Impact Report

Fiscal Year 2025

ERI People. Planet. Privacy.™

First Carbon Neutral ITAD & Electronics Recycling Company

CONTENTS

ERI is the nation's leading and the only truly circular recycler of electronics and ITAD service provider. With our global infrastructure and focus on impact materiality, we rank among the largest in the world.

ERI was the first and is the only carbon-neutral ITAD and e-waste recycling company, having achieved carbon neutrality in 2022.

ERI leads the way in responsible impact materiality and in the circular economy by advancing sustainable e-waste recycling and critical mineral recovery. We are the only provider with all U.S. facilities certified by NAID, e-Stewards, and R2, and the first e-waste recycler globally to achieve SOC 2 certification and ISO 27001 for Information Security & Data protection. We are also certified to ISO 9001, ISO 14001, ISO 45001 standards, ensuring top-tier quality, environmental, safety, and security practices.

This Impact Report, prepared in alignment with GRI and SASB standards, highlights ERI's performance and sustainability efforts for the calendar year 2025. The report demonstrates how our commitment to the circular economy is embedded in our operations, from data destruction to the recovery and reuse of critical minerals. It reflects our ongoing dedication to people, the planet, and privacy, and is published annually and distributed to all ERI stakeholders and customers as part of our commitment to radical transparency and continuous improvement, ensuring that we remain accountable to all stakeholders.

INTRODUCTION

LETTER FROM THE CHAIRMAN & CEO

Dear Stakeholders, Friends, Family, and Supporters of the Planet,

As we look back on 2025, we are reminded that the future we once imagined is no longer on the horizon, it is being built right now through bold action, shared purpose, and relentless innovation.

At ERI, we are proud to stand at the forefront of this transformation, turning vision into impact and possibility into progress. This past year was not just about growth, but about redefining what leadership in sustainability truly means, deepening our commitment to protecting people, the planet, and privacy while inspiring others to join us in creating a more circular, responsible world. Together, we are proving that meaningful change is not only achievable, but already underway.

In 2025, we further expanded upon our efforts as the most circular organization in our industry with another year of significant advancements.

There were more first-in-industry innovative solutions, new high-profile collaborations and partnerships in and outside of our industry, and our most accomplished 12-month period yet in terms of circularity and sustainability programs.

We also set the framework for what is already a banner 2026, doubling down on our commitment to making our world a better place by protecting people, the planet and privacy – and expanding our global footprint with groundbreaking new technology and strategic relationships with the right partners here and around the world.

As you'll see in this report, in 2025 our impact-related activities were raised to new levels of industry-leading excellence – both in terms of ERI's own operations and also for our work with the world's largest brands and enterprises. These companies continue to place their trust in ERI to help them achieve their own sustainability, circular economy and cybersecurity/data destruction goals.

> **Meaningful change is not only achievable, but already underway.**

While the pages that follow offer a comprehensive look at our achievements, I'd like to spotlight a few defining milestones that clearly illustrate why we continue to lead as the most circular company in our industry.

ERI's Groundbreaking Partnership with ReElement

Among the big impact stories of 2025, ERI announced the signing of a commercial processing partnership agreement with ReElement Technologies Corporation, a leading U.S. innovator in rare earth element and critical mineral refining. This groundbreaking move makes ERI the first e-waste recycler to engage in this kind of collaboration to further rare earth element recovery.

Under this transformative agreement, ERI is now leveraging our extensive international collection network and eight U.S.-based recycling centers to aggregate and pre-process end-of-life magnet materials. ReElement then refines this recycled feedstock into high-purity rare earth oxides, enabling the domestic production of critical inputs for mobility, defense, and advanced technology applications.

This agreement strengthens the United States' ability to establish a circular and secure supply chain for rare earth elements at a time of growing strategic demand. By integrating ERI's scale in responsible electronics recycling with ReElement's advanced, modular refining platform, the partnership provides a consistent pathway to generate high-value, domestically sourced mineral output.

Through advanced, proprietary, AI-driven software and hardware solutions, ERI is able to identify and access material with magnets and rare earth elements at a distinct purity level which allows for the recovery of these critical rare earth elements.

It's an honor to partner with ReElement on this innovative and impactful rare earth initiative. ReElement's game-changing technology and solutions make it the leading refiner of high-performance critical battery and rare earth elements required in energy, transportation, defense and other technologies.

This new relationship is opening the door for a whole new wave of US-based capabilities in the rare earth realm that will have both domestic and global implications.

ERI Named Founding Member of Global ITAD Alliance

During 2025, ERI was named an official founding member of the newly launched Global ITAD Alliance (GIA).

GIA is a new international trade association established to unify, represent, and advance the rapidly maturing IT Asset Disposition (ITAD) industry. With organizations around the world relying on ITAD providers as the first line of defense in safeguarding sensitive data and enabling a truly circular economy, the need for a coordinated, authoritative voice has never been more urgent.

ERI co-founder Kevin Dillon will represent ERI on GIA's founding board of advisors.

The ITAD industry is positioned for explosive growth. We are excited to be part of GIA's development and for ERI to be founding members. We are excited to work alongside our industry colleagues to elevate and enhance our entire industry, supporting one another with our common goal to establish ITAD best practices on the road to a circular economy.

At its launch, GIA announced its overarching mission, featuring five foundational pillars guiding its work:

- **Data Integrity** – Protecting data at end-of-life through meaningful and appropriate standards.
- **Environmental Stewardship** – Advancing responsible reuse, recycling, and carbon-smart practices.
- **Operational Excellence** – Defining and promoting best-in-class ITAD processes.
- **Workforce & Community Development** – Supporting training, talent development, and equitable industry participation.
- **Industry Advocacy & Representation** – Ensuring ITAD has a seat at the table with OEMs, policymakers, and global stakeholders.

Sharing Best Practices with Amazon

I was honored last year to be asked to present ERI's perspectives on responsible recycling of electronics at Amazon's annual Circular Design Summit 2025 in Sunnyvale, California.

The 2025 Circular Design Summit, attended by Amazon's leading engineers, designers and sustainability leaders, is a landmark event in the evolution of sustainable product development. Building on the success of previous years, this one-day immersive experience brought together industry leaders, Amazon innovators, and sustainability enthusiasts to explore the cutting edge of circular design.

Throughout the day, attendees had opportunities to engage with speakers and fellow participants at the forefront of the circular economy revolution, equipped with the knowledge, tools, and network to drive meaningful change at Amazon and contribute to the company's ambitious sustainability goals.

I delivered a presentation titled "Closing the Loop: Integrating Consumer Tech into the Circular

LETTER FROM THE CHAIRMAN & CEO (CONT.)

ERI's circularity leadership is reaching new audiences, new markets, and new levels of impact.

Economy" followed by an engaging and thought provoking Q&A session with the Amazon team.

ERI also showcased a visual display table that clearly demonstrated the lifecycle of devices when they are responsibly recycled. Our own Angie Ransom and Lee-Tan Lu manned the exhibit, expertly representing ERI and sharing their expertise.

It was truly rewarding for ERI to be invited by our friends at Amazon to share our mission with them and make an impact on Amazon's sustainability efforts for years to come.

RecycleNation Tops the Charts at #1

In a strong recognition of our impact and reach, BOTH RecycleNation and ERI appear among the top ten "Best Recycling Resources" category in FeedSpot's recently released list of the Top 80 Recycling Blogs and Websites.

Created by ERI, RecycleNation.com is a brand-agnostic, free online search engine tool and informational site democratizing the recycling process by helping anyone, anywhere in the United States find the closest location to responsibly recycle anything.

FeedSpot analyzes what it considers to be the best recycling blogs from thousands of blogs and websites on the web and ranks them based on traffic, social media followers and freshness.

On this year's the Top 80 List, out of thousands of sites reviewed, RecycleNation tops the chart at #1 and ERI appears at #9.

You can see the full ranking here: https://blog.feedspot.com/recycling_blogs

US / Japan Critical Minerals Seminar

ERI was honored to have been invited to address an audience of global dignitaries last year at the US/Japan Critical Minerals ASEAN Supply Chain Seminar at the Expo 2025's USA Pavilion in Osaka, Japan.

The discussion focused on advancing solutions for e-waste throughout Asia and I was able to share ERI's insights on best practices and a view of the future with a highly influential global audience.

To help address the challenges posed by e-waste, the US government, through the U.S.-ASEAN Smart Cities Partnership (USASCP), has partnered with Japan's Ministry of Environment and the Rochester Institute of Technology (RIT) to promote the circularity of small electronics and related materials in order to advance sustainable supply chains in ASEAN countries. This program is designed to improve human health, foster environmentally-sound e-waste recycling, and increase the recovery and reuse of critical minerals and valuable elements.

ERI was in outstanding company at the event, sharing the stage with Apple, Panasonic, Mitsubishi, Daikin Industries and Flash Metals. The US Embassy in Tokyo, US Department of State, Japan's Ministry of the Environment and the Japan Ministry of the Economy also contributed to the dialogue.

It was also particularly meaningful in that this year (2026), we announced the launch of ERI Japan – our first ERI-branded facility overseas, marking an important milestone in our global expansion. (More on that in next year's 2026 Impact Report!)

Compliance Standards #1 Ranking

In 2025, ERI achieved the number one ranking in Compliance Standards LLC's annual ITAD Marketing Leadership Tracker, which demonstrates which ITAD companies have the most effective communications efforts and are visited online by the most people and businesses.

This recognition reinforces ERI's ongoing commitment to raising awareness about our responsible asset disposition, recycling and data protection for all customers and partners.

The Impact Podcast

Now with 200,000 regular listeners, our Webby Award winning show, "The Impact Podcast with John Shegerian," which is fully produced right here at ERI headquarters, continued to reach new levels of educational outreach in 2025. The show, which features in-depth discussions with a who's who of circularity, sustainability and innovation all-stars from many of the world's leading brands, shares with listeners first-hand accounts of how these organizations are able to help make the world a better place on a daily basis.

The Impact Podcast with John Shegerian is available for listening on ImpactPodcast.com, Spotify, Apple Podcasts, Audible, Amazon Music, YouTube Music, Pandora, and as part of iHeartRadio's digital broadcast.

Innovating Into 2026: ERI's Circularity Leadership Continues

We strongly believe that exemplifying circular economy behaviors is the best solution for managing the fastest growing waste stream in the world today – electronic waste. ERI's Research and Development teams are laser-focused on innovation to continue to creatively enhance circular economy processes and access.

This, for example, includes ERI's mission to find even better ways to responsibly manage the plastic that we recover from electronic waste and provide it as a source of feedstock for OEMs. We are also continuing our R&D efforts surrounding critical mineral recovery options.

These examples offer only a glimpse into the scale of ERI's circularity leadership in 2025. The pages that follow showcase the depth of our impact—and the powerful momentum that will continue to drive innovation and progress well into the future.

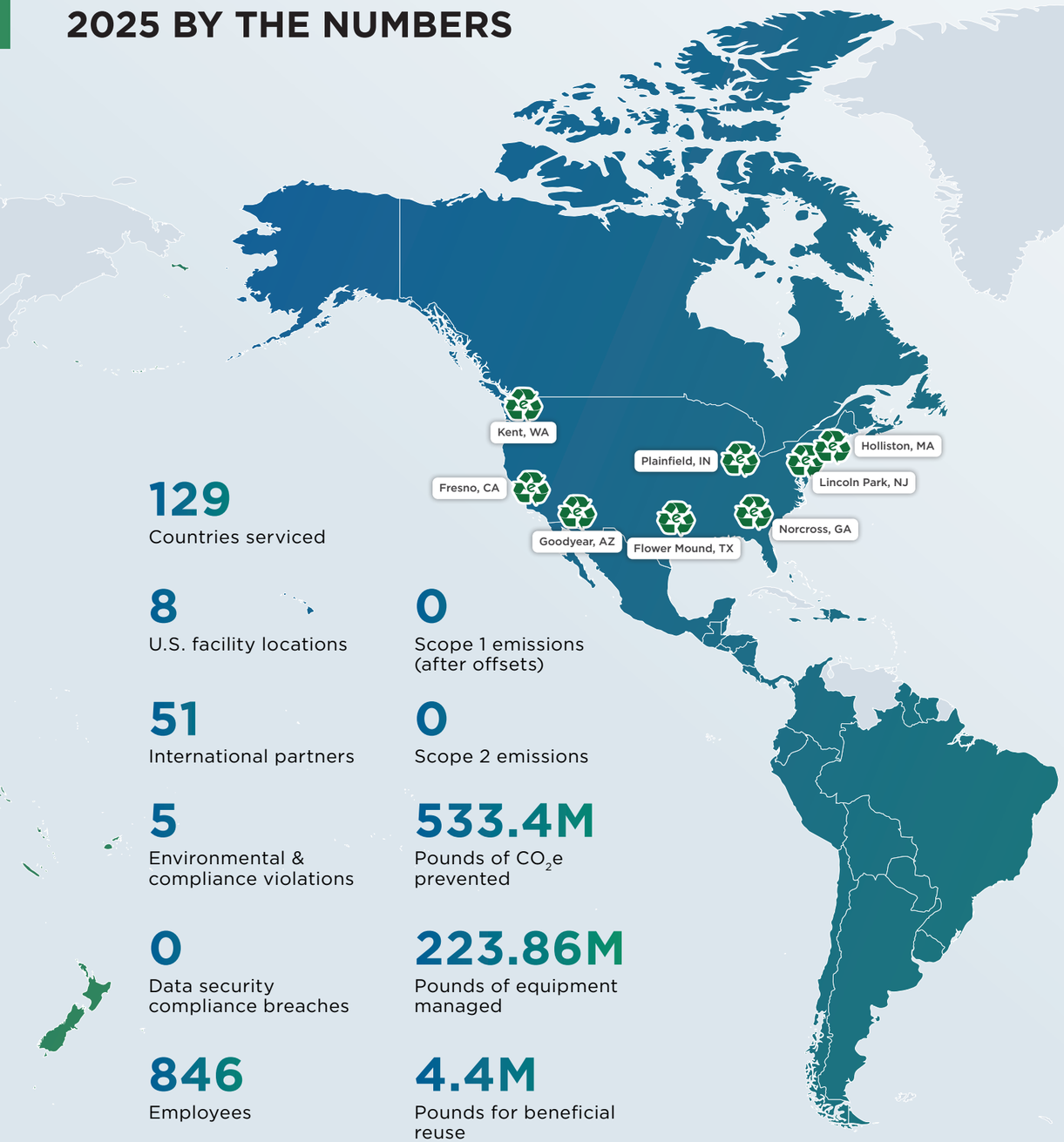
Of course, none of the impact leadership described in these pages would be possible without ERI's truly outstanding sustainability team led by David Hirschler, Lee-Tan Lu, Chi-Yun Liu. All that ERI has achieved in this space is proof that we have one of the greatest sustainability teams in this or any industry!

We are grateful for your continued loyalty and support over the years,

John S. Shegerian
Chairman/CEO
ERI
Fresno, California

INTRODUCTION

2025 BY THE NUMBERS



129
Countries serviced

8
U.S. facility locations

51
International partners

5
Environmental & compliance violations

0
Data security compliance breaches

846
Employees

21-24
Annual training hours per employee

0
Scope 1 emissions (after offsets)

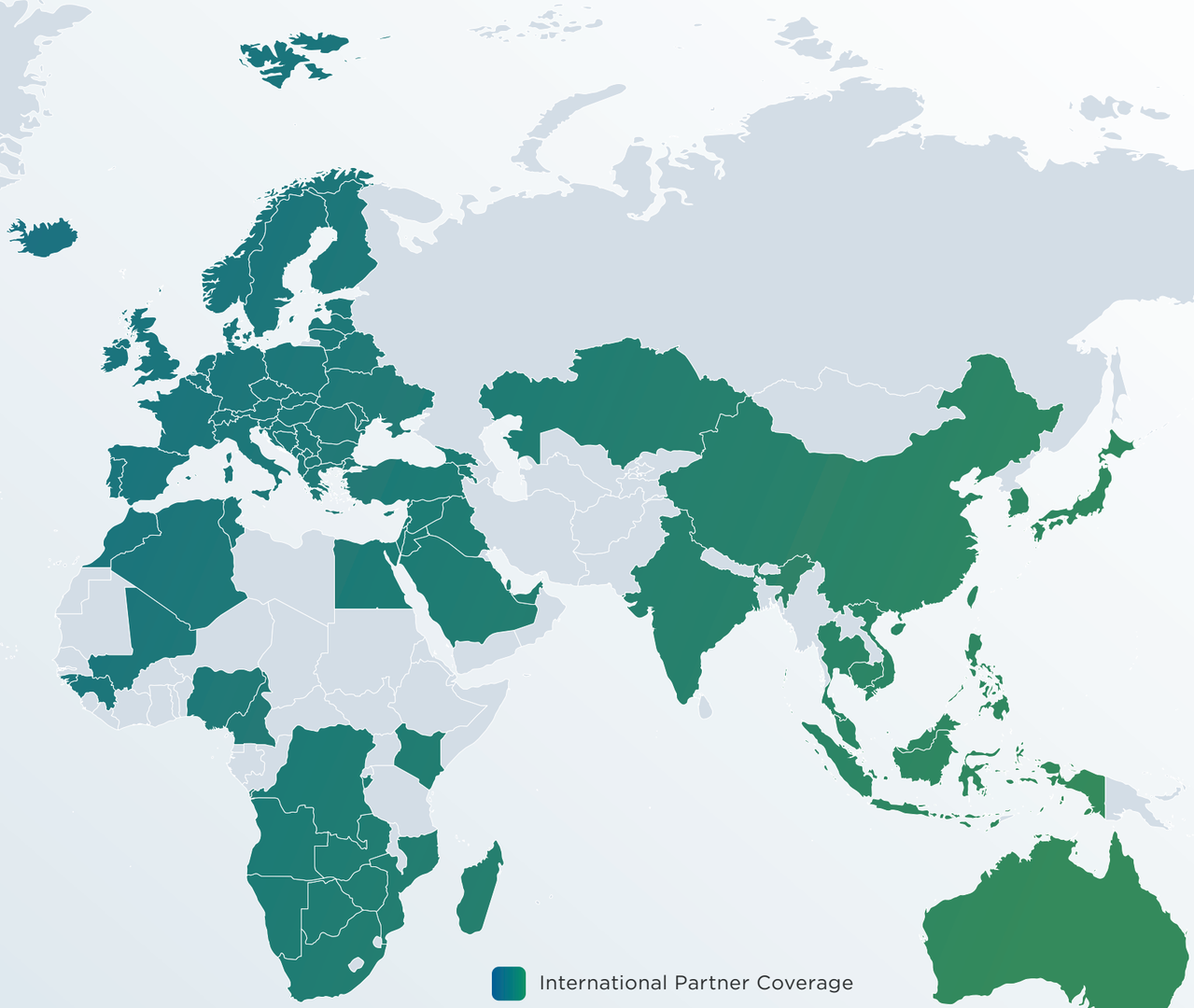
0
Scope 2 emissions

533.4M
Pounds of CO_2e prevented

223.86M
Pounds of equipment managed

4.4M
Pounds for beneficial reuse

102.08M
Pounds of commodities reintroduced



25 ROBOTS — **First U.S. e-waste company to deploy 25 robots utilizing AI**
Robotic material recovery at scale

30+ INITIATIVES — **30+ circular innovation initiatives**
Good-to-Great programs rolled out in 2025

OCR — **Proprietary OCR software for ITAD processing**
Industry-leading asset identification

ABOUT ERI

Only 22.3% of electronic waste was collected and responsibly recycled in an environmentally friendly manner, according to the findings of a 2024 Report by Global E-waste Monitor.

E-waste remains the fastest growing solid waste stream globally. And there is no slowdown in sight.

Due to a number of societal factors, including new and improved technologies being introduced faster than ever, electronics are becoming obsolete at a much faster rate than ever before. According to the latest Global E-Waste Monitor Report, since 2010 the growth of e-waste generation has been increasing at a rate nearly five times faster than the formal collection and recycling efforts.

Estimates say that only 22.3% of electronic waste is responsibly recycled globally. While there is no reliable data explaining what happens to the remaining 77.7%, it is either landfilled, stockpiled or exported to developing countries where it is improperly processed posing environmental, humanitarian and data privacy concerns.

Since 2002, ERI has been a leader in the e-waste recycling services industry. ERI's core services include responsible e-waste recycling, circular economy, IT asset disposition (ITAD), data destruction, legislative compliance, data center services, battery management, and PV / solar panel management.

In addition, ERI offers a host of ancillary services including on-site solutions, logistics services, mail back programs, remarketing, redeployment and lease return programs. ERI also offers specialty programs to fit nearly any company's electronic device management needs.

Our services touch every major sector of the economy. We are proud of our role leading the way in circular economy initiatives through responsible reuse and recycling of electronic devices.

Our work provides key services to support social, environmental and economic initiatives while also ensuring data privacy and compliance with all applicable laws.

ERI serves a diverse client base, from startups to Fortune 100 companies, including some of the largest value-added resellers in the United States, nonprofit organizations, and government agencies at the local, state, and federal levels worldwide. We are proud to support these organizations as partners in driving progress toward a more sustainable future.

ERI services a wide array of industries with their unique challenges. Some of the industries we service include:

- Aerospace
- Automotive
- Aviation
- Banking
- Computers
- Defense
- Education
- Electronics
- Energy
- Entertainment
- Environmental Services
- Financial Services
- Government
- Healthcare
- Hospitality
- Insurance
- Manufacturing
- Media
- Pharmaceutical
- Retail
- Sports
- Technology
- Telecommunications
- Transportation
- Utilities

ERI's Core Values

- **We Are Customer Obsessed.**
- **We Are Innovators.**
- **We Are Accountable.**
- **We Are Diverse and Inclusive.**
- **We Are One Team.**
- **Speed Matters. Every Second Counts.**
- **See Something, Do Something.**

ERI's driving mission is to make the world a better place by protecting people, the planet and privacy.

ERI is certified at the highest level by the leading environmental and data security oversight organizations to de-manufacture, recycle, refurbish, and resell every type of electronic device in an environmentally responsible manner while also ensuring 100% destruction of the data contained within any type of electronic device.

Through groundbreaking innovation, strategic partnerships, radical transparency and a steadfast commitment to the circular economy, ERI works every day to keep toxins out of landfills, keep data private and safe, and do everything with a vision for zero waste, zero landfill, and zero emissions.

INTRODUCTION

LEADERS AND SUBJECT MATTER EXPERTS

Founded in 2002 in Fresno, California, ERI has spent the past 23+ years building a best-in-class leadership team.

We have built an Executive Team and Board of Directors with diverse backgrounds and extraordinary experience. It is not an easy path to develop and grow a successful electronics recycling company. However, we have continued to expand operations year over year, innovating and evolving to provide critical services, led by a continually growing, accomplished and seasoned executive team.

Our Experts and Leaders at ERI

Aaron Blum
Co-Founder / Chief Compliance Officer
Leading regulatory strategy and ensuring the company operates with the highest standards of compliance and integrity.

Anthony Borges
Vice President of Circular Solutions
Advancing innovative circular economy programs that maximize material recovery and sustainability outcomes.

Tyler Browning
General Counsel
Overseeing legal strategy, risk management, and corporate governance across the organization.

Chelsea Cooper
Director of Client Relations
Strengthening client partnerships and delivering high-quality, customer-focused recycling solutions.

Carol DeBellis
Senior Vice President of Human Resources
Leading talent strategy, employee engagement, and organizational development

Kevin J. Dillon
Co-Founder / Chief Marketing Officer / Chief Sales Officer
Championing global brand leadership and market expansion by strategically driving customer growth.

Brendan Egan
Director of Technology & Innovations
Leading technology development and innovation to enhance operational efficiency and security.

David Hirschler
Chief Sustainability Officer
Advancing sustainability, circular economy initiatives, and environmental leadership, while managing legislative compliance programs.

Jonah Yap-De Jesus
Vice President of Finance
Guiding financial strategy, reporting, and long-term fiscal planning.

Kelly Kaitangian
Compliance Specialist
Leading regulatory compliance and strengthening operational accountability.

Joyce Mount
Senior Technical Solutions Architect
Designing and implementing advanced technical solutions that support secure and efficient operations.

Patrick Peters
Chief Operating Officer
Overseeing day-to-day operations and driving operational excellence across the enterprise.

David Revis
Director of Environmental, Health, Safety & Security
Leading EHS&S programs that protect employees, communities, and the environment.

Linda Ramos
Chief of Staff
Manages executive administration and board coordination, supporting leadership effectiveness and organizational alignment.

Angie Ransom
Vice President - Retail Division
Leading nationwide retail operations and expanding consumer access to responsible electronics recycling.

John S. Shegerian
Co-Founder, Chairman and CEO / Author
Setting the company's vision and leading it to advance responsible, sustainable electronics recycling.

Tammy Shegerian
Co-Founder, President & Chief Revenue Officer
Driving revenue growth, strategic partnerships, and customer engagement.

LEADERS AND SUBJECT MATTER EXPERTS (CONT.)

ERI's Board of Directors reflects a powerful combination of leadership, vision, and industry expertise.

Composed of experienced executives, entrepreneurs, investors, and innovators, the board brings diverse perspectives that support ERI's growth, governance, and leadership in cybersecurity-focused ITAD and electronics recycling. With backgrounds spanning finance, operations, sustainability, technology, business development, and the circular economy, ERI's directors help shape the company's strategic direction and continued impact.

Board of Directors

Tae Sun Choi
Head of the Raw Materials Division
- LS MnM

John S. Shegerian
Co-Founder, Chairman and CEO
- ERI

Kevin J. Dillon
Co-Founder, Chief Marketing Officer,
Chief Sales Officer

Tammy Shegerian
Co-Founder, President & Chief
Revenue Officer

Brendan Egan
Founder & CEO - Simple SEO Group
Co-Founder & CEO - Engage
Director of Technology & Innovations
- ERI

Ron Gonen
Founder and CEO
- Closed Loop Partners

Board Member of the Year Award

Mr. Ron Gonen

ERI is honored to present the Board Member of the Year Award to Mr. Ron Gonen, Founder and CEO of Closed Loop Partners. Mr. Gonen leads an investment firm dedicated to advancing the circular economy by investing in recycling innovation, sustainable supply chains, and cutting-edge materials recovery technologies. Under his guidance, Closed Loop Partners has mobilized capital to support businesses and infrastructure that minimize waste, recover valuable resources, and foster productive use of materials. The firm also facilitates partnerships among organizations committed to accelerating solutions for a circular economy.

Since joining ERI's Board of Directors in 2021, Mr. Gonen has played a pivotal role in supporting ERI's growth in electronics recycling, circular materials recovery, and responsible resource management. His extensive experience in forging partnerships across industries, investors, and government agencies has strengthened ERI's long-term strategy to expand sustainable recycling and material recovery solutions, while meeting evolving environmental and client needs.

ERI is privileged to have Mr. Ron Gonen serve on its Board of Directors, recognizing his leadership and ongoing contributions to the company's mission and vision.

Learn more about Mr. Ron Gonen's transformative impact on global sustainability and ERI's mission of advancing circularity:
https://youtu.be/gNVCf2mjP0M

2025 Board Member of the Year honoree Ron Gonen stands with ERI co-founders Kevin Dillon, John Shegerian, Tammy Shegerian, and Aaron Blum.

INTRODUCTION

ERI MILESTONES

ERI is redefining e-waste recycling through compliance, cybersecurity, and innovation.

Founded in 2002, ERI combines a strong environmental commitment with a focus on cybersecurity, providing comprehensive protection for data security, privacy, and environmental issues in IT and electronics asset disposition. ERI recycles about 5% of the nation's e-waste and operates North America's largest, most efficient shredding system.

The company distinguishes itself through its robust compliance and regulatory affairs team—larger than its sales force—and its dedication to responsible growth and client protection. ERI is the first company globally to achieve NAID AAA, R2, and e-Stewards certifications, undergoing over 60 unannounced audits annually across eight facilities. This commitment to compliance sets ERI apart in the industry.

ERI's leadership is further demonstrated by innovation and strategic partnerships. Notable milestones include surpassing one million pounds of electronics recycled in 2006 and one billion in 2014. The company pioneered AI and robotics in e-waste recovery in 2018, launched SOAR for enhanced transparency in 2020, and attracted major investments from Closed Loop Partners and Redwood Materials in 2021.

Recent advancements include the launches of BatCycle (2024), BatSort (2025), and BatScan (2026), reinforcing ERI's position at the forefront of sustainable electronics recycling.

ERI continues to set industry standards for responsible electronics recycling through its emphasis on compliance, technological innovation, and strategic partnerships. With a proven track record and a commitment to ongoing advancement, ERI is well-positioned to lead the transition to a more sustainable, secure, and transparent future in electronics asset disposition.

The company remains dedicated to developing next-generation recycling technologies and expanding its positive impact across the industry and environment.

2002 — Computer Recyclers of America founded

2005 — Renamed to Electronic Recyclers of America (ERA) to reflect national growth

2005 — ERA develops state-of-the-art facility and headquarters in Fresno, CA—setting a new bar in terms of carbon footprint, innovation and sustainability

2006 — ERA achieved a significant milestone, surpassing one million pounds of electronics responsibly recycled

2007 — ERA expands via acquisition with state-of-the-art facility in Massachusetts

2007 — ERA launches Green is Good Radio (later to become the Impact Podcast)

2007 — Innovative Optech system is launched (previously named TrackTech) to track all movement of material in and out of ERI facilities

2007 — Best Buy In-Store Takebacks are launched in partnership with ERI

2007 — Korean conglomerate LS MnM, one of the world's largest copper smelting firms, becomes a strategic minority investor in ERA

2008 — Groundbreaking collaboration with the City of Los Angeles

2008 — ERA expands with state-of-the-art facilities in Washington, Colorado and Texas

2008 — Proprietary glass cleaning technology is launched

2008 — ERA expands with state-of-the-art facility in Indiana

2008 — ERA launches 1-800-Recycling (later known as RecycleNation.com)

2008 — ERA launches refurbishment (ITAD) capabilities

2009 — Rebranded as Electronic Recyclers International, Inc. (ERI) to highlight global vision

2009 — Partnered with Staples to develop unique electronics recycling services for its retail stores

2009 — MyTrackTech tracking system innovation is launched

2010 — ERI establishes proprietary new system of conveyor sorting lines

2010 — ERI achieved a significant milestone, surpassing 120 million pounds of electronics responsibly recycled

2010 — ERI provides turnkey nationwide EPR services to OEMs

2011 — ERI expands with state-of-the-art facility in North Carolina

2011 — Innovative partnership created with Alcoa

2011 — ERI becomes first recycler to be dual-certified by R2 and BAN's e-Stewards

2013 — Collaboration with DSNY to launch groundbreaking residential recycling program called ecycleNYC

2013 — ERI expands with state-of-the-art facility in New Jersey

2014 — ERI achieved a significant milestone, surpassing one billion pounds of electronics responsibly recycled

2015 — ERI becomes first multi-site electronics recycler to achieve NAID AAA certification at all locations

2015 — ERI unveils the world's largest e-waste shredder and data destruction machine

2016 — Formally adopted the name ERI, representing the company's evolution and brand maturity

2018 — ERI pioneered electronic waste recovery with the first AI and robotics material recovery platform

2019 — ERI achieved a significant milestone, surpassing another one billion pounds of electronics responsibly recycled

2019 — ERI collaborates with Best Buy to launch TeenTech Center in NYC

2020 — ERI launched SOAR, a data-driven system enhancing transparency and recovery efficiency

2021 — ERI published its first annual Impact Report

2021 — Closed Loop Partners, backed by Microsoft, Nestlé and Unilever, makes a significant minority investment into ERI

2021 — Redwood Materials, founded by JB Straubel (Tesla Co-Founder), invests and enters into a strategic partnership to recycle batteries and solar panels

2024 — Launched BatCycle, a proprietary alkaline battery processing solution

2025 — Launched BatSort, a proprietary battery identification platform, highlighting ERI's innovation leadership

02 | Transparency, Trust, and Compliance

TRANSPARENCY, TRUST, AND COMPLIANCE

TRANSPARENT LEADERSHIP

Strategic oversight at ERI is entrusted to a dedicated Board of Directors, complemented by senior executives who oversee the company's daily operations.

Board members are chosen for their professional expertise and commitment to ERI's core values, promoting robust and effective governance. The company's executive leadership team fosters transparency, accountability, and ensures that strategic objectives are consistently translated into operational practices.

The CEO, who is both a co-founder and a Board member, leads decisions that impact economic, environmental, and social areas, maintaining seamless integration between governance and business operations. The Board is responsible for establishing and periodically updating ERI's mission, values, strategic direction, and sustainability targets.

It also supervises thorough due diligence processes to assess ERI's social and environmental impacts, incorporating stakeholder input to guide decision-making. These governance measures are reviewed each year to ensure their continued relevance and effectiveness.

For further details about ERI's Board members, please visit: https://eridirect.com/about-us/board-of-directors

To safeguard against conflicts of interest, ERI enforces a Confidentiality and Conflict of Interest Agreement for both senior executives and Board members. This includes routine disclosures and open communications with stakeholders. ERI does not have controlling shareholders, which supports independent decision-making. Any related-party transactions are transparently disclosed and evaluated to ensure fairness.

Roles and responsibilities are explicitly defined and periodically reassessed to maintain alignment with ERI's organizational objectives.

To learn more about ERI's executive leadership team, please visit: https://eridirect.com/about-us/executive-team

Commitment to Regulatory Compliance and Sustainable Governance

Demonstrating a steadfast commitment to regulatory excellence, ERI adheres to all relevant laws and standards governing environmental protection, labor, data security, and corporate governance. During the reporting period, no instances of violations or penalties occurred, underscoring the effectiveness of our internal controls and ongoing employee training initiatives.

The Board of Directors conducts regular assessments of ERI's overall performance, with particular attention to sustainability and risk management. Our Chief Sustainability Officer provides direct briefings to the Board on social responsibility and sustainability programs. By reviewing vital metrics and stakeholder feedback, the Board offers strategic direction to drive continual progress and maintain alignment with ERI's mission and objectives.

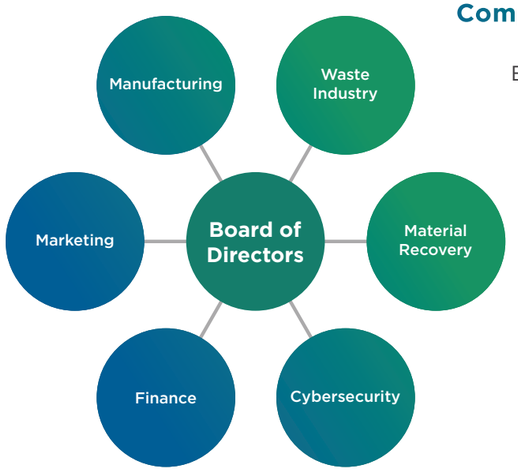
ERI's policy commitments are seamlessly woven into everyday operations through clear communication, comprehensive training, and robust accountability systems. Employees receive thorough education on sustainability, data security, and ethical standards, reinforced by routine monitoring and audits to ensure unwavering compliance.

Independent Verification and Global Standards Compliance

ERI takes a proactive, multi-layered approach to certification and verification to ensure responsible material management and alignment with global standards at every stage of the recycling process. By maintaining rigorous certifications—including R2v3, e-Stewards, and a comprehensive suite of ISO standards covering environmental management, data security, quality, and occupational health and safety—ERI demonstrates a long-standing commitment to operating beyond baseline compliance requirements.

This commitment is further reinforced through independent performance verification measures such as unannounced site inspections and real-world downstream tracking, which confirm that certified recyclers continue to meet stringent requirements even outside of scheduled audits.

Between 2021 and 2022, third-party verification programs administered by the Basel Action Network independently confirmed responsible material handling practices across multiple certified facilities, including ERI locations. Together, these certifications and verification mechanisms provide customers with confidence that ERI consistently delivers secure, compliant, and



Their broad backgrounds, spanning both public and private sectors, enable the Board to provide strategic guidance and make informed decisions that support ERI's growth and sustainability.

TRANSPARENCY, TRUST, AND COMPLIANCE

TRANSPARENT LEADERSHIP (CONT.)

sustainable recycling solutions—every day, not just when audits are scheduled.

Workforce Ethics and Compliance

ERI is committed to fostering a respectful and ethical workplace. All staff undergo thorough training in anti-discrimination, anti-harassment, and ethical conduct, helping maintain high labor standards and strictly prohibiting practices like child labor, forced labor, bribery, and human trafficking. Employee well-being is supported through open communication, regular feedback, and accessible reporting channels.

In addition to internal pathways, ERI offers third-party resources, anonymous reporting, and anti-retaliation policies to promote transparency and trust. The Grievance Policy outlines clear procedures for addressing issues, investigating concerns, and applying corrective actions, supporting ongoing improvement.

Consistent, company-wide communication is reinforced with monthly Human Resources newsletters that include employee highlights, safety guidance, and benefit reminders, posted in all facilities for visibility.

Employees are empowered to confidentially report concerns or non-compliance, as described in the Employee Handbook. Human Resources promptly investigates all reports following established protocols.

Through these measures, ERI maintains a transparent, safe, and responsive work environment where all concerns are addressed with care.

Driving Responsible Practices Through Stakeholder Involvement

ERI's commitment to responsible business practices is driven by ongoing dialogue with our stakeholders, most recently through the completion of a comprehensive materiality survey to assess and prioritize key concerns. We are dedicated to maintaining rigorous standards in ethical conduct, sustainability, and governance, underpinned by robust policies covering data security, environmental stewardship, labor rights, and ethical operations. These policies are routinely evaluated and updated to comply with international regulations, mitigate risks, and advance our sustainability objectives as regulations and stakeholder expectations evolve.

See Page 26 for more information about our materiality survey.

Empowering a Diverse Workforce

ERI's dedication to equitable employment practices is reflected in its longstanding commitment as an Equal Opportunity Employer. Since inception, the company has expanded job opportunities nationwide, ensuring fair treatment for all applicants and employees regardless of race, age, religion, physical ability, or other attributes.

Guided by the expertise of ERI's Board of Directors, we strive to lead our sector in sustainability, governance, data protection, and innovation. Their strategic oversight ensures our ongoing growth and reinforces our pledge to act with integrity and accountability across every aspect of our business.

With a Board of Directors offering expertise in sustainability, technology, governance, finance, and risk management, ERI maintains dynamic leadership that regularly undertakes professional development. This continued learning equips board members to guide ERI through shifting industry standards and regulatory environments.

As of 2025, 78.83% of ERI's workforce across all facilities and offices identifies as American Indian, Asian, or Hispanic. Within leadership, more than 55.56% of Operations Managers are Asian, Black or African American, Hispanic or Latino, or Native Hawaiian or Other Pacific Islander. Additionally, over 36.36% of upper management positions are held by employees from diverse ethnic backgrounds.

ERI's commitment to cultivating a supportive workplace culture is reflected in its strong employee retention rates: more than 38% of staff have been with the company for over five years, and over 17% have ten or more years of service. Our ongoing mission is to further develop an inclusive and nurturing workforce. ERI remains dedicated to investing in professional development and collective advancement for all employees, recognizing these efforts as essential contributors to organizational success.

Safeguarding Human Rights: Policies and Practices

In accordance with ERI's unwavering commitment to ethical and responsible business practices, the Company has implemented a comprehensive Human Rights Policy designed to uphold and respect human rights and labor standards throughout all operations. This policy affirms ERI's dedication to its employees, environmental stewardship, and the protection of privacy, establishing clear expectations for all employees, suppliers, and contractors to maintain these high standards.

TRANSPARENCY, TRUST, AND COMPLIANCE

TRANSPARENT LEADERSHIP (CONT.)

ERI maintains a strict prohibition on child labor and all forms of forced labor, including human trafficking and deceptive recruitment practices, ensuring that all employees are at least 18 years of age.

The policy further defines formal reporting procedures, outlined in the Employee Handbook which enables employees to confidentially raise concerns or report potential violations to supervisors, Human Resources, or the Ethics Hotline. These provisions reinforce ERI's ongoing commitment to fostering a workplace and supply chain that consistently honors fundamental human rights.

Reference:
https://eridirect.com/about-us/human-rights-policy/

Responsible Sourcing Policy

- Supplier Standards Charter
- Partner Code of Ethics
- Responsible Sourcing Policy
- Supplier Integrity Guidelines
- Vendor Ethical Commitment Statement
- Supplier Responsibility Principles
- Ethical Sourcing Expectations
- Vendor Compliance and Ethics Code
- Supplier Conduct Assurance
- Responsible Supplier Action Plan

In 2025, ERI further strengthened its commitment to sustainable and responsible business practices by collaborating with hundreds of vendors to support the company's widespread operations. Internal assessments indicate that vendor-related activities continue to account for more than 80% of ERI's total carbon emissions, highlighting the urgent need to work with suppliers who prioritize ethical conduct and environmental responsibility.

Building on this commitment, ERI launched an updated and unified Supplier Code of Conduct in 2025, providing a clear and comprehensive framework for supplier expectations. This initiative ensures that responsible business practices, including compliance, human rights protection, and sustainability are clearly defined and communicated to all prospective partners before any agreements are established.

To maintain these high standards, ERI implements regular audits and annual departmental reviews, seeking ongoing alignment with organizations that share its values of integrity and environmental stewardship. The Supplier Code of Conduct addresses a broad range of critical areas, including:

- Child Labor
- Compliance
- Conflicts of Interest
- Data Protection
- Discrimination & Harassment
- Human Trafficking & Forced Labor
- Supplier Diversity
- Sustainability & Environmental Impact
- Website Content Accessibility
- Working Conditions

Moreover, our partners such as downstream material vendors, logistics providers, workforce agencies, and international collaborators must adhere to additional tailored requirements.

These measures are designed to create a foundation of trust, transparency, and accountability across ERI's extensive supplier network. Through these robust standards and proactive oversight, ERI continues to advance integrity and responsibility throughout its partnerships in 2025.

TRANSPARENCY, TRUST, AND COMPLIANCE

MATERIALITY

In 2025, ERI conducted its first formal materiality assessment to better understand and prioritize the environmental, social, and governance topics most important to our stakeholders and business operations. The assessment was distributed to a broad group of stakeholders, including ERI board members, partners, clients, suppliers, regulators, executives, and employees across multiple departments, achieving a response rate exceeding 35 percent.

Results indicated strong alignment among stakeholders on the importance of environmental health and safety, regulatory compliance, and data security. External stakeholders placed comparatively greater emphasis on downstream management, supply chain transparency, and third-party auditing practices, while internal stakeholders identified circularity initiatives and internal auditing practices as areas of higher importance. Topics such as Scope 4 (avoided emissions) and climate risk assessments received comparatively lower prioritization among respondents.

The findings closely align with ERI's existing operational priorities, including ongoing efforts to ensure that all ERI facilities and partner operations comply with applicable federal and state requirements, while also meeting client expectations for secure handling and protection of data privacy.

The assessment provides ERI with valuable guidance to further align sustainability initiatives and reporting with stakeholder expectations while supporting continuous improvement across our operations and value chain.

TRANSPARENCY, TRUST, AND COMPLIANCE

INFORMATION SECURITY

As an industry leading recycler and IT asset disposition (ITAD) service provider, we recognize the essential need for comprehensive security measures across our facilities and throughout our infrastructure.

These safeguards are vital not only for protecting and tracking client assets but also for securing our network connections and the sensitive information of both employees and customers. With the rise in cybercrime targeting data, information security remains a core focus for ERI.

To ensure effective protection, ERI has established a robust Information Security Management System and maintains certifications from major information security and data protection standards such as SOC 2 Type II and ISO 27001.

Our operations include advanced access controls like turnstiles that limit entry to operational areas, with additional restrictions for specific processing zones accessible only to authorized personnel.

The Asset Management area is reserved for specially trained staff responsible for handling data-bearing devices. Furthermore, every employee and vendor undergoes thorough vetting before joining ERI, and ongoing refresher training is required to uphold our rigorous security standards.

Comprehensive Physical Safeguards and Secure Processing Controls

Physical safeguards serve as the fundamental layer of protection within ERI's operations, protecting both our employees and our clients' assets. Each facility operates under a comprehensive security framework that integrates full-time, third-party security personnel, interior and exterior CCTV monitoring, and strictly controlled access points. Entry is managed through badge-secured systems, walk-through and handheld metal detectors, and reinforced security gates. Access to sensitive operational areas is limited to authorized personnel only, and mobile computing devices are prohibited within secure zones except for designated employees with restricted privileges. Loading dock doors remain secured when not actively in use, with vehicles backed directly into docks to prevent unauthorized access. U.S. facilities also provide secure, designated areas for customer-witnessed processing.

In recent years, ERI has further strengthened its security posture by deploying high-definition Verkada camera systems with AI-enabled monitoring and facial recognition capabilities across all facilities.

ERI GUARD turnstiles have also been installed to enhance controlled entry, reducing external risks while maintaining strict oversight of asset movement.

All data-bearing equipment that does not meet verified data erasure standards is physically destroyed using industrial shredders compliant with NIST SP 800-88 guidelines. For heightened security requirements, ERI utilizes an NSA-level shredder capable of reducing solid-state drives to 2mm granules, ensuring complete and irreversible data destruction.

Employee Highlight: Isela Jaimes, Compliance Supervisor

ERI's Compliance Supervisor Isela Jaimes managed the entire California Compliance SB20 program at ERI, overseeing all aspects from the receipt and processing of materials to the billing and monthly submission of SB20 Recycler claims to CalRecycle for state recovery payments. She supervises SB20 compliance personnel, monitors daily operations, and diligently reviews logs, transfer receipts, shipment details, and receiving records to identify and mitigate business risks with clients.

Through her leadership, Isela has driven the department to become increasingly efficient while maintaining an exceptional success rate—over 99% of SB20 material is approved at the state level. This high approval rate highlights her exceptional performance and reliability. Her commitment to proper procedures, quality standards, and responsible recycling contributes significantly to ERI's sustainability and compliance goals, supporting a cleaner environment and reinforcing the company's reputation for integrity and excellence. Isela is an inspired professional who values faith, family, and community, enjoys sports and true crime media, and prioritizes integrity in and out of work.

"I am most proud of my reliability and growth within my role. I've improved my efficiency, strengthened my communication with my team, and consistently met performance expectations."

TRANSPARENCY, TRUST, AND COMPLIANCE

INFORMATION SECURITY (CONT.)

Advanced Digital Protection Strategies

While many companies in electronics refurbishment and recycling provide data wiping and hardware destruction services, our two decades of experience have proven the value of undergoing thorough cybersecurity audits. ERI's IT Department regularly reviews the risks tied to our services and system requirements, following guidelines from the TSP Section 100 of the 2017 Trust Services Principles and Criteria for Security, Availability, Processing Integrity, Confidentiality, and Privacy (AICPA Trust Services Criteria).

These ongoing risk evaluations allow us to proactively detect weaknesses. Our internal data security protocols not only safeguard our operations but also underscore our dedication to protecting customers. ERI has put in place several advanced security practices:

- Monitored Intrusion Detection Systems: Every ERI facility is equipped with systems that provide round-the-clock surveillance.
- Cloud SaaS Email Protection: Our robust platform helps employees recognize and avoid phishing and other email-based security threats.
- Email Access Controls: Over 65% of ERI employees are prevented from accessing external emails, keeping communications secure and internal.
- Two-Factor Authentication: All ERI staff must use two-factor authentication to access company systems, blocking unauthorized device access.
- Advanced Security Solutions: ERI uses additional software and hardware defenses to prevent cyberattacks, fraudulent emails, and other security risks.

AI-Enabled Chain of Custody and Data Protection

Protecting client data is central to ERI's operations. Processing millions of assets annually, ERI applies rigorous security protocols to ensure all data is properly sanitized or destroyed. Through the Optech CAPTURE system, ERI maintains a secure, end-to-end chain of custody, tracking each asset from collection and transport through final processing. Devices are scanned prior to loading, verified upon arrival, and monitored throughout the workflow to ensure transparency and accountability.

For assets designated for reuse, ERI adheres to NIST SP 800-88 guidelines for data sanitization, the industry standard for secure erasure. When data destruction cannot be verified, devices are physically destroyed to eliminate any risk of exposure.

In 2025, ERI enhanced its proprietary SOAR and CAPTURE platforms, further automating asset tracking through artificial intelligence, machine learning, and advanced OCR technology. SOAR recognizes more than 40,000 makes and models and processes over 1,500 serialized devices daily, delivering a 350% improvement in operational efficiency.

CAPTURE enables ERI's domestic and international white-glove service teams to scan and photograph assets directly at customer sites using secure QR-based mobile tools. All data is transmitted to SOAR for reconciliation and processing, standardizing asset information and ensuring consistent reporting. With more than 1,270 projects completed using CAPTURE, ERI has established a secure, standardized chain of custody across carriers, vendors, and facilities—providing full traceability and confidence in every ITAD engagement.

Administrative Controls and Workforce Security Governance

ERI maintains a comprehensive framework of administrative safeguards to protect information assets and manage cybersecurity risk. Core policies, including the Information Security Policy, Security Management Framework, Secure System Development Life Cycle, and Cybersecurity Incident Response Plan which define employee responsibilities, establish secure data handling standards, and require prompt reporting of security incidents to ERI's IT leadership and, when appropriate, law enforcement.

With industry data showing that over 90% of breaches originate from phishing and social engineering attacks, ERI conducts mandatory monthly phishing simulations for all employees to strengthen awareness and reduce exposure to credential compromise.

In addition, ERI enforces strict workforce screening protocols. Candidates with criminal history involving theft, fraud, or relevant felonies within the past seven years are disqualified. Employees with access to sensitive areas undergo annual background rechecks, and all new hires complete 10-panel drug testing. These measures ensure that personnel entrusted with critical systems and client assets meet high standards of integrity and accountability.

Industry Leading Third-Party Certified Data Security and Protection

Ensuring robust information security goes beyond implementing protective systems, it also requires ongoing evaluation to confirm their effectiveness and adequacy. ERI's compliance with ISO/IEC 27001:2022 and SOC 2 Type II standards include rigorous testing protocols for devices

TRANSPARENCY, TRUST, AND COMPLIANCE

INFORMATION SECURITY (CONT.)

that store data, ensuring that all data-containing equipment is properly assessed and managed in accordance with industry best practices. To uphold these standards and demonstrate ongoing commitment, ERI intends to maintain its certifications and undergo annual recertification, reinforcing the reliability and trustworthiness of its data security protocols.

SOC 2 Type II

ERI is the only ITAD and e-waste recycler to comply with the SOC 2 Type II audit, established by the American Institute of Certified Public Accountants. This independent assessment evaluates the effectiveness of our security controls, risk management, employee training, vendor selection, and operational processes.

SOC 2 Type II is especially critical for organizations handling customer data, including those in finance, healthcare, technology, and SaaS. Auditors perform unannounced evaluations of randomly selected operations to confirm consistent implementation of controls. ERI has successfully met all SOC 2 Type II requirements since 2022. Key areas assessed include:

- Company integrity and ethics
- Communication and information controls
- Risk assessment and mitigation
- Internal monitoring and audit
- Software and infrastructure access
- System operations
- Change management

ISO/IEC 27001:2022

ERI proudly maintains ISO/IEC 27001:2022 certification, in addition to our SOC 2 Type II compliance. This globally recognized standard for information security management systems (ISMS) reinforces the security of our ITAD and recycling operations, helping protect sensitive data, manage risks, and ensure regulatory compliance. ISO 27001 certification demonstrates that ERI meets rigorous criteria for establishing, maintaining, and continuously improving information security practices for clients, employees, and stakeholders. ERI is the first ITAD and e-waste recycling company in the industry to earn both SOC 2 Type II and ISO 27001 certifications, reflecting our commitment to cybersecurity excellence.

NAID AAA Certification

ERI also holds the NAID AAA certification, the highest industry standard for data and information destruction services. NAID audits are conducted annually and randomly, verifying compliance with micro-media, hard drive destruction, and sanitization processes. Hard drive erasure is independently validated to ensure data is irreversibly destroyed in accordance with industry standards and applicable laws. This certification provides clients with assurance that all sensitive information is securely and reliably destroyed.

Trusted On-Site Data Wiping and Shredding Services

To ensure the secure destruction of data-bearing equipment from offices and data centers, ERI's on-site service specialists have designed comprehensive solutions. We handle on-site inventory, the removal of IT devices and hard drives, the dismantling of large tape libraries, and the safe transportation of assets.

Our offerings also include on-site shredding for a variety of sensitive items—such as SIM cards, M.2 chips, CDs, tablets, and motherboards—reducing them to particle sizes as small as 2mm or 20mm, based on client requirements.

- Witnessed destruction for added assurance
- On-site destruction for immediate data protection
- Certified data wiping procedures
- Asset tracking throughout the process
- Strict chain of custody controls

Our on-site services are available nationwide, serving clients from industries including telecommunications, energy, government, retail, finance, and law.

Rigorous Partner Audits Ensure Secure Global ITAD Services

ERI delivers secure IT Asset Disposition (ITAD) services worldwide by partnering with trusted local providers, with information security as the foundation of every engagement. All prospective partners must sign NDAs and complete a comprehensive ITAD compliance questionnaire, assessing their capabilities, certifications, and adherence to security best practices.

ERI auditors then conduct thorough on-site due diligence audits, verifying critical aspects of information security, including:

- Secure data sanitization and destruction processes compliant with industry standards
- Chain of custody and asset tracking controls to prevent unauthorized access
- Valid permits, licenses, and industry certifications (ISO 27001, ISO 9001, ISO 14001, ISO 45001, R2 Responsible Recycling, ADISA)
- Equipment testing, operational controls, and detailed reporting procedures

Any issues identified are addressed collaboratively, and partner approval is granted only after full compliance and security verification. Regular re-audits ensure that all partners maintain these high standards over time.

Rather than establishing operations in every country, ERI leverages its global network of trained teams to collect and transport assets in over 140 countries. This approach ensures clients' data and IT assets are handled efficiently, securely, and with full traceability. ERI has successfully delivered ITAD services in more than 50 countries, consistently maintaining the highest standards of information security, accountability, and regulatory compliance.

TRANSPARENCY, TRUST, AND COMPLIANCE

ENVIRONMENT, HEALTH, AND SAFETY (EHS)

In 2025, ERI achieved exemplary safety performance, registering zero critical fire incidents across all facilities.

This accomplishment meant there were no injuries, major property damage, or operational closures, underscoring the collective diligence and adherence to established safety protocols by teams nationwide.

The Nationwide EHS & Compliance team actively collaborates with each site, providing essential monitoring and data collection to support ongoing trend analysis and process improvement initiatives. Significant advancements were made in lithium battery storage compliance, with a national average of 88%, alongside site-specific improvements and targeted interventions addressing challenges such as CO2 suppression discharges, baling contamination, high-watt-hour battery management, and other unique events. These efforts have further reinforced ERI's comprehensive fire prevention strategies.

ERI's commitment to regular maintenance of fire suppression and detection systems, coupled with proactive initiatives like updated job aids and enhanced training programs, will continue to ensure operational readiness in 2026. Looking forward, our objectives include reducing CO2 discharges, improving consistency in incident reporting, and minimizing baler-related incidents—objectives that will guide ongoing safety enhancements.

At ERI, we uphold rigorous accountability for hazardous e-waste at every stage of the recycling process, from initial collection to final disposition. Our approach emphasizes responsible practices, including reuse, refurbishment, and recycling of end-of-life electronics. We are steadfast in our commitment to preventing forced and child labor and strictly prohibit harmful disposal methods. By fostering a culture of environmental responsibility through comprehensive staff training, expert consultation on EQH&S matters, and regular performance reviews and communication with internal and external stakeholders, ERI upholds its dedication to responsible stewardship. For more information about ERI's commitment, please visit: https://eridirect.com/sustainability/eqhs-policy/

Developing a Culture of Safety Through Training

At ERI, training is a cornerstone of our commitment to providing a safe workplace for all employees. Every new on-site team member must complete a robust curriculum that includes in-depth instruction and assessments on Personal Protective Equipment (PPE), Plant Safety Policies, Hazard Communication, and Emergency Action Plans. Environmental Health and Safety (EH&S) supervisors closely monitor each new hire's progress using a comprehensive checklist that covers over 30 distinct training programs, ensuring the highest level of protection across our organization.

To reinforce this foundation, we conduct annual refresher training at every ERI facility, keeping safety knowledge current and actionable. Additionally, quarterly drills—covering Spill Response, Emergency Evacuation, and Fire Response—are held so employees remain prepared and informed, minimizing potential risks. Our EH&S staff further their expertise by completing advanced 30-hour OSHA courses that focus on general worksite safety, hazard identification and avoidance, workers' rights, employer responsibilities, and specific safety regulations and best practices.

> **ERI protects employees and communities by embedding rigorous safety training, compliance reviews, and emergency preparedness into daily operations across every facility.**

Continuous improvement is supported through our monthly EH&S Meetings, where compliance with EH&S standards is reviewed and location-specific guidance is provided. In addition, quarterly Safety Committee Meetings are conducted at each site, involving facility management, employee representatives, and EH&S personnel. In 2025, we enhanced

Number of Work Stoppages:	Zero	Average Idle Time Per Day:	29 Minutes Per Truck
Total Case Incident Rate (TCIR)		**Days Away, Restricted, or Transferred (DART)**	
Average Across 11 Buildings:	5.95 TCIR	Average Across 11 Buildings:	3.42
Average Across 2 Buildings:	Zero TCIR	3 Facilities Recorded:	Zero DART
		Fatality Rate:	Zero
Number of Road Accidents & Incidents:	1 Tow	**Safety Measurement System BASIC Percentiles (Last 2 Years)**	
		Unsafe Driving:	Zero Violations
		Hours-of-Service Compliance:	Zero Violations
		Driver Fitness:	1 Violation
		Controlled Substances:	Zero Violations
		Vehicle Maintenance:	3 Violations
		Hazardous Materials Compliance:	Not Public

TRANSPARENCY, TRUST, AND COMPLIANCE

ENVIRONMENT, HEALTH, AND SAFETY (EHS) (CONT.)

our training approach by introducing mandatory semi-annual refresher sessions (in June and December) for all shredder sites. These sessions focus on CO2 suppression system operation, distinguishing between initial and secondary alarms, abort procedures, and proper evacuation protocols. Additionally, we launched targeted training on alarm system disarmament, role assignments during emergencies, and hands-on drills. Newly developed job aids now serve as essential tools to ensure consistent and practical learning for all employees.

Comprehensive Employee Protection

At ERI, ensuring a safe and healthy workplace remains our highest priority, particularly in the e-waste sector where material collection, sorting, and processing present potential hazards to both employees and the environment. In 2025, we continued our commitment to air quality by utilizing the Donaldson Torit Air Filtration system in all shredding facilities. Routine filter replacements and scheduled inspections were conducted to consistently protect employee health. Our Respirator Program also maintained frequent air quality testing and sampling, delivering comprehensive respiratory protection for our team.

This year, ERI further advanced workplace safety by deploying enhanced floor sweeper equipment at our Fresno facility, significantly reducing airborne dust. These improvements not only fostered a cleaner environment but also elevated air quality, reducing respiratory risks and supporting a safer, more comfortable workspace for all employees.

Hearing conservation remained a key focus throughout 2025 at every ERI facility. We continued to actively monitor operational noise, especially from shredding systems, and performed annual audits to assess sound levels at all workstations.

Hearing protection was provided to all employees and visitors, with mandatory use required for those engaged in sorting, dismantling, and machine operation, ensuring their ongoing health and safety.

Safe and Compliant Battery Recycling Operations

Batteries are prevalent in electronics, with rechargeable lithium-ion batteries amongst the most common. Improper sorting and management of these batteries can pose significant dangers. In addition to lithium-ion batteries, ERI also handles various other battery types, including lithium metal, alkaline, lead-acid, nickel-metal hydride, and even electric vehicle batteries. To ensure proper management of all battery types, we have established specific battery processing procedures and trained a specialized team working across all ERI facilities. This team is responsible for accurately sorting and packing batteries for further processing at ERI or by our downstream partners.

ERI employs battery sorting systems at our facilities in Plainfield, IN, Fresno, CA, and Holliston, MA. These conveyor systems are equipped with enclosures and advanced dust abatement technology. Upon receiving drums of batteries from client locations, the batteries are packed with fire suppressant material before being transferred into an enclosure, where the system efficiently separates the material from the batteries.

The dust abatement system effectively reduces dust generation during the unloading process, further improving environmental quality and ensuring the safety of our employees.
Batteries are ubiquitous in electronic devices, with rechargeable lithium-ion batteries being particularly prevalent. Improper sorting and management of these batteries can present significant safety risks.

Beyond lithium-ion batteries, ERI responsibly handles a wide range of battery chemistries, including lithium metal, alkaline, lead-acid, nickel-metal hydride, and electric vehicle batteries. In recent years, we have also seen

Employee Highlight: Brandon Oakes, EHS Manager

ERI is proud to have Brandon Oakes as our Environmental, Health, and Safety (EHS) Manager, where he brings two years of outstanding leadership and dedication to maintaining a safe, compliant, and environmentally responsible workplace. Brandon oversees safety programs, trainings, inspections, and incident investigations—work that plays a vital role in advancing ERI's circularity, sustainability, and governance commitments. His passion for educating others about responsible e-waste recycling helps extend ERI's positive impact well beyond our facilities and into the broader community.

This year, Brandon has made a remarkable contribution by fostering stronger communication, enhancing reporting, and supporting meaningful team growth. His commitment to continuous improvement reflects the best of ERI's culture. We appreciate the perspective he shares with new team members—encouraging curiosity, active learning, and speaking up to drive progress. Outside of work, Brandon enjoys spending time outdoors with his family, bringing that same energy and positivity to the ERI team every day.

What advice would you give to someone just joining the ERI family?

"Take advantage of every opportunity to learn—ERI is a place filled with passionate people who care about doing the right thing for the environment and for each other. Ask questions, stay curious, and don't hesitate to speak up when you see an opportunity to improve."

ENVIRONMENT, HEALTH, AND SAFETY (EHS) (CONT.)

a notable increase in the volume of battery-embedded products processed through our facilities, all of which are managed with the same rigorous commitment to responsible recycling.

To ensure the safe and proper handling of all battery types, ERI has implemented dedicated battery processing procedures and maintains a highly trained team that operates across all of our facilities. This specialized team is tasked with the accurate sorting and packing of batteries for further processing, either at ERI or with our downstream partners. Our facilities in Plainfield, IN, Fresno, CA, and Holliston, MA are equipped with advanced battery sorting conveyor systems featuring enclosed workspaces and state-of-the-art dust abatement technology. In addition, our Indiana facility has introduced a new dedicated processing line specifically designed to ensure the critical minerals contained within batteries are effectively diverted and recovered.

This strategic enhancement supports our ongoing mission to maximize resource recovery while promoting environmental stewardship. Upon receipt of battery shipments from client locations, batteries are packed with fire suppressant materials and transferred into the enclosed system, where materials are efficiently separated from the batteries. The integrated dust abatement system significantly reduces airborne particulates during unloading, further enhancing environmental quality and ensuring the continued safety of our employees.

ERI strengthens facility safety by advancing battery management, fire suppression training, and hazardous materials protocols across every stage of operations.

Hazardous Material Management and Safety

Given the diverse range of electronic devices we process, rigorous management of hazardous materials is fundamental to our operations. Many of these devices contain hazardous components that necessitate meticulous handling to safeguard our employees and ensure environmentally responsible recycling. At ERI, we have established a comprehensive Risk Assessment on Hazard Identification, which details the specific risks associated with material storage, flammability, battery handling and storage, as well as the management of waste such as freon, mercury, and tube oil.

This assessment enables us to proactively mitigate risks through robust management strategies designed to protect both our workforce and our operational integrity. Furthermore, ERI's Environmental Health and Safety (EH&S) team designates specialized personnel and facilitates annual training to ensure rapid and effective response to any potential risk events.

Continuous monitoring and ongoing training are integral to ensuring that all employees remain fully informed of potential hazards and are equipped with the knowledge and skills necessary for effective risk management.

Environmental, Health & Safety Commitment

ERI's Environmental, Quality, Health & Safety (EQH&S) Policy formalizes the company's commitment to responsible operations, regulatory compliance, and the protection of employee health, safety, and the environment. The policy underscores continual improvement, responsible management of electronic waste, adherence to recognized standards such as the e-Stewards Standard, and ethical business practices across the recycling value chain.

To promote accountability and transparency, ERI makes its EQH&S Policy publicly available and clearly communicates it to employees and external stakeholders, reinforcing a shared commitment to safety, quality, and environmental stewardship.

Reference:
https://eridirect.com/sustainability/eqhs-policy/

Safeguarding Facilities: Battery Management and Fire Suppression Strategies

Thermal events have become an escalating safety issue within the waste and recycling sector, with lithium-ion batteries emerging as a primary driver of facility fire risks.

The number of publicly reported fires at recycling and waste facilities surged from 373 incidents in 2023 to 430 in 2024—the highest annual total on record—largely due to improperly disposed lithium-ion batteries entering the waste stream.

This trend has only intensified in 2025, as early industry fire tracking indicates over 100 facility fire incidents reported in the first quarter alone, putting the year on track to set another record high. Industry analysis highlights that this "battery threat" now impacts a wide range of facilities year-round, with lithium-ion cells from consumer products, such as disposable vapes, frequently appearing in waste and posing significant risks of puncture or thermal runaway during handling.

According to the National Waste & Recycling Association (NWRA) and Resource Recycling Systems (RRS), recycling facilities experience more than 5,000 fires annually, many linked to lithium-ion batteries. Over the past five years, the rate of catastrophic fire losses has increased by 41%, directly affecting insurance costs and underwriting practices for the industry.

To address these risks, ERI implements regular fire drills and hands-on training sessions, ensuring employees are well-equipped to prevent and respond to thermal events.

The Environmental Health & Safety (EH&S) team conducts thorough incident reviews and compiles a monthly Thermal Reporting Report for all facilities, which outlines potential events, shares recommended procedures, and serves as an essential learning tool company-wide. Additionally, ERI is developing visual training resources to demonstrate proper fire response actions, with employees practicing these protocols routinely to maintain readiness and confidence.

ERI's commitment to safety is reflected in significant milestones achieved at our facilities. In 2025, both our Badin, NC, and Sumner, WA locations surpassed 2,000 days without an injury, while the Lincoln Park, NJ site reached an impressive 1,940 days without a lost-time injury. These accomplishments underscore ERI's dedication to a strong safety culture and our ability to address the evolving challenges posed by thermal events in waste management.

TRANSPARENCY, TRUST, AND COMPLIANCE

SUPPLY CHAIN

At ERI, risk assessment is a fundamental component of our ongoing operations.

We recognize its critical role not only in safeguarding our employees, but also in protecting our operations, business interests, clients, and the environment.

To maintain the highest standards, we ensure that all evaluations and reviews are consistently updated and effectively communicated across the company and to all stakeholders.

Protecting Operations Through Risk and Resilience Planning

ERI employs a proactive, continuous process to identify hazards and assess risks throughout its operations. These assessments are systematically documented, with preventative measures integrated into established procedures, programs, and training plans. ERI evaluates a comprehensive range of factors including organizational culture, routine and non-routine activities, workplace conditions, historical incidents, emergency scenarios, and the needs of all individuals impacted by its operations. Our risk assessments address environmental impacts, physical, chemical, and biological hazards, operational risks, data security, and compliance risks, ensuring a holistic approach to workplace safety and resilience. Evaluations also consider organizational design, operational workflows, and any significant changes within the company. Risk assessments are conducted and documented at least every three years or whenever major changes occur, with input from relevant employees.

We continually review climate change risks affecting ERI's operations, supply chains, and overall business resilience. As a leader in sustainability, we proactively manage risks such as extreme weather events, regulatory changes, and resource scarcity to enhance adaptability and ensure business continuity.

Regular site-specific reviews are conducted across all ERI facilities to identify and mitigate potential impacts from natural hazards, including hurricanes, wildfires, flooding, and extreme temperatures. These ongoing assessments allow us to implement targeted operational and safety measures, for example, adjusting work schedules and strengthening employee safety protocols in response to rising summer heat at the Fresno facility, as well as preparing for severe winter conditions at Holliston and Flower Mound locations.

To address these challenges, we regularly update our "Emergency Action Plan" and ensure that all facilities are equipped with the necessary infrastructure and equipment. Additionally, ERI has established a Communication Group within operations to guarantee that all relevant teams are promptly informed and thoroughly prepared for any emergency situation. This comprehensive approach enables us to prioritize safety, minimize disruptions, and maintain business continuity.

Supply Chain

ERI is dedicated to closely monitoring its supply chain, ensuring strict compliance through comprehensive audits, transparent practices, and advanced tracking with the Optech system. By regularly surveying downstream partners and refining procurement strategies, ERI maintains high standards for environmental health, safety, and human rights, continually improving material recovery and sustainability across its network.

Ensuring Accountability Across Downstream Partners

As an industry leader, ERI is deeply committed to protecting people, the planet, and data privacy—consistently going beyond compliance with local and federal regulations and advancing material circularity. To achieve these goals, ERI has established a robust network of domestic and international partners to process all materials and commodities, utilizing ERI's proprietary Optech system to meticulously track material flows.

All partners receiving and processing ERI's designated materials are subject to comprehensive audits conducted by ERI's compliance team. These audits encompass both desk-based and onsite evaluations to ensure partners adhere to ERI's rigorous standards for environmental health and safety, human rights, and compliance with environmental legislation.

ERI maintains full transparency regarding its downstream vendors and processors, with 100% of Focus Materials/Hazardous Electronic Waste vendors audited against e-Stewards, R2, and ISO standards—regardless of their certification status. Desk audits are performed annually, while onsite audits occur biennially. Only vendors who demonstrate complete compliance with ERI's requirements are approved

Vendor Highlight

PRATT INDUSTRIES™

This year, we're spotlighting Pratt Industries, a key ERI partner and the nation's largest privately held recycled paper and packaging company. Pratt's circular business model led to processing 1,680 tons of ERI fiber in the past year, saving 28,560 trees, conserving 11.76 million gallons of water, saving 6.72 million kilowatt-hours of energy, diverting 5,544 cubic yards from landfill, and avoiding 1,680 tons of CO_2 emissions. Pratt's efforts support our shared mission for a circular, sustainable future.

TRANSPARENCY, TRUST, AND COMPLIANCE

SUPPLY CHAIN (CONT.)

as downstream vendors for these materials. On-site audits are diligently carried out by ERI's compliance team. Notably, we've hired third-party internal audit at the Plainfield, IN facility on November 4, 2025, recognized the implementation of Fire Incident Reporting QR Codes and Fire Response Training QR Codes, which have enhanced management's ability to efficiently evaluate training effectiveness.

ERI also conducts regular surveys of downstream partners to monitor material recovery rates, striving to continually improve the quality of commodities produced and ensure their reintegration into new product manufacturing. This ongoing collaboration fosters continuous improvement and supports our shared commitment to building a sustainable, circular economy.

Strengthening Vendor Selection Through Responsible Procurement

In 2025, we have focused on strengthening our Procurement Department by reviewing all purchasing processes and optimizing our procurement strategies to further enhance compliance and sustainability across our supplier network. As part of this initiative, our vendor selection process now considers additional sustainability measures, including supplier evaluations supported by platforms such as EcoVadis. Through prioritizing rigorous adherence to R2v3, e-Stewards, and carbon-neutral programs, as well as integrating broader sustainability reviews, we have strengthened vendor governance and embedded sustainability and regulatory compliance into every stage of procurement. These efforts have actively reduced supplier risk, improved contract accountability, and ensured all vendors consistently uphold the highest standards for responsible electronics recycling and environmental stewardship.

Under the leadership of Procurement Specialist Tiv Ek, ERI has further refined its vendor selection criteria and expanded sustainability education throughout the supply chain. Tiv's disciplined approach, rooted in his background as a U.S. Navy Logistics Manager, drives a culture of transparency and operational reliability. He works directly with every department to guarantee timely support while continuously engaging vendors to communicate compliance expectations and foster ongoing improvements. This commitment to compliance and sustainability strengthens ERI's resilient, ethical, and environmentally responsible supply chain.

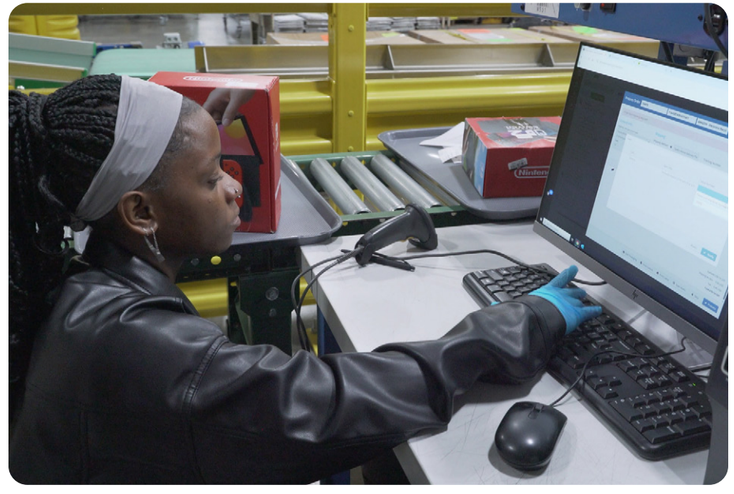
Altogether, these advancements reflect ERI's unwavering dedication to sustainable procurement practices that protect people, the planet, and the integrity of our supply chain.

Extending ERI's Standards Across Our Global Partner Network

ERI is committed to providing secure, responsible IT asset disposition (ITAD) and electronics recycling solutions for clients around the world. Through a trusted network of more than 40 international partners, 51 partnered facilities, ERI delivers consistent ITAD services in over 130 countries. Regardless of location, ERI applies the same high standards for environmental responsibility, ethical business practices, and data security across its global partner network as those maintained within its own operations.

ERI's international partners are thoroughly vetted through a comprehensive pre-approval process, ensuring that each contracted partner meets our stringent requirements for compliance, operational capability, and service quality. Our service team has fostered long-standing relationships with select international partners, and we exclusively engage contracted vendors. To uphold these high standards, all partners undergo annual audits to capture and review any changes within their operations. Additionally, we proactively monitor each partner to ensure all certifications, permits, and licenses remain current and valid. As a leader in the ITAD industry, ERI works collaboratively with its partners to strengthen responsible practices, promote transparency, and consistently align with client expectations for security, sustainability, and performance.

ERI's international partners demonstrate these commitments through the following practices:



- **Environmental Responsibility**
  - Zero-landfill recycling of IT equipment, with materials tracked through final disposition.
  - Safe and compliant handling of hazardous materials to protect the environment.
  - Monitoring and management of environmental impacts across the supply chain, including carbon emissions (CO_2e).
- **Social Responsibility**
  - Extending the life of IT equipment through refurbishment and reuse, supporting digital access through affordable, quality-assured technology.
  - Maintaining safe, healthy working conditions across all facilities.
  - Upholding fair employment practices, including equal opportunity and fair wages.
- **Data Security and Accountability**
  - Secure data sanitization and media destruction using approved tools and processes to protect sensitive information.
  - Independent third-party certifications, including e-Stewards, R2v3, and applicable ISO standards.
  - Thorough due diligence of personnel, processes, and security controls to provide clients with confidence and peace of mind.

03 | Environmental Impact and Circular Innovation

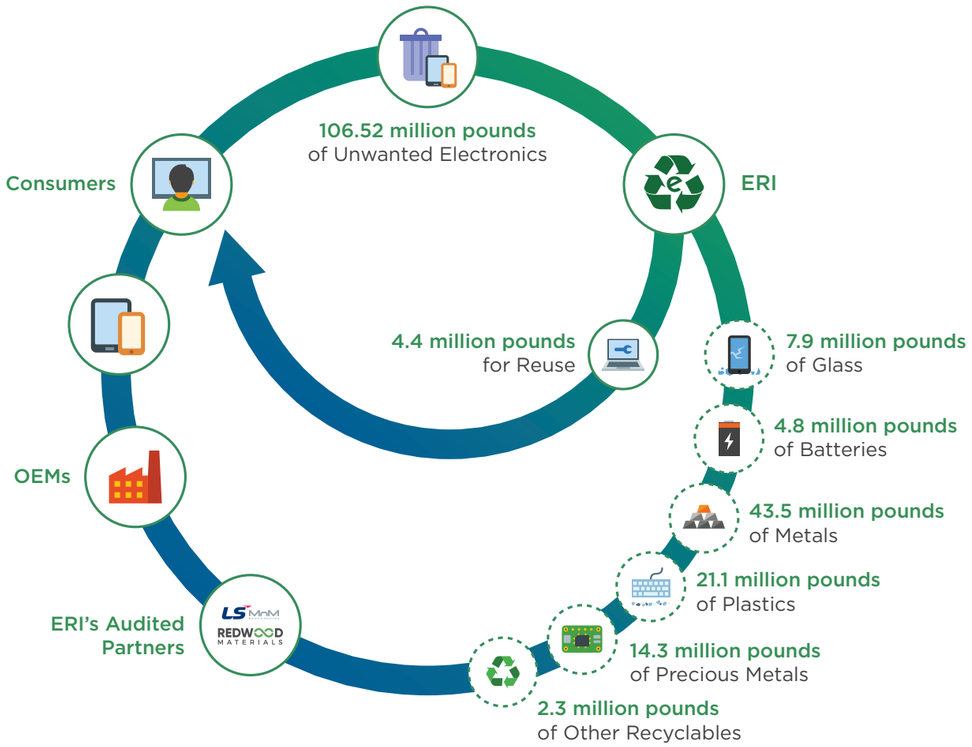
ENVIRONMENTAL IMPACT AND CIRCULAR INNOVATION

MATERIAL CIRCULARITY

The rapid growth of electronic consumption and technology-driven economies is intensifying pressure on natural resources, supply chains, and waste management systems. In response, the transition to a circular economy requires organizations to fundamentally rethink how materials are sourced, used, and recovered. Strategic focus on critical minerals, climate mitigation, supply chain resilience, and global stability is essential. By prioritizing reuse, recycling, and responsible resource management, companies can reduce dependence on finite resources vital to securing a domestic supply chain for technologies foundational to U.S. energy dominance, national security, and industrial competitiveness. These practices not only lower greenhouse gas emissions but also strengthen long-term operational resilience and sustainability.

According to The Global E-waste Monitor 2024, per capita e-waste generation in Northern America is approximately 21.2 kg per person—well above the global average. Real-time projections indicate that global e-waste production may reach 67.6 million tons annually in 2025, or roughly 2.14 tons generated every second. Yet only about 22% of global e-waste is formally collected and recycled, underscoring the need for stronger recovery systems, infrastructure investment, and accountable end-of-life management.

ERI remains firmly committed to advancing the circular economy as part of its mission to protect People, Planet, and Privacy. Through responsible IT asset management, secure data destruction, and material recovery innovation, ERI continues to drive environmental stewardship, enhance supply chain security, and create sustainable value for communities worldwide.



Advancing Circular Value Through Asset Management

Our mission is to proactively identify and capture opportunities to extend the lifecycle of electronic devices, supporting a more sustainable and resource-efficient future. ERI's Asset Management (AM) Department has established itself as a recognized industry leader both nationally and internationally by developing a strong network of carefully vetted downstream partners and resale channels.

Through the use of ERI's proprietary technologies, including SOAR and CAPTURE which are purpose-built solutions designed to optimize asset tracking, processing efficiency, and recovery rates, we have significantly enhanced the reuse and value recovery of electronic equipment. (For additional information regarding ERI's technology, please refer to Page 53.)

For data-bearing devices eligible for refurbishment and resale under established service agreements, ERI follows rigorous, industry-leading data sanitization protocols to ensure complete data security and mitigate any risk of breach. (Please refer to page 28 for further details.)

In 2025, ERI recovered more than one million devices and IT components for reuse. These items included accessories, audio equipment, cell phones, computer and networking hardware, gaming systems, hard drives, televisions, fitness equipment, and more. Through strategic third-party partnerships, ERI also sold over 50,000 units directly to consumers across multiple platforms, expanding access to products such as televisions,

ENVIRONMENTAL IMPACT AND CIRCULAR INNOVATION

MATERIAL CIRCULARITY (CONT.)

computers, smartwatches, smart home speakers, and headphones. Our ongoing focus is to further enhance operational efficiency and recovery performance through continued investment in ERI's proprietary technologies. By maximizing reuse, we not only extend the lifespan of valuable electronics but also broaden access to affordable technology while delivering measurable environmental benefits.

Enhancing Material Recovery: Toward Circular Excellence

ERI is committed to advancing a truly circular economy in material recovery, resource efficiency, and long-term environmental stewardship. Central to this commitment is our sustained investment in research and development (R&D), focused on increasing recovery yields, enhancing material purity, and continuously improving the performance of our processing technologies.

Through our operations, we recover a broad range of critical materials and conflict minerals from end-of-life electronics, including aluminum, copper, tin, gold, silver, palladium, and rare earth elements, as well as other materials such as steel, glass, and multiple plastic resins. Our advanced battery recovery processes also extract additional critical materials such as cobalt, lithium, manganese, nickel, and zinc—materials that are vital to domestic manufacturing, electrification, and supply chain resilience.

ERI's R&D initiatives are designed to optimize every stage of the recovery process—from material characterization and separation efficiency to downstream refinement pathways. By integrating proprietary technologies, process engineering enhancements, and continuous performance testing, we work to maximize commodity value while minimizing carbon intensity, waste, and residual output.

In 2025, ERI produced 43.5 million pounds of recovered metals, including copper, steel, and aluminum; 14.3 million pounds of precious metals such as gold, silver, and palladium; and 21.1 million pounds of plastics, among other resources. These results reflect not only operational scale, but also the effectiveness of our technology-driven recovery strategies.

We maintain strategic partnerships with leading domestic and international smelters and processors, including LS MnM and Redwood Materials, among others. These direct recycler-to-smelter relationships strengthen traceability, transparency, and material accountability—key components of a high-integrity circular system. Complementing these collaborations is a global network of more than 100 downstream partners, ensuring consistent, responsible pathways for reuse and recycling across diverse material streams.

ERI continuously evaluates opportunities to further enhance commodity recovery rates, reduce processing residue, and refine material outputs. This strategic focus is led by our Vice President of Circular Solutions, Anthony Borges, whose deep industry expertise and operational leadership drive ongoing advancements in circular performance and material innovation. See page 50 for details on our Key Materials.

Empowering Clients with Comprehensive Sustainability Data

ERI's exemplary performance has established enduring trust among numerous major international clients. Our ongoing mission is to consistently deliver exceptional services while supporting our clients in achieving their sustainability objectives. Leveraging our proprietary Optech system, we provide tailored Circular Impact Reports to clients within specified timeframes, accurately quantifying emissions avoided and environmental benefits realized through responsible electronics recycling.

Many ERI clients actively participate in sustainability initiatives, pursue certifications, and track their environmental progress, which demand robust, comprehensive data related to recycling, reuse, and product verification. ERI remains committed to delivering these critical insights and continuously enhancing our technological platforms to uphold our leadership within the industry.

Supporting Certifications and Verifications Include:

- EPEAT Compliance
- Walmart THESIS Sustainability Survey
- Walmart Project Gigaton Reporting
- CSRD Report
- Other Customized Reports

Paving the Way for Circular Products: Collaborative Approaches Between OEMs and Recyclers

Our pursuit of a circular economy extends well beyond the reuse and recycling of electronics and comprehensive reporting. We also address upstream considerations by fostering collaboration between recyclers and original equipment manufacturers (OEMs) on product design. We recognize the importance of engaging OEMs in dialogue to optimize reuse and recycling efficiency and to minimize environmental impacts inherent in the recycling process. Through our "Design for Sustainability" service, ERI actively encourages OEM clients to involve their engineering and leadership teams with ERI's operations and sustainability experts. This partnership leverages our professional expertise to ensure circularity is embedded into the design of new products, transforming traditional OEM-recycler relationships into dynamic, solutions-oriented collaborations focused on improving product sustainability.

This initiative encompasses expanding consumer collection programs, offering educational resources on sorting and recycling procedures, and integrating recycled materials such as copper, aluminum, silver, and plastics back into the manufacturing cycle. We advocate for product designs that facilitate more efficient sorting, refurbishment, disassembly, and recycling processes.

ERI takes pride in being the industry's first e-waste organization to introduce this collaborative initiative, further demonstrating our dedication to supporting clients in reaching their sustainability goals. For over 15 years, we have upheld e-Steward and R2 certifications, highlighting our unwavering commitment to responsible refurbishing and recycling practices. We have assisted numerous leading OEM clients in confirming the recyclability of their products and producing customized reports for their reuse and recycling programs.

We are confident that by working together and fostering innovation, we can help create a more sustainable and better future for everyone.

ENVIRONMENTAL IMPACT AND CIRCULAR INNOVATION

KEY MATERIALS

Materials Innovation and Strategic Focus: Plastics and Rare Earth Elements (REEs)

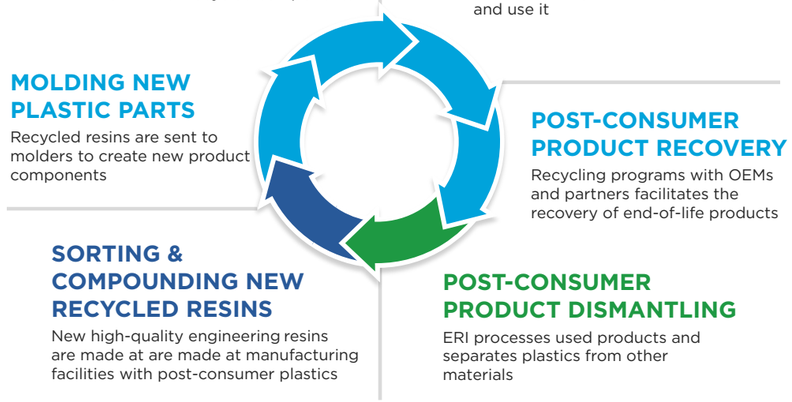
Achieving material circularity has long been a cornerstone of ERI's mission, guiding sustained investment in advanced research, technology innovation, and process optimization to unlock maximum value from end-of-life electronics. ERI is firmly committed to promoting a circular economy for critical minerals, rare earth elements, and plastics, which are vital to contemporary technologies and the stability of global supply chains.

Through continuous innovation and strategic partnerships, ERI is enhancing its ability to recover and reintegrate these valuable resources from e-waste back into manufacturing streams. This approach not only reduces dependence on virgin materials and minimizes landfill impact, but also strengthens resource security, lowers environmental footprint, and accelerates the transition to a more resilient, circular, and sustainable economy.

Critical Minerals

Recovering critical minerals from e-waste is increasingly vital as demand for advanced technologies continues to accelerate while primary resource supply remains constrained. As highlighted by the UN Global E-waste Monitor 2024, discarded electronics represent a significant "urban mine," containing billions of kilograms of recoverable metals—yet a substantial portion is still lost each year due to gaps in collection and recycling. This missed opportunity underscores the urgent need for scalable, advanced recovery solutions that can capture more value from end-of-life devices.

ERI addresses this challenge through its proprietary, vertically integrated recycling technologies and responsible processing systems designed to maximize material recovery while maintaining the highest environmental and data security standards.



Polymer Type	Output Volume	Certification	Notes
ABS	Highest	UL 2809 ECVP Certified	Consistent volumes delivered
HIPS	Highest		Consistent volumes delivered
PC	Reliable		Consistent volumes delivered
PC/ABS	Reliable		Produced through specialized compounding
Nylon	Reliable		Consistent volumes delivered

By combining automated dismantling, advanced shredding, and precision separation technologies including mechanical and metallurgical processes, ERI is able to efficiently extract critical minerals such as cobalt and lithium, along with high-value commodities from complex electronic waste streams. These innovations are supported by rigorous downstream partnerships and audited refining processes to ensure materials are recovered and reintegrated back into manufacturing supply chains.

Through these efforts, ERI has generated 14.3 million pounds of precious metals, including gold, silver, and palladium, demonstrating both the scale and effectiveness of its recovery capabilities. By transforming e-waste into a reliable secondary source of critical minerals, ERI reduces dependence on virgin mining, lowers environmental impact, and strengthens supply chain resilience, advancing a more circular, secure, and sustainable economy.

Rare Earth Elements (REEs)

Establishing a circular supply chain for rare earth elements in the United States is essential for long-term economic, environmental, and national security. REEs are vital for electric vehicles, renewable energy systems, advanced electronics, and defense technologies, yet the U.S. remains dependent on

Employee Highlight: Lee-Tan Lu, Environmental Specialist

ERI's Environmental Specialist Lee-Tan Lu is a committed professional at ERI, instrumental in advancing sustainability initiatives and ensuring nationwide legislative compliance for original equipment manufacturers (OEMs). She leads decarbonization, waste diversion, and the development of innovative programs such as solar panel processing and rare earth element recovery.

Her research and analysis provide valuable insights that guide ERI's strategy and reinforce its leadership in responsible electronics recycling. Lee-Tan is also recognized for fostering strategic partnerships and sharing best practices, amplifying ERI's positive impact within the industry. She attributes her professional growth and meaningful contributions to ERI's collaborative and professional culture. Outside of work, Lee-Tan enjoys nature, exploring diverse cuisines, and unwinding with video games and documentaries.

"I am excited about my career at ERI because of the significant opportunities in material circularity and sustainability. ERI's culture, which values compliance, regulatory adherence, and sound economic decision-making, provides a stable foundation for growth and encourages thoughtful, strategic decisions."

ENVIRONMENTAL IMPACT AND CIRCULAR INNOVATION

KEY MATERIALS (CONT.)

foreign sources for refined materials. By recovering REEs from domestic e-waste and reintroducing them into manufacturing, the U.S. can reduce supply-chain vulnerabilities, minimize environmental impacts from mining, and ensure a stable, sustainable supply of critical materials to support the clean-tech industries of the future.

ERI has conducted extensive research over more than four years, thoroughly exploring the recovery of rare earth elements (REEs) from a wide array of e-waste streams. Through its advanced analytical and extraction capabilities, ERI has successfully identified at least 8 distinct sources of REEs within discarded electronics, including magnet-bearing components and other critical materials commonly found in end-of-life devices such as laptops, speakers, and hard drives.

As the largest and most sophisticated electronics recycler in the United States, ERI is uniquely equipped to systematically extract and source these REEs-bearing components on a national scale. Leveraging strategic partnerships with U.S.-based refiners, ERI collects, pre-processes, and supplies magnet-bearing and other REEs-rich materials, supporting the production of high-purity rare earth oxides for use in new magnets and clean-technology applications.

By proactively advancing the domestic recovery and reuse of rare earth elements (REEs), ERI contributes to a stronger circular economy and reduces reliance on foreign sources, thereby enhancing the resilience and sustainability of the nation's critical materials infrastructure. ERI is committed to ongoing research and strategic partnerships to further expand the circular supply chain for REEs.

Employee Highlight: Chris Clayton, ITAD Operational Efficiency Manager

ERI is delighted to highlight Chris, our ITAD Operational Efficiency Manager, whose leadership and dedication have been instrumental in driving process improvements and operational excellence nationwide. Chris oversees the Asset Management department in Massachusetts, ensuring teams consistently meet objectives and uphold the highest standards. His commitment to responsible e-waste management supports ERI's mission to protect the environment and promote sustainability.

Chris's standout achievements include training colleagues across multiple facilities, optimizing workflows, and championing the seamless adoption of new technologies. His collaborative spirit and passion for sharing knowledge have empowered teams to maximize efficiency and achieve success. Beginning his career as a dock worker, Chris's journey at ERI exemplifies the growth opportunities available within the company.

Beyond his professional accomplishments, Chris is a dedicated family man and fitness enthusiast who enjoys spending time with his daughters, fiancée, and loyal beagle, Bebe. ERI celebrates Chris's contributions and the positive impact he continues to make on our organization and its people.

"I have gained valuable knowledge and skills with each role I've taken on, and I look forward to what the future holds."

Plastics

ERI is advancing a comprehensive, fully North American closed-loop solution for plastics derived from electronic waste, further solidifying its leadership in the circular economy. Through strategic downstream partnerships, joint ventures, and a vertically integrated supply chain, ERI has established a robust process that begins with initial operations in Southern California and expands through additional partners across North America. This network enables the development of a wholly domestic, circular system for plastics recovery and transformation, significantly mitigating supply-chain risks and supporting regional circularity.

The company's supply chain services are distinguished by their vertical integration, encompassing every stage from sourcing post-consumer recycled (PCR) materials—both from ERI's e-waste streams and other North American suppliers—through processing into specification-grade PCR pellets, advanced compounding, injection molding, parts production, and assembly operations. This end-to-end model ensures that recovered plastics from end-of-life electronics are reintroduced into manufacturing applications, thereby closing the materials loop.

ERI reliably delivers consistent volumes of recycled polymers, with ABS and HIPS representing the highest output, alongside PC, PC/ABS (produced through specialized compounding), and Nylon. All materials supplied are certified under UL 2809 Environmental Claim Validation Procedure (ECVP) for Recycled Content, ensuring rigorous verification of environmental claims. To further support OEM sustainability and procurement requirements, ERI offers comprehensive, trackable reporting on recycled material flows. This transparency, coupled with the company's commitment to quality and environmental stewardship, underscores ERI's role as an industry leader in providing sustainable, traceable, and high-performance circular plastics solutions rooted in the recovery of e-waste.

Innovation in the Circular Economy

In 2025, ERI achieved significant milestones by developing and deploying several innovative technologies that advance the circularity of materials recovered from e-waste while enhancing workplace safety for our employees. Key solutions introduced include BatCycle, SOAR 3.5, Technology for Advanced Materials, or TAM—the next-generation robotic and optical sorting system, BatScan, BatSort, and Optech Capture.

Collectively, these advancements have substantially increased operational efficiency, improved the quality of recovered commodities, and fostered a safer working environment throughout our facilities.

ENVIRONMENTAL IMPACT AND CIRCULAR INNOVATION

KEY MATERIALS (CONT.)

Battery Recycling & Zinc/Manganese Concentrate – BatCycle

ERI's new BatCycle technology introduces a proprietary in-house process for recycling alkaline batteries through advanced shredding and commodity separation systems. This technology enables higher recovery efficiencies and produces additional streams of high-quality zinc and manganese oxide for multiple applications like manufacturing and agricultural industries.

Through increased automation. including robotics for sorting and quality control—BatCycle enhances ERI's overall battery processing capacity and operational efficiency. The system also lowers logistics and packaging costs by allowing materials to be shipped as separated, recycled fractions with reduced DOT shipping requirements.

BatScan

ERI addresses the safety and cost challenges posed by embedded batteries in electronic devices, which, if improperly processed, can lead to increased expenses and safety risks. Notably, internal data indicates that over 60% of devices flagged as potentially containing batteries may not actually have them.

To improve accuracy and efficiency, ERI is implementing an advanced x-ray density analysis line to precisely detect and locate embedded batteries within devices. This new technology is currently being installed at the Indiana facility and is scheduled to become operational in December 2025. By enhancing detection capabilities, ERI is poised to reduce unnecessary processing costs and mitigate safety hazards, further supporting its commitment to responsible and innovative recycling practices.

BatSort

ERI's new BatScan and BatSort systems represent major advancements in safe and efficient battery identification, handling, and recycling. Together, these technologies are designed to reduce environmental and safety risks, prevent thermal incidents, and enhance the recovery of critical minerals essential to the circular economy.

BatScan uses advanced x-ray imaging and robotic marking to detect and identify the exact location of batteries within e-waste, enabling safe and precise disassembly. By distinguishing devices that do not contain batteries, BatScan prevents unnecessary incineration and reduces the risk of fires, explosions, and other environmental health and safety hazards. The system is scheduled to become operational in Indiana in February 2026, with subsequent deployments at additional facilities planned for later in the year.

BatSort complements BatScan by using AI-powered scanning to analyze and sort batches of batteries by chemistry, allowing ERI to safely and efficiently direct materials to the appropriate processing streams. Batteries that can be recycled in-house are routed to ERI's BatCycle system, while other types are managed through approved downstream partners. This precise sorting improves overall material purity and maximizes the recovery of critical minerals such as nickel, cobalt, and lithium. BatSort also reduces manual handling and associated safety risks, leading to fewer environmental and workplace hazards.

Together, BatScan and BatSort represent a significant step forward in ERI's commitment to sustainable, data-driven battery recycling—enhancing worker safety, improving environmental performance, and supporting the responsible recovery of valuable materials from the waste stream.

Optech Capture

ERI's Optech Capture platform continues to demonstrate impressive growth and operational impact across the organization from 2023 through 2025. The ERI Logistics Team has played a pivotal role, consistently increasing the scheduling of Optech Capture

SOAR 3.5

ERI's SOAR (Serialization & Optical Asset Recognition) platform continues to transform operational efficiency across the company's facilities through automation, AI integration, and continuous process innovation.

SOAR 1 and 2 are now fully live and have delivered an over 350% improvement in device serialization efficiency, significantly enhancing asset tracking and data accuracy. SOAR 2 is currently deployed at ERI's Texas and New Jersey facilities.

SOAR 3 is operational in Indiana, California, and Massachusetts as of March 2025, processing devices at approximately 45 seconds per unit. Building on this foundation, SOAR 3.5, now live in Indiana, incorporates advanced machine learning to accelerate processing to around 10 seconds per device, with ongoing improvements as the AI continues to learn. SOAR 3.5 has already processed over 2,500 devices in a single shift, representing an estimated annual two-shift capacity exceeding 750,000 devices.

ERI has also launched SecureShred featuring SOAR, a proprietary enhancement to its hard drive shredding technology. SecureShred allows nearly 100 hard drives to be pre-loaded into an automated feeder, enabling shredders to operate autonomously for up to two hours. This automation reduces headcount by one employee per facility while increasing operational efficiency and consistency. Integrated with SOAR, SecureShred provides videographic evidence of each hard drive destruction, accessible to customers via Optech, along with full serialization that records the make, model, type, and serial number of every drive processed. The system is now live in Indiana, with expansion planned across all ERI facilities within the next 12 months.

Across all implementations, SOAR technologies have enabled ERI's Asset Management (AM) department to operate more efficiently. With the industry's largest asset catalog exceeding 40,000 assets, SOAR remains the largest and most accurate ITAD catalog in the world, reinforcing ERI's leadership in automation and sustainable electronics recycling.

ENVIRONMENTAL IMPACT AND CIRCULAR INNOVATION

KEY MATERIALS (CONT.)

services nationwide. Leveraging the professional Optech Capture Scanning Kit, ERI has empowered teams to efficiently and accurately track and process a high volume of assets.

A standout accomplishment in 2025 is the launch of a large-scale project with ERI's retail client, involving over 200 Capture jobs to be completed by the end of the year. This initiative reflects both the scalability and reliability of CAPTURE as a preferred solution for major enterprise clients.

Key performance metrics underscore CAPTURE's effectiveness: a total of 66,500 assets have been processed through 1,278 completed jobs since 2023. These achievements highlight the platform's capacity to handle complex logistics and asset management challenges with speed and precision.

- Consistent increase in Optech Capture service scheduling by the ERI Logistics Team
- Widespread deployment of the advanced Optech Capture Scanning Kit
- Major nationwide Nordstrom project targeting 200+ Capture jobs before the end of 2025
- Total Assets Processed: 66,500
- Total Jobs Completed: 1,278

ERI's CAPTURE technology continues to set new benchmarks in asset tracking, project scalability, and operational excellence, reinforcing ERI's leadership in sustainable electronics management and service innovation.

TAM Robotics and Optical Processing

ERI's TAM (Technology for Advanced Material recovery) is the next-generation evolution of the company's original SAM system, first launched over eight years ago.

Developed in response to changes in ERI's commodity streams and rapid advancements in robotics and AI, TAM delivers cleaner material outputs, greater sorting precision, and improved efficiency—reducing labor needs by an estimated three to five employees per sorting line while allowing more tailored commodity mixes for downstream partners. Extensive R&D has identified a "glove-style" humanistic gripper as the most effective tool for handling shredded e-waste, and AI training is now underway.

The first TAM system was deployed in ERI's Indiana facility in February 2026, with additional installations planned for Massachusetts and California later in 2026.

ENVIRONMENTAL IMPACT AND CIRCULAR INNOVATION

MANAGING GREENHOUSE GAS (GHG) EMISSIONS ACROSS OUR OPERATIONS

Emissions Measurement and Tracking

In 2025, ERI continued to enhance its environmental performance and advance its sustainability objectives. While our overall emissions impact remains positive, largely due to Scope 4 reductions, we maintain a strong focus on managing and reducing our direct emissions.

ERI maintained carbon neutrality for its operational emissions in 2025 and continued to source 100% renewable energy on a market-based basis. During the year, the company made significant progress in enhancing its GHG inventory, with over 90% of emissions across Scopes 1, 2, and 3 now quantified using activity-based data. These improvements strengthen the accuracy, consistency, and transparency of ERI's emissions reporting and support its broader decarbonization strategy.

We are dedicated to advance emissions reduction initiatives through operational optimization, enhanced monitoring of emission drivers, and structured internal feedback mechanisms to support continuous improvement. In 2025, ERI established 2024 as its baseline year and updated emission factors to enable consistent and comparable tracking across emissions categories. The company also collaborated with an independent third-party climate expert to review and enhance its GHG inventory, engaged qualified project developers for carbon offsets and renewable energy procurement, and worked with sustainability specialists to implement tailored strategies across its nationwide network of facilities. These actions reinforce ERI's long-term commitment to reducing its environmental footprint while supporting the transition to a circular economy.

GHG Performance Trends

In 2025, ERI continued to enhance its GHG reporting framework with a focus on improving accuracy, consistency, and transparency. Scope 1 emissions experienced a slight increase, primarily driven by higher energy consumption associated with operational expansion. However, emissions from ERI-managed fleet operations decreased by approximately 4%, reflecting the implementation of monitoring systems and route optimization measures to improve overall efficiency.

For Scope 2 emissions, ERI implemented API-enabled data tracking across its nationwide network of facilities, allowing for improved monitoring of energy consumption and more consistent environmental performance reviews. While overall energy use increased modestly in line with operational growth, ERI remains committed to driving year-over-year reductions in energy intensity through ongoing efficiency initiatives.

In 2025, ERI expanded its Scope 3 emissions accounting to include Category 3.11 (Use of Sold Products) and Category 3.12 (End-of-Life Treatment of Sold Products), building on its 2024 analysis to capture a broader and more comprehensive emissions profile. These categories represent approximately 72% of ERI's total emissions and are closely linked to the resale and extended lifecycle of refurbished electronics. Notably, emissions within these categories decreased by approximately 20% compared to 2024, driven by increased refurbishment and resale activities across multiple platforms. ERI continues to focus on improving operational efficiency within its ITAD and asset management processes, leveraging proprietary technologies such as TAM, SOAR, and CAPTURE to further enhance performance across its facilities.

Freight-related activities represented ERI's second-largest source of emissions in 2025, accounting for approximately 13% of total emissions. ERI's dedicated logistics team continues to leverage a strong network of

Scope	%	2025 Location-Based Emissions (mTCO2e)	2025 Market-Based Emissions (mTCO2e)	2025 Impact After Offsets (mTCO2e)	Notes
Scope 1	1.30%	1,424.70	1,424.70	-	Offset via 3rd Party Verified Carbon Offset Projects in the United States
Scope 2	1.92%	2,098.90	-	-	Eliminated via Green e-Renewable Energy Credits
Scope 3	96.78%	105,887.60	105,475.80	103,087.92	Offset via 3rd Party Verified Carbon Offset Projects in the U.S., including packaging and intercompany transport. Increase due to expanded categories—see p. 101.
Grand Total	**100%**	**109,411.20**	**106,900.50**	**103,087.92**	

533.4 Million
pounds of CO_2 equivalent emissions were prevented

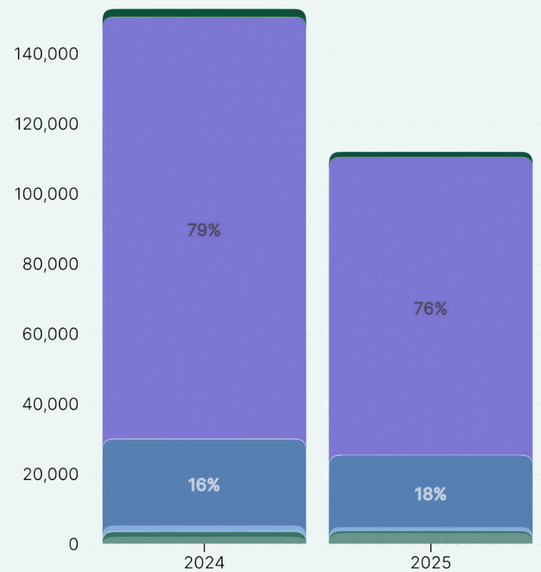
This is equivalent to:

53,139
passenger cars' annual greenhouse gas emissions

639.6 Million
kilowatt hours of electricity that would have been used in producing new electronics

This is equivalent to:

87,953
U.S. households' annual electricity usage



ERI's continued efficiency efforts and various strategies led to a 28% decrease in overall emissions in 2025.

ENVIRONMENTAL IMPACT AND CIRCULAR INNOVATION

MANAGING GREENHOUSE GAS (GHG) EMISSIONS ACROSS OUR OPERATIONS (CONT.)

trusted third-party providers to deliver optimized transportation solutions, including full truckload (FTL), less-than-truckload (LTL), and specialized white-glove services. Through strategic planning and operational improvements—such as optimizing load efficiency, prioritizing long-haul consolidation, and selecting lower-emission transportation modes (e.g., rail over road where feasible)—ERI achieved an approximate 17% reduction in freight-related emissions.

Through the Waste Diversion program under the Good to Great initiatives, ERI diverted more than 1,000 metric tons of material from landfill, contributing to an approximate 10% reduction in associated greenhouse gas (GHG) emissions. Across its facilities, materials such as cardboard, plastic film, and other packaging components were successfully recovered and redirected for reuse or recycling, supporting circular material flows and reducing environmental impact.

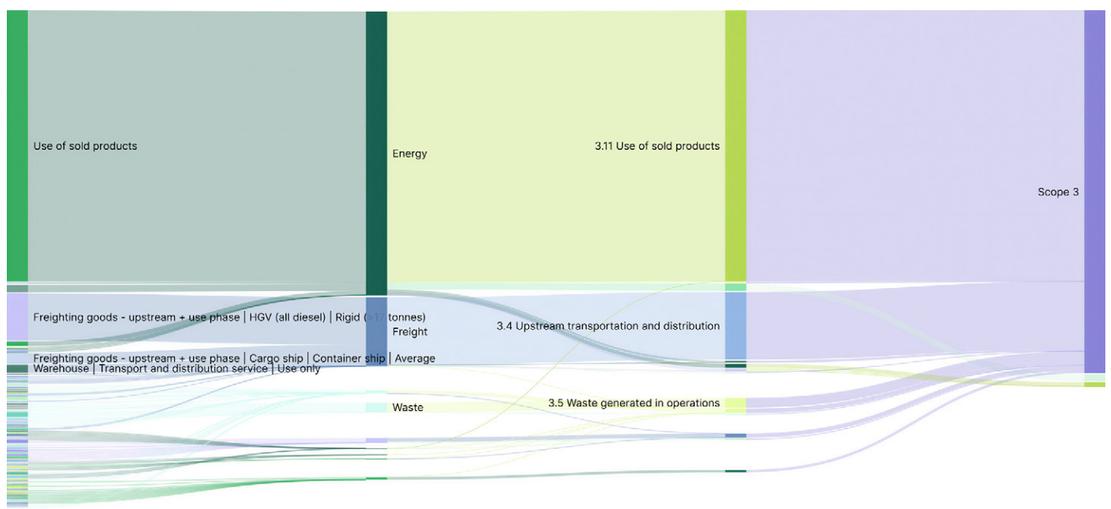
Overall, ERI's 2025 emissions data reflect continued progress in enhancing environmental transparency and accountability. While reported Scope 3 emissions increased due to the inclusion of additional categories and improved tracking of logistics-related activities, these updates provide a more comprehensive and accurate representation of the company's emissions profile. This enhanced methodology strengthens ERI's ability to identify reduction opportunities and advance targeted decarbonization efforts.

ERI continues to apply market-based instruments to address Scope 2 emissions and utilizes high-quality carbon offsets to maintain carbon neutrality across operational emissions, including Scope 1 and selected Scope 3 activities. In support of transparency, ERI discloses both location-based and market-based emissions to provide a complete view of its energy-related impacts.

In addition to Scopes 1, 2, and 3, ERI quantifies its avoided emissions (Scope 4) to reflect the positive environmental impact of electronics reuse and recycling. These calculations are based on proprietary methodologies informed by the U.S. EPA's Electronics Environmental Benefits Calculator (EEBC) and Waste Reduction Model (WARM).

During 2025, approximately 106.52 million pounds of used electronics were processed by ERI, including 4.4 million pounds prepared for reuse and 102.08 million pounds responsibly recycled for material recovery. These activities supported avoided emissions, energy savings, and the diversion of solid waste from U.S. households. Recovered materials such as plastics, precious metals, and batteries were reintroduced into manufacturing supply chains, advancing resource efficiency and circular economy outcomes.

Sankey diagram of ERI's GHG emissions by scope and category. Expansion of Scope 3 to include Categories 3.8, 3.11, and 3.12 enhances transparency and completeness in emissions reporting.



Renewable Energy Procurement and Carbon Offsets

ERI's operations contribute to the avoidance of GHG emissions through the responsible reuse and recycling of electronic materials, extending product lifecycles and reducing the need for new resource extraction and manufacturing. In parallel, ERI continues to pursue strategies to further minimize operational emissions, including evaluating the feasibility of on-site renewable energy systems and procuring renewable energy and verified carbon credits in support of the company's broader sustainability goals.

ERI achieved a 15% reduction in waste-related emissions in 2025 by diverting film, foam, and cardboard from the waste stream.

Selected renewable energy projects supported by ERI participate in the Green-e Energy Program, enabling the company to offset 100% of its electricity consumption through Renewable Energy Certificates (RECs) certified by the Center for Resource Solutions. These RECs meet rigorous North American renewable energy standards and are sourced in alignment with the geographic regions of ERI's facilities, helping to support regional renewable energy development. Independent Green-e® audits verify the chain of custody for certified renewable energy, allowing ERI to report zero metric tons of CO_2 equivalent emissions for purchased electricity under the market-based method of the Greenhouse Gas Protocol. The RECs are generated from U.S.-based renewable energy producers, primarily solar and wind facilities located in states such as Colorado and Florida.

For operational emissions accounting, ERI includes all Scope 1 emissions as well as relevant Scope 3 categories, including purchased packaging and intercompany transfers. In addition, ERI supports U.S.-based carbon credit projects that reduce high-impact greenhouse gases by capturing and destroying emissions such as nitrous oxide (N_2O) and methane from industrial processes and landfills, while also supporting carbon sequestration through improved forest management practices.

These supported initiatives address critical environmental challenges, including reducing industrial nitrous oxide and methane emissions, capturing landfill gas for energy generation, and advancing low-carbon cement production. Collectively, these projects align with ERI's commitment to circular economy principles by transforming harmful emissions into productive resources and reducing waste-related environmental impacts.

Through these combined efforts, ERI continues to strengthen its leadership in sustainability and circularity while actively exploring additional opportunities to reduce emissions, expand renewable energy adoption, and support climate-positive solutions.

ENVIRONMENTAL IMPACT AND CIRCULAR INNOVATION

ADVANCING OPERATIONAL PERFORMANCE ACROSS OUR FACILITIES

At ERI, our mission is to uphold the highest standards of performance across all operations.

Our team works diligently to ensure that every ERI facility not only complies with applicable national and international requirements, but also surpasses client expectations. Below, we outline five key areas where we have focused our efforts to further strengthen and enhance our operational performance.

Energy

ERI remains firmly committed to advancing energy efficiency as a core element of operational improvement. Following the successful modernization of lighting systems across all facilities, ERI engaged independent consultants to conduct extensive energy audits at two key locations. These assessments provided valuable insights and uncovered additional opportunities to further optimize energy consumption throughout our operations.

Operation

In 2025, ERI's facilities maintained a strong strategic focus on enhancing operational efficiency, productivity, and environmental performance. Several locations including Flower Mound, TX; Holliston, MA; and Lincoln Park, NJ have implemented facility layout optimizations to expand storage capacity, streamline material flow, and improve overall workflow design. These improvements included reconfiguring dismantling operations, Asset Management (AM) production areas, and receiving zones to increase truck throughput, reduce bottlenecks, and strengthen processing efficiency across each site.

At our Fresno, CA facility, the installation of abrasion-resistant (AR) plates contributed to improved air quality management and enhanced workplace safety, reinforcing our commitment to continuous environmental and occupational health improvements.

In addition, ERI upgraded its proprietary technology suite which include SOAR 3, TAM, Bat Sort, and Bat Scan to implement both software and hardware enhancements. These advancements have significantly improved material identification, battery sorting accuracy, asset tracking, and product evaluation. As a result, ERI has achieved higher recovery rates for reusable electronics, as well as enhanced efficiency, quality, and purity of downstream commodities. These improvements have increased the availability of second-life products and extended asset lifecycles before responsible recycling. For more information on ERI's technology, please refer to page 53.

Supply

Procurement of operational supplies represents one of ERI's more significant sources of Scope 3 emissions. Accordingly, we are focused on reducing emissions by maximizing the reuse of materials that continue to meet performance and safety requirements. By extending the life of supplies already in circulation, we decrease waste generation, reduce demand for newly manufactured goods, and minimize the energy consumption and greenhouse gas emissions associated with raw material extraction, production, and transportation. This disciplined approach not only lowers our overall carbon footprint but also delivers measurable cost efficiencies through reduced purchasing needs.

To further scale these benefits, ERI has expanded collaboration with retail and commercial clients through our Supply Return Program. This initiative supports the recovery and reuse of essential materials including Gaylord

Welcoming Our New Chief Operating Officer: Patrick Peters

ERI is pleased to welcome Patrick Peters as our new Chief Operating Officer. With thirty years of executive leadership experience, Patrick served as COO for a leading West Coast food distribution company.

Patrick has consistently guided organizations toward sustained growth and operational excellence. His leadership is culminated in the successful acquisition of his previous company by a major food conglomerate. At ERI, Patrick will lead efforts to further strengthen operational efficiencies, execute our strategic vision, and drive continuous improvement across all facilities.

ENVIRONMENTAL IMPACT AND CIRCULAR INNOVATION

ADVANCING OPERATIONAL PERFORMANCE ACROSS OUR FACILITIES (CONT.)

boxes, drums, and pallets which allow them to remain in productive use across multiple operational cycles. The program plays a key role in embedding circular material management practices throughout our facilities.

Through our Waste Diversion Program and partnerships with like-minded organizations, ERI remains committed to minimizing waste, strengthening supply chain efficiency, and advancing material circularity. We continue to seek new collaborative opportunities that further enhance environmental performance and operational resilience.

Facility Highlights

- Facilities in Indiana, New Jersey, and Washington have maintained consistent pallet reuse performance, while Arizona, California, Massachusetts, and Texas achieved at least a 5% improvement in pallet reusability year over year.
- Notable gains in drum reuse were achieved at facilities in California, Indiana, Massachusetts, and New Jersey.
- Facilities in New Jersey, Massachusetts, and Texas recorded an average 16% improvement in pail reuse.

Waste

Aligned with ERI's Good to Great (G2G) initiative, each facility also prioritized comprehensive employee training focused on waste diversion and material optimization. Teams were trained to ensure polyethylene foam is properly densified and reused, plastic films are baled and upcycled, and cardboard is sorted and directed to recovery partners for conversion into recycled paper and new corrugated products including closed-loop partnerships developed directly with clients.

Looking ahead, ERI remains committed to continuously identifying opportunities and implementing process improvements that increase our efficiency and productivity, as well as the recovery of reusable electronics and enhance commodity quality while minimizing residual waste.

Through disciplined operational practices and collaboration with vetted partners, we will continue advancing circularity, operational excellence, and measurable sustainability outcomes across our network.

Logistics

Our comprehensive logistics capabilities include full truckload (FTL), less-than-truckload (LTL), white glove services, and on-site destruction which ensuring secure, flexible, and compliant solutions tailored to client needs nationwide. While this extensive service footprint is a key differentiator, it also means that upstream and downstream transportation activities represent a meaningful contributor to both our Scope 1 and Scope 3 greenhouse gas (GHG) emissions.

To mitigate this impact, ERI strategically routes shipments to the nearest processing facility to minimize transportation distances and maximize consolidation efficiency. With facilities positioned so that nearly all U.S. ZIP Codes fall within a 500-mile radius, we are able to efficiently serve major metropolitan markets, where the majority of reusable and recyclable electronics are generated while reducing mileage and associated emissions.

Following a comprehensive analysis of our GHG profile, ERI implemented advanced fleet management technologies across our transportation network. All company-operated trucks are equipped with an Electronic Monitoring System that provides real-time visibility into idle time, fuel consumption, routing, and vehicle performance.

These data-driven insights have enhanced driver training, strengthened route optimization, and improved overall fleet accountability.

Additionally, automated idle-reduction technology was installed to shut off engines after a predefined idle threshold. This initiative reduced total fleet idle time by 4% in 2025.

Collectively, these initiatives which combined with continued route optimization and fleet efficiency upgrades have resulted in a reduction of more than 5,000 gallons of fuel consumption in 2025, even as total shipments increased by 34% and total weight transported rose by 9%. By integrating advanced logistics technology with disciplined operational management, ERI continues to reduce transportation-related emissions while delivering secure, nationwide service excellence.

ERI proudly delivers responsible electronics recycling and secure data destruction services to every ZIP Code in the United States.

ENVIRONMENTAL IMPACT AND CIRCULAR INNOVATION

DRIVING MATERIAL CIRCULARITY THROUGH COLLABORATIVE PARTNERSHIPS

Staples

ERI remained a dedicated partner in advancing material circularity for retailers nationwide throughout 2025. Our ongoing collaboration with Staples continued to drive the success of both the electronics recycling and battery return programs. To date, these initiatives have diverted more than 200 million pounds of electronics from landfills, offering both convenient in-store drop-off and mail-in recycling options for customers.

The battery recycling program, available at all Staples locations across the United States, enabled consumers to easily recycle single-use and rechargeable batteries. All alkaline batteries collected are processed in-house at ERI facilities.

In 2025 alone, the program recycled over 1.6 million pounds of batteries, demonstrating Staples' and ERI's shared commitment to sustainability and making recycling accessible every day.

The Tech Trade-In Program (https://staplestechtradein.reuse.com) which was introduced in October 2024 has continued to thrive in 2025. This program allows customers to bring eligible electronics to Staples stores, receive a pre-determined quote, and get a Staples gift card via email on the same day. All collected devices are responsibly packed and sent to ERI for proper refurbishment or recycling. This initiative empowers consumers to clear out unwanted electronics, save on new purchases, and supports our vision for a circular economy.

We look forward to building more partnerships with organizations that share our commitment to public good and sustainable business practices.

THE SALVATION ARMY

Fernando Mosqueda, Operations Manager at The Salvation Army Long Beach.

ERI is honored to collaborate with the County of Los Angeles in providing the Salvation Army with a Proof of Designation for their four Los Angeles area stores—Long Beach, Pasadena, Canoga Park, and Santa Monica. This designation enables the Salvation Army to participate fully in California's SB-20 program, a statewide electronics recycling initiative focused on the responsible collection and processing of video display devices, such as TVs, monitors, laptops, and similar screen items. Through SB-20, organizations are empowered to divert hazardous electronic waste from landfills, ensuring safe and sustainable recycling practices.

By streamlining SB-20 material collection, the Salvation Army achieves greater operational efficiency and an approval rate of at least 65% from the State of California. This partnership has also contributed to increasing customer engagement and revenue, supporting the long-term sustainability of the Salvation Army's mission-driven operations. ERI is deeply proud to support exemplary organizations like the Salvation Army, whose work continues to bring meaningful positive impact to communities across California and beyond.

Gierd

ERI advances the circular economy by prioritizing the reuse of electronics and electronic components, extending product life, and reducing reliance on virgin materials. Through nationwide collection programs, OEM partnerships, and community recycling initiatives, ERI intercepts end-of-life electronics before they enter waste streams and identifies devices and components suitable for reuse.

Through its partnership with GEIRD, ERI has significantly expanded customer access to reusable and refurbished electronics. Products offered through this collaboration undergo ERI's rigorous sorting, evaluation, and refurbishment processes to ensure quality and performance.

To date, customers have purchased more than 4,000 distinct products, resulting in the reuse of over 25,000 units. This partnership demonstrates the effectiveness of ERI's strategy to scale reuse operations across multiple platforms. ERI will continue to enhance its technology and processes to further advance a circular economy for electronics.

Re ELEMENT

ERI has invested years in research and development to advance the recovery of rare earth elements (REEs) from electronic waste, recognizing their critical role in supporting U.S. technological leadership and national security priorities.

In partnership with ReElement, ERI has developed processes to collect, pre-process, and segregate end-of-life materials—particularly magnet-bearing components—across its U.S. recycling centers and international network. These efforts facilitate the recovery of key rare earth elements, including neodymium (Nd), praseodymium (Pr), and dysprosium (Dy), which are essential for clean energy, defense, and advanced mobility technologies.

By collaborating with domestic downstream refiners, ERI is supporting the DOE's mission to strengthen resilient, domestic supply chains for critical minerals while advancing circular economy principles.

As volumes of REE-containing materials grow, ERI remains committed to enhancing recovery technologies, expanding responsible partnerships, and increasing the circularity of rare earth elements to enable the next generation of innovative U.S. technologies.

04 Empowering People & Communities

THE PEOPLE BEHIND ERI

ERI's commitment to employee well-being, inclusion, professional growth, and community engagement reflects a people-centered approach that strengthens both its workforce and its broader social impact.

ERI has expanded its operations to include eight state-of-the-art facilities, three ancillary locations, and three corporate offices, all supported by a global network of remote professionals. Our nationwide team of over 800 dedicated individuals is united by a shared commitment to advancing a more sustainable future. As an industry leader, our ongoing success is rooted in our unwavering dedication to fostering an inclusive and safe workplace culture.

This environment promotes loyalty and motivates employees to contribute meaningfully to our mission. In partnership with our Chief of Staff, Linda Ramos, and the Human Resources Department, led by Senior Vice President Carol DeBellis, ERI places a strong emphasis on employee well-being. Through strategic team-building initiatives and comprehensive wellness education, we ensure our workforce remains engaged, supported, and empowered to excel.

ERI is deeply committed to nurturing a safe and inclusive workplace for all employees and continually strives to uphold this standard for our team. Notably, more than 78% of our employees and over 55% of our Operation Managers represent diverse ethnic backgrounds. Our commitment extends beyond maintaining exemplary standards in the responsible management

of electronic equipment and devices; we also prioritize creating opportunities for connection, collaboration, and professional growth throughout our organization.

Fostering Teamwork Through Events

ERI remains committed to cultivating an inclusive and engaged workplace by implementing structured team building and employee engagement initiatives across all ERI facilities.

Throughout the year, leadership supported various site-level events and holiday observances designed to strengthen collaboration, encourage cross-team connection, and promote knowledge sharing. Many of these activities included employee appreciation gifts, provided in recognition of continued dedication and positive contributions to ERI's operations.

These events also served as opportunities to acknowledge organizational milestones and recognize employee service anniversaries, honoring long-term commitment and sustained contributions to the company's success.

Through consistent investment in engagement and recognition across its facilities, ERI reinforces a culture of accountability, appreciation, and shared purpose that supports workforce morale and organizational resilience.

Advancing Employee Well-Being

ERI is dedicated to maintaining a safe and healthy work environment, ensuring that employees receive comprehensive support for their well-being. Alongside regular Environmental Health and Safety (EH&S) evaluations and audits for our employees, we provide access to both telehealth services through Teladoc Health and in-person medical care at local clinics. To further promote wellness, the Human Resources Department disseminates monthly newsletters that address critical topics such as heat exhaustion prevention, cancer awareness, stress management, and mental health resources.

ERI has continued its strategic partnership with Danford Works, a New York-based clinic, to enhance employee wellness initiatives. This collaboration encompasses the distribution of monthly wellness newsletters offering actionable health education, including guidance on healthy daily routines, nutritional recommendations, and key health monitoring practices.

ERI has continued to partner with ParetoHealth to introduce innovative cost management and enhanced employee benefit programs, including educational resources and medical and

Team members at our Goodyear, Arizona facility celebrating ERI's 20th Anniversary.

EMPOWERING PEOPLE & COMMUNITIES

THE PEOPLE BEHIND ERI (CONT.)

prescription cost maintenance strategies. Our dedication to promoting a healthy workplace has earned the organization an exclusive distinction as a Pareto Champion, a recognition held by less than 3% of all members. At Legend RE Members Meeting, Carol DeBellis, Senior Vice President of Human Resources, and Linda Ramos, Chief of Staff, represented ERI.

Carol DeBellis also contributed to the Power Panel “Practical Tips and Advice from Tenured Captive Members,” where she and other panelists shared valuable insights, best practices, and actionable advice on self-funding and cost containment strategies for maximizing the benefits of captive participation.

Our commitment to employee well-being extends beyond physical health. ERI employees have access to a comprehensive assistance program designed to provide work-life balance solutions, financial guidance, and confidential emotional support for personal and professional challenges. Through these initiatives, ERI remains focused on strengthening available resources and fostering a supportive environment that prioritizes holistic health and overall well-being.

Leadership and Career Growth

Throughout ERI's 24 years of sustained growth, we have been honored to collaborate with and employ highly skilled professionals whose expertise and dedication have been instrumental in establishing our organization as an industry leader. We remain steadfast in our commitment to fostering an environment that prioritizes employee development and delivers positive impact to the broader community, a cornerstone of our ongoing success and a proven foundation for sustainable, long-term advancement.

Reflecting this commitment, in 2025, ERI recognized the exemplary performance of 24 individuals across our facilities by promoting them into leadership roles. Their advancement not only highlights their exceptional contributions but also underscores ERI's dedication to nurturing talent and supporting professional growth throughout the organization.

Employees during a 'Stop The Bleed' training course.

Professional Development and Training

ERI places a strong emphasis on ongoing education and training as a cornerstone of organizational excellence. These initiatives are designed to advance the professional development of our workforce while directly supporting ERI's sustained business growth. We cultivate a culture of continuous learning to ensure that employees remain proficient, engaged, and equipped to adapt within a dynamic industry landscape.

Training programs are strategically tailored to meet the distinct requirements of various roles and job functions. All personnel working within ERI facilities, including both temporary (temp) and W-2 employees, are required to complete scheduled Environmental Health & Safety (EH&S) training as outlined in the "Managing Risk: EH&S" section.

In addition to EH&S, employees receive instruction in cybersecurity, workplace violence prevention, and ethics hotline protocols, with content customized according to the relevance of each role, both temp and W-2 employees receive between 21 and 24 hours of training annually, determined by their specific job responsibilities. Employees advancing into leadership positions are enrolled in the ERI Career Development and Training program, which is designed to enhance their leadership capabilities and foster continued professional growth.

Supporting Local and Disadvantaged/ Underserved Communities

Across the United States, approximately 15% of the population is considered underserved, including individuals from low-income households, rural communities,

Continued Partnership with Opportunity Enterprises

ERI is proud to continue its partnership with Opportunity Enterprises (OE) and the Vocational Training and Empowerment Center (VTEC) in Valparaiso, IN, supporting individuals with disabilities through vocational training and job placement. Our OE/VTEC program equips job seekers of all abilities for careers in the electronics recycling industry through hands-on training led by our Production Manager, Scot Haines, and his team. Participants are encouraged to pursue ongoing career opportunities with ERI.

Supported by the State of Indiana, this partnership offers training, social programs, emergency preparedness, and community engagement. At our Plainfield facility, neurodiverse and differently abled individuals gain experience in collection, sorting, disassembly, and processing. Graduates earn certifications in Forklift Safety, CPR, AED, and First Aid, and receive ongoing support from VTEC to ensure a successful transition to employment.

This collaboration promotes economic independence and personal growth, and ERI remains committed to creating sustainable employment opportunities for individuals with disabilities through our local partnerships.

EMPOWERING PEOPLE & COMMUNITIES

THE PEOPLE BEHIND ERI (CONT.)

and historically marginalized groups. ERI is committed to supporting these communities by partnering with local organizations and workforce development agencies to provide training and employment opportunities that promote economic mobility. While privacy considerations limit formal tracking, ERI estimates that approximately 15–25% of new hires come from underserved or disadvantaged backgrounds.

ERI has seen particularly strong outcomes within the refugee community in Indiana. Through partnerships with Assemblix, LLC, and organizations such as Catholic Charities Indianapolis, Refugee and Immigrant Services, and Exodus Refugee Immigration, Inc., ERI has created meaningful workforce opportunities. Among hires from disadvantaged backgrounds, approximately 60% are from the refugee community, reflecting the impact and importance of these collaborations.

Supporting Our Communities

In 2025, ERI strengthened its dedication to community support by collaborating with a range of non-profit organizations, such as Special Olympics International, Hinds Hospice, Marjaree Mason Center, and Imperial Dove Court. These partnerships highlight our commitment to giving back and acknowledging our responsibility to the communities we serve. Each organization delivers essential services, including providing athletic and developmental opportunities for individuals with disabilities, empowering adults and children affected by domestic violence, offering compassionate end-of-life care, and supporting underserved populations.

Zyanya Contreras, Kevin Dillon, and Angie Ransom at the Best Buy Charity Classic, an event dedicated to raising funds for charitable programs that benefit local communities and support youth development initiatives.

Additionally, ERI participated in the Best Buy Charity Classic, an event dedicated to raising funds for charitable programs that benefit local communities and support youth development initiatives. Our involvement in Phoenix Children's Hospital's 8th Annual Fundraising Golf Event was particularly impactful, helping to raise over $100,000 to support the Family Assistance Fund and Pediatric Cancer Research, providing essential resources and advancing life-saving treatments for children and their families.

Through these efforts, ERI reaffirms its commitment to giving back to the communities in which we operate, supporting meaningful causes, and making a positive impact on the lives of those in need.

Bridging the Digital Divide Through Technology Donations

ERI supports organizations and OEMs in extending the life and impact of electronic products by facilitating the donation of refurbished or new devices to communities and organizations in need. Through its secure and responsible IT asset disposition (ITAD) processes, ERI evaluates equipment for reuse, performs certified data sanitization where applicable, and prepares devices for redeployment. By coordinating with nonprofit partners, schools, and community organizations, ERI helps ensure that functional technology is directed to those who can benefit most.

In 2025, ERI supported the donation of over 27,000 tablet devices to educational institutions on behalf of an ERI client, helping expand access to technology for students and educators. These efforts not only help bridge the digital divide but also advance circular economy principles by maximizing product lifecycles, reducing electronic waste, and creating meaningful social impact.

Over 27,000 tablets were donated to educational institutions in 2025

Employee Highlight: Ghadijah Perry, Operations Manager

ERI is privileged to count Ghadijah Perry among its distinguished team members. Starting her ERI journey in the Fresno warehouse over nine years ago, Ghadijah steadily advanced through roles as Safety Assistant, Safety Supervisor, and Safety Manager during her first six years, consistently demonstrating a drive for growth and excellence. As EHS Manager, she traveled to support other facilities and trained new safety personnel, strengthening ERI's commitment to environmental, health, and safety compliance.

Now promoted to Operations Manager in Kent, WA, Ghadijah's 'can do' attitude and collaborative spirit continue to inspire others. Her leadership in process optimization and efficiency, coupled with her willingness to learn and help colleagues, has made a lasting impact on ERI's mission of environmental stewardship. Outside work, she values time with her family and channels her creativity into her own clothing brands. Ghadijah's journey exemplifies ERI's values, and the organization is truly honored to have her as part of the team.

"I'm most proud of implementing process improvements that increased efficiency and reduced downtime, which directly impacted our throughput and customer satisfaction."

EMPOWERING PEOPLE & COMMUNITIES

OUTREACH & EDUCATION

In addition to participating in conferences and industry events, ERI actively promotes outreach and education on e-waste recycling by organizing a diverse range of community-focused initiatives.

Recognizing that public engagement and education are among the most effective ways to inform residents and clients about responsible e-waste disposal, ERI partners with municipalities, OEMs, and educational organizations to deliver accessible recycling events and learning opportunities.

Through these efforts, ERI empowers communities to make informed choices, reduces environmental impact, and establishes itself as a leader in responsible electronics recycling and environmental stewardship.

Convenient E-waste Recycling Events

ERI is dedicated to serving communities nationwide by partnering with municipalities and Original Equipment Manufacturers (OEMs) to organize e-waste collection events, providing convenient opportunities for residents around the country to responsibly dispose of unwanted electronics. These initiatives accept a broad range of devices—including computers, televisions, mobile phones, and more—and follow rigorous environmental and data security protocols such as e-Stewards, R2, NAID, and SOC 2 standards.

ERI's recent collaboration with Indiana's Department of Environmental Management (IDEM) exemplified this commitment, hosting a two-day "drive through" that served over 580 residents, filled 2½ large trailers with e-waste, and was applauded by local officials for its efficiency, professionalism, and seamless operation.

In addition to regional programs, ERI works with long-term partners such as the New York City Department of Sanitation (DSNY) to deliver annual SAFE Disposal events across all five boroughs, allowing thousands of New Yorkers to safely recycle electronics, chemicals, and medical waste. Through these sustained efforts, ERI helps communities de-clutter, minimize landfill contributions, and protect both the environment and public health—demonstrating ongoing leadership in responsible electronic recycling and environmental stewardship.

ERI partnered with LG for a special Earth Day Collection Event in Englewood Park, New Jersey.


A snapshot from the San Jose Conservation Corps video.

Responsible Recycling Advocates: Tools and Strategies for Local Impact

These recommended titles are designed to help NGOs and municipalities promote responsible recycling, foster community engagement, and advance environmental sustainability through education and partnership initiatives.

ERI continues to advance the circular economy through strategic partnerships that promote education, workforce development, and responsible electronics recycling. For example, in collaboration with the San Jose Conservation Corps, ERI supported the creation of an educational video that illustrates the responsible end-of-life management of electronic waste.

The video, posted to San Jose Conservation Corps' website and on its YouTube channel, features operations at ERI's state-of-the-art Fresno recycling facility. This initiative helps raise public awareness of responsible recycling while supporting an organization dedicated to empowering young adults and building sustainable communities.

ERI also contributed its industry-leading expertise as an instructor for New York City's Trash Academy, an innovative educational program designed to deepen public understanding of waste systems and their environmental, social, and economic impacts.

Through these, and similar, engagements, ERI reinforces its commitment to community education, responsible resource recovery, and the development of a more resilient and circular economy.

Learn more:

San Jose Conservation Corps video: https://youtu.be/0zH0ANIK6Ug

NYC Trash Academy: https://form.jotform.com/nycstrongest/2026-nyc-trash-academy-application

RecycleNation: The Nation's Leading Recycling Search Engine

RecycleNation is powered by ERI and stands out as the premier technology tool for recycling in the United States, offering an intuitive and user-friendly experience thanks to its recent redesign. The platform provides free access to the world's largest recycling database, with more than 100,000 data points covering over 50 types of items, empowering individuals and organizations to advance environmental sustainability and participate in

EMPOWERING PEOPLE & COMMUNITIES

OUTREACH & EDUCATION (CONT.)

ERI, Sony, and Waikiki Elementary School hosted a 'Going Green Day' collection event.

the circular economy.

To date, RecycleNation has helped more than 10 million people responsibly recycle their items and continues to support over 300,000 unique visitors every month with specific recycling needs. By serving businesses, consumers, governments, and nonprofits, RecycleNation enables the enhancement of sustainability goals and acts as an essential connector between recyclers and consumers. Through these achievements, RecycleNation empowers everyone to contribute to a greener, more sustainable planet.

FeedSpot's Top 80 Recycling Blogs and Websites rankings have listed RecycleNation as the #1 best recycling site on the web (https://bloggers.feedspot.com/recycling_blogs/). FeedSpot analyzes what it considers to be the best recycling blogs from thousands of blogs and websites on the web and ranks them based on traffic, social media followers and freshness.

Learn more at RecycleNation.com

Honolulu Joins ERI's Expanded E-Waste Recycling Network

ERI is committed to supporting the City and County of Honolulu by offering responsible e-waste recycling solutions, including convenient drop-off bins and scheduled collection events. Residents are encouraged to dispose of a wide range of electronics, such as computers, monitors, laptops, tablets, televisions with various display technologies, and telecommunication devices. These recycling options are available at city convenience centers and transfer stations, making it easy for the community to participate in environmental stewardship.

Honolulu, the capital and largest city of Hawaii, is home to a diverse population of nearly one million residents. The city is known for its rich multicultural heritage, blending Native Hawaiian traditions with influences from across the Asia-Pacific region and the mainland United States. As a metropolitan hub, Honolulu's population includes families, students, professionals, and seniors, many of whom are environmentally conscious and actively participate in community and sustainability initiatives. Providing accessible e-waste recycling services helps Honolulu's residents responsibly manage their electronic waste, supporting both environmental preservation and public health in this vibrant island community.

Building Careers in Sustainability: NYC PENCIL Internships at ERI

The PENCIL program, in partnership with New York City's Ladders for Leaders initiative, offers talented high school and college students paid six-week internships at leading corporations, non-profits, and government agencies across New York City. Open to students ages 16–24 with prior work or volunteer experience and a drive to learn, the program equips participants with invaluable real-world skills and insights.

In summer 2025, Rafath Gnabode and Karina Santana joined ERI through the PENCIL program, bringing fresh energy, curiosity, and dedication to their internships. Their contributions reflect the program's commitment to strengthening the future workforce of the city. ERI has continued to serve as employer in the PENCIL initiative, we are proud to consistently provide interns with meaningful experience and a direct understanding of compliance and sustainability in the e-waste industry.

The Impact Podcast

Since its launch, the Impact Podcast has served as a leading platform for elevating conversations on sustainability, social responsibility, and the circular economy.

With a global audience spanning business leaders, policymakers,

Chief Sustainability Officer, David Hirschler, with NYC PENCIL interns Karina Santana and Rafath Gnabode.

EMPOWERING PEOPLE & COMMUNITIES

OUTREACH & EDUCATION (CONT.)

and sustainability professionals, the podcast has featured hundreds of in-depth interviews with executives and changemakers across industries.

Through these discussions, the Impact Podcast amplifies real-world solutions, shares best practices, and fosters greater awareness of how organizations are addressing complex environmental and social challenges.

Recent episodes continued this tradition by highlighting the diversity of sustainability strategies being implemented across global supply chains, manufacturing, and logistics.

In a conversation with Christina Niemelä Ström of IKEA, the focus centered on responsible sourcing and supply chain stewardship. She discussed IKEA's efforts to reduce environmental impacts by increasing the use of recycled and renewable materials, strengthening supplier practices, and embedding sustainability throughout product design and material sourcing, while emphasizing the importance of long-term partnerships with suppliers and communities.

Teddy Mendoza of HanesBrands shared insights into advancing a global sustainability strategy aligned with business performance. He highlighted achievements such as meeting science-based emissions targets ahead of schedule, progressing toward zero waste to landfill, maintaining strong environmental performance, and building a comprehensive circularity framework that spans materials, product design, and waste reduction.

The series also examined sustainability in global logistics through an interview with Karen Ellis of FedEx, who described how sustainability is integrated across FedEx's operations and service offerings. The discussion explored strategies to reduce emissions, improve operational efficiency, and deliver sustainable logistics solutions that support customer goals while advancing FedEx's own environmental commitments.

IKEA's Christina Niemelä Ström speaking with John on an episode of the Impact Podcast.

John Shegerian giving a lecture to a sustainability-focused business class at the University of Texas.

The Impact Podcast continues to engage high profile leaders from a wide range of industries to explore innovative approaches that support circular economy principles. By highlighting diverse perspectives and practical solutions, the podcast remains committed to advancing dialogue, collaboration, and action toward a more sustainable and resource-efficient future.

Cultivating Tomorrow's Leaders: University of Texas

These titles are designed to encourage programs, research, and presentations focused on the broad positive impact of higher education, extending beyond recycling to encompass a wider spectrum of meaningful change.

ERI's CEO John Shegerian was honored to deliver guest lectures to three sustainability-focused business classes at the University of Texas at Austin's McCombs School of Business.

Through a multimedia presentation titled "The Sustainability Revolution: How to Make a Good Living and Also Make a Great Impact," John shared insights on how ERI's solutions advance the circular economy.

The sessions were part of the Corporate Sustainability class and two Oil and Gas Accounting and Sustainability classes, all taught by lecturer Paul Parsons, who invited John to speak. Students had also engaged with ERI's Impact Podcast as part of the curriculum, sparking lively discussions. The classrooms featured highly engaged students whose insightful questions and enthusiasm highlighted the bright future of sustainability and circular economy leadership in business.

EMPOWERING PEOPLE & COMMUNITIES

ENGAGEMENTS

ERI actively demonstrates its commitment to advancing a circular economy by participating in leading industry events and conferences across the material circularity supply chain.

Through our engagement in high-profile gatherings such as Climate Week NYC, the Columbia University Sustainability Symposium, and the E-Scrap Conference and Trade Show, ERI collaborates with diverse organizations and thought leaders to drive progress in electronics reuse and recycling, reverse logistics, cybersecurity, local market development, commodity management, education, and ESG initiatives.

By contributing to keynote addresses, panel discussions, and roundtable forums, we stay at the forefront of emerging trends and continually seek meaningful partnership opportunities that support our mission and propel the industry forward.

NYC Climate Week

ERI was proud to be invited to participate in Climate Week NYC in September, which is one of the world's most influential annual gatherings focused on climate action. ERI played a meaningful role in advancing conversations around circularity and sustainable innovation in the event convened global leaders across business, government, and civil society under the theme “Power On,” which emphasized ambition and progress toward a cleaner, more equitable future.

ERI's CEO John Shegerian delivered the keynote address at the 1BusinessWorld “Environmental Sustainability & Climate Innovation” forum, highlighting how circular-economy innovation is essential to achieving long-term sustainability goals. ERI leadership also participated in two additional thought-leadership sessions: a panel on “Leadership in Global Sustainability Strategy,” featuring CEOs and CSOs from across the innovation ecosystem, and a panel on “Redesigning Industries for a Regenerative Economy,” where ERI's Chief Sustainability Officer David Hirschler shared insights on systems-level transformation.

ERI co-founder Aaron Blum at the E-Scrap Conference and Trade Show 2025 in Grapevine, Texas.

David Hirschler (3rd from left), at Columbia University's 14th Annual Sustainability Symposium.

Later in the week, ERI was invited by its long-standing partners at Closed Loop Partners to join a high-level roundtable focused on strengthening domestic metals management. The discussion brought together leaders from electronics, automotive, recycling, and metals processing to examine the growing need for domestically sourced secondary metals and to explore emerging solutions that increase material recovery, enhance supply-chain resilience, and support the transition to a more circular, regenerative economy.

Columbia University Sustainability Symposium

ERI's Chief Sustainability Officer, David Hirschler, was invited to speak at Columbia University's 14th Annual Sustainability Symposium, a flagship event of the university's Sustainability Management program.

Speaking alongside leading voices in the field, David shared ERI's best practices and insights on sustainable hardware product life cycles with an audience of students, faculty, and industry professionals. The symposium convened hundreds of participants to explore the future of sustainability across global industries, and ERI was honored to contribute to this important dialogue.

Conference Participation Highlights

ERI have been actively participating in both industry and cross-sector events to share best practices in responsible IT asset disposition (ITAD), as well as the reuse and recycling of electronic waste. Through these engagements, ERI collaborates with a wide range of stakeholders to exchange insights, discuss emerging challenges, and identify opportunities to advance responsible electronics management.

These interactions also allow ERI to promote the principles of a circular economy—prioritizing resource efficiency, environmental stewardship, and secure data management. Since its founding, ERI has remained committed to protecting people, the planet,

EMPOWERING PEOPLE & COMMUNITIES

ENGAGEMENTS (CONT.)

and privacy, values that continue to guide the company's mission and operational approach.

Below are several highlighted events in which ERI has recently participated.

E-Scrap

ERI co-founder Aaron Blum participated in the Opening Plenary Session at the E-Scrap Conference and Trade Show 2025 in Grapevine, Texas. The panel, titled "State of the Industry: What Macro Trends Mean for Electronics Recovery," explored the current state of the e-waste recycling industry and its future direction.

Aaron joined leaders from Sims and Dynamic to share insights on market trends, regulatory developments, and strategies for advancing responsible electronics recovery. The session provided attendees with a forward-looking perspective on the forces shaping the circular electronics economy and the importance of collaboration across the industry.

E-Waste World in Frankfurt

We are honored to be invited and participated in a key panel at the E-Waste World / ITAD & Circular Electronics Conference in Frankfurt, Europe's leading forum for IT asset disposition (ITAD) and circular electronics.

Moderated by HP, the panel focused on what it means to be a responsible ITAD services provider today. ERI shared the stage with industry leaders Martin Series, Director of Services at Foxway (UK), and Ross Thompson, CEO of Greenbox (Australia).

The conference brought together thousands of attendees and hundreds of global experts, including representatives from consumer and industrial electronics manufacturers, e-waste recyclers, recycling technology innovators, materials recovery specialists, sustainable materials and chemical suppliers, policy-makers, NGOs, academic institutions, and industry consultants.

Top left: Isauro Villarreal, Elena Vidanoska, and Ethan Goldsmith at the ITAD Summit. **Top right:** Kevin Dillon speaking on a panel at the ITAD Summit. **Bottom:** David Hirschler (far left) during a roundt able discussion at Circularity25.

ITAD Summit

ERI played a prominent role at this year's ITAD Summit in Las Vegas, one of the industry's most influential gatherings focused on emerging technologies, shifting trends, and best practices in IT asset disposition. ERI leaders contributed to multiple high-profile sessions, reflecting the company's position as a leading voice in the evolution of responsible ITAD.

ERI's CEO John Shegerian helped open the conference as part of the event's headline panel, offering insights on industry leadership, customer partnerships, and the future of sustainable IT management. Later that day, Chief Marketing Officer & Chief Sales Officer Kevin Dillon joined a panel on the importance of collaborative partnerships, while Chief Sustainability Officer David Hirschler contributed to a discussion on navigating today's fast-moving sustainability landscape.

In addition to its thought-leadership presence, ERI showcased its industry-leading ITAD capabilities

eSummit

ERI participated in this year's Electronics Sustainability Summit in Minneapolis, contributing insights on emerging sustainability challenges and opportunities across the electronics lifecycle.

A key highlight was ERI Vice President of Retail Angie Ransom's featured session on scaling reuse, where she joined leaders from Acer, Target, and GIERD to discuss proven strategies for expanding reuse programs across multiple channels and accelerating circularity.

Earlier in the week, Chief Sustainability Officer David Hirschler spoke on a panel addressing the shifting regulatory landscape for EPR, batteries, and solar-panel management.

Formerly known as the E-Reuse Conference, eSummit continues to serve as a leading forum for collaboration among manufacturers, retailers, refurbishers, policymakers, and recyclers—reinforcing the critical importance of innovation and partnership in building a more sustainable electronics ecosystem.

EMPOWERING PEOPLE & COMMUNITIES

ENGAGEMENTS (CONT.)

on the exhibit floor, represented by key team members Aaron Scheller, Isauro Villarreal, Elena Vidanoska, and Ethan Goldsmith. Throughout the conference, ERI reinforced its commitment to advancing responsible ITAD practices and driving innovation across the electronics lifecycle.

IAITAM ACE 2025

ERI was once again honored to participate in the IAITAM Annual Conference and Exhibition (ACE), recognized as the world's premier IT Asset Management event. ACE convenes C-level executives, as well as IT, financial, and legal professionals, to examine the latest developments in IT Asset Management and assess their impact on business operations, regulatory compliance, and profitability.

Hosted annually by IAITAM, the global leader in ITAM education, with the conference attracts over 2,000 attendees worldwide, offering a valuable forum for sharing best practices and gaining cutting-edge insights from industry experts.

This year, ERI was represented by several distinguished team members, including Angie Ransom, Lauren Huggins, and Ethan Goldsmith. Their active engagement at ACE included sharing industry-leading best practices and advancing ERI's commitment to a circular mission in IT asset disposition, underscoring the company's role as a thought leader in sustainable IT management.

Ellen MacArthur Foundation - Design for Collection: Electronics Sprint

The Ellen MacArthur Foundation (EMF), a global leader in advancing the circular economy, hosted the “Design for Collection: Electronics Sprint” in New York on July, 2025. This in-person event brought together a dynamic group of industry leaders to tackle the escalating challenge of electronic waste, which is growing five times faster than its recycling rate. The sprint focused on reimagining collection systems and user experiences to enable genuine circularity in the electronics sector.

Through hands-on workshops, participants developed actionable concepts for e-waste collection that emphasize repair, resale, refurbishment, and remanufacturing—advancing practical solutions that can scale to meet industry needs.

ERI's Chief Sustainability Officer, David Hirschler, represented ERI among a diverse cohort from electronics, automotive, recycling, and metals processing sectors. His involvement reinforced ERI's position as a thought leader in circular economy innovation.

Delivered in partnership with IDEO and supported by the Circular Electronics Partnership, the two-day design sprint marked a pioneering effort to address the unique challenges of electronics waste through collaborative pilot initiatives and scalable strategies.

David Hirschler at the "Design for Collection: Electronics Sprint", hosted by The Ellen MacArthur Foundation in New York.

Circularity25

ERI was honored to participate once again in Circularity25, produced by Trellis and recognized as the premier annual conference for professionals committed to advancing the circular economy. Held in Denver, this event convened visionary leaders from a wide array of industries to explore cutting-edge strategies, address pressing climate challenges, and foster collaboration across the value chain.

Attendees engaged in substantive discussions focused on the practical application of circular principles to drive innovation, strengthen resilience, and respond to evolving customer expectations.

ERI's delegation, including Chief Sustainability Officer David Hirschler and Vice President of Retail Angie Ransom, played an active role in the conference, sharing expertise, exchanging best practices, and contributing meaningfully to the ongoing dialogue shaping a more sustainable and prosperous future.

David Revis, Director of Environmental, Health, Safety & Security, speaking at the lunch panel “Building the Circular Economy Infrastructure and Providing Sustainable Solutions for Industry" at the EHS HazMat Summit.

Battery and Critical Metals Recycling Conference

Kevin Dillon, ERI's Co-Founder and Chief Marketing & Sales Officer, participated as a panelist at the Battery and Critical Metals Recycling Conference held at the Loews Vanderbilt Hotel in Nashville.

During a roundtable discussion moderated by Susan Eppes of Waste Connections, Kevin Dillon addressed safe handling and disposal strategies for end-of-life batteries from consumer electronics and e-mobility devices.

He emphasized practical protocols to reduce contamination and fire risks, sharing industry best practices with fellow experts. The event, organized by Recycling Today, provided a timely platform for exchanging insights and advancing sustainable battery recycling solutions.

EHS HazMat Summit

ERI had a strong presence at this year's EHS Hazardous Materials Conference in Louisville, Kentucky, an event hosted by AHMP—the nation's leading organization for hazardous materials professionals for more than 30 years.

David Revis, Vice President of Environmental, Health, Safety & Security, spoke at the lunch panel “Building the Circular Economy Infrastructure and Providing Sustainable Solutions for Industry.”

He joined leaders from Republic Services and Pretred, sharing expert insights on circularity and extended producer responsibility, in a discussion moderated by The

EMPOWERING PEOPLE & COMMUNITIES

ENGAGEMENTS (CONT.)

In June 2025, ERI welcomed representatives from 25 Indiana counties and the Indiana Department of Environmental Management (IDEM) for an in-depth tour of our Indiana facility.

Environmental Transformation Podcast.

ERI's booth drew significant interest throughout the conference, with David Revis and Kelly Kaitangian, Compliance Specialist, engaging hazardous waste specialists from across the country and highlighting the critical role of responsible e-waste recycling in protecting the environment and supporting safer material management.

Best Practices in Action: ERI's Facility Tour for Environmental Stakeholders

In June 2025, ERI welcomed representatives from 25 Indiana counties and the Indiana Department of Environmental Management (IDEM) for an in-depth tour of our Indiana facility. This visit is part of ERI's ongoing commitment to hosting educational tours for stakeholders and clients, offering firsthand insight into how state-of-the-art recycling processes are implemented.

Through these experiences, ERI demonstrates not only our advanced operations and innovative approaches, but also the reasons behind our dedication to going above and beyond in protecting people, the planet, and privacy. Many attendees expressed their admiration for our capabilities and commitment to sustainability.

Importantly, ERI remains committed to sharing best practices in e-waste recycling with clients, partners, and all stakeholders, fostering collaboration and driving industry-wide improvement.

Industry Recognition and Thought Leadership

ERI have been continuing to distinguish itself as a leader and innovator in the recycling and IT asset disposition (ITAD) industries. We are proud to have received recognition from a variety of publications and organizations, highlighting its leadership, advanced technology, and dedication to best practices in sustainability and data security.

ERI's platforms, RecycleNation and ERI, were honored in FeedSpot's 2025 Top 100 Recycling Blogs and Websites, ranking #4 and #9 respectively. This recognition was based on criteria such as website traffic, social media presence, and the quality of fresh content.

Additionally, ERI's Chairman and CEO, John Shegerian, was featured in City & State's inaugural "Who's Who in Emerging Tech" list, celebrating his innovative contributions to New York's tech sector, particularly in the areas of AI and robotics. Under Shegerian's leadership, ERI has been able to responsibly process over a billion pounds of electronic waste annually.

ERI's commitment to circularity and responsible electronics recycling was further highlighted in a recent Waste360 article for International E-Waste Day, reinforcing the company's reputation as a prime example of excellence in recycling and ITAD services.

GLOBAL ITAD ALLIANCE

Marking another milestone, ERI was named an official founding member of the Global ITAD Alliance (GIA), a new international trade association dedicated to unifying and advancing the ITAD industry. With the growing importance of ITAD providers in safeguarding sensitive data and promoting a circular economy, GIA's formation addresses the need for a coordinated, authoritative industry voice. ERI co-founder and Chief Marketing/Sales Officer Kevin Dillon represents the company on GIA's founding board of advisors.

At its launch, GIA established five foundational pillars guiding its mission:

- **Data Integrity** – Ensuring protection of data at end-of-life with robust standards
- **Environmental Stewardship** – Advancing responsible reuse, recycling, and carbon-smart operations
- **Operational Excellence** – Promoting best-in-class ITAD processes
- **Workforce & Community Development** – Supporting training, talent growth, and equitable participation
- **Industry Advocacy & Representation** – Giving ITAD a unified voice with OEMs, policymakers, and global stakeholders

ERI is excited to play a founding role in the GIA's development and looks forward to collaborating with industry peers to establish best practices that further a truly circular economy.

Learn more about GIA in the 01Net News story here: https://www.01net.it/eri-named-founding-member-of-global-itad-alliance/

EMPOWERING PEOPLE & COMMUNITIES

UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)

While United Nations Sustainable Development Goals (SDGs) provide a comprehensive global framework for advancing sustainable development, ERI recognizes that its operations contribute most directly to a select group of these priorities. As the company continues to align its business practices with the broader SDG agenda, ERI is proud to highlight the goals where it has the greatest impact—particularly in advancing responsible consumption and production, driving climate action, and supporting circular economy solutions.

SDG 8: Decent Work and Economic Growth

8.2 - Enhance productivity through diversification, innovation, and technological advancement
8.5 - Achieve full and productive employment and decent work, with equal pay for work of equal value

At ERI, fostering decent work and supporting economic growth are integral to its operations. Through continued investment in workforce development, training, and safe working environments, ERI promotes productive employment across its facilities. The company also advances economic productivity by leveraging innovation and technology to improve operational efficiency and expand opportunities within the growing circular economy.

SDG 9: Industry, Innovation and Infrastructure

9.1 - Develop sustainable, resilient, and inclusive infrastructure
9.2 - Promote inclusive and sustainable industrialization
9.5 - Advance research and industrial technology capabilities
9.b - Support domestic technology development and value-added industries

Innovation is central to advancing responsible and efficient e-waste recycling operations at ERI. Through technology-driven systems and continued investment in research and development, ERI enhances operational efficiency, safety, and material recovery capabilities. These efforts position the company as a leader in advancing sustainable industrial practices and material circularity within the electronics recycling industry.

SDG 11: Sustainable Cities and Communities

11.6 - Reduce the environmental impact of cities
11.b - Implement policies for inclusion, resource efficiency, and disaster risk reduction

ERI believes that expanding responsible e-waste recycling is vital to building communities that are both sustainable and inclusive. In addition, ERI is the only recycling company that provides services in every zip code across the United States. ERI advances collection efforts across both urban centers and underserved rural areas, helping ensure equitable access to safe and compliant recycling services. Through its extensive network of collection partners and community programs, ERI contributes to reducing the environmental impact of waste while fostering more resilient cities.

SDG 12: Responsible Consumption and Production

12.2 - Promote the sustainable management and use of natural resources
12.4 - Ensure environmentally sound management of chemicals and waste
12.5 - Substantially reduce waste generation through prevention, reduction, recycling, and reuse
12.6 - Encourage companies to adopt sustainable practices and reporting

Our commitment to responsible consumption and production is at the core of every operation, shaped by the principles of the circular economy and strict recycling protocols. We emphasize refurbishing and reusing electronics where possible, and guarantees that materials are recycled responsibly when reuse cannot be achieved. ERI actively reduces waste within its operations by implementing robust packaging reuse programs. Additionally, the company encourages its partners and clients to adopt transparent ESG reporting and embrace sustainable business practices.

SDG 13: Climate Action

13.1 - Strengthen resilience and adaptive capacity to climate-related hazards
13.3 - Build knowledge and capacity to address climate change

ERI's mission is protecting the people, planet, and privacy, and climate action is a core component of its sustainability strategy. ERI became the world's first carbon-neutral electronics recycling and IT asset disposition (ITAD) provider in 2023, reflecting a proactive approach to reducing its climate impact.

Building on this milestone, ERI has established an ambitious pathway toward achieving net-zero emissions by 2030, targeting both direct and indirect emissions across its value chain. In parallel, the company continues to strengthen its approach to climate risk management through comprehensive assessment, mapping, and strategic planning.

SDG 17: Partnerships for the Goals

17.17 - Promote effective public, private, and civil society partnerships

As a leading electronics recycler in the nation, ERI facilitates impactful change through both advanced recycling techniques and strategic partnerships. Recognizing that a sustainable future depends on collaboration, innovation, and collective responsibility, we leverage our comprehensive national network to deliver scalable recycling solutions—ranging from local community programs to statewide initiatives. Our approach streamlines participation in the circular economy for clients, partners, and communities alike.

Through joint efforts, we address the challenges of electronic waste, promote environmental stewardship, and contribute to building a more sustainable and resilient future that supports businesses, communities, and future generations.

SUSTAINABLE DEVELOPMENT GOALS

Please refer to these page numbers for detailed insights on how ERI has integrated the United Nations Sustainable Development Goals.

EMPOWERING PEOPLE & COMMUNITIES

CONCLUSION/REMARKS

As you have seen in the pages of this document, 2025 was a particularly critical year for ERI as we continued to achieve significant benchmarks in circularity. The powerful momentum of last year will continue to drive innovation and progress well into the future.

ERI continues to support our customers and meet the increasing demand for responsible, circular and sustainable practices.

This report highlights our achievements and outlines key opportunities for 2025 and beyond, including:

- ERI's materiality assessment conducted with various stakeholders has confirmed our direction to prioritize EHS, compliance, data and privacy protection, innovation, and human/labor rights protection.
- ERI's proprietary technologies (TAM, SOAR, BatCycle, etc.) are significantly improving our ITAD departments for increased re-circulation of reusable electronics and an overall reduction of scope 3 carbon impacts that is close to 25%.
- Our investment in research and development continues to help us identify the right technology and partners for critical minerals, plastics, and rare earth elements recovery.
- ERI continues to have internal promotions and partners with communities to provide educational and professional engagement.
- Based on efforts and global dialogue with prospective partners throughout 2025, we are now extending our work beyond US borders with the first foreign ERI location to open in Japan in 2026. We will continue evaluating expanding with the right partners for achieving our mission to protect the people, planet, and privacy all over the world.

As the leading brand in electronics circularity, ERI understands its responsibility to lead in data security, circular economy best practices, and sustainability. We are committed to not only achieving our current goals but also setting new standards each year that will advance our mission and set a strong example for the industry.

For any questions, comments, or suggestions, please feel free to reach out to us at info@ERIdirect.com.

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APPENDIX

GRI INDEX

Disclosure ID	Disclosure Title	Response	Reference Page(s)
GRI 2: General Disclosures			
2-1	Organizational Details	Electronic Recyclers International, Inc. DBA ERI; Privately held. Limited liability company, headquarters in Fresno, California.	N/A
2-2	Entities included in the organization's sustainability reporting	Privately held, this information is not disclosed.	N/A
2-3	Reporting period, frequency and contact point	January 1, 2025 – December 31, 2025. All data represents this reporting period unless stated otherwise. Reporting is conducted on an annual basis. This report was published in May 2026. David Hirschler, Chief Sustainability Officer (david.hirschler@eridirect.com)	N/A
2-4	Restatements of information	N/A	N/A
2-5	External assurance	This report is not externally assured. All information provided has been internally validated.	N/A
2-6	Activities, value chain and other business relationships	See "Introduction"	3
2-7	Employees	See "Leaders and Subject Matter Experts"	
2-8	Workers who are not employees	Not disclosed.	N/A
2-9	Governance structure and composition	The CEO is ultimately responsible for decision-making on economic, environmental, and social topics.	20
2-10	Nomination and selection of the highest governance body	Nomination and selection process is based on members' expertise, alignment with the company's values, and ability to support long-term strategic and sustainability goals.	20
2-11	Chair of the highest governance body	The Chair is also a senior executive, see "Transparent Leadership" for detail.	20
2-12	Role of the highest governance body in overseeing the management of impacts	See "Transparent Leadership"	20
2-13	Delegation of responsibility for managing impacts	The executive team is responsible for managing impacts.	20
2-14-18	Role of the highest governance body in sustainability reporting	See "Transparent Leadership"	20
2-19	Renumeration policies	Not disclosed.	N/A
2-20	Process to determine remuneration	Not disclosed.	N/A
2-21	Annual total compensation ratio	Not disclosed.	N/A
2-22	Statement on sustainable development strategy	ERI is committed to driving sustainable innovation across our operations, aligning our strategy with environmental responsibility, social impact, and long-term value for all stakeholders.	N/A
2-23-26	Various	See "Transparent Leadership"	20
2-27	Compliance with laws and regulations	Zero violations, see "Environmental Health and Safety (EHS)"	36
2-28	Membership associations	See "Empowering People & Communities"	53
2-29	Approach to stakeholder engagement	We maintain open communication with employees, customers, suppliers, partners, regulatory bodies, industry associations, and local communities through various channels, including events and meetings.	N/A
2-30	Collective bargaining agreements	ERI supports employees' rights to collective bargaining and open dialogue, in line with applicable laws.	N/A
GRI 3: Material Topics			
3-1 to 3-3	Various	See "Materiality"	26
GRI 200: Economic			
202	Market Presence	All entry-level wages at ERI exceed local minimum wage requirements. We collaborate with staffing agencies to ensure that all temporary associates are paid in accordance with — and above — applicable Federal, State, and City wage laws. Compensation is based solely on job titles, with no consideration given to gender. For more information, see the "Supply Chain (Cont.)".	43
GRI 300: Environment			

Disclosure ID	Disclosure Title	Response	Reference Page(s)
GRI 302: Energy			
302-1 Energy Consumption within the organization			
302-1 a	Total fuel consumption within the organization from non-renewable sources	Road Diesel: 261,305 liters Propane: 1,820 gallons Natural Gas: 6,229,060.85 kWh	N/A
302-1 c.i	Total electricity consumption	Electricity: 6,569,369.00 kWh	N/A
302-1 c.ii	Total heating consumption	Natural Gas: 6,229,060.85 kWh	N/A
302-1 e	Total energy consumption within the organization, in joules or multiples	See 302-1a and 302-1c	N/A
302-1 f	Standards, methodologies, assumptions, and/or calculation tools used	Energy consumption is tracked through flue management systems and meter records provided by utility companies.	N/A
302-1 g	Source of conversion factors used	The measuring unit is from the native unit of measure utility vendor provided. The unit conversion between (American) gallons and (British) liters is 1 gallon = 3.785 liters.	N/A
302-2	Energy consumption outside of the organization	Not disclosed.	N/A
302-3 Energy intensity			
302-3 a	Energy intensity ratio	0.059 kWh electricity per processed e-waste.	N/A
302-3 b	Denominator used to calculate ratio	Annual receiving weight of e-waste in pounds.	N/A
302-3 c	Types of energy included in ratio (fuel, electricity, heating, cooling, all)	Electricity consumption in kWh.	N/A
302-3 d	Whether ratio includes energy within or outside of organization, or both	Within the organization.	N/A
302-4 Reduction of energy consumption			
302-4 a	Reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives	See "Managing Greenhouse Gas (GHG) Emissions Across Our Operations"	58
302-4 b	Types of energy included in reductions (fuel, electricity, heating, cooling, all)	Electrical energy and fuel.	N/A
302-4 c	Basis for calculating reductions (base year or baseline) and rationale	Baseline year is 2023.	N/A
302-4 d	Standards, methodologies, assumptions, and/or calculation tools used	Energy consumption is tracked through flue management systems and meter records provided by utility companies. Reporting aligns with the GHG Protocol and follows the same approaches and methodologies used in previous years.	N/A
302-5 Reductions in energy requirements of products and services			
302-5 a	Reductions in energy requirements of sold products and services	See "Managing Greenhouse Gas (GHG) Emissions Across Our Operations"	58
302-5 b	Basis for calculating reductions (base year or baseline) and rationale	The base year is 2023. Energy reductions are calculated by comparing the ERI historical energy consumption data to determine annual electricity savings.	N/A
302-5 c	Standards, methodologies, assumptions, and/or calculation tools used	Energy consumption is tracked through flue management systems and meter records provided by utility companies. Reporting aligns with the GHG Protocol and follows the same approaches and methodologies used in previous years.	N/A
GRI 305: Emissions			
305-1 Direct (Scope 1) GHG Emissions			
305-1 a	Gross direct (Scope 1) GHG emissions	1,424.70 MTCO2e	58
305-1 b	Gases included in calculations	See "Methodology/Assumptions"	
305-1 c	Biogenic CO2 emissions	N/A	101
305-1 d	Base year for calculations	2023	N/A
305-1 d.i	Rationale for choosing base year	The year 2023 was chosen as the base year because it reflects the most recent full year of data prior to implementing energy-saving measures.	N/A
305-1 d.ii	Base year emissions	1,385.10 MTCO2e	N/A

APPENDIX

GRI INDEX (CONT.)

Disclosure ID	Disclosure Title	Response	Reference Page(s)
305-1 d.iii - f	Various	N/A	N/A
305-1 g	Standards, methodologies, assumptions, and/or calculation tools used	See "Methodology/Assumptions"	101
305-2 Energy indirect (Scope 2) GHG Emissions			
305-2 a	Gross location-based indirect (Scope 2) GHG emissions	2,098.90 MTCO2e	58
305-2 b	Gross market-based indirect (Scope 2) GHG emissions	0 MTCO2e	58
305-2 c	Gases included in calculations	See "Methodology/Assumptions"	101
305-2 d	Base year for calculations	2023	N/A
305-2 d.i	Rationale for choosing base year	The year 2023 was chosen as the base year because it reflects the most recent full year of data prior to completing energy-saving measures.	N/A
305-2 d.ii	Base year emissions	2,335 MTCO2e and further reduced to 0 MTCO2e using a Market-Based approach.	N/A
305-2 d.iii	Context for any significant changes triggering recalculations of base year emissions	No significant changes were made, but Sections 3.8, 3.11, and 3.12 were added to support a more comprehensive estimation.	N/A
305-1 e	Source of emissions factors and GWP rates used	See "Methodology/Assumptions"	101
305-1 f	Consolidation approach for emissions (equity share, financial control, operational control)	Operational control	N/A
305-1 g	Standards, methodologies, assumptions, and/or calculation tools used	See "Methodology/Assumptions"	101
305-3 Other indirect (Scope 3) GHG Emissions			
305-3 a	Gross other indirect (Scope 3) GHG emissions	105,887.60 MTCO2e. Note that we expanded our Scope 3 reporting categories to include category 3.11 Use of Sold Products, and 3.12 End-of-life treatment of sold products.	58
305-3 b	Gases included in calculations	See "Methodology/Assumptions"	101
305-3 c	Biogenic CO2 emissions	N/A	N/A
305-3 d	Other indirect (Scope 3) emissions categories and activities included in the calculation	See "Methodology/Assumptions"	101
305-3 e	Base year for calculations	2023	N/A
305-3 e.i	Rationale for choosing base year	Consistent with Scope 1 and Scope 2 baseline.	N/A
305-3 e.ii	Base year emissions	20,477.77 MTCO2e	N/A
305-3 e.iii	Context for any significant changes triggering recalculations of base year emissions	N/A	N/A
305-3 f	Source of emissions factors and GWP rates used	See "Methodology/Assumptions"	101
305-3 g	Consolidation approach for emissions (equity share, financial control, operational control)	Operational control	N/A
305-3 h	Standards, methodologies, assumptions, and/or calculation tools used	See "Methodology/Assumptions"	101
305-4 GHG Emissions Intensity			
305-4 a	GHG emissions intensity ratio	2.21 MTCO2e per receiving weight in metric ton (Market based)	N/A
305-4 b	Denominator used to calculate ratio	Annual receiving weight in metric ton.	N/A
305-4 c	Types of GHG emissions included in ratio	Scope 1, market-based Scope 2, and Scope 3 gross emissions.	N/A
305-4 d	Gases included in calculations	See "Methodology/Assumptions"	
305-5 Reduction of GHG emissions			
305-5 a	GHG emissions reduced as a direct result of reduction initiatives	See "Managing Greenhouse Gas (GHG) Emissions Across Our Operations"	58
305-5 b	Gases included in calculations	See "Methodology/Assumptions"	101
305-5 c	Base year or baseline, and rationale	2023	N/A
305-5 d	Scopes in which reductions took place	Scope 1 and 2.	N/A
305-5 e	Standards, methodologies, assumptions, and/or calculation tools used	See "Methodology/Assumptions"	101
305-6	Emissions of ozone-depleting substances (ODS)	N/A	N/A
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A	N/A
GRI 400: Social			
GRI 404: Training and Education			
404-1 Average hours of training per year per employee			
404-1 a.i	Average hours of training per year per employee by gender	See “2025 By The Numbers”	8
404-1 a.ii	Average hours of training per year per employee-by-employee category	See “The People Behind ERI”	70
404-2 Programs for upgrading employee skills and transition assistance programs			
404-2 a	Programs to upgrade employee skills	See "The People Behind ERI"	70
404-2 b	Transition assistance programs to facilitate continued employability and management of career endings resulting from retirement or termination of employment	ERI provides outplacement services, job fairs, EAP program for counseling and local workforce involvement.	N/A
404-3 Percentage of employees receiving regular performance and career development reviews			
404-3 a	Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period	100% of those employed for longer than 6 months receive a regular performance and career development review.	N/A
GRI 405: Diversity and Equal Opportunity			
405-1 Diversity of governance bodies and employees			
405-1 a.i	Percentage of individuals within governance bodies by gender	71.70% Male, 28.30% Female	N/A
405-1 a.ii - 405-1 b.iii	Percentage of individuals within governance bodies by age group	Not disclosed.	N/A
405-2 Ratio of basic salary and remuneration of women to men			
405-2 a	Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation	ERI is proud to have a 1:1 gender wage ratio.	N/A
405-2 b	Definition used for 'significant locations of operation'	All locations.	N/A
GRI 418: Customer Privacy			
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data			
418-1 a.i	Total number of substantiated complaints concerning breaches of customer privacy received from outside the organization and substantiated by the organization	Zero.	N/A
418-1 a.ii	Total number of substantiated complaints concerning breaches of customer privacy received from regulatory bodies	Zero.	N/A
418-1 b	Total number of identified leaks, thefts, or losses of customer data	Zero.	N/A
418-1 c	Statement of no substantiated complaints received, if relevant	N/A	N/A

APPENDIX

SASB INDEX

SASB ID	Accounting Metric	Response	Reference Page(s)
Greenhouse Gas Emissions			
IF-WM-110a.1	Gross global Scope 1 emissions	1,424.7 MT CO2e. 0% of these emissions are covered under emissions-limiting or emissions-reporting regulations. See "Managing Greenhouse Gas (GHG) Emissions Across Our Operations".	58
IF-WM-110a.2	Landfill gas generated	Not applicable to ERI's operations.	N/A
IF-WM-110a.3	Discussion of long- and short-term strategy to manage emissions	See "Managing Greenhouse Gas (GHG) Emissions Across Our Operations".	58
Fleet Fuel Management			
IF-WM-110b.1	Fleet fuel consumed	69,029.5 gallons equal to 9,484 gigajoules. 0% natural gas.	N/A
IF-WM-110b.2	Alternative fuel vehicles in fleet	Zero.	N/A
Air Quality			
IF-WM-120a.1	Significant air emissions	None.	N/A
IF-WM-120a.2	Facilities near areas of dense population	90% of the facilities within an urbanized area.	N/A
IF-WM-120a.3	Incidents of air emissions non-compliance	None.	N/A
Management of Leachate & Hazardous Waste			
IF-WM-150a.1	Toxic release inventory	ERI to determine: (1) Total Toxic Release Inventory (TRI) releases in metric tons unit, (2) percentage released to water. See "Environment, Health, and Safety".	34
IF-WM-150a.2	Toxic release corrective actions	ERI to determine: Number of corrective actions implemented for landfill releases. See "Environment, Health, and Safety".	34
IF-WM-150a.3	Incidents of environmental non-compliance	ERI to determine: Number of incidents of non-compliance associated with environmental impacts. See "Environment, Health, and Safety".	34
Labor Practices			
IF-WM-310a.1	Collective bargaining agreements	All employees have a right to unionize, though no employees have exercised this right to date and therefore no collective bargaining agreements exist.	N/A
IF-WM-310a.2	Work stoppages and days idle	See "Environment, Health, and Safety".	34
Workforce Health & Safety			
IF-WM-320a.1	Recordable incident rate and fatality rate	See "Environment, Health, and Safety". ERI tracks near misses on internal reports but does not currently track NMFR % rate overall.	34
IF-WM-320a.2	Safety Measurement System BASIC percentiles	See "Environment, Health, and Safety".	34
IF-WM-320a.3	Road accidents and incidents	See "Environment, Health, and Safety".	34
Recycling & Resource Recovery			
IF-WM-420a.1	Hazardous Materials Management	(1) Amount of waste incinerated, (2) percentage hazardous, (3) percentage used for energy recovery	38
IF-WM-420a.2	Services offered to customers	100% of customers receive recycling services	N/A
IF-WM-420a.3	Amount of material recycled	Recycled: 102.08M lbs. or 46,293.69 metric tons Reused: 4.4M lbs. or 2,009.42 metric tons See "2025 By The Numbers".	8
IF-WM-420a.4	Amount of electronic waste collected and recovered	Total of 106.52M lbs. or 48,316.72 metric tons of electronic waste were collected, and 102.06M lbs. or 46,293.69 metric tons were recovered. See "2025 By The Numbers".	8
Activity Metrics			
IF-WM-000.B	Vehicle fleet size	22 total fleet vehicles in 2025. See Fleet Fuel Management.	100
IF-WM-000.C	Number of facilities	8 total recycling facilities. See "2025 By The Numbers".	8
IF-WM-000.D	Total amount of materials managed	Recycled: 102.06M lbs. or 46,293.69 metric tons Reused: 4.4M lbs. or 2,009.42 metric tons See "2025 By The Numbers".	8

Methodology/Assumptions

Greenhouse Gas Emissions Inventory

All greenhouse gas data reporting follows the GHG Protocol, developed by the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD), in accordance with the Climate Registry, Intergovernmental Panel on Climate Change (IPCC) Guidelines, and the CDP.

This marks the fifth time ERI has reported greenhouse gas data. Primary data was used whenever reasonably activity-based data was available. Secondary data (spend-based data), estimations, and assumptions were used only when primary data was not wholly or partially available. All estimations follow GHG Protocol-approved methodologies and rely on third-party approved sources.

We will continue to expand the findings on sources of GHG emissions and explore opportunities to reduce emissions in the future.

Inclusions and Omissions	
Scope 1	Natural Gas, Propane, Company Fleet Fuel Usage
Scope 2	Electricity Usage at ERI Facilities
Scope 3	C1 Purchased Goods and Services C2 Capital Goods - Fixed Assets C3 Fuel- and Energy-related Activities Not Included in Scope 1 or Scope 2 C4 Upstream Transportation and Distribution - ERI Arranged Inbound and Outbound Logistics C5 Waste Generated in Operations C6 Business Travel C7 Employee Commuting C8 Upstream Leased Assets C9 Downstream Transportation and Distribution C11 Use of Sold Products C12 End-of-Life Treatment of Sold Products

Environmental Impact Claims from Recycling and Reuse

ERI's savings claims were developed using the company's proprietary Optech™ system in conjunction with the Electronics Environmental Benefits Calculator (EEBC). ERI's system tracks every component processed by ERI at the individual client level, including what material was sent for reuse and what was processed and recycled. The EEBC software uses life cycle analysis to calculate the impact on greenhouse gas emissions and energy usage for recycling or reuse of various product types and commodities. ERI is able to map received products to this system and determine the benefits of recycling or reusing these items.

In addition, for each product type recycled by ERI, ERI utilizes our historical data to understand the volumes of commodities or residual waste produced from each type of material. ERI's Optech™ system allows us to determine the amount of volume recycled, excluding residual waste and then determine the volumes of commodities sent for recycling as well as any additional items sent for reuse.

The environmental impact calculations set forth in this report are estimates provided for informational purposes only and may vary based on a number of factors.

APPENDIX

ACKNOWLEDGEMENTS

ERI's sixth annual Impact Report was made possible through the steadfast support of our leadership team and the dedicated contributions of employees across the organization.

We extend our sincere gratitude to the ERI team members highlighted on the left for their leadership and commitment in developing this report. We also recognize and appreciate the additional contributors listed below for their invaluable support in compiling critical data on the policies, procedures, and protocols that strengthen ERI's commitment to sustainability, security, and operational excellence.

David Hirschler
Chief Sustainability Officer

Eric Husted
Director of Creative Services

Lee-Tan Lu
Environmental Specialist

John Shegerian
Chairman and CEO

Mark Barnes
General Manager

Aaron Blum
Chief Compliance Officer

Anthony Borges
Vice President of Circular Solutions

Jennifer Brodbeck
Operations Manager

Tyler Browning
General Counsel

Andres Camarena
Human Resources Analyst

Andrew Covacevich
Logistics Coordinator

Michael Crean
Director – Strategic Partnerships

Carol DeBellis
Senior Vice President of Human Resources

Linda Dervishian
Strategic Financial Analyst

Kevin Dillon
Chief Marketing and Sales Officer

Shannon Duarte
Compliance Assistant

Brendan Egan
Director of Marketing

Tiv Ek
Procurement Specialist

Danni Espindola
Executive Assistant

Adrian Grace
Director of Global Development Solutions

Joe Haight
Director of Commodities & Recycling Operations

Kristina Holland
Office Manager

Lauren Huggins
Proposal Solutions Engineer

Mercedes Jimenez
National Administrative Assistant

Kelly Kaitangian
Compliance Specialist

Gary Keith
Operations Manager

Nicholas Linscomb
Operations Manager

Gabriel Lopez
Operations Manager

Chi-Yun Liu
Sustainability Analyst

Kara Masters
Office Manager

Brad Maxwell
Logistics Manager

Joyce Mount
Senior Technical Solutions Architect

Ghadijah Perry
Operations Manager

Patrick Peters
Chief Operating Officer

Linda Ramos
Chief of Staff

Angie Ransom
Vice President - Retail Division

David Revis
Vice President of Environmental Health, Safety, & Security

Ken Richardson
Manager of Technical Support

Abdul Salam
Operations Manager

Aaron Scheller
Global Account Executive

Evan Selander
Global Account Executive

Tammy Shegerian
President & Chief Revenue Officer

Trevor Tuchten
Application Developer

Katrina Valukis
Administrative Specialist

Nancy Vazquez
Human Resources Manager

Elena Vidanoska
Global Solutions Enablement

Paul Williams
Director of Communications, Executive Producer of The Impact Podcast

Jonah Yap-De Jesus
Vice President of Finance