



2021 COMMUNITY IMPACT REPORT





A COMMITMENT TO SERVE

Community service is a core value of Athens Services, dating back to our company’s founding in 1957 when our family operation consisted of two trucks and an ambitious vision for the future.



Over the decades, our family-owned business has grown to become the largest privately held environmental services company in Southern California, with a dedicated and diverse workforce totaling 1,750 strong serving more than 50 communities. And with that growth, we are proud to say that our commitment to community service has not just endured; it is thriving.



At Athens, this community commitment is an extension of our steadfast dedication to delivering excellent service, hiring and developing the best people, and fostering a safe, healthy, and sustainable environment. Taken together, these principles embody The Athens Way.

In the pages ahead, we share some stories that highlight the people, communities, and local organizations we serve, as well as the successes achieved as we pursue a zero-waste future by diverting waste from landfills and towards recycling, reusing, and composting instead.

As you will see in this report, this commitment includes active engagement with local businesses and environmental organizations, energetic volunteering to support community events, innovative technological advances to improve safety and sustainability, philanthropy to strengthen nonprofit groups, and so much more. Our goal is to make all of our communities stronger as a result of our service and our presence.

Thank you for your interest in Athens Services. It’s our privilege to be a partner, investor and advocate for Southern California communities.



A CULTURE OF COMMUNITY SERVICE



Julio Salazar, serving the community since 2003.

We believe community service starts with a company culture that strives towards a common goal of a zero-waste future.

Our company culture places great value on treating our employees like family, delivering outstanding customer service, and providing a safe, healthy, and empowering work environment. Many of our team members live in the communities we serve, which in turn helps us better understand local needs and service opportunities.

Southern California is our home. It is where our team members live and raise families. Giving back in a way that strengthens communities is fundamental to how Athens operates as a company.

We strive to serve and strengthen communities in a wide variety of ways — each tailored to the specific needs and priorities of the diverse populations we serve. Our partnerships and programs truly represent The Athens Way.

Innovative Partnerships

Athens Services partners and collaborates with a variety of leading organizations that are making a positive impact in their communities. Many of these organizations are advancing our mission of promoting sustainability and landfill avoidance through a range of innovative programs at the local and regional levels.



Enthusiastic Volunteering

Athens employees are enthusiastic volunteers and can regularly be found investing their time in our communities. Whether we're rolling up our sleeves at annual coastal cleanups, lacing up for charity road races, supporting local food distribution efforts, serving senior citizens, helping out at area toy drives, or supporting many other great causes, Athens employees are passionate about being active members in the community. From the most senior executive to our newest employees, participating in community service is a fundamental part of the Athens culture.

Community Philanthropy

Athens Services donates financial resources to advance the work of local nonprofit groups throughout Southern California. In 2021 alone, we contributed to approximately 200 different organizations and events throughout our expansive service area that spans Los Angeles, Ventura, Riverside, Orange, and San Bernardino Counties. Recipients included Boys & Girls Clubs, youth sports leagues, environmental organizations, business advocacy groups, hospitals and healthcare centers, education foundations, arts organizations, and many more. It's all part of being a good neighbor and a relentless advocate for the people and organizations we serve in Southern California.



FoodCycla LA and Athens Services work together to ensure that edible food stays out of landfills and that no child goes hungry in our community.

Environmental Solutions

For more than six decades, Athens Services has pioneered innovative environmental solutions to serve the greater Southern California community. Our groundbreaking technology and initiatives aim to move California toward a more sustainable future by diverting valuable resources from landfills. Through recycling, organics diversion, and more, we are pursuing a zero-waste future that empowers communities to reduce their environmental footprint by safely returning materials to industry or soil without any adverse effects to human, animal, or global health.

◀ Recyclable material arrives on the "tipping floor" of our Sun Valley Materials Recovery Facility (MRF), the first step in the diversion process that helps prevent waste from being sent to landfills.



2021 HIGHLIGHTS



Coastal Cleanup

On a Saturday in mid-September, dozens of Athens Services team members joined together to help clean the Long Beach oceanfront in celebration of California Coastal Cleanup Day. Outfitted in protective gloves and white Athens Services T-shirts, these “Zero Waste Hero” volunteers helped pick up hundreds of pounds of trash — including plastics and other waste that can harm vital marine wildlife — protecting the beautiful coastline and delicate ocean ecosystem. The statewide initiative activated more than 26,000 volunteers to remove upwards of 300,000 total pounds of waste from beaches, according to the California Coastal Commission. Athens Services was thrilled to make an impact along our local waterfront!



Scan me with
your phone's camera
app to learn more.

Liliana Cortes, Zero-Waste Supervisor serving the community since 2018, participates in California Coastal Cleanup Day in Long Beach.



Donations of Athens Trucks to Tijuana

The Athens Way impact extends beyond our greater Los Angeles community base. In April 2021, Athens Services donated four retired sanitation trucks to the City of Tijuana, Mexico, helping the community of nearly 2 million people collect waste and recycling. The donation supported our neighbor's sustainability goals while mitigating our shared environmental footprint. For perspective, American visitors generate an average of 4.9 pounds of trash for each day they spend in Tijuana, additional waste the municipality must process. By upcycling the retired sanitation trucks, Athens Services kept them out of the scrapyard and in the community to continue making an impact. Following a sendoff ceremony at Athens Services' Salt Lake Office in the City of Industry, Athens team members drove the four trucks to San Ysidro, Calif., just across our shared border from Tijuana. The donation builds on the success of a previous sanitation truck donation to Tijuana in 2019, adding to the impact of this strong public-private partnership.



Creating and Donating Tons of Compost

Since 2009, Athens Services has been producing “black gold” at our state-of-the-art composting facility, American Organics, in Victorville. We partner with municipalities and organizations throughout the Southern California region to divert organic waste from the landfill for conversion into a nutrient-rich soil amendment used by farmers, landscapers, home gardeners and others. Our compost is OMRI Listed® and approved for application on certified organic operations. By diverting organic material from landfills, Athens is closing the loop and replenishing the earth with nutrient-rich compost that helps crops grow.

We distribute compost free of charge in a variety of ways — at community events, to community gardens, and to drivers dropping off waste at our Materials Recovery Facilities. In March of 2021, we donated 40 tons of compost to the Las Flores Community Garden in Thousand Oaks and another 40 tons to the residents of Temple City during a compost giveaway event.



< Temple City residents form lines to receive free compost from Athens Services.



Food Recovery Programs

Athens prides itself on strong local partnerships to reduce food waste to uplift the environment and community alike. Since 2018, our partnership with Food Forward, a Southern California-based produce recovery nonprofit, has helped divert more than 750,000 pounds of fresh, healthy produce from landfills to assist local hunger relief agencies. We have also supported the St. Francis Center, a Los Angeles-based social services organization, through grants, donations, and food recovery partnerships that deliver fresh produce to people in need.

< Brian Hunter participates in a food recovery program in partnership with the St. Francis Center in Los Angeles. Brian started as a recycling coordinator with Athens in 2016. Today, he manages operations at one of the most advanced materials recovery facilities in the country.



Education Programs

Athens’ innovative environmental services would not be possible without effective education and outreach to our community partners, customers, and employees. In 2021, we conducted a robust outreach campaign to educate businesses and residents on relevant legislation, including Senate Bill 1383, a new state law designed to reduce methane and other greenhouse gas emissions statewide; AB 1826, which requires commercial organics recycling; and AB 341, which set a 75 percent recycling goal for California by 2020. These efforts included on-site visits, training, and public events. In addition, the Athens communications team shot and produced more than 50 videos published on our YouTube page. These included numerous instructional pieces, ranging from waste reduction and recycling tips surrounding the holidays to behind-the-scenes looks at our various facilities.

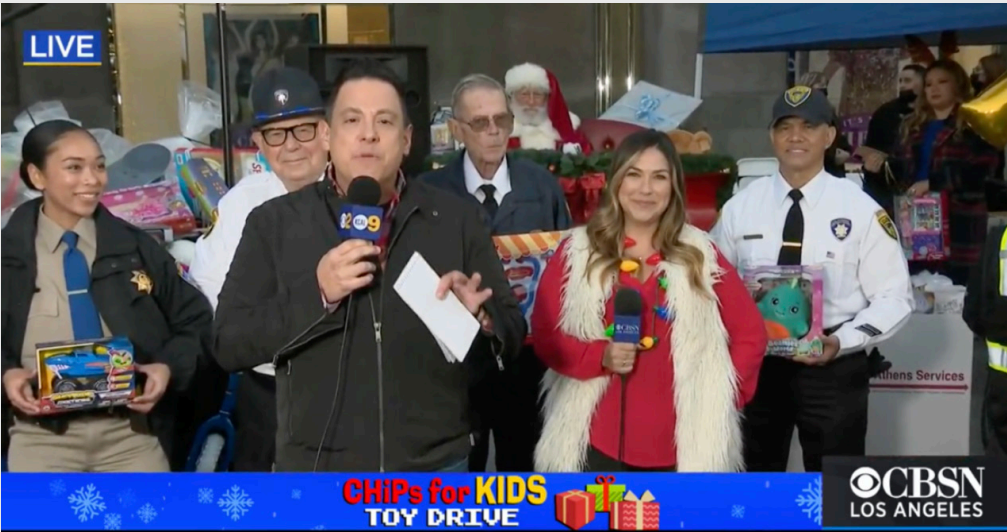


Angie Park leads education and outreach efforts in Koreatown to teach community members how to sort recyclables and organic material from trash at their businesses and homes.



CHiPs For Kids Toy Drive Donations

In December 2021, Athens supported the California Highway Patrol’s CHiPs for Kids Toy Drive at Plaza West Covina. Broadcast live on CBS 2 and KCAL 9, the annual event collected donations of new, unwrapped gifts to make a difference in the lives of underprivileged local families. Athens Services employees donated items including stuffed animals and other toys that were delivered in an Athens truck to the December 10 event. The initiative was a great example of Athens giving back to the community and treating our neighbors like family.



Ashley Rozatti, Manager of Government Affairs for Athens Services and resident of West Covina, participates in a local toy drive for the community.

Stepping Up for Seniors

Also in December, Athens stepped up for the senior residents of South El Monte. Our team helped organize and distribute care packages to community members as part of the South El Monte Senior Christmas Luncheon Drive. With Athens informational materials, waste barrels, and an inflatable Santa on display, we handed out care packages in a convenient drive-through format. The event extended the holiday spirit to seniors and embodied the Athens Way!



2021 ENVIRONMENTAL HIGHLIGHTS



Crown Recycling Transformation



In November 2021, Athens Services completed a four-year, \$40 million project to upgrade, expand and enclose our Crown Recycling facility in Sun Valley—one of the largest facilities of its kind in the L.A. region. Enclosing the 251,000-square-foot site will help minimize impacts on the environment and surrounding community. Other improvements included new vehicle scales to reduce truck idling time, a state-of-the-art dust collection system, rainwater storage, and new measures to reduce stormwater impacts.



The Grand Opening of the Thousand Oaks Sustainability Center

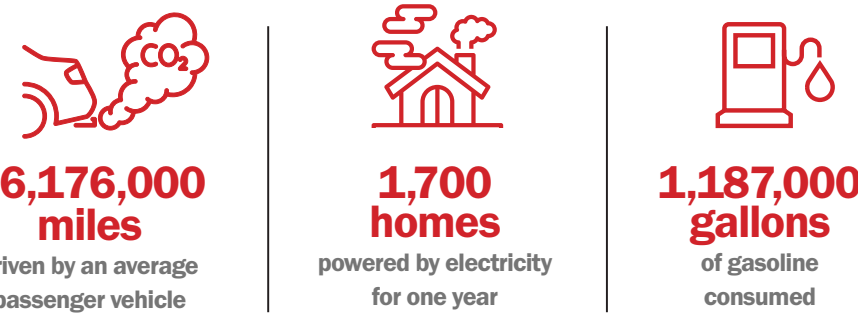
Athens Services celebrated the grand opening of the new Thousand Oaks Sustainability Center — a first of its kind in the city — alongside Mayor Claudia Bill-de la Peña and members of the community. The Sustainability Center is a one-stop shop where residents can learn about recycling, composting, sustainability best practices, as well as get face-to-face account support. Athens Services is proud to be the exclusive recycling service and waste collection provider for the City of Thousand Oaks as of Jan. 1, 2022.



Deploying a Fleet of Near-Zero Emissions Vehicles

As cities and businesses work to reach California’s 75 percent recycling goal by 2025, Athens Services has adopted innovative new technologies to help customers meet their needs head-on. We deploy the cleanest commercially available refuse trucks in the world, near-zero-emissions vehicles powered by compressed natural gas (CNG). We are committed to retiring all diesel vehicles and making our entire collection fleet 100 percent natural gas vehicles by 2023. Today, a majority of our cities are serviced exclusively with CNG vehicles, while our street-sweeping trucks are all powered by alternative fuels. Our technological advances extend beyond collection.

Athens has **eliminated 10,549 metric tons of climate-altering greenhouse gas emissions** since 2012, which is the equivalent of



Introducing the Organic Separation Press

Too much organic and food waste ends up in landfills, which over time produces large amounts of methane gas. Pioneering breakthroughs are fundamental to our vision of a zero-waste future. In collaboration with manufacturer Komar Industries, Athens developed the Organic Separation Press, which takes the wet waste brought into the Materials Recovery Facilities (MRFs) and loads it into the organic liquid separation system to be converted into nutrient-rich liquid. This liquid is then shipped to a treatment facility, where it can be converted to an emissions-free bio fuel, or composted to return nutrients to grow crops at California farms.



25th Anniversary Celebration of City of Industry’s MRF

Last May, Athens welcomed representatives from several Southern California cities to celebrate the 25th anniversary of the groundbreaking City of Industry Materials Recovery Facility (MRF), which introduced a new way of recycling to the San Gabriel Valley.



As Athens looks to grow our presence in the Southern California market, we are pleased to have recently expanded our services to Thousand Oaks, Glendale, Conejo School District, and Riverside.

WHERE WE SERVE

- | | | |
|-----------------------------|-----------------------------|----------------|
| Altadena (LA County) | La Verne | San Marino |
| Avocado Heights (LA County) | Long Beach | Santa Ana |
| Azusa | Manhattan Beach | Santa Clarita |
| Bell Gardens | Monrovia | Santa Paula |
| Burbank | Montebello | Sierra Madre |
| Chino Hills | Monterey Park | South El Monte |
| City of LA – Harbor, North | Norwalk | South Pasadena |
| Central, West | Palos Verdes Estates | Temple City |
| Commerce | Pasadena | Thousand Oaks |
| Covina | Pomona | Torrance |
| El Segundo | Redondo Beach | Vernon |
| Glendale | Riverside | West Covina |
| Glendora | Rosemead | West Hollywood |
| Hermosa Beach | Rowland Heights (LA County) | Whittier |
| Irwindale | San Fernando | |
| La Canada Flintridge | San Gabriel | |





Working to strengthen the communities we serve.