

GRI Content Index

GreenWaste has reported the information cited in this GRI content index for the period from January 1, 2024 to December 31, 2024 with reference to the GRI Standards. GRI 1: Foundation 2021 used.

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	Response
2-1	Organizational Details	
a.	Legal name	MIP V Waste, LLC dba GreenWaste
b.	Public or privately held & legal form of company	Privately held LLC
c.	Headquarters location	San Jose, CA
d.	Countries of operation	United States
2-2	Entities included in the organization's sustainability reporting	
a.	Entities included in ESG reporting	GreenWaste Recovery, LLC; Zanker Road Resource Management, LLC, Zero Waste Energy Development, LLC; G W Debris Services, LLC; GreenWaste of Palo Alto, LLC
b.	If entities in company's financial reporting (public only) are also included in ESG reporting or if not, explain differences	N/A
c.	If have multiple entities, explain approach used for consolidating ESG info including:	
c.i	Any adjustments for minority interests	N/A
c.ii	How data takes into account mergers, acquisitions, and asset sell-offs	N/A
c.iii	If approach differs across the GRI general disclosures and material topics	Our approach does not differ.
2-3	Reporting period, frequency and contact point (cont.)	
a.	Start/end dates of ESG reporting & frequency	Annual Reporting, from January 1, 2024 to December 31, 2024
b.	Financial reporting time period (public only)	N/A
c.	Publication date of ESG report	April 22, 2025
d.	Contact for questions about report	esg@greenwaste.com

GRI Content Index

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	Response
2-3	Reporting period, frequency and contact point	
d.	Contact for questions about report	esg@greenwaste.com
2-4	Restatements of information	
a.	Any restatements of information from previous reporting period. If no restatement, then state so.	2024 is GreenWaste's third year reporting with reference to GRI; no restatements of previous reporting are included.
a.i	The reasons for the restatements	N/A
a.ii	The effect of the restatements	N/A
2-5	External Assurance	
a.	External assurance policy including whether highest governance body (HGB) and senior executives (SE) are involved	See Our Sustainability Program, pg 4 . Previous years' emissions reporting data has been externally verified by an independent third party. Data assurance for the 2024 reporting year is complete prior to publication.
b.i	Link or reference to the external assurance report	
b.ii	Description of what has been assured, on what basis, assurance standards used, the level of assurance obtained, and any limitations	
b.iii	Description of the relationship between company and the assurance provider (level of independence)	
2-6	Activities, Value Chain and Other Business Relationships	
a.	The industry specific sector(s) in which we operate	562111: Collecting and/or hauling in combination with disposal of nonhazardous waste materials; 562920: Operating facilities for separating and sorting recyclable materials from nonhazardous waste streams and/or for sorting commingled recyclable materials; 562219: Nonhazardous waste treatment and disposal facilities; 325315 - Compost Manufacturing
b.	Description of value chain, including:	See Facilities page for detailed activity and market information.
b.i	Company activities, products, services, and markets served	
b.ii	Upstream activities/supply chain	
b.iii	Downstream entities including customers and distributors	
c.	Other relevant business relationships including business partners	

GRI Content Index

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	Response
2-6	Activities, Value Chain and Other Business Relationships (cont.)	
	d. Description of any significant changes from previous reporting period	See Facilities page for detailed activity and market information.
2-7	Employees	
	a. Total no. of employees, by gender, by region	1023 total full and part time, with 172 female permanent employees, 850 male permanent employees, and 1 permanent not specified. All employees are based in the United States. There is no demographic data available for 9 temporary employees.
	b.i.-v No. of permanent, temporary, non-guaranteed hours, full-time & part-time employees, w/ breakdown by gender, by region	1023 permanent, including 2 regular part-time, all based in the United States. Breakdown not available for contracted and temporary employees.
	c. Methodologies and assumptions used to compile data	Relies on Employee Disclosure at time of hire.
	c.i Is data presented as head count or FTE or another methodology	Headcount.
	c.ii Whether data is presented at the end of reporting period, as avg across reporting period, or presented another way	Presented as of December 31st, 2024 (end of reporting period).
	d. Any contextual information needed to explain the data	
	e. Describe any significant fluctuations in no. of employees and reasons for fluctuations	N/A
2-9	Governance Structure and Composition	
	a. Describe governance structure including committees of the HGB	See Governance Updates, pg 5 . Board structured for six voting members, of which three are independent, and one non-voting member. The board included 40% gender and 60% ethnic diversity and only five (two independent) voting members at end of reporting period.
	b. List committees of the HGB that are responsible for decision-making and oversight of management of impacts on ESG	
	c. Composition of HGB and its committees by:	
	c.i Executive and non executive members;	
	c.ii Independence	
	c.iii Tenure of members	

GRI Content Index

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	Response
2-9	Governance Structure and Composition (cont.)	
	c.iv No. of other significant positions and commitments held by each member and the nature of the commitments	See Governance Updates, pg 5.
	c.v Gender	
	c.vi Under-represented social groups	
	c.vii Competencies relevant to the impact of GreenWaste	
	c.viii Stakeholder representation	
2-11	Chair of the highest governance body	
	a. Whether the chair of the HGB is also a senior executive (SE)	The Chair of the Board is not a senior executive of GreenWaste.
	b. If the chair is also a SE, explain their management function, the reasons for the arrangement, and how conflicts of interest are prevented and mitigated	N/A
2-12	Role of the highest governance body in overseeing the management of impacts	
	a. Describe role of the HGB and of SEs in developing, approving, and updating GreenWaste's purpose, value or mission statements, strategies, policies, and goals related to ESG	See Board of Managers Services Agreement.
	b. Describe role of the HGB in overseeing due diligence/other processes to identify and manage impacts of GreenWaste on ESG, including:	
	b.i. Whether and how the HGB engages with stakeholders	
	b.ii. How the HGB considers the outcomes of these processes	
	c. Describe the role of the HGB in reviewing the effectiveness of GreenWaste processes as described in 2-12 b., and report the review frequency	

GRI Content Index

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	Response
2-13	Delegation of responsibility for managing impacts	
a.	Describe how the HGB delegates responsibility for managing Green-Waste's impacts on ESG, including:	See Our Governing Policies on our website.
a.i.	Whether the HGB has appointed any SEs with responsibility for the management of impacts	
a.ii.	Whether the HGB has delegated responsibility for the management of impacts to other employees	
b.	Describe the process and frequency for SEs or other employees to report to the HGB on the management of the impacts on ESG	
2-14	Role of the highest governance body in sustainability reporting	
a.	Whether the HGB is responsible for reviewing and approving reported ESG info, including the material topics. If so, describe process for reviewing and approving ESG info	See Environment and Sustainability Committee Charter .
b.	b. If the HGB is not responsible for reviewing and approving ESG info, including materials topics, explain reason	
2-15	Conflicts of interest	
a.	Describe the processes for the HGB to ensure that conflicts of interest are prevented and mitigated	See Board of Managers Services Agreement .
b.	Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts related to:	
b.i.	Cross-board membership	
b.ii.	Cross shareholding with suppliers and other stakeholders	
b.iii.	Existence of controlling shareholders	
b.iv.	Related parties, their relationships, transactions, and outstanding balances	

GRI Content Index

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	Response
2-16	Communication of critical concerns	
a.	Describe whether/how critical concerns are communicated to the HGB	See Employee Handbook on our website. Three Red Flag reports were made during the reporting period, all of which were reviewed by the Board, investigated and resolved, or withdrawn.
b.	Report total no. and the nature of critical concerns that were communicated to the HGB during the reporting period	
2-21	Annual Total Compensation Ratio	
a.	Report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	7.15:1
b.	Report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	1.14:1
2-22	Statement on sustainable development strategy	
a.	Statement from the HGB or most SE about the relevance of ESG to GreenWaste and its ESG strategy	See Our 2023 Sustainability Program, pg 4.
2-23	Policy commitments	
a.	Describe policy commitments for responsible business conduct, including:	See Our Governing Policies on our website.
a.i.	The authoritative intergovernmental instruments the commitments reference	
a.ii.	Whether the commitments stipulate conducting due diligence	
a.iii.	Whether the commitments stipulate applying the precautionary principle	
a.iv.	Whether the commitments stipulate respecting human rights	N/A
b.	Describe its specific policy commitment to respect human rights, including:	See our Human Rights Policy.
b.i.	Internationally recognized human rights that the commitment covers	

GRI Content Index

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	Response
2-23	Policy commitments (cont.)	
b.ii	Categories of stakeholders, including at-risk or vulnerable groups, given particular attention to in the commitment	See our Human Rights Policy.
c.	Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain why	
d.	Report the level at which each of the policy commitments was approved within GreenWaste and if it is the most senior level	
e.	Report the extent to which the policy commitments apply to GreenWaste's activities and to its business relationships	See Our Governing Policies on our website.
f.	Describe how the policy commitments are communicated to workers, business partners, and other relevant parties	
2-24	Embedding policy commitments	
a.	Describe how policy commitments are embedded for responsible business conduct throughout GreenWaste's activities and business relationships, including:	
a.i.	How responsibility is allocated to implement the commitments across difference levels within GreenWaste	
a.ii.	How GreenWaste's integrates the commitments into organizational strategies, operational policies and operational procedures	See Our Governing Policies on our website.
a.iii.	How GreenWaste implements its commitments with and through the business relationships	
a.iv.	Training that the organization provides on implementing the commitments	
2-25	Process to remediate negative impacts	
a.	Describe commitments to provide for or cooperate in the remediation of negative impacts that GreenWaste identifies it has caused or contributed to	See Anti-Harassment, Non-Discrimination, and Anti-Retaliation in Employee Handbook.

GRI Content Index

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	
2-25	Process to remediate negative impacts (cont.)	
b.	Describe the approach to identify and address grievances, including the grievances mechanisms that GreenWaste has established or participated in	See Anti-Harassment, Non-Discrimination, and Anti-Retaliation in Employee Handbook.
c.	Describe other processes by which GreenWaste provides for or cooperates in the remediation of negative impacts identified as having caused or contributed to	
d.	Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms	
e.	Describe how GreenWaste tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback	
2-26	Mechanisms for seeking advice and raising concerns	
a.	Describe the mechanism for individuals to:	See Anti-Harassment, Non-Discrimination, and Anti-Retaliation in Employee Handbook.
a.i.	Seek advice on policies and practices for responsible business conduct	
a.ii.	Raise concerns about the GreenWaste's business conduct	

GRI Content Index

GRI 2: General Disclosures

Disclosure Number	Disclosure Title	
2-28	Membership association	
a.	Report industry associations, other membership associations, and national or international advocacy organizations in which GW participates in a significant role	<p>In California, we are currently members of:</p> <ul style="list-style-type: none"> • California Compost Coalition (CCC) • California Resource Recovery Association (CRRRA) • Resource Recovery Coalition of California (RRCC) • Northern California Recycling Association (NCRA) • California Landscape Association • The Power Inn Alliance <p>Nationally, we are members of:</p> <ul style="list-style-type: none"> • Solid Waste Association of North America (SWANA) • Construction & Demolition Recycling Association (CDRA) • Carpet America Recovery Effort (CARE) • U.S. Green Building Council (USGBC) • US Composting Council • Recycling Certification Institute (RCI) • National Stewardship Action Council
2-29	Approach to stakeholder engagement	
a.	Describe approach to engaging with stakeholders, including:	
a.i.	The categories of stakeholders it engages with, and how they are identified	See Our Sustainability Program, pg 4.
a.ii.	The purpose of the stakeholder engagement	
a.iii.	How GW seeks to ensure meaningful engagement with stakeholders	
3	Material Topics 2021	
3-1	Process to determine material topics	See Double Materiality Assessment, pg 8.
3-2	List of Material Topics	

GRI Content Index

GRI 200: Economic

Disclosure Number	Disclosure Title	Response
205	Anti-Corruption 2016	
205-1	Operations assessed for risks related to corruption	See Anti-Corruption Policy.
205-2	Communication and training about anti-corruption policies and procedures	
205-3	Confirmed incidents of corruption and actions taken	
206	Anti-Competitive Behavior 2016	
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None.

GRI 300: Environmental

Disclosure Number	Disclosure Title	Response
301	Materials 2016	
301-1	Materials used by weight or volume	In 2024, we sold more than 166,000 tons of compost and more than 21,000 tons of mulch to our customers across California. See Circularity: Recovery & Diversion, pg. 14.
301-2	Recycled input materials used	
301-3	Reclaimed products and their packaging materials	
302	Energy 2016	
302-1	Energy consumption within the organization	442,484.8 GJ consumed, with 363756.9 GJ coming from renewable sources. 53914.7 GJ were devoted to electricity, heating, and/or cooling.
302-2	Energy consumption outside the organization	

GRI Content Index

GRI 300: Environmental

Disclosure Number	Disclosure Title		
	302-3	Energy intensity	0.35 GJ/ton of recovered material
303		Water and Effluents 2018	
	303-1	Interactions with water as a shared resource	Our water is primarily drawn from onsite wells or third-party sources. We use recycled water at several of our sites for truck washes, dust suppression, and process applications, including runoff collected in detention basins for re-use. GreenWaste complies with applicable regulations for responsible water use.
	303-2	Management of water discharge-related impacts	Facilities with permits for discharge monitor for priority substances according to permit and regulatory requirements. Our staff is trained to identify, respond to, and prevent leaks or potential leaks.
	303-3	Water withdrawal (MI)	405 MI withdrawn overall. 222 MI withdrawn from groundwater and the rest from third parties.
	303-4	Water discharge (MI)	4 MI of metered discharge under wastewater permit, including 2 MI to sewer and 2 MI to offsite disposal. Metering of stormwater discharge is not required.
304		Biodiversity 2016	
	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Our GreenWaste Zanker Resource Recovery Facility is located adjacent to the Don Edwards San Francisco Bay National Wildlife Refuge, which contains sensitive marshland and ongoing shoreline restoration projects.
	304-2	Significant impacts of activities, products and services on biodiversity	GreenWaste complies with environmental regulation regarding the construction, maintenance, and operations of our facilities in proximity to this site. There were no negative impacts attributed to our operations during the reporting period.
	304-3	Habitats protected or restored	We partner with the San Francisco Bay Bird Observatory to support their restoration projects along the San Francisco Bay salt marsh environments. They have used our soil amendments to restore critical tidal marsh - upland ecotone habitat for endangered species. The amendments we provide improve soil quality, moisture retention, and resistance to invasive plant seeds, which enables our partners to invest more in seeding and planting restorative native plants. Additionally, we cooperate with USDA APHIS as it conducts onsite predator management to minimize predation on species in neighboring protected areas.
	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Our operations have not been shown to affect the habitats of the sensitive species.

GRI Content Index

GRI 300: Environmental

Disclosure Number	Disclosure Title	
305	Emissions 2016	
305-1	Direct (Scope 1) GHG emissions	See Growth & Impact: The Road to Decarbonization, pg. 9.
305-2	Energy indirect (Scope 2) GHG emissions	
305-3	Other indirect (Scope 3) GHG emissions	
305-4	GHG emissions intensity	0.0049 tCO2e/ton of recovered material
305-5	Reduction of GHG emissions	See Growth & Impact: The Road to Decarbonization, pg. 9.
305-6	Emissions of ozone-depleting substances (ODS)	Not currently calculated.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
306	Waste 2020	
306-1	Waste generation and significant waste-related impacts	See Circularity: Recovery & Diversion, pg 13. 1,265,140 tons of waste were diverted and 525,139 tons were disposed prior to end-market processing. After end-market processing, an additional 144,421 tons were disposed.
306-2	Management of significant waste-related impacts	
306-3	Waste generated	
306-4	Waste diverted from disposal	
306-5	Waste directed to disposal	

GRI Content Index

GRI 400: Social

Disclosure Number	Disclosure Title	Response	
401	Employment 2016		
401-1	New employee hires and employee turnover	See Access and Inclusion at GreenWaste, pg 16 . There were 38 net fewer employees and a 17.4% turnover rate in 2024. Use of parental leave benefits are not currently tracked.	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees		
401-3	Parental leave		
403	Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	See our General Safety Policy and Life Saving Rules .	
403-2	Hazard identification, risk assessment, and incident investigation		
403-3	Occupational health services		
403-4	Worker participation, consultation, and communication on occupational health and safety		
403-5	Worker training on occupational health and safety		
403-6	Promotion of worker health		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships		
403-8	Workers covered by an occupational health and safety management system		
403-9	Work-related injuries		No fatalities. Employees and temps/contractors worked a total of 2,419,490 and 63,094 hours respectively. TRIR: 2.07 per 200,000. Injuries and work-related ill health are counted in combination.
403-10	Work-related ill health		

GRI Content Index

GRI 400: Social

Disclosure Number	Disclosure Title	
405	Diversity and Equal Opportunity 2016	
405-1	Diversity of governance bodies and employees	See Access and Inclusion at GreenWaste, pg 16 . Our employees fall into the following age groups: 18-24: 100, 25-34: 254, 35-44: 259, 45-54: 228, 55+: 189.
413	Local Communities 2016	
413-1	Operations with local community engagement, impact assessments, and development programs	
413-2	Operations with significant actual and potential negative impacts on local communities	See Community Engagement, pg 18 .
418	Customer Privacy 2016	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	None.