





CEO LETTER



To Our Stakeholders:

Being a responsible steward of our environmental resources and promoting a sustainable future is at the heart of what we do every day at US Ecology. As a leading North American provider of environmental services to commercial and government entities, we address the complex waste management needs of our customers and do so with a focus on our environment, our people and our community.

Our environment. We exist to provide safe and compliant solutions to protect human health and the environment. In addition to our treatment and disposal services, we employ proven best practices to support our customers' zero landfill, waste minimization and pollution prevention goals. We are always seeking innovative solutions to support our customers' needs and to protect the environment.

Our people. As our most valued asset, we invest heavily in our workforce through employee development and engagement while promoting the fundamental values of honesty, integrity and ethical conduct. We expect each Team Member to do the right thing, all the time. These principles are essential to successfully achieving our mission. Fielding the best team in the industry is how we drive success and deliver value.

Our community. We operate in our communities with transparency and strive to develop and maintain relationships that benefit current and future generations. We work closely with state and local governments, community groups and public stakeholders, ensuring that we are supporting their needs while delivering our vital services. We are good neighbors.

As you will see in the pages that follow, US Ecology had much to be proud of in 2018, but we also know that sustainability and citizenship require ongoing effort. Thank you for joining us on this journey, and we look forward to updating you on our efforts to make a lasting impact on our environment, our people and our community.

Jeffrey R. Feeler
Chairman of the Board
President and Chief Executive Officer

OUR MISSION

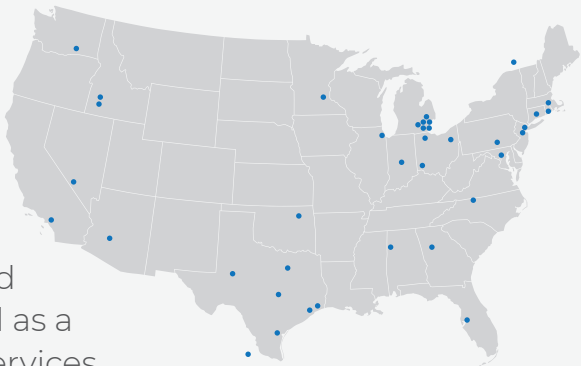
To provide safe and compliant solutions to protect human health and the environment.

OUR VISION

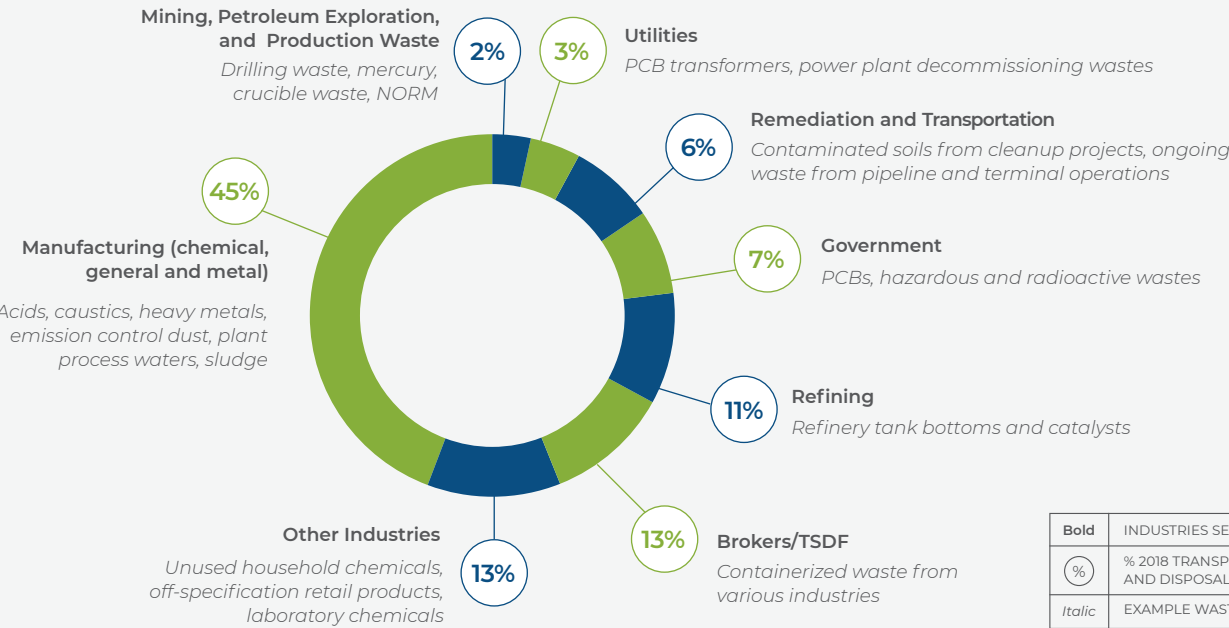
To be the premier provider of comprehensive environmental services.

COMPANY PROFILE

Headquartered in Boise, Idaho, with operations in the United States, Canada and Mexico, US Ecology has been protecting the environment since 1952. The Company offers treatment, disposal and recycling of hazardous and radioactive waste, as well as a wide range of complementary field and industrial services.



Our focus on safety, environmental compliance and customer service enables us to meet the needs of our customers while protecting and preserving the health and well-being of our environment, our Team Members and our communities. We effectively manage the inherent environmental risks of our business with a commitment to continuous improvement of processes and operations.



About Us

OUR ENVIRONMENT

Environmental sustainability requires responsible interactions to avoid depletion or degradation of natural resources, as well as proactive protection of our environment over the long term. Improper waste management and chemical releases can expose our communities to unacceptable risks and harm natural ecosystems.

US Ecology contributes to a sustainable environment by providing secure, environmentally protective solutions for the treatment, disposal, and recycling of waste generated by industrial processes, households or the cleanup of contaminated sites.

Waste entrusted to US Ecology for safe landfill disposal, 2018



1,225,000
MILLION TONS

Hazardous wastewaters treated, 2018



74,110,301
GALLONS

Oil recovered from hazardous sludges, 2018



1,036,925
GALLONS

Recycling of Hazardous Petroleum Sludges

Working with a technology partner, US Ecology operates a thermal desorption recovery process at our Robstown, Texas facility. The facility receives hazardous oil-bearing sludges and waste streams generated by the petroleum refining industry. The oil is recovered and sold back into the petroleum market.

Metal-bearing catalyst recovered, 2018



14,576
TONS

Metals Recovery from Hazardous Waste

The thermal desorption process at our Robstown, TX facility recovers spent metal-bearing catalyst that has been discarded from the petroleum refining industry. The facility separates oil from the catalyst and repackages it for shipment. Additionally, valuable metals that accumulate in wastewater from metal-plating operations are recovered from filter cake generated by the wastewater treatment process. US Ecology identifies and further concentrates the filter cake to allow for the recovery of valuable base metals. The recovered catalyst and the concentrated metals in the filter cake are sent to third-party processors for final recovery.

Propylene glycol recovered from airplane deicing operations, 2018



1,502,053
GALLONS

Recycling of Airport Deicing Fluids

Aircraft deicing requires application of a propylene glycol solution to prevent the dangerous buildup of ice on aircraft wings and control surfaces. US Ecology operates at multiple Midwest airports, collecting the used propylene glycol solution and distilling it to recover the glycol. This mitigates the effects of stormwater runoff on neighboring lakes, rivers and fish populations, while helping airports save millions in surcharges from publicly owned treatment facilities.



OUR ENVIRONMENT

Reuse of Drums and Containers

In 2018, US Ecology rolled out a Reusable Container Program. Our Company received DOT certification for containers we specifically designed to be returned to generators for reuse in the transportation of hazardous materials, significantly reducing the amount of material placed into landfills.

In 2019, US Ecology began a companywide program to inspect, test and recertify DOT shipping containers. EPA and DOT regulations allow for reuse of these containers upon passing an inspection and test. Our careful and thorough inspection process of these containers ensures the highest level of safety and compliance. This program will minimize the environmental impact of the 1,000,000 shipping containers that we manage each year by maximizing their productive reuse.



Emergency Response Services

US Ecology responds to spills, natural disasters and accidents through rapid, all-hours deployment of experienced and certified experts with specialized equipment across North America. When disaster strikes, we are there to minimize the environmental impacts using our extensive internal resources in partnership with our national subcontractor network. Our Emergency Response Services are fully integrated with our industrial services, remediation, transportation, and treatment and disposal services.

The hurricane seasons of 2017 and 2018 were devastating to many communities in the southern United States. US Ecology worked to alleviate much of the distress by providing cleanup and support services after Hurricanes Harvey, Irma, Maria and Florence. We assisted in the cleanup efforts of dozens of retail and pharmacy stores in Texas, Florida, Virginia, South Carolina, North Carolina and Puerto Rico. The scope of work included removing heat-damaged pharmaceuticals (including DEA-regulated pharmaceuticals), cleaning out entire stores and providing temporary facilities for store employees.

OUR PEOPLE

Our Team Members drive success at US Ecology. Their hard work and dedication fuel our commitment to deliver a compelling employment value proposition that attracts the best, provides growth opportunities and earns career-long commitments. Our Team Members go home each day proud to have given back to their communities by making a positive impact on the environment. Our people are our most valued asset.



Join Us



Living Our Virtues

Borrowing from Patrick Lencioni's book, *The Ideal Team Player*, US Ecology espouses three key virtues to guide our Team Members. We live, hire and work by these virtues every day:

Humble: Our Team Members share credit, emphasize team over self and define success collectively rather than individually.

Hungry: Our Team Members are curious, challenge the status quo and are driven to be the best at what they do—never satisfied with “good enough,” always seeking continuous improvement. We deliver our services with a sense of urgency while committing to the highest standards of safety, compliance and operational excellence.

People Smart: Our Team Members know the value of respect in both one-to-one and group settings. They are adaptive, with the ability to effectively manage a variety of circumstances and challenges. They treat all Team Members, customers, citizens and other stakeholders in a respectful, non-confrontational way—despite varying opinions, beliefs or titles.

Safety

Safety is a “permission to play” value at US Ecology. We seek out potential Team Members who are passionate about safety. In 2018, only one lost-time incident per 800,000 hours worked was reported—a sterling record of safety in our industry.



Welcome to
US Ecology

Inclusion

Many companies talk about diversity, but we believe strongly that a company's culture should be even more. It should be unconditionally inclusive. At US Ecology, every voice is heard. Our Team Members feel safe to participate, engage and freely share ideas and feedback. Our commitment to open communication creates trust and partnership. Beyond serving the needs and ambitions of our customers, our inclusive culture also serves our Team Members as they confidently progress through their US Ecology careers.

A Culture of Engagement

Leaders at US Ecology care about the Team Member experience and continuously measure and improve upon employment practices. Through annual surveys, town-hall meetings and an open-door policy, Team Members influence and affect change in our policies, programs and practices. Our annual Speak Up survey collects anonymous feedback to provide perspective on what matters most to our people, so we can make better decisions about benefit programs, leader effectiveness and the overall employment experience.

Rewards of Work

US Ecology's investment in our benefit plan is a living example of our “one team” shared value. By placing the focus on our Team Members and their unique personal and family needs, we offer a compelling package with choices that include a no-cost option for medical and dental coverage, easier access to lower-cost medical care via telemedicine, work/life balance through paid time off that grows with tenure, and paid parental leave. A full 98 percent of our Team Members are saving toward retirement by participating in the Company-sponsored 401(k) plan. US Ecology contributes \$0.55 on each \$1.00 up to 6 percent of a Team Member's contribution.

Professional Development

Professional development is for every member of our team, regardless of position, tenure or location. It is where invaluable skills are obtained, goals are achieved and learning meets leadership. It is where knowledge, experience and values are fostered and passed on. We believe that learning is a lifelong pursuit, and we encourage all our Team Members to participate. Our tuition reimbursement program removes barriers to higher education. Up to \$4,500 a year is contributed to each participating Team Member to continue his or her education.

OUR COMMUNITY

At US Ecology, we support charitable organizations and contribute to causes that build relationships throughout the communities in which we operate. In addition, we encourage our Team Members to contribute their time and efforts, compensating them for up to eight hours a year for time spent volunteering with a charity of their choice.



Partnerships, Projects, and Memberships

US Ecology enjoys participating in partnerships and projects that promote and reflect our shared values. For example:

• **Hurricane recovery.** US Ecology Texas in Robstown provided supplies, debris cleanup, and other services to support recovery efforts in four nearby communities that were hit the hardest by Hurricanes Harvey, Irma, Maria, and Florence. We provided equipment to remove trees and other debris from homes, yards, and streets, and we provided roll-off trucks and boxes to remove the debris so that homeowners could regain a sense of normalcy and peace of mind.

We also delivered pallets of water, supplies, and food to US Ecology Texas Team Members, their families, and their neighbors who no longer had vehicles or could not leave their homes. Our Team Members helped senior residents who could not perform the work themselves to clean up and start getting their lives back on track. The Company took food, supplies, and clothing to a family in Robstown that lost their home to a fire during the hurricane.

Our disposal facilities saw an influx of asbestos debris from the repair and cleanup of damaged structures. Customers ranged from a church in Refugio to a university in Corpus Christi, from a manufacturer in Port Aransas to households in and around Rockport, Aransas Pass, and Port Aransas.

• **Veteran support.** US Ecology has teamed up with the US Army for its "Partnership for Youth Success" (PaYS) program, which connects new and transitioning soldiers with civilian employment opportunities. As part of our commitment to the veteran population, US Ecology collaborates with PaYS to guarantee job interviews for qualified veterans.

US Ecology has also teamed with Idaho's Mission43, a veteran outreach nonprofit, to provide résumé and interview coaching.

• **Environmental policies and initiatives.** US Ecology is a member of the Michigan Environmental Council (MEC), which develops innovative policy ideas and communicates initiatives to community leaders and residents to help advocate for environmental solutions.

• **Environmental industry advocacy.** US Ecology is a member of the Environmental Management Association (EMA), which promotes organizations in the environmental industry that are making strides in sustainability. EMA recognizes accomplishments towards environmental change while encouraging students to take an interest in the environment and environmental science.



Making a Difference, Together

Residential hazardous waste collection.

US Ecology is committed to helping municipalities meet their environmental goals by collaborating with them to provide household hazardous waste collection events to residents free of charge. These events help prevent contamination of soil and groundwater in the community and improper disposal of hazardous waste in municipal landfills. In 2018, our program collected over seven million pounds of hazardous waste at 665 community events.

Partnership for community health and well-being.

At US Ecology, we focus every day on protecting human health and the environment. For us to succeed, we must build and maintain strong relationships with all stakeholders.

We work diligently with the entities that regulate us at the local, state and federal levels while respecting the value of our relationships with elected officials. We take pride in our involvement with the communities we serve, providing key services to protect the environment while maintaining safe and compliant operations. We also offer charitable support and contribute our energy, expertise and capabilities to community projects. We regularly meet with key groups and leaders to maintain an open and transparent dialogue and to ensure we understand their needs.

Whether with regulators who provide vital oversight of the industry, political leaders who represent the areas we serve, or the communities we operate in, we are proud of the robust relationships that we have built and continue to cultivate each day.

COMMUNITY
PROJECTS

SCHOOL SUPPLIES

GIVING
BACK

GOOD
NEIGHBORS

SMALL
BUSINESS

CHARITABLE
GIVING

NONPROFITS

MAKING A DIFFERENCE

PROTECTING THE
ENVIRONMENT

VOLUNTEERING

LOCAL BUSINESS

YOUTH PROGRAMS

LOCAL FOOD DRIVES

LOCAL NEIGHBORHOOD RESTORATION

PARTNERSHIPS

HOUSEHOLD HAZARDOUS
WASTE COLLECTION

POLICE AND
FIRE SUPPORT

