

# SUSTAIN



# ABILITY

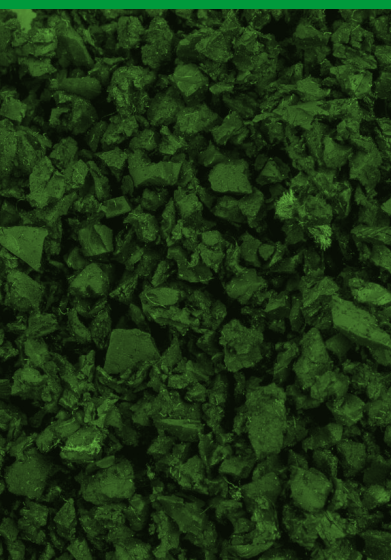


THE 2024 LIBERTY TIRE RECYCLING SUSTAINABILITY REPORT

# BY



# DESIGN







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# Introduction

**This sustainability report, published annually, covers the 2024 calendar year and is inclusive of all Liberty Tire Recycling facilities.** While the data has undergone thorough internal review, it has not been externally assured. This report is overseen by the Board of Directors, but its drafting, approval, and publication are management functions. The effort is led by our Senior Vice President of Sustainability, who reports to and collaborates with the CEO, a member of the Board.

For questions, please contact Amy Brackin, Senior Vice President of Sustainability  
[ABrackin@LibertyTire.com](mailto:ABrackin@LibertyTire.com)





# A Letter from Our CEO

As we look back on 2024, I am inspired by the collective efforts of the Liberty Tire Recycling team and our partners in advancing our shared vision for sustainability.



This year’s sustainability report celebrates our progress and reaffirms our commitment to continuous improvement. At Liberty, being a good teammate—to our people, the planet, and our partners—is core to who we are. This means building trust through transparency, collaboration, and doing the right thing. We know that investing in sustainable practices also strengthens our business and unlocks new opportunities.

**The safety of our people remains our top priority.** Whether in our facilities or on the road, our goal is for every employee to return home safely each day. We’re extremely proud of the progress made this year and remain relentless in our pursuit of perfection in this critical area.

**Circularity is the foundation of Liberty’s business.** Every tire we collect is an opportunity to move rubber material into higher value products and away from disposal. Our Zero Waste goal - by 2030, 100% of tires we collect will enter an end-use market - drives our innovation and collaboration as we seek smarter ways to reduce environmental impact and maximize resources.

This year, we've made meaningful strides in circularity, safety, and community engagement, strengthening partnerships, expanding environmental stewardship, and pushing the boundaries of what’s possible. Yet, we recognize there is always more to do.

I am deeply grateful to the Liberty team for their dedication, to our partners for their collaboration, and to our communities for inspiring us to aim higher every day. Together, I’m confident we will continue setting new standards for sustainability, responsibility, and success.

Thank you for being part of this journey.

**Thomas Womble**  
Liberty Tire Recycling  
Chief Executive Officer





# 2024 Highlights

The U.S. tire recycling industry achieves a 97% collection rate, a materially higher recovery rate than other recycling sectors<sup>1</sup>



YEARS IN BUSINESS



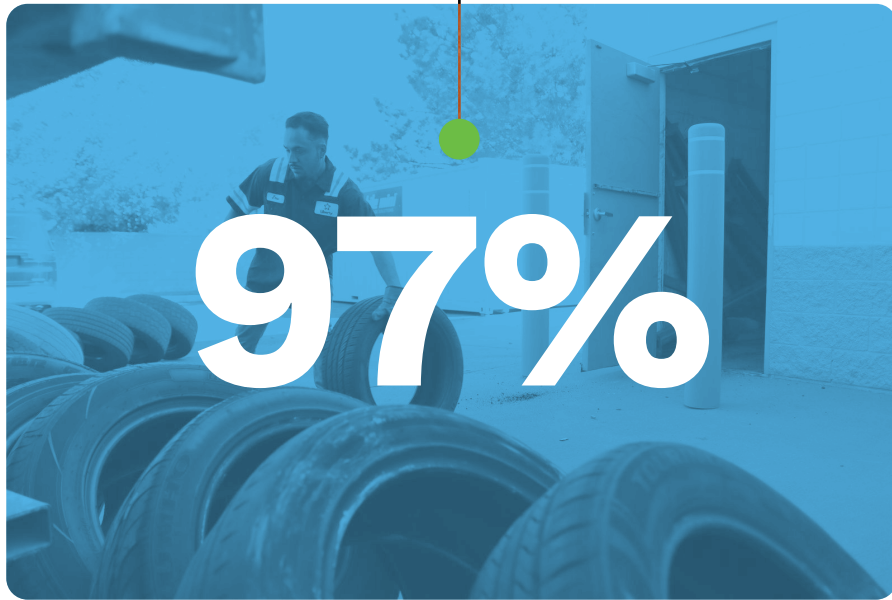
EMPLOYEES



CUSTOMERS



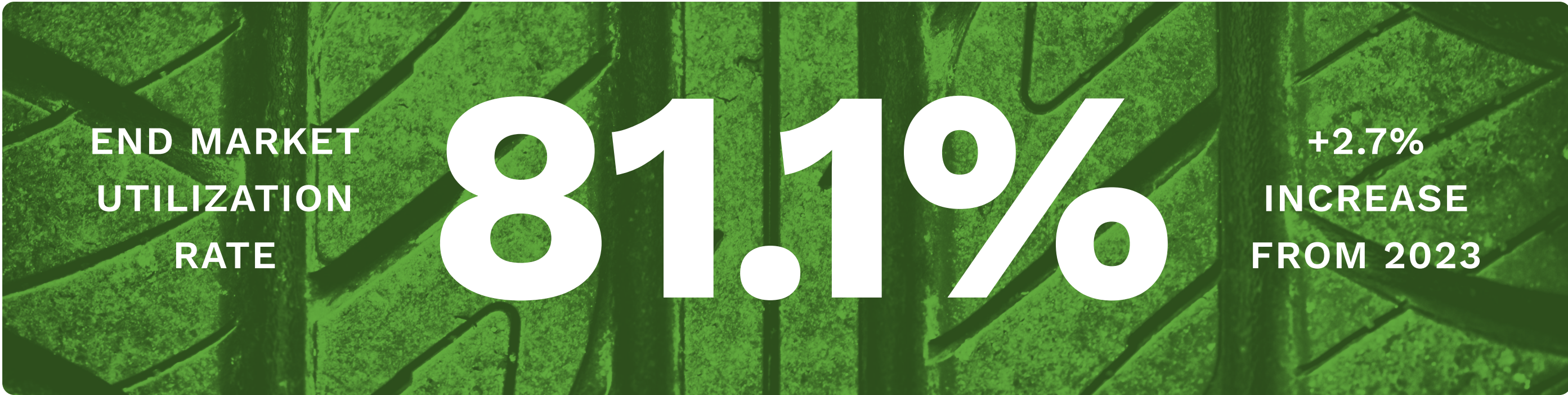
LOCATIONS



INDUSTRY COLLECTION RATE



REVENUE GROWTH (YOY)



END MARKET UTILIZATION RATE

+2.7% INCREASE FROM 2023



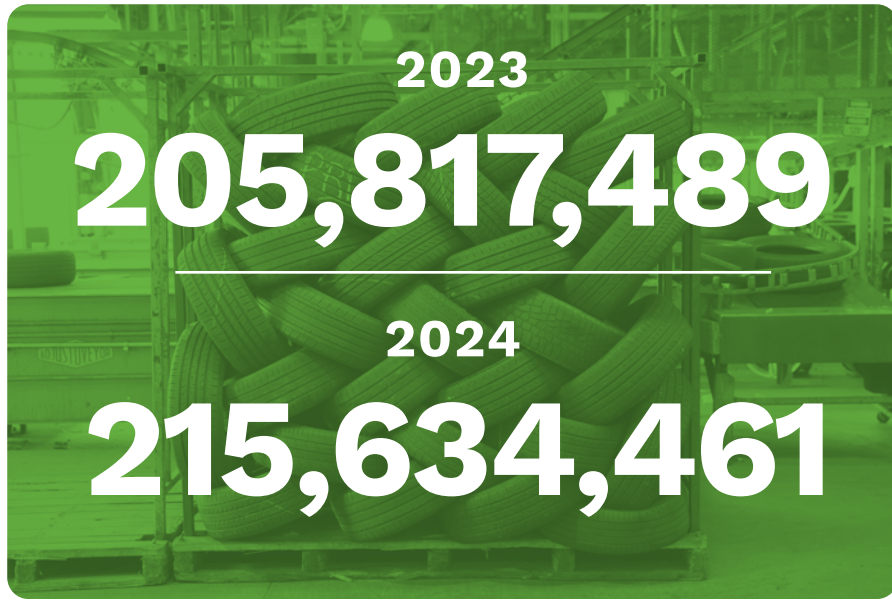
EMISSIONS REDUCTION (YOY)



DOLLARS DONATED TO CHARITY

	2023	2024
Total Recordable Incident Rate (TRIR)	3.10	2.36
Preventable Vehicle Accident Rate (PVAR)	1.06	0.75

SAFETY IMPROVEMENTS



TIRES COLLECTED\*

\*Tires Collected is calculated in passenger tire equivalents (PTE's)





# Who We Are & What We Do

As North America’s leading tire recycler, we are committed to transforming end-of-life tires into valuable resources and driving sustainability across the industry.

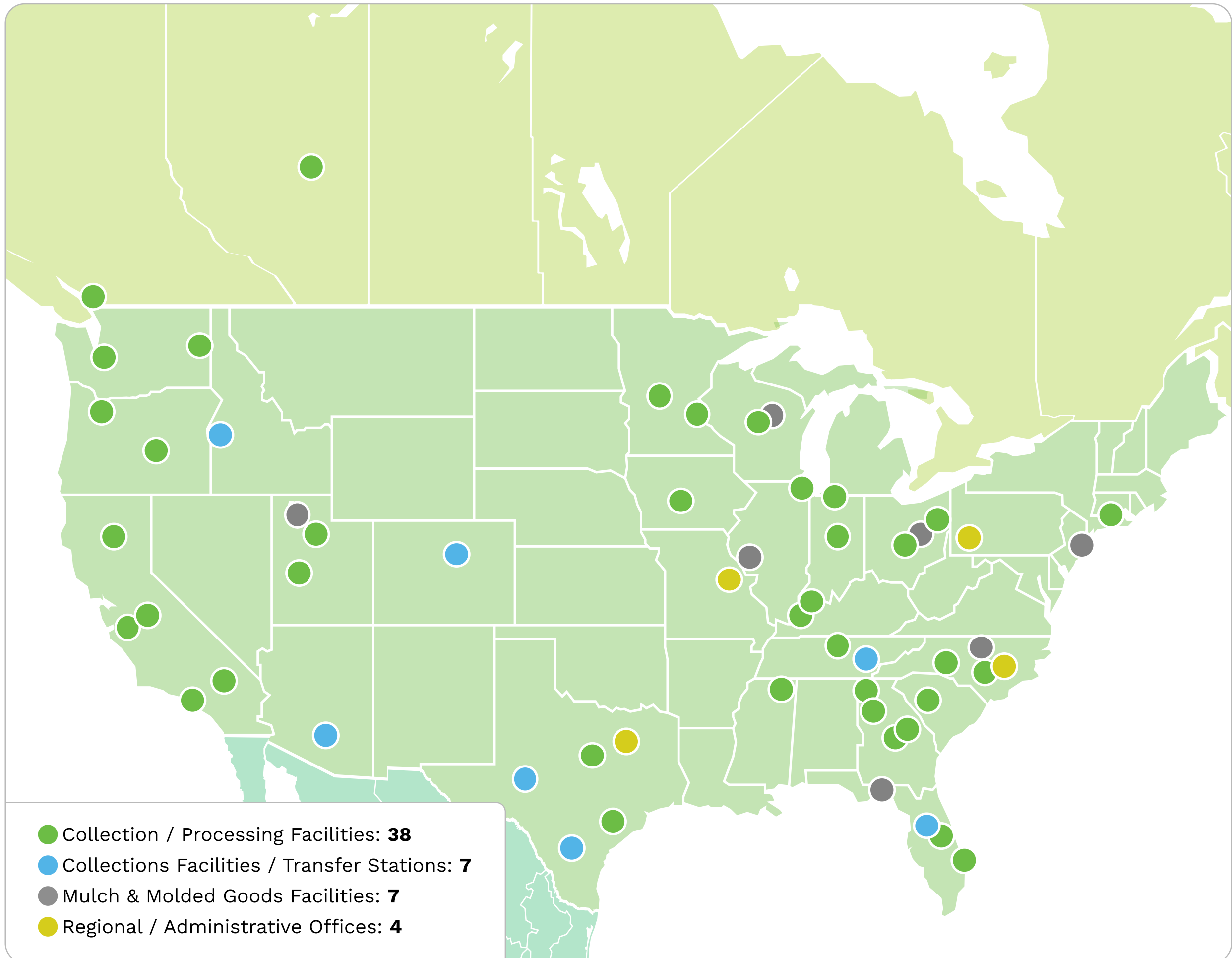
Liberty provides tire collection services and recycling solutions while developing innovative products that contribute to a circular economy.

In 2024, we **reclaimed 4.7 billion pounds of rubber** from more than **215 million collected scrap tires**—diverting valuable materials from landfills and reducing environmental impact.

Through advanced technology, innovative processes, and strong partnerships, Liberty creates sustainable products that support infrastructure, manufacturing, and energy recovery.

To learn more about Liberty and our daily operations, visit our website:

- [LIBERTY TIRE RECYCLING →](#)
- [TIRE COLLECTION AND PROCESSING →](#)
- [MISSION, VISION & VALUES →](#)



## Infrastructure Investment Highlights:

In 2024, we acquired Castle Tire, the leading tire recycler in the Pacific Northwest region. The goal of this acquisition was to improve route density and increase the number of tires going to beneficial reuse in this region.

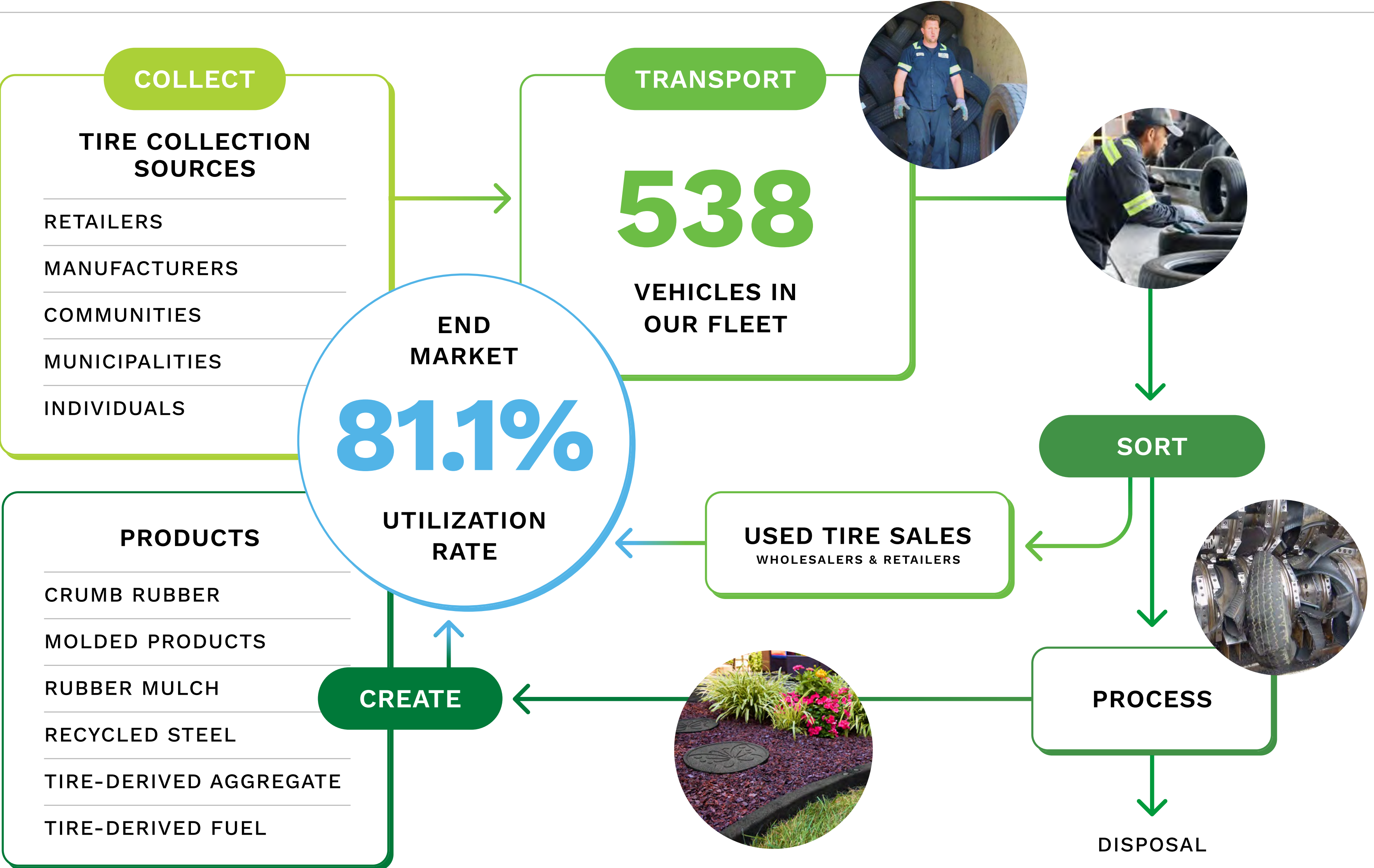
Liberty also completed the Puyallup, WA facility relocation, including processing enhancements, routing optimization, and strategic whole tire transfers to our Southern California location. This improved environmental outcomes and reduced miles driven by 1.2 million.

At the Jackson, GA facility, we optimized the processing line to boost production, which advanced 19,000 tons up the value chain compared to the previous year.





# Our Process



**54,514**

CUSTOMERS

COMMERCIAL

**86.0%**

MUNICIPAL

**11.7%**

INDUSTRIAL

**2.3%**

RESIDENTIAL

**0.1%**





# Our Approach to Sustainability

Liberty launched its sustainability program in 2020, embedding Environmental, Social and Governance (ESG) principles into our operations and strategy. Led by the SVP of Sustainability, with Board and executive oversight, Liberty’s sustainability efforts align with corporate and stakeholder goals. Site managers drive implementation, with quarterly reviews and annual assessments. Focus areas are reviewed annually to adapt to market trends, risks, and opportunities, ensuring lasting value for stakeholders and the planet. [Liberty Tire Recycling Materiality Matrix](#)

OUR SUSTAINABILITY PRIORITIES	Employee Safety & Wellbeing	OUR SUSTAINABILITY GOALS	GOAL	DEFINITION	OUTCOMES
	Circular Economy		Improve Fuel Efficiency	By 2030, Liberty will increase miles per gallon (MPG) by 20%.	<ul style="list-style-type: none"><li>• <b>Reduced Scope 1 Emissions</b> – Improved fuel efficiency lowers diesel consumption and Scope 1 Mobile Sources emissions from company-operated vehicles.</li><li>• <b>Sustainable Growth Management</b> – Monitoring fuel efficiency ensures emissions remain controlled as operations expand.</li><li>• <b>Operational Cost Reduction</b> – Enhanced efficiency decreases fuel costs.</li></ul>
	Operational Efficiency		Reduce Energy Intensity	By 2032, Liberty will lower the amount of energy used per ton of production by 25%.	<ul style="list-style-type: none"><li>• <b>Reduced Scope 1 &amp; 2 Emissions</b> – Reducing energy intensity decreases Scope 1 Stationary Combustion and Scope 2 Purchased Electricity emissions.</li><li>• <b>Sustainable Growth Management</b> – Monitoring energy use ensures controlled emissions as Liberty grows.</li><li>• <b>Operational Cost Reduction</b> – Optimizing energy intensity decreases energy costs.</li></ul>
	Community Engagement		Target Zero Waste	By 2030, 100% of tires we collect will enter an end-use market.	<ul style="list-style-type: none"><li>• <b>Enhanced Circular Impact</b> – Expanding recycled material use decreases reliance on and the use of virgin resources, while also reducing waste.</li></ul>
	Responsible Operations				<ul style="list-style-type: none"><li>• <b>Reduced Scope 3 Emissions</b> – As we pursue our zero-waste goal, we focus on moving recycled rubber up the value chain into recycled products and reducing emissions resulting from sold products in less sustainable outlets.</li><li>• <b>Business Resilience</b> – Advancing reuse and recycling increases material value and unlocks new market opportunities.</li></ul>





# Environmental Stewardship







# Managing Our Impact

**At Liberty, environmental stewardship at the core of who we are.**

We are committed to managing our growth responsibly while continuously optimizing our operations, recognizing that our work plays a critical role in advancing sustainability and reducing waste. Every tire we collect and every product we create moves material away from disposal and into valuable, more sustainable applications. This makes it essential to continue improving production efficiency and turning waste rubber into valuable products, reducing the need for virgin materials.

Our business is focused on turning end of life tires into new products, reducing the need for virgin materials and creating value from a product that was once considered waste destined for a landfill.

As part of our sustainability strategy, we have identified three key goals based on the areas most material to our operations and stakeholders.

These goals support sustainable growth while also ensuring we are managing our impact and operating sustainably.

GOAL 1

IMPROVING  
FUEL EFFICIENCY BY

20%  
BY  
2030

MEASURED BY MPG

GOAL 2

REDUCING  
ENERGY INTENSITY BY

25%  
BY  
2032

MEASURED BY MMBTU /  
PRODUCTION TONS

GOAL 3

100% OF TIRES  
COLLECTED ENTERING  
AN END-USE MARKET

ZERO  
WASTE  
BY 2030

MEASURED BY  
UTILIZATION RATE

**Together, these goals reflect our commitment to operational efficiency and advancing circularity**





# Resource Management

## WASTE MANAGEMENT

Environmental oversight is led by the Director of Environmental Services, who ensures regulatory compliance and responsible practices for all Liberty locations. Liberty Tire Recycling’s primary focus in waste management is expanding the beneficial reuse of the tires we collect, as it is material to our operations and central to our zero-waste goal (see the Circularity section of this report for more details).

In addition to these efforts, the company tracks and monitors all other waste streams through vendor reports and looks for opportunities to recycle other materials such as super sacks and wood pallets where possible.



### BY THE NUMBERS

SOURCE	METRIC TONS
TIRE DISPOSAL	453,168.4
GENERAL	5,445.2
USED OIL	14.8
HAZARDOUS	2.8
UNIVERSAL	2.0
TOTAL WASTE DISPOSAL	458,633.2

## WATER MANAGEMENT

We actively monitor consumption through a utility management platform that alerts our sustainability and facility teams to any significant variance in usage. This enables us to respond quickly to anomalies and ensure responsible water use across the business and with specific focus in high water stress areas.

**Rainwater Recycling**  
The West Haven, CT facility uses a rainwater recycling system to reduce water use and costs. Rainwater is collected in trenches and recycled into 250-gallon drums. Each drum filled provides approximately 10 hours of misting in our production process, supporting sustainability while cutting water consumption and costs.



### BY THE NUMBERS

SOURCE	GALLONS
PUBLIC WATER	32,354,587
WELL WATER	5,710,101
TOTAL WATER CONSUMPTION	38,064,688





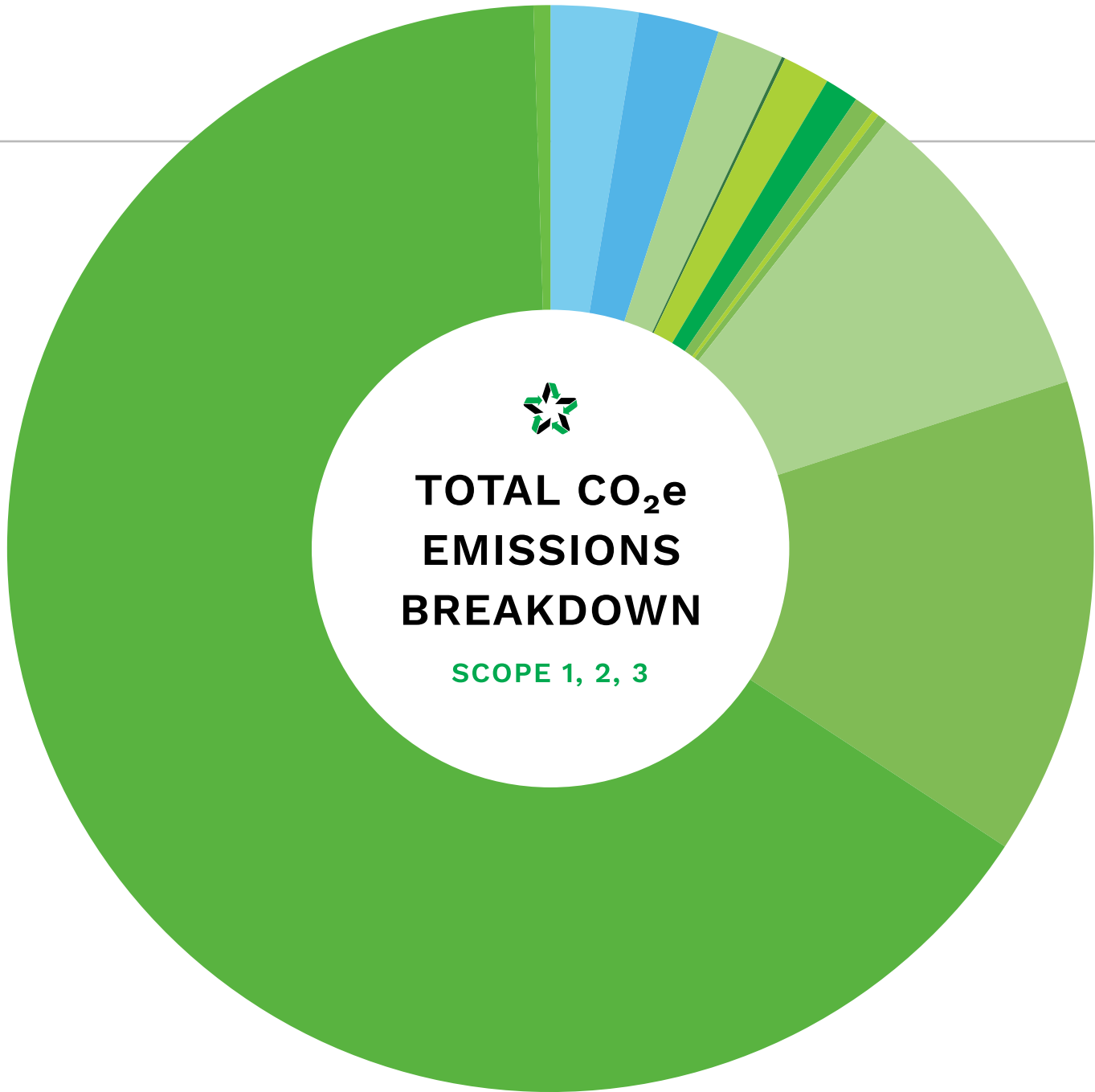
# Carbon Emissions

## FOOTPRINT

In 2024, Liberty achieved a year-over-year reduction in greenhouse gas (GHG) emissions compared to 2023—even as we continued to grow through both organic expansion and acquisitions. This achievement underscores our commitment to managing environmental impact while scaling our operations. By setting emissions management goals aligned with our growth trajectory, we are able to measure, manage, and mitigate our footprint effectively. The following pages highlight our progress to date, outline plans for continued improvement, and showcase the key initiatives supporting our sustainable growth.

SCOPE	2020	2021	2022	2023	2024	MANAGEMENT PLAN
1						Reduce Energy Intensity (Natural Gas) & Improve Fuel Efficiency (Mobile Sources)
2						Reduce Energy Intensity (Electricity)
3						Move Rubber Up the Value Chain

NOx Nitrogen Oxides 359 Metric Tons	SOx Sulfur Dioxide 80 Metric Tons	Total Electrical Consumption 137,706,298 kWh	On-grid Renewable Energy Consumed 8,229,374 kWh	Total Natural Gas Consumption 16,968,483 kWh
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EMISSIONS TYPE		CO <sub>2</sub> e	% OF TOTAL EMISSIONS
TOTAL EMISSIONS		1,938,738	100%
SCOPE 1		51,278	2.6%
SCOPE 2		46,883	2.4%
SCOPE 3	1. Purchased Goods & Services	39,544	2.0%
	2. Capital Goods	1,451	0.1%
	3. Fuel & Energy Related Activity	27,817	1.4%
	4. Upstream Transportation & Distribution	19,940	1.0%
	5. Waste Generated in Operations	12,468	0.6%
	6. Employee Business Travel	3,052	0.2%
	7. Employee Commuting	6,574	0.3%
	9. Downstream Transportation & Distribution	181,376	9.4%
	10. Processing of Sold Products	274,392	14.2%
	11. Use of Sold Products	1,264,326	65.2%
	12. End-of-Life Treatment of Sold Products	9,637	0.5%





# Carbon Emissions Avoided

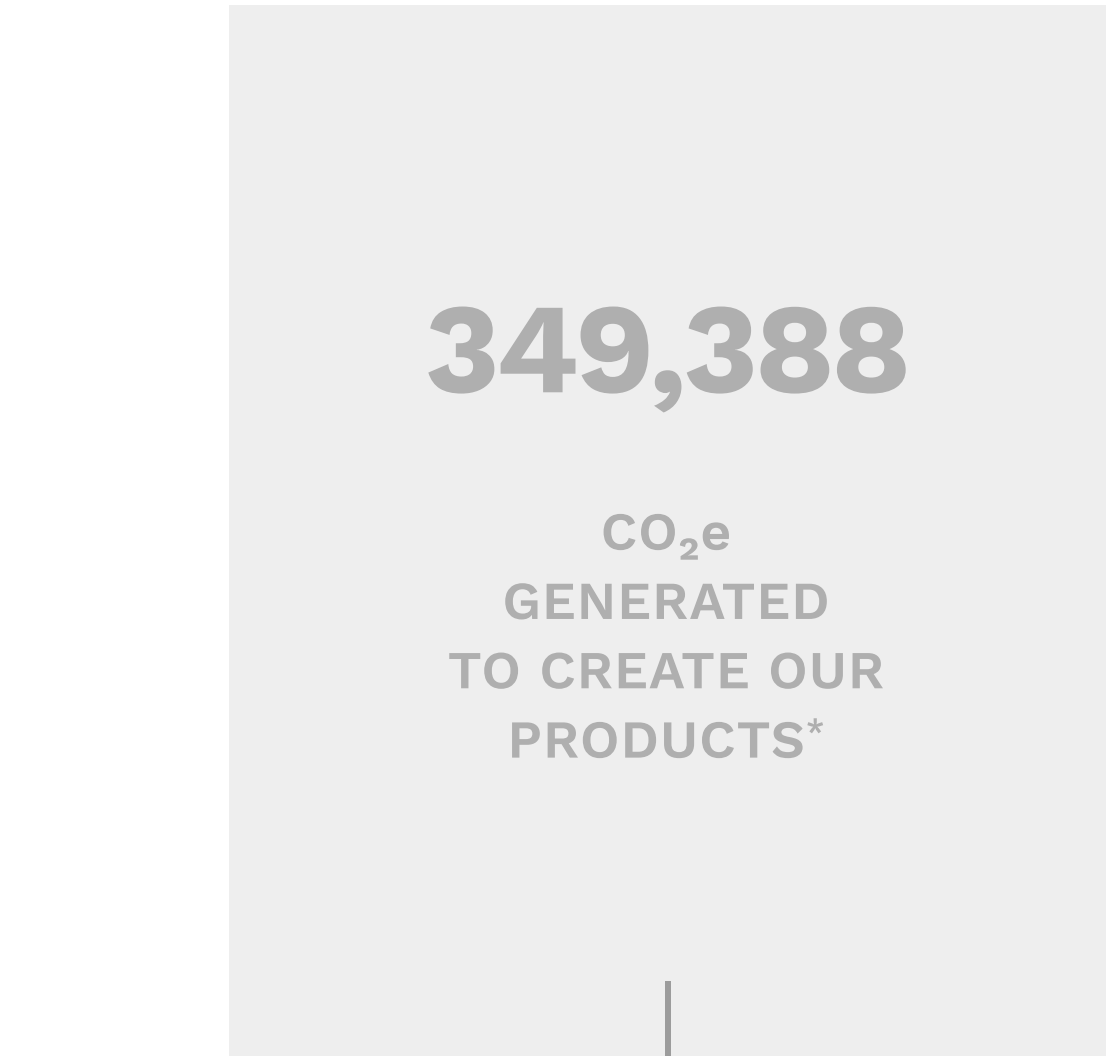
## HANDPRINT

Our handprint (Scope 4) represents the positive environmental impact generated by recovering, recycling, and repurposing end-of-life tires.

Our handprint quantifies the carbon emissions avoided when customers purchase Liberty’s recycled products and materials rather than those made from traditional virgin materials, emphasizing the environmental benefits of sustainable choices.



Choosing products made from Liberty’s recycled materials instead of those made from virgin materials results in significantly reduced greenhouse gas emissions for our customers and consumers.



\*Includes Scope 1, Scope 2, Scope 3 Categories 3–9



\*\*Handprint currently includes 77.36% of total volume sold.

- Rubber Mulch (over useful life of 2024 production)**  
29,757 CO<sub>2</sub>e Avoided
- Tire-Derived Fuel**  
100,357 CO<sub>2</sub>e Avoided
- Asphalt Applications**  
102,031 CO<sub>2</sub>e Avoided
- Resold Tires**  
180,992 CO<sub>2</sub>e Avoided
- Rubber Mats**  
181,824 CO<sub>2</sub>e Avoided
- Recovered Steel Wire**  
273,232 CO<sub>2</sub>e Avoided





# Targeting Efficiency

IMPROVING FUEL EFFICIENCY BY 20% BY 2030



**With a fleet of 538 trucks,** fuel efficiency presents a key opportunity to reduce Scope 1 emissions and lower transportation costs. Since 2021, Liberty has focused on fleet efficiency, making progress in several areas, including driver safety—reflected in our Preventable Vehicle Accident Rate (PVAR) —route optimization, and improved fuel economy.

In 2024, we refined our focus specifically on fuel efficiency by leveraging the technology available through the implementation of Samsara. Samsara is a fleet management platform that uses GPS tracking and telematics to monitor vehicle performance, fuel usage, and driver behavior.

This fleet technology advancement enabled us to take our original goal—improving fleet efficiency by 30% by 2032—better defining it into a more actionable and high-impact target: improving fuel efficiency by 20% by 2030. We will measure the progress of this goal using miles per gallon (MPG).

With Samsara providing updated MPG metrics, we now have more precise tracking and goal setting, allowing us to make data-driven improvements.

To achieve this goal, we will prioritize **idle time reduction, driver habit coaching, and route optimization.**

## FUEL EFFICIENCY HIGHLIGHTS

In 2024, Liberty took a major step in fuel efficiency by actively tracking and reducing idle time across our fleet. Through monthly tracking, targeted coaching, and one-on-one sessions with transportation managers, we reduced idle time by 7.78% over the course of 2024.

This effort saved over 12,000 gallons of diesel, cutting costs and lowering emissions. The success of this initiative demonstrates the power of data-driven strategies and focused coaching in improving fleet performance.



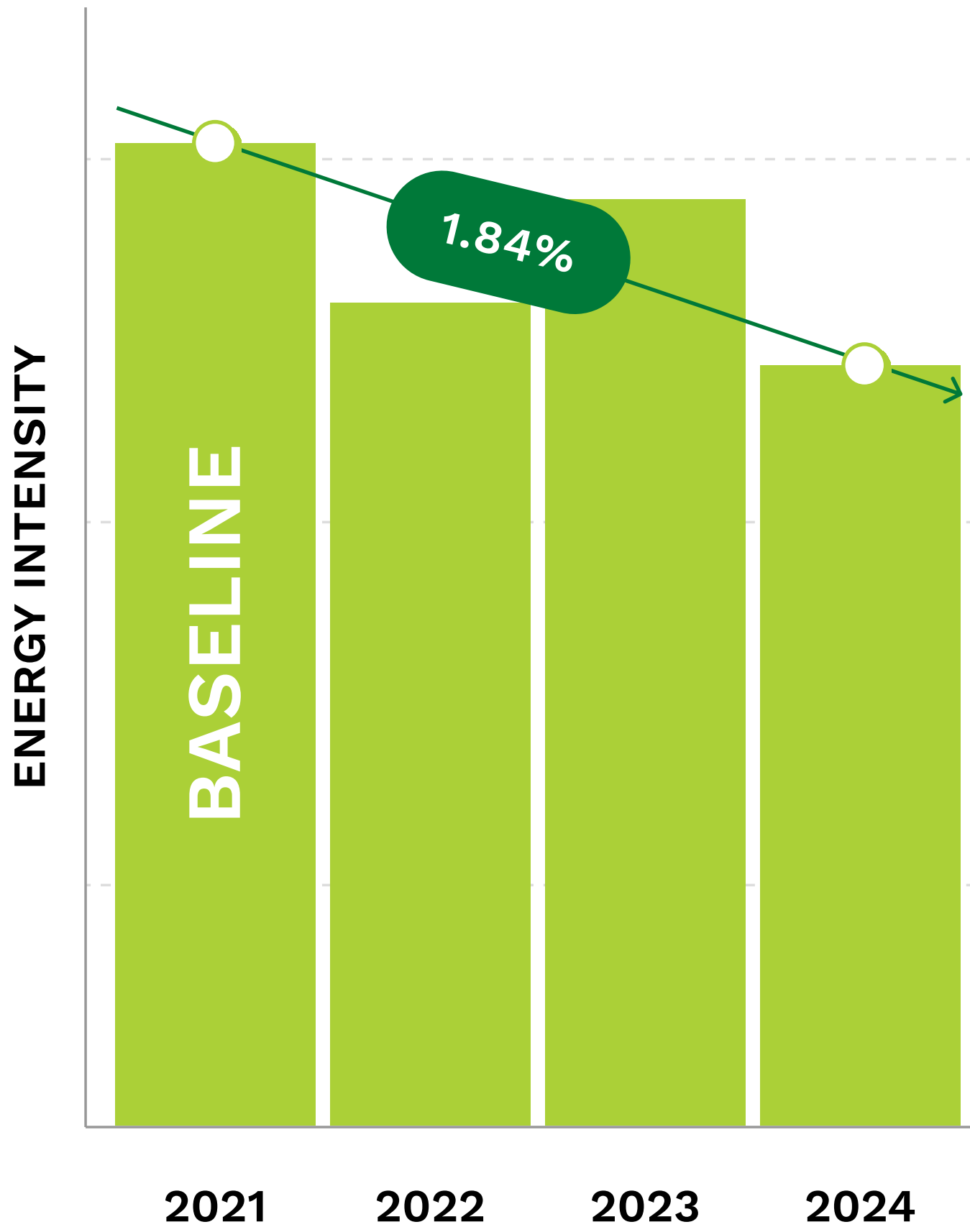




# Targeting Efficiency

REDUCING ENERGY INTENSITY BY 25% BY 2032

## REDUCTION OVER TIME



Liberty tracks energy intensity by collecting monthly energy consumption through our energy management platform and production data.

Sites are evaluated by operational complexity to accurately benchmark production and identify best practices. By focusing on energy intensity rather than total consumption, we are able to better understand the ways we utilize energy in each of our distinct operations.

Efficiency improvements are measured against our 2021 baseline production sites, accounting for the transition period needed to implement Liberty’s efficiency driven processes at newly onboarded facilities. Energy Intensity is measured by MMBtu / Production Tons.

To continue making progress and achieve a **25% reduction in energy intensity by 2032**, we will focus on implementing improvements recommended by third-party Industrial Assessment Center (IAC) audits and installing Manufacturing Execution Systems (MES) to allow for predictive analysis on critical machinery.

*As a privately held company, Liberty does not publicly disclose production data. The graph reflects energy intensity improvements across our baseline sites from 2021 through 2024.*

## REDUCING ENERGY INTENSITY HIGHLIGHTS

### Manufacturing Execution Systems Technology

Liberty is implementing wireless sensors to monitor vibration and temperature on critical motors and drives. This predictive technology will help prevent premature equipment failure, reduce downtime, and minimize equipment disposal.

### Optimizing Energy Use

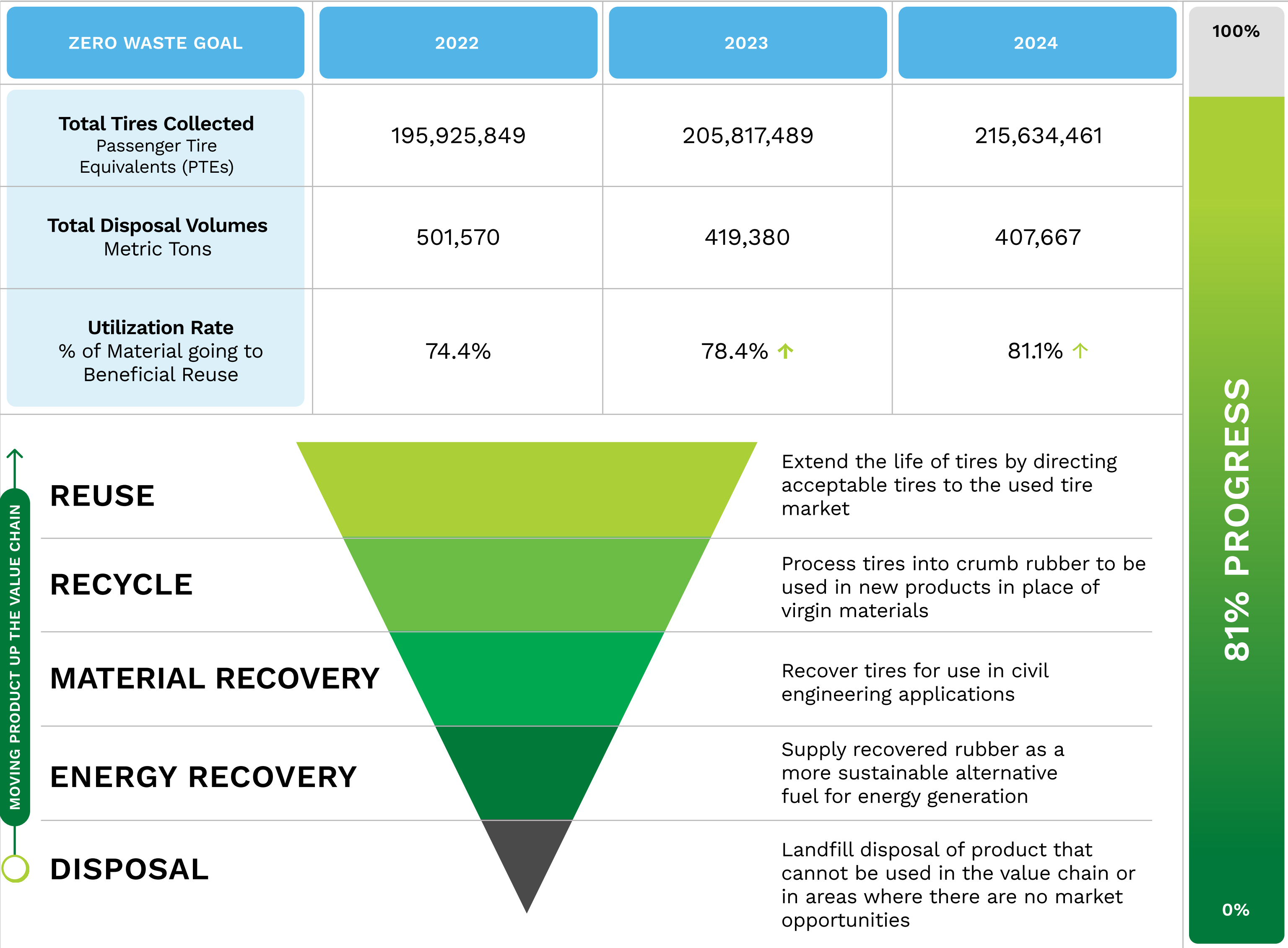
Facility management is continuously looking for operational improvements that reduce energy usage. Opportunities such as better management of compressed air systems, leak identification, and converting legacy lighting to LED as bulbs burn out enhance sustainability and business efficiency. These improvements help by reducing energy intensity, lowering costs, and improving safety. In addition, the Industrial Assessment Center (IAC) audits continue to offer additional recommendations for energy savings and operational improvements.





Advanced Circularity

ZERO WASTE BY 2030—100% OF TIRES WE COLLECT WILL ENTER END-USE MARKET



**Liberty Tire Recycling is committed to 100% of tires collected entering an end-use market by 2030**, eliminating landfill disposal. Progress is tracked by our utilization rate, measuring the percentage of tires processed into products versus disposal. Our strategy prioritizes shifting rubber from disposal into high-value recycling and reuse outlets. This drives rubber to the top of the product value chain and supports a reduction in Scope 3, Category 11 emissions (Use of Sold Products) by decreasing the volume of tires used as tire-derived fuel in cement manufacturing—a process that, while a sustainable alternative to coal, is more energy-intensive than other product applications. As we collect more tires year over year, we are continuously driven to expand end markets to keep pace with the growing volume.

Taking into consideration the volume growth since our baseline year, we’ve still been able to improve utilization by 6.7%, keeping us on track to achieve Zero Waste by 2030.

We are particularly proud of this improvement in our utilization rate given the dilutive impact that recent acquisitions have had on our utilization performance. At the time of acquisition in early 2024, Castle Tire disposed 67% of the volumes it collected into landfills. While this was dilutive to Liberty’s reported utilization rate in 2024, we see a clear path to improving the utilization in the Pacific Northwest marketplace and have actively been working on improvements. As the market leader in utilization of end-of-life tires, Liberty will continue to pursue business combinations that will allow us to increase the end-of-life tire beneficial reuse rate.





# Our Sustainable Products







# Reuse



## USED TIRES

Used tires go through a rigorous evaluation process on tread depth and structural integrity to identify tires fit for resale.

These tires are then wholesaled to industry partners for distribution, keeping tires in circulation until the end of their useful life, reducing waste, and lowering demand for new materials.



**Liberty remains focused on expanding the distribution and sales of our environmentally responsible material and products.** This requires capital investment to grow our production capacity, close coordination with our existing customers to increase their adoption of our products, and support for early-stage businesses and technologies with the potential to become significant users of our recycled materials and sustainable solutions.

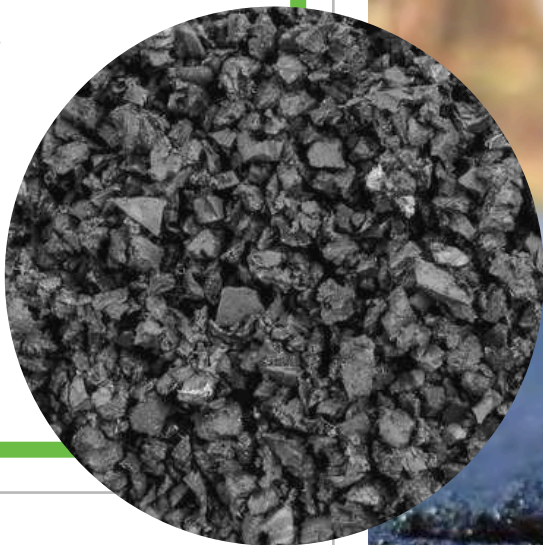
# Recycle



## CRUMB RUBBER

Crumb rubber is a high-performance, high-value material that’s ideal for a wide range of applications. More than just a substitute for virgin materials, it often outperforms alternatives—making it a smart and sustainable choice.

- Sports & Recreation** – Enhances traction and durability in turf, tracks, and play surfaces.
- Molded Products** – Used in a variety of products such as weight plates, floor mats, traffic safety devices, and in landscaping, lawn, and garden products.
- Roofing** – Extends lifespan and boosts weather resistance.
- Pour-In-Place (PIP) Surfaces** – RubberBond™ improves safety and durability for playgrounds, trails, and splash pads, re-purposing 14 lbs. of recycled tires per sq. ft. and expanding sustainable tire recycling.



## RUBBERIZED ASPHALT

Rubberized asphalt blends recycled tire rubber with traditional asphalt, enhancing durability, flexibility, and sustainability.

Used in highways, streets, and runways, it resists cracking, improves skid resistance, and reduces noise. SmartMIX™, Liberty Tire Recycling’s dry mix additive, simplifies recycled rubber integration without extra storage or equipment, extending road lifespan and boosting sustainability.



## RECOVERED STEEL WIRE

Recovered tire wire is a strong, durable material that can be recycled repeatedly - helping customers reduce reliance on virgin resources, lower costs, and cut emissions.

With high tensile strength, it supports construction, manufacturing, and automotive applications.







# Material Recovery



## TIRE-DERIVED AGGREGATE (TDA)

TDA is lightweight, durable, and highly permeable, making it ideal for road embankments, retaining walls, stormwater management, and landfill drainage. Its insulating and vibration-absorbing properties enhance seismic and transportation stability, while its drainage efficiency ensures long-term reliability. TDA reduces lateral earth pressure and lowers construction costs due to its lighter weight and easy handling.



# Energy Recovery



## TIRE-DERIVED FUEL (TDF)

Tire-Derived Fuel (TDF) is produced by shredding scrap tires into a fuel source for industrial processes. TDF has been recognized by the U.S. Environmental Protection Agency (EPA) as a viable fossil fuel alternative, providing both environmental and economic benefits. With a higher heating value than coal, TDF generates 25% more energy per ton, allowing facilities to achieve the same output with less fuel input.<sup>2</sup> Additionally, the EPA has indicated that TDF combustion ash may contain lower levels of heavy metals than some coals and can result in reduced nitrogen oxide (NO<sub>x</sub>) emissions, particularly when compared to high-sulfur coal.<sup>2</sup> It's important to note that TDF does not contain mercury, and TDF use can lead to decreased nitrogen oxide (NO<sub>x</sub>) emissions, especially when compared to high-sulfur coal and petroleum coke.<sup>2</sup> TDF also plays a key role in scrap tire management, with 33% of end-of-life tires in the U.S. repurposed as TDF in 2023.<sup>3</sup> Its use helps reduce landfill waste, mitigate tire stockpile hazards, and conserve landfill space.<sup>3</sup> While TDF contributes to Scope 3 emissions, its footprint is often lower than that of traditional fossil fuels.

The EPA has expressed support for responsible TDF use when industrial facilities implement proper storage, handling, and regulatory compliance measures.<sup>2</sup> Liberty remains committed to moving recycled material up the value chain but recognizes that TDF is a more sustainable alternative to conventional fossil fuels and landfilling, improving energy efficiency, waste management, and environmental conservation.







# Certifications



RECYCLED CLAIM STANDARD

CRUMB RUBBER

The Recycled Claim Standard is an international, voluntary standard for recycled content. Liberty Tire Recycling is certified to the Recycled Claim Standard (RCS) Version 2.0, which certifies and tracks our recycled material from source to final product for supply chain transparency.<sup>4</sup>



IPEMA CERTIFICATION

RUBBER MULCH

We maintain IPEMA certification at both the corporate and site level for shredded and nugget rubber mulch.

The International Play Equipment Manufacturers Association (IPEMA) certifies materials that meet ASTM safety and quality standards for impact attenuation, ensuring safer playground and landscaping applications.



LEARN MORE ABOUT OUR PRODUCTS & BRANDS:

[OUR BRANDS →](#)

[RECYCLED TIRE PRODUCTS →](#)





# Valuing & Investing In Our Team





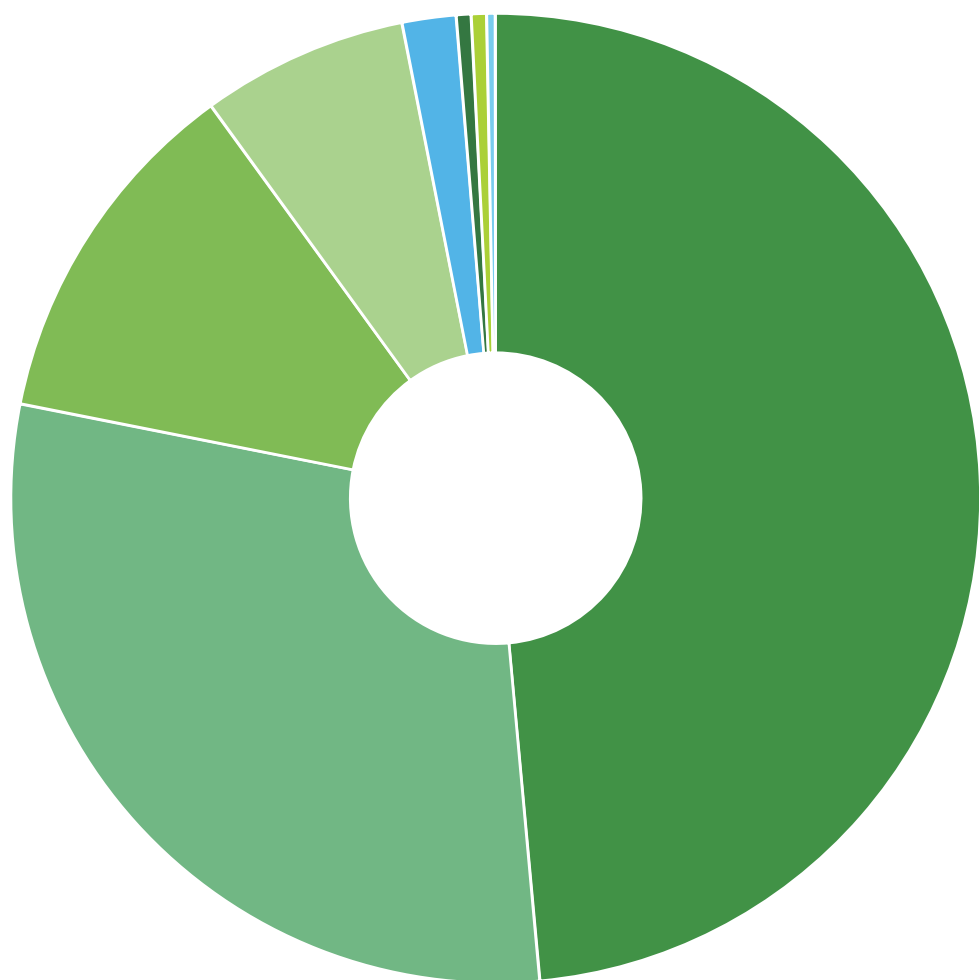


# Employee Demographics

We are committed to hiring top talent from diverse backgrounds, recognizing that different perspectives drive innovation, teamwork, and problem-solving. We value both seasoned professionals and emerging talent, maintaining a balanced workforce with a strong pipeline of next-generation leaders.

## RACE / ETHNICITY

American Indian	0.5%
Asian	0.5%
Black or African American	11.9%
Hispanic	48.6%
Pacific Islander	0.3%
Two or more races	1.8%
Unknown	6.8%
White	29.6%



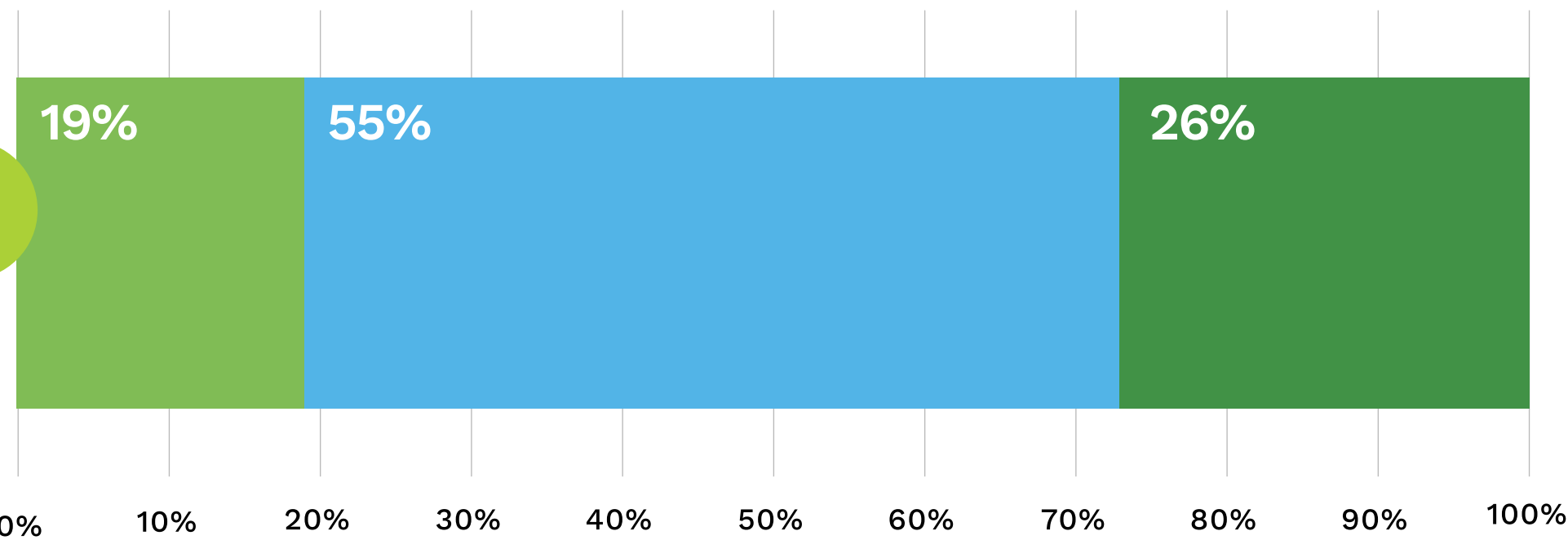
## TOTAL EMPLOYEES Full-Time Equivalent (FTE) and Subcontractors

3570

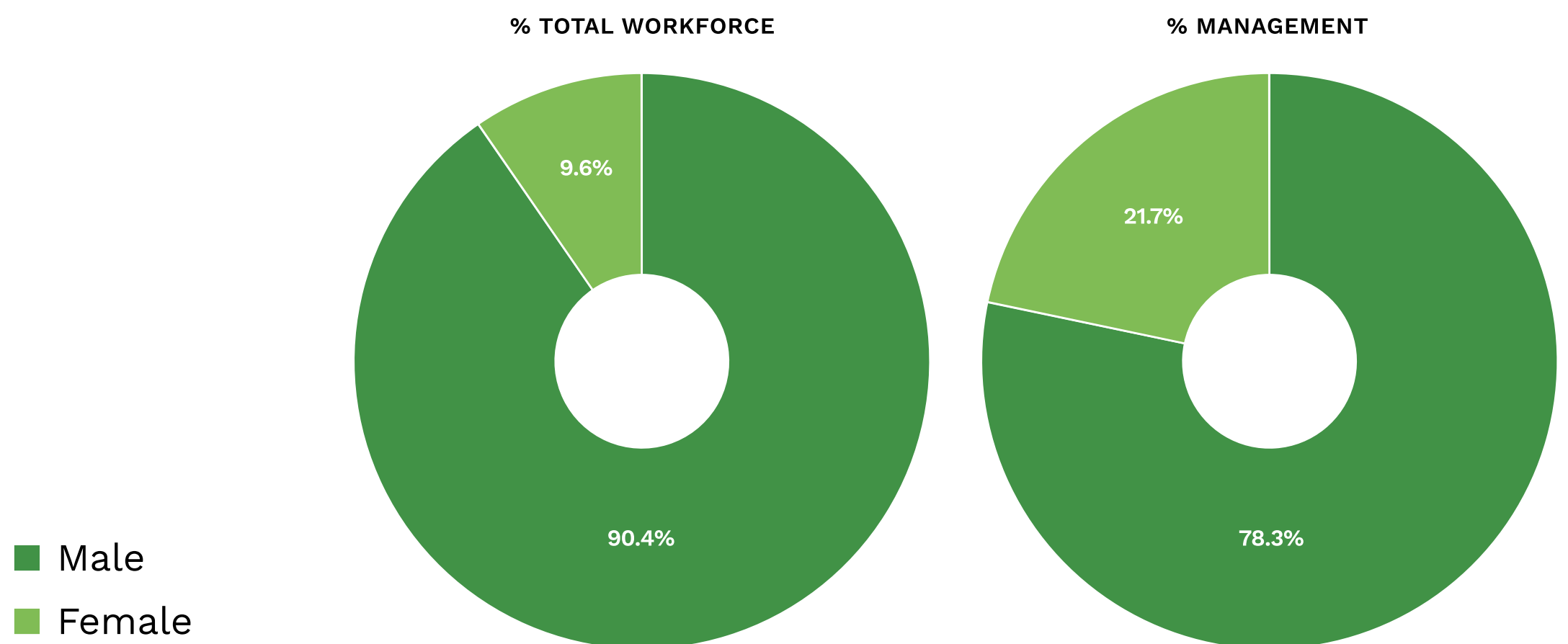
## AGE

2024

- Under 30
- 30—50
- Over 50



## GENDER







# Engaging & Developing Our Employees

Through implementing programs and strategies focused on communication, development, and engagement, **Liberty continues to strengthen connections across teams and support employee growth at every level.**

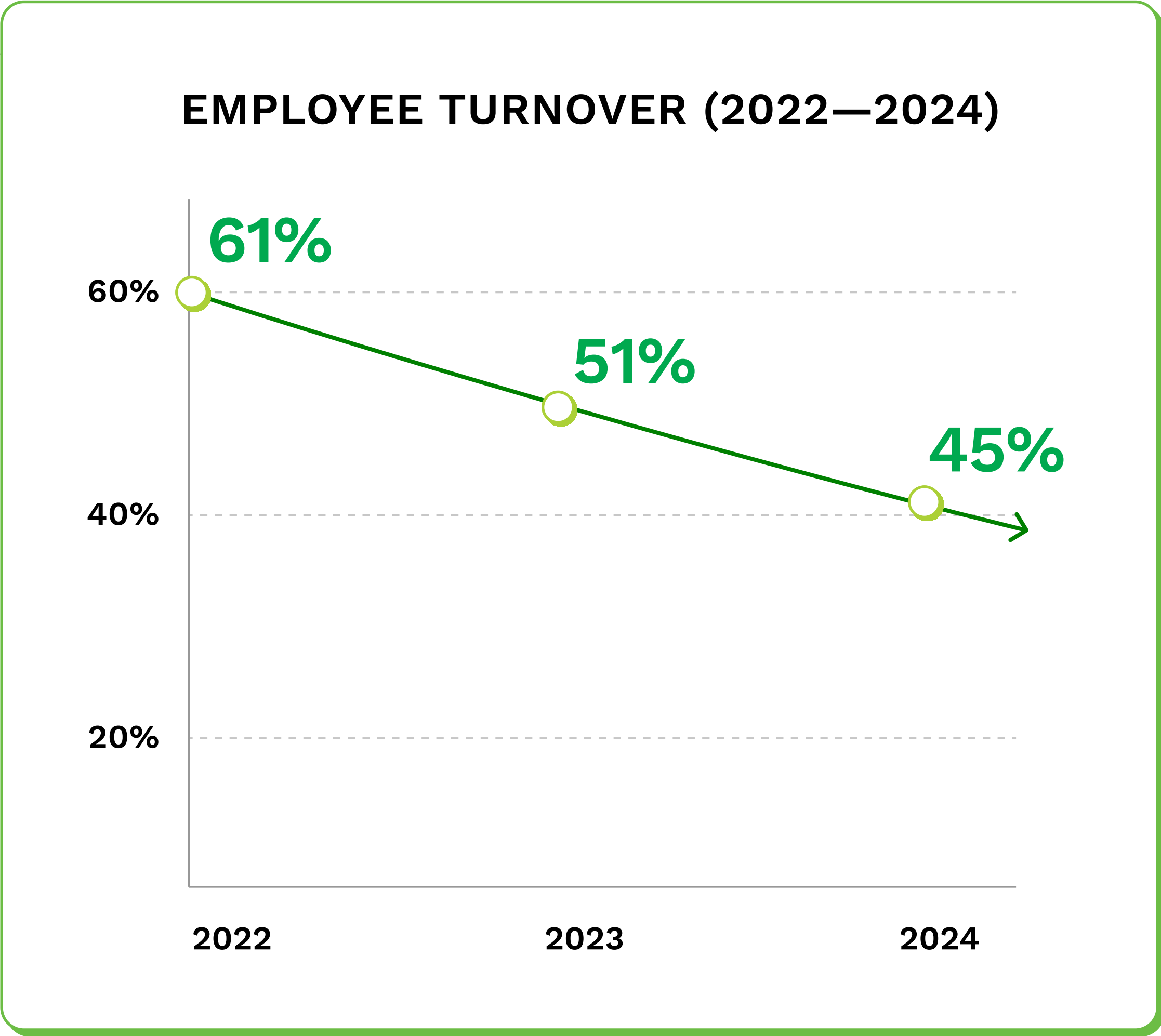
**Liberty Cares Team**  
Liberty Cares, an employee-led group founded in 2022, drives engagement, wellness, and community outreach. Now 30+ members strong across 14 locations, it bridges communication between employees and site management. Its growth in 2024 reflects Liberty’s commitment to connection, well-being, and community impact.

**Liberty Vision**  
Liberty Vision is our digital signage platform that keeps employees informed with real-time updates, including safety alerts, company announcements, and employee recognition. It also reduces the need for printed material. In 2024, we made significant progress in rolling out Liberty Vision, with a target to have all facilities online in their break rooms by April of 2025.

**Employee Survey**  
Our annual employee survey provides valuable insights that guide company strategy for employee engagement, workplace culture, and strategic planning.

**Performance Reviews**  
In 2024, 99% of employees took part in a performance review with their supervisor. These conversations offer a chance for both employees and managers to share feedback, align on goals, and discuss growth opportunities.

**Leadership Programs**  
Many of our facilities offer programs to support employee growth and provide cross-training opportunities. The Liberty Leaders Playbook outlines key leadership qualities and steps to develop a leadership program.



AVG. TRAINING PER EMPLOYEE IN 2024 **31.75 HRS**





# Prioritizing Employee Well-Being

We offer wellness programs as part of our commitment to supporting employees both at work and beyond. We recognize that a healthy workforce lowers healthcare costs for employees, reduces business insurance expenses, boosts productivity, enhances teamwork, and supports long-term business sustainability.

## Step Challenge: A Win for Health & Teamwork

In 2024, our first Step Challenge engaged 51 facilities with 40% employee participation. Employees, including leadership, tracked over 350 million steps using free activity trackers and a digital platform, fostering wellness and friendly competition.

## Wellness Wednesdays: Employee-Led Health Series

Launched in Q4 2024, this six-month video series featured real employees sharing tips on sleep, stress, and nutrition. Available in English and Spanish via Liberty Vision and text, it promoted healthier lifestyles at work and home.

## Plan for Health: Monthly Wellness Resources

Our monthly newsletters, in English and Spanish, offer tips on safety, mental health, and wellness. With insights on mindfulness and work-life balance, they support lasting healthy habits. Employees are encouraged to share with family members as well.



### EMPLOYEE BENEFITS

#### COMPANY-PAID BENEFITS

LIFE INSURANCE

ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE

LONG-TERM DISABILITY INSURANCE

EMPLOYEE ASSISTANCE PROGRAM

#### COST-SHARED BENEFITS

THREE MEDICAL PLAN OPTIONS, INCLUDING FREE PROGRAMS FOR QUALIFYING MEMBERS

TOBACCO CESSATION PROGRAM

PHARMACY ADVOCATE PROGRAM

VIRTUAL PHYSICAL THERAPY PROGRAM

MENTAL WELL-BEING PROGRAM

DIABETES PREVENTION PROGRAM

TWO DENTAL PLAN OPTIONS

#### VOLUNTARY BENEFITS

VISION INSURANCE

HEALTH SAVINGS ACCOUNT (HSA)

HEALTH FLEXIBLE SPENDING ACCOUNT (FSA)

DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT

VOLUNTARY LIFE AND AD&D INSURANCE (FOR EMPLOYEES, SPOUSES, AND CHILDREN)

ACCIDENT INSURANCE

CRITICAL ILLNESS INSURANCE

HOSPITAL INDEMNITY INSURANCE

401(K) W/ EMPLOYER MATCH

Full-time employees at all locations of operations have access to all our benefits including Health, Pharmacy, Health Savings Account, Flex Spending Accounts, Dental, Vision, Accident, Critical Illness, Hospital Indemnity, Basic and Voluntary Life, Accidental Death, Long Term Disability, Short Term Disability, 401k, and Employee Assistance Program. Part-time employees have access to the 401k program.





# Our Top Priority: Safety

**Our top priority** is ensuring every employee returns home safely each day. With operations spanning manufacturing, manual labor, and fleet management, our structured safety program is led by the Safety Director, supported by corporate and site teams.

The Fleet Safety Manager oversees compliance and risk reduction, while Site Managers and Regional Vice Presidents ensure safety compliance and program execution. Progress is tracked through monthly reports, with annual safety targets set for PVARs, OSHA Recordables, and Lost Time Injuries. Leadership accountability is reinforced through management bonuses tied to safety performance.



SAFETY RATES	2020	2021	2022	2023	2024
Total Recordable Incident Rate (TRIR)	2.37	3.04	3.24	3.10	2.36
Lost Time Injury Rate (LTIR)	0.59	0.72	0.49	0.40	0.55
Preventable Vehicle Accident Rate (PVAR)	1.19	0.79	1.11	1.06	0.75

BY THE NUMBERS

SAFETY TRAINING

27.7 HRS / EMPLOYEE

ZERO OSHA RECORDABLES

55% OF FACILITIES

FATALITIES

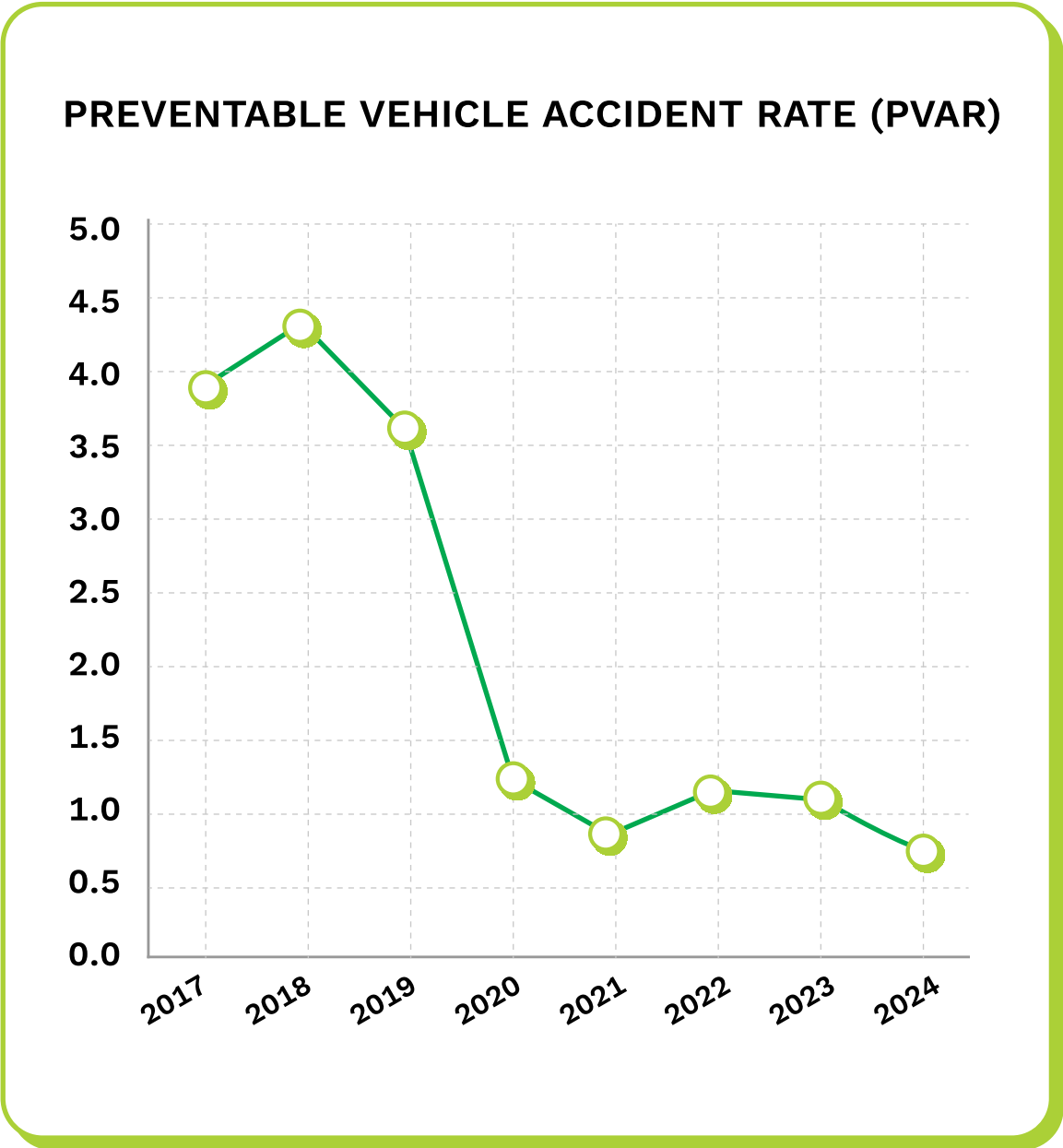
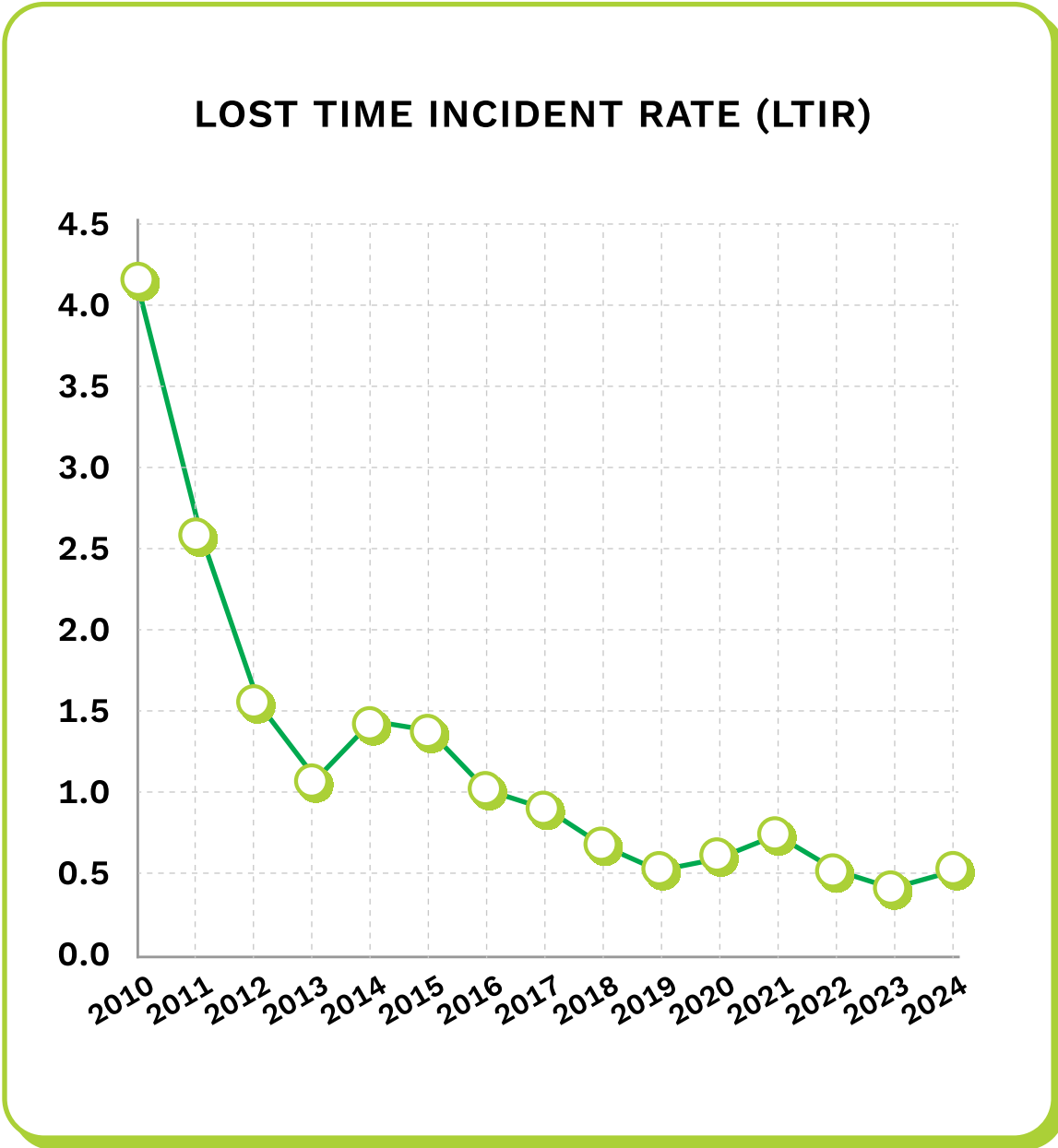
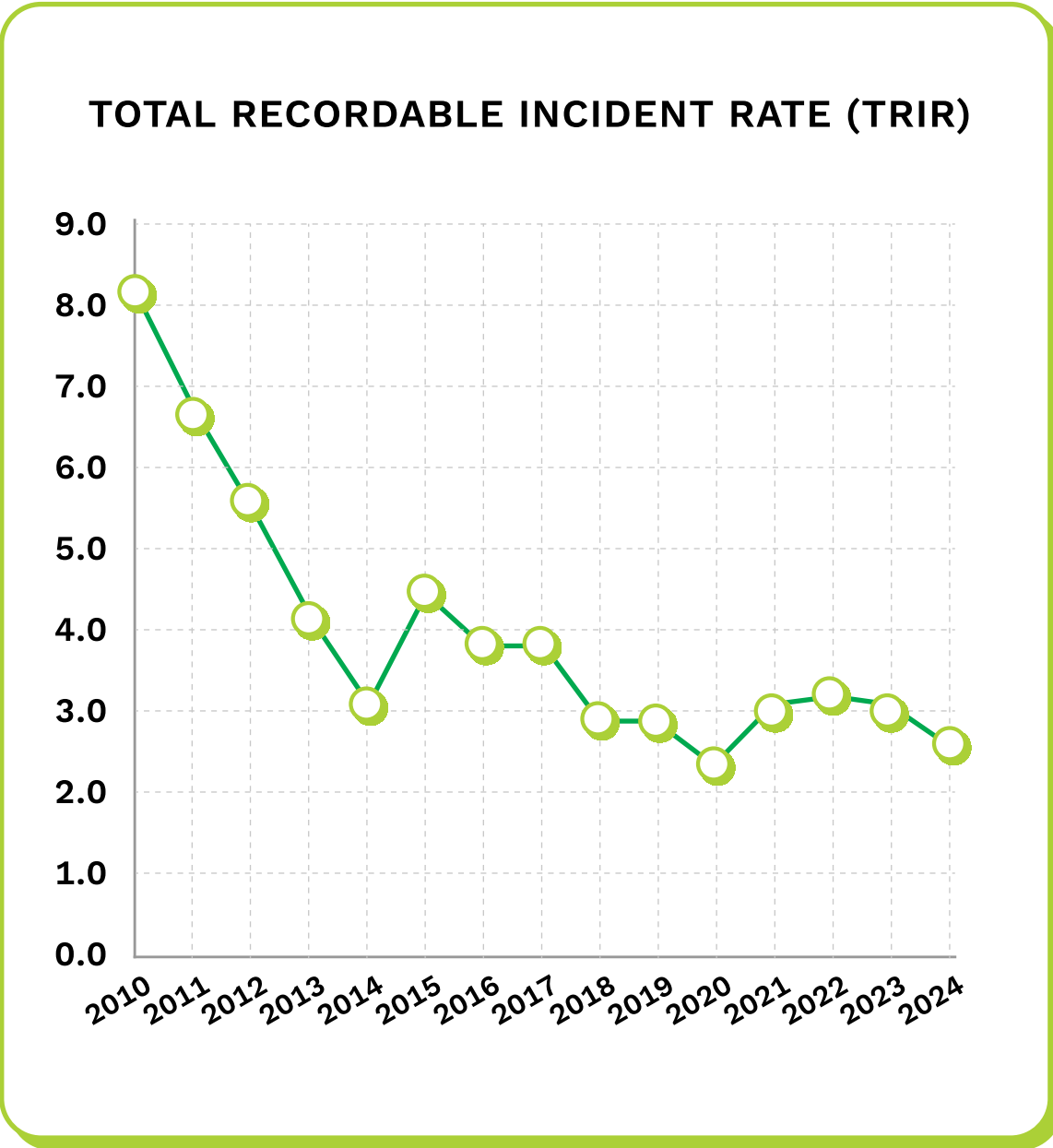
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NEAR-MISS RATE

3.07

HOURS WORKED

8,651,089







# Facility Safety

**STOP WORK AUTHORITY**  
Employees can halt work if unsafe conditions arise, with no fear of retaliation.

**SAFETY SUGGESTION BOXES**  
Employees can submit safety improvement ideas which are reviewed monthly.

**5-MINUTE SAFETY TALKS**  
Daily site-specific discussions led by General Managers, reinforcing key safety practices with attendance tracked.

**LIBERTY LEARNING TRAINING**  
Safety training covers hazards, equipment use, emergency readiness, and risk prevention.

**NON-ROUTINE WORK ANALYSIS**  
Site management assesses lighting, PPE, and employee qualifications before beginning non-routine tasks.

**WORK HARDENING PROGRAMS**  
Increasing new employees' workload gradually helps them adjust to physically demanding tasks & reduce injury risk.

**ANONYMOUS SAFETY SURVEYS**  
Conducted every two years to gather employee feedback, identify trends, & improve safety measures.

**STRETCH & FLEX PROGRAM**  
Conducted after daily safety talks to reduce soft tissue injuries, addressing common strains & sprains.

**RECOGNITION OF SAFE BEHAVIOR**  
Safety performance is tied to management incentives, reinforcing leadership accountability.

**SAFETY MANUAL**  
Updated in 2024, the safety manual provides guidelines for safe operations, incident reporting, and emergency response.

**NEAR MISS REPORTING**  
Employees report potential hazards anonymously, categorized as red (stop work), yellow (caution), or green (continue work).

**SAFETY IMPROVEMENT TEAMS**  
Management and frontline employees at sites with over 50 employees meet monthly to review training and identify hazards. Smaller sites integrate safety discussions into daily management meetings.

**CONTRACTOR SAFETY BRIEFINGS**  
Pre-work safety briefings ensure contractor compliance with site-specific safety requirements.

**CONTRACTOR SAFETY VIDEO**  
Covers PPE, emergency procedures, and hazard reporting; includes assessments and is available in English and Spanish.

**INCIDENT RESPONSE, LEARNING, & CONTINUOUS IMPROVEMENT**

**5-Why Hazard Analysis**  
Site managers conduct root cause analysis after an incident and implement corrective actions.

**Site Stand-Downs**  
Monthly site-wide safety training, with additional stand-downs after major incidents.

**Incident Follow-Up**  
Management meets with employees post-incident to discuss causes and identify improvements.

**Friday Safety Incident Review Calls**  
General Managers present incident reports, root cause analysis, and corrective actions.

**Incident Tracker**  
Tracks OSHA recordable incidents, assigns safety managers, and ensures corrective actions are implemented.

**Ortholive Healthcare Access**  
Free access to licensed medical professionals for workplace injuries, available in English and Spanish.

**Preventing incidents** before they occur is the foundation of Liberty Tire Recycling's safety approach. Through structured training, hazard identification, and employee engagement, we equip our workforce with the knowledge and resources needed to recognize risks and maintain a secure working environment. However, when incidents do occur, we prioritize a structured response, identifying root causes, implementing corrective actions, and continuously improving our safety programs to strengthen workplace culture.

**Operational Safety Excellence (OSE) Team**  
Established in 2024, the OSE team was established to standardize safety practices and enhance performance across all sites. The team focuses on hazard assessment, execution, communication, and safety tools, with oversight from Safety Director, Mike Herbert. Site leaders also have access to a wide variety of key resources online via a corporate intranet.





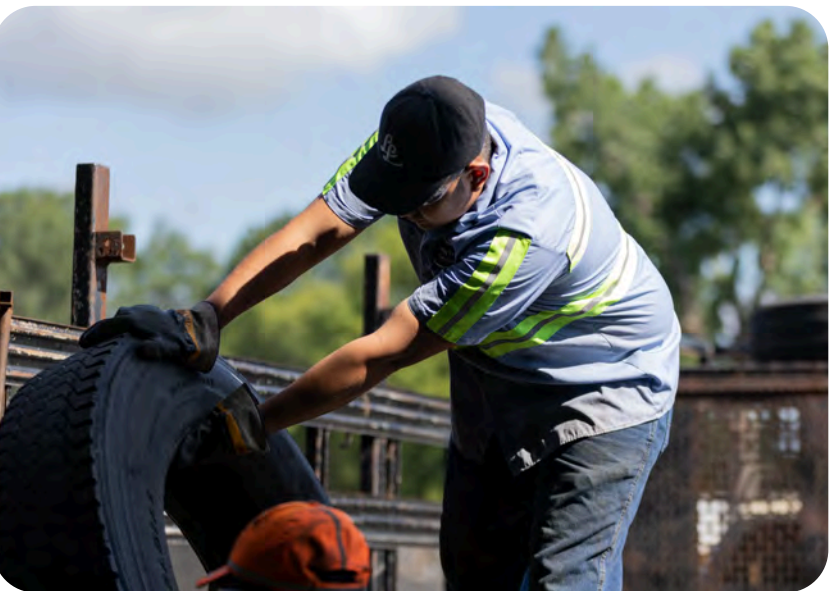
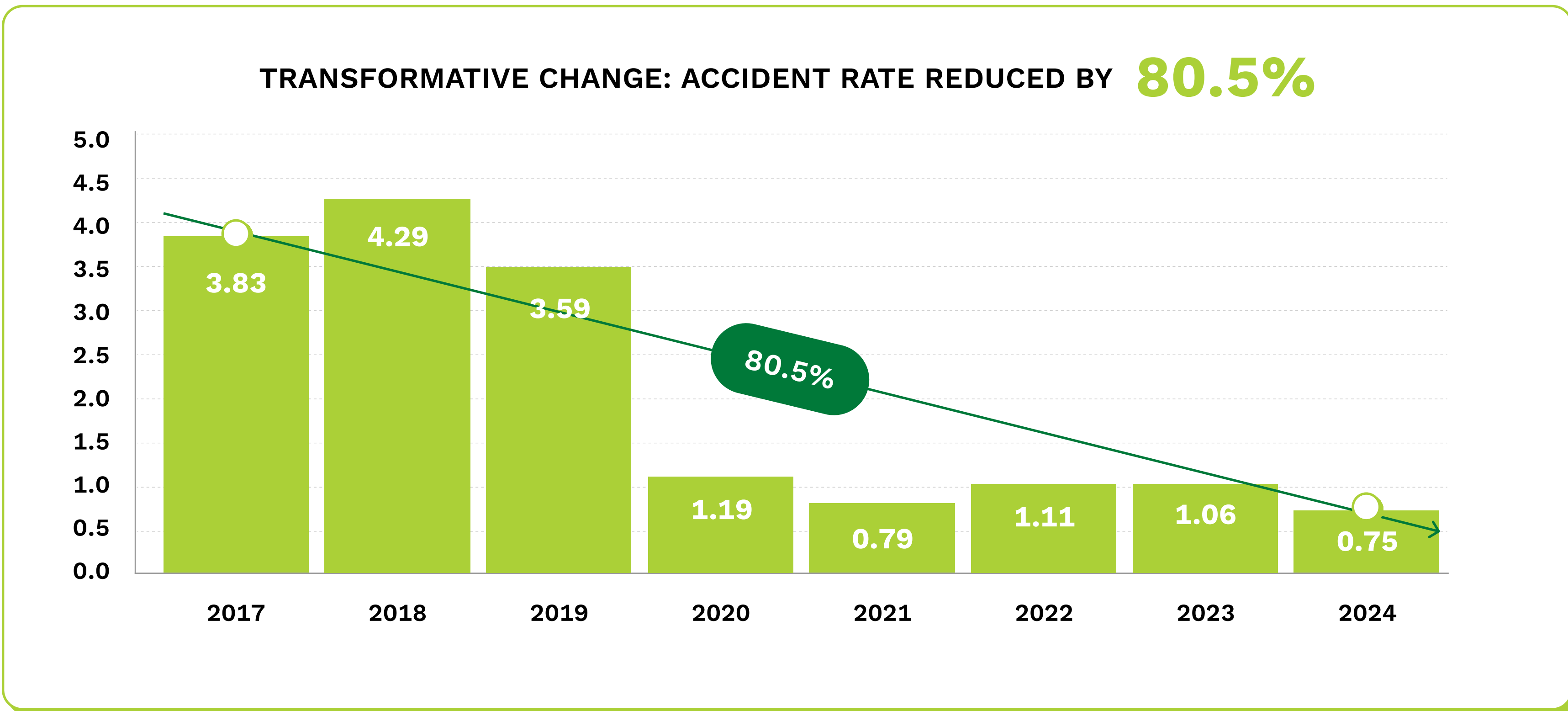


# Fleet Safety

## Advancing with Technology & Training

In 2024, we continued to prioritize fleet safety by expanding the rollout of Samsara cameras across our fleet. By the end of the year, we had over 350 active camera units installed, further enhancing our ability to monitor and improve driver behavior. Additionally, we began leveraging Samsara's cutting-edge Artificial Intelligence (AI) technology, which is helping to shape our upcoming driver safety incentive program. This AI integration enables in-cab alerts, automated coaching, and more personalized safety interventions, giving us the tools to proactively manage and enhance driver performance. Alongside the introduction of this advanced technology, we also maintained and expanded on the safety initiatives launched in previous years. These included:

- Monthly safety communications** to keep safety top-of-mind.
- A more **robust Driver Appreciation Week**, celebrating and recognizing the hard work of our drivers.
- Enhanced **driver pre-hire training** to ensure every new driver enters the fleet with the skills and knowledge they need for success.







# Supporting Communities Where We Live & Work







**We're committed** to creating lasting impact through both company-wide initiatives and local site efforts. From tire cleanups and volunteer work to financial and in-kind donations, Liberty and our employees give their time and resources to strengthen the communities they call home. Strong communities build strong businesses—and we're proud to invest in both.

# Support By The Numbers



\$150,726

IN CHARITABLE CONTRIBUTIONS



31,154 METRIC TONS

TIRES COLLECTED FROM CLEAN-UP & AMNESTY EFFORTS



75+

LOCAL IMPACT PROJECTS COMPLETED



\$87,000

RAISED FOR BLESSINGS IN A BACKPACK





# Liberty Cares Inaugural Golf Tournament

SUPPORTING COMMUNITIES



This year, Liberty Tire Recycling partnered with **Blessings in a Backpack** to combat childhood hunger.

This collaboration was inspired by a company-wide survey revealing employees' strong desire to support charities focused on children and hunger relief—two causes central to Blessings in a Backpack's mission. The nonprofit mobilizes communities, individuals, and resources to provide weekend meals for school-aged children across America who face food insecurity through discretely providing meals to students in their backpacks.

To support this initiative, we hosted our inaugural Liberty Cares Charity Golf Tournament, bringing together suppliers, supporters, and employees. Through sponsorships and participation, the event successfully **raised over \$87,000** for Blessings in a Backpack. Half of the proceeds were allocated to the nonprofit's strategic growth, enhancing its capacity to reach more children in need.

The remaining funds were used to purchase and transport food for six packing events held at Liberty facilities, where employees came together to assemble a total of 5,250 weekend meal bags for children.

Additionally, we organized a company-wide lunch-and-learns to educate employees about Blessings in a Backpack's mission and how food insecurity affects children.

During these sessions, employees wrote child-friendly, encouraging notes to include in the backpacks, adding a personal touch to brighten students' weekends.

This partnership exemplifies our commitment to community engagement and making a meaningful difference in the lives of children facing food insecurity.

To learn more about Blessings in a Backpack, visit their website:

[BLESSINGS IN A BACKPACK →](#)







# Earth Day Neighborhood Forest



To celebrate Earth Day in 2024, we partnered with Neighborhood Forest, a non-profit that helps distribute free trees to children.

Together, **we donated 1,800 trees** to schools in Salt Lake City, UT, and Port St. Lucie, FL, encouraging students to plant and care for their own trees.

Liberty employees also led Earth Day presentations, sharing a kid-friendly story about tire recycling and introducing students to sustainability. Through tree donations and recycling education, our employees helped inspire the next generation of environmental stewards.

Liberty was also recognized by Walmart during its Earth Day promotions, which highlighted our products as a way to “make sustainable choices easy, accessible, and affordable” for customers.



# Partnering with Bridgestone Playground Projects



Liberty Tire Recycling remains dedicated to sustainability and community engagement.

In 2024, we continued our partnership with Bridgestone Americas and other local Nashville organizations, donating recycled products to help build and revitalize community playgrounds, promoting environmental responsibility and safe play spaces.

Through this on-going partnership, Liberty has **donated over 60,000 pounds of recycled products** to support local communities.



# Annual Giving Back Campaign



Each year, Liberty Tire Recycling supports families in need through the Giving Back program.

Each of our facilities selects a family in their community that could use extra support during the holiday season.

To kick-start the initiative, Liberty provides each site with a \$250 gift card for their chosen family, and employees have an opportunity to contribute additional donations if they choose.

These combined efforts help provide essentials and gifts, bringing much-needed support to local families.

In 2024, **Liberty employees raised over \$45,000** to give back to local communities, demonstrating the power of compassion and generosity.







# Operating Responsibly







# Principled Governance

Liberty is committed to the highest ethical standards and enforces policies to support ethical business practices and human rights protections.

All employees receive a written copy of the Code of Conduct during onboarding, which includes anti-corruption provisions and is accessible via the intranet. Employees in leadership, management, sales, and other key roles complete annual Code of Conduct training. The Code of Conduct is reviewed annually, and managers must attest to compliance. Leadership is required to act ethically and report misconduct. Liberty upholds human rights protections through its Anti-Human Trafficking Policy and Supplier Code of Conduct.

Our policies encourage prompt reporting of unethical behavior through supervisors, HR, an anonymous Ethics & Compliance Hotline, or the public website. Liberty enforces a strict non-retaliation policy. The Harassment Investigation Guide is available to assist leadership in handling claims. In-house counsel ensures compliance with policies and regulations, and laws, reinforcing ethical conduct company-wide.



## CODE OF CONDUCT KEY TOPICS

FAIR DEALING

FAIR WAGES

COMPLIANCE WITH LAWS, RULES, & REGULATIONS

ANTI-CORRUPTION & BRIBERY

WORKPLACE SAFETY & VIOLENCE PREVENTION

DISCRIMINATION & HARASSMENT

ETHICAL DECISION-MAKING

ANTITRUST & FAIR COMPETITION

HONEST ADVERTISING & MARKETING





# Cybersecurity

**Cybersecurity is a top priority for Liberty,** as such, we have deployed a proactive approach to protecting systems, data, and operations. Overseen by our Chief Information Officer (CIO), Liberty actively maintains an Incident Response Plan, reviewed annually.

Systems are classified by business impact to align recovery and response times with business criticality.

In 2024, Liberty conducted four cybersecurity tests—one internal vulnerability test and three external penetration tests—resolving all critical vulnerabilities.

Cyber risks are managed through Information Technology Infrastructure Library (ITIL) problem management, with bi-monthly risk reviews. All vulnerabilities are entered as problems and tracked until a resolution has been confirmed.

In 2024, we partnered with Ontinue as our 24/7 Security Operations Center (SOC), which monitors threats and possible incidents. This resulted in zero data breaches in 2024.

Knowing that employees are the front line in any cybersecurity attack.

Employee awareness remains a priority, with quarterly phishing tests and more than 400 hours of cybersecurity training completed in 2024.

The foundation for the training is a strong framework of cybersecurity policies, accessible via the intranet, covering everything from incident response and data classification to acceptable use guidelines and business continuity planning.

These policies provide clear guidance on handling security incidents, protecting sensitive data, and ensuring business resilience.



# Sustainable Procurement

Liberty conducts annual supplier surveys to assess risks and ensure alignment with sustainable vendors.

The process begins by identifying suppliers above a specific spend threshold. This process focuses on direct material suppliers due to potential supply chain disruptions, manufacturing and logistics suppliers which contribute largely to Scope 3 emissions, waste disposal providers to address environmental compliance risks, labor-intensive subcontractors due to human rights concerns, and suppliers headquartered outside the U.S. and Canada due to potential supply chain interruptions.

Key suppliers receive surveys, including a request for a signed Supplier Code of Conduct, available on our website.

The surveys collect data on social factors such as minority business ownership and human rights policies, environmental practices including emissions, water usage, and waste disposal, and governance topics related to sustainable supply chain management.

*Data is based on suppliers that responded to the 2024 survey.*

## BY THE NUMBERS

**Increased supplier engagement,** with more responses to the supplier survey than in previous years

**Minority-owned suppliers increased by 150%** when compared to responses from 2023

**70% of suppliers** that responded reported providing **regular health, safety, and environmental training** to employees

**71% of suppliers** that responded reported having at least one **policy related to sustainability topics**





# Climate Resilience

As part of our annual insurance renewal process, Natural Catastrophe (CAT) modeling is conducted to assess extreme weather risks and determine the probability of impact to Liberty Tire Recycling’s sites and operations.

The results of this modeling informs our insurance strategy, helping us determine appropriate coverage levels and assess the need for additional Earthquake or Flood insurance. Property insurance plays a critical role in protecting the company from financial loss due to weather-related business interruptions and damage to property and equipment.

We have initiated the development of a state-of-the-art Enterprise Risk Management Framework to enhance our approach to identifying, assessing, and mitigating climate-related risks.

## RISK ANALYSIS

### Physical Risks

Climate change and extreme weather events pose a risk to our operations and to the health and well-being of our employees.

### Regulatory Risks

Disruptions caused by extreme weather could temporarily impact our ability to meet regulatory requirements, including those outlined in operating and environmental permits.

### Operational Risks

Severe weather events may result in production interruptions if sites are unable to operate, or cause supply chain disruptions that delay the collection of inbound tires or the distribution of outbound products. Additionally, significant losses from climate-related events could impact our ability to secure insurance coverage in the future.

### Financial Implications

Extreme weather events may lead to costly repairs to operating sites and equipment, as well as additional expenses to manage business interruptions. Delays in tire collection, production, or outbound shipments could result in revenue loss. Insurance premiums may also increase due to higher loss frequency and severity.

## RISK MITIGATION & MANAGEMENT

### Annual Risk Assessments

We conduct CAT modeling and loss analytics annually to evaluate our exposure and determine appropriate insurance coverage. Operational management is informed of identified risks to ensure preparedness.

### Insurance Strategy

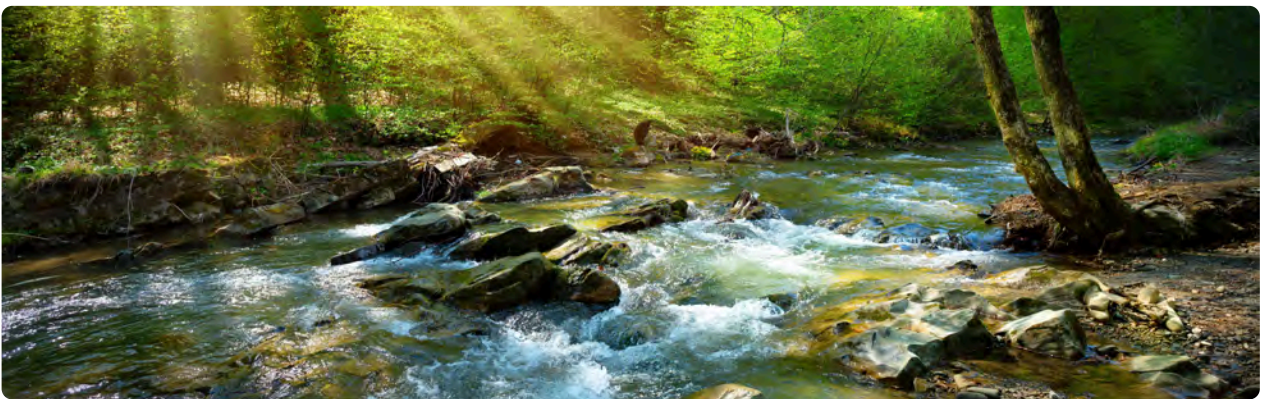
We maintain Property, Earthquake, and Flood insurance coverage, transferring financial risk associated with covered losses.

### Risk Prevention Investments

We allocate capital expenditures toward risk mitigation measures, such as fire prevention and maintenance, to minimize potential damages.

### Future Planning

We are developing systems to better calculate the financial implications of climate risks, allowing us to make more informed revenue projections and enhance our resilience to extreme weather events.







# Appendix







# Global Reporting Initiative (GRI) Content Index







GRI STANDARD	DISCLOSURE	LOCATION
GRI Standards Used: GRI 1: Foundation 2021	Liberty Tire Recycling has reported the information cited in this GRI content index for the period 1/1/2024 – 12/31/2024 with reference to the GRI Standards.	
GRI 2: General Disclosures 2021	2-1 Organizational details	INTRODUCTION
	2-2 Entities included in the organization’s sustainability reporting	INTRODUCTION
	2-3 Reporting period, frequency and contact point	INTRODUCTION
	2-4 Restatements of information	No data corrections were restated from the 2023 to 2024 sustainability reports.
	2-5 External assurance	INTRODUCTION
	2-6 Activities, value chain and other business relationships	INTRODUCTION
	2-7 Employees	VALUING & INVESTING IN OUR TEAM Subcontractors: 330
	2-8 Workers who are not employees	VALUING & INVESTING IN OUR TEAM
	2-9 Governance structure and composition	Liberty Tire Recycling operates under ECP’s seven-member Board of Directors.
	2-11 Chair of the highest governance body	Our Board of Directors is chaired by Tyler Reeder, Managing Partner at Energy Capital Partners (ECP), the Company’s owner.
	2-12 Role of the highest governance body in overseeing the management of impacts	INTRODUCTION
	2-13 Delegation of responsibility for managing impacts	INTRODUCTION





GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021 (cont.)	2-14 Role of the highest governance body in sustainability reporting	INTRODUCTION
	2-15 Conflicts of interest	OPERATING RESPONSIBLY
	2-17 Collective knowledge of the highest governance body	Liberty reports sustainability metrics to the Board of Directors on the same cadence as financial metrics, ensuring timely communication and transparency on sustainability-related topics. Our executive team reviews annual feedback from the board on our sustainability practices to support continuous education and improvement.
	2-22 Statement on sustainable development strategy	INTRODUCTION
	2-23 Policy commitments	OPERATING RESPONSIBLY
	2-24 Embedding policy commitments	OPERATING RESPONSIBLY
	2-25 Processes to remediate negative impacts	OPERATING RESPONSIBLY
	2-26 Mechanisms for seeking advice and raising concerns	OPERATING RESPONSIBLY





GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: General Disclosures 2021 (cont.)	2-28 Membership associations	<p>NATIONAL ASSOCIATIONS</p> <p>Air and Waste Management Association (AWMA)</p> <p>American Iron and Steel Institute (AISI)</p> <p>American Sports Builders Association (ASBA)</p> <p>National Asphalt Pavement Association (NAPA)</p> <p>National Private Truck Council (NPTC)</p> <p>National Road Research Alliance (NRRRA)</p> <p>National Safety Council</p> <p>Recycled Materials Association (ReMA), formerly known as the Institute of Scrap Recycling Industries (ISRI)</p> <p>Recycled Rubber Coalition (RRC)</p> <p>Solid Waste Association of North America (SWANA)</p> <p>Synthetic Turf Council (STC)</p> <p>Tire and Rubber Association of Canada (TRAC)</p> <p>Tire Industry Association (TIA)</p>
	2-29 Approach to stakeholder engagement	<p>We communicate with stakeholders through board meetings, strategic planning sessions, sales and site meetings, training, and outreach programs. Regular updates are shared via company-wide communications, reports, disclosures, newsletters, social media, and marketing efforts.</p>
	2-30 Collective bargaining agreements	12.5%
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<p>INTRODUCTION</p> <p>Liberty conducted a materiality assessment in 2021 and continues to review it annually, along with stakeholder input, to ensure annual sustainability priorities chosen are aligned with expectations and responsive to any changes since the matrix was developed.</p>





GRI STANDARD	DISCLOSURE	LOCATION
	3-2 List of material topics	INTRODUCTION
	3-3 Management of material topics	Our sustainability report details the strategies we use to manage our most important material topics.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	INTRODUCTION
	203-2 Significant indirect economic impacts	Liberty Tire Recycling contributes to the economy through job creation and working with our inbound and outbound customers to promote a circular economy.
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	OPERATING RESPONSIBLY
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	OPERATING RESPONSIBLY
	205-2 Communication and training about anti-corruption policies and procedures	OPERATING RESPONSIBLY
GRI 301: Materials 2016	301-2 Recycled input materials used	OUR SUSTAINABLE PRODUCTS
	301-3 Reclaimed products and their packaging materials	OUR SUSTAINABLE PRODUCTS  In 2024, Liberty made significant progress in reducing corrugated cardboard in retail packaging and is actively exploring innovative options for GroundSmart® Rubber Mulch bags to increase package sustainability.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	ENVIRONMENTAL STEWARDSHIP
	302-2 Energy consumption outside of the organization	ENVIRONMENTAL STEWARDSHIP
	302-3 Energy intensity	ENVIRONMENTAL STEWARDSHIP





GRI STANDARD	DISCLOSURE	LOCATION
	302-4 Reduction of energy consumption	ENVIRONMENTAL STEWARDSHIP
	302-5 Reductions in energy requirements of products and services	ENVIRONMENTAL STEWARDSHIP
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	ENVIRONMENTAL STEWARDSHIP
	305-2 Energy indirect (Scope 2) GHG emissions	ENVIRONMENTAL STEWARDSHIP
	305-3 Other indirect (Scope 3) GHG emissions	ENVIRONMENTAL STEWARDSHIP
	305-4 GHG emissions intensity	Liberty Tire Recycling is a privately held company and does not disclose revenue-related metrics, which are commonly used to measure GHG emissions intensity.
	305-5 Reduction of GHG emissions	ENVIRONMENTAL STEWARDSHIP
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	ENVIRONMENTAL STEWARDSHIP
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	ENVIRONMENTAL STEWARDSHIP
	306-2 Management of significant waste-related impacts	ENVIRONMENTAL STEWARDSHIP
	306-3 Waste generated	ENVIRONMENTAL STEWARDSHIP
	306-4 Waste diverted from disposal	ENVIRONMENTAL STEWARDSHIP
	306-5 Waste directed to disposal	ENVIRONMENTAL STEWARDSHIP
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that were screened using environmental criteria	OPERATING RESPONSIBLY





GRI STANDARD	DISCLOSURE	LOCATION
	308-2 Negative environmental impacts in the supply chain and actions taken	OPERATING RESPONSIBLY  Liberty conducts an annual supplier survey that includes environmental impact questions. The procurement team reviews the results and considers them when evaluating supplier relationships and sourcing decisions.
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	VALUING & INVESTING IN OUR TEAM
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	VALUING & INVESTING IN OUR TEAM
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Liberty has built a robust internal safety management system that includes safety data, best practices, policies, tracking tools, and resources. Liberty strives to develop occupational safety practices and systems that not only align with applicable laws and industry standards but also go above and beyond through continuous risk identification and analysis.
	403-2 Hazard identification, risk assessment, and incident investigation	VALUING & INVESTING IN OUR TEAM
	403-3 Occupational health services	VALUING & INVESTING IN OUR TEAM
	403-4 Worker participation, consultation, and communication on occupational health and safety	VALUING & INVESTING IN OUR TEAM
	403-5 Worker training on occupational health and safety	VALUING & INVESTING IN OUR TEAM
	403-6 Promotion of worker health	VALUING & INVESTING IN OUR TEAM
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	VALUING & INVESTING IN OUR TEAM





GRI STANDARD	DISCLOSURE	LOCATION
	403-8 Workers covered by an occupational health and safety management system	VALUING & INVESTING IN OUR TEAM  All workers at Liberty facilities are expected to follow safety requirements and are encouraged to actively identify and report potential safety risks.
	403-9 Work-related injuries	VALUING & INVESTING IN OUR TEAM
	403-10 Work-related ill health	VALUING & INVESTING IN OUR TEAM
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	VALUING & INVESTING IN OUR TEAM
	404-2 Programs for upgrading employee skills and transition assistance programs	VALUING & INVESTING IN OUR TEAM
	404-3 Percentage of employees receiving regular performance and career development reviews	VALUING & INVESTING IN OUR TEAM
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	0 incidents
GRI 408: Child Labor 2016	408-1 Operations and suppliers at significant risk for incidents of child labor	OPERATING RESPONSIBLY  Labor laws, including risks related to child labor, are assessed through Liberty's annual supplier survey.
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	OPERATING RESPONSIBLY  Labor laws are assessed through Liberty's annual supplier survey.
GRI 411: Rights of Indigenous Peoples 2016	411-1 Incidents of violations involving rights of indigenous peoples	0 incidents of violations.





GRI STANDARD	DISCLOSURE	LOCATION
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	SUPPORTING COMMUNITIES WHERE WE LIVE & WORK
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	OPERATING RESPONSIBLY
	414-2 Negative social impacts in the supply chain and actions taken	OPERATING RESPONSIBLY
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	<p>Corporate Website: <a href="#">Liberty Tire Recycling Applauds Work Of Largest Tire Crumb Rubber Study Conducted In U.S.</a></p> <p>Corporate Website: <a href="#">Evaluation of Health Effects of Recycled Waste Tires in Playground and Track Products</a></p> <p>Our playground surfacing products comply with ASTM 1292, 3351, 3012, and 1951, while crumb rubber applications meet ASTM F3188, ASTM 3496-20, EN 71-3, and CPSIA lead content standards.</p>
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	0 incidents





# Sustainability Accounting Standards Board (SASB) Index







TOPIC	UNIT OF MEASUREMENT	SASB CODE	DISCLOSURE ACCOUNTING METRIC	2024 RESPONSES
Greenhouse Gas Emissions	Metric tons (t) CO <sub>2</sub> -e, Percentage(%)	IF-WM-110a.1 TR-RO-110a.1	(1) Gross global Scope 1 emissions, percentage covered under (2) emissions limiting regulations and (3) emissions reporting regulations	1) 51,277.80 MT CO2e 2) 0% - No emissions were covered under emissions-limiting regulations 3) 0% - No emissions were covered under emissions-reporting regulations.
Greenhouse Gas Emissions	Million British Thermal Units (MMBtu), Percentage (%)	IF-WM-110a.2	(1) Total landfill gas generated,(2) percentage flared and (3) percentage used for energy	Not applicable: Liberty Tire does not own or operate any municipal solid waste landfill operations and has no landfill gas generated at any location.
Greenhouse Gas Emissions	N/A	IF-WM-110a.3 TR-RO-110a.2	Discussion of long- and short-termstrategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Refer to "Environmental Stewardship" section of our report
Fleet Fuel Management	Gigajoules(GJ), Percentage(%)	IF-WM-110b.1 TR-RO-110a.3	1) Fleet fuel consumed, (2) percentage natural gas and (3) percentage renewable	1) 642,417 GJ 2) 0% 3) 5%
Fleet Fuel Management	Percentage(%)	IF-WM-110b.2	Percentage of alternative fuel vehicles in fleet	0
Air Quality	Metric tons(t)	IF-WM-120a.1 TR-RO-120a.1	Air emissions of the following pollutants: TR: Air emissions of the following pollutants:(1) NOx (excluding N2O), (2) SOx, and(3) particulate matter (PM10) WM: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	NOx = 359 Metric Tons SOx = 80 Metric Tons
Air Quality	Number	IF-WM-120a.2	Number of facilities in or near areas ofdense population	8 facilities are located in cities or towns classified as densely populated per the 2020 Census. An additional 9 facilities are within 5 miles of such areas.
Air Quality	Number	IF-WM-120a.3	Number of incidents of non-compliance associated with air quality permits,standards, and regulations	0
Workforce Health & Safety	Rate	IF-WM-320a.1 TR-RO-320a.1	(1) Total recordable incident rate (TRIR),(2) fatality rate, and (3) near missfrequency rate (NMFR) for (a) direct employees and (b) contract employees	Calculated for full-Time employees 1) TRIR - 2.36 2) Fatality Rate - 0 3) NMFR - 3.07





TOPIC	UNIT OF MEASUREMENT	SASB CODE	DISCLOSURE ACCOUNTING METRIC	2024 RESPONSES
Workforce Health & Safety	Percentage(%)	TR-RO-320a.2	(1) Voluntary and (2) involuntary turnover rate for all employees	1) .32 Voluntary 2) .14 involuntary Total turnover - .46
Workforce Health & Safety	N/A	TR-RO-320a.3	Description of approach to managing short-term and long-term driver health risks	Refer to "Valuing & Investing In Our Team" section of our report
Workforce Health & Safety	Number	IF-WM-320a.3 TR-RO-540a.1	Number of road accidents and incidents	93 total accidents / incidents on road  DOT Accidents - 11 or .45 per million miles  PVAs – 18 or .75 per million miles  Preventable DOT recordable accidents – 4 or .16 per million miles
Accident & Safety Management	Number, Cubicmetres (m <sup>3</sup> )	TR-RO-540a.3	(1) Number and (2) aggregate volume of spills and releases to the environment	1) 0 2) 0
Labour Practices	Percentage(%)	IF-WM-310a.1	Percentage of active workforce employed under collective agreements	12.50%
Labour Practices	Number, Daysidle	IF-WM-310a.2	(1) Number of work stoppages and (2) total days idle	0
Management of Leachate & Hazardous Waste	Metric tons(t), Percentage(%)	IF-WM-150a.1	(1) Total Toxic Release Inventory (TRI) releases, (2) percentage released to water	1) 0 2) 0
Management of Leachate & Hazardous Waste	Number	IF-WM-150a.2	Number of corrective actions implemented for landfill releases	1) 0
Management of Leachate & Hazardous Waste	Number	IF-WM-150a.3	Number of incidents of non-compliance associated with environmental impacts	1) 0 instances of non-compliance associated with environmental impacts resulting in formal enforcement actions regarding monofills.
Recycling & Resource Recovery	Metric tons (t), Percentage (%)	IF-WM-420a.1	(1) Amount of waste incinerated, (2) percentage hazardous, (3) percentage used for energy recovery	Not applicable: Liberty Tire does not incinerate any materials.
Recycling & Resource Recovery	Percentage(%)	IF-WM-420a.2	Percentage of customers receiving (1) recycling and (2) composting services, by customer type	(1) 100% (99% Commercial; 1% Residential) (2) 0%





TOPIC	UNIT OF MEASUREMENT	SASB CODE	DISCLOSURE ACCOUNTING METRIC	2024 RESPONSES
Recycling & Resource Recovery	Metric tons(t)	IF-WM-420a.3	Amount of material (1) recycled, (2) composted, and (3) processed as waste-to-energy	1) 1,744,157 Metric Tons 2) 0 3) 0
Recycling & Resource Recovery	Metric tons (t), Percentage (%)	IF-WM-420a.4	(1) Amount of electronic waste collected, (2) percentage recovered through recycling	1) 0 2) 0%
Activity Metric - Waste Management	Number	IF-WM-000.A	Number of customers by category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other	Commercial: 86.0% Municipal: 11.7% Industrial: 2.3% Residential: 0.1%
Activity Metric - Waste Management	Number	IF-WM-000.B	Vehicle fleet size	538
Activity Metric - Waste Management	Number	IF-WM-000.C	Number of: (1) landfills, (2) transfer stations, (3) recycling centres, (4) composting centres, (5) incinerators, and (6) all other facilities	3 landfills - Minerva, OH, Cameron & Concord, NC 7 - Transfer stations 7- Mulch / Molded locations 38 - Processing centers 3 - warehouses 4 - administrative offices
Activity Metric - Waste Management	Metric tons (t)	IF-WM-000.D	Total amount of materials managed, by customer category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other	Commercial - 1,505,763 MT Municipal - 205,291 MT Industrial - 39,830 MT Residential - 907 MT
Activity Metric - Road Transportation	RTK	TR-RO-000.A	Revenue tonne-kilometres (RTK)1	Liberty Tire Recycling is a privately held company and does not publicly disclose financial information, including revenue tonne-kilometres (RTK).
Activity Metric - Road Transportation	Number	TR-RO-000.B	Load factor	Data not available.
Activity Metric - Road Transportation	Number	TR-RO-000.C	Number of employees, number of truck drivers	Employees: 3570 (FTE + Sub) Truck Drivers: 418





# References







# References

<p><b>P. 4</b></p> <p>1 U.S. Tire Manufacturers Association. (2024). 2023 End-of-Life Tire Management Report (p. 6). Retrieved from <a href="https://www.ustires.org/2023-elt-tire-report-page">https://www.ustires.org/2023-elt-tire-report-page</a></p>	<p><b>P. 18</b></p> <p>2 U.S. Environmental Protection Agency. (2016). Tire-derived fuel. EPA Archive. Retrieved February 20, 2025, from <a href="https://archive.epa.gov/epawaste/conserve/materials/tires/web/html/tdf.html">https://archive.epa.gov/epawaste/conserve/materials/tires/web/html/tdf.html</a></p> <p>3 U.S. Tire Manufacturers Association. (2023). U.S. 2023 End-of-Life Tire Management Report. USTMA. Retrieved February 20, 2025, from <a href="https://www.ustires.org/2023-elt-tire-report-page">https://www.ustires.org/2023-elt-tire-report-page</a></p>	<p><b>P. 19</b></p> <p>4 Certified by SCS Global Services (SCS), License #CL27157</p>
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