

Sustainability Update ²⁰₂₆



About this Report

Our 2026 Sustainability Update highlights the progress we’re making to reduce our greenhouse gas emissions, support our employee-owners, and recover more materials in partnership with the communities we serve, bringing us closer to a world without waste.

Except where otherwise noted, the data in this report is for our fiscal year which ended on September 30, 2025. 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.

For a comprehensive review of our sustainability efforts, including our Emissions Reduction and 2025 SASB Disclosure Statements, as well as our previous reports, visit recology.com/sustainability.

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For decades, Recology has helped define what resource recovery can look like in practice. **Today, we are building on that legacy by creating stronger circular systems and advancing sustainable operations.**

On behalf of Recology, I'm proud to share our 2026 Sustainability Update, which reflects years of investment, operational excellence, and an unwavering focus on the safety and well-being of our employee-owners and the communities we serve. From the fuel we use, to the materials we recover, to the services we provide in more than 130 communities, our work is part of a larger system: helping communities reduce waste and keep resources in use.

In 2025, more than 95% of the fuel used in our vehicles and equipment came from renewable or alternative sources—achieving our 2028 target three years early. Through our recycling and composting programs, we helped avoid nine times the greenhouse gas emissions our operations produced. This is resilience and circularity at scale: materials put back into use, emissions avoided, and real environmental benefits delivered in the communities we serve.

We're not waiting for a future circular economy. We're helping build it every day.

Looking ahead, we will keep building on Recology's long-standing leadership. We remain on track to meet our 2028 Sustainability Targets, and we will continue to help shape what sustainable resource recovery becomes next.

The drivers, mechanics, sorters, and everyone else behind these results are the reason Recology can turn ambitious goals into real-world outcomes. Our work reflects thousands of smart, practical choices on every route, every shift, every day.

To our employee-owners, customers, and community partners: thank you for your trust.

We will keep earning it.

A handwritten signature in black ink, appearing to read 'S. Coniglio'. The signature is stylized and fluid, with a large loop at the end.

Salvatore M. Coniglio

Chief Executive Officer and Chairman of the Board

Recology in 2025

100%

Employee-Owned

76%

of Stock Beneficially Owned by
Employees in Field Positions

1.6M

Tons Diverted from Landfill

35K

Waste Reviews Conducted to
Improve Sorting and Increase
Recycling and Composting

95%

Renewable or Alternative
Fuels Used to Power Our
Vehicles and Equipment

84%

Reduction in Fuel-Related
Emissions Since 2018

49%

More Resources Recovered
Than Discarded in Our Landfills
by Weight

9X

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

Recology is a leader and pioneer in resource recovery.

This approach has shaped our work for more than a century. We build and operate the systems used to collect, process, and recover materials—keeping them in circulation, reducing emissions, and supporting more resilient communities.

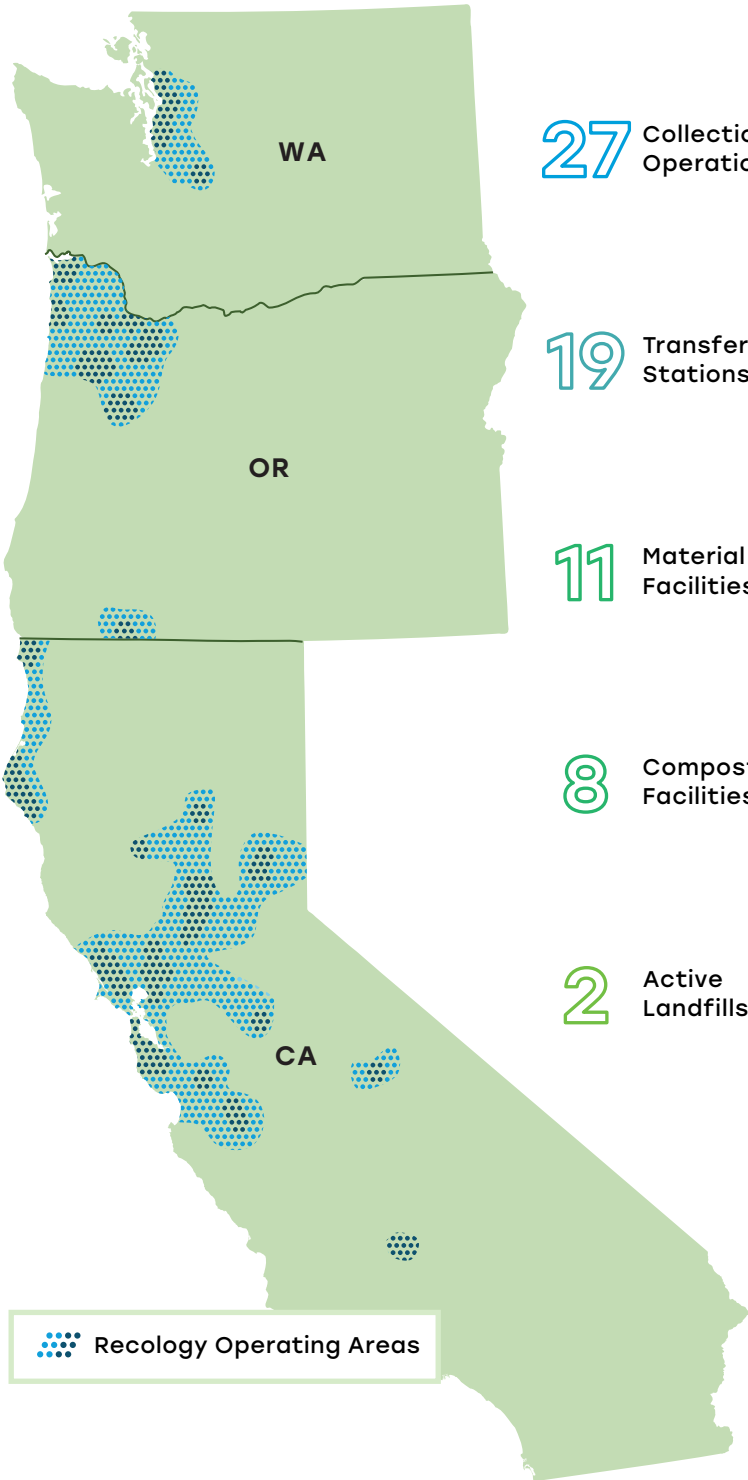
9:1

For every active landfill we operate, we have more than 9 facilities dedicated to resource recovery.



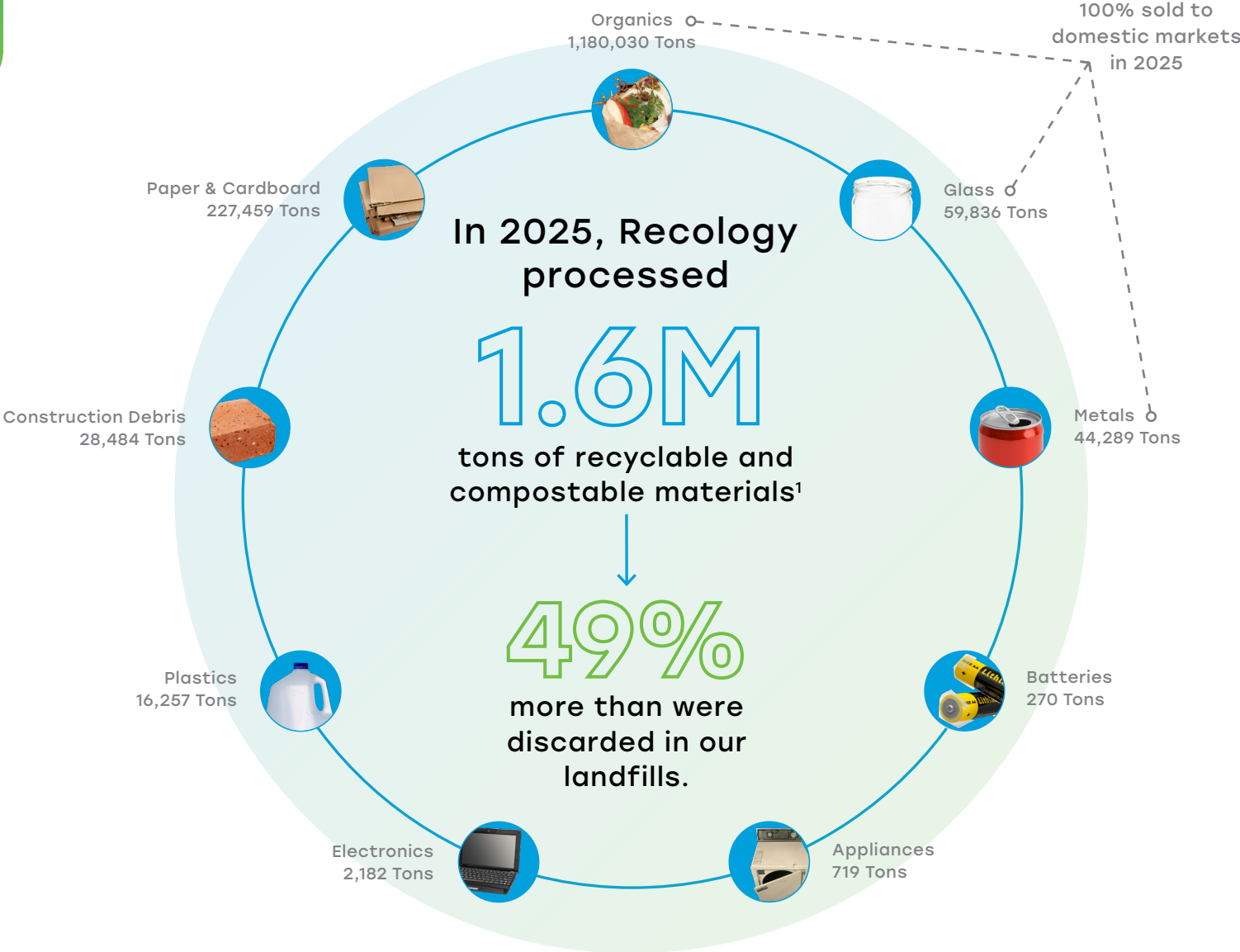
OUR SERVICES

Across 133 communities in California, Oregon, and Washington, our integrated network of recovery facilities turns local collection into measurable climate benefits. Our approach is deliberately local—working with municipalities, investing in outreach, and building infrastructure that supports local economies and keeps valuable materials in circulation. Our employee-owners bring it to life, ensuring that the curbside bin is not the end of the story, but the starting point for what comes next.



* The service area map is provided for illustrative purposes only and does not constitute a guarantee of service availability. Highlighted counties may reflect areas in which we provide full or partial service coverage. Actual service boundaries may vary. Contact us to confirm service availability at your specific location.

Advancing Circularity—From Bin to Resource



MAXIMIZING RESOURCE RECOVERY

Collection is only the starting point. At our processing facilities, advanced sorting technologies like AI-enabled robotics (installed this year in King County, WA) help increase recovery, reduce contamination, and capture more value from every load.



RECOVERING HARD-TO-RECYCLE MATERIALS

Recology expands markets for hard-to-recycle materials through programs at our transfer stations, retail stores, and drop-off centers. In 2025, we launched a new carpet stewardship program in Placer County, CA, diverting 55,000 pounds from landfills in its first six months.

¹ 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.

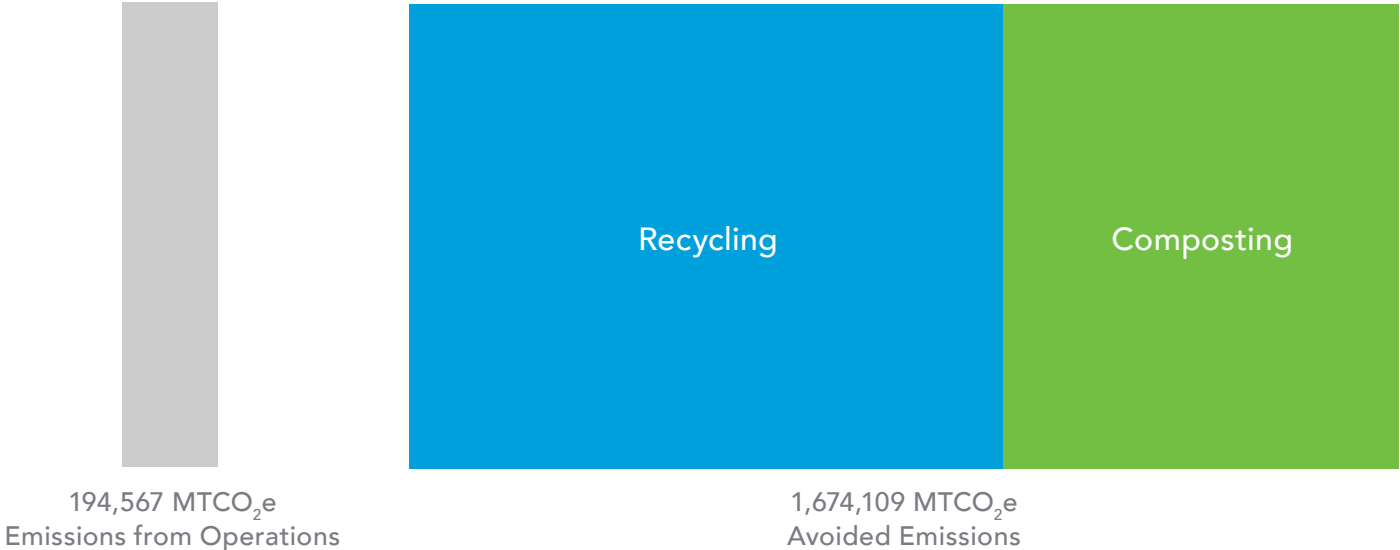
Climate Benefits

Recology helped avoid the release of

1.7M metric tons of greenhouse gases

by processing recyclable and compostable materials instead of landfilling them.

That is 9X more than the emissions produced through our operations.²



AVOIDED EMISSIONS (MTCO₂e)
Recycling: 1,032,338
Composting: 641,771

Equivalent to the greenhouse gas emissions saved by taking more than 390,000 gas-powered cars off the road for a year.

POWERING FARMS AND PROTECTING THE PLANET

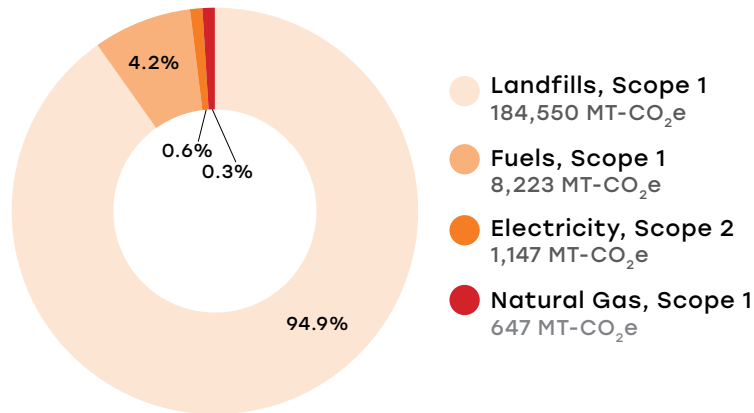
Recology produces more than one million tons of compost each year, transforming organic material into a nutrient-rich soil amendment that returns carbon to the land. Our compost supports farms, vineyards, and land managers, strengthening regional food systems.



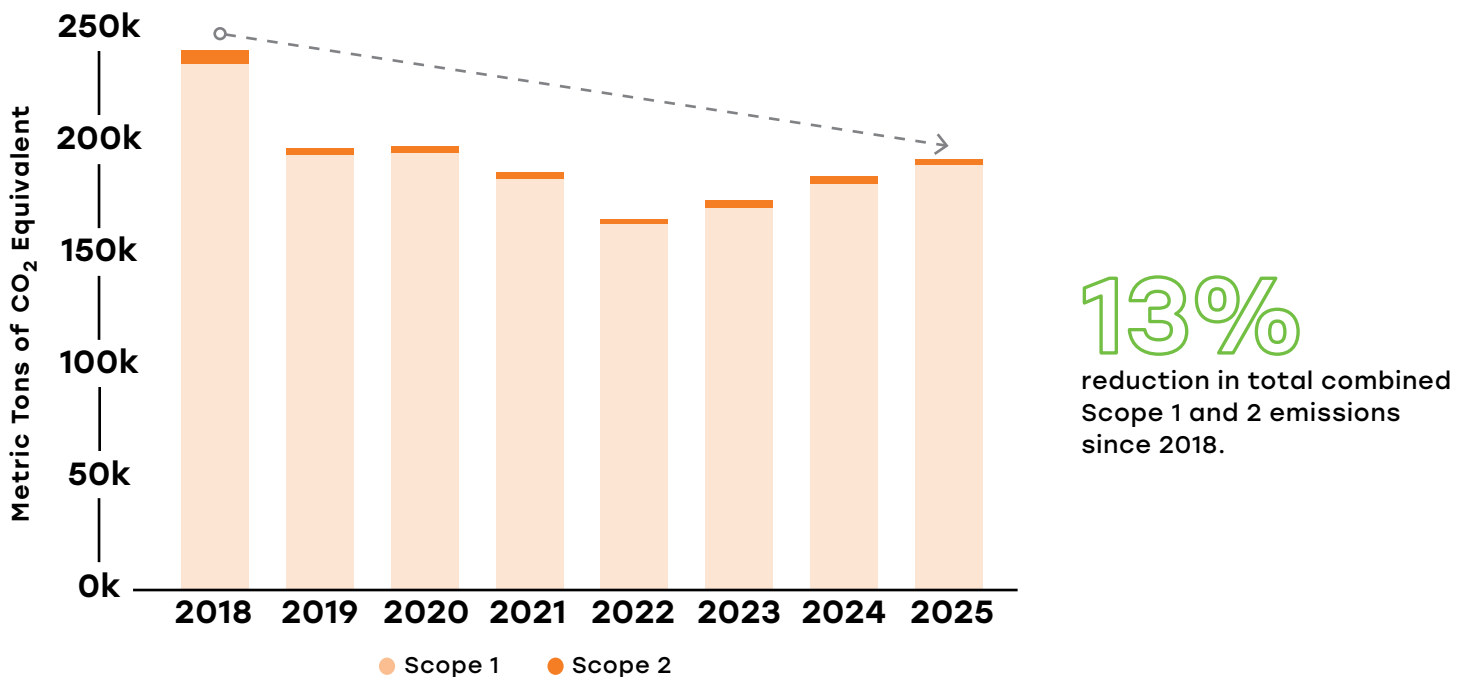
² Emission avoidance values were calculated using the US EPA Waste Reduction Model (WARM, 2023) for recyclable material and the California Air Resources Board Composting Emission Reduction Factor (CERF, 2017) for compostable material. The 9X ratio divides total emissions avoided by our combined scope 1 and 2 emissions.

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

2025 Greenhouse Gas Emissions



Historical Greenhouse Gas Emissions³



³ Historical inventories have been adjusted to align with recent guidance in the IPCC Sixth Assessment Report ([AR6, 2023](#)).

2028 Sustainability Targets

In 2025, 95% of our vehicle and equipment fuel came from renewable or alternative sources—achieving our 2028 target **three years early**. By transitioning to cleaner options, we've reduced fuel-related emissions by 84% since 2018 and accelerated progress toward a lower-carbon future.

Fuels

Power our vehicles and equipment with 95% renewable or alternative fuels



Facility Energy

Power our facilities with 100% renewable or carbon-free electricity



Landfills

Use 75% of collected landfill gas to generate renewable energy



CLEANER FUELS AND NEW TECHNOLOGIES

We are advancing the technologies that power our operations, including electric equipment, battery-electric and hydrogen-powered trucks, and renewable fuel production.

Through our partnership with Waga Energy, we are developing projects at our two active landfills to convert landfill gas into RNG, bringing new low-carbon energy online and exemplifying our commitment to resource recovery.



Educating and Inspiring Communities

Recology’s Waste Zero teams work directly with communities to improve recycling and composting through education, outreach, and hands-on support that turns awareness into everyday action.



34,911 Waste Reviews

Waste reviews improve recycling and composting by identifying contamination and providing targeted education to customers.



Waste Zero Activities in 2025

1,364
Trainings and Presentations

463
Tabling Events

9,499
Site Visits and Consultations

345
Facility Tours

DRIVING WASTE DIVERSION AT MAJOR EVENTS

In San Francisco, Recology supports waste diversion programs at the Portola and Outside Lands music festivals, where Waste Zero staff lead planning and on-site coordination to improve recycling and composting performance. In 2025, these efforts diverted 266 tons of material from landfill, increasing recovery rates by a combined 6 percentage points compared to the prior year.



The Art of Recology

Since 1990, Recology's Artist in Residence (AIR) programs have transformed discarded materials into powerful works of art that engage, inspire, and challenge the way communities think about waste. Established in San Francisco as the first program of its kind, the model gives artists access to reclaimed materials, revealing the creative and cultural value in what is typically thrown away.



Laurel Roth Hope



Miguel Novelo



Josué Rojas

Recology's AIR Impact

3783

Exhibition Guests
in 2025

364

Artworks
Produced in 2025

42

Tons of Material
Diverted in 2025

382

Artists Supported
Since 1990



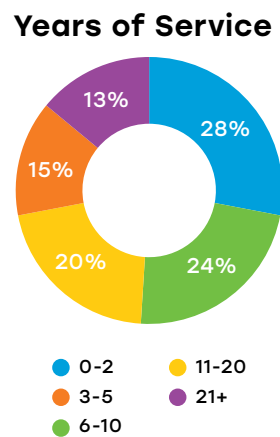
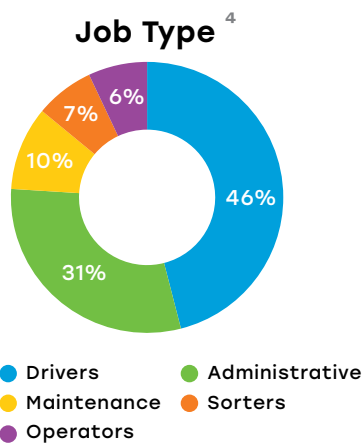
Kendelle Lannert

EXPANDING CREATIVE IMPACT

Recology's AIR program now spans six locations, adding McMinnville, OR and Santa Rosa, CA in 2025. Across all sites, students and community audiences engage directly with recovered materials—making the impact of everyday decisions visible and encouraging lasting behavior change.

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

Through our Employee Stock Ownership Plan (ESOP), company ownership stays in the hands of the people who operate our business every day—not outside shareholders. This model fuels a culture of pride, accountability, and long-term commitment to the communities we serve. Because our workforce is primarily field-based, that means **76% of Recology stock is beneficially owned by workers in field positions**, including vehicle and equipment operators, mechanics, sorters, laborers, and technicians.



GROWING TALENT AND DRIVING IMPACT

Recology invests in its employee-owners by developing leaders and improving how work gets done. The **Business Process Improvement Champion Program** develops change-makers through hands-on projects, while **Recology Leadership University** builds strategic and leadership skills with guidance from senior leaders. Together, these programs equip employee-owners to solve real operational challenges and deliver measurable improvements across our operations.

⁴ Percentages have been rounded to the nearest whole percent; as a result, totals may not equal 100%.

Keeping People Safe, Every Day

Safety is our first responsibility—to our employees, our customers, and the communities we serve. In 2025, we achieved a strong safety performance with **driver incidents down 11% year-over-year**. These results reflect sustained investment in prevention, investment in technology, and a culture of accountability.



ADDRESSING EMERGING RISKS: BATTERY-DRIVEN FIRE PREVENTION

As lithium-ion batteries become increasingly common, fire risk has become a defining operational challenge. We've built a comprehensive, multi-layered prevention system that addresses risk at every stage, from collection to processing.

- Customer education campaigns promote safe battery disposal.
- Frontline teams identify and isolate battery-containing products before they enter our facilities.
- Infrared cameras, remote monitoring, and suppression systems enable early detection and rapid response.

PROTECTING OUR DRIVERS AND OUR COMMUNITIES

Driver safety begins long before anyone gets behind the wheel. Through training, technology, and a genuine focus on wellbeing, we work to make every journey safer for our drivers and communities.

- AI-enabled cameras can identify risky driving behaviors and prompt timely, constructive coaching.
- Telematics data helps us spot patterns and act before small habits become safety issues.
- Wellbeing resources help drivers manage underlying factors before they affect safety on the road.



Twelve Recology Drivers Recognized Among the Nation’s Best

The National Waste and Recycling Association evaluates drivers on years of service, safety record, route complexity, and community commitment. Each recognized Recology driver achieved a zero-accident, zero-injury safety record, underscoring our strong safety culture and reflecting the high standards, professionalism, and community commitment of our employee-owners.

2025 NWRA Drivers of the Year



Luis Gonzalez
Recology Golden Gate
Driver of the Year: Roll-Off












Melvin Mello III
Recology San Francisco
Driver of the Year: Residential



Zac Ramsey
Recology Arcata
Driver of the Year: Safety

2025 NWRA Honorable Mentions

-  David Barbagelata
Recology Sunset Scavenger
-  Jaime Blanco
Recology Butte Colusa Counties
-  Quincy Bundage
Recology Sunset Scavenger
-  Mike Burian
Recology San Francisco
-  Jose Duran
Recology Davis
-  Miguel Garcia
Recology Vacaville-Solano
-  Michael Gunter
Recology Ashland
-  Rigoberto Lopez
Recology Sunset Scavenger
-  Rodney McAlavey
Recology San Francisco



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