfills, while also growing our engagement programs across dozens of Synagro’s sites.

BEING A GOOD NEIGHBOR

Throughout 2024, Synagro’s community engagement efforts continued to expand, as we focused on evaluating local opportunities to support the communities where we operate.

We found that in addition to our focus on broadly advancing sustainability and agriculture in line with our company strategy, we have opportunities to engage and support local emergency response departments, food security initiatives and education programs. We also found that having a dedicated and passionate cross-functional engagement team at each site is critical to success.

Synagro provides each of our sites with the autonomy to engage with their local communities in ways that best support their unique needs. As part of this strategy, Synagro developed a new process to promote increased community engagement projects and streamline donation requests from facilities across the United States (U.S). Facility managers identify the most relevant opportunities in their community, following company giving guidelines, then develop and submit their plans with required justification through an online employee portal system. Submissions are then reviewed and approved, and the funds requested are processed quickly to meet the needs of the community.



Community Impact Metrics

60+

organizations supported

85

events sponsored across the U.S.

42%

of Synagro business units participated in community engagement activities

LONG-TERM PARTNERSHIPS & MEETING FUTURE NEEDS OF OUR COMMUNITIES

Beyond our long-standing community engagement partnerships, Synagro’s sites continue to expand their efforts through new and innovative activities.

For more than a decade, Synagro has partnered with Taft Community Garden (California) to donate our time, talent and financial resources to make a positive impact and invest in the well-being of the local community. The garden not only serves as a source for healthy food for the community, but also encourages youth engagement.

On behalf of Synagro's South Kern Compost Manufacturing Facility (Taft, California), we continue to support the local Chamber of Commerce; Keep Bakersfield Beautiful, the local arm for the national Great American Cleanup; and the Taft College Foundation, which provides funding for nursing students and helps people transition to independent living.



The company's donation to Waterbury Promise (Connecticut) supported the organization's mission to increase aspirations, reduce financial barriers and inspire students in the local community to pursue post-secondary education and completion.



On behalf of its Cumberland County Organics Recycling Facility (New Jersey), Synagro's donation to the Woodland Country Day School funded the replacement of classroom lights with new, high-efficiency LED lighting.



Synagro serves as an annual sponsor for the Future Farmers of America Ag Booster Club Dinner in Modesto (California) to help provide opportunities for students to connect with the agricultural community.



Each year, Synagro sponsors the Apple Valley Air Show in Apple Valley (California) to support annual scholarship awards for students pursuing a career in aviation at local schools and colleges.

Serving Local Communities

Kyle Johnson, Compost Marketing Manager, is passionate about Synagro’s focus on community engagement to support the company's Cumberland County Organics Recycling Facility in Millville, New Jersey.

In 2024, Kyle worked with the local Parks and Recreation Department to sponsor building a pickleball court on behalf of the Millville facility.


Beyond Synagro’s donation, our new Cumberland County facility also provides many indirect benefits to the local community by utilizing local, small businesses for product and service needs; hiring local employees; and supplying nutrient-rich compost products to landscapers, farmers and wholesale nurseries.

In 2025, the facility will also begin providing compost products to the town's Parks and Recreation Department.



The economic impact in the immediate area is tremendous. I strive to be a good business partner and make sure everyone who does business with us finds a benefit to do so.



Click here for video 

Farming for the Future

For the Ruehs family in southeast Michigan, farming isn’t just a job – it’s a legacy. As fifth-generation farmers, brothers George and Hank are committed to ensuring their 2,300-acre family farm remains productive for their children and beyond. By embracing sustainable practices, they are improving the quality of their land while securing the future of their farm.

“Farming the same ground that my dad farmed and his dad farmed, it’s special. We’re making sure our farm stays viable for the future.”

Synagro’s fertilizer contains the added power of slow-release nutrients. This nutrient-rich, organic-based amendment enhances soil health by providing essential nutrients when plant roots need them most, improving soil structure and resilience – ultimately boosting yields while reducing reliance on synthetic fertilizers. Their crop yields jumped from 170-175 bushels of corn per acre to around 225-230 by using Synagro’s fertilizer.

“This corn has been in the ground for seven weeks and speaks for itself. It’s helping us raise phenomenal crops.”

TRANSPARENT INTEGRITY

Since the beginning, Synagro has prioritized ethical conduct in all that we do.

From our commitment to transparency to building an industry-leading compliance system, Synagro has cultivated and positioned the company for continuous growth as we transform the future of the biosolids industry.



BUSINESS ETHICS

Across Synagro, our commitment to increasing transparency and maintaining high ethical standards remains central to our everyday operations.

Synagro's ethical conduct and compliance program is integrated throughout our business, using a robust network of governance frameworks, policies and procedures. We also periodically engage with third-party organizations to evaluate and improve our programs – overall increasing business resiliency and compliance.

ETHICAL CONDUCT

Synagro prioritizes ethical business practices and maintains strict standards of conduct, including a zero-tolerance policy towards bribery, corruption or anti-competitive behavior.

POLICIES

Synagro maintains an employee Code of Conduct, which is signed and acknowledged by every employee and outlines policies and expectations for all employees to maintain the highest standards of integrity. All Synagro employees are also required to comply with our Entertainment, Gift and Gratuities and Anti-Trust and Anti-Corruption policies. We maintain a Whistleblower Policy for anonymous reporting of grievances or ethics violations.

Synagro's Supplier Code of Conduct sets out expectations for our suppliers to uphold the same standards of ethics and integrity to which we hold ourselves. Synagro vendors, suppliers and consultants representing Synagro to regulators are required to follow the same business ethics policies as our employees, including our Entertainment, Gifts and Gratuities Policy.

TRAINING

We conduct annual business and ethics trainings for all employees, and in 2024, implemented supplemental live ethics trainings. All employees at the director level and above are required to complete an annual conflict of interest and compliance questionnaire.

REPORTING & INVESTIGATING CONCERNS

Beyond our policies and training programs, Synagro understands the importance of providing channels for employees to report unethical behavior. To encourage proper and timely reporting of any incidents, we maintain an anonymous avenue (both toll-free phone and online) to file grievances or ethics violations. Reports can also be sent directly to our independent chair of the Audit Committee of the Board of Directors. All reports are taken seriously and are promptly and thoroughly investigated.



PRODUCT SAFETY & STEWARDSHIP

Across Synagro, our customers rely on our organization to promote excellence in product stewardship, management and compliance of their biosolids.

Our long history of regulatory excellence is rooted in our company's values of doing the right things for the right reasons. This has guided the development of a robust program that has truly set a competitive advantage for Synagro among others in our industry.

ENVIRONMENTAL COMPLIANCE SYSTEM

As a company that operates under the regulatory oversight of many different states, provinces and local and federal agencies, Synagro is committed to operating our business in full compliance with legal and regulatory requirements.

Synagro's environmental compliance program is first focused on preventing compliance issues before they occur. As such, we conduct regular, detailed regulation and permit reviews for continuous improvement. Requirements are communicated to Synagro's facility and land application teams through electronic systems, checklists and other application-specific tools. These compliance tools are continually reviewed and updated to align with evolving regulations, permits and industry best practices.

A key component of environmental compliance is monitoring, record keeping and reporting (MRR). Working with both internal and external information technology support, our company's compliance team built and implemented Synagro's Residuals Management System to meet the wide variety of MRR requirements. These requirements span federal, state and local regulatory agencies; customers; and farmers who receive residuals and biosolids for land application benefits including as fertilizer, soil conditioner and liming agent.

Additional elements of Synagro's environmental compliance system include risk and opportunity assessments, corrective action planning and employee training.

Building a Legacy of Environmental Compliance

Jeffrey Faust, Synagro's Director of Environmental Compliance, has worked at Synagro for more than 42 years. Applying his extensive background and skills, he designed and built Synagro's industry-leading environmental compliance program – focusing on promoting compliance and reducing risk.

Jeff began his career working in field operations, moving to technical services work including land and storage facility permitting, then to management of technical services staff, and finally, into environmental compliance. His experience and knowledge have not only been integral to our company overall, but critical in developing our industry-leading compliance program.

“Helping the environment and the planet is in my DNA. I feel like I'm contributing to something important every day.”

Jeff has developed a long-lasting future for Synagro's environmental compliance program, with a resilient infrastructure, robust methodology and a team of specialists who are empowered to do the job right.

“We've developed a trust with our partners and regulators by ensuring compliance and proactively preventing any issues.”

With his upcoming retirement, Jeff leaves behind a lasting legacy for Synagro to continue the path of excellence in environmental compliance.





“Consistent with our company ethos – we do the right things for the right reasons. Jeff Faust has set up the most comprehensive environmental compliance program in the industry to help Synagro fulfill this mission today and into the future. We are excited for our next compliance director to continue Jeff’s legacy of excellence.”

– Al Slepian

General Counsel, Secretary and Chief Compliance Officer



REGULATORY EXCELLENCE

Synagro’s robust compliance program aims to protect public health and the environment, while adhering to all federal, state and local regulations and associated permits. At a federal level, we abide by the Clean Air Act, the Clean Water Act, Comprehensive Environmental Response Compensation and Liability Act and the Resource Conservation and Recovery Act. We also follow the strict regulatory obligations of the U.S. 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 U.S. 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. 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, such as agricultural fields and reclamation sites.

For Class A EQ biosolids that Synagro processes, our compliance program is designed to 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 or 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.

Product Stewardship Efforts to Address PFAS

One of our industry’s challenges to move toward a more circular world is the potential of unwanted substances in biosolids, like PFAS. PFAS are a group of chemicals that do not readily break down in the environment. These chemicals are widely found in commercial, consumer and industrial products because of their specific properties. Additional information on PFAS can be found on the U.S. EPA’s website: [PFAS Explained | U.S. EPA](#).

Synagro does not generate PFAS nor 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 pretreatment program. This program helps reduce certain chemical loading in the treatment system and in biosolids by prohibiting or limiting the introduction of identified pollutants into the wastewater stream in the first place. Synagro and the municipalities we serve support the Clean Water Act and the evolving science-based federal regulations regarding PFAS, and Synagro and its customers follow the applicable federal and state biosolids regulations and requirements. While the U.S.

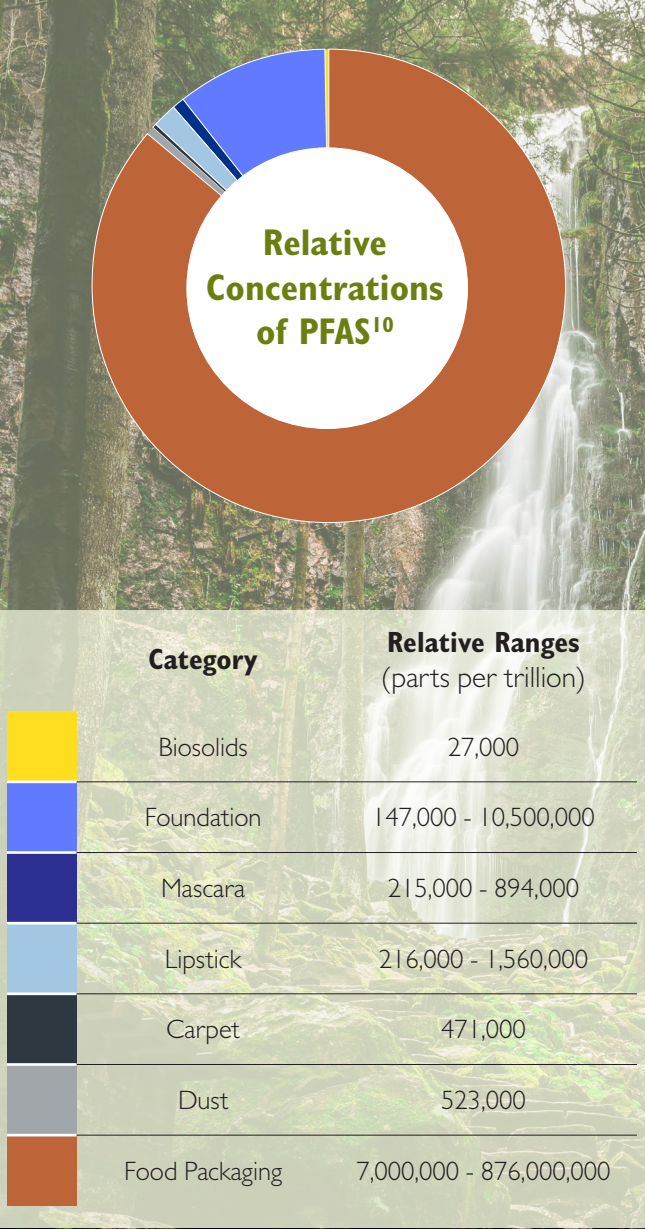
EPA has proposed concentration limits in drinking water for these compounds, the U.S. EPA’s study of the level of potential risk posed by these compounds in biosolids is still in process.

In early 2025, the U.S. EPA released a draft Risk Assessment of the potential risks associated with the presence of PFAS in biosolids. It is important to note that this is not the final rule, and the findings presented are preliminary. The EPA expects to publish a final Risk Assessment after reviewing public comments and revising the draft Risk Assessment accordingly. The EPA will then publish the proposed rulemaking for the Risk Management program and then the final rule thereafter, following additional public comments.

The assumptions used in the current draft Risk Assessment are conservative compared to prior risk assessments. In 2023, a panel of experts selected by the EPA (the Science Advisory Board) advised the agency on methodology updates. The findings included a recommendation to ease some of the more conservative approaches taken, and to more closely align with real world exposure and risks. To date, the agency has not made any changes to the methodology and assumptions pending the closure of the public comment period.

You can read more about the draft Risk Assessment at: [EPA Releases Draft Risk Assessment to Advance Scientific Understanding of PFOA and PFOS in Biosolids | US EPA](#). As a leader in environmental stewardship, we care about the long-term policies and pending regulations regarding PFAS. That is why we worked with other companies to create 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. Current members include Synagro, four other leading companies in this space, experts from the industry and academic leaders. As a member of CROPPS, Synagro is part of efforts that include educating legislators and advocating for legislation and regulations that maintain the principle of the “polluter pays” that is the foundation of the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) and other federal statutes. Ultimately, to reduce or eliminate the amount of PFAS in wastewater and biosolids, Congress and the EPA will need to address PFAS at the source – the companies who manufacture and use PFAS in their products.

As we look ahead, we see the opportunity to be an innovative solution provider to remove or destroy PFAS. See our efforts in *Transforming Through Sustainable Solutions*.



¹⁰ Virginia Biosolids Council – PFAS by the Numbers

DATA PRIVACY & INFORMATION SECURITY

Across Synagro, our data privacy and information security programs are built on a strong foundation of policies and procedures that protect our company and customer data.

Strengthening these policies and procedures, while implementing enhanced controls, remains a top priority for Synagro.

ENHANCING POLICIES, TRAINING & SYSTEMS

As part of Synagro's data privacy and information security program, we maintain formal Cybersecurity and Data Privacy policies, which are regularly updated and amended to keep pace with evolving best practices. These policies are also distributed to all employees.

Over the past year, we also continued to require mandatory cybersecurity and data privacy training for all employees with access to internal IT systems.

To further support continuous improvement, in 2024, Synagro's Information Technology team developed and initiated a plan to upgrade and replace security appliances across all Synagro facilities to promote the security and privacy of each site, as well as our broader company.

CERTIFICATIONS, AUDITS & ASSESSMENTS

Synagro is 100% SaaS-based, and all mission-critical applications are System and Organization Controls (SOC)1 or SOC2 certified. All SOC compliance reports are reviewed annually.

Synagro conducts security and vulnerability assessments on a regular basis and may also engage a third-party cybersecurity partner to perform an audit of our controls and safeguards.

While Synagro has consistently received top marks on these assessments, we strive to continually strengthen and proactively improve our controls, data privacy, security policies and safeguards.

Recognizing Synagro's Leaders For Exceptional Achievements

In 2024, Norman Whitelaw, Synagro's Chief Information and Security Officer (CISO), was recognized as one of Cyber Defense Magazine's Top Global Chief Information Security Officers. This award identifies the most innovative individuals, out of thousands of candidates, with unparalleled success in detecting and stopping breaches and data loss, and building powerful risk-reduction programs for their organizations.

Norman serves in a critical role at our organization, defending Synagro from threat exposure.

Through his leadership, Synagro has implemented proactive defense and cyber-resiliency measures that have supported the security of our company.



Appendices



UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS INDEX

Synagro aligns our core business and sustainability initiatives with five of the United Nations Sustainable Development Goals (UN SDGs).

Our Strategy



Synagro engages with more than 1,000 municipal, industrial and agricultural customers to help develop sustainable wastewater management systems. Through our business, we also provide a natural alternative to synthetic fertilizers, decreasing nitrogen, increasing micronutrients, retaining water and decreasing phosphorous runoff and pollution into local waterways.

A part of our business is also linked to providing clean water. Through our SynaPure™ technology, we provide sustainable and cost-effective solutions for the treatment and reuse of complex influent streams, including landfill leachate and industrial and lagoon wastewater.



Synagro is at the forefront of 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.

We also evaluate opportunities to invest in technology that advances our industry and supports a more sustainable future.



The very nature of our work supports the long-term health of communities. Synagro supports our customers by diverting biosolids away from landfills and creating a valuable nutrient- and energy-rich product that also benefits residents by caring for the water and soil. Decreasing landfill availability is accelerating the demand for beneficial use solutions in cities and communities.

At a local level, we also engage with community organizations through volunteerism activities and donations to advance sustainability and agriculture.



Through our business, biosolids and other organic waste that would have ended up in landfills are processed and transformed into nutrient-rich fertilizer that improves soil health and replaces chemical fertilizers. This recycling process also has meaningful GHG emissions reduction and avoidance benefits for the earth and ensures that we do not use landfill capacity to dispose of a valuable resource. In net, our business is a key solution for substantially reducing waste generation through recycling, mitigating climate change and propelling a circular economy



Synagro processes and transforms biosolids that would have ended up in landfills. This recycling process has meaningful GHG emissions reduction and avoidance benefits and also supports our customers in reducing or avoiding their own GHG emissions.

To reduce our own operational GHG emissions, Synagro evaluates opportunities to implement efficiency improvements, renewable energy, fleet/fuel efficiency measures, materials reductions and other strategies.

PERFORMANCE TABLES

	2024	2023
Scope 1 & 2 GHG Emissions (Metric Tons CO ₂ e)		
Scope 1	238,932	260,048
Scope 2	36,363	35,269
Scope 1 & 2 GHG Emissions by Source (Metric Tons CO ₂ e)		
Stationary Combustion ¹¹	158,568	173,096
Fugitive Emissions (composting and thermal reduction)	66,404	72,853
Purchased Electricity	36,363	35,269
Mobile Sources ¹²	13,961	14,098
Scope 1 & 2 GHG Emissions by Activity (Percentage) ¹³		
Dryers	64%	64%
Thermal Reduction	19%	21%
Composters	12%	10%
Mobile Sources	5%	5%
Fugitive Emissions Sources (Percentage)		
Thermal Reduction	61%	69%
Composters	39%	31%
Stationary Combustion Sources (Percentage)		
Natural Gas	80%	80%
Biogas	11%	12%
Flared Biogas	4%	4%
All Other Fuels ¹⁴	4%	4%

¹¹ Includes fuels burned onsite to power equipment, use of biogas and flaring.

¹² Includes mobile combustion from Synagro's services and internal hauling.

¹³ Rail, centrifuge repair and corporate offices comprise 0.2% of Scope 1 and 2 GHG emissions.

¹⁴ All other fuels in 2024 are comprised of diesel (4%), gasoline (0.12%), liquified petroleum gas (0.05%) and propane (less than 0.01%).

	2024	2023
Energy Sources (Gigajoules)		
Natural Gas	2,510,053	2,741,486
Purchased Electricity	407,769	406,837
Biogas	339,854	373,953
Diesel	95,483	87,452
All Other Fuels ¹⁵	4,398	3,117
Employees ¹⁶		
Total Employees	1,125	1,047
Total Full-Time	1,102	1,019
Total Part-Time	23	28
Percent Men	86%	87%
Percent Women	14%	13%
Percent Asian	1%	2%
Percent Black or African American	11%	11%
Percent Hispanic or Latino	19%	17%
Percent White	59%	62%

¹⁵ All other fuels in 2024 are comprised of gasoline (0.09%), liquified petroleum gas (0.04%) and propane (less than 0.01%).

¹⁶ Percentages may not equal 100% due to unreported employee information. All percentages are averages.

GRI INDEX

Statement of use	Synagro Technologies, Inc. (Synagro) has reported the information cited in this GRI content index for the period 1 January 2024 through 31 December 2024 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		
The organization and its reporting practices		
2-1	Organizational details	Synagro's Operations, page 7 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	About This Report, page 45
2-3	Reporting period, frequency and contact point	About This Report, page 45 Contact Us
2-4	Restatements of information	Environmental data from prior years have been restated to support consistency with updated emissions factors and reporting requirements in addition to increased availability of actual data, enhanced data collection methodologies and internal expertise.
2-5	External assurance	Independent Assurance Statement, page 48
Activities and workers		
2-6	Activities, value chain and other business relationships	Transforming As We Grow, page 6 Synagro's Operations, page 7
2-7	Employees	Synagro's Operations, page 7 Synagro's Workforce, page 23
Governance		
2-9	Governance structure and composition	Governance & Materiality, page 9 Board of Directors

Disclosure		Location and / or Response
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.
2-11	Chair of the highest governance body	Governance & Materiality, page 9 Board of Directors
2-12	Role of the highest governance body in overseeing the management of impacts	Governance & Materiality, page 9
2-13	Delegation of responsibility for managing impacts	Governance & Materiality, page 9
2-14	Role of the highest governance body in sustainability reporting	Governance & Materiality, page 9
2-15	Conflicts of interest	Business Ethics, page 31
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	A Message From Our CEO & Chairman, page 3
2-23	Policy commitments	Business Ethics, page 31
2-24	Embedding policy commitments	Business Ethics, page 31
2-25	Processes to remediate negative impacts	Business Ethics, page 31
2-26	Mechanisms for seeking advice and raising concerns	Business Ethics, page 31
2-27	Compliance with laws and regulations	Business Ethics, page 31 Product Safety & Stewardship, page 32
2-28	Membership associations	Synagro engages 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. We are a member of the Water Environment Federation, the National Association of Clean Water Agencies, the Water Research Foundation, American Society of Agronomy and approximately 30 other industrial associations. Synagro also engages with the California Association of Sanitation Agencies (CASA) and the U.S. EPA to utilize our biosolids and compost to revitalize fire-damaged land.
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Synagro's Operations, page 7 Transforming As We Grow, page 6 Governance & Materiality, page 9

GRI 3: MATERIAL TOPICS 2021

Disclosure		Location and / or Response
3-1	Process to determine material topics	Governance & Materiality, page 9
3-2	List of material topics	Governance & Materiality, page 9

Material Topics

Disclosure	Location and / or Response		
Anti-corruption			
GRI 3: Material Topics 2021	3-3	Management of material topics	Business Ethics, page 31
GRI 205: Anti-corruption 2016	205-1	Operations assessed for risks related to corruption	Business Ethics, page 31
	205-2	Communication and training about anti-corruption policies and procedures	Business Ethics, page 31
Water and effluents			
GRI 3: Material Topics 2021	3-3	Management of material topics	Transforming As We Grow, page 6 Synagro's Operations, page 7 Synagro's Operational Impacts, page 11 Transforming Through Sustainable Solutions, page 15
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Transforming As We Grow, page 6 Synagro's Operations, page 7 Synagro's Operational Impacts, page 11 Transforming Through Sustainable Solutions, page 15
Emissions			
GRI 3: Material Topics 2021	3-3	Management of material topics	Synagro's Operational Impacts, page 11 Transforming Through Sustainable Solutions, page 15
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Synagro's Operational Impacts, page 12
	305-2	Energy indirect (Scope 2) GHG emissions	Synagro's Operational Impacts, page 12
	305-3	Other indirect (Scope 3) GHG emissions	Synagro's Operational Impacts, page 13
	305-5	Reduction of GHG emissions	Synagro's Operational Impacts, page 11 Transforming Through Sustainable Solutions, page 15
Occupational health and safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	Occupational Health & Safety, page 19

Disclosure	Location and / or Response		
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health & Safety, page 19
	403-2	Hazard identification, risk assessment and incident investigation	Occupational Health & Safety, page 19
	403-4	Worker participation, consultation and communication on occupational health and safety	Occupational Health & Safety, page 19
	403-5	Worker training on occupational health and safety	Occupational Health & Safety, page 19
	403-6	Promotion of worker health	Occupational Health & Safety, page 19
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety, page 19
	403-8	Workers covered by an occupational health and safety management system	Occupational Health & Safety, page 19 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	Occupational Health & Safety, page 20

Training and education			
GRI 3: Material Topics 2021	3-3	Management of material topics	Synagro's Workforce, page 23
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Synagro's Workforce, page 25
	404-2	Programs for upgrading employee skills and transition assistance programs	Synagro's Workforce, page 25
	404-3	Percentage of employees receiving regular performance and career development reviews	Synagro's Workforce, page 25
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3	Management of material topics	Synagro's Workforce, page 23
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Performance Tables, page 39 Board of Directors
Local communities			
GRI 3: Material Topics 2021	3-3	Management of material topics	Community Engagement, page 27
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programs	Community Engagement, page 27
Customer health and safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	Transforming Through Sustainable Solutions, page 15
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Transforming Through Sustainable Solutions, page 15

ABOUT THIS REPORT

REPORTING BOUNDARY AND SCOPE

Synagro’s 2024 Sustainability Report, issued August 18, 2025, includes Synagro’s sustainability strategies, current actions, goals, case studies and performance metrics for the calendar year ended on December 31, 2024, unless otherwise noted. 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.

Please refer to the below definitions for terms used throughout this report:

- **Residuals:** Refers to biosolids, organics (including food and green waste) and water and wastewater treatment residuals.
- **Biosolids:** Includes both cake (24% solids) and liquid biosolids (3% solids).
- **Liquid biosolids:** Wastewater with 3% solids.
- **Beneficial Use:** Based on the assessment of residuals processed for beneficial use compared to residuals sent to landfill. The beneficial use percentage is derived from the proportion of beneficial use residuals to landfilled residuals. According to the U.S. EPA, biosolids can serve as a preferable fertilizer over conventional chemical fertilizer for its agricultural and environmental benefits. Benefits over chemical fertilizer include the slower release of nutrients, stricter application regulations, use of renewable resources rather than use of nonrenewable phosphorus, soil improvement and reduction on the reliance of pesticides.

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. Forward-looking information may be identified by terms including: “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.

The boundary of Synagro’s 2024 Sustainability Report is inclusive of the company’s August 2024 acquisition of Denali’s municipal biosolids services business in California, and this disposition of Synagro’s industrial non-biosolids organics assets in Arkansas and Missouri.

ABOUT THIS REPORT

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 U.S. Environmental Protection Agency's (EPA) Emission Factors Hub, March 2024 and DEFRA 2024. 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 GHG 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 Green-e Residual Mixes 2021.

Synagro does not have any active programs to seek out green energy above and beyond what is already available in the utility energy mix. As such the company only calculates location-based Scope 2 GHG emissions.

Boundary: Our Scope 1 and 2 GHG emissions include carbon dioxide (CO₂), methane (CH₄) and nitrous oxide (N₂O) converted to units of CO₂ equivalent (CO₂e) using 100-year global warming potentials from the IPCC sixth assessment report (AR6). Sources of emissions included in our Scope 1 and 2 GHG emissions include Synagro's offices, processing facilities and assets that were reported as operational in 2024. This does not include assets that were acquired and still under execution throughout 2024.

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 advisor modeled three 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.¹⁷
- **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.¹⁷
- **Rail Transport** – This scenario compares Synagro's use of rail versus long-haul trucking of biosolids to landfill.

¹⁷ Fugitive GHG emissions from landfilling were derived from the 2022 BEAM model, which includes both methodology and associated emission factors.

Facilities & Locations

Name - Location	
Liberty Compost Facility - Lost Hills, California	Metropolitan Council Environmental Services - Shakopee, Minnesota
Austin Compost Facility - Austin, Texas	Solid Waste Authority of Palm Beach County - West Palm Beach, Florida
Charlotte County Bio-Recycling Center - Punta Gorda, Florida	Hamilton Biosolids Processing Facility - Hamilton, Ontario
South Kern Compost Manufacturing Facility - Taft, California	Philadelphia Renewable Bio-Fuels Facility - Philadelphia, Pennsylvania
Central Valley Composting - Dos Palos, California	Great Lawrence Sanitary District - North Andover, Massachusetts
Nursery Products - Helendale, California	Synagro Baltimore Patapsco - Baltimore, Maryland
Arizona Soils - Vicksburg, Arizona	Synagro Baltimore Back River - Baltimore, Maryland
Holly Hill Composter - Holly Hill, South Carolina	Synagro Organic Fertilizer Company of Sacramento, Inc. - Elk Grove, California
Cumberland County Organics Recycling Facility - Cumberland, New Jersey	Windsor Biosolids Pelletizing Facility - Windsor, Ontario
Synagro-Hypex - Lansdale, Pennsylvania	Hagerstown Pelletizer - Hagerstown, Maryland
Synagro Headquarters - Baltimore, Maryland	Stamford WPCA Dryer - Stamford, Connecticut
Corporate Satellite Office - Aventura, Florida ¹⁸	Pinellas Drying Facility - St Petersburg, Florida
Corporate Satellite Office - Fort Lauderdale, Florida ¹⁸	Synagro Fort Worth - Fort Worth, Texas ²⁰
New Haven Contract Maintenance - New Haven, Connecticut	Synagro Camden - Camden, New Jersey
Capital Regional District Residuals Treatment Facility - Victoria, British Columbia ¹⁹	Synagro Woonsocket - Woonsocket, Rhode Island
Synagro Honolulu - Honolulu, Hawaii ¹⁹	Netco-Waterbury - Waterbury, Connecticut
Great Lakes Water Authority - Detroit, Michigan	Greater New Haven Water Pollution Control Authority - New Haven, Connecticut
City of Cumberland - Cumberland, Maryland	Rail Services - Newark, New Jersey
Massachusetts Water Resources Authority - Quincy, Massachusetts	

¹⁸ Aventura operations moved to Fort Lauderdale in January 2025.

¹⁹ These facilities have drying and anaerobic digestion.

²⁰ The Fort Worth Water Department took over operation and maintenance of the biosolids facility on April 5, 2025.

INDEPENDENT ASSURANCE STATEMENT



Independent Limited Assurance Report

ERM Certification & Verification Services Incorporated ("ERM CVS") was engaged by Synagro Technologies Inc. ("Synagro") to provide limited assurance in relation to the Selected Information set out below and presented in Synagro's 2024 Sustainability Report (the "Report").

ENGAGEMENT SUMMARY

Scope of our assurance engagement	<p>Whether the following Selected Information for 2024 are fairly presented in the Report, in all material respects, in accordance with the reporting criteria.</p> <p>Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.</p>
Selected Information	<p>GHG emissions</p> <ul style="list-style-type: none">• Total Scope 1 GHG emissions [metric tonnes CO2e]• Total Scope 2 GHG emissions (location-based) [metric tonnes CO2e]• Total Scope 3 GHG emissions from the following categories [metric tonnes CO2e]:<ul style="list-style-type: none">◦ Category 3: Fuel- and energy-related activities;◦ Category 4: Upstream transportation and distribution;◦ Category 9: Downstream transportation and distribution;◦ Category 11: Use of sold products; and◦ Category 12: End-of-life treatment of sold products• Total Avoided emissions from landfill diversion [metric tonnes CO2e] <p>Safety</p> <ul style="list-style-type: none">• Total Recordable Incident Rate (TRIR) [#]
Reporting period	1 January 2024 – 31 December 2024
Reporting criteria	<ul style="list-style-type: none">• Synagro's Basis of Reporting (as found on page 45 of the Report);• The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for Scope 1 and 2 GHG emissions;• The GHG Protocol Scope 2 Guidance (an amendment to the GHG Protocol Corporate Standard (WRI 2024)) for Scope 2 GHG emissions;• The Corporate Value Chain (Scope 3) Accounting and Reporting Standard (WBCSD/WRI 201) for Scope 3 GHG emissions;• OSHA Injury and Illness Recordkeeping and Reporting definitions.
Assurance standard and level of assurance	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information'.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>
Respective responsibilities	<p>Synagro is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Report.</p> <p>ERM CVS' responsibility is to provide a conclusion to Synagro on the agreed assurance scope based on our engagement terms with Synagro, the assurance activities performed and exercising our professional judgement.</p>

OUR CONCLUSION

Based on our activities, as described below, nothing has come to our attention to indicate that the Selected Information for 2024 is not fairly presented in the Report, in all material respects, in accordance with the reporting criteria.

OUR ASSURANCE ACTIVITIES

Considering the level of assurance and our assessment of the risk of material misstatement of the Selected Information a multi-disciplinary team of sustainability and assurance specialists performed a range of procedures that included, but was not restricted to, the following:

- Evaluating the appropriateness of the reporting criteria for the Selected Information;
- Performing an analysis of the external environment, including a media search, to identify sustainability risks and issues in the reporting period that may be relevant to the assurance scope;
- Interviewing management representatives responsible for managing the Selected Information;
- Interviewing relevant staff to understand and evaluate the management systems and processes (including internal review and control processes) used for collecting and reporting the Selected Information;
- Reviewing of a sample of qualitative and quantitative evidence supporting the Selected Information at a corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2024 group data for the Selected Information which included testing the completeness and mathematical accuracy of conversions and calculations, and consolidation in line with the stated reporting boundary;
- Conducting four in-person visits to Synagro facilities with two in California, US; one in Connecticut, US; and one in Pennsylvania, US to review source data and local reporting systems and controls;
- Evaluating the conversion and emission factors and assumptions used; and
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings.

THE LIMITATIONS OF OUR ENGAGEMENT

The reliability of the Selected Information is subject to inherent uncertainties, given the available methods for determining, calculating or estimating the underlying information. It is important to understand our assurance conclusions in this context.

Our review is limited to testing the inputs and a sample selection of the emission factors of the Canadian Counsel of Ministers of the Environment, Biosolids Emissions Assessment Model (BEAM) model, and reviewing the consistency of outputs used in Synagro's GHG emissions accounting for the Scope 1, Scope 3, and avoided GHG emissions as described in Synagro's Basis of Reporting (as found on page 45 of the Report).

OUR INDEPENDENCE, INTEGRITY AND QUALITY CONTROL

ERM CVS is an independent certification and verification body accredited by UKAS to ISO 17021:2015. Accordingly, we maintain a comprehensive system of quality control, including documented policies and procedures regarding compliance with ethical requirements, professional standards, and applicable legal and regulatory requirements. Our quality management system is at least as demanding as the relevant sections of ISQM-1 and ISQM-2 (2022).

ERM CVS applies a Code of Conduct and related policies to ensure that its employees maintain integrity, objectivity, professional competence and high ethical standards in their work. Our processes are designed and implemented to ensure that the work we undertake is objective, impartial and free from bias and conflict of interest. Our certified management system covers independence and ethical requirements that are at least as demanding as the relevant sections of the IESBA Code relating to assurance engagements.

ERM CVS has extensive experience in conducting assurance on environmental, social, ethical and health and safety information, systems and processes, and provides no consultancy related services to Synagro in any respect.



June 12, 2025
Malvern, PA
ERM Certification & Verification Services Incorporated
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