

REIMAGINING

The Architecture of Waste

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Front Cover Image: One of our farmer customers in Tennessee walks a field where Synagro’s organic biosolids are used to benefit the soil.

REIMAGINING THE ARCHITECTURE OF WASTE

Four decades ago, Synagro was founded by a small group of environmentalists, who were committed to transforming biosolids into beneficial resources.

As we mark our 40th anniversary, that founding vision has grown beyond traditional recycling approaches. Today, we are reimagining the architecture of waste — rethinking how biosolids are managed, valued and reintegrated into nature through innovative circular technologies, strategic partnerships and greater resource efficiencies. Moving from a linear to a circular economy prioritizes local resources, thereby providing resiliency and long-term value for our stakeholders.



For Synagro, this means advancing a circular future where we play an even more critical role in cleaning water, sequestering carbon, regenerating soil, reducing reliance on fossil fuels and having a net positive impact on people and the planet.

Our 2025 Sustainability Report reflects not only our evolution as a company, but our commitment to challenging the status quo and leading this transformation.

EXPANDING OUR CAPABILITIES

In 2021, Synagro was selected by the City of Columbus, Ohio, to design, build and operate a dewatering facility and provide drinking water residuals management turnkey services. Opening in 2026, the state-of-the-art facility will serve two municipal drinking water treatment plants that service 1.2+ million citizens, while having the capacity to treat 65,000 dry tons of residuals, annually.



A MESSAGE FROM OUR CEO & CHAIRMAN OF THE BOARD

This year marks a historic milestone for Synagro, our 40th anniversary. Over the course of four decades, we have charted a course for a vital sector of environmental management. Where others saw challenges, we saw opportunities. We embraced the work of environmental stewardship — turning waste into worth and safeguarding the communities where we operate for future generations.

Over our 40-year history, we have always led with our purpose: to clean water, regenerate soil and have a net positive impact on people and the planet. And in 2025, we continued to do just that. Last year we grew our business again and invested in new facilities, technologies and partnerships to ensure this growth remains sustainable.

BUILDING ON OUR LEGACY OF PASSIONATE PEOPLE

From day one, Synagro's passionate people have been the driving force behind our success. We all work for Synagro, not just as a job, but because we all believe in the work we do each day. This dedication sets our company apart and allows us to grow sustainably, both now and into the future. As such, we remain deeply committed to the well-being, professional growth and continuous development of our incredible team. Our unwavering focus has earned us prestigious regional and national recognitions, including USA TODAY's and The Baltimore Sun's Top Workplaces awards.

Synagro's focus on creating a culture that prioritizes safety has been central to our corporate values and operations for the last 40 years. In 2025, our efforts achieved the best Total Recordable Incident Rate (TRIR) in our company's recorded history, and we continued to maintain injury rates well below industry benchmarks.

Our passion for people also extends far beyond Synagro's "four walls." With a team of more than 60 specialized employees in Technical Services and Product Sales & Marketing, we are working side-by-side with farmers, driving value by helping them use our nutrient-rich fertilizers to cultivate resilient, high-yield crops.

REIMAGINING CIRCULARITY AND SUSTAINABLE VALUE

At our core, Synagro's focus on creating a healthier planet through our sustainable services, products and innovative technologies is deeply integrated into our operations. By accelerating energy efficiency projects and increasing biogas utilization, we have achieved a nearly 10% reduction in Scope 1 and Scope 2 greenhouse gas (GHG) emissions since 2023, while increasing the number of residuals we handle. These initiatives prove that doing good for the planet is inherently good for our business.

Throughout the year, we also continued to execute opportunities that support our customers in meeting their own environmental and financial objectives. This included processing more residuals — more than 17 million tons in 2025, the equivalent of half the weight of everyone in the U.S. Last year we also helped our customers to avoid more than two million metric tons of CO₂e, which is more than seven times the carbon we created — a truly net positive result.

As in any industry we face challenges as the world evolves around us, one of which is PFAS. My goal is for Synagro to remain agile by investing in technologies and partnering with stakeholders to expand our services, address PFAS and reimagine the architecture of waste. Time and time again, our customers look to Synagro as the company best equipped to help deal with challenges, while simultaneously finding beneficial use solutions.

This includes our vision and ability to continuously explore new innovations such as CHAR Tech, deep well injection and sustainable aviation fuel (SAF).

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 of PFAS.

I am incredibly proud of our achievements, both over the past year and the past 40 years. We are already taking the next step in our history by continuing to be the industry leader — generating long-term value across our operations and for our stakeholders. At its heart, my hope for the future is simple: to leave Mother Earth better than we found her for our kids, grandkids and the generations that follow. I want that to be my enduring legacy and the enduring legacy of Synagro.

I invite you to read more about how we are reimagining the architecture of waste in our fourth annual Sustainability Report.



Bob Preston
CEO & Chairman of the Board



SUSTAINABILITY HIGHLIGHTS

17+ million

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



+80% of residuals sent to beneficial use



10% decrease in Scope 1 + 2 GHG emissions, since 2023



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



Reduced TRIR by +30%, outperforming the industry average



USA TODAY and Baltimore Sun TOP WORKPLACES recognitions

“From the beginning, Synagro’s purpose and values have been grounded in sustainability.

Choosing to do the right things for the right reasons — always — has led to strong financial results, accelerated our growth and provided the foundation for a bright future.”



– Kaivan Desai
President & Chief Financial Officer

OUR PURPOSE & VALUES

At Synagro, we believe our purpose and values are the foundation of our future. They define our sustainability strategy and guide every interaction with our colleagues, our customers, our investors and the communities where we live and work.

Our Purpose is to clean water, regenerate soil and have a net positive impact on people and the planet.

Safety

We are dedicated to creating a culture that prioritizes safety and provides the leadership and resources to ensure a healthy, incident-free workplace.

Environmental Sustainability

At our core, we focus on creating a healthier planet through sustainable services, products and innovative technologies.

Passion for People

Our commitment to the well-being, growth and continuous improvement of our employees, customers and communities is unwavering.

Integrity

We expect the highest moral principles and transparency to guide our interactions with employees, customers, partners and communities.

BUSINESS & STRATEGY

For 40 years, Synagro has been transforming waste into beneficial use.

Today, we are building on our achievements and reimagining the architecture of waste by leveraging the circular economy to drive deeper value for our stakeholders.

By evaluating new ways to mitigate risks, reduce our own environmental footprint and provide scalable solutions, we are magnifying our positive impact on the industry, our communities and the planet.

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THE VALUE OF SUSTAINABILITY

Synagro’s Sustainable Growth plan defines our trajectory for long-term value creation. Through this focus on sustainability, we seek to champion a circular economy to lower operational costs, increase resiliency and fuel growth.

OUR SUSTAINABLE GROWTH PLAN

Greener World

We deliver environmentally beneficial products, services and circular innovation.

Our advanced environmental efficiency projects and increased biogas utilization reduce our footprint and operating costs, while strategic investments convert more biosolids to beneficial use, avoiding millions of tons of emissions.

Transparent Integrity

We foster a culture of accountability and transparency.

Our robust compliance and ethics system is a competitive advantage that creates a foundation of trust among our stakeholders and solidifies our position as an industry leader, shaping the future of beneficial biosolids management.

Passionate People

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

Our safety culture delivers measurable value, as we aim to minimize downtime, reduce insurance costs and reinforce our reputation as a reliable partner. Beyond physical safety, our investments into our passionate people drive higher satisfaction and engagement rates, resulting in prestigious top workplace recognitions.

“Sustainability is a cornerstone of value creation at Synagro. While our core business, converting waste into beneficial fertilizer, naturally and intentionally avoids landfill emissions, true sustainability requires more than just a focus on our daily operations. In the private market, sustainability is a complex commitment that demands consistent leadership from our company and our sponsor. By focusing on material market opportunities, challenges and secular trends, we seek to unlock significant short- and long-term value for all our stakeholders.”

In our fourth, annual Sustainability Report, we are proud to share the advancements of our programs. From improving energy usage and safety performance to reimagining residuals as a valuable resource — we are transforming the definition of long-term value by advancing initiatives that will lower costs, increase resiliency and mitigate risks across our organization.

We believe that being a sustainable company is the right thing to do — for the planet, for people and for our long-term success.

– Kip Cleverley
Chief Sustainability Officer



EXECUTING ON OUR TOP SUSTAINABILITY MATERIAL TOPICS

Climate Change	Product Stewardship	Health & Safety	Regulatory Compliance
10% increase in biogas usage and 8% decrease in natural gas usage, the equivalent annual energy consumption of 1,300+ houses in the U.S. ¹	Reimagining waste and exploring technologies that create revolutionary solutions, drive growth and amplify our positive impact on the world.	45% decrease in lost workday incident rate protects our people and boosts operational efficiency through active risk management.	Industry-leading compliance system protects public health and the environment, while strictly adhering to federal, state and local regulations, building trust and reducing risk for our customers and farmer partners.

¹ Comparisons based on U.S. EPA’s Greenhouse Gas Equivalencies Calculator.

GROWING SUSTAINABLY

Synagro is North America’s leading provider of sustainable solutions for biosolids, organics and residuals. Our comprehensive suite of environmental services helps ensure water quality, support regenerative agriculture and promote circularity.



1,100+
employees



1,000+
municipal, industrial and agricultural customers



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

One of our most powerful growth pathways is through strategic acquisitions. In 2025, Synagro completed two asset acquisitions to broaden our client base and expand our biosolids-management services in Illinois, Virginia and Washington, D.C.



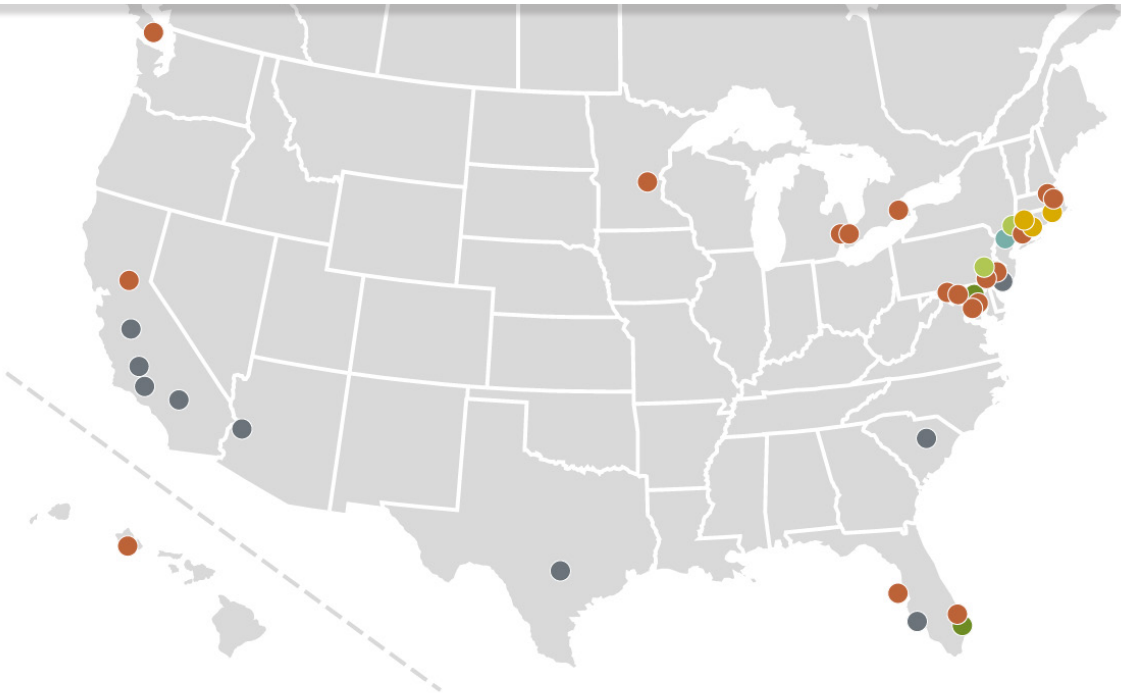
“Synagro continues to advance its growth trajectory — expanding into new markets, commercializing new technologies and growing our customer offerings.”

– Pam Racey
Chief Commercial Officer



“As we look to the future, Synagro aims to deliver sustainable results through the expansion of our facilities footprint, rail reach and services capabilities across the U.S. and beyond.”

– Ben Gilreath
Executive Vice President, Strategy and Growth



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

REGENERATION THROUGH CIRCULARITY

At Synagro, we are not just managing waste, we are reimagining its architecture. Our unique management processes are key to recycling organic waste and mitigating climate change, which supports circularity and drives net positive impacts.

Synagro's 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. These recycling processes have meaningful GHG emissions avoidance benefits.

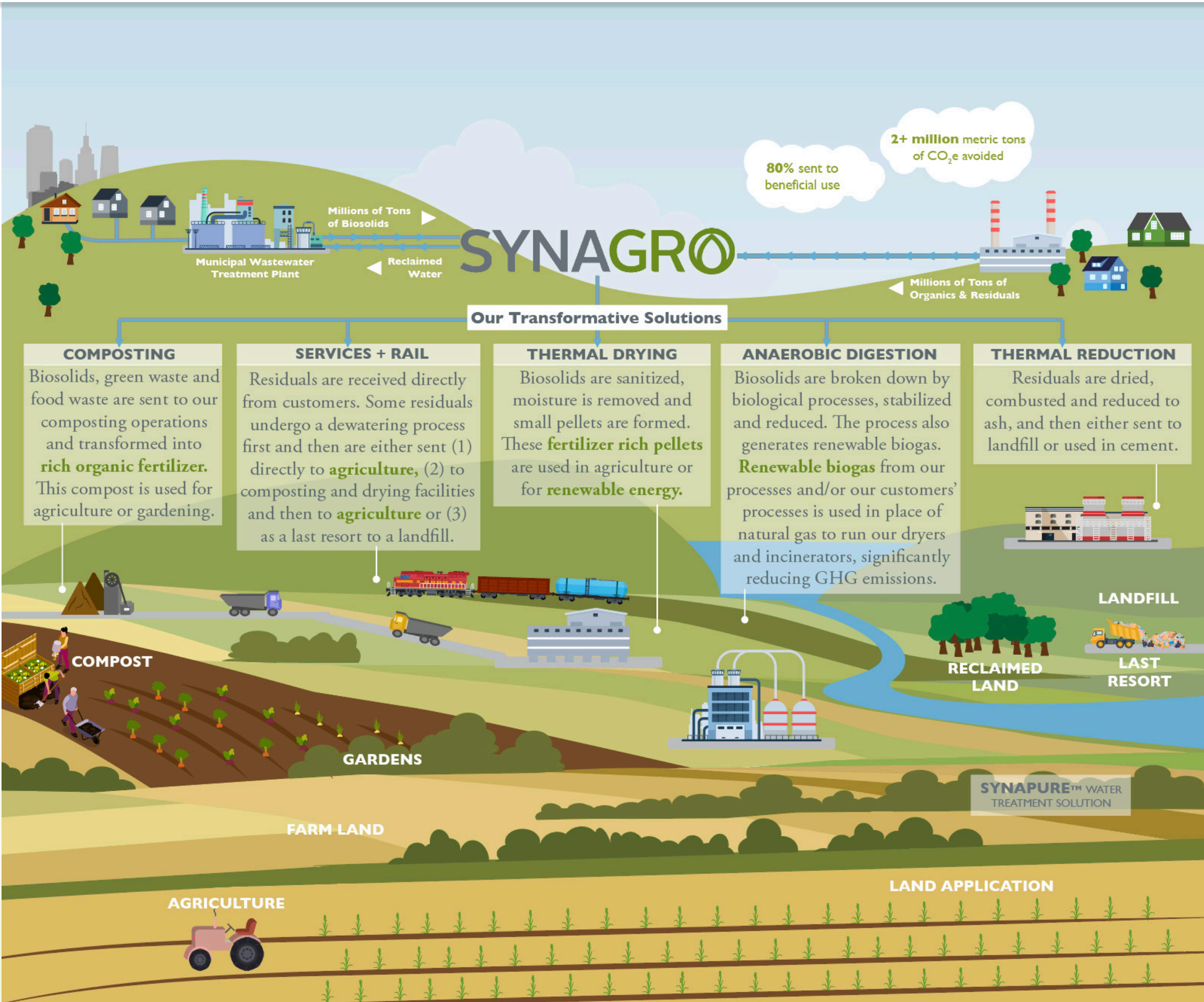
For information on how we are transforming the future of biosolids, please see *Sustainable Solutions*.



Synagro received and processed **17+ million** tons of residuals — the equivalent to half the weight of everyone in the U.S.



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 we can accelerate and grow our business to positively impact the environment and society.

SUSTAINABILITY GOVERNANCE & OVERSIGHT

At the highest level, our CEO and Chairman of the Board of Directors (Board), Bob Preston, and Chair of the Sustainability and Risk Committee of the Board, 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 team are accountable for driving initiatives specific to their departments. The team regularly reports on its progress to the Board.

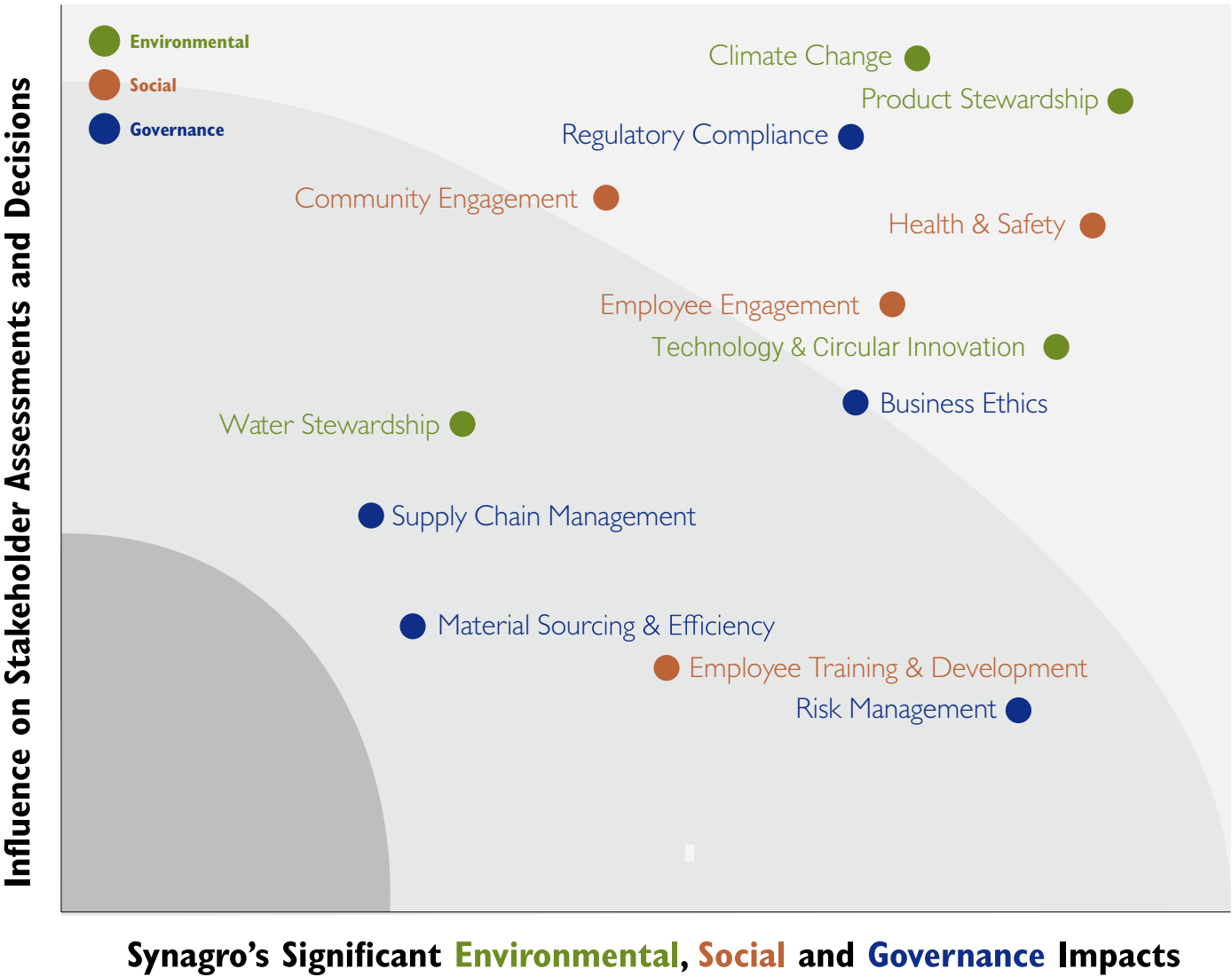


MATERIALITY

Synagro’s materiality assessment process supported the development of our company’s overarching sustainability program and continues to guide our strategy. Our materiality assessment integrated internal and external stakeholder feedback with industry, peer, competitor and customer benchmarking and research. The results were presented and validated with Synagro’s ELT and Board.

TOP MATERIAL TOPICS FOR SYNAGRO:

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



GREENER WORLD

Synagro operates at the heart of the circular economy. By cycling beneficial nutrients through a continuous loop of recovery and growth, we turn waste into a valuable resource.

As we continue to reimagine the architecture of waste, we remain committed to pioneering new circular technologies, solutions and partnerships that turn this vision into reality — cultivating a world where we leave the environment better than we found it.

OPTIMIZING OPERATIONAL EFFICIENCIES page 11

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One of our farmer customers in Pennsylvania harvests soybeans after a successful growing season using Synagro’s nutrient-rich biosolids.

OPTIMIZING OPERATIONAL EFFICIENCIES

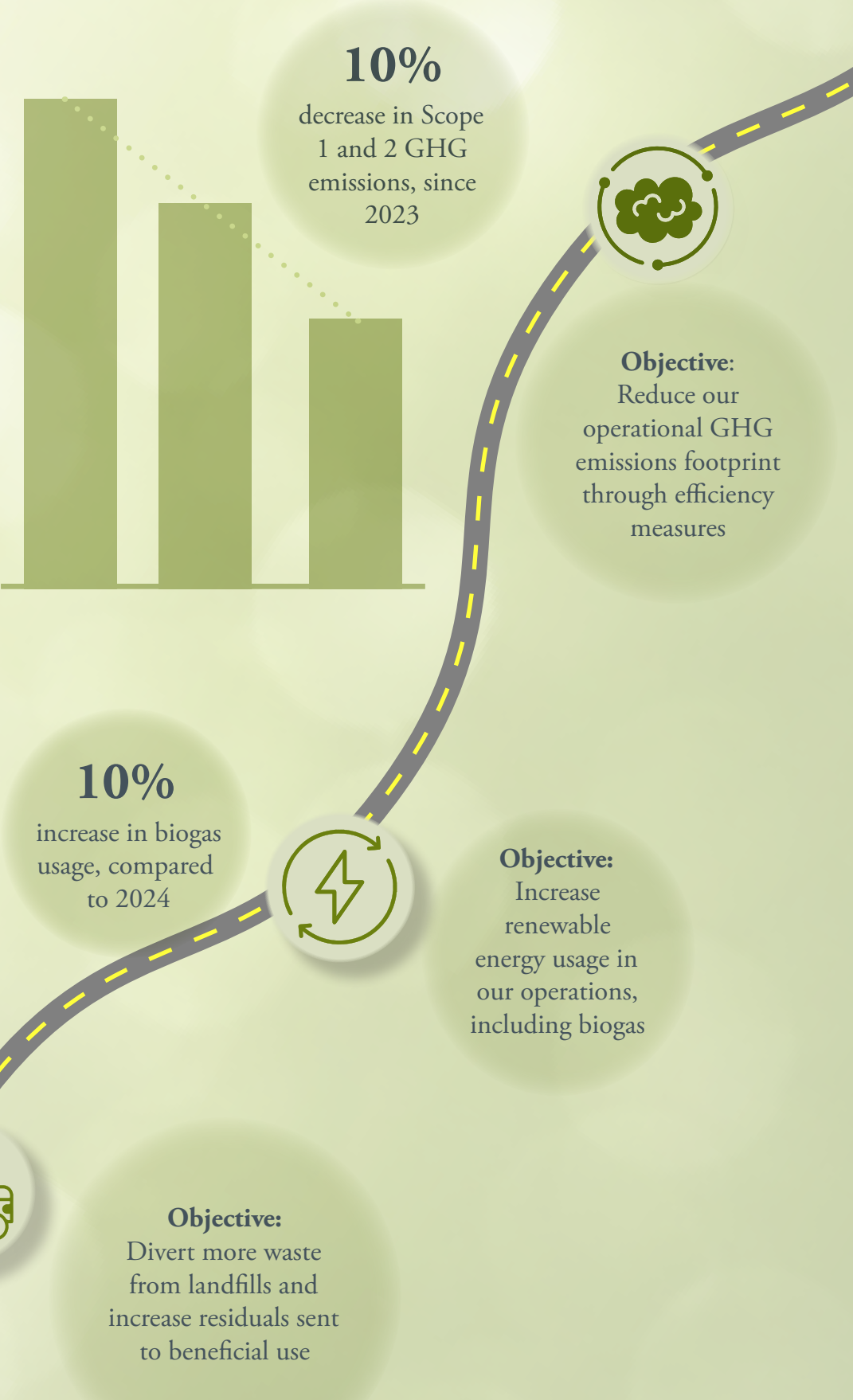
Across our operations, Synagro takes an intentional, data-driven approach to manage impacts, reduce emissions and protect the environment. Synagro has worked with industry associations in advancing the Biosolids Emissions Assessment Model (BEAM) to support the calculation of climate benefits associated with biosolids management. Today, we continue to leverage BEAM, alongside Watershed — a globally recognized artificial intelligence-driven carbon accounting and sustainability platform. Together, these tools enable us to measure our carbon footprint, while helping our customers track theirs, including estimating the emissions avoided by utilizing Synagro’s beneficial use solutions.

CARBON ROADMAP & PERFORMANCE

Throughout 2025, Synagro’s carbon roadmap continued to guide our company, as we focused on reducing GHG emissions and driving value for our stakeholders. Following the implementation of our carbon data management and reporting system, as well as the execution of our energy audits, Synagro’s focus has shifted to implementing projects and initiatives that reduce energy consumption and lower costs across our operations.

As we continue to evaluate our progress, Synagro plans 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.

CARBON ROADMAP

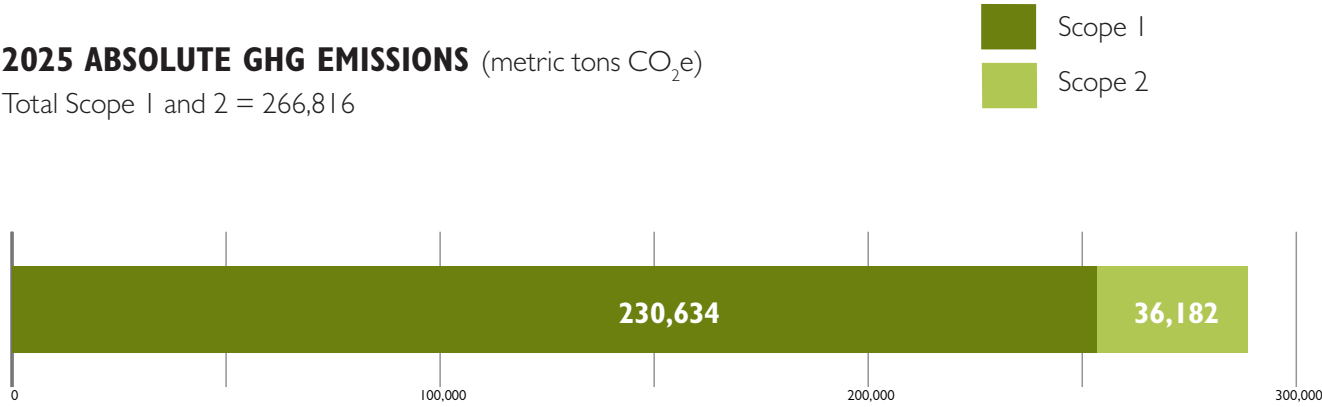


SCOPE 1 & 2 GHG EMISSIONS

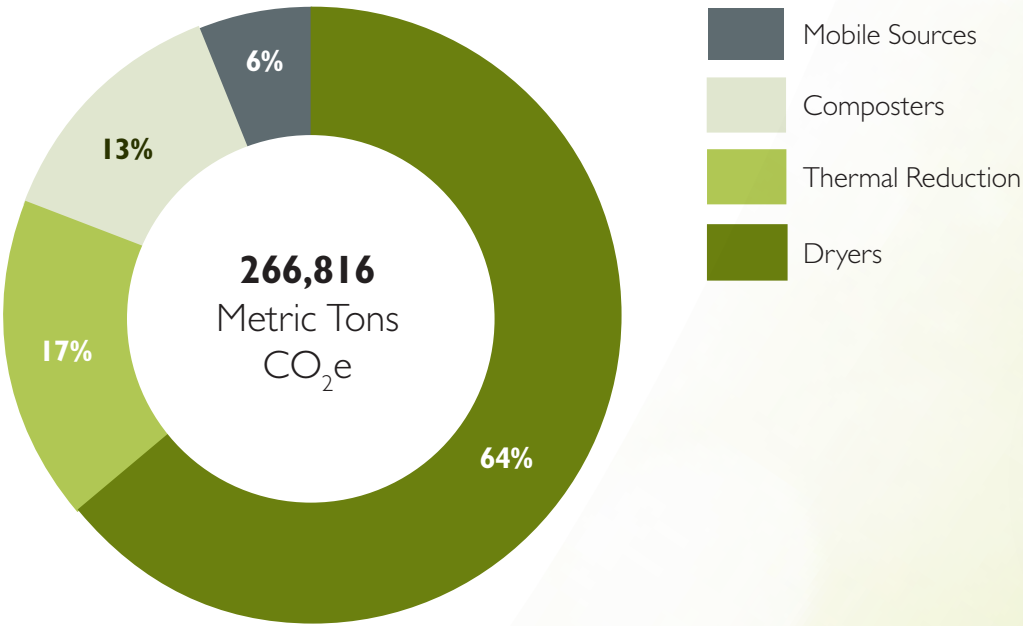
Synagro’s Scope 1 and 2 GHG emissions profile is comprised primarily of energy-intensive processes at our thermal reduction and dryer sites, accounting for 17% and 64% of our operational emissions, respectively. To support our efforts and reduce these overall emissions, Synagro continuously monitors our energy consumption, while evaluating efficiency upgrades and process enhancements.

2025 ABSOLUTE GHG EMISSIONS (metric tons CO₂e)

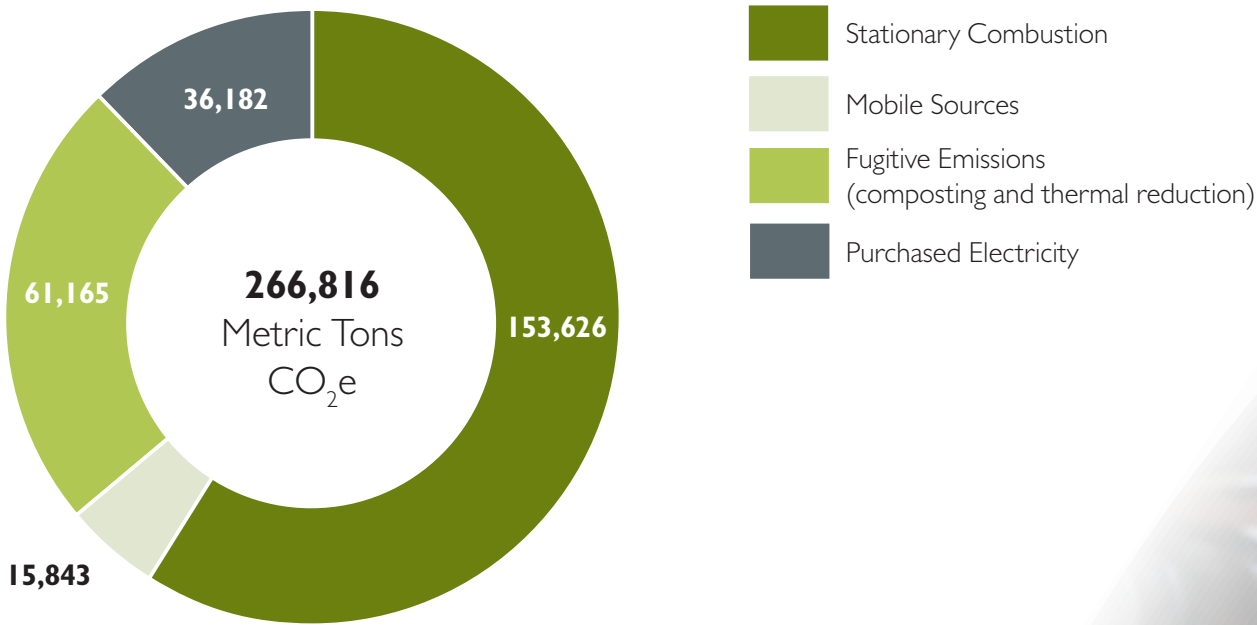
Total Scope 1 and 2 = 266,816



2025 SCOPE 1 & 2 GHG EMISSIONS BY ACTIVITY



2025 SCOPE 1 & 2 GHG EMISSIONS BY SOURCE¹



¹ Stationary combustion includes: fuels burned onsite to power equipment, use of biogas and flaring. Mobile sources include: mobile combustion from Synagro’s services and internal hauling.

Top: Landfill gas photo at our facility in West Palm Beach, Florida.

Bottom: Matt Busch, Chief Operating Officer, discusses safety and sustainability at our facility in Detroit, Michigan, with Steve Miller, Area Plant Director; Elizabeth Grant, Risk and Compliance Director; and Pam Henson, Communications Manager.



Nick Davern (at left) holds the big rebate check with MCES and CenterPoint Energy personnel. Photo courtesy of CenterPoint Energy.

“This energy-efficiency project has been a true collaborative effort between Synagro, MCES and CenterPoint Energy — providing sustainable benefits for our customer and the community.”

– Nick Davern
Senior Plant Manager

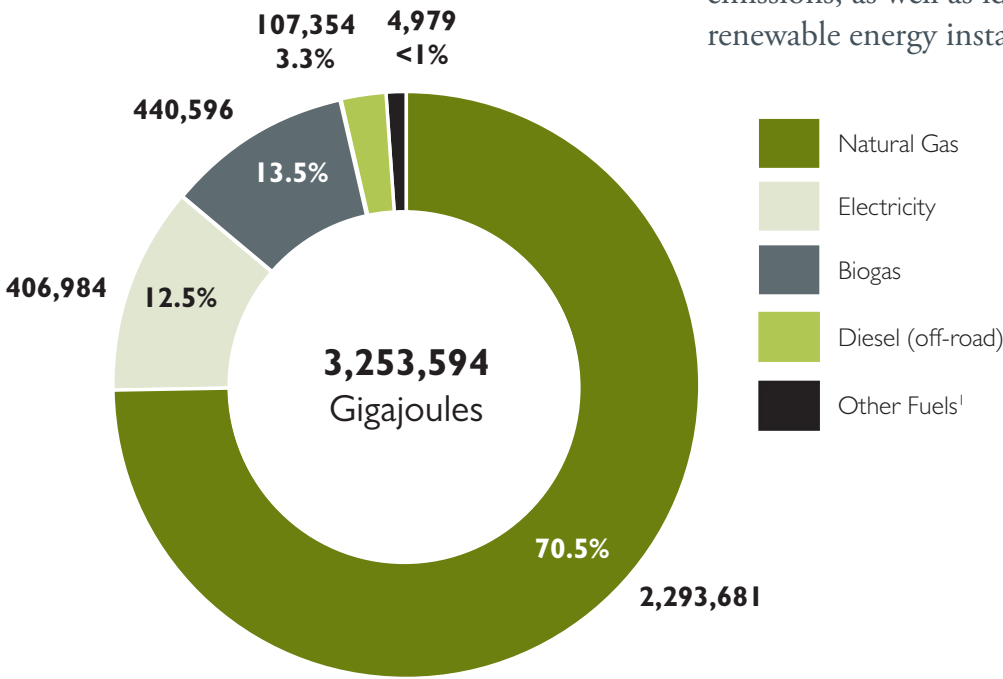
ENERGY

In 2025, Synagro’s overall energy consumption decreased by nearly 3%, driven mainly by an almost 8% reduction in natural gas usage. To address our largest source of emissions, we utilized data from our 2024 energy audits to target efficiency upgrades at our most natural gas-intensive facilities. For example, at Synagro’s drying facility in **West Palm Beach, Florida**, we integrated a custom-programmed gas blending controller into our existing equipment. This optimization maximized fuel efficiency and reduced overall energy consumption, resulting in a more than 20% decrease in natural gas usage, alongside a nearly 20% increase in biogas consumption.

Similarly, in **Philadelphia, Pennsylvania**, Synagro partnered with our customer to significantly increase the amount of biogas we use in our operations from 4% to 20%. This successful transition also paved the way for a future project designed to further expand biogas utilization.

Synagro maintains a private-public partnership with Metropolitan Council Environmental Services (MCES) in **Shakopee, Minnesota**, supporting our focus on sustainable growth. In 2025, Synagro’s Senior Plant Manager, Nick Davern, led a joint efficiency project with our customer that increased biogas usage and reduced natural gas consumption. The initiative optimized operations, reduced annual costs and secured a CenterPoint Energy rebate of more than \$150,000 for our customer.

2025 ENERGY SOURCES



In alignment with our energy reduction strategy, we will continue to evaluate renewable energy power purchase agreements that may hedge costs and reduce emissions, as well as identifying potential onsite renewable energy installation opportunities.

¹ Other fuels are comprised of gasoline (0.14%), liquified petroleum gas (0.01%) and propane (less than 0.01%).

SCOPE 3 GHG EMISSIONS

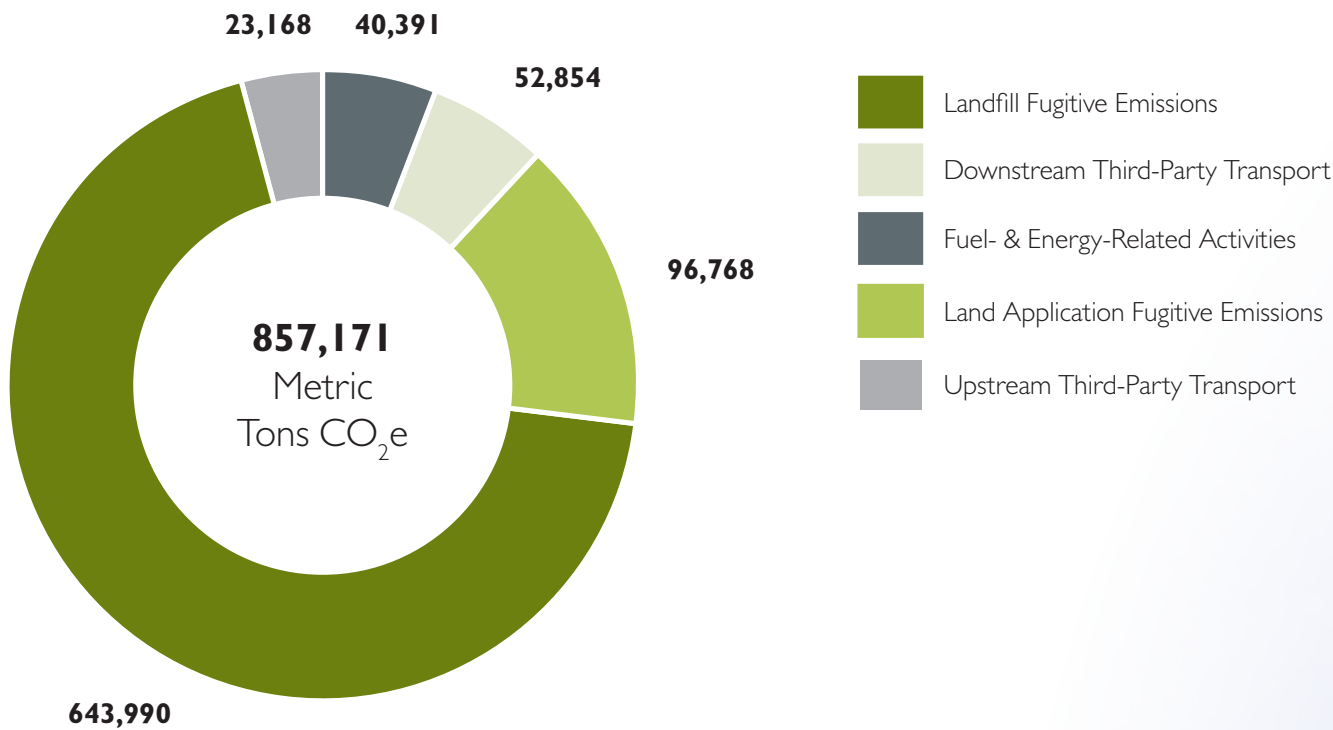
The majority of Synagro’s Scope 3 GHG emissions originate from fugitive emissions associated with landfilling or land-applying biosolids. In 2025, our reported Scope 3 GHG emissions increased, driven by data quality enhancements, overall commercial growth and an increase in landfilling.

While Synagro’s trucking is captured in Scope 1 GHG emissions, third-party hauling is included in our Scope 3 GHG emissions. These trucks travel longer distances than our own fleet and, therefore, account for roughly double the emissions.

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.

As Synagro looks to reduce our landfill fugitive emissions, we continue to explore opportunities to reimagine residuals as valuable feedstocks. For more information on how we are exploring technologies and partnerships to advance our company’s objectives, please see *Sustainable Solutions*.

2025 SCOPE 3 GHG EMISSIONS BY CATEGORY¹



¹ 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 include: emissions from and applying residuals and associated fuel combustion. Landfill fugitive emissions include: residuals diverted to landfill from operations or service customers. Fuel- and energy-related activities include: electricity transmissions and distribution losses, and mobile combustion fuel.

² Liquid biosolids are approximately 97% water and 3% biosolids.

WATER & WASTEWATER

In 2025, Synagro’s facilities and services received and processed more than 2.4 billion gallons of liquid biosolids,² 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.

Over the past year, Synagro has continued to enhance our water consumption tracking capabilities. Many of Synagro’s processes utilize reclaimed water, which allows us to minimize our potable water consumption. In 2025, approximately 80% of water consumed was reclaimed.

In 2025, Synagro conducted a water risk assessment using the World Resources Institute's Water Risk Filter. Based on this assessment, four of our sites are located in regions with potentially high water stress.

One of these locations, our West Palm Beach facility, is implementing efficiency projects to reduce water consumption and support the reduction of long-term water-related risks, while increasing climate resiliency.

[Click here for video](#)

HOW OUR RAIL BUSINESS AVOIDS EMISSIONS, REDUCES RISK & INCREASES VALUE

For more than 35 years, Environmental Protection & Improvement Company (EPIC), Synagro's national rail transportation business unit, has provided rail transportation solutions across the U.S.

As the largest destination-agnostic rail fleet in North America, EPIC has achieved double-digit growth over the last eight years. This vision of responsible expansion and constant improvement helps support a wide range of customers, which, in turn, drives larger value for our organization and stakeholders. EPIC also has the ability to modernize railway operations with technology, powertrains and data platforms that are not locked into a single fuel source, manufacturer or software vendor. This enables increased flexibility, lower emissions and optimized maintenance — giving customers business flexibility on their terms.

“EPIC supports a continuous, predictable flow of materials. We are unique in our flexibility to adapt our rail services to fit any type of business. By moving freight from road to rail, our customers realize meaningful reductions in their carbon footprint.”

– Elliot Pomeranz

Vice President Rail Operations, EPIC

Rail emits **89%** less CO₂e compared to truck per ton-mile.¹

EPIC offset **109,000+** tons of CO₂e by switching from trucks to rail — the equivalent to **23,000+** gas-powered cars driven annually or the carbon sequestered by **99,000+** acres of U.S. forests in one year.¹

EPIC safely transported **650,000+** tons of goods and materials and was recognized for a 7th time as a recipient of the CSX Chemical Safety Award for shipping **600+** carloads per year without a release of material on the rail.

¹ Comparisons based on U.S. EPA's Emissions Factors hub and Greenhouse Gas Equivalencies Calculator.

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. 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.

In 2025, our transformative processes and environmental services had the potential to avoid more than seven times¹ (7X) the amount of GHG emissions than our own operations (Scope 1 and 2) generated. We track avoided emissions 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.

7X
GHG EMISSIONS

avoided through our transformative processes and environmental services, compared to the GHG emissions generated in our own operations.¹

Synagro avoided 2+ million metric tons of CO₂e, which is the same as:

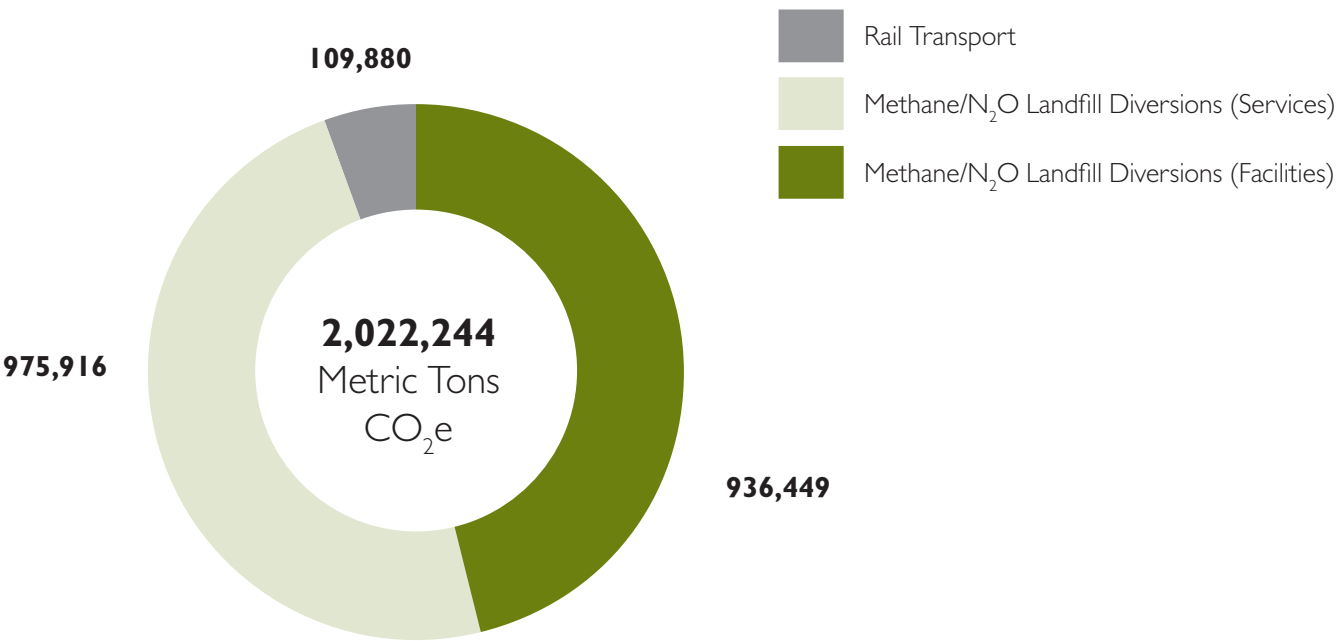
Carbon Sequestered By

2+ million

acres of U.S. forests in one year²



2025 AVOIDED EMISSIONS³



Synagro's Liberty Compost facility in Lost Hills, California, serves more than 40 municipalities, producing high-quality compost for commercial agriculture from recycled biosolids and organic waste. Since 2012, the facility has processed over one million tons of biosolids.



¹ The seven times (7X) ratio is derived by dividing the total avoided emissions by Synagro’s Scope 1 and 2 GHG emissions.
² Comparisons based on U.S. EPA’s Greenhouse Gas Equivalencies Calculator.
³ Avoided emissions are not reported in our corporate Scope 1, 2 and 3 GHG inventory, in alignment with current carbon accounting standards.

SUSTAINABLE SOLUTIONS

At Synagro, we are reimagining the architecture of waste by exploring emerging technologies and revolutionary solutions that turn waste into worth — reducing risk and generating value at our own company and beyond.

CULTIVATING OUR EARTH

For four decades, Synagro's solutions have transformed biosolids into rich, plant-available nutrients that can be applied as a fertilizer or soil conditioner to improve, maintain or restore agricultural and forest lands. Our biosolid pellets also serve as a cleaner, renewable fuel alternative to help reduce GHG emissions.

GROWING OUR POSITIVE IMPACT

Synagro continues to expand the treatment of biosolids through drying technologies and composting for beneficial use, while leveraging partnerships. One of these partnerships is with CHAR Tech Solutions, where we are working together to validate their proprietary high-temperature pyrolysis (HTP) technology. The HTP process aims to produce renewable energy (syngas) and biochar, and enable a significant reduction of certain persistent organic compounds including per- and polyfluoroalkyl substances (PFAS). This project aligns with our Sustainable Growth plan to convert biosolids into beneficial use, thereby producing renewable energy and generating carbon-sequestering assets. Synagro is conducting a full-scale pilot of the CHAR Tech technology at our facility in Baltimore, Maryland.

Our SynaPure™ technology 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.

We continue to evaluate opportunities to manage biosolids through deep well injection, which has several benefits including long-term carbon emissions avoidance and sequestration, as this disposal option permanently removes carbon entirely from the biosphere.

REIMAGINING THE FUTURE OF 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. Synagro's biosolids will be a reliable feedstock for Firefly Green Fuel's innovative technology to create SAF. Using hydrothermal liquefaction, biosolids are made into bio crude, which is transformed into SAF.



Guided by our mission to reimagine waste as a valuable resource for the future, Phani Peddi joined our team to spearhead the evaluation of emerging technological opportunities that will transform our company, the industry and the planet.

“I am passionate about advancing new technologies that deliver positive, measurable environmental impacts. With my background in applied research and technology commercialization, I focus on translating emerging science into scalable, operational solutions that strengthen environmental resilience and build infrastructure capable of supporting a more sustainable future.”

– Phani Peddi
Director of Emerging Technology

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

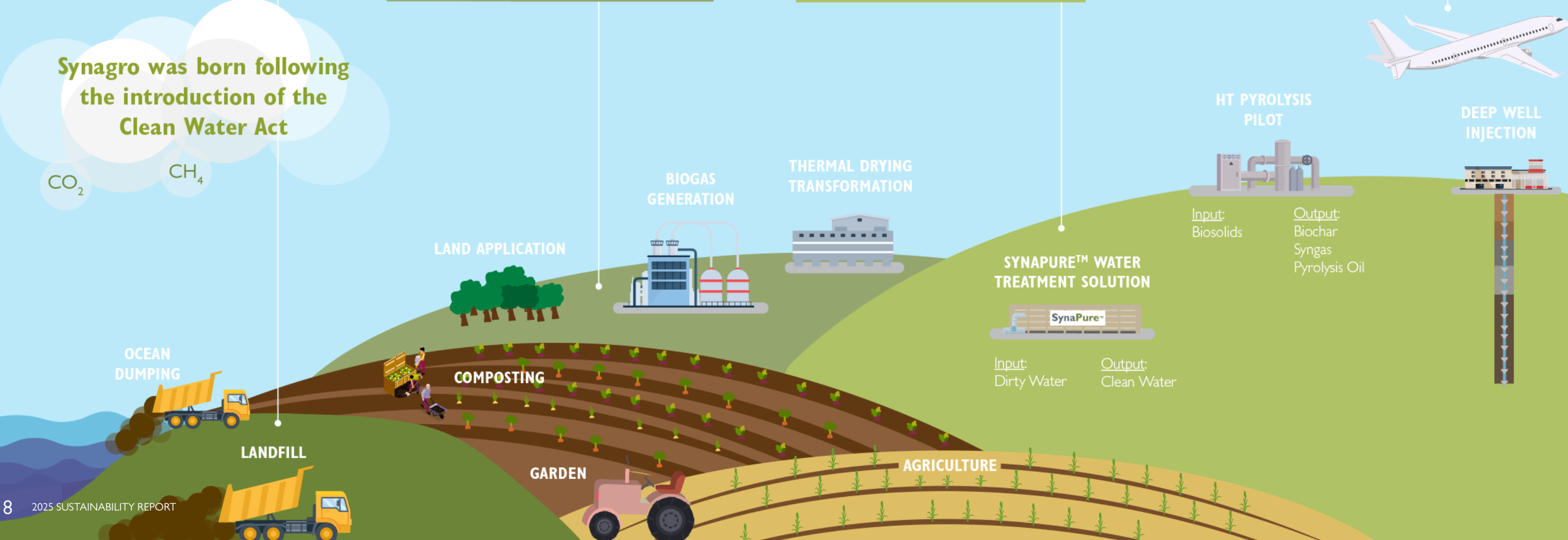
For decades, Synagro’s solutions have transformed biosolids into rich, plant-available nutrients that are applied to soil as a fertilizer to improve agriculture, as well as to restore acreage damaged by drought, fire or mining. Anaerobic digestion of biosolids at some of our facilities creates biogas, 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
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.

Reimagining the Future of
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. 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.



View news release 

IMAGINING THE FUTURE AT CLIMATE WEEK

At Climate Week NYC 2025, Kip Cleverley, Chief Sustainability Officer at Synagro, and Naomi Heming, Chief Commercial Officer at Firefly, discussed how both companies are partnering to transform biosolids into SAF — driving value for Synagro, our industry and beyond. The session was moderated by Kristen Siemen, Board Member, Former Vice President and Chief Sustainability Officer, General Motors.



PARTNERING FOR THE FUTURE

In early 2026, Synagro launched a partnership with Sedron to offer Florida municipalities the opportunity to utilize next-generation, sustainable technology with certainty of performance and cost.

This partnership leverages Synagro’s industry leadership and Sedron’s innovative Varcor® technology to transform biosolids for beneficial re-use generating renewable energy.



“By combining Synagro’s extensive expertise and geographic footprint with Sedron’s cutting-edge technology, we are working to reimagine waste as a valuable resource, including carbon negative electricity.”

– Andrew Bosinger
Vice President, Business Development

Click here for video 



PASSIONATE PEOPLE

At Synagro, our passionate people are the future of our company — serving as stewards to advance and uphold our vision to protect the planet and our communities.

OCCUPATIONAL HEALTH & SAFETY page 21

WORKFORCE page 24

COMMUNITY ENGAGEMENT page 27

Synagro's Curt Kleinsorg, Vice President Regional Operations, climbs into a tractor to work at a land application site in Maryland.

OCCUPATIONAL HEALTH & SAFETY

Across Synagro, we embed rigorous health and safety standards into our company’s culture to proactively identify and mitigate operational risks — ultimately enhancing the efficiency and resiliency of our organization.

OVERSIGHT & COMMUNICATIONS

In 2025, Synagro continued to elevate the importance of safety across our organization by highlighting the topic as one of our core values.

To execute on Synagro’s safety commitments, our robust safety systems focus on improving performance and supporting our priorities. We continue to enhance our root-cause analysis with more thorough investigations to better address corrective actions and help prevent incidents before they occur.

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.

At the operations level, managers are responsible for implementing Synagro’s health and safety policies and overseeing the safety of their operations and employees.

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.

SAFETY FIRST AT SYNAGRO

Across Synagro, our operations and safety leaders actively engage with their teams and each other to help foster a strong safety culture.

Frank Foster, Director of Health and Safety for Services and Composting, and Nick Caggiano, Vice President, Regional Operations, have worked together for more than 10 years to implement comprehensive safety protocols.

Over that time, their collaborative efforts have proven successful, yielding new leaders who embrace, take ownership of and carry forward that important safety mentality.



“Safety is near and dear to me. I want to serve as a safety resource for all — from the newest employee to someone who’s been here a long time.”

– Frank Foster
Director of Health and Safety for Services and Composting

“Frank and I have a partnership. One of us can’t work without the other, and we build off each other. We’re both focused on what is working and not working, and what can we do better.”



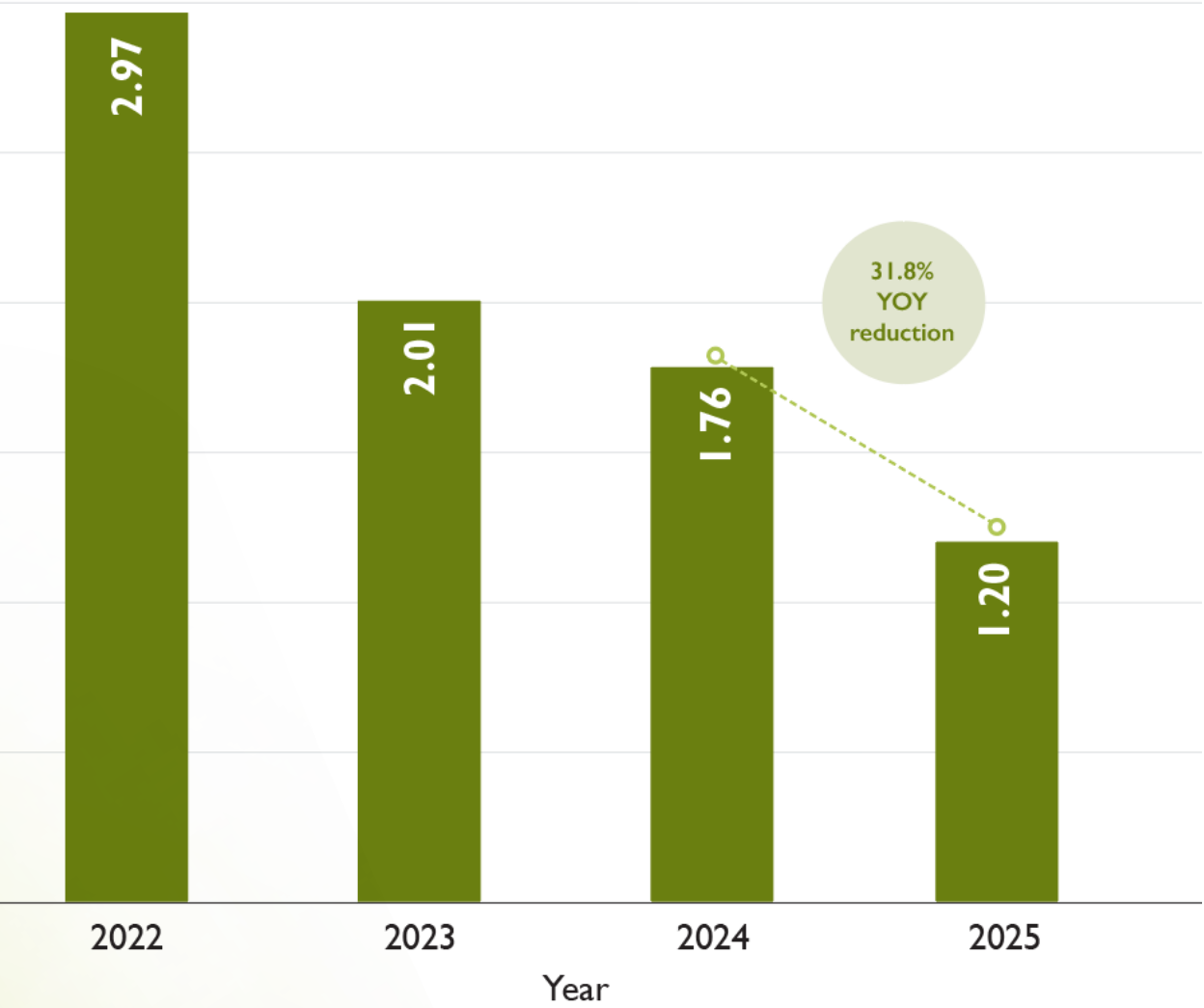
– Nick Caggiano
Vice President, Regional Operations

SAFETY PERFORMANCE ACHIEVEMENTS

Synagro’s safety performance achievements are a testament to our investment into robust programs and systems, paired with the dedication of our leadership team and employees. In 2025, Synagro reached a milestone — achieving our best TRIR in recorded history. Synagro’s 2025 TRIR was also approximately **63%** lower compared to private industry: water, sewage and other systems’ multi-year average incident rate trend.¹

In addition to achieving a reduction in total injuries, we also saw a meaningful decrease in injury severity. This improvement resulted in 200 fewer lost workdays, a **45%** reduction in the lost workday incident rate for the year.

Synagro TRIR



¹ Based on the most recent data from the Bureau of Labor Statistics.



Hope Emens, Senior Administrative Assistant, stands at the safety bulletin board in our facility in West Palm Beach, Florida.

RECOGNIZING EXCEPTIONAL SAFETY PERFORMANCE

Across Synagro, we are proud of our achievements and recognize exceptional employees and facilities for their efforts to keep us safe.

This past year, our Lawrence, Massachusetts, facility was officially recognized with the Highly Protected Risk designation from FM, our property insurance broker. As Synagro’s second location to achieve this status, it underscores our commitment to taking a proactive approach to safeguarding our infrastructure against natural hazards and operational risks.

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. In 2025, approximately 8,000 “Synagro Saves” reports were submitted.



Manuel Irujo, Senior Vice President, Dryer Facilities, discusses innovative safety continuous improvement ideas in the Detroit, Michigan, facility with Zach Prevo, Operations Manager Site Processing.

TRAINING & AWARENESS

Safety training remains 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. Every 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. These monthly training sessions provide our workforce with practical, focused training to support daily, positive safety performance. In 2025, Synagro averaged more than 16 hours of health and safety training per employee.

AUDITS

Synagro conducts regular inspections of each of its facilities and performs formal health and safety audits of sites every two to four years. In the event of a non-conformance, the site manager develops a corrective action plan that is tracked until completion. In 2025, operations leaders closed over 150 audit findings across Synagro — indicating these findings were verified by an operations leader.

FLEET & TRANSPORTATION SAFETY

Safety is an integral part of the services our fleet drivers deliver. With over 1,000 trailers and more than 500 on-road vehicles, Synagro continuously evaluates opportunities to implement actions that drive safety and compliance. This includes upgrading our fleet maintenance system to improve our ability to track maintenance activities and provide additional visibility into the overall condition of Synagro's fleet.

Synagro formally recognizes and rewards drivers who exhibit safe driving practices and maintain a clean driving record. Through our Commercial Driver's License safety incentive program, data is collected by our automated fleet management platform to identify drivers with more than 5,000 miles driven during the quarter, who maintain high driver safety scores and have no violations.

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

WORKFORCE

Passionate people are the heart of Synagro’s operations. By empowering and recognizing our employees, we foster a culture grounded in our purpose and core values, where our people not only support Synagro and our mission — they define our collective impact and future success.

OUR EMPLOYEES

Synagro’s workforce is comprised of 1,124 employees, of which 1,096 are full-time and 28 are part-time.

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. For select employees, workplace flexibility options are also provided, depending on their role in the organization.

ENGAGING OUR WORKFORCE

Synagro strives to foster an inclusive work environment for all employees. As part of our talent acquisition strategy, we work to reach a broad audience with our job postings 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 opportunity to build a people-first culture. In 2025, more than 55% of Synagro’s employees responded to our annual workplace experience survey. The survey showed a 3-point year-over-year increase in employees indicating satisfaction with their overall workplace experience at Synagro.

For additional information on our employees, please see *Performance Tables* on page 38.



2026 USA TODAY TOP WORKPLACE
2025 TOP WORKPLACE by The Baltimore Sun



These awards are exclusively determined by employee feedback and measure the workplace experience and the culture themes that drive it.



Our cross-functional teams from Technical Services and Product Sales & Marketing gather for technical training in Maryland.

In 2025, Synagro launched Syntranet — our employee portal.

Syntranet is a resource-rich, intuitive platform that provides employees with helpful tools and customizable features, including announcements, quick links, request management, company news and more.



– Angela Dicke
Chief Human Resources Officer

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 employees who exemplify our core values and go above and beyond in service for Synagro, our customers or their fellow team members. In 2025, more than 120 employees were nominated and 34 employees were recognized.

PERFORMANCE MANAGEMENT

To support our employees in setting goals and measuring their performance, we conduct annual performance reviews. In 2025, 99% of our employees received a performance review, offering valuable opportunities to provide performance-based feedback and set goals for the coming year.

Synagro also performs 60- and 120-day new-hire check-ins to ensure newly hired employees receive the support they need to be successful. We conduct exit interviews for employees who are leaving the company to identify potential improvement opportunities.

ACHIEVING PROFESSIONAL CREDENTIALS

In 2025, 10 Synagro employees earned the Certified Reliability Leader Certification, a professional credential that validates expertise in reliability leadership, asset management and operational excellence.

BUILDING A CAREER WITH PURPOSE

As part of Synagro’s rollout of our refreshed core values and new purpose statement, we launched a recognition program to reward employees who embody these principles in their daily work. Among the honorees, Chris Teeters was selected for exemplifying all four of Synagro’s core values: safety, environmental sustainability, passion for people and integrity.

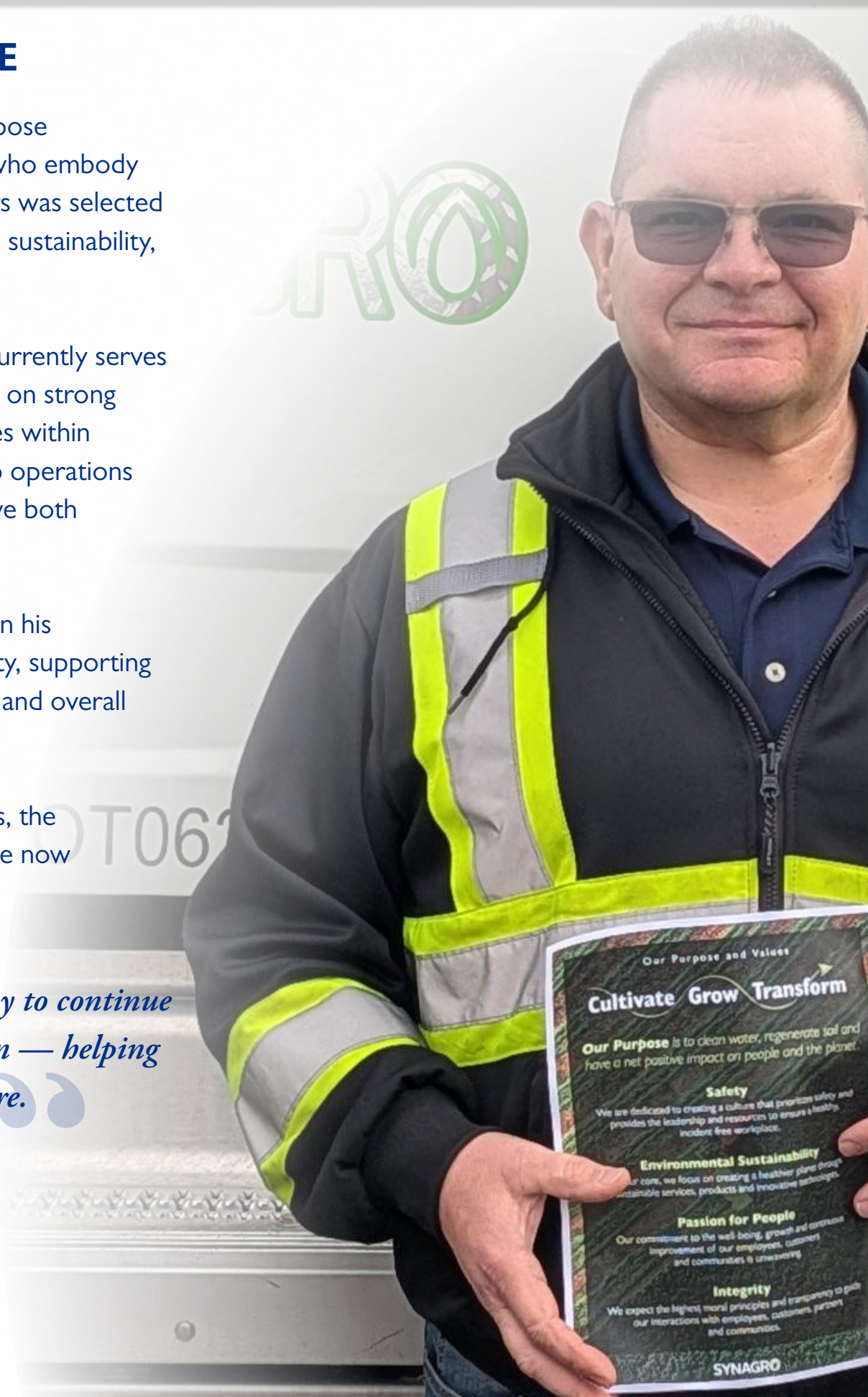
Chris has been part of the Synagro team for more than 20 years and currently serves as Senior Area Director for the Central Region. He has built his career on strong work ethic and natural leadership, shaped through a wide range of roles within Synagro, from truck driver, spreader operator and technical services to operations manager. This diverse experience has positioned him to effectively drive both Synagro initiatives and business success.

Chris’ passion for Synagro, our people and our customers is reflected in his commitment to strengthening our safety culture, advancing sustainability, supporting employee work/life balance and improving both operational efficiency and overall employee satisfaction — all while leading with integrity.

While these contributions support smart, sustainable growth, for Chris, the mission is personal — it’s about the people and the impact we can have now and into the future.

“I hope people see my passion for Synagro. I want this company to continue thriving, and that depends on bringing in the next generation — helping them grow and preparing them to lead Synagro into the future.”

– Chris Teeters
Senior Area Director for the Central Region



Our dedicated EPIC rail team is proud of their history of long-tenured employees, averaging more than 20 years. The team is pictured in their office in Newark, New Jersey.



DEVELOPING PASSIONATE PEOPLE

For four decades, Synagro has invested in our people by promoting from within and developing talent at every level of the organization. Our focus on continuous learning has been a key element to building a successful organization and workforce — where skills are retained, risks are reduced and operations remain resilient over time.

To further enhance our development program, we launched Synagro Academy, which aligns with our company’s broader strategy, while creating clear pathways for our employees to learn, advance and lead through operational experience. The results following the first year of Synagro Academy’s implementation have proven successful. We are able to clearly measure skill progression, giving leaders clear visibility into workforce capability at the employee, facility and company levels.

In 2025, we continued to strengthen Synagro Academy through partnerships, including our new external engagement program with Bellevue University. In collaboration with Bellevue University, Synagro Academy connects our internal training program with accredited academic pathways by providing employees with structured learning opportunities. Through this partnership, full-time employees also receive tuition assistance of up to \$10,500.

**2025
SYNAGRO ACADEMY IMPACT**



85%
increase in training hours,
compared to 2024



~24
hours of total training
provided to each employee



39,000+
trainings completed

COMMUNITY ENGAGEMENT

Synagro is committed to building strong, long-standing relationships with our local communities. 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.

BUILDING PARTNERSHIPS

As Synagro continues to grow, our community engagement strategy is focused on evaluating local opportunities to support the areas where we operate. 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.

In the U.S., 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, 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 reviewed and, if approved, funds are processed quickly to meet the needs of the community.

LONG-STANDING PROGRAMS

For more than a decade, Synagro has partnered with Taft Community Garden (California) to make a positive impact and support the well-being of the local community.

On behalf of Synagro’s South Kern Industrial Center (Taft, California), we also 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.

CELEBRATING EARTH DAY

At Synagro, our employees’ passion for sustainability extends beyond the workplace and into their homes and communities. In celebration of Earth Day, in 2025, Synagro began a new tradition to engage employees.

Rooted in our company’s efforts to recycle organic waste and turn it into compost for beneficial use, we promoted at-home composting and collected stories from many employees. Four winners were selected and received outdoor or countertop composting bins to support their future sustainability journeys.

2025 COMMUNITY IMPACT



80+

non-profit organizations supported across the U.S. and Canada



+50%

of Synagro business units participated in activities

Great Futures Start Here

Michael Liddell, Ph.D. (at right), holds a big check donation with Lynn Dorler, CEO, The Boys & Girls Clubs of Charlotte County.



EMPOWERING YOUTH THROUGH COMMUNITY SERVICE

Across Synagro, we work to provide our employees with opportunities to support causes close to their heart and in their local communities.

Michael Liddell, Ph.D., Senior Site Manager at the Charlotte County Bio-Recycling Center in Punta Gorda, Florida, is dedicated to empowering opportunities for younger generations. He personally supports The Boys & Girls Clubs of Charlotte County, which offers positive role models and mentors, learning and education tools, safe spaces and other resources for children and youth. The club also has a community garden to help children learn about growing food, soil nutrition and circular benefits.

I'm grateful that Synagro can help make a positive impact on the lives of local kids in Charlotte County, Florida. It's essential for young people to feel appreciated and safe, and that's what the local chapter of The Boys & Girls Clubs of America does.

– Michael Liddell, Ph.D.

Senior Site Manager, Charlotte County Bio-Recycling Center, Punta Gorda, Florida

In 2025, Synagro joined Michael's efforts by supporting the construction of a new facility to serve more than 350 members, and plans to provide additional financial donations to the organization in 2026.

OUR PASSION FOR HELPING FARMERS

At Synagro, we are passionate about helping farmers use our sustainable solutions.

Every day, nearly 60 specialized employees in Technical Services and Product Sales & Marketing work side-by-side with farmers — delivering the tailored resources and expertise needed to cultivate resilient, high-yield crops.

From agronomic planning and soil health analysis to regulatory navigation and permitting, we provide end-to-end support that maximizes farm value today, while safeguarding the land for future generations.

“It’s their land and their livelihood, and we want to respect that in everything we do. Not only do we work closely with farmers to help manage soil nutrients, but we also act as representatives on their behalf with regulators.”

– **Sophie Smith**
Technical Services Manager

In spring 2025, the available time window for applying fertilizer on our customers’ farms was shortened by weather constraints and material availability, right at a time when the need was greatest, just prior to planting season.

To support farmers during this time, the Synagro team worked together to combine fertilizer materials from two pathways. This enabled our operators to apply these beneficial nutrients on farms in Pennsylvania and Maryland within a short timeframe and still meet their farmers’ deadlines.

“Synagro closes the regenerative loop, recycling beneficial nutrients back to the earth. I see the improvement firsthand in walking the fields with farmers — crop yields are boosted and healthy soils hold the nutrients and water better. Replacing chemical fertilizers with beneficial biosolids helps reduce carbon emissions, plus it’s about adding organic matter that is much more sustainable.”

– **Kevin Smeltz**
Product Sales Representative

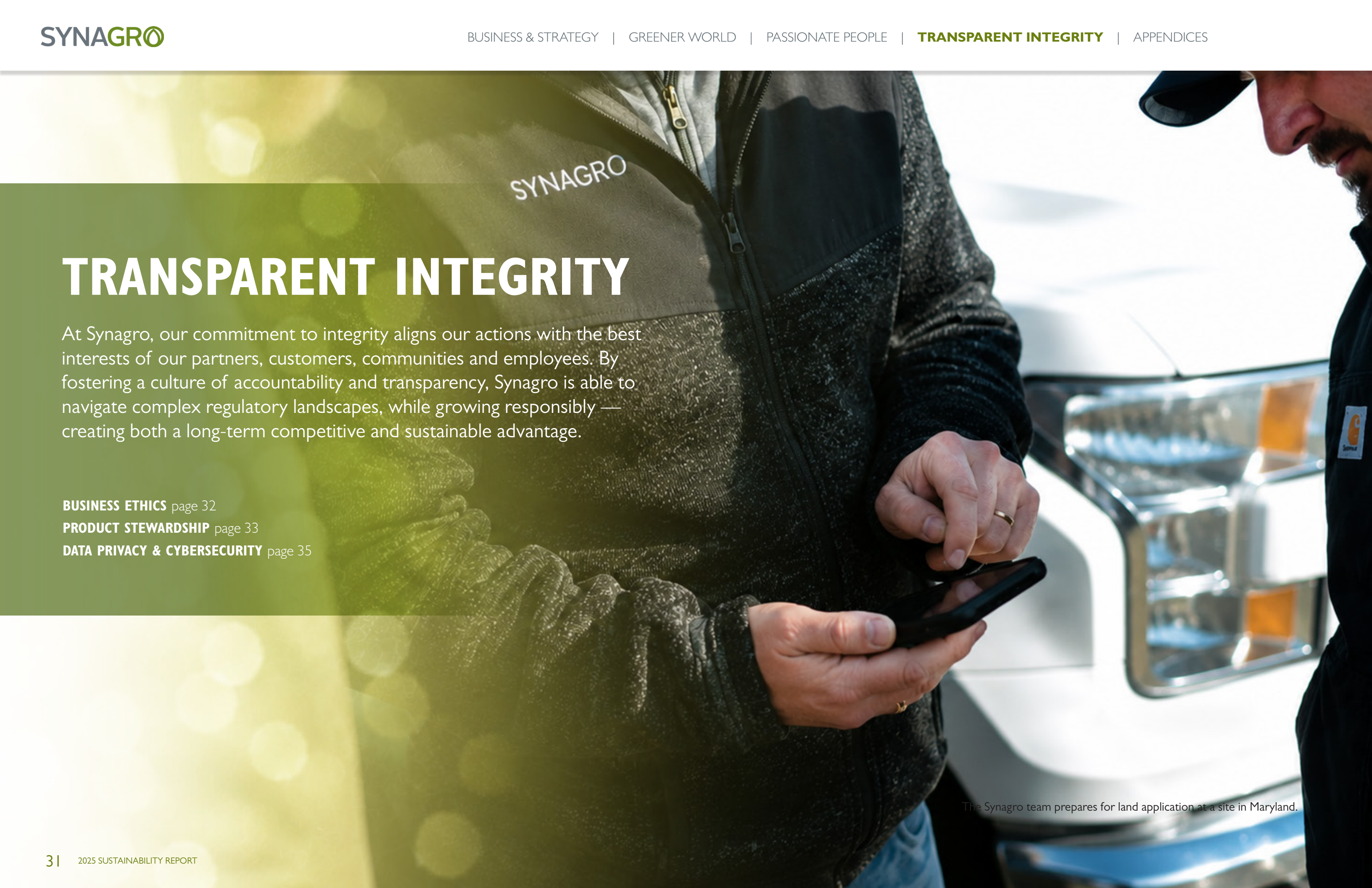
[Click here for video](#)

CELEBRATING 40 YEARS OF PROVIDING VALUE FOR FARMERS

One of our farmer customers shares how Synagro's biosolids help drive sustainability and value for her family farm in Tennessee.

“We had a huge drought, and the ground was bare. They applied the biosolids, which took the smallest moisture we had left and converted it into energy and food for the plant.

After that, you could see the improvement in soil health — you see the difference in the grass and in tonnage. There's no comparison. The biosolids are the way to go.”

A background photograph of a person wearing a dark jacket with "SYNAGRO" printed on the chest, holding a smartphone. The person is standing next to a white vehicle. The image is partially covered by a green overlay on the left side where the text is located.

TRANSPARENT INTEGRITY

At Synagro, our commitment to integrity aligns our actions with the best interests of our partners, customers, communities and employees. By fostering a culture of accountability and transparency, Synagro is able to navigate complex regulatory landscapes, while growing responsibly — creating both a long-term competitive and sustainable advantage.

- BUSINESS ETHICS** page 32
- PRODUCT STEWARDSHIP** page 33
- DATA PRIVACY & CYBERSECURITY** page 35

The Synagro team prepares for land application at a site in Maryland.

BUSINESS ETHICS

Synagro's commitment to transparency and maintaining high ethical standards remains central to our everyday operations.

Our ethical conduct and compliance program is fully integrated across the business through a robust network of governance frameworks, policies and procedures. We also periodically engage with third-party organizations to evaluate and improve our programs, with the goal of strengthening business resiliency and compliance.

POLICIES & TRAINING

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

We maintain an employee Code of Conduct, which is signed and acknowledged by every employee and outlines policies and expectations to maintain the highest standards of integrity. All employees are required to comply with our Entertainment, Gift and Gratuities and Anti-Trust and Anti-Corruption policies. We also maintain a Whistleblower Policy for anonymous reporting of grievances/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 that represent our company to regulators are required to follow the same business ethics policies as our employees, including our Entertainment, Gifts and Gratuities Policy.

We conduct annual business and ethics trainings for all employees, in addition to supplemental live ethics trainings. In 2025, Synagro employees completed more than 6,700 hours of risk and compliance-related trainings. All employees at the director level and above are also required to complete an annual conflict of interest and compliance questionnaire.

REPORTING & INVESTIGATIONS

At Synagro, we understand the importance of providing channels for employees to report unethical behavior. To encourage proper and timely reporting of any incident, Synagro maintains 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. All reports are taken seriously and promptly and thoroughly investigated.

“Integrity has guided Synagro since the beginning. It is more than a core value — it is a strategic asset that drives trust among our stakeholders and supports resiliency of our operations.”

By doing the right things for the right reasons, we generate sustainable value, both now and into the future.

– Al Slepian

General Counsel, Secretary and Chief Compliance Officer



PRODUCT STEWARDSHIP

Synagro's legacy of regulatory excellence has served as a blueprint for a robust program that defines our company's competitive advantage.

As we look toward the future, we remain committed to doing the right things for the right reasons — reimagining innovative solutions that promote excellence in biosolids stewardship, management and compliance.

ENVIRONMENTAL COMPLIANCE

As a company that operates under the regulatory oversight of many different states, provinces and local and federal agencies, we are 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.

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 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 at the U.S. EPA's [*PFAS Explained*](#).

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 U.S. EPA expects to

publish a final Risk Assessment after reviewing public comments and revising the draft Risk Assessment accordingly. The U.S. EPA will then publish the proposed rulemaking for the Risk Management program and then the final rule thereafter, following additional public comments.

The exposure assumptions used in the current draft Risk Assessment are conservative compared to prior risk assessments. In 2023, a panel of experts selected by the U.S. 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. Recently, the U.S. EPA published new draft guidance regarding PFAS in biosolids and a request for public feedback. The guidance recognizes the importance of reusing biosolids through land application and acknowledged that the 2025 Draft Risk Assessment "exhibited a number of serious flaws that have caused confusion among the public and regulated community"¹ concerning real world situations. Going forward, the U.S. EPA plans to utilize data that better reflects actual land application practices. Read more about the U.S. EPA's [*draft Risk Assessment*](#) and [*request for public comment*](#).

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 and other federal statutes. Ultimately, to reduce or eliminate the amount of PFAS in wastewater and biosolids, Congress and the U.S. 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 reimagine innovative solutions that remove or destroy PFAS. See our efforts in [*Sustainable Solutions*](#).

For fact sheets, articles and information on biosolids and PFAS, visit [*The Benefits of Biosolids | Synagro*](#).

“It is important to put PFAS concentrations into context. Several commonly used herbicides contain PFAS in their formulas and packaging, typically at concentrations of more than a thousand times what is potentially found in biosolids. Commonly used household products, including lipstick, dental floss, toilet paper, stain resistant carpet and take-out food packaging also all contain PFAS. This is how PFAS finds its way into the wastewater treatment system. Ultimately, product substitution and pretreatment programs are the solution to breaking the cycle of PFAS entering the environment.”

– Dr. Sally Brown
Research Professor, University of Washington

¹ U.S. EPA Office of Water [*Draft Guidance Memorandum*](#) dated June 29, 2026.

DATA PRIVACY & CYBERSECURITY

Synagro’s data privacy and information security programs are built on a strong foundation of policies and procedures that protect our company and customer data. As these programs mature, we continuously evaluate opportunities to reimagine Synagro’s future through technologies and tools that sharpen our capabilities, drive cost efficiencies and fortify our systems.

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 to keep pace with evolving best practices. These policies are also distributed to all employees and are available on our employee portal, Syntranet. We continue to require mandatory cybersecurity and data privacy training for all employees with access to our internal information technology (IT) systems.

To further support continuous improvement and promote the security and privacy of each site and broader company, our IT team implemented a plan to upgrade and replace security appliances across all Synagro facilities.

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.

AUTOMATING THE FUTURE

At Synagro, we are reimagining how technology can improve efficiencies across our operations — reducing time and costs, while supporting our sustainability purpose and value mission.

Following a successful pilot in 2025, Synagro transitioned to a company-wide E-Ticketing system that captures hauling data in real time. By replacing physical tickets with a customized app, Synagro was able to eliminate manual ticket collection and provide leadership with daily visibility into every truckload. This digital transformation has already yielded significant results by expediting the receipt of millions of dollars of invoices.

For two consecutive years, Norman Whitelaw, Synagro’s Chief Information and Security Officer (CISO), has been recognized as one of Cyber Defense Magazine’s Top Global Chief Information Security Officers — highlighting his leadership and critical role in championing our company’s proactive defense and cyber-resiliency measures.



APPENDICES

Our farmer in Michigan examines robust roots nourished by Synagro's beneficial biosolids.

PERFORMANCE TABLES

	2025	2024	2023
Scope 1 & 2 GHG Emissions (Metric Tons CO ₂ e)			
Scope 1	230,634	238,932	260,048
Scope 2	36,182	36,363	35,269
Scope 1 & 2 GHG Emissions by Source (Metric Tons CO ₂ e)			
Stationary Combustion ¹	153,626	158,568	173,096
Fugitive Emissions (composting and thermal reduction)	61,165	66,404	72,853
Purchased Electricity	36,182	36,363	35,269
Mobile Sources ²	15,843	13,961	14,098
Scope 1 & 2 GHG Emissions by Activity (Percentage) ³			
Dryers	64%	64%	64%
Thermal Reduction	17%	19%	21%
Composters	13%	12%	10%
Mobile Sources	6%	5%	5%
Fugitive Emissions Sources (Percentage)			
Thermal Reduction	56%	61%	69%
Composters	44%	39%	31%
Stationary Combustion Sources (Percentage)			
Natural Gas	77%	80%	80%
Biogas	15%	11%	12%
Flared Biogas	4%	4%	4%
All Other Fuels ⁴	4%	4%	4%
Energy Sources (Gigajoules)			
Natural Gas	2,293,681	2,510,053	2,741,486
Purchased Electricity	406,984	407,769	406,837
Biogas	440,596	339,854	373,953
Diesel	107,354	95,483	87,452
All Other Fuels ⁵	4,979	4,398	3,117

¹ Includes fuels burned onsite to power equipment, use of biogas and flaring.

² Includes mobile combustion from Synagro’s services and internal hauling.

³ Rail, centrifuge repair and corporate offices comprise 0.2% of Scope 1 and 2 GHG emissions.

⁴ All other fuels are comprised of diesel (3.6%), gasoline (0.15%), liquified petroleum gas (0.01%) and propane (less than 0.01%).

⁵ All other fuels are comprised of gasoline (0.14%), liquified petroleum gas (0.01%) and propane (less than 0.01%).

PERFORMANCE TABLES

	2025	2024	2023
Employees¹			
Total Employees	1,124	1,125	1,047
Total Full-Time	1096	1,102	1,019
Total Part-Time	28	23	28
Percent Men	86%	86%	87%
Percent Women	14%	14%	13%
Percent Asian	1%	1%	2%
Percent Black or African American	10%	11%	11%
Percent Hispanic or Latino	18%	19%	17%
Percent White	65%	59%	62%

¹ 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 January 1 through December 31, 2025, with reference to the GRI Standards.
GRI I used	GRI I: Foundation 2021
Applicable GRI sector standards used	None

GRI 2: GENERAL DISCLOSURES 2021

Disclosure	Location and / or Response
The organization and its reporting practices	
2-1 Organizational details	Growing Sustainably, page 7 Contact Us Synagro is a privately held Delaware corporation operating in the U.S. and Canada.
2-2 Entities included in the organization's sustainability reporting	About This Report, page 44
2-3 Reporting period, frequency and contact point	About This Report, page 44 Contact Us
2-4 Restatements of information	None during the reporting period.
2-5 External assurance	Independent Assurance Statement, page 46
Activities and workers	
2-6 Activities, value chain and other business relationships	Growing Sustainably, page 7
2-7 Employees	Growing Sustainably, page 7 Workforce, page 24
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 The Sustainability and Risk Committee of the company's Board of Directors has the opportunity to review Synagro's Sustainability Report.
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 32
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 of the Board, page 3
2-23	Policy commitments	Business Ethics, page 32
2-24	Embedding policy commitments	Business Ethics, page 32
2-25	Processes to remediate negative impacts	Business Ethics, page 32
2-26	Mechanisms for seeking advice and raising concerns	Business Ethics, page 32
2-27	Compliance with laws and regulations	Business Ethics, page 32 Product Stewardship, page 33
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 and the U.S. EPA to utilize our biosolids and compost to revitalize fire-damaged land.
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Growing Sustainably, page 7 Governance & Materiality, page 9

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 32
	205-1	Operations assessed for risks related to corruption	Business Ethics, page 32
	205-2	Communication and training about anti-corruption policies and procedures	Business Ethics, page 32
Water and effluents			
GRI 3: Material Topics 2021	3-3	Management of material topics	Optimizing Operational Efficiencies, page 14 Sustainable Solutions, page 17
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Optimizing Operational Efficiencies, page 14 Sustainable Solutions, page 17
Emissions			
GRI 3: Material Topics 2021	3-3	Management of material topics	Optimizing Operational Efficiencies, page 11 Sustainable Solutions, page 17
GRI 305: Emissions 2016	305-1	Direct (Scope 1) GHG emissions	Optimizing Operational Efficiencies, page 12
	305-2	Energy indirect (Scope 2) GHG emissions	Optimizing Operational Efficiencies, page 12
	305-3	Other indirect (Scope 3) GHG emissions	Optimizing Operational Efficiencies, page 15
	305-5	Reduction of GHG emissions	Optimizing Operational Efficiencies, pages 11, 15-16 Sustainable Solutions, page 17
Occupational health and safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	Occupational Health & Safety, page 21

Disclosure			Location and / or Response
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health & Safety, page 21
	403-2	Hazard identification, risk assessment and incident investigation	Occupational Health & Safety, pages 21-23
	403-4	Worker participation, consultation and communication on occupational health and safety	Occupational Health & Safety, pages 21-23
	403-5	Worker training on occupational health and safety	Occupational Health & Safety, page 23
	403-6	Promotion of worker health	Occupational Health & Safety, pages 21-23
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety, pages 21-23
	403-8	Workers covered by an occupational health and safety management system	Occupational Health & Safety, page 21 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 22

Disclosure			Location and / or Response
Training and education			
GRI 3: Material Topics 2021	3-3	Management of material topics	Workforce, pages 24-26
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Workforce, page 26
	404-2	Programs for upgrading employee skills and transition assistance programs	Workforce, pages 25-26
	404-3	Percentage of employees receiving regular performance and career development reviews	Workforce, page 26
Diversity and equal opportunity			
GRI 3: Material Topics 2021	3-3	Management of material topics	Workforce, page 24
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Performance Tables, page 38 Board of Directors
Local communities			
GRI 3: Material Topics 2021	3-3	Management of material topics	Community Engagement, pages 27-30
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programs	Community Engagement, pages 27-30
Customer health and safety			
GRI 3: Material Topics 2021	3-3	Management of material topics	Sustainable Solutions, pages 17-19
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Sustainable Solutions, pages 17-19

ABOUT THIS REPORT

REPORTING BOUNDARY AND SCOPE

Synagro’s 2025 Sustainability Report, issued Wednesday, August 12, 2026, includes Synagro’s sustainability strategies, current actions, goals, case studies and performance metrics for the calendar year ended December 31, 2025, 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.

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. EPA Emission Factors Hub, March 2025 and DEFRA 2025. Fugitive emissions from composting and biosolids thermal reduction were derived from the 2024 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 2022.

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.

Scope 3 Emissions: Scope 3 emissions are calculated in accordance with the GHG Protocol Corporate Value Chain (Scope 3) Standard. All reported categories are calculated using activity-based data and are considered material to the company. Category 11 (Use of Sold Products) and Category 12 (End-of-Life Treatment of Sold Products) emissions are calculated using the BEAM, developed by the North East Biosolids & Residuals Association. The BEAM methodology is externally audited and assured, supporting the robustness and reliability of these estimates.

Boundary: Our Scope 1, 2 and 3 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 2025. This does not include assets that were acquired and still under execution throughout 2025.

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.¹
- **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.¹
- **Rail Transport** — This scenario compares Synagro's use of rail versus long-haul trucking of residuals to landfill.

¹ Fugitive GHG emissions from landfilling were derived from the 2024 BEAM model, which includes both methodology and associated emission factors.

FACILITIES & LOCATIONS

Name - Location	
Dryer Facilities	Composting Facilities
Capital Regional District Residuals Treatment Facility - Victoria, British Columbia ¹	Arizona Soils - Vicksburg, Arizona
City of Cumberland - Cumberland, Maryland	Austin Compost Facility - Austin, Texas
Great Lakes Water Authority - Detroit, Michigan	Central Valley Composting - Dos Palos, California
Great Lawrence Sanitary District - North Andover, Massachusetts	Charlotte County Bio-Recycling Center - Punta Gorda, Florida
Hagerstown Pelletizer - Hagerstown, Maryland	Cumberland County Organics Recycling Facility - Cumberland, New Jersey
Hamilton Biosolids Processing Facility - Hamilton, Ontario	Holly Hill Composter - Holly Hill, South Carolina
Massachusetts Water Resources Authority - Quincy, Massachusetts	Liberty Compost Facility - Lost Hills, California
Metropolitan Council Environmental Services - Shakopee, Minnesota	Nursery Products - Helendale, California
Philadelphia Renewable Bio-Fuels Facility - Philadelphia, Pennsylvania	South Kern Compost Manufacturing Facility - Taft, California
Pinellas Drying Facility - St Petersburg, Florida	Thermal Reduction Facilities
Solid Waste Authority of Palm Beach County - West Palm Beach, Florida	Greater New Haven Water Pollution Control Authority - New Haven, Connecticut
Stamford WPCA Dryer - Stamford, Connecticut	Netco-Waterbury - Waterbury, Connecticut
Synagro Baltimore Back River - Baltimore, Maryland	Synagro Woonsocket - Woonsocket, Rhode Island
Synagro Baltimore Patapsco - Baltimore, Maryland	Services and Dewatering Facilities
Synagro Camden - Camden, New Jersey ²	Columbus Water Treatment Residuals Dewatering and Recycling Facility - Columbus, Ohio ⁵
Synagro Fort Worth - Fort Worth, Texas ³	New Haven Contract Maintenance - New Haven, Connecticut
Synagro Honolulu - Honolulu, Hawaii ⁴	Synagro-Hypex - Lansdale, Pennsylvania
Synagro Organic Fertilizer Company of Sacramento, Inc. - Elk Grove, California	Rail Facility
Windsor Biosolids Pelletizing Facility - Windsor, Ontario	Rail Services - Newark, New Jersey
	Administrative Offices
	Corporate Satellite Office - Fort Lauderdale, Florida
	Synagro Headquarters - Baltimore, Maryland

¹ This facility has drying and anaerobic digestion.

² This facility was closed in early 2026.

³ The Fort Worth Water Department took over operation and maintenance of the biosolids facility on April 5, 2025.

⁴ This facility has drying and anaerobic digestion.

⁵ This facility is coming online in 2026.

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 2025 Sustainability Report (the "Report").

ENGAGEMENT SUMMARY

Scope of our assurance engagement	Whether the following Selected Information for 2025 is fairly presented in the Report, in all material respects, in accordance with the reporting criteria. Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.
Selected Information	GHG emissions • 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]: ◦ 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] Safety • Total Recordable Incident Rate (TRIR) [#]
Reporting period	1 January 2025 – 31 December 2025
Reporting criteria	• Synagro's Basis of Reporting (as found on page 44 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 2011) for Scope 3 GHG emissions; • OSHA Injury and Illness Recordkeeping and Reporting definitions.
Assurance standard and level of assurance	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'. 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.
Respective responsibilities	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 Selected Information. 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.

OUR CONCLUSION

Based on our activities, as described on the next page, nothing has come to our attention to indicate that the Selected Information for 2025 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;
- 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 2025 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 in-person visits to two Synagro facilities in West Palm Beach, FL, US and Detroit, MI, US to review source data and local reporting systems and controls;
- Evaluating the conversion factors, emission factors and assumptions used;
- Reviewing the presentation of information relevant to the assurance scope in the Report to ensure consistency with our findings.



June 9, 2026
Malvern, PA

ERM Certification & Verification Services Incorporated
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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 44 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.