



# 2023 Sustainability Report

Growing Sustainably





# Contents

## Introduction

A Message from Our CEO & Chairman *page 3*

Sustainability Highlights *page 4*

## Business & Strategy

Operating with a Purpose *page 6*

Our Business *page 7*

Materiality *page 11*

## Greener World

Carbon Roadmap & Performance *page 13*

Driving Growth through Transformative Solutions *page 18*

## Passionate People

Occupational Health & Safety *page 22*

Synagro's Workforce *page 25*

Community Engagement *page 28*

## Transparent Integrity

Business Ethics *page 31*

Product Safety & Stewardship *page 32*

Data Privacy & Information Security *page 34*

## Appendices

United Nations Sustainable Development Goals Index *page 36*

GRI Index *page 37*

About this Report *page 42*

Independent Assurance Statement *page 45*





# A Message from Our CEO & Chairman

*“Synagro’s Sustainable Growth plan is rooted in the ideals that in order to be successful, a company must aspire to a larger purpose and work to have a net positive impact on both people and the planet.”*

Growing sustainably is at the heart of Synagro’s business and is central to our purpose as a company. From supporting our customers, to treating our people with dignity and respect, and promoting a cleaner tomorrow for our planet, Synagro has served as a leader for more than three and a half decades.

Over the past year, Synagro has brought our company’s purpose to life in more impactful ways than ever before. First and foremost, we made great strides on our Sustainable Growth plan, which is grounded around three main pillars – a greener world, passionate people and transparent integrity. This plan not only ties to our company’s mission, but drives and measures our impact across a broad range of topics. Key to this strategy is sustainable business growth, because as we grow as a company, we have a greater and more positive impact on people and the planet – some call that a net positive company, I just call it good business.

As we have executed on our strategy, I am pleased to say that our company has substantially grown in size and scale both organically and with Synagro’s strategic acquisitions. For example, in late 2023, Synagro acquired New England Fertilizer Company (NEFCO), a company with customized client solutions and proven biosolids management technologies. This acquisition added passionate people, proven capabilities and network of facilities expanding our position as North America’s leading provider of sustainable solutions for biosolids, organics and residuals.

Our environmental positive impacts also grew. In 2023, we received more than 16 million tons of biosolids, organics and residuals, including 2.2 billion gallons of liquid biosolids and approximately 550,000 tons of green and food waste. Through our unique processes we recycled and transformed that potential waste into 3.3 million tons of nutrient rich fertilizer that was used for beneficial use in agriculture – accounting for more than 80% of the residuals we processed. Additionally, more than two million metric tons of potential greenhouse gas (GHG) emissions from our customers were avoided through our processes of diverting this waste from landfills. These impacts not only represent Synagro’s dedication to our customers and their environmental goals, but directly tie to our own company strategy.

Beyond our environmental vision, we believe that fostering a safe, healthy and supportive workplace is key to our success. As a result of our efforts, this year Synagro was recognized by USA Today as a 2024 Top Workplace. This award celebrates nationally recognized companies that make the world a better place to work by prioritizing people-centered cultures, and recognizes Synagro as the industry leader in this space. On the safety front, we experienced a 32% decrease in total recordable injury rate (TRIR), a true testament of our leadership team and employees’ dedication to achieving industry-leading safety performance across all of our sites.

As I look ahead to the future of Synagro, we will remain dedicated to evaluating new technologies that promote sustainable growth, while also driving positive impact across our industry. With this in mind, I am pleased to announce that this past year we launched our new SynaPure™ water treatment service and are making progress on our Char technology pilot.

Although we have made great progress, there is still more work to do. 2023 was recorded as the warmest year on record, with accounts of extreme heat, wildfires and rising sea levels. That is why we confirmed our commitment to the United Nations Sustainable Development Goals (UN SDGs) – specifically UN SDG 13 and 12.5 – to substantially reduce waste generation through prevention, reduction, recycling and reuse. As we know, when organics are sent to a landfill, methane, a powerful GHG is emitted. Our business is key to addressing this challenge by transforming these organics to beneficial use and avoiding these emissions.

I am incredibly proud of the achievements that we made this year, and our journey over the past 38 years. I invite you to read about our net positive impacts within this report and look forward to sharing more as we grow sustainably and serve as a catalyst for a greener world.

**Bob Preston**

*Bob Preston*

Chief Executive Officer  
& Chairman of the  
Board of Directors



# Sustainability Highlights



**2+ million metric tons** of CO<sub>2</sub>e avoided by transforming residuals into beneficial use.

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

Recycled **2.2 billion gallons** of liquid biosolids and approximately **550,000 tons** of green and food waste.

**+80%** of residuals sent to beneficial use.



**Externally verified** our Scope 1, 2 and 3 GHG emissions data.

**Launched SynaPure™** Water Treatment System.

**Reduced** our TRIR by **32%**, outperforming the industry average.



Recognized by USA Today as a **2024 Top Workplace.**



**Expanded** our community engagement efforts.



Expanded our footprint as **North America's leading** provider of sustainable solutions for biosolids, organics and residuals.



**Maintained** an average time of **30 days or less** to resolve all ethics complaints.



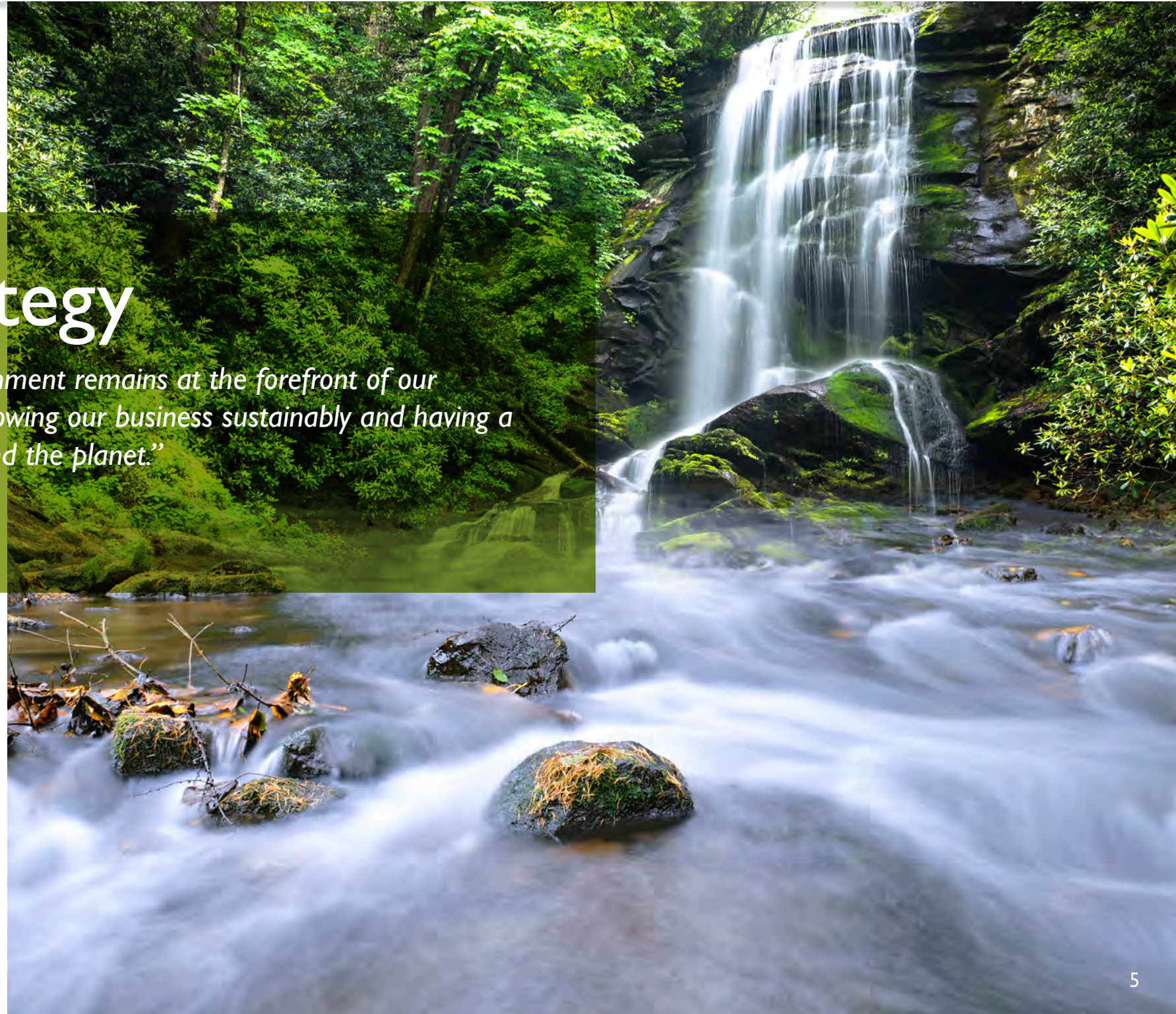
**Enhanced** our governance policies.



# Business & Strategy

*“At Synagro, our role in protecting the environment remains at the forefront of our company’s strategy. We are committed to growing our business sustainably and having a net positive and circular impact on people and the planet.”*

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





# Operating with a Purpose

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

Our Sustainable Growth plan is rooted in the ideals of purpose, and delivering on our triple bottom line as we work each day to have a net positive impact on both people and the planet.

## Growing Sustainably & Creating Value

Through Synagro’s Sustainable Growth plan, the company is focused on the following areas and actions that present opportunities for sustainable, long-term value creation:

### SUSTAINABLE GROWTH

Drive growth through new markets, customers and adjacencies, with a focus on beneficial use, sustainable products and innovation.

### STAKEHOLDER ENGAGEMENT

Build trust and transparency with our stakeholders by engaging our employees, customers, communities and external partners.

### ECO EFFICIENCY

Reduce our carbon footprint and the associated operating costs through the implementation of energy efficiency projects and a move toward renewable energy at our facilities.

### SAFETY CULTURE

Provide a safe environment for our employees, our customers and the communities where we work.

### Synagro's 2023 Sustainable Growth Plan Actions

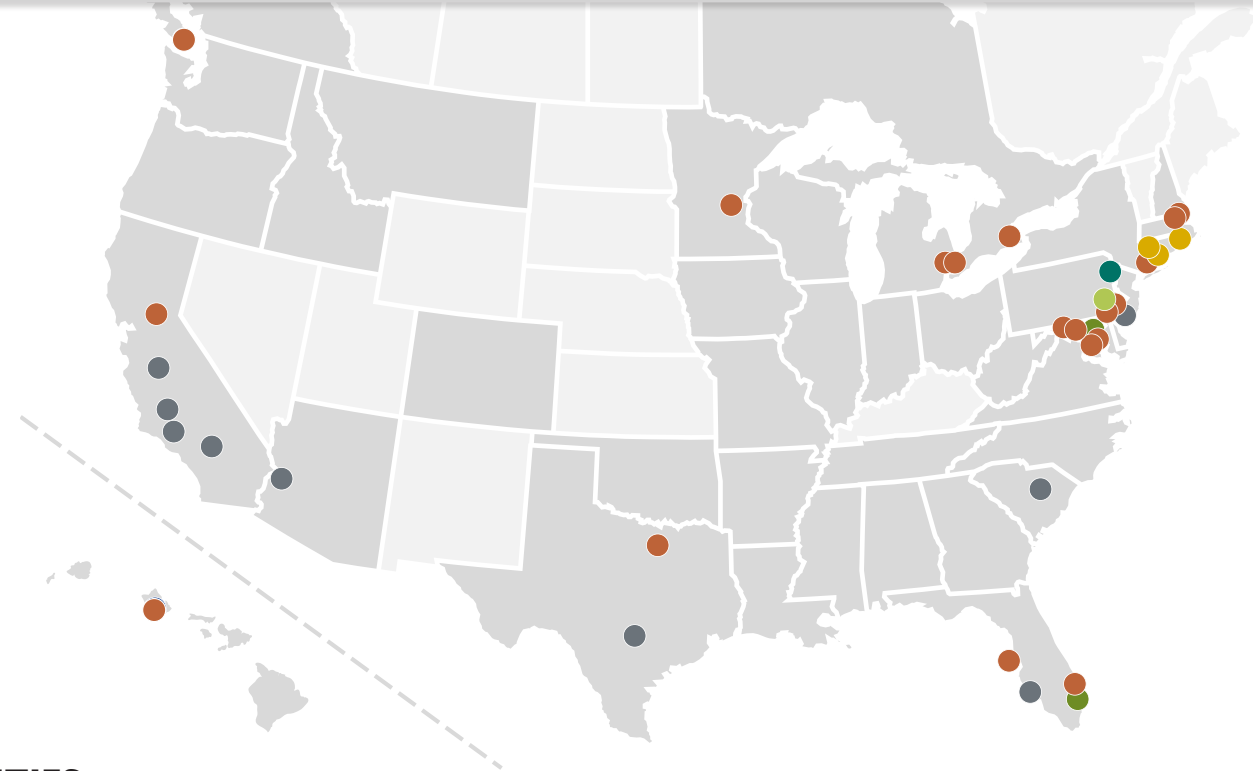
- Partner with our customers to expand our thermal drying and pelletizing facilities business through long-term contracts.
- Increase our organic composting footprint, thereby processing more biosolids, food waste and green waste.
- Expand our services and rail business to help recycle more residuals, clean water and reduce vehicle emissions.
- Drive sustainable innovation and technology to solve industry challenges.
- Reduce our GHG emissions by reducing energy usage and increasing the percentage of biosolids that are transformed for beneficial use.
- Place our passionate people, municipal customers and local communities at the heart of our strategy.
- Ultimately support the UN SDGs, with a focus on reducing waste generation through prevention, reduction, recycling and reuse.

# Our Business

At the core of our business, Synagro is a market-leading provider of sustainable solutions for biosolids, organics and residuals; however, our vision to have a net positive impact on both people and the planet extends far beyond others in our industry.

Rooted in our efforts to recycle organic waste, clean water and mitigate climate change, our Sustainable Growth plan serves as a pathway to execute on our net positive vision, while expanding our operations.

Across the U.S. and Canada, Synagro builds, owns and operates facilities to process biosolids, organics and residuals and turn them into compost, fertilizer pellets, soil conditioners and renewable energy.



## FACILITIES

### 36 facilities in the U.S. and Canada

- 19 Dryer Facilities**
  - Back River, Camden, Cumberland, Detroit, Fort Worth, 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, New Jersey
- 2 Service Centers**
  - Lansdale, New Haven
- 2 Administrative Offices**
  - Aventura, Baltimore

**1,000+** employees

**1,000+** municipal, industrial and agricultural customers

**16+** million tons of residuals managed annually

**+80%** of residuals are transformed into beneficial use



## Our Sustainable Growth Plan

For nearly four decades, Synagro has partnered with stakeholders to protect our environment, clean our water and serve our communities by generating worth from what others consider waste. Each year, we receive millions of tons of waste, including biosolids, liquid biosolids, green waste, food waste and other residuals from water treatment and other facilities. Through our unique processes, we transform those residuals into fertilizer<sup>1</sup> and return that fertilizer to agricultural fields in the form of pellets, compost or other products.

### OUR NET POSITIVE IMPACT

Synagro is committed to managing our own environmental footprint, while we work with our customers to reduce theirs.

As we expand our business and execute on our Sustainable Growth plan, Synagro has the capabilities to have an even greater positive impact on our communities, people and the planet.

Through our business, biosolids and other organic waste that would have ended up in landfills are processed and transformed into nutrient rich fertilizer that improves soil health and replaces chemical fertilizers. This recycling process also has meaningful GHG emissions avoidance benefits. When organics are sent to landfill, methane, a powerful greenhouse gas is emitted. Our business addresses this challenge by transforming these organics into fertilizer, which is a better use of these nutrients.

<sup>1</sup> In some cases, due to geography, transportation and cost considerations, we dispose of those residuals at a landfill (approximately 20%). Our preference from an environmental and business perspective is to put our residuals to a beneficial use.

## Synagro and the UN SDGs

Synagro identifies with and supports five of the UN SDGs through our business strategy and Sustainable Growth plan. We believe that we can have the clearest impact on UN SDG 12.5 – **substantially reduce waste generation through prevention, reduction, recycling and reuse** and UN SDG 13 – **take urgent action to combat climate change and its impacts.**

### UN SDG 12.5



**16+ million** tons of residuals received and **+80%** recycled

Through our unique processes, we recycled and transformed potential waste into 3.3 million tons of nutrient rich pelletizer fertilizer, high quality compost and other biosolids products that were used for beneficial use in agriculture.

In 2023, Synagro received and processed **over 16 million** tons of residuals, including **2.2 billion** gallons of liquid biosolids and approximately **550,000** tons of green and food waste.

### UN SDG 13



**2+ million** metric tons of CO<sub>2</sub>e avoided by transforming residuals into beneficial use

Synagro processes and transforms biosolids that would have ended up in landfills. This recycling process has meaningful GHG emissions implications, which supports our customers in avoiding their own GHG emissions.

In 2023, Synagro helped to avoid **over 2 million** metric tons of potential GHG emissions by transforming residuals into beneficial use for our customers.

To reduce our own operational GHG emissions, Synagro evaluates energy efficiency improvements, renewable energy opportunities and other carbon reduction strategies.

For additional information on how Synagro is supporting the UN SDGs, please see [page 36](#).



## Synagro's Processes: Circularity Through Regeneration

Synagro's unique management processes are key to recycling organic waste and mitigating climate change which supports circularity and a healthy environment for people and the planet. These 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.

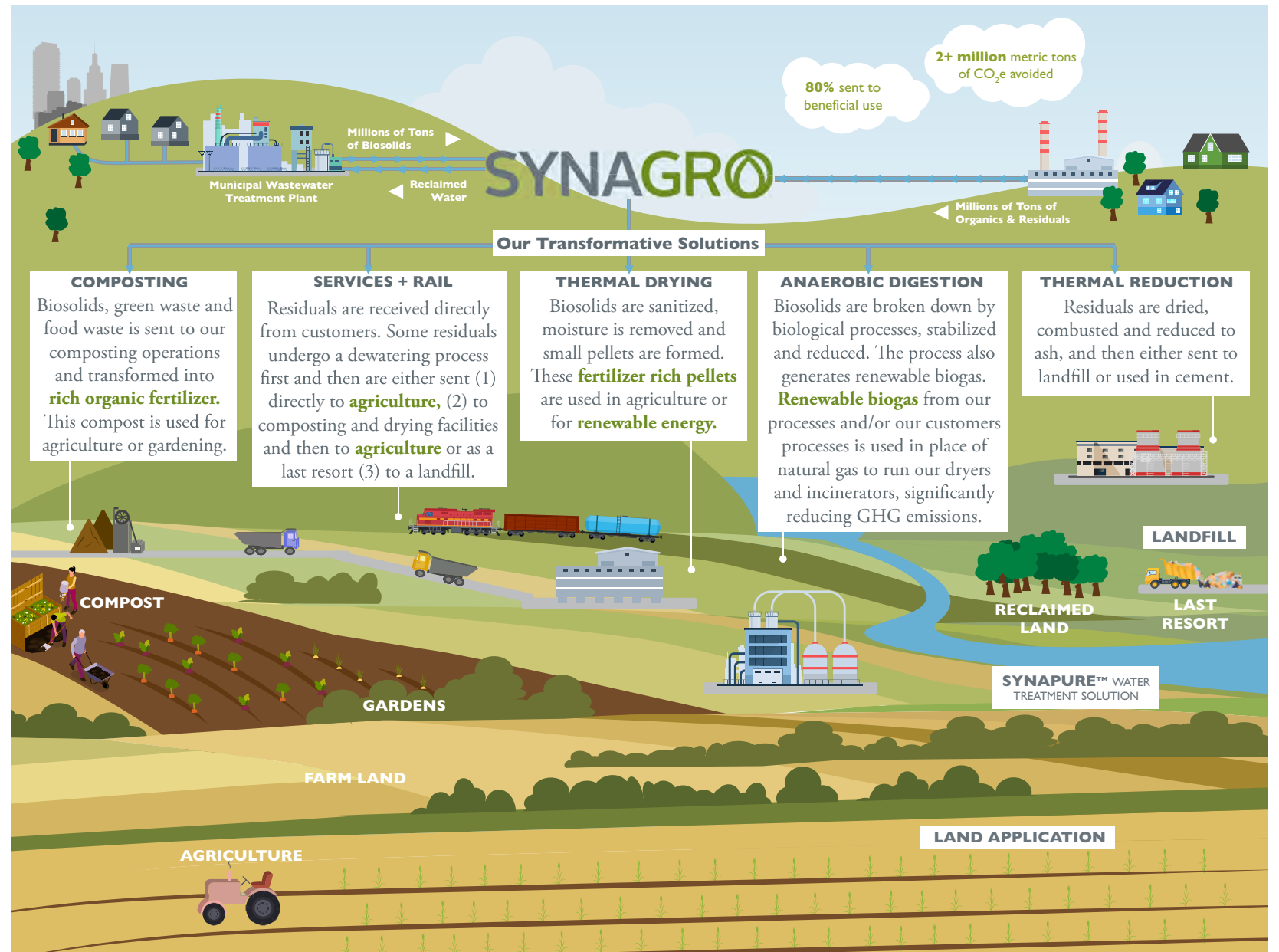
The resulting biosolids are then sent to Synagro. In some cases the liquid biosolids are directly sent to Synagro facilities where we dewater them and send the filtered water back to the wastewater treatment plant for further processing.

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

*Please see graphic on the right side of the page for additional information.*

**"Synagro is a one-stop-shop solutions provider across the biosolids, organics and residuals value chain."**

– **Pamela Racey**  
Chief Commercial Officer





## Growing Sustainably

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



### GREENER WORLD

We deliver environmentally beneficial products, services and circular innovation.

### PASSIONATE PEOPLE

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

### TRANSPARENT INTEGRITY

We foster a culture of business accountability and transparency.

## SUSTAINABILITY GOVERNANCE & OVERSIGHT

At Synagro, our sustainability commitments are anchored by a strong governance model. Our Chief Executive Officer (CEO), Bob Preston, and Chair of the Sustainability and Risk Committee of the Board of Directors, Linda Fisher, have energized and provided strategic direction for our strategy and programs. At the executive management level, Kip Cleverley, Chief Sustainability Officer (CSO) & Chief Communications Officer, leads the execution of our Sustainable Growth plan.

Synagro’s Executive Leadership Team (ELT) provides additional oversight of our sustainability program and helps develop and maintain our corporate sustainability strategy. Members of the group are accountable for driving initiatives specific to their departments and are tasked with establishing sustainability goals for the company. The group regularly reports on its progress to the Board of Directors.

### Sustainability Governance Framework

**Board of Directors**

**Sustainability and Risk Committee**  
*(Chair of Committee has sustainability expertise)*

**Executive Leadership Team**  
*(Inclusive of a Chief Sustainability Officer)*

**Functional Leaders**  
*(Drive specific sustainability programs)*



ELT touring a facility, from left to right: Ben Gilreath (VP, Corp. Development / M&A), Yolanda Chen (SVP, Finance), Larry Bishop (General Manager, Incinerators), Kip Cleverley (CSO), Al Slepian (General Counsel), Bob Preston (CEO & Chairman), Mathew Busch (COO), Pamela Racey (CCO), Kaivan Desai (President & CFO), John Goodwin (SVP, Technology), Angela Dicke (VP, Human Resources), Brent Proudfoot (VP, Health & Safety), Norman Whitelaw (CISO - not shown).



# Materiality

As part of our efforts to develop and implement an overarching sustainability strategy and program, Synagro conducted a materiality assessment. Through this assessment, we identified sustainability topics that are relevant to our industry based on peer, competitor and customer benchmarking, and considered global standards and frameworks and industry sustainability trends.

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

## RESULTS

Synagro’s materiality matrix is a living document which evolves based on our business and industry. Our current materiality matrix is presented below. Topics appearing in the upper right quadrant represent the most impactful sustainability topics for Synagro.



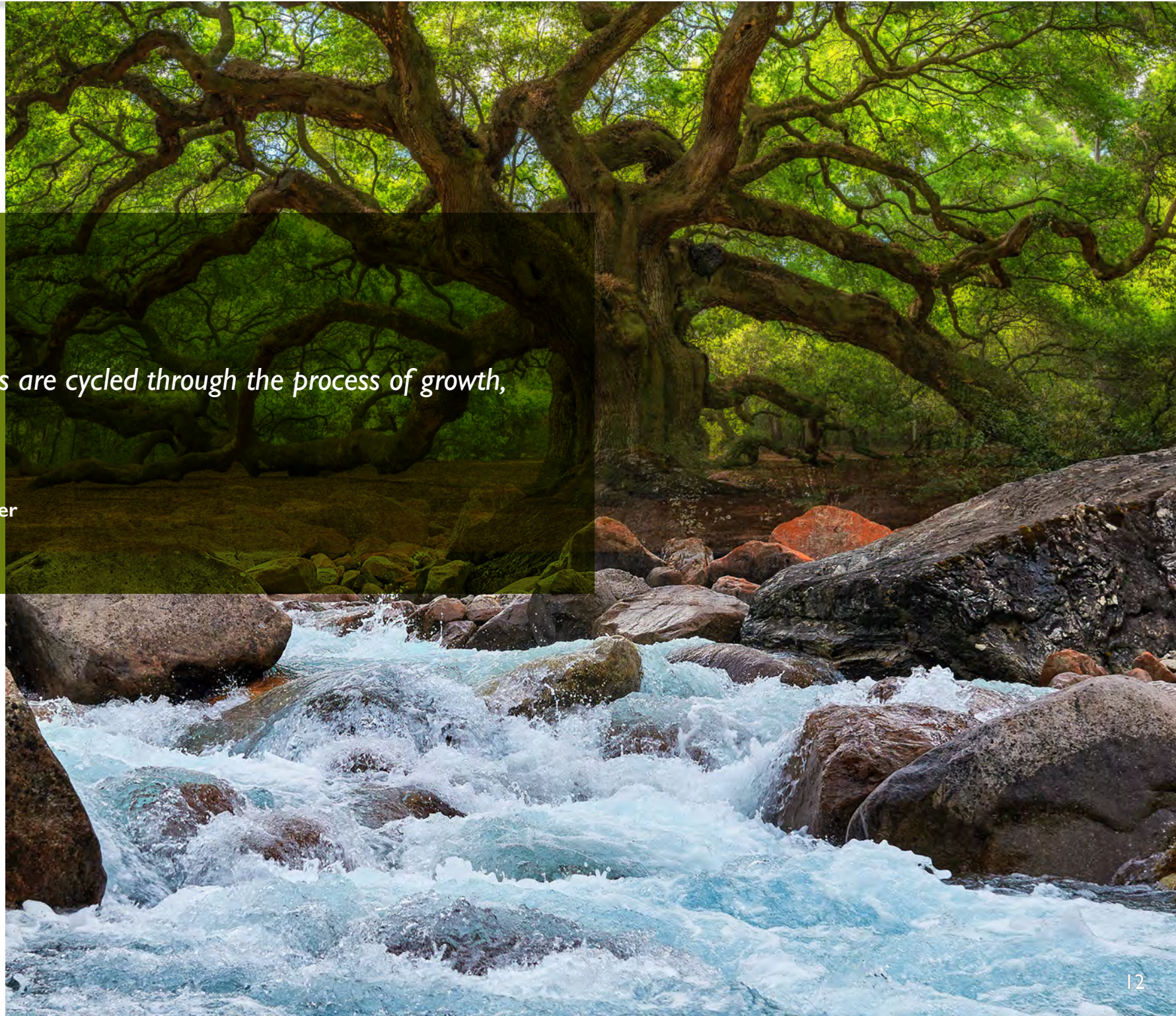


# Greener World

*“True sustainability is achieved when nutrients are cycled through the process of growth, recycling, renewal and more growth.”*

– **Kip Cleverley**

Chief Sustainability Officer & Chief Communications Officer





# Carbon Roadmap & Performance

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

Synagro's products and services help our customers reduce or avoid GHG emissions, protect local waterways and create new uses for nutrient-rich materials that would have otherwise ended up in landfills. Within our own operations we take an intentional, data-driven approach to manage impacts, reduce emissions and protect the environment.

## EMISSIONS SOURCES

**Scope 1** emissions are direct from sources owned or controlled by Synagro, including onsite equipment fuel combustion, fleet vehicle fuel combustion and fugitive emissions from onsite composting and thermal reduction.

**Scope 2** emissions are indirect from the generation of energy purchased and consumed at our locations.

**Scope 3** material emissions are indirect from Synagro's upstream and downstream activities, including third-party transportation, fugitive emissions from land application and landfill and other fuel- and energy-related activities.

## ACHIEVING THIRD PARTY ASSURANCE

To demonstrate accountability and transparency in our emissions reporting, Synagro achieved our goal of receiving third-party verification of our 2023 carbon footprint. As part of our process to verify data, Synagro developed an internal carbon accounting team, introduced new data collection and internal verification processes and conducted site visits with our third-party verifier, ERM CVS.



Quincy GHG Audit Team, from left to right: Kip Cleverley (CSO), Sean Murnan (Process Engineer), Mike Ryan (Plant Manager) and Chelsea Dorrell (ERM CVS).

## Synagro's Carbon Roadmap



Reduce the energy intensity of our operations through efficiency measures.

Increase the amount of renewable energy we use in our operations, including biogas.



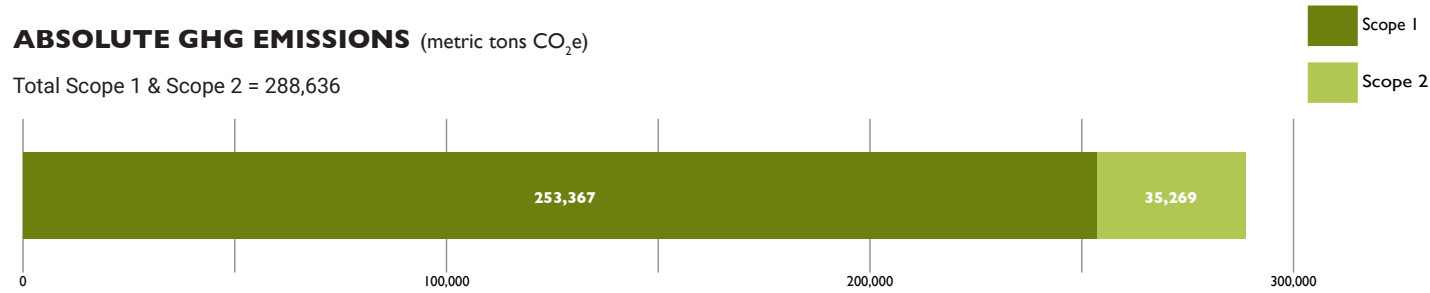
Divert more waste from landfills, and increase the amount of biosolids sent to beneficial use.



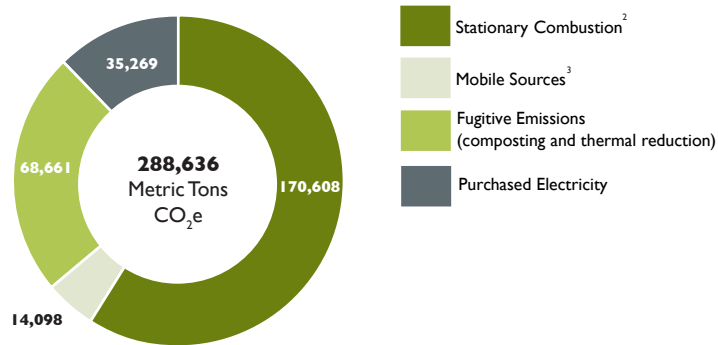
## 2023 Emissions Performance

### ABSOLUTE GHG EMISSIONS (metric tons CO<sub>2</sub>e)

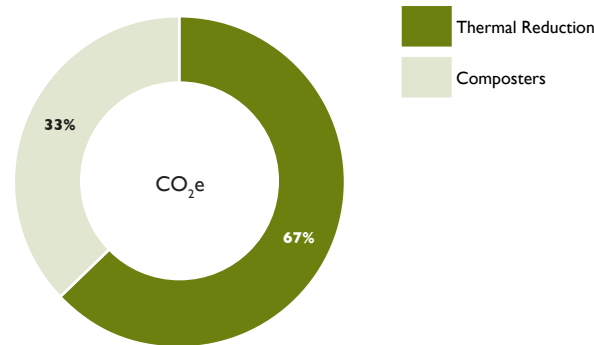
Total Scope 1 & Scope 2 = 288,636



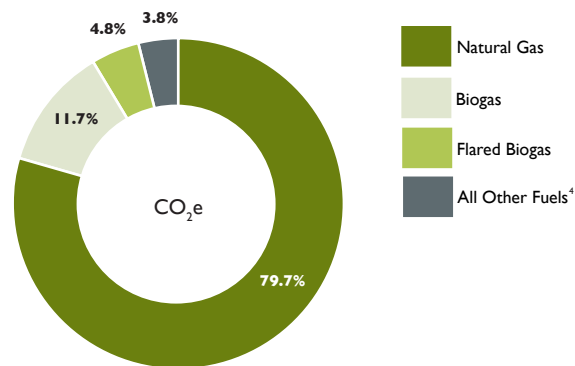
### SCOPE 1 AND SCOPE 2 EMISSIONS BY SOURCE



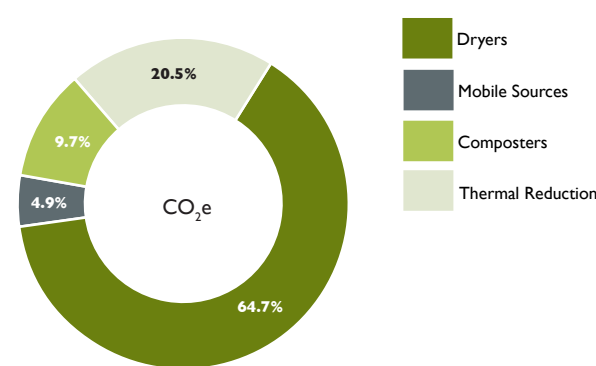
### FUGITIVE EMISSIONS SOURCES



### STATIONARY COMBUSTION SOURCES



### TOTAL SCOPE 1 AND SCOPE 2 EMISSIONS BY ACTIVITY<sup>5</sup>



Synagro's Scope 1 and 2 emissions profile is comprised primarily from energy intensive processes at our thermal reduction and dryer sites. To support our efforts to reduce these overall emissions, Synagro continuously monitors our energy consumption and uses a data-driven approach to evaluate efficiency upgrades, process enhancements, greater utilization of biogas and the integration of additional renewable energy sources.

In 2023, Synagro acquired NEFCO, which grew our company significantly and resulted in a material change to our footprint. Additionally, in 2023, we enhanced our data collection systems and received third-party verification. Due to these reasons, we re-baselined our environmental performance data. For our next reporting cycle, we expect to have year-over-year environmental data, and will continue to execute on our carbon reduction roadmap. We will also evaluate setting a long-term carbon reduction goal.

<sup>2</sup> Includes fuels burned onsite to power equipment, use of biogas and flaring.

<sup>3</sup> Includes mobile combustion from Synagro's services and internal hauling.

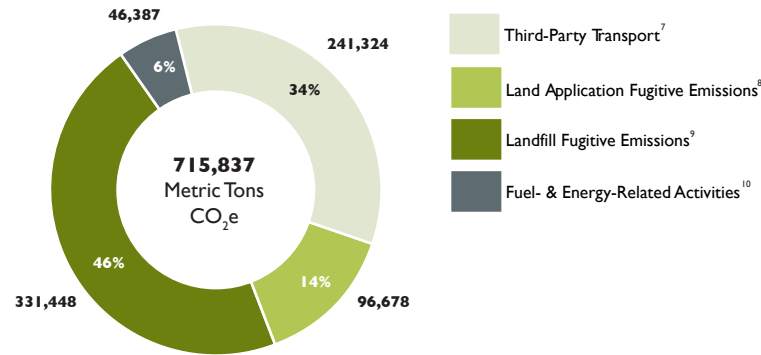
<sup>4</sup> All other fuels are comprised of off-road diesel (3.6%), gasoline (0.09%), on-road diesel (0.06%), liquified petroleum gas (0.027%) and propane (0.004%).

<sup>5</sup> Rail, centrifuge repair and corporate offices comprise of 0.2% of Scope 1 and 2 emissions.



## 2023 Emissions Performance

### SCOPE 3 EMISSIONS BY CATEGORY<sup>6</sup>



The majority of Synagro’s Scope 3 emissions are derived from fugitive emissions associated with landfilling or land applying biosolids. Additionally, while Synagro’s trucking is captured in Scope 1 emissions, third-party hauling is included in our Scope 3 emissions. Because these trucks travel longer distances than our Synagro trucks, they emit roughly twice as many emissions compared to our own fleet. Fuel- and energy-related activities have the lowest Scope 3 emissions, as our sites generally rely on their local utility grid for electricity and natural gas.

The majority of Synagro’s energy footprint comes from natural gas and biogas used to fuel our thermal drying operations. As part of our carbon roadmap, and in partnership with energy engineering experts, Synagro plans to conduct energy audits at our strategic sites. The audits will focus on reducing consumption and costs, and evaluating opportunities to use additional renewable energy. Based on our 2023 energy performance, key areas of focus will include natural gas and electricity efficiency opportunities and biogas conversions.

As part of our energy reduction strategy, Synagro also aims to partner with customers to identify on-site solar energy installation opportunities, especially at our composting facilities. This would support our net positive ambitions.

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

<sup>6</sup> 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 emissions, based on an analysis by a third-party.

<sup>7</sup> Includes third party transport associated with moving residuals and product.

<sup>8</sup> Includes emissions from land applying residuals and associated fuel combustion.

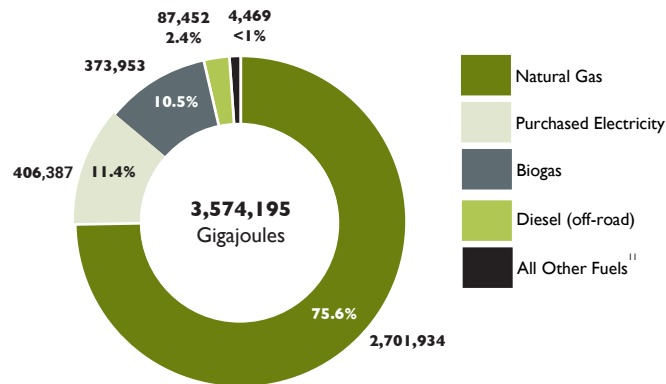
<sup>9</sup> Includes residuals diverted to landfill from operations or service customers.

<sup>10</sup> Includes electricity transmissions and distribution losses and mobile combustion fuel.

<sup>11</sup> All other fuels are comprised of gasoline (0.06%), on-road diesel (0.04%), liquified petroleum gas (0.02%) and propane (less than 0.00%).

## 2023 Energy Performance

### ENERGY SOURCES



Capital Regional District Residuals Treatment Facility (Victoria, BC)

In 2023, Synagro consumed **~375,000 gigajoules (GJ)** of biogas – **more than 10%** of our total energy usage.

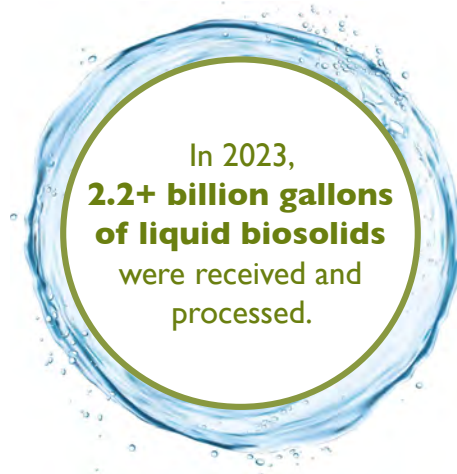
**7 Synagro facilities utilize renewable biogas.**



## WATER & WASTEWATER

Water is a precious resource and a big part of our company's history and current operations. In 2023, Synagro's facilities and services received and processed more than 2.2 billion gallons of liquid biosolids.<sup>12</sup>

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. In fact, our largest facility receives more than 800 million gallons of liquid biosolids per year for processing into marketable products. This highlights our commitment to driving sustainable practices and water circularity where Synagro operates. As we move forward in our sustainability journey, we seek to enhance our insights into our water footprint.



<sup>12</sup> Liquid biosolids are approximately 97% water and 3% biosolids.

<sup>13</sup> The two times (2X) ratio is derived by dividing the total avoided emissions by Synagro's Scope 1, 2 and 3 GHG emissions.

<sup>14</sup> Avoided emissions are not reported in our corporate Scope 1, 2 and 3 GHG inventory in alignment with current carbon accounting standards.

## AVOIDED EMISSIONS

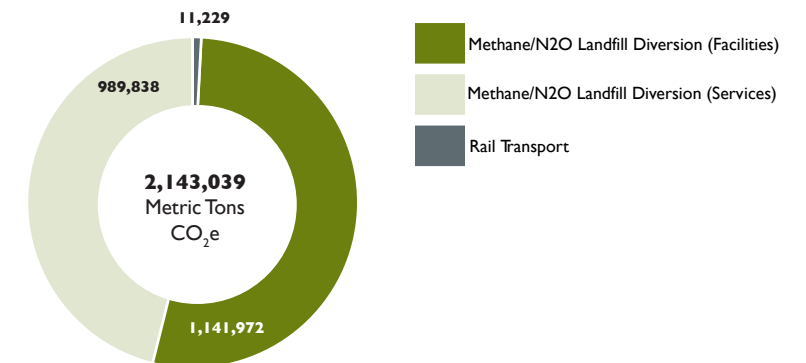
At Synagro, the more we grow as a business, the more we can help our customers in achieving their own carbon reduction goals. In addition to the actions we are taking to reduce our operational footprint, Synagro's processes and environmental services can help our customers reduce their own emissions. In 2023 alone, our transformative processes and environmental services had the potential to avoid more than two times (2X)<sup>13</sup> the amount of GHG emissions than our own operations (Scope 1, 2 and 3) generated. These benefits are derived from the following actions:

**Landfill Diversion:** The processing of biosolids into compost and fertilizer pellets results in avoided emissions, primarily methane and nitrous oxide. Additionally, through our environmental services business we are diverting waste that would have otherwise been landfilled, therefore avoiding additional emissions.

**Rail Transport:** Through the use of Synagro's rail transport vs. long-haul trucking of biosolids, more than 11,000 metrics tons of GHG emissions were avoided in 2023. Using rail also helps our customers and their communities reduce congestion from truck traffic.

Avoided emissions represent Synagro's efforts to have a net positive impact not only for our customers, but also for the planet. We track avoided emissions data to inform our stakeholders of the potential benefits associated with our transformative processes, including the carbon value of diverting organic residuals from landfills and the use of our rail operations. As Synagro grows, we will continue to work to reduce our own footprint, while also increasing the amount of organic residuals that our transformative processes divert from landfills.

### 2023 AVOID EMISSIONS<sup>14</sup>





## HIGHLIGHTING OUR FACILITIES

Synagro's **Solid Waste Authority of Palm Beach County** facility (West Palm Beach, Florida) is a sustainability leader within our company's drying operations. In 2023, the site received and processed more than **127,000** tons of biosolids, which were transformed into **23,000** tons of fertilizer pellets and then used in local agriculture. This pelletizing process achieved a beneficial use rate of **99%**.

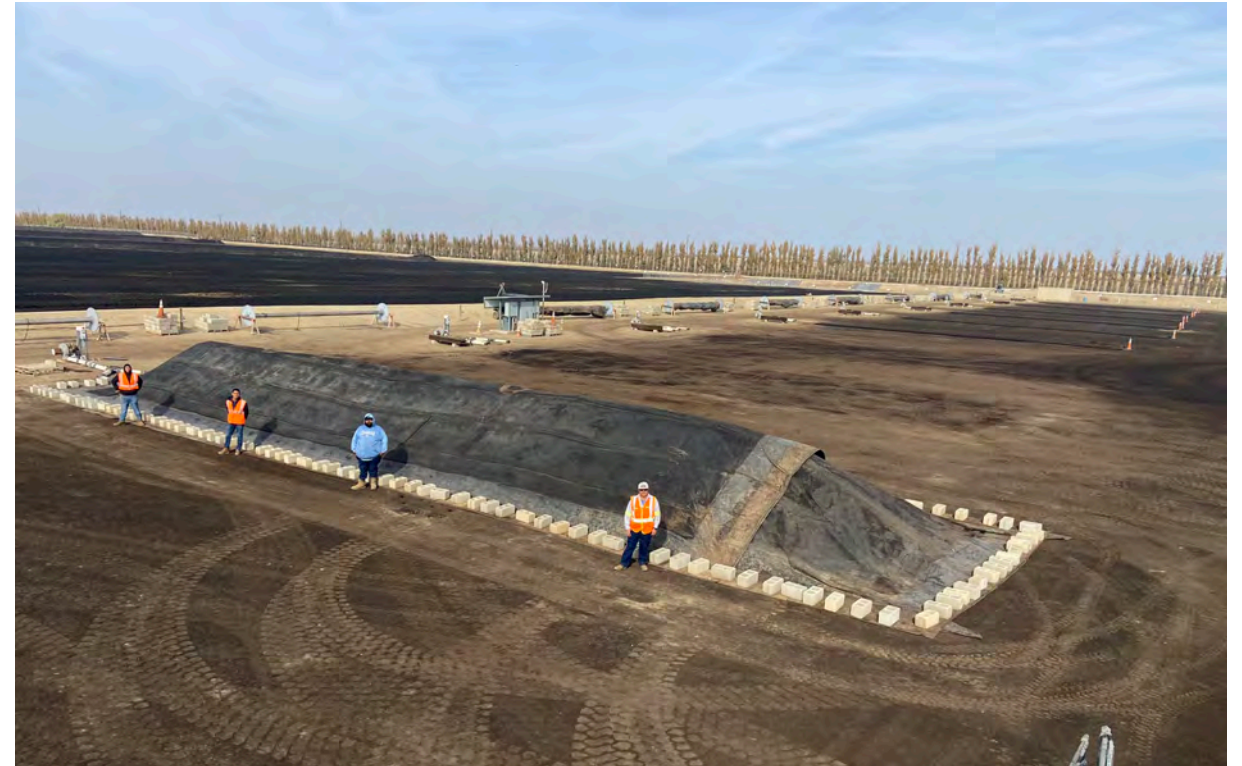
The facility also utilizes renewable biogas from a nearby landfill in the drying process. Of the 352,000 gigajoules used last year for drying biosolids, 176,000 gigajoules (50%) were generated by biogas. The use of this biogas instead of natural gas prevented the release of approximately **1,000** metric tons CO<sub>2</sub>e.



Synagro's **Liberty Compost** facility (Lost Hills, California) is a sustainability leader within our company's composting operations. This site accepts residuals, including biosolids cake, food and green waste to produce compost for agricultural beneficial use and highlights our commitment to enabling a low-carbon, circular economy.

Liberty Compost developed the first full-scale, micropore-covered composting system for volatile organic compound control with a verified control efficiency of more than 95%. Reaching this challenging goal earned the facility the Best Available Control Technology designation by the San Joaquin Valley Air Pollution Control District.

In 2023, this site processed **229,000** tons of biosolids, 29,000 tons of food waste, and 700 tons of green waste. These waste streams produced **52,000** tons of compost to complete the cycle back into the circular economy.





# Driving Growth through Transformative Solutions

At Synagro, we integrate state-of-the-art technology into our operations, and drive product stewardship to help our customers, people and the planet.

Our ability to deploy sustainable technologies throughout Synagro and advance product stewardship is key to our success. We consistently evaluate opportunities to evolve our business and execute on our Sustainable Growth plan.

## PROVIDING INNOVATIVE SOLUTIONS FOR PFAS

One of our industry's challenges to move toward a more circular world is the potential of unwanted substances in biosolids, like per- and polyfluoroalkyl substances (PFAS).

PFAS are a group of chemicals that do not readily break down in the environment. These chemicals are widely found in commercial, consumer and industrial products because of their specific properties. Synagro does not generate PFAS or use them in our processes, or in other words, we are a passive receiver, as are our wastewater utility partners. Synagro has developed comprehensive Product Safety and Stewardship programs aimed to meet or even exceed government guidelines and to ensure the safety of our products. See more about these efforts in *Product Safety & Stewardship*.

As a leader in biosolids management, we see opportunities to provide innovative solutions and new technologies to address PFAS and other trace contaminants throughout our value chain. Synagro is proactively working with its customers to think through PFAS solutions ahead of federal regulations for biosolids. We are excited to present a few of those opportunities below which will help with the transition to a circular economy, while growing our business sustainably.

### Sequestering Carbon and Addressing PFAS

As Synagro expands our services, we partnered with CharTech Solutions, a leading cleantech development and environmental services company to test the efficacy of its technology to destroy PFAS. The full-scale pilot of CharTech Solutions' proprietary high-temperature pyrolysis (HTP) will include a robust evaluation program to demonstrate the fate of PFAS contaminants through the HTP process. Additional benefits of the HTP technology includes its ability to fix carbon in the form of biochar and produce renewable energy in the form of syngas. This represents a big step forward in circular innovation technology.

In 2024, this partnership was fully integrated, as we moved ahead to install a full-scale pilot at Synagro's Back River facility in Baltimore, Maryland. Operation of the pilot is expected to begin in the second half of 2024.



### Providing Clean Water

Providing our customers with new service offerings represents an immense growth opportunity for Synagro. Through our SynaPure™ technology, we provide sustainable and cost-effective solutions for the treatment and reuse of complex influent streams, including landfill leachate and industrial and lagoon wastewater. 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 that can create challenges and disposal issues.<sup>15</sup>

SynaPure's™ differentiator includes modular and adaptable technology, which is offered as a Design-Build-Finance-Operate, as well as a pay-as-you-go subscription-based Water-as-a-Service solution. This eliminates high upfront capital costs for customers and provides maximum implementation flexibility and access to cutting-edge industry operational best practices. We are excited to announce that we have several projects in our pipeline to provide clean water for our customers. See more about SynaPure™ at *Water and Wastewater Treatment Solutions - Synagro*.

<sup>15</sup> Multi-Industry Per- and Polyfluoroalkyl Substances (PFAS) Study (US EPA).



### **Supporting a Circular Economy and Emerging Regulations**

As Synagro aligns with our circular innovation aspirations to recycle more organic green and food waste, we also support our customers in complying with waste-related regulations. For example, California passed Senate Bill 1383, which mandates over time the removal of organics, such as biosolids, food waste and yard clippings from landfills.

Synagro provides solutions that support more than 100 municipalities divert at least part of their biosolids from landfills to land application. Through our composting processes, biosolids and other organic materials are processed and then recycled, helping growers improve their soil health and avoiding GHG emissions generated by landfilling biosolids.

### **GROWING THROUGH ORGANICS**

As Synagro looks towards the future, food and organic waste serves as a main driver for the growth of our business, and an opportunity to have a positive impact on people and the environment.

In the U.S., approximately 40% of food that is produced, processed and transported ends up in our landfills. As part of Synagro's services, we accept and process food, organic and green waste, including wood chips. In 2023, we continued to expand these services and processed approximately 550,000 tons of organic waste, including approximately 395,000 tons of green waste and 150,000 tons of food waste. Our goal is to accept and recycle more food and green waste. This is a key focus area for Synagro in 2024.

### **TRANSFORMING BIOSOLIDS INTO RENEWABLE ENERGY**

What if biosolids could help with the transition to a low-carbon economy? At Synagro we asked ourselves that question and are pursuing multiple innovative pathways to reduce our own footprint as well as our customers', and even more broadly for the world.

#### **Sustainable Aviation Fuel**

As we continue to grow sustainably, Synagro is focused on evolving our processes to help solve some of the world's greatest climate challenges. According to the World Economic Forum, aviation accounts for approximately 2% of global energy-related GHG emissions, and has grown faster in recent decades than rail, road or shipping. With this impact, there are new and emerging technologies that are working to convert biosolids into low carbon sustainable aviation fuel (SAF).

As the predominant provider of high quality biosolids, Synagro has the opportunity to serve as a key supply chain partner of SAF. To support circularity and the reduction of GHG emissions, we are evaluating partnership opportunities with organizations that have already implemented processes to convert biosolids into SAF.

#### **Renewable Energy for Cement Kilns**

Cement kilns are energy-intensive and have historically used coal as a primary fuel source. Synagro's biosolid pellets could be a cleaner and renewable fuel alternative to help reduce the environmental impact of cement manufacturing at these facilities. We see the opportunity to work with cement kiln customers to provide clean, renewable energy, reducing both their carbon footprint and ours.

#### **Anaerobic Digestion and Biogas**

Biogas is a clean and renewable form of energy, and a key lever in our carbon reduction strategy. At two of our facilities, we generate and use biogas, and at an additional five facilities we use biogas generated by our customers. Biogas is a result of anaerobic digestion, where large numbers of anaerobic bacteria convert organic matter into methane and carbon dioxide (the mixture called biogas) in the absence of air. This process stabilizes the organic matter in wastewater solids, reduces pathogens and odors and reduces the volume of the solids. We are working with our customers to advance anaerobic digestion as a sustainable technology and to use more biogas in our operations.



## REGENERATING THE EARTH

Biosolids are rich in plant-available nutrients and can be applied to soil as a fertilizer or soil conditioner to improve and maintain agricultural and forest lands, as well as to restore acreage damaged by drought, fire or mining. Below are a few examples of how we meet the needs of our customers while helping to regenerate the earth.

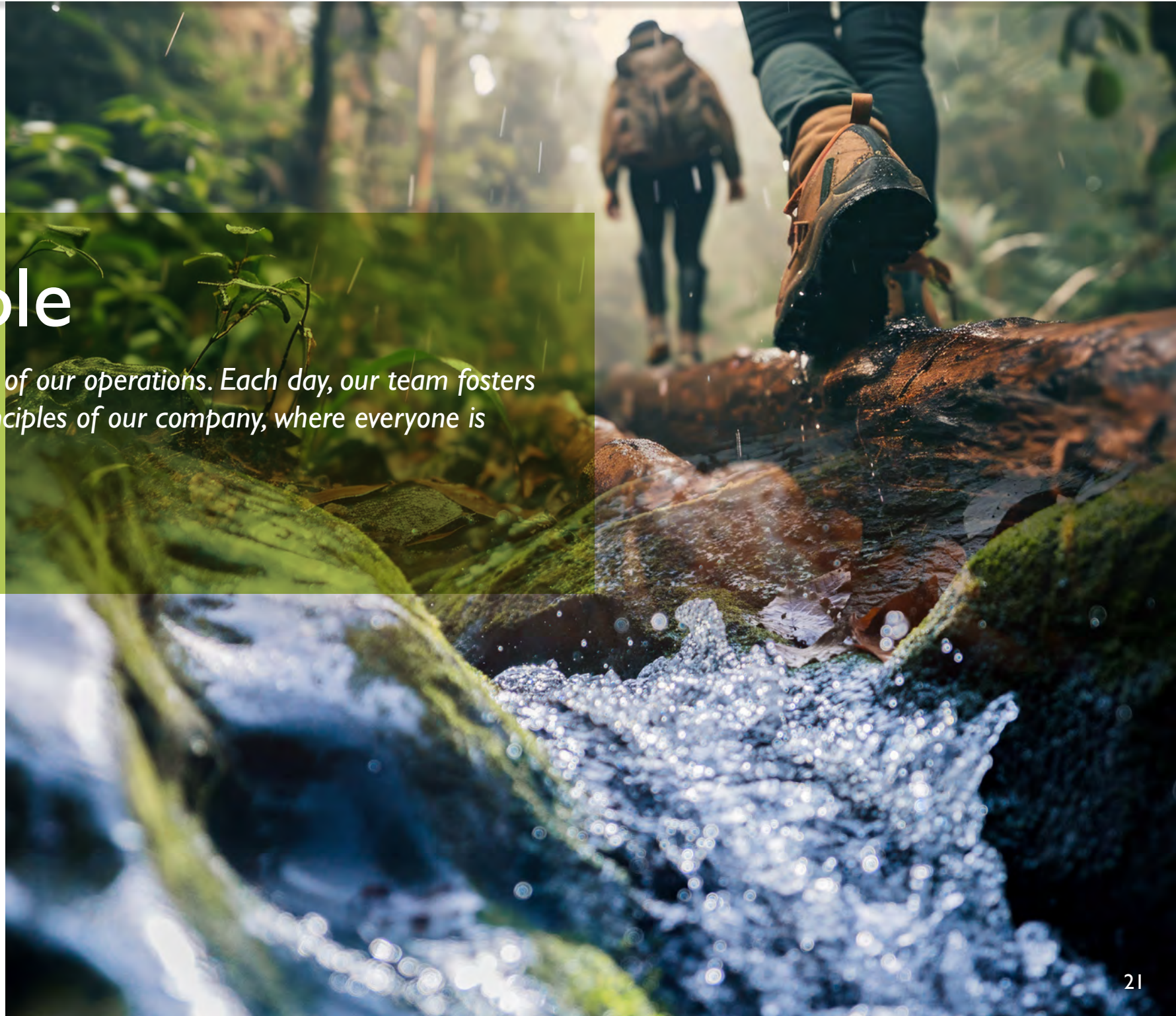
- **Surface mining** can strip the soil of its essential nutrients and change its physical properties. Synagro's biosolids are used to restore landscapes destroyed by surface mining by reintroducing natural nutrients and organic matter that support soil rehabilitation.
- Synagro's biosolid pellets have been used by the U.S. Department of Transportation in road **construction projects** to help avoid construction erosion, which can negatively impact water quality.
- Synagro's biosolids and compost have been used by CASA and the U.S. Environmental Protection Agency to **revitalize fire-damaged land**, such as the land devastated by the Woolsey Wildfire in California in 2018.

## INNOVATING FOR TODAY AND TOMORROW

As we look toward the future, Synagro will continue to focus on innovative solutions, including ones that we have already implemented, such as the SynaPure™ technology, anaerobic digestion, biogas conversion and growing our organics business. We will also look for opportunities to implement technologies in the next few years like CharTech and using biosolids pellets as a renewable energy source at our cement kilns. We are also excited to evaluate future transformative solutions, including converting biosolids to SAF. Although these technologies may be further out, their results can have an enormous impact on mitigating global climate change while accelerating our Sustainable Growth plan.







# Passionate People

*“At Synagro, passionate people are the heart of our operations. Each day, our team fosters an environment built on the foundational principles of our company, where everyone is treated with dignity and respect.”*

– **Angela Dicke**  
Vice President, Human Resources



# Occupational Health & Safety

At Synagro, we are committed to industry-leading safety performance.

As one of our core values, safety is fully integrated into Synagro's day-to-day operations and engagement activities. We constantly work to sustain and improve our industry-leading safety performance and refine and enhance our policies to promote the safety and wellbeing of Synagro's employees.

## MANAGEMENT & COMMUNICATIONS

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

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

Synagro's operations leaders also play a key role in integrating a positive safety culture throughout all aspects of our business. Each day, these leaders show their commitment by hosting "safety talks" with employees.

This daily emphasis on safety, even in times of intense operating schedules and customer requirements, resulted in a 13% reduction in Occupational Health and Safety Administration (OSHA) incidents by our services business and no OSHA incidents by our composters.

In 2023, Synagro's ELT further emphasized the importance of health and safety at all levels of our organization. The ELT enhanced their focus through hosting a weekly call with all managers to review a safety scorecard and provide an open discussion forum. In late 2023, the ELT also reconfirmed their commitment to safety by personally visiting Synagro sites to discuss safety. During these visits Synagro's leaders walked each facility with the site manager and at least one employee to identify and remedy potential safety risks, while also providing additional support and leadership direction.

Brent Proudfoot (Certified Safety Professional) serves as Synagro's Vice President of Health & Safety. In this role, Brent works to reduce risk, ensure compliance and drive continuous improvement by using integrated business systems and collaboration with corporate leaders. Since joining Synagro seven years ago, Brent has led the implementation of new initiatives that focus on proactive health and safety measures to drive down incidents and injuries.

*"At Synagro, safety is a key component to our success. Each and every Synagro employee serves an important role in maintaining our high safety standards and performance throughout the organization."*

**– Brent Proudfoot**  
Vice President,  
Health & Safety





**TRAINING**

At Synagro, safety training is a significant component in promoting the wellbeing of our employees. Given the physical hazards of our work, safety training begins on day one with all new Synagro employees participating in our New Employee Safety Orientation. Additional safety training is provided quarterly through our Learning Management System (LMS) and covers topics that are deemed significant based on Synagro’s work environment and each employee’s duties. Each quarter employees are assigned three to five safety topics based on their role in the organization and site requirements. As part of our Monthly Safety Training program, we also provide employees with at least one site-specific safety training topic. In 2023, our emphasis on safety training increased our on-time training completion percentage for our operations employees from approximately 96% to nearly 99%.

**AUDITS**

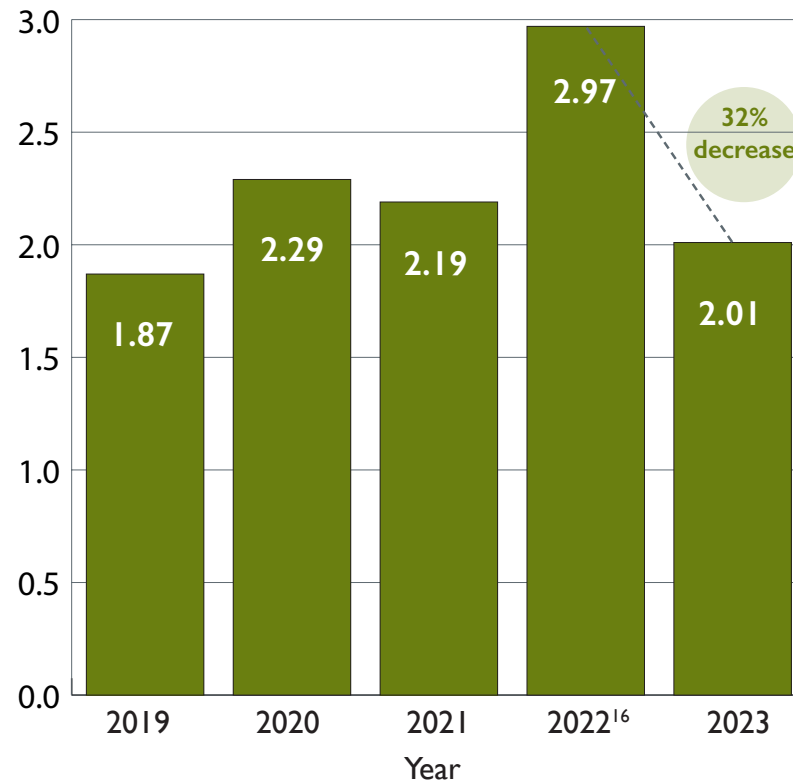
Synagro conducts regular inspections of each of its facilities and performs formal health and safety audits of these sites every two to four years. In 2023, Synagro’s Health & Safety team conducted internal audits at 27 of our sites across North America. In the event of a non-conformance, the site manager developed a corrective action plan that will be tracked until completion.



**PERFORMANCE**

Safety is fully integrated into Synagro’s company culture and is integral to our positive performance. In 2023, our TRIR dropped by nearly 32%, and we outperformed the industry average. This trend is a true testament to the dedication of Synagro’s leadership team and employees across all of our sites.

**Synagro TRIR**



<sup>16</sup> In 2022, Synagro experienced an increase in TRIR due to the combination of company growth and regional leadership changes. In 2023, we addressed these challenges with enhanced training, audits and leadership engagement, resulting in a positive trend.

**AVERAGE INCIDENT RATES<sup>17</sup>**

<b>Synagro 5 year average</b>	<b>2.27</b>
Average Private Industry: Water, sewage and other systems	3.24
Average Local Government: Water, sewage and other systems	5.19

**SYNAGRO SAVES**

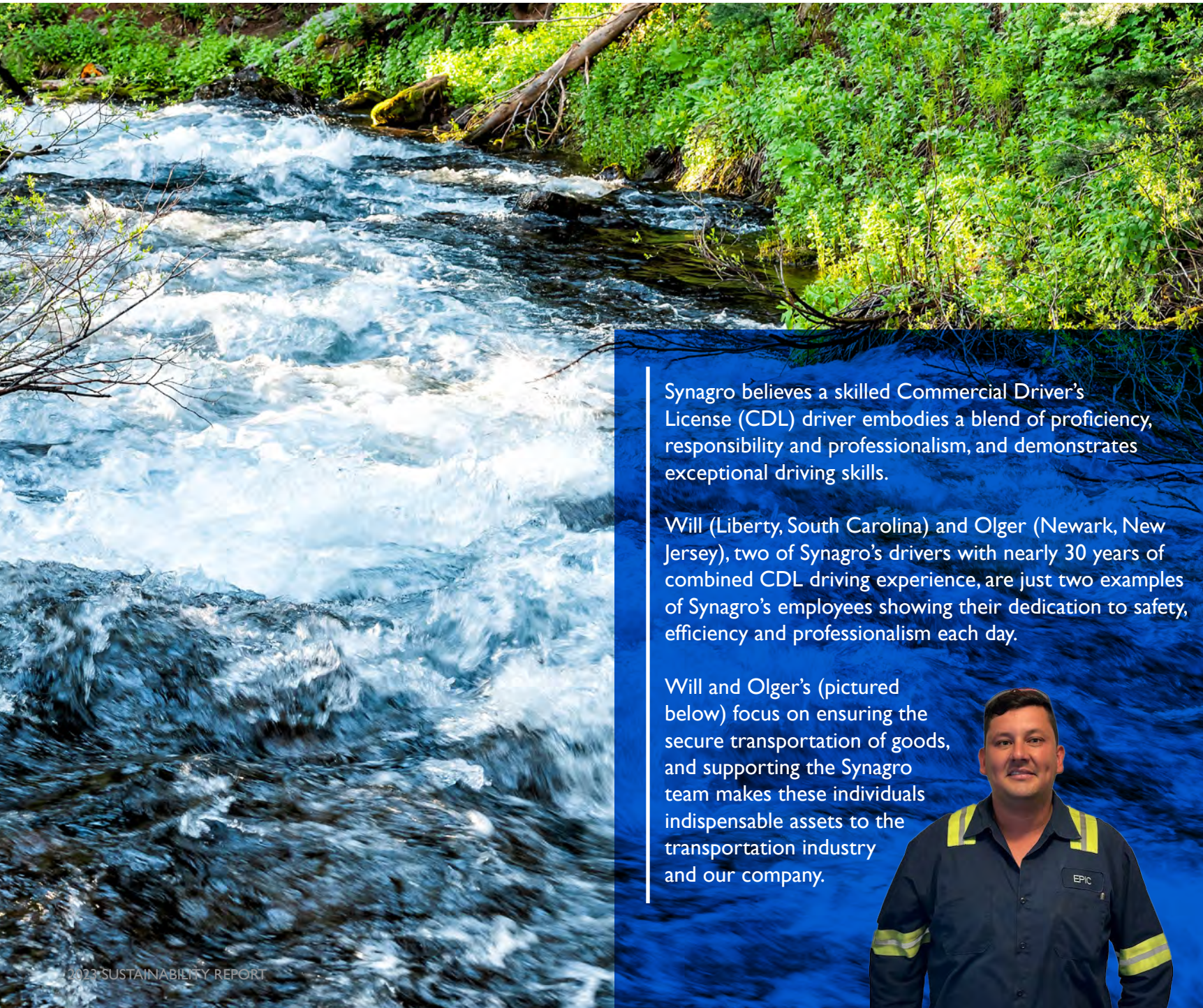
In addition to tracking traditional safety metrics, we also track “Synagro Saves,” an internal leading indicator that measures potential hazards at our sites. Employees report these hazards through a mobile app that notifies managers and prompts the creation of an internal report. Tracking “Synagro Saves”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



Michael Oliver Jr. (Area Director, Maryland) and Alan Wuebker (Senior Plant Manager, Patapsco Pelletizer) working safely on scaffolding for the facility.

<sup>17</sup> The industry benchmarks depicted represent the average Incident Rates for the Private Industry: Water, sewage and other systems and Local Government: Water, sewage and other systems from 2016 to 2023 according to the Bureau of Labor Statistics. Synagro’s five year average is calculated from our 2019 to 2023 results.





Synagro believes a skilled Commercial Driver's License (CDL) driver embodies a blend of proficiency, responsibility and professionalism, and demonstrates exceptional driving skills.

Will (Liberty, South Carolina) and Olger (Newark, New Jersey), two of Synagro's drivers with nearly 30 years of combined CDL driving experience, are just two examples of Synagro's employees showing their dedication to safety, efficiency and professionalism each day.

Will and Olger's (pictured below) focus on ensuring the secure transportation of goods, and supporting the Synagro team makes these individuals indispensable assets to the transportation industry and our company.

## RECOGNITION & AWARDS

Across Synagro, we believe that recognizing and incentivizing positive safety performance supports our strong safety culture. Safety metrics are utilized to evaluate employees' performance and potential bonuses. Managers are recognized through quarterly bonuses based on safety performance metrics including "Synagro Saves," training completions and TRIR.

Synagro's sites are also recognized for long-standing positive safety performance. For example, Synagro's Back River site achieved 5,000 safe workdays in early 2024 and received a recognition plaque for its achievement.

## TRANSPORTATION SAFETY

Safety is an integral part of the services our drivers deliver. With nearly 900 trailers and more than 200 on-road vehicles, Synagro continuously evaluates opportunities to implement actions that drive safety and compliance. For example, in 2023 this included enabling in-cab alerts to promote safer vehicle following distances. Throughout 2024, Synagro will continue to improve both driver and public safety by implementing enhanced technology, including a virtual coach for our drivers.

Synagro formally recognizes and rewards drivers who exhibit safe driving practices and maintain a clean driving record. Through our CDL safety incentive program, data is collected by our automated fleet management platform to identify drivers with 5,000 miles or more driven during the quarter, who maintain high driver safety scores and have no violations. We reward these drivers with incentives and public recognition.



# Synagro's Workforce

At Synagro, we are committed to maintaining an inclusive, diverse and engaged workforce.

Passionate people are the heart of the Synagro operation. Our employees serve as stewards to advance and uphold our vision to protect the planet and our communities – both now and in the future.

## OUR EMPLOYEES

Synagro's workforce is comprised of 1,047 employees, of which 1,019 are full-time and 28 are part-time. Across our organization, these individuals support a healthy and safe environment where all people are treated with dignity.

In 2023, Synagro continued to implement programs to better engage and support our employees. These investments helped to successfully decrease our overall employee turnover rate by 30% compared to 2022.

To promote the health and wellbeing of our employees, Synagro offers a comprehensive package of health benefits to our full-time employees, including medical, dental and vision insurance, HSA and FSA plans, critical illness and hospital indemnity insurance. Synagro also offers an Employee Assistance program at the company's expense, through which employees can access 24/7 counseling services, as well as online resources covering a variety of topics including financial, legal, family and other issues.



Shown left to right are Angela Dicke (Vice President, Human Resources) and Myriam Leriche (Plant Manager) at a Synagro plant.



Synagro was recognized by USA Today as a 2024 Top Workplace, highlighting our commitment to our employees and our passionate workplace culture.

Results from the Top Workplaces survey were calculated by comparing the survey's research-based statements,

including 15 Culture Drivers that are proven to predict high performance against industry benchmarks. This award recognizes Synagro as an industry leader that aims to make the world a better place to work by prioritizing a people-centered culture.

Based on employee feedback from the survey, Synagro enhanced internal and external training opportunities, expanded leadership site visits for visibility and implemented regular Town Hall meetings to increase transparency and communication.



### DIVERSITY, EQUITY & INCLUSION

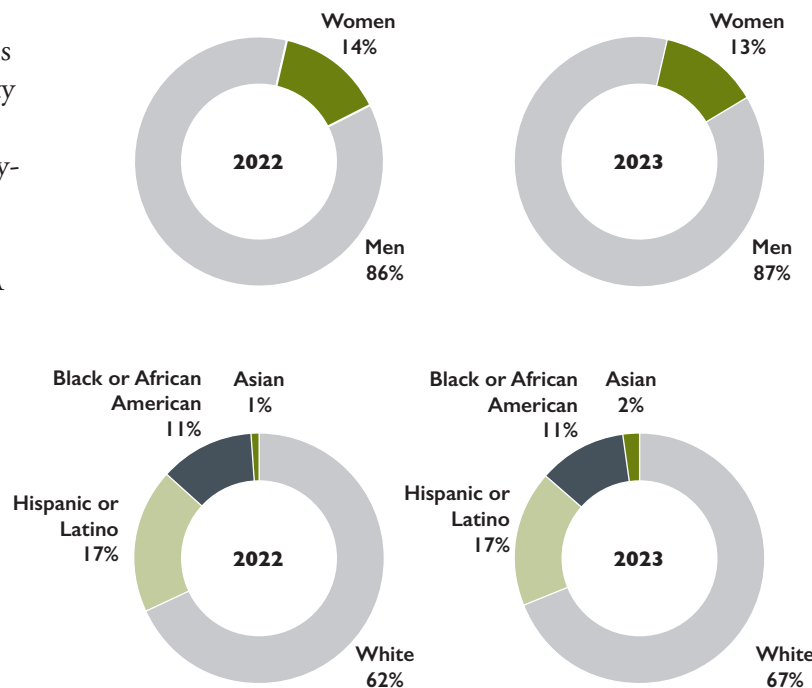
Synagro strives to foster a diverse, equitable and inclusive work environment for all employees.

We believe that maintaining a diverse and representative workforce begins with strong hiring practices. To aid in this process, we continue to collaborate with CIRCA, a diversity recruitment technology platform. CIRCA maintains a partnership network of more than 15,500 local community-based organizations serving minorities, women and other underrepresented groups, as well as more than 600 niche, diversity-focused job boards. We work closely with CIRCA in order for our job postings to reach a broad audience and return a diverse and representative pool of candidates from which to hire.

Throughout 2023, each member of the Talent Acquisition team continued to identify new, local and diverse recruiting partnerships to support the expansion of our diversity, equity and inclusion program.

### Diversity at Synagro<sup>18</sup>

#### EMPLOYEES



#### BOARD MEMBERS



<sup>18</sup> Percentages may not equal 100% due to unreported employee information. All percentages are averages of 2023.



Angela Dicke is Synagro's Vice President of Human Resources. She has served in people management and leadership roles for more than 15 years. Prior to Synagro, she led multiple Maryland Department of Health and Mental Hygiene-based programs for the Anne Arundel County Department of Health.

Angela joined Synagro as part of a shared services team in 2016, demonstrating her vast human resources knowledge and adaptability given Synagro's evolving landscape. Angela's leadership skills were quickly recognized as she moved to human resources roles in project management and regional management, before becoming a director and ultimately the head of Human Resources. Angela has assembled an extremely skilled team dedicated to supporting Synagro's employees. Under her leadership, Synagro has been awarded two local Top Workplace awards and was named a USA Today's National Top Workplace for 2024.

*"Passionate people truly make Synagro successful."*

**– Angela Dicke**  
Vice President, Human Resources





## TRAINING & DEVELOPMENT

Synagro is dedicated to being an employer of choice and empowering our employees to learn and grow within the company. We provide a range of educational and development opportunities through our LMS on topics including leadership, team building and motivation, coaching and mentoring and conflict resolution.

We also offer on-the-job technical training opportunities for our drivers, mechanics and operators. For topics not covered under our traditional training offerings, we provide a tuition reimbursement program for continuing education programs and certifications to ensure our employees are given the resources necessary to support their continued professional development. For example, for any employee wishing to pursue their CDL, Synagro will not only reimburse the cost of their training program but will also pay their full salary during the time they are in training. We also continued our partnership with the 160 Driving Academy and the Amaral Driving School, through which the schools refer their graduates to Synagro as a potential employer. In states that offer programs to assist former military members in obtaining CDLs, we engage with these programs to promote the hiring of veterans as drivers.

## TRAINING HOURS

Job Category	FY 2023
Rail Transportation	339
Facilities	3,730
Corporate	1,095
Services	3,798

## PERFORMANCE MANAGEMENT

To support our employees in setting goals and measuring their performance throughout the year, we conduct annual performance reviews. In 2023, 80% of our employees received a performance review, offering valuable opportunities to provide performance-based feedback and set goals for the coming year. Synagro also conducts exit interviews for employees who are leaving the company to identify areas of potential improvement and opportunities to increase employee retention. Synagro also performs 60-day new hire check-ins to ensure newly hired employees are receiving the support they need to be successful.



Retaining great people requires continually finding new and bigger challenges for top performers. Synagro's leadership team takes great satisfaction in supporting the upward career trajectory of employees who excel. Curt Kleinsorg's journey at Synagro is one example of employee growth and development.

Curt is Synagro's East Services Regional Vice President. Curt joined Synagro in 2005 as a technical services specialist in western Maryland. Within a year, Curt quickly advanced and transitioned to an operations manager, overseeing contract dewatering, lime stabilization, transportation and land application in western Maryland and south central Pennsylvania. Between 2008 and 2015, Curt held various positions, including project manager for the Passaic Valley Sewerage Commission Emergency dewatering project and Area Director of the Lakes (Ohio, Michigan and Indiana). In 2020, Curt assumed the role of East Services Regional Vice President and currently oversees all services operations, including more than 200 employees, spanning from Maine to South Carolina.





# Community Engagement

At Synagro, we are committed to engaging with our local communities to support the wellbeing of the planet and grow our business sustainably.

Supporting our communities begins with the work we do each day. The very nature of Synagro's business supports the long-term health of these communities by diverting biosolids, organics and residuals away from landfills, and instead providing organic alternatives to synthetic fertilizers for use in agricultural, horticultural and landscaping projects.

## ENHANCING OUR EFFORTS

In addition to the support offered by our services, we work to engage with communities to build strong, long-standing relationships. In 2023, we enhanced our community engagement program by conducting a deep dive at a few of our sites to truly understand what our communities value for engagement. Based on this feedback, we updated our corporate community engagement program, aimed at supporting and building relations with the local communities where we operate.

Our enhanced Community Engagement program expands beyond our corporate level efforts to evaluate local opportunities that make sense in those communities. We found that in addition to our focus on broadly advancing sustainability and agriculture in line with our Sustainable Growth plan, we have opportunities to engage and support local emergency response departments, food security and education.

We also found that having a dedicated and passionate cross-functional engagement team at each site is critical to success. Understanding the unique aspects of our communities makes Synagro more adaptable to addressing the most critical and applicable needs of each location.

Over the next year, Synagro will continue to expand our enhanced Community Engagement program to more sites throughout North America.

## LONGSTANDING PROGRAMS & PARTNERSHIPS



Since 2012, Synagro has partnered with Taft Community Garden (California) to donate our time, talent and financial resources to make a positive impact and invest in the wellbeing of the local community. The garden not only serves as a source for healthy food for the community, but also encourages youth engagement through various activities including a worm farm and annual pumpkin patch. At the garden, Synagro also provides educational opportunities through hosting backyard composting classes.



Volunteers at the Taft Community Garden.



Across Synagro, our employees show their dedication to supporting our local communities where we live and work.

Jamie Little, Senior Administrative Assistant, embodies our commitment to engaging with our local communities. Since joining the Synagro team 11 years ago, Jamie has worn many hats, but more recently serves as support for all west region compost facilities, including transportation, financials, inbound biosolid disbursement and allocation and compost sales. Jamie also handles transportation and operational support for three of California's largest customers/ municipalities, including Orange County Sanitation District, LA City Hyperion Water Treatment Plant and Los Angeles County Sanitation District.

Beyond her role at Synagro, Jamie is actively involved with the local community. Since 2017, she has served as a Board member for the Taft College Foundation, Taft Chamber of Commerce and Taft Community Garden. In 2015, Jamie also began supporting the Great American Cleanup, and has engaged several Synagro employees across the region to participate in the litter pickup and garden cleanup event.

Through Jamie's dedication and exemplary efforts, Synagro has been able to provide support and financial assistance to organizations throughout the region totaling approximately \$50,000 in 2023.

This included a \$25,000 donation to the Taft Dental Hygiene College to support educational opportunities in the community, and a \$10,000 donation to the Taft Community Garden to foster community access and education in gardening.







# Transparent Integrity

*“By maintaining a strong governance system, Synagro instills confidence in our customers and regulators that we are committed to do the right thing to protect the environment, people and the future of our company and the industry.”*

– **Al Slepian**  
General Counsel, Secretary and Compliance Officer



## Business Ethics

At Synagro, we are committed to increasing transparency and maintaining the highest ethical standards.

Our commitment to ethical conduct and compliance is critical to our success. In addition to managing these topics internally through a strong network of governance, policies and procedures, Synagro regularly engages third parties to evaluate and improve our programs.

### ETHICAL CONDUCT

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

### EMPLOYEE & SUPPLIER POLICIES

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

Synagro's Supplier Code of Conduct sets out expectations for our suppliers to uphold the same standards of ethics and integrity to which we hold ourselves to.

Synagro vendors, suppliers and consultants representing Synagro to regulators are required to follow the same business ethics policies as our employees, including our Entertainment, Gifts and Gratuities Policy.

### TRAINING

We conduct annual business and ethics trainings for all employees, and in 2023, implemented supplemental live ethics trainings. All employees at the director level and above are required to complete an annual conflict of interest and compliance questionnaire.

### REPORTING CONCERNS

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



**100%** of received ethics-related complaints were resolved within 30 days of the initial complaint.

The average time to investigate and resolve ethics-related claims was **9.25** days.



## Product Safety & Stewardship

At Synagro, we provide circular solutions for our customers by diverting material away from landfills and creating products and services that support regenerative agriculture and promote the environmental health of our communities.

Our customers rely on Synagro to ensure excellence in product stewardship, management and compliance of their biosolids. As a company that operates under the regulatory oversight of many different states, provinces and local and federal agencies, Synagro is committed to operating our business in full compliance with legal and regulatory requirements.

### REGULATORY EXCELLENCE

Synagro's robust compliance program aims to protect public health and the environment and adhere to all federal, state and local regulations and associated permits. At a federal level, we abide by the Clean Air Act, the Clean Water Act, Comprehensive Environmental Response Compensation and Liability Act and the Resource Conservation and Recovery Act. We also follow the strict regulatory obligations of the U.S. EPA's Standards for the Use or Disposal of Sewage Sludge (40 CFR Part 503) issued under the Clean Water Act and state and local biosolids regulations.

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

To further support our compliance efforts, Synagro also 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.

# 30+

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.

We encourage our stakeholders to join Water Environment Federation's local chapters and the US Composting Council (USCC).



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

We work with the California Association of Sanitation Agencies (CASA) and the U.S. EPA to utilize our biosolids and compost to revitalize fire-damaged land.





## THOUGHT LEADERSHIP IN ADDRESSING PFAS

One of our industry's challenges to move toward a more circular world is the potential of unwanted trace substances in biosolids, like per- and polyfluoroalkyl substances (PFAS).

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

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

The primary method employed by wastewater agencies to restrict pollutants, like PFAS, from entering their collection systems is through the Clean Water Act's 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.

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.

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 and expertise from industry and academic leaders. CRROPS efforts include advocating for legislation and regulations that maintain the principle of the "polluter pays" that is the foundation of CERCLA and other federal statutes.

As we look ahead, we see the opportunity to be an innovative solution provider for PFAS contamination. See our efforts in the [Providing Innovative Solutions for PFAS](#).





# Data Privacy & Information Security

At Synagro, we are committed to strengthening our data privacy and information security policies and implementing enhanced controls.

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.

## POLICIES & PROGRAMS

The continued security of our company data, as well as customer data, remains a top priority for Synagro. As such, we maintain formal Cybersecurity and Data Privacy policies, which are regularly updated and amended to keep pace with evolving best practices. We also distribute these policies to all employees.

## TRAINING

In 2022, we introduced mandatory, quarterly cybersecurity and data privacy training for all employees with access to internal IT systems.

## CERTIFICATIONS, AUDITS & ASSESSMENTS

Synagro is 100% SaaS-based, and all services are System and Organization Controls (SOC)1 or SOC2 certified. Synagro's SOC1 and SOC2 compliance reports are audited by a third party to ensure their accuracy. To test the strength of our data security programs, Synagro regularly conducts vulnerability assessments, including penetration testing and phishing tests. Additionally, we have engaged a third-party cybersecurity partner to perform an annual audit of our policies and safeguards. While Synagro has consistently received top marks on these assessments, we strive to continually strengthen and proactively improve our data privacy and security policies and safeguards.

**100%** of Synagro employees complete quarterly cybersecurity and data privacy training.

**100%** of Synagro's services are SOC 1 or SOC2 compliant.








# Appendices





# United Nations Sustainable Development Goals Index

Synagro aligns our core business and sustainability initiatives with five of the UN SDGs.

Our Strategy	2023 Actions
 <p>Synagro engages with more than 1,000 municipal, industrial and agricultural customers to help develop sustainable wastewater management systems. Through our business, we also provide a natural alternative to synthetic fertilizers, decreasing nitrogen, increasing micronutrients, retaining water and decreasing phosphorous runoff and pollution into local waterways.</p> <p>A part of our business is also linked to providing clean water. Through our SynaPure™ technology, we provide sustainable and cost-effective solutions for the treatment and reuse of complex influent streams, including landfill leachate and industrial and lagoon wastewater.</p>	<p><b>Received and processed 2.2+ billion</b> gallons of liquid biosolids.</p> <p><b>Launched SynaPure™</b> water and wastewater treatment system.</p>
 <p>Synagro is at the forefront of developing critical infrastructure that enables communities to effectively manage biosolids in a more circular and sustainable way, primarily by converting biosolids into valuable products that are reintroduced into the economy.</p> <p>We also evaluate opportunities to invest in technology that advances our industry and supports a more sustainable future.</p>	<p>Exploring opportunities in <b>renewable energy</b> and other <b>technology</b> to expand our operations, while helping our customers and the environment.</p>
 <p>The very nature of our work supports the long-term health of communities. Synagro supports our customers by diverting biosolids away from landfills and creating a valuable nutrient- and energy-rich product that also benefits residents by caring for the water, air and soil. Decreasing landfill availability and limits on biosolids acceptance and leachate concerns are accelerating the demand for beneficial use solutions in cities and communities.</p> <p>At a local level, we also engage with community organizations through volunteerism activities and donations to advance sustainability and agriculture.</p>	<p><b>Received 16+ million</b> tons of residuals and <b>diverted +80%</b> from landfills in 2023.</p> <p><b>Enhanced</b> our <b>Community Engagement program</b> to evaluate local opportunities to make a difference.</p>
 <p>Through our business, biosolids and other organic waste that would have ended up in landfills are processed and transformed into nutrient rich fertilizer that improves soil health and replace chemical fertilizers. This recycling process also has meaningful GHG emissions reduction and avoidance benefits for the earth and ensures that we do not use landfill capacity to dispose of a valuable resource. In net, our business is a key solution for substantially reducing waste generation through recycling, mitigating climate change and propelling a circular economy</p>	<p>In 2023 Synagro received <b>16+ million</b> tons of biosolids, organics and residuals including approximately <b>550,000</b> tons of green and food waste.</p> <p>Through our unique processes we recycled and transformed that potential waste into <b>3.3 million</b> tons of nutrient rich fertilizer that was used for beneficial use in agriculture.</p>
 <p>Synagro processes and transforms biosolids that would have ended up in landfills. This recycling process has meaningful GHG emissions reduction and avoidance benefits and also supports our customers in reducing or avoiding their own GHG emissions.</p> <p>To reduce our own operational GHG emissions, Synagro evaluates opportunities to implement efficiency improvements, renewable energy, fleet/fuel efficiency strategies, materials reductions and other strategies.</p>	<p>Helped customers <b>avoid 2.2+ million</b> metric tons CO<sub>2</sub>e.</p>



# GRI Index

<b>Statement of use</b>	Synagro Technologies, Inc. (Synagro) has reported the information cited in this GRI content index for the period 1 January 2023 through 31 December 2023 with reference to the GRI Standards.
<b>GRI 1 used</b>	GRI 1: Foundation 2021
<b>Applicable GRI sector standards used</b>	None

## GRI 2: GENERAL DISCLOSURES 2021

Disclosure	Location and / or Response
<b>The organization and its reporting practices</b>	
2-1	Organizational details Our Business, page 7 <a href="#">Contact Us</a> Synagro is a privately held Delaware corporation operating in the United States and Canada.
2-2	Entities included in the organization's sustainability reporting About this Report, page 42
2-3	Reporting period, frequency and contact point About this Report, page 42 <a href="#">Contact Us</a>
2-4	Restatements of information None during the reporting period.
2-5	External assurance Independent Assurance Statement, page 45
<b>Activities and workers</b>	
2-6	Activities, value chain and other business relationships Our Business, pages 7-10
2-7	Employees Our Business, page 7 Synagro's Workforce, pages 25-26
<b>Governance</b>	
2-9	Governance structure and composition Sustainability Governance & Oversight, page 10 <a href="#">Board of Directors</a>



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	Sustainability Governance & Oversight, page 10 <i>Board of Directors</i>
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Governance & Oversight, page 10
2-13	Delegation of responsibility for managing impacts	Sustainability Governance & Oversight, page 10
2-14	Role of the highest governance body in sustainability reporting	Sustainability Governance & Oversight, page 10
2-15	Conflicts of interest	Business Ethics, page 31
2-16	Communication of critical concerns	The company's Board of Directors has direct access to Synagro's executive leadership team. In addition, the executive team members collaborate on board agendas and each member of the team can raise issues to the board at their discretion.
2-17	Collective knowledge of the highest governance body	<i>Board of Directors</i>
<b>Strategy, policies and practices</b>		
2-22	Statement on sustainable development strategy	A Message from Our CEO & Chairman, page 3
2-23	Policy commitments	Business Ethics, page 31
2-24	Embedding policy commitments	Business Ethics, page 31
2-25	Processes to remediate negative impacts	Business Ethics, page 31
2-26	Mechanisms for seeking advice and raising concerns	Business Ethics, page 31
2-27	Compliance with laws and regulations	Business Ethics, page 31 Product Safety & Stewardship, pages 32-33
2-28	Membership associations	Product Safety & Stewardship, page 32
<b>Stakeholder Engagement</b>		
2-29	Approach to stakeholder engagement	Our Business, pages 7-10

### GRI 3: MATERIAL TOPICS 2021

Disclosure		Location and / or Response
3-1	Process to determine material topics	Materiality, page 11
3-2	List of material topics	Materiality, page 11



## Material Topics

Disclosure		Location and / or Response	
<b>Anti-corruption</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Business Ethics, page 31
	205-1	Operations assessed for risks related to corruption	Business Ethics, page 31
GRI 205: Anti-corruption 2016	205-2	Communication and training about anti-corruption policies and procedures	Business Ethics, page 31
<b>Water and effluents</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Our Sustainable Growth Plan, page 8 Water & Wastewater, page 16 Driving Growth through Transformative Solutions, page 18
GRI 303: Water and Effluents 2018	303-1	Interactions with water as a shared resource	Water & Wastewater, page 16 Driving Growth through Transformative Solutions, page 18
<b>Emissions</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Carbon Roadmap & Performance, pages 13-17 Driving Growth through Transformative Solutions, pages 18-19
	305-1	Direct (Scope 1) GHG emissions	Carbon Roadmap & Performance, pages 13-15
	305-2	Energy indirect (Scope 2) GHG emissions	Carbon Roadmap & Performance, pages 13-15
GRI 305: Emissions 2016	305-3	Other indirect (Scope 3) GHG emissions	Carbon Roadmap & Performance, pages 13 and 15
	305-5	Reduction of GHG emissions	Our Sustainable Growth Plan, page 8 Carbon Roadmap & Performance, pages 13-16
<b>Occupational health and safety</b>			
GRI 3: Material Topics 2021	3-3	Management of material topics	Occupational Health & Safety, pages 22-24



Disclosure	Location and / or Response		
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	Occupational Health & Safety, pages 22-23
	403-2	Hazard identification, risk assessment and incident investigation	Occupational Health & Safety, pages 22-24
	403-4	Worker participation, consultation and communication on occupational health and safety	Occupational Health & Safety, pages 22-24
	403-5	Worker training on occupational health and safety	Occupational Health & Safety, pages 22-23
	403-6	Promotion of worker health	Occupational Health & Safety, pages 22-24
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Occupational Health & Safety, pages 22-24
	403-8	Workers covered by an occupational health and safety management system	Occupational Health & Safety, pages 22-23 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 23



**Training and education**

GRI 3: Material Topics 2021	3-3	Management of material topics	Training & Development, page 27
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	Training & Development, page 27
	404-2	Programs for upgrading employee skills and transition assistance programs	Training & Development, page 27
	404-3	Percentage of employees receiving regular performance and career development reviews	Performance Management, page 27

**Diversity and equal opportunity**

GRI 3: Material Topics 2021	3-3	Management of material topics	Diversity, Equity & Inclusion, page 26
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	Diversity, Equity & Inclusion, page 26 <i>Board of Directors</i>

**Local communities**

GRI 3: Material Topics 2021	3-3	Management of material topics	Community Engagement, pages 28-29
GRI 413: Local Communities 2016	413-1	Operations with local community engagement, impact assessments and development programs	Community Engagement, pages 28-29

**Customer health and safety**

GRI 3: Material Topics 2021	3-3	Management of material topics	Product Safety & Stewardship, pages 32-33
GRI 416: Customer Health and Safety 2016	416-1	Assessment of the health and safety impacts of product and service categories	Product Safety & Stewardship, pages 32-33



# About this Report

## REPORTING BOUNDARY AND SCOPE

Synagro's 2023 Sustainability Report, issued August 20, 2024, includes Synagro's sustainability strategies, current actions, goals, case studies and performance metrics for the calendar year ended December 31, 2023, 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 non-renewable 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.

In 2023, Synagro acquired NEFCO, which grew our company significantly and resulted in a material change to our footprint. Additionally, in 2023, we enhanced our data collection systems and received third-party verification. Due to these reasons, we re-baselined our environmental performance data. For our next reporting cycle, we expect to have year-over-year environmental data, and will continue to execute on our carbon reduction roadmap. We will also evaluate setting a long-term carbon

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

## NOTES AND METHODOLOGY FOR GHG EMISSIONS

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



## NOTES AND METHODOLOGY FOR GHG EMISSIONS (CONTINUED)

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

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

**Boundary:** Our Scope 1 and 2 emissions include carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>) and nitrous oxide (N<sub>2</sub>O) converted to units of CO<sub>2</sub> equivalent (CO<sub>2</sub>e) using 100-year global warming potentials from the IPCC sixth assessment report (AR6). Sources of emissions included in our Scope 1 and 2 emissions include Synagro's offices, processing facilities and assets that were reported as operational in 2023. This does not include assets that were acquired and still under execution throughout 2023.

## 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.<sup>19</sup>
- **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.<sup>19</sup>
- **Rail Transport** – This scenario compares Synagro's use of rail vs. long-haul trucking of biosolids to landfill.

<sup>19</sup> Fugitive GHG emissions from landfilling were derived from the 2022 BEAM model which includes both methodology and associated emission factors.



## FACILITIES AND LOCATIONS

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



# Independent Assurance Statement

## Independent Limited Assurance Report to Synagro Technologies Inc.

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 the Synagro 2023 Sustainability Report (the "Report").

Engagement summary	
Scope of our assurance engagement	<p>Whether the 2023 data for the following selected information are fairly presented in the Report, in all material respects, in accordance with the reporting criteria.</p> <ul style="list-style-type: none"> <li>Total Scope 1 GHG Emissions [metric tonnes CO2e]</li> <li>Total Scope 2 GHG Emissions (location-based) [metric tonnes CO2e]</li> <li>Total Scope 3 GHG emissions from the following categories [metric tonnes CO2e]:                             <ul style="list-style-type: none"> <li>Category 3: Fuel- and energy-related activities;</li> <li>Category 4: Upstream transportation and distribution;</li> <li>Category 9: Downstream transportation and distribution;</li> <li>Category 11: Use of sold products; and</li> <li>Category 12: End-of-Life treatment of sold products.</li> </ul> </li> <li>Total Avoided Emissions from Landfill Diversion [metric tonnes CO2e]</li> </ul> <p>Our assurance engagement does not extend to information in respect of earlier periods or to any other information included in the Report.</p>
Reporting period	1 January 2023 – 31 December 2023
Reporting criteria	<ul style="list-style-type: none"> <li>Synagro's Basis of Reporting (as found on page 42-43 of the Report)</li> <li>The GHG Protocol Corporate Accounting and Reporting Standard (WBCSD/WRI Revised Edition 2015) for Scope 1 and Scope 2 GHG emissions</li> <li>GHG Protocol Scope 2 Guidance (An amendment to the GHG Protocol Corporate Standard (WRI 2015) for Scope 2 GHG emissions</li> <li>The Corporate Value Chain (Scope 3) Accounting and Reporting Standard (WBCSD/WRI 2011) for Scope 3 GHG emissions</li> </ul>
Assurance standard and level of assurance	<p>We performed a limited assurance engagement, in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised) 'Assurance Engagements other than Audits or Reviews of Historical Financial Information' issued by the International Auditing and Assurance Standards Board.</p> <p>The procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement and consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.</p>
Respective responsibilities	<p>Synagro is responsible for preparing the Report and for the collection and presentation of the information within it, and for the designing, implementing and maintaining of internal controls relevant to the preparation and presentation of the Report.</p> <p>ERM CVS' responsibility is to provide a conclusion to Synagro on the agreed scope based on our engagement terms with Synagro, the assurance activities performed and exercising our professional judgement.</p>

### Our conclusion

Based on our activities, as described below, nothing has come to our attention to indicate that the 2023 data for the selected information listed under 'Scope' above are 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 Report 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 Report;
- Interviewing management representatives responsible for managing the selected issues;
- 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 disclosures;
- Reviewing of a sample of qualitative and quantitative evidence supporting the reported information at a corporate level;
- Performing an analytical review of the year-end data submitted by all locations included in the consolidated 2023 group data for the selected disclosures 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 four Synagro facilities (New Haven, US; Pinellas, US; Punta Gorda, US; Quincy, US) to review source data and local reporting systems and controls;
- Evaluating the conversion and emission factors and assumptions used;
- Reviewing avoided emissions methodology for consistency with industry practices; and
- Reviewing the presentation of information relevant to the scope of our work in the Report to ensure consistency with our findings.

### The limitations of our engagement

The reliability of the assured 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 Council 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 43-44 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.

Beth Wyke  
Head of Corporate Assurance Services  
Malvern, PA

June 6, 2024

On behalf of:

ERM Certification & Verification Services Incorporated  
[www.ermcvs.com](http://www.ermcvs.com) | [post@ermcvs.com](mailto:post@ermcvs.com)

