



# CORPORATE SOCIAL RESPONSIBILITY UPDATE

OCTOBER 2022

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*This Corporate Social Responsibility Report, issued in October 2022, covers the period from January 1, 2021, through December 31, 2021, with additional insights on accomplishments and progress from early 2022. This report reflects Stericycle’s global operations, unless otherwise noted. Notes on the scope and time period of data are included in text, charts, or footnotes.*

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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.



## An Update from Cindy J. Miller

PRESIDENT AND CEO

I am delighted to present Stericycle's 2022 Corporate Social Responsibility Report update, which outlines the great strides made in our Environmental, Social, and Governance (ESG) journey. Our core values include Protecting the Environment, Committing to Safety Always, and Embracing Diversity and Inclusion. These are themes you will see throughout this report and qualities we witness every day in team members striving to make a positive impact on the customers they serve and in the communities where they live and work. Highlights enclosed include facilities with state-of-the-art equipment, expansion of our Employee Resource Groups and benefits offered, financial grants to team members in need, and partnerships that focus on protecting the environment. At Stericycle, we act with purpose and perspective to protect health and well-being in a safe, responsible, and sustainable way.

### REPORTING

Our ESG strategy is tied to our brand promise to protect what matters. We take this seriously and recognize the important role data plays within the ESG journey. This report is another critical step in our continuous efforts to increase our ESG disclosures. In 2021, we filed our first CDP Climate Change Survey, receiving a B- rating, and I am happy to report that our 2022 CDP submission included third-party verification for a portion of our greenhouse gas (GHG) emission disclosures. Transparency and accuracy are foundational to our ESG approach and openly discussing our ESG focus, initiatives, and learnings play a critical role in our commitment to continuously evolve our practices. This report highlights our achievements across environmental, social and governance areas, and provides insights into how these factors impact the business.

### ENVIRONMENTAL IMPACT

We provide essential services that help protect communities from harmful wastes, enable recycling and alternative use opportunities, and contribute to greater consumer safety and satisfaction. Globally, in 2021, we treated 1.5 billion pounds of medical waste, recycled 1.1 billion pounds of paper, helped our customers divert 104 million pounds of plastic from landfills by offering reusable sharps waste containers, and treated 40 million pounds of pharmaceutical waste prior to disposal. We work tirelessly to help keep our communities safer, make our oceans and waterways cleaner, reduce demand for landfill space, guard against identity theft, and reduce the need to harvest trees.

### DIVERSITY, EQUITY, AND INCLUSION

At Stericycle, we are committed to ensuring our company is a place where people are treated fairly and respectfully, have equal access to opportunities and resources, and can thrive personally and professionally. In 2021, I joined more than 2,200 CEOs pledging to take action to advance diversity and inclusion in the workplace through the CEO Action for Diversity & Inclusion coalition. We now have six Employee Resource Groups (ERGs) supporting Women, Black and African Americans, Latinx Americans, Veterans, the LGBTQ+ (lesbian, gay, bisexual, transgender, and queer) community, and young professionals. Globally in 2021, we increased the percentage of women in senior and middle management roles, and 64% of all US-based new hires were racially or ethnically diverse. We also formalized our supplier diversity program and verified minority status of our vendor base.

### CORPORATE GOVERNANCE

We have aligned our governance practices to support our sustainability initiatives and clarified the oversight role of our Board Committees relating to specific ESG focus areas as reflected in our committee charters. In 2021, we completed our first materiality assessment to determine Stericycle's key ESG priorities and rolled out a new code of conduct with a 98% training completion rate. We established an Environmental Justice task force that will focus on alignment with the Environmental Protection Agency's (EPA) definition of environmental justice, and the fair treatment and meaningful involvement of all people.

### OPERATIONS ENHANCEMENT

We have prioritized the enhancement of our operations to better protect team members and communities and to minimize potential harm to the environment. Additionally, we launched the new SafeShield™ medical waste containers, which are constructed with 15% recyclable content and designed for durability with reinforced handles to extend useful life. We also improved our total recordable incident rate (TRIR) by 4% and had 95% of our global team members sign a personal commitment to safety. From new facilities to upgraded equipment to redesigned processes – all are analyzed, approved, and implemented with safety and the environment top of mind.

### NEW PARTNERSHIPS

Stericycle entered a five-year partnership with the National Park Foundation (the official nonprofit partner of the National Park Service) that supports landscape and wildlife conservation with a focus on wetland restoration. In addition, we are working with the Arbor Day Foundation to replant tens of thousands of trees in the United States, Canada, and the United Kingdom within the communities of our customers and team members.

### LOOKING AHEAD

We recognize that our focus on ESG and sustainability is an ongoing pursuit, and there will be more to do in the coming years. Our challenge and our responsibility every day is to make a difference in the communities we serve. I am proud of the progress to date and our thoughtful, diligent approach that focuses on collaboration, transparency, accuracy, and impact. The journey ahead is exciting, and I believe in our team's resilience in operating in a safe, responsible, and sustainable manner. It is at the core of the way we do business, and our business is protecting what matters.

Sincerely,

Cindy J. Miller | President and Chief Executive Officer





# Stericycle 2021 Highlights

FOUNDED IN  
**1989**

**15K+**  
TEAM MEMBERS  
worldwide

**1.5** BILLION POUNDS  
of medical waste treated



GLOBAL FLEET of  
**~5,900**  
route trucks, tractors, collection  
vans, and small duty vehicles

NASDAQ:  
**SRCL**  
listed since 1996

**1.1** BILLION POUNDS  
of paper recycled through Shred-it's secure  
information destruction services



**\$2.7**  
BILLION  
in 2021 revenue

HEADQUARTERED  
in Bannockburn,  
**IL**

**104** MILLION POUNDS  
of plastic diverted from landfills through  
our reusable sharps containers



**~460**  
FACILITIES  
worldwide

Presence in  
**17**  
COUNTRIES

**40** MILLION POUNDS  
of pharmaceutical waste incinerated prior to  
disposal through our pharmaceutical waste  
services and suite of safe community solutions



# Awards and Recognitions



## Company of the Year

Health Products & Services  
(large category), 2021

The American Business  
Awards



## Sustainability Product of the Year

MedDrop™, 2021

Business Intelligence Group



## Employee Health, Safety and Wellness Training Companies Watch List

Steri-Safe® Compliance  
Trainings, 2021

Training Industry



## 2021 Top Company For Women to Work for in Transportation

Women in Trucking  
Association



## Business Sustainability Awards—Environmental Initiatives

Safe Community Solutions,  
2021

SEAL Awards



## Superbrand

Shred-it Secure Information  
Destruction Solutions,  
2020-2022

Superbrand UK



# New Facilities

As part of Stericycle's commitment to health and well-being, we have focused on enhancing our operations to better protect communities by building new facilities and investing in state-of-the-art equipment to improve safety and minimize potential harm to the environment.



## TELFORD, ENGLAND

In the first quarter of 2021, Stericycle opened a new Regulated Waste Compliance Services facility in the town of Telford, located in the West Midlands region of England. This facility is designed to use direct steam injection alternative treatment technology, which offers the benefit of reduced processing time to achieve the required sterilization rate and thus reduces the demand on gas, water, and electrical supplies. The facility features LED lighting with occupancy sensors and programmable thermostats to help reduce the building's energy consumption. Additionally, treated material from this facility is used as a fuel for incineration cement kilns or waste-to-energy plants.



## BALLYMENA, NORTHERN IRELAND

In the second quarter of 2021, Stericycle opened a new alternative treatment facility in Ballymena, Northern Ireland. Similar to the Telford facility, the Ballymena facility utilizes direct steam injection alternative treatment technology to sterilize medical waste for safe disposal. This UK based facility has the capacity to treat 50 metric tons of waste per day. The bin washing system at this location uses a closed loop water system to reduce raw material consumption. The wastewater is treated onsite before being pumped back into the bin washing system to provide clean sterilized bins for customers.



## STOCKTON, CALIFORNIA

In the third quarter of 2021, Stericycle opened a new, state-of-the-art autoclave treatment facility in Stockton, California. This 50,000 square foot facility is strategically located to better serve our customers in the region. We anticipate reducing the number of miles driven by 171,000 miles and GHG emissions by 250 metric tons of CO2e annually as a result of improved logistical efficiency.



## WOODBIDGE, NEW JERSEY

In the second quarter of 2022, Stericycle opened a 50,000 square foot flagship autoclave facility in Woodbridge, New Jersey. The building design is based on continuous flow where it utilizes some of the latest technologies to minimize human touch and improve safety, while also increasing throughput, efficiency, reliability, and production. The centralization of work to this optimal site is expected to reduce miles driven by more than a million miles per year.





# New Partnerships

## 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. Stericycle's commitment will support landscape and wildlife conservation with a focus on wetland restoration.

"Stericycle was founded over 30 years ago in response to medical waste washing up on shores in the Northeast and this partnership allows us to build on our efforts to protect waterways and the environment by directly supporting wetland restoration, which is integral to the livelihood of the surrounding communities," said Cindy J. Miller. "Our partnership with the National Park Foundation will fortify a more sustainable future for these parks and also highlights the important role that protected, safe, and inclusive outdoor environments play in individual and community well-being."



## ARBOR DAY FOUNDATION

In May of 2022, Stericycle announced a \$100,000, one-year partnership with the Arbor Day Foundation. Stericycle's commitment will support tree replanting efforts in the United States, Canada, and the United Kingdom.

The Arbor Day Foundation's mission is to inspire people to plant, nurture, and celebrate trees. With the help of its members, donors, and partners, its programs help make our world greener and healthier. This aligns with Stericycle's mission to protect health and well-being in a safe, responsible, and sustainable way.



# Environmental Justice

At Stericycle, we believe that every community and community member must be considered and treated fairly. This is why we prioritize our operations management and are taking steps to enhance our community engagement efforts.

We have formed a cross-functional Environmental Justice Task Force aimed at gaining a deeper understanding of the communities where we operate, particularly those that are considered historically overburdened, based on government definitions of environmental justice communities. This will inform and guide our business decisions so that we avoid adding to the environmental burden and seek new ways to support these communities.

Stericycle is committed to being a good corporate neighbor and has started engaging the communities where we operate, guided in part by the U.S. EPA definition of environmental justice: "the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income with respect to the development, implementation, and enforcement of environmental laws, regulations and policies."

At Stericycle, we strive to champion health, well-being, and equity in tangible ways. We look forward to continued engagement and progress through this initiative and others to come.



# Our ESG Progress

## PEOPLE

Stericycle's success is a result of the diverse talent and leadership across our entire team. As part of our commitment to protect what matters, we cultivate an inclusive culture where our team members feel welcome, valued, and heard. In 2021, 64% of all US-based new hires were racially or ethnically diverse and we also increased the global percentage of women in both senior and middle management roles by 2%. Additional highlights from 2021 include:

**Sponsored six ERGs** supporting Women, Black and African Americans, Latinx, Veterans, the LGBTQ+ (lesbian, gay, bisexual, transgender, and queer) community, and young professionals. Our ERGs provided educational communications to our team members; hosted speaker events; led company celebrations for Black History Month, Hispanic Heritage Month, Pride Month, Veterans Day, International Women's Month and other days of diversity awareness or celebration; and provided mentoring programs for all team members.

**Provided financial grants to 205 team members** through our SteriCares Hardship Fund, including assistance to 80 team members impacted by Hurricane Ida.

Introduced **"The Loop,"** an internal intranet site, to **drive employee communication and engagement.** Stericycle team members now have access to company news and information, which is available in multiple languages on a mobile device or their computer.

Implemented a **\$15 minimum wage in North America** for our non-union team members and expanded our on-going market-based compensation analyses to include assessing pay equity factors. We are committed to the ongoing and routine assessment of the competitiveness and equity of our team members' compensation.

**Cindy J. Miller signed the CEO Action for Diversity & Inclusion Pledge** with over 2,200 CEOs across all industries and geographies. This is the largest CEO-driven business commitment to advance diversity and inclusion in the workplace.

Announced a new North American leave of absence program—**Paid Parental Leave**—which went into effect on January 1, 2022, **to support diverse family arrangements.** The new benefit offers team members four weeks of paid bonding time when welcoming a child into their home through birth, adoption, or foster/legal placement.





# Our ESG Progress

## GOVERNANCE AND ETHICS

ESG is an important component of our decision-making. During 2021, we aligned our governance practices to support our sustainability commitments and clarified the oversight role of our Board Committees relating to specific ESG focus areas as reflected in our committee charters. Additional highlights from 2021 include:

Rolled out a new Code of Conduct, which updates the Company's values and fundamental principles that define how we operate globally. Approximately **98%** of global team members have **completed training** on the new Code of Conduct.

Received **94% support** of Say and Pay and at least **98% support** for all directors during the 2021 Annual Meeting.

Advanced our **global policy** framework with public statements on Human Rights; Environmental, Safety & Health; and Supplier Code of Conduct.

Formalized our **Supplier Diversity Program** and verified minority status of our vendor base to expand diversity. For 2022, we are focused on expanding the number of vendors who are certified **minority or women owned**.

**Continued 50% gender, ethnic or racial minority representation** on our Board of Directors.

# Our ESG Progress

## GOVERNANCE AND ETHICS CONTINUED

### OUR BOARD COMMITTEES AND ESG OVERSIGHT



#### NOMINATING AND GOVERNANCE COMMITTEE

- Maintenance of ESG program and goals.
- Oversight of the Company's use of ESG metrics.



#### AUDIT COMMITTEE

- Compliance with legal and regulatory requirements.
- Oversight of enterprise risks.
- Oversight of financial and management controls.
- Maintenance of a professional ethics and compliance program.



#### OPERATIONS, SAFETY, AND ENVIRONMENTAL COMMITTEE

- Monitoring significant environmental strategies, pending environmental regulatory changes, and compliance with environmental laws and regulations.
- Oversight of programs and policies relating to environmental sustainability efforts, including climate change and greenhouse gas emissions.
- 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 the Company's senior management succession plans.





# Our ESG Progress

## OPERATIONS

As a global leader in medical waste management and secure information destruction, Stericycle prioritizes responsible and sustainable management of our operations. Over the last two years, we have focused on driving efficiencies and standardization while planning infrastructure investments that we expect will enhance safety, service, and our sustainable impact. Additional highlights from 2021 include:

Launched the new **SafeShield™ medical waste containers** in 4 regions of the U.S. These containers are made with 15% recyclable content and **designed for durability with reinforced handles** to extend useful life. In addition, they are equipped with Cupron®, a copper-based antimicrobial protectant<sup>1</sup>

Reduced approximately **2.7 million miles** and **3,541 metric tons** of carbon dioxide equivalent emissions through routing efficiencies in North America and the UK.

Upgraded to LED lighting at 39 locations to save an estimated **1,122 metric tons** of CO<sub>2</sub>-e annually.

**Upgraded 5 autoclaves** in Garland, Texas (2), Dale Texas (1), and Stockton, California (2) with the installation of modern equipment.

Completed a comprehensive, **long-term facility planning** process to improve the efficiency of our operations.

Achieved a global agency compliance assessment **pass rate of 96%** following 750 government assessments and regulatory agency visits/inspections.

Completed 13 non-autoclave **facility modernization projects**.

1. Antimicrobial properties are built in to inhibit the growth of bacteria that may affect the container. The antimicrobial properties do not protect users or others against bacteria, viruses, germs or other disease organisms. Containers should be thoroughly cleaned after each use.





# Our ESG Progress

## SAFETY

While we focus on safety every month of the year, we have designated June as Safety Month at Stericycle. During this concentrated time, we highlight some of our most preventable injuries, reinforce stop work authority, and ask all our supervisors to commit to increased time conducting safety observations. During June 2022, there was a weekly challenge for all North American districts and international countries to achieve zero injuries and zero collisions. In addition, 95% of our global team members signed a personal commitment to safety, affirmed that safety is their top priority, and that they will do everything in their power to ensure everyone returns home safe every day. Additional highlights from 2021 include:

**Completed initial Corporate Facility Risk Assessments at all our operational facilities.** This assessment process was developed to analyze 10 risk categories to proactively identify and address potential areas of safety and compliance risk.

**Updated our onboarding training** to improve communication of our safety policy and procedures.

**Enhanced team member safety** with redesigned steps on trucks in our fleet and installation of new conveyance and tipping equipment at four facilities.

**Established a Total Recordable Incident Rate (TRIR) Drive to 2.5 program** as a joint effort of our global Field Operations, Environmental Health and Safety, Finance, Legal, HR and Industrial Engineering functions. The goal of Drive to 2.5 is to lower our overall TRIR to 2.5.

**Launched a weekly Safety Exchange** driven by feedback from Operations team members. This program provides each site with one focused safety topic each week with activities to encourage best practices and allow team members to practice the procedure.

**Improved 2021 TRIR by 4% to 4.8.**

Reported a **85% completion rate of all North American Field Operations sites for the SWAT** (Steer, Watch, Anticipate and Take Action) defensive driving courses and assessments. The international rollout of SWAT is underway.

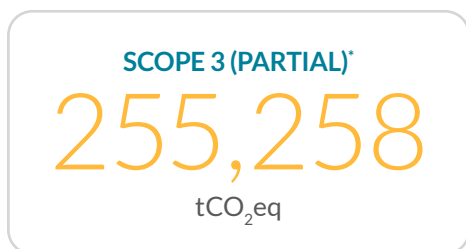
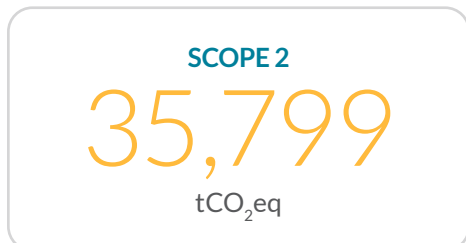
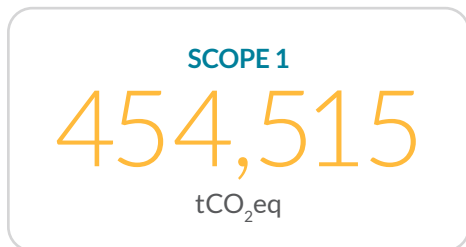
Launched a new, centrally coordinated **Global EHS Audit Program** focused on conducting comprehensive audits of facility operations.



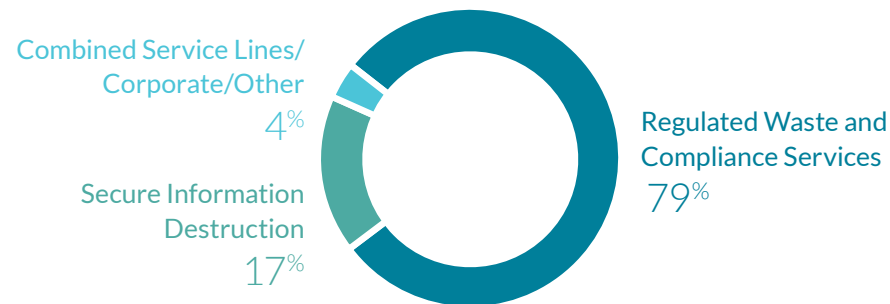
# 2021 Greenhouse Gas Emissions

To understand Stericycle's climate change impact, we actively track our greenhouse gas (GHG) emissions and consumption of natural resources. In 2021, we completed our first materiality assessment to determine Stericycle's key ESG priorities and filed our first CDP Climate Change Survey, receiving a B- rating. This engagement provided us with an opportunity to evaluate opportunities to reduce our carbon footprint.

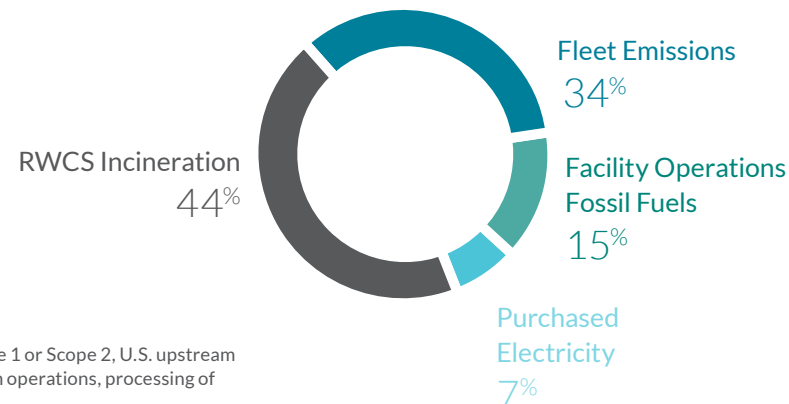
## Stericycle's 2021 Greenhouse Gas Emissions: tCO<sub>2</sub>eq



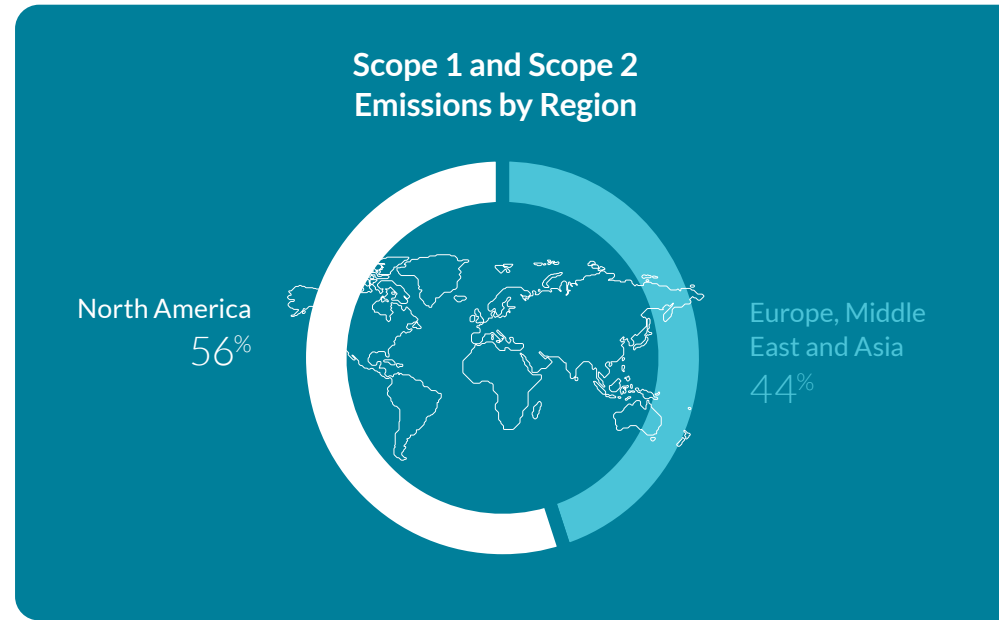
## Scope 1 and Scope 2 Emissions by Business Activity



## Scope 1 and Scope 2 Emissions by Source



## Scope 1 and Scope 2 Emissions by Region



Stericycle has updated our methodology for calculating GHG emissions from waste generated in operations (Scope 3) and waste incinerated at owned and managed facilities (Scope 1). The updated methodology utilizes average emission factors based on autoclave facilities, site-specific stack testing for incinerators, and custom emission factors based on waste samples, in comparison with the more general waste emission factors applied last year.

\*Scope 3 includes fuel and energy-related activities not included in Scope 1 or Scope 2, U.S. upstream and downstream transportation and distribution, waste generated from operations, processing of sold products, and North American and limited UK business travel.





# ESG Scorecard

ENVIRONMENTAL KPIs	2021	2020
Scope 1 GHG Emissions in metric tons CO <sub>2</sub> -e	454,515	449,424
Scope 2 GHG Emissions (market-based) in metric tons CO <sub>2</sub> -e	35,799	41,248
Scope 1+2 GHG Intensity in metric tons CO <sub>2</sub> -e per unit USD revenue	0.000191471	0.000203487
Fleet Emission Intensity Ratio in metric kg CO <sub>2</sub> -e/stop	11.7	11.8
Percent of Wastes Managed with Recycling, WTE or Alternate Use	55%	58%

- The GHG emissions exclude operations in Brazil and operations that were divested in 2021. In addition, as noted on page 14, we updated our methodology for calculating GHG emissions and restated 2020 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 2022 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.
- Percent of waste collected by Stericycle with sorted office paper (SOP) recycling, waste-to-energy incineration or alternate use such as energy recovery from treated waste.

SAFETY KPIs	2021	2020
Global Total Recordable Incident Rate (TRIR)	4.8	5.0
U.S. DOT Reportable Accident Rate	0.75	0.89

- 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). TRIR reported for 2020 is different from that presented in Stericycle's 2020 Form 10-K as the data was normalized for divestitures that occurred in 2021.
- 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	2021	2020
Women in Senior Management Globally	31%	29%
Women in Middle Management Globally	32%	30%
Racial and Ethnic Minorities Promoted in the U.S.	49%	52%

- 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	2021	2020
Female Representation on the Board of Directors	33%	33%
Gender, Ethnic, or Racial Minority Representation on the Board of Directors	50%	50%





# Stericycle 2021 EEO-1 Table

Stericycle embraces a culture of belonging, where diverse perspectives and experiences are encouraged, supported, and celebrated. A diverse workplace fuels our innovation and enhances our connection to our customers and the communities we serve. As part of our continuous efforts to increase our ESG disclosures, please see below for our 2021 U.S. workforce data.

## STERICYCLE EEO-1 TABLE AS SUBMITTED IN FEBRUARY 2022 (REFLECTING OCTOBER 2021 U.S. WORKFORCE)

JOB CATEGORIES	HISPANIC OR LATINO		NOT-HISPANIC OR LATINO												OVERALL TOTALS
	Male	Female	Male						Female						
			White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	
Executive/Sr Officials & Managers	4	2	54	0	0	2	0	0	12	0	0	1	0	0	75
First/Mid Officials & Managers	136	32	538	113	6	19	2	22	185	27	0	8	1	8	1,097
Professionals	26	21	188	24	0	34	1	8	204	34	1	25	0	10	576
Technicians	5	0	10	1	1	0	0	0	0	0	0	0	0	0	17
Sales Workers	31	42	303	38	1	15	0	11	185	24	1	6	0	7	664
Administrative Support	78	220	150	45	1	6	0	10	441	215	2	30	1	43	1,242
Craft Workers	25	0	103	22	0	1	1	4	2	0	0	0	0	0	158
Operatives	789	4	1,522	1,044	21	25	10	96	33	36	0	0	1	4	3,585
Laborers & Helpers	549	136	613	689	12	44	12	63	203	128	0	7	3	8	2,467
Service Workers	2	3	1	0	0	0	0	0	0	0	0	0	0	0	6
<b>TOTAL</b>	1,645	460	3,482	1,976	42	146	26	214	1,265	464	4	77	6	80	9,887
<b>PREVIOUS REPORT TOTAL</b>	1,666	449	3,542	1,912	47	143	26	220	1,284	486	7	83	7	85	9,957





# 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	2021 Scope 1 GHG emissions totaled approximately <b>454,515</b> metric tons CO <sub>2</sub> -e.  No emissions are covered under emissions-limiting regulations.  No emissions are covered under emissions-reporting regulations.	Page 15 of Stericycle's Corporate Social Responsibility Update
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 in the process of understanding the extent and nature of its current GHG emissions, as well as the elements of a robust climate change and sustainability program. Stericycle expects to evaluate low-carbon opportunities and our ability to implement these initiatives, with the intention of publishing a GHG emission reduction plan in the near-term future.	
IF-WM-110b.1	Fleet Fuel Management - (1) Fleet fuel consumed, (2) percentage natural gas, (3) percentage renewable	2021 Fuel consumed in gigajoules: 2,416,991 with 0% natural gas and 1.2% 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>2021 NOx emissions from incinerators is estimated at 84.69 metrics tons in North America; 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 2021 operating parameters.</p> <p>2021 SOx emissions from incinerators is estimated at 0.36 metric tons metric tons in North America. This estimate is based on emission rates from stack tests results primarily from prior years applied to 2021 operating parameters.</p> <p>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>	
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, the Company operates one Hospital, Medical and Infectious Waste Incinerator (HMIWI) and 18 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 five violation notices related to air emissions events at incinerator facilities during 2021.	



## 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	12.7% in 2021	
IF-WM-310a.2	Labor Practices - (1) Number of work stoppages and (2) total days idle	During 2021, Stericycle experienced 4 work stoppages.	<a href="#">Stericycle's 2022 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	TRIR 2021: 4.80 TRIR 2020: 5 Fatality rate 2021: 0 globally based on the U.S. Occupational Safety and Health Administration's fatality rate for work-related fatalities. During 2021, the NMFR including drivers was 87.34.	<a href="#">Stericycle's 2022 Form 10-K</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 2021: 1: 28% 2: 12% 3: 65% 4: 0% 5: 16% 6: 32%	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	2021: 84 U.S. DOT reportable accidents in North America. 2020: 74 U.S. DOT reportable accidents in North America.	<a href="#">Stericycle's 2022 Form 10-K</a>
IF-WM-420a.1	Recycling & Resource Recovery - (1) Amount of waste incinerated, (2) percentage hazardous, (3) percentage used for energy recovery	2021 waste incinerated direct and with third parties: 193,457 metric tons. 2021 percentage of waste incinerated (direct and with third parties) with energy recovery used to generate electricity, steam, or hot water: 55%. Waste handled by Stericycle's Regulated Waste and Compliance Services are not considered hazardous waste under U.S. 40 CFR 261.3.	
IF-WM-420a.2	Recycling & Resource Recovery - Percentage of customers receiving (1) recycling and (2) composting services, by customer type	100% of Document Destruction Services customers receive recycling services.  A portion of Regulated Waste and Compliance Services customers receive recycling services through the Sharps Management Service program with reusable sharps containers. Stericycle does not track global percent of customers for this service.	
IF-WM-420a.3	Recycling & Resource Recovery - Amount of material (1) recycled, (2) composted, and (3) processed as waste-to-energy	2021 paper recycled from Secure Information Destruction Services: approximately 498,950 metric tons.  Stericycle does not use composting as a method of treatment.  2021 material processed as waste-to-energy: 158,976 metric tons. Waste-to-energy 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 waste-to-energy purposes including flock used as fuel for cement kilns in the UK and Ireland.	



## 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 5,900 vehicles worldwide	<a href="#">Stericycle's 2022 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: 191 Recycling centers: 0 Composting centers: 0 Incinerators: 25 Other: 241	<a href="#">Stericycle's 2022 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.com](https://stericycle.com) to learn more.

