



Two New Directors Join Recology's Board of Directors

James Lam and Alex Moss Bring Deep Experience Helping Companies to Enhance Performance, Governance, and Risk Management

SAN FRANCISCO, Calif, April 23, 2021: Recology announced today that James Lam and Alex Moss have been elected to the company's Board of Directors. Their appointments became effective earlier this month, and Mr. Lam has been elected Chair of the Board.

"We are pleased to welcome James and Alex to our Board," said Sal Coniglio, Chief Executive Officer of Recology. "With their collective experience and new perspectives, we are well positioned to continue enhancing our governance, risk management, and compliance processes while delivering best-in-class service for our customers and achieving our goal as employee-owners to keep the company strong."

"I am honored to join the Board and look forward to working with the other directors, the Leadership Team, and the ESOP Administrative Committee," said James Lam, Chair of the Board of Recology. "As a foundation to support future innovation, growth, and profitability, we will improve the effectiveness of our enterprise risk management program including governance, compliance, and internal controls."

Mr. Lam is the President of James Lam & Associates, a risk management consulting firm. He works with corporate directors and executives across major sectors, including financial services, energy, healthcare, logistics, technology, regulatory agencies, and non-profits. Previously, Mr. Lam served as Chief Risk Officer at Fidelity Investments and GE Capital Markets Services. Mr. Lam currently serves as Independent Director and Chair of the Audit Committee of RiskLens, Inc. He previously served as Chair of the Risk Oversight Committee and member of the Audit Committee for E*TRADE Financial. The National Association of Corporate Directors (NACD) has named Mr. Lam a Board Leadership Fellow and one of the most influential corporate directors in the U.S. He holds a BBA from Baruch College and an MBA from UCLA.

Mr. Moss is the President and Co-Founder of Praxis Consulting Group, an organizational development consulting firm serving employee-owned, corporate, and nonprofit clients. He is a frequent speaker and recognized authority regarding employee participation, employee ownership, organizational performance, and governance issues. He currently serves as Chair of the Board of two 100% ESOP-owned firms and as a Member of the Board of Trustees of The Employee Ownership Foundation. He previously served on the Boards of Directors of the National Center for Employee Ownership and The ESOP Association and remains a member-at-large of both organizations. Mr. Moss holds an AB from Brown University and a Masters in Public and Private Management from the Yale School of Management.

About Recology

Recology is a 100% employee-owned integrated resource recovery company providing materials collection, processing, and outreach and education to customers throughout California, Oregon, and Washington. Recology finds new ways to process and reuse what was once considered waste, collecting and recovering recyclables to be re-purposed into new products. Recology has more than 3,700 employees, who serve over 150 communities.