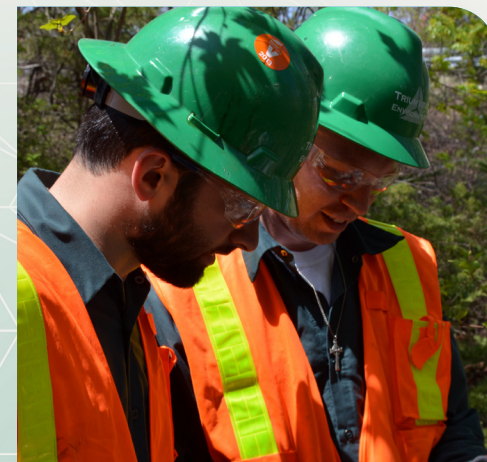




SUSTAINABILITY REPORT

2025



ABOUT THIS REPORT

This inaugural sustainability report, published in July 2026, covers environmental, social, and governance performance for 2025, unless otherwise noted. Data has been rounded throughout for readability; as a result, totals may not sum to 100% or to stated totals in all cases. The report references the Global Reporting Initiative (GRI) Standards; a GRI Content Index is included. Certain statements regarding our sustainability goals and plans are forward-looking; actual results may differ. Questions about this report can be directed to TESustainability@triumvirate.com.

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A message from our CEO

Dear Stakeholders,

Triumvirate Environmental has spent nearly 40 years helping organizations manage environmental challenges responsibly. We have built our business by prioritizing safety, putting our people first, and delivering WOW!-level service: going above and beyond for our customers. While this is our first publicly available sustainability report, it is not a first step. For years, we have engaged directly with customers who rely on us as a sustainability partner in their own supply chains, and have disclosed our ESG performance through third-party sustainability assessments. I recognize that our data collection, target-setting, and reporting are still maturing. This report establishes our baseline—and our commitment to broadening our transparency to all stakeholders, including our many sustainability-oriented customers and employees, year over year.

We exist to help organizations operate safely, remain compliant, and manage complex environmental challenges with confidence. A core strategic priority is to continue to expand our capabilities to deliver circular waste management solutions—such as fuel blending, solvent recycling, and our innovative medical waste plastics recycling and plastic lumber manufacturing operation—that help extend the life of materials and reduce reliance on landfill and incineration. At the same time, we work with our broad network of waste disposal facilities to offer each of our customers a comprehensive set of options that balance compliance requirements, cost, and sustainability objectives.

In 2025, we formalized our environmental sustainability program, with an initial emphasis on carbon management. We completed our first full greenhouse gas inventory, began developing a detailed decarbonization roadmap, reported to the Carbon Disclosure Project (CDP), and committed to setting science-based carbon reduction targets. In 2026 and beyond, we aim to increase our use of renewable electricity, begin to electrify our vehicle fleet, and drive fuel and energy efficiency across our operations.

Triumvirate's success begins with our people—and their safety. Safety is one of our core values, and we have set a goal to drive our total recordable incident rate (a standard measure of workplace injuries) below 2.0. In 2025 we took an important step by putting risk reduction decisions directly in the hands of the teams closest to the work. We also invest deeply in developing our workforce. Every field hire receives up to 150 hours of training in their first year alone; in 2025, more than 300 employees participated in leadership development programs, and our tuition reimbursement supported team members in pursuing advanced degrees. I am proud of the culture we have built at Triumvirate—and we are committed to strengthening it.

Ecology, environmental stewardship, and the protection of our natural world have been deeply important to me since childhood. Those values shaped not only my worldview, but also the course of my professional life, leading me to dedicate more than 40 years to a career in environmental services and environmental protection. They are principles that have guided both my work and my personal life, and values that my wife and I have sought to instill in our own children through example, commitment, and service.

I appreciate the trust our employees, customers, communities, and partners place in us. We remain committed to earning that trust through disciplined execution, strong partnerships, and a continued focus on building a safer, more sustainable future.

Sincerely,



John McQuillan
Founder, CEO & Chairman
Triumvirate Environmental



About Triumvirate

Headquartered in Somerville, MA, Triumvirate Environmental was founded by John McQuillan in 1988 as a three-person Boston operation. By the end of 2025, the organization had grown to about 1,600 employees, serving customers across the United States, Canada, and Puerto Rico.

We help organizations reduce waste, save money, stay safe and compliant, manage risk, and advance sustainability goals through tailored environmental solutions. We serve leading companies in the life sciences, advanced manufacturing, healthcare, and education markets, where reliable, compliant environmental management is essential to research, patient care, and production. We combine deep regulatory expertise with technology-driven solutions to help customers achieve and maintain environmental, health, and safety compliance and continuous improvement.

LOCATIONS

Arizona

- ★ Casa Grande

California

- Bakersfield
- San Diego
- San Leandro
- Santa Fe Springs

Connecticut

- Newington

Florida

- ★ Davie
- Orlando

Georgia

- Cumming
- Savannah

Illinois

- Chicago

Louisiana

- ★ Hammond
- ★ Independence

Maryland

- Baltimore
- Glen Burnie

Massachusetts

- Lowell
- ★ Somerville

New Hampshire

- Portsmouth

New Jersey

- Florham Park
- Somerset

New York

- Astoria
- Watervliet

North Carolina

- ★ Halifax
- Raleigh
- ★ Smithfield

Pennsylvania

- ★ Jeannette
- Norristown
- Northampton

Rhode Island

- Cranston

Texas

- Baytown
- New Braunfels
- Royse City
- ★ West Orange

Virginia

- Ashland

Washington

- Tacoma

Wisconsin

- Jefferson
- Milwaukee

Puerto Rico

- San Juan

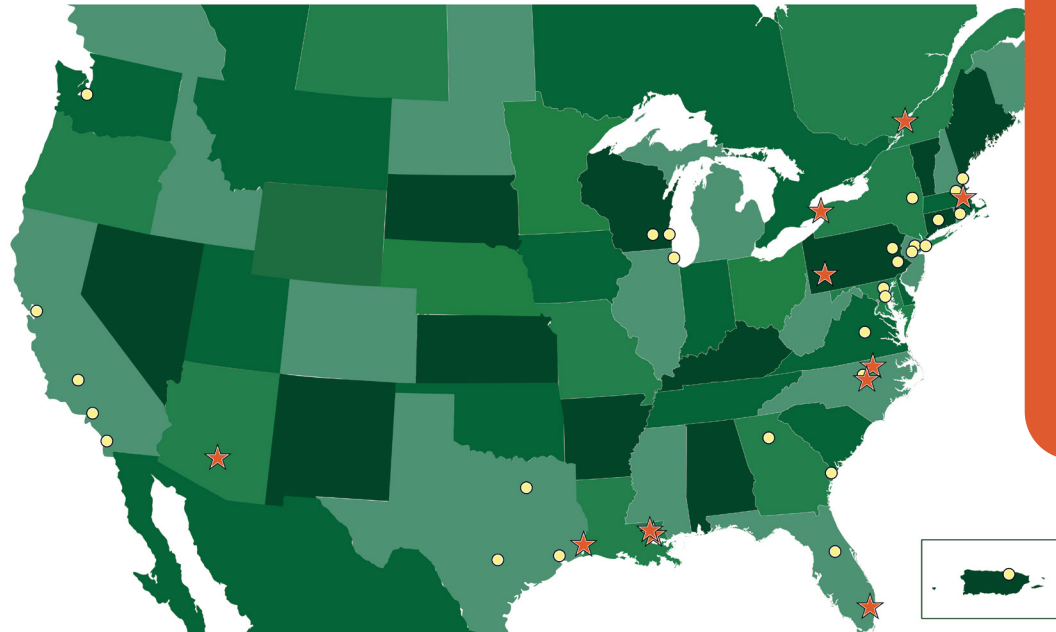
Quebec

- ★ Contrecoeur

Ontario

- ★ Niagara Falls

★ Denotes facilities featured in this report.



OUR MISSION

“Build the most productive, long-term, customer-intimate environmental services firm by WOWing! each employee and each customer every day.”



Our Approach to Sustainability

Sustainability at Triumvirate Environmental spans environmental, social, and governance priorities across our operations and services. As an environmental services firm, our greatest sustainability impact is through our client work: helping organizations identify recycling solutions, reduce waste, manage risk, and achieve their environmental goals. Internally, we are also committed to improving our own operational and supply chain performance, and to building a safe, supportive, and inclusive workplace where employees can grow and succeed.

In 2025, we formalized our sustainability program by establishing a dedicated sustainability function, completing our first comprehensive GHG inventory, and beginning to define long-term goals, including a GHG reduction commitment and renewable electricity and safety incident reduction targets. These foundational steps position us to measure progress, drive improvement, and report with greater rigor in the years ahead.





Strategy & Commitments

Our sustainability strategy is centered on three priorities:

PROVIDING SUSTAINABLE WASTE SOLUTIONS

We manage waste across its full lifecycle—from onsite services through transportation, treatment, recycling, and beneficial reuse—applying a circularity lens to improve environmental outcomes for our customers. Our focus is on increasing the share of customer waste directed to recycling, energy recovery, and other beneficial reuse pathways, reducing reliance on landfill and incineration.

REDUCING OUR GREENHOUSE GAS EMISSIONS

We will reduce our greenhouse gas (GHG) emissions across our operations and value chain through energy efficiency and conservation, fleet decarbonization, and a transition to renewable electricity.

- In 2025, we formally committed to setting near-term Scope 1, 2, and 3 reduction targets through the Science Based Targets initiative (SBTi). We will establish these targets by 2027.
- In support of our reduction goals, we aim to source 100% renewable electricity by 2030.

PROMOTING EMPLOYEE SAFETY AND TALENT DEVELOPMENT

Our mission places employees first. Safety is foundational to the work we do, and we have set a goal to reduce our total recordable incident rate (TRIR) to below 2.0 by 2030. We pair that commitment with structured workforce development from day one. We hire for promise, invest heavily in training and career pathways, and build a strong promote-from-within culture.

Management & Oversight

To support execution of our sustainability strategy, we have established a governance structure designed to drive accountability and coordination across the organization. Our Sustainability Steering Committee, led by our Chief Commercial and Chief Operating Officers, meets monthly and provides strategic direction, approves goals and key priorities, and reviews progress. Our Corporate Sustainability Team leads the company's environmental sustainability strategy, with a particular focus on climate and carbon management, and engages with operations and other functions to drive implementation. The team also leads sustainability reporting, data management, and external disclosures.

To coordinate sustainability topics that span environmental, social, and governance priorities, the Corporate Sustainability Team convenes our ESG Council, a cross-functional forum that includes representatives from environmental, health, and safety (EHS), human resources, and procurement. Through this structure, topic owners across the organization contribute their expertise in areas such as employee health and safety, talent and culture, and sustainable procurement, while aligning on shared priorities, initiatives, and performance tracking. Working groups support implementation in priority areas.

Materiality Assessment

In 2025, Triumvirate conducted an initial sustainability materiality assessment to help define our sustainability strategy, reporting focus, and future priorities. The assessment evaluated 16 relevant sustainability topics based on their importance to stakeholders and to Triumvirate’s business success.

Our approach included a detailed internal assessment by the sustainability team that considered Triumvirate’s impacts, business priorities, and the practices of competitors and sustainability leaders; input from internal stakeholders via interviews and a survey of functional and operational leaders; and external perspectives from key stakeholders, including an environmental NGO. As our sustainability program continues to mature, we expect to refine this process and deepen stakeholder engagement over time.

The assessment prioritized the following six topics as most material for Triumvirate:

- **Customer waste sustainability solutions:** Services and solutions that help customers manage waste more sustainably, beyond regulatory compliance.
- **Climate change & energy:** Greenhouse gas emissions reduction across operations and supply chain, energy efficiency, climate resilience and adaptation.
- **Corporate governance, ethics and compliance:** Ethical conduct, a culture of integrity, and legal and regulatory compliance.
- **Employee health & safety:** Safe and healthy working conditions and a culture of continuous safety improvement.
- **Employee training & development:** Professional development opportunities through structured training, career pathways, and continuous education.
- **Employee wellness & benefits:** Competitive compensation and benefits; employee support, wellbeing, engagement, and recognition.

These six topics inform the structure of this report and the priorities of our sustainability program.

Our Stakeholders

We engage with a range of stakeholders whose perspectives inform our sustainability priorities. Our employees and customers are central to our mission and operations, and we also consider input from owners and investors, suppliers and business partners, regulators and industry organizations, and the communities where we operate.

Customers

We partner with a growing number of customers on sustainability—through RFP requirements, third-party assessments such as EcoVadis and CDP, and direct collaboration on waste diversion and carbon reduction. We anticipate that customer engagement on sustainability will continue to increase.

Owners & Investors

Our ownership group evaluates sustainability performance annually and expects continued progress in transparency and alignment with evolving ESG expectations. Engagement includes formal ESG reviews, ongoing dialogue on sustainability priorities, and board-level oversight.

Regulators & Industry Organizations

Regulatory requirements and industry standards shape expectations related to environmental performance, safety, and disclosure. We engage with federal and state regulators (e.g., EPA, DOT, OSHA), participate in industry associations, and monitor evolving standards to ensure compliance and share best practices.

Employees

Our employees, many of whom hold degrees in environmental or sustainability-related fields, are invested in contributing to sustainability efforts and understanding the company’s progress, while also prioritizing a safe, supportive workplace with opportunities for growth. We engage employees through employee resource groups, training and development programs, volunteering opportunities, and ongoing feedback channels.

Suppliers & Business Partners

Suppliers and business partners are integral to how we deliver services and manage sustainability impacts. We engage through qualification processes, safety and compliance requirements, and close collaboration with our network of recycling, treatment, and disposal partners, and plan to deepen engagement on shared priorities such as GHG emissions measurement and reduction.

Communities

We operate in communities across the U.S. and Canada and engage through partnerships, volunteering, and contributions that support environmental action, education, and social equity. These include employee volunteer initiatives, support for local environmental nonprofits, and educational partnerships with universities and community organizations.

External Recognition & Disclosure



How We Help Our Customers

Triumvirate Environmental provides end-to-end environmental services to customers in life sciences, healthcare, higher education, advanced manufacturing, and other specialized industries, spanning onsite EHS support through transportation, treatment, and disposal. Within this work, we have developed specialized recycling and material recovery capabilities, including proprietary programs for recycling difficult-to-manage plastics that help customers divert select waste streams from landfill and incineration.

While the majority of the waste we manage today follows traditional disposal pathways, we are actively working to expand recycling and beneficial reuse options across our operations and for our customers. When we direct materials to recycling, whether through our own facilities or third-party recyclers, we support our customers' waste diversion and sustainability goals. For customers utilizing our proprietary recycling programs, we also provide recycling performance and Scope 3 emissions reduction reporting, giving them quantified data they can apply toward greenhouse gas and waste reduction targets.





Customer Waste Managed in 2025

In 2025, we managed more than 500 million pounds of waste on behalf of customers across North America, with nearly half directed to recycling, composting, and other beneficial reuse processes. Approximately 33% of this material was sent for recycling or composting, supporting circular outcomes. An additional 16% was directed to energy recovery pathways, including fuel blending and waste-to-energy processes, reducing reliance on primary fossil fuels. Excluding wastewater treatment streams, which follow fundamentally different treatment approaches, 62% of managed waste was directed to reuse and recovery processes.¹

Customer Waste Managed in 2025

Treatment Technology	Pounds (Millions)	Share of Total
Composting	77	15%
Fuel Blending	48	10%
Incineration	35	7%
Incineration with Energy Recovery	28	6%
Landfill	105	21%
Recycling	90	18%
Wastewater Treatment	111	22%
Other*	11	2%
Total	505	

* "Other" includes Autoclave, Chemical Treatment, Retort, and Undefined

¹ Certain waste streams are managed through processing and recovery systems, such as advanced recycling and fuel blending, where materials are conditioned and not all input mass is recovered as final product. We continue to enhance our ability to track material outcomes across downstream processes to improve transparency over time.

Investing in our Capabilities

Through strategic acquisitions and new infrastructure investments, we are expanding our recycling, recovery, and treatment capabilities to deliver more sustainable outcomes for customers at scale. Recent examples:

- **2024 Acquisition: Niagara Group** (Niagara Falls, Ontario)
Paint recycling and hazardous waste management, including Loop, a household-to-retail paint recycling program.
- **2025 Acquisition: LEI, Inc.** (Hammond and Independence, Louisiana)
One of the original lamp recyclers in the U.S.; expertise in universal and e-waste management and recycling.
- **2025 Investment: Jeannette Facility** (Pennsylvania)
Advanced plastic extrusion equipment to expand plastic lumber manufacturing capacity.
- **2026 Acquisition: Pelican Packaging** (Halifax, North Carolina and West Orange, Texas)
Full-service plastics recycling and reprocessing.
- **2026 Investment: Casa Grande Facility** (Arizona)
Our most significant recent infrastructure investment. Casa Grande strengthens our ability to support customers across the Western United States with specialized hazardous and non-hazardous waste processing and transfer capabilities, while expanding access to recycling, reuse, and other sustainable management pathways across our network.
- **2026 Investment: Smithfield Facility** (North Carolina)
New facility, expanding access to alternative engineered fuel and waste-to-energy processing.



Casa Grande, AZ

Recycling and Circularity

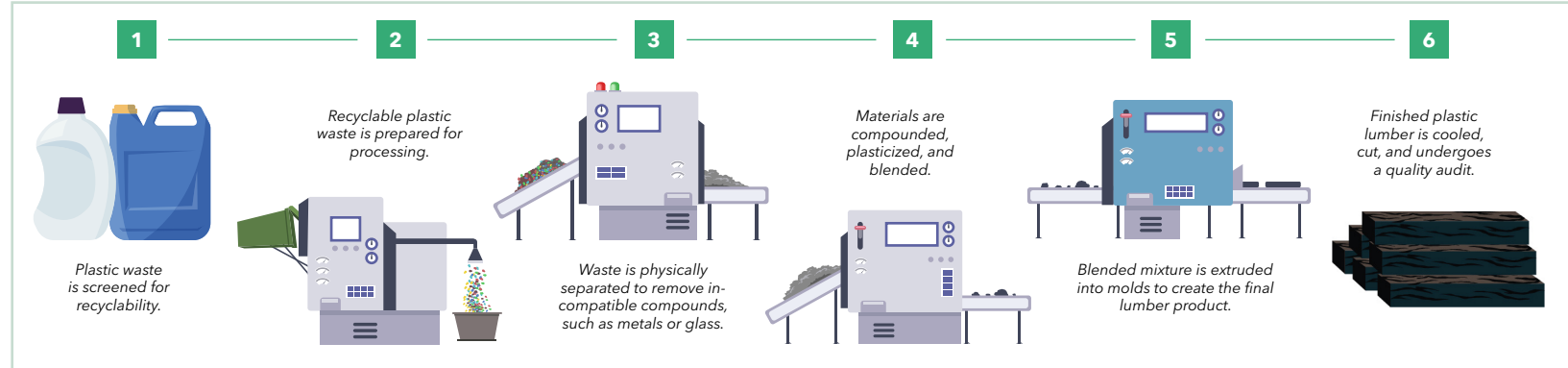
Plastic Recycling: Our Jeannette Facility

Founded in 2014, our Jeannette, Pennsylvania facility is the cornerstone of our sustainability and circular economy initiatives. The facility recycles regulated medical waste, contaminated lab plastics, field turf, and other compatible plastic commodities that would otherwise have limited or no recycling options.

In 2025, the Jeannette facility processed more than 18 million pounds of plastic waste, resulting in the production of more than 560,000 boards of reusable plastic lumber. By converting these materials into new products rather than managing them through landfill or incineration, our process helps customers reduce waste, support circular economy objectives, and advance zero-landfill initiatives.



Plastics4Purpose: The 6-Step Journey to Sustainability



Plastics4Purpose: Recycling Difficult-to-Manage Plastics

Plastics4Purpose™ is our patented program for creating compliant recycling pathways for plastic waste streams that conventional recyclers cannot accept. These materials are decontaminated, shredded, and blended with other recycled plastic feedstocks at our Jeannette facility, where they are transformed into durable plastic lumber products that can be used in a variety of applications.

The program is especially valuable for customers in the life sciences and healthcare sectors, where safety, handling, and regulatory requirements can make single-use plastics and specialized materials difficult to avoid.

We continue to expand the capabilities of Plastics4Purpose through investments in recycling infrastructure and strategic acquisitions. Our 2026 acquisition of Pelican Packaging reflects this approach, adding plastics recycling and reprocessing capacity and expanding the range of materials we can recover.



BestPLUS Lumber

BestPLUS plastic lumber, the finished product of the Plastics4Purpose process, is designed for long-term use across commercial, industrial, landscaping, and agricultural applications.

- **Durability:** Creates long-lasting plastic lumber designed for outdoor, industrial, and high-use applications.
- **Resource efficiency:** Reduces reliance on virgin plastic by using 98% recycled plastic feedstocks.
- **Practical end markets:** Produces durable products for uses such as retaining walls, landscape edging, raised garden beds, synthetic turf nailing boards, dunnage, cribbing, benches, tables, and other outdoor or industrial applications.
- **Circular economy impact:** Connects waste collection, decontamination, recycling, manufacturing, and reuse into one integrated process.



2024 STC
SUSTAINABILITY AWARD

Loop: Paint Recycling

Triumvirate's Loop Recycled Products facility in Niagara Falls, Ontario, gives post-consumer latex paint a second life and provides organizations generating paint waste a recycling pathway that can support waste diversion goals. Acquired by Triumvirate in 2024, Loop turns unused and post-consumer paint that might otherwise be sent to landfill or incineration into high-quality recycled paint products.



In 2025, Loop produced nearly 4.5 million pounds of recycled paint, while also using 100% recycled and recyclable packaging. Additional materials recovered by Loop in 2025 included more than 400,000 pounds of plastic, which was granulated onsite and used for deck board manufacturing, and 700,000 pounds of metal, which was sent to recyclers. For materials that cannot be recycled, Loop prioritizes landfill diversion where feasible through energy-from-waste, fuel blending, and incineration pathways.



Energy Recovery: Waste to Fuels

Used oil recovery: Davie, FL

Our Davie used oil processing facility converts used oil into on-spec fuel, which is used by construction customers in lieu of virgin fuel oil. In 2025, the facility produced approximately 1.7 million gallons of recycled fuel. By diverting this material from disposal and extending its useful life, Triumvirate helped to avoid approximately 4,300 metric tons of CO₂e.

Solvent recovery and blending: Contrecoeur, QC

Triumvirate's Contrecoeur facility receives and consolidates containerized bulk and lab pack solvent-bearing waste, blending compatible streams for recovery as alternative fuel. In 2025, the facility routed 6,700 metric tons of solvent-bearing waste to cement kilns as a fossil fuel substitute, contributing to an estimated 9,900 metric tons CO₂e of avoided emissions.



Working With Our Partners

Beyond our own treatment and recycling facilities, Triumvirate works with a carefully vetted network of specialized recycling, beneficial reuse, and disposal partners to find higher-value outcomes for customer waste streams. For materials that require technical expertise or unique downstream outlets, we identify and qualify partners who can recover value from streams that might otherwise default to landfill or incineration.

Beneficial Reuse Example: Sodium Hydroxide

A client needed to manage an expired sodium hydroxide waste stream and wanted to avoid the default incineration pathway. Given the material's remaining usable chemical value, Triumvirate identified and engaged an industrial wastewater treatment partner that was able to directly apply the material in pH neutralization operations. In 2025, that single connection diverted 19 tons of caustic material from incineration, eliminating a disposal liability for the client while displacing virgin chemical inputs.



Transportation Optimization

Transportation plays a significant role in the environmental impact of waste management. Triumvirate works with customers to identify opportunities to improve transportation efficiency, reduce unnecessary material movement, and support lower-carbon logistics strategies where operationally feasible.

Example: Truck-to-Rail Transition

Triumvirate partnered with a major pharmaceutical manufacturer to evaluate opportunities to reduce transportation-related impacts associated with waste shipments. Through this collaboration, the select routes were transitioned from long-haul trucking to rail, helping reduce carbon emissions while maintaining operational reliability and regulatory compliance.

The transition to rail also improved freight efficiency by increasing the volume of material transported per shipment and reducing reliance on individual long-haul truck movements. In addition to supporting emissions reductions, the program created operational and cost efficiencies associated with large-scale freight transportation, demonstrating how logistics optimization strategies can support both sustainability and business performance objectives.

Integrating Transportation Efficiencies: Casa Grande, AZ

Triumvirate's investment in its Casa Grande, Arizona facility will support transportation optimization through a more integrated operational model. By increasing regional treatment capacity for hazardous waste in western North America, the facility is expected to help reduce transportation distances for customer waste streams while improving network efficiency.

The facility will support lower-carbon logistics through two complementary mechanisms:

- **Rail consolidation:** Treated materials will be consolidated into Triumvirate-leased rail containers for long-distance shipment, reducing reliance on individual long-haul tractor-trailer movements.
- **Mass and volume reduction:** Onsite treatment processes will reduce the overall mass and volume of certain waste streams prior to shipment, improving freight efficiency and reducing the total number of shipments required for final disposal.

EHS & Sustainability Advisory

Through our embedded support model, environmental specialists and consultants integrate directly into customer operations to manage day-to-day environmental, health, and safety (EHS) and waste programs. This presence allows us to go further, identifying waste minimization opportunities, improving segregation practices, advancing beneficial reuse, and weaving sustainability considerations into established workflows.

In 2025, our consulting teams also supported customers with greenhouse gas inventory development and sustainability reporting. Through a partnership with My Green Lab, our teams helped laboratory customers improve waste segregation, recycling practices, and resource efficiency informed by the My Green Lab framework.

Safety & Compliance Training

In 2025, our training team delivered 81 sessions totaling nearly 2,300 hours of instruction, reaching 1,830 individuals through in-person and virtual customer training. Topics covered core regulatory areas, including RCRA hazardous waste management, DOT and IATA shipping requirements, and Hazardous Waste Operations and Emergency Response (HAZWOPER), alongside facility-specific trainings tailored to each customer's operational risks. Well-trained teams can help reduce incidents and improper waste handling, reinforcing both compliance and long-term sustainability performance.



Our Environmental Performance

In 2025, we completed our first comprehensive greenhouse gas inventory and committed to setting science-based emissions reduction targets—establishing the baseline from which we will measure progress. We are early in this work. Beyond carbon, we recognize other impacts we need to measure and manage more effectively, including the materials we purchase, the waste we generate, and our use of water. We intend to report on our progress openly in the years ahead.



Our Carbon Footprint

In 2025, we completed our first comprehensive greenhouse gas (GHG) inventory covering the full scope of our operations and value chain.¹ While we have estimated our carbon footprint for several prior years—including an initial Scope 3 estimate for 2024—our 2025 inventory represents a step change in rigor, completeness, and coverage. To support this effort, we implemented a dedicated carbon and energy management platform in 2025, largely replacing manual data collection processes with automated ingestion across our operations. This

investment established the data infrastructure we need to measure our emissions accurately, track progress against reduction goals, and support future third-party assurance.

We anticipate that 2025 will serve as our formal baseline year for science-based target setting.

2025 Greenhouse Gas Emissions (metric tons CO₂e)

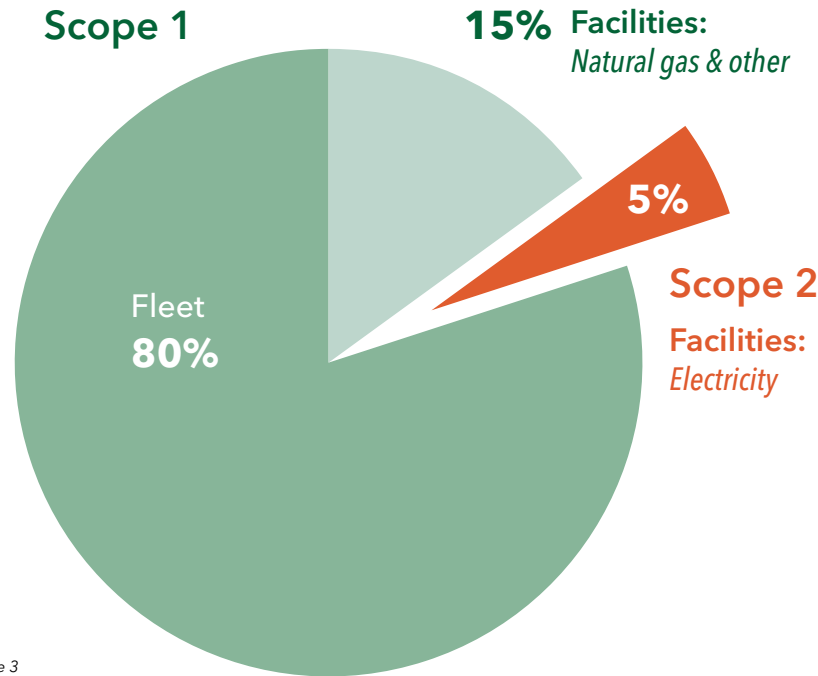
Scope 1		15,262
	Stationary Combustion	2,304
	Mobile Combustion	12,872
	Fugitive Emissions	86
Scope 2		
	Electricity: Market-based	875
	Electricity: Location-based	3,811
Total Scope 1 & 2*		16,137
Scope 3**		67,979
Total Scope 1, 2 & 3*		84,115

* Total reflects market-based Scope 2

** For details by Scope 3 category, see GRI Index, p. 30

¹ Our GHG inventory includes Scope 1 (direct operational), Scope 2 (purchased electricity), and relevant Scope 3 (value chain) emissions. It is calculated in alignment with the GHG Protocol Corporate Accounting and Reporting Standard and the Corporate Value Chain (Scope 3) Standard, using an operational control approach to define organizational boundaries. Scope 3 emissions are estimated using a combination of spend-based and activity-based methodologies, depending on data availability. As this is our first comprehensive inventory, we expect to refine methodologies and expand primary data collection over time as part of our science-based target development.

2025 Scope 1 & 2 Emissions by Source (market-based)



Scope 1 & 2: Our Operations

Our combined Scope 1 and 2 emissions totaled 16,137 metric tons of carbon dioxide equivalent (tCO₂e) in 2025 (market-based), with Scope 1 representing 95% of the total. Scope 2 emissions are reported using the market-based method, which reflects our renewable energy procurement.

Our fleet accounts for 80% of Scope 1 and 2 emissions, making it our largest operational emissions source. The remainder is attributable to our facilities, with our Jeannette plastics recycling and manufacturing operation being the most energy intensive.

Scope 3: Our Value Chain

Our Scope 3 emissions totaled 67,979 tCO₂e in 2025, representing approximately 80% of our total footprint. Scope 3 encompasses indirect emissions across our value chain, from the goods and services we purchase, to business travel and employee commuting, to the downstream impacts of the products we make.

We assessed all 15 Scope 3 categories defined by the GHG Protocol and report on those determined to be relevant to our business. The largest contributors were: Category 1: Purchased Goods & Services (15%), Category 4: Upstream Transportation & Distribution (35%), and Category 11: Use of Sold Products (26%). Our Scope 3 inventory uses a combination of spend-based and activity-based methodologies. A detailed breakdown by category is provided in GRI Index, p. 30.

Reducing Our Greenhouse Gas Emissions

In 2025, Triumvirate Environmental committed to set near-term science-based emissions reduction targets through the Science Based Targets initiative (SBTi). The SBTi framework requires targets aligned with limiting global warming to 1.5°C, the most ambitious goal of the Paris Agreement. We intend to validate our targets with SBTi by 2027, with 2025 as our anticipated baseline year.

We are committed to setting near-term science-based targets

Making this commitment is a recognition that, as a company whose mission is to protect people and the environment, we must hold ourselves to the same standard of ambition we see in the customers we serve.

We began developing a decarbonization roadmap in 2025 focused on our Scope 1 and 2 emissions. While we are in the early stages of this work, we have defined three strategic priority areas: renewable energy sourcing, fleet decarbonization, and facility efficiency. In 2026, we will refine this roadmap, incorporate Scope 3 strategies, and develop a formal implementation plan with defined milestones.

Renewable Energy

Our renewable energy strategy represents our most advanced area of progress and our clearest near-term commitment: We have set a goal of sourcing 100% renewable electricity by 2030.

GOAL: Achieve 100% renewable electricity by 2030

In 2025, 62% of our electricity was sourced through renewable energy. The majority of this was procured through a green power supply product backed by renewable energy certificates (RECs), with a small additional portion from directly purchased retail RECs.

We view our current renewable energy sourcing as an important foundation. Looking ahead, we are evaluating additional procurement strategies, including on-site solar installations, to increase both the volume and the quality of our renewable energy portfolio as we work toward our 2030 goal.



Fleet Decarbonization

While our renewable energy progress is encouraging, we recognize that the larger challenge lies in our fleet. Our vehicles account for 80% of our Scope 1 and 2 emissions, and more than 90% of fleet emissions come from our heavy-duty trucks, primarily those operating on long-haul routes.

Decarbonizing a heavy-duty fleet is a complex, long-term undertaking. Electrification options for Class 7 and 8 vehicles remain limited, and the operational demands of hazardous waste transportation impose constraints that do not exist in other trucking segments. Our fleet strategy reflects this reality and is organized around three complementary approaches:

- **Fleet electrification.** We are beginning our electrification journey where the technology is most mature: light-duty vehicles. In 2025, we installed a dual-port EV charging station at our Somerville, Massachusetts headquarters, and we plan to purchase electric vehicles for our Somerville operations in 2026. We have also deployed one electric pickup truck at a client site and are engaging with customers to explore opportunities to expand EV use in onsite service delivery. While these actions are modest relative to the scale of our fleet, they allow us to build operational experience with electric vehicles, develop our charging infrastructure, and demonstrate the viability of electrification in our service model.
- **Fleet efficiency.** In the near term, improving the fuel efficiency of our existing fleet—particularly our heavy-duty trucks—represents the most impactful lever available to us. In 2026, we expect to deploy new routing optimization software, and will explore additional opportunities in vehicle technology, maintenance practices, and driver training to reduce fuel consumption per mile across our operations.
- **Alternative fuels.** We plan to evaluate renewable diesel and biodiesel as potential bridge solutions for our heavy-duty fleet, particularly for long-haul applications where electrification is not yet viable. As the market for low-carbon fuels continues to develop, we will assess these options based on availability, cost, emissions impact, and compatibility with our operations.

Facility Efficiency

Our facilities generally have moderate energy profiles, with the notable exception of our Jeannette, Pennsylvania plastics recycling and lumber manufacturing operations, which represent the largest single contributor to our stationary Scope 1 emissions. Jeannette's emissions profile reflects the energy demands of plastics recycling and lumber manufacturing, including material processing and extrusion.

Across our broader facility portfolio, we are pursuing energy conservation initiatives and technology upgrades to reduce both energy consumption and emissions. In 2025, we began conducting energy audits to identify opportunities. As we expand these assessments, they will inform our facility-level planning in 2026 and beyond.



Looking Ahead

We are at the beginning of our decarbonization journey. We have made two commitments to anchor our strategy: sourcing 100% renewable electricity by 2030, and setting SBTi-validated science-based targets by 2027. In the coming year, we will translate these commitments into a detailed implementation plan with defined milestones, expand our roadmap to address Scope 3 emissions, and report on our progress transparently, including where we are falling short.



Resource Management & Environmental Stewardship

Our environmental responsibility extends beyond greenhouse gas emissions. We recognize that managing our broader operational footprint—including waste generation, water use, and resource consumption—is an important part of that responsibility, and an area where we are working to build a stronger foundation. (Customer waste management is detailed on p. 9; our EHSQ Policy and approach to compliance are described on pp. 26-27.)

One area where we are already connecting action to impact is our RECLAIM program, an internal, employee-led recycling initiative operating across six Triumvirate locations. Through RECLAIM, employees collect office and home plastics that would otherwise be sent to landfill or incineration. Collected materials are transported to our Jeannette, Pennsylvania recycling facility using existing service routes, processed through our Plastics4Purpose™ line, and converted into BestPLUS reusable plastic lumber. In 2025, the program diverted nearly 2,000 pounds of plastics. While modest in scale, we consider it significant as a demonstration of circular economy principles applied to our own operations and as a vehicle for employee engagement.

Beyond RECLAIM, we practice resource efficiency across our operations in ways that are not yet formally tracked. As we formalize our environmental management systems, we intend to quantify and expand these practices.

Looking Ahead

We are working to align our environmental management practices with the ISO 14001 framework, which will establish a structured system for identifying, managing, and continuously improving our environmental performance across operations. In parallel, we plan to begin systematically tracking waste generation and water use at our facilities, starting with our highest-impact operations.

Sustainability in Practice

Across our locations, employees are finding practical ways to reduce our environmental footprint. Examples include composting programs at our Raleigh, North Carolina office, purchasing refurbished drums and recycled-content materials, and re-using pallets received from customer sites. End-of-life electronics and IT equipment are responsibly recycled across the organization. These efforts are not yet formally tracked, but they reflect the sustainability culture we are building and will inform our approach as we develop formal measurement and goal setting across our operations.



Our People & Communities

Our people make Triumvirate's work possible. Because the services we provide are demanding and often hazardous, safety is our first responsibility and fundamental to how we operate. We hire for promise and invest in our employees from their first day, building skills, careers, and an inclusive culture across the organization. That commitment extends to the communities where our employees live and work, which we support through local partnerships, giving, and volunteering.



Safety

Safety is a core value at Triumvirate Environmental and a practical requirement of the work we do every day. Our teams manage hazardous materials, operate commercial vehicles, support emergency response work, and perform services across complex customer environments. Ensuring a safe workplace is fundamental to protecting our employees, supporting our customers, and operating responsibly. We believe safe work is the result of strong systems, engaged people, and a culture of learning. We strive to understand work as it is done, learn from everyday performance, and continuously improve the conditions that enable success.

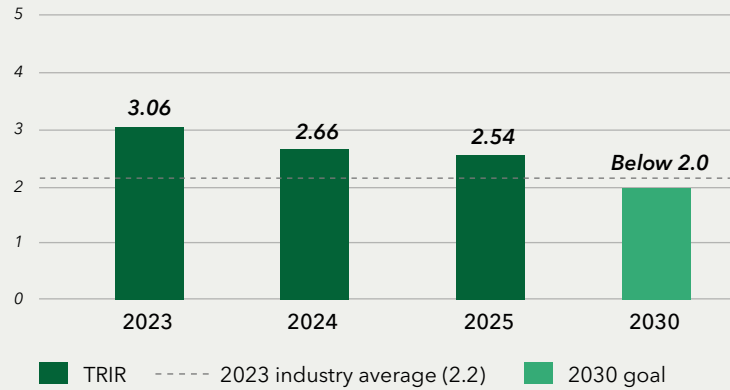
2025 Safety Performance

Triumvirate evaluates safety performance through both leading and lagging indicators, including recordable incidents, lost time, training participation, safety observations, audits, and corrective actions. This broader view helps us identify where incidents occur, where risks emerge, and where additional training or controls may be needed. Safety metrics in this section cover all Triumvirate and temporary employees across 39 branches in nine regions. Contractor data is tracked separately and not included.

In 2025, our total recordable incident rate (TRIR) for US operations was 2.54, an improvement from prior years. Hand and wrist injuries were a key area of focus, representing a significant share of injury experience. In response, Triumvirate launched targeted safety communications and maintained a focus on recurring operational risks. We aim to reduce TRIR to below 2.0 by 2030. We also have a goal to maintain our record of zero fatalities.

GOAL: Achieve a TRIR of less than 2.0 by 2030

Total Recordable Incident Rate (US Operations)



Metric	2023	2024	2025
Employee fatalities	0	0	0
Safety observations submitted	7,122	9,676	9,711

How We Manage Safety

Training & Competency

Employees in safety-sensitive roles receive training curricula designed and deployed based on job role, location, and compliance obligations. In 2025, these employees received approximately 78 hours of safety training focused on preparing them to recognize hazards, prevent incidents, and perform assigned work safely and in compliance with applicable requirements. Training includes both corporate and regional orientation sessions, technical instruction, on-the-job training, and continuous refresher training tied to hazardous materials management, safe work practices, transportation, emergency response, and other governing regulations and standards. Health and safety plans (HASP), leadership training, and supervisory training further support consistent expectations and stronger decision-making in the field. Our safety program is informed by ISO 45001 principles, and we are aligning our systems and practices with the standard.

Temporary workers and subcontractors must meet minimum training requirements based on their job role before performing work on behalf of Triumvirate. They also receive Triumvirate-specific training as needed to ensure their safety and the safety of those working alongside them.

Worker Participation

Employee participation is a core tenet of how we manage safety. From onboarding forward, employees are expected to take an active role in identifying and reducing risk. Branch-level Safety Committees maintain balanced representation of workers and managers. Project and customer teams hold regular safety meetings and employees are directly involved in developing and reviewing HASPs, standard operating procedures (SOPs), and job hazard analyses. At the regional level, operational managers participate in Safety Call to Action meetings where risk reduction plans are reviewed and tracked.

Worker Health

Triumvirate performs occupational health screenings for operations employees who may be exposed to hazardous substances in accordance with OSHA’s Hazardous Waste Operations and Emergency Response (HAZWOPER) medical surveillance program, and for commercial motor vehicle drivers subject to Department of Transportation requirements. Baseline screenings are performed at hire with annual evaluations thereafter.

Triumvirate has adopted a Total Worker Health (TWH) approach, integrating workplace safety with health promotion and employee well-being—including hazard prevention, mental health, and psychological safety.

Bringing Risk Reduction Closer to the Work

Audits, inspections, safety observations, and employee safety assessments help identify and surface hazards in real time, while corrective action tracking allows teams to address root causes, share lessons learned, and prevent recurrence. A major focus in 2025 was bringing risk reduction planning closer to where the work happens. Our sites identified and ranked their highest operational risks, then developed practical plans to address them, connecting enterprise safety priorities to the day-to-day realities of field teams, drivers, facility operators, and customer site employees. This work identified three priority areas where targeted controls, coaching, equipment improvements, and process changes can have meaningful impact: **ergonomics, chemical handling, and driving safety**.

Priority Area	Risk Focus	Examples
Ergonomics	Reducing strain and injury risks from lifting, repetitive motion, and material handling.	Triumvirate uses material handling committees to identify and resolve ergonomic risks. In 2025, we systematically reviewed the use of 16- and 96-gallon containers at waste sites. For 16-gallon containers, we reduced risk through elimination wherever possible. For 96-gallon containers, handling equipment was purchased to eliminate manual lifting.
Chemical Handling	Strengthening controls for handling, storage, and transfer of hazardous materials.	Triumvirate evaluates chemical exposure risks before work begins and identifies the engineering controls and personal protective equipment required for each task. In 2025, we revised our chemical consolidation SOP and launched an industrial hygiene database to centralize exposure data. We also implemented a special emphasis program for methylene chloride to meet the EPA’s new workplace chemical protection rule at both our sites and customer sites.
Driving Safety	Reducing vehicle-related risk through training, coaching, analytics, and fleet technology.	In 2025, Triumvirate invested in dedicated driver trainers and expanded the use of driver coaching analytics to reinforce safer driving behaviors. In 2026, we transitioned to a next-generation connected fleet platform to expand visibility into driver behavior and identify coaching opportunities that reduce risks on the road.

Safety at Customer Sites

Many Triumvirate employees work directly at customer facilities, where safe performance depends on both our internal standards and site-specific requirements. For customer-site work, safety planning may include site orientations, HASPs, customer-specific procedures, supervisor oversight, equipment inspections, and coordination with customer EHS teams. This helps ensure employees understand the hazards, controls, emergency procedures, and expectations specific to the environment in which they are working.

Employee Success Story: Morgan MacDonald

Morgan is Corporate Onsite Services (OSS) and Lab Services Manager at Triumvirate. She drives process consistency at customer sites by aligning standards and expectations across teams. Morgan led an internal initiative to improve Triumvirate’s HASP process across our OSS and Lab Services business—visiting customer sites, reviewing existing plans, and providing detailed feedback. Her work has been central to our risk identification and reduction efforts, helping employees better understand the risks of their daily work.

“I love the work we do at Triumvirate, and I believe everyone deserves to go home safely at the end of every day. My goal is to make sure our teams have the tools, training, and support they need to deliver exceptional service while working safely and confidently.”



Talent Development

Our mission statement places employees first—a deliberate reflection of the role workforce development plays in delivering our services and sustaining our business. Our talent philosophy is built on hiring people with promise, investing in structured development from day one, and supporting every employee’s leadership pathway regardless of experience level. This approach builds institutional knowledge, strengthens consistency of service delivery, and drives a strong promote-from-within culture across the organization.

- Field hires receive up to 150 hours of training in their first year alone
- More than 80% of our regional general managers and operational vice presidents joined Triumvirate as entry-level hires
- Approximately 85% of new hires in 2025 were entry-level

The Environmental Specialist Pipeline

Year over year, close to half of our new hires are Environmental Specialists (ESPECs), who represented nearly 30% of all Triumvirate employees in 2025. ESPECs are the backbone of our service model, providing hands-on environmental support directly at customer facilities. Through integrated onsite waste and compliance support, ESPECs perform process improvements, identify operational gaps, and augment customers’ EHS programs.

We hire early-career individuals for these roles and support their professional progress via targeted ESPEC onboarding and advancement programs designed with internal growth in mind. Competency checks and technical assessments drive progression through the pipeline, supported by leadership check-ins; a typical full transition takes two to three years.

From 2023 to 2025, 414 ESPECs participated in cohort-based onboarding across 18 sessions—a year-long program combining regional gatherings, technical training, and leadership exposure. New ESPECs are paired with experienced peers through our ROPE (Retention, Orientation, Perseverance, Engagement) program for additional support during their first months on the job.

After completing onboarding, ESPECs enter the Advancement Program—a structured pipeline that supports continued skill-building and internal promotion. Beyond the Advancement Program, ESPECs serve as the primary feeder group into consulting, operations, sales, and corporate roles across the company.

In 2025, ESPEC turnover dropped to 24%, the lowest level in more than ten years. Our target is to maintain turnover at 25% or lower, with an aspiration to go below 20%.

Leadership Development

Leadership development extends across the organization, not just field teams. Employees are identified through a structured talent review process and progress through successively intensive development experiences, from new manager foundations to senior leader intensives.

- **First Line Supervisor (FLS):** Part of ESPEC onboarding and open to others, builds foundational leadership and communication skills for emerging supervisors.
- **Compass:** Foundational support for new managers through discussion-based learning and practical roleplaying.
- **TALK Mentoring:** Connects employees with experienced mentors for guidance, knowledge-sharing, and career development. In 2025, over 175 active mentoring pairs met on a quarterly basis.
- **Rising Stars:** Managers identify high-potential team members for mentorship and leadership discussions.
- **Leadership Academy:** Structured eight-week program for up-and-coming leaders, focused on emotional intelligence, communication, decision-making, and team engagement.

In 2025, more than 300 employees participated in leadership development programs beyond FLS, which reaches a broader population through ESPEC onboarding.

Employee Success Story: Paige McNamara

Paige joined Triumvirate as an ESPEC in 2018. She progressed quickly through the Advancement Program, completed FLS training, and transitioned into an operations role. As a manager, Paige participated in Compass, TALK, and the Leadership Academy. Today, as New England Regional Operations Manager, she continues her development through TALK and other leadership programs. Her path illustrates what the pipeline is designed to produce: leaders who understand the work because they’ve done it.

“During my nine years at Triumvirate, I’ve learned everything I know about being a professional and an effective leader. Through mentorship, leadership programs, and countless training sessions, Triumvirate has given me the tools to advance in my professional life. At each new step, I have felt massively supported by the executives and leaders at this company.”



Tuition Reimbursement

Beyond internal programs, we invest in employees’ long-term goals through our tuition reimbursement program, which provides up to \$8,000 per calendar year toward continuing education. In 2025, 30 employees used the program to pursue micro-certificates, professional training, and bachelor’s and master’s degrees in fields including environmental sustainability, finance, business, and public health.

Over \$175,000 invested in tuition reimbursement in 2025

Diversity & Inclusion

Triumvirate Environmental is committed to building a diverse and inclusive work-force. We believe that a range of experiences and perspectives strengthens our teams, sharpens problem-solving skills, and supports our ability to serve a broad customer base. As an Equal Opportunity Employer (EOE), Triumvirate does not discriminate based on race, national origin, gender, gender identity, sexual orientation, protected veteran status, disability, age, or other legally protected status.

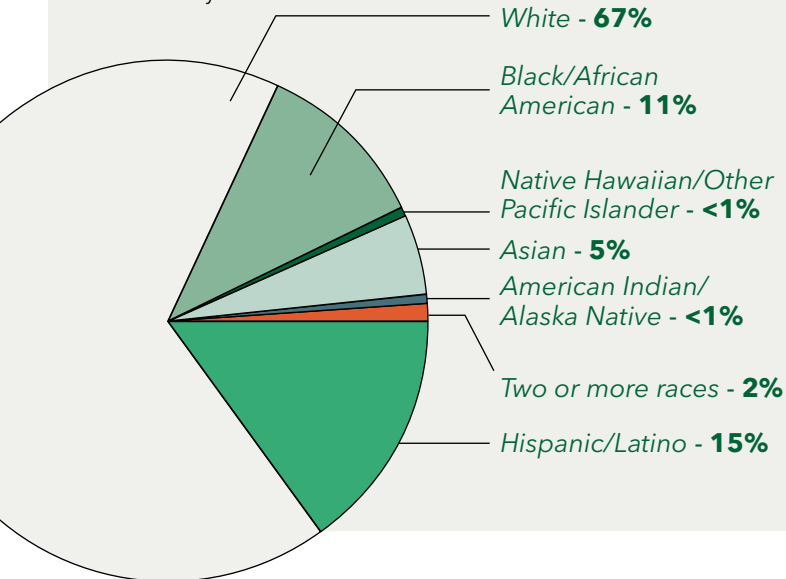
In 2025, we launched new initiatives to strengthen inclusion across the organization, including a dedicated diversity task force and a baseline employee experience survey, with the intention of setting measurable goals as our data and programs mature.

Diversity Representation*

Gender Diversity

Women **31%** 69% Men

Ethnic Diversity



*US only

GROW

Growing Roles of Women

Growing Roles of Women (GROW) is designed to support the professional development of women and increase female representation in leadership roles across Triumvirate. Each year, approximately 15 professionals are selected based on their leadership potential, dedication to growth, and passion for supporting coworkers. This cohort:

- Attends and hosts networking events across regions
- Leads workshops for leadership and professional development
- Plans and collaborates on women-forward workplace initiatives

Since its launch, GROW has created a visible pipeline of women leaders and a cross-regional network that extends far beyond the program year.

DELTA

Diverse Employee Leadership & Training Alliance

In 2025, Triumvirate launched the Diverse Employee Leadership & Training Alliance (DELTA), a cohort-based diversity task force with a focus on creating a more inclusive environment that supports diverse employee engagement and empowers underrepresented perspectives. In its first year, DELTA:

- Ran anti-bias and anti-discrimination training sessions
- Surveyed employees about their experiences
- Hosted race sensitivity seminars
- Organized cultural celebrations grounded in education and tradition

DELTA provides a structured channel for underrepresented employees to surface concerns, inform policy, and shape workplace culture. The program's first cohort handed off to a new 2026 cohort in early April, establishing DELTA as a sustained, annually renewed commitment.



Employee Wellbeing & Engagement

Triumvirate provides a comprehensive benefits package including medical, dental, wellness, and employee assistance programs; 401(k) savings and flexible spending accounts; and paid holidays and flexible paid time off that can be used for vacation, personal, or sick time. These form the foundation of our employee support, but we recognize that wellbeing extends beyond formal benefits.

In 2025, we launched WOW!, an internal peer recognition program that formalizes how employees acknowledge each other for going “above and beyond” their typical responsibilities. The program mirrors the external-facing recognition our customers already provide, creating a consistent culture of appreciation across the organization. Over the year, employees gave and received over 500 internal WOWs, in addition to more than 700 WOWs received from customers.

In 2026, Triumvirate is rebuilding our comprehensive employee wellness program, expanding beyond physical health to include financial and emotional wellness programming. A dedicated wellness committee has been formed to develop and sustain a calendar of initiatives across the organization. The company also plans to implement a formal employee engagement survey to establish a baseline for measuring workforce satisfaction and identifying areas for continued improvement.



Spotlight: Hydroponic Garden Wall

In 2025, Triumvirate installed a hydroponic garden wall at our Somerville headquarters in partnership with Green City Growers, a local organization focused on urban farming and education. Over the course of the year, the wall produced 900 bundles of herbs and heads of lettuce, making more than 3,000 servings of fresh produce available to employees onsite.

Community Support

We operate in communities across the United States and Canada and support local organizations through partnerships, financial contributions, and employee volunteering, with a focus on environmental action, education, and social equity.

In 2025, Triumvirate and its employees supported a wide variety of organizations, including:

- Alliance for Climate Transition (ACT)
- BuildsBio+
- Ceres
- Environmental League of Massachusetts (ELM)
- Fête Nationale de Contrecoeur (Quebec)
- International Institute of New England (IINE)
- Make-A-Wish Foundation
- Making Strides Foundation
- NewYorkBIO
- Salem State University



Spotlight: Life Science Cares

In 2025, we partnered with Life Science Cares, a nonprofit that mobilizes the life science industry for community impact. Life Science Cares has chapters in five major biotech clusters across the United States, making it a natural extension of the communities we serve and the customers we work alongside. The partnership created hands-on engagement opportunities for employees across multiple regions. In Boston, teams assembled hygiene and comfort kits donated to children in Roxbury. In New York, employees made native seed bombs and dispersed them in neighborhoods in the Bronx with limited green space, supporting local pollinators as part of a broader beautification project.

Spotlight: Perkins School

Perkins School for the Blind has been an institution in the Boston area since 1829. In 2025, the Triumvirate team supported multiple initiatives with Perkins, including a volunteer day potting plants and building a rain garden, financial sponsorship of the annual TASTE of Perkins fundraiser event, and support for the annual golf tournament. This partnership reflects our focus on local community engagement and educational access.



Volunteering Highlights

Triumvirate supports employee volunteerism through company-organized events and team-driven initiatives. In 2025, Triumvirate employees:

- Donated over 50 books to Boston-based Rosie's Place, a multi-service community center for women.
- Held blood drives benefiting the American Red Cross, donating more than 60 pints of blood total.
- Ran and fundraised for the Tunnels to Towers Foundation 5K in New York City, the proceeds of which went to support first responders and service members.
- Organized neighborhood cleanups and built raised garden beds for a community garden in Jeannette, PA, using reclaimed BestPLUS lumber during Earth Month.
- Partnered with Second Chances, a local nonprofit, to organize a clothing drive that diverted 413 pounds of textile waste from landfills for repurposing and reuse.
- Ran the Cambridge Half Marathon and raised approximately \$20,000 for 4Ocean, a certified B Corporation that performs waterway and coastline cleanups.

Governance & Ethics

Triumvirate Environmental operates in a heavily regulated industry where trust, transparency, and accountability are non-negotiable. As a hazardous waste management and environmental services provider, our compliance obligations are extensive, spanning environmental, health and safety, transportation, and employment law across the United States and Canada. This section summarizes the policies, programs, and standards that govern how we do business. Together, they form the ethical foundation for our environmental and social performance.





Business Ethics & Integrity

Code of Conduct & Ethics

Our Code of Conduct establishes behavioral expectations for every Triumvirate employee and reflects our commitment to the highest standards of ethics, integrity, and professionalism. The Code is organized around five guiding principles: Integrity, Respect, Legal and Regulatory Compliance, Professionalism, and Transparency.

All employees are required to acknowledge the Code, and violations may result in disciplinary action up to and including termination. The Code also establishes confidentiality obligations and sets clear expectations for reporting concerns. Ethics and compliance expectations are reinforced through employee onboarding and periodic training.

Anti-Corruption & Anti-Bribery

Triumvirate maintains a formal gifts and gratuities policy and a Corruption Reporting Procedure. Any employee who experiences or becomes aware of corruption or bribery can and should report it in confidence and without fear of reprisal. We have zero tolerance for corrupt practices in any form.

Human Rights & Labor Practices

Triumvirate is committed to supporting fundamental human rights and believes in the dignity and worth of all individuals. We do not use or allow the use of child labor, slave labor, forced labor, or human trafficking in our business activities. We condemn any degrading treatment of individuals and are committed to providing safe working conditions.

These commitments are reinforced through our Child Labor, Forced Labor & Human Trafficking Prevention Plan, which establishes strict policies and procedures for Triumvirate and its suppliers to prevent these practices and address any cases discovered. Safeguards include verifying employment eligibility for all new hires and incorporating preventive procedures throughout our supply chain. Formal reporting procedures are in place for forced labor and child labor concerns, with non-retaliation protections. These commitments are supported by related employment policies, including our Equal Employment Opportunity Policy.

Compliance & Accountability

Reporting Channels & Whistleblower Protections

Triumvirate believes that a strong ethical culture depends on employees feeling safe to speak up. In late 2025, we launched a confidential, third-party whistleblower hotline that provides employees with a safe, secure, and anonymous way to raise workplace concerns, including ethics, safety, compliance, harassment, or fraud.

The hotline is available 24/7 and supplements existing reporting channels, including direct supervisors, management, Human Resources, Compliance, and Legal. Our Whistleblower Policy includes strong protections against retaliation in any form.

Regulatory Compliance & Audit Program

As an environmental services company, we embed regulatory compliance in our daily operations. Triumvirate is committed to meeting or exceeding all applicable legal, regulatory, and customer requirements related to quality, environmental protection, and occupational health and safety.

Our Corporate Compliance Audit Program evaluates compliance performance related to environmental, health, safety, and transportation activities, with the primary objectives of ensuring regulatory compliance, minimizing potential risks and liabilities, and evaluating the adequacy of internal systems. The program covers both internal facilities and third-party treatment, storage, and disposal facilities (TSDFs), addressing potential business liability as well as customer contract requirements.

Audits follow a risk-based scheduling approach, with results reported to senior management quarterly and the program evaluated annually. We perform audits of third-party TSDFs using a risk-based approach, categorizing facilities into tiers that outline the type and frequency of audits. Internal audits are performed regularly by a cross-functional compliance team focusing on permit compliance and key occupational health and safety programs. In 2025, we deployed a new audit management application featuring consolidated legal registers and site-specific audit protocols, significantly strengthening the program's rigor and efficiency.

Environmental, Health, Safety, & Quality Policy

Triumvirate is committed to fostering a culture of environmental, health, safety, and quality (EHSQ) excellence. Our [EHSQ Policy](#) applies company-wide, is signed by our CEO, and must be acknowledged by all employees.

The policy commits Triumvirate to providing safe, healthy, and supportive working conditions; preventing pollution and reducing environmental impacts while advancing sustainable practices; applying risk-based thinking to minimize harm; and monitoring performance to drive accountability and continuous improvement. Executives and managers are accountable for integrating EHSQ into business decisions, and every employee has the authority and responsibility to stop work if it poses a risk to health, safety, the environment, or quality.

Supplier Code of Conduct

Triumvirate is committed to ethical, responsible, and high-quality business practices across its supply chain. Our [Supplier Code of Conduct](#) ensures that suppliers operate in alignment with applicable laws and Triumvirate's core values. The Code sets expectations across regulatory compliance, labor and human rights, health and safety, environmental management, ethics, and supplier diversity.

Any violation of the Supplier Code may result in corrective actions, including removal from preferred vendor status and termination of the business relationship. We reserve the right to require suppliers to participate in third-party assessments, desktop audits, or sustainability ratings to verify compliance. As we expand implementation of the Supplier Code in 2026, we will begin tracking acknowledgment rates and supplier diversity, and evaluating how to prioritize supplier engagement on sustainability topics.

Cybersecurity, Privacy & Data Protection

Protecting the data of our customers, employees, and partners is a core priority. Triumvirate measures its cybersecurity posture using a third-party maturity scorecard that incorporates elements of the NIST Cybersecurity Framework and ISO 27001 standards. In 2025, our maturity score reached 77%, reflecting year-over-year improvement, which we intend to continue. We had no material cybersecurity breaches in 2025.

We maintain a year-round security awareness program that includes monthly training modules, targeted departmental training, and quarterly phishing simulations. Our employees' susceptibility to phishing attempts is significantly below the industry average. We also maintain a formal Incident Response Plan and conducted a tabletop exercise in 2025 involving technical teams and executive leadership, with plans to continue these exercises annually.

We maintain a Written Information Security Plan (WISP) in compliance with applicable data security regulations. We have also established an AI governance policy and committee to guide the responsible use of AI tools across the organization.



GRI Content Index

Triumvirate Environmental has reported the information cited in this GRI Content Index with reference to the GRI Standards, GRI 1: Foundation 2021. This is our inaugural sustainability report, covering calendar year 2025.

GRI Standard	Disclosure	Location / Response	Omission / Notes
General Disclosures			
2-1	Organizational details	About Triumvirate, p. 4	Triumvirate Environmental is a privately held company.
2-2	Entities included in the organization's sustainability reporting	About Triumvirate, p. 4	All our locations active during 2025 are included, under a single legal entity. The location list on p. 4 reflects our footprint at publication; 2025 data includes locations closed during 2025 and excludes locations added in 2026. Triumvirate is privately held and does not publish separate financial statements. No minority ownership interests.
2-3	Reporting period, frequency and contact point	About This Report, p. 2	-
2-4	Restatements of information	Not applicable	Inaugural report; no prior data to restate.
2-5	External assurance	Not applicable	-
2-6	Activities, value chain and other business relationships	About Triumvirate, p. 4; How We Help Our Customers, pp. 8-12	Breakdown by employment contract type and region not currently reported.
2-7	Employees	About Triumvirate, p. 4; Diversity & Inclusion, p. 22	-
2-9	Governance structure and composition	Management & Oversight, p. 6	-
2-12	Role of the highest governance body in overseeing the management of impacts	Management & Oversight, p. 6	-
2-22	Statement on sustainable development strategy	A Message from Our CEO, p. 3	-
2-23	Policy commitments	Governance & Ethics, pp. 26-27	-
2-26	Mechanisms for seeking advice and raising concerns	Compliance & Accountability, p. 26	-
2-29	Approach to stakeholder engagement	Our Stakeholders, p. 7	-

GRI Standard	Disclosure	Location / Response	Omission / Notes
Material Topics			
3-1	Process to determine material topics	Materiality Assessment, p. 7	-
3-2	List of material topics	Materiality Assessment, p. 7	-
Customer Waste Sustainability Solutions			
Note: GRI 306 is applied here to customer waste managed through Triumvirate’s services, which represents the company’s most significant waste-related impact.			
3-3	Management of material topics	How We Help Our Customers, pp. 8-12	-
306-1	Waste generation and significant waste-related impacts	How We Help Our Customers, pp. 8-9	-
306-2	Management of significant waste-related impacts	How We Help Our Customers, pp. 8-12	-
306-3	Waste generated	Customer Waste Managed in 2025, p. 9	-
306-4	Waste diverted from disposal	Customer Waste Managed in 2025, p. 9	-
306-5	Waste directed to disposal	Customer Waste Managed in 2025, p. 9	-
Climate Change & Energy			
3-3	Management of material topics	Our Environmental Performance, pp. 14-16	-
302-1	Energy consumption within the organization	• Total fuel consumption from non-renewable sources: 63,584 MWh (Diesel: 47,805; Gasoline: 2,156; Natural Gas: 12,555; Propane: 1,068) • Total fuel consumption from renewable sources: 0 MWh • Electricity consumption: 12,157 MWh (62% from renewable sources, p. 15) • Total energy consumption: 75,741 MWh	-
305-1	Direct (Scope 1) GHG emissions	Our Carbon Footprint, p. 14	-
305-2	Energy indirect (Scope 2) GHG emissions	Our Carbon Footprint, p. 14	-

GRI Standard	Disclosure	Location / Response	Omission / Notes
Climate Change & Energy <i>(continued)</i>			
305-3	Other indirect (Scope 3) GHG emissions	Our Carbon Footprint, p. 14. Detailed breakdown of relevant Scope 3 categories: • Cat. 1 - Purchased Goods & Services: 10,164 tCO₂e (15.0%) • Cat. 2 - Capital Goods: 3,369 tCO₂e (5.0%) • Cat. 3 - Fuel- and Energy-Related Activities: 4,505 tCO₂e (6.6%) • Cat. 4 - Upstream Transportation & Distribution: 23,711 tCO₂e (34.9%) • Cat. 5 - Waste Generated in Operations: 25 tCO₂e (0.04%) • Cat. 6 - Business Travel: 2,060 tCO₂e (3.0%) • Cat. 7 - Employee Commuting: 5,612 tCO₂e (8.3%) • Cat. 8 - Upstream Leased Assets: 711 tCO₂e (1.0%) • Cat. 11 - Use of Sold Products: 17,723 tCO₂e (26.1%) • Cat. 12 - End of Life Treatment of Sold Products: 98 tCO₂e (0.14%) Categories 9, 10, 13, 14, and 15 were assessed as not relevant.	-
Corporate Governance, Ethics & Compliance			
3-3	Management of material topics	Governance & Ethics, pp. 25-27	-
205-2	Communication and training about anti-corruption policies and procedures	Governance & Ethics, p. 26	Not broken out by employee category, region, or business partners; no % completion reported.
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity, Privacy & Data Protection, p. 27	Substantiated privacy complaints not reported.
Employee Health & Safety			
3-3	Management of material topics	Safety, pp. 19-20	-
403-1	Occupational health and safety management system	Safety, p. 19	-
403-2	Hazard identification, risk assessment, and incident investigation	Safety, pp. 19-20	-

GRI Standard	Disclosure	Location / Response	Omission / Notes
Employee Health & Safety <i>(continued)</i>			
403-4	Worker participation, consultation, and communication on occupational health and safety	Safety, p. 19	-
403-5	Worker training on occupational health and safety	Safety, p. 19	-
403-9	Work-related injuries	Safety, p. 19	Hours worked, high-consequence injury rate, and injury-type breakdown not disclosed. Contractor data tracked separately and excluded.
403-10	Work-related ill health	Safety, p. 19	Ill-health case rate not tracked separately from injury data.
Employee Training & Development			
3-3	Management of material topics	Talent Development, p. 21	-
404-1	Average hours of training per year per employee	Safety, p. 19; Talent Development, p. 21	Not a company-wide average by gender or employee category.
404-2	Programs for upgrading employee skills and transition assistance programs	Talent Development, p. 21	-
404-3	Percentage of employees receiving regular performance and career development reviews	Not reported	Not currently tracked/disclosed.
Employee Wellness & Benefits			
3-3	Management of material topics	Employee Wellbeing & Engagement, p. 23	-
401-1	New employee hires and employee turnover	Talent Development, p. 21	Company-wide hire/turnover figures and breakdown by age, gender, and region not disclosed.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Employee Wellbeing & Engagement, p. 23	Not broken out by employment type or location.
405-1	Diversity of governance bodies and employees	Diversity & Inclusion, p. 22	Governance body diversity and age group breakdowns not reported.