

2020 ESG AND SUSTAINABILITY REPORT BUILDING VALUE **AS A TEAM**





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The past year has been quite a challenge for our Nation.

We have faced an unprecedented worldwide pandemic. Hazmat companies and our employees have stepped into this biological danger with steadfast determination and safety we bring to all difficult challenges and successfully executed safe decontamination of public spaces, work environments, manufacturing centers and port operations to bring confidence back to U.S. economy. We are active in decontamination efforts and still the primary COVID response contractors for the City and County of San Francisco California, along with numerous municipalities in the Bay area, the Los Angeles metroplex and beyond. We are on the ground protecting when called to keep the American people safe and commerce flowing. I want to thank each one of our employees for their part, individual sacrifice, hard work and long hours they have put into this effort. They have put themselves in harm's way for the greater good, and this has not gone unnoticed by all our support and management team members.

2020 have been a year of growth and opportunity for the Hazmat family. We have developed new technologies that will bring each of our facilities into true Carbon Neutral with the introduction of our Aerosol Conversion Systems being permitted and installed at our locations. These systems will provide electrical power to our locations through reclamation

President Message

The past year has been quite a challenge for our Nation. We have faced an unprecedented worldwide pandemic. The Hazmat Brand of Companies and our valued employees have stepped into this biological danger with steadfast determination and safety we bring to all difficult challenges and successfully executed safe decontamination of public spaces, work environments, manufacturing centers and port operations to safe guard our communities and bring confidence back to U.S. economy.

of fuels from Aerosol and Propane cylinders during conversion process through power from gas turbines. The excess power is currently in negotiation to be returned to the power grids in their respective states. We will not only eliminate our Energy Usage, but we will soon become, Energy Positive Producers.

In 2020 We have begun to give back to mother nature the very life that feeds all of us and sustain the ecological circle of life, fresh water. You will hear a lot about large corporations discussing how much water they have reduced in usage, let us talk about capturing hydrocarbons and water others have dismissed as waste. These are water sources typically mixed with oils, coolants, paints, captured in construction materials and construction projects, locked in one form or another and discarded as waste, well not anymore. Now we are taking this waste and creating potable water at the capacity of 40 million gallons a year.

2020 has taught us that corporations and small businesses need to be more efficient in their recycling efforts. All of us must do our part to protect and sustain the resources we have. While we have had "MailBack" Recycling program for nearly a decade, we have fully embraced the marketing of the program under ESG in the last year. Companies have packages delivered to their locations daily, those delivery trucks should be the carrier transporting recycled material back through the mail stream to one our package management locations. Each returned

box is tracked -rigor to arrival, processed upon delivery and a certificate of recycling is produced to the shipping company, so they know their efforts in protecting the environment has been fully accounted for and their confidence in their Hazmat partners strengthens with each delivery.

Hazmat is dedicated to improving the wellbeing of our Employees lives both at work and at play. We are committed to social causes throughout the company. We continue our lifetime support of the Fuel Relief Fund whose mission is to go anywhere in the World when needed to help those that need energy the most. Hazmat is committed to being on the ground for responses to Wildfires and Hurricanes when called. We will continue to offer training for our employees and in 2021 will begin offering Train the Trainer programs to empower employees to become Hazmat instructors. All employees that desire to do so, can become instructors in fields of their choosing. Growth is never top down, but from all level branching outward.

In closing, I would like to thank all our exceptional staff. Hazmat family of companies employs unique, dedicated, determined experts in numerous disciplines who never backdown from challenges, are the first in and last to leave when difficult situations arise.

Thank you and God Bless,

Jon Bennett

President

Hazmat, Inc History

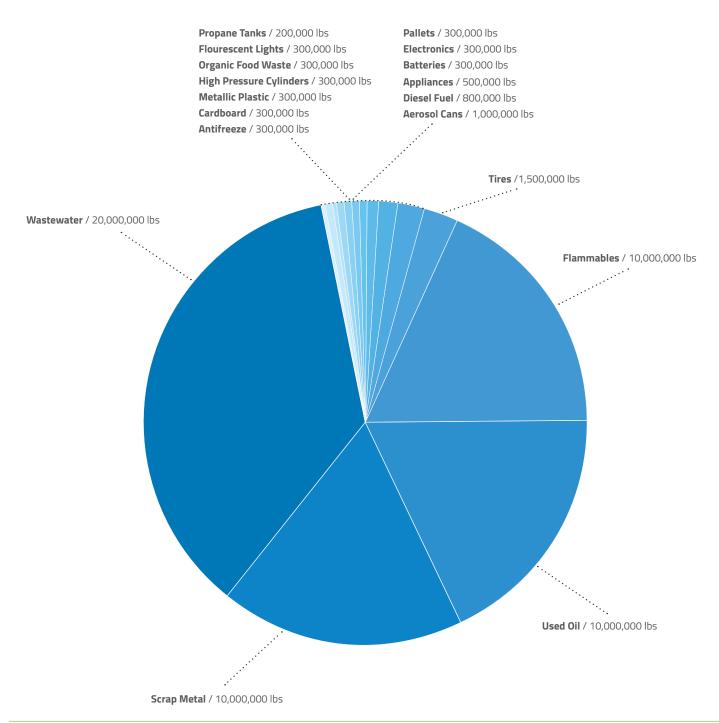
Do the difficult things while they are easy and do the great things while they are small. A journey of a thousand miles must begin with a single step.

- Lao Tzu

	1990
	California Interim TSDF Series A Permitted
	1995–1999
	Door to Door Collection of Household Hazardous Waste Begins in 17 California Cities
	1999
	First State Permitted Appliance Collector/Recycler in California (Permit #100)
	2003
<u> </u>	Certified Infectious and Medical Waste Handler
	certified infectious and Medical Waste Handler
	2005
	Certified OSPR Over the Water Transfer Beginning Operations in all California Ports
	2008
	Fully Permitted Aerosol Can Recycler Operation

55,700,000 Pounds of Waste Material Sustainably Recycled in 2020

Hazmat Inc. is your trusted partner of the Environment, with over 30 years' experience developing benchmark processes that our industry now has adapted, we will continue to innovate in solutions that will reduce the carbon footprint of our clients and save Our Planet.





Environmental Services Highlights for 2020

Reclaiming Fresh Water from Waste

Experts in processing wastewater, our state-of-the-art facility located in a Northern California is fully permitted to handle a variety wastewater containing metals, oily water and organics. Our solid separation technology allows us to accept and process waste streams with substantial suspended sediment, sludge waste, tank bottoms and storm drain sediment and sustainably and safely return clean water to the environment.



We Are Environmentalists First

Hazmat Inc. is not your typical waste management company--we are true environmentalist. We employ chemists, industrial hygienists, geologists, and specialists in numerous disciplines whose purpose is to innovate in ways to beneficially reuse what others have discarded or left behind.

Experts in collection of wastewater, our stateof-the-art vacuum tankers are fully permitted to handle wastewaters containing metals, oily water, acids and organics. Our collection technology allows us to accept and process waste streams with substantial suspended sediment, such as drilling muds, sludge waste, tank bottoms and storm drain sediment.

With capacity and permits to process 40 million gallons of hydrocarbon-polluted wastewater that previously could have been dumped illegally into our oceans, rivers and city sewage systems, Hazmat now recycles discarded liquids and creates potable water.

A project that started with one question, "What can we do to help eliminate the droughts in California?", was the beginning of a lifetime dedication to protecting our most precious resource by recycling freshwater from waste.

Eliminating 1000's of Pounds of Carbon **Through Continuous Education and Action**

We don't inherit the earth from our ancestors; we borrow it from our children. - Ancient Proverb



Continuous Education is the Core Concept of ESG

Hazmat, Inc works with the leadership and departments of publicly traded and private companies to provide continuous education on utilizing MailBack recycling programs to meet company wide ESG goals and eliminate recoverable waste from entering back into our nations landfills.

Mailback Recycling Became the **Most Efficient Way to Reduce** the Carbon Footprint in an Office **Building Beginning in 2019**

How many packages does your business accept per day, per week, per year? Its not just about the cardboard boxes you are recycling... it's about the opportunity to turn those hundreds of delivered packages into a constant route to and from your locations and repurpose the carbon fuel they already used for sustainable recycling.

Hazmat has pioneered this process to take waste generated in every office building packaged up, shipped back to our facilities and recycled without the need for more effort than taking a

delivery box and handing one back to be shipping company.

Utilizing existing transportation methods to efficiently manage hundreds of discarded materials will immediately eliminate 1,000's of pounds of unforeseen carbon from entering the environment.

Now electronics, fluorescent bulbs, batteries, ink toner, aerosol cans and many more discarded items can be Sustainably recovered for their inherit value.

Individual. Company. Department

Continuing Education and Certifications Programs to Fit Your Corporate Structure and Culture



In Person

One-on-one or group in-person training.



Video Conference

Video and webinar based training.



Online / Self-paced Online self-paced individual and group based training.

Soil Bioremediation

Hazmat Inc. is your trusted partner on the Environment, with over 30 years' experience developing benchmark processes that our industry now has adapted, we will continue to innovate in solutions that will reduce the carbon footprint of our clients and save Our Planet.

Onsite Is Better For The Environment

When facing a cleanup of soil, the cleanup is both financially and environmentally costly. Traditionally you must remove, haul and landfill the contaminated soil or truck the contaminated soil to incineration sites. Then truck in clean soil to back fill the contaminated site. The ecological problems compound as trucks continuously move 20 yards at a time along the highway adding insult to injury to the already contaminated project.

Hazmat Inc. has developed and permitted an innovative and reliable way to resolve this problem. Hazmat can deploy on-site bioremediation/ fixation soil recycling solutions. On-site soil treatment is available with our portable soil recycling system. Soil recycling is advantageous when used at retail gasoline stations, bulk terminals, refineries, chemical plants, military bases and brown field sites nationwide. Soils contaminated with hydrocarbons and metals can be bioremediation, fixated, solidified and stabilized then recycled as high strength backfill, asphalt paving or engineered fill. Soil recycling provides increased compressive strength; decreased permeability; encapsulation of hazardous constituents; and conversion of hazardous constituents to less soluble, less mobile and non-toxic form. Massive heavy-duty synchronized spiral pattern paddles mix binding reagents in the 200 ton per hour computer controlled enclosed pug mill unit, which controls dust and ensures operator safety.

Hazmat Inc. is your trusted partner on the Environment, with over 30 years' experience developing benchmark processes that our industry now has adapted, we will continue to innovate in solutions that will reduce the carbon footprint of our clients and save Our Planet.

200

Tons Per Hour

Expedited process to reduce the carbon footprint of the project safely.

95%

Reduction in Carbon Footprint

Without the need to remove and replace soil by heavy trucks, we eliminate the entire transportation aspect of the project. We used microbes to solve the toxic problem.





Environmental, Social and Governance

Environmental

We're running the most dangerous experiment in history right now, which is to see how much carbon dioxide the atmosphere can handle before there is an environmental catastrophe.

- Flon Musk



Hazmat has and will always be a family of companies that take a hands-on approach to solving problems from the ground level up. We are not a think tank, we are by nature first responders and problem solvers.

Committment, Policy and Governace

We are committed to delivering the highest-quality environmental management in our operations, and to ensuring compliance with all environmental regulations. Our commitment to the environment is outlined in our Corporate Environmental Policy. All Hazmat employees are expected to understand, promote, and assist in the implementation of this policy.

Through our environmental program, we continually assess and seek to minimize the environmental impact of our facilities and products, for the benefit of our customers, employees, neighbors and communities. Our commitment extends beyond expected compliance with environmental laws; it includes the incorporation of sound environmental practices into our business decision-making processes. Our environmental commitment also extends to the work we do. Minimizing the environmental impact through Terracycling, Sustainable Recycling and Waste to Energy Production.

Management Approach

Evaluation of environmental risks and opportunities are evaluated on a quarterly basis. Environmental concerns are integrated into the Company's decision-making processes, including the evaluation of new investments and mergers and acquisitions. We also perform audits of our operations' environmental compliance and performance through our Internal Audit team

and our Hazmat way assessments, which target a review of every Hazmat facility every two to three years.

We Understand the Environment

Hazmat has dedicated its existence to solving difficult problems in the environment. See a challenge, solve the challenge. Our history is not only found in our practices but all of competitors and customers that operate around us. We developed the requirements and laws regarding oil filter recycling that began in California and is now Nationwide. We are permit #1 in California for appliance recycling just as the Ozone layer became a household word in our Nation. Currently we have developed technology to return fresh water to the environment; we have developed maritime projects that can take idling ships at port and take them to cold iron compliance eliminating most of the pollutants that are clouding the shores of our Nations ports.

Hazmat is ITAR compliant and able to shred military components, metal and plastic applications to the requirements of the International Traffic in Arms Regulation and have done so for the Department of Defense and Defense contractors.

We are active with most FEMA prime contractors and deploy when and wherever needed as First Responders. We are onsite for major wildfires throughout the West, onsite for hurricanes in the South and stand ready for any natural disaster. Our highly trained response teams respond to toxic train derailments, leaky ocean going vessels, Ebola, SARS, COVID Biological hot zones, and Mercury spills throughout the United States.

We employ chemists, industrial hygienists, geologists, specialists in numerous disciplines, special operators, technicians, and hazmat drivers that are well trained, well paid, and well prepared for the task at hand.

Products, Solutions & Innovations

Our treatment, recycling and repurposing of industrial waste and byproducts help accelerate the circular economy, preserve natural resources and reduce carbon emissions. For example, our Environmental division's core business is focused on helping our nations steel and aluminum customers manage their environmental challenges and meet their environmental goals.

Hazmat environmental solutions currently help our customers:

- Increase the recycled content in steel and aluminum production
- Reduce or eliminate material sent to landfill
- Reduce carbon emissions from the production process
- Reduce dust emissions, improve air quality, and use less water
- Return millions of gallons of clean water back into the ecosystem

We estimate the recycling activities and value-added products of Hazmat's Environmental division in 2020 contributed to the avoidance of over a million metric tons of carbon emissions. This benefit can be passed-on to our customers and helps contribute to a lower-carbon, circular economy.



FCRA
Waste Codes Accepted

TSDFs and Centralized Waste
Water Treatment Plants
Throughout United States

Social

If the civil society is not transparent, honest, and accountable, then you cannot be a champion of social justice.

- Winnie Byanyima



Communities and Stakeholders

Our community and civic engagement efforts reflect our commitment to building strong, sustainable communities. Every day, in every corner of the globe, Hazmat employees offer their time and talents to our neighbors and neighborhoods. Hazmat is a founding member of the Fuel Relief Fund [www.fuelrelieffund.org] and contributes significantly to its operations worldwide. FRF is the world's only charitable organization focused exclusively on energy/ fuel provision in natural disasters and complex emergencies. Leveraging our fuel industry and humanitarian sector expertise, FRF manages

emergency fuel supply chain in the direst of circumstances. We operate both as a first responder in the immediate aftermath of a disaster and as an expert advisor to governments and humanitarian aid agencies preparing for, or responding to, crisis-related fuel challenges. Examples of Our Global reach includes, Fukushima in Japan, tsunamis, 2 Haitian Earthquakes, more than a dozen major Hurricanes and Typhons around the planet and active conflict zones where desperate populations are caught in the middle without lifesaving cooking and heating fuel. FRF is a valued member of the United Nations and recognized for the work done. Hazmat Also minimizes environmental impacts through Terracycling, Sustainable Recycling and Waste to Energy Production.

Diversity & Inclusion

Hazmat's diverse, global work force is a source of pride, and Inclusion is one of our Core Values. We value our differences and welcome the unique contributions, perspectives, and ideas of every employee. Wherever we do business, we work together in a spirit of collaboration, respect, and inclusion, and know that many perspectives can produce the best solutions.

Hazmat is an equal opportunity employer; our policies, including the equal opportunity and affirmative action policy, prohibit unlawful discrimination. Hazmat's Code of Conduct includes our policy against harassment in all forms. Hazmat does not tolerate harassment, whether sexual or non-sexual in nature, and whether committed by a Hazmat employee or someone with whom we do business.

Human Capital Managment

Our human capital strategy is led in partnership between Hazmat's Human Resources Officer and leaders within our divisions. Hazmat employs a matrix organization structure, assigning clear ownership of specific responsibilities around human capital strategy and workforce management across the business.

Employee Care is one of our Core Values. We provide our employees with market-leading financial, health and wellness, and career development benefits. Specific benefits vary worldwide and are based on regional needs, but some common features of our benefit program, available to all employees globally, include recognition, opportunity, involvement and reward.

The Company has established a comprehensive development framework, including training, implemented globally for all employees. Our leadership programs are built around our Core

Human Rights

Consistent with our Values, Hazmat believes every human being has the right to safe, healthy working conditions, and to be treated with dignity and respect. Our Human Rights policy is guided by the U.N. Guiding Principles for Business and Human Rights, and outlines our human rights commitments. We expect our agents, contractors, consultants, distributors, suppliers and vendors (collectively "Business Partners") to share our commitment to human rights. As part of our procurement process, all business partners are required to acknowledge Hazmat's Business Partner Code of Conduct. In compliance with the UK Modern Slavery Act of 2015, we have provided our statement outlining our actions to ensure that slavery and human trafficking are not taking place in our business or global supply chains. All employees receive training on our human rights policy through our required Code of Conduct training.

Conflict Materials

It is the policy of Hazmat Corporation and its subsidiaries or affiliated entities (collectively, "Hazmat") to conduct business in compliance with laws that require publicly traded companies to disclose their use of "conflict minerals" originating in the Democratic Republic of the Congo ("DRC") or an adjoining country. Conflict minerals include columbite-tantalite (coltan), cassiterite (tin), wolframite (tungsten), and gold, (collectively, "3T&G") and any of their derivatives. We encourage our suppliers to adopt similar policies and management systems with respect to conflict minerals and to drive those efforts throughout their supply chain to ensure that the specified metals are being sourced only from (1) mines and smelters outside the DRC or an adjoining country; or (2) mines and smelters within the DRC or an adjoining country which promote health and human protections.have been certified by an independent third party as "conflict free".

Safety

Safety is of paramount importance in everything we do. Our vision to eliminate workplace injuries and illnesses is embedded in our Employee Care value and drives a sustainable safety culture designed to protect our employees, customers, work environment, and communities. Our



commitment to workplace health and safety is grounded in our belief that all workplace injuries and illnesses are preventable. All Hazmat employees and contractors are responsible for their own safety, and that of their colleagues and others in the workplace. Our Health & Safety policy applies across all Hazmat divisions, subsidiaries, third party businesses, contractors, and visitors. The Company's safety policies and operational controls are overseen by a cross-functional Safety Committee composed of senior leaders from every division.

Reporting Concerns

Hazmat encourages our employees to speak up and provides resources to do so. In cases where an individual is uncomfortable reporting through established internal channels, Hazmat has established a direct number to the CEO of the corporations at (909) 258-9232 as well as by email at employee.concerns@usahazmat.com.

We take each concern seriously and each the concern will be addressed in a timely manner in accordance with all applicable laws and company policies. There is zero tolerance for retaliation for all raised concerns within our family of companies.

Governance

Sustainable development is the pathway to the future we want for all. It offers a framework to generate economic growth, achieve social justice, exercise environmental stewardship and strengthen governance.

- Ban Ki-moon



Core Value

Across cultures, time zones and organizational lines, our values are the link that connects us all. As the cornerstone of our shared Hazmat culture. our values:

- Protection of our employees, first and foremost. All employees must as a primary mission, protect each other.
- Protection of our environment. We are 1st Responders. We act when others cannot. First in, last out.
- Integrity, inclusion, and respect for each other, for the customer, for nature, and for the situations we face.
- Satisfying the customer with the same respect with show to each other and the task at hand.
- Hazardous waste is a dangerous culture, treat it with care, treat each other with care, we are a family.

Ethics & Compliance

Hazmat has a dedicated Global Compliance & Ethics program that reinforces our uncompromising commitment to doing business the right way. Hazmat's values are memorialized in our Code of Conduct. The Code of Conduct applies to all Hazmat operations, including subsidiaries. Its principles are further memorialized in our Business Partner Code of Conduct, which applies to all third parties that do business with Hazmat. All employees and contractors are required to complete Code of Conduct training upon joining Hazmat; this training is frequently reinforced in other ongoing Compliance trainings and communications.

Senior Governance Overview

Hazmat Inc. and the corporations that are part of the Hazmat family are reviewed by three primary committees. These executive committees are report to the Vice President of Environmental Social Governance for periodic review as needed throughout the course of the fiscal year. The committees are a diverse cross-section of our employees from supervisors to senior staff.

The Environmental Social Governance Committee is our governing committee for our corporate ESG program. It is responsible for decisions regarding ESG through the fiscal year. Its current diversity make-up is 25% Female and 50% Minority. Our goal for 2024 is to have representation numbers increase to 50% Female and 75% Minority. This is an a very achievable goal based on our expansion and management training programs as Hazmat growth continues.

The Political and Lobbying Oversight Committee reviews all our Corporate political interactions. It has an identical diversity makeup and goals for 2024 at 25% Female and 50% Minority currently and for 2024 to have representation numbers increase to 50% Female and 75% Minority.

Our Health and Safety Committee is a vital committee in the overall health of Hazmat and the protection of our Employees. It is made up of employees from all of our major offices and is as expected our largest committee. Its current diversity makeup is 20% Female and 80% Minority. It has a diversity goal for 2024 of 40% Female and 80% Minority.

Supply Chain Managment

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Political Activities and Lobbying

As part of our commitment to operating with integrity and transparency and given our role as a leader in the Environmental Industry, we believe it is essential for us to participate constructively and responsibly in the political process and provide recommendations to policymakers for global energy, environmental and economic policies. We are particularly focused on advancing the Terracycling, Waste to Energy, and Beneficial Recycling services to better service to community as a whole.

Hazmat political and lobbying activities are directed by the executive leadership team with oversight from the company's board of directors and conducted in accordance with applicable law, our Code of Business Conduct and Ethics, our corporate policy on political contributions and our corporate policy on lobbying activities. All financial contributions adhere to federal, state and local laws regarding contribution limits on amount and source criteria, and reporting requirements. No contribution will be made in anticipation of, in recognition of, or in return for an official act by the recipient of the contribution.

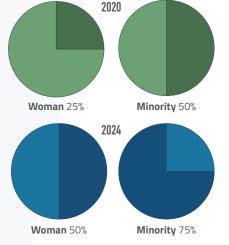
As of 2020, Hazmat Inc. nor its family of companies operate a Political Action Committee, nor deploy political consultants within the states from which it operates or the District of Columbia.

We encourage our employees to volunteer contributions of time, talent and money to support causes that are important to them. This includes political candidates and campaigns. Our policies related to political activities, formalized in our Code of Conduct, prohibit Hazmat employees from using Hazmat funds, assets, resources, time or the Hazmat name to support political activities.

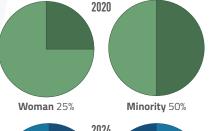
Cyber Security

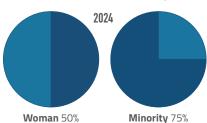
Hazmat Inc. has set a goal for 2024 to move into a secure digital workflow system. This system will incorporate NIST compliance assets as well as in development applications that will streamline our multifaceted business lines. We have always innovated to reduce impact on the environment, improve productivity and serve our clients more efficiently. Technology is moving at a rapid pace, as each ESG report is issued this section shall grow with the development of our hazardous waste tracking applications; end-user bin tracking applications, Certificate of Sustainability and Certificate of Non-Landfill tracking, and digital workflow programs currently testing in multiples offices within our family of companies.

Environmental Social and Governance Committee Makeup

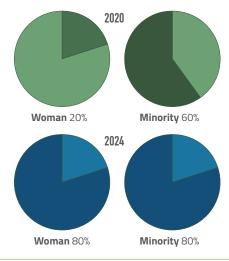


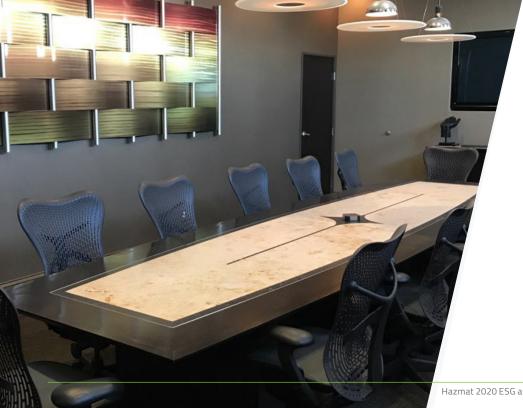
Political and Lobby Oversight Committee Makeup





Health and Safety Committee Makeup





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The Environmental Social Governance Committee

Hazmat Inc. commitment to sustainability is reflected across the entire organization, including the Board level. The Environmental, Health and Safety Committee was established with the principal purposes of (1) fulfilling the Board's oversight responsibilities for the company's policies and practices related to human health and safety, operational safety and regulatory and environmental compliance; and (2) reviewing the impact of these policies and practices on the company's corporate social responsibility, sustainability and reputational goals. Hazmat Inc. management retains responsibility for assuring the company's compliance with applicable environmental, health and safety laws and regulations.

The scope of the Committee's oversight responsibilities includes the following:

- Review emerging environmental, health and safety issues, as well as proposed laws and regulations, and their potential impact on the company, including its operations, financial results, risk exposure and reputation.
- Review management's evaluation of the potential environmental, health and safety effects and/or risk exposure related to projects for which management is seeking board approval.
- Review of significant capital expenditures that may have a material environmental, health and safety impact.
- Review the company's major environmental, health and safety liabilities reported in the company's financial statements Review the company's benchmarking of environmental, health and safety programs of other companies (within and outside of our industry) to ensure that best practices are being implemented.
- Review the company's corporate social responsibility, including sustainability, community relations, and legislative activities.

The Political and Lobbying Oversight Committee

- Review the expenditures of the Hazmat family of companies to political organizations and lobbying firms on an annual basis.
- Make recommendations based on project need of the use of outside council when it determined that project requires external consultants.

The Health and Safety Committee

- Periodically conduct site visits to one of the company's operating locations to assess its environmental, health and safety programs and practices.
- Review the status of the company's environmental, health and safety policies, practices and performance, including an evaluation of the effectiveness of management's programs for compliance with applicable laws and regulations.
- Review the company's major compliance programs with respect to regulatory requirements including, but not limited to, the company's policies and procedures for monitoring employee health and safety and regulatory and environmental compliance.



Fuel Relief Fund

Supporting the world's only charitable organization focused exclusively on addressing fuel supply challenges in major disasters. By providing free fuel(s) to affected communities and the aid agencies that support them, the Fuel Relief Fund empowers disaster survivors to meet basic food, shelter, and medical needs and enable life-saving humanitarian activities.



Fuel Is a Life-saving Resource

In the aftermath of a disaster, fuel is a crucial, life-saving resource that enables first responders and aid workers to undertake search and rescue operations, provide emergency medical services and shelter, deliver food and water, heat displacement camps, power equipment and ensure light source. As we have witnessed

time and again, disasters often result in fuel shortages, leaving survivors without the means to travel to medical facilities; light, heat or cool their homes: or even feed their families. Fuel Relief Fund fills the fuel supply gap during the early phases of a disaster when the most urgent humanitarian activities occur. Utilizing

industry expertise and providing fuel distribution resources, we help re-open the fuel supply chain in disaster-affected areas, allowing relief agencies to deliver life-saving aid and enabling affected families to meet basic food and shelter needs.

