



Rumpke Waste & Recycling

2025 Sustainability Report

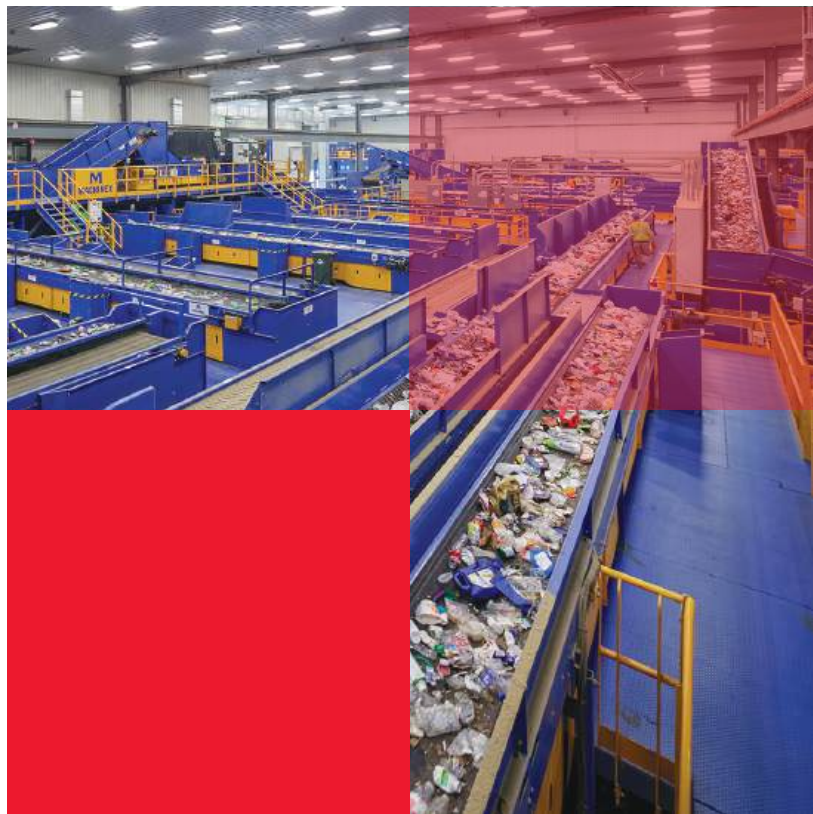
RUMPKE®

TABLE OF CONTENTS

Letter from the CEO	3	Risk Management–Cyber Security	13
Rumpke Core Values & Mission	4	Sustainability Strategies	14
Award-Winning Leaders, Strategy & Service	4	Economic & Environmental Sense: Rumpke’s Role in the Circular Economy	18
Business Overview	5	Fiscal Strength	20
Rumpke Area Map	6	Team Up to Green Up: Employee Engagement Health & Safety	20
Rumpke Locations List	8	Stories in Sustainability	23
Governance	10	Community Engagement	25
Rumpke Executives	11	Innovation	29
Commitment to Sustainability	12	A Greener Future: 2025-2030 Outlook	30

“Sustainability has always been a cornerstone here at Rumpke. For Rumpke it means how we can help our customers reduce the amount of material going to landfills and get that material into a recycled state to be made back into products that we touch every day. Sustainability is also about how we do business from our employees to equipment to the buildings and properties where we operate its always apart of what helps us make decisions about our business.”

– Jeff Snyder, Senior Vice President Recycling & Sustainability



LETTER FROM RUMPKE WASTE & RECYCLING'S CEO

Long before sustainability was a buzzword, and sustainability objectives and reports were written, Rumpke was inventing sustainable solutions. We nurtured the belief that almost everything has value. Four generations of the Rumpke family have dedicated their livelihoods to developing solutions that give the waste that all of us produce greater purpose, whether through reuse, re-invention or recycling.

I am honored to tell you that Rumpke has only just begun to make its mark on sustainability. We remain committed to the objective that started our business nearly 100 years ago. That mission is to identify and implement practical solutions that provide not just environmental, but also economic benefit today and for years to come.

This report provides readers a glimpse into the world of waste management and solidifies concrete hope in the future of sustainability. As one of the largest waste and recycling service providers in North America, we bear our responsibility with pride and a steadfast determination to leave this world better than we found it.

Join us on this journey as we share how the world's newest resources are made from the items we used to throw away.

– Bill Rumpke Jr., President & CEO





RUMPKE CORE VALUES & MISSION

Rumpke’s core values of teamwork, quality, perseverance, growth and responsibility have driven company success for nearly 100 years. Our core values not only provide a guide for daily decisions, but also the framework for strategic planning to achieve our mission of delivering exceptional waste and recycling solutions to our customers and communities through a commitment to safety, service, the environment and the growth of our people.

AWARD-WINNING LEADERS, STRATEGY & SERVICE

Rumpke has a long-standing tradition of celebrating achievements, growth and the professionals who help make it all happen. This year was filled with progress worth recognizing.

- Rumpke secured its place among Deloitte Private and The Wall Street Journal’s US Best Managed Companies list for the fifth consecutive year.
- President & CEO Bill Rumpke Jr. was inducted into the National Waste & Recycling Association Hall of Fame.
- President Emeritus William J. Rumpke Sr. was honored with the Carl H. Lindner Award for entrepreneurial and civic spirit.
- Rumpke continued to climb the Deloitte Cincinnati 100, a ranking of the 100 leading private companies in Cincinnati. The rankings are based on annual revenue, and Rumpke ranked 14, up from 17 in 2023.
- Rumpke took home a Smart Business Pillar Award for community service.
- Rumpke’s communications team earned three Cincinnati Public Relations Society of America Blacksmith honors for social media campaigns, event planning and promotion and internal communications.
- In 2024 Rumpke ranked as the 10th largest waste and recycling firm in the country.
(<https://www.wastetodaymagazine.com/> “Peak Performance” Published July 25, 2024).
- Rumpke ranked as having the 8th largest sanitation vehicle fleet in the country.
(<https://www.fleetowner.com/> “FleetOwner 500: Top 10 private sanitation fleets” Published Aug. 22, 2024).
- Rumpke boasted the 6th most landfills in the United States.
(<https://www.statista.com/>: “Market share of the landfill volume managed in the United States as of 2024, by company).

BUSINESS OVERVIEW



Rumpke Waste & Recycling is one of the largest waste and recycling firms in the United States.

The family-owned company began in 1932, when William F. Rumpke operated a coal and junkyard business in Carthage, Ohio. The business later transitioned into a hog farm. As the years passed, William and his brother Bernard converted their hog farm into a trash collection business and created the company's first landfill. Today, the company is managed by William Rumpke's grandson, President & CEO William Rumpke Jr., alongside his brothers, Presidents Jeff and Andrew, an outside board of directors and a corporate management team.

Over the years, Rumpke has increased its service area to become one of the largest, privately-owned waste and recycling service providers in the nation. Rumpke continues to grow through acquisitions, organic opportunities and investments in technology. Today, the company owns or operates 16 landfills and 16 recycling centers, serving customers throughout Ohio, Kentucky, Indiana, Illinois and West Virginia.










































































































With a fleet of more than 2,600 hauling vehicles and a workforce of approximately 4,200 employees, Rumpke is a leader in environmental solutions. Rumpke services more than 2 million residential and commercial customers, and nearly 500 municipal contracts daily.

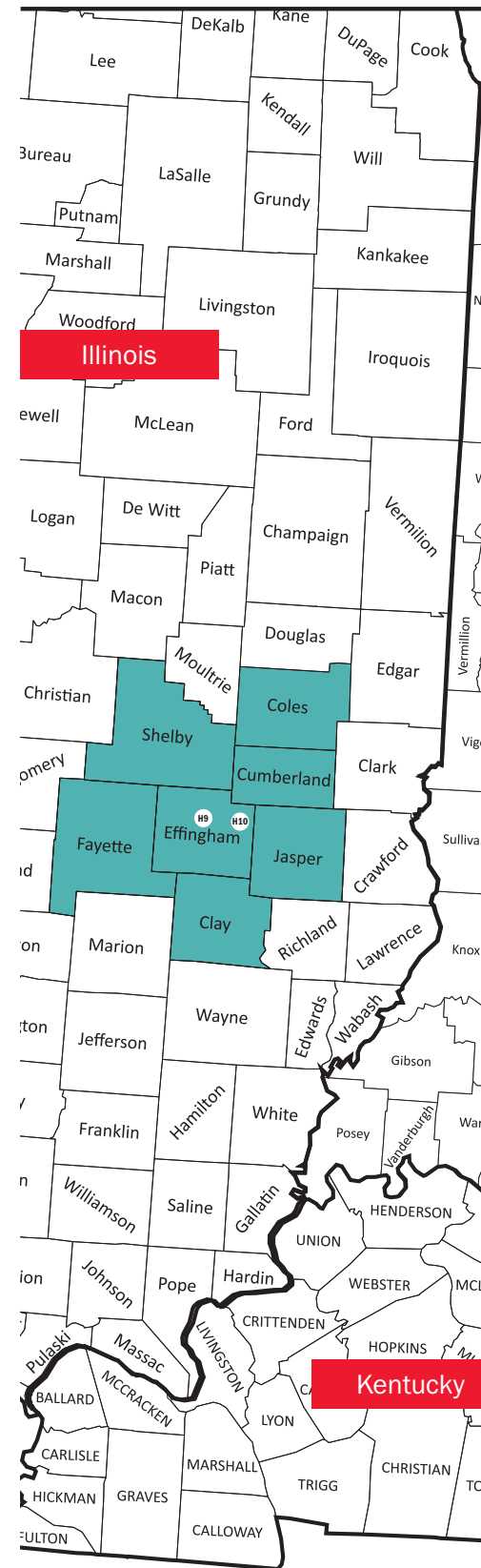
In my role, sustainability is making and promoting choices today that reduce the negative impact on future generations. Guiding our team and our customers toward doing the right thing even when it costs a little more or takes a little more time - investing in the ability of future generations to have a better quality of life.

- Josh Baur, East Area Customer Service Manager



RUMPKE AREA MAP

East Area	Cleveland	A1	Mansfield	   
		A2	Cleveland	   
		A3	Lake County	
		A4	Medina County	 
		A5	Akron	 
	Columbus	B1	Circleville	  
		B2	Columbus	   
		B3	Crawford County	
		B4	Lima	 
		B5	Delaware	
		B6	Findlay	
		B7	Sandusky	 
	Dayton	C1	Dayton	    
		C2	Georgetown	  
	Waverly	D1	Wellston	 
		D2	Ironton	 
		D3	Chillicothe	
		D4	Waverly	 
		D5	Boyd County	
		D6	Athens Hocking	 
		D7	Meigs County	
		D8	Zanesville	 
West Area	Bluegrass	E1	Butler	  
		E2	Mt. Sterling	  
		E3	Leslie County	
		E4	Knott County	
		E5	Magoffin County	
		E6	Garrard County	 
		E7	Covington	 
		E8	Scott County	 
		E9	Fayette County	
	Cincinnati	F1	RSL—Colerain Township	   
		F2	St. Bernard/Elmwood	  
		F3	Hamilton	
		F4	Norwood	
		F5	New Miami	
		F6	Bond Rd	 
	Greenville	G1	Greenville	 
		G2	Richmond	
		G3	Henry County	  
	Louisville	H1	Columbus, IN	   
		H2	Medora	   
		H3	Louisville	   
		H4	Hardin County	
		H5	Carrollton	
		H6	Orange County	
		H7	Greene County	
		H8	Monroe County	  
		H9	Effingham County Landfill	  
		H10	Effingham	



RUMPKE LOCATIONS

CORPORATE

RUMPKE CORPORATE HEADQUARTERS

3990 Generation Drive
Cincinnati, OH 45251

RUMPKE HYDRAULICS

3963 Kraus Lane
Hamilton, OH 45014

RUMPKE REGIONAL ACCOUNTS GROUP

3990 Generation Drive
Cincinnati, OH 45251

THE WILLIAM-THOMAS GROUP

3990 Generation Drive
Cincinnati, OH 45251

INDIANA

BARTHOLOMEW COUNTY LANDFILL

811 East County Road
450 South
Columbus, IN 47201

COLUMBUS TRUCK DEPOT

1950 West Tellman Road
Columbus, IN 47201

GREENE COUNTY TRANSFER STATION

630 Harvest Church Road
Bloomfield, IN 47424

HENRY COUNTY LANDFILL

3450 S. Spiceland Road
New Castle, IN 47362

MEDORA LANDFILL & RECYCLING

546 South County Road
870 West
Medora, IN 47260

MONROE COUNTY RESOURCE RECOVERY FACILITY

5220 South Production Drive
Bloomington IN 47403

ORANGE COUNTY TRANSFER STATION

1630 N County Road
275 W. Paoli, IN 47454

ILLINOIS

EFFINGHAM DISTRICT OFFICE & LANDFILL

1713 S Willow Street
Effingham, IL 62401

EFFINGHAM COUNTY TRANSFER STATION

2184 N 300th Street
Mason, IL 62443

KENTUCKY

BOYD COUNTY SANITARY LANDFILL

1837 River Cities Drive
Ashland, KY 41102

CARROLLTON HAULING DEPOT

450 Ladder Lane
Carrollton, KY 41008

CENTRAL KENTUCKY RECYCLING

847 Angliana Avenue
Lexington, KY 40508

COVINGTON HAULING, MAINTENANCE & TRANSFER STATION

4399 Boron Drive
Covington, KY 41015

BLUEGRASS REGION SALES OFFICE & WELD SHOP

980 Helen Ruth Drive
Covington, KY 41017

GARRARD COUNTY TRANSFER STATION

275 Hanging Fork Road
Lancaster, KY 40444

GARRARD COUNTY TRUCK DEPOT

172 Chenault Bridge Road
Lancaster, KY 40444

HARDIN COUNTY DISTRICT OFFICE

2201 South Dixie Highway
Elizabethtown, KY 42701

KNOTT COUNTY TRANSFER STATION

256 Transfer Station Road
Hindman, KY 41822

LESLIE COUNTY TRANSFER STATION

583 Detention Road
Hyden, KY 41766

LOUISVILLE DISTRICT OFFICE

1101 West Oak Street
Louisville, KY 40210

MAGOFFIN COUNTY TRANSFER STATION

460 Kentucky Street
Salyersville, KY 41465

MONTGOMERY COUNTY LANDFILL

30 Larison Road
Jeffersonville, KY 40337

MT. STERLING DISTRICT OFFICE

268 Midland Trail
Mt. Sterling, KY 40353

PENDLETON COUNTY LANDFILL

1374 Bryan-Griffin Road
Butler, KY 41006

SCOTT COUNTY TRANSFER STATION

245 West Yusen Drive
Georgetown, KY 40324

OHIO

AKRON RECYCLING FACILITY

2330 Romig Road
Akron, OH 44320

ATHENS-HOCKING LANDFILL

17970 Diamond Brick Road
Nelsonville, OH 45764

BEECH HOLLOW LANDFILL

28 AW Long Road
Wellston, OH 45692

BOND ROAD LANDFILL

11425 Bond Road
Harrison, OH 45030

BROADVIEW HEIGHTS TRANSFER STATION

9191 Postal Drive
Broadview Heights, OH 44147

BROWN COUNTY LANDFILL

9427 Beyers Road
Georgetown, OH 45121

CHILlicothe RECYCLING & TRANSFER

990 Eastern Avenue
Chillicothe, OH 45601

CINCINNATI PORTABLE RESTROOMS & INDUSTRIAL EQUIPMENT SERVICE CENTER (IESC)

4932 Beech Street
Cincinnati, OH 45212

CINCINNATI RECYCLING

5535 Vine Street
Cincinnati, OH 45217

CIRCLEVILLE DISTRICT OFFICE

819 Island Road
Circleville, OH 43113

CIRCLEVILLE TRANSFER STATION

21955 Hassel Drive
Circleville, OH 43113

CLEVELAND DISTRICT OFFICE

3131 East Royalton Road
Broadview Heights, OH 44147

COLUMBUS DISTRICT OFFICE

1191 Fields Avenue
Columbus, OH 43201

CRAWFORD COUNTY LANDFILL

5128 Old Lincoln Highway
Bucyrus, OH 44820

DAYTON DISTRICT OFFICE

3975 Wagner Ford Road
Dayton, OH 45414

DAYTON HAULING OFFICE

1932 East Monument Avenue
Dayton, OH 45402

DAYTON RECYCLING

1300 East Monument Avenue
Dayton, OH 45402

DELAWARE COUNTY TRANSFER STATION

888 U.S. 42
Delaware, OH 43015

DELAWARE HAULING OFFICE & DEPOT

487 London Road
Delaware, OH 43015

ELMWOOD PLACE RECYCLING CENTER

5636 Vine Street
Cincinnati, OH 45218

FINDLAY TRUCK DEPOT

431 Prospect Avenue
Findlay OH 45840

GREENVILLE TRANSFER STATION & TRUCK DEPOT

5474 Jaysville Saint Johns Road
Greenville, OH 45331

HAMILTON TRANSFER STATION

1000 N 3rd Street
Hamilton, OH 45011

HARVARD AVENUE TRANSFER STATION

3227 Harvard Avenue
Newburgh Heights, OH 44105

LAKE COUNTY SOLID WASTE FACILITY

2039 Blase Nemeth Road
Painesville, OH 44077

LIMA TRANSFER STATION

1400 South Metcalf Street
Lima, OH 45804

MANSFIELD DISTRICT OFFICE

2175 Stiving Road
Mansfield, OH 44903

MEDINA COUNTY RECYCLING & TRANSFER FACILITY

8700 Lake Road
Seville, OH 44273

MEIGS COUNTY TRANSFER STATION

34878 Rockspring Road
Pomeroy, OH 45769

NELSONVILLE HAULING DEPOT

17970 US-33
Nelsonville, OH 45764

NOBLE ROAD LANDFILL

170 Noble Road East
Shiloh, OH 44878

OHIO VALLEY DISTRICT OFFICE

190 Private Drive
1533 County Road 1A
Ironton, OH 45638

PIKE SANITATION LANDFILL

11775 State Route 220
Waverly, OH 45690

RICHLAND COUNTY RECYCLING & TRANSFER FACILITY

621 Newman Street
Mansfield, OH 44902

RUMPKE CONTAINER STORAGE & MAINTENANCE FACILITY

321 Dering Avenue
Columbus, OH 43207

RUMPKE EAST AREA OFFICE

476 East 5th Avenue
Columbus, OH 43201

RUMPKE RECYCLING & RESOURCE CENTER

1190 Joyce Avenue
Columbus, OH 43219

RUMPKE SANITARY LANDFILL

3800 Struble Road
Cincinnati, OH 45251

RUMPKE WEST AREA OFFICE

10795 Hughes Road
Cincinnati, OH 45251

SANDUSKY DISTRICT OFFICE

330 Elm Street
Clyde, OH 43410

TIRE RECYCLING CENTER

3851 South Street
Hamilton, OH 45011

ZANESVILLE TRANSFER STATION

2179 Adamsville Road
Zanesville, Ohio 43701

GOVERNANCE

Rumpke Waste & Recycling is a private, family-owned company. Rumpke's corporate governance processes and procedures include various levels of authority by management position and area.

The chain of authority begins with Rumpke's President & CEO, whose actions are overseen by Rumpke's Board of Directors. Then, authority is assigned down to the Chief Financial Officer, Chief Legal Officer, Presidents and Senior Vice Presidents. Rumpke's two Presidents each oversee four Regions, which are led by their respective Vice Presidents and Region Vice Presidents.

Presidents also direct their area teams, which include finance, communications, human resources, maintenance, engineering, safety, sales, customer service and public affairs managers. The Presidents overseeing Rumpke's two areas are incentivized for achieving objectives relating to corporate governance, including involvement in acquisitions, public relations and other scenarios where they act as representatives of Rumpke.

Rumpke's corporate senior vice presidents (SVP), who report to the CEO, help oversee the area managers. Rumpke SVPs direct and manage communications, sales, hauling, recycling and sustainability, information technology, business development, human resources, environmental affairs and engineering. Corporate governance includes responsibilities conveyed in writing as well as those conveyed by role. Incentives are clearly defined in annual plans; progress is measured, and objectives are adjusted accordingly.

The shareholders of the company are family members. The group meets quarterly to review company results, capital projects, acquisitions, etc. The outside Board meets quarterly as well to review these same details. A quarterly board report is compiled, presented and submitted for approval by both the Chief Executive Officer and Chief Financial Officer.

Governance is part of every level of the business. Compliance with safety, finance, tax, employment and environmental law is key to Rumpke's success. Rumpke's internal legal and safety team conducts and reports on audits for drivers, operations, facilities, training and contracts. Meanwhile, Rumpke's engineering and landfill groups conduct internal site audits for all landfills, transfer stations and facilities. They report on findings and action steps regularly. Compliance records are kept in an internal database. A compliance tracker and inspection reporting are required at regular intervals and are tied to annual objectives.

Customer service is surveyed; calls are recorded and evaluated. Rumpke has an internal financial audit committee that visits various locations and reports on any risks or compliance issues. All these reports are shared in monthly and quarterly operating reviews. Outside firms are also engaged for required auditing and reporting services and to assist in business decision-making and provide reliable data.

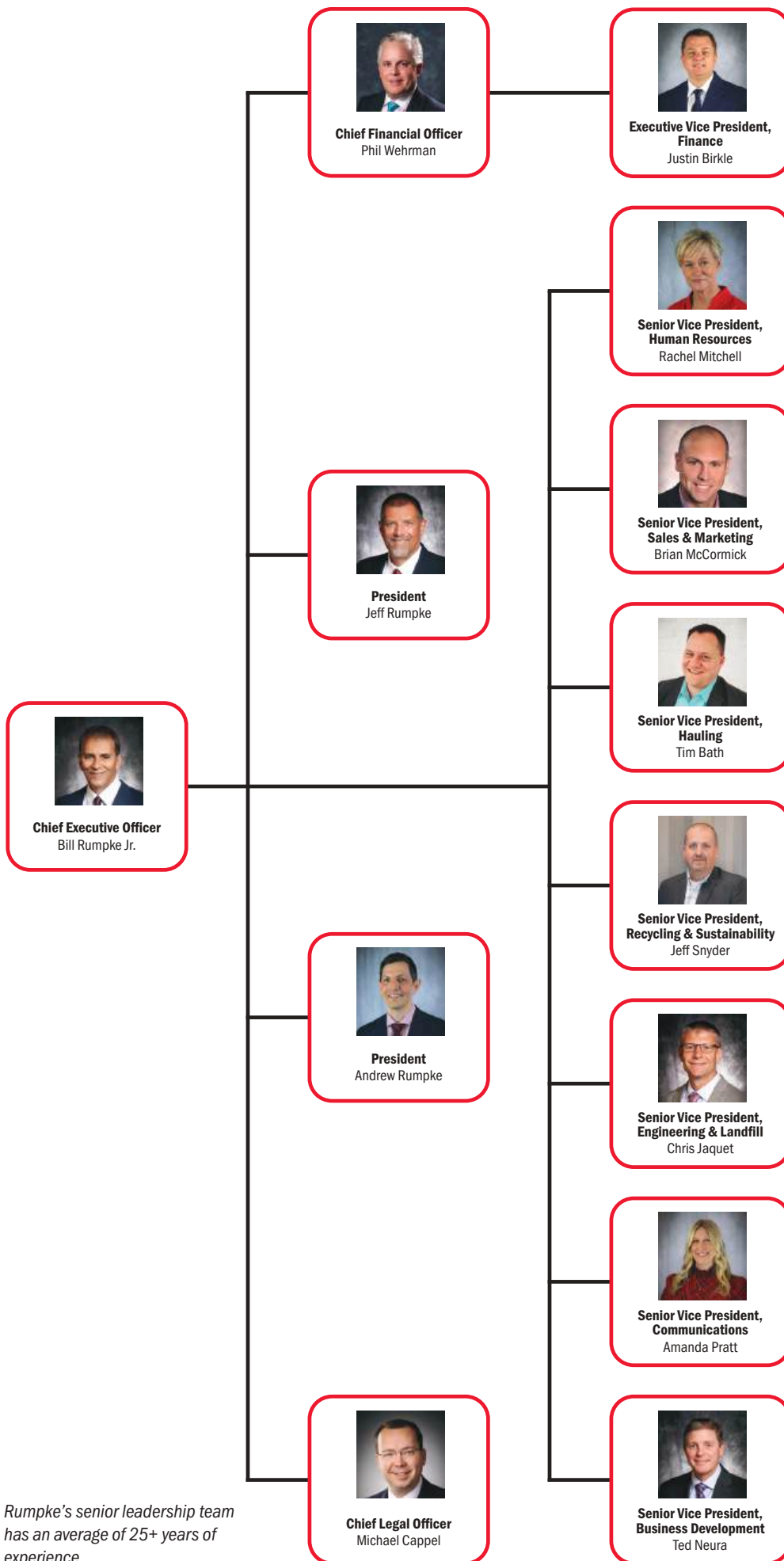
As an environmental and transportation company, Rumpke is highly regulated by external agencies, and the results of inspections and compliance are included in public records. Rumpke is regulated by the Department of Transportation, Occupational Safety and Health Administration, state and federal Environmental Protection Agencies, local health departments and the Equal Employment Opportunity Commission, just to name a few.



Rumpke Board of Directors

- Jeff Rumpke, *Chairman of the Board*
- Andrew Rumpke
- Bob Hoeweler
- John Domaschko
- Steve Sargent

RUMPKE EXECUTIVES



Rumpke's senior leadership team has an average of 25+ years of experience.



COMMITMENT TO SUSTAINABILITY

Rumpke works with businesses, industries, residents, communities and municipalities to start and sustain successful waste diversion and recycling programs.

Rumpke's first recycling location was established in 1941 in Southwestern Ohio. The operation was primitive compared to today's recycling technologies, and consisted mostly of manual sorting. In 1989, Rumpke purchased a recycling operation in Pickaway County, Ohio. This purchase—which marked the start of Rumpke's official recycling division—was followed by a second recycling operation in Cincinnati in 1991.



Dual-stream facilities opened in Columbus and Dayton, Ohio, Louisville and Ashland, Ky., and Indianapolis, Ind., throughout the 1990s. The facilities met a critical demand for communities seeking to divert material from landfills. As the recycling industry grew, Rumpke remained at the forefront and continued investing in the latest technologies. Today, Rumpke provides the regional framework necessary to serve residential, commercial and industrial customers.



Rumpke owns and operates three of the most advanced recycling facilities in the nation, including a facility in Columbus, Ohio, a glass processing site in Dayton, Ohio and a facility in Cincinnati. These advanced facilities make Rumpke a regional recycling leader. Via positive negotiations, Rumpke has secured long-term and strategic marketing agreements with regional, domestic manufacturers that purchase recyclables for use as raw materials. More than 80% of the materials Rumpke processes are sent to manufacturers within Rumpke's service footprint, creating jobs and fueling the circular economy.

Rumpke offers complete environmental solutions including much more than earth-friendly disposal and recycling services. Rumpke services also include composting (where available), construction recycling and e-waste and universal waste hauling options for recycling.



Rumpke is even making a difference at its landfills. At Rumpke Sanitary Landfill, near Cincinnati, the company recovers landfill gas and converts it into clean natural gas, enough to serve more than 30,000 homes on a daily basis. The operation is the largest landfill gas to direct pipeline energy system in the world, and it's been in operation since 1986.

Rumpke also boasts landfill gas to energy systems at the following locations with two additional plants under construction:

- Boyd County, Ky. Sanitary Landfill
- Brown County, Ohio Landfill
- Noble Road Landfill near Mansfield, Ohio
- Montgomery County, Ky. Landfill
- Pendleton County, Ky. Landfill
- Medora, Ind. Landfill

In all, these landfill gas recovery systems provide enough energy for 70,000 homes and businesses.

Rumpke also works to make sustainability common practice throughout company operations by educating employees and implementing practices to conserve water, construction materials and fuel.

Today, Rumpke recycles about two million tires annually, beneficially reusing them as drainage layers or separation barriers for landfills. In 2011, the firm opened compressed natural gas filling stations and began a pilot program to run garbage trucks on green energy. Rumpke's compressed natural gas fleet has grown to about 700 vehicles. Compressed natural gas fueling stations can be found at Rumpke's Cincinnati, Columbus and Dayton, Ohio, locations as well as at its site in Louisville, Ky.

Being transparent with our team, customers and community is paramount. Rumpke works hard to make community outreach and education a part of our solutions.

With this in mind, thousands of visitors tour Rumpke sites each year to learn more about proper waste and recycling practices and environmental protection.

RISK MANAGEMENT—CYBER SECURITY

Technology and cyber security threats are ever-evolving, and nothing is more important than the safety and security of personal information. Rumpke's team is staying abreast of trends and is constantly using and adapting best practices in technology to protect our team and customers from attack.

Cyber Practices & Policies

Rumpke models its program on published cybersecurity guidance, including the NIST Cybersecurity Framework: Identify, Protect, Detect, Respond and Recover

- **IDENTIFY**—Asset management, vulnerability scanning, risk assessment and network discovery
- **PROTECT**—Firewalls, VPN, multi-factor authentication (MFA), endpoint protection, data loss prevention, encryption and patch management
- **DETECT**—Security information and event management (SIEM), intrusion detection/prevention (IDS/IPS), endpoint detection and response (EDR) and network traffic analysis
- **RESPOND**—Incident response platform, ticketing system, secure communication tools, backup and recovery tools
- **RECOVER**—Backup and recovery tools, disaster recovery tools, configuration management, business continuity planning

Safeguards

Rumpke employs several technologies and processes to keep its assets secure. These safeguards include multi-factor authentication, ongoing back-up and continuity solutions and 24/7 cybersecurity monitoring.

Employee Training

Annual cybersecurity training is required for Rumpke PC users. The training's focus is phishing awareness. In 2024, training participation was nearly 100%.

External Cybersecurity Partnerships

Rumpke leverages many partners as a part of our cyber security program. Partners provide technology, expertise, monitoring and business continuity solutions.

Information Technology drives sustainability by reducing environmental impact through e-waste management, cloud computing and energy-efficient hardware—conserving energy and cutting emissions.

— Brandon Yanke, IT Support Manager

SUSTAINABILITY STRATEGIES



HAULING

Green Miles

When it comes to hauling, Rumpke focuses on earth-friendly efficiency. Achieving that goal means we are constantly looking for ways to make every mile greener.

Rumpke ended 2024 with more than 2,500 routed trucks, and of those, around 700 are compressed natural gas (CNG) vehicles, which is 28% of our fleet. These vehicles are not only quieter and easier to maintain, but they also reduce air emissions by as much as 30%. Our goal is to make 50% of our fleet CNG within the next five years. To achieve this, Rumpke plans to add about 100 CNG trucks a year to its fleet.



Over the next two years, Rumpke is planning to add six more CNG fueling stations to serve its growing green fleet. In 2024, Rumpke partnered with energy companies to operate five CNG fueling stations at its locations in Cincinnati, Dayton, Lima and Columbus, Ohio and Louisville, Ky. At Rumpke's Cincinnati hauling operation, about 400 trucks are fueled with natural gas coming from Rumpke Sanitary Landfill. These are garbage trucks that run on garbage!

Running Routes with Max Efficiency

In 2024, Rumpke audited 3,577 route days, resulting in \$556,349 in annualized savings. Rumpke's continuous efforts to optimize routes ensure reduced fuel usage, and emissions, making a significant impact on our hauling operation's carbon footprint.



Scrapping Resources

Nothing goes to waste at Rumpke. We scrap around 1,200 metal containers a year, saving about a quarter of a million pounds of steel. Rumpke also scraps every decommissioned truck. In 2024, we scrapped more than 200 trucks, generating about 360,000 pounds of metal for recycling. Rumpke ordered 123,321 trash and recycling carts in 2024. Each cart is made from 20% recycled plastic, and we recycle any carts or bins that are out of service.



RECYCLING

Tons of Impacts

Rumpke has been finding ways to recycle since 1932, when we removed rags, glass and metals from the recycling stream for reuse. Today, Rumpke is one of North America’s leading recyclers with a network of 16 recycling facilities spanning three states, including three industrial recycling facilities, a one-of-a-kind glass processing facility, as well as the nation’s largest and fourth largest material recovery facilities located in Columbus, Ohio, and Cincinnati, respectively.

In 2024, Rumpke processed about 635,000 tons, or 1.3 billion pounds, of recycling from residential, municipal, commercial and industrial accounts. To accomplish this, Rumpke achieved an 89.25% overall recovery rate. We did this through investment in innovation and expansion of acceptable recyclable items. In 2021, Rumpke made polypropylene tubs acceptable, in 2023, Rumpke made aluminum, paper and plastic cups acceptable, and in 2024, Rumpke began accepting thermoform clamshell containers throughout Central, Southeast and Northern Ohio.



TONNAGE GROWTH TREND					
Total Sold Tons					Budget
2020	2021	2022	2023	2024	2025
468,810	510,401	516,870	579,489	634,610	633,437

A Hefty Lift

Rumpke entered year two of its partnership with Dow and Hefty ReNew, a program designed to allow residents and commercial customers to recycle hard-to-recycle plastics by placing them in orange Hefty ReNew bags collected and sorted by Rumpke and shipped to Hefty’s end users. In all, Rumpke processed more than 70,000 pounds of material.



Building Better Recycling

Rumpke’s mission is to grow accessibility and trust in recycling. In 2024, Rumpke continued to do just that. Rumpke invested \$106 million to build North America’s largest material recovery facility, The Rumpke Recycling & Resource Center in Columbus, Ohio. Opening in August 2024, the 235,000 square foot facility boasts the nation’s largest tipping floor, a commercial tip floor, a material auditing area, 19 optic sorters, six AI units, ballistics and trommels capable of processing 60-70 tons per hour with a 97% uptime and a 99% recovery rate.



The Rumpke Recycling & Resource Center also features a one-of-a-kind Rumpke Education Center. It’s a 3,000 square foot interactive space designed by Rumpke and the Center of Science & Industry (COSI). Exhibits walk visitors through the recycling process from point of product purchasing, to recycling at home, to the sorting process at the material recovery facility and finally, to material reuse to manufacture new products.



SUSTAINABILITY STRATEGIES

RECYCLING CONTINUED

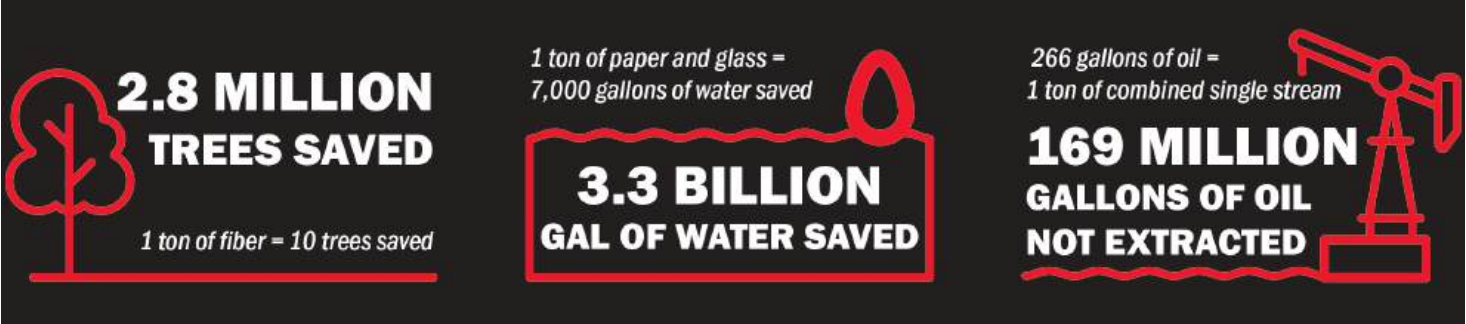
Innovation also occurred at Rumpke Recycling Cincinnati with the installation of new X-ray technology to identify batteries and other flammable items in the recycling stream. The Visia system is about 92.4% accurate, detecting an average of 105 hazards daily, including batteries and tanks. The team has been able to safely remove about 75% of the detected hazards.

Rumpke added several new recycling facilities to its network, including facilities in Clyde and Akron, Ohio, Monroe, Ind., and Effingham, Ill.

Growing The Base

We added nearly 3,700 new residential subscription recyclers during 2024, bringing the total number of residential subscription customers to nearly 150,000 accounts.

Throughout 2024, Rumpke added almost 35,000 non-subscription recycling accounts through 23 new municipal contracts. The Rumpke team also re-signed 85 municipal contracts to longer terms.



LANDFILL

Trashing the Idea that Landfills Don't Boost Sustainability

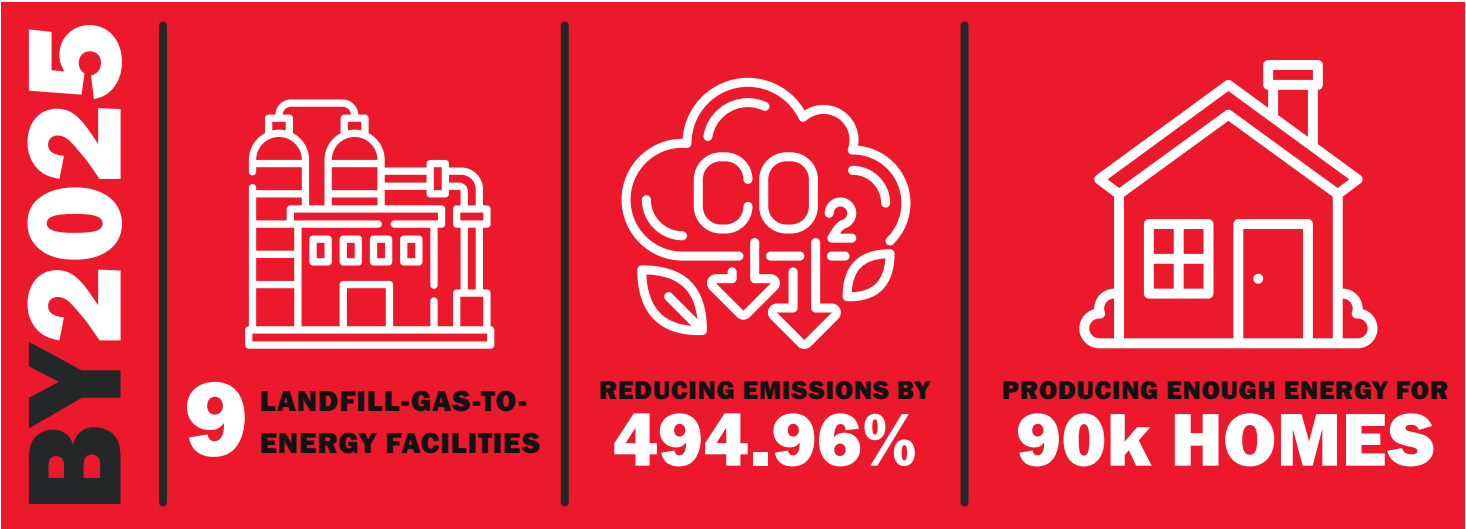
Green Energy

Rumpke operates 16 landfills and currently has more than 300 million cubic yards of permitted disposal capacity. At each of Rumpke's operations, sustainability, recycling and reuse are top of mind and an integral part of daily and long-term planning.

Landfill gas recovery is a major focus for Rumpke. As trash decomposes, it releases methane and must be managed. Since 1986, when Rumpke was among the first in the country to build a landfill gas recovery system at Rumpke Sanitary Landfill in Cincinnati, Rumpke has partnered to build six landfill gas-to-energy systems throughout its landfill network. The systems are built in collaboration with Montauk, bp Archaea, Eastern Kentucky

Power Cooperative, EDL, and Opal. These facilities provide enough energy for more than 60,000 homes daily. Rumpke opened its seventh plant at its Montgomery County Landfill in 2024 and began construction on two additional plants, one at the Beech Hollow Landfill in Wellston, Ohio, and the other at the Pike Sanitation Landfill in Waverly, Ohio. These efforts serve to reduce greenhouse gases and mitigate landfill odors.

In all, Rumpke gas recovery systems include an intricate system of several hundred gas collection wells. About 300 of these use automated wellhead technology that utilizes solar power and further reduces emissions.



Down to the Last Drop

Being a recycling company since day one, Rumpke has strived to implement the best recycling practices at its landfills. Miles and miles of landfill pipes are used to move stormwater, gas and wastewater. Much of that pipe is provided by ADS (Advanced Drainage Systems) in Hilliard, Ohio. ADS uses Rumpke's processed HDPE (High Density Polyethylene) to make new drainage pipe—some of the very pipes we use in our landfills.

Water that does not encounter waste in our landfills is also conserved. Stormwater is directed to sediment basins. The water from our sediment basins is used year-round to water down access roads and reduce dust.



At most landfills, our wheel washes are customized with water reuse systems to constantly clean and re-clean used water from the wash system to minimize new water usage. These water reuse systems conserve millions of gallons of water annually.



Modern landfill construction considers the impact on the surrounding environment, including wetlands. Rumpke maintains 22.17 acres of wetlands, in addition to past wetlands projects that no longer require monitoring. Today, Rumpke constructs wetlands by purchasing wetland credits from a “bank,” and in 2024, Rumpke purchased more than \$3 million in wetland credits.

An EnTIREly Different Approach

Today's landfill construction requires a specific liner system complete with separation barriers and drainage. Annually, Rumpke processes about two million tires and creates 2-inch by 2-inch shreds that are used for landfill construction. During 2024, Rumpke used about 50 tons of processed tires for landfill construction.



Getting Scrappy

Like the hauling line of business, the landfill line of business does a bit of scrapping of its own. All the parts that Rumpke uses on its dozers, dump trucks, tractors and water wagons are scrapped for recycling.

As Senior Area Engineer, sustainability is ensuring an environmentally and economically responsible solution for long-term disposal of solid wastes for future generations. This would include the design and development of solid waste transfer stations, solid waste landfills and material recovery facilities.

– David Murphy, Senior Area Engineer

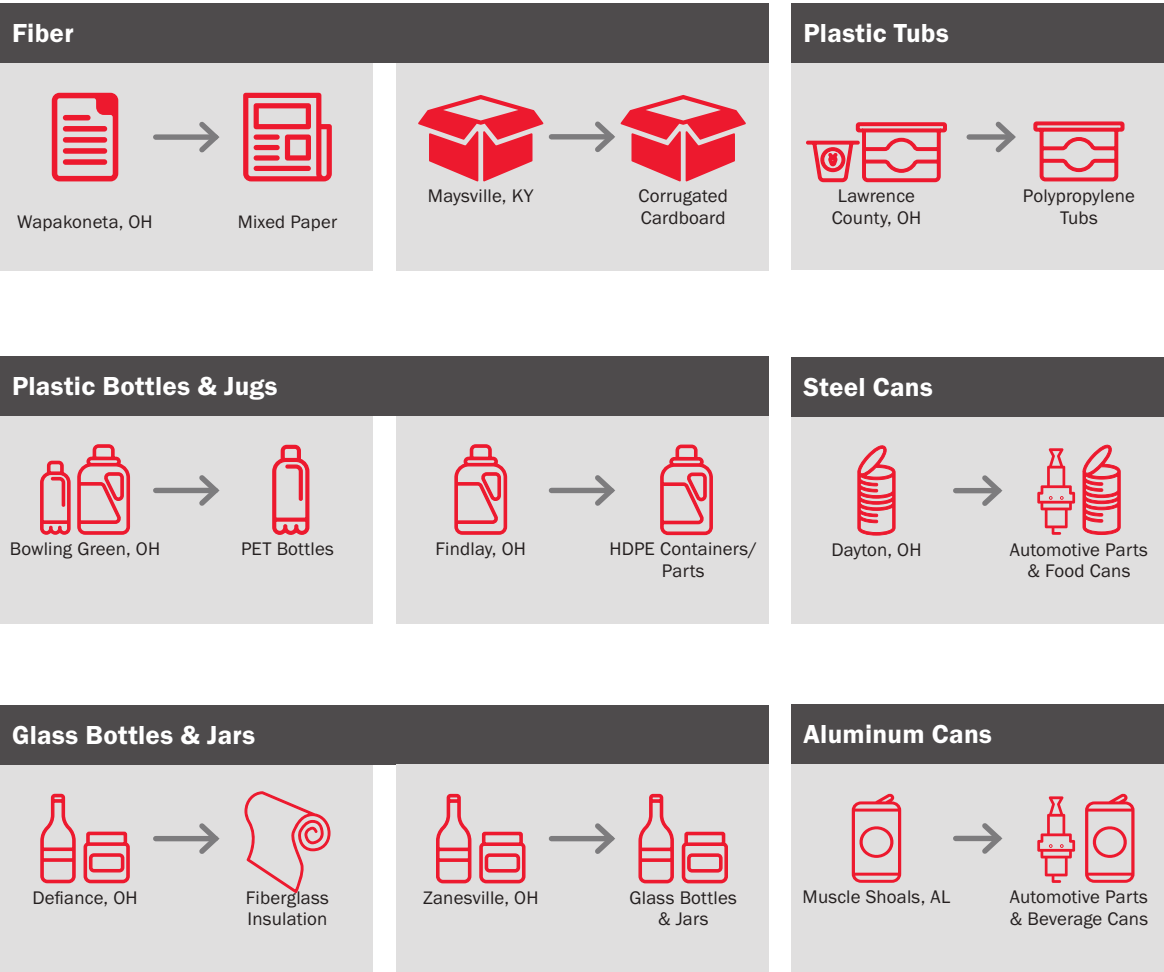
ECONOMIC & ENVIRONMENTAL SENSE: RUMPKE'S ROLE IN THE CIRCULAR ECONOMY

A circular economy, according to The Ohio State University Sustainability Institute, is defined as, “converting wastes into valuable resources throughout the supply chain to shift toward a closed-loop economy in which resources are conserved and environmental impacts are minimized.” As a leader in recycling and complete solid waste solutions, Rumpke is not just playing a vital role in our region’s circular economy, we’re building it.

Recycling and reuse activities account for approximately 757,000 jobs, generating \$36.6 billion in wages and \$6.7 billion in tax revenues, according to the EPA. Take that number and figure in the jobs created by recycling equipment manufacturers, the manufacturers that take delivery on the processed recyclables Rumpke creates and the retailers that employ people to sell the goods to consumers, and you have a pretty powerful circular economy.

Based in the Midwest, Rumpke is poised to partner with end users right here in the heartland. In fact, more than 80 percent of the materials that Rumpke collects and processes for recycling go back to companies in Ohio fueling local jobs, payroll and tax revenues to further bolster local economies.

Most of Rumpke’s recycling is sold to household names that you might be familiar with such as Phoenix Plastics: Greif, Inc., Axium Packaging, Inc., Pratt Industries, Purecycle, Anchor Glass, ADS (Advanced Drainage Systems),and O-I (Owens-Illinois) just to name a few.





On its website, the US EPA indicates there are 542 operational landfill-gas-to-energy projects in the United States and 444 landfills that are good candidates for projects (as of September 2024). Rumpke operates 16 landfills and in 2024 boasted seven landfill gas to energy systems, with construction of two more systems underway. Rumpke understands the value that these systems bring to significantly reduce greenhouse gas emissions while creating useable energy for 70,000 homes and businesses, revenue and jobs.

Rumpke was one of the first to employ landfill gas to energy technology in 1986 when we teamed with Montauk to open a gas recovery system at Rumpke Sanitary Landfill in Cincinnati. Today, Rumpke is eager to continue best practices and the tradition of ensuring the most beneficial options for society's waste.



Landfill-gas-to-energy projects, much like recycling, have a positive effect on our economy. Each operation requires personnel for operations, maintenance and management of gas collection systems, processing facilities and power generation equipment. Each gas recovery operator employs hundreds of construction and specialized professionals, to engineer, build, operate and market these operations. To date, Rumpke works with five landfill-gas-recovery operators and employs hundreds of personnel to work on landfill gas recovery.





FISCAL STRENGTH

Rumpke completed 2024 at nearly \$1.2 billion in revenues. Both revenues and earnings have steadily increased substantially over the past decade. Since 2019 Rumpke has completed 75 acquisitions and has averaged ~12% in top line growth annually.

Rumpke's impressive performance has secured a diversified portfolio of funding sources at competitive interest rates allowing for continued capital investments and growth to deliver the very best service experience and innovations to its customers.

\$1.2 BILLION

TOTAL REVENUE*

*APPROXIMATELY

2024 in the Rearview

<div> <div>4,400</div> <div>EMPLOYEES</div> </div>	<div> <div>10</div> <div>ACQUISITIONS</div> </div>
<div> <div>+2 MILLION</div> <div>CUSTOMERS</div> </div>	<div> <div>471</div> <div>MUNICIPAL CONTRACTS</div> </div>

TEAM UP TO GREEN UP: EMPLOYEE ENGAGEMENT HEALTH & SAFETY

Rumpke finished 2024 with approximately 4,200 employees. Part of Rumpke's mission includes the safety and growth of its people, and while more than 100 employees are actual members of the Rumpke family, Rumpke strives to treat all employees as members of an extended Rumpke family.



To me, sustainability is all about endurance and long-term value. As a Total Rewards Manager, it's important that Rumpke provides benefits, compensation and wellness programs that endure and that support our employees in their long-term health, growth and financial security.

– Kelly Lynch, Senior Total Rewards Manager

Rumpke achieves this through a thorough employee onboarding process, periodic employee surveys and exit surveys. Transparent communication from leadership throughout the organization is also key. This occurs through face-to-face meetings, videos and the MyRumpke intranet, which received about 440,000 visits in 2024. Videos and photos highlighting new infrastructure, new benefits and other company announcements received the most views and interactions. Rumpke also produced a series of videos highlighting real-life company scenarios depicting the company values of teamwork, quality, perseverance, growth and responsibility.



Rumpke is consistently reviewing employee benefits and compensation to remain competitive in the waste and recycling industry. In 2024, benefits included extended vacation time based on tenure, an expansion of maternity leave and the addition of paternity leave. Rumpke also contracted an independent provider to launch a full compensation study. Individualized results were shared with managers so they could start necessary adjustments.

In 2024, Rumpke expanded its Rumpke University program by adding instructors and new in-person courses. In addition, Rumpke bolstered its online training available to all employees through the Human Resources Information System (HRIS). To date, nearly 100 online classes for human resources, leadership, media, safety, skills, technology, software and wellness are available for all team members.

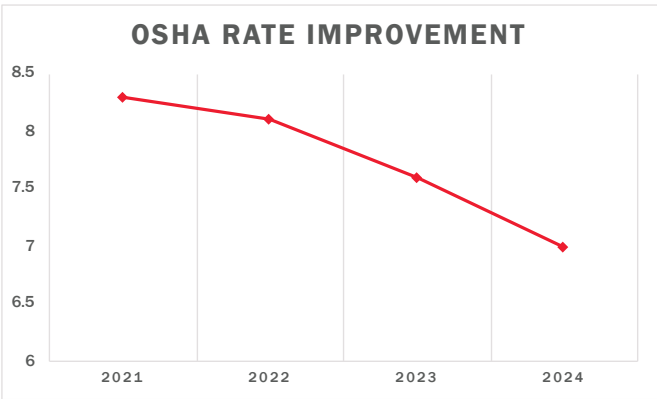
Safety is paramount at Rumpke. The company hosts monthly, in-person, in-service meetings in each District and with each line of business separately. In total, there are more than 50 in-service meetings monthly.

New hire training occurs weekly with a complete company overview and specialized training for individual roles. Additionally, Rumpke’s safety team conducted four safety workshops in 2024, as well as quarterly Region Safety Stand Downs with management.

Ensuring safety is not only about meetings and in-person training, but also about observing the team and offering real-time and on-going coaching in the field. Rumpke conducted 5,729 driver observations, 1,939 mechanic observations and 1,259 equipment observations in 2024.

Rumpke’s safety team also conducts mock audits of our facilities to ensure proper housekeeping, LOTO (Lock Out, Tag Out), DOT (Department of Transportation) and OSHA (Occupation Safety and Health Administration) compliance. We conducted 53 audits in 2024.

In recent years Rumpke’s OSHA and incident ratings have improved.



In 2024, Rumpke implemented Netradyne safety monitoring systems in 2,500 of its hauling vehicles, giving us access to real-time driver skills and behaviors. The system issues safety reminders to drivers as they are driving and scores their skills. Since implementation of the system throughout 2024, Rumpke is noting a consistent 5% increase in safety scores monthly.



Rumpke is further enhancing safety by updating numerous policies and training programs. Entry Level Driver Training revisions, a complete overhaul of New Hire Orientation Training, introduction to a new Chargeable Accident Process change, a revised Field Trainer Process, an enhanced Job Hazard Analysis training and increased Rumpke University use are all priorities for 2025.

Rumpke will continue to make our safety culture top priority to reduce incidents and injuries and ensure the safest work environment for all employees in all positions.

Compliant to the Core

Rumpke not only maintains safety compliance, but we strive endlessly to meet or exceed environmental compliance standards set by local, state and federal agencies, like local health departments, and state and federal environmental agencies, such as the EPA. In 2024, our engineering, landfill and maintenance teams audited every Rumpke facility. Additionally, Rumpke participated in 341 inspections conducted

by local, state and federal regulators. Proactively, we completed 9,110 compliance tasks.

Celebrating Excellence

Employee accomplishments are celebrated with recognition on social media, on the company's intranet and in newsletters, as well as through certificates, plaques and awards within their teams and departments. For example, drivers scoring the highest for safety are recognized quarterly with a championship belt. Top drivers are nominated for the National Waste & Recycling Association's Driver of the Year Awards. The IT team recognizes its top performers through an electronic recognition score keeper. The HR team also has its own recognition program. Sales team members receive a variety of awards annually at Rumpke Enhancement Day (RED) including the Mission Master award, top sales team and top performer awards. Rumpke also selects other team members throughout the year who display the company's core values of quality, growth, teamwork, responsibility and perseverance.

Employee tenures are recognized every five years with acknowledgement from their direct supervisors and a gift from the company. HR sends reminders to managers to ensure this recognition occurs. Catalogs with gift options are mailed to employee homes.

In the future, Rumpke will continue to enhance employee benefits by adding a corporate discount program through PerkSpot, which gives employees discounts at a variety of retail, restaurant and service establishments. Rumpke will also enhance RED by adding a second full day of learning for its sales group. Rumpke will launch a new event called DRIVE (Day for Rumpke Innovation, Values & Excellence). This will be a conference and celebration for our operations and maintenance managers to hone skills, share best practices and celebrate success.



2024 RUMPKE ENHANCEMENT DAY

STORIES IN SUSTAINABILITY

Rumpke's sustainability and diversion team is comprised of experts who work with larger industrial customers to determine how to best meet their waste reduction and recycling goals. This group targets traditional single-stream recycling, such as aluminum and steel cans, paper, plastic and glass, as well as other bulk recycling, such as fibers, plastics, tires and e-waste. Rumpke's team assists post-industrial manufacturers, distribution centers, printers, health systems and others in identifying their specific waste streams and then puts the right training and recycling receptacles such as compactors and containers, in place to handle their materials and track progress toward their specific sustainability goals.



Children's Hospital

The engineering and environmental services department at one of the nation's largest Children's hospitals called upon Rumpke to evaluate their current sustainability practices and create and implement a plan to reach their recycling goals.

After a thorough assessment, Rumpke was able to trade their municipal solid waste compactor for a single-stream recycling container. Our team also identified opportunities to enhance employee education. After hosting several teams for a tour at the Rumpke Recycling & Resource Center and the implementation of new practices to maximize recycling recovery, the hospital has significantly increased recycling, diverting more than 250 tons from the local landfill.

Currently, we are partnering on a recycling capture program focusing on guest areas such as the cafés and food courts throughout the hospital campus, as well as the children's discovery space. The program will involve eight 35-gallon, single-stream recycling receptacles. These efforts are expected to generate an additional 225 tons of recycling.

With these additional efforts underway, the estimated tonnage diverted through the hospital's campuswide program is expected to reach as much as 750 tons annually.

And more waste diversion is in the works. The team is already putting an action plan together for the hospital's new \$1.2 billion acute care facility, which is currently under construction.

The Tech Firm

Rumpke met with a Northern Kentucky tech group in 2024. The firm's objective could not have been clearer—throw away nothing! Rumpke was able to perform a baseline analysis of the waste stream, identify recycling options for cardboard, shrink wrap, bubble wrap and e-waste, and deliver a tracked and efficient flow of materials out of the space. Rumpke provided full assessments of results and recycling assurance to assist in meeting its sustainability goals. These simple adjustments not only freed up much-needed floor space for the tech firm but also helped it achieve 50% waste diversion, exceeding initial goals and expectations.

The Ohio State University

Rumpke launched a collaboration with the Sustainability Institute at The Ohio State University in 2022 and has since continued to find new ways to assist with innovation, the promotion of zero waste efforts across campus and the development of new technologies to successfully pull materials from the waste stream.

Promoting Student Research & Learning

Rumpke has worked with the Center for Design and Manufacturing Excellence (CDME) students to execute a couple of research projects. The first helped build robotic technology, called the Robotic Recycling Sorting System (R2S2). The most recent project uses AI-powered cameras and neural cameras to further improve robotic sorting. To complete this research, students spent time with Rumpke experts and onsite at the Rumpke Recycling & Resource Center in Columbus, Ohio. Beyond CDME's research, several of Ohio State's sustainability students have visited various locations for tours and interviews with Rumpke leadership.

Sustainability is how we interact with the environment and Mother Earth in our daily lives. Sustainable living avoids

unnecessary depletion of natural resources. In recycling we should consider the 3 R's: Reduce Reuse Recycle. But also add Refuse and Redesign to those R's. Refuse products with excessive unrecyclable packaging. Redesign is pressuring companies to eliminate or reduce non-recyclable packaging through our spending habits.

– Becky Reichenbach, Recycling Marketing Manager

STORIES IN SUSTAINABILITY

of Rumpke’s mission. Through its involvement with Ohio State, Rumpke awarded scholarships to students living closest to our Rumpke Recycling & Resource Center. Receiving the Rumpke Family Scholarship at Ohio State has helped multiple students continue their education journey.

“Paying my way through college means scholarships are crucial to me, and I am very grateful for my donors at Rumpke,” said Erica Offei, a first-generation accounting student at the Fisher College of Business. “This support enables me to work less, focus more on school and reduces my financial burden for college. This also allows me to do more community service, which is a huge passion and value of mine.”

On-Campus Collaboration

Rumpke is committed to helping Ohio State reach its goal to divert as much as 90% of the waste generated on campus from landfills. Increasing recycling awareness is key for this effort. Therefore, Rumpke has worked to support the transition to standard collection bins and signage throughout campus. In areas where new bins and signage were installed, the campus has noted a substantial decrease in contamination. The Rumpke team has also helped with waste reduction during move-in and move-out and participated in multiple campus events such as the Women in Sustainability event, Buck-i-Frenzy festival and West Fest.

University of Dayton

Residence Recycling

Rumpke is a proud supporter of the University of Dayton Hanley Sustainability Institute (HS). Through our connection with HS, Rumpke is working with UD to improve the on-campus recycling infrastructure. The 2024 Summer Zero Waste Fellow led the project, and with Rumpke’s help, targeted residential and education spaces. The project started with testing waste and recycling receptacles and signage at Marycrest Residence Hall. After testing was complete, the group implemented new signage and established permanent recycling hubs directly benefiting nearly 900 students.

Rumpke’s team advised the University on the development of an Ohio EPA grant application, which secured \$70,000 in funding to further expand recycling infrastructure throughout campus.

Recycle at Home, Work, School or Play

Whether it’s major league sports, a college campus or other public space, Rumpke often invests in ensuring recycling promotions are executed at these facilities to drive program success and awareness that there are opportunities to recycle everywhere. In 2024, Rumpke invested nearly \$1 million to advertise recycling reminders at an array of venues.

Here are just a few of the organizations working with Rumpke for complete solid waste and recycling solutions.

COLLEGES & UNIVERSITIES

The Ohio State University
University of Cincinnati
Xavier University
University of Dayton
Miami University
Marshall University
Wright State University
Northern Kentucky University
University of Louisville
Indiana University

MAJOR LEAGUE SOCCER

FC Cincinnati
Columbus Crew

BASEBALL PARKS

Cincinnati Reds
Columbus Clippers
Dayton Dragons
Louisville Bats

OTHER ATTRACTIONS

Cincinnati Zoo
Kentucky Kingdom
Casinos
Hospitals

NATIONAL FOOTBALL LEAGUE

Cleveland Browns
Cincinnati Bengals

HOCKEY ARENAS

Columbus Blue Jackets
Cincinnati Cyclones



COMMUNITY ENGAGEMENT

Environmental Education

Awareness is key to ensuring not only recycling success, but lifelong sustainable practices that will benefit generations to come. Rumpke knows this and uses a variety of resources to further educate, raise awareness and encourage collaboration and assistance to make our world a better place today and tomorrow.

Learning is growing, and Rumpke employs a full-time education and outreach team to meet students young and old wherever they are on their environmental learning journey.

Seeing is Believing: Facility Tours & Events

People ages 10 and up are encouraged to participate in Rumpke facility tours, presentations or events, and in 2024 thousands of people did just that!



TOUR & PRESENTATION STATS

 **156**
RECYCLING TOURS | **2,851**
PEOPLE

 **93**
LANDFILL TOURS | **2,380**
PEOPLE

 **145**
PRESENTATIONS & EVENTS | **20,000**
PEOPLE

Rumpke hosts Recycling Round-ups for the municipalities and solid waste districts it serves. In 2024, Rumpke hosted six of these events, attracting 30-40 representatives per event. At the round-ups, participants heard recycling updates, presentations from some of Rumpke's end users and took facility tours. Round-up guests left with electronic toolkits featuring educational materials to promote recycling and proper disposal. Toolkits included videos, photos, social media posts, blogs, news releases, newsletter copy and web content.

Scholarships

Tomorrow's leaders need today's support, and Rumpke helps students pursuing two- and four-year degrees, as well as technical certification or military enlistment, with scholarships. In 2024, Rumpke awarded 38 community and employee scholarships totaling more than \$70,000.

Rumpke also has a robust tuition assistance program for qualifying employees.

Facility Open Houses

Attracting nearly 1,000 guests in all:

- Brown County Landfill Open House
- Medora Landfill Neighbor Night
- Noble Road Landfill Open House
- Rumpke Recycling & Resource Center
- Rumpke Sanitary Landfill Open House

Total Grand Openings

Four grand openings attracting 50-200 plus guests each:

- Covington Transfer Station & Maintenance Facility
- Montgomery County Landfill Gas to Energy Plant
- Rumpke Citizen Convenience Center
- Rumpke Recycling & Resource Center

COMMUNITY ENGAGEMENT

Rumpke Fans

Rumpke established a Rumpke Fan Club to engage fans in the goals, work, environmental progress and innovation of the solid waste and recycling industry. Members receive a membership card, t-shirt and newsletters about the industry, recycling and sustainable practices. By 2024, the Rumpke Fan Club was about 3,000 members strong and counting.



Digital Download: Web, Social Media & Email

We never doubt the impact of digital communications in today’s society. Therefore, Rumpke makes a strategic effort to use the power of the web and social media to reach our online audiences with information about recycling and sustainability.



In 2024, Rumpke shared 815 education-based social media posts, reaching over 450,000 individuals and generating nearly 481,000 impressions. These posts achieved 43,520 engagements, reflecting the audience’s strong interest in recycling tips, sustainability efforts and general waste education.

2024 Website Views: **5,795,710**

Recycling-Related Page Views: **53,268***

2024 Emails to Rumpke’s Customer Base
Containing Recycling Information: **50**

2024 Google Listing
Educational/Recycling Posts: **21**

**To calculate this total, we filtered out any pages that weren’t specifically focused on recycling only. The report includes a variety of page types, ranging from recycling guidelines to relevant blog articles.*

Watching Recycling in Action: Video

Rumpke posted 94 recycling-related videos throughout 2024, generating 289,018 impressions. These videos were watched 27,848 times, totaling 721 hours of viewing. Top-performing content addressed pizza box recycling, cup recycling, material preparation and tire recycling.

Spreading The Word: Mailers & Media

Customer emails and digital outreach aside, Rumpke also communicates recycling updates through more traditional platforms. For example, Rumpke reached tens of thousands of recyclers through more than 100 direct mailers in 2024.

Rumpke actively pitches stories about recycling to reporters to further spread the word about the benefits

of recycling. Rumpke recycling information appeared in just over 900 media stories reaching about 4.8 million people and generating a corresponding market publicity value of approximately \$16 million.

Rumpke facilitated recycling awareness campaigns through participation in podcasts and in radio broadcasts. Paid advertising on social media, television and radio also boosted awareness.

Rumpke Cares: Corporate Giving

Every year, Rumpke donates time, talents and treasure to support efforts to clean up our communities or provide much-needed resources and support to those in need. In 2024, this specifically included partnering with local food banks to supply or deliver food. It meant adopting families in need during the holidays and supporting local schools to help them fund field trips, enhance facilities or maintain programs. Rumpke assisted throughout the year with state-initiated tire cleanups, as well as multiple individual community cleanups. The Rumpke Cares group, an employee-led team of corporate and Cincinnati team members, painted local park equipment and assisted with necessary yard work.



Rumpke is especially proud of its Business Partners in Education involvement with the Northwest Local School District in Colerain Township, Ohio, near Rumpke's headquarters. Through the program, Rumpke adopts three schools and sets aside funding for their projects and field trips, offers in-school presentations, touch-a-truck events and student career experiences.

To me, sustainability means leaving the Earth better than we found it. We need to make informed choices today to protect and preserve the planet for tomorrow. It's about empowering future generations with the knowledge and tools they need to continue moving progress forward in a responsible and impactful way.

– Hannah Hengehold, Education & Community Relations Specialist

A Proud Partner: Organization Memberships

Whether it's Rumpke as an organization or Rumpke team members, Rumpke is actively engaged in several organizations that promote sustainability in our communities and industries. Here is a sampling of our team's involvement.

- National Waste & Recycling Association
- Solid Waste Association of North America
- The National Recycling Coalition
- Glass Recycling Coalition
- Ohio Circular Economy Round Table
- Ohio Township Association
- Association of Ohio Recyclers
- Mid-Ohio Regional Planning Commission
- Indiana Recycling Coalition
- Kentucky League of Cities
- County Commissioners Association of Ohio
- The Ohio State Sustainability Institute
- The Ohio State Center for Operational Excellence
- University of Cincinnati Lindner Alumni Council
- University of Dayton Hanley Sustainability Institute
- Ohio University, Ohio Research Institute for Transportation and the Environment Board
- Columbus Partnership
- Keep Cincinnati Beautiful
- Green Umbrella
- The American Society of Civil Engineers
- Public Relations Society of America
- Cincinnati CIO Roundtable
- The Circuit - IT Executive Circle
- Multiple Chambers of Commerce throughout our service region, along with countless other professional, industry and civic organizations.

COMMUNITY ENGAGEMENT

Rumpke's Education Destinations

Rumpke has been offering tours and educational presentations for nearly 30 years, but in 2024, we decided to level up in a big way. We brought in some outside experts to help us execute more than just recycling facts, figures and information. We tapped experts from our region's most well-known and highly respected children's museums, the Cincinnati Museum Center in Cincinnati and the Center for Science and Industry (COSI) in Columbus, Ohio, to imagine, design and build interactive learning exhibits about recycling.

The Rumpke Recycling Truck Exhibit, Cincinnati

In October 2024, Rumpke partnered with the Cincinnati Museum Center on a new interactive educational exhibit. The replica rear load truck puts kids in the driver seat and allows families to have meaningful conversations about what can and can't be recycled. As part of the exhibit, visitors sort through material and determine if it is accepted in Rumpke's recycling program. The back of the truck also features information about the benefits of participating in recycling.



The Rumpke Education Center, Columbus, Ohio

With thousands visiting Rumpke sites annually, we have a tremendous opportunity to leave a lasting impression. With this in mind, we teamed up with the COSI exhibition team to plan an emergent journey through the recycling process. As guests enter the Rumpke Recycling & Resource Center—a must stop is our Education Center. Once inside, the first stop is the marketplace where you shop for items in the most recyclable package. During checkout, selections are scored for recyclability. Next stop is home where you play an interactive video game designed to test knowledge about which items are trash and which items are bound for the recycling bin. Traveling deeper into the exhibit, guests are greeted with a full scale model of the material recovery facility where you place a puck over various sections of the plant to watch a short video about each piece of equipment. Speaking of the equipment inside the material recovery facility, other exhibits in the Education Center give guests a chance to operate mini trommels, an eddy current and optics. The experience concludes with real-life, 2,000-pound bales of cardboard and cans, a look at end uses for each commodity and some key facts about environmental and economic impacts of recycling. Combine Rumpke's educational exhibits with a tour, and visitors leave the Rumpke Recycling & Resource Center with knowledge they can reuse and recycle for the rest of their lives!



INNOVATION

If you're not innovating, you're not growing. Growth is one of our core values, and every year we research and put new technology into practice to provide our customers with dependable service solutions that make economic and environmental sense. Here's a look back at 2024 progress.

In the waste industry, transfer stations are buildings where we consolidate material to ship to regional recycling or disposal sites. Removing extra trucks from the road decreases the carbon footprint associated with our hauling operation. During 2024, Rumpke invested more than \$50 million to build new transfer stations, including operations in Covington, Ky., Zanesville, Ohio and Cincinnati.

Rumpke also built new maintenance facilities at our Covington, Ky., and Greenville, Ohio, locations. Rumpke's newest maintenance facilities are compressed natural gas engine compliant, giving Rumpke the opportunity to expand its green truck fleet down the road.

At Rumpke disposal sites, our landfill teams constructed almost 40 acres of landfill capacity, with plans to construct another 41 acres in 2024. Rumpke continued to use alternative daily cover in the form of recycled tires and recycled materials whenever possible, conserving hundreds of thousands of gallons of water and tons of metal from decommissioned equipment.

Work started on two new landfill-gas-to-energy facilities, while Rumpke opened its seventh landfill gas to energy plant at the Montgomery County, Kentucky, Landfill, bringing the firm's total count of landfill energy plants to seven, delivering energy for approximately 70,000 homes. Rumpke plans to further enhance its landfill gas to energy production in 2025 and beyond by installing new, advanced well-head technology where possible.

Rumpke embraced artificial intelligence (AI) in a variety of ways. In 2024, Rumpke opened North America's largest and most technologically-advanced material recovery facility, the Rumpke Recycling & Resource Center in Columbus, Ohio. The plant features 19 optics, ballistic and trommel technology, as well as AI to better sort materials. In its first year of operation, our Columbus facility processed an average of 16,000 tons of material per month at an average rate of 70 tons per hour with recovery rates for recycling topping 98%. We hosted more than 100 tours, including nearly 2,500 visitors and added a new acceptable item—clamshell containers. In all Rumpke's 16 recycling facilities processed 1.3 pounds of material in 2024.

Rumpke celebrated our first driver champions. Netradyne is a new technology Rumpke installed on 2,500 trucks. The system monitors, issues reminders and scores driver behavior in real-time, allowing drivers to track their own progress and gives Rumpke the opportunity to enhance driver coaching and deliver the safest service possible.

Rumpke continues to explore the latest technology available for software, customer experience, safety, efficiency and more. We welcome and persevere through the challenges of change and believe it's our responsibility to look for, test and execute the best innovations for employees, customers and the planet.





A GREENER FUTURE: 2025-2030 OUTLOOK

The next five years of the waste and recycling industry will undoubtedly feature enhanced AI, greater safety and added options to reduce waste, recycle more and dispose less. Whatever happens, one thing we'll never change and is Rumpke's commitment to provide essential and complete solid waste solutions to customers of all types. Today and tomorrow, the Rumpke family and its team will keep researching, innovating and implementing the best expertise, technology, practices, tools and facilities to keep our neighborhoods clean and green.

Hauling

- Rumpke will continue exploring other alternative fuels such as hydrogen-powered vehicles.
- Rumpke will expand our network of CNG fueling stations as we grow our CNG fleet by approximately 100 trucks annually.
- Rumpke will strive to increase preventative maintenance tracking and completion to increase the longevity of its fleet.
- Rumpke is exploring AI technology for container maintenance.
- Rumpke will begin testing technology that will help us identify the contents of customer loads to better target hazards and recycling improvement opportunities.
- Rumpke will employ additional onboard AI to assist with continued driver safety improved efficiency.

Landfills

- Rumpke will seek and initiate more wetland development when and where possible.
- Rumpke will collaborate with M2X to build and operate landfill-gas-to-methanol systems.
- Rumpke will continue using more automated well heads, well tuning, dewatering and drone, plane and/or satellite-powered methane mapping to improve gas recovery infrastructure and maximize well density.
- In 2025, Rumpke's two newest landfill-gas-to-energy systems come online, increasing Rumpke's total landfill energy output to power 90,000 homes.
- Rumpke will progress leachate treatment designs for onsite pretreatment at our sites and will begin building plants in 2026.
- Rumpke will continue employing leachate management best practices with strategically built landfills and fill plans prioritizing cover and drainage.
- Rumpke will reuse waste streams for alternate daily cover, solidification agent or soil amendment at its landfills.



Recycling

- Rumpke will continue increasing recycling options by identifying new end markets for more materials.
- Rumpke will engage with trade associations, manufacturers and end users to conduct research to identify additional streams of recyclable product packaging.
- Rumpke will broaden the list of acceptable recyclables to include additional items such as toothpaste tubes and squeeze bottles.
- Rumpke will extend the acceptability of thermoform containers (clamshells) throughout its service area.
- Rumpke will continue installing new sorting technologies to enhance recovery at its material recovery facilities.
- In 2025, Rumpke will install more efficient baling equipment at Rumpke Recycling Cincinnati.
- Rumpke will expand use of battery detection technology.
- Rumpke will renovate its glass processing system to target production of raw materials for the glass beverage container industry.
- Rumpke will renovate Rumpke Recycling Cincinnati to include AI technology, trommels and ballistics to enhance recycling efficiency.
- By 2030, Rumpke will process 850,000 tons of recycling annually.



Sustainability means increasing the longevity of our disposal options for future generations to ensure cost effective solutions in our communities.

– Greg Pitzer, Sales Manager, Bluegrass Region



A GREENER FUTURE: 2025-2030 OUTLOOK

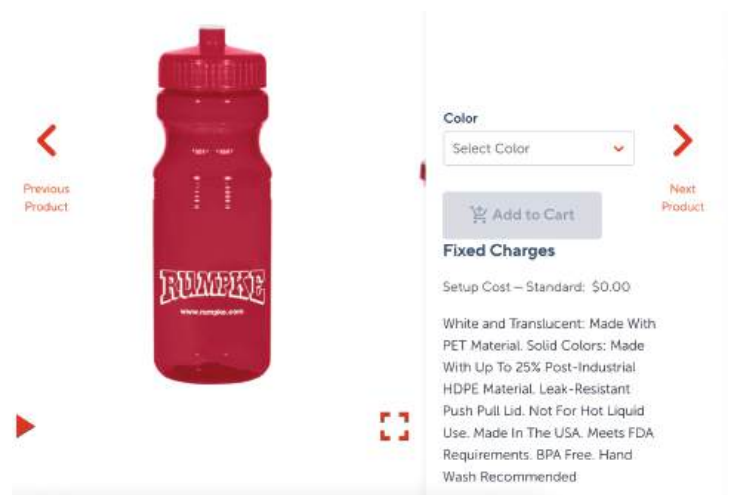
Infrastructure

- Rumpke will open a renovated Zanesville, Ohio, Transfer Station.
- Rumpke will build a Union Township Transfer Depot in Clermont County, Ohio.
- Rumpke will build a Clark County, Ohio, Transfer Station and Hauling Depot.
- Rumpke will expand its Delaware, Ohio, hauling operation.
- Rumpke will pursue infrastructure improvements at its Akron, Ohio, facility.
- Rumpke will initiate campus improvements at its Dayton, Ohio, hauling operation.
- Rumpke will build a new West Area office.
- Rumpke will renovate, expand and build new maintenance and material recovery facilities at Rumpke Recycling Cincinnati.
- Rumpke will renovate and rebuild its Columbus, Ohio Hauling and Maintenance Operation.
- Rumpke will partner with Bartholomew County, Indiana, to build a recycling transfer at the Bartholomew County Landfill.
- Rumpke will continue to construct landfill air space throughout its landfill network.
- Rumpke will continue to expand its CNG fueling capabilities at a variety of locations including the following:
 - » Clark County Depot (January 2026): Fueling station for 40 trucks
 - » Clermont County Depot (January 2026): Fueling station for 40 trucks
 - » Ohio Valley District (July 2026): Fueling station for 35 trucks
 - » Scott County Hauling (July 2026): Fueling station for 25 trucks
 - » Covington Hauling (October 2025): Fueling station for 80 trucks
 - » St. Bernard (To be determined): Fueling station for 100 trucks
- Rumpke will pursue landfill acquisitions that complement its existing infrastructure and have potential to boost market position.
- Rumpke will continue to pursue more transfer station siting, construction or acquisitions as necessary within Rumpke's service footprint.
- Rumpke will update cybersecurity as well as internal and external facing software to ensure business efficiency, aggressive digital marketing, e-commerce and best customer experience.



Procurement

- Rumpke will review opportunities to reduce waste by selecting equipment that ensures more sustainable practices.
- Rumpke will continue to look for vendors that offer products manufactured with a certain percentage of post-consumer resin and/or recyclable materials. Currently, Rumpke uses 350 products that are manufactured from recyclable materials.
- Rumpke will add green alternative prompts to all its online supply stores.
- Rumpke will explore and implement options with vendors, such as Amazon, to promote the purchase of carbon-free, Climate Partner, GreenCircle, etc. products.
- Rumpke will pursue eco-friendly ink, recycled paper, NatureSolv technology—carbonless capsule technology to create a carbonless capsule that is more environmentally responsible.
- Rumpke will continue to implement low-flow fixtures and toilets and energy-conserving appliances at its locations.
- Rumpke will investigate opportunities for solar powered exterior lighting.
- Rumpke will continue installing motion sensor lighting in Rumpke facility common areas to reduce power consumption.
- Rumpke will continue to offer eco-friendly uniform rental. Our current uniform provider offers 200 apparel styles made from sustainable materials.
- Rumpke will continue to repurpose old furniture and select used furniture when possible.
- Rumpke will explore and buy eco-friendly cleaning supplies.
- Rumpke will begin to request energy accreditation from new vendors.



Sustainability in procurement means choosing products and services that meet our business needs without compromising environmental integrity. It means making responsible decisions that align with our values, reduce our environmental impact and support a more sustainable future. Our internal and external customers are relying on us to act and purchase with purpose and integrity.

– Michelle Stone, Procurement Manager



Waste & Recycling