

GRI Content Index

GreenWaste has reported the information cited in this GRI content index for the period from January 1, 2025 to December 31, 2025 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, the ultimate parent company of GreenWaste entities included in ESG reporting |
| b. | Public or privately held & legal form of company | Privately held limited liability company |
| 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; GreenWaste Recovery Holdings, LLC; GreenWaste of Monterey County, LLC; GreenWaste of Alameda County, LLC; GreenWaste of Central Valley, LLC; GreenWaste of San Joaquin County, LLC |
| 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 | |
| a. | Start/end dates of ESG reporting & frequency | Annual Reporting, from January 1, 2025 to December 31, 2025 |
| c. | Publication date of ESG report | May 21, 2026, supplemented June 26, 2026 |
| 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. | 2025 is GreenWaste's fourth year reporting with reference to GRI; no restatements of previous reporting are included |
| 2-5 | External assurance | |
| a. | External assurance policy including whether HGB and SE are involved | See In This Report, pg 2 . Previous years' emissions reporting data has been externally verified by an independent third party. Data assurance for the 2025 reporting year is complete by time of publication. |

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| Disclosure Number | Disclosure Title | Response |
|-------------------|---|---|
| 2-5 | External assurance (cont.) | |
| b.i. | Link or reference to the external assurance report | See In This Report, pg 2 . Previous years' emissions reporting data has been externally verified by an independent third party. Data assurance for the 2025 reporting year is complete by time of publication. |
| 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 | |
| d. | Description of any significant changes from previous reporting period | |
| 2-7 | Employees | |
| a. | Total no. of employees, by gender, by region | 989 total full and part time, with 167 female permanent employees, 818 male permanent employees, and 4 permanent not specified. All employees work in the state of California. There is no demographic data available for 1 temporary employee. |
| b.i.-v. | No. of permanent, temporary, non-guaranteed hours, full-time & part-time employees, w/ breakdown by gender, by region | 989 permanent, including 1 regular part-time, all in the state of California. Breakdown not available for contracted and temporary employees. |
| c. | Methodologies and assumptions used to compile data | Relies on employee disclosure at time of hire |

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| Disclosure Number | Disclosure Title | Response |
|-------------------|--|--|
| 2-7 | Employees (cont.) | |
| c.i. | Is data presented as head count or FTE or another methodology | Head count |
| 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 31, 2025 (end of reporting period) |
| 2-9 | Governance structure and composition | |
| a. | Describe governance structure including committees of the HGB | See How We Govern, pg 5 . Board structured for six voting members, of which two are independent. |
| 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 | |
| c.iv. | No. of other significant positions and commitments held by each member and the nature of the commitments | |
| 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. |

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| Disclosure Number | Disclosure Title | Response |
|-------------------|---|---|
| 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 GW's purpose, value or mission statements, strategies, policies, and goals related to ESG | The GreenWaste People and Sustainability Board Committee is responsible for reviewing GreenWaste ESG-related impacts and approving reported ESG information, including stakeholder-driven development of material topics. The Board and each of its committees meet on a regular basis. |
| 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 | |
| 2-13 | Role of the highest governance body in overseeing the management of impacts | |
| a. | Describe how the HGB delegates responsibility for managing GreenWaste's impacts on ESG, including: | The General Counsel oversaw the ESG department, including impact management, board reporting, and interconnection with ESG-related departments (Safety, HR, etc) during the reporting period. |
| 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 | The GreenWaste People and Sustainability Board Committee is responsible for reviewing and approving reported ESG information. The Board and each of its committees meet on a regular basis. |
| b. | If the HGB is not responsible for reviewing and approving ESG info, including materials topics, explain reason | |

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| Disclosure Number | Disclosure Title | Response |
|-------------------|--|--|
| 2-15 | Conflicts of interest | |
| a. | Describe the processes for the HGB to ensure that conflicts of interest are prevented and mitigated | <p>The GreenWaste board is subject to governance policies including GreenWaste's Political Contributions Policy, Anti-Corruption Policy, and State and Local Conflict of Interest Policy, which mitigate risks relating to conflicts of interest. Members are required to promptly disclose to the board possible conflicts of interest arising from any transaction or potential transaction considered during the course of their term, and may be asked to recuse themselves from discussion and/or vote as applicable. Members are restricted from providing direct board-related or advisory services to, and from holding certain forms of financial investments in, direct competitors.</p> |
| 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 | |
| 2-16 | Communication of critical concerns | |
| a. | Describe whether/how critical concerns are communicated to the HGB | <p>See 2-25 and 2-26 for concern procedures and protections. Six Red Flag reports were made during the reporting period, of which all resolutions were reviewed by the Board. All Red Flag reports are investigated by HR staff or escalated within the organization, including up to the board, as appropriate</p> |
| 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) | 7:1 |
| 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) | 3:1 |

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| Disclosure Number | Disclosure Title | Response |
|-------------------|--|---|
| 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 2025 Sustainability Update, pg 3. |
| 2-23 | Policy commitments | |
| a. | Describe policy commitments for responsible business conduct, including: | <p>GreenWaste strictly prohibits human trafficking, slavery and the use of forced labor in its operations, products and services. It is GreenWaste's policy not to enter a business relationship with any supplier that uses or is suspected of human trafficking, slavery or using any form of forced labor. GreenWaste's Human Rights Policy outlines these commitments as well as the process to investigate and respond to any suspected violations by employees, suppliers, or supplier subcontractors. Suppliers and subcontractors must maintain a reliable system to verify the eligibility of their workers, including age eligibility and the legal status of foreign workers in compliance with applicable law.</p> <p>Policies are reviewed and finalized at the C-Suite level and made available to all employees digitally. Codes of conduct extend to all GreenWaste employees, contractors, and subcontractors.</p> |
| a.i. | The authoritative intergovernmental instruments the commitments reference | |
| a.ii. | Whether the commitments stipulate conducting due diligence | |
| a.iv. | Whether the commitments stipulate respecting human rights | |
| b. | Describe its specific policy commitment to respect human rights, including: | |
| b.i. | Internationally recognized human rights that the commitment covers | |
| b.ii. | Categories of stakeholders, including at-risk or vulnerable groups, given particular attention to in the commitment | |
| 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 | |
| f. | Describe how the policy commitments are communicated to workers, business partners, and other relevant parties | |

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|-------------------|--|--|
| 2-24 | Embedding policy commitments | |
| a. | Describe how policy commitments are embedded for responsible business conduct throughout GreenWaste's activities and business relationships, including: | <p>GreenWaste employees are responsible for upholding the highest standard of ethical business conduct within their roles and departments. Training is provided to staff and managers to ensure the commitments in policies such as our Environmental, Inclusion, and Environmentally Preferable Purchasing Policy are reflected in daily operations. Suppliers are subject to our Supplier Code of Conduct, which includes the required maintenance of records to verify worker and subcontractor eligibility in accordance with the GreenWaste Human Rights Policy.</p> |
| 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 | |
| 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 | <p>In addition to the grievance mechanisms described in 2-26 covering harassment, discrimination, and retaliation prevention, customer and employee surveys are regularly conducted to enable stakeholders to voice grievances or provide feedback that strengthens GreenWaste's prevention of and response to negative impacts. External stakeholders may also contact our Customer Service department for assistance with incidents as they occur. The results of these surveys and incident investigation outcomes inform GreenWaste's continuous process improvement which may include incident remediation, policy revision, and additional personnel training consistent with applicable law. All or some of pertinent department management, HR staff, senior and executive leadership, and the board of managers may be involved in the investigation, review, resolution, and governance response of received grievances.</p> |
| b. | Describe the approach to identify and address grievances, including the grievances mechanisms that GreenWaste has established or participated in | |
| 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 | |

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| Disclosure Number | Disclosure Title | Response |
|-------------------|--|--|
| 2-26 | Mechanisms for seeking advice and raising concerns | |
| a. | Describe the mechanism for individuals to: | <p>GreenWaste employees are encouraged to report concerns of any suspected harassment, bullying, discrimination, or other alleged misconduct to their manager and HR leadership for prompt investigation. Employees may also contact our Red Flag ethics hotline, which enables anonymous reporting via a third party. All concerns are investigated in a timely manner and resolutions are reviewed on a quarterly basis with the board of directors. Detailed guidance about raising concerns and clarifying business conduct policies is available in the Employee Handbook, including the whistleblower protections in place to ensure raised concerns are investigated fairly, thoroughly, without retaliation, and as confidentially as possible.</p> |
| b. | Seek advice on policies and practices for responsible business conduct | |
| c. | Raise concerns about the GreenWaste's business conduct | |
| 2-28 | Membership association | |
| a. | Report industry associations, other membership associations, and national or international advocacy organizations in which GreenWaste participates in a significant role | <p>In California, we are members of organizations such as:</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 <p>Nationally, we are members of organizations such as:</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 Waste Recovery Association (NWRA) |

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| Disclosure Number | Disclosure Title | Response |
|-------------------|---|---|
| 2-29 | Approach to stakeholder engagement | |
| a. | Describe approach to engaging with stakeholders, including: | See Materiality Update in 2024 Sustainability Report, page 8. |
| a.i. | The categories of stakeholders it engages with, and how they are identified | |
| a.ii. | The purpose of the stakeholder engagement | |
| a.iii. | How GreenWaste seeks to ensure meaningful engagement with stakeholders | |
| 3 | Material Topics 2021 | |
| 3-1 | Process to determine material topics | See 2025 Sustainability Report, page 6. |
| 3-2 | List of Material Topics | |

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GRI 200: Economic

| Disclosure Number | Disclosure Title | Response |
|-------------------|---|---|
| 205 | Anti-Corruption 2016 | |
| 205-1 | Operations assessed for risks related to corruption | GreenWaste takes a zero tolerance approach to bribery and other forms of corruption, and is committed to acting professionally, fairly, with integrity, and in compliance with all applicable anti-bribery and corruption laws wherever it operates. All employees and governing officers are subject to our Anti-Corruption Policy, which sets forth recordkeeping, whistleblowing, and gifting requirements that protect the fair and ethical conduct of the business, and which mandates immediate disclosure of any relationships that may constitute a conflict of interest prior to engagement with the company. Assessed risks are consistent with industry-typical circumstances. |
| 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 | See Recovery and Diversion, page 9 . |
| 301-2 | Recycled input materials used | |
| 301-3 | Reclaimed products and their packaging materials | |
| 302 | Energy 2016 | |
| 302-1 | Energy consumption within the organization | 427,985.8 GJ consumed, with 350,781.63 GJ coming from renewable sources. 59953.54 GJ were devoted to electricity, heating, and/or cooling. |

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GRI 300: Environmental

| Disclosure Number | Disclosure Title | Response |
|-------------------|--|--|
| 302 | Energy 2016 (cont.) | |
| 302-3 | Energy intensity | 0.36 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) | 360 MI withdrawn overall. 201 MI withdrawn from groundwater and the rest from third parties. |
| 303-4 | Water discharge (MI) | 7.25 MI of metered discharge under wastewater permit, including 7.13 MI of monitored water to sewer and 0.12 MI to offsite disposal. Metering of stormwater discharge is not required. |
| 305 | Emissions 2016 | |
| 305-1 | Direct (Scope 1) GHG emissions | See Our Emissions Footprint, page 15 . |
| 305-2 | Energy indirect (Scope 2) GHG emissions | |
| 305-3 | Other indirect (Scope 3) GHG emissions | |
| 305-4 | GHG emissions intensity | 0.0055 tCO ₂ e/ton of recovered material |
| 305-5 | Reduction of GHG emissions | See Our Emissions Footprint, page 15 . |
| 306 | Waste 2020 | |
| 306-1 | Waste generation and significant waste-related impacts | See Recovery and Diversion, page 9 . 1,186,251 tons of waste were diverted and 787,600 tons of waste were sent to landfill |
| 306-2 | Management of significant waste-related impacts | |
| 306-3 | Waste generated | |

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GRI 300: Environmental

| Disclosure Number | Disclosure Title | Response |
|-------------------|------------------------------|--|
| 306 | Waste 2020 (cont.) | |
| 306-4 | Waste diverted from disposal | See Recovery and Diversion, page 9 . 1,186,251 tons of waste were diverted and 787,600 tons of waste were sent to landfill |
| 306-5 | Waste directed to disposal | |

GRI 400: Social

| Disclosure Number | Disclosure Title | Response |
|-------------------|--|---|
| 401 | Employment 2016 | |
| 401-1 | New employee hires and employee turnover | See Our People, page 18-19 . There were 34 net fewer employees and a 18.2% turnover rate in 2025. Use of benefits is 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 | |

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GRI 400: Social

| Disclosure Number | Disclosure Title | Response |
|-------------------|---|---|
| 403 | Occupational Health and Safety 2018 | |
| 403-1 | Occupational health and safety management system | <p>GreenWaste safety policies and procedures exist to meet or exceed regulatory requirements while leveraging industry best practices. The GreenWaste safety policy library includes a General Safety Policy, Life-Saving Rules, Emergency Action Plan, Workplace Violence Prevention Plan, Fire Prevention Plan, Heat Illness Prevention Program, and other guidance to identify, assess, manage, and investigate safety risks and to promote worker health. Incidents and their resolutions across the business are tracked in a digitized management platform overseen by department management and safety leadership. Employees, contractors, and subcontractors are trained in safe practices and procedures for the unique hazards faced within their role and their facility. Workers are encouraged to report potential hazards or avoided incidents under the GreenWaste Good Catch and Near Miss safety programs such that those incidents may enhance preventative measures taken across the business.</p> |
| 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 | |
| 403-10 | Work-related ill health | |
| 405 | Diversity and Equal Opportunity 2016 | |
| 405-1 | Diversity of governance bodies and employees | <p>See Empowering our Teams, page 9. Our employees have the following ethnic diversity: 87.5% Hispanic or Latino, 7% White, 3% Asian, 1.1% Black, 1% Two or More Races, 0.5% Native Hawaiian or Other Pacific Islander. Our employees fall into the following age groups: 18-30 = 200, 31-50 = 504 and 51+ = 285</p> |

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GRI 400: Social

| Disclosure Number | Disclosure Title | Response |
|-------------------|--|--|
| 413 | Local Communities 2016 | |
| 413-1 | Operations with local community engagement, impact assessments, and development programs | See 2025 Sustainability Report, page 20-21 . |
| 413-2 | Operations with significant actual and potential negative impacts on local communities | |
| 418 | Customer Privacy 2016 | |
| 418-1 | Substantiated complaints concerning breaches of customer privacy and losses of customer data | None. |