



2023

# Corporate Social Responsibility Report

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This Corporate Social Responsibility Report, issued in November 2023, covers the period from January 1, 2022, through June 30, 2023. This report reflects Stericycle’s global operations, including divested businesses within the established timeframe, unless otherwise noted. Notes on the scope and time period of data are included in text, charts, or footnotes.

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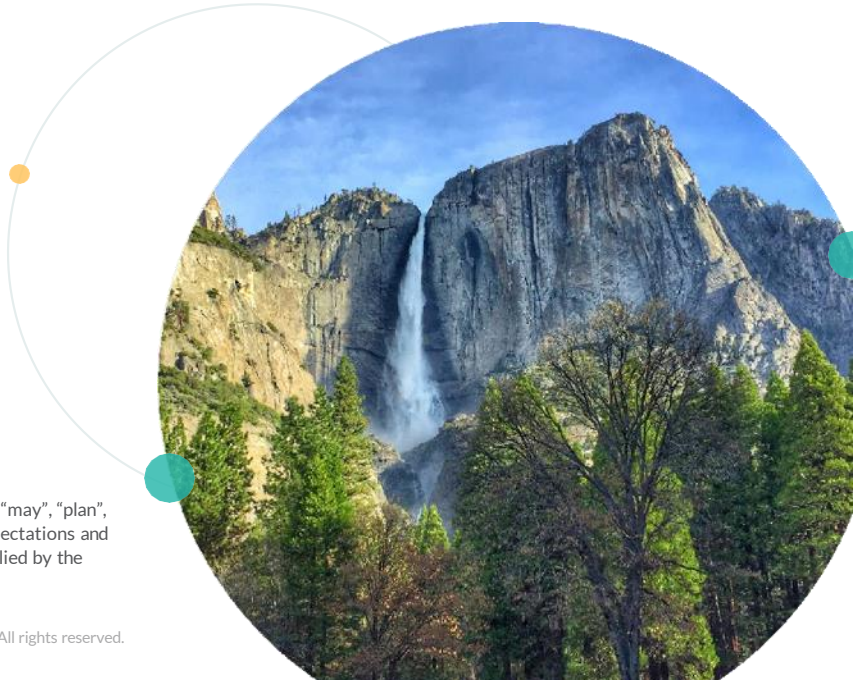
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This document may contain forward-looking statements as defined in the Private Securities Litigation Reform Act of 1995. When we use words such as “believes”, “expects”, “anticipates”, “estimates”, “may”, “plan”, “will”, “goal”, or similar expressions, we are making forward-looking statements. Forward-looking statements are prospective in nature and are not based on historical facts, but rather on current expectations and projections of our management about future events and are therefore subject to risks and uncertainties, which could cause actual results to differ materially from the future results expressed or implied by the forward-looking statements.





# A Message from Cindy J. Miller

PRESIDENT AND CEO

I am pleased to share Stericycle's 2023 Corporate Social Responsibility Report, which features the advancements we have made in our Environmental, Social, and Governance (ESG) journey since January 2022. The highlights shared in this report reinforce our commitment to operating responsibly, sustainably, and in accordance with our core values, specifically Protecting the Environment, Embracing Diversity and Inclusion, and Committing to Safety Always. Our focus on ESG and sustainability is an ongoing pursuit, which we are actively incorporating into our everyday practices and into our strategic business plans. I am proud of the progress we've made to date and our thoughtful, diligent approach to pursuing a more diverse, equitable, inclusive, and sustainable future.

## THE JOURNEY CONTINUES

During the reporting period, our ESG journey continued with our team members, customers, and philanthropic partners as well as throughout the communities we serve. Highlights of the report include the release of our initial ESG targets focused on our forward-looking impact, continued enhancement of our fleet and facilities with sustainability being top of mind, further advancement of our Environmental Justice (EJ) efforts, the launch of our internal Green Team, our continued focus on safety, and the continued evolution of our board of directors with the addition of two new members.

## ENVIRONMENTAL IMPACT

Stericycle's innovative solutions help protect the health and well-being of the people and places around us in a safe, responsible, and sustainable way. Globally, in 2022, we treated 680 million kilograms of medical waste prior to disposal, helping to protect the public from potentially harmful materials; shredded and recycled 454 million kilograms of paper, helping safeguard customers' confidential information; helped our customers divert 46 million

kilograms of plastic from landfills by offering reusable rather than single use sharps and pharmaceutical waste containers; and treated 17 million kilograms of pharmaceutical waste prior to disposal, helping to keep active pharmaceutical ingredients out of waterways. We work tirelessly to deliver essential services that protect the public from harmful medical waste and help our customers make progress towards their sustainability and climate goals.

Considerations of environmental impact are a key component of our strategy regarding our facility, fleet, and product innovation. In 2022, we opened a 4,600 square meter flagship autoclave facility in Woodbridge, New Jersey. The building design was based on continuous flow and utilises some of the latest technologies to minimise human touch and improve safety, while also increasing throughput, efficiency, reliability, and production. The centralisation of work to this optimal site in Woodbridge combined with the implementation of our long-haul plan has resulted in significant mileage reduction.

During the first half of 2023, we drove 3.7 million fewer kilometers in North America than the same time period in 2022. Our route optimisation efforts, along with fleet upgrades and idle time reduction initiatives, have helped reduce our carbon footprint. As we look to the future and alternative fuel vehicles, we are excited to begin adding electric vehicles to our fleet by the end of this year.



Additionally, in May of 2022, we launched our new SafeShield™ antimicrobial medical waste containers in North America, which are constructed with 15% recycled content and designed for durability with reinforced handles to extend useful life. This container was named Product of the Year by the Business Intelligence Group (BIG) in 2022.

## SOCIAL IMPACT

We are committed to ensuring that our company is a place where all team members are treated fairly and respectfully, have equal access to opportunities and resources, and can thrive personally and professionally. Our Employee Resource Groups (ERGs) have expanded to seven, including two new groups to support team members who are young professionals and team members and their family members with disabilities. We also continue to focus on safety, and, in 2022, we improved our total recordable incident rate

(TRIR) by 11.8%. In 2023, 94% of our global team members signed a personal commitment to safety. We also remained focus on growing a diverse team of professionals, with 65% of all U.S.- based new hires in 2022 coming from racial or ethnic minority groups. Finally, for the third year in a row, we were named a "Top Company for Women to Work for in Transportation" and listed among "The Elite 30" by the Women in Trucking Association. This year, Stericycle was among the top 30 companies with the highest number of industry votes, leading to the additional recognition.



## GOVERNANCE IMPACT

Our governance practices and the oversight of our various Board Committees are aligned to support our sustainability initiatives and ESG focus areas. Our global ESG Steering Committee, a cross-functional group of global leaders, continues to ensure effective alignment and execution of ESG strategic initiatives and works closely with our EJ task force to better understand the communities where we operate. In 2022, Stericycle was recognised by 50/50 Women on Boards™ as a "3+" company for having three or more women on its corporate Board of Directors. As of June 2023, the average tenure of our Board of Directors is approximately 4.7 years, and we have 60% gender, ethnic, or racial minority representation on our Board.



## LOOKING AHEAD

At Stericycle, our brand promise is to protect what matters. We make this promise daily to our team members, our customers, the communities we serve, and to the generations that will follow. We are early in our ESG journey but believe that by taking a pragmatic and disciplined approach, we will be able to affect significant, positive change while delivering meaningful shareholder value. This report highlights some of the progress we have made, foundational changes we aim to deliver, the targets we are focused on achieving, and the journey we are undertaking. The future of Stericycle is bright as we continue to shape a healthier and safer world for everyone, everywhere, every day.

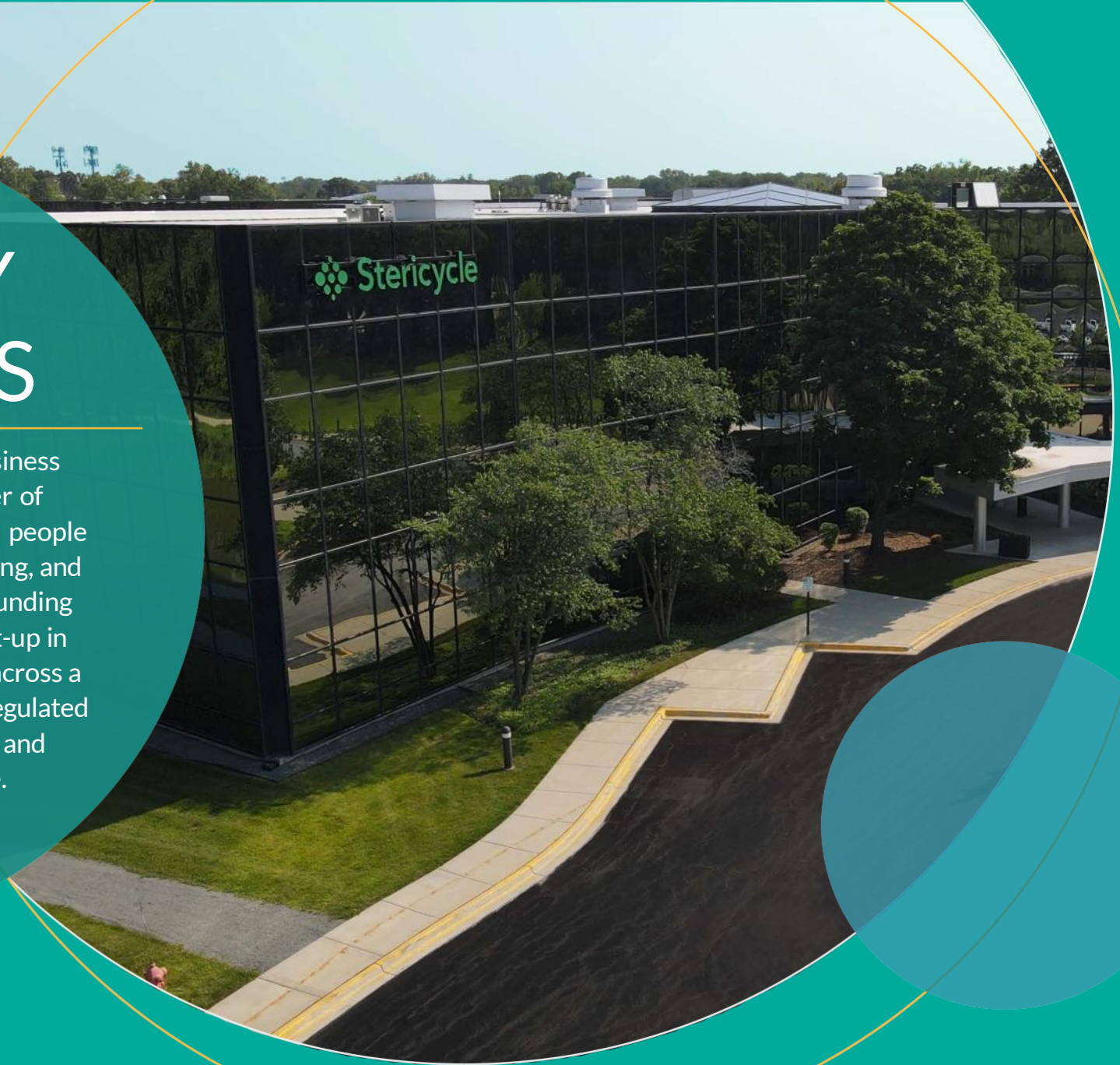
Sincerely,

Cindy J. Miller | President and Chief Executive Officer



# COMPANY HIGHLIGHTS

Stericycle is a U.S. based business-to-business services company and leading provider of compliance-based solutions that protects people and brands, promotes health and well-being, and safeguards the environment. Since our founding in 1989, we have grown from a small start-up in medical waste management into a leader across a range of increasingly complex and highly-regulated areas, serving healthcare organisations and commercial businesses of every size.





# Stericycle 2022 Highlights



## 680 MILLION KILOGRAMS

of medical waste treated, helping to protect the public from potentially infectious material.



## 454 MILLION KILOGRAMS

of paper shredded and recycled, helping to safeguard our customers' confidential information.



## 46 MILLION KILOGRAMS

of plastic diverted from landfills through the use of reusable sharps waste and pharmaceutical waste containers as compared to single-use containers.



## 17 MILLION KILOGRAMS

of pharmaceutical waste treated prior to disposal, helping to ensure that active pharmaceutical ingredients do not end up in waterways.

FOUNDED IN  
**1989**

NASDAQ:  
**SRCL**  
Listed since 1996

GLOBAL  
HEADQUARTERS  
in Bannockburn,  
**ILLINOIS**

GLOBAL FLEET of  
**~6,100**  
route trucks, tractors,  
collection vans, and  
small duty vehicles

**\$2.7**  
BILLION  
in 2022 revenue

**~443**  
FACILITIES  
worldwide

# ESG Awards and Recognitions

Stericycle is regularly recognised for innovation, quality service, and both workplace and industry leadership. Our recent recognitions highlight our efforts to provide meaningful solutions that protect people, promote health and well-being, and safeguard the environment.



2020-2023

**SUPERBRANDS™**

Shred-it® Secure  
Information Destruction  
Solutions

**SUPERBRANDS U.K.**



2021-2023

**TOP COMPANY FOR  
WOMEN TO WORK FOR IN  
TRANSPORTATION**

Stericycle, Inc.

**WOMEN IN TRUCKING  
ASSOCIATION**



2022

**PRODUCT OF THE YEAR**

SafeShield™ Medical  
Waste Container

**BUSINESS  
INTELLIGENCE GROUP**



2022

**“3+” COMPANY  
RECOGNITION**

Stericycle, Inc.

**50/50 WOMEN  
ON BOARDS**



2022-2023

**50 BEST COMPANIES  
TO SELL FOR**

Stericycle, Inc.

**SELLING POWER**

# Leadership Awards and Recognitions

Representing a diverse collection of experience both inside and outside of Stericycle, each member of the Executive Leadership team has a strong track record of leading people to achieve results. Together, they work to make Stericycle the most trusted partner in regulated waste management, compliance, and secure information destruction.



2022

**NAMED TO  
MOST INFLUENTIAL  
WOMEN EXECUTIVES  
IN CORPORATE  
AMERICA LIST**

Cindy J. Miller, President  
and Chief Executive Officer

**WOMENINC.**

2022

**BRONZE, SENIOR  
EXECUTIVE OF THE  
YEAR – SALES &  
CUSTOMER SERVICE  
AWARD**

S. Cory White, Executive  
Vice President and Chief  
Commercial Officer

**STEVIE® AWARDS**

2022

**CHICAGO CIO OF  
THE YEAR® AWARD**

Janet H. Zelenka,  
Executive Vice President,  
Chief Financial Officer and  
Chief Information Officer

**ORBIE® –  
CHICAGO CHAPTER**

2022

**CIO+ AWARD**

Janet H. Zelenka,  
Executive Vice President,  
Chief Financial Officer and  
Chief Information Officer

**THE EXECUTIVES’  
CLUB OF CHICAGO,  
SIM CHICAGO &  
AITP CHICAGO**

2023

**NAMED TO  
NOTABLE LEADERS  
IN FINANCE LIST**

Janet H. Zelenka,  
Executive Vice President,  
Chief Financial Officer and  
Chief Information Officer

**CRAIN’S CHICAGO  
BUSINESS**

2023

**BRONZE, TECHNOLOGY  
EXECUTIVE OF  
THE YEAR**

Janet H. Zelenka,  
Executive Vice President,  
Chief Financial Officer and  
Chief Information Officer

**STEVIE® AWARDS**

# Our Culture

Stericycle team members are guided by our promise, mission, vision, and values, which influence our daily decisions and inspire positive global change. In the fall of 2022, we launched the Living Our Values – Learning Map Journey experience for our team members to discover new things about the Stericycle business. The experience explores how to live our core values and how we are delivering on our commitment to team members.

## Our Promise

**We protect what matters.**

## Our Mission

**To protect your health and well-being in a safe, responsible, and sustainable way.**

## Our Vision

**Shaping a healthier and safer world for everyone, everywhere, every day.**

## OUR COMMITMENT TO TEAM MEMBERS

### Work with Purpose

Since 1989, we've been on an important mission: to protect people and the environment. Today, we're an industry leader contributing to health and well-being around the world. We're proud of our people, who believe in our mission, bring their knowledge, and protect what matters. Here, you can work with purpose and take pride in the fact that what you do has a positive impact on people and our planet.

### Strive for Good

At Stericycle, we're one team with one goal, and we're all-in. We come together to contribute, find solutions, and do good in the world. No matter where we are, we're all connected. No matter the task, we rise to the challenge and have each other's backs. We're creating a safer, more sustainable future for all. Be part of a caring team that supports one another and makes a difference, together.

### Realise Your Potential

When you lead the industry, your people can too. And we're passionate about seeing each of our team members grow and shine at Stericycle. Here, you'll be respected for the value you bring. You'll have chances to grow your skills and realise your potential. You'll have opportunities to learn and evolve continuously. At Stericycle, we're committed to building a better future. Ours and yours.



# Our Values



## WE PROTECT THE ENVIRONMENT

We work tirelessly to safeguard our earth, human health, and quality of life in communities around the world.



## WE ARE CUSTOMER DRIVEN

We deliver value to our customers through safe, compliant, and sustainable solutions. We never stop working to win the trust of our customers.



## WE COMMIT TO SAFETY ALWAYS

We are committed to the safety and well-being of our team members and strive daily for a workplace with zero incidents and injuries.



## WE EMBRACE DIVERSITY AND INCLUSION

We foster a culture of belonging that encourages, supports, and celebrates the diverse voices of our team members. It fuels our innovation and strengthens our connection to our customers and the communities we serve.



## WE DO THE RIGHT THING

We hold ourselves to the highest standards. Integrity is our compass and accountability our true north.



## WE ARE UNITED—ONE TEAM. ONE GOAL.

We deliver the strongest impact when we collaborate, harnessing the collective strengths, ideas, and expertise of our global team members to achieve great things.



## WE STRIVE FOR EXCELLENCE

We go above and beyond to deliver exceptional results, challenge the status quo, and constantly innovate.



# Our Solutions

Following our founding in 1989, Stericycle grew rapidly as the regulated waste industry developed. Growth from regulated waste acquisitions helped us achieve scale of infrastructure, route density, and a leadership position in many of the markets we serve. We also leveraged acquisitions to enter new regional and international geographies and added additional services to our portfolio, including the secure information destruction business in 2015. Through our family of brands, we serve customers in North America and Europe with solutions that protect what matters. Our service offerings appeal to customers in the following industries: enterprise healthcare, practices and care providers, pharmacy, lab and research centers. We also provide services to airports and seaports, education institutions, funeral homes and crematories, government and military, banks, professional services, and commercial businesses.



**Regulated Medical Waste Disposal:** we specialise in the end-to-end disposal of all wastes that may be described as regulated medical waste, biohazardous medical waste, sharps waste, and other potentially infectious materials for facilities of all sizes.

**Shred-it® Secure Information Destruction:** we have an integrated suite of services designed to protect our customers' information including paper shredding and media and hard drive destruction, as well as specialty shredding such as x-ray and film destruction.

**Pharmaceutical and Controlled Substance Waste Disposal:** our comprehensive pharmaceutical services include waste characterization, staff training, safe disposal, and ongoing support for customers to help ensure safety and regulatory compliance.

**Airport and Seaport Waste Management:** we provide airports and seaports with an array of solutions to manage regulated waste and compliance requirements while protecting stakeholders in the community.

We protect health and well-being in a safe, responsible, and sustainable way.

**Integrated Waste Stream Solutions:** this integrated approach to waste management can help organisations achieve their sustainability, compliance, and cost containment goals. Our experts partner with customers to incorporate a holistic approach across various waste streams that could include municipal, medical, pharmaceutical, and hazardous waste.

**Medication and Sharps Mail Back Solutions:** in the U.S., we offer a variety of mail back solutions for household-generated medications and sharps waste. These solutions protect homes, workplaces, communities, and the environment from the damaging impacts of the opioid crisis, infectious disease, and contamination of waterways and drinking water systems.

**Hazardous Waste Disposal:** we offer specialised hazardous waste disposal solutions for materials such as flammable liquids, xylene, formalin, aerosols, and universal waste. Within this service, we often leverage third parties to ensure proper waste disposal.

**Dosimetry Services:** in certain countries, we provide personal and individual dosimetry services. These services make it possible to estimate the effective dose of ionizing radiation received during the performance of activities by professionals who are or may be subject to exposure.

**Pet Cremation Services:** in certain countries, we work in partnership with veterinary practices to provide pet owners with a locally delivered pet cremation service.

**Reclamation and Recovery Services:** in certain countries, we offer product reclamation and medical device recovery services.

**OSHA & HIPAA Compliance Consulting:** we partner with customers to help understand compliance requirements and develop customised trainings.



# Regulated Medical Waste Management Sustainability Highlights

We deliver essential services that help protect the public from potentially infectious wastes and assist the healthcare industry in making progress towards its sustainability and climate goals. Our core services include treating medical waste prior to disposal. We recognise that sustainability is a continuous pursuit. No matter how much we achieve, there is always more that can be done tomorrow. Our challenge and our responsibility every day is to make a difference by protecting what matters. Some of our sustainability highlights include:



Our **Bio Systems sharps management containers** are disinfected and subject to a quality control process prior to being returned to customers. In the U.K., every reusable container from Stericycle can be washed and reused up to **600 times**.

For more than 20 years, we have supported the U.K. National Health Service's (NHS) waste management needs and ambitions to reach net zero, including reducing its reliance on single-use plastics. Between January 2022 and June 2023, Stericycle customers across the U.K. helped to divert approximately 570,000 sharps containers equating to approximately **952,000 kilograms of plastic** from incineration by using **Bio Systems reusable sharps containers** as compared to single-use containers.

Our **MedDrop™ Medication Collection Kiosks** and **Seal&Send™ Medication Mail Back Envelopes** in the U.S. help protect communities and the environment by offering a way to remove unneeded medications from the home so that they can be incinerated prior to disposal. In 2022, Stericycle treated 17 million kilograms of pharmaceutical waste globally, helping to ensure that active pharmaceutical ingredients do not end up in waterways.



Our **SafeShield™ Medical Waste Container** was named the 2022 Product of the Year by the Business Intelligence Group (BIG). These are high-quality containers specifically designed for the storage and transport of regulated medical waste. The reusable waste containers are made with **15% recycled content** and exclusively equipped with Cupron®, a copper-based antimicrobial additive that provides an additional level of protection to help combat the growth of microorganisms on the containers.



In August of 2023, we launched the re-engineered one-gallon **SafeDrop™ Sharps Mail Back** and one-gallon **CsRx® Controlled Substance Wastage** containers in the U.S. Compared to Stericycle's previous containers, this new line provides customers with a contemporary design and improved ease of use. The containers also use **40% less plastic** compared to Stericycle's prior containers, helping to reduce CO<sub>2</sub> emissions associated with the manufacturing process.



# Shred-it® Secure Information Destruction Service Supports a Circular Paper Economy

*We are proud to provide a valuable source of paper for recycling into high demand products while also purchasing products made from recycled content. This solution is in alignment with the United Nations Sustainable Development Goal of Responsible Consumption and Production.*

## Document Collection Consoles



The material used to manufacture our sturdy and secure Shred-it® document collection consoles features 100% recovered and recycled fibers. The sawdust generated through the console

manufacturing process is recycled to make wood flour for absorbents, adhesives, resins, and fuel pellets while larger wood shavings are recycled and incorporated into animal bedding and mulch.

Documents are securely collected from customer locations.



Collected documents are securely destroyed on-site or off-site at a Shred-it® facility.

In 2022, we  
**SHREDDED AND RECYCLED  
454 MILLION KILOGRAMS  
OF PAPER<sup>1</sup>** —  
helping to safeguard our customers' confidential information.

That is equivalent to the amount of paper that could:

Be harvested from 8.5 million trees.<sup>2</sup>

Fill 1.1 million cubic meters of landfill space.<sup>3</sup>

Estimated savings when comparing manufacturer created products with recycled paper rather than virgin pulp:

2 billion kilowatts of energy saved.<sup>2</sup>

13.2 billion liters of water saved.<sup>3</sup>



The collected paper is sent for recycling. Shredded paper is transported to a paper mill for recycling. Pulp is made as the fibers of the shredded paper are separated. The pulp is put through a screening process that filters out impurities and prepares it for the removal of printing ink.

The newly recycled pulp is mixed with fresh pulp to manufacture products such as paper, napkins, paper towels, and toilet paper.



Source:

1. Stericycle global data, 2022.

2. U.S. EPA (2016), <https://archive.epa.gov/epawaste/conserve/smm/wastewise/web/html/factoid.html>, accessed 3/30/23.

3. U.S. EPA (2016) <https://archive.epa.gov/wastes/conserve/materials/paper/web/html/index-2.html>, accessed 3/30/2023.



# ENVIRONMENTAL HIGHLIGHTS

We deliver essential services that help our customers make progress towards their sustainability and climate goals. Our services include diverting medical waste from landfills and alternative use opportunities that lead to greater security and wellbeing around the world.





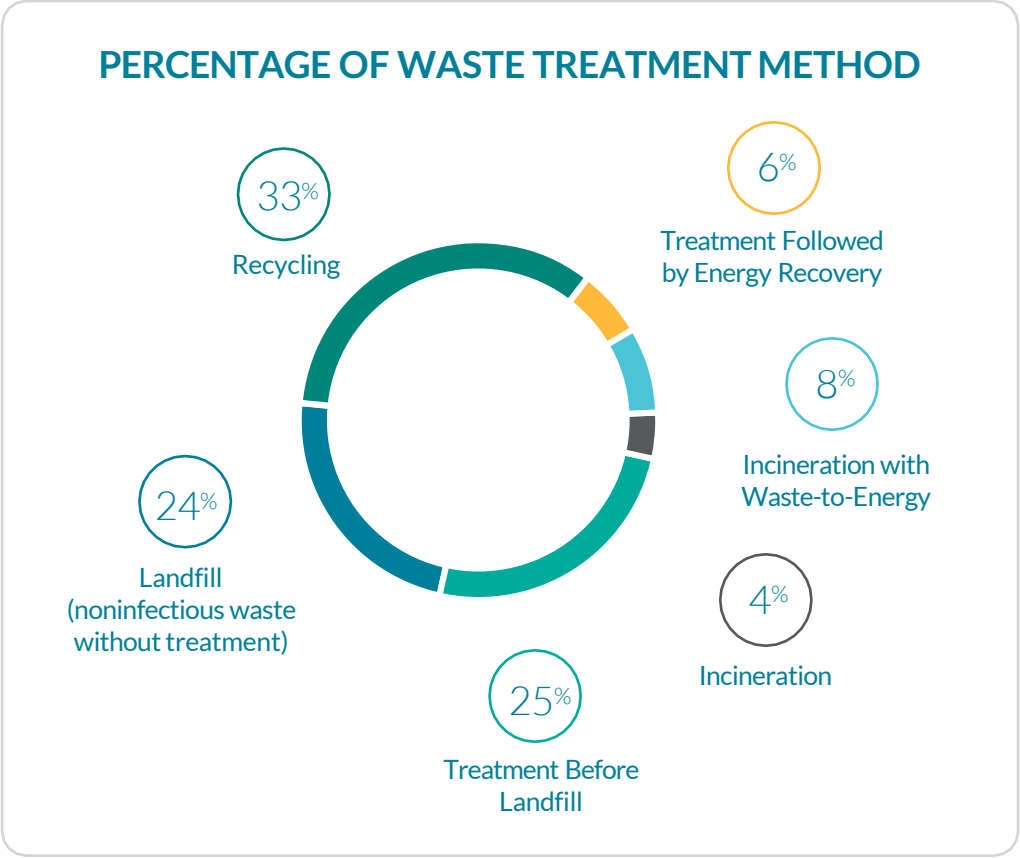
# Sources and Treatment Methods of Waste

Regulated wastes must be treated appropriately, not only due to regulatory requirements but to protect people and the environment. Required and recommended waste treatment methods vary by waste type. We help our customers identify applicable requirements and appropriate waste management options. Some of the ways we help our customers make progress in their sustainability and climate goal initiatives is through compliant waste diversion from incineration where possible as well as diverting recyclable materials like paper and certain plastics from landfills. This is in alignment with the United Nations Sustainable Development Goal of Climate Action. Please see below for an overview of our sources and treatment methods for the waste streams from our operations.

## SOURCES OF WASTE MANAGED



## PERCENTAGE OF WASTE TREATMENT METHOD



# Energy From Waste (EFW) Initiatives

Stericycle strives to use alternative, non-incineration methods for treating medical waste, hazardous, and maritime waste. However, incineration remains a regulatory requirement in certain geographies for certain types of waste streams that we manage. In several of our incinerator locations across the globe, we leverage various types of EFW efforts as part of our operations. The EFW process captures the heat generated by combustion that can heat water, generate steam, or make electricity via a steam-powered turbine.

Of the waste treated  
by incineration globally,

~64%

is disposed of via a  
EFW process.



Stericycle currently operates EFW incinerators globally and uses third-party EFW partners. In the EFW plants operated by Stericycle, we can either reduce our energy requirements or provide energy to nearby businesses. Of the incinerated waste that Stericycle managed in 2022, more than 39% in the United States and approximately 64% globally was disposed of via a EFW process.

In the U.K., several of Stericycle's incinerators are co-located with hospitals and provide steam to be used for facility or water heating, steam sterilisation, and laundry services. In 2022, these facilities combined exported approximately 144,678 metric tons of steam. At a number of our U.K. alternative treatment plants, after medical waste has gone through the alternative treatment process, it is sent to cement producers and used as an alternative fuel for cement kilns.



# Environmental Compliance

Stericycle is committed to maintaining environmental management systems within our operations. This commitment includes continuously evolving our environmental and regulatory compliance programs. Some highlights of our programs include:

## REFRESHING WASTE ACCEPTANCE POLICIES

In 2023, we completed our periodic update of our U.S. Waste Acceptance Policies, which identify acceptable wastes permitted to be discarded in Stericycle's program. These policies help ensure appropriate management of wastes in line with regulation, industry guidelines, permitting, and other requirements. When developing the policies, our team incorporated regulatory requirements, safety measures, and operational considerations as well as best practices for our customers to follow.



## PARTNERING WITH CUSTOMERS

Our U.S. Regulatory Affairs team helps customers understand applicable requirements. In addition to providing an interface with industry experts via the [Ask-Regulatory@stericycle.com](mailto:Ask-Regulatory@stericycle.com) inbox, customers have access to webinars, blogs, and other resources developed by our team on [stericycle.com](https://stericycle.com). These resources contain industry specific content designed to support compliance, improve waste segregation practices, and implement strategies to minimize environmental impact and other business needs.



## Waste Wizard Wednesday Series

Stericycle leaders sharing insights and best practices about our programs, waste streams, and the industry.

## SUPPORTING THE STERICYCLE COMMUNITY

In addition to helping customers navigate complex requirements, our U.S. Regulatory Affairs team is dedicated to providing educational resources to our team members. Starting in 2023, the team began facilitating a weekly educational series on business-relevant topics for Stericycle team members. The Waste Wizard Wednesday series includes Stericycle leaders sharing insights about requirements and best practices around our programs, waste streams, and industry requirements. The series is designed to help our team members provide guidance and additional resources for our customers to support compliant and sustainable waste programs. Our Regulatory Affairs team also provides frequent foundational training sessions on the waste streams we manage and hosts weekly office hours for team members to ask questions about regulatory and technical waste-specific requirements.

## COMPLYING WITH PERMITS
















Our Permit Compliance team oversees the management of over 1,300 permits for our global facilities. These permits and requirements are tracked through the environmental management system known as Safety Environmental Management System (SEMS). SEMS provides alerts for due dates, houses all permits, and is a source of information regarding regulatory inspections and findings.





# Environmental Compliance Certifications

As part of Stericycle's environmental compliance program, we have implemented a comprehensive collection of policies, procedures, and controls to manage our compliance. In certain international markets in which we operate, as required by regulation, Stericycle is also certified as operating in accordance with the requirements of various internationally recognized management standards, including ISO 9001 (the Quality Management Standard), ISO 14001 (the Environmental Management Standard), ISO 45001 (the Occupational Health and Safety Management Standard), and ISO 17025 (the Testing and Calibration Laboratories Standard).

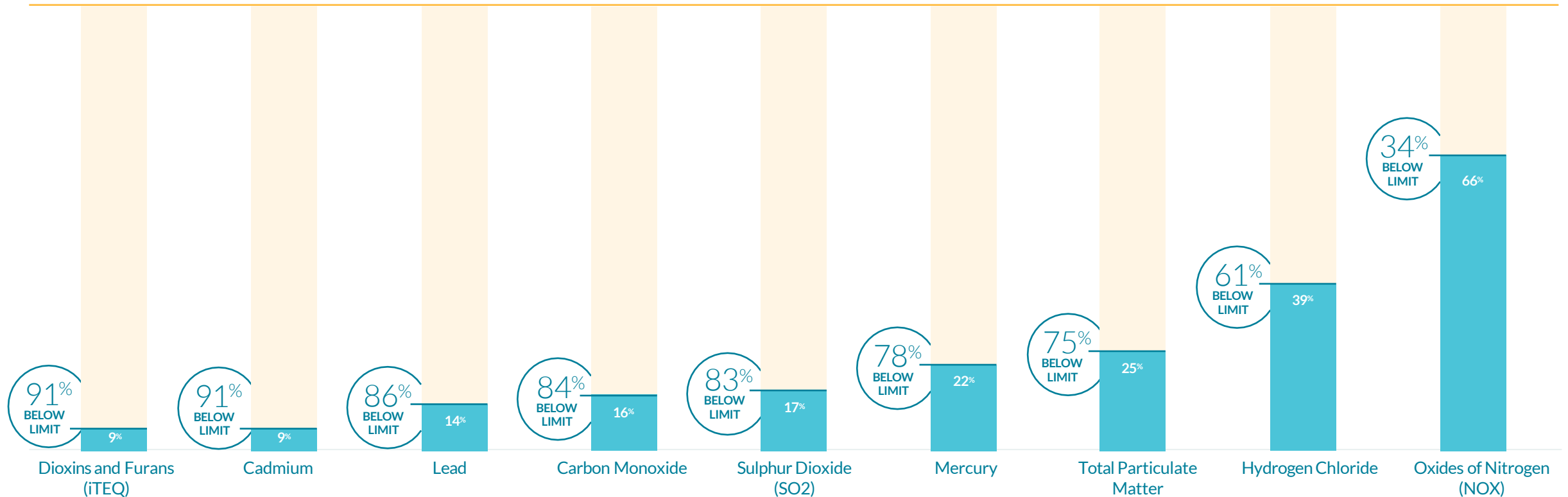
	U.K. 	Ireland 	Spain 	Portugal 	Germany 
ISO 9001 QUALITY MANAGEMENT SYSTEMS					
ISO 14001 ENVIRONMENTAL MANAGEMENT SYSTEMS					N/A
ISO 45001 OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEMS	N/A	N/A			N/A
ECO-MANAGEMENT AND AUDIT SCHEME (EMAS)	N/A	N/A		N/A	N/A
ISO 17025 TESTING AND CALIBRATION LABORATORIES	N/A	N/A			N/A
UNE ES 15713 CONFIDENTIAL MATERIAL SECURE DESTRUCTION	N/A	N/A		N/A	N/A
DIN 66399 DOCUMENT AND DATA CARRIER DESTRUCTION	N/A	N/A	N/A	N/A	



# Incinerator Emissions Compliance

Laws and best practices for managing medical waste vary around the world. Incineration remains a necessary requirement for some waste streams. Hospital, medical, and infectious waste incinerators (or clinical waste incinerators) are subject to more stringent emissions standards than hazardous waste incinerators and are less impactful to the surrounding environment because they are smaller in both size and annual throughput. In 2022, we utilised 25 global medical waste incineration facilities with nine of them servicing North America. Stericycle operates its incinerators well below allowable emissions limits. In the chart below, we have outlined the emission percentages below regulatory limits in which we operate.

## 2022 STERICYCLE GLOBAL EMISSIONS 100% EMISSIONS LIMIT



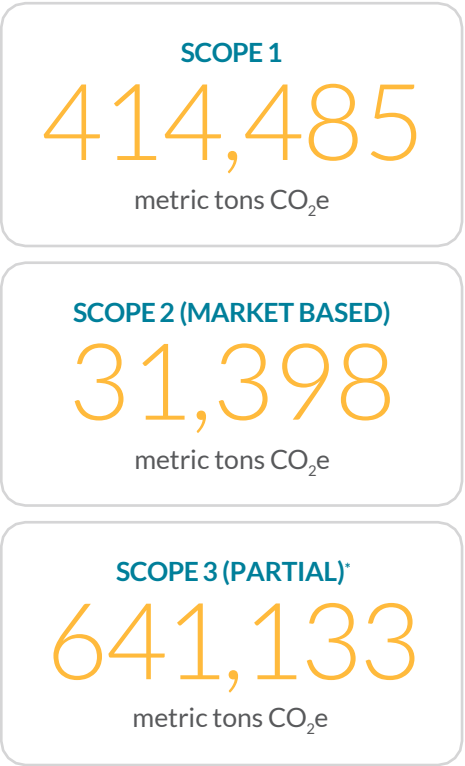
Based on the most recent stack tests at all incinerator facilities with the exception of Brazil and Korea.



# 2022 Greenhouse Gas Emissions

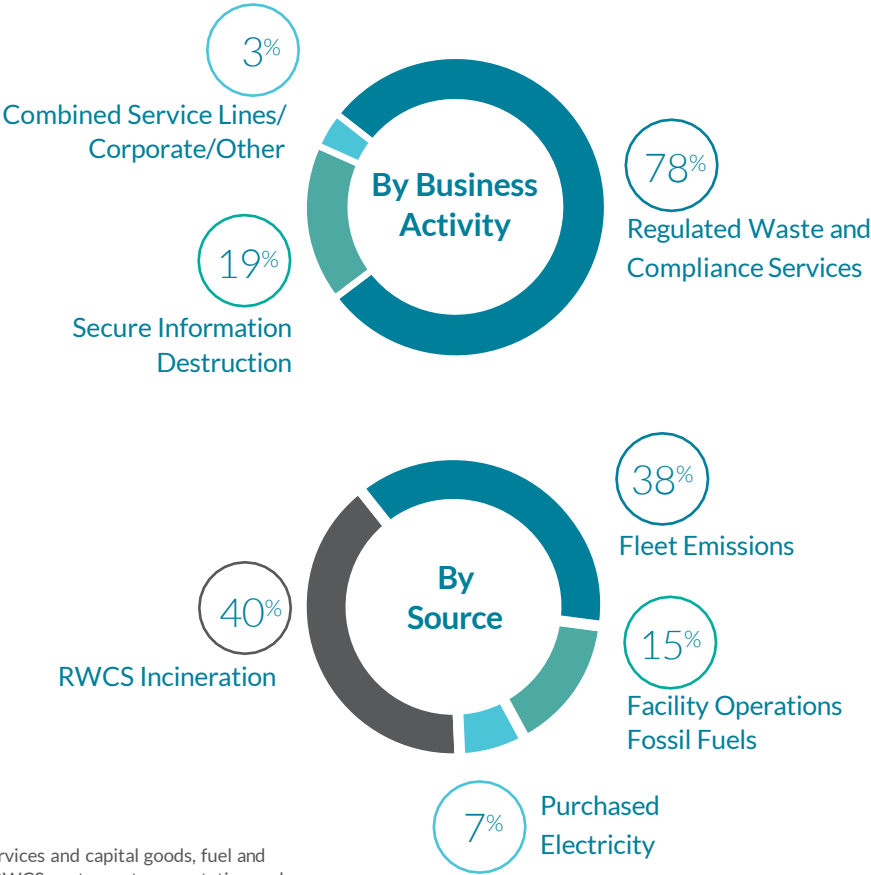
To understand Stericycle's climate change impact, we actively track our greenhouse gas (GHG) emissions and consumption of natural resources.

## STERICYCLE'S 2022 GREENHOUSE GAS EMISSIONS:



\*Scope 3 includes North America and U.K. purchased goods and services and capital goods, fuel and energy-related activities not included in Scope 1 or Scope 2, U.S. RWCS upstream transportation and distribution, waste generated from operations, North America and U.K. business travel, U.S. RWCS and U.K. downstream transportation and distribution and processing of sold products.

## SCOPE 1 AND SCOPE 2 EMISSIONS



## SCOPE 1 AND SCOPE 2 EMISSIONS BY REGION



We have updated our methodology for calculating GHG emissions from waste incinerated at owned and managed facilities (Scope 1) and biogenic CO<sub>2</sub> as disclosed in our 2023 CDP submission. The updated methodology utilizes incremental site-specific stack testing for incinerators and custom emissions factors based on waste samples in comparison with the more general waste emissions factors applied last year. In addition, the percentages do not include our operations in Brazil.

# U.K. Carbon Reduction Plan

## OUR CARBON REDUCTION STRATEGIES

- 1

**PRIORITISING LESS CARBON INTENSIVE WASTE TREATMENT:** As incineration is currently our largest single source of direct Scope 1 emissions, we see an opportunity to reduce the combustion of waste.
- 2

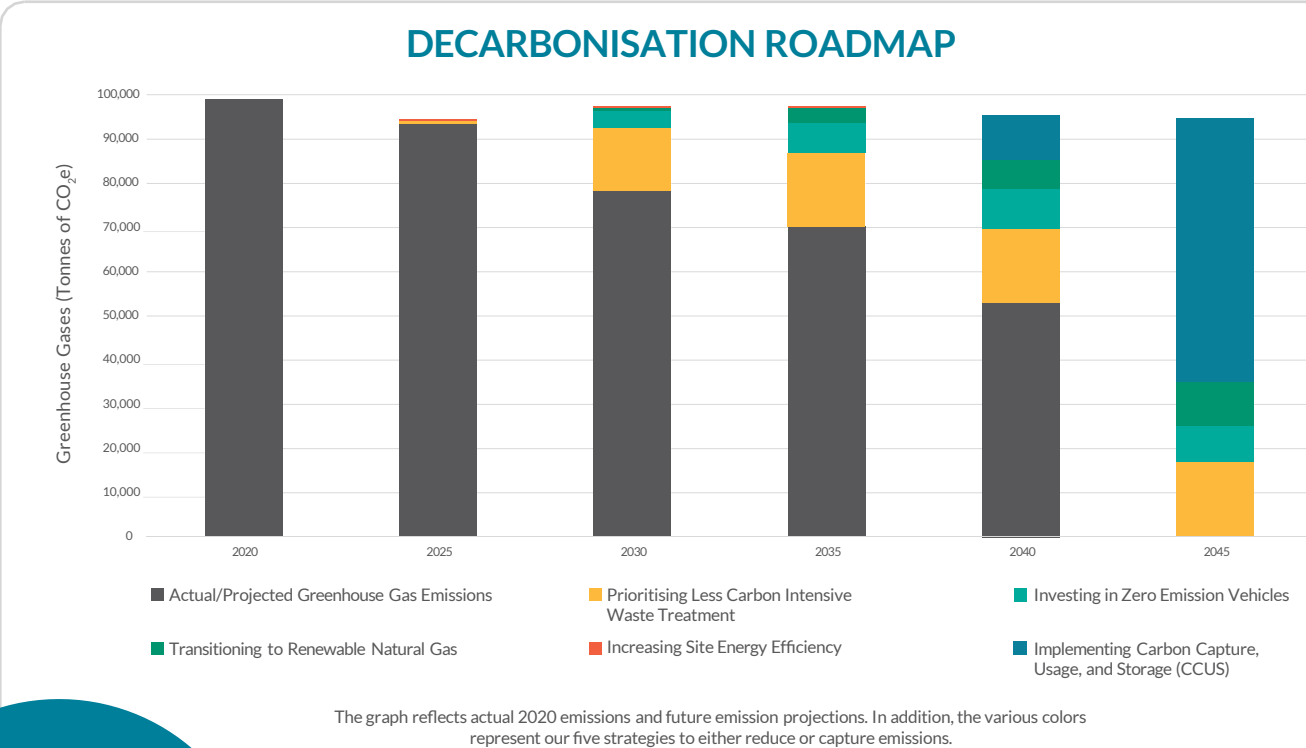
**INVESTING IN ZERO EMISSION VEHICLES:** Our current fleet runs on fossil fuels and will be replaced with a fleet that runs on renewable energy. By 2045, we expect that our fleet will no longer use fossil fuels.
- 3

**TRANSITIONING TO RENEWABLE NATURAL GAS:** We currently utilize natural gas to treat our customers' waste, but technology advancements in the U.K. are expected to provide more renewable options.
- 4

**INCREASING SITE ENERGY EFFICIENCY:** Our facilities are transitioning to LED lighting, which will help reduce energy consumption. In addition, our plant equipment will be upgraded with the latest standards as current equipment becomes obsolete.
- 5

**IMPLEMENTING CARBON CAPTURE, USAGE, AND STORAGE (CCUS):** CCUS involves capturing and storing CO<sub>2</sub> from large point sources rather than directly releasing it into the atmosphere. The momentum behind CCUS is growing as development continues, and research is suggesting that CCUS will be a viable solution in the upcoming years.

In 2023, we took our first step towards achieving net zero greenhouse gas emissions by developing a carbon reduction plan for our U.K. business. This plan will assist our customers, including the National Health Service (NHS) of the U.K., in meeting their net zero targets. We established a commitment to achieve net zero Scope 1 and 2 emissions for our U.K. business by 2045. To achieve our goal, we identified five key strategies to help reduce our carbon footprint.



Stericycle is committed to achieving net zero Scope 1 and 2 emissions for our U.K. business by 2045.

Baseline figures are subject to being updated as Stericycle enhances data collection and calculation methods. Focus areas may be revised periodically based on feasibility of available technologies and may include limited use of carbon offsets, where appropriate.



# Global Targets

Our brand promise is to protect what matters. We take this seriously and recognize the important role that data plays within our ESG journey. In alignment with our brand promise, we are proud to share our targets that will guide our journey in the future.

## ENVIRONMENTAL TARGET



2050 Net Zero  
GHG Emissions  
for **SCOPE 1** and **2**

## SOCIAL TARGET



30% improvement  
of **TOTAL RECORDABLE  
INCIDENT RATE (TRIR)**,  
**TARGETING LESS THAN 3.0** by 2035



# Fleet Highlights

Our expansive transportation network provides us with a competitive advantage in many of the markets we serve, increases the efficiency of our operations, and minimises our impact on the environment. Additionally, we have continued to focus on route density and optimised routing at both the individual truck and geographic market level. We expect that the North American enterprise resource planning (ERP) implementation will provide greater visibility, which will continue to enable additional routing and operational efficiencies. We continue to reduce our environmental impact through fleet upgrades and idle time reduction initiatives.



In North America over the first half of 2023,

**WE DROVE 3.7  
MILLION FEWER  
KILOMETERS**

than the same time period in 2022. This resulted in a reduction of 3,000 metric tons of carbon dioxide equivalent emissions.

We are excited to begin adding  
**electric vehicles**  
to our **INTERNATIONAL FLEET** at  
**THE END OF 2023.**





# Facility Highlights

Our goal is to optimise our facilities with a strategic and standardised operating model. We analyse processing capabilities, plant and transportation equipment needs, team member requirements, and potential customer implications and benefits. Over the past two years, we opened four new greenfield autoclave facilities (U.S., Ireland and U.K.) and completed over 20 upgrade projects, including improvements to autoclaves, shredders, washers and enhanced conveyance, and sharps container processing. In 2022, we upgraded to LED lighting at 20 locations to save an estimated 230 metric tons of CO<sub>2</sub>e annually. These new facilities and upgrades represent the initial steps in modernising our global facility network, which we plan to expand in future periods. Some of our other facility highlights include:



## STOCKTON, CALIFORNIA, U.S.

We successfully executed a strategic transportation and long-haul plan at our Stockton, California, facility. In 2022, we reduced miles driven by approximately 32,000 kilometers per month when compared to 2021. We also implemented a new telescopic conveyor that reduced the labor requirements for unloading a vehicle. In addition, we installed an ergonomic tilting belt that reduced the risk of injuries from lifting heavy containers.



## WOODBIDGE, NEW JERSEY, U.S.

After launching our strategically located Woodbridge, New Jersey, facility in 2022, we estimate a reduction of 1.6 million kilometers annually as of June 2023. This will lower our fuel usage by approximately 545,000 liters resulting in 1,480 fewer metric tons of CO<sub>2</sub> from being emitted.



## OSERA, SPAIN

In the second quarter of 2023, Stericycle installed a new washing tunnel to disinfect reusable containers at our Osera, Spain, facility. Our customers in this region can reduce their landfill waste by utilizing reusable containers rather than the legacy single-use containers. Also, we anticipate reducing the need to drive approximately 113,000 kilometers annually since the containers will no longer need to be transported to other locations for processing.



## BARREIRO, PORTUGAL

In the third quarter of 2022, we replaced a 15 year old autoclave in a Regulated Waste and Compliance Services facility in Barreiro, Portugal. We expect that the updated technology will ensure reliability by reducing unplanned downtime and allow the plant to process additional capacity supporting the growing needs of our customers in Portugal. Proactive replacement of the equipment also allowed the facility to operate in a more energy efficient manner.



# New Facility in McCarran, Nevada

We are looking forward to the future opening of our state-of-the-art facility in McCarran, Nevada. Located in an industrial park, this specialised commercial hospital, medical, and infectious waste incinerator will fulfill a longstanding critical service and infrastructure need for the healthcare industry. This investment reflects our continued commitment to the environment and surrounding community through benefits that include:



**ENERGY FROM WASTE  
TECHNOLOGY**



**ZERO INDUSTRIAL  
WASTEWATER  
DISCHARGE**



**ADVANCED AIR  
EMISSIONS  
CONTROLS**  
and redundancies in  
critical systems



**RECLAIMED WATER  
with on-site TREATMENT**



● **McCARRAN, NEVADA**



## NATIONAL PARK FOUNDATION

In November of 2021, Stericycle announced a \$1 million, five-year partnership with the National Park Foundation, the official nonprofit partner of the National Park Service. Our contribution in 2022 helped wetland restoration efforts at the Timucuan Ecological and Historic Preserve in Jacksonville, Florida, as well as the Cumberland Island National Seashore in Saint Marys, Georgia. These efforts helped improve coastal resilience in both parks by implementing a nature-based solution known as a pervious oyster shell habitat. These constructed habitats will help provide an effective defense against the impacts of climate change, and the shorelines will benefit from decreased erosion, improved water quality, and restored ecosystems.

Stericycle's 2023 commitment will support wetland restoration efforts at Yosemite National Park in California's Sierra Nevada mountains and Cape Cod National Seashore in Massachusetts. The efforts in the Cape Cod National Seashore will help increase harvestable shellfish habitats and expand use of the river by migratory river herring and American eels. This will improve fishing and other recreational opportunities for park visitors while also helping to control mosquitoes within the park. The efforts at the Yosemite National Park will help restore wetlands and improve habitats for several endangered species and species of concern such as the little willow flycatcher, great gray owl, and northwestern pond turtle. In addition to increasing groundwater storage, the project will improve public access and recreation opportunities within the park.

# Environmental Partnerships



## ARBOR DAY FOUNDATION

We completed our year-long project with the Arbor Day Foundation to plant over 74,000 trees in the United States and Canada and 6,000 trees in the United Kingdom. The reforestation efforts will help restore habitat, improve air and water quality, and sequester carbon in areas damaged by human activity and natural disasters. According to estimates provided by the Arbor Day Foundation, during the first year of the partnership, we sequestered 76,548 metric tons of CO<sub>2</sub>, avoided 67,943,820 liters of water runoff, and removed 245 metric tons of air pollutants.\*

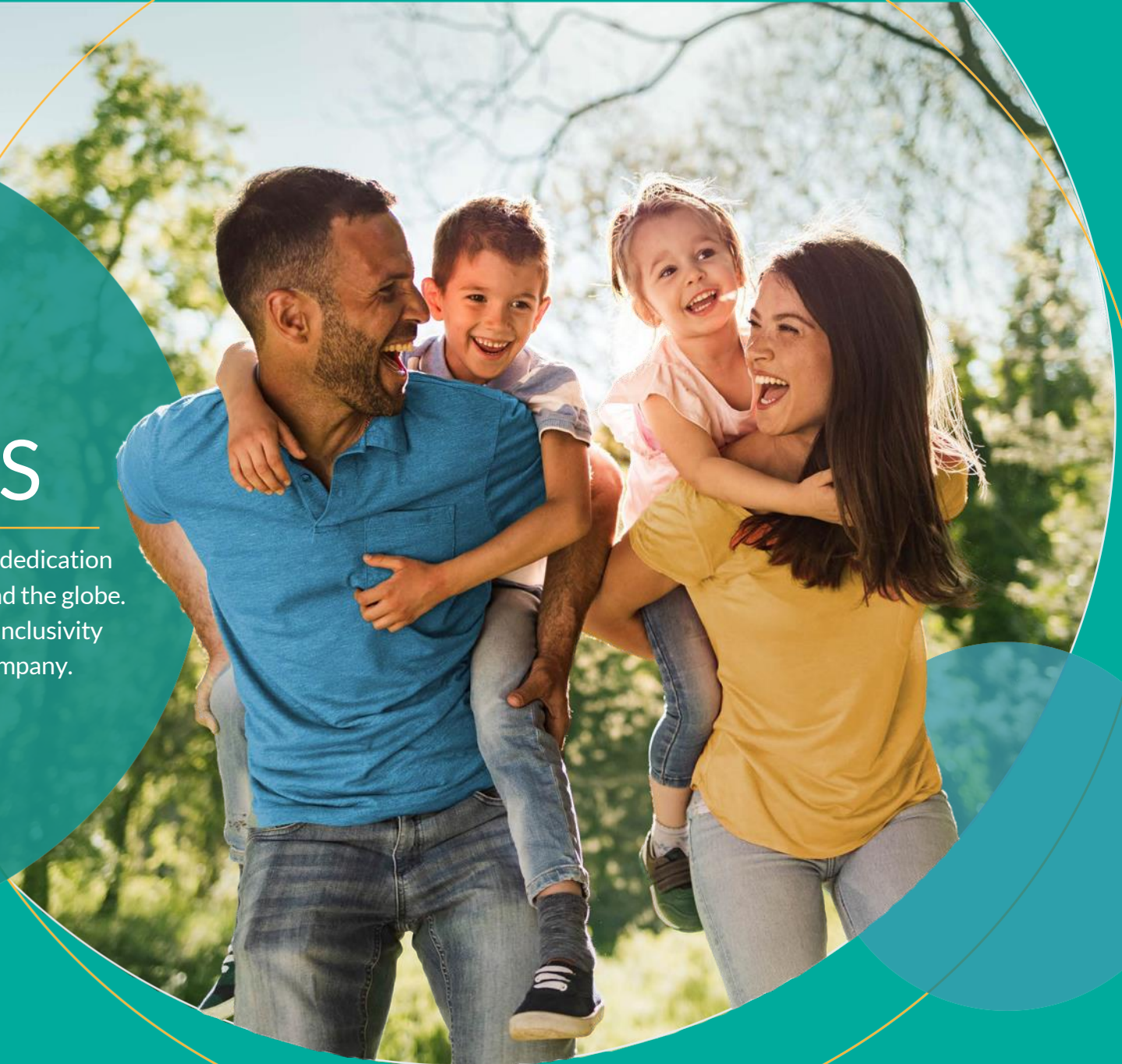
In 2023, we extended our partnership with the Arbor Day Foundation for a second consecutive year as part of our commitment to biodiversity. Over the two-year partnership, Stericycle has committed to planting over 120,000 trees. Our efforts will help restore areas badly damaged by wildfires across California and hurricanes in Florida. In Michigan's Upper Peninsula, reforestation efforts will be focused on planting trees to promote species diversity and improve native wildlife habitat. Stericycle's efforts in Kentucky and West Virginia will focus on helping the land heal from years of coal mining. Large-scale tree planting efforts will help reestablish native forestland on two different former mining sites, providing watershed protection, healthy ecosystem balance, and wildlife habitat. Lastly, in Canada, Stericycle will plant a diverse blend of tree species damaged by wildfires in the British Columbia area.

*\*Estimates calculated using iTree, a state-of-the-art, peer-reviewed software suite from the USDA Forest Service that provides urban and rural forestry analysis and benefits assessment tools.*



# SOCIAL HIGHLIGHTS

Stericycle's success is a result of the efforts and dedication of our diverse team members and partners around the globe. We are committed to driving engagement and inclusivity to bring out the best in our team and our company.





# Supporting Our Team Members

As part of our commitment to protect what matters, we cultivate an inclusive culture where our team members feel welcome, valued, and heard. In 2022, 65% of all U.S.-based new hires identified as part of a racial or ethnic minority group, and we also hired approximately 200 team members who identified as U.S. veterans. Additional highlights include:

## TEAM MEMBER ENGAGEMENT

Throughout 2022, our intranet site, The Loop, helped drive employee. This resource provides access to company news and information in multiple languages.

In May 2023, our Talent Acquisition team launched a **Facebook Careers Page** to drive engagement with our team members and reach a diverse audience of potential new hires.

On a periodic basis, we execute a global team member engagement and feedback survey to gauge the sentiment of our team members.



## DIVERSITY, EQUITY, AND INCLUSION

In addition to prioritising the recruitment and development of team members from a diverse range of backgrounds, we conduct team member training programs and communications on workplace diversity related topics.

In April 2023, we launched unconscious bias awareness training to senior leaders across the business. We continued to execute this training for all other leadership level roles throughout 2023.

In May 2023, we launched an Equity Task Force of Stericycle leaders charged with creating positive change in diversity, equity, and inclusion.



## BENEFITS AND SUPPORT

In 2022, we continued to make charitable contributions and provide financial grants to team members through the SteriCares Hardship Fund.

On April 1, 2023, we raised the minimum wage rates to \$16/hour for non-union team members in the U.S. In Canada, non-union team members were raised to \$16.65/hour CAD.



In the U.S. we also provided free We provide free access to our safe, sustainable, and trackable Seal&Send™ medication mail back envelopes to U.S. team members. This convenient solution to dispose of medication at home helps keep prescription drugs out of the wrong hands and out of the environment.

# Our Focus on Safety

We prioritise safety every month of the year, and in June, we celebrate Global Safety Month. During the month, Stericycle leaders facilitate activities and discussions that focus on injury and accident prevention. We also ask full and part-time team members to sign the company's annual Safety Commitment Pledge. In 2023, 94% of team members signed the pledge. Additional highlights from 2022 and 2023 include:

## SAFETY TRAININGS

Vehicle safety is a top focus area for Stericycle. We provide periodic safety training to both our full and part time employees. In 2022, we expanded our new driver onboarding to include a 30 day hands-on safety onboarding and mentorship program. Additionally, to support our drivers throughout their career at Stericycle, we provided annual SWAT (Steer, Watch, Anticipate, and Take Action) training defensive driving courses and assessments. By June 2023, we had trained approximately 3,500 drivers in SWAT globally.

In 2023, we launched new front line leadership training. The four month programme focuses on three key areas: Leadership Essentials, Safety Essentials, and Fleet Essentials.

The Weekly Safety Exchange initiative continued in 2023. This initiative provides information on the predetermined safety topic of the week and asks both full time and contracted team members to share their perspectives with the goal of fostering an open dialogue.

In 2022, we **IMPROVED**  
**OUR GLOBAL TOTAL**  
**RECORDABLE INCIDENT RATE**  
**to 4.25, an 11.8%**  
**IMPROVEMENT**  
from 2021.

## SAFETY AUDITS

From January 2022 through June 2023, the Corporate EHS Audit Team led 15 Corporate Integrated Audits (CIAs) and 11 Roles & Responsibility Audits (R&Rs). The CIAs are multi-disciplinary and are a means to help ensure compliance with our policies and procedures as well as applicable laws and regulations. We utilize internal technical experts in the fields of environmental, Health, and Safety (EHS) as well as Department of Transportation and Security to help facilitate the audits. In 2022, we initiated a program for operational facilities to complete monthly Roles and Responsibilities (R&R) self-assessments of their compliance with our EHS Programs.





# Environmental Justice

In 2022, we formed a cross-functional Environmental Justice (EJ) task force aimed at better understanding the communities in which we operate, particularly those that are considered historically overburdened. We began by having a leading independent law firm conduct a Civil Rights Audit that assessed Stericycle's U.S. operations, including our policies and procedures. We also reviewed best practices across industries to identify areas of the business where environmental justice principles can and should be adopted or integrated.

In conducting the audit, we learned of the need to lay the groundwork for EJ to be successfully integrated and adopted into our practices. We developed and revised policies and processes, built new tracking and data management tools, and established communications with cross functional teams. For example, EJ was integrated into our Siting and Zoning process to inform and guide our business decisions if an area we may be seeking to rebuild or expand is located in an overburdened community. We also created a new EJ data gathering procedure that details how data about our operations in overburdened communities is collected using the U.S. EPA EJ Screen as well as expectations for data auditing and reporting.

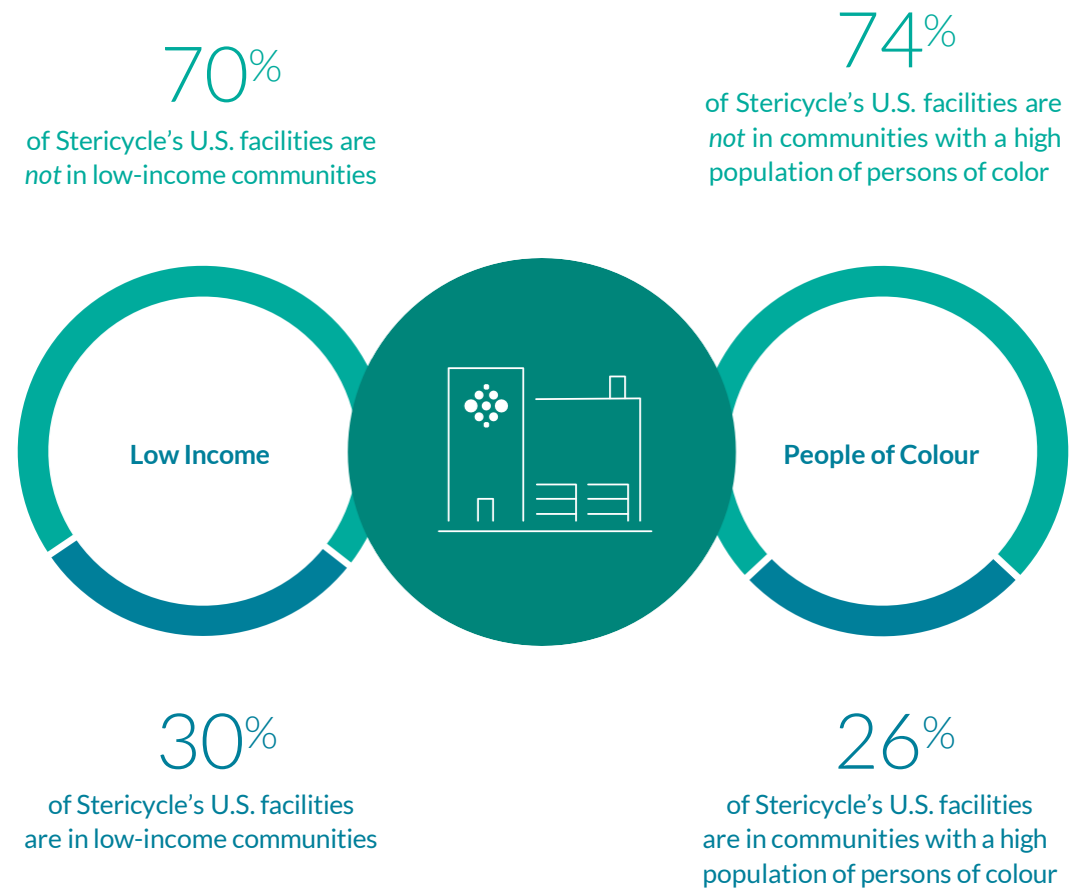
Additionally, we established our new Environmental Justice Policy for U.S. operations, which defines our commitment to engage with communities where we operate and to consider and reduce the environmental impacts that our operations may have on overburdened communities. While there is still more work to be done, these first steps have better prepared us to fairly and meaningfully engage the communities we serve.

\* Demographic information was extracted from U.S. EPA EJScreen, which uses the Census Bureau's American Community Survey 2017-2021 5-year Summary. EJScreen defines low-income households as those with an income less than or equal to twice the federal poverty level and defines persons of color as individuals who list their racial status as a race other than white alone and/or list their ethnicity as Hispanic or Latino.

Stericycle used demographic data for residents within 1 kilometer of each facility to identify communities that exceeded the 80th percentile nationally for low-income households and for persons of color. (U.S. EPA recommends the 80th percentile as a threshold for further review.)

For more information, see "Environmental Justice Mapping and Screening Tool EJScreen Technical Documentation for Version 2.2." <https://www.epa.gov/ejscreen/technical-information-about-ejscreen>

## Stericycle Facilities in the U.S.\*





# Stakeholder Engagement

We provide consistent dialogue with our stakeholders through a wide range of channels. These ongoing interactions provide insight on evolving trends and expectations, which in turn enables the company to better meet the needs of our various stakeholders.

## TEAM MEMBERS



- Quarterly town hall meetings with senior leaders, managers, and supervisors
- Routine team meetings across the company
- Mid-year and end-of-year performance discussions
- Employee resource groups and task forces
- Formal employee engagement and feedback survey
- Discussions with collective bargaining groups
- Career-focused social media platforms
- Anonymous hotline calls
- Weekly video updates from leadership
- Internal surveys
- The Loop, our internal intranet site

## COMMUNITY



- Direct feedback from community members via phone calls, letters, or email
- Public meetings regarding facility approvals
- Social media engagements
- Corporate philanthropy and employee volunteerism
- Community shredding events

## CUSTOMERS



- Quarterly business reviews and sustainability discussions with hospital customers or national accounts
- Online customer portals
- Ongoing customer satisfaction surveys
- Customer service calls
- Educational webinars presented to customers
- Traditional and social media monitoring
- Customer requests for proposals and routine surveys
- Annual Healthcare Workplace Safety Trend Report
- Shred-it's® annual Data Protection Report

## SUPPLIERS



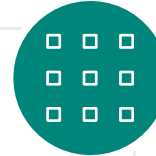
- Quarterly joint business plan meetings with select suppliers
- Requests for proposals
- New product/technology trial programs
- Supplier diversity program

## GOVERNMENTAL AND REGULATORY AGENCIES



- Government stakeholder engagement in connection with rule makings or policy changes
- Facility inspections and site visits
- Permit application and renewal processes
- Advocacy and educational outreach to regulators

## INDUSTRY



- Membership in trade organisations
- Formal association meetings and/or educational events
- Topic-specific panel discussions
- Hosted webinars that discuss various healthcare compliance and information security topics

## INVESTORS



- Annual shareholder meetings
- Quarterly calls with investors
- Quarterly earnings calls with analysts
- Investor conferences and non-deal road shows
- Formal governance and proxy outreach
- Investor-focused ESG rating services
- Annual Report



# Social Partnerships

In 2022, we expanded our strategic partnerships with diverse community stakeholders to ensure our people thrive. It is our expectation that our partners comply with our policy on human rights. These partnerships include:



## AMERICAN CORPORATE PARTNERS (ACP):

Stericycle has teamed up with American Corporate Partners (ACP), a nonprofit organisation to support returning veterans and active-duty spouses as they navigate their way to new career opportunities. Our approach emphasizes personalised mentoring, networking, and comprehensive online career assistance. We have 18 mentors assigned to protégés.



## EQUALITY ILLINOIS:

This four-year partnership demonstrates a shared commitment to fostering an inclusive workplace and society. By collaborating, we strive to create a more equitable environment for LGBTQ+ individuals, promoting diversity, acceptance, and understanding. This partnership not only enhances Stericycle's diversity initiatives but also contributes to the advancement of LGBTQ+ rights and representation within and beyond the workplace.



## HIRING OUR HEROES:

Hiring Our Heroes is a skill bridge program, funded by the U.S. Chamber of Commerce, to support service members transitioning within their last 180 days of service obligations. The Hiring Our Heroes fellowship program helps with the transition from uniformed service to civilian employment. This partnership with a veteran-focused organization also provides access to a pool of skilled and disciplined workers, which benefits Stericycle in identifying employees with specific skill sets and backgrounds.



## HISPANIC ALLIANCE FOR CAREER ENHANCEMENT (HACE):

Stericycle's partnership with HACE promotes professional growth and diversity. This alliance provides Hispanic professionals with unique opportunities for skill development, mentorship, and networking. By fostering these connections, the partnership contributes to a more inclusive workforce and strengthens Stericycle's talent pipeline.



## WOMEN IN TRUCKING:

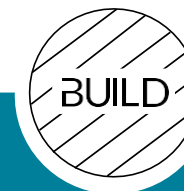
Stericycle and Women in Trucking have joined forces in a strategic partnership aimed at enhancing diversity and sustainability within the transportation sector. Together, we are promoting gender equality, driving positive change, and fostering inclusivity in the industry. In 2023, we were named one of the top employers of choice for women in the trucking industry for the third year in a row..

# Employee Resource Groups

Stericycle's employee resource groups (ERGs) are active networks that create safe, supportive spaces for members and their allies to build connections, learn from each other, and strengthen our diverse and inclusive culture. Our ERGs work to accelerate diversity, equity, and inclusion (DEI) at Stericycle through leadership and initiatives centered around recruitment, representation, advancement, and retention of historically marginalized groups. Our commitment to DEI is key to building extraordinary teams, and we are guided by our core value of We Embrace Diversity and Inclusion. This work helps us in our efforts to align with the United Nations Sustainable Development Goals of Gender Equality and Reduced Inequalities. We currently have seven ERGs, which support and celebrate our team members who are Black, Veterans, Latinx, LGBTQ+, young professionals, women, and people with disabilities and their caretakers.



## BLACKS UNIFY FOR INCLUSION LEADERSHIP AND DIVERSITY (BUILD):



BUILD aims to create a positive and inclusive environment for Black employees by striving to promote training, leadership, and mentorship while maintaining Stericycle's core values. For U.S. Black History Month 2023, BUILD hosted a variety of virtual and in-person events to honor the vital contributions and achievements of Black Americans in U.S. history. Additionally in 2023, the ERG hosted Stericycle's first Juneteenth events, which included a guest speaker, a celebratory BBQ, and participation in a company-wide 5K.

## VETERANS:



Our Veterans ERG is dedicated to recognizing, appreciating, and supporting Stericycle's veterans, military members, their families, and the communities in which they live and work. Since its formation, the ERG has developed committees focusing on mentorship, career opportunities, networking events, and recruitment. In 2022, Stericycle hired approximately 200 veterans after participating in a variety of military and veteran-focused hiring events.

## LATINX EMPOWERMENT WITH ALLIED LEADERSHIP (LEAL):



LEAL's focus is fostering a supportive and respectful environment for Stericycle's Latino/a/x/e community. During U.S. Hispanic Heritage Month 2022, LEAL held a series of workshops and events to raise awareness of the ERG and recruit new members. Activities included welcoming frontline workers with traditional Mexican baked goods and hosting a career panel named "La Escalera Profesional" (the professional ladder) with five executive leaders.



# Employee Resource Groups Continued

## FREEDOM OF INDIVIDUAL EXPRESSION, RESPECTING COLLEAGUES AND EQUITY (FIERCE):



FIERCE works to create a community of openly LGBTQ+ identified team members and allies, provide resources for team members and leadership, and create and drive an intersectional LGBTQ+ inclusive culture at Stericycle. During U.S. Pride Month 2023, FIERCE grew its membership by 17% after coordinating inclusive, in-person events for team members in North America and the U.K. In addition, the ERG hosted an internal webinar to discuss LGBTQ+ career development and a benefits review for LGBTQ+ team members in partnership with our Human Resources team.

## WOMEN'S RESOURCE FOR IMPACT, SUCCESS, AND EMPOWERMENT (WRISE):



WRISE's vision is to empower team members to WRISE to their highest potential through connection, community engagement, and mentorship. In 2023, WRISE hosted the third annual International Women's Month celebration. The 2023 theme was Embracing Equity, and sessions provided a range of learning and professional development opportunities as well as chances to connect with Stericycle leaders at all levels. In addition to International Women's Month, WRISE has engagement and development sessions that take place throughout the year. These sessions can include mentorship programs, networking, education, team building, and cross collaboration events with other ERGs.

## SEEDS – YOUNG PROFESSIONALS:



SEEDS is committed to helping future leaders grow their careers at Stericycle through educational activities, leadership opportunities, mentorship, and networking. In July of 2023, the group hosted its annual P.L.A.N.T.S. (Promoting Leadership, Advancement, and New Talent at Stericycle) career development workshop at Stericycle's headquarters in Bannockburn, Illinois. This three-day workshop, which was in-person and streamed, provided team members with career development events and opportunities including networking events, a discussion led panel of SVPs, and the career journey of President and CEO, Cindy J. Miller.

## STERICYCLE TALENT AND ABILITY RESOURCE GROUP (STAR):



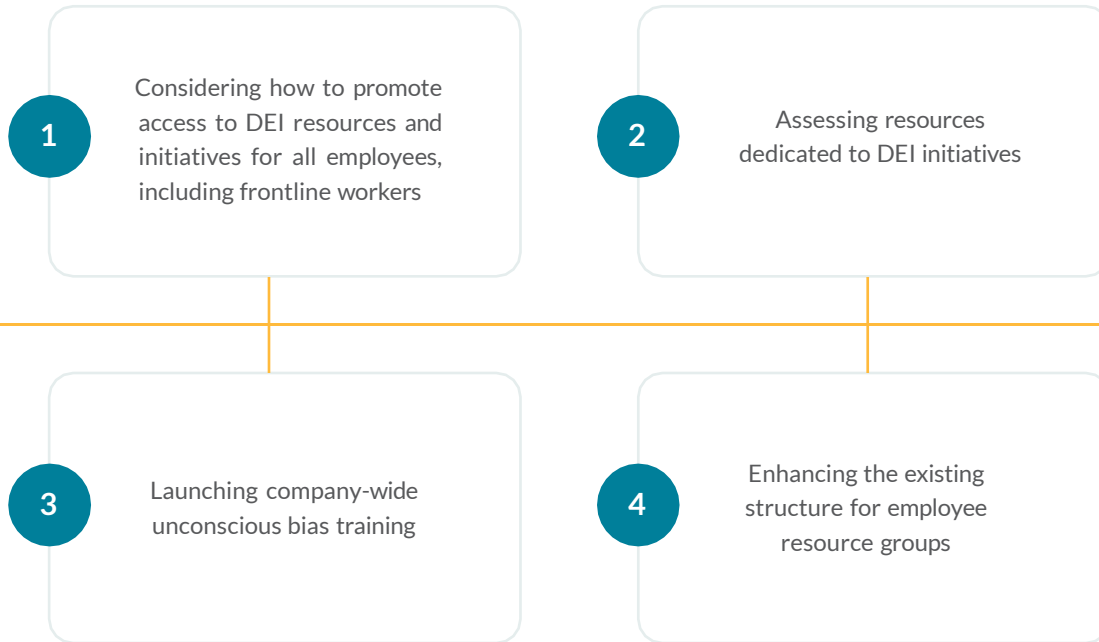
Stericycle's newest ERG, STAR, launched in February of 2023. The mission of STAR is to recruit, develop, promote, and foster the abilities of Stericycle team members in an inclusive environment. STAR supports those with and those affected by disabilities, both visible and invisible, helping raise awareness and creating global opportunity. The ERG aims to improve inclusive hiring efforts, create a safe and empathetic space where individuals with disabilities and their allies can openly discuss issues facing them, and reduce unconscious bias towards individuals with disabilities.



# Equity Task Force

In May 2023, Stericycle launched an Equity Task Force to affirm a culture of fairness and inclusiveness. The formation of this group is an important step in our commitment to diversity, equity, and inclusion (DEI) and our Core Value, We Embrace Diversity and Inclusion. This team is comprised of cross functional leaders around the globe who are responsible to provide recommendations that will foster an inclusive culture to drive sustainable diversity at Stericycle.

## SOME OF THE CORE PRIORITIES OF THE EQUITY TASK FORCE INCLUDE:



To accomplish these priorities, the task force has been divided into four subcommittees. These include:

### TALENT ACQUISITION:

This subcommittee is examining the talent pipeline from start to finish to seek out successes and areas of opportunity in identifying and recruiting diverse candidates.

### RETENTION:

This subcommittee is examining retention of affinity groups at each level and job type to provide a snapshot of success and areas of opportunity.

### CAREER ADVANCEMENT:

This subcommittee is examining advancement rates of team members with historically under-represented identities at each level and job type, including senior positions, to provide a snapshot of successes and areas of opportunity.

### REPRESENTATION:

This subcommittee is examining current corporate communications, media, and access to information to ensure proper representation and voice for historically under-represented groups.





# The Green Team and Earth Month

As part of Stericycle's commitment to protect what matters, we launched an internal Green Team in 2023, whose mission is to enhance team member awareness and engagement around sustainability and to optimise our operations, customer programs, and communities where we live and work. In order to accomplish this mission, the Green Team has established the following goals:

1

**IDENTIFY INTERNAL OPPORTUNITIES TO DRIVE EFFICIENCIES AND REDUCE RESOURCE USE**

2

**ENHANCE SUSTAINABLE PARTNERSHIPS WITH OUR TEAM MEMBERS, CUSTOMERS, AND THE COMMUNITIES WE SERVE**

3

**NURTURE OUR CULTURE OF SUSTAINABILITY**

In April 2023, the Green Team hosted Earth Month at Stericycle, which included several sustainability themed events to celebrate Earth Day, Arbor Day, Drug Take Back Day, and National Park Week. Each week of Earth Month was themed to align with the release of our updated annual environmental impact statements, which highlight the positive impact of Stericycle's services during 2022. The Green Team also conducted an internal survey for team members to share their sustainability ideas and ask questions.

Some of the Earth Month initiatives included a healthcare waste compliance and sustainability framework customer webinar, internal environmental trainings and awareness programs for team members, and an employee Shred-it® event in Chicago. The Green Team also participated in a park clean up event at Philadelphia's Fairmount Park. Participants worked together to remove dead vegetation, clear walkways, and dispose of invasive weeds. The Green Team is committed to coordinating and executing additional sustainability themed events year-round to support the environment as well as community health and organisations.



# Supplier Diversity Program

We recognise that diversity and inclusion bring out the best in our company. We are committed to bringing together team members and suppliers with a wide range of backgrounds, perspectives, and experiences. In 2022, we increased our diverse supplier base in the U.S. by over 30% when compared to 2021.

 **MINORITY-OWNED**  
BUSINESSES (MBE)

 **WOMEN-OWNED**  
BUSINESSES (WBE)

 **SMALL BUSINESS**  
ENTERPRISES (SBE)

 **SERVICE-DISABLED**  
**VETERAN-OWNED**  
BUSINESSES (SDVOB)

 **VETERAN-OWNED**  
SMALL BUSINESSES  
(VOSB)

 **LESBIAN, GAY, BISEXUAL,**  
**TRANSGENDER, AND**  
**QUEER-OWNED**  
BUSINESSES (LGBTQ)

In 2022,  
we **INCREASED** our  
**DIVERSE SUPPLIER**  
**BASE** in the U.S.  
by over **30%**  
when compared to 2021.





# GOVERNANCE HIGHLIGHTS

As a market leader in regulated clinical waste and through Shred-it, our secure information destruction service, Stericycle is at the forefront of advancing its governance structure.



# Governance and Ethics

As a trusted provider of business-to-business services in highly regulated areas, maintaining the highest levels of governance, integrity and corporate ethics are integral to Stericycle's culture. Our global ESG Steering Committee, a cross-functional group of global leaders, collaborate to ensure effective alignment, accountability, and execution of ESG strategic initiatives. As of June 2023, 98% of global team members completed training on our Code of Conduct. We are proud of the growth and impact that our internal global Ethics Champions network has had over the year. These team members provide critical local and diverse perspectives when identifying and mitigating areas of compliance risk. Some other highlights include:

## BOARD OF DIRECTOR HIGHLIGHTS

60% GENDER, ETHNIC, OR RACIAL MINORITY REPRESENTATION

As of June 2023, the average tenure of our Board of Directors is

4.7 YEARS

INDEPENDENT DIRECTORS

90%



All directors are independent with the exception of the President and CEO.

## RECOGNITIONS AND AWARDS



2022

50/50 WOMEN ON BOARDS™

Stericycle was recognized for having three or more women on our corporate Board of Directors.



2023

UTAH BUSINESS AND THE NATIONAL ASSOCIATION OF CORPORATE DIRECTORS (NACD)

Lynn D. Bleil from Stericycle's Board of Directors was recognized for her efforts to create lasting innovation and growth for future generations.

June 2023,  
98% of  
global team members  
COMPLETED training  
on our CODE OF  
CONDUCT



# Governance Oversight

## OUR BOARD COMMITTEES AND ESG OVERSIGHT



### NOMINATING AND GOVERNANCE COMMITTEE

- Oversight of ESG program and goals and use of ESG metrics.
- Oversight of the composition of the Board of Directors and its committees as well as the selection of the directors.



### AUDIT COMMITTEE

- Oversight of financial controls.
- Compliance with legal and regulatory requirements.
- Oversight of the Enterprise Risk Management (ERM) program.
- Maintenance of an effective professional ethics and compliance program.



### OPERATIONS, SAFETY, AND ENVIRONMENTAL COMMITTEE

- Monitoring of significant environmental strategies, environmental regulatory changes, and compliance with environmental laws and regulations.
- Oversight of programs and policies relating to reducing greenhouse gas emissions and our contribution to climate change.
- Oversight of significant policies, practices, and performance with respect to providing a safe and healthy environment for all stakeholders.



### COMPENSATION AND HUMAN CAPITAL COMMITTEE

- Oversight of policies and strategies relating to human capital management, including those for recruiting, retention, talent development, culture, compensation and benefits programs, and diversity, equity and inclusion (DEI).
- Monitoring of Stericycle's senior management compensation and succession plans.



# Updates to the Board of Directors

Our Board is currently composed of ten directors. Our directors have in common, among other qualities, a breadth of business experience, seasoned judgment, and a long-term perspective in directing and supporting our management. From their service on the boards of other public and private companies, our directors also bring to us the insights they gain from the operating policies, governance structures, and growth dynamics of these other companies. In 2023, we added Naren K. Gursahaney and Victoria L. Dolan to the Board.



**ROBERT S. MURLEY**

- Independent Chairman of the Board
- Audit Committee Member



**CINDY J. MILLER**

- President and Chief Executive Officer



**BRIAN P. ANDERSON**

- Audit Committee Chair



**LYNN D. BLEIL**

- Nominating and Governance Committee Chair
- Compensation and Human Capital Committee Member



**THOMAS F. CHEN**

- Nominating and Governance Committee Member
- Compensation and Human Capital Committee Member



**VICTORIA L. DOLAN**

- Nominating and Governance Committee Member
- Audit Committee Member



**NAREN K. GURSAHANEY**

- Audit Committee Member
- Operations, Safety, and Environmental Committee Member



**J. JOEL HACKNEY JR.**

- Nominating and Governance Committee Member
- Compensation and Human Capital Committee Member



**STEPHEN C. HOOLEY**

- Compensation and Human Capital Committee Chair
- Operations, Safety, and Environmental Committee Member



**JAMES L. WELCH**

- Audit Committee Member
- Operations, Safety, and Environmental Committee Member



# APPENDIX





# ESG Scorecard

GLOBAL ENVIRONMENTAL KPIs	2022	2021
Scope 1 GHG Emissions in metric tons CO <sub>2</sub> e	414,485	424,109
Scope 2 GHG Emissions (market-based) in metric tons CO <sub>2</sub> e	31,398	34,938
Scope 1+2 GHG Intensity in metric tons CO <sub>2</sub> e per unit USD revenue	0.00016949	0.000184053
Fleet Emission Intensity Ratio in metric kg CO <sub>2</sub> e/stop	11.60	11.64
Percent of Wastes Managed with Recycling, EFW or Alternate Use	47%	47%

- The GHG emissions exclude operations from Brazil and those that were divested in 2022. In addition, we updated our methodology for calculating GHG emissions and restated 2021 data as a result for consistency.
- GHG Intensity is the sum of Scope 1 and Scope 2 (market-based) greenhouse gas emissions divided by global revenue (Brazil excluded) as reported in the 2023 CDP Climate Change Survey.
- Fleet Emissions Intensity Ratio is based upon GHGs emitted from the fleet per stop the driver makes to service a customer along their route.
- 2021 wastes managed with recycling, EFW or alternate use is different from that presented in Stericycle's 2022 Corporate Social Responsibility Report due to enhancements in our data collection process.

SAFETY KPIs	2022	2021
Global Total Recordable Incident Rate (TRIR)	4.25	4.82
U.S. DOT Reportable Accident Rate	0.72	0.64

- TRIR is the number of workplace injuries that resulted in treatment beyond first aid (as defined by OSHA, excluding COVID-19 cases) per 100 employees. Total Recordable Incident Rate (TRIR) is calculated by multiplying the total number of recordable workplace injuries or illnesses by 200,000 and dividing by the total hours worked ((Injuries x 200,000) / Hours).
- A Department of Transportation (DOT) Recordable Accident is defined as any accident involving a commercial motor vehicle in which there was a fatality involved; there was a bodily injury in which a person received emergency medical attention away from the scene of the accident; or one or more vehicles involved in the accident had to be towed away from the scene. The accident rate is calculated by multiplying DOT Recordable Accidents by 1,000,000 and dividing by total miles driven ((DOT Accidents x 1,000,000)/miles).



# ESG Scorecard Continued

DIVERSITY KPIs	2022	2021
Women in Senior Management Globally	30%	31%
Women in Middle Management Globally	33%	32%
Racial and Ethnic Minorities Promoted in the U.S.	44%	49%

- Women in Senior Management represents the percentage of global staff members at the director level or higher who are women.
- Women in Middle Management represents the percentage of global supervisors and managers who are women.
- Racial and Ethnic Minorities Promoted in the U.S. reflects the number of minorities in the U.S. advanced as a percent of total U.S. full time employees advanced.

GOVERNANCE KPIs	2022	2021
Female Representation on the Board of Directors	30%	33%
Gender, Ethnic, or Racial Minority Representation on the Board of Directors	60%	50%





# SASB Disclosures

## SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) WASTE MANAGEMENT SECTOR GLOBAL DISCLOSURES

CODE	TOPIC	DISCLOSURE	REFERENCE
IF-WM-110a.1	Greenhouse Gas Emissions - (1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations, and (3) emissions-reporting regulations	2022 Scope 1 GHG emissions totaled approximately 414,485 metric tons CO <sub>2</sub> e.  No emissions are covered under emissions-limiting regulations.  No emissions are covered under emissions-reporting regulations.	Page 19 of Stericycle's Corporate Social Responsibility Report
IF-WM-110a.2	Greenhouse Gas Emissions - (1) Total landfill gas generated, (2) percentage flared, (3) percentage used for energy	Stericycle has no landfill operations.	
IF-WM-110a.3	Greenhouse Gas Emissions - Discussion of long-term and short-term strategy or plan to manage Scope 1 and lifecycle emissions, emissions reduction targets, and an analysis of performance against those targets	Stericycle is committed to understanding the extent and nature of its current GHG emissions, as well as the elements of a robust climate change and sustainability program. In 2023, Stericycle announced that it will achieve Net Zero GHG Emissions for Scope 1 and 2 by 2050. As part of this commitment, Stericycle will evaluate low carbon opportunities and our ability to implement these initiatives. The updates on these efforts will be disclosed in our annual CDP disclosure and Corporate Social Responsibility Reports.	Page 21 of Stericycle's Corporate Social Responsibility Report
IF-WM-110b.1	Fleet Fuel Management - (1) Fleet fuel consumed, (2) percentage natural gas, (3) percentage renewable	2022 Fuel consumed in gigajoules: 2,418,795 with 0% natural gas 1.13% renewable.	
IF-WM-110b.2	Fleet Fuel Management - Percentage of alternative fuel vehicles in fleet	Stericycle currently has no alternative fuel vehicles.	



## SASB WASTE MANAGEMENT SECTOR GLOBAL DISCLOSURES **continued**

CODE	TOPIC	DISCLOSURE	REFERENCE
IF-WM-120a.1	Air Quality - Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	<p>2022 NOx emissions from global incinerators is estimated at 297 metric tons; this measure includes N2O, which is monitored and reported for certain facilities. This estimate is based on emission rates from stack tests results primarily from prior years applied to 2022 operating parameters.</p> <p>2022 SOx emissions from global incinerators is estimated at 13 metric tons. This estimate is based on emission rates from stack tests results primarily from prior years applied to 2022 operating parameters.</p> <p>The 2022 NOx and SOx totals exclude emissions from Brazil and Korea. In other countries, Stericycle measures NO2 and SO2, which is not included here.</p> <p>Stericycle's emissions of VOCs and HAPs from incinerators are minimal and fall well below U.S. National Emission Standards for Hazardous Air Pollutants (NESHAP) Program limits.</p>	Page 18 of Stericycle's Corporate Social Responsibility Report
IF-WM-120a.2	Air Quality - Number of facilities in or near areas of dense population	Within Stericycle Regulated Waste and Compliance Services infrastructure in the United States, as of December 31, 2022, the Company operates three medical waste incinerator facilities and 11 non-incineration medical waste treatment facilities that are located within a five-kilometer radius of populations of 50,000 persons or more.	
IF-WM-120a.3	Air Quality - Number of incidents of non-compliance associated with air emissions	Stericycle received two violation notices related to air emissions events at our facilities during 2022.	



## SASB WASTE MANAGEMENT SECTOR GLOBAL DISCLOSURES **continued**

CODE	TOPIC	DISCLOSURE	REFERENCE
IF-WM-150a.1	Management of Leachate & Hazardous Waste - (1) Total Toxic Release Inventory (TRI) releases, (2) percentage released to water	The EPA's toxic release inventory program or other similar programs are not applicable to Stericycle's operations.	
IF-WM-150a.2	Management of Leachate & Hazardous Waste - Number of corrective actions implemented for landfill releases	Stericycle has no landfill operations.	
IF-WM-150a.3	Management of Leachate & Hazardous Waste - Number of incidents of non-compliance associated with environmental impacts	Stericycle has no landfill operations.	
IF-WM-310a.1	Labor Practices - Percentage of active workforce covered under collective bargaining agreements	12% globally as of December 31, 2022.	
IF-WM-310a.2	Labor Practices - (1) Number of work stoppages and (2) total days idle	During 2022, Stericycle did not experience any work stoppages that involved 1,000 or more workers.	<a href="#">Stericycle's 2023 Form 10-K</a>
IF-WM-320a.1	Workforce Health & Safety - (1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	2022 Global TRIR: 4.25 2021 Global TRIR: 4.82 2022 Global Fatality Rate: 0.01 2022 Global NMFR (including drivers): 89.57.	<a href="#">Stericycle's 2023 Proxy</a>
IF-WM-320a.2	Workforce Health & Safety - Safety Measurement System BASIC percentiles for: (1) Unsafe Driving, (2) Hours-of-Service Compliance, (3) Driver Fitness, (4) Controlled Substances/Alcohol, (5) Vehicle Maintenance, and (6) Hazardous Materials Compliance	As of December 2022: 1: 23% 2: 15% 3: 76% 4: 0% 5: 23% 6: 29%	The Federal Motor Carrier Safety Administration (FMCSA) calculates BASIC percentiles for Stericycle's U.S. fleet at <a href="https://ai.fmcsa.dot.gov/SMS">https://ai.fmcsa.dot.gov/SMS</a>



## SASB WASTE MANAGEMENT SECTOR GLOBAL DISCLOSURES **continued**

CODE	TOPIC	DISCLOSURE	REFERENCE
IF-WM-320a.3	Workforce Health & Safety - Number of road accidents and incidents	<p>2022: 58 U.S. DOT reportable accidents. 2021: 50 U.S. DOT reportable accidents.*</p> <p>*Data reported for 2021 is different from that presented in Stericycle's 2021 CSRR as a result of modifying our calculation methodology to use the recordable accidents attributed to Stericycle by the Federal Motor Carrier Safety Administration (FMCSA) utilising a cut-off date of January 10th of each subsequent year.</p>	
IF-WM-420a.1	Recycling & Resource Recovery - (1) Amount of waste incinerated, (2) percentage hazardous, (3) percentage used for energy recovery	<p>2022 waste incinerated direct and with third parties: 306,260 metric tons.</p> <p>2022 percentage of waste incinerated (direct and with third parties) with energy recovery used to generate electricity, steam, or hot water: 77%.</p> <p>Waste handled by Stericycle's Regulated Waste and Compliance Services are not considered hazardous waste under U.S. 40 CFR 261.3.</p>	
IF-WM-420a.2	Recycling & Resource Recovery - Percentage of customers receiving (1) recycling and (2) composting services, by customer type	<p>100% of Document Destruction Services customers receive recycling services.</p> <p>A portion of Regulated Waste and Compliance Services customers receive recycling services through the Integrated Waste Stream Solutions and Sharps Management Service programs with reusable sharps containers. Stericycle does not track global percent of customers for this service.</p>	
IF-WM-420a.3	Recycling & Resource Recovery - Amount of material (1) recycled, (2) composted, and (3) processed as energy from waste	<p>2022 paper recycled from Secure Information Destruction Services: approximately 474,000 metric tons.</p> <p>Stericycle does not use composting as a method of treatment.</p> <p>2022 material processed as energy from waste: 234,929 metric tons.</p> <p>Energy from waste method include medical waste incineration by Stericycle and third parties used to generate electricity, steam, or hot water, and Stericycle treated medical waste sent to third parties for energy from waste purposes including flock used as fuel for cement kilns in the U.K. and Ireland.</p>	



## SASB WASTE MANAGEMENT SECTOR GLOBAL DISCLOSURES **continued**

CODE	TOPIC	DISCLOSURE	REFERENCE
IF-WM-420a.4	Recycling & Resource Recovery - Amount of electronic waste collected, percentage recovered through recycling	While Stericycle does collect and recycle e-waste as part of its Secure Information Destruction business, the amount of waste collected and recovered through recycling is not globally tracked by weight.	
IF-WM-000.A	Number of customers by category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other	Stericycle does not track customers by these categories.	
IF-WM-000.B	Vehicle fleet size	Approximately 6,100 vehicles worldwide.	<a href="#">Stericycle's 2023 Form 10-K</a>
IF-WM-000.C	Number of: (1) landfills, (2) transfer stations, (3) recycling centers, (4) composting centers, (5) incinerators, and (6) all other facilities.	Landfills: 0 Transfer stations: 189 Recycling centers: 0 Composting centers: 0 Incinerators: 25 Other: 229 (including corporate offices)	<a href="#">Stericycle's 2023 Form 10-K</a>
IF-WM-000.D	Total amount of materials managed, by customer category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other	Stericycle does not track waste managed by these categories.	

# LOOKING TO THE FUTURE

Protecting health and well-being in a safe, responsible, and sustainable way is our mission but also a journey. Our team is committed to being constructively dissatisfied with our efforts so that we continue to seek ways to improve. This commitment will drive value for our team members, our customers, our shareholders, our vendors/partners, and the communities we serve.

Visit [stericycle.co.uk](https://stericycle.co.uk) to learn more.

