



Colorado Industrial Recycling 2025 Annual Report

2025: A Year in Review

2025 was all about building upon our foundation. Internally, two of our long-time employees, Kim and Francis, were promoted into management positions. Both individuals worked their way up from entry level operational positions, becoming true experts in their fields. They have established themselves as integral members of our leadership team. This year we also made significant improvements to our infrastructure. We added property, increasing our capacity to store roll-off containers. We also completely overhauled our stormwater swale system, adding a 20,000-gallon retention tank and two supplemental 10,000-gallon retention tanks. This improvement will significantly reduce the potential for stormwater discharges. In June, we re-certified as a gold member of the Colorado Green Business Network, the most prestigious environmental recognition program in Colorado. We remain the only recycler in Colorado to have achieved certification to the gold level of the program!

“Anyone with gumption and a sharp mind will take measure of two things: what’s said and what’s done.”
-Seamus Heaney



2025 Highlights

- ❖ Re-certified as a gold level member of the Colorado Green Business Network
- ❖ We re-designed our stormwater swale system to substantially increase capacity to capture stormwater.
- ❖ We wrote and published a new Spill Prevention Control & Countermeasure Plan (SPCC)

Environmental Impact

Recycled Material

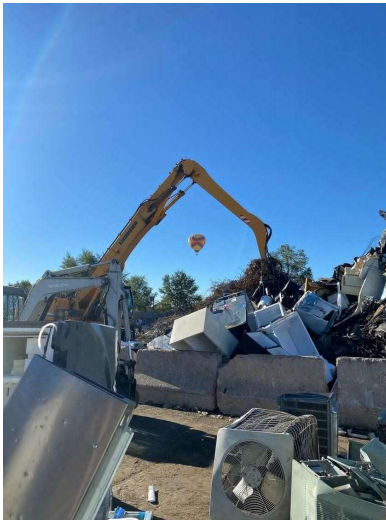
- Recycled 43,938,430 lbs. of ferrous metal
- Recycled 5,143,000 lbs. of nonferrous metal
- Recycled 223,000 lbs. of batteries
- Recycled 750,665 lbs. of cardboard
- Recycled 20,200 lbs. of glass
- Recycled 276,500 lbs. of wood
- Recycled 32,133 gal. of used automotive fluids
- Recycled 50 lbs. of refrigerant gas
- Recycled 276,980 lbs. of tires
- Recycled 14,500 gallons of water

Utility Usage

- Reduced Electricity usage per ton collected by 7.8%
- Reduced natural gas usage per ton collected by 2%
- Reduced water usage per ton collected by 2%
- Reduced fuel usage per ton collected by 4.8%
- Reduced propane usage per ton collected by 54.9%

Mining of virgin materials is a very carbon intensive activity. Consequently, recycling has a very substantial impact on greenhouse gas emissions. The material recycled by Colorado Industrial Recycling in 2025 resulted in avoidance of 38,425 metric tons of CO2E emissions. It is the equivalent of removing 9,229 cars from the road!

Operational Highlights



Operational Statistics

- Semi trucks travelled 87,693 miles
- Roll-off and hook trucks travelled 124,052 miles

Investments

- We bought adjoining property and more than doubled the footprint of our container storage yard.
- We completely renovated our stormwater swale system
- We replaced two of our mini-excavators
- We refurbished several heavy-duty trucks, trailers, and pieces of heavy mobile equipment
- We refurbished over 300 roll-off containers
- We wrote and published a new spill prevention control and countermeasure plan (SPCC)
- We implemented a new cycle of our Environmental Management System (EMS)

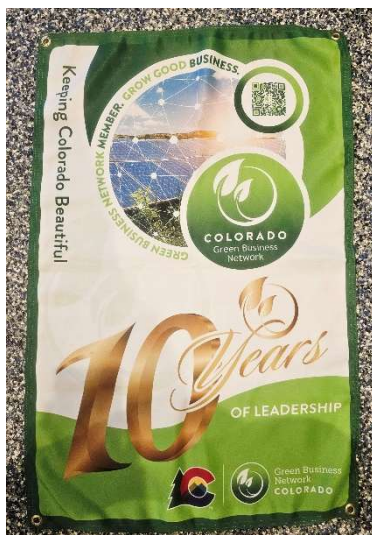


Employment

- 31% of our current staff have significant barriers to employment
- Turnover was down 16.5%
- Retention was 15.5% better
- We promoted two employees into management positions
- We qualified seven new operators

Community Involvement

- We re-qualified as gold level members of the Colorado Green Business Network (CGBN)
- We hosted seven tours on behalf of local schools and nonprofit groups



Update on our EMS Goals and Projects

Re-launch our wire processing plant

- At the end of 2022, we suspended operations of our wire processing plant. This decision was predicated on challenges we faced in finding an ethical option for managing the low-grade plastics found in the insulation in jacketing of many types of wire and cable. Unfortunately, there has not been an available market for this by-product. One of our top organization priorities is to find a responsible solution to this problem so we can relaunch our wire processing operation. **Timeline: 2026**

Revamp our stormwater swale system

- When we bought our north yard, we installed a swale system to capture and filter our stormwater. Unfortunately, this system lacks the capacity to handle some of the larger storm events. We will be overhauling the swale system to substantially increase its capacity to capture stormwater. This project will involve expanding the catchment areas within the system, installing three retention tanks, and adding a rock base to help capture suspended solids in the water. The new system should substantially reduce the likelihood that stormwater will leave our facility. **Timeline: Accomplished in the Summer of 2025!**

Establish an employee conservation program

- Sustainability requires that we all become more mindful of how our day-to-day routines impact the environment. To help our team to start cultivating good habits, we will be establishing an employee-driven conservation program. We hope to create a fun and engaging competition that will reward staff for finding ways to reduce their personal impacts. **Timeline: Summer 2026**

Partner with local schools to hold community recycling events

- We have always found kids and young adults to be some of the most fervent advocates for recycling. We want to help this younger generation channel this passion into action. Our goal is to partner with schools and youth groups in the Pikes Peak area to hold community recycling events. These events will be a fun avenue to educate kids about recycling, while also providing a service to the community. **Timeline: Fall 2026**

Establish an Innovation Contest

- We recognize that the best organizations are built from the bottom up. It is often those at the ground level that have the most insight into how an operation is flowing. This perspective can help us find new and better ways to do things. We have a talented team and want to empower everyone to think outside the box and explore new ways to make our operations better. To encourage people to come forward with their ideas, we plan to establish an annual cash prize award for the employee that comes up with the most innovative and impactful project. **Timeline: Summer 2026**

Develop a Recycling Referral Program

- Recycling requires education. It can be difficult for people in the Pikes Peak area to find recycling providers. Moreover, not all recyclers in our community maintain the environmental and ethical standards our community deserves. While we can be a responsible solution for customers looking to recycle scrap vehicles and metal, we do not have the capacity to recycle many other types of recyclables. When we cannot support a customer directly, we would like to be able to point them in the right direction. With this in mind, we would like to develop a list of vetted vendors we feel confident can help. **Timeline: Winter 2026**