

# Sustainability Update <sup>20</sup>/<sub>25</sub>



# About this Report

**Our 2025 Sustainability Update provides the latest results of our company-wide efforts to reduce our greenhouse gas emissions, support our employee-owners, and partner with our communities to advance resource recovery and achieve shared goals.**

Except where otherwise noted, the data in this report is for our fiscal year which ended on September 30, 2024. Except where context indicates otherwise, the terms “Recology,” “we,” “our,” and the “company” refer to Recology Inc. and its wholly owned subsidiaries.

An independent third-party consulting firm, Cameron-Cole, LLC, has verified our scope 1 and 2 greenhouse gas emissions inventory to a limited assurance level in conformance with ISO 14064-3, The Greenhouse Gas Protocol, and The Climate Registry’s General Verification Protocol. Our detailed emissions inventory report can be found at [theclimateregistry.org](https://theclimateregistry.org).

For a comprehensive review of our sustainability efforts, including our Emissions Reduction and 2024 SASB Disclosure Statements, as well as our previous reports, visit [recology.com/sustainability](https://recology.com/sustainability).

## TABLE OF CONTENTS

CEO Statement .....	3
At a Glance .....	4
Our Services .....	5
Resource Recovery .....	6
Sustainable Operations .....	8
Community Engagement .....	10
Employee Ownership .....	12
Safety and Awards .....	13





## I have never been prouder to lead this company forward.

For over a century, Recology has pioneered sustainability within our communities—from our immigrant founders scavenging the streets of San Francisco for recyclables, to our company launching the nation’s first curbside organics collection program with our innovative three-bin system, to our company becoming an industry leader in renewable and alternative fuel use across our extensive fleet.

Today, we own and operate 10 resource recovery facilities for every one of our active landfills. Through this growing network, we are advancing our vision of a world without waste. This year we recovered 45% more resources for the circular economy than were discarded in our landfills.

And we’re not slowing down. In 2024, we invested in our organics processing infrastructure to help more communities reach their ambitious organics recovery goals. We also broadened access to recycling by increasing our hard-to-recycle material collection in many of the communities we serve.

Looking ahead to 2025 and beyond, Recology will continue pushing the boundaries of sustainable resource recovery.

We are looking inward to drive greater impact outward. Through a company-wide digital transformation, we will enhance our operational excellence, elevate the customer experience, and help shape the circular economy.

We plan to continue decarbonizing our operations. By 2028, we are committed to powering our facilities with 100% renewable or carbon-free electricity, powering our vehicles and equipment with 95% renewable or alternative fuels, and using 75% of the landfill gas we collect to generate renewable energy.

Above all, we remain deeply committed to creating shared value for our communities, strengthening partnerships, and bringing more people along on the journey toward a world we can all aspire to call home.

To my fellow employee-owners, our communities, and our partners—thank you for being part of this ride. Let’s keep driving forward—together—toward a cleaner, more sustainable future.

**Salvatore M. Coniglio**

Chief Executive Officer and Chairman of the Board

# Recology in 2024

100%

Employee-Owned

76%

of Stock Beneficially Owned by  
Employee-Owners in Field Positions

4.1K

Employee-Owners

1.1M

Customers Served Throughout  
CA, OR, and WA

1.5M

Tons Diverted from Landfill

23%

Reduction in Total Combined  
Scope 1 and 2 Emissions Since 2018

45%

More Resources Recovered  
Than Discarded in Our Landfills,  
by Weight

10X

More Greenhouse Gases Avoided  
through Recycling and Composting  
than Generated by Our Operations

At Recology, we envision a world without waste—one where our society moves beyond traditional waste management toward true resource recovery. We are building a closed-loop system that treats materials as valuable resources, not waste. By keeping resources out of landfills, we help protect the environment, support local communities, and give materials new life.



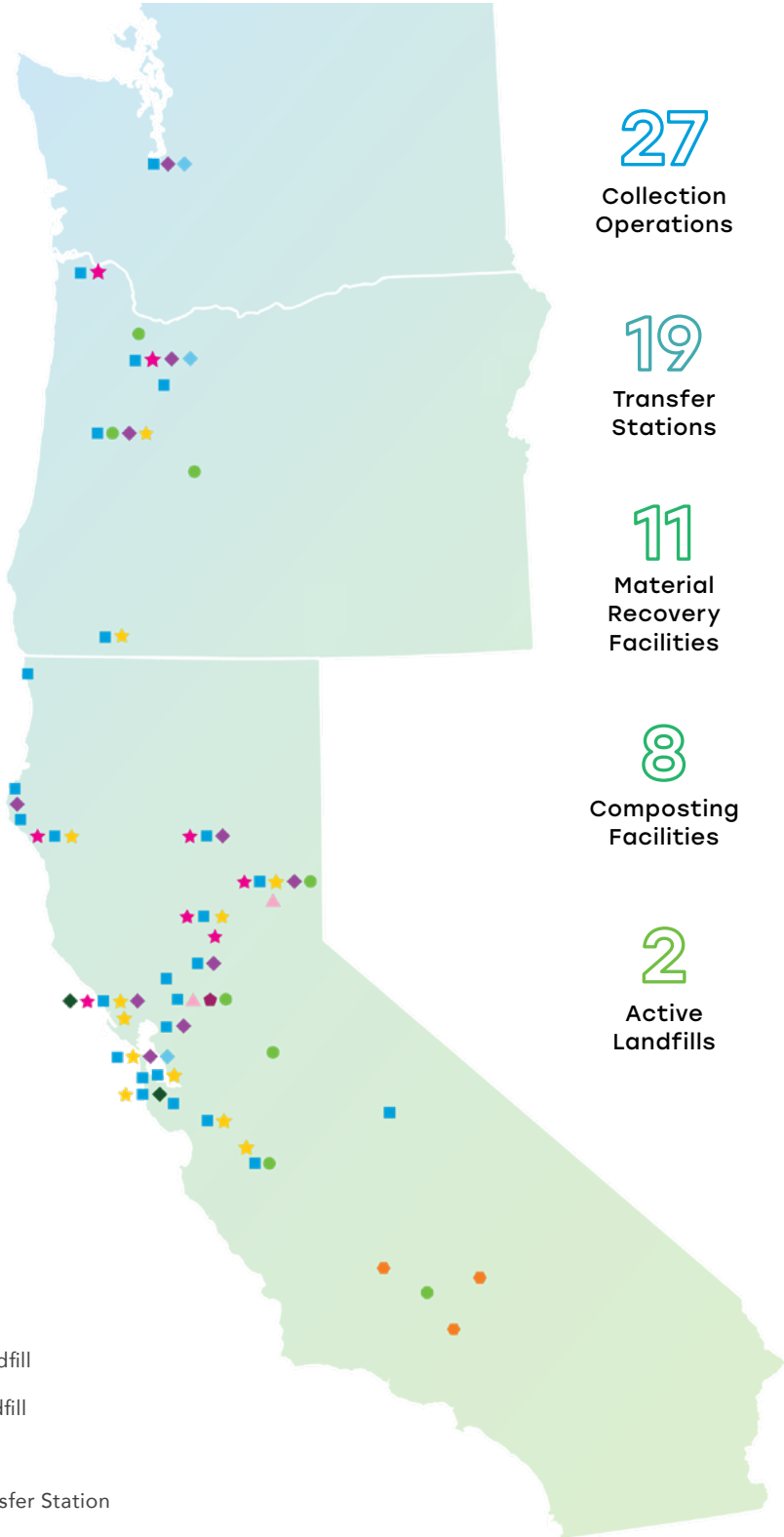
**GROWING OREGON'S COMPOSTING INFRASTRUCTURE**

Recology recently expanded the capacity at our Aumsville compost facility, enabling us to accept an additional 25,000 tons of organics each year and increasing annual total capacity to 75,000 tons. Now the largest composter in Oregon, we are strengthening the region's ability to divert organics from landfills and return valuable nutrients to the soil.

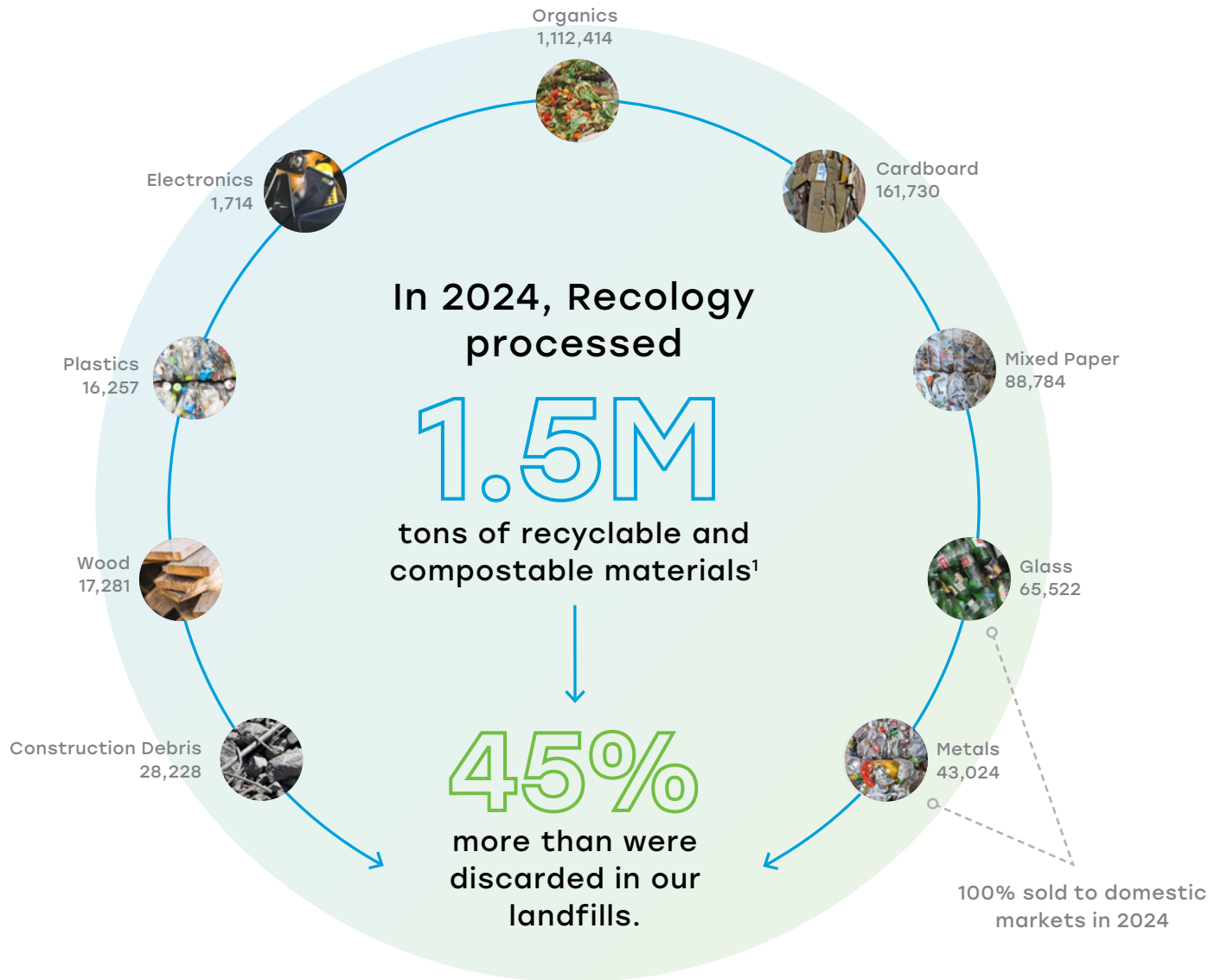


**BACKING THE SACRAMENTO KINGS' SUSTAINABILITY GOALS**

In 2024, Recology teamed up with the Sacramento Kings as their official Sustainability and Zero Waste Partner. Through the end of the 2027-28 season, we will continue managing all waste, recycling, and composting at Golden 1 Center and Downtown Commons.



- Administration / Collection
- ◆ Material Recovery Facility
- ◆ Contract-Operated Material Recovery Facility
- ◆ Special Wastes Disposal
- ◆ Streetscape Maintenance
- ★ Transfer Station
- ▲ Owned & Operated Landfill
- ◆ Contract-Operated Landfill
- Compost Facility
- ★ Contract-Operated Transfer Station



**BOOSTING GLASS RECYCLING IN CALIFORNIA**

Thanks to Senate Bill 1013, California’s Beverage Container Recycling Program now includes wine and spirit bottles—strengthening the market for glass we collect and helping to make the entire recycling system more financially sustainable.



**SUPPORTING SUSTAINABLE LIVING IN WASHINGTON**

Recology Stores are local hubs for sustainable living, offering reusable products, in-person customer service, and drop-off services for hard-to-recycle items. In 2024, our stores helped divert over 28,000 pounds of batteries, 41,000 pounds of textiles, 450 bicycles, and more from landfills.

<sup>1</sup> Total recyclable material includes all recyclable materials Recology processed at our material recovery facilities (MRF) or transfer stations and sent to third-party recyclers or MRFs. Total compostable material includes all organic materials Recology processed at our composting or mulching facilities, or our transfer stations before being composted at third-party facilities. Both exclude residuals sent to landfills. Graphic highlights a subset of total recovered materials.

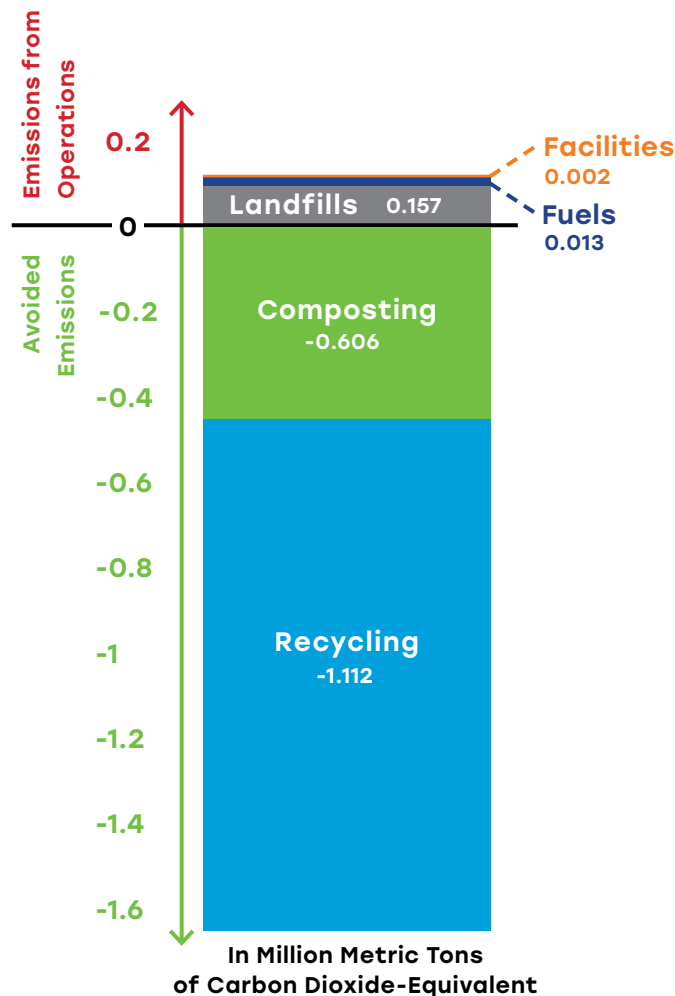
# Climate Benefits

Recology helped avoid the release of

**1.7M** metric tons of  
**greenhouse gases**

by processing recyclable and compostable materials instead of landfilling them.

That's over **10X** more than the greenhouse gas emissions produced through our operations.<sup>2</sup>



## TRANSFORMING WASTE INTO CLIMATE SOLUTIONS

We avoid methane emissions by producing compost from organic material, rather than sending it to landfills. In turn, our compost sequesters carbon, supports plant growth, retains groundwater, and enables regenerative farming.



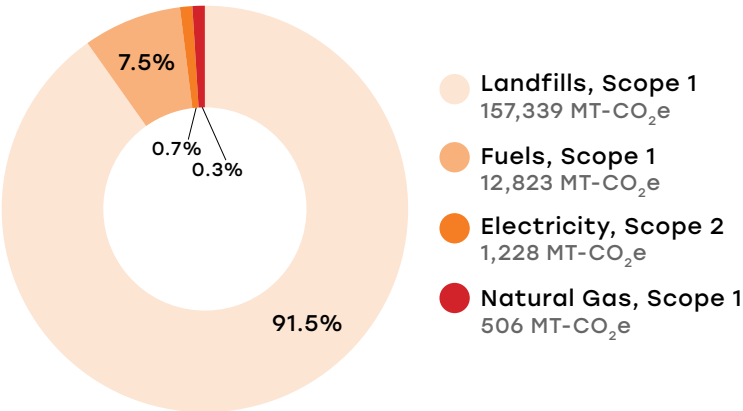
## SUPPORTING SUSTAINABLE SUPPLY CHAINS

Recycling keeps valuable materials in circulation, reducing the need to extract raw materials and lowering carbon emissions in the process.

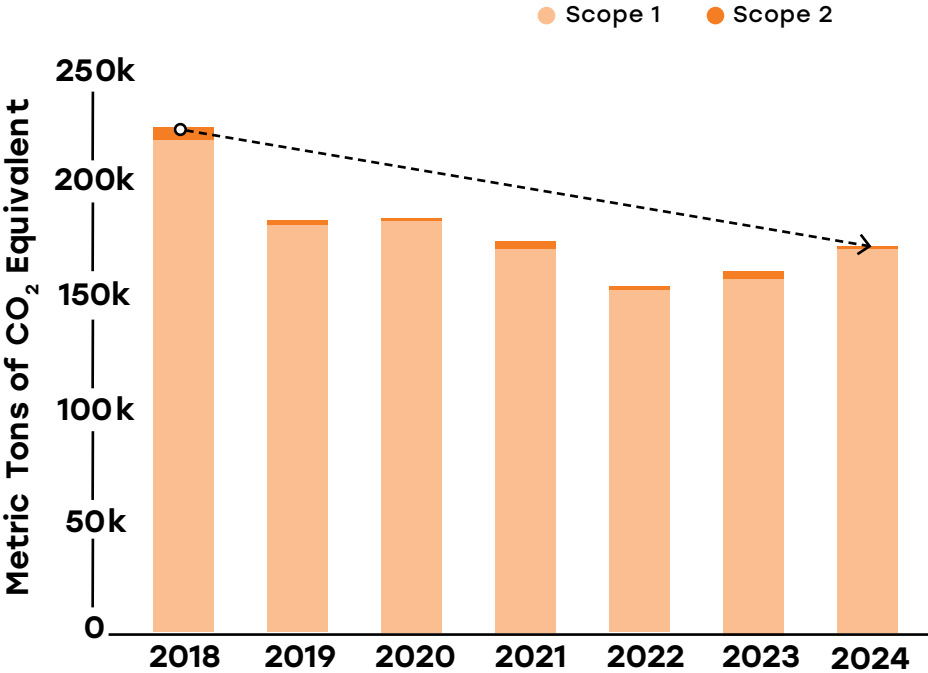
<sup>2</sup> Emission avoidance values were calculated using the US EPA Waste Reduction Model ([WARM, 2023](#)) for recyclable material and the California Air Resources Board Composting Emission Reduction Factor ([CERF, 2017](#)) for compostable material. The 10x ratio divides total emissions avoided by our combined scope 1 and 2 emissions.

# Recology generates greenhouse gas emissions from three primary sources: landfills, vehicle and equipment fuels, and facility energy.

## 2024 Greenhouse Gas Emissions



## Historical Greenhouse Gas Emissions<sup>3</sup>



23%

reduction in total combined scope 1 and 2 emissions since 2018 by transitioning our fleet to renewable and alternative fuels and adopting clean electricity at our facilities.

<sup>3</sup> Historical inventories have been adjusted to align with recent guidance in the IPCC Sixth Assessment Report (AR6, 2023).

## Sustainability Targets



### Landfills

**Target:** Use 75% of collected landfill gas to generate renewable energy by 2028

**2024 Performance:**

41%



### Fuels

**Target:** Power our vehicles and equipment with 95% renewable or alternative fuels by 2028

**2024 Performance:**

91%



### Facility Energy

**Target:** Power our facilities with 100% renewable or carbon-free electricity by 2028

**2024 Performance:**

93%

## Waste Zero Education

Our Waste Zero education and outreach teams educate and inspire communities to recycle and compost.



### Waste Zero Activities in 2024

1,401

Trainings and Presentations

388

Tabling Events

10,136

Site Visits and Consultations

295

Facility Tours

#### ADVANCING PETALUMA'S REUSE GOALS

Recology Sonoma Marin partnered with the NextGen Consortium, managed by Closed Loop Partners' Center for the Circular Economy, and local businesses to pursue a first-in-the-nation initiative to promote the use of reusable to-go cups across an entire city. Customers returned reusable cups to the purple reuse bins, and Recology Sonoma Marin tracked cups that could no longer be reused and recycled them at our material recovery facility. The project demonstrated how a large-scale reuse system can effectively reduce single-use waste. [Read more about the project.](#)

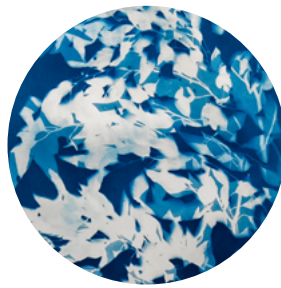




Bryan Keith Thomas



Nimah Gobir



Ron Moultrie Saunders



Nasim Moghadam



Margie Livingston

## Artist in Residence (AIR) Programs

Recology AIR programs connect local artists with discarded materials, transforming them into creative works of art and benefiting local communities.



Carli Lamberto



Arielle Brackett



Adia Gibbs



Diego Morales-Portillo



Torreya Cummings



Jeremy Furnish

**“Access to the waste stream encouraged me to think more about the materials I use in the rest of my work and consider their entire lifespan more carefully.”**

– Torreya Cummings, 2023–24 Recology San Francisco Artist

### AIR Impact

5

Recology AIR Programs

4K+

Exhibition Guests in 2024

364

Artists Supported to Date

22+

Tons of Material Diverted in 2024<sup>4</sup>

#### ENGAGING STUDENT ARTISTS IN ASHLAND

In 2023, Recology Ashland established a new AIR program in partnership with Southern Oregon University (SOU). Using discarded materials from the Recology Valley View Transfer Station, student artists create original installations displayed annually at SOU student galleries and a public campus sculpture garden.

<sup>4</sup> Includes material diverted by our San Francisco AIR program only.



## Recology is the largest 100% employee-owned company in the resource recovery industry.

Our ownership structure is a cornerstone of our success—driving a culture of pride, collaboration, and innovation. Through the Recology Employee Stock Ownership Plan (ESOP), company ownership stays in the hands of our employee-owners—not external shareholders—making us deeply invested in the success of our company and the communities we serve.



### RECOLOGY OWNERSHIP CULTURE COMMITTEE (ROCC)

The ROCC is at the center of our employee ownership culture. Made up of passionate volunteers from every local operation, the ROCC helps cultivate a sense of belonging, community, and connection through onboarding programs, networking groups, events, and more.



### PROFESSIONAL DEVELOPMENT

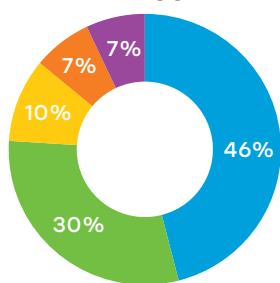
Our in-house Learning and Development team offered 96 course topics this year, empowering employee-owners to grow their skills and advance their careers. From leadership development to technical training, our programs are designed to support personal and professional growth across the company.



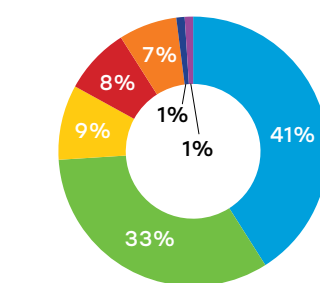
### OUR EMPLOYEE-OWNER PULSE

In 2024, our employee net promoter score (eNPS) was 54, outperforming the overall benchmark of 12.<sup>5</sup> The eNPS measures how likely employees are to recommend their organization as a great place to work. Our score reflects our rich culture and the positive sentiment of our employee-owners.

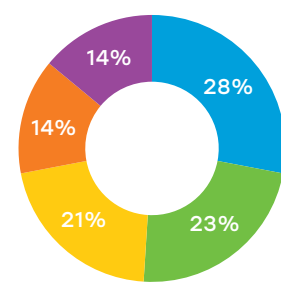
### Job Type



### Workforce



### Years of Service



**76%** of Recology stock was beneficially owned by employee-owners in field positions—such as drivers, sorters, and mechanics—in 2024.<sup>6</sup>

<sup>5</sup> We calculate our employee net promoter score based on data from stay conversations, onboarding check-ins, and exit interviews. We sourced our overall benchmark from the [Academy to Innovate HR](#).




<sup>6</sup> We define field positions as vehicle and equipment operators, mechanics, sorters, laborers, and technicians.

# Honoring Exceptional Recology Drivers as the Nation’s Best

At Recology, we are committed to enhancing safety and efficiency across our operations. We are extremely proud to celebrate the multiple Recology drivers who received industry-wide recognition in 2024 for their exceptional safety performance records. [Read more about our 2024 Honorees.](#)




**Sixto De La Cruz**  
Recology Vacaville

-  2024 Recology ROCStar of the Year
-  2024 National Waste and Recycling Association (NWRA) Regional Commercial Driver of the Year: Honorable Mention
-  2025 ESOP Association, California/Nevada Chapter, Employee-Owner of the Year




**Manuel Vera**  
Recology Sunset Scavenger


-  2024 NWRA Regional Residential Driver of the Year: Honorable Mention

Two of our local teams were honored at both the national and local levels for their outstanding community engagement and impactful partnerships.

## Recology Davis

-  2024 Davis, California Chamber of Commerce, Bill Streng Business of the Year

## Recology King County

-  2024 NWRA Excellence in Recycling Public Education

### CELEBRATING SKILL AND SAFETY EXCELLENCE

The 2024 Recology Safety Road-eo brought employee-owners and their families together for a day of friendly competition at the Portland Expo Center. The event highlighted the incredible skill and commitment to safety of our best-of-the-best truck drivers, forklift operators, and mechanics from the Pacific Northwest. With hands-on activities and cheering crowds, the Road-eo celebrated the essential work our people do every day.



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