ESG Report

2025: waste made simple.

Presented by:
The Waste Logic
Sustainability Team

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A Message from Our CEO

At Waste Logic, sustainability guides every aspect of our business.

We operate in an industry where most of the market is still controlled by asset owners. Our model is different. We are independent, technology-enabled, and built to represent our clients, not landfills. That independence matters. It allows us to make decisions based on performance, diversion, and accountability, not volume.

Our responsibility is simple. Help multi-site Canadian businesses reduce waste, increase diversion, and bring transparency to an industry that has historically lacked it.

We believe ESG in waste management must be measurable, not just marketing. This means:

- using data to track diversion, contamination, and cost by location
- aligning vendor incentives to performance, not just pickup frequency
- building national programs that actually work at the site level
- creating reporting that CFOs and sustainability leaders can both trust.

As a Canadian-owned company, we believe environmental and economic responsibility are interconnected. Effective diversion should improve margins, not increase costs.

When managed well, sustainability and operational discipline support each other.

We are scaling Waste Logic nationally with this principle at the core. Technology, procurement discipline, and vendor partnerships are tools to achieve better environmental outcomes for our clients and measurable impact across thousands of sites.

We are proud to compete in this space as a Canadian company, serving Canadian businesses and helping them improve their ESG performance in practical, transparent ways.

This is not about promises. It is about execution.

Rob Duthie
President & CEO
Waste Logic Inc.

About Us: Purpose, Vision, Mission, and Values

Core Values

Impact
- Champion sustainability
- Invest in our community
- Act with social conscience
- Build positive legacy

Be Real
- Be authentic
- Cultivate transparency
- Be Accountable
- Have integrity

Grow
- Continuously improve
- Encourage creativity
- Have Passion
- Develop Professionally

Team
- Elevate others
- Find alignment
- Be supportive
- Collaborate

Fun
- Celebrate success
- Foster positive experiences
- Create an enjoyable environment for ALL
- Laugh together

Purpose
Do the right thing for our team, our partners, and the environment by delivering solutions that make commercial waste programs simple, smart, and sustainable.

Mission
Deliver efficient, sustainable, and cost-saving waste programs through data-driven planning, strong vendor management, and responsive client support.

Vision
Be Canada's leading partner for sustainable waste and recycling services, transforming how businesses manage resources through innovation, transparency, and service excellence.

What sets WLI apart?
Waste Logic stands out by acting as an advocate for our clients. We do not own trucks, landfills, or transfer stations, so our focus is not on increasing waste volume. Instead, we prioritize performance, transparency, and cost control. Our approach combines national purchasing power with local vendor accountability, using site-level data to drive results. Unlike most vertically integrated, asset-focused competitors, our independent model enables us to design programs that emphasize diversion and operational efficiency. This independence, along with disciplined execution and technology-driven reporting, sets Waste Logic apart.

Importance of ESG and Corporate Responsibility

Waste Logic believes that managing our waste responsibly is vital for both the environment and our business. According to GRI guidelines, we have assessed our material topics, which are of great importance to our stakeholders, such as emissions and waste, occupational health and safety, community, governance, and ethics.

Environmental

Our focus is to reduce our negative impact on the planet by making the most efficient use of resources, recycling, and recovering energy. We are committed to decreasing greenhouse gas emissions, preventing pollution, and minimizing the use of non-renewable resources.

Social

Our company understands the importance of the social aspect of ESG, as we believe that fair treatment of employees, support for communities, safe working conditions, and community involvement lead to long-term success for employees, the business, and our communities.

Governance

We are committed to strong governance, ensuring transparency, and accountability. We operate with clear, open decision-making, high standards of compliance, and robust risk management.

By incorporating ESG into our strategy at WLI, we have an imperative to not only mitigate environmental and social risks but also create long-term value. Our approach to sustainability is measurable and aligned with global best practices, ensuring we deliver mutual benefits to stakeholders, communities, and the environment.

At Waste Logic, our climate change adaptation approach focuses on minimizing environmental impacts through operational efficiency, technology adoption, and responsible service delivery. Climate-related risks considered in developing our approach include evolving regulatory requirements for emissions reduction, operational disruptions from extreme weather events affecting transportation and logistics, and environmental impacts from landfill emissions and resource use. These risks are balanced by opportunities to leverage technology and service optimization to reduce transportation-related emissions, improve diversion from landfills, and track and report outcomes for customers nationwide.

ESG Importance Continued

Our adaptation strategy prioritizes waste diversion, reduced transportation emissions, and efficient resource use within our operations. We work with a network of qualified hauling partners across Canada to manage materials for customers and implement bin-monitoring technology that measures container fill levels and optimizes collection schedules. This system reduces unnecessary pickups, lowering fuel consumption, greenhouse gas emissions, and operational costs while maintaining reliable service levels.

Implementation of the plan involves operational investments in monitoring technology, hauler coordination, and internal sustainability management, collectively representing a growing share of overall operations. Oversight of the plan is provided by company leadership and the sustainability team, which is responsible for environmental performance, vendor engagement, and customer program implementation.

Key targets include expanding the use of bin-monitoring technology across customer sites, reducing unnecessary collection trips, improving diversion performance, and reducing energy, water, and waste consumption at our office building. These efforts support just transition principles by improving efficiency while benefiting customers, service providers, and communities. Stakeholder engagement with customers, hauling partners, and employees informs ongoing program development and implementation.

The implementation of this approach supports positive environmental and social outcomes, such as reducing landfill disposal and transportation emissions, which contribute indirectly to broader environmental protection. We will continue to monitor impacts and collaborate with stakeholders across Canada to strengthen climate resilience and sustainability performance.

GRI Standards Compliance

At Waste Logic, we prioritize **transparency and accountability** by adhering to the Global Reporting Initiative (GRI) Standards. This commitment ensures our stakeholders receive comprehensive insights into our sustainability practices and performance.

By integrating GRI Standards into our reporting framework, we not only enhance our accountability but also strengthen our commitment to sustainable development. This approach allows us to effectively communicate our progress on environmental, social, and governance initiatives, reinforcing our dedication to sustainable waste management and fostering stakeholder trust.

This report has been prepared in accordance with the GRI Standards as of December 2025. All relevant and material disclosures have been addressed, with references provided in the GRI content index to indicate where each requirement is addressed within the ESG report. Disclosures deemed not applicable to the nature of our operations are also presented in the index, together with a statement of non-applicability. Accordingly, such items have not been tracked or reported. Any areas not addressed in this report, where applicable, will be set as future goals so that progress can be measured and reported by 2030.

For transparency and reference, the complete GRI Index is provided at the end of this report.

Sustainability Data Pack

2025 Emission Calculation (mt CO_2e)	
Total 2025 GHG Emissions	656.37
Scope 1 GHG emissions	446.03
Scope 2 GHG emissions	53.11
Scope 3 GHG emissions	157.23
Natural Gas	446.03
Electricity	53.11
Water	0.12
Wastewater	0.15
Waste to Landfill	5.8
Recycling – Avoided emissions	-1.63
Compost – Avoided emissions	-0.22
Total Employee Commute (Ground and Air Travel)	153.01
Energy Intensity (Per Employee)	14.92
Diversion	
Other Materials diverted – In-Office (lbs)	1,154.89
Total Diversion from landfills (%)	56.49
Social	
Total Donations (CAD)	38,609.43
Cash Donation (CAD)	15,600.48
In-kind Contribution (CAD)	13,008.95
Sponsorship (CAD)	10,000

Sustainability Data Pack

Governance	
Just Transition - New Employees Recruited	Gender: 52% Male, 48% Female Employee Type: <1% Temporary Contract, 99% Full-Time Permanent
Just Transition - Employees Whose Work Was Terminated	Gender: 50% Male, 50% Female Employee Type: 100% Full-Time
Just Transition - Redeployed Employees	0
Just Transition - Employees Who Received Training	Gender: 100% Female, 100% Male Employee Type: 100% Full-Time Employees
Locations of Operation	National, across Canada
Governance Bodies	Gender: 53% Female, 47% Male Age Group: 29% under 30, 53% aged 30–50, 18% over 50
Non-Management Employees	Gender: 47% Female, 53% Male Age Group: 21% under 30, 63% aged 30–50, 16% over 50
Total # of new hires – by age group and gender – across Canada	Gender: 60% Male, 40% Female Age Group: 20-29 = 35%, 30-39 = 25%, 40-49% = 25%, 50 plus = 15%
Total # of employee turnover – by age group and gender – across Canada	Gender: 20% Male, 80% Female Age Group: 20-29 = 30%, 30-39 = 30%, 40-49% = 20%, 50 plus = 20%

Reducing Our Footprint

446.03 mt CO2e

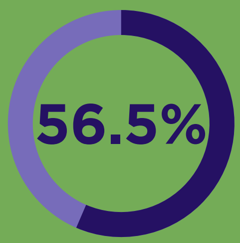
Scope 1 GHG Emissions

53.11 mt CO2e

Scope 2 GHG Emissions

157.23 mt CO2e

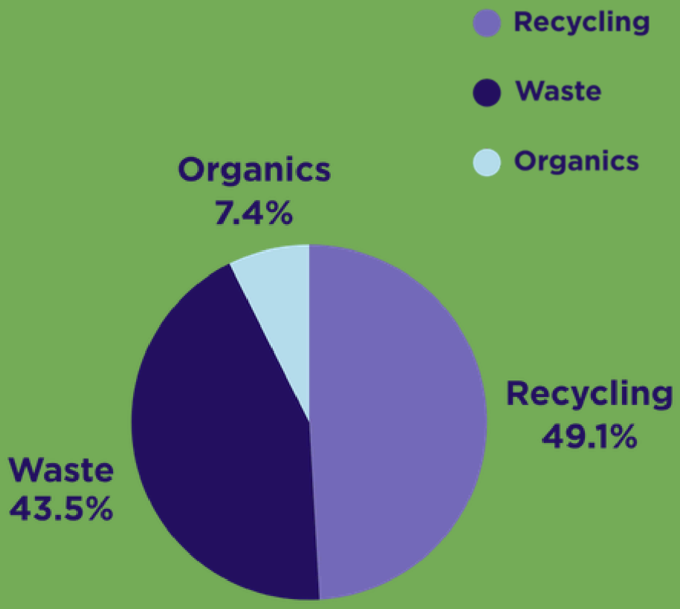
Scope 3 GHG Emissions



Total Diverstion Rate

1,154.89 lbs

Materials Diverted In-Office



Environmental

GHG Emissions

The GHG emission calculations in the sustainability data pack present the total greenhouse gas (GHG) emissions in carbon dioxide equivalent. Emissions were calculated using emission factors in kg CO_2 and converted to metric tons (mt CO_2) for reporting and in accordance with GRI standards. This report is focused on our office building for the 2025 reporting year and describes the activities for the overall total.

The total CO_2e includes CO_2, CH_4, and N_2O gases produced per item, converted to CO_2 to have a total of CO_2 equivalent. To ensure data accuracy and appropriateness, we used emission factors that are Canada-specific or Alberta-specific (when applicable), sourced from government websites and reports. It is imperative to recognize that emission factors for electric production, transportation, fuel combustion, water treatment, and waste disposal differ from one province or city to another. The use of regional emission factors increases the accuracy and appropriateness of the results and prevents them from being based on global, generic averages.

The emissions are split in line with the GHG Protocol Corporate accounting and Reporting Standard by the GHG Protocol Scope 1, Scope 2, and Scope 3. This provides a uniform method for dividing emissions based on the extent of your control over the operations.

Scope 1, company-owned or controlled sources, including emissions from natural gas consumption within facilities. WLI monitors Scope 1 emissions to assess our company's direct impact on climate change and to identify performance opportunities to improve operational efficiency and reduce emissions.

Scope 2 defines indirect greenhouse gas emissions from the generation of purchased electricity consumed. While Scope 2 emissions occur during the generation of purchased electricity and are therefore a consequence of electricity use at the point of generation, they are attributable to energy consumption at our building and help guide decisions on energy-efficiency projects and the use of lower-emission electricity sources.

Scope 3 includes other indirect emissions occurring across our company’s value chain. This encompasses employee commuting, client visits, business travel, water and wastewater treatment, and emissions associated with waste

Environmental

streams (recycling and composting). While we do not have direct control over these emissions, they remain significant sources of GHG emissions.

A calculation of emissions across all three scopes provides a comprehensive view of Waste Logic's GHG footprint. This transparency enables the auditability of material emission sources, provides a benchmark against which performance can be measured in subsequent years, and serves as a foundation for guiding future emissions-reduction efforts as part of our overall ESG strategy.

We have implemented the following programs to help us reduce our greenhouse gas emissions and overall carbon footprint in 2025.

Emission Reduction Efforts

Waste and Recycling Programs

The organization will promote an overall approach of source reduction by:

1. reducing waste disposed of in landfills;
2. increasing diversion of waste from landfill; and
3. improving the circularity of materials used in all Office and Building operations. Impacts of waste generation will be addressed through standard separation of waste streams, employee work practices and training, and ongoing assessment of diversion opportunities.

Waste Diverted from Disposal

Throughout the reporting period, the organization executed the following programs and policies that promoted landfill diversion:

- Aluminum cans and plastic bottles were separated at source and taken to an approved recycling facility in Alberta. **800 lbs** of recyclables were diverted from landfill. This resulted in the prevention of around **752 kg CO_2e**, saving approximately **8,060 megajoules** of energy, and saving around **34,800 litres** of water, based on widely accepted lifecycle conversion factors.

Environmental

- All single-use coffee pods were eliminated by moving to a compostable whole-bean coffee system. Between **172 lbs** of waste was diverted from the landfill per year, and a reduction of about **12,067 kg CO2e/yr** was estimated by accounting for avoided impacts of production and disposal.
- The reuse of white rags achieved the avoidance of roughly **72 lbs** of textile landfill through the substitution with compostable paper towel substitutes, hence aiding material circularity.
- Switched to compostable food service ware used for internal meetings, events, and staff on and off-campus meetings and events. This decreases the use of non-recyclable, single-use items and increases landfill diversion.

Waste Generation and Significant Waste-Related Impacts

The subsequent initiatives enable the prevention of waste and enhance the results of waste management, but are not directly measured as diversion from landfill:

- Standardized waste signage was implemented throughout the office areas to allow for better waste segregation accuracy and limit contamination of waste streams.

- Initiated “Trash Talk,” a single, organization-wide trash sorting resource available to all staff.
- Quarterly webinars on waste diversion to continually reinforce good practice and increase buy-in and participation.

Materials, Resource Use, and Emissions

Achieved paper savings by eliminating about **3000 pages/month** from print and utilizing digital workflows, thereby saving a number of trees annually and avoiding an estimated **196 kg CO2e** annually based on generic emission factors for paper life cycles.

Enhancement of Recycling Streams and Diversion Measurement

In keeping with our waste-reduction and circular-economy focus, we strategically expanded our approved recycling streams to maximize material recovery and diversion performance. New streams include electronics recycling, repurposing various types of Styrofoam, recycling fridge filters, and recycling of printer cartridges, which are currently collected and diverted from landfill.

To increase the accuracy, thoroughness, and validity of our waste data, we adopted paper, compostable materials, and washroom paper towels, which are manually weighed and tracked internally. In contrast, the mixed recycling and waste bins are assumed to be full upon pick-up. This ensures that those wastes are tracked and accounted for in diversion calculations used for high-quality ESG reporting and better decision-making.

These programs drive a data-focused approach to reduce disposal, enhance daylighting, establish transparency, build a structured system, and effectively measure our success against stringent diversion goals. As we build additional material diversion avenues and bolster our measurement systems, we reaffirm our dedication to environmental stewardship, breakthrough gains, and responsible sustainability performance in support of our shareholders.

Water Efficiency

A filtered water fountain is available for employee use to reduce reliance on single-use bottled water previously provided by our company. The fountain filter is replaced regularly to ensure water quality. This initiative helped avoid the use of **218** single-use plastic bottles in 2024. With additional encouragement to use it more frequently, approximately **3,382 bottles** were avoided in 2025 compared to the previous year, equivalent to approximately **74.5 lbs** of plastic bottles diverted.

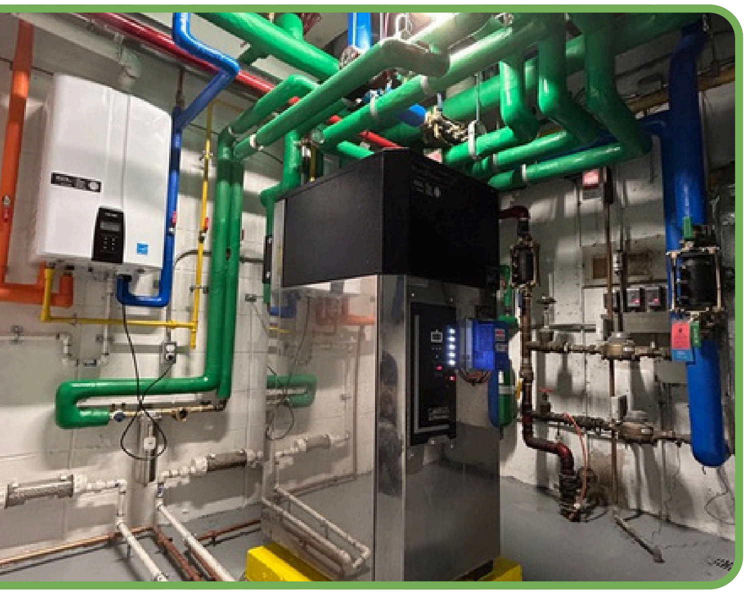
To further encourage the use of reusable bottles, additional water filters were installed in office refrigerators and on tap systems on busy floors, making filtered drinking water easily accessible throughout the workplace.

Water consumption is monitored using monthly invoice data from EPCOR and tracked by the Sustainability Manager to identify any unusual increases or usage patterns. Water conservation is actively promoted within the office, and employees are encouraged to use water responsibly to help minimize waste wherever possible.

The goal is to ensure that the water provided to employees for consumption is clean and that the water used to water the grass is not overused. We optimized our water usage by comparing the previous daily irrigation schedule to a new schedule that uses our sprinkler only 3 days a week, saving an estimated **4,080 gallons** of potable water each week.

The water filters are regularly changed and dropped off at a local eco station to ensure proper recycling and diversion from landfills.

All sustainability practices, goals, and initiatives are communicated to employees during their orientation when they first join the company to support awareness and adoption across the organization. As our company grows and operational activity increases, associated emissions may also rise. For this reason, 2025 will serve as the baseline year for measuring performance and establishing future emissions reduction targets. This baseline will enable the organization to set measurable goals and track progress toward further reductions over time.



The organization's water management practices apply only to its office building operations and are focused on internal consumption and efficiency improvements. These initiatives do not impact customer operations and are intended solely to support the company's internal sustainability goals and resource management efforts.

Energy Efficiency

In 2025, we replaced a 1970s-era boiler that had been operating continuously with a more energy-efficient unit as part of an internal initiative to lower Scope 1 emissions. The new unit, powered by natural gas and liquid propane, has resulted in a **60%** reduction in natural gas

Environmental

consumption for boiler operation.

WLI Customers

We have a national customer base throughout Canada that we service and support in managing the materials they produce and in their proper disposal and/or recycling. These services help minimize the volume of materials sent to landfill and encourage proper handling of recyclable, regulated, or other waste materials. Having a national customer base indicates the magnitude of what we prevent from being disposed of in landfills and confirms our influence on sustainable materials management practices throughout Canada.

We collaborate with our customers to evaluate their material collection schedules and explore opportunities to improve them in line with their needs and operations. Customers can reduce nonessential collections and significantly lower transportation-related emissions by optimizing collection frequencies; at the same time, they can realize savings by more efficiently managing their service costs. In 2025, our dedicated teams optimized the schedules for **30.5%** of our total client base, showcasing how operational efficiency can

contribute to measurable sustainability benefits.

To continually improve our diversion results, we currently provide additional collection containers where increased or more specialized separation is needed. Providing the right infrastructure is an important enabler of the successful implementation of diversion programs because it helps customers more efficiently separate materials at their locations, increasing diversion and contributing to internal ESG goals for emissions reduction. Building this infrastructure is an expression of our long-term commitment to improvement and positive environmental impacts.

Environmental

IOT Bin monitors
Management Approach
Waste Logic also uses bin-monitoring technology, with photographic evidence and analysis via the IoT bin-monitoring platform, to optimize efficiency, reduce environmental impact, and enhance the quality of ESG data. This facilitates what is effective, delivers insights, and allows us to spot trends, contamination, and inefficiency.

Environmental and Operational Benefits
Instant photographic monitoring enables tracking of bin contents, fullness, and contamination incidents, allowing intervention before contamination occurs. This promotes quality waste sorting and diversion and minimizes landfill. Collection schedules can be tailored to match the interaction level of each bin at pick-up, leading to fewer unnecessary collections, fewer waste pick-up trucks on the road, less fuel use, and lower greenhouse gas emissions.

Data Integrity and Cost Efficiency
Photographs and data generated by the IoT bin monitor can enhance the transparency of sustainability reporting and provide concrete evidence of impact. Photo evidence can provide visual communication for employee training programs or behavior change initiatives, like the proper breakdown of cardboard and the correct disposal of bulky items, to increase bin fill rate. Improved collections optimized by the bin monitor can reduce contamination fees, excess overage fees, and overall waste service costs.

Case Study
Waste Logic installed bin monitors on all waste containers for a national client and configured the monitors on the IOT bin monitor platform, allowing photo evidence, trend analysis, and details of bin fullness to be viewed. Waste performance and collection behavior were monitored over a 10-week sample period.

The analysis also revealed areas for improvement in collection frequency and recycling procedures. Consequently, the total number of pickups for the customer decreased by about 30 percent, aligning service levels with actual container usage.

Photographic monitoring also served as a training and behavior-change tool, identifying key operational challenges:

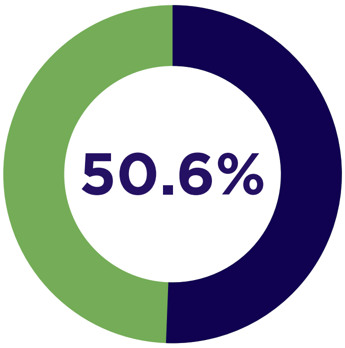
- The cardboard boxes are not broken down and flattened, costing approximately 40% of our available bin capacity.

Environmental

- Contamination, including recyclable cardboard disposed of in waste bins, led to contamination-related charges and reduced diversion performance, therefore failing to achieve sustainability targets.
- Inappropriate disposal of large items (such as chairs) was increasing waste bin fill rates and prompting more pickups, leading to higher costs and more environmental emissions.

By addressing these issues through targeted training, contamination-reduction strategies, and service optimization, the customer achieved an annual cost reduction of about 30% of their total waste management costs, while also improving their diversion performance and reducing collection-related emissions.

This case study illustrates that photo-based bin monitoring, combined with data analytics, can deliver tangible cost efficiencies, improved diversion performance, and better ESG performance.



Aggregate Diversion rate across our diverse industry portfolio.

Client Diversion

We provide comprehensive diversion reporting to our customers, describing the types and quantities of materials generated on-site and the percentage diverted from landfill. This reporting provides a clearer understanding of waste generation patterns and helps our customers monitor their progress toward sustainability goals and meet internal environmental reporting requirements.

In 2025, the average diversion rate across our portfolio was 50.62%. This diversion rate reflects the scale and complexity of our operations as a national waste and recycling provider. With facilities across Canada and a diverse portfolio of waste streams, our overall diversion performance is influenced by the varying material profiles and service requirements of the customers we serve. While these factors can affect our aggregate diversion rate, our focus remains on delivering tailored waste and recycling solutions that help our clients achieve their diversion targets and advance their broader sustainability and ESG objectives.

Environmental

Waste Logic Inc.
Green Leaf Program

Green Leaf Program

The Green Leaf Program, Waste Logic's tiered sustainability services solution, was created to help clients understand, track, and improve their environmental performance. The program is designed to be scalable for clients across a range of needs and organizational maturity levels, and to establish us as a leader in sustainability further.

The Green Leaf Program adds value by fulfilling clients' reporting needs, enabling diversion tracking, and providing CO2e calculations, which will give clients a tangible understanding of their current environmental impact and the ability to set quantifiable internal sustainability goals.

As part of our commitment to "making waste simple," the Green Leaf Program allows us to expand our sustainability efforts beyond WLI and help our clients meet their own sustainability and ESG goals. We can achieve tangible environmental impact at scale while building long-term client relationships through this program. The Green Leaf Program includes services across the following areas:

Tier 1 - Plus

- Provides enhanced diversion reporting beyond the standard customer portal, including cost analysis and site-level performance data, with reports available for export, if required, to support internal review and external reporting requirements.
- Provide basic signage by region, recommended bins per waste stream (If necessary), and one complimentary bin monitor to enhance data collection and enable potential cost savings.
- Implement basic waste reduction strategies to minimize costs and pickup frequency.
- Recommend potential donation options for specific surplus materials that are no longer in use, and identify items that can be donated, reused, or recycled through appropriate organizations or service providers.
- Bi-annual performance review meeting.

Environmental

Tier 2 - Premium

Includes everything in the "Plus" tier, and the services below:

- CO_2e includes emissions from waste, recycling, and compost materials
  - Avoided emissions from optimized collection routes (Fewer/more trucks on the road = lower/higher emissions)
  - Environmental Equivalents: # of trees, water saved, landfill space saved.
- Includes a one-time annual customized signage program designed to address common sorting errors and aligned with applicable provincial and municipal regulations, with an optional annual account management check-in to assess whether updates are needed to support ongoing staff education.
- Includes one discounted annual waste audit and detailed report for one (1) designated site. Evaluates current waste generation, handling, and disposal practices.
- Work collaboratively to define your organization's ESG goals and design a strategic, tailored plan with measurable tracking systems to monitor progress and reinforce accountability.
- Optional monthly one-hour meeting with the Sustainability Manager, available upon request for assistance, guidance, or issue resolution.

Waste Audits

For Waste Logic, the effective management of waste is a material topic for our stakeholders and has been the focus of our ESG strategy. In 2025, we conducted a series of nationwide waste audits in Canada with certified waste audit partners to assess all waste streams and drive tangible progress in sustainability.

Material reporting on the audit, including quantities and contamination levels, supports opportunities to increase diversion, reduce waste, and run operations more efficiently. Our comprehensive process ensures compliance with local and industry standards and practices, such as Ontario Regulation 102/94, demonstrates credible sustainability practices, and supports BOMA BEST, LEED, and GRESB Certification programs.

2025 audits resulted in an average diversion rate of 30.43% and a waste capture rate of 48.16%. Diversion Rate is the percentage of total materials generated that are diverted from landfill through recycling, composting, or other approved recovery methods.

Environmental

Capture Rate is a key performance indicator that measures the effectiveness of a facility's recycling program by calculating the percentage of recyclable materials properly sorted into designated recycling streams versus disposed of as general waste. Our audits provide recommendations to improve these rates based on the audit results, including process improvements and enhanced employee participation. This data helps our clients make strategic decisions, operate efficiently, and maintain their long-term ESG performance.

By integrating data-driven waste audits into our operations, Waste Logic demonstrates a clear commitment to the environment, transparency, and sustainable improvement through continuous measurement against our targets for everyone involved.

Future Commitments

These GHG calculations will serve as baseline data, with 2025 as the baseline year, for comparison with future emission reduction efforts.

- Reduce total GHG emissions intensity per employee by 15% by 2030.
- Achieve 60% waste diversion from landfill across company operations by 2030.
- Achieve 55% waste diversion across our total client portfolio by 2030.
- Support Canadian or Alberta-based carbon offset projects to neutralize annual emissions remaining after internal reduction projects.

The items outlined above constitute our formal commitments to advancing sustainability objectives at both the departmental and organizational levels. The Sustainability Department, in partnership with the executive leadership team, will establish annual strategic plans to drive progress toward these goals. Performance and achievements will be systematically monitored and disclosed through our annual sustainability reports.

Social Impact

Total Community Investment:

$38,609.43

Social Impact & Community Investment

Cash Donation	$15,600.48
In-kind Contribution	$13,008.95
Sponsorship	$10,000
Total	**$38,609.43**

Approach to Community Investment

Waste Logic Inc. is committed to contributing positively to the communities in which it operates through targeted cash donations, sponsorships, and in-kind contributions. Our community involvement encompasses programs that fund and promote food security, health and wellness, youth programs, emergency preparedness, waste reduction, and community development. Contributions are identified through locality, meet social needs, and are consistent with our values.

Community Contributions

In 2025, our company contributed approximately $38,609 in financial and non-financial support to community organizations and initiatives. These contributions support social infrastructure, essential services, and indirect economic benefits within local communities.

Cash Donations

- Jasper Minor Sports – youth sports development
- YEG Cappuccino Service – mental health fundraising support
- Kids With Cancer Society / Beaded Journey Gala – support for children with cancer
- South Shuswap First Responders Association – emergency preparedness and access to EpiPens
- Compassion House Foundation – homelessness and housing support
- Ship Hector Society – cultural and heritage preservation

Social

- Community Park Little League – community-led fundraising initiatives
- Sobey's Ship Hector Restoration Project – heritage restoration and local economic activity
- Lift Auto Golf – community event support through donated travel voucher

Sponsorships
- Explore Edmonton (Black-Tie Bingo) – community development initiatives
- Edmonton Rodeo Cowboys' Benevolent Foundation (Black Tie Bingo) – community and athlete support

In-Kind Contributions
- First Choice Millwork Employee Golf Tournament – Alzheimer's Society fundraiser
- Annual Kalesnikoff Charity Golf Tournament – Community Harvest Food Bank fundraiser
- 2024 Canada's Volunteer Award Recipient (PHS) – in-kind grant to a not-for-profit organization
- Earls Mo for Lowe (Movember Foundation) – men's health fundraising initiative
- Office furniture donation (via Regenerate Contracting Inc.) – to support reuse and refurbishment, extending product life cycles, reducing landfill waste, and promoting circular economy practices

Attendees at the Kids with Cancer Society Beaded Journey Gala

Future Commitments

We are committed to strengthening our social impact by addressing food insecurity in Canada and identifying partners who can support meaningful action in this area. Our approach will include both financial contributions and employee volunteer initiatives. The Sustainability Department, in collaboration with the executive leadership team, will identify and engage appropriate partner organizations to guide and support our efforts to tackle food insecurity across Canada. Progress against these initiatives will be tracked and reported in our next annual sustainability report.

Governance and Ethics

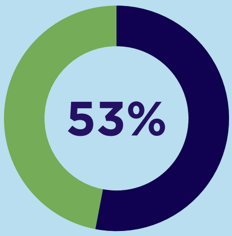
Transparency

Upholding our commitment to open communication

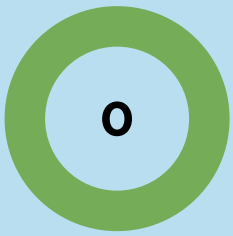
Accountability

Ensuring responsible decision-making processes

Receive professional development training



Female Governance Bodies



Zero reported workplace injuries

Governance

Tax

Approach to Tax

The organization's approach to taxation is based on full compliance with applicable tax laws and regulations in Canada, the sole jurisdiction in which it operates. As a privately held company, the organization does not publish a formal public tax strategy; however, internal financial governance processes guide tax compliance and reporting. Oversight of tax matters is the responsibility of the Chief Financial Officer and Vice President of Finance, with support from external professional advisors. Our company's tax approach aligns with its broader business strategy and commitment to responsible operations in the managed waste and environmental services sector.

Tax Governance, Control, and Risk Management

Responsibility for tax governance and compliance rests with the Chief Financial Officer and the Vice President of Finance. Tax compliance and reporting are integrated within the organization's financial control framework and supported by external accounting advisors, including MNP, who assist with corporate tax filings and regulatory interpretation. Tax risks are identified and monitored through regular financial reviews, consultation with professional advisors, and ongoing monitoring of changes in tax legislation. Concerns related to financial conduct, including tax matters, can be raised through internal management channels, and tax disclosures included in ESG reporting are reviewed internally prior to publication.

Stakeholder Engagement and Management of Concerns Related to Tax

The organization maintains a cooperative and transparent relationship with Canadian tax authorities and fulfills all filing and payment obligations in accordance with applicable regulations. Engagement with tax authorities occurs primarily through routine compliance activities and, where appropriate, through the organization's external professional advisors. Our company does not engage in direct public policy advocacy on taxation matters. Stakeholder considerations related to tax are addressed through our financial governance processes and oversight by senior finance leadership.

Country-by-Country Reporting

The organization operates exclusively in Canada, and all entities

Governance

included in the consolidated financial information are resident for tax purposes in Canada. These entities primarily engage in managed waste and environmental services activities. Financial and tax information, including revenues, profits, employee counts, and corporate income tax payments, is maintained internally and reported to relevant authorities as required under Canadian tax law. As a privately held organization, detailed jurisdiction-level financial data is not publicly disclosed; the information referenced in this disclosure corresponds to the period covered by the organization's most recent reviewed consolidated financial statements for the 2025 reporting year.

2026 Corporate Theme

Performance Through Process

Economic Performance

At Waste Logic, governance is positioned as an operational discipline, with transparency and accountability, not simply oversight. In a service model that coordinates national vendor networks and manages thousands of waste service points, strong governance ensures that decisions are consistent, data-driven, and aligned with client outcomes.

Internally, governance is embedded directly into how our company operates. Waste Logic maintains a structured management framework built around clearly defined leadership responsibilities, documented operating standards, and measurable performance reporting. Policies, processes, and procedures are formally documented through the company's PPP framework (Policy, Process, Procedure), which establishes consistent operating standards across departments, including procurement, operations, finance, sustainability, and information systems.

Governance is reinforced through disciplined financial controls, structured vendor compliance standards, and transparent reporting

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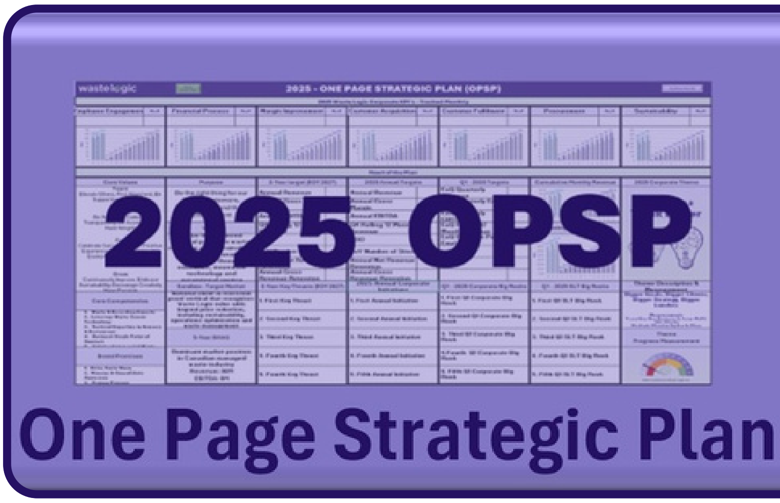
within the company's enterprise systems. Operational data, vendor performance metrics, service verification, and financial validation processes are integrated into Waste Logic's ERP and reporting environment, allowing leadership to monitor operational risk, client performance outcomes, and financial accuracy in real time.

Through these mechanisms, governance is integrated into day-to-day operations rather than operating as a separate oversight function. It supports responsible decision-making in areas such as vendor selection and evaluation, client contract management, sustainability program implementation, and the protection of client and operational data.

Governance oversight at Waste Logic begins with executive leadership and is reinforced through defined roles across the organization. Senior leadership is responsible for maintaining strong internal controls, risk awareness, and operational accountability across all departments.

Leadership teams regularly review operational performance, financial controls, procurement practices, and vendor compliance standards to ensure that company policies are



followed and that client service commitments are consistently met. This oversight ensures alignment between operational execution, financial discipline, and Waste Logic's long-term strategic objectives.

As the company continues to grow nationally, governance frameworks will evolve alongside the business to support increased operational scale, system integration, and regulatory compliance.

Governance Supporting ESG

Governance also plays a central role in supporting Waste Logic's environmental and social commitments. Our company's governance framework ensures that sustainability initiatives, diversion programs, vendor partnerships, and

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community initiatives are implemented responsibly and measured against defined outcomes.

Key governance practices supporting ESG include:

- Monitoring waste diversion, contamination reduction, and sustainability program performance through operational data and reporting systems
- Establishing vendor standards that encourage responsible environmental practices and compliance with regulatory requirements
- Integrating sustainability objectives into procurement strategies and operational planning
- Ensuring accurate and transparent reporting of performance metrics to clients and partners
- Maintaining ethical procurement practices across the company's national vendor network
- Through these practices, governance provides the structure that allows Waste Logic to translate environmental and social commitments into measurable operational results.

Externally, Waste Logic communicates governance through transparency and accountability. Clients receive clear reporting on operational performance, diversion outcomes, and service verification through reporting tools and client-facing platforms. Where disclosure is required, the company provides straightforward and accurate information consistent with Canadian regulatory requirements and industry best practices.

Our company also maintains ethical procurement standards across its national vendor network, ensuring that vendor relationships are managed fairly, competitively, and in alignment with client interests.

Governance Supporting Long-Term Growth

As Waste Logic continues to expand nationally, its governance framework will scale alongside the organization. By maintaining disciplined operational controls, transparent reporting, and clearly defined leadership accountability, Waste Logic aims to reinforce trust with clients, employees, vendors, and future stakeholders.

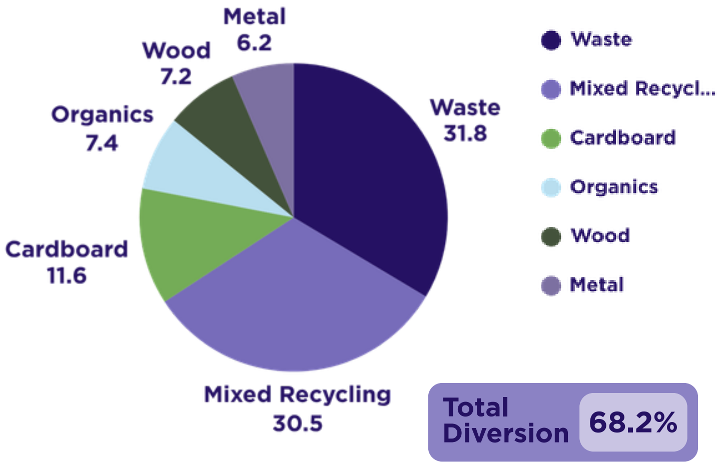
Strong governance supports the company's long-term objective: building a national platform that delivers measurable environmental outcomes, operational excellence, and sustained value for the organizations and communities it

Governance

serves.

Waste Logic's climate-related opportunity is to help multi-site clients reduce waste, improve diversion, and strengthen ESG performance through data-driven reporting, vendor accountability, and national program design. Relevant risks include changing waste and recycling regulations, contamination and diversion performance, and service disruption across the vendor network. Governance integrates these issues through performance monitoring, procurement standards, and operational planning. Waste Logic has not quantified the financial implications, the costs of actions taken, or the timelines.

Waste Logic supports waste, recycling, diversion, and reporting infrastructure for clients through a national managed-service model, technology-enabled reporting, and coordinated vendor programs rather than owned disposal assets. Expected community and local economic impacts include improved diversion, reduced contamination, more efficient service, and support for local service providers. These services are commercial.



This example is a snippet taken from a client diversion report.

Significant indirect economic impacts include lower waste-related costs for clients, improved ESG and diversion performance, better procurement discipline, and economic activity for local vendor partners within Waste Logic's network. These impacts are significant in the context of client ESG priorities and increasing regulatory and stakeholder expectations around waste diversion and transparency. Quantified positive or negative impacts and external benchmark comparisons are not tracked.

Waste Logic combines national procurement leverage with local vendor accountability and works through local service providers across its network. This indicates ongoing use of local suppliers, but the percentage of procurement budget spent locally, the company's definition of 'local,' and the definition of 'significant locations of

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operation' are unknown.

Waste Logic Benefits

Full-time employees are provided with life insurance, health care, disability and invalidity coverage, parental leave, and retirement benefits, as detailed in the Employee Handbook. This handbook is shared with all full-time staff to provide comprehensive information about the company, its values, health and safety policies, and available benefits. Each benefit is clearly described within the handbook, and employees are encouraged to raise questions or provide feedback to the team to support ongoing improvements and updates.

Future Commitments

Looking ahead, Waste Logic is formalizing our long-term commitments across sustainability, social responsibility, and governance as we scale nationally. This year, we added a new Core Value: **Impact,** which is defined by four clear expectations:

- Champion sustainability
- Invest in our community
- Act with social conscience
- Build a positive legacy

These are not slogans. They will guide our design of diversion programs, our selection of vendor partners, our support for local initiatives in the communities we serve, and our accountability through disciplined governance and transparent reporting. As we grow, our responsibility grows with us. We are committed to building a company that delivers measurable environmental progress, contributes meaningfully to Canadian communities, and operates with integrity at every level.

By 2027, we aim to engage external auditors to review and validate all sustainability-related claims and data, ensuring accuracy, transparency, and credibility in our customer-facing reporting. This objective has been approved by our executive team. The Sustainability Department will initiate the process of identifying and evaluating qualified external audit firms to support this goal.

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Standards	Disclosure	Description	Reference/Notes
Biodiversity	**101-1 to 101-8**	N/A	Based on the nature of our waste and recycling activities, this requirement has been deemed not applicable and is not currently tracked, measured, or reported within our ESG framework.
Climate Change	**102-1**	Transition plan for climate change mitigation	Environmental - Emission Reduction Efforts Environmental – Future Commitments
	102-2	Climate change adaptation plan	ESG Importance
	102-3	Just transition impacts on workers, local communities, and Indigenous Peoples	Sustainability Data Pack - Governance
	102-4	GHG emissions reduction targets and progress	Environmental - Emission Reduction Efforts Environmental – Future Commitments
	102-5	Scope 1 GHG emissions	Sustainability Data Pack
	102-6	Scope 2 GHG emissions	Sustainability Data Pack
	102-7	Scope 3 GHG emissions	Sustainability Data Pack
	102-8	GHG emissions intensity	Sustainability Data Pack
	102-9	GHG removals in the value chain	Sustainability Data Pack - Recycling and Compost (Avoided emissions) Sustainability Data Pack - Diversion Environmental - WLI Customers Environmental - IoT Bin monitors Environmental - Emission Reduction Efforts
Energy	**103-1**	Energy policies and commitments	Environmental - Emission Reduction Efforts - Energy Efficiency
	103-2	Energy consumption and self-generation within the organization	Sustainability Data Pack Environmental - Emission Reduction Efforts - Energy Efficiency
	103-3	Upstream and downstream energy consumption	Sustainability Data Pack Environmental - Emission Reduction Efforts - Energy Efficiency
	103-4	Energy Intensity	Sustainability Data Pack Environmental - Emission Reduction Efforts - Energy Efficiency

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Energy continued	**103-5**	Reduction in energy consumption	Environmental - Emission Reduction Efforts - Energy Efficiency
	302-1	Energy consumption within the organization	Sustainability Data Pack Environmental - Emission Reduction Efforts - Energy Efficiency
	302-3	Energy intensity	Sustainability Data Pack
	302-4	Reduction of energy consumption	Environmental - Emission Reduction Efforts - Energy Efficiency
	302-5	Reductions in energy requirements of products and services	Environmental - Emission Reduction Efforts - Energy Efficiency
Oil and Gas Sector	**11-1 to 11-22**	N/A	Based on the nature of our waste and recycling activities, this requirement has been deemed not applicable and is not currently tracked, measured, or reported within our ESG framework.
Coal Sector	**12-1 to 12-22**	N/A	Based on the nature of our waste and recycling activities, this requirement has been deemed not applicable and is not currently tracked, measured, or reported within our ESG framework.
Agriculture Aquaculture and Fishing Sectors	**13-1 to 13-26**	N/A	Based on the nature of our waste and recycling activities, this requirement has been deemed not applicable and is not currently tracked, measured, or reported within our ESG framework.
Mining Sector	**14-1 to 14-25**	N/A	Based on the nature of our waste and recycling activities, this requirement has been deemed not applicable and is not currently tracked, measured, or reported within our ESG framework.
Economic Performance	**201-1**	Direct economic value generated and distributed	This GRI disclosure was not applicable to our business operations during the reporting period covered by this year's ESG Report. Accordingly, the related information was not tracked or reported.
	201-2	Financial implications and other risks and opportunities due to climate change	Governance – Economic Performance
	201-3	Defined benefit plan obligations and other retirement plans	Governance – Waste Logic Benefits
	201-4	Financial assistance received from government	This GRI disclosure was not applicable to our business operations during the reporting period covered by this year's ESG Report. Accordingly, the related information was not tracked or reported.

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Market Presence	**202-1**	Ratios of standard entry level wage by gender compared to local minimum wage.	A significant proportion of our employees are in professional services role that are not subject to minimum wage laws, such as the case in retail, hospitality or service worker roles. All employees in professional services roles are paid well above the prevailing minimum wage for the region. We do not employ other non-employee worker that are compensated based on wages subject to minimum wages rules.
	202-2	Proportion of senior management hired from the local community	100% of senior management at significant locations are hired from the local community. Senior management includes VP and C-Suite level. 'Local' is defined as Canada. Significant locations of operations is defined as Western Canada.
Indirect Economic Impacts	**203-1**	Infrastructure investments and services supported	Governance – Economic Performance
	203-2	Significant indirect economic impacts	Governance – Economic Performance
Procurement Practices	**204-1**	Proportion of spending on local suppliers	Governance – Economic Performance
Anti-Corruption	**205-1**	Operations assessed for risks related to corruption	This GRI disclosure was not applicable to our business operations during the reporting period covered by this year's ESG Report. Accordingly, the related information was not tracked or reported.
	205-2	Communication and training about anti-corruption policies and procedures	Waste Logic conforms to a code of conduct prescribed in the employee handbook.
	205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption on record.
Anti-Competitive Behavior	**206-1**	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	This GRI disclosure was not applicable to our business operations during the reporting period covered by this year's ESG Report. Accordingly, the related information was not tracked or reported.
Tax	**207-1**	Approach to tax	Governance – Tax – Approach to Tax
	207-2	Tax governance, control, and risk management	Governance – Tax – Tax Governance, Control, and Risk Management
	207-3	Stakeholder engagement and management of concerns related to tax	Governance – Tax – Stakeholder Engagement and Management of Concerns Related to Tax

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Tax	**207-4**	Country-by-country reporting	Governance – Tax – Country-by-Country Reporting
Materials	**301-1 to 301-3**	N/A	Based on the nature of our waste and recycling activities, this requirement has been deemed not applicable and is not currently tracked, measured, or reported within our ESG framework.
Water and Effluents	**303-1**	Interactions with water as a shared resource	Sustainability Data Pack Environmental - Water Efficiency
	303-3	Water withdrawal	Sustainability Data Pack
	303-5	Water consumption	Sustainability Data Pack Environmental - Water Efficiency
Biodiversity	**304-1 to 304-4**	N/A	Based on the nature of our waste and recycling activities, this requirement has been deemed not applicable and is not currently tracked, measured, or reported within our ESG framework.
Emissions	**305-1**	Direct (Scope 1) GHG emissions	Sustainability Data Pack
	305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Data Pack
	305-3	Other indirect (Scope 3) GHG emissions	Sustainability Data Pack
	305-4	GHG emissions intensity	Sustainability Data Pack
	305-5	Reduction of GHG emissions	Environmental - Emission Reduction Efforts
Waste	**306-1**	Waste generation and significant waste-related impacts	Sustainability Data Pack Environmental – Emission Reduction Efforts Environmental – WLI Customers
	306-2	Management of significant waste-related impacts	Sustainability Data Pack Environmental – Emission Reduction Efforts Environmental – WLI Customers
	306-3	Waste generated	Sustainability Data Pack Environmental – Emission Reduction Efforts Environmental – WLI Customers
	306-4	Waste diverted from disposal	Sustainability Data Pack Environmental – Emission Reduction Efforts Environmental – WLI Customers

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Waste	**306-5**	Waste directed to disposal	Sustainability Data Pack Environmental – Emission Reduction Efforts Environmental – WLI Customers
Supplier Environmental Assessment	**308-1 and 308-2**	N/A	Based on the nature of our waste and recycling activities, this requirement has been deemed not applicable and is not currently tracked, measured, or reported within our ESG framework.
Employment	**401-1**	New employee hires and employee turnover	Sustainability Data Pack
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Governance – Waste Logic Benefits
	401-3	Parental leave	Less than 1% of employees met the eligibility criteria to go on parental leave. Less than 1% took parental leave and are still on leave. Return to work and retention rates of employees who took parental leave is currently not available
Labor and Management Relations	**402-1**	Minimum notice periods regarding operational changes	Minimum weeks of changes is in accordance with the notice provided under the Alberta Employment Standard Code
Occupational Health and Safety	**403-1**	Occupational health and safety management system	WLI has implemented an occuraptional health and safety management system in accordance with the Occupational Health and Safety Act, the Occupational Health and Safety Code, and their regulations. This is outlined in the Employee Handbook
	403-10	Work-related ill health	There have been no fatalities, high-consequence injuries or work-related injury in the current reporting period
	403-2	Hazard identification, risk assessment, and incident investigation	The Health and Safety Policy which is detailed in the Employee Handbook, outlines the processes and procedures for identifying and reporting work-related hazards and safety concerns, in accordance with the Occupational Health and Safety Act, the Occupational Health and Safety Code, and their regulations

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Occupational Health and Safety	**403-3**	Occupational health services	Internal Information - Outlined in the Health and Safety policy of the Employee Handbook
	403-4	Worker participation, consultation, and communication on occupational health and safety	Internal Information - Outlined in the Health and Safety policy of the Employee Handbook
	403-5	Worker training on occupational health and safety	Internal Information - Outlined in the Health and Safety policy of the Employee Handbook
	403-6	Promotion of worker health	Internal Information - Outlined in the Health and Safety policy of the Employee Handbook
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Internal Information - Outlined in the Health and Safety policy of the Employee Handbook
	403-8	Workers covered by an occupational health and safety management system	All workers are covered under the OHS management system.
	403-9	Work Related Injuries	There have been no fatalities, high-consequence injuries or work-related injury in the current reporting period
Training and Education	**404-1**	Average hours of training per year per employee	30 hours on average per full-time employee for both genders across management and non-management staff
	404-2	Programs for upgrading employee skills and transition assistance programs	The employer provides employees access to an online learning and development platforms consisting of thousands of professional development courses. This platform may be available post-employment as part of a career transition program, as needed.
	404-3	Percentage of employees receiving regular performance and career development reviews	100% of management and non-management male and female employees received a performance and career development review
Diversity and Equal Opportunity	**405-1**	Diversity of governance bodies and employees	Sustainability Data Pack - Governance
	405-2	Ratio of basic salary and remuneration of women to men	In accordance with our policy on equal opportunity, male and female employees are paid fairly and equally based on performance, skills and experience and have equal access to promotions, training, and wage increases

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Non-discrimination	**406-1**	Incidents of discrimination and corrective actions taken	There have not been any instances of reported discrimination complaints.
Freedom of Association and Collective Bargaining	**407-1**	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Waste Logic operates in Canada and manages a national vendor network, and it requires suppliers to comply with applicable laws and standards with respect to organized labor.
Child Labor	**408-1**	Operations and suppliers at significant risk for incidents of child labor	Waste Logic is not aware of any operations or supplier considered to have significant risk for incidents of forced or compulsory labour. Waste Logic complies with the requirements of the Alberta Employment Standards Code.
Forced or Compulsory Labor	**409-1**	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Waste Logic is not aware of any operations or supplier considered to have significant risk for incidents of forced or compulsory labour. Waste Logic complies with the requirements of the Alberta Employment Standards Code.
Rights of Indigenous Peoples	**411-1**	N/A	Based on the nature of our waste and recycling activities, this requirement has been deemed not applicable and is not currently tracked, measured, or reported within our ESG framework.
Local Communities	**413-1 and 413-2**	N/A	Based on the nature of our waste and recycling activities, this requirement has been deemed not applicable and is not currently tracked, measured, or reported within our ESG framework.
Supplier Social Assessment	**414-1**	New suppliers that were screened using social criteria	Waste Logic screens our vendor partners through operational, compliance, and performance standards only.
	414-2	Negative social impacts in the supply chain and actions taken	This GRI disclosure was not applicable to our business operations during the reporting period covered by this year's ESG Report. Accordingly, the related information was not tracked or reported.
Public Policy	**415-1**	N/A	Based on the nature of our waste and recycling activities, this requirement has been deemed not applicable and is not currently tracked, measured, or reported within our ESG framework.

Customer Health and Safety	**416-1 and 416-2**	N/A	Based on the nature of our waste and recycling activities, this requirement has been deemed not applicable and is not currently tracked, measured, or reported within our ESG framework.
Marketing and Labeling	**417-1 to 417-3**	N/A	Based on the nature of our waste and recycling activities, this requirement has been deemed not applicable and is not currently tracked, measured, or reported within our ESG framework.
Customer Privacy	**418-1**	Substantiated complaints concerning breaches of customer privacy and losses of customer data	There have been no occurrences or complaints concerning breaches of customer privacy and losses of customer data

2025 Impact at a Glance

656.37 mt CO_2e Total GHG Emissions

56.49% Total Diversion from Landfills

$38,609 Community Investment

~30% Client Pickup Reduction

Looking Ahead

By 2030, we will reduce GHG emissions intensity per employee by 15%, achieve 60% waste diversion across operations, and reach 55% diversion across our total client portfolio. By 2027, we will engage external auditors to validate all sustainability claims and reporting.

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