



Liberty
TIRE RECYCLING



2023

EMPOWERING SUSTAINABILITY

From Vision to Action

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Published: August, 2024

Dear Stakeholders,

As we navigate the dynamic landscape of modern business, it is with great pride and enthusiasm that I present to you our annual Environmental, Social, and Governance (ESG) report. This report is a testament to our unwavering commitment to sustainable practices, ethical conduct, and transparent communication with all our stakeholders.

At the heart of our ESG efforts lies a profound dedication to the principle of Zero Waste. It is not merely a goal; it is a philosophy that permeates every aspect of our operations. We are steadfast in our mission to find beneficial reuses for all tires, eliminating waste from our processes and maximizing resource efficiency. Through innovative technologies and strategic partnerships, we have made significant strides in this regard, and we remain steadfast in our pursuit of even greater achievements.

Our commitment to Zero Waste is not an isolated endeavor but is intricately linked with our broader sustainability goals. We are pleased to report substantial progress towards these objectives, with measurable improvements in waste reduction, resource conservation, and carbon footprint reduction. These achievements underscore our dedication to creating a more sustainable future for generations to come.

Central to our ESG agenda is the paramount importance of safety. We recognize that the well-being of our employees, customers, and communities is non-negotiable. Through robust safety protocols, continuous training, and a culture of vigilance,

we have maintained an exemplary safety record, ensuring that everyone who interacts with our business does so with confidence and peace of mind.

Furthermore, our ESG maturity extends beyond our internal operations to encompass our entire value chain. We actively engage with suppliers, partners, and stakeholders to foster a culture of responsibility and accountability throughout the industry. By promoting transparency and collaboration, we seek to drive positive change and set new benchmarks for sustainable business practices.

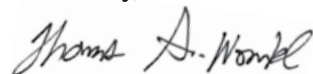
I am also excited to announce the addition of Patrick Ryan, Chief Strategy Officer and Andrew Meurer, President and Chief Commercial Officer in 2023. Their expertise, understanding of industry expectations, and passion for sustainability will undoubtedly bolster our ESG initiatives and propel us towards even greater achievements. With their leadership, we are poised to chart new frontiers and redefine the boundaries of the tire recycling business.

In closing, I extend my sincerest gratitude to the Liberty Team and our stakeholders for their unwavering support and partnership on this transformative journey. Together, we will continue to lead by example, demonstrating that profitability and sustainability are not mutually exclusive but rather complementary facets of a successful business.

Liberty Tire Recycling is leading the industry by **Driving a Greener Tomorrow.**

Thank you for your continued trust in Liberty Tire Recycling.

Sincerely,



THOMAS WOMBLE

CEO



Corporate Highlights

Years In Business

24

Number of Employees

3,513

Number of Customers

53,355

Locations Across
North America

56

(50 facilities, 6 offices)

States/Provinces/Territories
of Operation

54

Headquarters

Pittsburgh, PA

Number of Brands

16



ESG Highlights

Tires Collected

205,817,489

End Market Utilization
(% of tires used)

78.4%

Hours of Employee Training

92,591

% of Women in Leadership

22%

Community Service

544 Cleanups

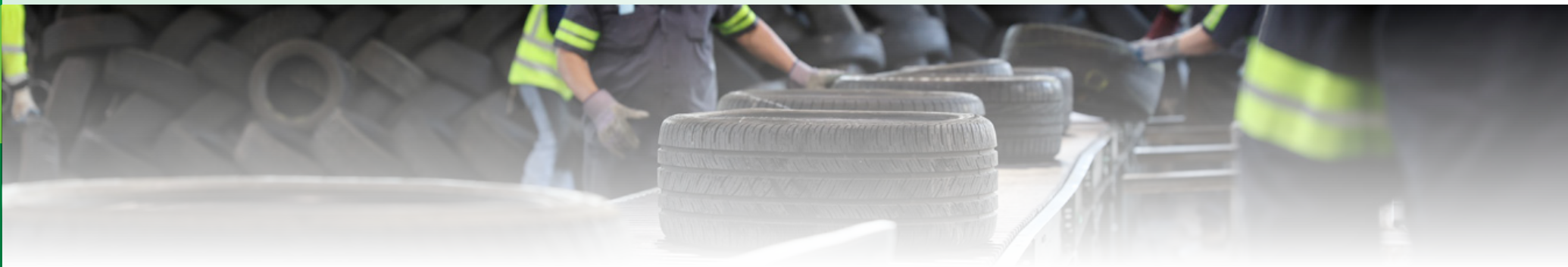
Site-level Goals

**Recycling
Energy Efficiency
Community Outreach
CPR/AED Training**

Scope 1 & 2 GHG Emissions

106,512

CO₂-e Metric Tons



Who We Are

Liberty Tire Recycling, a privately held company and North America's leading tire recycler, transforms billions of pounds of waste tires into a valuable commodity by offering comprehensive end-of-life tire management solutions to tire manufacturers, retailers, and state and local governments.

We are leading the charge in sustainable tire solutions, pioneering new methods to reclaim, reuse, and recycle over 205 million tires annually and reshaping the tire industry's environmental footprint.

Our Mission

Liberty Tire Recycling is committed to providing world class service and finding new and innovative ways to reclaim, recycle, and reuse end-of-life tires—in support of a sustainable and growing economy and for the long-term health of our planet.

Our Vision

To create a more sustainable and resilient future that respects the environment and protects the health and safety of our people and communities.

Our Values



Safety: We are committed to sending everyone home safely, every day.



People: We are building our business with a diverse, dedicated, and empowered team of people. We value and respect each individual and create opportunities for employee growth.



Ethics: We do the right thing. We say what we're going to do and we do what we say.



Innovation: We take the initiative to see and act on opportunities to continually improve the organization.



Teamwork: We work together in the best interests of our customers, communities, employees, and company.



Sustainable Value Creation: We recognize that creating value for our customers drives our success.

What We Do

Our operations fall into four categories.

Tire Collections

Liberty Tire Recycling's extensive network of collection operations and **41 strategically located manufacturing and processing plants** across North America has allowed us to collect all types of end-of-life tires from **over 37,400 retail partners**. Over the past decade, we have diverted **over 1.63 billion tires** from landfills, and we continue to forge new partnerships to expand our recycling impact.

Manufacturing & Retail Services

Liberty Tire Recycling's recycled rubber products reach consumers and businesses through a vast network of **over 15,000 retail and commercial locations** across North America, including all major home improvement retailers and online platforms. Our diverse portfolio of **over 100 products** demonstrates our commitment to innovation and sustainability. We actively collaborate with our partners to identify new opportunities for incorporating recycled rubber into existing products.



Community Services

Liberty Tire Recycling actively collaborates with state and local governments, communities, nonprofits, and private entities to remediate abandoned or illegal tire piles. Over the past thirteen years, we have partnered in thousands of events to collect tens of millions of tires across North America. In 2023 alone, we participated in **over 500 cleanup events**, including tire amnesty days, diverting countless tires from landfills and illegal dumping.

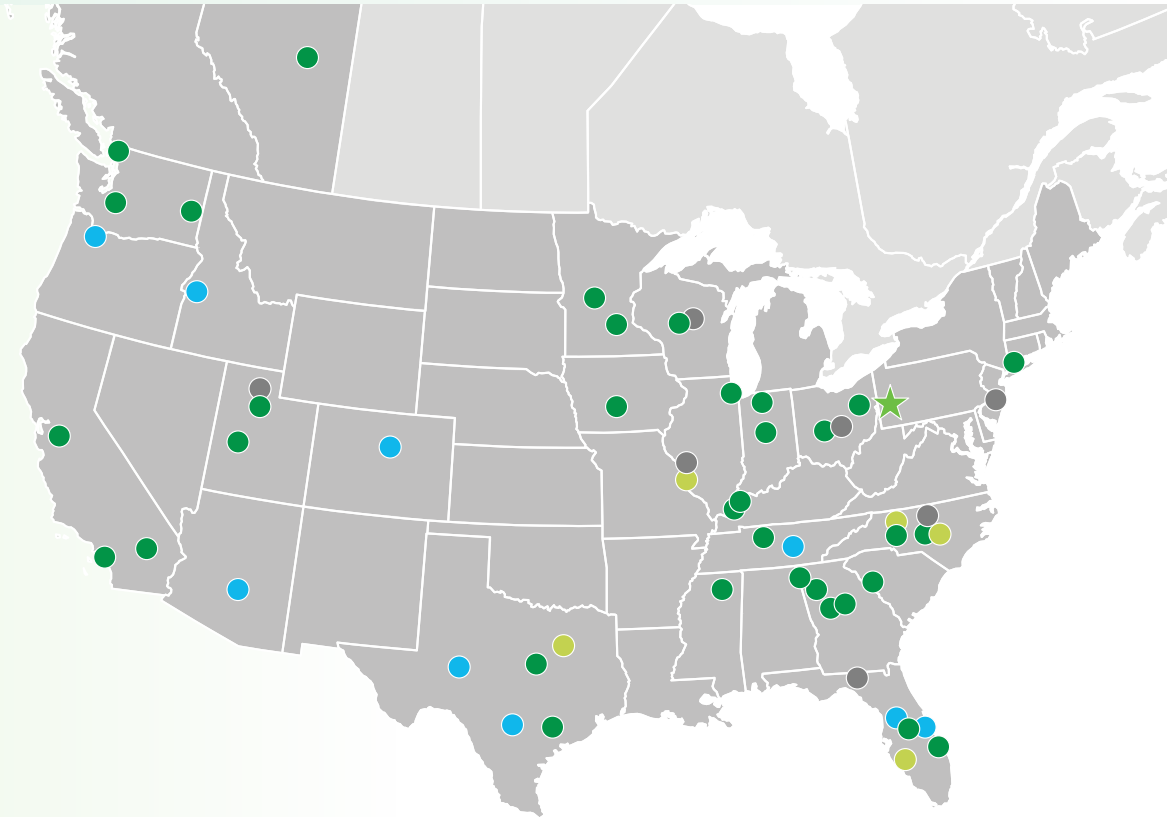
Tire Processing & Recycling

Our **41 advanced processing plants** transform end-of-life tires into valuable raw materials, including crumb rubber, recycled rubber feedstock, tire-derived aggregate (TDA), and tire-derived fuel (TDF), which are widely used in infrastructure and industrial applications.

Where We Operate

Liberty currently operates 56 locations, providing services in all 50 states and two Canadian provinces across North America.

- ★ Corporate Headquarters: 1
- Collection / Processing Facilities: 34
- Collections Facilities / Transfer Stations: 9
- Mulch & Molded Goods Facilities: 7
- Regional / Administrative Offices: 5



Company Growth

In 2023, we made strategic acquisitions, invested in new facilities, and expanded processing capabilities to meet growing demand and enhance sustainability across the country:

New Facility: We built a state-of-the-art recycled rubber mulch facility in Hebron, Ohio with 60,000 square feet for production and an additional 70,000 square feet for storage and shipping that began producing products in 2023.

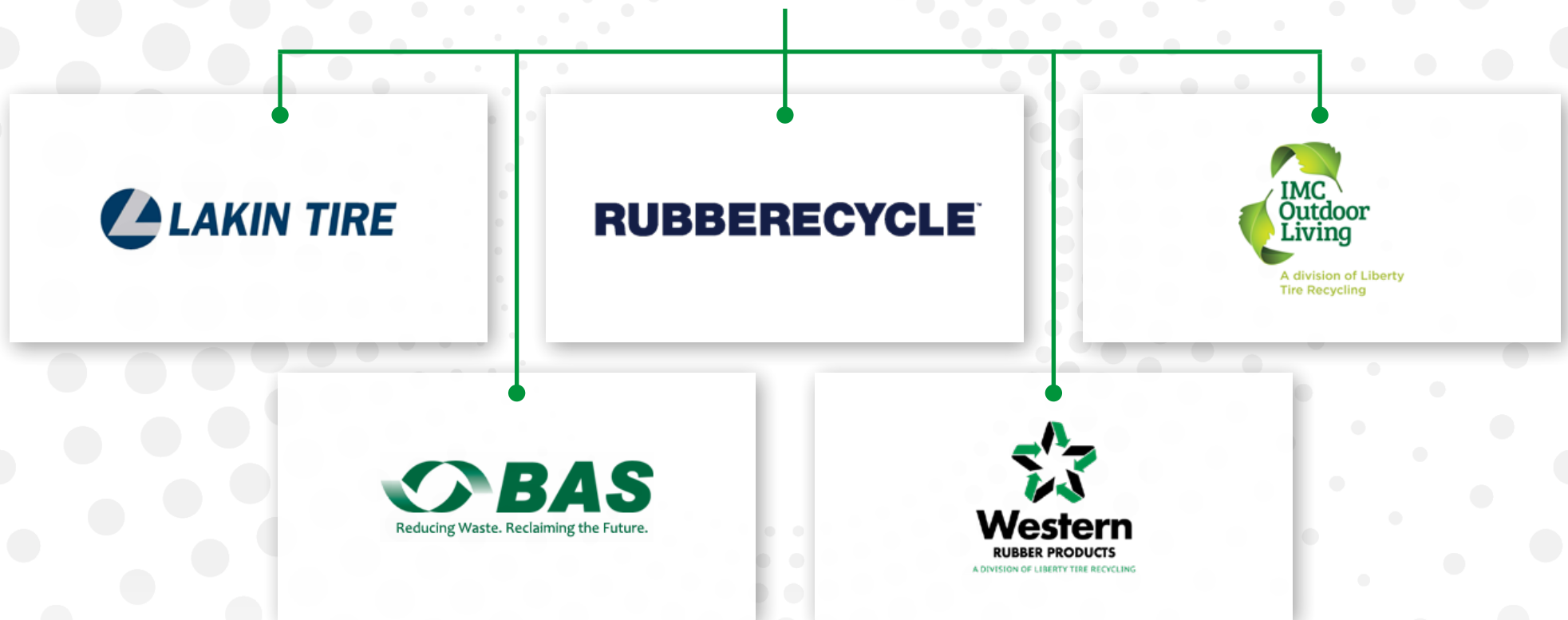
New Acquisitions: We acquired two new operations in the fast-growing Central Florida market that will allow Liberty to optimize our collection routes, reduce fuel consumption and lower emissions, and to keep more end-of-life tires out of landfills.

Expanded Processing: Our Jackson, Georgia facility was upgraded with advanced processing equipment, increasing our capacity to transform scrap tires into valuable crumb rubber for various applications include sports surfacing, industrial mats, flooring and other molded products.

Future Expansions: We broke ground on a new facility in Puyallup, Washington to better serve existing customers and expand into new markets in the region with operations beginning in early 2024.

Improved Service Levels: Our commitment to operational excellence and timely service is evident in the substantial growth of our fleet. Our driver count grew by 32% from 2021 to 2023, underscoring our dedication to efficient customer service. As we continue to expand our fleet, we remain committed to incorporating sustainability measures, detailed later in this report. This ongoing investment in our fleet and infrastructure reinforces our position as the industry leader in tire recycling.

The Liberty Family of Products and Brands



IMC Outdoor Living, BAS and Western Rubber Products are all DBAs of Liberty Tire Recycling



The Liberty Brands

Access-A-Mat™

Geneflex™

Lasting Beauty®

Rubberbond™

Aquabond™

Genesis™

NuPlay®

Rubberific®

Decktop™

Groundsmart®

NuScape®

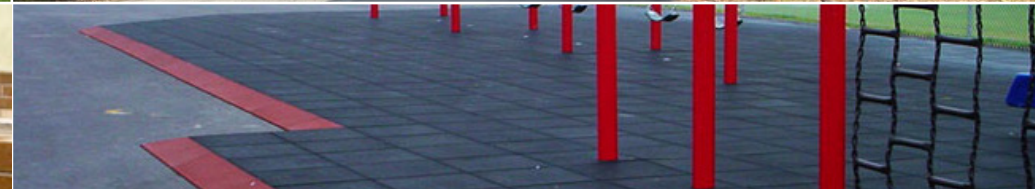
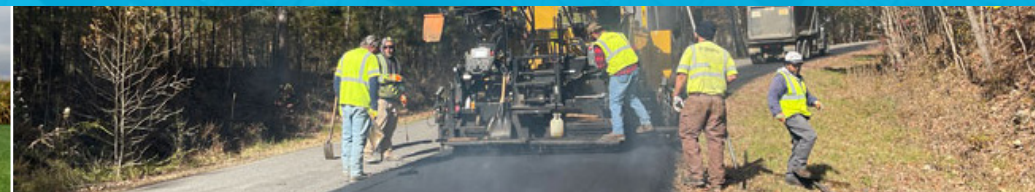
SmartMix™

Equitile™

Kid-Kushion™

Playsafer™

Sportplay™



ABOUT LIBERTY TIRE RECYCLING



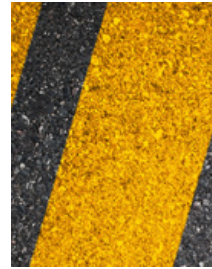
Liberty Tire Recycling and our family of companies span the scope of the recycling industry from premium tire collection services to the manufacture of innovative products made from recycled rubber.

Our innovative recycled rubber products replace virgin materials in countless applications, including:



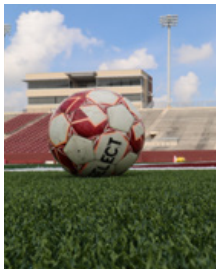
Recycled Steel

- ▶ Appliances
- ▶ Vehicles
- ▶ Construction and building materials
- ▶ Bridge and highway construction



Rubberized Asphalt

- ▶ Traditional rubberized asphalt (RMA) applications
- ▶ SmartMIX™ dry mix asphalt additive



Crumb Rubber

- ▶ Compression molding: floor and agricultural mats, weightlifting plates, playground products, traffic devices
- ▶ Sports infill for synthetic turf fields
- ▶ Running tracks
- ▶ Roofing materials



Commercial Products

- ▶ Surfacing – rubber mulch, pavers, tiles, pour-in-place
- ▶ Playground – swing mats, borders
- ▶ Landscaping – rubber mulch, edging, pavers, tree rings, splash blocks



Tire-derived Aggregate

- ▶ Drain-fill material
- ▶ Backfill
- ▶ Permeable fill for infrastructure
- ▶ Insulation



Tire-derived Fuel

- ▶ Industrial and power boilers
- ▶ Paper and steel mills
- ▶ Cement kilns

What is Crumb Rubber?

Crumb rubber is a versatile category of recycled rubber particle sizes and finds applications in surfacing, molded products, and various industrial uses. Due to its adaptability, crumb rubber is considered one of the most valuable forms of recycled rubber. At Liberty Tire Recycling, we not only utilize crumb rubber in our own products but also supply it as a feedstock material to other manufacturers, contractors, and installers.



Our Approach to ESG

At Liberty Tire Recycling, sustainability is ingrained in our business model. We prioritize doing right by people and the planet while leading the tire recycling industry. Embracing ESG principles enhances our reputation, operational efficiency, and stakeholder trust, driving long-term success and positive environmental impact.

This year marks a significant milestone as ESG considerations have been fully integrated into our business model, fostering growth and progress toward defined, long-term sustainability goals. Our Senior Management Team now leads ESG priorities, ensuring their integration into strategic planning and decision-making.

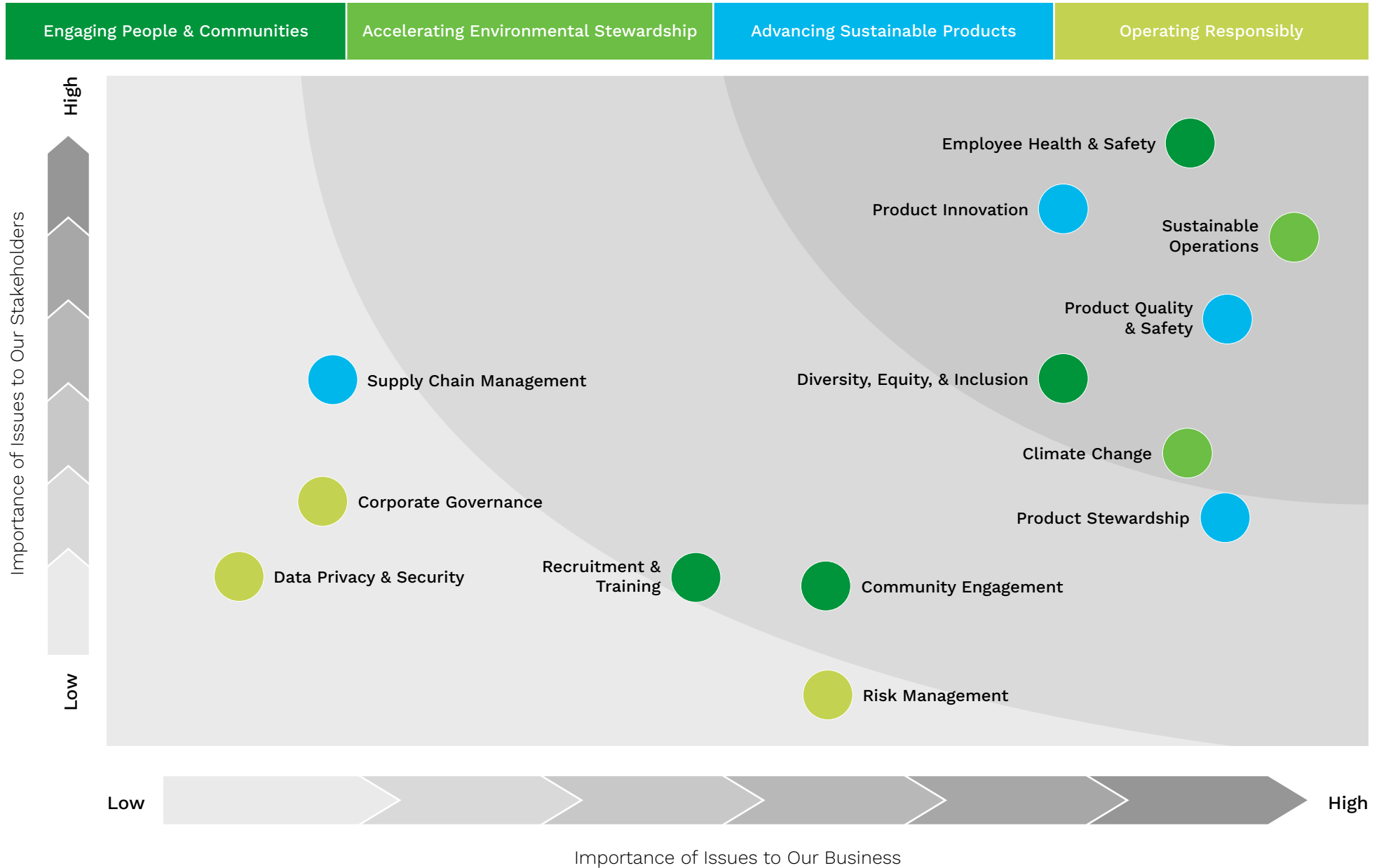
Our Senior Vice President of Sustainability, supported by the ESG Coordinator, is responsible for developing and implementing cross-functional sustainable strategies and fostering site-level engagement.

Our ESG Journey

Liberty Tire Recycling started externally reporting our ESG efforts in 2021, leading our industry in a critical path towards transparency. Each year, we've continued to expand on our reporting capabilities, educate our employees and integrate sustainability into our day-to-day operations and decision-making. We know this is a journey, and it's one we are proud to be on.



Material Topics



Stakeholder Communication

At Liberty Tire Recycling, we recognize the importance of transparent communication as our sustainability efforts evolve. Our Senior Vice President of Sustainability leads the charge in sharing our ESG goals and progress both internally and externally.

Executive and Investor Communication

We provide bi-weekly ESG updates to our Executive Team and quarterly reports to our Board of Directors and our private equity owners, Energy Capital Partners (ECP). This ensures that ESG priorities remain central to our operations. ECP's annual comprehensive review of our sustainability performance reinforces our commitment to continuous improvement and long-term adherence to ESG principles. These communication channels allow us to share our progress, address challenges, and collaborate on future strategies, ensuring our investors are informed and engaged.

Internal Communication

To keep our employees informed and engaged, we utilize a multi-channel approach. Weekly leadership calls, led by our CEO, ensure alignment on company vision, ESG goals, and operational strategies. Monthly newsletters, text messages, and bilingual posters (English and Spanish) provide regular updates on company news, achievements, and ESG initiatives. Site-level meetings foster a culture of inclusion, enabling all employees to contribute to our ongoing progress.

Community and Customer Engagement

We actively engage with local communities through regular communication with leaders, participation in community meetings, and support for cleanups and tire amnesty days. We also keep our customers informed about our sustainability efforts through direct communication, reporting, and face-to-face meetings. This ongoing collaboration helps define our strategic priorities and creates mutually beneficial growth opportunities.

By fostering transparent communication with all stakeholders, Liberty Tire Recycling strives to build trust, collaboration, and a shared commitment to sustainability.

Industry Associations and Memberships

Liberty Tire Recycling actively participates in numerous national and local trade associations, reflecting the breadth of our business. We encourage employee engagement in industry organizations that are relevant to our operations.

National

- Air and Waste Management Association (AWMA)
- American Sports Builders Association (ASBA)
- American Iron and Steel Institute (AISI)
- National Asphalt Pavement Association (NAPA)
- National Private Truck Council (NPTC)
- National Road Research Alliance (NRRRA)
- Recycled Materials Association (ReMA), formerly known as the Institute of Scrap Recycling Industries (ISRI)
- Recycled Rubber Coalition (RRC)
- Solid Waste Association of North America (SWANA)
- Synthetic Turf Council (STC)
- Tire and Rubber Association of Canada (TRAC)
- Tire Industry Association (TIA)

Regional

- Eastern States Blast Furnace and Coke Association
- Southeast Recycling Development Council (SERDC)

Driving ESG Responsibility into Our Business

Sustainability Integration

At Liberty Tire Recycling, sustainability is not just an aspiration but a core element of our operations. We're driving change through enhanced internal communication, integrating sustainability goals into daily operations, and empowering our team to lead this transformation.

Leadership Commitment

Our CEO champions ESG integration, encouraging all employees to embed sustainability into their daily work. To demonstrate this commitment, we've incorporated safety and sustainability targets into performance-based bonuses for managers and ESG team members.

Education and Empowerment

We prioritize educating and inspiring our employees about the impact of their roles on our sustainability mission. In late 2022, we provided ESG materials to employees' homes, fostering pride in our environmental, social, and community contributions. In 2023, we released a video highlighting various roles and their connection to sustainability. ([See the "Driving a Greener Tomorrow Video" on the Sustainability page on our website at libertytire.com/sustainability.](#))

To further empower our team, we challenged each of our 56 sites to plan their own initiatives to achieve four sustainability goals. This approach allowed for local, meaningful projects, including volunteering, environmental cleanups, and donations. Site-specific results are detailed in the "Individual Site Goals" section of this report.

Tools and Training

We offer monthly webinars on topics like energy efficiency, fleet management, environmental compliance, and compressed air management to plant and operations management. To track progress and collect data, we developed an internal ESG webpage housing resources and metrics. Additionally, we use Watchwire by Tango, a cloud-based energy and sustainability management solution for carbon accounting and energy utility management, providing site leaders with real-time data analytics to monitor, measure and track their visibility into costs, environmental footprint, and energy performance.

Cross-Functional Collaboration

Responsibility for ESG extends beyond our dedicated team. We've empowered individuals across departments to drive positive change:

Environmental Health & Safety (EHS): Develops policies, procedures and training to provide a safe working environment and ensure adherence to all federal, state and local laws and regulations.

Human Resources: Promotes equitable hiring practices and fosters a diverse and inclusive workforce.

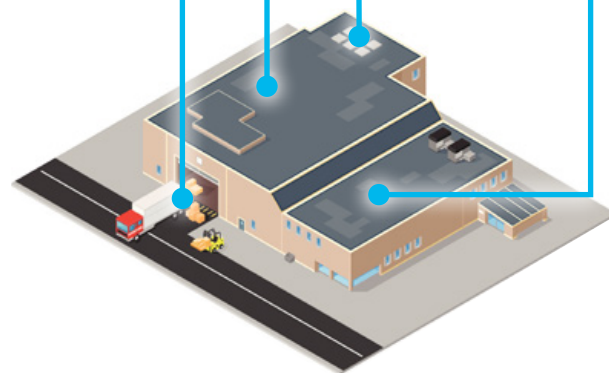
General Managers: Implement site-level sustainability and safety measures.

Sales: Develops new markets and products from recycled tire materials.

Transportation: Optimizes routes for fuel efficiency and safety.

Environmental Compliance: Ensures adherence to regulations and policies.

Customer Service: Fosters customer satisfaction through transparent communication and ethical practices.



By working together, we're building a more sustainable future for Liberty Tire Recycling and the communities we serve.

Overview

In 2022, Liberty Tire Recycling set three sustainability goals on which the entire company is focusing their efforts and priorities.



Zero waste by 2030

Every tire that we collect will enter an end-use market.



Reduce energy intensity by 25% by 2032



Improve fleet efficiency by 30% by 2032

Zero Waste

Zero waste by 2030: Every tire that we collect will enter an end-use market.

By 2050, our goal is that all end-of-life tire material will be utilized by low or no carbon, closed loop applications.

Moving our tires up the value chain is the path to reducing the number of tires disposed of in landfills. It aligns with our commitment to sustainability and reducing carbon emissions. We are accomplishing this by developing new markets and products, collaborating with industry partners in innovation, and piloting more efficient, automated processes in our operations. We achieved progress on this front at our Jackson, GA facility. With less than a full year of operation, we were able to move 3,945 tons of rubber away from disposal and into feedstock for our customers in the region providing consumer products. The full year impact is expected to be 17,500 tons annually.

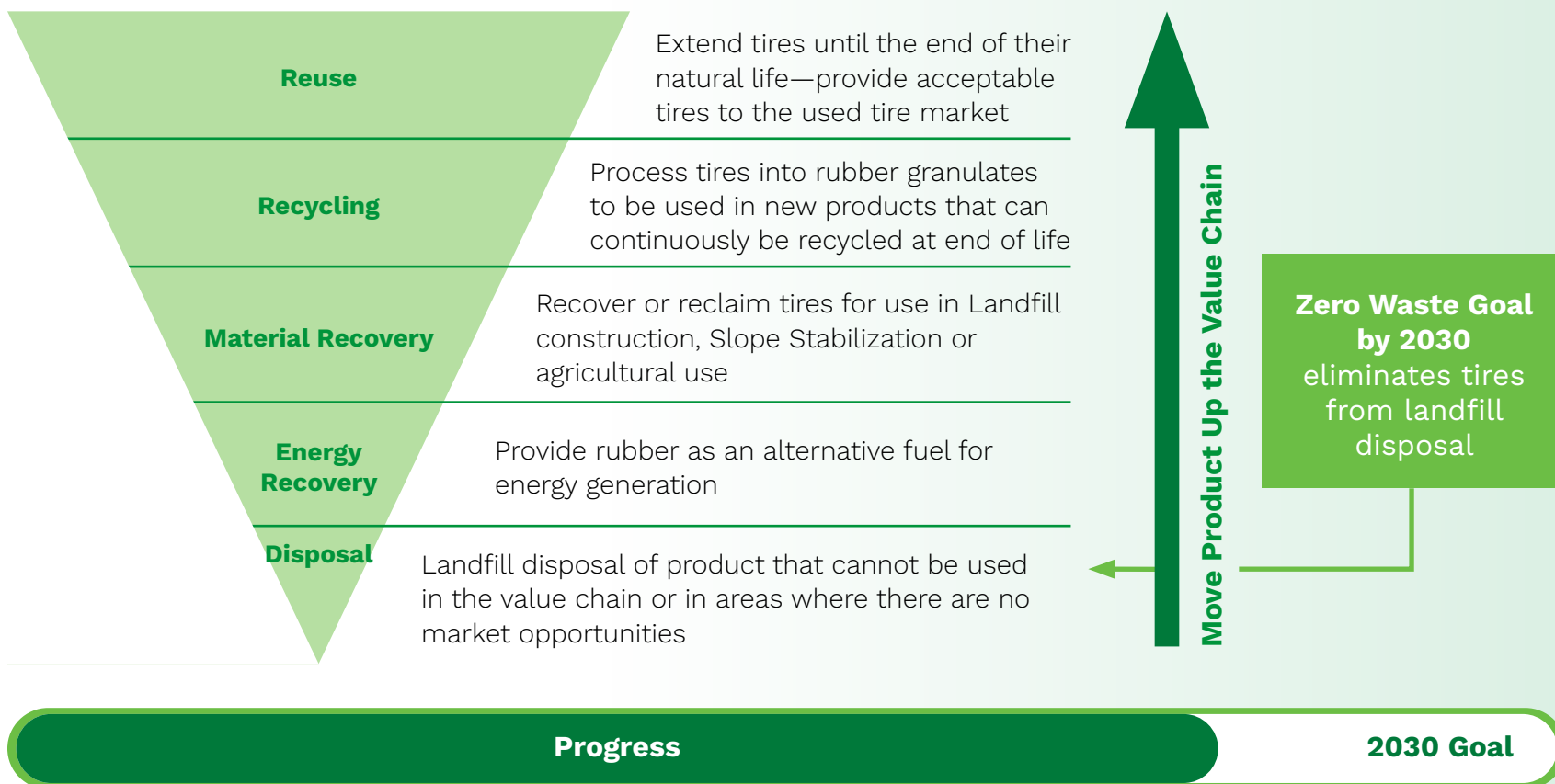
In 2023, we continued to improve our landfill diversion rate and today, nearly 80% of the tires collected are being reclaimed, reused, repurposed, and recycled. This is above the industry average of 71% according to the most recent U.S. Tire Manufacturer Association's Scrap Tire Management report issued October 25, 2022.

We disposed of 462,287 metric tons comprised of municipal solid waste, tires, and universal and hazardous waste and 20,837 gallons of waste oil.

As we move forward on our zero waste goal, we are going to continue to move tires into sustainable end-use markets while beginning to reduce waste streams associated with our on-site operations through recycling.

Zero Waste

Zero Waste Goal	2022	2023
Total Tires Collected*	195,925,849	205,817,489
Total Disposal (Metric Tons)	501,570.2	419,380.5
Market/Utilized	74.4%	78.4%



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

Energy Intensity

Reduce energy intensity by 25% by 2032:



Energy efficiency gains will be measured by kilowatt hours (kWh) per ton of recycled rubber material. We are using 2022 as our baseline year to measure progress towards this goal. To reduce our energy intensity, we are focused on production efficiencies, compressed air management, peak demand, power factor, and LED lighting upgrades. In 2023, we began a series of 3rd party energy audits at our production facilities to evaluate how energy is used and identify new opportunities for improving efficiency, reducing costs and minimizing our environmental impacts.



Fleet Efficiency

Improve fleet efficiency by 30% by 2032:



We began tracking and reporting greenhouse gas emissions using Adapt™ technology in 2022. Understanding that our starting point was crucial, we recognized that to truly improve fleet efficiency, it required more than emissions tracking. This led us to select the Samsara connected platform in 2023. Samsara provides a holistic view of our fleet, enabling initiatives focused on optimizing driver behaviors to improve fuel efficiency and reduce idle time, as well as improve asset utilization and route efficiency.

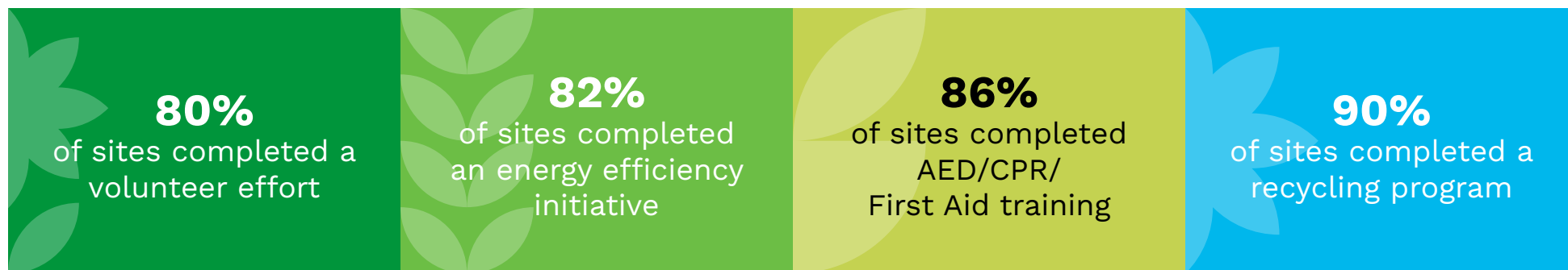
We will begin collecting data in January 2024 to use as our baseline year from which to track our progress towards our fleet efficiency goal. We will reach this goal through various initiatives including alternative fuels, U.S. Department of Transportation (USDOT) compliance, route optimization, fuel efficiency, idle time reductions, and driver training.



Site-Level Sustainability Leadership

Sustainability is at the heart of everything we do at Liberty and is the shared responsibility of every member of our team.

That philosophy drove our 2023 Individual Site Goal program in which each site was asked to develop and implement programming to address four categories of goals: a volunteer effort, an energy initiative, a recycling program, and the completion of AED/CPR/First Aid training.



These individual projects have resulted in long-lasting improvements at Liberty.

Sites have implemented on-going recycling programs, teams are more prepared to handle emergency health and injury situations, and efficiency practices are being shared across the company. We will specifically highlight some of the exceptional energy efficiency programs and numerous volunteer events later in the report.

Spotlight on a Liberty Hero

William (BJ) Kirby, General Manager – Concord, NC

The importance of AED/CPR/First Aid training was brought home to the Liberty family in a very personal way in 2022 when one of our general managers suffered a serious cardiac episode. General Manager BJ Kirby was at home one evening when he began feeling sick and experiencing shoulder and arm pain, followed by jaw pain. He knew something was not right and asked his wife to call 911. He was having a heart attack.

Paramedics and hospital staff eventually had to use an AED device 33 times to keep him alive. Thankfully, Kirby survived and is now a volunteer with the American Heart Association to raise awareness of the importance of AED/CPR/First Aid training. Access to an AED device and proper training can be a critical bridge to help save lives in a medical emergency while waiting for paramedics to arrive.

Kirby helped to inspire our goal of conducting AED/CPR & First Aid training at all of our sites. **As a result of his experience and advocacy, we have conducted training at more than 45 facilities in 2023 with more than 300 of our team members earning their certification.**



Engaging People & Communities						
			Key Stakeholders			
	Why It's Important	Impact	Employees	Customers	Suppliers	Investors
Employee Health & Safety	There is no higher priority than ensuring a safe and productive work environment to avoid accidents and enhance overall well-being	Social Environmental	✓	✓		✓
Community Engagement	Fosters strong relationships, builds trust, and creates mutual benefits	Social	✓	✓	✓	✓
Diverse & Inclusive Culture	Varied perspectives and experiences drive innovation, enhance decision-making and improve employee satisfaction and organizational performance	Social	✓	✓	✓	✓
Talent Development	Enhancing employees' skills and potential leads to increased productivity and job satisfaction which drives organizational growth	Social	✓	✓		✓

Goals

Aim to reduce turnover, insurance costs, and fines by enhancing employee satisfaction, health, and safety, and building a positive reputation in the community.

- ▶ Install AED devices at every location.
- ▶ Continue to prioritize reducing OSHA recordables, lost time injuries, and PVAs.

- ▶ Develop and support newly formed Liberty Cares committee to drive employee engagement and community involvement with a focus on quarterly themes such as employee health and wellness, environmental efforts, charitable events, food insecurity, and support of local families through holiday giving.
- ▶ Conduct an annual employee engagement survey.
- ▶ Foster diversity, equity, and inclusion through awareness efforts and succession planning.



Our Workforce

Overview

At Liberty Tire Recycling, we recognize that a diverse workforce fuels innovation, productivity, and success.

In 2023, our team of **3,513 employees** (including 396 temporary workers) continued to evolve, with increased tenure rates, improved retention, a higher percentage of female plant managers, and a workforce that is younger and more diverse overall. We are proud of the talented individuals who are propelling our company into a future of growth and innovation.

Employee tenure is a valuable asset, bringing extensive experience, industry knowledge, mentorship, and strong relationships. We are proud that **over 40% of our corporate and plant managers have been with the company for more than ten years, far exceeding the U.S. average of 27%.¹** This long-term commitment is a testament to the positive and supportive culture we foster at Liberty. We believe tenure embodies our ESG values: a safe work environment, engaged employees, a thriving business, and policies that promote fairness, inclusion, and accountability.

While according to the Bureau of Labor and Statistics in 2020, the waste management and remediation industry has historically had low female representation, at 15.5%,¹ we are committed to our efforts to increase the number of women at Liberty, currently at 10%.

In 2023, however, we saw a significant increase in the percentage of female plant managers, rising from 16% in 2022 to 22%. We are excited to share the inspiring stories of several of these women leaders later in this report.

In 2023, Liberty Tire Recycling achieved a significant 10% reduction in employee turnover, bringing our rate down to 51%. This reflects our dedicated efforts to foster a positive and supportive work environment, which is essential for both employee satisfaction and our overall sustainability goals. Notably, our Southeast, Rockies, and IMC Outdoor Living divisions achieved remarkable turnover reductions of 21%, 24%, and 28%, respectively.



22%

FEMALES in management



1. <https://www.bls.gov/news.release/pdf/tenure.pdf> | Table 3

2. https://www.bls.gov/oes/2020/may/naics3_562000.htm

We acknowledge that the manual nature of many roles presents a challenge for our workforce.

To address this, Liberty Cares, a committee of engaged employees, works closely with our human resources team to enhance employee engagement and retention. While we are proud of our progress, we recognize that continuous improvement is key.

We value the mutual dependency and respect at the core of our relationship with employees. Our **98% completion rate for performance reviews** over the past two years underscores our commitment to open communication and feedback.

We remain dedicated to cultivating a respectful, transparent, and supportive work environment for all of our employees.



To ensure compliance and fairness, Liberty conducts regular **Fair Labor Standards Act (FLSA)** audits. Our payroll system is designed to automatically flag any instances where wages might fall below the required minimum, ensuring immediate corrective action. This system ensures we uphold our commitment to legal compliance and employee welfare.

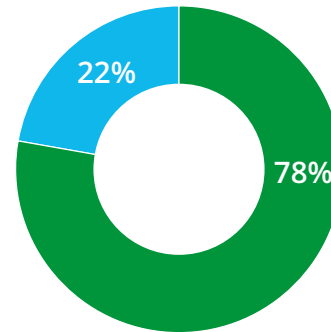
Additionally, while we strive to maintain comprehensive wage records, it is important to note that Liberty Tire Recycling does not currently track wages for workers who are not direct employees, as they are compensated through contracted agencies. We acknowledge this omission and are continuously working with our contract labor partners towards enhancing our wage tracking and transparency efforts.

Our dedication to fair compensation reflects our broader commitment to creating a supportive and equitable workplace, where every employee is valued and fairly rewarded for their contributions.

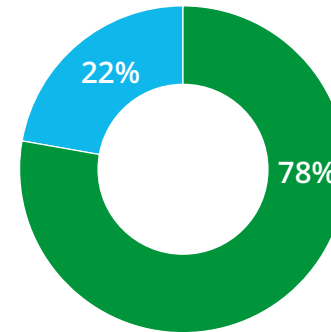
Workforce Demographics³

Gender Diversity

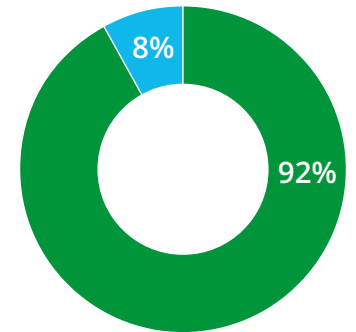
	Female Employees	Total Employees	% of Total
Corporate	35	159	22%
Plant Management	71	331	22%
Frontline Work Force	199	2,607	8%



Corporate



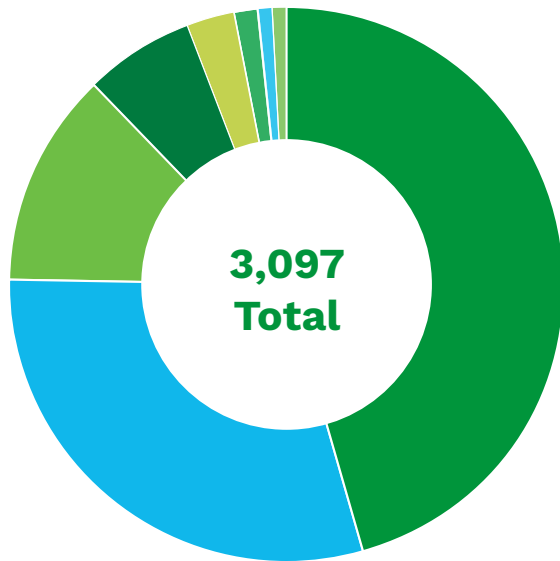
Plant Management



Frontline Work Force

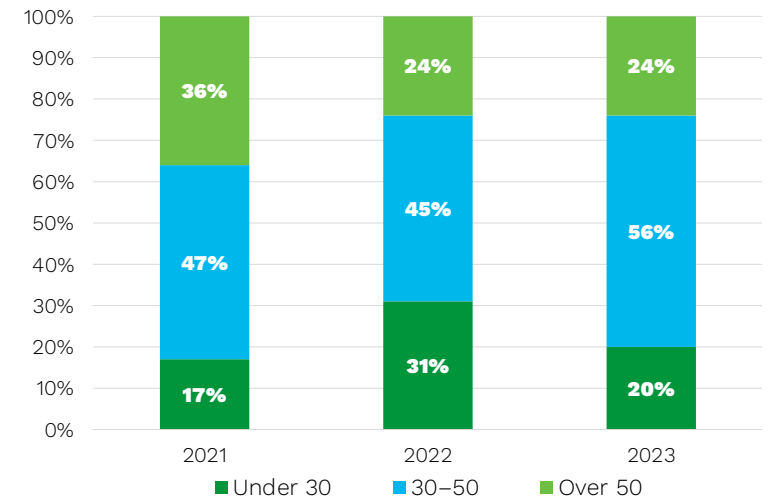
■ Male ■ Female

Race/Ethnicity



Hispanic	46.5%
White	30.2%
Black or African American	12.4%
Unknown	8.2%
Two or more races	1.6%
American Indian	0.5%
Asian	0.4%
Pacific Islander	0.2%

Age



3. Data was collected using headcount on the last day of the calendar year, December 31.

Female Plant Managers

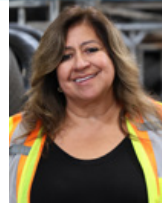
These three female plant general managers (GM) have charted independent courses to their current positions and are a testament to the growing role of women in the recycling industry:

Debbie Housden has been with the company for 30 years and held various roles including assistant to the controller, controller, director of transportation, and GM roles on both the West Coast and the East Coast. She has been the GM at Lakin East in Connecticut for three years.



Housden encourages new teammates to keep their eyes and ears open and learn as much as they can about everything happening around them, not just their role.

Juvelina Salgado came to Liberty Tire Recycling after a 33-year career as an operations manager for a large national retail corporation. She began at Liberty as a warehouse manager in 2017 and became the GM at Lakin West in California in 2022.



Salgado is an example of showing employees how much you care about them as individuals to earn their trust and respect. She also has demonstrated that one's past professional experiences can successfully translate into different industries and situations.

Pam Boling worked in retail, banking, human resources, and accounting before starting her career at our facility in Calhoun, GA in 2010 as an accounts payable team member. As part of a succession planning effort, she mentored under the out-going general manager (GM) for almost three years to broaden her knowledge of the day to day site operations and to be well-equipped to take over the position. She became the GM in Calhoun in October 2023.



Boling challenges new employees to be curious and step outside of their role to learn what is happening around them in the plant. She believes in the benefit of cross-training and provides opportunities to her teammates.



Don't invite me to that table just because I'm a woman; invite me because you believe I add value. At the same time, don't keep me away from the table just because I'm a woman either. – PAM BOLING

None of these women will tell you it is always easy in their roles. The women admit they face challenges as plant managers - some because they are a woman in a male dominated industry, and some are typical challenges that all leaders face. At times, they struggle with balancing the management aspects of running the plant while creating strong relationships with the team on the floor. They have faced pushback from male colleagues who challenged their expertise. One area that the company will focus on in 2024 is helping these women connect more with each other – facilitating opportunities to share ideas and discuss challenges.

All of these high performing women credit much of their success to their mentors who believed in them and wanted them to succeed – many of whom are colleagues at Liberty Tire. These mentors challenged them, taught them the dynamics of working in plant operations, and provided both formal and informal training.

Thank you to these incredible women for the impact they have at Liberty Tire Recycling and the inspiration they give to others.

Inclusion at Liberty Tire Recycling

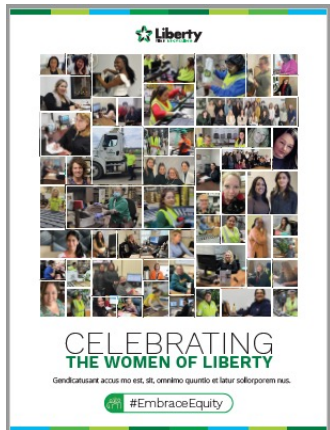
Innovative Hiring Practices Help Us Build a Stronger Team

In 2023, Liberty Tire Recycling collaborated with various outside groups to support our Diversity, Equity, and Inclusion (DEI) hiring and recruiting processes, utilizing organizations such as:

- ▶ **Diversity Job Source, LLC** provides resume writing, job fairs, workshops, interview prep and other job readiness tools to help diverse candidates find equitable employment. Liberty was proud to sponsor the annual job fair which allowed us to meet and interview diverse job seekers.
- ▶ **Second Chance Recruiting** extends job opportunities to individuals recently released from prison. To support this programming in 2023, we attended quarterly virtual job fairs and guaranteed any person who attended an automatic interview upon release if they chose to apply. We have also sponsored several of the Second Chance Job Fairs hosted by The Saint Louis University's Transformative Academy. This initiative reflects our commitment to offering a chance for stable employment to those seeking a fresh start. Our commitment is reflected by our nearly 200 Second Chance employees who contribute to our collective success and growth every day.
- ▶ Our partnership with the **Saint Louis County Probation and Parole offices** advertises our available positions via quarterly flyers. These job postings and applications were dropped off at area probation and parole offices to provide any individual on parole the information necessary to apply.
- ▶ Our partnership with the **Professional Diversity Network (PDN)** connects diverse professionals with employers. PDN supports various minority communities, including women, Hispanic and Latino professionals, African Americans, Asian Americans, persons with disabilities, and LGBTQ+ individuals.
- ▶ By the end of 2024, we aim to utilize **Career One Stop** and **Military Transition Center** for all job postings. Career One Stop is a comprehensive resource for job seekers, offering a wide range of tools and information to help individuals find employment. The Military Transition Center specifically supports veterans and transitioning service members, providing tailored resources to help them navigate the civilian job market. Liberty Tire Recycling employs 145 self-reported veterans. Veterans bring a strong work ethic, discipline, and leadership abilities, which align perfectly with our company's values and operational needs.

Through these partnerships and initiatives, Liberty Tire Recycling reaffirms its commitment to diversity, equity, and inclusion. We believe that a diverse team drives innovation, productivity, and success, and we are dedicated to creating a workplace where all employees feel valued and empowered to contribute to our shared mission.





Celebrating International Women's Day

Celebrating our teammates is a great way to support each other and show our appreciation.

On International Women's Day, women from around the company took the time to write handwritten cards of appreciation and encouragement to each other. Posters were put up at all of our locations and cards with packets of wildflowers were sent to every woman working across Liberty Tire Recycling to celebrate the day.

Breaking the Mold

Amy Brackin, an 11-year veteran of Liberty Tire Recycling and the current Senior Vice President of Sustainability, was Rubber News' "Women Breaking the Mold" Honoree, Class of 2023. The publication recognized 30 women from around the rubber industry who lead with grace and tenacity, drive innovation in the industry, and inspire other women. Honorees were celebrated at the 2023 Breaking the Mold Conference in Scottsdale, AZ in November.

"Having a leadership team that both empowers and supports me is the greatest motivator. My competitive and passionate nature drives me to strive for success, but collaboration is essential to achieving it. I am grateful to work with such a fantastic team and am deeply inspired by our mission at Liberty Tire Recycling to recycle every tire we collect and find valuable uses for the 200 million tires we process each year."

– AMY BRACKIN, SENIOR VP OF SUSTAINABILITY



Our Employee Benefits



Attracting and retaining the best employees is critical to a company's success. Liberty Tire Recycling offers a comprehensive suite of employee benefits to support full-time employees and their families' physical and mental well-being and financial health.

Company paid benefits include:

- ▶ Life insurance
- ▶ Accidental death and dismemberment (AD&D) insurance
- ▶ Long term disability insurance
- ▶ Employee assistance program
- ▶ Tria health pharmacy advocate program
- ▶ Sword health virtual physical therapy program

Benefits that are cost-shared between Liberty Tire Recycling and employees include:

- ▶ Choice of 3 medical plans
- ▶ Choice of 2 dental plans

Other voluntary benefits:

- ▶ Vision insurance
- ▶ Voluntary life and AD&D insurance for employee and dependents
- ▶ Accident insurance
- ▶ Critical illness insurance
- ▶ Hospital insurance
- ▶ 401(k) plan with employer matching on up to 1.5% of salary

Training Our People

Continuous learning and the safety of our employees is a priority across Liberty Tire Recycling. In 2022, we developed a comprehensive learning management system called Liberty Learning. This system not only ensures comprehensive and standardized training for all employees but also promotes a safer and more knowledgeable workforce.



Liberty Learning enhances employee performance by handling the administration, documentation, tracking, reporting, and delivery of training courses. It was piloted at 8 sites in 2022, rolled out to an additional 19 sites in 2023 and will be fully implemented company-wide by the end of 2024.

The system offers courses in both English and Spanish on topics such as safety, human resources and legal concepts. The New Hire Orientation includes classroom and practical sessions covering workplace safety. These topics include workplace hazards, personal protective equipment, equipment safety, Chemical Safety Data Sheets, and specific job tasks Hazard Assessments. Chemical Safety Data Sheets provide detailed information on the properties, handling, storage, and emergency measures related to chemicals used in the workplace; and Hazard Assessments identify potential risks associated with each task and outline necessary precautions and safety measures.

In addition to extending training courses offered, Liberty Learning also has automated tracking and made training more user friendly and accessible.

For automated tracking, the system features automated reports for training status and a dashboard to monitor course completion and overdue courses. With 90% of courses available in Spanish and a web-based application accessible on-site via computers or tablets, training completion has become more accessible through the Liberty Learning software.

We understand that for safety and training to be effective, employees need to understand it is a priority within the company and it needs to be accessible. Our strategy for employee training is consistent reinforcement across all management levels and constantly exploring and deploying new tools and vehicles for people to access training in an impactful way.

We are proud to share that **our documented training in 2023 exceeded 10,000 hours**, comprised of 5-minute safety talks, daily texts, videos, stand-down trainings, and Liberty Learning.

This system not only ensures comprehensive and standardized training for all employees but also promotes a safer and more knowledgeable workforce.

Keeping Our People Safe

Overview

Our top priority is the safety of our people, and it requires dedicated effort from all levels of personnel within Liberty Tire Recycling to ensure our employees are safe at work.

All employees, contractors and temporary workers follow Liberty's safety protocols and company management, led by our **Director of Safety**, is responsible for overseeing the quality of safety services and employee accessibility.

To ensure we continue to be cautious and actively engage employees in our safety goals, we implement a comprehensive array of mechanisms designed to promote a culture of safety and continuous improvement. These include proactive risk identification and hazard resolution, safety training, collaboration teams, and resources readily available if an injury occurs.

To identify safety risks proactively, we conduct **Job Safety Analysis (JSA)** and have established **Standard Operating Procedures (SOPs)** that identify potential hazards and outline safe working practices. These foundational steps guarantee that all employees are aware of the risks associated with their tasks and understand the proper procedures to mitigate those risks. In addition, we perform regular **safety walks and plant inspections** to proactively identify and address safety issues on the ground. These inspections are critical for maintaining a safe working environment and ensuring compliance with established safety standards. To manage and track safety-related tasks, we utilize a **work order system**. This system enables us to efficiently address and resolve safety issues so that any hazards are promptly corrected. Near miss reports are another vital tool in our safety program. By **documenting and analyzing near misses**, we can prevent potential incidents before they occur, reinforcing our commitment to proactive risk management.

Training is another cornerstone of our safety strategy. We provide **OSHA 10/30 hour training** to make certain our employees are well-versed in occupational safety and health standards. This training is essential for equipping our workforce with the knowledge and skills necessary to maintain a safe working environment.

To foster a collaborative approach to safety, we have established **Safety Improvement Teams and Management/Employee Engagement Teams**. These teams work together to identify areas for improvement, develop solutions, and implement changes that enhance workplace safety.

Additionally, **Safety Suggestion Boxes** are placed throughout our facilities, encouraging employees to share their ideas and concerns, further promoting a culture of continuous safety improvement.

Our safety efforts are supported by both corporate and regional teams. **Corporate safety visits** help ensure everyone follows safety standards. We have **Safety Manual Personnel** who provide guidance on safety policies, and **Regional and Site Safety Personnel** at each location to oversee and implement these policies and procedures. This multi-layered approach ensures that safety rules are consistently applied across all our operations, keeping our safety standards high everywhere we work.

In addition to these safety mechanisms, we provide various resources to support the health and safety of our employees, contractors and temporary workers if an injury is to occur. We have **on-location first aid nurses** available to address any immediate medical needs and provide basic medical care. Our **nurse triage phone line** offers employees access to medical advice and guidance so that they can quickly and easily obtain professional health support. We also collaborate with local medical clinics and medical services to provide comprehensive healthcare options for our employees. These resources are essential in making sure our workforce remains healthy and safe, further reinforcing our commitment to their well-being.

Through these diverse mechanisms, we demonstrate our unwavering commitment to safety, fostering an environment where employees feel valued, protected, and empowered to contribute to our shared safety goals.



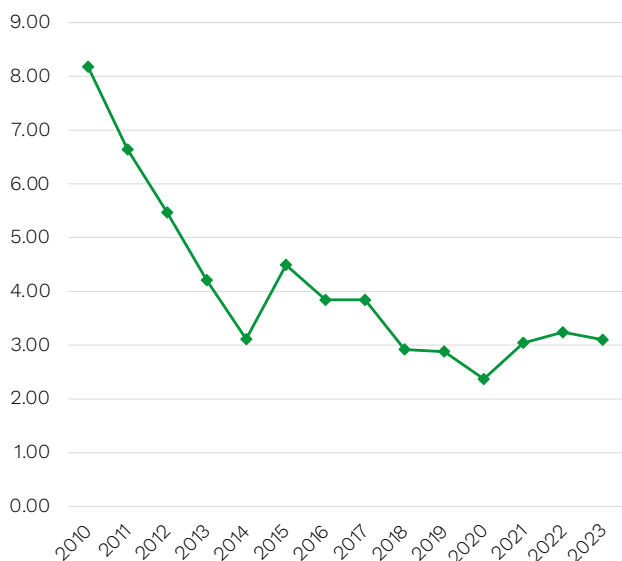
ENGAGING PEOPLE & COMMUNITIES



In 2023, these efforts resulted in 0 work related fatalities, a 62% decrease in our annual OSHA recordables, a 90% decrease in our Lost Time injuries since 2010, and a 70.4% reduction in Preventable Vehicle Accident Rate (PVAR). The improvement in these metrics is a result of the prioritization of our employees' safety performance and the expertise of our safety team.

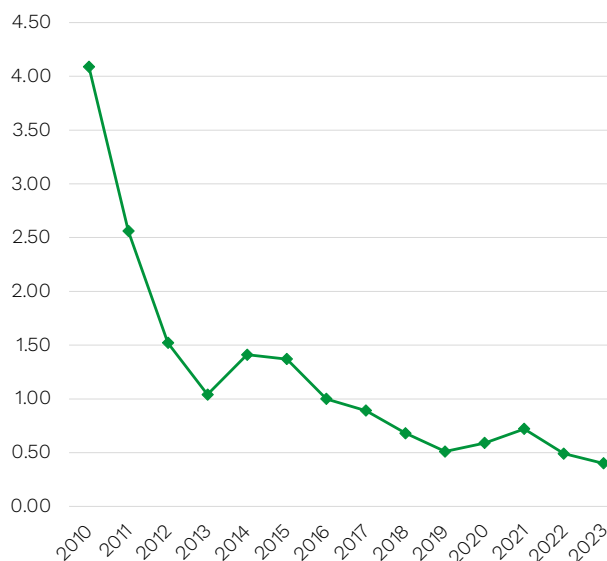
	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Total Recordable Incident Rate (TRIR)⁴	8.18	6.64	5.47	4.21	3.11	4.49	3.84	3.84	2.92	2.88	2.37	3.04	3.24	3.10
Lost Time Incident Rate (LTIR)⁴	4.09	2.56	1.52	1.04	1.41	1.37	1.00	0.89	0.68	0.51	0.59	0.72	0.49	0.40
Preventable Vehicle Accident Rate (PVAR)								3.83	4.29	3.59 ⁵	1.19	0.79	1.11	1.06

Total Recordable Incident Rate (TRIR)



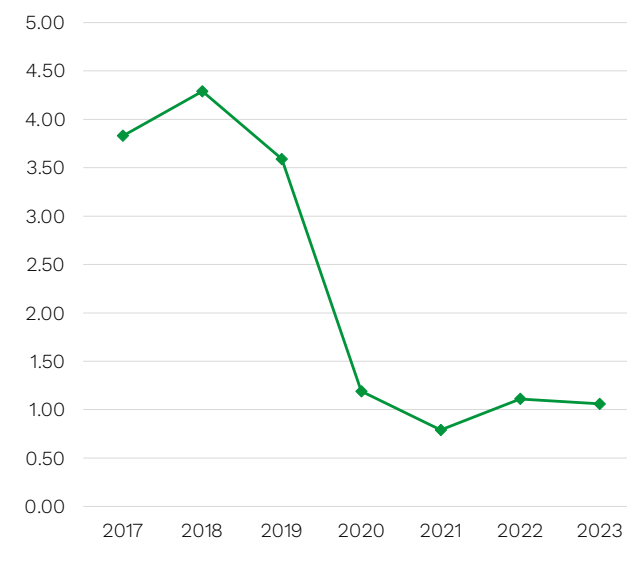
◆ # of injuries x 200,000 hours divided by total hours worked

Lost Time Incident Rate (LTIR)



◆ # of injuries x 200,000 hours divided by total hours worked

Preventable Vehicle Accident Rate (PVAR)



◆ # of preventable vehicle accidents per million miles

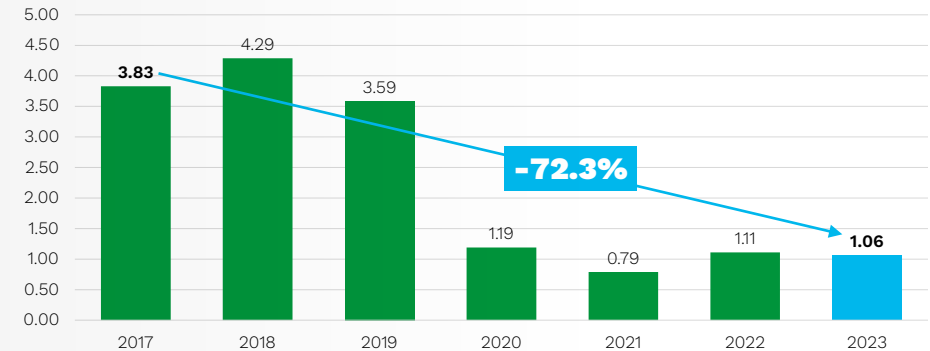
4. TRIR and LTIR are based upon 200,000 hours worked.

5. 2019 PVAR was revised from 4.29 to 3.59 reflect a more accurate calculation.

Fleet Safety

At the end of 2023, our fleet has increased to 532 drivers. We measure the success of our fleet safety via our preventable vehicle accident rate (PVAR). Over the past 7 years, we have decreased our PVAR by 70.4%.

Transformative Change: Accident Rate Reduced by 72.3%



Ongoing measures that we perform to ensure the safety of our drivers are:

Crash Avoidance

The Smith System is the trusted global leader in crash-avoidance driver safety training, and we have four Smith System Certified Trainers on our staff. In 2023, these trainers certified 13 additional drivers and have developed a program to continue training additional drivers on the system in 2024.

Risk Identification

We utilize Samba Safety to continuously monitor Motor Vehicle Reports and identify at-risk drivers. Additionally, we have adopted the U.S. Department of Transportation's Pre-Employment Screening Program (PSP) for pre-hire evaluations, providing secure access to a driver's five-year crash and three-year inspection history.

Sub-Contractor Safety

Although they are not part of our owned fleet, it is important that the carriers we contract with are responsible and safe. We have a thorough carrier compliance process to monitor more than 200 carriers for insurance status, safety ratings, DOT scores, and various other essential metrics.

Carrier Compliance Process

Carriers are a critical supplier of services for Liberty Tire Recycling and to ensure we are engaging with the safest carriers, we have implemented a robust carrier compliance process, combining both DAT CarrierWatch and an in-house monitoring system. This allows us to monitor key aspects of more than 200 carriers, including insurance status, safety ratings, DOT scores, and various other essential metrics.

Mock Audit Process

In 2022, we started an internal mock DOT audit process where we evaluated each location's transportation compliance and safety processes through both on-site and virtual audits. In 2023, we completed 12 on-site mock audits, 2 virtual audits, and successfully completed 2 actual DOT audits with no issues identified. This initiative ensures continuous improvement and adherence to DOT standards across all our operations.

Driver Professional Development

Our "Elevate Program" promotes from within, offering non-CDL drivers the required Entry Level Driver Training Program. Liberty covers the training costs, and successful candidates receive further internal training and mentorship, leading to promotion to CDL positions.

Samsara - Fleet Efficiency and Safety Technology

In Q4 2023, we began converting our fleet's GPS system to Samsara, with 305 trucks equipped with Samsara's GPS and fleet management system by the end of the year. Additionally, we started migrating our existing fleet of 300+ cameras to Samsara's state-of-the-art technology, which includes artificial intelligence to proactively identify and address distracted driving and driver fatigue. By the end of 2023, 65 vehicles were equipped with this new technology. In Q4, we began collecting and sharing data from the Samsara system focused on driver safety and fleet efficiency. This transition underscores our dedication to leveraging advanced technology to enhance safety and operational efficiency across our fleet.



ZERO

OSHA VIOLATIONS across all our locations
& **INJURIES** at 2/3 of all our locations

Safety: A Team Effort

The Liberty Tire Recycling safety team carries the significant responsibility of ensuring every employee goes home safe and healthy, every day.

An indication of this team's effectiveness is Liberty's continued improvement in 2023 for recordable and lost time incidents and **finishing the year with zero OSHA violations across all of our locations**. In 2023, **two-thirds of all our sites had no injuries**. The results are attributed to the shared efforts of leadership, the regional safety teams, site-specific safety managers and a focus on safety by all employees.

Mike Herbert, Director of Safety at Liberty, credits the success of our safety program to the unwavering support from the highest levels of leadership in the company. CEO Thomas Womble and the executive leadership team support the safety program with the words they speak, their daily actions, and unwavering financial support. Safety is the first thing mentioned on every weekly company-wide call led by our CEO. If an injury occurs, the leadership team meets to analyze why it happened and how it can be prevented in the future. In addition, the safety team is shown support by leadership through the granting of proactive requests to update equipment and for capital investments. Further emphasizing the importance of safety, Liberty has tied a portion of management bonuses to safety metrics.

A comprehensive training program, which is the same for both full-time and temporary employees, begins on day one with a training video, a tour of all safety measures at the facility, a safety checklist, and, at some locations, introduction to a safety buddy. The training is practical and concise, with the goal of keeping employees safe, identifying potential hazards, and providing directions of whom to

ask questions. Safety training remains on-going throughout an employee's tenure at Liberty Tire Recycling. Ongoing training is conducted both in person by the site managers, and digitally using 18 Liberty Learning safety courses and a variety of 7-minute microlearning segments. The training is presented in both English and Spanish, and electronic access is provided via on-site learning cubicles.

Relationships and trust are the building blocks of our culture of safety that is woven into every aspect of daily life at Liberty Tire Recycling. Every shift begins with our managers leading a mini stretch and flex class, visually observing all employees, and sharing a five-minute safety talk - one of 2,900 safety talks written in-house to address topics specific to Liberty's operations. Managers are required to attend a tire collection route to load tires to further their understanding of all the potential aspects of the job and the safety hazards that may be encountered.

Each month, employees and leaders come together to perform a "clean sweep" of a location. When a facility requests a "clean sweep" event, the site receives a deep cleaning, and any needed repairs are performed while lunch, games, and prizes are brought in to create a fun and productive atmosphere. We also celebrate excellence in safety with company-wide and regional awards presented by our CEO as well as our Chief Human Resources Officer, Barry Mathis.

As we look forward to 2024, the Liberty Tire Recycling safety department is working on creating in-house safety certifications and a Liberty-developed safety curriculum. This in-house training will feature tiered levels, each comprising classroom training, comprehensive examinations, case studies, term papers on specific subjects, and practical applications in the field. The increasing requirements at each level will ensure thorough knowledge and proficiency. This program will enhance employee expertise, promote a culture of safety, reduce workplace incidents, and ensure regulatory compliance, ultimately contributing to a safer and more productive work environment.



Fire Safety

Fires are always a significant concern for recycling operations and accordingly, a top priority for our safety team.

A study by the National Fire Protection Association found that recycling facilities experience fires at a rate of one every 36 hours, largely due to the combustible nature of materials being processed.

With this always top of mind, a dedicated fire prevention specialist reviews our material storage piles and our fire suppression systems often multiple times each day. Additionally, we partner with local fire chiefs to train our employees and reinforce our internal training.

All advanced recycling facilities are equipped with state-of-the-art SonicAire fans to stop fugitive and combustible dust buildup before it starts. Our fire detection and suppression system, Flamex, uses infrared technology to monitor the equipment for potential hazards and automates the deluge system if necessary. Additionally, in-house teams are trained on the use of F-500 EA, an encapsulator fire suppressant agent that is available at every location and is a nontoxic, non-corrosive and fully biodegradable agent effective in treating Class A and Class B fires.

Liberty's Commitment to Enhanced Workplace Safety

Our Western Canada locations are leading the way at Liberty Tire Recycling to make the workplace safer.

Canadian Regional Manager of OSE and Quality Control, Shaun McCabe, has led efforts to enhance the company's safety protocols by integrating new practices and tools since 2015. Over time, the team has developed an inspection, issue capture and corrective action platform to improve their operations. Employees can actively record safe work observations, conduct equipment pre-operation checks, and make behavior-based safety observations from their smartphone or tablet. They can also suggest improvements or report concerns anonymously, ensuring that every voice is heard. While the app supports these efforts by providing data collection, monitoring, tracking, and real-time communication, the real success comes from the dedication of our employees. They diligently follow safety procedures, trust the anonymity of their reporting, and have confidence that their supervisors will address their concerns. This commitment to safety helps us achieve our goal of sending everyone home safely, every day.



Our Communities

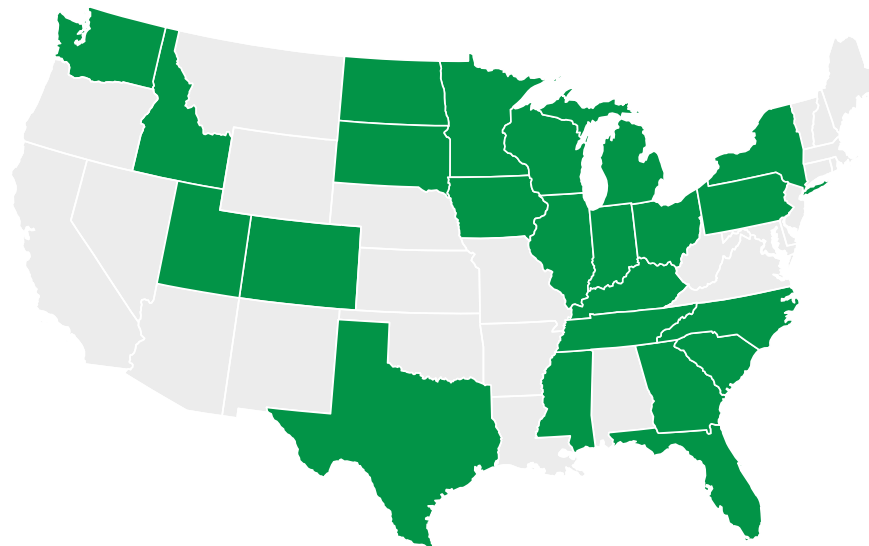
Cleaning Up Our Community



“The Earth is what we all have in common.”

– WENDELL BERRY, AMERICAN NOVELIST, POET, AND ENVIRONMENTAL ACTIVIST

We proudly partner with communities to facilitate many tire clean ups. In 2023, Liberty Tire Recycling performed 544 tire recycling events throughout North America, including events in 23 states. At these events, we collected 29,050 tons of end-of-life tires from the community, thus reducing the amount of waste entering landfills and preventing tires from being illegally dumped or improperly stored.



544
tire recycling events in 23 states

29,050
tons of end-of-life tires collected
from local communities

Giving Back to Our Communities

Across the U.S. and Canada, Liberty teammates at their individual sites chose to participate in volunteer efforts that were near and dear to their hearts.

Organizations that were supported include food banks, youth sports teams, animal rescues, Eagle Scout projects, Adopt-A-Roadside, river clean ups, school supply drives and more. We participated in over 63 community engagement activities, including monetary donations, in-kind donations, product and service contributions, and volunteer efforts.

	2023	Monetary Donations
Volunteered Time (# of events)	32	
Made In-Kind Donations (# of sites)	13	
Made Monetary Donations (# of sites)	18	\$13,240
Annual Holiday Giving	all	\$61,000



YES! Playground build

Liberty Tire Recycling was proud to donate more than 40,000 pounds of rubber mulch to volunteers from Youth Encouragement Services (YES), the Nashville Predators Foundation empowered by SmileDirectClub, and eight other companies that built a playground to help foster a sense of belonging for around 2,000 kids in Nashville, TN. This is part of a nationwide effort led by KABOOM! to end playspace inequity. This project represents progress in ensuring every kid has a place to play, providing a state-of-the-art playground and long-lasting surfacing for children living in the area to enjoy year after year.



At Liberty Tire Recycling, we care about our communities and our employees and show that by supporting the charitable interests of our employees. We believe in being a good neighbor and using our Liberty Tire resources to make our community better.

At the end of 2023, we established a company-wide committee, Liberty Cares, comprised of 24 employees of all levels from around the U.S. and Canada. Liberty Cares meets bi-weekly and is tasked with developing and implementing quarterly company-wide employee engagement and volunteer events. In 2023, the team began planning for 2024 events including non-profit partnerships, community outreach events, and employee wellness activities.

Accelerating Environmental Stewardship

			Key Stakeholders			
	Why It's Important	Impact	Employees	Customers	Suppliers	Investors
Fuel and fleet efficiency	Reduced idle time and route efficiency allows us to work smarter and reduce emissions.	Environmental	✓	✓		✓
Reduce GHG emissions	Reducing emissions is important to mitigating climate change	Environmental Social	✓	✓	✓	✓
Improve operational efficiency	Operational efficiencies reduce costs, increase productivity, and lower GHG emissions	Environmental Social	✓	✓	✓	✓
Promote sustainable operations	Sustainable operations ensure long term environmental stewardship, resource efficiency, and resilience	Environmental Social	✓	✓	✓	✓

Goals

Drive carbon emission reduction and environmental stewardship while achieving cost savings.

- ▶ Reduce energy intensity by 25% by 2032
- ▶ Improve fleet efficiency by 30% by 2032
- ▶ Improve tracking and management of site-level waste, including universal and hazardous waste, to reduce waste generated beyond tire disposal.

- ▶ Activate additional decarbonization strategies to drive energy efficiency and carbon reduction.
 - Implementation of a Manufacturing Excellence System to provide added visibility into production efficiency and energy usage.
 - Roll out compressed air leak detection program at all sites to identify and address issues quickly and efficiently.
 - Monitor and track monthly energy usage, implement energy reduction strategies such as LED lighting, and adopt best practices in energy conservation.



Environmental Highlights

Since 2012, Liberty Tire Recycling has collected an average of 159 million tires annually. **In 2023, we collected 205,814,488 tires - that means we've collected enough tires this year to go around the world 3.7 times!** In 2021, members of the U.S. Tire Manufacturing Association (USTMA) reported a utilization rate of 71% for end-of-life tires, with the balance being

sent to landfills. Liberty Tire Recycling achieved an industry-leading 74.4% utilization rate in 2022 and in 2023, our percent to market/utilized has increased to nearly 80%. While our goals are ambitious, it is noteworthy that, according to the USTMA, only lead batteries and cardboard are recycled at higher rates than end-of-life tires. End-of-life tires continue to find end uses at a higher rate than glass, plastic, aluminum, metal, and paper.



Number of tires collected in 2023

Number of times the tires we collected go around the globe

Fossil Fuel Energy Consumption	Renewable Fuel Energy Consumption	Total Electricity Consumption	Natural Gas Energy Consumption
249,195,560 KWH	1,613,528 KWH	125,199,136 KWH	26,723,879 KWH

GHG Emissions

Overview

As a company, Liberty Tire Recycling is dedicated to making the world a better place by reducing environmental impact through our core competency: recycling end-of-life tires into usable products. By doing so, we significantly reduce the number of tires disposed of in landfills and the amount of raw materials needed for new products. This regenerative approach is inherently beneficial for the environment.

Additionally, we are committed to minimizing our own emissions footprint and helping our suppliers and customers measure and reduce theirs. Our commitment is reflected in the measurement and tracking of the greenhouse gases emitted by our operations, ensuring we continually strive for environmental sustainability.

At Liberty Tire Recycling, we calculate our annual carbon footprint and handprint. Our carbon footprint demonstrates the amount of greenhouse gases our operations emit and our carbon handprint (Scope 4) details the amount of greenhouse gases that are avoided by using the products we manufacture and sell in place of products made from virgin materials.

- ▶ **Scope 1** emissions are the greenhouse gases emitted from mobile sources such as our truck fleet and from our natural gas usage.
- ▶ **Scope 2** emissions are calculated from the electricity purchased to run our facilities.
- ▶ **Scope 3** emissions include GHG emissions attributed to our purchased goods and services, capital goods, fuel and energy-related activities, upstream transportation, generated waste, downstream product transportation, processing and end-of-life treatment of sold products, and employee business travel and commuting.

Our Carbon Footprint - Scopes 1, 2, & 3

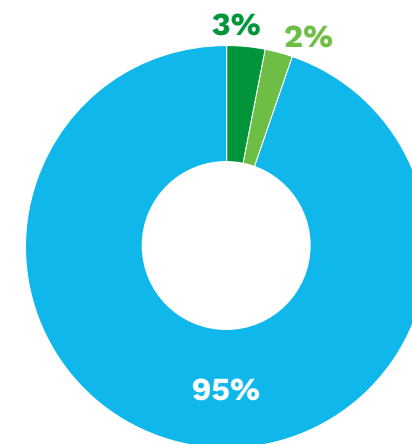
Due to our organic growth and acquisition of new facilities, our greenhouse gas emissions have increased year over year.

This increase primarily stems from the expanded operational scope and differing technological efficiencies compared to our existing facilities. While this has impacted our emissions profile, we are actively addressing this through investments in energy-efficient technologies and focused emission reduction strategies.

As we continue to expand and better account for our emissions, we are reassured by the fact that our growth helps countless other organizations lower their own emissions profile. Recycled rubber provides an emissions savings by displacing virgin materials regardless of whether it is an industrial, infrastructure, commercial, or household use—as well as increasing the recycled content of products.

Scope	Component	2020 GHG Emissions CO ₂ -e (Metric Tons)	2021 GHG Emissions CO ₂ -e (Metric Tons)	2022 GHG Emissions CO ₂ -e (Metric Tons)	2023 GHG Emissions CO ₂ -e (Metric Tons)
1	Stationary Combustion (Natural Gas Usage)	4,394	2,418	4,093	4,845
	Mobile Sources (Truck Fleet)	33,992	40,123	52,967	56,792
2	Purchased Electricity (Facilities)	44,387	46,386	46,224	44,875
3	Upstream and Downstream Emissions	39,103	49,053	1,806,951 ⁶	1,861,234
Footnotes for Scope 3 Calculations		Category 5	Categories 5, 9, 6* (incomplete data set)	Categories 1-7, 9-12	Categories 1-7, 9-12
SOx = 97 metric tons			NOx = 307 metric tons		

2023 Value Chain Footprint CO₂-e (Metric Tons)



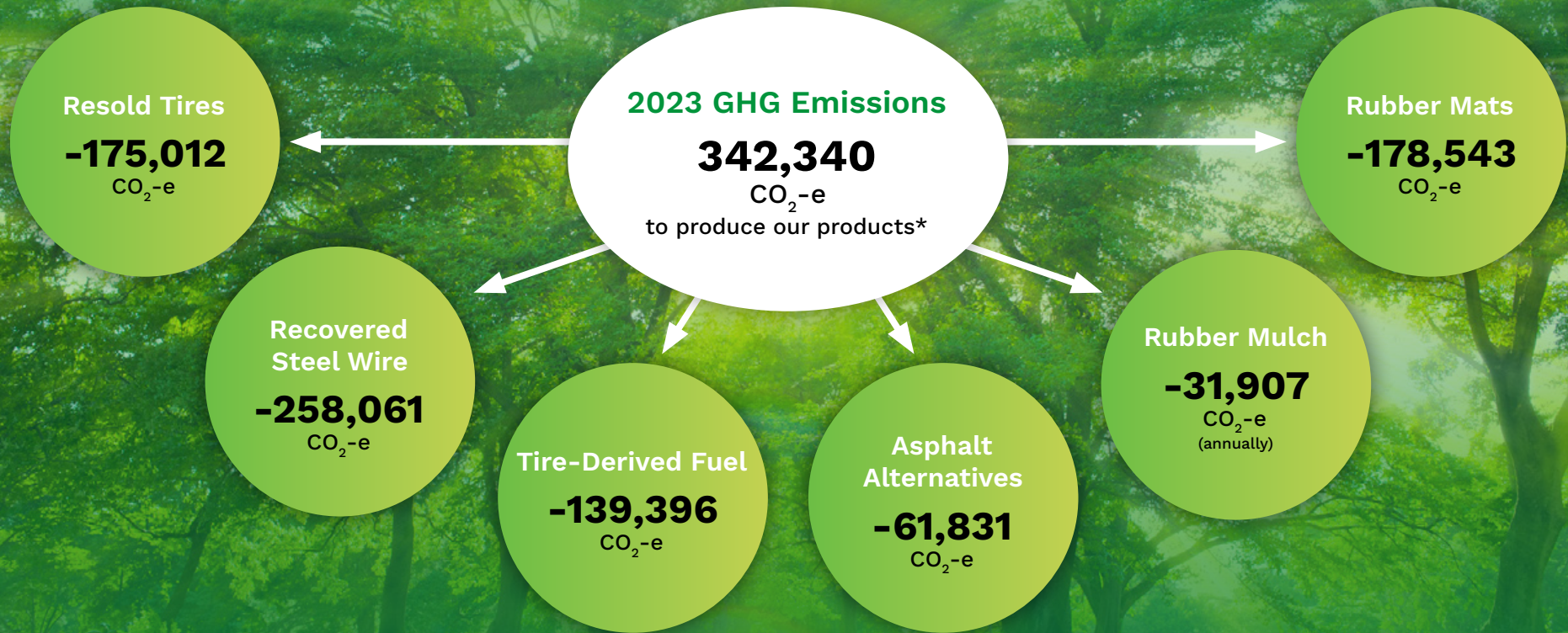
Scope 1	61,637
Scope 2	44,875
Scope 3	1,861,234
Purchased Goods & Services	2.1%
Capital Goods	0.2%
Fuel & Energy-Related Activities	1.6%
Upstream Transportation & Distribution	1.1%
Waste Generated in Operations	1.2%
Employee Business Travel	0.2%
Employee Commuting & Remote	0.4%
Downstream Transportation & Distribution	8.2%
Processing of Sold Products	15.7%
Use of Sold Products	68.9%
End-of-Life Treatment of Sold Products	0.5%

6. Scope 3 Purchased Goods and Services was reported as 183,376.89 in 2022 but has been revised to 80,888 using an updated methodology.

Handprint

Our Handprint (Scope 4) calculations quantify the avoided emissions resulting from the use of Liberty’s recycled products compared to the manufacture and use of alternatives made with virgin materials. Choosing the products we manufacture from recycled, end-of-life tires results in reduced greenhouse gas emissions for our customers and the consumer.

Each category below identifies the amount of emissions avoided by using the recycled products sold by Liberty Tire Recycling in 2023.



The use or application of Liberty Tire Recycling’s products avoided:

874,435
metric tons of CO₂-e
in 2023

Liberty Tire Recycling’s handprint currently includes 88% of total volume sold

* Includes Scope 1, 2 and Scope 3 Categories 3-9

Becoming More Energy Efficient

Overview

Improving our energy efficiency is one of our top sustainability goals. As a member of the Better Plants Program through the U.S. Department of Energy (USDOE), we have committed to improving the energy efficiency of our U.S. operations by 25% by 2032.

Energy intensity is a measurement of how much energy we consume per ton of recycled rubber product created and is stated using the metric of kWh per production ton. It is an on-going process to optimize our data collection methods for accuracy. To accomplish a reduction in energy intensity, we have formed a Manufacturing Excellence Team to assist in developing best practices for manufacturing efficiency and energy usage and develop best practices from individual projects to implement change. We are focusing our efforts on the three locations with high initial energy intensity values and the largest potential for improvement: Salt Lake City, UT, Port St. Lucie, FL, and Calhoun, GA. We are also continuing to implement our manufacturing execution system (MES) across the organization to increase visibility to production variation and energy consumption. Our goal is to implement the MES at an additional four processing locations in 2024.

We continue to work with the USDOE's Industrial Assessment Centers to complete assessments for all of our advanced processing sites. As we identify opportunities to improve productivity, reduce waste and save energy, we are developing best practices and recommendations that will be used to prioritize and implement value-added efficiency projects.

Renewable Energy

We actively review opportunities from our power providers to source more clean energy for our facilities. In 2023, those on-grid renewables accounted for 15.64% of our total usage.

We have one facility that utilizes on-site renewable energy. At our Rubberecycle location, solar energy is produced and operated by a third party on the roof of the facility.



Energy Efficiency Program in Our Delta, BC Facility

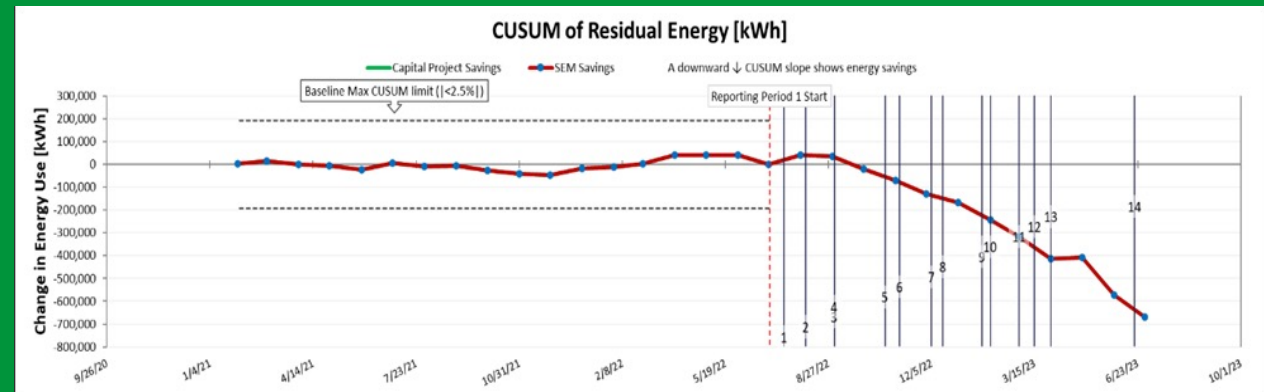
Our Delta, British Columbia facility participated in a strategic energy management program, hosted by CLEAResult, and sponsored by BC Hydro in mid-2022.

At the program's start, members of the CLEAResult team conducted an energy scan and plant audit to identify current and potential energy efficiency measures at the site. CLEAResult also worked directly with project managers from our Delta, BC facility to collect site data to develop an energy model. An energy model is a crucial tool for the site to track their energy performance and can be used to understand how operational changes (process changes, additional loads, etc.) can potentially impact energy performance.

CLEAResult provided coaching and assistance to our team to create a Strategic Energy Management Plan (SEMP). A SEMP is a list of potential projects to help prioritize next steps to achieve larger, long-term savings and energy management goals using a range of criteria: project cost type (e.g., behavioral, no cost, low cost or capital expenditure), savings impact, and effort to implement.

In 2023, Liberty Tire Recycling successfully implemented the following energy efficiency measures at its Delta, British Columbia operation and achieved a kWh savings of 8.7% relative to a baseline of 2022:

- ▶ Reduced compressed air distribution pressure to the lowest value necessary
- ▶ Integrated compressed air leak detection and repair into equipment preventative maintenance activities
- ▶ Upgraded and replaced non-LED lighting to LED lighting upon failure
- ▶ Checked and installed controls to stop/slow down conveyors when no product is present
- ▶ Conducted a peak demand analysis and study
- ▶ Ran a behavior-based “TURN-OFF” campaign to prevent idling and heat losses via lights, motors, doors, etc.



As we look forward to 2024, Liberty Tire Recycling will leverage what was learned from the Delta, BC facility pilot program to implement new initiatives across the company.

Water Consumption and Conservation

University of Pittsburgh Water Usage Project

The environmental sustainability of our operations is a top focus for Liberty. While our operations are not water intensive, we have a responsibility to be good stewards of our natural resources.

Aside from typical domestic uses of water at our sites – bathrooms, kitchen, and drinking water – Liberty’s main uses of water are for equipment misting, fire and dust suppression, cleaning and to a lesser extent, as a component of our mulch manufacturing process.

To better understand the current state of water consumption and conservation at Liberty Tire Recycling, we collaborated with Sustainability Capstone students from the University of Pittsburgh to carry out a water use audit. This semester-long project had three goals: 1) develop a system to track water usage, 2) align reporting with Global Reporting Initiative (GRI) standards, and 3) generate water conservation ideas.

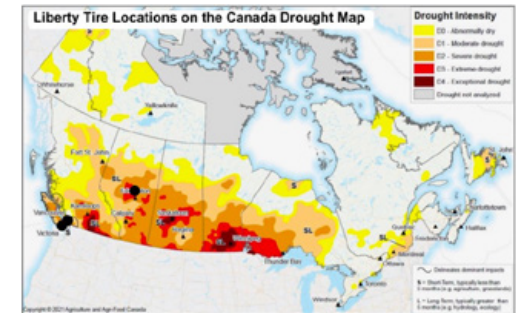
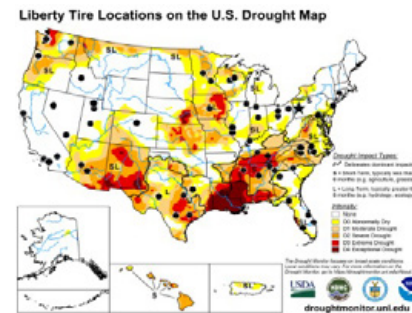
Interviews with key Liberty Tire Recycling managers and a company-wide survey about water usage and monitoring were some tools used to begin this evaluation of our water consumption. The results of these efforts showed a need to track our water usage—current tracking is roughly 20% of sites—and initiate a focused effort on metering our well usage.

Four sites were identified as the most important sites for water use reduction based on a combination of consumption amounts and location within designated water stress areas. Those sites are Des Moines, IA, Grove City, OH, Savage, MN, and Salt Lake City, UT. A second tier of sites was also identified by their location in extremely high water stress locations regardless of water consumption rates: Concord, NC, Montgomery, IL, Phoenix, AZ, Denver, CO, Santa Fe Springs, CA, Fillmore, UT, Caldwell, ID, Midlothian, TX, and Saint Martin, MN.

Of our 56 locations, 9 are located in extremely high water stress areas, 10 are in high water stress areas, 17 in medium water stress areas, 10 in low to medium water stress areas, and 7 in low water stress areas. We are aware of the potential for drought and water stress classifications changes and will adjust our priorities as necessary.



Liberty is evaluating and prioritizing the water conservation suggestions from the University of Pittsburgh students which include collecting rainwater to use in shredder misting, dust suppression, and fire prevention, and we are exploring non-water-based opportunities as well. Several of the Liberty sites are already leveraging gutter systems to capture and recirculate water for operational use. Key components to our ongoing water management plan include educating employees and purchasing water efficient office products like water bottle filling stations, low flow faucets, and high efficiency toilets.



Water Consumption

	Gallons
Wells / Bottled Water / Estimated Sites	2,388,602
Public Water	30,407,210
Total Water Consumption	32,795,812

Protecting Biodiversity

Liberty Tire Recycling's operations have minimal negative impact on the biodiversity of the areas in which we are located.

However, we believe that protecting nature, wildlife, and ecosystems is a critical element of being a sustainable business. We comply with all local, state, and federal regulations related to endangered plants and animals, storm water runoff, air pollution, and clean water.

In 2023, we analyzed our biodiversity risks by facility. One of our evaluation methods was analyzing our proximity to wetland areas known as Ramsar sites. The Convention on Wetlands of International Importance is an intergovernmental treaty that provides the framework for the conservation and wise use of wetlands and their resources. The convention was adopted in the Iranian city of Ramsar in 1971, hence it is commonly known as the Ramsar Convention. Ramsar sites are protected and designated areas on the Ramsar Convention's List of Wetlands containing representative, rare or unique wetlands that are important for biological diversity.

There are 2,400 Ramsar sites globally and 41 in the United States. Of Liberty Tire Recycling's 56 locations, two sites are within 15 miles of a Ramsar site. We understand the importance of Ramsar sites and actively follow environmental compliance regulations to ensure we are not disrupting or disturbing these critical areas. Our tire recycling operations in these areas contribute to the protection of these areas by reducing landfill waste, preventing potential contamination, and promoting a cleaner environment. By adhering to these regulations and recycling tires, we demonstrate our commitment to preserving biodiversity and maintaining the ecological integrity of these internationally recognized wetlands.



Improving Our Fleet Efficiency

Liberty Tire Recycling has an extensive fleet of more than 500 trucks.

We implemented the fleet management system, Samsara, in 2023. This software streamlines our record-keeping processes, allowing for easier monitoring and maintenance tracking, thereby ensuring that our fleet operations remain in full compliance with regulations and industry standards. It is a critical tool in our ongoing commitment to safety, efficiency, and responsible fleet management.

Tracking Idling and Helping Route Drivers

In addition to improving the safety of our fleet, we also have increased the efficiency of our fleet. Two great success stories related to fleet route optimization are the reduced mileages at our Hebron, Ohio and Northern California sites. **In Hebron, we eliminated 214,503 miles traveled** delivering material by moving the operation closer to our collection and processing location. **In Northern California, we were able to eliminate 1.1M annualized miles traveled** by shifting our production location which allowed us to reduce our daily loads by 75% on a single route.



Recycling More Than Tires

While our focus is on recycling end-of-life tires, we have also prioritized eliminating waste across our business.

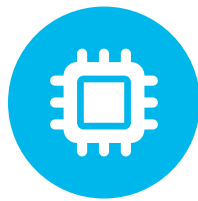
- ▶ In 2023, each of our 56 individual sites were challenged to implement an on-site recycling program. Ninety percent of our locations now have recycling efforts in place for items such as paper, aluminum, plastic and other metals.
- ▶ While we recycle all of the steel that is removed from tires in addition to the rubber, we are also focused on ways to recycle old equipment and supplies from our facilities. At our Rubberecycle facility, the team worked with a local business to recycle more than 8,500 tons of metal. This generated a revenue stream instead of a cost for disposal - a great example that doing right by the environment is also good for business.
- ▶ In 2023, we recycled 634,453 lbs of FIBC (Flexible Intermediate Bulk Containers) bulk bags. These large polypropylene bags are used to transport tire-derived material between Liberty Tire locations where it is not feasible to bulk load the product. We continue to leverage opportunities to recycle FIBC bulk bags for use in products such as composite lumber.
- ▶ We refurbish and reuse our wooden shipping pallets to conserve the amount of wood needed to make new pallets.

Each year at our headquarters in Pittsburgh, we conduct an e-waste recycling event. This year, we collected 1,072 pounds of e-waste including a variety of electronics as listed below.



6

Mobile Devices



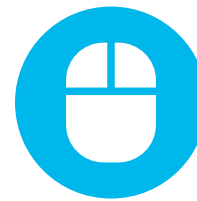
46

Hard Drives & Assorted Parts



25

Keyboards



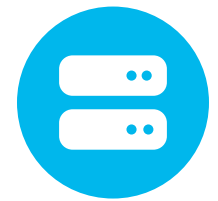
15

Mice



7

Monitors



30

Network Devices



29

Laptops & Batteries



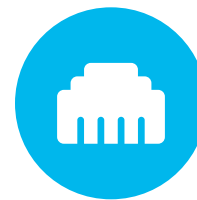
12

Mini PCs & Desktops



6

Printers & Scanners



40lbs

Cables & Cords



19

Telecom Equipment



3

Toner Cartridges

Advancing Sustainable Products						
			Key Stakeholders			
	Why It's Important	Impact	Employees	Customers	Suppliers	Investors
Sustainable packaging	Minimizes environmental impact, reduces consumer waste, and aligns with our commitment to responsible resource management	Environmental	✓	✓		✓
Manage supply chain risks	Ensures long-term financial stability by minimizing disruptions, reducing costs, and enhancing resilience. It also assures our commitment to responsible sourcing	Environmental Social	✓	✓	✓	✓
Maximize beneficial reuse	Reduces waste and provides a lower-carbon alternative to virgin materials while supporting our vision of full circularity	Environmental	✓	✓	✓	✓
Produce high quality products	Reinforces our commitment to sustainability, builds trust with customers, and demonstrates value to investors	Environmental Social	✓	✓		✓

Goals

- ▶ Maximize the use of Post-Consumer Recycled (PCR) content in retail packaging where applicable
- ▶ Continue development efforts to achieve more recyclable retail packaging.
- ▶ Collaborate with customers and industry partners to move rubber up the value chain, create new products and develop new markets for recycled rubber materials.
- ▶ Expand consumer awareness of the value of recycled material and our sustainability efforts through packaging, social media and community outreach.

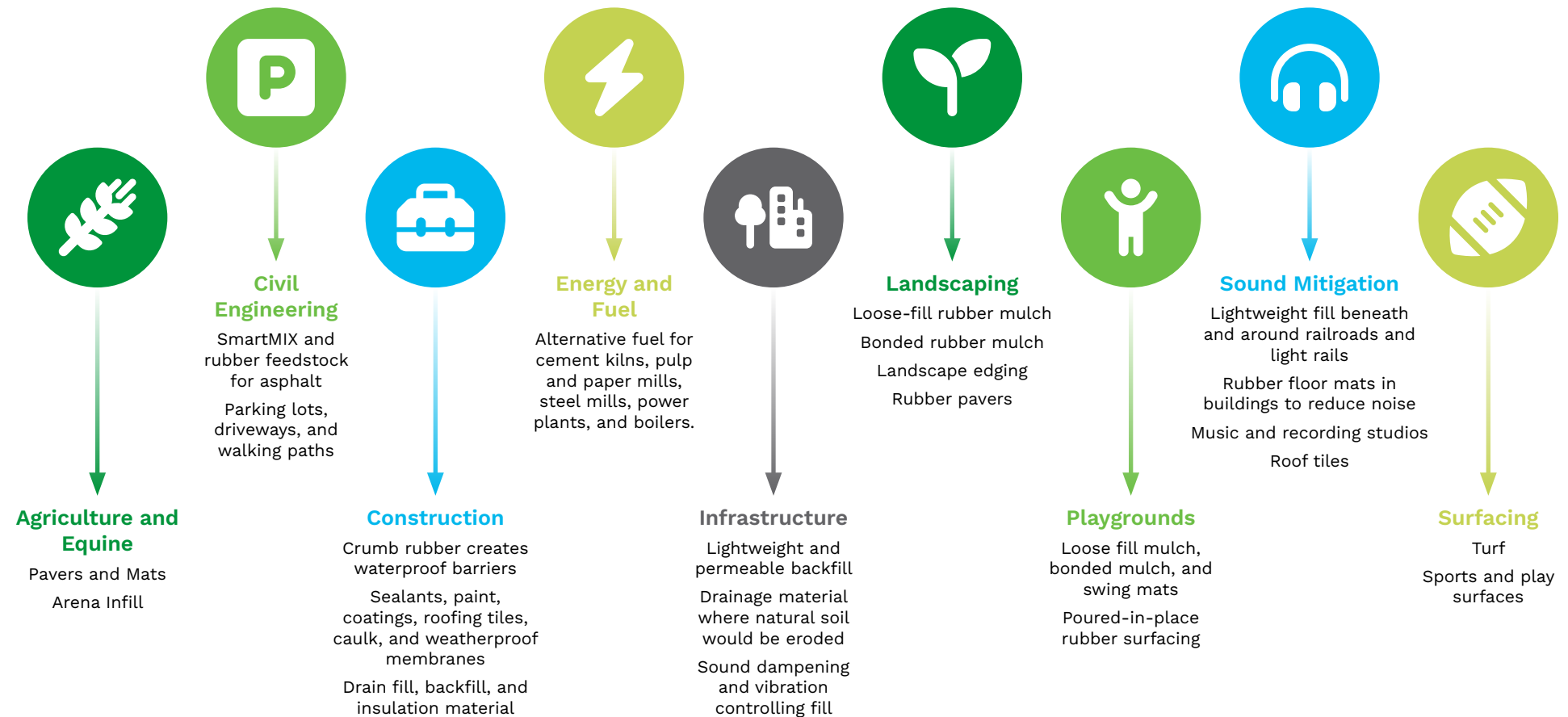


Advancing Sustainable Products

Expansive Product Line Made from Recycled Rubber

Creating new products out of recycled tire rubber reduces demand for virgin materials and eases the burden on certain finite resources. Liberty offers a diverse range of sustainable products made from end-of-life tires, with an impressive 99.48% of recycled input materials used to manufacture one of our primary products, rubber mulch.

Recycled rubber's inherent qualities make it ideal for countless applications that surround us every day. From molded rubber products and landscaping mulch to road surfaces and drainage fill, we give end-of-life tires a second life in products that provide safety and enhanced performance to consumers. We are creating valuable, reliable, goods that better lives while also doing our part to combat climate change.



U.S. Environmental Protection Agency (EPA) Re-Affirms Crumb Rubber Safety for Athletes

We have always been confident in the safety of our products, the chemical safety of which is governed by federal, state, and local laws—in addition to routine robust testing we conduct.

As part of our commitment to safety, we have been in regular communication with the federal government since 2016 as part of a multi-agency investigation into the safety of recycled crumb rubber as an infill material for sports fields.

We are pleased that in early 2024, the U.S. Environmental Protection Agency (EPA), along with the U.S. Consumer Product Safety Commission and the U.S. Centers for Disease Control and Prevention, released the results of the largest tire crumb rubber study conducted in the United States.⁷ The study concluded that there was little or no difference in athletes' exposure to certain chemicals, metals, or air emissions regardless of whether they played on synthetic fields with crumb rubber infill or on grass. As part of the study, the EPA reviewed and affirmed its support of other independent studies which concluded that recycled rubber is safe.

The study included a pilot-scale study of 14 individuals and a larger study of 161 individuals, who represented a mix of players using only synthetic turf fields with recycled crumb rubber infill, only natural grass fields, and who used indoor and outdoor fields. The participants in the study provided biological samples before and after playing on the fields to measure any exposure to a wide range of chemicals, metals, and polycyclic aromatic hydrocarbons (PAHs). The study found that exposure levels to players on fields with recycled crumb rubber infill were “similar to,” “somewhat lower than,” and even “substantially lower than” typical background exposure levels. In short, there is no meaningful difference in exposure levels to players regardless of whether the field they are playing on uses recycled crumb rubber infill.

The report also said they support the findings of other national health and chemical safety agencies, including the European Chemicals Agency and the Netherlands National Institute for Health and Environment. Those reports concluded “no reason to advise people against playing sports on synthetic turf containing recycled rubber granules as infill” and “playing sports on these fields is safe,” respectively. Moreover, during a webinar hosted by the U.S. EPA to present the findings, the agency said they support the findings of organizations like the Washington State Department of Health. Washington State investigated potential health impacts on soccer goalies and found no reason for concern for players using fields with recycled crumb rubber infill and concluded “people who enjoy soccer continue to play regardless of the type of field surface.”

Moving forward, Liberty will focus on educating our stakeholders on the findings of the U.S. EPA report to continue to unlock the many benefits of recycled rubber.

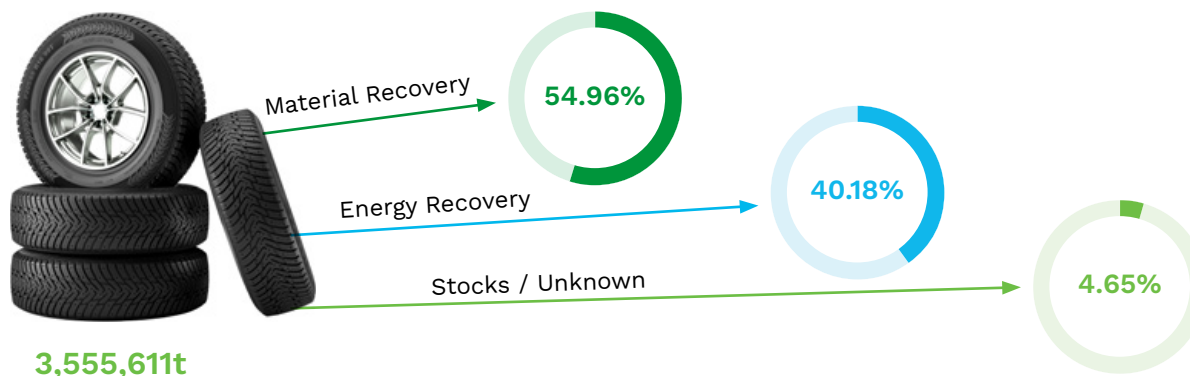
[To learn more, read our press release here](#)

7. Source: <https://www.epa.gov/chemical-research/federal-research-recycled-tire-crumb-used-playing-fields-and-playgrounds>



Energy Recovery from End-of-Life Tires

Our goal is for all tires to be recycled into usable end products with no tire material being disposed of in landfills. Liberty Tire Recycling manages this process through material recovery as well as energy recovery in the form of tire-derived fuel (TDF).



While we recognize the significant emissions profile of our users of TDF in reporting our Scope 3 emissions, there are benefits to be realized from using recycled rubber as a fuel source.

Manufacturers and power generators include TDF in their fuel mix because of its reliably high heat value, near-zero bottom ash production, and ability to lower their greenhouse gas emissions. TDF can take the place of traditional fossil fuels like coal and petroleum coke in co-fired boilers and kilns, and the U.S. Environmental Protection Agency (US EPA) recognizes TDF as a viable alternative to fossil fuels.

The manufacturing industry uses TDF as an alternative fuel that is cleaner and more economical than coal and petroleum coke. Cement kilns, pulp and paper mills, steel mills, power plants and boilers can all benefit from tire-derived fuel, as less fuel is needed overall:

1 ton of TDF typically replaces 1.5 tons of coal, and TDF creates 35% more energy than coal. Additionally, TDF reduces the amount of boiler bottom ash that is difficult to remove and landfill.

Power plants can use tire-derived fuel as a green energy source as some groups classify it as renewable. The North Carolina Utilities Commission recognizes TDF as a renewable energy resource for renewable energy certificates (RECs) for 24%, the percentage of natural rubber found in TDF.⁸

While TDF is not the highest and best use for recycled rubber material in our value chain, it is filling a specific need: keeping tires out of landfills and replacing fossil fuels as an alternative fuel source. It is a steppingstone on the path of energy transition and a recognized form of recovery in the waste management hierarchy.

8. <https://www.ncuc.gov/reports/repsreport2021.pdf>

Spotlight on Tire Derived Fuel

While TDF's emissions are higher than our other categories, the emissions are 9.6% lower than if coal were burned instead of the tire-derived fuel. Also, emissions associated with mining coal are over 14 times higher than tire-derived fuel from waste tires. The use of TDF also results in lower nitric oxide emissions when compared to many U.S. coals, particularly the high-sulfur coals, and TDF—unlike coal—does not contain mercury. Given these factors, tire-derived fuel is a beneficial waste product alternative to mining and burning traditional fossil fuels like coal.

TDF is often an integral ingredient in supporting the renewable biomass industry. Biomass by its very nature is often bulky, holds a high moisture level, and is not particularly energy dense. TDF is a critical part of being able to fire biomass, whether at a paper mill or a biomass power plant, because of its high heat value. It also helps to stabilize the heat in the boiler, allowing the facilities to run more predictably and efficiently. These benefits come with a lower emissions profile compared to coal, and some states recognize the natural rubber contained in tire-derived fuel as a renewable fuel source, much like biomass itself.

Product and Packaging Materials



Product Packaging Compliance

In 2023, Liberty Tire Recycling had no incidents of non-compliance with product and service information and labeling regulations for any recycled rubber products, including fines, penalties, warnings, or breaches of voluntary codes.



Rigorous Procedures

Adhered to detailed procedures for marketing and labeling, ensuring information on material sourcing, product content, safe use instructions, and responsible disposal methods.



ESG Standards and Best Practices

Incorporated emerging ESG standards, stakeholder feedback, and industry best practices for comprehensive and relevant product information.



100% Compliance Assessment

Assessed 100% of significant product and service categories for compliance with procedures, reinforcing commitment to transparency, responsibility, and ESG alignment.



New Packaging Design

Predominately displays sustainability messaging and logo on consumer packaging

Innovation

Without tire recycling, end-of-life tires have no upside—they serve as breeding grounds for mosquitoes and rodents and take up valuable space. At Liberty Tire Recycling, we create value out of end-of-life tires through processing and product innovation. Our teammates see opportunities to innovate, create new products, and build a greener tomorrow. Innovation is at the core of what makes us the premier sustainable solutions partner.

We constantly ask ourselves if recycled rubber is the perfect answer to an unsolved problem or if it can be a better solution than products that currently exist. As a company, we work with partners producing recovered carbon black (rCB) and pyrolytic oil, both of which provide valuable materials for end-markets in need of solutions. We are exploring new opportunities in molding and the use of plastic and rubber combinations for a variety of applications.

More important than any one product, however, is developing the right approach. **At Liberty, the approach is twofold: the company pursues a diversified portfolio of outbound products, and we invest our free capital into growth and innovation.** We know the scale of the challenge continues to grow but so does the opportunity.

Certifications

The Recycled Claim Standard (RCS) is an international, voluntary standard that sets requirements for third-party certification of recycled input and chain of custody.

The standard gives the textile industry a tool to verify the raw material content of products through third-party verification and chain of custody. Liberty Tire Recycling is certified to the Recycled Claim Standard (RCS) Version 2.0, which certifies and tracks our processed post-consumer materials from the source to final product. Certified by SCS Global Services (SCS), License number CL27157.



Operating Responsibly						
			Key Stakeholders			
	Why It's Important	Impact	Employees	Customers	Suppliers	Investors
Regulatory Compliance	Adherence to legal standards minimizes risk, avoids penalties and supports environmental stewardship.	Environmental, Governance	✓	✓	✓	✓
Ethical Business	Essential for building trust, maintaining a positive reputation, and fostering long-term success by ensuring fairness, integrity, and accountability	Social, Governance	✓	✓	✓	✓
Risk Management	Allows the business to identify, assess and mitigate potential threats to protect the organization's assets. It ensures operational stability and better informs decision-making	Environmental, Governance	✓	✓	✓	✓
Cybersecurity	Protects sensitive information, maintains the integrity of digital systems and prevents data breaches that can lead to financial loss and reputational damage	Governance	✓	✓	✓	✓

Goals

Zero cybersecurity breaches or incidents

- ▶ Identify and implement risk management and readiness measures on climate-related risks.
- ▶ Complete the full implementation of Liberty Learning across all locations to ensure comprehensive access to training modules for all employees, while also expanding the curriculum to accommodate a wider range of staff members.



Overview

We aim to conduct our business ethically and with integrity because it is the right thing to do and because it mitigates business risks while fostering organizational resiliency. Responsible business operations also support our goal of building a strong relationship with our workforce and the communities in which we operate.

Governance Structure

Liberty Tire Recycling and its various entities are governed by Delaware corporate and partnership code. We are governed by a six person Board of Directors and General Partner level, with the CEO being one of the Board Members. All current Board Members were assigned in 2021 and have remained in place in 2023. We have a Board-level Audit Committee that reviews the yearly audit and other significant financial matters. Authority for daily oversight is delegated to the officers and senior management of the Company, who update the Board regularly.

Risk Management is ultimately overseen by our Board of Directors but is led day-to-day by our General Counsel and Corporate Secretary, who reports to the CEO and the Board. The Corporate Secretary updates the Board on our risk management efforts at least quarterly and more often when circumstances require. In 2023, we appointed a Director of Insurance and Enterprise Risk Management, who reports directly to the General Counsel and Corporate Secretary, to advance our risk management initiatives.

The Board of Directors and Officers of Liberty Tire Recycling exercise all their fiduciary duties (Duty of Care and Duty of Loyalty) with the utmost diligence. To ensure that board directors act in an ethical and independent manner, members are required to undergo annual ethics, conflicts of interest, and business code of conduct training.

Board members ensure that stakeholder feedback from sustainability materiality assessments are thoroughly reviewed and implemented in committee meetings and actions. Tyler Reeder, Managing Partner at Energy Capital Partners (ECP), is the highest ranking individual from ECP and therefore acts as the Chairman of the Board at Liberty Tire Recycling.



Governance Highlights

Business Ethics

Recycling of tires is a highly regulated industry, and we take those commitments very seriously. Liberty Tire Recycling works with numerous regulatory authorities across the U.S. and Canada to ensure our business practices meet applicable local, state, provincial, and federal regulations. In addition, suppliers are expected to adhere to Liberty's Supplier Code of Conduct, which is distributed annually.

To uphold our core values and conduct business with integrity, Liberty Tire Recycling follows a comprehensive company-wide Code of Conduct. This essential document communicates our philosophy and commitment to employees, customers, stakeholders, and communities. As part of our commitment to ethical practices, applicable employees and Board members are required to undergo Code of Conduct, antitrust, and other appropriate legal training annually, reinforcing the importance of conducting business under all ethical and legal guidelines. This training focuses on:

- ▶ Honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest between personal and professional relationships
- ▶ Full, fair, accurate, timely, and understandable disclosures to regulatory agencies and in our other public communications
- ▶ Compliance with applicable laws, rules, and regulations
- ▶ The prompt internal reporting of violations
- ▶ Accountability for adherence

In case of any violations of ethical standards, including conflicts of interest, Liberty Tire Recycling provides multiple avenues for its employees, vendors, and customers to report concerns. This includes a Compliance Hotline or the option to speak directly to a supervisor or business point of contact. We are dedicated to fostering an environment where employees feel safe and encouraged to report any issues without fear of retaliation for raising legitimate concerns.

Liberty maintains an Employee Handbook to reinforce the Code of Conduct and further explain internal policies. The Employee Handbook provides general information and guidelines on protocols including:

- ▶ Equal Opportunity Employer Policy
- ▶ Employment Practices and Procedures
- ▶ Employee Conduct
- ▶ Use of Facilities
- ▶ Leave Policy
- ▶ Benefits
- ▶ Pay Practices
- ▶ Safety and Security
- ▶ Termination of Employment
- ▶ Conflicts of Interest

These guidelines above are in addition to rules and procedures negotiated through collective bargaining agreements with our unionized employees.

In 2023, we proactively updated our Employee Handbook to ensure compliance as we expand operations into new localities and states. The revised handbook, set for release in early 2024, now consolidates several previously separate policies for easier employee access. These include our Code of Conduct, DEI Policy, Drug & Alcohol Policy, IT User Acceptance, and Social Media Acknowledgement.

Additionally, to further support our ESG program, we updated our Environmental Management Policy in 2023. At Liberty Tire Recycling, environmental compliance and responsible operations are vital to the success and sustainability of each facility and the company as a whole.

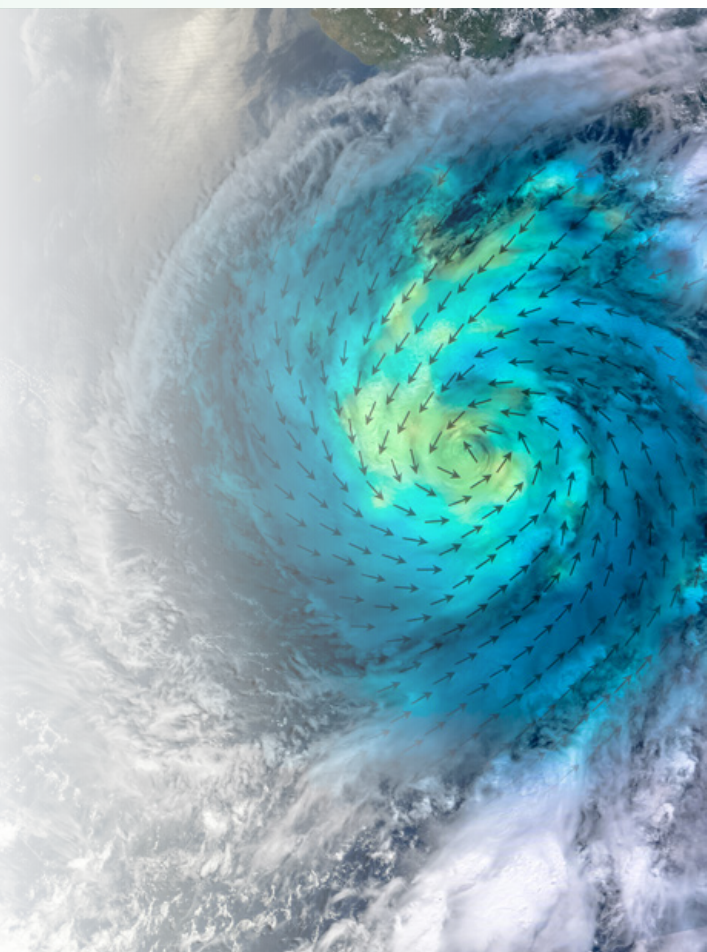
We are committed to environmental stewardship, minimizing waste, conserving resources, and reducing our carbon footprint.

Climate Resilience Strategies

As part of our annual insurance renewal process, catastrophe (CAT) modeling is conducted to assess extreme current weather risks and determine the probability of impact to Liberty sites and operations.

This modeling informs the appropriate levels of insurance to purchase, including additional Earthquake or Flood coverage, ensuring property insurance coverage protects the company from financial loss due to weather-related business interruptions and property damage. Climate change and resulting weather events pose physical risks to our operations and employee wellbeing, as well as regulatory risks that could temporarily impact our ability to meet environmental permitting requirements. The impact of these risks includes potential business interruptions, supply chain disruptions, and decreased production.

Financial implications before mitigation include repair costs for operating sites and equipment, as well as potential revenue loss from operational delays. To manage these risks, we purchase adequate Property and Business Interruption insurance, conduct annual risk evaluations through modeling and loss analytics reviews, and invest in preventative measures like fire prevention and maintenance. The costs associated with these actions include insurance premiums, service fees for modeling and analytics, and capital expenditures. Additionally, plans are being developed to implement systems to calculate financial implications and make revenue projections, ensuring comprehensive risk management and reporting in alignment with our commitment to safeguarding our employees and maintaining operational resilience. These efforts support our goals of being more sustainable by proactively managing climate-related risks, ensuring business continuity, and maintaining our dedication to environmental stewardship.



In 2023 Liberty added a **Director of Insurance and Enterprise Risk Management** professional to our team. **Ben Wolfe** joined the company in this newly established role where he is responsible for both overseeing and enhancing the company's insurance portfolio and guiding and assisting the Company in elevating its risk management strategies to a full enterprise level. His focus is on ensuring that Liberty Tire Recycling continues to operate with good risk mitigation practices to achieve the best results in the insurance market and better protect the company as we work towards our vision of being the leading provider of tire recycling services and recycled rubber products in North America.

Suppliers

A company's supply chain is a central element of its success. Because of this, it is essential to both manage any potential risk from suppliers and identify strong suppliers as they impact our Scope 3 emissions values. It is beneficial to partner with suppliers that prioritize their sustainability initiatives. In 2023, Liberty surveyed our top 500 suppliers, including our transportation vendors, about their sustainability programs, ESG policies, minority status and reporting efforts. Liberty Tire Recycling also requires all suppliers to adhere to the Liberty Tire Recycling Supplier Code of Conduct.⁹

We had 35% of surveys answered and returned. Of the surveys completed, the following was either true for 2022 or planned for 2023:

5% are a minority owned businesses	28% have a formal sustainability or ESG program	50% have documented ESG-related policies	20% issue sustainability reports	17.5% track carbon emissions	32.5% track waste generation	27.5% analyze water usage
17.5% have set publicly available sustainability goals and/or GHG reduction targets	12.5% have sustainability related certifications	50% have policies in place or procedures in place to ensure their suppliers are sustainable and ethically run	87.5% have regular employee health, safety, and environmental training provided	22.5% have completed a Life Cycle Assessment (LCA) for their operations or a product	5% have completed an Environmental Product Declaration (EPD) for one or more of their products	

This information will be used to inform our supply chain strategy, identify areas we can de-risk our supply chain and increase the diversity of our suppliers.



9. <https://libertytire.com/SustainabilitySupplier-Conduct/>

Cybersecurity

Safeguarding data privacy and security to prevent any potential breaches or threats is critically important to Liberty Tire Recycling. Our robust cybersecurity program is guided by our Incident Response Policy and Procedures. Cybersecurity policies can also be found in our Acceptable Use policy, General IT Security policy, and our Business Impact Analysis.

In the event of a breach or data compromise, prompt and appropriate actions are taken to mitigate the threat and ensure business continuity. To proactively assess our data security and privacy measures, we regularly conduct both internal and external vulnerability scans to identify and address potential vulnerabilities, such as phishing risks. To increase employee awareness and encourage appropriate responses to phishing attempts, Liberty conducts quarterly phishing exercises and data security webinars. Quarterly metrics for vulnerability scans and phishing exercises are tracked and shared with management when appropriate.

In 2023, both internal and external phishing tests were performed, and cybersecurity training was conducted company-wide covering almost 1,000 employees. The percentage of employees responding to phishing emails remains below industry averages.



University of Pittsburgh's Scope 3 Project

In Fall 2023, Liberty Tire Recycling partnered with Pitt's Sustainability Capstone class to identify ways to reduce Scope 3, Category 1 emissions from purchased goods and services.

The student team explored sustainable alternatives within the packaging, office supplies, and cleaning supplies. The recommended solutions aim to improve our sustainable practices in Liberty Tire Recycling's operations, reinforcing our commitment to environmental responsibility and operational efficiency.

The teams' proposals included:



Packaging

Modular, Reusable Containers: Use collapsible, reusable, metal containers to transport feedstock between facilities. This solution reduces waste and costs, as these containers can be reused indefinitely, eliminating the need for disposable plastic covers.

Recycled Shrink Wrap: Utilize shrink wrap made from recycled materials, which can also be recycled after use. This solution maintains the efficiency of existing packaging processes while reducing environmental impact.



Office Supplies

Toner Recycling Programs: Implement an ink and toner cartridge recycling program to reduce waste and provide a small income stream from recycled cartridges.

Sustainable Purchasing Guidelines: Develop guidelines for purchasing sustainable office supplies, such as recycled paper and eco-friendly writing instruments, to encourage employees to reduce the environmental impact of office operations.



Cleaning Supplies

Pod System for Cleaning Solutions: Adopt a pod system for cleaning solutions, which uses water-soluble pods that dissolve in reusable spray bottles, reducing single-use plastic waste.





As we conclude our 2023 ESG report, we reflect on a year of significant progress and commitment to environmental, social, and governance excellence. Our ongoing efforts in sustainability have reinforced our role as a leader in tire collections, recycling and manufacturing recycled rubber products. All of these efforts contribute to a circular economy by diverting millions of tires from landfills and repurposing them into valuable materials.

We have made notable strides in efforts to reduce our carbon footprint, enhance our safety protocols, and foster a more inclusive workplace. We are seeing significant improvement in employee retention in several regions of the company and will continue to focus on this as a priority in 2024. Our community engagement initiatives

have strengthened partnerships and supported local endeavors, while also choosing charity organizations that are most important to our employees. Our governance practices ensure transparency and accountability at every level, and it is our intention to report to the Task Force for Climate Related Disclosures (TCFD) in 2024.

Looking ahead, we remain dedicated to building on this momentum. We will continue to innovate, drive positive change, and uphold the highest standards in all aspects of our operations. We are grateful for the ongoing support of our stakeholders and are excited to advance our ESG goals in the coming year. Together, we are shaping a more sustainable future for Liberty Tire Recycling and the communities we serve.



Liberty Tire Recycling — **Driving a Greener Tomorrow.**



AMY BRACKIN


Senior Vice President, Sustainability

This ESG report covers information from 1/1/2023 - 12/31/2023. Liberty Tire Recycling releases a sustainability report annually. Liberty is not currently using third party assurance for ESG reporting. For questions about our sustainability program, contact our Senior Vice President of Sustainability, Amy Brackin: Abrackin@libertytire.com.

United Nations Sustainable Development Goals (UNSDGs)

The Sustainable Development Goals of the United Nations were adopted in 2015 as a movement to end poverty, protect the planet, and ensure all people experience peace and prosperity by 2030. Liberty's business model aligns with four of the seventeen goals, and we have detailed those relationships below.


7 AFFORDABLE AND CLEAN ENERGY



Providing an Alternative to Fossil Fuels

- ▶ Increased utilization of tire-derived fuel reduces the amount of fossil fuel being used

11 SUSTAINABLE CITIES AND COMMUNITIES



Responsibly Managing End-of-Life Tires

- ▶ Maximize the potential of every end-of-life tire by using 100% of the rubber, steel and fiber in every tire through advanced recycling technologies.
- ▶ Tires are designed for longevity and end-of-life tire material is an environmentally responsible replacement for a wide variety of virgin materials:

Infrastructure: roadways, road bases, sound and vibration mitigation, stormwater infiltration galleries, jersey barriers

Energy: reduces fossil fuel usage and provides higher BTU value

Innovative Products: an endless list of applications from playgrounds, flooring, pavers and rubber mulch to parking stops, flower pots and floor mats

Environmental Stewardship Throughout the Life Cycle of a Tire

- ▶ Reduce waste generation from end-of-life tires
- ▶ Create useful products from end-of-life tires
- ▶ Natural rubber, a renewable natural resource, comprises 19% of passenger vehicle tires and 34% of truck tires.¹⁰
- ▶ Tire manufacturers are working with farmers around the globe to promote the responsible cultivation of rubber.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE




12 RESPONSIBLE CONSUMPTION AND PRODUCTION



Avoiding Greenhouse Gas Emissions

- ▶ Promote a circular economy approach by ensuring that recycled tire materials are reused in new products, reducing the need for virgin materials.
- ▶ Mitigating climate change by focusing on innovative products that avoid CO₂ emissions as compared to virgin alternatives
- ▶ Improve operational efficiency to reduce energy intensity at our production and manufacturing facilities
- ▶ Reduce fleet mileage and fuel usage

13 CLIMATE ACTION



¹⁰ <https://www.ustires.org/whats-tire-0>

Statement of Use

Liberty Tire Recycling, LLC has reported the information cited in this GRI content index for the period 1/1/2023 - 12/31/2023 with reference to the GRI Standards.

GRI 1: Foundation 2021

GRI 2: General Disclosures 2021

Disclosure	Location
2-1 Organizational details	Corporate Highlights, About Liberty Tire Recycling
2-2 Entities included in the organization's sustainability reporting	Where We Operate All entities included in financial reporting are also included in sustainability reporting
2-3 Reporting period, frequency and contact point	Appendix
2-4 Restatements of information	2022 Scope 3 Emissions: Previously reported: 1,910,176 CO ₂ e Updated metric: 1,806,951 CO ₂ e 2019 PVAR: Previously reported: 4.29 Updated metric: 3.59
2-5 External assurance	Appendix
2-6 Activities, value chain and other business relationships	About Liberty Tire Recycling
2-7 Employees	Our Workforce
2-9 Governance structure and composition	Governance Structure
2-11 Chair of the highest governance body	Governance Structure
2-13 Delegation of responsibility for managing impacts	Our Approach to ESG, Driving ESG Responsibility into Our Business
2-14 Role of the highest governance body in sustainability reporting	CEO Letter Governance Highlights The CEO is the governance body with the highest authority within our management tier
2-15 Conflicts of interest	Governance Highlights Identification of related party transactions and/or conflicts of interest are addressed in the Annual Audit and disclosed to the Board of Directors.
2-16 Communication of critical concerns	Business Ethics
2-17 Collective knowledge of the highest governance body	Stakeholder Communication - Executive and Investor Communication

2-22 Statement on sustainable development strategy	CEO Letter The CEO is the governance body with the highest authority within our management tier
2-23 Policy commitments	Inclusion at Liberty Tire Recycling Policies are also listed in our Liberty Tire Recycling Employee Handbook
2-24 Embedding policy commitments	Business Ethics
2-25 Processes to remediate negative impacts	Business Ethics
2-26 Mechanisms for seeking advice and raising concerns	Business Ethics
2-28 Membership associations	Industry Associations
2-29 Approach to stakeholder engagement	Our Approach to ESG, Engaging People and Communities

GRI 3: Material Topics 2021

Disclosure	Location
3-1 Process to determine material topics	Material Topics Material topics were determined in 2021 and are reviewed annually by the executive team to ensure they maintain alignment with company priorities.
3-2 List of material topics	Material Topics
3-3 Management of material topics	ESG at Liberty Tire Recycling, Our Company ESG Goals, Engaging People and Communities, Accelerating Environmental Stewardship, Advancing Sustainable Products

GRI 304: Biodiversity 2016

Disclosure	Location
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Protecting Biodiversity

GRI 201: Economic Performance 2016

Disclosure	Location
201-2 Financial implications and other risks and opportunities due to climate change	Climate Resilience Strategies
201-3 Defined benefit plan obligations and other retirement plans	Our Employee Benefits

GRI 202: Market Presence 2016

Disclosure	Location
202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Male Employees: 2.52 Female Employees: 2.67

GRI 203: Indirect Economic Impacts 2016

Disclosure	Location
203-1 Infrastructure investments and services supported	Our communities, Giving Back to Our Communities, Advancing Sustainable Products

GRI 205: Anti-corruption 2016

Disclosure	Location
205-2 Communication and training about anti-corruption policies and procedures	Business Ethics

GRI 206: Anti-competitive Behavior 2016

Disclosure	Location
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Business Ethics

GRI 301: Materials 2016

Disclosure	Location
301-2 Recycled input materials used	Product and Packaging Materials

GRI 302: Energy 2016

Disclosure	Location
302-1 Energy consumption within the organization	Accelerating Environmental Stewardship
302-4 Reduction of energy consumption	Becoming More Energy Efficient
302-5 Reductions in energy requirements of products and services	GHG Emissions (Handprint)

GRI 303: Water and Effluents 2018

Disclosure	Location
303-1 Interactions with water as a shared resource	Water Consumption and Conservation
303-5 Water consumption	Water Consumption and Conservation When applicable, water consumption was estimated where exact consumption volumes were not available. Overall water consumption is believed to be underestimated as most of the wells are unmetered and withdraw volumes could not be estimated. Liberty is improving our water consumption tracking and accuracy each year.

GRI 305: Emissions 2016

Disclosure	Location
305-1 Direct (Scope 1) GHG emissions	GHG Emissions
305-2 Energy indirect (Scope 2) GHG emissions	GHG Emissions
305-3 Other indirect (Scope 3) GHG emissions	GHG Emissions
305-5 Reduction of GHG emissions	GHG Emissions
305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	GHG Emissions

GRI 306: Waste 2020

Disclosure	Location
306-1 Waste generation and significant waste-related impacts	Zero Waste
306-2 Management of significant waste-related impacts	Zero Waste
306-3 Waste generated	Zero Waste
306-4 Waste diverted from disposal	Zero Waste, ESG Highlights
306-5 Waste directed to disposal	Zero Waste

GRI 401: Employment 2016

Disclosure	Location
401-1 New employee hires and employee turnover	Our Workforce
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Our Employee Benefits

GRI 403: Occupational Health and Safety 2018

Disclosure	Location
403-1 Occupational health and safety management system	Keeping Our People Safe
403-2 Hazard identification, risk assessment, and incident investigation	Keeping Our People Safe
403-3 Occupational health services	Keeping Our People Safe
403-4 Worker participation, consultation, and communication on occupational health and safety	Keeping Our People Safe
403-5 Worker training on occupational health and safety	Training Our People
403-6 Promotion of worker health	Keeping Our People Safe
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Keeping Our People Safe
403-8 Workers covered by an occupational health and safety management system	Keeping Our People Safe
403-9 Work-related injuries	Keeping Our People Safe
403-10 Work-related ill health	Keeping Our People Safe 122 work-related ill-health incidents with the most common types of injury being strains and sprains due to the manual labor of our daily operations

GRI 404: Training and Education 2016

Disclosure	Location
404-1 Average hours of training per year per employee	Training Our People 26 hours per employee
404-2 Programs for upgrading employee skills and transition assistance programs	Training Our People
404-3 Percentage of employees receiving regular performance and career development reviews	Our Workforce

GRI 405: Diversity and Equal Opportunity 2016

Disclosure	Location
405-1 Diversity of governance bodies and employees	Our Workforce

GRI 413: Local Communities 2016

Disclosure	Location
413-1 Operations with local community engagement, impact assessments, and development programs	Our Communities
413-2 Operations with significant actual and potential negative impacts on local communities	Water Consumption and Conservation, Protecting Biodiversity

GRI 416: Customer Health and Safety 2016

Disclosure	Location
416-1 Assessment of the health and safety impacts of product and service categories	For all consumer facing products that Liberty Tire Recycling provides, we undergo applicable health and safety assessments. Our playground products are subject to both 3rd party and internal audits via ASTM standards 1292, 3351, 3012 and 1951. For our crumb rubber applications, we perform 3rd party compliance audits to identify recycled rubber content and regularly test against ASTM F3188, ASTM 3496-20, EN 71-3, and Section 101(a) of the Consumer Product Safety Improvement Act (CPSIA) for lead content.
416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	Consumer complaints are monitored and tracked for any issues of non-compliance. While our goal is zero, in 2023, our percentage of consumer complaints is .005%. (consumer complaints/pounds of product sold)

GRI 417: Marketing and Labeling 2016

Disclosure	Location
417-1 Requirements for product and service information and labeling	Product and Packaging Materials
417-2 Incidents of non-compliance concerning product and service information and labeling	Product and Packaging Materials IMC Outdoor Living, a division of Liberty Tire Recycling, received \$1,226.88 fines and 9 warnings (violation notices/penalties) from states regarding noncompliance with our plant food on pack guarantee analysis.

GRI 418: Customer Privacy 2016

Disclosure	Location
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Cybersecurity

Topic	SASB Code	Disclosure Accounting Metric	2023
Greenhouse Gas Emissions	TR-RO-110a.1 IF-WM-110a.1	(1) Gross global Scope 1 emissions, (2) percentage covered under emissions-limiting regulations, and (3) emissions-reporting regulations	1) 61,637 CO ₂ e 2) 0% - No emissions were covered under emissions-limiting regulation. 3) 0% - No emissions were covered under emissions-reporting regulation. None of Liberty Tire Recycling's sites exceed the reporting thresholds for emissions-limiting regulation or emissions-reporting regulation.
Greenhouse Gas Emissions	IF-WM-110a.2	1) Total landfill gas generated, (2) percentage flared, (3) percentage used for energy	Not applicable: Liberty Tire Recycling does not own or operate any municipal solid waste landfill operations and has no landfill gas generated at any location.
Greenhouse Gas Emissions	IF-WM-110a.3 TR-RO-110a.2	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Refer to "Accelerating Environmental Stewardship" section of the ESG report
Fleet Fuel Management	TR-RO-110a.3 IF-WM-110b.1	1) Fleet fuel consumed, (2) percentage natural gas, (3) percentage renewable	1) 741931.66 2) 0% 3) 3.79%
Fleet Fuel Management	IF-WM-110b.2	Percentage of alternative fuel vehicles in fleet	Limitations in electrification as it relates to existing infrastructure and vehicle mileage continue to limit our capabilities for our on-road trucks. In 2023, however, we were able to switch to electric forklifts that are being used in several of our facilities and are considering the use of additional off road vehicles within the next 12 months.
Air Quality	TR-RO-120a.1 IF-WM-120a.1	Air emissions of the following pollutants: (1) Nox (excluding N ₂ O), (2) SO _x , (3) particulate matter (PM ₁₀), (4) dioxins/furans, (5) volatile organic compounds (VOCs), (6) polycyclic aromatic hydrocarbons (PAHs), and (7) heavy metals	Liberty Tire Recycling does not measure air emissions. Particulate matter is measured by visual inspection, in adherence to permit requirements. Liberty Tire Recycling facilities generate primarily particulate emissions as a result of scrap tire shredding and grinding operations. Emissions control devices such as cyclones and baghouses are used to control these particulate emissions at relevant facilities. Minor amounts of volatile organic compounds may be generated from onsite fuel storage tanks and molded rubber products operations. SO _x = 97 metric tons NO _x = 307 metric tons
Air Quality	IF-WM-120a.2	Number of facilities in or near areas of dense population	23
Air Quality	IF-WM-120a.3	Number of incidents of non-compliance associated with air emissions	0
Management of Leachate & Hazardous Waste	IF-WM-150a.1	1) Total Toxic Release Inventory (TRI) releases, (2) percentage released to water	Not applicable: Liberty Tire Recycling does not operate municipal solid waste landfill operations
Management of Leachate & Hazardous Waste	IF-WM-150a.2	Number of corrective actions implemented for landfill releases	Not applicable: Liberty Tire Recycling does not operate municipal solid waste landfill operations

Management of Leachate & Hazardous Waste	IF-WM-150a.3	Number of incidents of non-compliance associated with environmental impacts	Not applicable: Liberty Tire Recycling does not operate municipal solid waste landfill operations	
Labor Practices	IF-WM-310a.2	(1) Number of work stoppages and (2) total days idle"	0	
Driver Working Conditions	TR-RO-320a.1	Fatality Rate for Direct Employees and for Contract Employees	0	
Workforce Health and Safety	IF-WM-320a.1 TR-RO-320a.1	(1) Total recordable incident rate (TRIR) and (2) near miss frequency rate (NMFR) for (a) full-time employees and (b) contract employees	1.) 0.31 2.) 0.86 full time employees 3.) Not applicable, Liberty does not have any contract employees	
Workforce Health and Safety	IF-WM-320a.2 TR-RO-540a.2	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	<p>DOT 2480978 – Central Carolina Holdings Unsafe Driving – 0% Hours Of Service – 0% Driver Fitness - < 5 Driver Inspections Controlled Substances & Alcohol – 0% Vehicle Maintenance - < 5 Vehicle Inspections Crash Indicator – 0% Insurance / Other – N/A</p> <p>DOT 1557779 – Liberty Tire Recycling LLC (Conditional Safety Rating) Unsafe Driving – 5% Hours Of Service – No violations within 1 year Driver Fitness - < 5 Driver Inspections Controlled Substances & Alcohol – 0% Vehicle Maintenance – 96% (In Alert Status) Crash Indicator – 50% Insurance / Other – N/A</p> <p>DOT 1397309 – Quality Tire Recycling Unsafe Driving – 24% Hours Of Service – < 3 Inspections with violations Driver Fitness – 69% Controlled Substances & Alcohol – 0% Vehicle Maintenance – 69% Crash Indicator – 3% Insurance / Other – N/A</p> <p>DOT 1029241 – Liberty Tire Services of OH LLC Unsafe Driving – 47% Hours Of Service – 59% Driver Fitness – 90% Controlled Substances & Alcohol – 0% Vehicle Maintenance – 96% Crash Indicator – 37% Insurance / Other – N/A</p>	<p>DOT 627806 – Lakin Tire West LLC Unsafe Driving – 19% Hours Of Service – 48% Driver Fitness - < 5 Driver Inspections Controlled Substances & Alcohol – 0% Vehicle Maintenance – 49% Crash Indicator – 34% Insurance / Other – N/A</p> <p>DOT 593970 – Auburndale Recycling Center Unsafe Driving – 0% Hours Of Service – < 3 Inspections Driver Fitness – 0% Controlled Substances & Alcohol – 0% Vehicle Maintenance - < 5 Vehicle Inspections Crash Indicator – 0% Insurance / Other – N/A</p> <p>DOT 496651 – US Tire Recycling Partners LLC Unsafe Driving – 37% Hours Of Service – 0% Driver Fitness – 0% Controlled Substances & Alcohol – 0% Vehicle Maintenance – 41% Crash Indicator – 0% Insurance / Other – N/A</p> <p>DOT 177586 – Lakin Tire East Unsafe Driving – No Violations Within 1 Year Hours Of Service – No Violations Within 1 Year Driver Fitness - < 5 Driver Inspections Controlled Substances & Alcohol – 0% Vehicle Maintenance – 68% Crash Indicator – 26% Insurance / Other – N/A</p>

Workforce Health and Safety Accident and Safety Management	IF-WM-320a.3 TR-RO-540a.1	Number of road accidents and incidents	Road accidents and incidents in 2023: 70 DOT accidents per million miles in 2023: 30 or 1.38 per million miles Total preventable accidents in 2023: 23 or 1.06 per million miles Preventable DOT accidents in 2023: 9 or 0.41 per million miles
Driver Working Conditions	TR-RO-320a.2	1) Voluntary and (2) involuntary turnover rate for all employees	Liberty Tire Recycling had a turnover rate for permanent employees of 51%. This figure is not tracked by voluntary or involuntary.
Driver Working Conditions	TR-RO-320a.3	Description of approach to managing short-term and long-term driver health risks	Refer to "Keeping Our People Safe" section of 2023 ESG report
Recycling and Resource Recovery	IF-WM-420a.1	(1) Amount of waste incinerated, (2) percentage hazardous, (3) percentage used for energy recovery	Not applicable: Liberty Tire Recycling does not incinerate any materials.
Recycling and Resource Recovery	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%
Recycling and Resource Recovery	IF-WM-420a.3	Amount of material (1) recycled, (2) composted, and (3) processed as waste-to-energy	1) 1,517,803 Metric Tons 2) 0 3) 0 78.4% of our total pounds collected was recycled.
Recycling and Resource Recovery	IF-WM-420a.4	Amount of electronic waste collected, percentage recovered through recycling	Liberty Tire Recycling's operations do not include electronics recycling. However, we conducted an internal electronics recycling event in 2023 and collected 1,072 pounds of e-waste to recycle.
Accident and Safety Management	TR-RO-540a.3	1) Number and (2) aggregate volume of spills and releases to the environment	1) 1 2) Approximately 30-40 gallons of diesel fuel A driver hit an off-site fire hydrant with truck and ruptured fuel tank. The spilled fuel volume was estimated to be 30-40 gallons. The local fire department responded promptly and spill was cleaned up.

Activity Metric	SASB Code	Disclosure Accounting Metric	Metric or Qualitative Disclosure
Activity Metric - Waste Management	IF-WM-000.A	Number of customers by category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other	Commercial: 85.91% Industrial: 1.87% Municipal: 12.20% Residential: 0.03% Grand Total: 100%
Activity Metric - Waste Management	IF-WM-000.B	Vehicle fleet size	> 500 vehicles
Activity Metric - Waste Management	IF-WM-000.C	Number of: (1) landfills, (2) transfer stations, (3) recycling centers, (4) composting centers, (5) incinerators, and (6) all other facilities	3 landfills - Minerva, OH, Cameron & Concord, NC 9 - Transfer stations 41 - processing centers 3 - warehouses 6 - administrative offices
Activity Metric - Waste Management	IF-WM-000.D	Total amount of materials managed, by customer category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other	The only material managed by Liberty Tire Recycling is end-of-life tires. While there is a small portion collected that is metal from a small portion of wheel weights and rims, 99.6% of our total collections is tires. We collect tires from municipal, commercial and residential customers. Meta: 0.4% Rubber (tires/tubes): 99.6%
Activity Metric - Road Transportation	TR-RO-000.A	Revenue ton miles (RTM)	Because transportation is not Liberty Tire Recycling's primary business, this is not currently calculated
Activity Metric - Road Transportation	TR-RO-000.B	Load factor	Because transportation is not Liberty Tire Recycling's primary business, this is not currently calculated.
Activity Metric - Road Transportation	TR-RO-000.C	Number of employees, number of truck drivers	Employees: 3513 Drivers: 532



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