SUSTAINABILITY REPORT

@ CLEAN HARBORS

CleanHarbors®

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Dear Stakeholders:

In 2023, we strengthened the foundation of our company by delivering record-breaking returns to our investors—all while expanding the business through meaningful acquisitions and targeted investments in our employee community. At $5.4 billion, last year's revenue was the highest generated in Clean Harbors history, all achieved with a Total Recordable Incident Rate (TRIR) of 0.63, an industry-leading safety performance.

The breadth of our service offerings allows us to provide customers with full solutions for their environmental, industrial and sustainability needs. Clean Harbors is sustainable because our products and services directly and indirectly support our customers' environmental initiatives and enable their sustainability goals.

The recent acquisitions of Thompson Industrial (2023) and HEPACO (2024) are prime examples of our ongoing commitment to corporate growth. These acquisitions fully align with our expansion strategy, presenting desirable geographical and cultural synergies, significantly expanding our industrial and specialty services and emergency response capabilities, while adding more than 2,000 customers.

The safe, cost-effective recycling of used oil is a core offering of our Safety-Kleen Sustainability Solutions (SKSS) business. Just this year, an independent and critically reviewed study found that every gallon of recycled base oil reduced greenhouse gas (GHG) emissions by 76% as compared to conventional crude-equivalent base oil. Our re-refining capabilities were further enhanced with the acquisition of Noble Oil Services this year.

In 2023, our collection and re-refining of used oil eliminated an estimated 1.9 million metric tons of GHG, equivalent to removing more than 460 thousand gasoline-powered passenger vehicles from the road for one year.

With the construction of a new 70,000-ton incinerator in Kimball, Nebraska, we are expanding our capacity for high-temperature RCRA-permitted thermal destruction by 12%. With a focus on sustainable solutions that address emerging contaminants and pollutants, we conducted a comprehensive third-party study that demonstrated that the company's commercial incinerators can safely and thoroughly destroy per- and polyfluoroalkyl substances (PFAS) in multiple forms, with greater than 99.9999% efficiency.

At its core, Clean Harbors is a service business and service excellence begins with our people. In 2023, we reduced voluntary turnover by more than 15% and are now below pre-pandemic levels. After our recent acquisitions, we are 24,000 strong and employ the best team in the industry. Our investments in our people are paying off; in 2023 more than 1,000 of our open roles were filled by existing employees, the most in a single year in our history.

We are excited to present this sustainability report and on behalf of our entire management team and Board of Directors, we want to thank all our employees for their determined stewardship to make our communities and environment a better place to live and to work. We also extend our sincere appreciation to our loyal shareholders, customers, suppliers, and partners.

Michael L. Battles

Eric W. Gerstenberg

Michael L. Battles
Co-CEO
Clean Harbors, Inc.

Eric W. Gerstenberg
Co-CEO
Clean Harbors, Inc.

ABOUT CLEAN HARBORS
Clean Harbors (NYSE: CLH) is North America's leading provider of environmental and industrial services. The Company serves a diverse customer base, including a majority of Fortune 500 companies. Its customer base spans a number of industries, including chemical, manufacturing and refining, as well as numerous government agencies. These customers rely on Clean Harbors to deliver a broad range of services such as end-to-end hazardous waste management, emergency spill response, industrial cleaning and maintenance, and recycling services. Through its Safety-Kleen subsidiary, Clean Harbors also is a leading provider of parts washers and environmental services to commercial, industrial and automotive customers, as well as North America's largest re-refiner and recycler of used oil. Founded in 1980 and based in Massachusetts, Clean Harbors operates in the United States, Canada, Mexico, Puerto Rico and India. For more information, visit www.cleanharbors.com.

Sustainable By The Numbers - 2023

RECORD
LOWEST TRIR 0.63
IN COMPANY HISTORY

RECORD
MORE THAN $5B
REVENUE

MORE THAN $1B
ADJUSTED EBITDA

RECORD
MORE THAN $420M
CAPEX

MORE THAN 22,000
EMPLOYEES

Thompson Industrial Services
A Clean Harbors Company
ACQUISITION OF THOMPSON INDUSTRIAL

RECORD
MORE THAN 1,000
PROMOTIONS

MORE THAN $1.6M
TO EMPLOYEES IN REFERRALS

PFAS
PREPARED LAUNCH OF TOTAL PFAS SOLUTION

2X
GHG EMISSIONS AVOIDED THAN GENERATED

RECORD
235M
GALLONS OF USED OIL COLLECTED AND PROCESSED

RECORD
MORE THAN 4B
GALLONS WASTEWATER TREATED

MORE THAN 16M
GALLONS OF SOLVENT RECYCLED

RESPONDED TO MORE THAN 13K
ENVIRONMENTAL EMERGENCIES

RECORD
NEARLY 1.7M
METRIC TONS OF MATERIALS RECYCLED

RECORD
189
FLEET ASSETS RECYCLED AND REFURBISHED

Reported for the period of January 1, 2023, to December 31, 2023.

The Company operates two reporting segments: Environmental Services and Safety-Kleen Sustainability Solutions.

Environmental Services
Clean Harbors safely collects, transports, treats and disposes of hazardous and non-hazardous waste through a network of over 100 waste disposal facilities that include incinerators, landfills, and treatment, storage and disposal facilities (TSDFs). We also perform a wide range of industrial maintenance and specialty industrial services, both planned and unplanned. We collect containerized waste and provide parts washer and vacuum services to small-quantity generators of hazardous waste, while our emergency response services deploy specialized equipment and expertise. All of our services are designed to protect the environment and address environmentally focused challenges through innovation and the application of leading-edge technologies.

Safety-Kleen Sustainability Solutions (SKSS)
Safety-Kleen Sustainability Solutions ("SKSS") offerings address the entire lifecycle of oil and other sustainable lubricant products. The cycle begins with the collection of used oil, which serves as feedstock for our nine oil re-refineries. We then manufacture, formulate and package high-quality lubricants that are returned to the marketplace to provide customers with sustainable, cost-effective oil and lubricant products.

Our Vision, Mission and Core Values

OUR VISION

To be recognized as the premier provider of environmental and industrial services

OUR MISSION

To create a safer, cleaner environment through the treatment, recycling and disposal of hazardous materials

S.T.I.C.S.

THE CORE VALUES THAT MAKE US GREAT

Safety

We make safety our first priority

Teamwork & Collaboration

We achieve more working together

Integrity

We always do the right thing

Customer Service

We strive to exceed customer expectations

Stakeholder Value

We deliver superior results for our stakeholders

Recognized Sustainability

National Waste & Recycling Association℠
Collect. Recycle. Innovate.

SUSTAINABILITY PARTNERSHIP GAME CHANGER AWARD

GLOBAL100 2024
THE WORLD'S MOST SUSTAINABLE CORPORATIONS ©

Investor's Business Daily, 2023 Best ESG Companies Environmental, Social & Governance

Corporate Knights and As-You-Sow - Clean200 companies

safety-kleen
A Clean Harbors Company

SEAL
AWARD WINNER
2022

2024 GLOBAL100 WORLD'S MOST SUSTAINABLE CORPORATIONS

This year, Clean Harbors was included in the Corporate Knights' 2024 list of the 100 Most Sustainable Corporations in the World, ranking 13th globally and second among all U.S.-based companies. This recognition was announced in Davos, Switzerland during the 54th annual meeting of the World Economic Forum.

2023 TOP 100 BEST ESG COMPANIES

In 2023, Investor Business Daily (IBD) recognized Clean Harbors as one of the 100 top-performing environmental, social and governance (ESG) companies.

2023 / 2024 CLEAN200

In 2023, and again this year in 2024, Clean Harbors was recognized as one of 200 publicly traded companies worldwide that best incorporates sustainability in their products, services, business models and investments. Clean200 is a partnership between As You Sow, a non-profit organization focused on promoting corporate social responsibility, and Corporate Knights, a media and research company working to advance a sustainable global economy.

2023 SUSTAINABILITY PARTNERSHIP GAME CHANGER AWARD

In 2023, Clean Harbors was the recipient of the prestigious Sustainability Partnership Game Changer Award by the National Waste and Recycling Association (NWRA). The award recognizes companies that have made substantial contributions to community recycling in the U.S. through partnerships, public education and recycling facility innovation.

2022 SEAL SUSTAINBLE PRODUCT AWARD

As a 2022 recipient of the Sustainability, Environmental Achievement and Leadership (SEAL) Sustainable Product Award, Safety-Kleen Sustainability Solutions' KLEEN+ base oil continues to demonstrate our promise to provide innovative products that are purpose-built for environmental responsibility and a sustainable future. KLEEN+ base oil is manufactured by collecting used oil, re-refining it and returning it to market in a closed-loop process, reducing GHGs by as much as 76% as compared to traditional refining processes.

Our Handprint on the Earth

Everywhere industry meets environment, Clean Harbors is there providing responsible waste solutions and environmental and industrial services that comply with regulations, minimize environmental impacts and support business needs. At Clean Harbors, our sustainability story is twofold: we are focused on mitigating our own resource consumption (environmental footprint) as well as providing a mechanism for other companies to minimize their impact and achieve their sustainability goals (environmental handprint).

Emergency Response

Our Industrial and Field Services offer a full suite of environmental capabilities, from scheduled site decontamination projects to emergency response, which can include alleviating the effects of a highway diesel spill, repairing a pipeline break or neutralizing a toxic chemical release. In 2023, Clean Harbors responded to nearly 14,000 emergency events across North America.

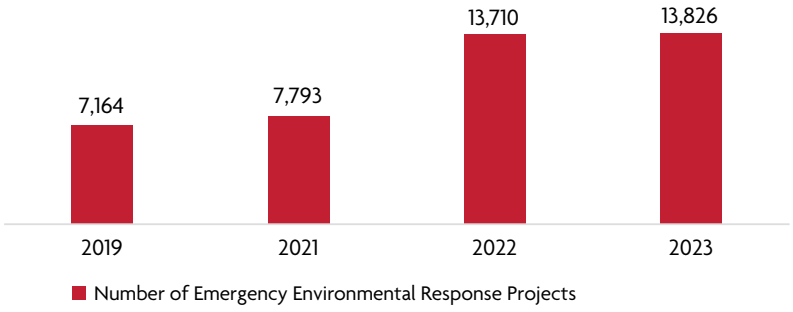
Recycling

Clean Harbors Technical Services involves the packaging, collection, transportation, treatment and disposal of hazardous and non-hazardous waste at company-owned facilities. We operate waste disposal assets across North America that include hazardous-waste incinerators, landfills, wastewater treatment facilities, and treatment, storage and disposal facilities (TSDFs). We also provide services for permitted waste handling and recycling and recovery operations. In 2023, we recycled nearly 1.7 million metric tons of materials including scrap metal, electronics, chemicals and mixed plastics

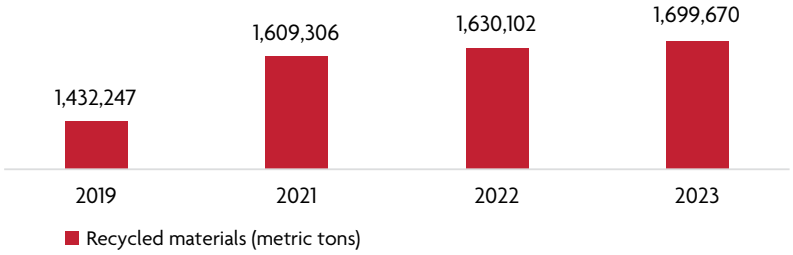
Greenhouse Gas (GHG) Avoidance

In 2023, Clean Harbors avoided 3.6 million metric tons of GHG emissions through our sustainable services. These include used oil re-refining and recycling, solvent and material recycling, and the destruction of ozone-depleting substances. For the past three years, we have avoided double the GHG emissions generated from our operations.

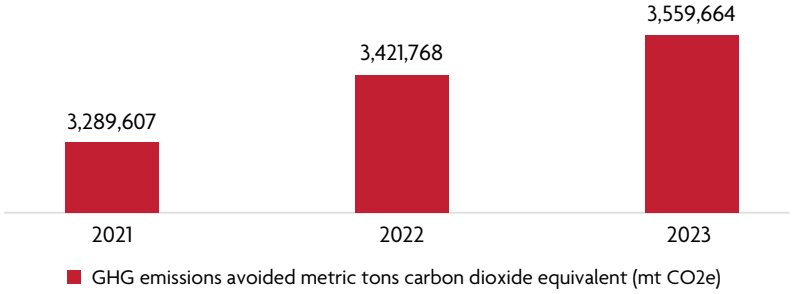
Emergency Environmental Response Projects



Recycling



Greenhouse Gas Emissions Avoided



Our Handprint on the Earth (Continued)

Wastewater Treatment

Our 10 wastewater facilities treat more than 50 million gallons annually, offering a broad range of technologies for the management of impacted liquid and semi-liquid wastes that contain heavy metals, organics and suspended solids. In 2023, our company treated more than 4 billion additional gallons of water through remediation, on-site treatment and recirculation at our facilities, as well as industrial wastewater treatment. This volume of treated wastewater is approximately 9 times the water consumed by our company last year.

Total PFAS Solution

Clean Harbors' Total PFAS Solution helps customers navigate the challenges in today's complex and evolving regulatory environment. We are the only cradle-to-grave, single-source provider that offers >99.9999% PFAS elimination. We have treated more than 8 billion gallons of PFAS-impacted water; installed more than 60 wastewater treatment systems to remove PFAS; completed 55 PFAS remediation projects over the past five years; and have removed more than 100,000 tons of PFAS-contaminated soil. Our solutions are fully vetted and proven to stand up to the toughest compounds in the world.

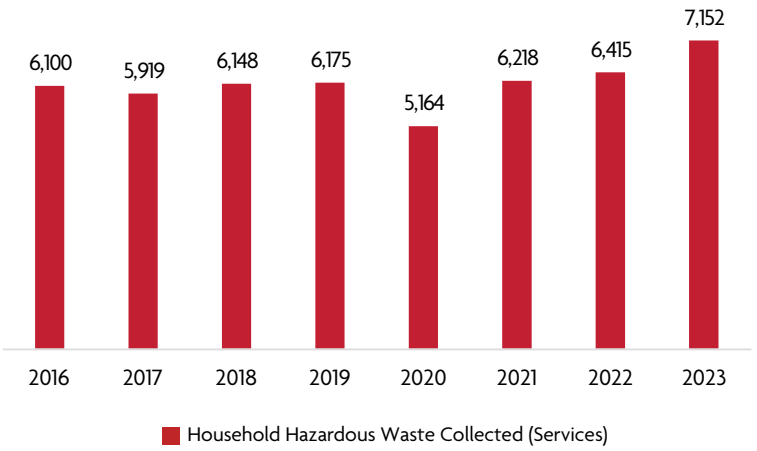
Household Hazardous Waste Collected

Clean Harbors facilitates thousands of Household Hazardous Waste (HHW) collection programs throughout North America through the collection of paints, solvents, batteries, fluorescent lamps, pesticides, cleaners and other hazardous materials. In 2023, Clean Harbors HHW services collected more than 20,000 tons of HHW for more than 1,400 customers in completing around 7,000 HHW services in our communities.

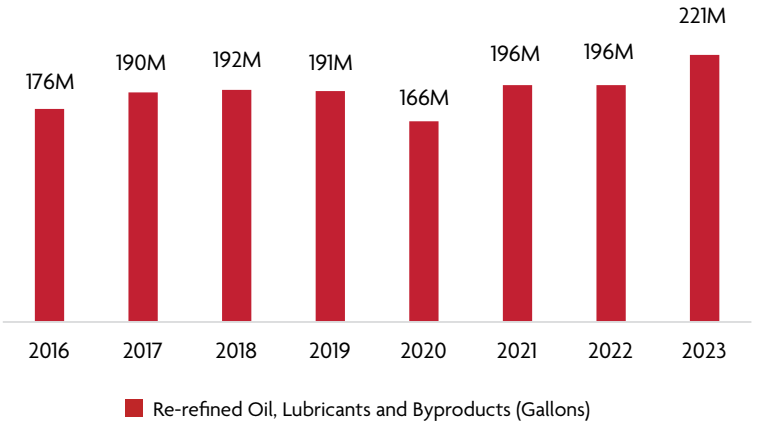
Used Oil Recycling and Re-Refining

Clean Harbors is North America's largest collector and re-refiner of used motor oil, offering closed-loop solutions for recycling, reclaiming and reusing used oil. In 2023, we collected approximately 235 million gallons of used oil, which we then refined into 221 million gallons of high-quality recycled oil products. Our facilities have re-refined more than 4.5 billion gallons of used oil over their lifetimes, avoiding more than 34 million metric tons of GHG, the equivalent of GHG emissions avoided by more than 560 million tree seedlings.

Household Hazardous Waste Collected (Services)



Re-refined Oil Products (Gallons)



Our History

Clean Harbors is North America's premier environmental and industrial services provider and largest hazardous waste disposal company. We are the recognized leader in environmental response services.

Founded by Alan S. McKim in 1980, Clean Harbors began as a four-person tank cleaning business. Today, Clean Harbors is a publicly traded company (NYSE: CLH) that maintains a vast network of service centers and hazardous waste management, treatment, storage and disposal facilities. The Company employs more than 24,000 employees in the United States, Canada and India. Mr. McKim continues to provide leadership to the Company as Chief Technology Officer (CTO) and Executive Chairman. In 2023, Michael Battles and Eric Gerstenberg were promoted to Co-Chief Executive Officers (CEOs) to direct the operations and continued growth of the Company.

Over the last four decades, Clean Harbors has achieved steady expansion through a combination of organic growth and strategic acquisitions. Since 1980, the Company has completed more than 60 acquisitions that have increased its geographic footprint and service offerings. In 2012, Clean Harbors made its largest acquisition in company history with the purchase of Safety-Kleen for $1.25 billion. Safety-Kleen is North America's largest re-refiner and recycler of used oil and a leading provider of parts washers and related environmental services to commercial, industrial and automotive customers. In 2021, Clean Harbors acquired HydroChemPSC (HPC), a leading provider of industrial cleaning, specialty maintenance and utilities services, for $1.2 billion.

In 2023, Clean Harbors surpassed $5.4 billion in revenue from nearly 800 operating locations, covering all 50 states, 9 Canadian provinces, Puerto Rico and Mexico. We serve over 300,000 customers, including most Fortune 500 companies, across various industries including chemical and manufacturing, as well as numerous government agencies. This year, Clean Harbors acquired HEPACO, a leading environmental provider of field and emergency response services. This acquisition resulted in the addition of approximately 2,000 new customers in the field services, environmental remediation and emergency response lines of business.

This report highlights our continued progress on our sustainability journey. We are proud of the accomplishments we have made since our inaugural sustainability report, published in 2021. This 2024 report illustrates our ongoing commitment to corporate transparency, to our employee community and to the well-being of our shared environment.

1980
Founded by Alan McKim, Clean Harbors begins as a four-person tank cleaning business.

1987
Safety-Kleen begins their oil recovery business, reclaiming used oil and re-refining it through their first re-refinery in Breslau, Ontario, Canada.

1991
Safety-Kleen open East Chicago oil recycling facility, the world's largest re-refining plant, with a capacity to process more than 100 million gallons of oil annually.

2002
Acquired Chemical Services Division from Safety-Kleen including four incinerators, nine landfills, and six wastewater treatment facilities.

2008
Became a founding partner of NASCAR Green (through Safety-Kleen) at the inception of NASCAR's major recycling platform.

2010
Deepwater Horizon spill response

2011
Built a solar field in Bridgeport, NJ, providing 1.5 megawatts of energy that covers 90% of the facility's electricity costs.

2012
Acquisition of Safety-Kleen.

2017
Global Capability Center (GCC) established in India.

2018
Acquired Veolia North America's U.S. Industrial Clean Services Division under the Federal Clean Air Act.

2019
CEO and founder Alan McKim makes appearance on CBS's Emmy Award-Winning Series "Undercover Boss".

2020
Established COVID decontamination, disinfection and disposal services.

2021
Inaugural Sustainability Report.

HydrochemPSC (HPC) acquisition.

2022
SKSS KLEEN+ sustainal oils introduced.

2023
Acquisition of Thompson Industrial.

Michael Battles and Eric Gerstenberg named as Co-CEOs.

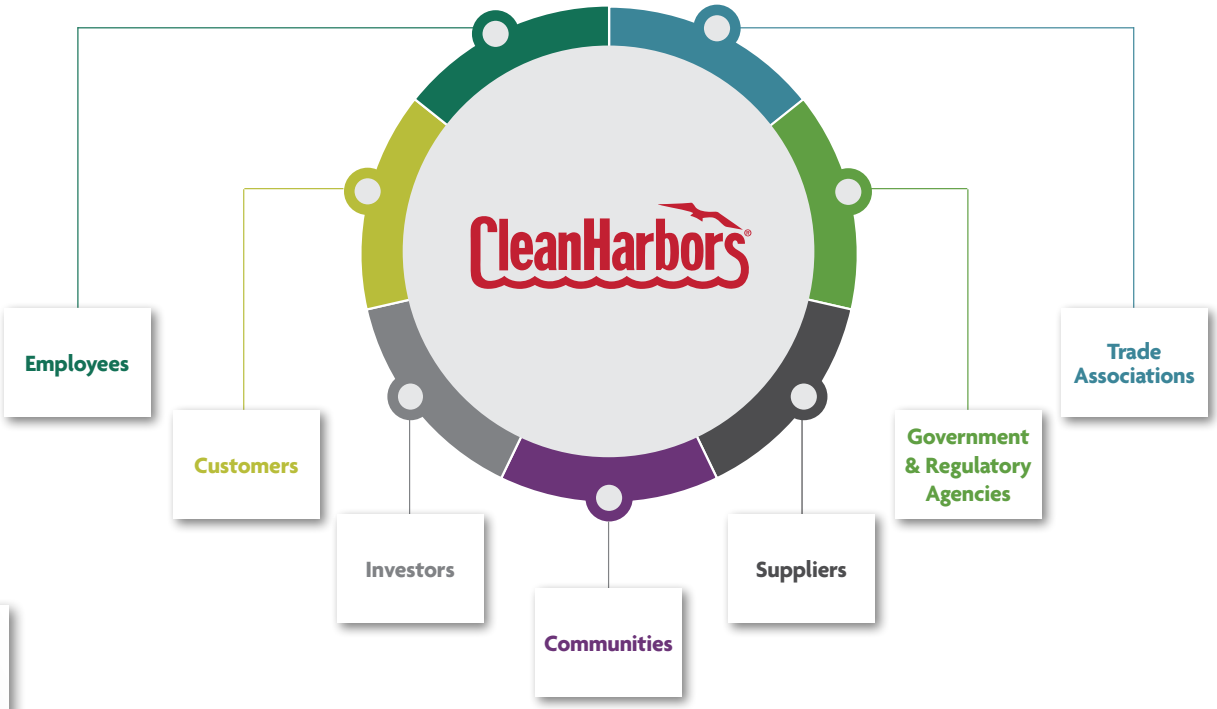
2024
Acquisitions of HEPACO, Noble Oil Services.

Launched Total PFAS Solution.

Stakeholder Dialogue

Clean Harbors believes that through meaningful dialogue and consistent engagement with our customers, communities and other stakeholders, we can make significant contributions to the long-term health of the environment, society and the economy. Some examples of our efforts to foster stakeholder interaction include:

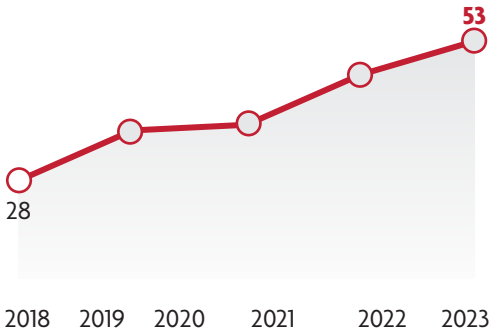
- Community Relations Committees
- Employee Resource Groups (ERGs)
- Internal Communications Portal
- Company Town Hall Meetings
- Participation in Investor Roadshows and Conferences
- Participation in Trade Associations that include the National Oil Recyclers Association (NORA), National Waste and Recycling Association (NWRA), Corporate Knights, As You Sow, Sustainable, Environment Achievement and Leadership (SEAL), Women in Trucking (WIT) and Environmental Technology Council (ETC).
- Participation in ESG and sustainability-related external assessments that include EcoVadis, Carbon Disclosure Project (CDP), S&P Global, MSCI, Sustainalytics and more.



We conduct our business through ongoing engagement with our key stakeholders, both internal and external. Two-way dialogue, media analysis, customer and employee surveys, investor roadshows and other outreach efforts have helped us capture stakeholder views and concerns, which have provided the content for this report.

External ESG Assessments

ecovadis



Bronze Scoring Range - Top 50%
(overall score between 45 and 58)
for scorecards published in 2023

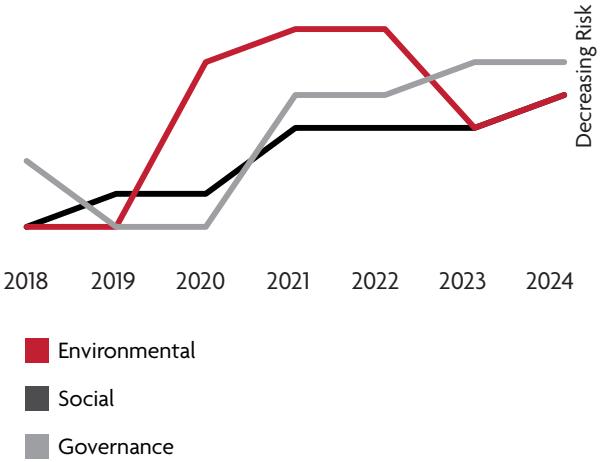
MSCI ESG RATINGS

BB

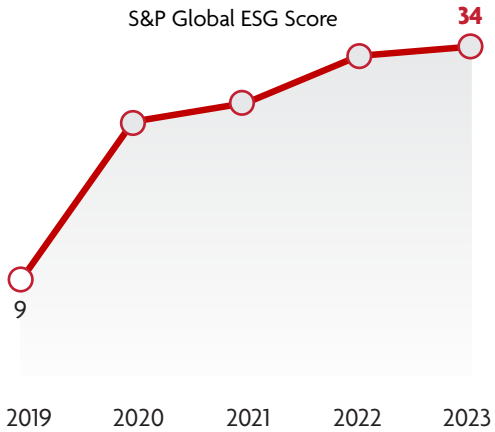
CCC	B	BB	BBB	A	AA	AAA

RATING ACTION DATE: March 14, 2024
LAST REPORT UPDATE: July 10, 2024

ISS CORPORATE SOLUTIONS



S&P Global Ratings



2023 ESG Score
78th percentile benchmarked against industry peers

CDP DISCLOSER 2023

SUSTAINALYTICS
a Morningstar company
RATED

Sustainability at Clean Harbors

Clean Harbors is committed to transparency about the impacts and benefits of our business activities—and actively evaluating how we as a company are addressing today's most important sustainability issues and trends. Our sustainability program—in every operation and across all lines of business—is designed to address the material environmental, societal and economic aspects of our company. Our program includes:

Health & Safety

We prioritize health and safety in everything we do. We develop and deliver the most sustainable customer solutions possible. We implement policies and procedures that ensure responsible management of environmental impacts across the organization.

Community Engagement

We invest in the communities in which we live and work to create meaningful and positive impacts on education, community activities and career-related opportunities.

Supply Chain

We proactively manage risk and drive sustainable practices through rigorous supply chain oversight, including holding our vendors to a code of conduct.

The Environment

We provide industry-leading services and products that maximize energy and water conservation across the organization and contribute to a more sustainable world. Our business is operated in an environmentally responsible way for the benefit and well-being of our employees, our customers, the public and the countries in which we work.

Our People

We are committed to the safety and well-being of our employees and seek to cultivate a culture of inclusion that values diverse perspectives across our global workforce. We provide fair and livable wages to our employees while respecting their individual human and employee rights.

To identify sustainability-related disclosures and subjects most material to the Clean Harbors business and operations, we continue to align with materiality mapping and guidance developed by the Sustainability Account Standards Board (SASB), now part of the International Financial Reporting Standards (IFRS).

This guidance reflects the SASB requirements for the Waste Management industry, which includes companies that collect, store, dispose of, recycle or treat various forms of waste from residential, commercial and industrial clients.

In our 2023 Sustainability Supplement, we made our first reference to Global Reporting Initiative (GRI) Standards (2021), incorporating GRI 2 – General Disclosures. We look forward to considering additional GRI disclosures in future reports. In addition to the SASB and GRI disclosures, we have also reported on select voluntary disclosures which we believe are relevant to understanding our efforts toward ESG activities and improvements, but may not be formally expressed in other frameworks.

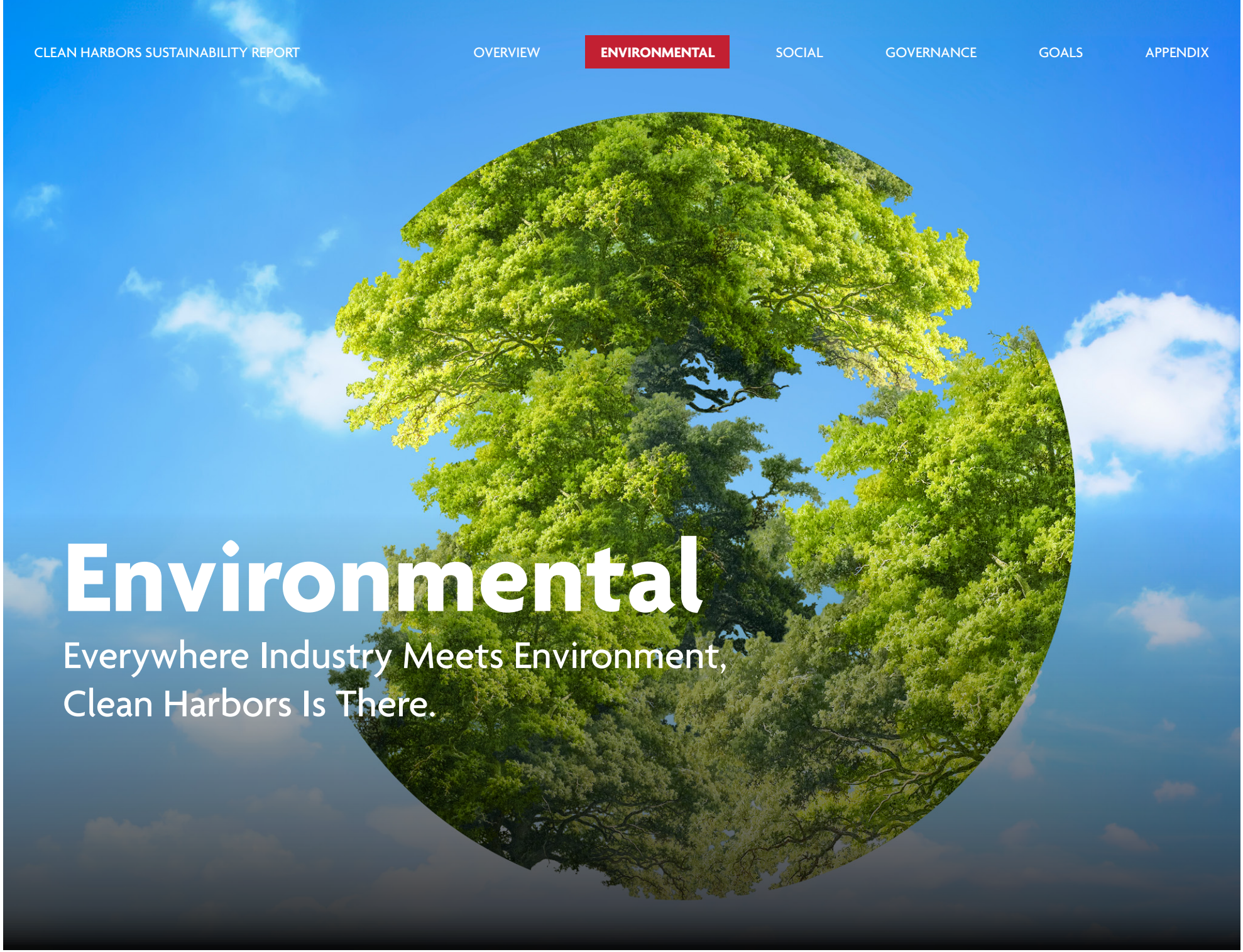
SASB identifies seven key ESG disclosures for our industry as the following:

1. Greenhouse Gas Emissions
2. Fleet Fuel Management
3. Air Quality
4. Management of Leachate and Hazardous Waste
5. Labor Practices
6. Workforce Health and Safety
7. Recycling and Resource Recovery

Material aspects related to the sustainability of our company are reviewed and disclosed annually.

SASB STANDARDS
Now part of IFRS Foundation

GRI



Environmental

Everywhere Industry Meets Environment, Clean Harbors Is There.

A Commitment to Our Environment

Clean Harbors is committed to the highest standard of excellence in health, safety and environmental stewardship. We affirm to our employees, our customers and the public that our business activities fully comply with prevailing guidelines and regulations and are protective of human health and the environment. To accomplish this, Clean Harbors established a Health, Safety and Environmental Policy, which applies to all employees, contractors and subcontractors.

100% Coverage: The Environmental Policy is affirmed publicly: to our employees, contractors, customers, partners, and the communities we serve. Every person at every level of the company is responsible and accountable for environmental impacts and results.

Training: All Clean Harbors employees are introduced to and trained on the core elements of the Environmental Policy.

Supply Chain: The Environmental Policy is reflected in the Vendor Code of Business Conduct and Ethics, which establishes the minimum environmental standards to be met by any Vendor who sells goods, provides services or conducts business with Clean Harbors.

Corporate Governance: The Environmental Policy is reviewed and endorsed by our Co-CEOs on an annual basis and governed by the Company's executive leadership and the Corporate Governance and Sustainability Committee of our Board of Directors.

Key Elements of the Clean Harbors Environmental Policy:

- We will continuously ensure that all of our business activities comply with federal, state, provincial and local environmental statutes and regulations. We will make every effort to exceed those standards to further enhance our environmental stewardship.
- We will pursue our goal of "no harm" to the environment, and will maintain and operate our facilities and transportation fleet in a way that is safe and protective of the environment.
- We will conduct ourselves as a responsible neighbor in the communities in which we operate, and will always strive to prevent or correct conditions that negatively effect public health, safety and the environment.
- We will perform all operations in a manner that prevents pollution and conserves natural resources.
- We will regularly conduct audits and self-assessments of compliance with our policies—and measure progress of the company's environmental performance to ensure that the results demonstrate continuous improvement.
- Every employee holds the responsibility—and the obligation—to intervene in any unsafe or non-compliant situation that may arise. It is an expectation of all employees to report environmental concerns and instances of non-compliance.
- We will strive to continuously improve the effectiveness of our Environmental Management System (EMS) and environmental controls.
- This policy and commitment are fundamental to the company's compliance and ethics management. Detailed descriptions are publicly available on the company's website, https://www.cleanharbors.com/about-us/sustainability.

Environmental Management System

An environmental regulatory aspect is an element of the company's activities and services, which has the potential to cause an impact or to interact with the environment. The Environmental Management System (EMS) was developed by Clean Harbors to provide regulatory oversight of the company's diverse business activities and provides a systematic approach to ensuring control of the company's environmental regulatory aspects.

The purpose of the EMS is twofold: 1) to provide a systematic framework for the efficient management of environmental issues; and 2) to ensure the quality and consistency of those efforts. The EMS is based on the principals of the International Organization for Standardization (ISO) 14001:2015 EMS, the United States EPA's guidance for EMS development, and the Governance, Risk and Compliance (GRC) Compatibility Model. By adopting key elements of each of these three programs, Clean Harbors created and implemented an Environmental Policy and EMS to meet the needs of our customers, shareholders and the communities we serve.

The Clean Harbors EMS identifies the material environmental aspects of our company and its operations. It contains documented procedures that include Branch Operating Guides (BOGs), Standard Operating Procedures (SOPs), corporate policies, maintenance requirements and other guidance for environmental control of our business activities. In addition, the EMS describes best management practices, roles and responsibilities, and operating criteria.

Corporate environmental aspects include but are not limited to:

- **Air emissions** (e.g., stack and fugitive emissions, truck idling)
- **Waste generation** (e.g., process waste, laboratory waste, etc.)
- **Water discharge** (e.g., permitted discharges, storm water control, runoff)
- **Waste handling and disposal** (e.g., proper containers, storage, material transfer)
- **Releases to land** (e.g., truck spills, poor housekeeping)

A key aspect of our Environmental Policy is to continuously improve the effectiveness of the Clean Harbors Environmental Management System (EMS).

To better our environmental performance, and in compliance with internationally agreed standards and practice, our corporate headquarter's Environmental Management System providing oversight, administrative and compliance support for our environmental service centers, has been formally registered to the ISO 14001:2015 Environmental Management Systems standard.

NSF®
NSF-ISR
Registered to ISO 14001

Greenhouse Gas Emissions

We believe that everyone has the responsibility to contribute to a lower carbon future by reducing greenhouse gas (GHG) emissions to limit the impacts of our operations on the climate. At Clean Harbors, we are committed to understanding and communicating our company's carbon footprint in a way that informs meaningful actions and guides effective emission management strategies.

As part of our sustainability program, we calculate GHG Scope 1 and Scope 2 emissions, monitor and assess performance, and prepare for emerging climate regulations. We disclose emissions to customers and partners to be incorporated into their Scope 3 upstream and downstream accounting. We continue to monitor and refine emissions aspects most fully under our operational control (Scope 1 and Scope 2), prioritizing improvement in operational efficiency that reduces our company's emission profile.

Whenever possible, we provide services to our customers designed to improve their own carbon footprint.

Much of what we do at Clean Harbors directly benefits the climate through the reduction of customer GHG emissions. Expressed as a ratio to revenue, our GHG emissions declined while our business significantly expanded, a trend that demonstrates our focus on operational efficiency. Our goal is to reduce the environmental footprint of our operations through improved operational efficiency as measured by net climate benefit and GHG intensity.

Operational Efficiency

Reduce GHG emission intensity ≤ 0.25

2023	2030
0.32	**≤ 0.25**

GHG Intensity in mt CO2e / $1,000 Revenue USD

GHG Scope 1: 1,631,889 mt CO2e	Greenhouse gas emissions from sources that are owned or controlled by the company
GHG Scope 2: 122,899 mt CO2e (location-based)	Greenhouse gas emissions from consumption of electricity, heat or steam purchased by the company

mt CO2e = metric tons carbon dioxide equivalent

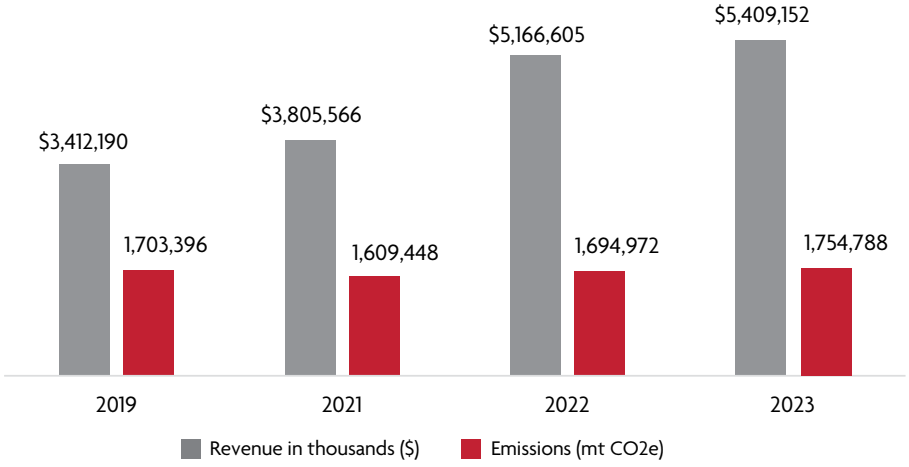
Incorporates U.S. EPA Simplified GHG Emissions Calculator (SGEC) April 2024.

Scope 2: U.S. emissions calculated using most conservative eGRID sub-region emissions rate for sub-regions in which operations exist in the United States.

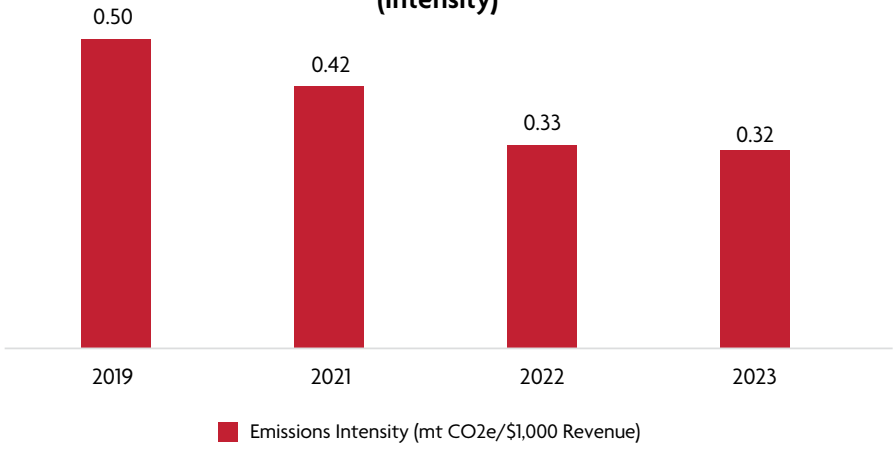
Scope 2: Canadian emissions incorporated Canada Energy Regulator – Provincial and Territorial Energy Profiles.

GHG disclosure in alignment with Sustainability Accounting Standards Board (SASB) standards, IFRS Foundation.

GHG Emissions and Revenue



GHG Emissions as a Function of Revenue (Intensity)



Net Climate Benefit Factor

We calculate the Net Climate Benefit Factor by adding the emission benefits of our used oil recycling, our solvent and materials recycling (scrap metal, electronic waste, mixed plastics), and the destruction of ozone-depleting substances (ODS). We then divide that number by the sum of the company's Scope 1 and 2 emissions.

We collect and re-refine more than 200 million gallons of used oil to return to the marketplace as clean, high-quality, pure base oil, motor oil and associated products. Our state-of-the-art processes allow us to fully realize the capacity of used oil to be recycled indefinitely, maintaining quality that is equal to or better than lubricants made from virgin crude.

Our network of recycling facilities processes customer-generated solvents and helps ensure that the recycled solvents are restored to high-quality products that meet industry specifications.

We incorporate the EPA's Waste Reduction Model (WARM) to calculate greenhouse gas avoidance from the recycling of key materials (scrap metal, electronic waste, mixed plastics), both at our facilities and at those of our customers. This estimate is combined with the savings from our solvent recycling.

Clean Harbors is the leading North American provider of industrial and environmental services that protect the ozone layer from the destructive effects of chlorofluorocarbons (CFCs), chemicals that are 5,000 to 10,000 times more destructive to the ozone layer than other greenhouse gases. The avoidance of CO2e emissions from ODS destruction is calculated by adding the quantities of ODS refrigerants and chemicals incinerated at Clean Harbors facilities and converting these quantities to CO2e using the Global Warming Potentials provided in the Intergovernmental Panel on Climate Change's (IPCC's) Fifth Assessment Report.

Our goal is to improve the efficiency of our operations by increasing net climate benefit and reducing GHG intensity.

Operational Efficiency

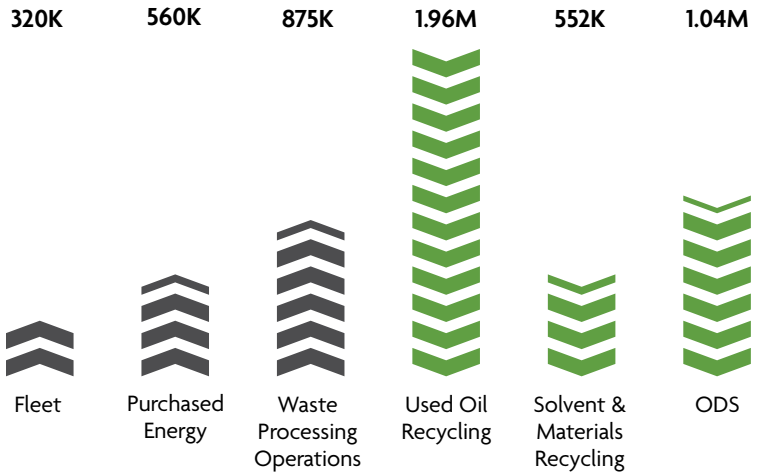
Net Climate Benefit ≥ 3.0 by 2030

2023	2030
2.03	≥ 3.0

GHG Emissions Avoided to Emissions Generated

In 2023, through our sustainable services, we avoided more than twice the amount of emissions generated from operations, eliminating 3.6 million metric tons of greenhouse gas.

Calculating Our 2023 Net Climate Benefit (metric tons CO2e)



2023 Emissions	2023 Emissions Avoided
Total: 1,754,788 mt CO2e	Total: 3,559,664 mt CO2e

Emissions Avoidance	
Emissions Avoided	3,559,664 mt CO2e
	÷
Emissions	1,754,788 mt CO2e

NET CLIMATE BENEFIT FACTOR > 2X

3.6 million metric tons of GHG Avoided is equivalent to:

9.1 BILLION
miles driven by an average gasoline-powered passenger vehicle

58 MILLION
tree seedlings growing for 10 years

Renewable Energy

As part of our sustainability program, we continue to evaluate the environmental aspects of our supply chain, including the company's overall energy consumption. Our goal is to incorporate renewable energies into our utility profile in order to reduce our environmental footprint and limit Scope 2 GHG emissions.

Solar energy continues to be a viable option for certain Clean Harbors facility operations. To date, we have installed solar arrays at five of our flagship facilities across the United States, which together generate more than 2,600 mega-watt hours (MWh) annually. As a company, our goal is to increase on-site solar production to more than 3,000 MWh every year. We are currently scoping additional solar opportunities as well as investigating alternative development and procurement mechanisms.

In evaluating our Scope 2 emissions, we continue to analyze the contribution of renewable energies to electricity consumption throughout the company.

Renewable Energy

Solar Energy ≥ 3,027 by 2030

2023	2030
2,673 MWh	**3,027** MWh

Megawatt Hours Produced Annually (MWh / Year)

To that end, we calculate renewables' contribution to electric power generated and consumed by our operations and facilities by applying U.S. EPA Emissions & Generation Resource Integrated Database (eGRID) regional data, as well as comprehensive source data from the Canadian and Indian government agencies. We estimate that approximately 20% of our North American electricity consumption is generated from renewable energy sources including hydroelectric, biomass, wind, solar and geothermal.

Every Clean Harbors facility, regardless of size and location, seeks to continuously improve operational efficiency in a cost-effective manner. Examples of this effort include installing energy-efficient rotary screw air compressors, LED lighting fixtures, and electrifying equipment and assets where practical.

2023 Electricity Consumption	375,879 MWh

Estimated MWh consumption based on available utility billing and procurement reporting

EPA eGRID Summary Tables 2022 (released 1.30.2024) https://www.epa.gov/egrid/summary-data

Canada Energy Regulator - Provincial and Territorial Energy Profiles

CER – Data and analysis (https://www.cer-rec.gc.ca/en/data-analysis/energy-markets/provincial-territorial-energy-profiles/index.html)

El Dorado's Forklift Fleet Electrification

In 2023, the El Dorado incineration facility became the first in Clean Harbors' history to transition to electrified forklifts, replacing 68% of its 63 forklift fleet with electric units powered by rechargeable batteries.

Electrification of the forklift fleet is designed to enhance run-times, increase maintenance benefits and decrease emissions from conventional engines. In addition, these forklifts are equipped with telematics, similar to Clean Harbors' over-the-road fleet, which track performance, maintenance, and compliance data.

Estimated North American Renewable Contribution: 20%

4%	4%	8%	1%	3%
Hydroelectric	Biomass	Wind	Solar	Geothermal

>2,600 MWh generated annually from solar arrays on property

Water Conservation and Treatment

At Clean Harbors, we work to conserve, recycle and reuse the water necessary for our operations, all while providing a range of liquid waste and wastewater treatment alternatives that meet the requirements of every project we manage.

Water efficiency, recirculation, and reuse are critical to the sustainable operation of our facilities, as is the treatment of impacted wastewaters.

At Clean Harbors, we manage more than 4.5 billion gallons of liquids each year, approximately 9 times the water we consume annually as a company.

2023 Water Consumption: approximately 500 million U.S. Gallons	Estimate of total water utility consumed by North American operations and facilities
2023 Liquids Managed: >4.5 billion U.S. Gallons	Estimate of total liquids treated / managed by North American operations and facilities

Vehicle Fleet Dynamics

At Clean Harbors, our overarching goal is to balance exceptional customer service with the mitigation of environmental impacts. Because we maintain one of the largest private motor carrier fleets in North America, vehicle sustainability is a key part of the equation; responsible fleet and asset management, route optimization, energy and fuel conservation have been and will continue to be our focus.

With more than 20 thousand combined fleet assets, Clean Harbors provides a wide range of truck, rail and ship transportation for waste materials. With our proven approach to logistics, we are able to manage and coordinate waste shipments throughout the United States, Canada, northern Mexico and Puerto Rico—a turnkey approach to waste transportation that offers our customers multiple disposal options and enhanced liability protection.

To support our approach, a logistics team regularly reviews fleet routing to reduce the total number of miles driven. In addition, Clean Harbors incorporates our own SKSS re-refined base oil products into our vehicle maintenance programs. In 2023 alone, more than 92 thousand gallons of re-refined base oil-derived products were utilized by our fleet, avoiding nearly 500 metric tons of greenhouse gases.

Clean Harbors maintains a Top-15 trucking fleet in North America, with more than 20 thousand combined fleet assets across the company.

Asset refurbishment process:

- Removing and reusing still-useful components
- Rebuilding used components to like-new quality
- Capturing and recycling oil, coolant, oil filters and wash water
- Recycling viable parts and components from donor vehicles
- Using fuel-efficient motors, transmissions and safety equipment

Asset Refurbishment

Asset Refurbishment Program

The operation of a substantial fleet of transportation vehicles is an important opportunity to apply the sustainable business practices we believe in. With constantly aging transportation assets, our focus is to run the fleet efficiently and to extend its useful life—the best way to avoid the environmental impact of new vehicle manufacturing. Our Asset Refurbishment Program is a comprehensive effort to rebuild assets to like-new quality while recycling as much material as possible.

With five facilities now fully operational, we can refurbish nearly 200 highly specialized vehicles used in our operations every year, including vacuum trucks, industrial air movers and waste oil trucks.

In 2023 alone, nearly 190 vehicle assets were refurbished. An estimated 16% of our fleet capital demand is provided from recycled or refurbished vehicle assets.

Sustainability Realized:

ENVIRONMENTAL
Reduced impact

Significant waste volume is avoided by recycling and reuse

Leaks, breakdowns and resulting route inefficiencies are eliminated

Fuel efficiency is improved with modern drive trains and emissions controls

SOCIAL
Improved Safety

Vehicles are fitted with the latest safety equipment

Electrical and other worn components are replaced with new, state-of-the-art equipment

Advanced telemetry and performance tracking are incorporated

GOVERNANCE
Sustainable Development

Incremental jobs are generated at the refurbishing sites

Vehicle lifespans are extended

Scalable and repeatable processes are established across heavy-duty fleet

2023 Asset Refurbishment:

189
total fleet assets refurbished

2007
average year donor vehicle was built

35%
Average improvement in engine efficiency (mpg)

Before

After

Technical Waste Services

For more than 40 years, Clean Harbors has provided comprehensive hazardous and non-hazardous waste management services across North America. We operate a network of over 100 waste disposal facilities, believed to be the largest number of hazardous waste incinerators, landfills, wastewater and other treatment, storage and disposal facilities in North America.

Waste Disposal: End-to-end disposal of regulated hazardous and non-hazardous waste at company-managed facilities

Recycling Services: Extensive recycling, reuse and reclamation options for materials that include solvents, chemicals, oil, and electrical equipment

Chemical Packing: Safe, efficient handling and disposal of chemicals, including reactive and compressed gases

Household Hazardous Waste (HHW) Services: Customized collection programs of all types and scope, facilitated by Clean Harbors' expertise

Supporting Our Communities: Household Hazardous Waste

Clean Harbors facilitates thousands of Household Hazardous Waste (HHW) and pesticide collection programs throughout North America. We collect paint, solvents, batteries, fluorescent lamps, pesticides, cleaners and other hazardous materials over the course of one-day, multi-day and mobile events. In 2023, Clean Harbors collected more than 20,000 tons of HHW for more than 1,400 customers in completing 6,450 HHW services in our communities.

InSite Services® Total Waste Management program leverages Clean Harbors' extensive resources and third-party vendor management expertise to customize client sustainability programs and consolidate services through a single point of contact.

Air Emission Controls

High Temperature, RCRA-Permitted Thermal Destruction

Clean Harbors is the industry's leading provider of high-temperature incinerators that destroy hazardous and industrial waste. Providing approximately two-thirds of North America's total incineration capacity, we operate nine incinerators at five facilities in the United States and Canada. A tenth incinerator, located in Kimball, Nebraska, is scheduled to open at the end of 2024.

Our high-temperature thermal destruction facilities are the most advanced in North America, incorporating world-class air emissions control technology that meets stringent air emissions standards as specified by the Federal Clean Air Act. Destruction in high-temperature incinerators has been determined by the U.S. Environmental Protection Agency to be the Best Demonstrated Available Technology (BDAT) for safely and effectively destroying many hazardous waste compounds, including organic compounds high in ammonia, chlorine, fluorine and halogens. Our incineration facilities specialize in high-temperature incineration of regulated waste materials that, if not properly managed, would otherwise be hazardous to the environment and public health. This waste includes industrial and laboratory chemicals, manufacturing by-products, medical waste, fertilizers, and other solid and liquid materials.

New Kiln Construction at Kimball, Nebraska

In 2023, we made significant strides toward the completion of our new 70,000-ton incinerator in Kimball, Nebraska, accelerating the expected opening date from early 2025 to late 2024. This $200 million kiln builds on the successful design unveiled at our Arkansas facility in 2017 and will increase our network capacity by 12%. Based on customer feedback, we added several enhancements to the facility's design, including more direct burn bays and specialized lines. These additions will enable the new site to process a larger volume of high-margin materials and containerized waste—expanded capacity that reshoring, national infrastructure investments and other industry trends require.

Nebraska Governor Jim Pillen with State and Clean Harbors officials at new Kimball incinerator construction site.

Total PFAS Solution

Clean Harbors has been solving environmental challenges for over 40 years and we are continuing that commitment with our Total PFAS Solution. Our comprehensive program offers protective, innovative and sustainable solutions that are fully-vetted and proven to stand up to the toughest compounds in the world, including PFAS.

The family of compounds known as per- and polyfluoroalkyl substances (PFAS), commonly used in consumer and industrial manufacturing, are composed of over 6,000 compounds and are a persistent issue for environmental health. Clean Harbors is well-versed in the nomenclature, analysis methodology and treatment of these compounds, and can guide customers through the process of testing, treatment and final deposition and destruction of their media and materials.

Our disposal network is ideally situated throughout the U.S. and Canada to meet the stringent disposal requirements for PFAS, incineration of Aqueous Film Forming Foam (AFFF), Investigation Derived Waste (IDW) or remediated and treated soils and waters. With nearly 70% of North America's incineration capacity, our incineration facilities in the U.S. and Canada, such as our Lambton location, ensure that we can meet any incineration requirement from our customers. We incinerate solids, liquids and sludge, and our MACT-compliant hazardous waste incinerators have destruction removal efficiencies exceeding 99.9999%.

8B Gallons of PFAS Contaminated Water Treated

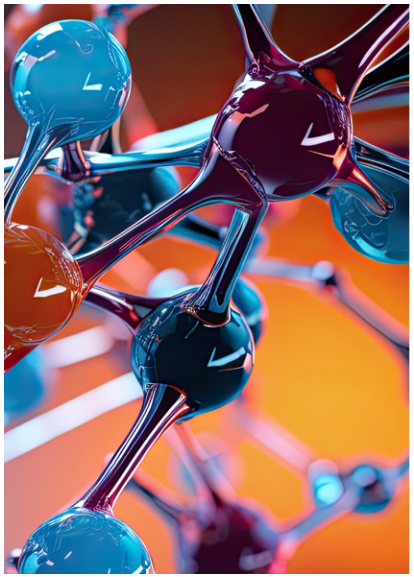
60 Treatment Systems Installed Since 2007 (ranging from SGPM-4,000GPM)

100K Tons of PFAS Contaminated Soil Removed

$250K-$10M Large-Scale PFAS Water Treatment/Filtration Projects varying degrees of concentrations (from ppt to ppb)

55 PFAS Remediation Projects Completed in the past five years

$500K-$10M Large-Scale PFAS Soil Remediation Projects



Clean Harbors is also at the forefront of treating PFAS-impacted industrial and municipal wastewater for clients across the country. Our systems are installed at AFFF-impacted sites, plating facilities, manufacturing plants, refineries and municipal wastewater treatment plants. Our team of experts works with and assists engineering firms and end-user clients to address the full lifecycle of every project, from analytical review of influent water to the design, installation, operation and maintenance of individual treatment systems. Clean Harbors also maintains Maximum Achievable Control Technology (MACT) compliant hazardous incineration facilities that destroy spent media and solids associated with PFAS treatment, all of which adhere to the strictest of discharge standards.

Total PFAS Solution (Continued)

PFAS Sampling

Clean Harbors is highly experienced in the sampling and analysis of PFAS compounds. We guide our clients through the process of testing, data analysis, treatment and final deposition of PFAS waste.

PFAS Analysis

Clean Harbors provides comprehensive analysis of PFAS samples through our network of laboratories, including our newly certified PFAS analysis laboratory in Baltimore, MD.

Drinking Water Solutions

In the U.S., PFAS is ubiquitous in drinking water. We offer both mobile and fixed potable treatment solutions which can be deployed quickly and efficiently.

AFFF Management

Clean Harbors specializes in the safe removal and destruction of Aqueous Film Forming Foam (AFFF), a firefighting foam that contains toxic PFAS chemicals. Our expertise in managing AFFF and PFAS ensures that the disposal of this waste complies with all regulatory requirements.

Industrial Water Solutions

Since 2017, Clean Harbors has been at the forefront of industrial and municipal wastewater treatment for clients across the United States. To date, we have installed and operated over 60 systems at multiple locations including: AFFF-impacted sites, plating facilities, manufacturing plants, refineries and municipal WWTPs.

Soil Remediation

Clean Harbors is equipped to manage large-scale, complex, site cleanup projects and environmental remediation for both public and private sectors.

Waste Transportation

Clean Harbors provides a wide range of turnkey transportation options for waste materials. With over 20,000 company-owned vehicles, Clean Harbors is one of the top 15 private carriers in North America.

Disposal / Destruction

MACT EEE-compliant, high-temperature hazardous waste combustion sets the industry standard for destruction technology. Our permitted, hazardous waste incinerators operate at temperatures above 1,000° C, the level required for destruction of the PFAS molecule. These facilities have seven steps in the destruction process to ensure the best available destruction technology.

Recycling and Reusable Resources

Clean Harbors is a leader in the safe and effective recycling, reuse and reclamation of waste streams. Using a variety of advanced technologies we continuously recycle liquids such as solvents, chemicals and used oil to industry standards, which are then made into useful and sustainable products. Across our facilities we have implemented multiple cost-saving and recycling initiatives to enhance efficiency of our waste-handling systems.

Facility Recycling Programs:
We are committed to innovative methods and technologies that enhance materials recycling and recovery. Our incineration facility in El Dorado, Arkansas, for example, specializes in the treatment of regulated hazardous waste and non-hazardous industrial waste by high-temperature thermal destruction. The facility uses two rotary kilns for the treatment of solids and sludge, producing an ash by-product from incineration.

El Dorado adopted a recycling process by which polycarbonate drums are recycled into new containers for redeployment. The process involves shredding and granulation, sending used polycarbonate drums to a bucket plant for reproduction. In 2023, the facility recycled and reconstituted more than 400,000 plastic containers to be reused in waste collection and recycling operations—another example of how our operational efficiencies help reduce the environmental footprint of our company and those of our customers.

We continue to progress toward our 2030 goal to increase recycling 25% compared to 2019 baseline.

Recycling

Recycling ≥ 1.75 mt by 2030

2023	2030
1.70M mt	**1.75M** mt

Million Metric Tons Recycled Annually (M mt)

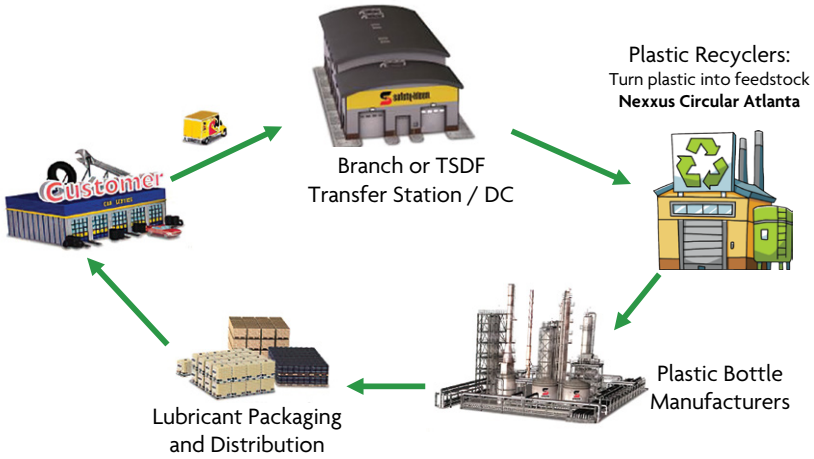
Closing the Loop on Lubricants

Clean Harbors, through its SKSS business, is North America's largest collector and re-refiner of used motor oil. In 2023, we collected 235 million gallons of used oil, which was then refined into 221 million gallons of high-quality recycled oil products.

To further advance the sustainability and circulatory nature of our products, we introduced a pilot program for the bulk recycling of our empty lube oil containers in partnership with the National Lubricant Container Recycling Coalition (NLCRC).

This forward-looking program, established near Atlanta, Georgia, seeks to accomplish the mission of the NLCRC: to establish a national network for lube oil container recycling in consideration of anticipated legislative adoption of Extended Producer Responsibility (EPR) policies across North America.

Since the start of the NLCRC program in 2022, an estimated 11,000 pounds of spent lube bottles have been diverted from landfills.



Recycling and Reusable Resources (Continued)

Closed Loop Program

The Safety-Kleen Sustainability Solutions business offers customers a program that is unique in the lubricant industry, helping companies meet their oil needs sustainably and cost-effectively. The SKSS OilPlus® program provides superior used-oil pickup, along with reliable delivery of high-quality finished lubricants and other products. The result is greater efficiencies, guaranteed sustainable processing and a direct reduction in GHG emissions.

Oil Collection

Using advanced logistics tools, we deploy our fleet of trucks, tankers, railcars and barges to safely and efficiently collect used oil from thousands of locations across the United States, Canada and Puerto Rico. In 2023, we collected and processed 235 million gallons of used oil, avoiding 1.9 million metric tons of greenhouse gas.

Re-refining and Blending

Clean Harbors is the largest re-refiner and recycler of used oil in North America. Our state-of-the-art processes help realize oil's remarkable capacity to be recycled, re-refined and reused indefinitely, resulting in end-product quality equal to or better than lubricants made from virgin crude oil. We operate nine re-refineries where we manufacture, formulate and package high-quality lubricants which are returned to the marketplace, providing our customers with sustainable solutions to meet their oil and lubricant needs.

Of the 235 million gallons of used oil collected in 2023, approximately 221 million gallons of new re-refined oil, lubricants and by-products were returned to the marketplace. Our ability to collect used lubricants from customers producing high-quality, environmentally responsible recycled products sets us apart from competitors in the space. Over their lifetime our re-refineries have processed more than 4.5 billion gallons of used oil, avoiding over 34 million metric tons of GHG. Our ability to collect used lubricants from customers to create high-quality, environmentally responsible recycled products sets us apart from competitors in the space.

Closed Loop Program

SUSTAINABILITY VERIFIED ✓

The carbon footprint of SKSS' re-refined base oil, measured in kilograms of carbon dioxide equivalent (CO_2e), is 76% lower than the carbon footprint of virgin refined base oil. These results were quantified by an independent consultant that conducted a comparative carbon footprint of a product (CFP) between the production of SKSS' re-refined base oil and the production of virgin refined base oil. The comparative carbon footprint and its results were critically reviewed by an independent panel and determined to conform to the International Standards Organization (ISO) standard for carbon footprint of products (ISO 14067). For more information on our services and products, please visit our website.

235 MILLION
gallons of used oil collected in 2023

34 MILLION
metric tons of GHG avoided over the lifetime of our re-refineries

KLEEN+

New Products Returned to Market

The re-refined oil we produce is used in numerous engine oil and industrial lubricant brands, including our own Performance Plus®. These products meet or exceed the exacting standards applied to oil made from virgin crude, allowing corporate customers and consumers to protect their engines as well as the environment. Through the collection of used oil and delivery of newly re-refined oil products, our customers are implementing an important closed-loop process for sustainability in the oil industry. Transportation is similarly intentional: to maximize delivery efficiency, reduce energy use and lower GHG, Clean Harbors designed custom, multi-compartment trucks that simultaneously collect and deliver oil. This state-of-the-art collection and delivery system represents the most sustainable used-oil program in North America.

Safety-Kleen's Sustainability Solutions' KLEEN+ family of base oil grades seeks to redefine the market and lower the environmental impact of automotive and industrial lubricants by reducing their carbon footprint. Fossil fuels and their oil derivatives are a major contributor of greenhouse gas emissions, yet more than 90% of North America's lubricants are derived from virgin crude oil. Rather than extracting more crude from the ground, SKSS collects over 200 million gallons of used oil from more than 100,000 customers. These used lubricants are then converted into a high quality, re-refined product that is sold back into the market. This re-refining model is an environmentally beneficial, closed-loop process that can continue indefinitely.

Sustainable Partnerships: MoreCircular, Castrol® + SKSS

Castrol®, the global lubricant brand, is launching Castrol MoreCircular, an approach designed to reduce the carbon footprint of business lubricants in the United States. Castrol MoreCircular encompasses the entire process of collecting used oil from business customers, re-refining it and integrating re-refined base oil into premium lubricants for supply to businesses.

Castrol MoreCircular combines Castrol's cutting-edge lubricant technology with Safety-Kleen Sustainability Solutions' wide geographic reach and expertise. This collection and re-refinement of used oil is a result of significant investment in research and development aimed at integrating re-refined base oils into lubricant formulations—all while ensuring that the new product range meets or exceeds prevailing original equipment manufacturer (OEM) and industry standards.

Successful trials with a number of Castrol business customers demonstrated the high-quality, high-performance attributes of these lower-carbon-footprint lubricants, which showed the same performance as the version containing virgin base oil.

The end-to-end offer begins with the collection of used lubricants from Castrol MoreCircular customers, including fleet maintenance shops and industrial sites. The used oil is then re-processed, enabling around 70% of it to be recovered as base oil. Next, re-refined base oil is combined with Castrol's cutting-edge technology to blend premium lubricants, resulting in an estimated 20%–40% lower carbon footprint as compared to Castrol's traditional products. Re-refined base oil (RRBO) makes up at least 65% of the base oil in each MoreCircular lubricant; the size of the carbon footprint reduction, while significant in every case, depends in part on the percentage of RRBO used.

Solvent Recycling

Solvent Recycling

Solvent recycling has become a sustainable alternative to conventional solvents for every business. Our strategically located facilities are equipped to recycle used solvents to exact specifications, giving us the ability to recycle 16 million gallons of solvent annually. Our tolling programs provide a closed-loop cycle in which a customer's spent solvents are recycled to precise specifications and returned directly to that customer. Other solvents are recycled to our own specifications and standards for use or resale.

Parts Washer Refurbishment

We are proud to make our parts washers exclusively in the United States, primarily at our Wisconsin facility. In addition, we refurbish and return to service thousands of parts washers and parts-washer components every year. Our refurbishment activities allow us to extend the life of our parts washers and avoid disposal of over 500 tons of metal and plastics annually.

Parts Washer Solvent Technology

We are at the forefront of cleaning chemistry technologies for parts washer machines, offering a wide range of high-performance cleaning solvents to meet industry-specific regulations and specifications. Available options include our industry-leading, petroleum-based solvent—a premium QSOL-based product formulated to meet stringent federal, state (e.g., Ozone Transport Commission) and local clean air regulations that require a volatile organic carbon (VOC) concentration of < 25 g/L, and aqueous solvents. Both our premium solvent and QSOL solvents can be recycled continuously as part of our customer service process.

>16 MILLION
gallons of solvents collected in 2023

>50 THOUSAND
metric tons of GHG avoided through solvent recycling in 2023

Recycling and Reusable Resources (Continued)

Electronic (E-waste) Recycling

The electronic (E-waste) recycling process breaks down electronics and equipment in order to separate e-waste that is prepared for disposal. Equipment is disassembled, and hazardous components are identified and removed. Viable e-waste is then recycled for its material value in accordance with applicable regulations.

Light Bulb Recycling

Using a sophisticated material-separation technique, we are able to safely process straight tubes, U-tubes and circular lamps. The recycling process for fluorescent bulbs separates the metal, glass and mercury-containing phosphors. All components of the bulb can be recycled or reused, offering a responsible alternative to landfill.

Chemical Recycling and Reuse

Companies committed to waste minimization, good product stewardship and the Responsible Care Program can benefit from chemical solvent recycling. Our chemical recycling and reuse initiative provides a comprehensive, step-by-step approach that evaluates customers' R&D and manufacturing operations and pursues opportunities for waste reuse, recycling or reclamation.

Fuel Blending

Our fuel blending operations provide an economical and environmentally friendly recycling option for solvent-based liquids, solids and sludge. The process blends organic waste streams into alternative fuel to be used as an energy source in manufacturing cement. The process conserves natural resources by eliminating the need for coal, oil and other fossil fuels.

Materials we routinely recycle include but are not limited to:

- Oil filters
- Rare earth metals
- Acids and caustics
- Co-products and spent hazardous materials
- Expired virgin chemicals
- Plastics and rubber
- Acetones, ethanol, alcohols
- Solvent mixtures
- Petroleum distillates
- Antifreeze and glycols

Remediation and Spill Response

The Clean Harbors sustainability story includes the restoration and preservation of our environment through the remediation and reclamation of historically impacted lands and waters. We are here to respond to and resolve threats to our ecosystems and our environment.

Clean Harbors provides comprehensive on-site Remediation Services, providing solutions for plant or facility expansion, an idled facility or decommissioned process, brownfield remediation, property repurposing and more.

In 2023, Clean Harbors responded to nearly 14,000 emergencies in the field, providing comprehensive spill response and clean-up operations across North America and beyond. With the recent acquisition of HEPACO, which performed nearly 7,000 emergency responses in 2023, we anticipate that the total number of our annual environmental responses may soon surpass 20,000.

Clean Harbors specializes in a wide range of remediation services including:

- Coke oven dismantlement and closure
- Landfill construction, capping and collection systems
- In situ, ex situ treatment
- Soil solidification and stabilization
- Excavation and disposal
- Decontamination, decommissioning and demolition
- Integrated remediation systems construction and management
- Hazardous and special waste management
- Manufactured gas plant remediation
- Mining site remediation
- Groundwater remediation
- Sediments remediation
- Remedial systems configurations for site-specific cleanup criteria
- Refinery projects

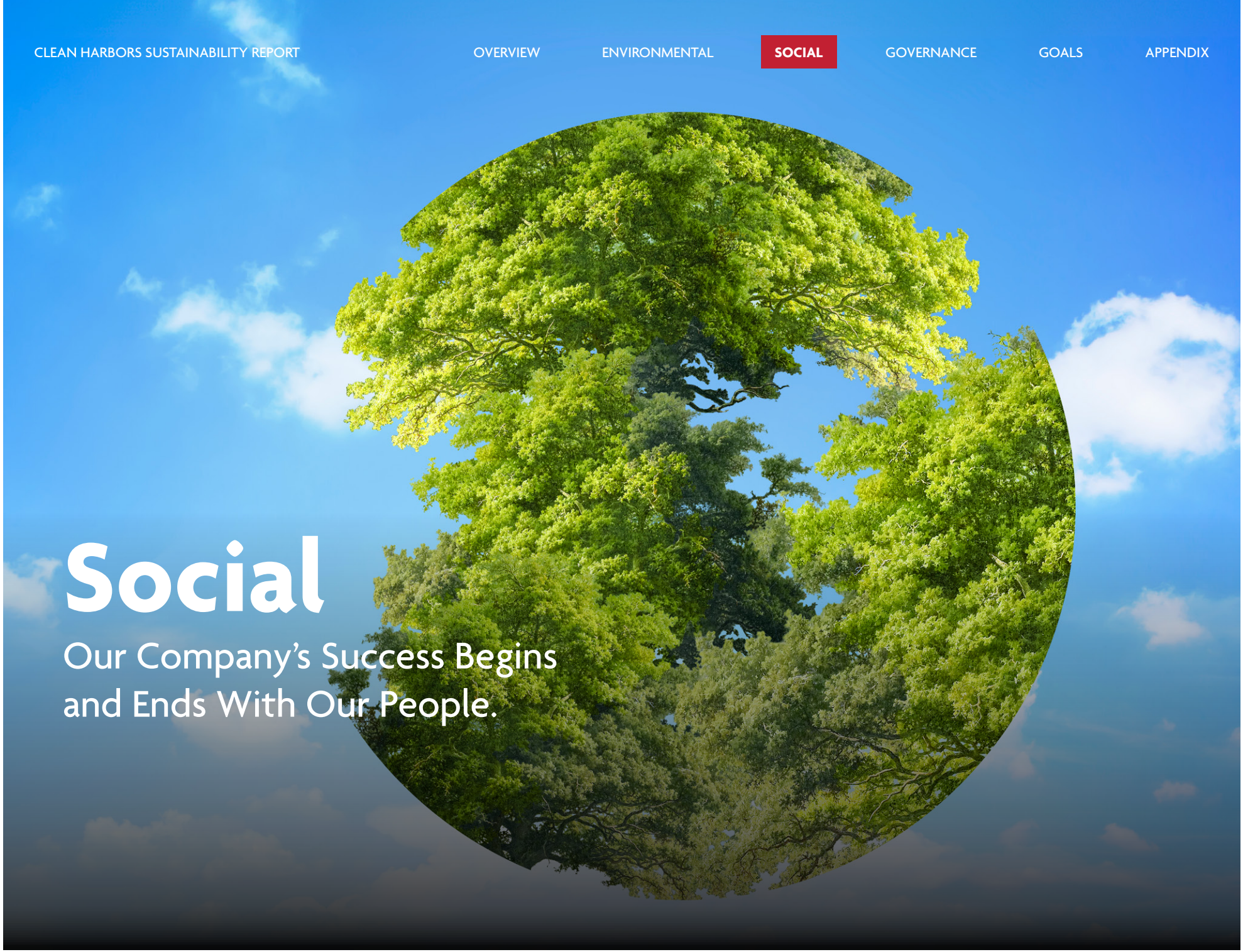
Remediation of PFAS-Impacted Wastewater at Japanese Naval Base

In 2021, as part of regular water testing at a naval base in Yokosuka, the Japanese government discovered that PFAS levels were higher than the allowed target value. Levels remained of concern throughout the year and, in 2022, the Navy turned to an outside contractor for support.

In 2023, Clean Harbors began the removal of per- and polyfluoroalkyl substances (PFAS) from the wastewater treatment facility at the base. Clean Harbors treated 500-1,300 gallons of impacted water per minute to remove PFAS and other potentially hazardous contaminants.

In 2024, Clean Harbors introduced Total PFAS Solution, a comprehensive program proven to stand up to the toughest compounds in the world, including PFAS.

In 2024, Clean Harbors acquired HEPACO. Headquartered in Charlotte, North Carolina, HEPACO has approximately 1,000 employees and 900 vehicles at 40 regional locations in 17 states. Its serves more than 2,000 customers through field services, environmental remediation and emergency response services. In addition to regional operations, HEPACO's national operations center maintains a network of contractors that provides 24-hour coverage across the continental U.S.



Social

Our Company's Success Begins and Ends With Our People.

Our People

At its core, Clean Harbors is a service business—and we believe that authentic service excellence begins and ends with our people. We are committed to the safety and well-being of more than 24,000 employees. The acquisitions of HEPACO and Noble Oil Services, with the continued growth of our Global Capability Center (GCC) in India, expanded and further diversified our employee population and our culture as a whole.

We want our employees to be proud to work at Clean Harbors. We believe that employee engagement is best represented by the satisfaction of our workforce and likelihood of our employees to recommend Clean Harbors as a top employer. To measure and increase engagement, we carefully review responses from our Employee Engagement survey and both listen to and act on the feedback we receive.

24,000+
EMPLOYEES

We recognize our employees for their commitment to the company and their outstanding work. For upholding the company's S.T.I.C.S. core values, our employees receive recognition and cash compensation through an ongoing peer-nominating award system. In 2023 alone, more than $840,000 was awarded to our employees in recognition and service awards.

More than 100 employees received a Chairman's Award for their achievements and contributions to the company last year. In 2024, we introduced a new Sustainability Champion Award that recognizes employee excellence and achievement in sustainability.

Our most recent Employee Engagement Survey was conducted in 2024, with more than 79% employee participation. By incorporating feedback from the past three surveys as well as our most recent engagement, we have made positive changes that include:

- Absorbed health insurance costs increases for 6 years consecutively
- Introduced Employee Stock Purchase Plan (ESPP)
- Continued investment in Employee Resource Groups (ERGs)
- Introduced Employee Touchpoint meetings for better management communication
- Added a President's Day holiday in 2023 for all U.S. based employees
- Expanded advanced learning opportunities such as Purdue Global
- Added new reward and recognition program

Health and Safety

Clean Harbors seeks to continuously improve our safety standards across all lines of business—and to remain a recognized industry leader in safety performance.

We believe that no employee should get hurt while on the job, and that all incidents are preventable—and we will strive to achieve a record of zero safety-related incidents every year. We also recognize that it is each individual's commitment to a safe workplace that will have the greatest impact on our employees, customers, families, communities, and the environment.

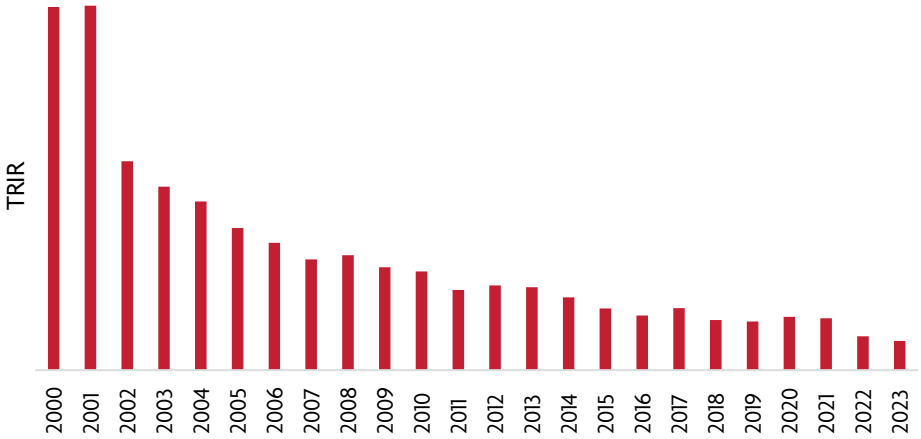
Clean Harbors' "Safety Starts with Me: Live It 3-6-5" initiative enhances our community culture by driving home the importance of working safely for our company. Every day, whether we are at Clean Harbors, a customer site, in transit, or at home, we pledge to live and work safely as part of an overall lifestyle commitment.

As a company, we continuously seek to improve our safety performance by reducing the Total Recordable Incident Rate (TRIR), a ratio of accidents and injuries based on hours worked.

In 2023, we achieved a TRIR of 0.63—the best annual safety performance in our history. To obtain that result, we continued to invest in areas such as automation, enhanced safety equipment and robust reporting systems. A low TRIR enhances our ability to win business, protect communities, reduce insurance costs and attract and retain talented people. Safety is the foundation of everything we do.

We believe that even a single injury is one too many. Safety must be actively managed, which requires an inspired and focused effort from all employees and leadership. We have made an ongoing commitment to industry-leading safety performance.

Our TRIR Performance
Total Recordable Incident Rate



Progress Toward Our Safety Goals

Health & Safety ✓

Improve our safety performance, reducing our TRIR, a measure of accidents and injuries relative to hours worked.

2019	2022	2023
1.05	0.73	0.63

✓ In 2022 and 2023, we achieved our goal to reduce TRIR to <1.0 by 2030. We remain committed to industry-leading safety performance.

It is essential that our employees feel that they have the safest possible environment in which to work. In our most recent Employee Engagement survey, safety performance was top-rated by our employees, the most highly rated survey topic.

SAFETY PERFORMANCE

HIGHEST RATED 2024 SURVEY TOPIC BY EMPLOYEES

Sustainable Workforce

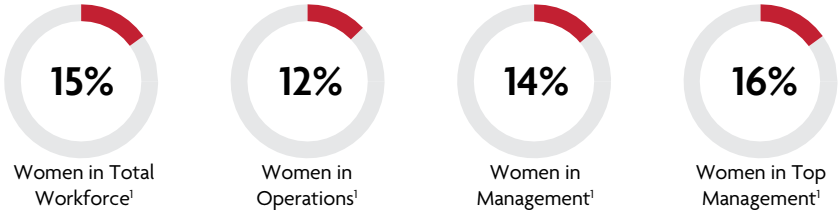
It is our people that drive our company's success, the source of the high-quality services that our customers need and expect. The sustainability of our business depends on our ability to retain a diverse and talented workforce. At Clean Harbors, we recognize that a spirit of inclusion attracts the widest possible spectrum of experiences, skills, talents and perspectives. For that reason, we actively look for opportunities to encourage individuals, business organizations, partners, and community groups to join us in driving awareness and progress.

A critical focus has been to invest in our workforce and reduce voluntary turnover. In 2023, voluntary turnover decreased by more than 15% to pre-pandemic levels. Now 24,000 strong, the Clean Harbors employee community is recognized as the best team in the industry and represents the go-to experts for the services we provide. Our success in 2023 was the direct result of our team's professional contributions and personal dedication.

We continue to invest in our employees in a variety of ways. In addition to implementing higher wages and compensation for our people, we also:

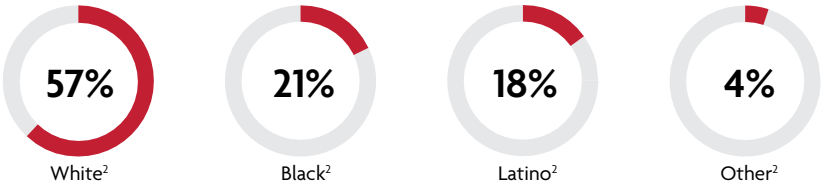
- Absorbed healthcare cost increases for all employees for the sixth straight year;
- Invested more than $420 million CapEx in our plants, fleet and safety equipment;
- Pay close to $2 million annually to employees through our referral program;
- Implemented more employee touchpoints to drive career development—particularly for first-year employees;
- Returned the lowest TRIR (0.63) in the company's safety history;
- Promoted more than 1,000 employees, the most in a single year in our history; and
- Reduced voluntary turnover to pre-pandemic levels.

Gender Diversity Representation



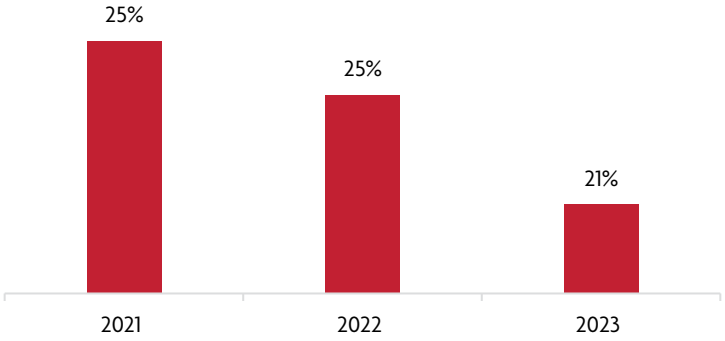
[1]Statistics for U.S., Canada, and India

Ethnic Diversity Representation



[2]Statistics for U.S. only

Voluntary Turnover



Diversity and Inclusion

Respect is essential to our interactions with employees, customers, shareholders and the public at large. In recognition of the essential human rights to which we are all entitled—and to the intrinsic values of diversity and inclusion—we promote equal opportunity and respect in every Clean Harbors workplace. Moreover, we believe that a diversity of perspectives is critical to the sustainability of our business. Clean Harbors' seven employee resource groups were developed to encourage belonging, inclusion and collaboration among Clean Harbors employees.

7 Employee Resource Groups

Listed below each ERG is an example of a positive impact each group has had on the organization

BLACK AFFINITY
Black Affinity Group

Celebrate the historical legacy of Juneteenth

CHARGE
Asian Resource Group Employees

Sponsor five-part leadership series

PRIDE@CleanHarbors LGBTQ+

"Wear Your Identity" fundraising campaign to support individuals in our community experiencing poverty and homelessness

WAVES
Women Advancing our Value in Environmental Services

Partnership with Women In Trucking

UNIDOS
Latin Employee Resource Group

Sponsor back-to-school drives to support children in need

VET
Veteran Engagement Team

Wreaths Across America program

IC/NA
Indigenous Canadian and Native American Employee Resource Group

Partnership with Truckers Against Trafficking

At Clean Harbors, we recognize veterans for their service and sacrifice safeguarding our freedoms and values. Because we recognize that members of our armed forces bring valuable skills to our workplace, we actively seek to employ and professionally advance veterans, active-duty National Guard members and reservists who represent strength, courage and integrity.

In 2022, Military.com recognized Clean Harbors as one of the top organizations for former service members to work. This was followed by the 2023 Military Friendly award from VIQTORY media, and the Best for Vets award from Military Times. In 2024, VETS Indexes named Clean Harbors a "3 Star Employer" as part of their 2024 Employer Awards.

Women in Trucking

The Women in Trucking (WIT) Association is a non-profit organization committed to the successful employment of women in the trucking industry—promoting their accomplishments and minimizing the obstacles they face. Clean Harbors has been a member organization of WIT since 2019, and leverages one of the largest private vehicle fleets in North America to encourage and advance the careers of women across our operations.

Who We Are: Gwen Hill, SVP Transportation and Compliance

Clean Harbors' Senior Vice President of Transportation and Compliance, Gwen Hill, was named as one of 2024 Top Women to Watch in Transportation by WIT. The editorial staff of *Redefining the Road*, WIT's official magazine, selected Gwen and other recipients for their significant career accomplishments in the past 12 to 18 months, as well as for their efforts to promote gender diversity.

In 2023, for the fourth consecutive year, WIT named Clean Harbors a Top Company for Women to Work For in Transportation.

For more information on how to get involved with Women in Trucking, please visit https://www.womenintrucking.org/

Top Company For Women To Work For In Transportation

2020 TOP COMPANY FOR WOMEN TO WORK FOR IN TRANSPORTATION
WOMEN IN TRUCKING ASSOCIATION

2021 TOP COMPANY FOR WOMEN TO WORK FOR IN TRANSPORTATION
WOMEN IN TRUCKING ASSOCIATION

2022 TOP COMPANY FOR WOMEN TO WORK FOR IN TRANSPORTATION
WOMEN IN TRUCKING ASSOCIATION

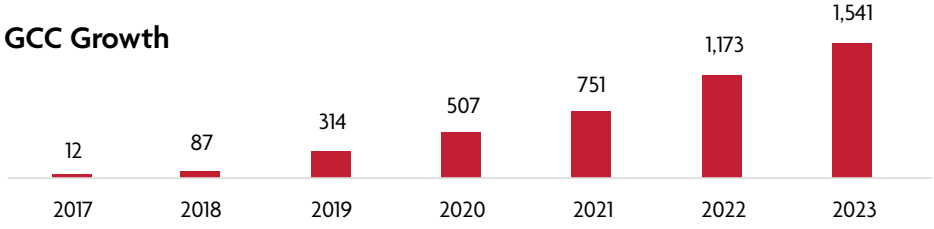
2023 TOP COMPANY FOR WOMEN TO WORK FOR IN TRANSPORTATION
WOMEN IN TRUCKING ASSOCIATION

Global Capability Center

In 2017, Clean Harbors established the Global Capability Center (GCC), a strategy designed to drive growth and strategic value for the business. Over the past six years, the Executive Leadership team has nurtured a workforce of approximately 1,600 professionals across three key locations in India: Hyderabad, Pune, and Bengaluru. Embracing the ethos of "Localization with a Global Outlook", our leadership integrated organizational and HR practices aligned with our strategic objectives.

The GCC provides technical and administrative support to the customers and employees of Clean Harbors with the objective to generate business value and serve as a strategic differentiator.

Almost every function within Clean Harbors has a presence at the GCC. Today, the GCC oversees critical business activities that include Technology Services, Finance & Operational Shared Services, Inside Sales, and customer support functions—all of which support Clean Harbors in a landscape that is both unique and complex.



Sales & Support
Inside Sales, Customer Service, Government Bidding, Sales Ops & E-commerce

HR and Legal
HR Shared Services & Legal Services

Business Data Processing
Worksheet, Central Receive Docs, On The Road, Trans Compliance, etc.

Technology
Platform Engineering, Oracle, Salesforce & IT Infra

Business
Master Data, Environmental Compliance, Transportation, District Business Admin, Supply Chain Management, etc.

Finance Shared Services
Order to Cash, Procure to Pay, Record to Report, Taxation, Analytics

Who We Are

2024 Sustainability Champion: Guy Morton

Guy Morton, who serves as a member of the Clean Harbors Remediation Technologies team, is the first recipient of the company's Sustainability Champion award. The award recognizes an employee who contributes to the sustainable development of the Clean Harbors business, demonstrates excellence in providing sustainable services to customers and exemplifies environmental stewardship.

The Sustainability Champion award, to be presented annually, recognizes individuals who made positive impacts on the environment and their communities while contributing to the long-term success and sustainability of the Clean Harbors business.

"Guy's leadership to remediation projects, both international and domestic, including those projects in partnership with the U.S. Armed Forces, has set a standard of excellence in sustainability that makes him the perfect choice as the inaugural recipient of this award."

Michael Battles, Co-CEO

"We appreciate all of Guy's hard work and dedication over his many years of service to our company, and we thank him for making Clean Harbors and our environment a better place to work and live."

Eric Gerstenberg, Co-CEO

Expertise in the field

In 2021, as project manager, Guy Morton coordinated the installation and management systems to treat potable water contaminated with jet fuel and other pollutants as a result of a leak at an underground fuel storage facility. Morton coordinated those activities with Navy personnel and leadership to protect the more than 4,000 military members and their families stationed at the base.

The relationships that Morton developed with the Navy, combined with his leadership and performance in Hawaii, did not go unrecognized. In 2022 and into 2023, the Navy identified him as the best individual to manage the installation and operation of six one-million-gallon-per-day, carbon treatment systems at the Navy's Commander Fleet Activities Yokosuka, developed for the removal of PFAS from the wastewater treatment facility at the base.

Invest in Our People

The sustainability of our company depends on our ability to retain and advance the best talent. We are committed to identifying and retaining our top performers and providing those employees with the resources they need to support their career success at Clean Harbors.

We pride ourselves on the longevity of our workforce; many of our employees have been with us for decades. Whether it's a new worker or a long-time team member, we offer our employees the opportunity for an extraordinary career and ongoing professional development.

The sustainability of our workforce begins with our ability to retain talented individuals through career investment—it is key to our success. In 2023, Clean Harbors promoted over 1,000 employees, more than in any other single year of our company's history, reflecting our commitment to employee advancement.

With the introduction of Our People objectives for 2023, we continue our focus on the successes of internal development, all with the aim of filling more employment openings with internal candidates every year.

Our ability to grow and retain the best talent—fulfilling our mission to both stakeholders and the environment while complying with regulations—depends on the knowledge, skills and personal abilities of our people. With that in mind, we increased our focus on virtual training, ensuring that reliable and meaningful content is available online. This ongoing evolution of our training and development program reduces our carbon footprint by reducing travel requirements while minimizing potential disruption to productivity. Moreover, it enhances our compliance with OSHA, EPA, DOT and other regulatory obligations, helping to ensure the most consistent delivery of knowledge and outcomes.

RECORD

PROMOTIONS

MORE THAN 1,000

Most in a Single Year

Progress Toward Our Employee Investment Goals

Investment in Training ✓

Increase our annual investment in training and employee development to enhance employee engagement and reduce turnover.

2019	2023
$3.8M	>$5M

In 2023, we achieved our 2030 goal to increase annual investment in training and development to more than 5 million USD.

Employee Benefits

Competitive employee compensation and benefits allow us to attract and retain the most talented individuals in the industry. This is critical to the sustainability of our workforce and to the well-being of our people.

For more than 40 years, everywhere industry meets environment, Clean Harbors is there. That means that our people are often asked to do dirty, difficult and hazardous work in order to keep our environment clean and safe. In return, it is our responsibility to provide fair compensation and benefits so that our employees and their families may live healthy, successful and rewarding lives both at work and at home. We understand that the longevity and sustainability of our business fully depends on our people—and we do whatever necessary to help them thrive.

In 2023 and 2024, in addition to providing higher wages and compensation, we introduced several new benefit programs that reflect the concerns of our employee community.

Rising Healthcare Costs

For a sixth consecutive year, Clean Harbors absorbed healthcare cost increases at no cost to our employees. In total, Clean Harbors has absorbed more than $20 million in healthcare cost increases over the past two years. In addition, we have reconfigured coverage policies to allow for decreased rates in voluntary healthcare plan options such as critical illness, accident, and indemnity policies.

Supporting Our Families

Last year, we expanded Care.com access for our employees who are caregivers of children, parents, and other family members. This year, for the first time in our company's history, we implemented a paid parental leave policy that supports our employees' family wellness.

Wellness and Well-being

Eligible employees can earn medical contribution discounts and incentives by participating in the Clean Harbors Wellness Program, which saved our employees more than $1.4 million last year.

Remember Those Who Serve

As a result of feedback from our 2024 Employee Engagement Survey, we expanded our pay differential program for military members.

Investing In Our Clean Harbors' Workforce

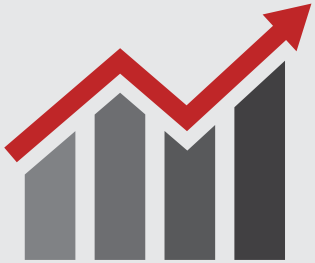
Tuition Reimbursement

To encourage employee development and advancement, Clean Harbors offers a tuition reimbursement program that provides financial assistance to those who want to complete an undergraduate or advanced degree, participate in non-degree refresher courses, prepare for a professional certification or enter in other non-degree certificate programs.

Jacinto Benitez, a Technical Services Branch Manager, earned a Master of Public Administration degree through the Purdue Global partnership program

Investment In Our Company's Success

We are proud to have our workforce invest in the future of Clean Harbors. This year, we introduced an Employee Stock Purchase Program (ESPP), a direct result of feedback provided by our most recent Employee Engagement Survey. Eligible employees may purchase public shares of Clean Harbors Stock (NYSE:CLH) at a discounted rate with contributions elected through payroll deductions.



We are proud to have our workforce invest in the future of Clean Harbors!

Compensation and Fair Wages

Our employee compensation is highly competitive, reflecting geographical norms as well as the complexity and scope of each position. Clean Harbors managers and employees are involved in an annual goal review process that encourages growth, engagement and performance, a process that strengthens the culture of feedback and development. Individual goals are linked to the company's performance goals and include financial, health and safety metrics, and growth targets.

We continue to review how our compensation reflects living wages in the countries in which we operate. We are committed to providing all employees with fair compensation that reflects the norms of the countries and regions in which they live and work, all while considering the economies and circumstances of different geographies and cultures. Many field employees participate in incentive plans related to financial and safety metrics.

The Clean Harbors Management Incentive Plan (MIP), incorporated into Clean Harbors' annual filings and reviewed by the Compensation and Human Capital Committee of our Board of Directors, exists to deliver performance-based financial incentives for all eligible managers. Performance criteria addresses employee-related aspects of the workplace, including TRIR, a measure of accidents and injuries as compared to hours worked.

Freedom of Association and Collective Bargaining

Approximately 10% of our workforce is covered by collective agreements

In accordance with the Clean Harbors Corporate Human Rights Policy and applicable labor laws, we respect the right of our employees to form, join or assist labor organizations and to bargain collectively through representatives of their own choosing without fear of retaliation, intimidation or harassment. We further recognize that our employees have a legal right to refrain from such activities. The Company is committed to bargaining in good faith with our employees' representatives. Our employees and/or their representatives are encouraged to openly communicate and share ideas and concerns with management.

Alignment with the U.N. Global Compact

Decent Work and Economic Growth

Clean Harbors employees earn fair compensation in every global geography in which we operate. Our employee compensation is highly competitive and reflects geographical norms as well as the complexity and scope of each position. We understand that it is our responsibility to provide our employees with fair wages and compensation that support a healthy and productive lifestyle.

Human Rights

We are committed to fundamental human rights and affirm to our employees, customers, shareholders and the public that we will always conduct our business activities in a manner that respects common human rights and dignities, and strives to raise the standards of life and freedom for individuals. Our respect for human rights is demonstrated in the following employment practices as expressed in our Corporate Human Rights Policy.

Equal Opportunity, Inclusion and Respect

We promote an inclusive environment where all individuals are welcomed and valued equally. Clean Harbors adopted policies and training that address the protection and support of the rights of women and minorities in the workplace. All applicants and employees are respected and treated as individuals regardless of race, color, religion, sex, sexual orientation, gender identity or expression, national or social origin, ethnicity, age, disability, veteran status, genetic testing, or any other classification protected by law.

Pay, Benefits and Work Hours

Our employee compensation is competitive, reflecting geographical norms, and the complexity and scope of each position, business unit or division, all while adhering to applicable laws.

Healthy Workplace and Lifestyle

We believe that an accident-free workplace is a goal we can achieve. We are committed to operating our facilities and equipment in a safe and efficient manner, and in full compliance with all applicable federal, state and local safety and health laws, regulations and standards. Our employee wellness programs promote a culture of health that benefits our workforce and drives engagement in our health and retirement plans.

A Safe and Secure Workplace

We promote a workplace free from violence. Any acts or threats of violence will not be tolerated.

Freedom of Association & Collective Bargaining

In accordance with applicable labor laws, we respect the right of our employees to form, join or assist labor organizations and to bargain collectively through representatives of their own choosing without fear of retaliation, intimidation or harassment.

Forced Labor, Human Trafficking and Child Labor

We prohibit the use of all forms of forced labor, including, but not limited to, prison labor, military labor, slave labor and any form of human trafficking. We do not employ children or support the concept of child labor.

Anti-bribery and Anti-corruption

We promote a workplace free from bribery and corruption. By law, Clean Harbors, its directors, officers and employees are prohibited from influencing or inducing favorable government action through bribery or collusion.

Community and Stakeholder Engagement

We are dedicated to being a good neighbor in the communities in which we live and work. Where appropriate, we engage with a wide range of civil societies and stakeholders to address human rights issues related to our business.

Human Rights Policy Coverage & Compliance:

- Chief Compliance Officer and the Corporate Governance and Sustainability Committee of the Board of Directors share oversight
- 100% coverage across employees, suppliers
- 100% of employees trained in the Human Rights Policy
- Vendor Code of Business Conduct and Ethics compliance is required for all suppliers
- Anonymous Integrity Line (1-800-949-8653) is available to all employees and shareholders
- Any concerns are addressed using robust internal audit and grievance process
- Retaliation is prohibited
- Our Corporate Human Rights Policy was developed in accordance with the United Nations Universal Declaration of Human Rights.

Our Communities

We believe that staying engaged with our customers, communities and other stakeholders can contribute to the long-term health of the environment, society and local economies. We are dedicated to being a good neighbor in the communities in which we live and work.

Puerto Rico Field Services

In May of 2023, employees from the Clean Harbors field services branches in Cataño and Manatí, Puerto Rico, gathered at the Rio Grande Canóvanas River to help with a cleanup effort. Clean Harbors contributed a 21-foot work-skiff that provided river access. The event removed more than 10 tons of waste from the Rio Grande Canóvanas.

Greater Boston Area

In October of 2023, employees from the Clean Harbors headquarters in Norwell, Massachusetts, and surrounding branches participated for the first time in the 35th annual Boston Marathon Jimmy Fund Walk, raising more than $14,000 to be used toward cancer research.

Kimball, Nebraska

Our incineration and disposal facility located in Kimball, Nebraska, uses a state-of-the-art thermal oxidation incinerator capable of handling a variety of waste streams with maximum destruction efficiency. A second, 70,000-ton incinerator at the site will more than double the plant's annual capacity to dispose of waste. This $200 million project—the largest capital investment in the company's history—is nearing completion.

Approximately 70 percent of employees working at the facility are native to Kimball, another indication that Clean Harbors is committed to building positive relationships in our local communities and surrounding areas.

As in many other parts of the country, housing availability can be a challenge in Kimball. To support new employees and Clean Harbors employees who transfer to Kimball, we offer a range of temporary on site housing options. This year, in an effort to attract top talent and new people into the community, Clean Harbors will begin the coordination of 120 affordable housing units on a 60-acre parcel of land just six miles from the plant.

Celebrating Earth Day

Earth Day is celebrated annually on April 22 to raise awareness of environmental causes and promote sustainable responsibility. As in the past, Clean Harbors employees from coast to coast took part in Earth Day events to promote the eco-friendly mission Clean Harbors strives to achieve every day.

Savannah, Georgia

Staff was on hand for the 24th annual Earth Day celebration in the city, the largest environmental outreach event of the year and the largest educational Earth Day-related event in the entire state of Georgia. Clean Harbors sponsored the event with other local businesses in support of the Lite Foot Environmental Foundation. Lite Foot is a locally based, non-profit organization formed to help reduce plastic waste and single-use products. At the event, Clean Harbors' staff educated the community about hazardous household waste.

San Diego, California

Technical Services, Field Services and SKSS joined forces for Earth Day in southern California. The San Diego Superhub team marked the occasion at their facility by planting an avocado tree and including impactful team bonding.

Seattle, Washington

The Seattle team volunteered their time on Earth Day at Heron's Nest on the Duwamish River Greenbelt near the Clean Harbors offices. After suffering from years of heavy industrial pollution, the waterway is in the process of being restored. Heron's Nest manages a land restoration project for the Duwamish Tribe and supports and facilitates community gardens, environmental education and more. Clean Harbors teams spread compost donated by Cedar Grove, pulled weeds and planted native vegetation.

Baltimore, Maryland

Clean Harbors staff members from Baltimore branches gathered to participate in an Earth Day event organized by the employees and sanctioned by local management. Several projects were carried out simultaneously, including a facility perimeter debris clean up, spring planter renewal, the repurposing of kitty litter pails to serve as sunflower planters and a tree planting and photo opportunity.

Norwell, Massachusetts

Corporate Clean Harbors employees divided their time among three separate locations in and around Braintree, Massachusetts, (located between Boston and headquarters in Norwell) performing group clean-up efforts. In addition to filling multiple trash bags with collected debris, more than two-dozen corporate employees wore green Earth Day shirts and participated in the day's activities.

Community Resilience

At Clean Harbors, we understand that adaptability and resilience are central to the sustainability of our local and global communities. We are ready with a suite of services to help communities and industries meet whatever unanticipated challenge is in store. Together, we will find a solution.

In fact, Clean Harbors was founded in 1980 to remediate and respond to releases in proximity to Boston Harbor in Massachusetts. In 1984, the company prevented a fuel spill from the crippled tanker Eldia and helped prevent more than 100,000 gallons of oil from contaminating the waters off Cape Cod.

Today, we manage more than 14,000 annual environmental response and disaster recovery operations throughout North America. Private sector companies and governmental agencies alike rely on our expertise and technical knowledge to handle any environmental emergency with the environment, health and safety in mind.

The coronavirus pandemic presented new challenges and difficulties for all of us, but Clean Harbors was ready to respond, providing decontamination, disinfection and disposal support across the country. We completed more than 23,000 COVID-19 response projects.

In 2024, Clean Harbors acquired HEPACO, a leading environmental provider of field and emergency response services. This acquisition significantly expanded our capabilities in the Eastern United States.

Headquartered in Charlotte, North Carolina, HEPACO brings to Clean Harbors approximately 1,000 employees and 900 vehicles at 40 regional locations in 17 states. It offers field services, environmental remediation and emergency response services to more than 2,000 customers.

In addition to regional operations in those 17 states, HEPACO's national operations center provides 24-hour coverage across the continental U.S. through a network of contractors.

As a company, responding to emergencies—whether they are natural, human-made or caused by disease—is just part of who we are and what we do.

1984
Spill Mitigation
Ocean Freighter Eldia

Hurricane Katrina
Disaster Relief
2005

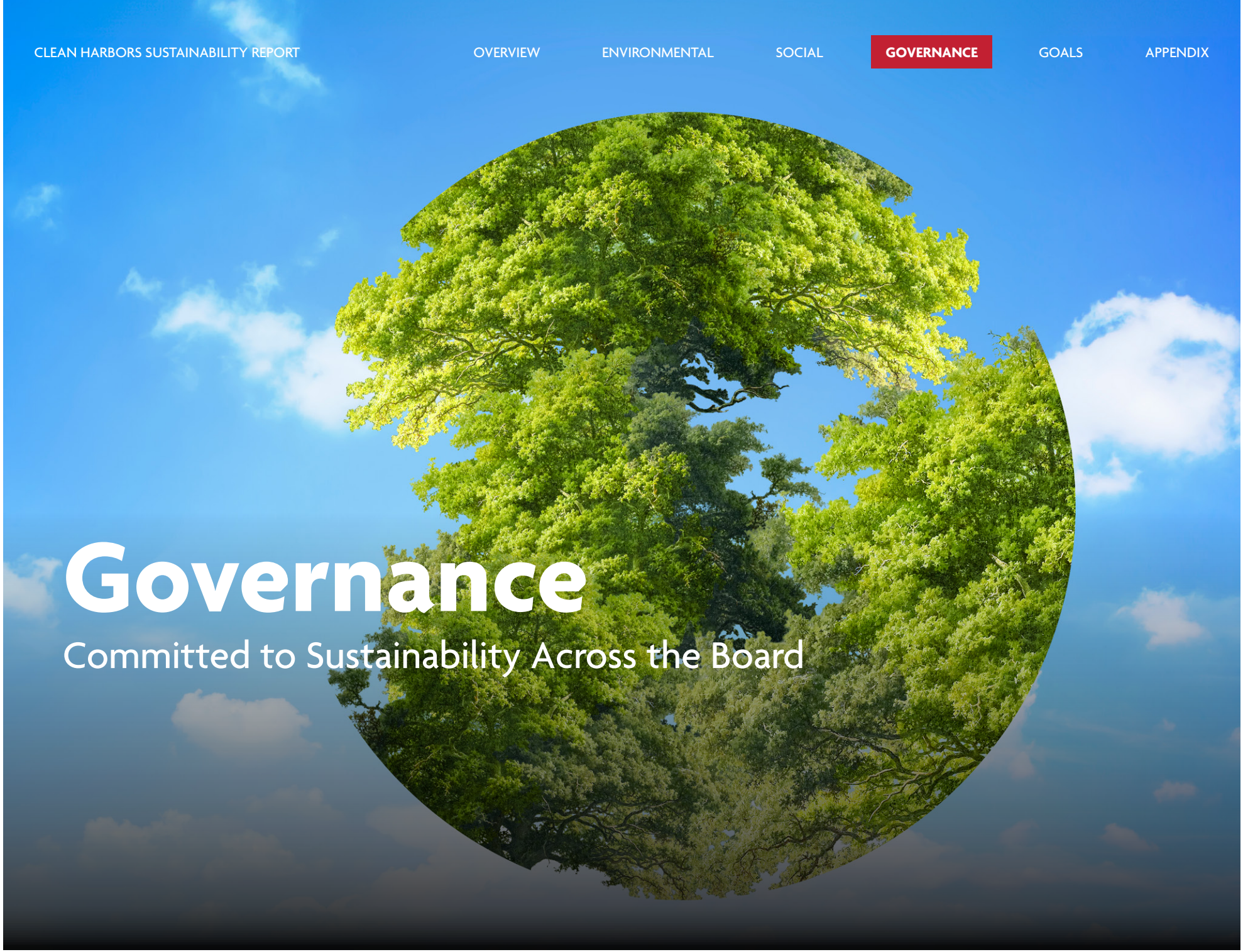
2010
Deepwater Horizon
spill response

Field Services
Response to
Avian Flu
2015

2020
COVID-19
3D Support

Hurricane Ian
Cleanup Efforts
2022

2023
PFAS Response
Projects



Governance

Committed to Sustainability Across the Board

Corporate Governance

We are committed to corporate responsibility across our company's Executive Leadership and Board of Directors. Over the past several years, the Clean Harbors Board of Directors has developed corporate governance practices to help fulfill its responsibility to shareholders to oversee the work of management and the company's business results.

These practices are in place to assure Clean Harbors' shareholders of the Board of Directors' commitment to independent and transparent governance and the alignment of the interests of directors and management with those of shareholders.

The Board believes that its current leadership structure is the most appropriate for the company at this time. Mr. McKim, the company's founder and former CEO, continues to serve as Executive Chairman of the Board and Chief Technology Officer, contributing extensive knowledge of the company's business and an impressive 40-year track record in company management.

Effective in 2023, the Board appointed Michael L. Battles, formerly the Company's Chief Financial Officer, and Eric W. Gerstenberg, formerly the Company's Chief Operating Officer, as the Co-Chief Executive Officers of the Company.

The Board currently consists of 11 directors serving on four committees. One class of directors is elected each year for a term of three years. In evaluating the suitability of individual Board members, the Corporate Governance and Sustainability Committee and the full Board take into account many factors in addition to high personal and professional ethics, integrity, and values, including particular industry or geographic experience, understanding of the business of the Company, particular disciplines such as finance, sales, management, engineering and technology, cybersecurity risk experience, and personal, educational, and professional background.

Each individual is evaluated in the context of the Board as a whole, with the objective of recommending nominees for election as director who can best enhance the success of the Company and represent shareholder interests through the exercise of sound judgment, using the diversity of experience of the various directors.

GOVERNANCE

Board Diversity ✓

Increase Board gender diversity from 20% to 40% to better align governance to our workforce.

2019	2023
20%	45%

In 2023, we satisfied our 2030 goal to increase gender diversity of our Board of Directors. We remain committed to diverse corporate governance perspectives across our leadership.

Our Board of Directors

Alan S. McKim
Founder, Executive Chairman and Chief Technology Officer

John T. Preston
Director

Andrea Robertson, CPA
Director

John R. Welch
Director

Edward G. Galante
Lead Independent Director

Alison Quirk
Director

Lauren C. States
Director

Robert Willett
Director

Karyn Polito
Director

Marcy L. Reed, CPA
Director

Shelley Stewart, Jr.
Director

Audit Committee

The Audit Committee is responsible for the adequacy and integrity of the company's financial statements, financial reporting process, and internal controls over financial reporting.

Compensation and Human Capital Committee

The primary responsibilities of the Compensation and Human Capital Committee are to recommend to the full Board the total compensation for the company's executive leadership and senior management; and to review certain aspects of the company's policies relating to compensation and human capital management, including succession planning.

Environmental, Health and Safety Committee

The primary responsibilities of the EH&S Committee are to fulfill the Board's oversight of the Company's policies and practices related to human health and safety, operational safety, and regulatory and environmental compliance.

Corporate Governance and Sustainability Committee

The Corporate Governance and Sustainability Committee's primary responsibilities are to serve as a nominating committee and to review the performance of the company's leadership. The CG&S Committee also reviews the company's framework for development of policies and programs regarding environmental, sustainability and governance ("ESG") matters.

Sustainable Governance

Our core business is to provide industry, government and the public with a wide range of sustainable solutions that protect and restore North America's natural environment and resources—and we believe that the sustainability of our products and services is inextricably linked to the sustainability of the company itself. Balancing environmental, economic and social concerns is fundamental to our framework for success and is an expectation of our employees, customers and other stakeholders. In our view, sustainability means doing less to harm the earth and the consumption of fewer essential resources, in addition to partnering with our customers to "do better" and minimize their environmental impacts.

Key components of our environmental, social and sustainability commitment include measuring the positive impacts of the company's operations on the environment, customers and communities served, and valuing the safety, development and welfare of employees, customers and other third parties with whom the company works.

The Corporate Governance and Sustainability Committee reviews the Clean Harbors' framework for development of policies and programs regarding environmental, sustainability and governance ("ESG") matters and periodically assesses the company's performance thereunder.

In particular, prior to any related public disclosure, the Corporate Governance and Sustainability Committee oversees the company's sustainability targets and sustainability reporting, and conveys the results to the full Board.

The scope of the Corporate Governance and Sustainability Committee's oversight responsibilities include:

- Review the company's corporate social responsibility, including sustainability, community relations and legislative activities seeking board approval.
- Review the company's framework for the development of policies and programs regarding sustainability and ESG, and periodically assess the company's performance.
- Review the company's Sustainability Report and report the results to the full Board. The Committee will also oversee the company's sustainability targets prior to any public disclosure.
- Review and assess the company's compliance with the corporate governance requirements established by the New York Stock Exchange and any other applicable laws and regulations relating to corporate governance.
- Review all corporate governance elements of the annual proxy statement prior to release.
- Review Clean Harbors' corporate governance policies annually.
- Review and make appropriate determinations regarding any compliance issues by Directors and Officers.
- Review Corporate Governance and Sustainability Committee performance annually and report the results to the full Board.

Corporate Social Responsibility

As an international company, we support our global communities through consequential programs and initiatives—and fully align our efforts with the United Nation's Sustainable Development Goals, a shared blueprint for the peace and prosperity of the planet now and into the future.

The United Nations Global Compact encourages global businesses to act responsibly and to support human rights, labor, the environment and anti-corruption through opportunities presented within Sustainable Development Goals (SDGs). At Clean Harbors, our commitment to sustainability in the services and products we offer, as well as how we care for our people and our communities, align with the following United Nations Sustainable Development Goals.

SUSTAINABLE DEVELOPMENT GOALS

The following information represents Clean Harbors' views of specific elements of the United Nations Global Compact that we believe align with its sustainability programs and values.

Good Health and Well-Being
Safety is our number one commitment and passion. Our top priority is to continuously improve our safety record. In 2023, we achieved our best safety performance in company history with TRIR of 0.63. We established a 2030 goal to maintain TRIR < 1.0.

Climate Action
In 2023, Clean Harbors avoided more than double (2x) the Scope 1 and Scope 2 emissions generated as a company through our sustainable customer services. In addition, used oil re-refining and recycling, as well as solvent recovery activities, reduced emissions throughout global supply chains. We committed to a 2030 goal to improve operational efficiency as a function of Net Climate Benefit and GHG emission intensity.

Affordable and Clean Energy
We are a preferred vendor of the energy industry and are advancing our goal to increase the use of renewable energy at our facilities by 50% by 2030.

Sustainable Cities and Communities
We are a leader in waste and recycling management across North America, working with our customers to achieve their individual sustainability objectives. We provide field services across industries and markets to help companies mitigate their environmental impact and satisfy the environmental needs of their unique business practices.

Industry, Innovation and Infrastructure
We provide emergency response and relief services to protect existing infrastructure. Clean Harbors is the industry's leading provider of, high-temperature incinerators that destroy hazardous and industrial waste. These facilities employ world-class air emissions control technology.

Clean Water and Sanitation
Annually, Clean Harbors treats on average 9 times (9x) the volume of water consumed by operations through on-site treatment, dedicated industrial wastewater treatment facilities, remediation and spill response.

Responsible Production and Consumption
Our KLEEN+™ base oils deliver a unique formulation unlike any Group II base oil in the market. We re-refine over 200 million gallons of waste oil and process it at our plants for resale. KLEEN+™ illustrates the inherent sustainability of indefinite waste oil recycling; an independent study has shown as much as a 76% reduction in GHG emissions compared to base oil from traditional refining processes.

Decent Work and Economic Growth
Our employees earn fair compensation for every global geography in which we operate. Our employee compensation is competitive and reflects geographical norms and the complexity and scope of each position. It is our responsibility at Clean Harbors to provide our employees with fair wages and compensation required for a healthy and productive lifestyle.

Compliance and Ethics

Our Compliance and Ethics policy is to promote high standards of integrity by conducting our associations and interactions honestly and ethically. To that end, the company established a Code of Ethics and Business Conduct that is binding for all employees, and a Vendor Code of Business Conduct and Ethics that applies to all of our suppliers.

These codes of conduct and related policies have been designed to accomplish the following:

- Promote honest and ethical conduct, including the ethical handling of actual or apparent conflicts of interest
- Promote full, fair, accurate, timely and understandable disclosure in reports and documents that the company files with, or submits to, the Securities and Exchange Commission (SEC), and in other public communications
- Promote compliance with applicable governmental laws, rules and regulations
- Promote the protection of company assets, including corporate opportunities and confidential information
- Ensure anti-bribery and anti-corruption and promote fair-dealing practices
- Deter wrongdoing
- Ensure accountability for adherence to the Code of Ethics and Business Conduct

Honest and Ethical Conduct

The key principles of the Code of Ethics and Business Conduct express the minimum standards that all directors, officers, and every employee must satisfy to work at Clean Harbors:

- Promote high standards of integrity
- Conduct associations and interactions honestly and ethically
- Act with integrity and observe the highest ethical standards of business conduct in all dealings

The Code is the foundation of the company's compliance and ethics management system and is publicly available on the company's website, https://ir.cleanharbors.com/corporate-governance/highlights.

Clean Harbors provides all employees with routine ethics training and a dedicated integrity phone-line that supports confidential reports of violations or suspected violations of these codes. The company will not tolerate any acts of retaliation against an employee who makes a good faith report of a known or suspected code violation.

100% of Clean Harbors employees globally are assigned an Ethics Training Course

Sustainable Supply Chain Management

The Vendor Code of Business Conduct and Ethics was implemented with the following principles: safety, mitigation of environmental impact, employee and human rights, and ethical business practices. The objective of the Code is to establish minimum standards that must be met by any vendor that sells goods to or does business with Clean Harbors.

Each of these tenets reflects the pillars of Clean Harbors' commitment to sustainability. In partnership with our vendors, we work to reduce GHG emissions and promote the use of environmentally sound and ethically sourced materials used in the manufacturing of our products and service offerings.

We believe that a positive working relationship between small and large businesses is critical to the development of healthy, vibrant communities. By working together, companies of all sizes can learn and benefit from each other, as well as provide the economic growth needed for communities to flourish. Clean Harbors Small Business Supplier Development Program seeks out small businesses that are capable of supplying the materials and services critical to the success of our company.

Key sustainable supply chain and vendor management aspects of the Vendor Code of Business Conduct and Ethics include:

Environmental

- Compliance with permits, registrations and regulators
- Incorporate recycling and material circulatory practices
- Reduce, control, and/or eliminate wastewater, water and pollution at the source
- Reduce, control, and/or eliminate air emissions
- Pursue initiatives that contribute to the preservation of the environment and mitigation of their impact on natural resources
- Promote environmentally friendly technologies, energy savings and recycling, logistics
- Integrate eco-design principles into products and services
- Consider products and services for total life cycle including safe handling, recycling, disposal
- Tin, tantalum, tungsten or gold (3TG) commitment to responsible supply-chain management

Social & Governance

- Required health and safety program that includes proper labeling and inventory handling, incidents and near-miss reporting, PPE, inspections, equipment and facility maintenance, training, prevention, documentation and recordkeeping
- Voluntary labor and prohibition of the support of engagement in slavery or human trafficking in any part of the supply chain
- Non-discrimination and prevention of employee abuse or harassment including but not limited to physical, sexual, psychological, or verbal
- Fair and livable compensation and wages
- Freedom to terminate employment
- Freedom of movement
- Freedom of association
- Freedom to collectively bargain

New for 2024, for select vendors, our supplier engagement program is evolving with the introduction of interactive supplier surveys, the best way to monitor and measure our suppliers' commitments to sustainability throughout our supply chain.

IT Security and Cybersecurity

At Clean Harbors, we utilize people, processes and technology to protect our IT systems and data. This is accomplished through a comprehensive risk-based information security program based on industry best-practice frameworks that include the National Institute of Standards and Technology (NIST) Cyber Security Framework (CSF). The NIST CSF enables us to focus on the following core issues: identifying risks and guarding against them, detecting and responding to threats, and recovering our systems to normal operations. Our in-depth defense strategy enables us to effectively manage cyber risks in an increasingly interconnected world.

Through the risk identification process, we prioritize the deployment of controls and assess the effectiveness of the program against our maturity objectives. Visibility of these assessments is maintained through regular reporting to senior management and the Board of Directors. It is our commitment to our customers and partners to take all appropriate precautions and opportunities to keep both external and internal data secure and to ensure the resilience of our IT operations. The increasing threat to IT systems and information remains a top concern of our executive team and Board. As a result, Clean Harbors made significant investments in cybersecurity, disaster recovery and business continuity in recent years, including the appointment of a Chief Information Security Officer (CISO).

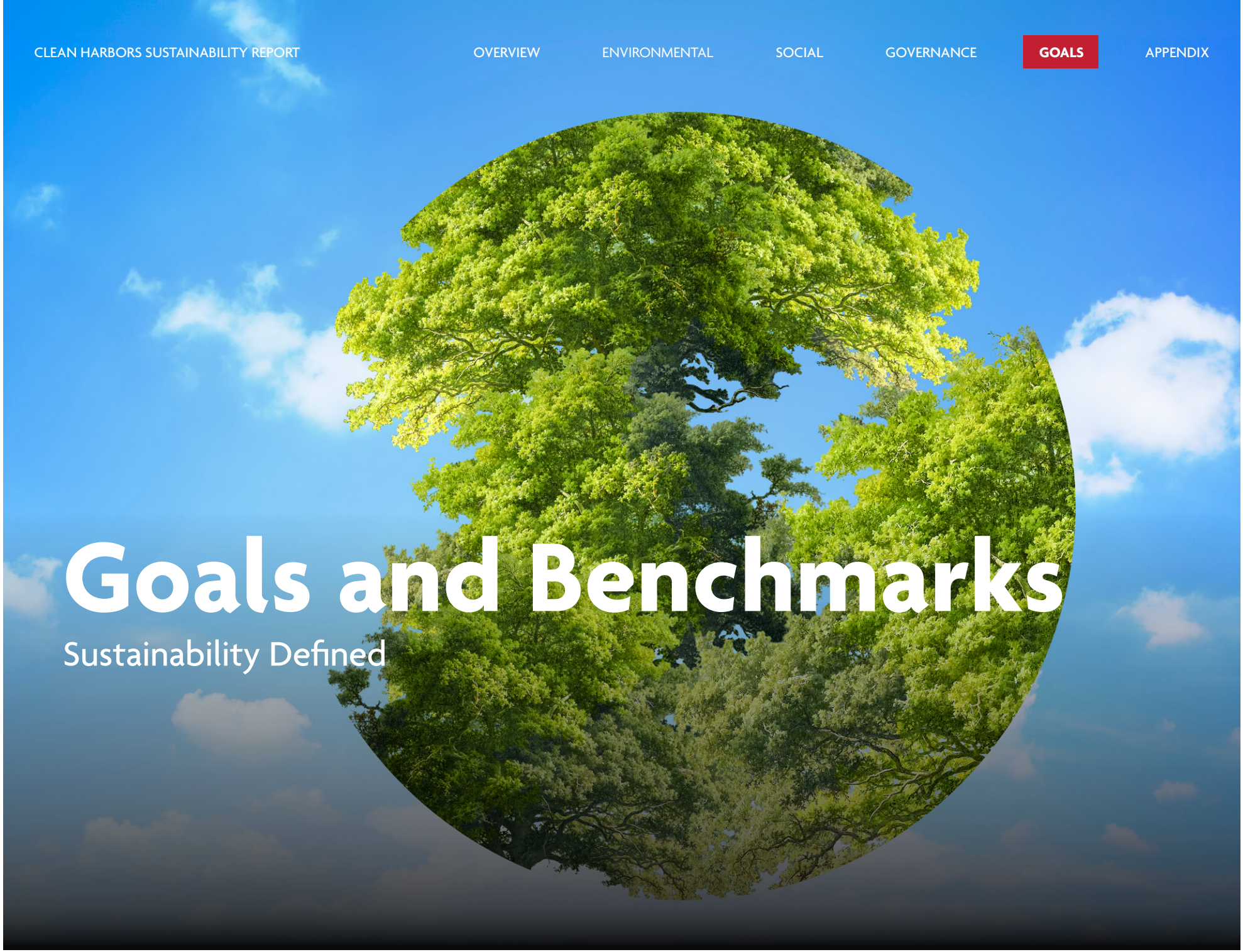
Our data center and disaster recovery strategy has been fully updated to combat natural and cyber-related disasters. We have also paid particular attention to incorporating industry-leading ransomware defenses into our work environment, and we test this solution at least annually. Given that our employees are both our first and last lines of defense, we empower them through relevant cyber-security awareness training, communications and simulated phishing exercises. Because email and web surfing are the most common attack vectors, we deployed state-of-the-art protection mechanisms including an advanced, email gateway filtering solution that blocks messages from known fraudsters, detonates attachments to identify threats, blocks malicious behaviors, and explores links to ensure they do not resolve to phishing websites or malware downloads.

We continue to monitor clicks within emails, performing additional in-depth scrutiny of the websites as well as any emails reported as suspicious by end-users. Any communication subsequently identified as malicious is automatically purged from inboxes. As part of our in-depth defense strategy, we supplement email protections with next-generation firewalls, including URL filtering and sandbox assessments of file downloads. We further backstop these defenses with an endpoint detection and response solution to guard against the latest adversarial tactics and techniques. As threat intelligence sources identify new indicators of compromise, we are able to use our endpoint detection and response solution to perform threat hunting and reviews of historical data.

Wherever possible, we leverage Security Orchestration and Automated Response (SOAR), threat-containment, and recovery solutions. We augment these with our Security Operations Center (SOC), Managed Security Service Providers (MSSPs) and forensic investigators, to ensure the security of our environment and the continuity of our operations. We maintain corporate cybersecurity insurance to protect against emerging threats and to safeguard our company and our customers from cyber-related liabilities.

Ad Hoc Cyber Committee

The Board of Directors established a new Ad Hoc Cyber Committee, whose primary responsibilities are to identify, evaluate and monitor cyber-risk management concerns and determine how those concerns align with the company's risk profile.



Goals and Benchmarks

Sustainability Defined

Progress Toward Our Sustainability Goals

In our inaugural sustainability report, published in 2021 and reflective of data from 2019, we established nine forward-looking goals to help advance our environmental responsibility, the support and development of our employees, and our sustainable governance.

In 2023, we achieved three of these goals well ahead of our 2030 milestone. We are pleased to share our progress in the areas of health and safety, our investment in employee training, and the diversity of our Board of Directors.

While we are proud of our accomplishments to date, we are committed as a company to review our goals through an annual benchmarking process that helps ensure that our original goals remain relevant and representative of our company.

It is with this commitment and progression in mind that we introduce updated *Our Environment* and *Our People* goals for 2030, objectives that reflect the current state of Clean Harbors and which we believe will position our company for long-term sustainability success.

Sustainability Goals Achieved in 2023

SOCIAL

Health & Safety ✓

Improve our safety performance and reducing our Total Recordable Incident Rate (TRIR), a measure of accidents and injuries relative to hours worked.

2019	2023
1.05	0.63

Investment in Training ✓

Increase our annual investment in training and employee development, to enhance employee engagement and reduce turnover.

2019	2023
$3.8M	>$5M

GOVERNANCE

Board Diversity ✓

Increase Board gender diversity from 20% to 40%, to better align governance to our workforce.

2019	2023
20%	45%

Renewed 2030 Goals and Benchmarks

Our Environment

Our People

Safe Harbor Statement

Any statements contained herein that are not historical facts are forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. These forward-looking statements are generally identifiable by use of the words "believes," "expects," "intends," "anticipates," "plans to," "seeks," "should," "estimates," "projects," "may," "likely," or similar expressions. Such statements may include, but are not limited to, statements about the Company's ESG plans and goals, and other statements that are not historical facts. Such statements are based upon the beliefs and expectations of Clean Harbors' management as of this date only and are subject to certain risks and uncertainties that could cause actual results to differ materially, including, without limitation, those items identified as "Risk Factors" in Clean Harbors' most recently filed Form 10-K and Form 10-Q. Forward-looking statements are neither historical facts nor assurances of future performance. Therefore, readers are cautioned not to place undue reliance on these forward-looking statements. Clean Harbors undertakes no obligation to revise or publicly release the results of any revision to these forward-looking statements other than through its filings with the Securities and Exchange Commission, which may be viewed in the "Investors" section of Clean Harbors' website at www.cleanharbors.com.

Our 2030 Goals and Benchmarks

As a company, we are committed to review our goals through an annual benchmarking process to help ensure that our objectives remain relevant, meaningful, and directionally aligned with the growth and development of Clean Harbors. It is with this commitment in mind that we introduce *Our Environment* goals for 2030, objectives that reflect the current state of the company and position us for long-term success and sustainability.

OUR ENVIRONMENT

Operational Efficiency

Reduce the environmental footprint of our operations by improving net climate benefit and reducing greenhouse gas (GHG) intensity

Net Climate Benefit Factor ≥3.0 by 2030 | Reduce GHG emission intensity ≤0.25

We are committed to improving the efficiency of our environmental operations to scale with the growth of our company. Progress toward this goal will be measured by the Net Climate Benefit Factor and GHG emission intensity. Net Climate Benefit Factor is a metric which compares GHG emissions avoided by our company through our sustainable customer services—such as used oil recycling and re-refining, solvent and material recycling, and the controlled destruction of ozone-depleting substances (ODS)—to our company's net Scope 1 and Scope 2 emissions. GHG emission intensity reflects net Scope 1 and Scope 2 emissions as a function of revenue to analyze our company's emissions profile in comparison to our company's revenue growth.

To learn about our company's emissions profile and decarbonization strategy, please see pgs. 15–16.

Recycling

Increase the recycling of materials by 25% on a combined basis by 2030 as compared to our 2019 baseline

In 2023, we recycled nearly 1.7 million metric tons of materials, a 19% increase from our 2019 baseline. Recycling services included the collection of 235 million gallons of used oil, 16 million gallons of solvent, as well as paint, e-waste, batteries, drums and scrap metals. We continue to identify recycling opportunities for our customers and evaluate emerging recovery technologies. Please see pgs. 26–30 for more on our recycling services and programs.

Renewable Energy

Increase the use of renewable energy at our facilities by 50% by 2030 as compared to our 2019 baseline

In 2023, more than 2,600 MWh were generated by solar arrays on our property, a 32% increase from our 2019 baseline. We estimate that 20% of our electricity grid mix comes from renewable sources, and continuously look for ways to add renewable energy sources to power our facilities and operations. For more on renewable energy at Clean Harbors, please see page 18.

Our 2030 Goals and Benchmarks (Continued)

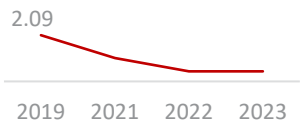
OUR ENVIRONMENT

Operational Efficiency

Reduce the environmental footprint of our operations by improving net climate benefit and reducing greenhouse gas (GHG) intensity

Net Climate Benefit ≥ 3.0 by 2030

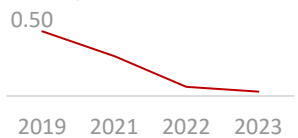
2023	2030
2.03	≥ 3.0



GHG Emissions Avoided to Emissions Generated

Reduce GHG emission intensity ≤0.25

2023	2030
0.32	≤ 0.25



GHG Intensity in mt CO_2e/$1,000 Revenue USD

Why this goal matters:

If we can avoid for our customers three times (3X) the GHG emissions we generate as a company, on a net basis, we can eliminate three million metric tons of GHG emissions, which is equivalent to the emissions from more than 800,000 gasoline-powered vehicles driven for one year!

Eliminate emissions from >800,000 vehicles

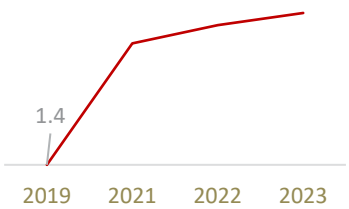
EPA Greenhouse Gas Equivalencies Calculator

Recycling

Increase the recycling of materials by 25% on a combined basis by 2030 as compared to our 2019 baseline

2023	2030
1.70M mt	1.75M mt

Million Metric Tons Recycled Annually (M mt)



Why this goal matters:

Conserves more than 1.8 million cubic yards in landfill space, an equivalent volume of more than 500 Olympic-sized swimming pools!

Save 1.8 million cubic yards

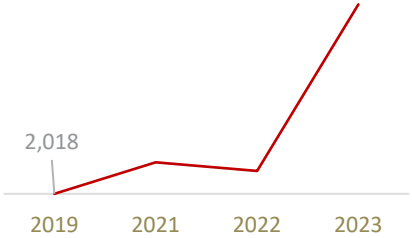
Conservatively assumes landfill compaction of 2,000 lbs/cubic yard

Renewable Energy

Increase the use of renewable energy at our facilities by 50% by 2030 as compared to our 2019 baseline

2023	2030
2,673 MWh	3,027 MWh

Megawatt Hours Produced Annually (MWh / Year)

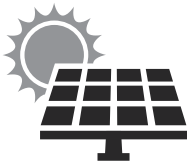


Why this goal matters:

3,027 MWh of renewable energy can power 276 homes' electricity use for one year!

EPA Green Power Equivalency Calculator

Power 276 U.S. homes



Our 2030 Goals and Benchmarks (Continued)

We are committed as a company to review our goals through an annual benchmarking process to ensure that the objectives set remain relevant, meaningful, and directionally aligned with the growth and development of Clean Harbors. It is with this commitment in mind we introduce these *Our People* goals for 2030 which we feel best reflect the current state of the company and position us best for long-term success and sustainability into the future.

OUR PEOPLE

Protect Our Employees

Maintain industry-leading safety performance as measured by TRIR

Safety is our #1 priority. At Clean Harbors, our safety goal must always remain zero incidents. In 2022, for the first time in our company's history we achieved a TRIR < 1.0, establishing Clean Harbors as an industry leader in safety performance. In 2023, we reached another safety milestone, returning a TRIR of 0.63. We remain committed to keeping our people safe and maintaining an industry-leading record of safety excellence through 2030 and beyond. To learn more about our safety programs at Clean Harbors, please see page 34.

Invest in Our Employees

Develop our people so that internal candidates fill a greater number of employment openings by 2030

The sustainability of our company depends on our ability to retain and develop the best internal talent. Our company is committed to identifying top performers and supporting their career success at Clean Harbors. To learn more about how we invest in and advance our workforce, please see pages 33–42.

Employee Engagement

Improve employee engagement by increasing participation in our Employee Engagement Surveys

We want our employees to be proud to work at Clean Harbors—and believe that employee engagement is best represented by the satisfaction of our workforce and likelihood of our employees to recommend Clean Harbors as a top employer. To measure that engagement, we carefully review responses from our employee survey and actively listen to and act on the feedback we receive. To learn more about our workforce and how we engage with our employees, please see pages 33–34.

Appendix

Sustainability Disclosures

2023 - SASB, GRI, Other Voluntary Disclosures

SASB Disclosures - 2023 Accounting and Activity Metrics

SASB - IF WM Waste Management - Accounting Metrics

Statement of Use: Clean Harbors, Inc. has reported the information cited in this SASB Standard for the period of January 1, 2023 to December 31, 2023
Industry Standard Version: Sustainable Industry Classification System (SICS) IF-WM Version 2023-12

Code	Accounting Metrics	Category	Unit of Measure	Data, Omission & Explanation (2023)
Greenhouse Gas Emissions				
IF-WM-110a.1	(1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations and (3) emissions-reporting regulations	Quantitative	Metric tons (t), CO2-e Percentage (%)	(1) 1,631,889 t (2) 80% (3) 80% Scope 1 emissions include emissions from our facilities, landfills, and fleet that are owned, leased, or operated by Clean Harbors. We include operational processes in our Scope 1 calculation, some of which are estimates based on (a) waste composition and volume at our incinerators, (b) fuel and vapor extracted from used oil refining and used for heat, (c) landfill gas generation estimates calculated using U.S. 40 CFR Part 98 Subpart HH and Subpart TT methodology. Except for fleet emissions, we believe that sustainably all our Scope 1 emissions are subject to emissions-limiting and emissions-reporting regulations.
IF-WM-110a.2	(1) Total landfill gas generated, (2) percentage flared and (3) percentage used for energy	Quantitative	Million British Thermal Units (MMBtu), Percentage (%)	The SASB guidelines request disclosure of the total landfill gas generated in millions of British Thermal Units (MMBtu) using the calculation methodology in U.S. 40 CFR 98.340-348 Subpart HH. This methodology is applicable to Municipal Solid Waste landfills (the type of landfills regulated under Subpart HH). These calculations are known to have a margin of error of +-200%. As of December 31, 2023, the Company had 8 active landfill sites. Of these landfills only one landfill (Altair, TX) is a subpart HH landfill. Altair's estimated landfill gas emissions were **(1) 50,851 MMBtu** in 2023 calculated following the methodology required by the SASB guidance. Only two landfills were regulated under Subpart TT and required to estimate emissions based on total waste volumes (Buttonwill Landfill, Sawyer Landfill). Those two landfills estimated emissions using the methodology for Subpart TT and reported **(1) 98,325 MMBtu** in 2023. The other landfills we operate are hazardous waste landfills that are not required to estimate GHG emissions as their design and waste composition indicate that they are below the reporting threshold requirements. (2) 0% flared, (3) 0% used for energy
IF-WM-110a.3	Description of long-term and short-term strategy or plan to manage Scope 1 emissions, emission-reduction targets, and an analysis of performance against those targets.	Discussion & Analysis	N/A	Over the next 6+ years, we intend for our used oil collection and recycling, solvent recycling, key materials recovery, and our other sustainable services to result in GHG emission avoidance three (3x) times greater than emissions generated by our operations. In 2023, that ratio was more than double (2x). **Targets and Progress** In this report we have disclosed our Scope 1 and Scope 2 emissions for 2023. We continue to aggregate our emissions data as we establish our operational baseline. In 2024, we have introduced an emissions-based goal to reduce the environmental footprint of our operations by improving net climate benefit and reducing greenhouse gas (GHG) intensity. **Emissions Management and Strategy** • Upon validating baseline GHG emissions, consider science-based or intensity-based emissions reduction targets • Invest in processes and technology to increase material recovery from waste processing • Increase the contribution of purchased and produced renewable energy through investment in commercially viable technologies • Improve fuel economy in our fleet vehicles and further asset refurbishment • Enhance energy-and water-consumption efficiency at our facilities • Evaluate the potential for landfill gas capture and other waste-to-energy opportunities • Recycle greater volumes of materials for the greatest environmental benefits • Expand our used motor oil collection, re-refining services and sustainable base oil products • Broaden our solvent recovery and ozone-depleting substance destruction services • Extend our industry leadership in spill response, disaster response and remediation services • Expand our leading market position in providing industrial wastewater treatment services

Code	Accounting Metrics	Category	Unit of Measure	Data, Omission & Explanation (2023)
Fleet Fuel Management				
SASB IF-WM-110b.1	(1) Fleet fuel consumed, (2) percentage natural gas and (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	(1) 4,551,448 GJ (2) <1% (3) <1%
SASB IF-WM-110b.2	Percentage of alternative energy vehicles in fleet	Quantitative	Percentage (%)	<1% of fleet
Air Quality				
SASB IF-WM-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	Quantitative	Metric tons (t)	(1) NOx – 1,319 t, (2) SOx – 994 t, (3) Total VOC – 814 t, (4) HAP – 316 t
SASB IF-WM-120a.2	Number of facilities in or near areas of dense population	Quantitative	Number	91 of 520 locations
SASB IF-WM-120a.3	Number of incidents of non-compliance associated with air quality permits, standards, and regulations	Quantitative	Number	44
Management of Leachate and Hazardous Waste				
SASB IF-WM-150a.1	Total Toxic Release Inventory (TRI) releases, percentage released to water	Quantitative	Metric tons (t), Percentage (%)	(1) 1,142 t, (2) 0.0 % Reflects available preliminary TRI data, final EPA TRI publication anticipated - October, 2024
SASB IF-WM-150a.2	Number of corrective actions implemented for landfill releases	Quantitative	Number	0
SASB IF-WM-150a.3	Number of incidents of non-compliance associated with environmental impacts	Quantitative	Number	17
Labor Practices				
SASB IF-WM-310a.1	Percentage of active workforce covered under collective bargaining agreements	Quantitative	Percentage (%)	10.57%
SASB IF-WM-310a.2	(1) Number of work stoppages and (2) total days idle	Quantitative	Number, Days idle	(1) 0, (2) 0
Workforce Health and Safety				
SASB IF-WM-320a.1	(1) Total Recordable Injury Rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Quantitative	Rate	(1) TRIR - 0.63 (2) Fatality rate - 1 fatality (3) NMFR – 80.99 (all employees) only available and disclosed for (a) direct Clean Harbors employees
SASB IF-WM-320a.3	Number of road accidents and incidents	Quantitative	Number	56
Recycling and Resource Recovery				
SASB IF-WM-420a.1	(1) Amount of waste incinerated, (2) percentage hazardous, (3) percentage used for energy recovery	Quantitative	Metric tons (t), Percentage (%)	(1) Amount of waste Incinerated: 426,725 t (2) Percentage hazardous: 77 % (3) Percentage used for energy recovery: 0%
SASB IF-WM-420a.2	Percentage of customers receiving (1) recycling and (2) composting services, by customer type - municipal, commercial, industrial, residential, other	Quantitative	Percentage (%)	(1) municipal - 55 %; commercial - 61%; industrial - 41%; residential - 45%; all other customers - 41% (2) 0% - no composting services
SASB IF-WM-420a.3	Amount of material (1) recycled and (2) composted, and (3) processed as waste-to-energy	Quantitative	Metric tons (t)	(1) 1,699,670 t recycled (2) 0 mt - composted (3) 0 mt - onsite WTE
SASB IF-WM-420a.4	(1) Amount of electronic waste collected, (2) percentage recovered through recycling	Quantitative	Metric tons (t), Percentage (%)	(1) 2,262 t, (2) 100% recovered through recycling

SASB Disclosures - 2023 Accounting and Activity Metrics

SASB - IF WM Waste Management - Activity Metrics

Statement of Use: Clean Harbors, Inc. has reported the information cited in this SASB Standard for the period of January 1, 2023 to December 31, 2023
Industry Standard Version: Sustainable Industry Classification System (SICS) IF-WM Version 2023-12

Code	Activity Metrics	Category	Unit of Measure	Data, Omission & Explanation (2023)
IF-WM-000.A	Number of customers by category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other	Quantitative	Number	(1) municipal - 65,904, (2) commercial - 488,405, (3) industrial - 121,111, (4) residential - 115, (5) all other customers - 9,557
IF-WM-000.B	Vehicle fleet size	Quantitative	Number	11,824 vehicles
IF-WM-000.C	Number of: (1) landfills, (2) transfer stations, (3) recycling centers, (4) composting centers, (5) incinerators, and (6) all other facilities	Quantitative	Number	Active sites - Number of (1) 8 landfills, (2) 32 Treatment, Storage and Disposal facilities, 2 autoclave facilities, (3) 10 Recycle centers, 8 facilities specializing in solvent recovery, 8 oil re-refineries, (4) 0 composting centers, (5) 5 incinerator facilities with 9 incinerators, (6) 497 other facilities including 9 oil accumulation centers, 78 oil terminals, 4 packaging and blending facilities, 10 wastewater treatment facilities, and various service branch and office locations. Our properties are more fully described in Item 2. Properties in the Company's 2023 Form 10-K.
IF-WM-000.D	Total amount of materials managed, by customer category: (1) muncipal, (2) commercial, (3) industrial, (4) residential, and (5) other	Quantitative	Metric tons (t)	(1) municipal - 893,115 t, (2) commercial - 3,783,755 t, (3) industrial - 2,033,154 t, (4) residential - 2,089 t, (5) other - 9,763 t

GRI Content Index – Report Year 2023

GRI Content Index

Statement of Use: Clean Harbors, Inc. has reported the information cited in this GRI content index for the period of January 1, 2023 to December 31, 2023 with reference to the GRI Standards

GRI 1 Used: GRI 1: Foundation 2021

GRI Standard	GRI Disclosure	Disclosure Description	Unit of Measure	Disclosure/Location	Omission & Explanation
GRI 2:1 The organization and its reporting practices					
GRI 2-1	**Organizational details**	Name of organization	Qualitative	Clean Harbors, Inc.	-
		Ownership and legal form	Qualitative	Form 10-K	-
		Location of headquarters	Qualitative	Norwell, Massachusetts	-
		Location of operations	Qualitative	Locations	-
GRI 2-2	**Entities included in the organization's sustainability reporting**	Entities included in sustainability reporting	Qualitative	Clean Harbors, Inc. includes two operating segments: 1) Environmental Services, and 2) Safety-Kleen Sustainability Solutions. Clean Harbors, Inc. and all subsidiaries, operating segments, are accounted for in the annual sustainability dislosure.	-
		Entities included in financial reporting also included in sustainability report	Qualitative	Clean Harbors, Inc. includes two operating segments: 1) Environmental Services, and 2) Safety-Kleen Sustainability Solutions. Clean Harbors, Inc. and all subsidiaries, operating segments, are accounted for in the annual sustainability dislosure.	-
		Minority ownership interest	Qualitative	None, not applicable	-
GRI 2-3	**Reporting period, frequency and contact point**	Sustainability reporting period	Reporting Period, Reporting Frequency	January 1, 2023 to December 31, 2023, Annual reporting frequency	-
		Financial reporting period and alignment with sustainability reporting	Reporting Period, Reporting Frequency	January 1, 2023 to December 31, 2023, Annual reporting frequency, Aligned with sustainability reporting period and frequency	-
		Sustainability and financial report(s) publication dates	Qualitative	Form 10-K - February 21, 2024, Annual Report - April 15, 2024, Proxy Statement - April 10, 2024, Sustainability Report - December 21, 2022 Sustainability Supplement - November 7, 2023	-
		Sustainability and financial report(s) point of contact	Qualitative	Katie Craig - Vice President of Finance Daniel Liwicki - Director, Sustainability	-
GRI 2-4	**Restatements of information**	Restatements of information	Qualitative	None, not applicable	-
		Reasons for restatements of information	Qualitative	None, not applicable	-
		Effects of restatements of information	Qualitative	None, not applicable	-
GRI 2-5	**External assurance**	Policy and practice of external assurance	Qualitative	Form 10-K	-
		Sustainability reporting external assurance	Qualitative	Not externally assured	-

GRI Standard	GRI Disclosure	Disclosure Description	Unit of Measure	Disclosure/Location	Omission & Explanation
GRI 2:2 Activities and workers					
GRI 2-6	**Activities, value chain and other business relationships**	Market sectors	Qualitative	Form 10-K	-
		Value chain	Qualitative	Form 10-K Sustainability Report	-
		Other relevant business relationships	Qualitative	None, not applicable	-
		Changes in activities, value chain, business relationships compared to previous reporting period	Qualitative	None, not applicable	-
GRI 2-7	**Employees**	Total number of employees by gender and region	Number of Employees	Total Employees - 21,549 Female Employees: Canada - 330, India - 498, USA - 2,395 Male Employees: Canada - 1,860, India - 969, USA - 15,497	-
		Total number of permanent employees by gender and region	Number of Employees	Female Permanent Employees: Canada - 316, India - 498, USA - 2,337 Male Permanent Employees: Canada - 1,727, India - 969, USA - 15,249	-
		Total number of temporary employees by gender and region	Number of Employees	Female Temporary Employees: Canada - 14, India - 0, USA - 58 Male Temporary Employees: Canada - 133, India - 0, USA - 248	-
		Non-guaranteed hours employees by gender and region	-	Not available	Not available, human resources data tracking does not differentiate this employee class by gender and region
		Full-time employees by gender and region	Number of Employees	Female Full-Time Employees: Canada - 328, India - 498, USA - 2,344 Male Full-Time Employees: Canada - 1,858, India - 969, USA - 15,288	-
		Part-time employees by gender and region	Number of Employees	Female Part-Time Employees: Canada - 2, India - 0, USA - 51 Male Part-Time Employees: Canada - 2, India - 0, USA - 209	-
		Headcount or full-time equivalent (FTE) methodology	Qualitative	Headcount	-
		Rationale for fluctuation in employee population	Qualitative	In 2023, Clean Harbors' employee population grew by 1,279 total active employees, inclusive of temporary and part-time workforce. In 2023, Clean Harbors acquired Thompson Industrial Services, LLC alongwith organic growth.	-
GRI 2-8	**Workers who are not employees**	Total numbers of works who are not employees	-	Not available	Not applicable, human resources data tracking does not differentiate or monitor non-employee class
		Headcount or full-time equivalent (FTE) methodology	-	Not available	Not applicable, human resources data tracking does not differentiate or monitor non-employee class
		Rationale for fluctuation in employee population	-	Not available	Not applicable, human resources data tracking does not differentiate or monitor non-employee class

GRI Standard	GRI Disclosure	Disclosure Description	Unit of Measure	Disclosure/Location	Omission & Explanation
GRI 2:3 Governance					
GRI 2-9	**Governance structure and composition**	Description of governance structure and body	Qualitative	Form 10-K, Sustainability Report, Corporate Governance, Proxy Statement	-
		Committees of the highest responsible governance body	Qualitative	Form 10-K, Sustainability Report, Corporate Governance, Proxy Statement	-
		Composition of the highest governance body and its committees	Qualitative	Proxy Statement, Corporate Governance	-
GRI 2-10	**Nomination and selection of the highest governance body**	Nomination and selection processes for the highest governance body	Qualitative	Proxy Statement, Corporate Governance	-
		Nomination and selection criteria for the highest governance body	Qualitative	Proxy Statement, Corporate Governance	-
GRI 2-11	**Chair of the highest governance body**	Status of chair as senior executive	Qualitative	Executive chairman of the board is a senior executive	-
		Description of chair as senior executive	Qualitative	Mr. Alan McKim is the Company's founder and largest individual shareholder and therefore his interests are significantly aligned with those of the other shareholders. Proxy Statement	-
GRI 2-12	**Role of the highest governance body in overseeing the management of impacts**	Role of the highest governance body and senior executives in sustainable development	Qualitative	Proxy Statement, Sustainability Report, Annual Report, Corporate Governance	-
		Role of the highest governance body and senior executives in overseeing and managing impacts	Qualitative	Proxy Statement, Sustainability Report, Annual Report, Corporate Governance	-
		Role of the highest governance body and senior executives in reviewing the effectiveness of the organization's processes	Qualitative	Proxy Statement, Sustainability Report, Annual Report, Corporate Governance	-
GRI 2-13	**Delegation of responsibility for managing impacts**	Delegation of the highest governance body and senior executives in managing the organization's impacts on the economy, environment, and people	Qualitative	Proxy Statement, Sustainability Report, Annual Report, Corporate Governance	-
		Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people	Qualitative	Proxy Statement, Sustainability Report, Annual Report, Corporate Governance	-
GRI 2-14	**Role of the highest governance body in sustainability reporting**	Responsibility of highest governance body in sustainable reporting	Qualitative	Proxy Statement, Sustainability Report	-
GRI 2-15	**Conflicts of Interest**	Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated	Qualitative	Proxy Statement	-

GRI Standard	GRI Disclosure	Disclosure Description	Unit of Measure	Disclosure/Location	Omission & Explanation
GRI 2:3 Governance					
GRI 2-16	**Communication of critical concerns**	Describe whether and how critical concerns are communicated to the highest governance body, number, and nature of concerns	Qualitative	Proxy Statement	-
GRI 2-17	**Collective knowledge of the highest governance body**	Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	Qualitative	Proxy Statement, Sustainability Report	-
GRI 2-18	**Evaluation of the performance of the highest governance body**	Describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people	Qualitative	Proxy Statement, Corporate Governance	-
		Report whether the evaluations are independent or not, and the frequency of the evaluations	Qualitative	Proxy Statement, Corporate Governance	-
		Describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices	Qualitative	Proxy Statement, Corporate Governance	-
GRI 2-19	**Remuneration policies**	Describe the renumeration policies for members of the highest governance body and senior executives	Qualitative	Proxy Statement, Corporate Governance	-
		Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people	Qualitative	Proxy Statement, Corporate Governance	-
GRI 2-20	**Process to determine renumeration**	Describe the process for designing its renumeration policies and for determining renumeration	Qualitative	Proxy Statement, Corporate Governance	-
		Report results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.	Pay Ratio	Proxy Statement, Corporate Governance	-
GRI 2-21	**Annual total compensation ratio**	Report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual)	Pay Ratio	66:1, Proxy Statement	-
		Report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual)	-	Not available, only the ratio of annual CEO compensation to median employee compensation is disclosed as part of our Company's Proxy Statement	-
		Report contextual information necessary to understand the data and how the data has been compiled	Qualitative	Proxy Statement	-

GRI Standard	GRI Disclosure	Disclosure Description	Unit of Measure	Disclosure/Location	Omission & Explanation
GRI 2:4 Strategy, policies and practices					
GRI 2-22	**Statement on sustainable development strategy**	Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development	Qualitative	Sustainability Report, Annual Report	-
GRI 2-23	**Policy commitments**	Describe its policy commitments for responsible business conduct	Qualitative	Code of Ethics, Human Rights Policy, Vendor Code of Conduct, Sustainability Report	-
		Describe its specific policy commitment to respect human rights	Qualitative	Code of Ethics, Human Rights Policy, Vendor Code of Conduct, Sustainability Report	-
		Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this	Qualitative	Code of Ethics, Human Rights Policy, Vendor Code of Conduct, Sustainability Report, Corporate Governance	-
		Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level	Qualitative	Apply company-wide across senior executive leadership and board of directors, all employees, vendors and subcontractors (where applicable per Vendor Code of Conduct)	-
		Report the extent to which the policy commitments apply to the organization's activities and to its business relationships	Qualitative	Code of Ethics, Human Rights Policy, Vendor Code of Conduct, Sustainability Report, Corporate Governance	-
		Describe how the policy commitments are communicated to workers, business partners, and other relevant parties	Qualitative	Code of Ethics, Human Rights Policy, Vendor Code of Conduct, Sustainability Report, Corporate Governance	-
GRI 2-24	**Embedding policy commitments**	Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships	Qualitative	Code of Ethics, Human Rights Policy, Vendor Code of Conduct, Sustainability Report	-

GRI Standard	GRI Disclosure	Disclosure Description	Unit of Measure	Disclosure/Location	Omission & Explanation
GRI 2:4 Strategy, policies and practices					
GRI 2-25	**Processes to remediate negative impacts**	Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed	Qualitative	Code of Ethics, Vendor Code of Conduct, Corporate Governance	-
		Describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in	Qualitative	Code of Ethics, Vendor Code of Conduct, Corporate Governance	-
		Describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to	Qualitative	Code of Ethics, Vendor Code of Conduct, Corporate Governance	-
		Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms	Qualitative	Code of Ethics, Vendor Code of Conduct, Corporate Governance	-
		Describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback	Qualitative	Code of Ethics, Vendor Code of Conduct, Corporate Governance	-
GRI 2-26	**Mechanisms for seeking advice and raising concerns**	Describe the mechanisms for individuals to 1) seek advice on implementing the organization's policies and practices for responsible business conduct, 2) raise concerns about the organization's business conduct	Qualitative	Code of Ethics, Vendor Code of Conduct, Corporate Governance	-
GRI 2-27	**Compliance with laws and regulations**	Report the total number of significant instances of non-compliance with laws and regulations during the reporting period	-	Not available	We regard compliance with applicable regulations as a critical component of our overall operations and we maintain a compliance organization that is independent of the operations of the business to monitor and provide oversight at the highest levels of our organization. We strive to maintain strict professional standards in our compliance activities. Our compliance staff is responsible for the facilities' permitting and regulatory compliance, compliance training, transportation compliance and related record keeping. To ensure the effectiveness of our regulatory compliance program, our facilities operations are monitored by our compliance staff. Our facilities are also frequently inspected and audited by regulatory agencies, as well as by customers. Although our facilities have been cited on occasion for regulatory violations, we believe that each of our facilities is currently in substantial compliance with applicable permit requirements. Because of the scale of the Clean Harbor's business, we are subject to many local, state, federal, and international regulation. As such, aggregating incidences of non-compliance would not be representative of our compliance management across the company. We have disclosed selected elements of environmental non-compliance in our SASB disclosure. Please also see our Annual Report for a comprehensive discussion of compliance risks related to the Clean Harbor's business and operations.
		Report the total number and the monetary value of fines for instances of noncompliance	-	Not available	
		Describe the significant instances of non-compliance	-	Not available	
		Describe how it has determined significant instances of non-compliance	-	Not available	
GRI 2-28	**Membership associations**	Report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role	Qualitative	Sustainability Report	Clean Harbors participates in numerous trade and industry associations including the Environmental Technology Council (ETC), National Oil Recyclers Association (NORA)

GRI Standard	GRI Disclosure	Disclosure Description	Unit of Measure	Disclosure/Location	Omission & Explanation
GRI 2:5 Stakeholder engagement					
GRI 2-29	**Approach to stakeholder engagement**	Describe its approach to engaging with stakeholders	Qualitative	Sustainability Report, Annual Report, Proxy Statement	-
GRI 2-30	**Collective bargaining agreements**	Report the percentage of total employees covered by collective bargaining agreements	Percentage	10.57%	-
		For employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations	Qualitative	Sustainability Report, Human Rights Policy, Vendor Code of Conduct	

Other Voluntary Disclosures – 2023

Code	Accounting Metrics	Category	Unit of Measure	Data, Omission & Explanation (2023)
Environmental				
E.1	Percentage of workforce, contractors, customers, partners, and communities covered by the Environmental Policy	Quantitative	% Employees	100%
E.2	Percentage of workforce assigned training on environmental issues	Quantitative	% Employees	100%
E.3	(1) Percentage of operational sites with an environmental management system (EMS) in alignment with ISO 14001 standard, (2) number of sites certified to ISO 14001:2015 by independent verifier	Quantitative	(1) % Operational sites, (2) Number of certified sites	(1) 100%, (2) 1 - Central function HQ Norwell, MA
E.4	Percentage of operational sites covered by an audit or inspection program	Quantitative	% Operational sites	100%
Social				
S.1	Average training hours per employee	Quantitative	Training hours per employee	52 hours
S.2	Percentage of workforce assigned training on preventing discrimination and human rights violations	Quantitative	% Employees	100%
S.3	Percentage of workforce assigned ethics training	Quantitative	% Employees	100%
S.4	Percentage of the total workforce across all locations who receive regular performance and career development reviews	Quantitative	% Employees	100%
S.5	Total turnover	Quantitative	% Total turnover	30%
Governance				
G.1	Percentage of suppliers who are governed by supplier code of conduct including clauses on environmental, labor, human rights requirements	Quantitative	% Suppliers	100%
G.2	Percentage of workforce assigned cybersecurity training	Quantitative	% Suppliers	100%
G.3	Number of small businesses participating in Small Business Supplier Development Program and supplier diversity programs	Quantitative	Number of participating small businesses	>2,300 businesses
G.4	Percentage of all operational sites covered by an internal audit/risk assessment of business ethics issues	Quantitative	% Operational sites	100%

SCAN ME

For more information please visit:
www.cleanharbors.com/about-us/sustainability
or scan this QR Code.

Corporate Headquarters
42 Longwater Drive
P.O. Box 9149
Norwell, MA 02061-9149
781.792.5000
800.282.0058

sustainability@cleanharbors.com

For more information please visit:
cleanharbors.com/sustainability