

PURPOSE & PROGRESS



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This sustainability report, published annually, covers the 2025 calendar year and is inclusive of all Liberty Tire Recycling facilities. While the data has undergone internal review, it is not externally assured, and certain figures—particularly estimates—may change as methodologies and data availability evolve. The Board receives periodic updates on sustainability topics; drafting, approval, and publication of this report are management functions. The effort is led by the Senior Vice President of Sustainability, who reports to and collaborates with the Chief Executive Officer, a member of the Board.

For questions, please contact Amy Brackin, Senior Vice President of Sustainability ABrackin@LibertyTire.com

These metrics are not intended to be the sole basis for investment, credit, or other financial decisions. This report is provided for general informational purposes regarding Liberty’s climate-related risk management and sustainability initiatives and is not intended as an offer, solicitation, or recommendation with respect to any securities or other financial instrument. Readers should not place undue reliance on forward-looking statements, which speak only as of the date made.

INTRODUCTION





A LETTER FROM OUR CEO

As we share our 2025 Sustainability Report, I am proud of the progress we have made and excited about the opportunities we have ahead.



This year our new partnership with I Squared Capital marked a significant milestone, strengthening our ability to grow, innovate, and advance our shared vision for sustainability.

Safety remains our highest priority. In 2025, we continued to invest in programs, training, and technology that protect our team and ensure every employee returns home safely. This commitment will never waver as we strive for perfection in this critical area.

Our employees are the foundation of our success. This year, we expanded initiatives that foster growth, engagement, and development

because when our people thrive, our business thrives. This investment will remain central as we look to 2026 and beyond.

Circularity is at the core of our business. Every tire we collect represents an opportunity to transform material into valuable products and reduce waste. We are proud to offer a wide range of products and remain focused on driving innovation to deliver new sustainable solutions for the future. Together with our industry partners, we are accelerating progress toward smarter resource use and a more sustainable future.

We are deeply grateful for the collaboration of our industry partners who share our vision for sustainability. By working together, we are driving tire circularity forward and creating meaningful impact across the value chain.

As we look toward 2026, I am confident that our focus on safety, innovation, and people will continue to fuel growth and improvement.

Thank you for being part of this journey.

Thomas Womble
Chief Executive Officer
Liberty Tire Recycling



A LETTER FROM OUR SVP, SUSTAINABILITY

This past year, our focus on sustainability further strengthened Liberty's long-term performance, with significant progress in safety, circularity, and innovation across the company.



Our people and their safety remain our top priority. The health and wellbeing of our workforce is the foundation of our company, which is why we have invested even more in training, education, and best practices that strengthen our culture of safety and reinforces shared accountability across all operations.

The commitment of our workforce is what supports our ability to build on our circularity progress and move closer to our goal of zero waste.

Every tire we collect represents an opportunity to recover valuable materials, reduce waste, and create sustainable products.

Our partnership with I Squared Capital in December of 2025 marks an important milestone to build on this progress. We believe that their expertise, ideas, and resources will enhance our ability to invest even more in innovation and scale solutions that drive healthy and sustainable growth.

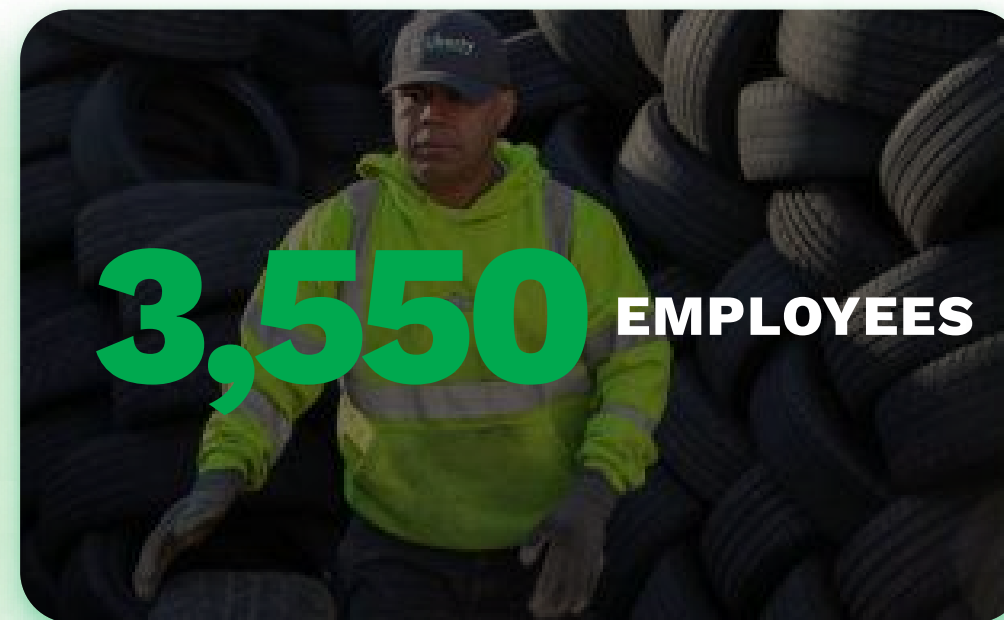
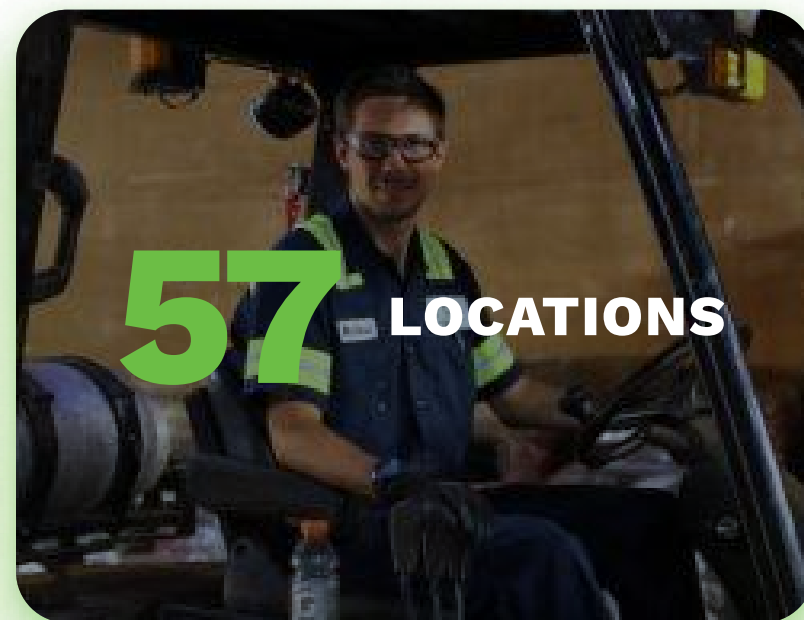
We are grateful for the customers, suppliers, and industry partners who work alongside us to advance tire circularity and help build more resilient, resource-efficient systems.

Looking ahead, our focus remains clear: protecting our people, advancing circular solutions, and embedding sustainability into how Liberty grows and operates. Together with our industry partners, we look forward to continuing our mission to drive a greener tomorrow.

Amy Brackin
Senior Vice President of Sustainability
Liberty Tire Recycling



2025 HIGHLIGHTS



PEOPLE

11% REDUCTION IN LOST TIME INJURY RATE (LTIR) (YOY)

\$216,284 DONATED TO CHARITY

9% RELATIVE REDUCTION IN TURNOVER (YOY)

PERFORMANCE

81% END MARKET UTILIZATION RATE

219M TIRES COLLECTED (2025)

1.8B TIRES COLLECTED (LAST 10 YEARS)

PLANET

6% REDUCTION IN SCOPE 2 EMISSIONS (YOY)

9% RELATIVE REDUCTION IN FLEET IDLE TIME (YOY)

8% IMPROVEMENT IN ENERGY INTENSITY (YOY)



WHO WE ARE & WHAT WE DO

Liberty Tire Recycling is North America's leading tire recycler, delivering world-class tire collection and producing recycled materials and products that perform at scale.

In 2025, we collected 219 million tires nationwide and reclaimed approximately 4.8 billion pounds of rubber, directing these materials into durable, proven end uses that support infrastructure, manufacturing, and industrial applications.

Our focus is delivering high-quality service and products through a commitment to safety, sustainability, performance, and innovation—driving resilience and reliability for our partners.

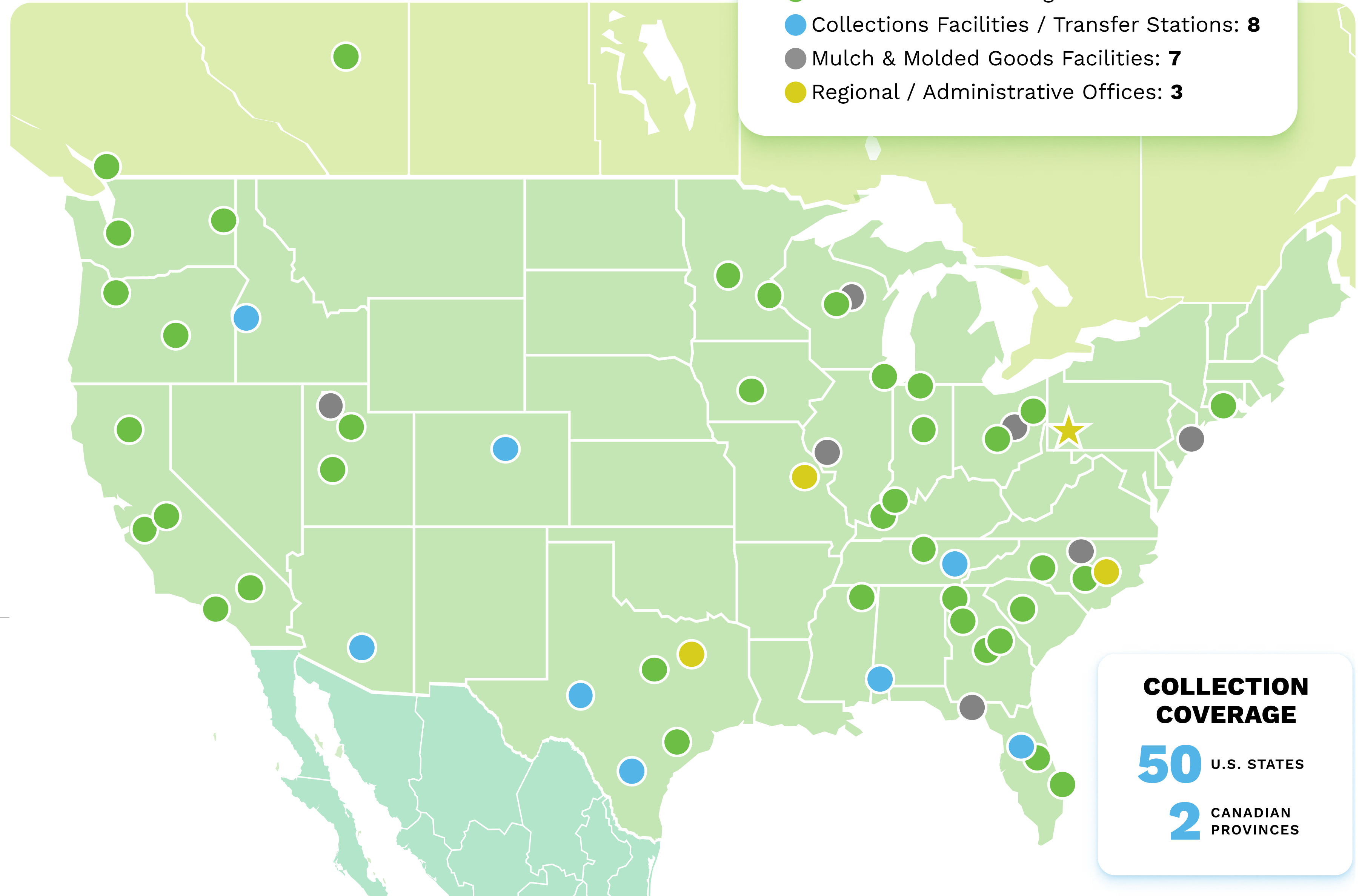
To learn more about Liberty and our daily operations, visit our website:

[LIBERTY TIRE RECYCLING →](#)

[TIRE COLLECTION AND PROCESSING →](#)

[MISSION, VISION & VALUES →](#)

- ★ Corporate Headquarters: **1**
- Collection / Processing Facilities: **38**
- Collections Facilities / Transfer Stations: **8**
- Mulch & Molded Goods Facilities: **7**
- Regional / Administrative Offices: **3**



COLLECTION COVERAGE

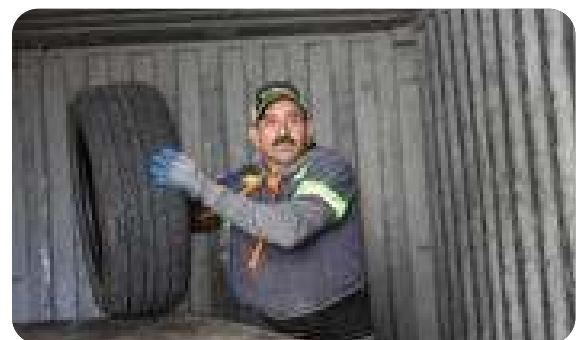
50 U.S. STATES

2 CANADIAN PROVINCES



HOW WE DO IT

LIBERTY'S CIRCULAR ECONOMY



COLLECT

TIRE COLLECTION SOURCES

- Manufacturers
- Communities
- Individuals
- Retailers
- Municipalities

TRANSPORT

219M TIRES COLLECTED

550 VEHICLES IN OUR FLEET

END MARKET

81% UTILIZATION RATE

PRODUCTS

- Rubber Mulch
- Molded Products
- Crumb Rubber
- Tire-Derived Aggregate
- Tire-Derived Fuel
- Rubberized Asphalt
- Recovered Steel Wire

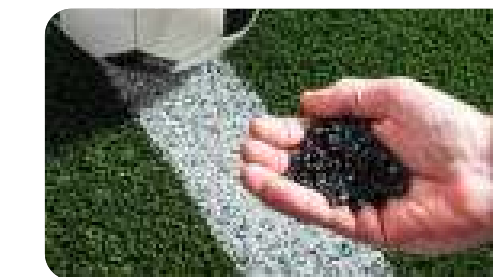
SORT

WHOLESALE & RETAILERS
USED TIRE SALES & RIM RECOVERY

PROCESS

DISPOSAL

CREATE



CRUMB RUBBER



RUBBER MULCH



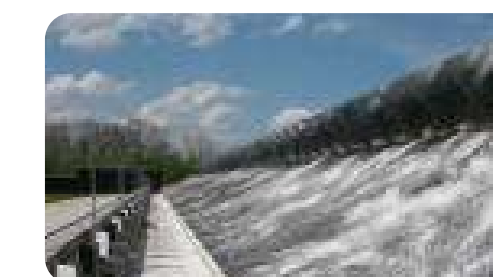
MOLDED GOODS



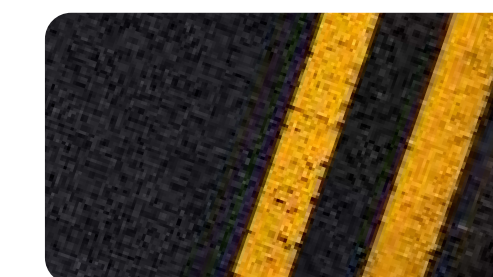
RECYCLED STEEL WIRE



ALTERNATIVE FUELS



TIRE-DERIVED AGGREGATE



RUBBERIZED ASPHALT



OUR APPROACH TO SUSTAINABILITY

Liberty launched its sustainability program in 2020 to embed Environmental, Social, and Governance (ESG) principles into every aspect of our operations and strategy.

Led by our SVP of Sustainability with Board and executive oversight, this program ensures that sustainability is integrated into decision-making across the organization through the governance and operating processes described in this report. Our approach uses sustainability as a tool to mitigate risks and capture opportunities—helping us remain resilient and competitive in a rapidly changing market. We believe that focusing on people and the planet is essential to maintaining profitability and creating value for all stakeholders. Implementation is driven by site managers through structured processes, including quarterly reviews and annual assessments.

Each year, our focus areas are reviewed to adapt to emerging trends, risks, and opportunities, ensuring that our strategy remains dynamic and forward-looking. For Liberty, sustainability is not a one-time initiative but an ongoing journey to strengthen partnerships, reduce environmental impact, and deliver meaningful progress for stakeholders and the planet.

[LIBERTY TIRE RECYCLING MATERIALITY MATRIX →](#)

OUR SUSTAINABILITY PRIORITIES

EMPLOYEE SAFETY & WELLBEING

CIRCULAR ECONOMY

OPERATIONAL EFFICIENCY

COMMUNITY ENGAGEMENT

RESPONSIBLE OPERATIONS

OUR SUSTAINABILITY GOALS

GOAL	DEFINITION	STRATEGY
Target Zero Waste	By 2030, Liberty aims for 100% of collected tires to be directed to beneficial reuse outlets, defined as outlets other than disposal.	<ul style="list-style-type: none"> Expand recycling to conserve resources and reduce landfill waste. Create jobs and foster innovation in circular markets. Unlock new revenue streams through advanced material recovery.
Improve Fuel Efficiency	By 2030, Liberty will increase miles per gallon (MPG) by 20%.	<ul style="list-style-type: none"> Lower emissions through reduced fuel use and improved efficiency. Enhance driver performance and operational safety. Reduce fuel costs to strengthen financial performance.
Reduce Energy Intensity	By 2032, Liberty will lower the amount of energy used per ton of production by 25%.	<ul style="list-style-type: none"> Minimize carbon footprint by optimizing energy consumption. Improve workplace efficiency and reliability. Lower energy expenses to support profitability.

For More Information On Our Goals And Progress, See The Environmental Stewardship Section Of This Report (Pages 14–16)



ENVIRONMENTAL STEWARDSHIP





MANAGING OUR IMPACT

At Liberty, environmental stewardship is at the core of who we are. Our sustainability goals are designed not only to reduce environmental impact but also to strengthen our business by managing risks and unlocking new opportunities.

GOAL 1

IMPROVE FUEL EFFICIENCY

20% BY 2030

METRIC: MILES PER GALLON

Lowered fuel costs

Increased resilience to fuel price volatility

Reduced Scope 1 emissions

GOAL 2

REDUCE ENERGY INTENSITY

25% BY 2032

METRIC: MMBTU / PRODUCTION TON

MMBtu = one million British thermal units, a standard unit used to measure energy

Improved operational efficiency

Lowered exposure to rising energy costs

Reduced Scope 1 and 2 emissions

GOAL 3

TARGETING 100% OF TIRES COLLECTED ENTERING BENEFICIAL REUSE

ZERO WASTE BY 2030

METRIC: UTILIZATION RATE

Beneficial Reuse = Outlets other than disposal

Increased landfill diversion and circularity

Expanded end-use markets, product innovation, and material value

Reduced Scope 3 emissions

Together, these goals reflect our commitment to operational efficiency and advancing circularity—delivering benefits for the environment, our stakeholders, and the long-term success of our business.



RESOURCE MANAGEMENT

WASTE MANAGEMENT

Liberty's operations are fundamentally designed around waste diversion and waste reduction, with a focus on ensuring end-of-life tires are directed away from landfills and into productive end uses. Our zero-waste goal is centered on achieving 100% of tires collected entering an end-use market; additional detail on this commitment is included in the circularity section of this report.

Beyond tires, we continuously evaluate opportunities to reduce waste across our operations by expanding recycling efforts and responsibly managing secondary waste streams generated through processing and facility activities.



WASTE DISPOSAL

SOURCE	METRIC TONS
TIRE DISPOSAL	417,593.8
GENERAL	6,559.6
HAZARDOUS	5.6
USED OIL	4.6
UNIVERSAL	1.0
TOTAL WASTE DISPOSAL	424,164.5

RECYCLING

SOURCE	METRIC TONS
TIRE MATERIAL	1,773,160.1
MIXED RECYCLABLES	16.6
PACKAGING	180.4
E-WASTE	.8
TOTAL MATERIAL RECYCLED	1,773,357.8

At Liberty Tire Recycling, we strive to protect the environment in ways that benefit our communities and strengthen business resilience. We actively monitor water consumption and waste disposal across our operations, with data tracked monthly through our utility tracking platform. Environmental oversight is led by the Director of Environmental Services, who is responsible for regulatory compliance and responsible environmental practices at all Liberty locations.

WATER MANAGEMENT

We actively monitor water consumption through our utility management platform, which alerts sustainability and facility teams to significant usage variances. This enables timely response to anomalies and supports responsible water use across our operations, with particular attention to facilities located in higher water-stress areas. In addition, we conduct an annual water risk analysis to assess relative water stress across our facilities and inform responsible resource planning and oversight.

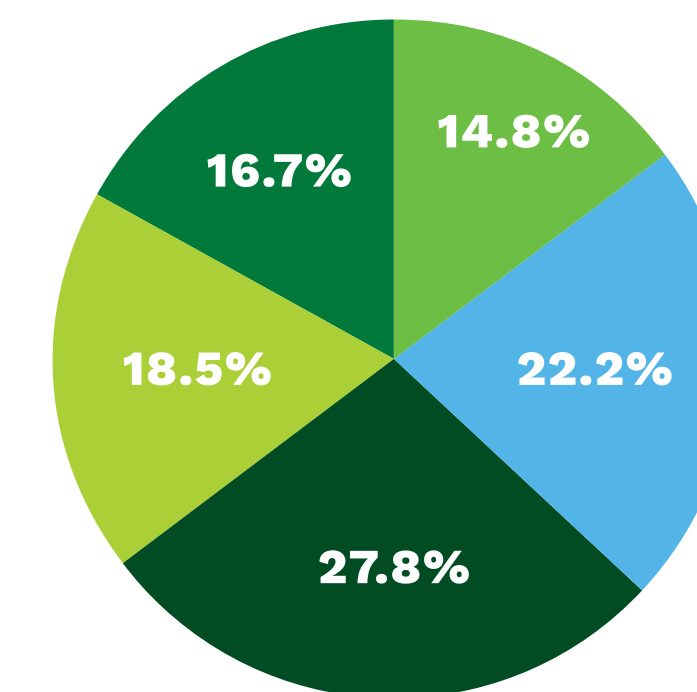
Rainwater Recycling

At our West Haven, Connecticut facility, a rainwater recycling system captures and reuses runoff in production processes. Recycled water is stored in 250-gallon drums, each providing approximately 10 hours of misting, reducing freshwater demand while supporting safe, efficient operations.

WATER CONSUMPTION

SOURCE	GALLONS
PUBLIC WATER	40,287,372.8
WELLS	6,722,733.6
TOTAL WATER CONSUMPTION	47,010,106.5

WATER STRESS



Our assessment of production facilities relies on water risk data from the World Resources Institute (WRI) Aqueduct.

- Extremely High
- High
- Medium — High
- Low — Medium
- Low

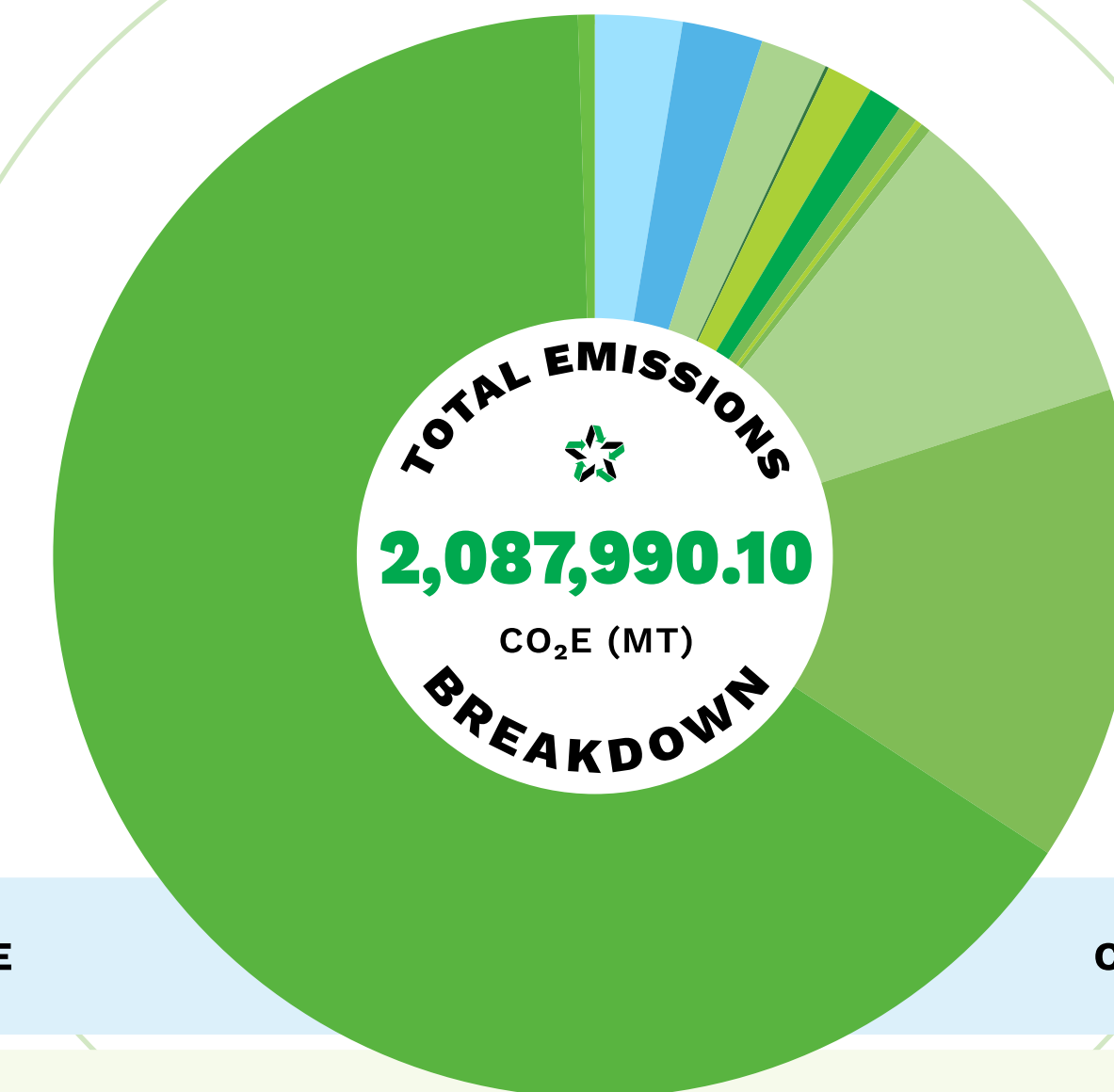


CARBON EMISSIONS

In 2025, Liberty continued to advance its emissions management efforts while expanding operations.

Notably, Liberty achieved a year-over-year reduction in Scope 1 emissions and meaningful decreases in Scope 2 emissions, including a 6% reduction in location-based emissions and a 10% reduction in market-based emissions.

These improvements reflect ongoing progress in energy management and operational efficiency across Liberty's facilities. By setting and actively monitoring emissions management goals aligned with our growth strategy, Liberty continues to strengthen its understanding of its environmental footprint, take targeted action, and drive continuous improvement



SCOPE	2020	2021	2022	2023	2024	2025	MANAGEMENT PLAN
Stationary Combustion (Natural Gas Consumption)	4,394	2,418	4,093	4,845	3,076	2,869	Reduce Energy Intensity (Natural Gas)
Mobile Sources (Truck Fleet)	33,992	40,123	52,967	56,792	48,202	48,335.6	Improve Fuel Efficiency (Mobile Sources)
Purchased Electricity (Location Based)	44,387	46,386	46,224	44,875	46,883	44,296.02	Reduce Energy Intensity Electricity
Upstream & downstream & Emissions	39,103 Category 5	46,386	1,806,951	1,861,234	1,840,576	1,992,489.54	Move Rubber Up the Value Chain

SCOPE	CO ₂ E (MT)
SCOPE 1	51,204.58
SCOPE 2	44,296.02
SCOPE 3	1,992,489.54
<ul style="list-style-type: none"> Purchased Goods and Service Capital Goods Fuel & Energy Related Goods Upstream Transportation & Distributions Waste Generated in Operations Employee Business Travel Employee Commuting Downstream Transportation & Distribution Process Of Sold Products Use Of Sold Products End-Of-Life Treatment of Sold Products 	<ul style="list-style-type: none"> 46,353.46 126.12 20,686.63 15,850.08 13,418.72 3,085.64 7,801.29 232,327.33 312,187.20 1,330,955.62 9,697.43

411 NOx NITROGEN OXIDES
METRIC TONS

82 SOx SULFUR DIOXIDES
METRIC TONS

457,014 MMBTU
TOTAL ENERGY CONSUMPTION

TABLE SHOWS METRIC TONS OF CO₂e



CARBON EMISSIONS AVOIDED

HANDPRINT

Our handprint (Scope 4) reflects the environmental value created through the recovery, recycling, and reuse of end-of-life tires.

It estimates greenhouse gas emissions avoided when customers choose Liberty's recycled products and materials instead of comparable virgin-material alternatives, based on substitution assumptions and available data.



Choosing products made from Liberty's recycled materials instead of those made from virgin materials can result in reduced greenhouse gas emissions for our customers and consumers.

388,670

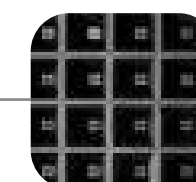
METRIC TONS OF CO₂e GENERATED TO CREATE OUR PRODUCTS*

995,980

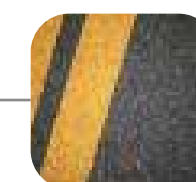
METRIC TONS OF CO₂e AVOIDED THROUGH THE USE OR APPLICATION OF OUR PRODUCTS**



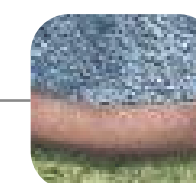
Used Tires
182,487 MT of CO₂e Avoided



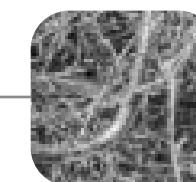
Molded Mats
207,294 MT of CO₂e Avoided



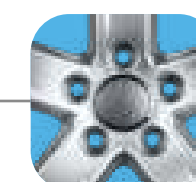
Rubberized Asphalt
60,474 MT of CO₂e Avoided



Rubber Mulch
(over useful life of 2025 production)
28,528 MT of CO₂e Avoided



Wire
275,090 MT of CO₂e Avoided



Rims
273,232 MT of CO₂e Avoided



Tire-Derived Fuel
100,357 MT of CO₂e Avoided

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

**Handprint currently includes 77.36% of total volume sold; results may change as coverage expands.



TARGETING EFFICIENCY

IMPROVING FUEL EFFICIENCY BY 20% BY 2030

Fuel efficiency remains a key operational priority.

This supports both emissions reduction and reduced exposure to volatile fuel prices.

With a fleet of 550 vehicles in 2025, maintaining efficiency at scale continues to be critical to managing transportation costs and operational risk.



TRANSPORTATION ENHANCEMENTS

ROUTE EFFICIENCY

Ensuring routes were optimized to account for traffic patterns and operational constraints, allowing us to make the most of every trip and reduce unnecessary fuel use.

DRIVER TRAINING & COACHING

Leveraging Samsara®, our fleet management platform, to identify and address harsh driving behaviors that negatively impact both safety and fuel efficiency.

FLEET MODERNIZATION

Replacing older, less efficient trucks as they reached the end of their useful life reducing equipment-related inefficiencies.

IMPROVED DATA ANALYSIS & REPORTING

Using Samsara data and analytics to better track MPG, improve driving behaviors, decrease idling, and produce consistent reporting that demonstrates progress over time.

BY THE NUMBERS

6.86 MILES PER GALLON

Sustained an average fleet MPG of 6.86 across approximately 24.2 million miles driven, maintaining consistent fuel efficiency while operating a fleet of 550 vehicles.

9% RELATIVE REDUCTION IN IDLE TIME

Lower idling rates, reflecting stronger operational discipline and engine efficiency.

2024 (Baseline): 6.86 MPG





TARGETING EFFICIENCY

REDUCING ENERGY INTENSITY BY 25% BY 2032

Energy intensity is a key operational focus, helping reduce exposure to rising energy costs and drive efficiency across facility production.

Energy intensity is tracked monthly using energy consumption data captured through our utility management platform and production tonnage recorded at the site level.

Measured in MMBtu per production ton, this metric helps us monitor efficiency over time and assess performance as production volumes increase. While energy intensity is tracked across all facilities, our operational efficiency goal is measured using baseline sites, defined as facilities Liberty operated in 2022 or earlier. Newly acquired sites may begin from a less efficient baseline and are therefore excluded from the goal to avoid distorting performance as Liberty works to bring them in line with its efficiency standards.

2025 ENHANCEMENTS

MANUFACTURING EXECUTION SYSTEMS

Expanding MES implementation across facilities to improve visibility into production performance, equipment activity, and energy use, enabling earlier issue identification, reducing unplanned downtime, and supporting more proactive maintenance and operating decisions. Liberty added MES at 8 of our facilities in 2025. Liberty now has 11 facilities with MES systems, with plans for continued expansion in 2026.

IMPROVED DATA ANALYSIS AND REPORTING

Expanding energy performance tracking to include energy cost per production ton, facility-level performance tracking, and pre- and post-project analysis energy efficiency initiative impacts.

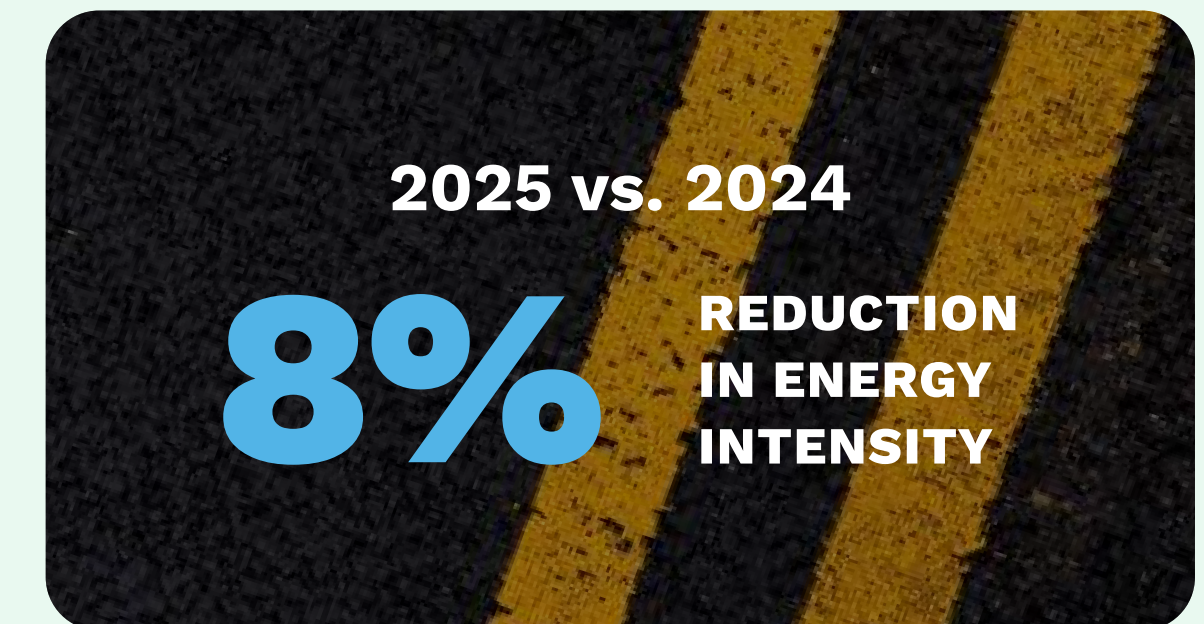
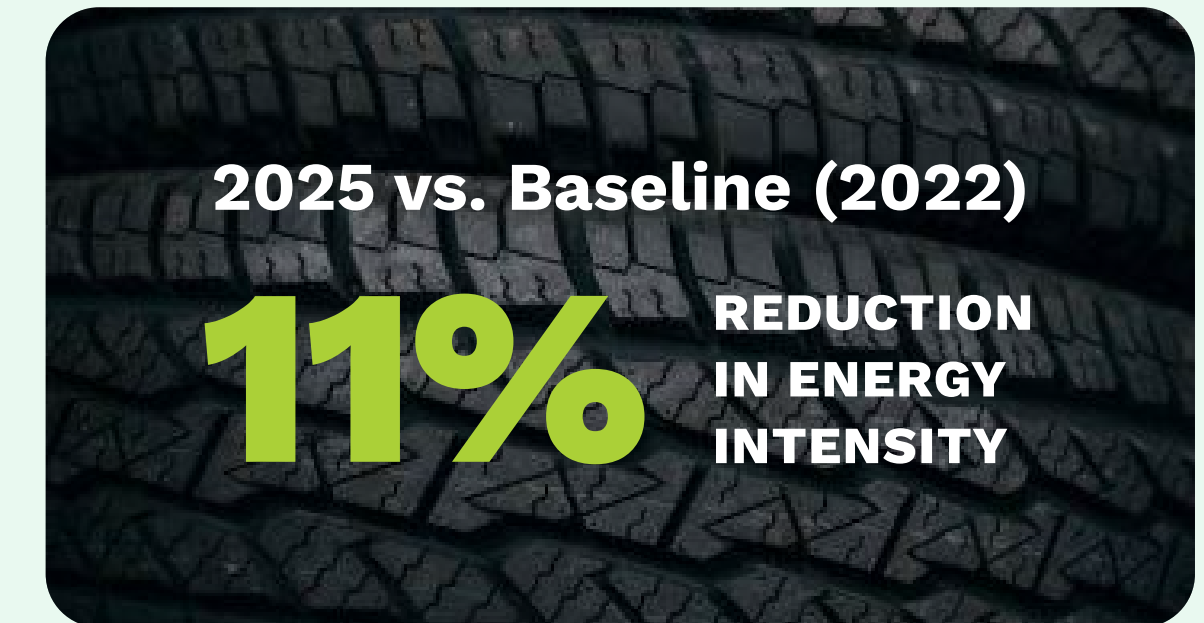
ON-SITE ENERGY EFFICIENCY AUDITS

Conducting facility level energy efficiency audits through our Department of Energy (DOE) Better Plants Partnership, collaboration with the Industrial Assessment Center (IAC), and utility providers to identify site specific opportunities and prioritize projects based on expected energy and cost savings.

BETTER PLANTS PARTNERSHIP

The U.S. Department of Energy's Better Plants Program is a voluntary partnership that helps industrial companies improve energy efficiency by setting reduction targets and providing technical assistance, tools, and guidance; through this program, Liberty Tire Recycling has committed to a 20% reduction in energy intensity by 2032.

BY THE NUMBERS





ADVANCING CIRCULARITY

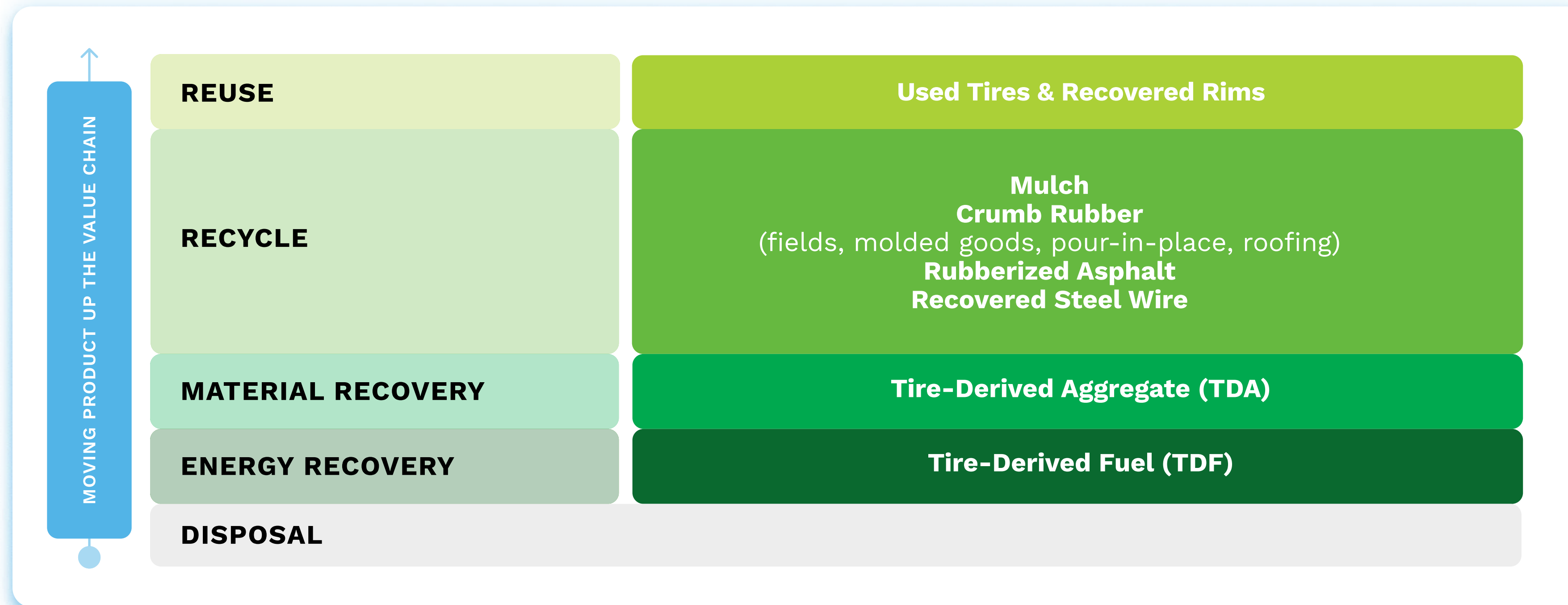
TARGETING ZERO WASTE BY 2030
100% OF TIRES WE COLLECT WILL ENTER BENEFICIAL END-USE MARKETS

ZERO WASTE GOAL	2022	2023	2024	2025
Tires Collected*	195,925,849	205,817,489	215,634,461	219,535,642
Utilization Rate	74%	78%	81%	81%

Liberty Tire Recycling is striving to achieve Zero Waste by 2030.

Our goal is for 100% of the tires we collect entering a beneficial end-use market. Beneficial reuse is defined as outlets other than disposal. Progress is tracked through our utilization rate, which measures the percentage of tire material directed to reuse applications rather than disposal. As we continue to expand our tire collections, we remain focused on moving tire material up the value chain into the highest and best beneficial reuse outlets, supporting improved resource efficiency and a circular economy.

Achievement of our Zero Waste Goal is based on reasonable assumptions but can be affected by unpredictable operational, market, or regulatory constraints.



OUR STRATEGY

VALUE CHAIN ADVANCEMENT

Move materials up the value chain by prioritizing higher-value end uses that extend product life and increase beneficial reuse.

PRODUCT INNOVATION

Expanded applications for recycled rubber by developing new uses and scaling proven product lines.

INDUSTRY PARTNERSHIP & COLLAB

Collaborate across the industry to advance circularity and expand end-use applications.



* PASSENGER TIRE EQUIVALENTS (PTEs)



SUSTAINABLE DEVELOPMENT GOALS (SDGs) ALIGNMENT



The United Nations Sustainable Development Goals (SDGs) are a global framework adopted in 2015 to address critical environmental, social, and economic challenges by 2030.

The 17 SDGs provide a common set of priorities for governments, industries, and organizations seeking to drive sustainable development through responsible resource use, infrastructure resilience, and environmental protection.

While aspects of Liberty's work relate to several of the SDGs, we have identified a focused set of goals where our operations and downstream product applications have the clearest connection to measurable environmental impact. The SDGs highlighted here represent the areas where Liberty's collection, processing, and material recovery activities most directly support sustainable development objectives.



SDG 9

Industry, Innovation & Infrastructure

BUILD RESILIENT INFRASTRUCTURE, PROMOTE INCLUSIVE AND SUSTAINABLE INDUSTRIALIZATION AND FOSTER INNOVATION.

Liberty's collection and processing operations support the use of recycled rubber materials in infrastructure and engineered product applications.

By converting end-of-life tires into inputs used in products such as rubberized asphalt and molded goods, Liberty contributes to the integration of recovered materials into construction and industrial systems, providing an alternative to select virgin material inputs.



SDG 12

Responsible Consumption & Production

ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS.

Liberty collects and processes end-of-life tires for productive reuse across downstream markets.

Through the conversion of waste tires into materials such as crumb rubber and asphalt additives, Liberty enables circular material use and supports landfill diversion by introducing recovered materials back into industrial and infrastructure supply chains.



SDG 15

Life on Land

PROTECT, RESTORE AND PROMOTE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS.

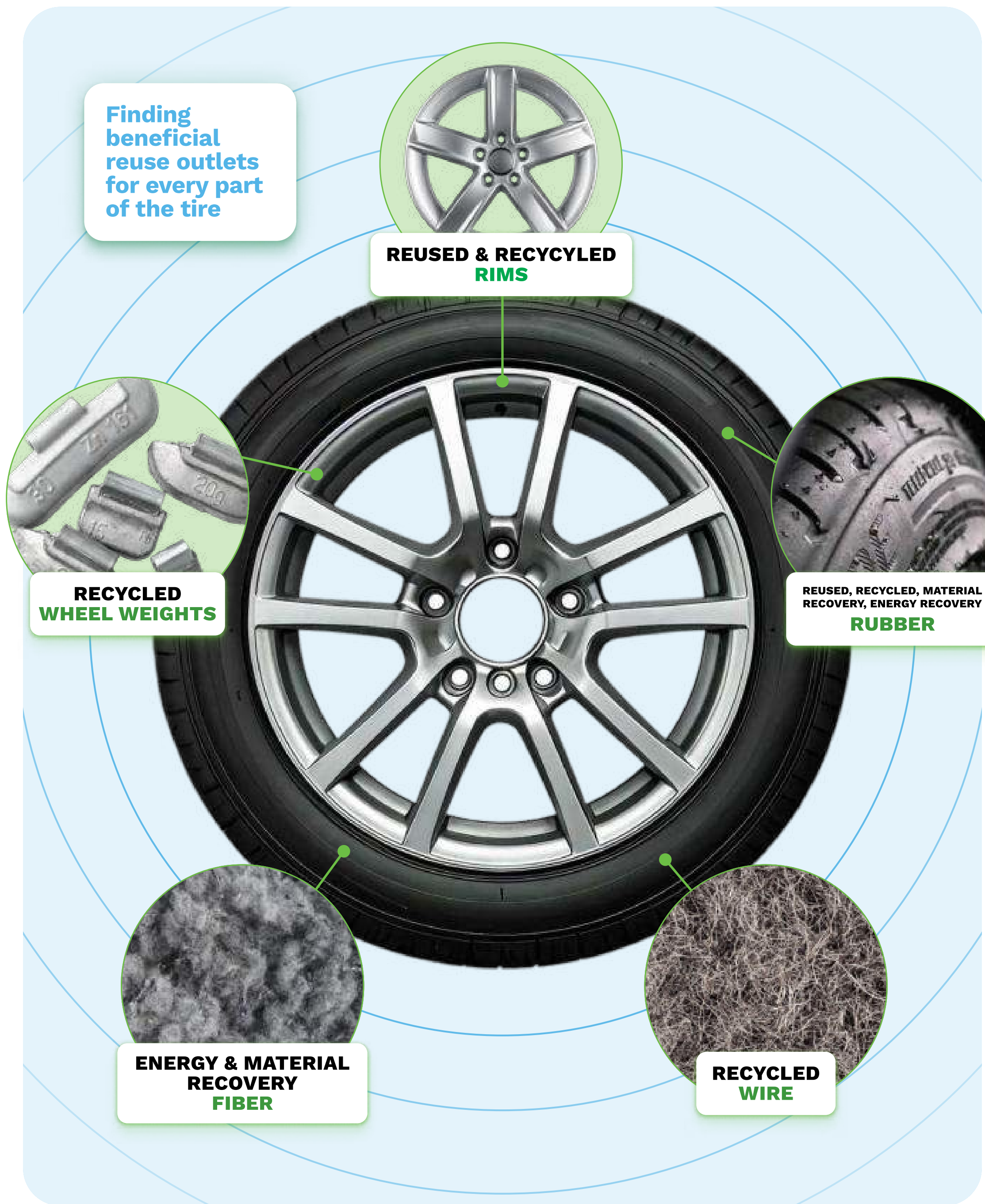
Improper tire disposal can create land-based environmental risks when tires are stored or discarded in unmanaged environments.

Liberty's recycling services provide an end-use pathway for these materials, reducing the need for long-term storage and supporting diversion from landfill through material recovery.



OUR SUSTAINABLE PRODUCTS & SERVICES





SERVICES

TIRE COLLECTION

Responsible tire management

Certified handling with end-to-end documentation supporting compliant tire management.

Material recovery

81% of collected rubber recycled for beneficial reuse, with a goal of reaching 100%.

Dependable service

Collection services across all 50 U.S. states and two Canadian provinces supported by a network of 550 company-owned vehicles and 570 drivers managing collection and transport.



CLEAN UPS & AMNESTY DAYS

Community remediation

Supporting cleaner communities by collecting and removing abandoned or illegally dumped tires from the environment.

Responsible tire management

Offering responsible collection and disposal for tires that might otherwise lack responsible disposal options.



219M

TIRES COLLECTED IN 2025
(PASSENGER TIRE EQUIVALENTS)

30,235

MT OF TIRES RECOVERED THROUGH
CLEAN UPS & AMNESTY DAYS IN 2025



PRODUCTS

REUSE The highest standard of the waste hierarchy: reduce, reuse, recycle



USED TIRES

Used tires pass a rigorous evaluation of tread depth and structural integrity and are sold wholesale through industry partners for continued use.

Extended useful life — Keeping tires in circulation longer through reuse.

Lower virgin material demand — Reducing the need for new materials by extending product use.

RECOVERED RIMS

Steel and aluminum rims recovered from collected tires and directed into reuse or recycling pathways.

Extended product life — Usable rims recovered for reuse, extending lifespan before end-of-life processing.

Resource conservation — Recycled rim metal used in new products, reducing demand for virgin resources.

RECYCLE

CRUMB RUBBER

Crumb rubber is a high-performance material made from recycled tires and used across a wide range of applications.

High-performance virgin material substitute — Recycled material that often outperforms alternatives, making it a smart and sustainable choice.

Extended product lifespan — Enhancing traction, durability, and product life span across applications.

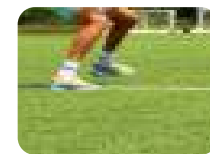
CRUMB RUBBER APPLICATIONS



Molded Products — Weight plates, floor mats, traffic safety devices, and lawn and garden products.



Roofing — Roofing shingles and roof resurfacing systems.



Pour-In-Place (PIP) Surfaces — Playgrounds, trails, and splash pads.



Sports & Recreation — Turf, tracks, and play surfaces.

RUBBERIZED ASPHALT

Rubberized asphalt blends recycled tire rubber with traditional asphalt for use in highways, streets, and runways, improving performance, extending lifespan, and boosting sustainability.

Infrastructure resilience & performance — Enhancing pavement durability and flexibility while improving skid resistance and reducing road noise.

Scalable recycled material integration — Enabling easier use of recycled tire rubber in asphalt without extra storage or equipment.



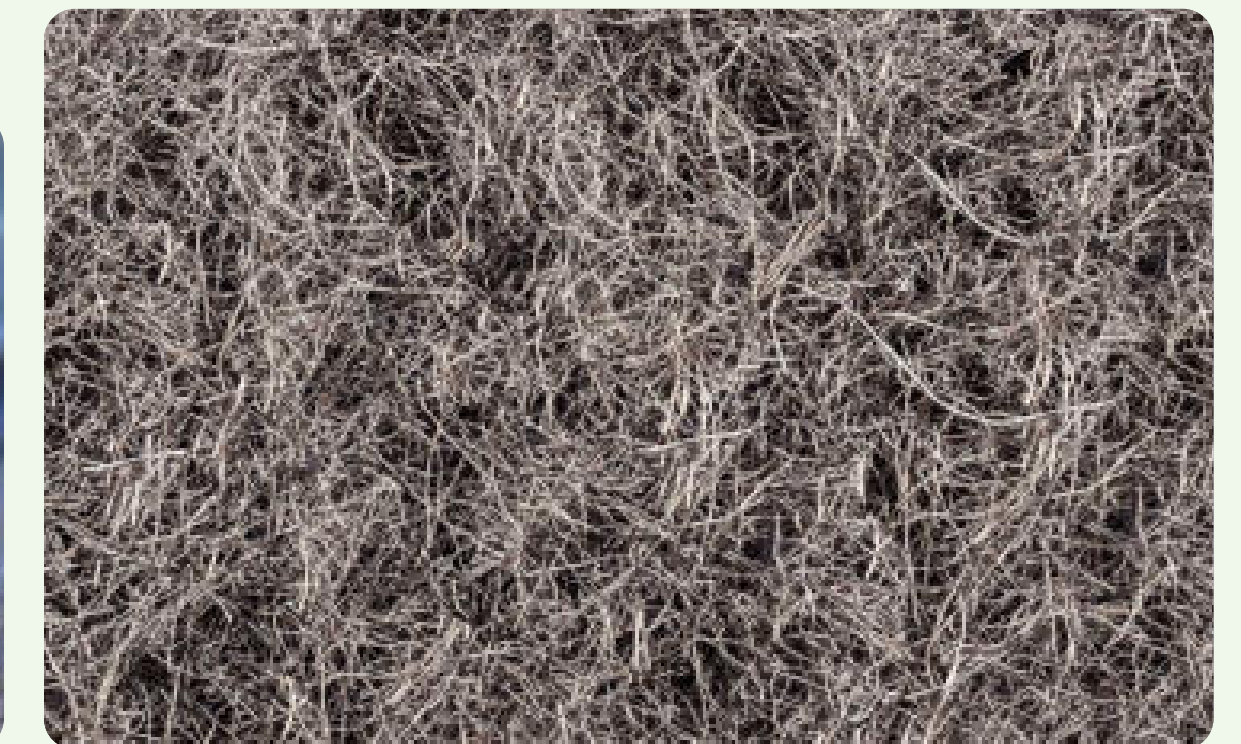
RECOVERED STEEL WIRE



Recovered steel wire is tire wire recovered from end-of-life tires and used as a strong recycled material in construction, manufacturing, and automotive applications.

Circular material value — Repeated recyclability supports long-term material value and lower virgin resource use.

Reliable recycled material — High tensile strength, offering a durable recycled material for demanding applications.



PARTNERING FOR INNOVATION & SUSTAINABLE INFRASTRUCTURE DEVELOPMENT:

In 2025, Liberty Tire Recycling partnered with Blount County, Tennessee and the University of Tennessee to evaluate how rubber-modified asphalt made with recycled tire materials can enhance roadway durability and support sustainable infrastructure. Liberty recycled end of life tires from Blount County that were

used in the rubber-modified asphalt, creating a project that highlights the opportunities of a circular economy. The Blount County Highway Superintendent was recognized by the Tennessee Department of Environment and Conservation (TDEC) for advancing the use of recycled tire materials in roadway construction.



PRODUCTS

MATERIAL RECOVERY

TIRE-DERIVED AGGREGATE (TDA)



Tire Derived Aggregate (TDA) is engineered tire pieces used in civil engineering and infrastructure applications, providing a lightweight alternative to traditional aggregate materials.



SUSTAINABLE INFRASTRUCTURE MATERIAL

Provides a recycled material solution that supports more sustainable infrastructure development while creating a productive use for end of life tires.



LIGHTWEIGHT INFRASTRUCTURE SOLUTION

Significantly lighter than traditional soil or stone aggregate, helping reduce pressure on retaining walls and improve performance in embankment and backfill applications.



DURABLE ENGINEERED MATERIAL

Designed to maintain long term stability and performance in civil engineering applications such as embankments, retaining wall backfill, and drainage layers

ENERGY RECOVERY

TIRE-DERIVED FUEL (TDF)

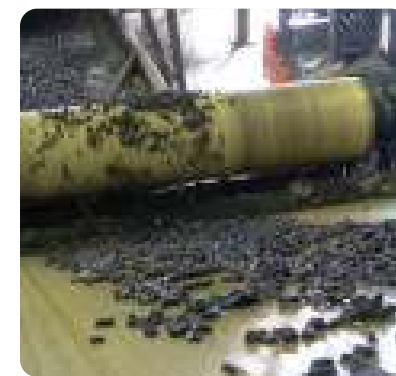


Tire Derived Fuel (TDF) is produced by processing end of life tires into a supplemental fuel used in energy intensive industrial applications such as cement kilns, pulp and paper mills, and utility boilers.



BENEFICIAL TIRE MANAGEMENT

Productive outlet for end of life tires by recovering the material's energy value rather than sending tires to landfill or allowing them to accumulate in stockpiles. [1]



RELIABLE INDUSTRIAL ENERGY SOURCE

Depending on kiln design and operating conditions, approximately 60–70 tires can displace the energy equivalent of one ton of coal when used as tire-derived fuel. [2]



ENVIRONMENTAL IMPACT

Compared to coal, tire-derived fuel (TDF) can generate lower nitrogen oxides (NOx), comparable sulfur dioxide (SOx), and controlled mercury emissions when used in regulated industrial systems with appropriate air pollution controls. (varies by facility design, controls, and operating conditions)





CERTIFICATION AND RECOGNITIONS



RECYCLED CLAIM STANDARD (RCS)

Liberty Tire Recycling, LLC is certified to the Recycled Claim Standard (RCS), by SCS Global Services, TE-00113462. The Recycled Claim Standards (RCS) is an international voluntary standard that sets requirements for third party certification of recycled input and chain of custody.



IPEMA CERTIFICATION

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



ECOVADIS BRONZE

In 2025, Liberty Tire Recycling reported to EcoVadis, earning a Bronze sustainability rating in early 2026 and placing in the top 35% of companies assessed during the rating period.

EcoVadis has assessed more than 150,000 companies globally using a documented, evidence-driven evaluation of company policies, management systems, and performance.

In its second year of assessment, Liberty scored above Waste Recovery industry averages across all four categories — Environment, Labor & Human Rights, Ethics, and Sustainable Procurement — demonstrating continued progress in responsible and transparent business practices.

Click below to learn more about the EcoVadis Bronze Award

[Liberty Tire Recycling Earns EcoVadis Bronze Sustainability Rating](#)



RECIRCLE “CIRCULAR ECONOMY AWARD”

Liberty Tire Recycling received the Recircle Circular Economy Award in 2025 for its closed-loop collaboration with Walmart.

The partnership collects end-of-life tires from Walmart locations and remanufactures them into consumer products — such as rubber mulch and garden materials — many of which are sold back through Walmart’s retail channels. The model demonstrates scalable circularity, keeping millions of tires out of landfills while advancing Liberty’s zero-waste-by-2030 goal.

Click below to learn more about the Recircle “Circular Economy Award”

[Liberty Tire Recycling and Walmart - Recircle Award](#)



INDUSTRY COLLABORATION FOR INNOVATION

Industry Leadership and External Engagement

Liberty Tire Recycling collaborates with industry partners to support open dialogue and shared progress across the recycling value chain, helping improve responsible tire management and expand circular markets for recycled rubber.



INDUSTRY LEADERSHIP & RECOGNITION

Liberty Tire Recycling is proud of our employees' industry leadership and the recognition they have received for responsible tire management and innovation.

AMY BRACKIN, SVP SUSTAINABILITY
Tire Business 2025 Innovator of the Year in Sustainability

NEIL BANSAL, REGIONAL VP
2025 Leader of the Year, Tire and Rubber

NEIL BANSAL Association of Canada (TRAC) Council Member, Tire Stewardship BC (TSBC); Member, Canada's End-of-Life Tire (ELT) Committee

STEVE CALLAHAN Board Member, Tire Industry Association (TIA)

KYLE EASTMAN Voting Board Member Tire & Rubber Division, Recycled Materials Association (ReMA); scheduled to join the ReMA Executive Committee

RAY GROTHAUS Board Member Colorado Waste Tire Enterprises

MIKE HINSEY Board Member ReMA Gulf Coast Chapter

BOB JOHNSON Voting Board Member South Carolina Tire Dealers and ReTreader Association, South Carolina Waste Tire Committee

STRATTON KIRTON Chair Synthetic Turf Council (STC)

JOE PITRE Council Member Tire Stewardship BC (TSBC)

MIKE SEBASTIAN Leadership roles within the International Playground Equipment Manufacturers Association (IPEMA), including surfacing certification governance

THOMAS WOMBLE Board Member Tire Recycling Foundation (TRF)



SPEAKING ENGAGEMENTS & PANELS

Liberty Tire Recycling employees serve as speakers and panelists at industry conferences, forums, and policy discussions to support industry dialogue and collaboration.

ALABAMA SWANA

CAROLINA RECYCLING ASSOCIATION (SOUTH CAROLINA)

CLEMSON UNIVERSITY GLOBAL TIRE INDUSTRY

FLORIDA SWANA

KEEP FLORIDA BEAUTIFUL

KEEP LOUISIANA BEAUTIFUL

NATIONAL RECYCLING CONGRESS

NATIONAL SMALL BUSINESS ENVIRONMENTAL ASSISTANCE PROGRAM

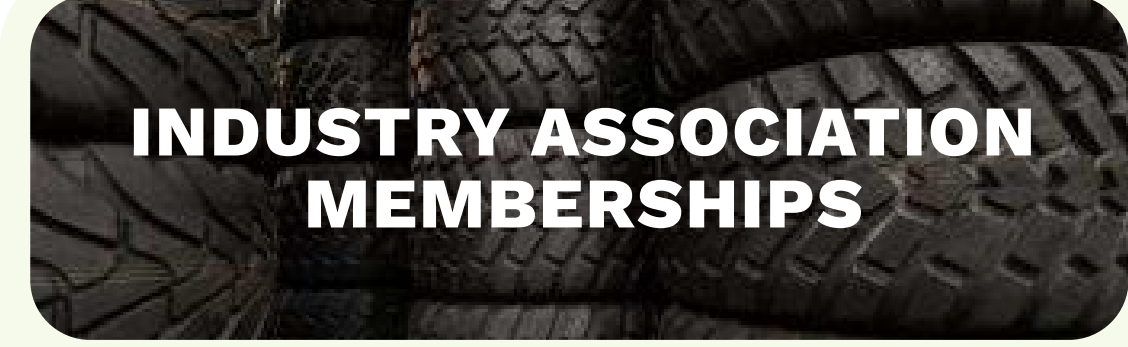
PACIFIC SWANA

RECIRCLE AWARDS AT AUTOPROMOTEC

SYNTHETIC TURF COUNCIL ANNUAL MEETING

TRACTION SUMMIT

WASHINGTON AREA COUNCIL OF GOVERNMENTS



INDUSTRY ASSOCIATION MEMBERSHIPS

Liberty Tire Recycling maintains active membership in national and international industry associations to support policy engagement, technical collaboration, and continuous improvement.

AIR AND WASTE MANAGEMENT ASSOCIATION (AWMA)

AMERICAN IRON AND STEEL INSTITUTE (AISI)

AMERICAN SPORTS BUILDERS ASSOCIATION (ASBA)

NATIONAL PRIVATE TRUCK COUNCIL (NPTC)

NATIONAL ROAD RESEARCH ALLIANCE (NRRRA)

NATIONAL SAFETY COUNCIL

RECYCLED MATERIALS ASSOCIATION (REMA)

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)



VALUING & INVESTING IN OUR TEAM





ENGAGING & DEVELOPING OUR EMPLOYEES

Our employees are the foundation of Liberty's success. We strive to recruit, develop, and retain top talent by creating an environment that supports growth, engagement, and long-term organizational strength.

VALUING & INVESTING IN OUR TEAM

2025 ENHANCEMENTS

CONDUCTED AN EMPLOYEE LIFECYCLE ASSESSMENT

Reviewed recruitment, onboarding, development, and retention processes in 2025 to identify experience gaps and inform targeted improvements for 2026.

IMPLEMENTED VIRTUAL ONBOARDING THROUGH ADP

Enabled new hires to electronically sign policies, complete tax documentation, and access company information — streamlining onboarding and improving the day-one experience.

DEVELOPED THE ROLLING INTO LIBERTY ONBOARDING RESOURCE

Created an onboarding guide to help employees understand Liberty's broader organization, culture, and purpose — supporting stronger connection from the outset.

DELIVERED REGIONAL INTERVIEW TRAINING

Provided interview training across several regions to strengthen hiring consistency and support reductions in early-stage (0–30 day) turnover. Engagement, Wellness & Connection



ENGAGEMENT, WELLNESS, & CONNECTION

LIBERTY CARES TEAM

Employee volunteer group strengthening engagement, wellness, and community outreach while supporting communication between employees and site leadership.

COMPANY-WIDE STEP CHALLENGE

Nationwide wellness initiative promoting employee health and connection through app-based participation, with over 40% employee engagement.

EMPLOYEE APPRECIATION MEALS

Regular site-hosted meals providing employees dedicated time to connect and engage with one another.

MARCH MADNESS ENGAGEMENT INITIATIVE

Company-wide competition encouraging friendly participation and cross-site connection.



RECOGNITION & CELEBRATION

TRUCK DRIVER APPRECIATION WEEK

Company-wide recognition of truck drivers and driver helpers, including site-level appreciation, CEO video message, handwritten note, and distribution of cards and gifts.

GENERAL MANAGER APPRECIATION DAY

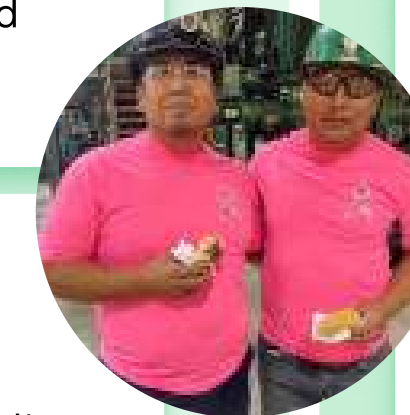
Annual recognition initiative providing dedicated time off and a company-sponsored meal to support work-life balance for operational leaders.

VETERANS DAY RECOGNITION

Company-wide appreciation initiative honoring employee veterans through a coordinated gift and card distribution.

INTERNATIONAL WOMEN'S DAY RECOGNITION

Company-wide initiative encouraging women across Liberty to exchange handwritten notes of support, accompanied by a small token of appreciation.



TRAINING & LEADERSHIP DEVELOPMENT

LEADERSHIP DEVELOPMENT PROGRAMS

Job and leadership training through Liberty Learning and in-person programs, supporting skill development, internal mobility, and leadership growth across the organization.

ANNUAL PERFORMANCE REVIEWS

Company-wide performance review process supporting employee development and feedback, with 99% of employees receiving a documented performance review in 2025.





ENGAGING & DEVELOPING OUR EMPLOYEES

Our workforce is built on hiring, developing, & retaining top talent.

We recognize that high-performing teams are built from individuals with a range of backgrounds and experiences, bringing perspectives that strengthen innovation, collaboration, and problem-solving across our organization.



VALUING & INVESTING IN OUR TEAM

TOTAL EMPLOYEES

3,550

FULL-TIME EQUIVALENT (FTE) & SUBCONTRACTORS

39 HRS

AVG. TRAINING PER EMPLOYEE IN 2025

30%

OF EMPLOYEES HAVE BEEN WITH LIBERTY FOR OVER 5 YEARS

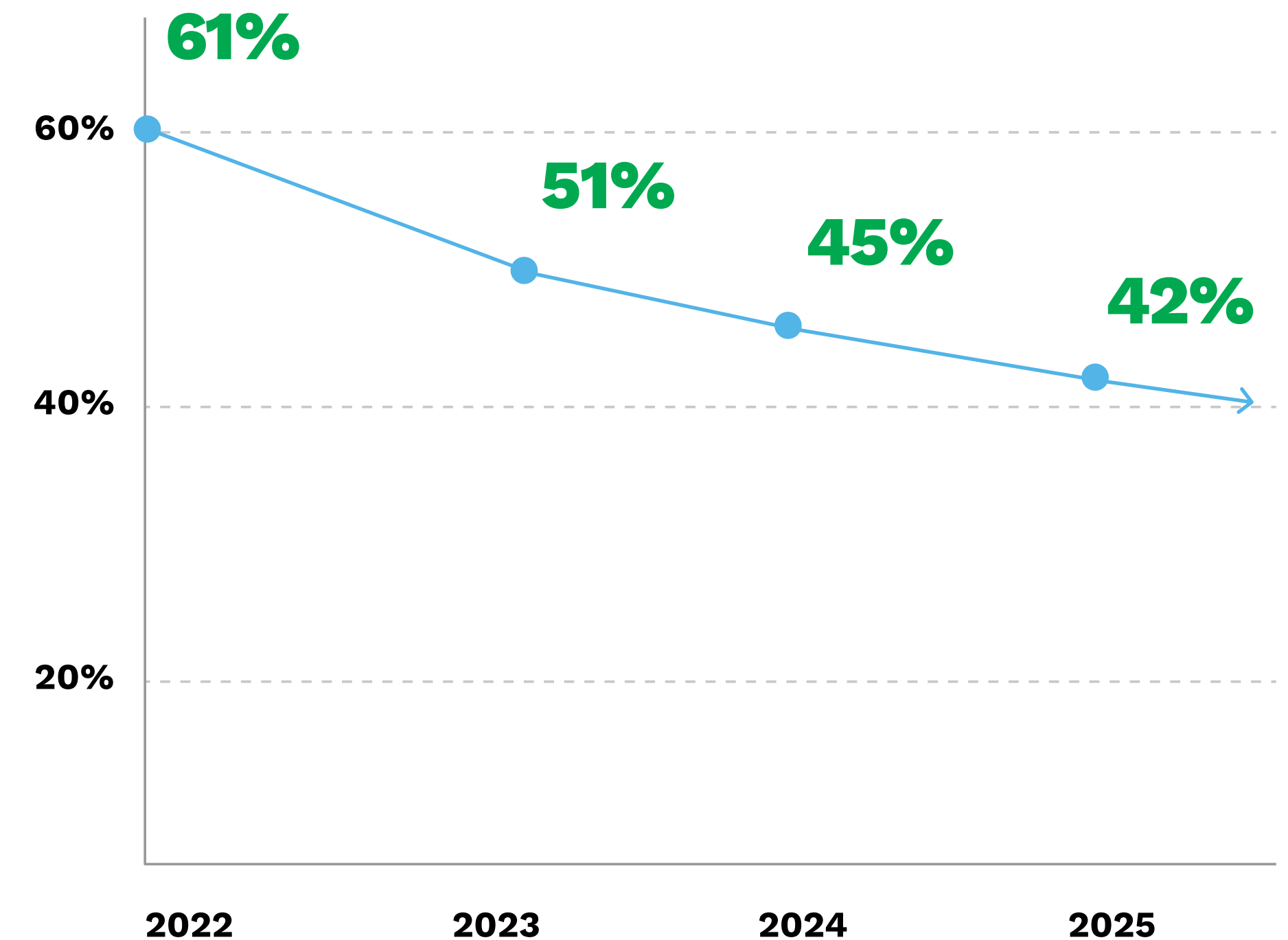
1-in-5

EMPLOYEES HAVE BEEN WITH LIBERTY FOR OVER A DECADE

OUR WORKFORCE & BENEFITS AT A GLANCE



IMPROVED EMPLOYEE TURNOVER



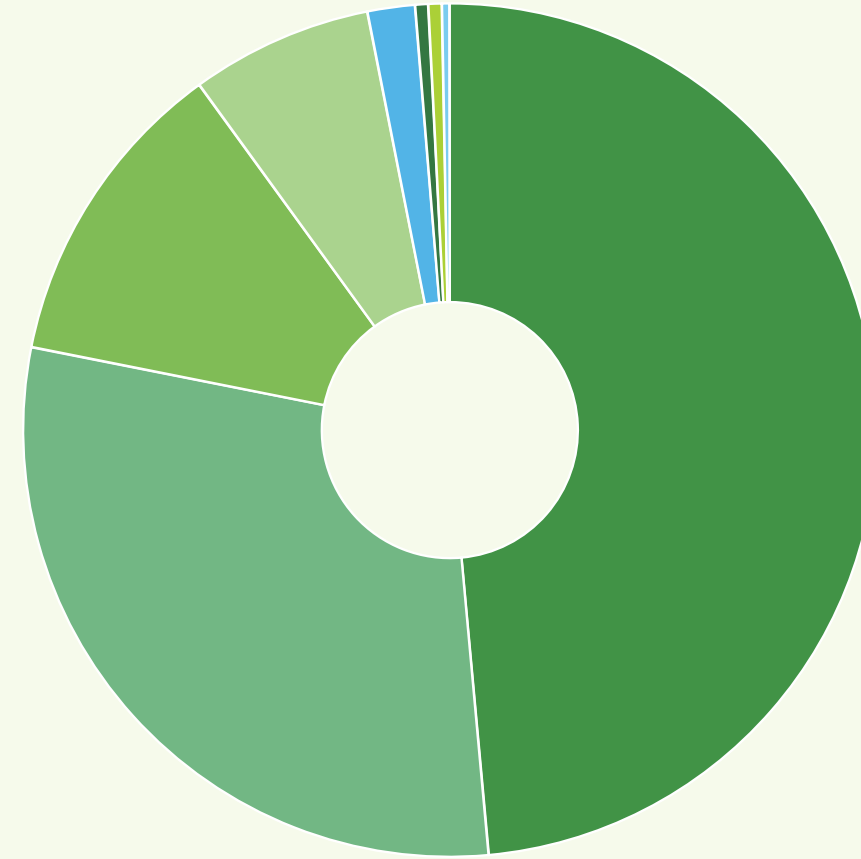


ENGAGING & DEVELOPING OUR EMPLOYEES

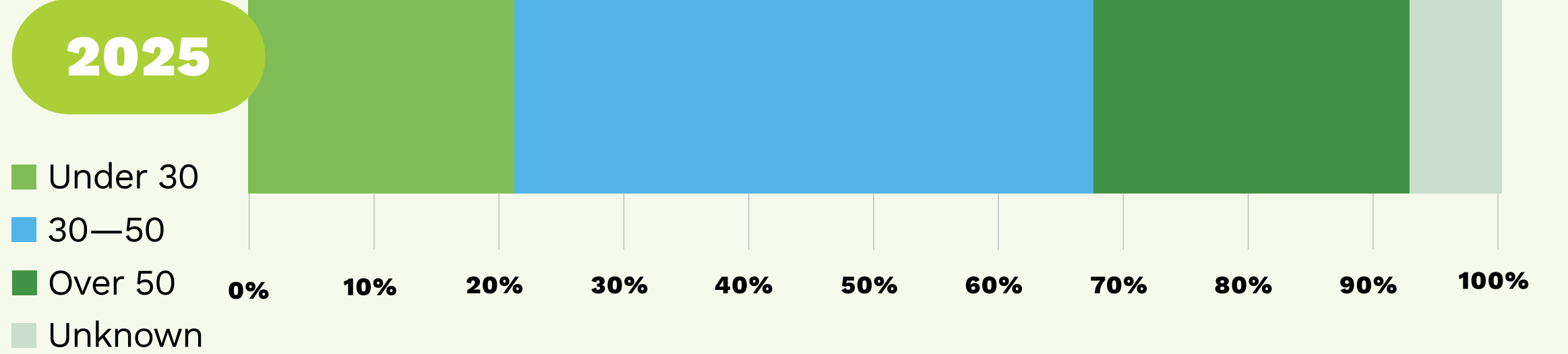
We are committed to hiring top talent from diverse backgrounds, recognizing that different perspectives drive innovation, teamwork, and problem-solving. We value both seasoned professionals and emerging talent, maintaining a balanced workforce with a strong pipeline of next-generation leaders.

RACE & ETHNICITY

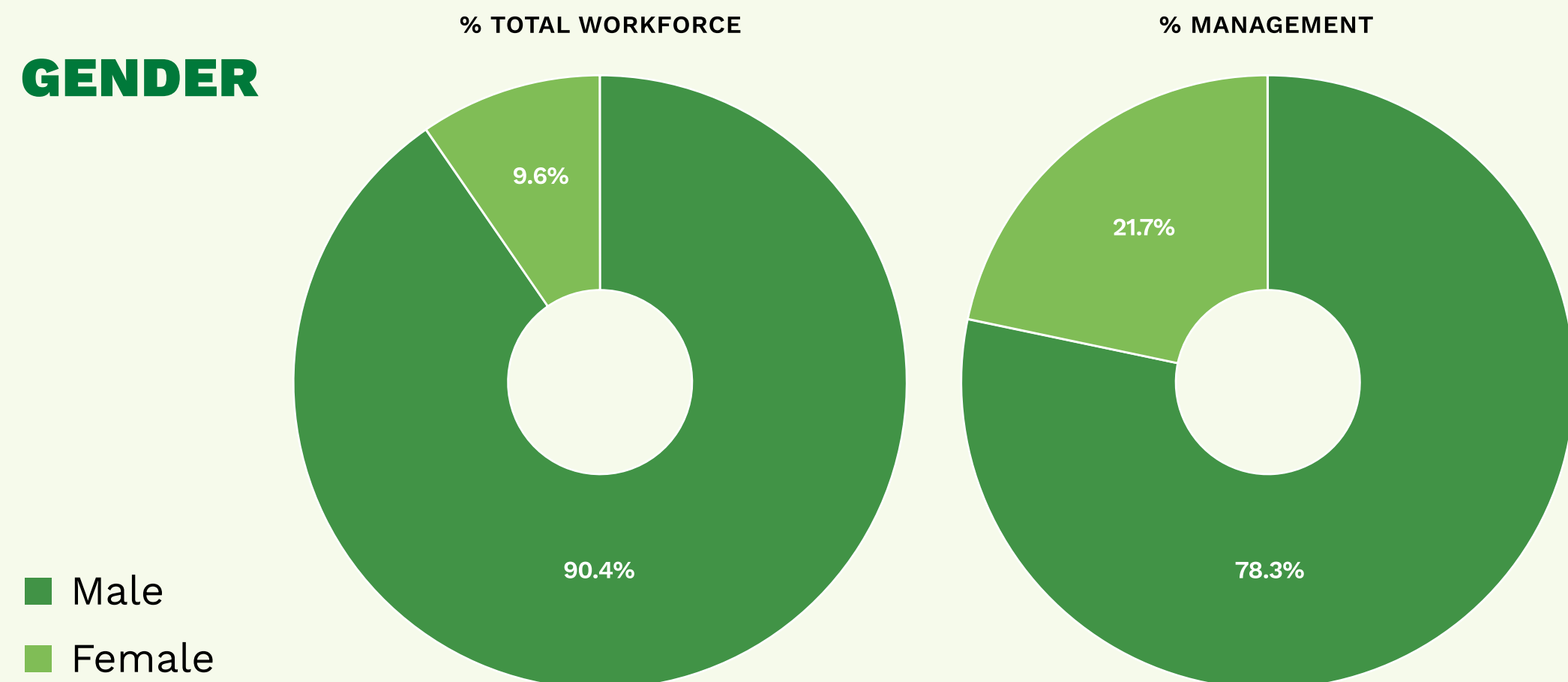
American Indian	0.3%
Asian	0.5%
Black or African American	12.7%
Hispanic	47.5%
Pacific Islander	0.3%
Two or more races	1.8%
Unknown	7.3%
White	29.6%



AGE



GENDER



COMPANY-PAID BENEFITS

- LIFE INSURANCE
- ACCIDENTAL DEATH AND DISMEMBERMENT (AD&D) INSURANCE
- LONG-TERM DISABILITY INSURANCE
- EMPLOYEE ASSISTANCE PROGRAM

COST-SHARED BENEFITS

- 3 MEDICAL PLAN OPTIONS, INCLUDING FREE PROGRAMS FOR QUALIFYING MEMBERS
- TOBACCO CESSATION PROGRAM
- PHARMACY ADVOCATE PROGRAM
- VIRTUAL PT PROGRAM
- MENTAL WELL-BEING PROGRAM
- DIABETES PREVENTION PROGRAM
- TWO DENTAL PLAN OPTIONS

VOLUNTARY BENEFITS

- VISION INSURANCE
- HEALTH SAVINGS ACCOUNT (HSA)
- HEALTH FLEXIBLE SPENDING ACCOUNT (FSA)
- DEPENDENT CARE FLEXIBLE SPENDING ACCOUNT
- CRITICAL ILLNESS INSURANCE
- VOLUNTARY LIFE AND AD&D INSURANCE (FOR EMPLOYEES, SPOUSES, AND CHILDREN)
- HOSPITAL INDEMNITY INSURANCE
- 401(K) W/ EMPLOYER MATCH
- ACCIDENT INSURANCE

Full-time employees at all locations of operations have access to all our benefits including:

Health, Pharmacy, Health Savings Accounts, Flex Spending Accounts, Dental, Vision, Accident, Critical Illness, Hospital Indemnity, Basic and Voluntary Life, Accidental Death, Long Term Disability, Short Term Disability, 401k, and Employee Assistance Program. (Part-time employees have access to the 401k program)



OUR TOP PRIORITY: SAFETY





OUR TOP PRIORITY: SAFETY

Safety is Liberty Tire Recycling's top priority, with a clear focus on ensuring every employee returns home safely each day. The safety program is led by the Safety Director. Transportation compliance and risk reduction are overseen by the Fleet Safety Manager. Site and regional leaders are responsible for day-to-day execution of employee safety.

Safety is the responsibility of every team member.

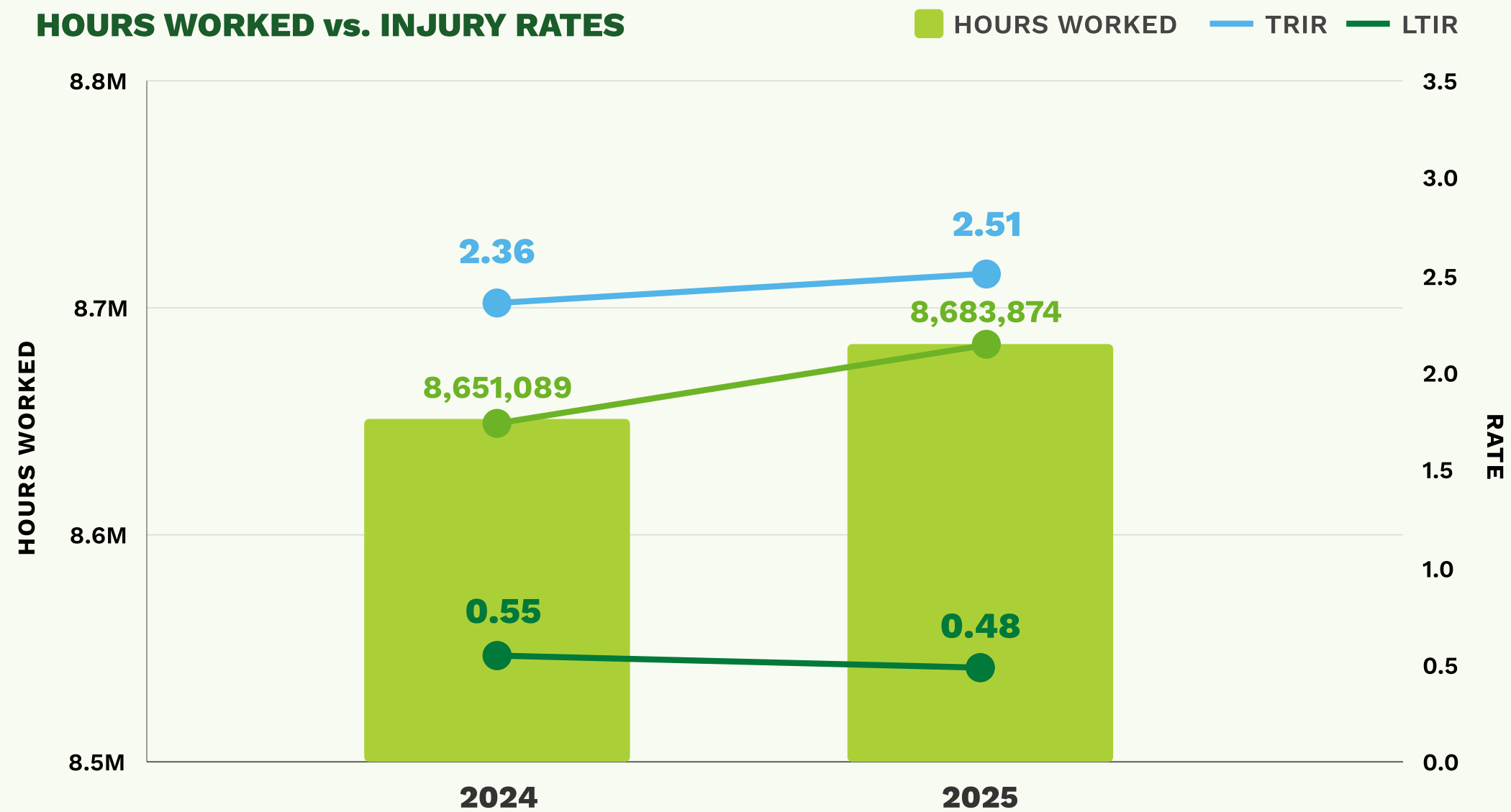
All Liberty employees have stop-work authority, are encouraged to identify hazards and unsafe acts, and suggest improvements through anonymous reporting channels or direct communication with the Safety Director.

The executive team receives weekly regional safety updates and is directly notified and involved in all injuries, reinforcing leadership visibility and ownership of safety outcomes.

Leadership accountability is reinforced through management bonuses tied directly to safety performance.



HOURS WORKED vs. INJURY RATES



SAFETY RATES	2020	2021	2022	2023	2024	2025
Total Recordable Incident Rate (TRIR)	2.37	3.04	3.24	3.10	2.36	2.51
Lost Time Injury Rate (LTIR)	0.59	0.72	0.49	0.40	0.55	0.48
Preventable Vehicle Accident Rate (PVAR)	1.19	0.79	1.11	1.06	0.75	0.76

BY THE NUMBERS
FATALITIES 0
NEAR-MISS RATE 0.97
HOURS WORKED 8,683,874

SAFETY MOTTO

STRIVE FOR PERFECTION. ZERO IS THE GOAL.

Continuously improving with the ultimate goal of zero injuries, zero incidents, and sending everyone home safely every day. Safety is our highest priority in everything we do.

PREVENT FIRST. LEARN ALWAYS.

Proactive risk identification and prevention, with incident analysis used to drive continuous improvement and prevent recurrence.

SAFETY IS EVERYONE'S RESPONSIBILITY.

Every employee shares accountability for identifying hazards and maintaining a safe work environment through open communication and accountability.

SPEAK UP. STEP IN. LEAD.

When unsafe conditions exist, employees are expected and empowered to intervene and stop work to prevent harm.

FULLY TRAINED. FULLY PREPARED.

Role-specific training and readiness to ensure every task is performed safely, correctly, and with confidence.



2025 SAFETY PROGRAM ENHANCEMENTS



WORKPLACE HEALTH & SAFETY ASSESSMENTS EXPANSION

Liberty Tire Recycling conducts regular workplace health and safety assessments covering equipment, noise, dust, ergonomics, and facility conditions. In 2025, internal noise mapping studies were added to identify hearing protection needs and inform engineering controls.



SIDE-BY-SIDE SAFETY WALKS IMPLEMENTATION

Weekly Leadership and Employee Collaborative Safety Walks were implemented in 2025 to strengthen collaboration and frontline engagement around safety. Site leadership completes walkthroughs with a different frontline employee each time using a standardized checklist, with completion verified through employee and leadership sign-off and corporate review.



SAFETY WORK ORDER SYSTEM DEVELOPMENT

In 2025, Liberty began using a centralized safety work order system to improve safety oversight. The system schedules, tracks, and verifies recurring safety inspections and preventive maintenance activities across fire prevention, electrical safety, equipment safety, and facility safety, with management sign-off required.



CPR, AED, & FIRST AID TRAINING PARTICIPATION

Emergency response preparedness was strengthened in 2025, with 21 facilities completing CPR, AED, and First Aid training funded by Liberty. Training is supported by five Liberty sponsored Safety team members certified to deliver internal instruction.



TASK VARIATION AND ERGONOMIC SUPPORT ENHANCEMENTS

Task variation and ergonomic support efforts were expanded in 2025 based on injury data identifying strains and sprains as a common injury type. Employees rotate between higher and lower-strain tasks, and additional helpers are assigned to longer collection routes to reduce manual lifting demands.



CROSS-FUNCTIONAL SAFETY COLLABORATION

Safety collaboration expanded in 2025 through the launch of a bi-weekly Operational Safety Excellence Forum connecting Operations and Safety leadership. This was complemented by the first Senior Safety Strategy Conference and the introduction of a Safety Team Development Program through the Operational Safety Excellence Center.

SAFETY SURVEY

In 2025, Liberty Tire Recycling conducted a company-wide anonymous safety culture survey. While results were positive, Liberty strives for perfection in safety. Survey findings were analyzed and action plans were developed to further strengthen our safety culture in 2026.

92% employees reported knowing how to report injuries, near misses, and safety concerns.

84% indicated they feel comfortable raising safety concerns regardless of position.

88% believe they were properly trained to perform their job safely within their first days of employment.

86% believe they have the authority to stop work when unsafe conditions are observed.

BY THE NUMBERS

135,206

Safety Training Hours
(Fleet & Facility)



FACILITY SAFETY IN PRACTICE

Our safety approach is prevention-led, reinforced by education, and strengthened through analysis and continuous improvement.

PREVENTION & PREPAREDNESS

STOP WORK AUTHORITY

All employees can pause work if unsafe conditions are observed, supported by signage and regular safety communications.

SAFETY MANUAL

The manual outlines safe practices and emergency procedures, and is covered in training.

5-MINUTE SAFETY TALKS

Daily talks led by site leadership focus on injury trends, with participation tracked.

SAFETY WORK ORDER SYSTEM

A centralized system schedules, tracks, and verifies safety inspections and maintenance.

DAILY SAFETY TEXTS

Texts reinforce awareness of high-consequence injuries.

LIBERTY LEARNING SAFETY TRAINING

Employees receive ongoing training on hazards, equipment, & emergency response, with completion monitored weekly.

CPR, AED, & FIRST AID TRAINING

Liberty funds regular CPR/AED/First Aid training across facilities and have certified in-house trainers.

WEATHER & EMERGENCY RESPONSE PLANNING

Each facility has an annual emergency plan for severe weather and other emergencies, aligned with corporate guidelines.

STRETCH & FLEX PROGRAM

Mandatory group stretches before each shift help prevent softtissue injuries.

TASK VARIATION & WORK HARDENING

Employees rotate tasks to reduce strain, with extra help assigned to drivers longer routes.

NON-ROUTINE WORK HAZARD ANALYSIS

Leadership reviews hazards and PPE needs for highrisk work using a standard template.

CONTRACTOR SAFETY PROGRAM

Contractors must complete a safety program, including a video and pre-work briefing, before starting work.

INCIDENT RESPONSE, REVIEW & CONTINUOUS IMPROVEMENT

INCIDENT REPORTING & TRACKING

Incidents are reported through a centralized system, with instructions posted at each site and monitored by the Corporate Safety team.

ROOT CAUSE ANALYSIS

Leadership uses a 5-Why method to find causes and set corrective actions after incidents.

SAFETY REVIEW CALLS

Findings from incidents are shared on company-wide calls to support organization-wide learning.

SITE SAFETY STAND-DOWNS

Stand-downs are held monthly or after significant incidents to reinforce safety lessons and expectations.

INCIDENT FOLLOW-UP

Corporate safety tracks injury cases to resolution, supporting employees and ensuring corrective actions are completed.

HEALTHCARE ACCESS (ORTHOLIVE)

Employees can consult licensed medical professionals through Ortholive for prompt workplace injury care.

ENGAGEMENT, OVERSIGHT & HAZARD IDENTIFICATION

LEADERSHIP SAFETY WALKS

Weekly walks pair leaders with employees, using checklists to identify and address safety issues.

SAFETY SUGGESTION BOXES

Employees can submit safety concerns or ideas, which leadership reviews regularly.

NEAR-MISS REPORTING

Employees report near misses using standard categories to help identify risks early.

SAFETY IMPROVEMENT TEAMS

Leadership and frontline employees work together to review incidents and corrective actions.

ANONYMOUS SAFETY CULTURE SURVEYS

Regular surveys measure safety awareness and system effectiveness, guiding improvements.



FLEET SAFETY IN PRACTICE



Fleet safety remains a core priority for Liberty, supporting the protection of our drivers, the communities in which we operate, and the reliability of our transportation operations.

In 2025, Liberty continued to strengthen its safety culture through a combination of technology-enabled monitoring and direct investment in driver training and skill development.

2025 FLEET SAFETY ENHANCEMENTS

In-house driver training

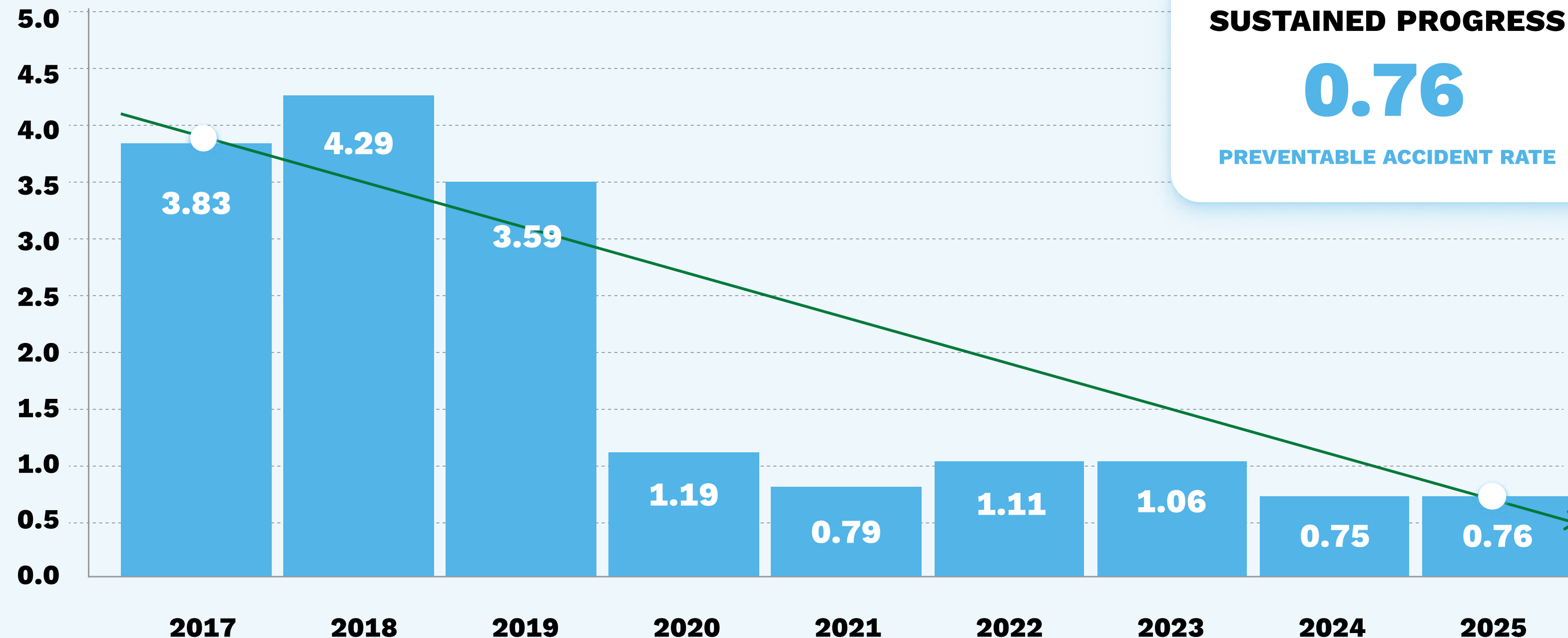
Six employees completed Smith System DriverTrainer™ certification, enabling Liberty to provide standardized, behavior-based driver training internally using the Smith5Keys® defensive driving approach. Trainers incorporated this method into onboarding, coaching, and refresher training, totaling over 200 hours of formal safety instruction in 2025



SUSTAINED PROGRESS

0.76

PREVENTABLE ACCIDENT RATE



Technology-enabled driver feedback

Liberty used Samsara's AI-powered event detection and in-cab alerts to give drivers real-time feedback on risky behaviors like speeding and harsh braking, allowing immediate self-correction. This technology works alongside Smith System training, which reinforces defensive driving habits and proactive decision-making.





SUPPORTING COMMUNITIES WHERE WE LIVE & WORK





COMMUNITY ENGAGEMENT

Liberty comes together company-wide to support meaningful giveback initiatives, but we also recognize that our employees know the needs of their communities best. That's why we encourage each site to lead local projects that make a real difference. We are proud of the Liberty team for continuing to give back and helping make our communities stronger and better.



LIBERTY DONATED A TOTAL OF

\$216,284

TO COMMUNITY GIVEBACK PROJECTS



COMPANY-WIDE, WE SUPPORTED OUR COMMUNITIES IN THE FOLLOWING WAYS:

BLESSINGS IN A BACKPACK PARTNERSHIP

Raised over **\$130,000** through our annual golf tournament. Liberty teams packed **5,000 food bags** for local students, and employees wrote thousands of encouraging cards for students nationwide.

HOLIDAY GIVEBACK PROGRAM

Raised over **\$56,000** in monetary and in-kind donations to support local families during the holiday season.

TRUCKERS AGAINST TRAFFICKING (TAT)

Donated **\$10,000** to Truckers Against Trafficking. Employees helped raise Liberty's donation by participating in a step challenge, connecting giving back with personal health.

RONALD MCDONALD HOUSE POP TAB COLLECTION

Collected **275,000+ pop tabs** to support Ronald McDonald House — bringing teams together across the company to combine recycling with giving back.

NASHVILLE PLAYGROUND PARTNERSHIP

Donated **42,900 lbs of recycled rubber mulch**, along with rubber timbers and playground mats, to support the development of a new playground in Nashville in partnership with Bridgestone, KaBOOM!, and the Nashville Predators.

LOCALLY, OUR FACILITIES SUPPORTED THEIR COMMUNITIES THROUGH A RANGE OF HANDS-ON INITIATIVES, INCLUDING:

Contributing recycled materials to support safe, accessible community spaces.

Participating in locally driven community events and place-based improvement projects.

Volunteering time to support community needs, including food support efforts, neighborhood clean-ups, and other service activities.

Donating essential goods to local organizations that support families and individuals in need.





FEATURED PARTNERSHIP; BLESSINGS IN A BACKPACK

BLESSINGS IN A BACKPACK →



Liberty's partnership with Blessings in a Backpack focuses on creating meaningful opportunities to give back while supporting children facing food insecurity.

ANNUAL LIBERTY CARES CHARITY GOLF TOURNAMENT

In summer 2025, Liberty hosted its second annual Blessings in a Backpack Charity Golf Tournament, bringing together more than 70 companies for a shared day of networking, collaboration, and philanthropy. The tournament raised over \$130,000 to support Blessings in a Backpack programs, demonstrating how business partners can come together to make a meaningful community impact.



PACKING EVENTS

Following the tournament, five Liberty facilities hosted local packing events, where employees packed food into backpacks and delivered them to their local Blessings in a Backpack chapters for distribution to students in their communities. Through these facility-led efforts, Liberty teams helped pack 5,000 food bags for children in need.



COMPANY-WIDE NOTECARDS

Each fall, Liberty sites come together to write notecards that are included in backpacks for students receiving food through BIAB nationwide. This initiative allows employees across Liberty to support a shared cause while offering encouragement to students facing challenging circumstances. We are extremely proud of the company-wide participation and the way our employees come together each year to give back.





OPERATING RESPONSIBLY





PRINCIPLED GOVERNANCE

Liberty Tire Recycling’s governance framework is grounded in established policies and practices that support ethical business conduct, legal compliance, and accountability across the organization.

These standards guide how we operate and apply to employees, officers, directors, and third parties acting on Liberty’s behalf.

The Liberty Tire Recycling Code of Conduct serves as the foundation of this framework, outlining expectations for ethical behavior, compliance with laws and regulations, and responsible decision-making. All employees receive the Code of Conduct during onboarding, and it remains accessible throughout employment. The Code is reviewed periodically and reinforced through training for employees in designated roles, including supervisory, management, executive, sales, and other functions, consistent with existing company practices.

Leadership accountability is an integral part of Liberty’s governance approach. Managers and leaders are expected to act in accordance with the Code of Conduct and applicable policies and to address concerns that arise in the course of business.

Employees are encouraged to report potential misconduct or policy concerns through established reporting channels, including supervisors, Human Resources, and Liberty’s confidential Ethics and Compliance Hotline.

Liberty’s Code of Conduct includes a non-retaliation policy intended to support good-faith reporting.

In addition, Liberty maintains a range of established policies and guidelines that address ethical conduct, human rights, and responsible business practices across its operations and supply chain, including expectations applicable to suppliers and business partners.

Together, these policies reflect Liberty’s documented approach to responsible conduct and risk management throughout the value chain.



CODE OF CONDUCT KEY TOPICS

FAIR DEALING

COMPLIANCE WITH LAWS, RULES, & REGULATIONS

ANTI-CORRUPTION & BRIBERY

FAIR WAGES

WORKPLACE SAFETY & VIOLENCE PREVENTION

DISCRIMINATION & HARASSMENT

ETHICAL DECISION-MAKING

ANTITRUST & FAIR COMPETITION

HONEST ADVERTISING & MARKETING

ECOVADIS PERFORMANCE



Liberty Tire Recycling participated in the EcoVadis sustainability assessment in 2025, with results issued in early 2026. Category comparison scores are benchmarked against Waste Recovery companies reporting within the same assessment cycle.

Labor & Human Rights: Liberty scored 11 points above the Waste Recovery industry average

Ethics: Liberty scored 16 points above the Waste Recovery industry average

EcoVadis is an independent, third-party platform that evaluates companies based on documented policies, actions, and performance. [EcoVadis Bronze Medal | LTR INTERMEDIATE HOLDINGS INC](#)



CYBERSECURITY & SUSTAINABLE PROCUREMENT

CYBERSECURITY

Cybersecurity remains a core operational priority for Liberty Tire Recycling.

Oversight of cybersecurity strategy and execution sits within the Information Technology function and is supported by established policies, controls, and monitoring processes designed to protect systems, data, and business continuity. Liberty maintains an incident response framework that defines preparation, detection, response, remediation, and recovery activities, with periodic testing and review designed to support readiness and continuous improvement.

Throughout 2025, Liberty proactively strengthened its cybersecurity posture through regular testing, monitoring, and employee awareness initiatives. Vulnerability assessments and external penetration testing are conducted in line with established requirements, with identified risks tracked through structured IT problem-management processes until resolution is confirmed.

Employees remain a critical line of defense.

In 2025, Liberty conducted multiple company-wide phishing simulations designed to reflect real-world threat scenarios. Employees who interacted with simulated phishing emails were required to complete targeted cybersecurity training to reinforce awareness and reduce the likelihood of repeat incidents. Insights from these exercises are used to continuously refine Liberty's security awareness program.

As emerging technologies become more integrated into daily operations, Liberty implemented an internal Artificial Intelligence (AI) policy in 2025 to establish expectations for responsible and secure use. Liberty also hosted an AI security webinar focused on data protection, appropriate use cases, and cybersecurity risks associated with AI-enabled tools.

To support continuous monitoring and rapid response, Liberty operates a 24/7 Security Operations Center (SOC) that monitors potential threats and security events across the enterprise.

SUSTAINABLE PROCUREMENT

Liberty's procurement team plays a critical role in supporting business performance and resilience across the organization.

The team works closely with facility and regional leadership to support purchasing decisions, negotiate contracts, and strengthen supplier relationships —helping drive efficiency, reduce the risk of supply interruption, and support continuity across Liberty's operations.

Working with responsible and sustainable suppliers supports stronger business outcomes.

Suppliers with established safety, governance, and ethical practices are better positioned to operate reliably, comply with regulatory expectations, and reduce operational and reputational risk.

Sustainability considerations are therefore integrated into procurement activities alongside cost, quality, and service.



In 2025, Liberty strengthened its sustainable procurement approach through internal training. The procurement team completed a sustainable procurement certification course, supporting the integration of sustainability considerations into supplier engagement and sourcing decisions.



Supplier assessments are an established tool used to support risk awareness and alignment across Liberty's supply chain. In 2025, Liberty assessed applicable suppliers within its highest-spend supplier base, collecting information on safety, governance, human rights, pricing considerations, sourcing practices, and alignment with Liberty's Supplier Code of Conduct. The assessment achieved a 49% response rate; metrics reflect respondent suppliers and are not necessarily representative of the full supplier base.

BY THE NUMBERS

Metrics reflect responses received through Liberty's 2025 supplier assessment.

92% reported having a Health & Safety policy

83% reported maintaining an Employee Code of Conduct

79% reported policies addressing workplace discrimination and harassment





CLIMATE RESILIENCE

Risk Analysis and Mitigation Approach

Climate change presents physical, operational, and regulatory risks to Liberty Tire Recycling's operations and supply chains.

We address these risks through practical actions intended to strengthen resilience across our business.



To learn more about Liberty and to view our Climate Risk & Resilience Report, aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework, click here:

[LIBERTY'S CLIMATE RISK & RESILIENCE REPORT \(TCFD-ALIGNED\) →](#)

CLIMATE RISK ANALYSIS

ENTERPRISE RISK INTEGRATION

Climate-related risks are considered as part of Liberty's existing enterprise risk management process, alongside other operational and financial risks.

FACILITY RISK SCREENING

We review facility locations and operating conditions to understand exposure to factors such as water stress and extreme weather.

SITE-SPECIFIC PREPAREDNESS PLANNING

Each facility maintains emergency response and business continuity plans that reflect local conditions and site-specific risks.

INSURANCE AND INCIDENT REVIEW

We review insurance information and past incidents to better understand where weather-related disruptions have occurred and where additional controls may be needed.

CROSS-FUNCTIONAL REVIEW

Climate-related risks and findings are discussed across operations, safety, and insurance teams to support consistent understanding and response.

RISK MITIGATION & MANAGEMENT

ENTERPRISE RISK ASSESSMENT

Climate-related considerations are included in Liberty's annual enterprise risk assessment to support planning and decision making.

INSURANCE STRATEGY

Property, casualty, and flood insurance coverage is maintained and reviewed to help manage financial exposure from physical risks.

SITE-LEVEL RISK MITIGATION

Preventative maintenance, infrastructure improvements, and other resilience measures are implemented where appropriate based on facility needs.

ONGOING REVIEW

Climate-related risks and mitigation actions are reviewed over time to reflect changes in operations, experience, and external conditions.



APPENDIX

GRI STANDARDS, SASB INDEX, AND REFERENCES





GRI STANDARD	GRI DISCLOSURE	DISCLOSURE REFERENCE OR RESPONSE
<p>Liberty Tire Recycling has reported the information cited in this GRI Content Index with reference to the Global Reporting Initiative (GRI) Standards, using GRI1: Foundation 2021, GRI 2: General Disclosures 2021, and GRI 3: Material Topics 2021, which are the most current versions of the GRI Universal Standards, together with the most recent versions of the applicable GRI Topic Standards identified in this index, for the reporting period January 1, 2025 through December 31, 2025.</p>		
GRI 2: General Disclosures (2021)	2-1 Organizational details	Who We Are & What We Do
	2-2 Entities included in the organization’s sustainability reporting	Introduction
	2-3 Reporting period, frequency and contact point	Introduction
	2-4 Restatements of information	No restatements of information
	2-5 External assurance	Introduction
	2-6 Activities, value chain and other business relationships	Who We Are & What We Do; Our Sustainable Services & Products; Operating Responsibly
	2-7 Employees	2025 Highlights; Valuing & Investing in Our Team
	2-8 Workers who are not employees	3,550 total workers (3,277 FTEs; 273 subcontractors)
	2-9 Governance structure and composition	Acquired by I Squared Capital in October 2025. Seven-member Board including CEO Thomas Womble. Charles Alutto serves as Chairman.
	2-11 Chair of the highest governance body	Charles Alutto
	2-12 Role of the highest governance body in overseeing the management of impacts	Introduction



GRI STANDARD	GRI DISCLOSURE	DISCLOSURE REFERENCE OR RESPONSE
	2-13 Delegation of responsibility for managing impacts	Sustainability led by SVP of Sustainability. KPIs reviewed quarterly with executive leadership and annually with the Board.
	2-14 Role of the highest governance body in sustainability reporting	Introduction
	2-15 Conflicts of interest	Operating Responsibly
	2-16 Communication of critical concerns	Concerns raised through internal channels and escalated as appropriate to senior leadership and the Board.
	2-17 Collective knowledge of the highest governance body	Executive leadership reviews sustainability performance quarterly.
	2-22 Statement on sustainable development strategy	Letter from the CEO; Letter from the SVP of Sustainability
	2-23 Policy commitments	Operating Responsibly
	2-24 Embedding policy commitments	Operating Responsibly
	2-25 Processes to remediate negative impacts	Operating Responsibly
	2-26 Mechanisms for seeking advice and raising concerns	Operating Responsibly
	2-27 Compliance with laws and regulations	Operating Responsibly



GRI STANDARD	GRI DISCLOSURE	DISCLOSURE REFERENCE OR RESPONSE
	2-28 Membership associations	NATIONAL ASSOCIATIONS Air and Waste Management Association (AWMA) American Iron and Steel Institute (AISI) American Sports Builders Association (ASBA) National Asphalt Pavement Association (NAPA) National Private Truck Council (NPTC) National Road Research Alliance (NRRRA) National Safety Council Recycled Materials Association (ReMA) 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)
	2-29 Approach to stakeholder engagement	Engagement through board meetings, planning sessions, site meetings, training, outreach, and regular communications.
	2-30 Collective bargaining agreements	13% of employees covered
GRI 3: Material Topics (2021)	3-1 Process to determine material topics	Our Approach to Sustainability
	3-2 List of material topics	Our Approach to Sustainability
	3-3 Management of material topics	Annual Sustainability Report
GRI 201: Economic Performance (2016)	201-2 Financial implications and other risks and opportunities due to climate change	Operating Responsibly
	201-3 Defined benefit plan obligations and other retirement plans	Valuing & Investing in Our Team



GRI STANDARD	GRI DISCLOSURE	DISCLOSURE REFERENCE OR RESPONSE
GRI 301: Materials (2016)	301-2 Recycled input materials used	Our Sustainable Products & Services
	301-3 Reclaimed products and their packaging materials	Our Sustainable Products & Services
GRI 302: Energy (2016)	302-1 Energy consumption within the organization	Environmental Stewardship
	302-2 Energy consumption outside of the organization	Environmental Stewardship
GRI 302: Energy 2016	302-3 Energy intensity	Environmental Stewardship
	302-4 Reduction of energy consumption	Environmental Stewardship
	302-5 Reductions in energy requirements of products and services	Environmental Stewardship
GRI 303: Water and Effluents (2018)	303-1 Interactions with water as a shared resource	Environmental Stewardship
GRI 304: Biodiversity (2016)	304-1 Operational sites owned, leased, managed in, or adjacent to protected areas	Two facilities within 10 miles of RAMSAR-designated areas
GRI 305: Emissions (2016)	305-1 Direct (Scope 1) GHG emissions	Environmental Stewardship
	305-2 Energy indirect (Scope 2) GHG emissions	Environmental Stewardship
	305-3 Other indirect (Scope 3) GHG emissions	Environmental Stewardship
	305-5 Reduction of GHG emissions	Environmental Stewardship
	305-7 Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Environmental Stewardship
GRI 306: Waste (2020)	306-1 Waste generation and significant waste-related impacts	Environmental Stewardship



GRI STANDARD	GRI DISCLOSURE	DISCLOSURE REFERENCE OR RESPONSE
	306-2 Management of significant waste-related impacts	Environmental Stewardship
	306-3 Waste generated	Environmental Stewardship
	306-4 Waste diverted from disposal	Environmental Stewardship
	306-5 Waste directed to disposal	Environmental Stewardship
GRI 401: Employment (2016)	401-1 New employee hires and employee turnover	Valuing & Investing in Our Team
GRI 403: Occupational Health and Safety (2018)	403-1 Occupational health and safety management system	Valuing & Investing in Our Team
	403-2 Hazard identification, risk assessment, and incident investigation	Valuing & Investing in Our Team
	403-3 Occupational health services	Valuing & Investing in Our Team
	403-4 Worker participation, consultation, and communication	Valuing & Investing in Our Team
	403-5 Worker training on occupational health and safety	Valuing & Investing in Our Team
	403-6 Promotion of worker health	Valuing & Investing in Our Team
	403-7 Prevention and mitigation of OHS impacts directly linked by business relationships	Valuing & Investing in Our Team
	403-8 Workers covered by an OHS management system	Valuing & Investing in Our Team
	403-9 Work-related injuries	Valuing & Investing in Our Team
	403-10 Work-related ill health	Valuing & Investing in Our Team



GRI STANDARD	GRI DISCLOSURE	DISCLOSURE REFERENCE OR RESPONSE
	306-2 Management of significant waste-related impacts	Environmental Stewardship
	306-3 Waste generated	Environmental Stewardship
	306-4 Waste diverted from disposal	Environmental Stewardship
	306-5 Waste directed to disposal	Environmental Stewardship
GRI 401: Employment (2016)	401-1 New employee hires and employee turnover	Valuing & Investing in Our Team
GRI 403: Occupational Health and Safety (2018)	403-1 Occupational health and safety management system	Valuing & Investing in Our Team
	403-2 Hazard identification, risk assessment, and incident investigation	Valuing & Investing in Our Team
	403-3 Occupational health services	Valuing & Investing in Our Team
	403-4 Worker participation, consultation, and communication	Valuing & Investing in Our Team
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	403-8 Workers covered by an OHS management system	Valuing & Investing in Our Team
	403-9 Work-related injuries	Valuing & Investing in Our Team
	403-10 Work-related ill health	Valuing & Investing in Our Team



GRI STANDARD	GRI DISCLOSURE	DISCLOSURE REFERENCE OR RESPONSE
GRI 404: Training and Education (2016)	404-1 Average hours of training per year per employee	Valuing & Investing in Our Team
	404-2 Programs for upgrading employee skills and transition assistance programs	Valuing & Investing in Our Team
GRI 413: Local Communities (2016)	413-1 Operations with local community engagement, impact assessments, and development programs	Supporting Communities Where We Live & Work
GRI 416: Customer Health and Safety (2016)	416-1 Assessment of the health and safety impacts of product and service categories	Our Sustainable Services & Products; Corporate Website
GRI 418: Customer Privacy (2016)	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Operating Responsibly



SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB) INDEX

The following table presents selected sustainability metrics aligned with the Sustainability Accounting Standards Board (SASB) Standards applicable to the Waste Management and Road Transportation industries for the reporting period January 1, 2025 through December 31, 2025. Metrics are based on SASB definitions.

SASB CODE(S)	METRIC (DISCLOSURE)	DATA / RESPONSE
IF-WM-110a.1; TR-RO-110a.1	Gross global Scope 1 greenhouse gas emissions and percentage covered under emissions regulations	51,204.58 mtCO ₂ e
IF-WM-110a.3; TR-RO-110a.2	Discussion of long- and short-term strategy to manage Scope 1 emissions, targets, and performance	Refer to Environmental Stewardship Section
IF-WM-130a.1	Total energy consumed, percentage grid electricity, percentage renewable	"133,937,514.51 Kilowatt-hours (kWh) 29% On-Grid Renewable 71% On-Grid Non-Renewable "
IF-WM-110b.1; TR-RO-110a.3	Total fuel consumed, percentage natural gas, and percentage renewable	48,335.6 MT; 15% Biodiesel; 10% Ethanol
IF-WM-110b.2	Percentage of alternative fuel vehicles in fleet	0%
IF-WM-110a.2	Total landfill gas generated, percentage flared, and percentage utilized for energy	Not applicable
IF-WM-120a.1; TR-RO-120a.1	Air emissions of NO _x , SO _x , VOCs, particulate matter, and hazardous air pollutants	NO _x : 411 MT; SO _x : 82 MT
IF-WM-120a.2	Number of facilities located in or near areas of dense population	17 facilities
IF-WM-120a.3	Number of air quality non-compliance incidents	0 Incidents
IF-WM-320a.1; TR-RO-320a.1	Total recordable incident rate (TRIR), fatality rate, and near-miss frequency	TRIR: 2.52; Fatality Rate: 0; Near Miss: 0.97
IF-WM-320a.3; TR-RO-540a.1	Number of road accidents and incidents	PVAR: 0.76
TR-RO-320a.2	Voluntary and involuntary employee turnover rate	31% Voluntary; 11% Involuntary; 42% Total
TR-RO-320a.3	Description of approach to managing driver health and safety risks	Refer to Fleet Safety Section
IF-WM-150a.1	Total toxic release inventory (TRI) releases and percentage to water	0 Kg
TR-RO-540a.3	Number and total volume of spills and releases	0 Spills
IF-WM-150a.2	Description of corrective actions taken to address landfill releases	0 Corrective Actions
IF-WM-150a.3	Number of environmental non-compliance incidents	2 Non-Compliance Incidents



SASB CODE(S)	METRIC (DISCLOSURE)	DATA / RESPONSE
IF-WM-420a.1	Waste incinerated, percentage hazardous, and percentage with energy recovery	0 MT
IF-WM-420a.2	Percentage of customers receiving recycling and composting services	70% recycling services; 30% recycled products
IF-WM-420a.3	Amount of material recycled, composted, and converted to energy	Recycled: 1,773,357.84 MT; Composted: 0; Energy: 0
IF-WM-420a.4	Amount of electronic waste collected and recycled	0.8 MT
IF-WM-310a.1	Percentage of employees covered under collective bargaining agreements	13%
IF-WM-310a.2	Number of work stoppages and total days idle	0 Work Stoppages, 0 Days
TR-RO-130a.1	Energy consumed per vehicle mile traveled	6.86 MPG (Miles Per Gallon)
TR-RO-510a.1	Total monetary losses as a result of legal proceedings associated with competition regulations	Liberty Tire Recycling is a privately held company and as such, this information not disclosed.
IF-WM-000.A	Number of customers served	59,747 Customers
TR-RO-000.A	Total vehicle miles traveled	23,524,998 Miles



REFERENCES

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1 U.S. Tire Manufacturers Association. (2024). 2023 End-of-Life Tire Management Report (p. 6). Retrieved from <https://www.ustires.org/2023-elt-tire-report-page>

2 American Cement Association. (2025, August 7). Scrap tire use in cement kilns: Industry information provided to the U.S. Environmental Protection Agency. https://docs.publicnow.com/viewDoc?filename=139931%5CEXT%5C7C1AEA02E63D6D12D73265099685219002DD662B_3DB656A065CC8B7CBC9ED5ED6A893179F793CE32.PDF

DISCLAIMER

Environmental statements in this report are intended to be accurate and not misleading; where context matters, statements should be read with accompanying definitions, assumptions, and limitations.

Forward-looking statements: This report includes goals/targets based on current expectations and assumptions; they are not guarantees and actual outcomes may differ.

Data limitations: Some figures are estimates and may change as methodologies and data availability evolve; this report is not externally assured.