

# DRIVE

2024 SUSTAINABILITY REPORT



Driven to Make a Difference



ESTABLISHED 1975



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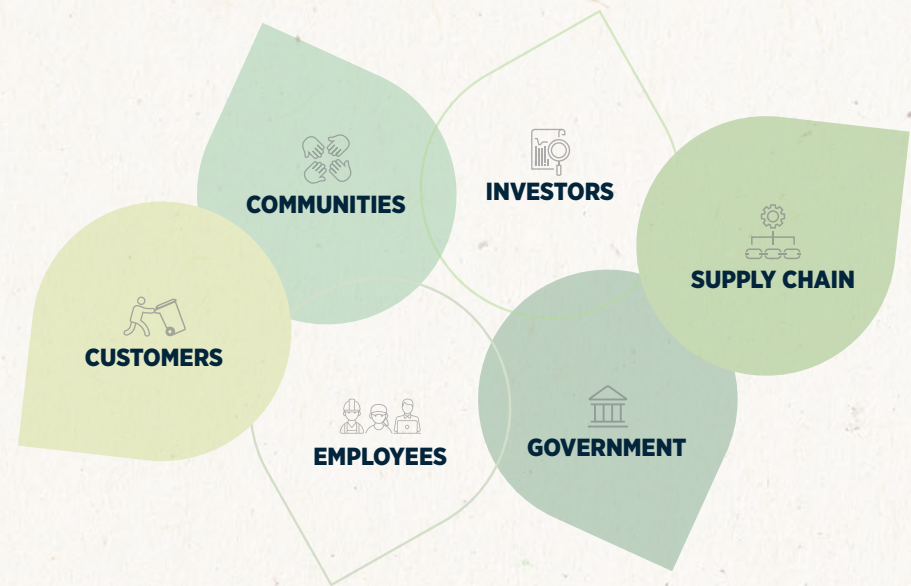
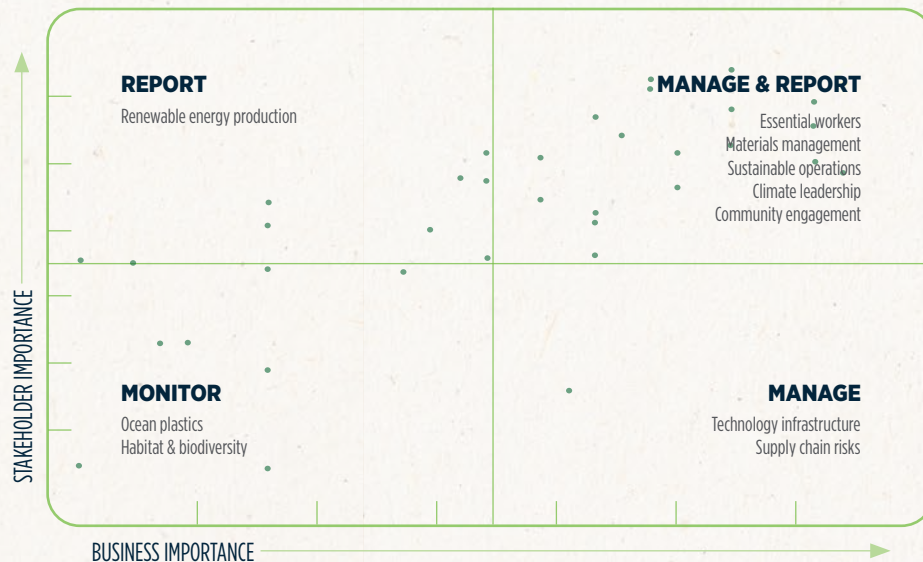


## About This Report

To update stakeholders on our progress toward our sustainability vision, we issue a biennial sustainability report. This report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards, with consideration of their reporting principles and the following key concepts:

- **STAKEHOLDER INCLUSIVENESS:** In preparing our report, we strive to consider the perspectives of six key stakeholder groups: Employees, Customers, Communities, Investors, Government, and Supply Chain.
- **SUSTAINABILITY CONTEXT:** Throughout our report, we describe the ways that our sustainability initiatives align with broader societal goals and environmental protections.
- **MATERIALITY:** We report on topics that are important to our stakeholders and that reflect our economic, environmental, and social impacts.
- **COMPLETENESS:** We strive to provide a full picture of the material sustainability issues within our operational boundaries that best reflect the impacts of our business since our last report.

### MATERIALITY MATRIX



**GRI MATERIALITY:** Through stakeholder surveys, management interviews, and a facilitated workshop, we identified the environmental, social, and economic topics that are most relevant to our stakeholders and aligned with our business success. The adjacent chart summarizes the results of our assessment. Individual topics are represented by the dots, which we have consolidated into topic areas listed in gray text. This report is organized around the five sustainability topics listed in the upper right quadrant.

**TIME PERIOD:** This report is current through July 2024. Data points reflect the 12 months ending December 31, 2023, unless otherwise noted.

**OTHER SUSTAINABILITY DOCUMENTS:** In addition to this sustainability report, our stakeholders may be interested in one or more of the following references: our GRI Content Index, which is appended to this report; our Sustainability Accounting Standards Board (SASB) disclosure; and our CDP Climate disclosure. All are available on our Investor Relations website at [ir.casella.com/esg-practices](http://ir.casella.com/esg-practices).

**DATA ASSURANCE:** Key metrics in this report have undergone external review and verification. The focus of this review is our Scope 1 and 2 greenhouse gas (GHG) emissions, our total recordable incident rate (TRIR) safety performance, and our recycling tonnage. An independent letter of verification, declaring accuracy at a limited level of assurance, is posted on our Investor Relations website.

We invite our readers to send comments or questions regarding this report. Write to: Casella Waste Systems, Inc., Attn: Abbie Webb, 25 Greens Hill Lane, Rutland, VT 05701; [abbie.webb@casella.com](mailto:abbie.webb@casella.com).



## Chairman & CEO Message

“Sustainable communities are built through service and cultivated through investment in the people who are called to serve.”

— John W. Casella



What was true in 1976 when we hired Ken Hier as our first employee to service Killington Mountain Resort, our first commercial customer, remains true today: **Our people are our biggest differentiator and competitive advantage as a sustainable enterprise.**

As our organization continues to grow, we earn the opportunity to introduce our sustainability vision and our Core Values to new customers and communities, and to new employees and their families, throughout the Northeast, Mid-Atlantic, and beyond.

Guided by our Core Values, our sustainability efforts are central to all that we do. They are supported by three pillars: our people, our operations, and the value that we create and share. This year's report details important accomplishments and milestones in all three areas.

### OUR PEOPLE

The Kenneth A. Hier Sr. Training Center has trained more than 300 new drivers and technicians with a focus on safety, service, and commitment to excellence. Our total investment in training newly minted Commercial Driver's License (CDL) drivers is nearly \$1.5 million to date. Company-wide, we continue to invest in our people: mechanics, technicians,

front-line leaders, and all our other vital personnel. We are committed to serving each other, our customers, and our communities so that our organization will continue to flourish.

In 2023, as part of our efforts to reinforce this commitment to touch all facets of the company, we restructured our annual incentive compensation plans. Now, all bonus plans include a goal to improve safety and employee turnover performance year over year. Both targets were exceeded in their first year. Learn more on page 23.

The investments we've made in engagement, safety, training, recruitment, and retention are passed on exponentially to the customers and communities we serve. And as more of our customers demand sustainable solutions to their most complex waste challenges, we remain uniquely positioned to deliver.

### OUR OPERATIONS

The integrated waste and recycling services we provide are essential to protecting the environment and public health. We continue to make thoughtful investments in our capacity to recover value from the waste stream while reducing greenhouse gas emissions.

In 2023, we completed a full retrofit of our Boston, Massachusetts, material recovery facility with state-of-the-art equipment and technology—all designed to increase capacity, enhance safety, improve product quality, and provide best-in-class operations for our customers. This investment provides infrastructure that is essential to meeting the service and sustainability needs of customers throughout the region. Learn more on page 29.

We also reached an important climate leadership milestone in 2023: We estimate that for every ton of greenhouse gas we emitted through our operations, we helped prevent more than five tons of greenhouse gas emissions elsewhere in the economy through our recycling, renewable energy, and carbon sequestration services. This accomplishment reflects our focus on simultaneously reducing our emissions and growing our emission-reducing services. We expect progress will continue as we work to advance renewable natural gas infrastructure, and make further upgrades to recycling infrastructure.

### CREATING AND SHARING VALUE

Sustainable communities are built through service and cultivated through investment in the people who are called

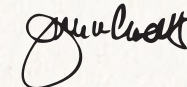
to serve. We could not be prouder of the work that we have completed in recent years.

In 2023, we successfully achieved our goal of contributing \$2 million annually to our local communities through in-kind services, sponsorships, and cash contributions. The three-year process to get to this point has included bringing strategic focus to our giving initiatives, along with improved reporting, and reflects the culture of service we embrace at all levels of the organization.

This year, we launched the Casella Foundation, which will help us to sustain our giving initiatives throughout our operations. Having achieved our giving target, we are now turning our focus to employee volunteering, with a goal to attain 21,000 hours of annual community volunteering by 2030.

As society continues to evolve, people expect that their products, goods, and services will become more sustainably produced and delivered. Our customers and communities can attest: Our people are driven to get them there.

All the best,



John W. Casella  
Chairman & CEO

### KEY TERMS

Three terms illuminate Casella's approach to sustainability.

**Sustainability** is the work we do every day. It is the business we have built. We create value by managing society's waste and transforming that waste into new resources.

**Sustainable Growth** is an element of our corporate strategy, focused on delivering profitable organic revenue growth while advancing our sustainability goals.

**Our 2030 Sustainability Goals** are five specific targets, to be achieved by 2030 (see page 17), that reflect the environmental and social topics that are most relevant to our stakeholders and aligned with our business success.

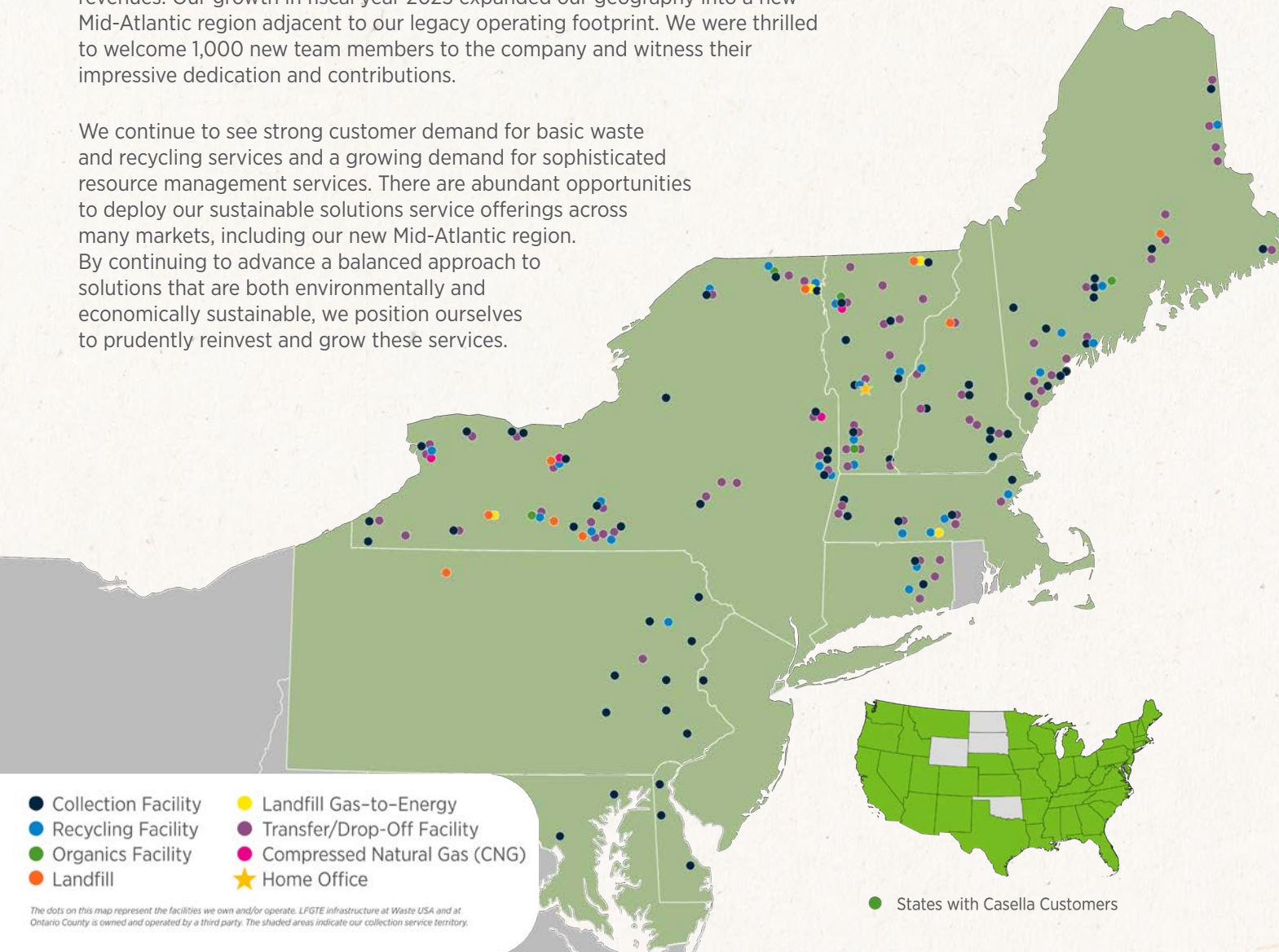


## About Us

The past year was a banner year for the company, marked by continued execution against our key strategies and meaningful growth.

We maintained operating focus on our core business while simultaneously closing on seven acquisitions in the year with approximately \$315 million of annualized revenues. Our growth in fiscal year 2023 expanded our geography into a new Mid-Atlantic region adjacent to our legacy operating footprint. We were thrilled to welcome 1,000 new team members to the company and witness their impressive dedication and contributions.

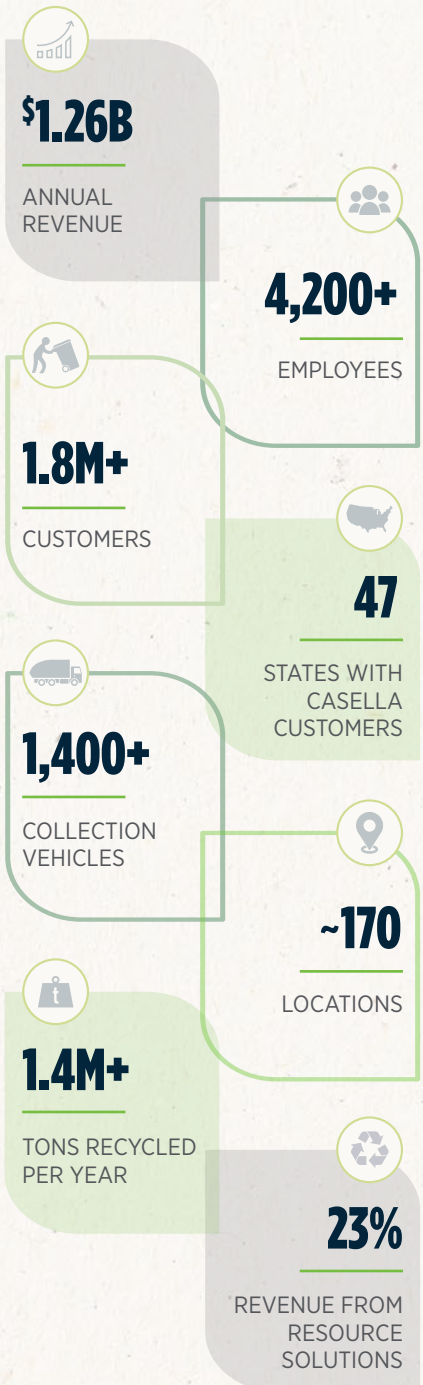
We continue to see strong customer demand for basic waste and recycling services and a growing demand for sophisticated resource management services. There are abundant opportunities to deploy our sustainable solutions service offerings across many markets, including our new Mid-Atlantic region. By continuing to advance a balanced approach to solutions that are both environmentally and economically sustainable, we position ourselves to prudently reinvest and grow these services.



- Collection Facility
- Recycling Facility
- Organics Facility
- Landfill
- Landfill Gas-to-Energy
- Transfer/Drop-Off Facility
- Compressed Natural Gas (CNG)
- ★ Home Office

The dots on this map represent the facilities we own and/or operate. LFGTE infrastructure at Waste USA and at Ontario County is owned and operated by a third party. The shaded areas indicate our collection service territory.

● States with Casella Customers



Data represent the 12 months ended December 31, 2023. Acquisitions completed in 2024 are not included in the figures, but they are represented in the shaded map.



## Awards and Recognition

### World Finance Magazine

#### 2022 Sustainability Award

World Finance introduced its Sustainability Awards in 2022 to honor companies that show a commitment to environmentalism and sustainability and are making the business world a much greener place.

### BD (Becton, Dickinson and Company)

#### 2023 Sustainability Supplier of the Year

Casella earned the distinction from BD, a multinational medical technology company. The BD Supplier Recognition Program acknowledges exceptional global suppliers for their achievements. This award recognizes Casella's partnership and support in advancing their common goal of a healthier world through superior performance, continuous improvement, and customer service.

### Arc GLOW

#### 2023 Business Partner of the Year

This prestigious award is reserved for a business that supports Arc GLOW's mission and vision through excellent customer service or providing opportunities for employment.



### University of Vermont Grossman School of Business

#### 2023 Vermont Legacy Enterprise Award

Casella was recognized for its innovation and sustained excellence in the sustainability space and as one of the first companies in its industry to understand the importance of sustainability reporting and greenhouse gas emissions reductions.

### Western New York Sustainable Business Roundtable

#### 2023 Gold Level Award

The distinction recognizes the achievement of significant sustainability milestones in Western New York and continuously improving the organization's performance.

### TIME

#### 2024 America's Best Midsize Company

Casella was recently named to *TIME*'s "America's Best Mid-Size Companies 2024" list and was the only company in the waste, recycling, and resource management services industry. In addition, Casella was the only company headquartered in Vermont to be recognized among the list of 500. Award recipients were identified based on three dimensions using more than 15 different criteria.



## Sustainability Strategy

Our core business creates value for the environment and our communities.

Sustainability is well integrated into our broader corporate strategy and planning. Increasing landfill returns, driving additional profitability in our collection operations, creating incremental value through Resource Solutions, and allocating capital to return driven growth are the strategic initiatives that encompass our multi-year Fiscal 2024 Plan (“2024 Plan”), which targets enhancing shareholder returns by improving cash flows and driving profitable growth.

The 2024 plan has four foundational pillars: People, Sustainable Growth, Technology, and Facilities. Each pillar can help to support continued growth, execution of our strategic plan, and advancement toward our sustainability goals.

- **PEOPLE:** As our team has grown to over 4,000 employees, we have increased investments in safety, culture, and training initiatives. These investments provide a foundation for our workforce to be of service to one another, our customers, and the communities in which we operate.
- **SUSTAINABLE GROWTH:** Our business creates revenue by delivering sustainable material management services to our customers. By enhancing the alignment of our sales, marketing, customer care, communications, and sustainability teams, we strive to deliver profitable organic growth while advancing our sustainability goals.
- **TECHNOLOGY:** We continue to make return driven investments into proven technology. From improving back-office systems, adding new digital tools, and taking a targeted approach to automating and adding technology across our truck fleet to upgrading processing equipment at our material recycling facilities, we are delivering a better service experience for our customers while simultaneously improving our employees’ work environment.
- **FACILITIES:** The overall quality of our physical facilities directly impacts our adaptability and resilience in the face of change. We believe that by strategically investing in our facilities, we can build our capacity for change and create a welcoming and accommodating environment for stronger employee attraction and retention.

Our 2030 Sustainability Goals (see page 17) align with our core business and key multi-year strategies. They are designed to address environmental, social, and economic topics that are important to our stakeholders and to our business model.

This 2024 Sustainability Report outlines the important progress we have made toward our goals and highlights how we aim to make further progress.

### Corporate Governance for Sustainability

Sustainable Growth is our strategy to deliver profitable organic growth while advancing our sustainability goals. The team responsible for leading this strategy reports directly to our CEO.

Our Board of Directors includes a Nominating and ESG Committee that advises on matters pertaining to the Company’s sustainability performance and matters significant to the Company’s role as a socially responsible organization. The committee reviews Environmental, Social, and Governance (ESG) topics quarterly, and its charter is available on our Investor Relations website.

More complete information on corporate governance at Casella, including corporate policies, governance documents, and committee charters, can be found on our Investor Relations website at [ir.casella.com](http://ir.casella.com).

The following policies and codes are publicly available on our Investor Relations website at [ir.casella.com/esg-practices](http://ir.casella.com/esg-practices).

- Corporate Policies Highlights
- Code of Vendor Conduct
- Health and Safety Policy Statement
- Environmental Policy
- Human Rights Policy
- Insider Trading Policy
- Code of Business Conduct and Ethics







# Driving **SUSTAINABILITY**

Our greatest sustainability impact comes through the services we provide in support of our customers' goals. We serve every sector of the economy, providing essential waste and recycling services while striving each day to create new connections in the emerging circular economy.

“ ”

More than ever, customer demand for sustainable resource management service is extremely strong, and we view it as a key lever to our growth strategy. With sustainability at our core, nearly five decades of operational expertise, and a track record of executing customer-driven innovations and environmental solutions, we are uniquely positioned to help our customers and communities achieve their goals.

— Liza Casella  
VP, Sales & Organic Growth





## Driven to Serve

We recognize that our greatest impact comes from the services we provide to our customers, enabling diverse organizations across the economy to achieve their own recycling and sustainability goals.

As we advance toward 2 million tons per year of materials recycled, we do so in partnership with our customers. As we cut our own carbon emissions, we reduce the indirect emissions of our customers. Our goals – at Casella and across society – are intertwined and will be achieved through intentional partnership and collaboration.

Our customers include residents and municipalities, education and healthcare institutions, small businesses, large businesses and retailers, industrial manufacturers, and more. We view each of these sectors as integral to advancing resource sustainability and the circular economy.



**280+**

Distinct fiber, metal, and plastic materials that we manage for our customers

**15K**

Locations served for retail and industrial companies across North America

**350K**

Students served across college and university campuses

**1.2M+**

Households serviced through our residential and municipal contracts



## Circular Economy

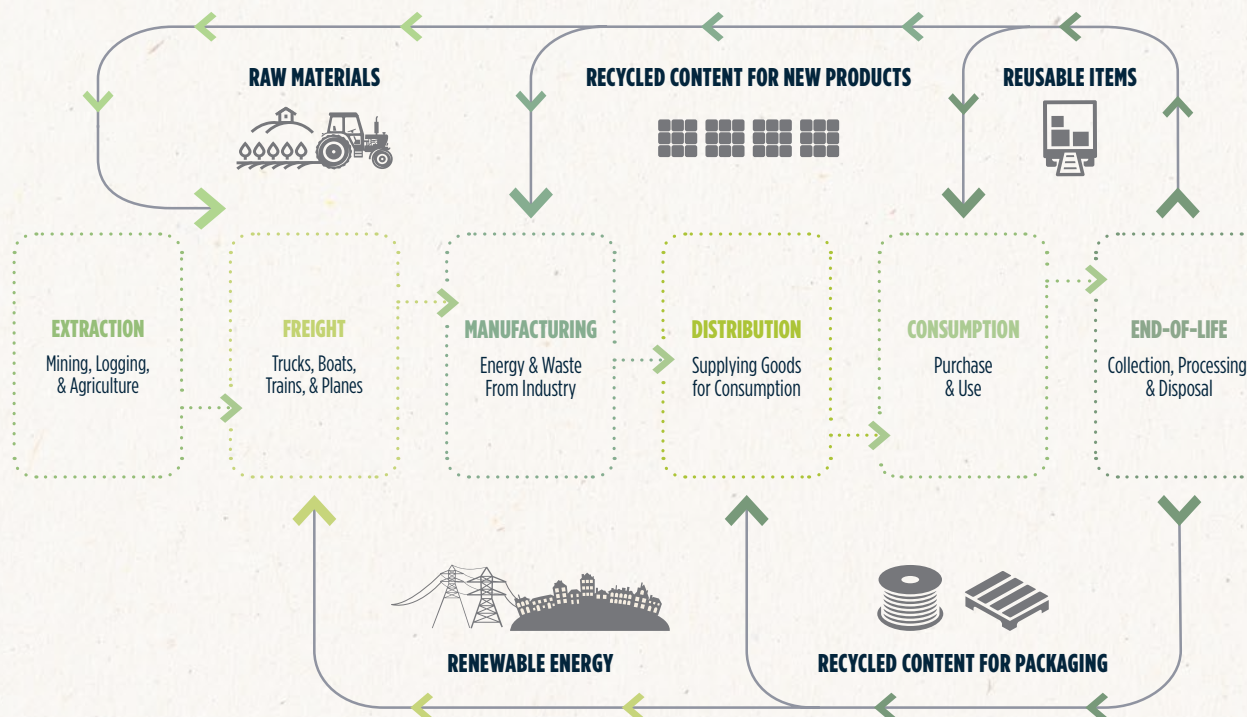
We have the privilege of being a value creator in the emerging circular economy, helping customers achieve their goals through our expertise, people, and infrastructure.

In materials management, a value chain (as depicted below) refers to the full life cycle of a product, including raw material sourcing, production, distribution, consumption, and end-of-life disposal or recycling. While our customers have value chains with clear inputs and outputs, these distinctions blur from our unique vantage point. We work to transform one customer's outputs into another customer's inputs, striving to improve both customers' impacts, while creating the connections that add up to a circular economy.

We create these connections through integrated services, expertise, and unique partnerships. Above all, we help customers meet their goals through our unwavering commitment to service, sustainability, and our Core Values.



### MATERIALS MANAGEMENT VALUE CHAIN



### Employee Highlight



**Meghan Weeden**  
BUSINESS DEVELOPMENT MANAGER

“

I lead Casella's higher education strategy, which unites the important value of service and sustainability execution for this customer base.

In her role, Meghan serves a group of customers with clearly articulated and highly visible sustainability goals. She is also a credentialed TRUE Advisor, committed to helping customers advance their zero waste goals and pursue the Green Business Certification, Inc's TRUE Zero Waste certification. Meghan is one of more than 20 Casella employees with their TRUE certification, working with stakeholders across the Northeast to create diversion programs, track progress, and lessen environmental impacts.





## Integrated Resource Management

The services we provide are all connected. From recycling through to disposal, every element of the work we do is essential to protecting human health and the environment for the customers and communities we serve. We will continue to evolve and grow our services to meet both current and emerging needs.

By bringing a sustainability lens to the way we grow and develop each of these service lines, we create value for our customers and communities, position our company to thrive, and help to conserve, sustain, and renew the world's limited resources.



### RECYCLING

**We return resources to the economy and reduce pressure on natural resources.**

- Zero-Sort Recycling
- Specialty Recycling
- **Recycle Better™** Education



### SOLUTIONS

**We integrate our service offerings to help large customers achieve their goals.**

- Professional Services
- Advisory Services
- Circularity Work



### ORGANICS

**We recover carbon and nutrients so they can be returned to the soil.**

- Food Waste
- Municipal Biosolids
- Organic Residuals



### COLLECTION

**We leverage the latest technologies to safely and efficiently transport waste and recyclables.**

- Curbside Collection
- Transfer and Logistics
- Fleet Innovation



### ENERGY

**We recover energy from waste in our landfills, and we provide organic feedstock to biogas facilities across our region.**

- Landfill Gas to Energy
- Renewable Natural Gas



### LANDFILLS

**We operate modern landfills to provide safe and secure disposal of residuals that are not yet suited for recycling.**

- Modern Landfills
- Renewable Energy





## Partnering to Drive Out Waste

Each customer we serve is on their own path to achieving waste and recycling goals. Through our tailored approach, and our decades of experience working with each customer segment, we deliver the services that will best support those goals.

Our customers are united in their need for safe and reliable service to meet their waste and recycling needs. With these basic requirements met, they can shift focus to their waste reduction and recycling goals. To elevate their programs, many customers leverage Casella's capabilities around education and engagement; dashboards and data; and specialty recycling programs for hard-to-recycle materials. Beyond this, we provide advisory services (including waste audits, zero waste plans, and more) to define priorities for waste reduction and opportunities to create value up and down the supply chain.

As a service provider, we are dedicated to meeting customers wherever they may be on their waste and recycling journey and providing them with the tools they need to meet their goals.



### RELIABLE WASTE & RECYCLING SERVICES

The foundation of any program is a commitment to reliable service so our customers can remain focused on their core business.

### DASHBOARD & DATA TO DRIVE PROGRESS

Through a combination of reporting and interactive dashboards, we provide customers with the clear, actionable data they need to execute and track their success.

### ADVISING FOR SUSTAINABILITY

We partner with customers to help them advance environmental sustainability through waste characterization assessments, comprehensive zero waste planning, supply chain strategy, and more.

### SPECIALTY RECYCLING & WASTE REDUCTION

Drawing upon our operational expertise and strategic sourcing capabilities, we develop programs for hard-to-recycle materials and help to deploy waste-reduction initiatives.

### EDUCATION & ENGAGEMENT

Recycling and waste reduction programs succeed when we provide clear, effective communication tools so everyone can participate.





## Stories in Sustainability

Casella serves as a conduit for ideas and innovation, connecting customers with best practices and solutions from other regions and industries.

A sampling of these are highlighted here:



### **Dedicated Resource Manager: Boston University**

Boston University is on an ambitious path to achieve Zero Waste by 2030. After developing their Zero Waste Plan, the university sought

out a partner to provide comprehensive Resource Management services on campus. When selected for the work, Casella assigned a dedicated Resource Manager to ensure ongoing progress toward zero waste. The Resource Manager is responsible for advancing improvements to existing services and implementing innovative new programs, working collaboratively with stakeholders on campus to identify, prioritize, and execute education campaigns, collection efficiency improvements, waste reductions, and more. By leveraging technology, data, and our on-campus presence, we have been able to deliver both diversion and savings for the University, which recently celebrated the milestone of being “halfway to zero waste.”



### **Pursuing a Zero Waste Model: Mascoma Bank**

Mascoma Savings Bank, as a certified B-Corporation, is committed to “using business as a force for good.” With 28 branch locations and additional offices throughout New England, the bank has an ambitious zero waste goal targeting 90% diversion. To achieve this goal, Mascoma has partnered with Casella to provide waste audit, innovation, and consultative support. Elements of the work include baseline waste audit, biannual data review sessions, enhanced signage and labeling, optimizing the number and placement of waste and recycling containers, and conducting virtual recycling education sessions.



### **Retail Recycling Systems: Shaw's and Star Market**

As part of Albertsons Companies, Shaw's and Star Market is “committed to eliminating food waste, reducing the use of plastic, and accelerating our transition to a more circular economy.” In support of these important sustainability goals, Shaw's and Star Market has entrusted Casella to establish recycling services for their store locations and distribution centers, conducting robust recycling training programs, innovating and implementing food waste programs, and providing valuable data to support ongoing tracking and continuous improvement initiatives. Through this collaboration, Shaw's and Star Market achieves an impressive recovery and diversion rate each year and is continuing to build the program.



### **Zero Waste Manufacturing: Coca-Cola Beverages Northeast**

The Coca-Cola Company and its network of bottlers, including Coke Northeast, have established a global sustainable packaging initiative called World Without Waste which seeks to develop a circular economy approach to the entire lifecycle of Coca-Cola packaging. This commitment to circularity can be seen in Coke Northeast facilities, where

recyclable commodities and non-salable fully packaged goods are systematically captured throughout each of the 26 locations managed by Casella in a collaboration that dates to 2016. Through Casella's depackaging capabilities, liquid beverages are separated from the packaging so that both can be recovered from the disposal stream. These efforts recover significant quantities of valuable commodities each year.



### **Specialty Recycling: The University of Vermont Medical Center**

The UVM Medical Center has established goals to reduce the total volume of waste and increase recycling in all areas of hospital operations. The organization has earned national recognition for its waste reduction efforts in the operating room (OR), including a robust program for recycling blue wrap, the plastic fabric that encases surgical supplies. The keys to success have been establishing a dedicated collection program, collaborating with other hospitals in the region, and most importantly the ongoing championship of dedicated staff. Since its inception, the program, in collaboration with Casella, has recycled over 72 tons of blue wrap. Due to this innovation, along with other sustainability initiatives, The University of Vermont Medical Center has been recognized for Environmental Excellence by Practice Greenhealth, a leading national advocate for sustainable practices in healthcare.



### **Donations and Reuse: Goodwill Northern New England**

Goodwill Northern New England is a nonprofit social enterprise that helps people achieve their life and work goals. The organization gives new life to donated household goods and textiles, capturing 50+ million pounds from the disposal stream each year, while advancing its social mission through job training, career placement, health care supports, and more. Through an award-winning collaboration, Casella helps to direct quality reusable materials to Goodwill through programs such as college and university “Green Move Out” events. The two organizations have also collaborated around workforce and community development. Casella helps Goodwill to responsibly manage broken, damaged, and unsold items, through recycling and traditional disposal services for their locations in Northern New England. Similar collaborations are in development with other Goodwill franchises.



## Innovation

Significant progress toward our customers' waste and recycling goals can be achieved through our core services and technologies. To complement these, we continue to advance new service innovations to meet customers' evolving waste reduction and recycling needs.



### MATTRESS RECYCLING

Mattresses have long been viewed as a non-recyclable waste stream. However, we have invested in both the innovation and infrastructure to enable mattress recycling in our region. Casella operates two mattress recycling facilities – in Buffalo, NY, and Willimantic, CT – that provide mattress and box spring recycling solutions for municipalities, colleges, hotels, retailers, and individuals. We process more than

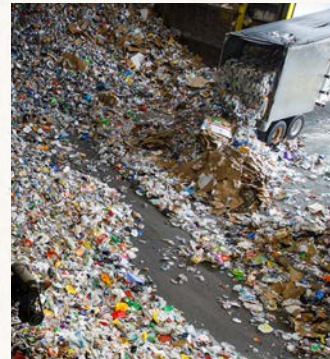
200,000 units per year and capture an estimated 4,000 tons of wood, metal, and foam for recycling.



### FOOD WASTE RECOVERY

We have been collecting food scraps since 1999 and recover more than 130,000 tons of food per year for uses such as composting, anaerobic digestion, and animal feed. We are continuing to innovate and invest to capture more food from the disposal stream. In 2021, we built Vermont's first organics depackaging facility. We use a mechanical process to separate food waste from packaging so both streams can be recovered. We deliver food and beverage material to anaerobic

digesters to make biogas, and most of the empty packaging material is recycled. We also work with customers to deploy innovative on-site processing systems that slurry, grind, or dry food waste at the point of generation to improve recoverability.



### Employee Highlight

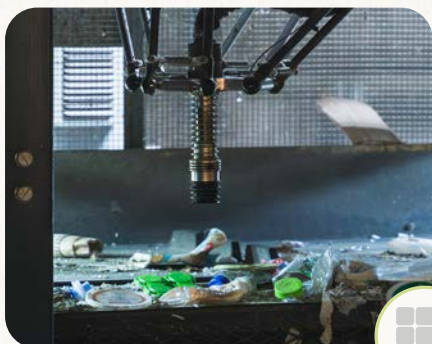


**Felix Toj**  
OPERATIONS SUPERVISOR

As the operations supervisor of the mattress division at our Willimantic Resource Solutions location, Felix is responsible for 20 Casella teammates who recycle more than 600 mattresses each day. He was instrumental in recognizing that pocket coils – individually wrapped mattress springs – were being disposed of as residue but that systems existed to separate the material so it could be recycled. As a result, the division installed a pocket coil fabric separator in November 2023, which increased recovery and reduced waste.







## RECYCLING QUALITY

To enable a circular economy, our role is to capture and produce high-quality recycled commodities that meet the feedstock specifications of processors, mills, and manufacturers. This begins with the education and outreach we provide to help customers place the right materials in their bins. This includes deploying our app, called Recycle Better With Casella, to more than 100,000 households. Within

our recycling facilities, we deploy technology to help us to effectively process mixed recyclables and sort the materials by type, shape, and color. Recently, our facilities have been deploying innovative robotics and AI technology to further enhance sorting capabilities. By embracing this new technology, we are positioning our facilities to adapt to evolving market demands while enabling manufacturers and brands to meet their recycled content goals.



## RESEARCH PARTNERSHIPS

Many emerging solutions require early-stage research and evaluation. We advance these in collaboration with higher education research institutions. We have the privilege of serving these campuses as customers, and then we work to leverage the knowledge of their students, researchers, and professors to advance circular economy solutions. Project topics have

included circularity, micro-plastics, plastic markets, glass recycling, and more. These collaborations also connect students with job opportunities in our field, which we view as a win-win-win.

## Customer Highlight

### Sustainable Solutions: Healthcare Circularity

BD (Becton, Dickinson and Company) – a leading global medical technology company – manufactures and sells medical devices, including syringes, which enable a wide range of critical medical treatments and care. Over the last decade, Casella and BD have partnered to recover, process, and recycle waste at BD sites across the United States. More recently, the organizations piloted a pioneering circularity program to manage syringes further along the value chain, at healthcare facilities.

The pilot targeted the recycling of medical waste found in sharps disposal containers in healthcare facilities, such as hospitals. It was designed to assess the feasibility of recycling syringes back into the manufacturing process, creating additional local sourcing options, and alleviating important supply chain pressures.

The circularity pilot successfully recovered 40,000 pounds of medical waste for recycling. It evaluated both mechanical recycling methods – in this case, grinding and melting material back into usable formats – and advanced recycling methods – renewing material back into its original chemical form to be used as a raw material.



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## Sustainability Leadership Awards

Our Sustainability Leadership Awards recognize customers and partners who best exemplify what we can achieve when we work together to reduce waste, increase recycling, and advance the circular economy.

Each year, winners are selected from an inspiring slate of nominees that includes municipalities, businesses, manufacturers, and higher education and healthcare institutions. By highlighting the accomplishments of these partners through this recognition, we hope to provide inspiration and examples for others to follow.

“ ”

This year's Sustainability Leadership Award winners are innovators and leaders, and we are honored to work alongside them providing services to help advance their materials management initiatives. We are grateful to all our customers, who inspire us to continuously improve each day, and we look forward to honoring them in this manner each year.

— John W. Casella  
Chairman and CEO



### CITY OF BIDDEFORD



**Biddeford, Maine**, is a city with a strong commitment to recycling education and measures to reduce contamination in the recycling stream. They work with us to educate community members through local events, curbside tagging, and regular audits. The city recycling committee meets monthly to review results and discuss new initiatives. Between spring 2022 and fall 2023, the city reduced contamination by as much as 26%, proving the effectiveness and impact of their hard work and commitment to recycling.



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### PHILLIPS ACADEMY ANDOVER



**Phillips Academy**, in Andover, Massachusetts, a college preparatory school for more than 1,100 boarding and day students in grades 9-12, has been a Casella customer and partner for 10 years. Their Climate Action Plan includes a goal to achieve 90% waste diversion by the year 2030. Casella and Phillips Academy have expanded programs on campus to capture compost, e-waste, universal waste, metal, and wood. Together we have run Green Move-Out programs for several years, successfully redirecting reusable items to Goodwill.



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### NOVOLEX



**Novolex** develops and manufactures diverse packaging products for multiple industries in the foodservice, delivery and carryout, food processor and industrial markets that touch nearly every aspect of daily life. Last year, Casella worked with Novolex to recycle nearly 60,000 tons of post-industrial commodities. At these locations, we have collaborated on employee training initiatives and installing onsite processing equipment to increase recycling tonnage. Novolex reports sourcing 47% of its raw materials from renewable, bio-based or PCR sources in 2023, has invested in clear easy-to-understand product recyclability labeling, and reported 84% of its applicable revenues in 2023 came from products that support a circular economy.








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# Our GOALS

Our sustainability strategy focuses on advancing toward five strategic goals for the year 2030. We believe that achieving these goals will benefit our customers and communities while positioning our company to thrive and grow.



	 <b>Essential Workers</b>	 <b>Materials Management</b>	 <b>Sustainable Operations</b>	 <b>Climate Leadership</b>	 <b>Community Engagement</b>
	HEALTH AND SAFETY	RESOURCE SOLUTIONS	FUEL EFFICIENCY	GHG EMISSIONS	COMMUNITY GIVING
	<b>Improve our safety performance,</b> reducing our Total Recordable Incident Rate (TRIR), a measure of recordable incidents compared with hours worked.	<b>Grow our Resource Solutions business</b> to reduce, reuse, or recycle more than 2 million tons of solid waste materials per year by 2030.	<b>Improve our fuel efficiency,</b> reducing our gigajoules of fuel consumed per ton of material collected by 20% below a 2019 baseline.	<b>Further reduce our carbon footprint,</b> measured in metric tons of carbon dioxide equivalents (CO <sub>2</sub> e) from scopes 1 and 2 with a 2010 baseline.	<b>Increase our community giving,</b> including charitable donations, in-kind services, and local community sponsorships.
2019 Performance	6.2	1.05M	--	↓ 33%	\$1.06M <sup>1</sup>
2023 Progress	5.0	1.43M	↓ 12%	↓ 32%	\$2.19M
2030 Goal	4.0	2.00M	↓ 20%	↓ 40%	\$2.00M

<sup>1</sup> Community Giving metric is for 2020, when tracking began



# GOALS UPDATES

In this year's report we are updating two of our 2030 goals, as shown here. Each of these will be discussed in greater detail in the following sections.

## GHG Emissions target:

Updated to reflect a methodology change and a shift in our base year from 2010 to 2022. For more detail, see page 37.

## Community Engagement target:

Updated to reflect our early achievement of our giving goal. We will continue to support community giving while bringing focus to our volunteering. For more detail, see page 42.

NEW GOAL



### Climate Leadership

#### GHG EMISSIONS

**Further reduce our carbon footprint,** measured in metric tons of carbon dioxide equivalents (CO<sub>2</sub>e) from scopes 1 and 2 with a 2010 baseline.

↓ 33%

↓ 32%

↓ 40%



### Climate Leadership

#### GHG EMISSIONS

**Further reduce our carbon footprint,** measured in metric tons of carbon dioxide equivalents (CO<sub>2</sub>e) from scopes 1 and 2 with a 2022 baseline.

--

↓ 4%

↓ 12%

Baseline

2023  
Progress2030  
Goal

NEW GOAL



### Community Engagement

#### COMMUNITY GIVING

**Increase our community giving,** including charitable donations, in-kind services, and local community sponsorships.

\$1.06M<sup>1</sup>

\$2.19M

\$2.00M



### Community Engagement

#### EMPLOYEE VOLUNTEERING

**Increase volunteering in our communities,** as measured by employee volunteer hours.

16,000  
(2022)

14,000

21,000

Baseline

2023  
Progress2030  
Goal

<sup>1</sup> Community Giving metric is for 2020, when tracking began





# Essential WORKERS

The men and women of the waste and recycling industry provide an essential service. Their hard work keeps our communities clean, recovers valuable resources, and keeps society running.

“ ”

Developing a safe, engaged, and ready workforce is key to our success as an organization. We invest in our people so they can learn, grow, and lead our business.

— Kelley Robinson  
SVP, Human Resources



## GOAL: HEALTH AND SAFETY

**Improve our safety performance**, reducing our Total Recordable Incident Rate (TRIR), a measure of recordable incidents compared with hours worked.



2019 Performance

6.2

2023 Progress

5.0

2030 Goal

4.0



## Health and Safety

The Casella team has grown by more than **32%** since 2022 and now employs more than **4,200 people**. With a cultural commitment to personal growth and continuous improvement, our team will constantly evolve and advance in service to each other, our customers, and our communities. The Casella culture and Core Values provide a road map for our continued success.

Serving our customers and communities in a way that protects the health and safety of our people is a daily focus. We integrate our commitment to safety in every aspect of our work, including hiring choices, training programs, and the many daily decisions and actions that add up to a safe day.

We have seen continued improvement in our safety performance, with our total recordable incident rate (TRIR) dropping nearly 20% from 6.2 in 2019 to 5.0 in 2023.

A key contributor to our improving safety performance has been our success in filling vacancies and maintaining near-full staffing levels. When we can prevent employees from becoming overextended, safety incidents often become less frequent.

Other elements of our safety approach include:

- **SAFETY MEETINGS.** Conducted at least monthly—and often biweekly or weekly—these mandatory meetings cover required topics, review any recent incidents, and provide a forum for front-line employees to share feedback and surface concerns, ideas, or new innovations.
- **RETRAINING.** Employees receive a fresh round of training when they begin to use a new piece of equipment or get assigned to a different truck, or following an incident.
- **ACQUISITION INTEGRATION.** As we acquire and integrate new divisions, we work to ensure rapid alignment to the Casella safety culture. Important practices include assigning a safety manager and safety trainer for every location and conducting extensive employee observations to identify training gaps and needs.
- **MANAGEMENT INCENTIVE.** Safety is integrated into compensation for Casella managers. Specifically, management bonuses are linked to reducing the company-wide TRIR towards our 2030 target of 4.0, even as we grow and integrate new acquisitions.



### Employee Highlight



**Gian Duffy**  
REGIONAL SAFETY TRAINER

As a regional safety trainer, Gian conducts our new-hire training for our helpers and drivers at our division locations. The 3-day training reviews OSHA requirements, specific equipment operations and hazards, personal protective equipment, and other modules, which culminates with an in-person pre-trip inspection and obstacle course. A safety trainer since 2019, Gian has his SMITH system defensive driving certification, which is a widely used driver safety program. It allows him to train our fleet drivers on safe and defensive driving methods.





# Core VALUES

Casella's Core Values provide a shared framework that allows our individual skills and strengths to solve problems.

## SERVICE

***We win when we help others.***

We are sensitive to needs and are eager to be a resource to everyone around us, being generous with our time, talent, and energy.

## TRUST

***We excel when we assume the best in each other.***

Mutual respect and an open, honest environment mark our interactions with others. We acknowledge each other's contributions, we practice active listening, and we deliver on our promises.

## RESPONSIBILITY

***We succeed when we balance our freedom to act with a sense of accountability.***

We invest deeply in creativity, autonomy, and the willingness to take risks. We recognize that these investments bear the greatest fruit when exercised within a framework of disciplined boundaries.

## INTEGRITY

***We thrive when we do the right thing.***

We believe there are enduring principles for everything we do and we strive, in our words and deeds, to meet or exceed those standards.

## CONTINUOUS IMPROVEMENT

***We prosper when we learn, understand, and improve.***

We create opportunities for human talent to thrive. We share what we've learned. We apply the lessons we learn every day to the goal of getting better and better at everything we do.

## TEAMWORK

***We're more effective when we work together.***

Our impact is consistently stronger when we respect, support, and view each other as partners.

### Company Highlight

#### Record Recognition: NWRA Drivers of the Year

Four Casella drivers were recognized for being among the best in the industry as each was named a 2024 Driver of the Year by the National Waste & Recycling Association (NWRA), including a sweep of the regional award category. Out of hundreds of applications from member companies representing close to 80,000 routed trucks, the four Casella drivers' commitment to excellence and safety set them apart from the rest, a true testament to their commitment to excellence stemming from Casella's Core Values.



John Casella, Chairman & CEO, and Ned Coletta, President, joined our Drivers of the Year at the 2024 Waste Expo



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#### Regional Industrial Driver of the Year

**John Michaud, Potsdam, NY**



For more than 21 years, John Michaud has served the Potsdam area. His career has included servicing residential routes, training new hires, and hauling materials as a tractor-trailer driver, but one thing that you will not find on his record is a safety incident. John's ability to put safety first has earned him the highest recognition for workplace safety: being accident-free since his initial hire in 2001.

#### Regional Residential Driver of the Year

**Shawn Dutton, Fredonia, NY**



Shawn Dutton is the ideal community member, with exceptional service throughout his 20 years in the industry. He is known for taking the time to help community members and initiating conversations with customers who just need to talk. His mentorship has elevated his entire division, as Shawn has trained new hires to adhere to his deeply rooted values of service and safety.

#### Regional Commercial Driver of the Year

**Curtis Rhodes, Brattleboro, VT**



In each of his 38 years in the industry, Curtis Rhodes has been dedicated to a job well done and done safely. Rhodes has accomplished decades of exemplary service, while maintaining a safety record with no incidents. He goes the extra mile, constantly willing to help his teammates by finishing additional routes or by staying late to make sure equipment is in order for smooth operations the next day.

#### Regional Industrial Honorable Mention

**Cesarin Guerrero, Willimantic, CT**



Throughout his 21 years of service, Cesarin "Cesar" Guerrero has served as a natural leader in his division. His above-and-beyond work ethic, paired with his unwavering commitment to safety, customer service, and efficiency, has led to an exemplary safety record with no preventable incidents during his career. Guerrero is described by his team as having a glowing personality, positive values, and a strong willingness to mentor.



## People, Culture, and Belonging

Casella is dedicated to fostering personal and professional growth and cultivating a culture of inclusion and belonging rooted in our Core Values of service, trust, responsibility, integrity, continuous improvement, and teamwork.

Through the diverse backgrounds, cultures, and experiences of our team, we collectively develop better and more innovative environmental solutions for the customers and communities we serve.

### CAREER PATHS

The cornerstone of our approach to people, culture, and belonging is our commitment to inclusion in our recruiting and career path programs. In 2023, 44% of non-entry level positions were filled through internal promotions.

### TRAINING AND LEADERSHIP DEVELOPMENT

In 2023, nearly 100% of our managers participated in self-guided sessions in our new training software program. They received coaching on many relevant topics, including preventing discrimination and harassment, creating a positive work environment, ethical leadership, and more. Combined with in-person training, this led to more than 2,000 training sessions being completed.

### LANGUAGE PROGRAMS

After identifying language barriers to advancement, we continue to support Spanish-speaking recycling facility employees in pursuing their hoisting licenses and earning leadership certificates. We have also hosted basic Spanish classes for English-speaking managers.

### DIVERSITY & GROWTH

Our growth between 2020 and 2023 has influenced our diversity metrics, as we have entered new areas with new demographics. This is reflected in the chart to the right. With a continued focus on the initiatives outlined above, we believe that we can support diversity throughout our organization.



### Employee Highlight



**Sean Lukas**  
DIVISION MANAGER

“

I have an absolutely incredible team. They're hard-working people who show up when they're needed and stay until the job is done. They each bring unique knowledge and skills and have the spirit to work together and solve problems.

It's not just me. I'm a part of something at Casella, and that's what I attribute our success to.

Sean Lukas has dedicated almost a decade to the waste and recycling industry, starting out as an Environmental Analyst, working his way to division manager via outstanding customer service and a commitment to safety. Lukas showcases an excellent balance between operational excellence and community engagement, and he has pioneered innovative new programs, including, most recently, an organics composting program at the facility.

### DIVERSITY AT CASELLA

		Management	Workforce	All Casella
Gender Diversity	September 2020	24%	19%	20%
	December 2023	19%	18%	18%
Racial Diversity	September 2020	5%	13%	12%
	December 2023	4%	24%	22%



## Engagement

Our people are at the center of our ability to evolve, innovate, and grow. By investing in our people, we develop a safe, engaged, and ready workforce that can support future growth and resilience.

In 2021, we focused on enhancing job designs and compelling career paths. In 2022, we continued to develop and extend our training programs, including our CDL school, front-line leadership training, management training, and language classes.

In 2023, we added a maintenance track to our training school (see sidebar on page 24) and deployed a targeted retention and engagement strategy built upon the foundation that engaged managers and engaged employees lead to engaged customers.

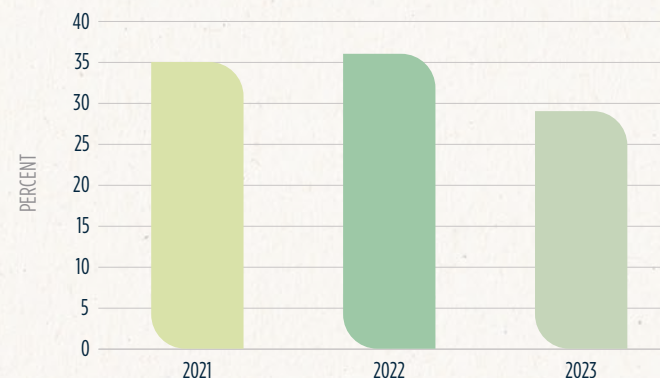
Our retention and engagement strategy includes the following elements:

- **MANAGEMENT INCENTIVE.** To promote alignment around developing our workforce, management bonuses are now linked to two employee-focused performance metrics: safety and turnover.
- **LEADERSHIP TRAINING.** We offer several programs that elevate employee engagement. These include hosting a monthly immersive orientation program in the Home Office, a Core Values and Employee Engagement training, Emerging Leaders, and the newly established Foundations of Casella Leadership training.
- **ENGAGEMENT SURVEYS.** The company is leveraging Gallup surveys to track employee engagement and to guide training and development programs. Nearly 2,000 employees have been surveyed to date.
- **ANNUAL PERFORMANCE REVIEWS.** Conducted at all levels of the company, reviews use a Performance Management System that allows employees to set yearly goals to perform self-evaluations and management evaluations, and to create development plans.
- **ACQUISITIONS.** Acquisitions completed in 2023 welcomed more than 1,000 new employees. Our integration training program includes on-boarding these individuals to our pay and benefit structure, our safety standards, and our company culture. We work to foster a smooth integration reflective of our values, while also embracing the novel ideas that come with new and diverse teams.



We have seen continued improvement on our employee turnover rate, a testament to the work being done to engage our employees and ensure that they have the proper tools and support to effectively execute their work.

### EMPLOYEE TURNOVER RATE



\*Graph above represents all Casella locations, excluding acquisitions completed after April 3, 2023.



## The Power of Hard Work

At Casella, we celebrate The Power of Hard Work each and every day. Our drivers and technicians are fueled with purpose and deeply committed to service excellence. The Power of Hard Work is what motivates and rewards all of us.

### DESK JOBS AREN'T FOR EVERYONE.

Some of us want work that moves. Work that you see. Work that matters. Important work that keeps society moving. At Casella, hard work isn't just a means to an end. It's something you can build a life on – a future, a family, a legacy. There are no hoops to jump through or emails to send: It's work you can leave behind at the end of the day. And it's work that's here to stay.

**Casella – good pay, good people, good life.  
That's the power of hard work.**



## Kenneth A. Hier Sr. Training Center

As labor markets continue to pose challenges throughout the country, and many young people look to secure meaningful employment through careers in the trades instead of opting for college degrees, Casella has created a robust suite of training offerings designed to facilitate a more streamlined entry into the industry.



The Casella CDL Training School, established in 2020, has been a resounding success, enabling us to invest in our people, grow our team of drivers, and support the regional labor force. In 2023, we announced the addition of a Diesel Technician Training Program to similarly develop talent and provide career growth opportunities in our maintenance shops. Combined, the two schools will comprise the Kenneth A. Hier Sr. Training Center.

The diesel technician training curriculum begins with an introduction to commercial vehicles and workplace safety, and then progresses to preventative maintenance, brakes, electrical, and HVAC repair for diesel technicians. Since its inception, the program has graduated more than 40 diesel technicians.

The CDL training school continues to see high attendance, with 81 CDL graduates in 2023 and more than 200 since the school's opening. Graduates from the CDL school continue to have a low turnover rate, a testimony to the program and the defined driver career path we provide the graduates.

The Training Center has been named in honor of Ken Hier, the first employee hired at Casella in 1976. Ken embodied a steadfast commitment to safety and customer service, performing over one million successful service stops throughout his career. In 1996 Ken was named the National Waste and Recycling Association's Driver of the Year, and in 2017 we dubbed him our Driver of a Lifetime. Ken passed away in January 2024.

Other Casella employee training programs include those for front-line leadership; entry-level management for operations, maintenance, and controllers; and language (English and Spanish).



— Ken Hier Sr. —

The Man on the Mountain and  
Casella's Driver of a Lifetime



## Company Highlight

### Career Paths With Purpose: Customer Care

The Casella Customer Care Center is key to providing exceptional service and retaining relationships with customers, and the team exemplifies Casella's Core Values. Employees are selected based on the mission of providing personal service with a passion for solving customer problems or concerns.

Customer care representatives are provided clear and defined career paths for growth. These paths recognize and reward performance, reliability, work ethic, and character, while encouraging team members to reach out of their comfort zones. The team's intentional commitment to personal growth and development results in enthusiastic, engaged employees who are passionate about their work and workplace.

To date, more than 50 employees who began their Casella careers in Customer Care have advanced to other roles in the company.



“ ”

**Customer Care is a department that lives by Casella's Core Values. We strive for continuous improvement in helping to grow our people and teams within the organization, and in our relationships with our customers every day.**

— Bridget Jakubowski  
Director of Customer Initiatives



Customer Care Rep II



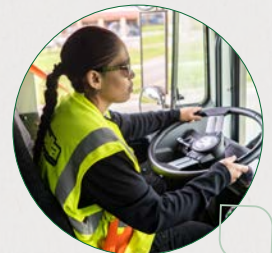
CUSTOMER CARE CAREER  
PATH  
PROGRESSION

## Employee Highlight



**Kixx Diaz**  
DRIVER

Rochester, NY, driver Maritza “Kixx” Diaz made Casella history when she became the first female to earn her CDL Class-A upgrade through the Casella CDL training school. She is the only female roll-off driver in her division and is widely recognized for her commitment to the community and her love of engaging with her customers.







# Materials MANAGEMENT

Each year, Casella works with customers to recover more than 1.4 million tons of valuable resources from society's discards. These resources return to supply chains to become new products, reducing the need to extract, transport, and process new resources.

“ ”

Extracting materials from the waste stream and creating new resources has always been a large part of the Casella strategy. Since that first truck, it's been a large aspect of the business, which means we can provide our customers with the recycling expertise and advice they need to meet their goals.

— Bob Cappadona  
VP, Resource Solutions



## GOAL: RESOURCE SOLUTIONS

Grow our **Resource Solutions** business to reduce, reuse, or recycle more than 2 million tons of solid waste materials per year by 2030.



2019 Performance

1.05M

2023 Progress

1.43M

2030 Goal

2.00M



## Resource Solutions

We work with customers to recover valuable resources from all elements of the disposal stream. This includes traditional recyclables, food waste and other organics, industrial recyclables, and more.

Through investments in infrastructure, innovation, and education, we aim to be recycling two million tons per year by 2030.

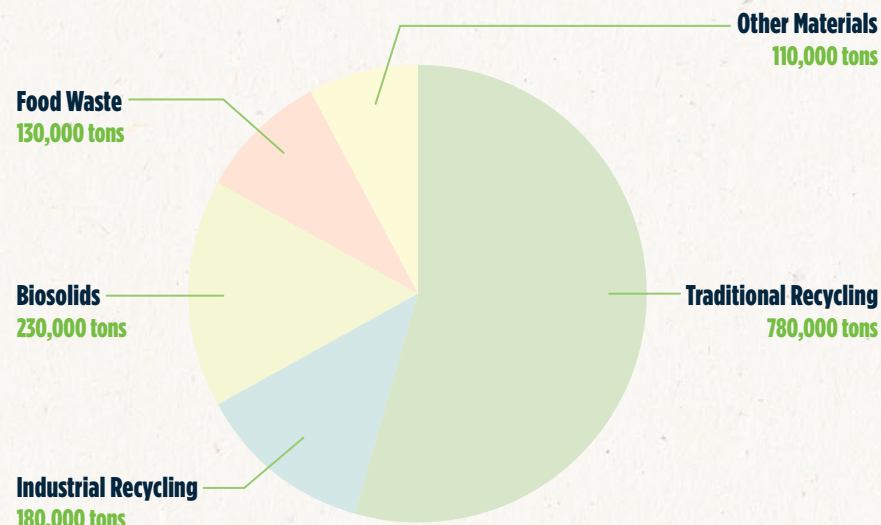
- **INFRASTRUCTURE:** Recovering thousands of tons of material every day requires an ongoing investment in collection and processing infrastructure. We have developed a business model that allows us to make these investments while realizing appropriate returns.
- **INNOVATION:** Processing technology continues to advance. Recent innovations deploy optical sensors, robotics, and machine learning to simultaneously optimize efficiency, productivity, and commodity quality. Many of these technological advancements can be seen in our facilities. (For instance, see Service Meets Innovation at the Charlestown Materials Recovery Facility (MRF) highlight on page 29.)
- **EDUCATION:** The aspirational vision of a circular economy can be achieved only through the capture of clean recyclables from the communities we serve. Although some contamination can be managed with technology, proper sorting at the source is the most effective strategy.

Since 2019, we have increased the tonnage we recycle annually by nearly 400,000 tons. In 2023, we completed a full retrofit of our largest recycling facility. With the added capacity of this retrofit plus the addition of new facilities in NY and PA, we are positioned to see tonnage growth in 2024.

We face challenges and barriers to achieving our goal. Contamination in the recycling stream adds cost and impedes quality. Some municipalities have chosen to discontinue their recycling programs in response to budget pressures and myths about the effectiveness of recycling. For organics, the presence of PFAS and other chemical contaminants may prevent beneficial use.

### MATERIAL RECOVERED

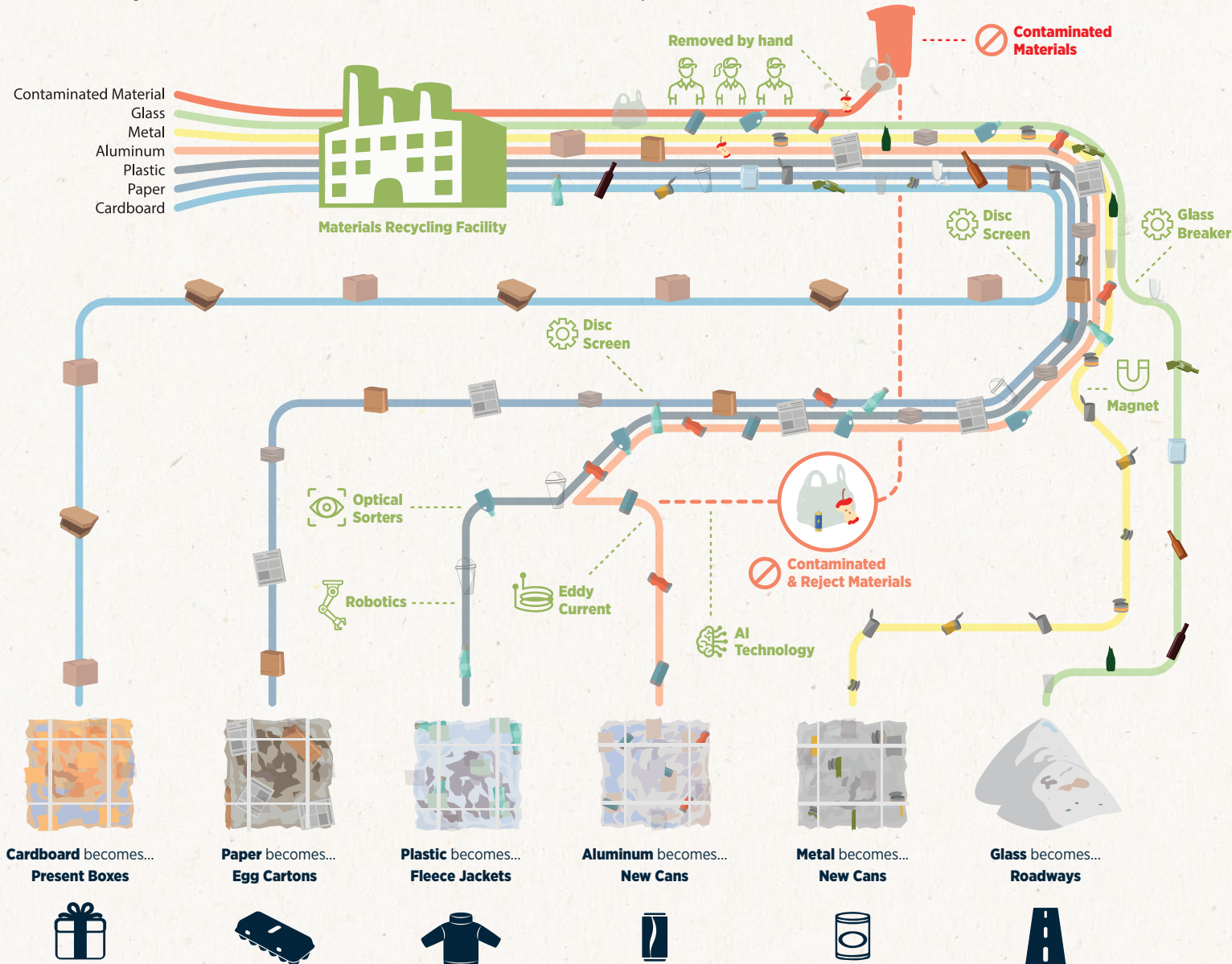
The 1.4 million tons we recovered break down into the following categories:





## Recycling Technology

Modern recycling facilities use advanced technology to separate mixed recyclables into clean recycled commodities that can be manufactured into new products.



**Optical Sorters:** Sensors visually scan and identify target materials then separate them using compressed air and/or robotics.

**Disc Screen:** Rotating shafts with rubber discs are calibrated to capture cardboard and paper while allowing other items to fall through.

**Glass Breaker:** A specialized disc screen separates glass fragments, which are then cleaned and sized using ballistic separators and blowers.

**Magnet:** Magnetic separators – often in the form of large rotating magnetic drums – pull metals from other recyclables.

**Eddy Current:** Rotating magnets induce a charge in nonferrous metals such as aluminum and repel them from the other materials.

**Robotics:** Robotics are increasingly used to both identify and capture target materials at high rates of speed and accuracy.

**AI Technology:** Advancements in artificial intelligence and machine learning can support productivity, product quality, and material data.



## Company Highlight

### Service Meets Innovation at Charlestown MRF

In July 2023, Casella reopened the doors of the region's largest largest Materials Recovery Facility in Charlestown, MA. Known as the Boston MRF, the recycling facility underwent a retrofit costing about \$20 million. The project brings an added 50,000 tons per year of processing capacity to New England. Featuring the latest technologies, including robotics and artificial intelligence, the facility can accommodate an evolving recycling stream while helping to meet market demand for quality recycled commodities.

Casella's investment in this retrofit brings many other benefits: added processing capacity for the region, enhanced recovery rates on specific commodities, continued ability to meet stringent commodity quality specifications, and reduced reliance on difficult-to-staff sorting positions.

The retrofit project increased the Boston MRF's processing load by 20%—raising it to 230,000 tons annually from 180,000—and gave it a throughput rate of 50 tons per hour. The system employs nine optical sorters, two scalping screens, two ballistic separators, aspiration points for film removal, a glass processing system, robotics, and artificial intelligence technology



“ ”

The new system in Boston has given us the ability to accurately sort and separate recyclables like never before. We have seen a huge improvement to our product mix, and we now produce some of the cleanest commodities on the market. During our retrofit, we added fresh-air, climate-controlled sorting enclosures so our employees would have a clean, comfortable place to work in. In addition, this system was designed to be easily accessed for maintenance and cleaning, reducing the chance of injuries and making a safer work environment.

— Austin McKnight  
Market Area Manager



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## Employee Highlight



**Dominic Mantica**  
ENGINEERING & MAINTENANCE MANAGER

“

I really appreciate the Boston MRF retrofit updates, specifically the technology. I can digitally connect to the machinery from home or from the road if there's a problem, which can increase uptime. It has made my work-life balance much better.

As the engineering and maintenance manager at the Boston MRF since 2010, Dominic is responsible for maintaining and repairing the equipment there along with auditing the material flow to find inefficiencies in the process, engineering layout updates as necessary. His constant monitoring of the equipment and its effectiveness allows the MRF to run with minimal downtime and increased material recovery.





## Renewable Energy

Solid waste that is not yet suitable for recycling can still become a resource.

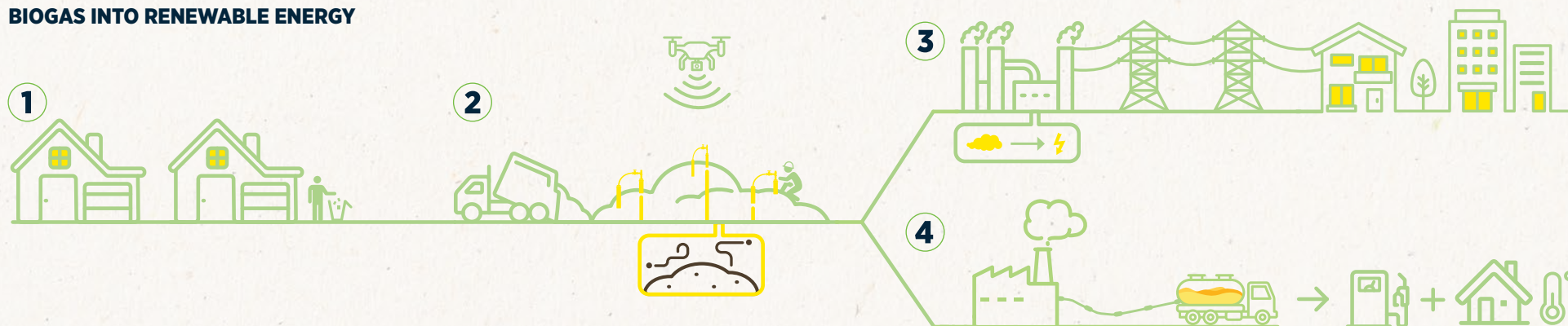
When placed in a landfill, waste feeds naturally occurring bacteria that produce methane biogas. This biogas can be used to make electricity, to fuel vehicles, or added to natural gas pipelines that fuel homes and businesses.

All of Casella's active landfills capture and combust methane biogas. As of 2023, four active facilities and one closed facility deliver gas to energy plants that generate electricity. We expect two more will direct their biogas to renewable natural gas facilities in 2024. At all of our sites, gas that is not captured for energy is flared to keep methane out of the atmosphere.

In July 2023, Casella entered a partnership with WAGA Energy to develop renewable natural gas capacity at three landfills. Following an estimated two-year permitting and construction period, the initial production across these three sites is expected to total approximately 1,300,000 MMBtu per year of renewable natural gas.

Casella facilities also host smaller-scale renewable energy projects, including wind turbines, solar photovoltaics, and an innovative landfill geothermal system.

### TRANSFORMING LANDFILL BIOGAS INTO RENEWABLE ENERGY



### 1 Your waste creates biogas

- Biodegradable material like food, paper, some textiles, wood, and sludge break down to make landfill biogas.
- Plastics don't produce biogas; these fossil-derived materials remain sequestered in the landfill.

### 2 We operate systems to collect landfill biogas

- We install vertical and horizontal wells that actively pull gas from the landfill.
- Gas technicians continuously monitor gas data, conduct surface scans, and tune wells.
- Drone technology enhances our monitoring and helps to pinpoint gas system maintenance needs.
- Gas is pretreated for use in renewable energy production.

### 3 Landfill biogas can become electricity

- Last year our landfills supplied gas to produce 220,000 MWh, enough for about 30,000 New England households.
- The electricity created from our landfills is 7x greater than the electricity we consume.

### 4 Landfill biogas can become renewable natural gas

- We are working with partners who intend to clean and compress our landfill biogas to make renewable fuel that can be used for vehicles, heating, and more.



## Company Highlight Clinton County Landfill

For more than 15 years, the Clinton County Landfill in Morrisonville, NY, has been turning waste into a resource. In October 2008, the site became the fifth Casella facility to begin producing renewable electricity from landfill biogas. Since then, its engines have been feeding enough power to the grid for roughly 6,000 New England homes.

Landfill biogas occurs naturally as organic materials decompose in landfills. Landfill gas-to-energy projects benefit the climate twice: First, by capturing methane before it can be released to the atmosphere, and second, by making electricity for the grid and displacing the fossil fuel that might have been needed to make that power.

Whereas some renewable energy sources generate power only when the sun shines or the wind blows, landfill biogas can produce power 24/7/365. These facilities are increasingly important as society works to reduce reliance on fossil fuels.

The Clinton County Landfill team is proud to serve its community in multiple ways, providing a safe and secure disposal facility for customers' waste as well as an on-site recycling facility, compost operation, and renewable power plant.

With innovative technology, this facility transforms an environmentally harmful emission into a valuable resource. Creating renewable energy from the natural decomposition of waste showcases our commitment to environmental stewardship.

— Amy Davies, P.E.  
Environmental Engineer

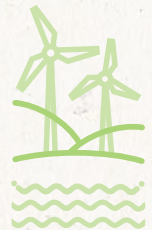


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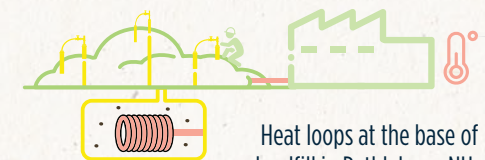
## RENEWABLE ENERGY AT SOLID WASTE FACILITIES



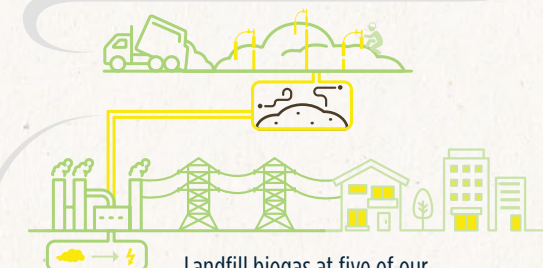
The rooftop of our recycling facility in Springfield, MA, hosts 1.1 MW of solar panels



The wind blowing off of Lake Erie powers two turbines at our facility in Buffalo, NY



Heat loops at the base of our landfill in Bethlehem, NH, capture the thermal energy to heat our shop



Landfill biogas at five of our sites fuels engines that produce renewable electricity for the grid

Soon, we expect to deliver landfill gas to plants that produce renewable natural gas for vehicle fuel







# Sustainable OPERATIONS

Through the services we provide, we help our customers and communities meet their environmental goals. We can also benefit the environment by reducing the impact of our own operations.

“ ”

Running our trucks more efficiently and sustainably benefits us and it benefits our customers. As we modernize our fleet and execute our route efficiency projects, we save fuel, cut emissions, and reduce costs. It takes teamwork: From our drivers and technicians to our technology partners and vehicle suppliers, everybody has an important role.

— Sean Steves

SVP & Chief Operating Officer



## GOAL: FUEL EFFICIENCY

**Improve our fuel efficiency**, reducing our gigajoules of fuel consumed per ton of material collected by 20%, below a 2019 baseline.



2019 Performance

--

2023 Progress

↓ 12%

2030 Goal

↓ 20%



## Fuel Efficiency

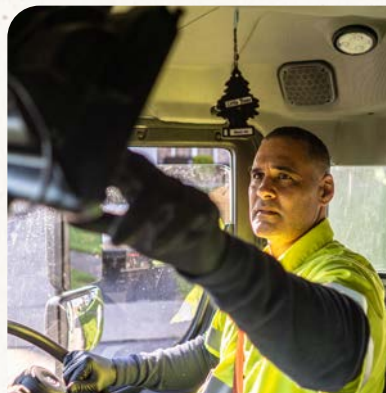
When we conserve fuel, through routing improvements and vehicle automation, we simultaneously reduce costs and emissions.

In 2023, we continued to advance route efficiency projects as part of our overarching fleet automation and conversion strategy. These projects enable us to remove older trucks from service while eliminating unnecessary heavy-duty truck traffic in the communities we serve.

We track our fuel intensity in terms of the amount of fuel we consume per ton of waste or recyclables we collect. Between 2019 and 2023, we have reduced this metric by 11.7%. We expect to see further improvements in the coming year as we execute our plan in more markets.

Through investments in truck automation and technology, we can conserve fuel while also improving worker safety and driver productivity. These benefits, along with the fuel and emission savings, combine to propel important progress toward multiple sustainability goals.

### FLEET INNOVATION



#### 1 Automated Lifting Arm

By automating our fleet, we reduce the need for employees to repeatedly exit the truck and manually maneuver bins. This keeps our people safer, improves the efficiency of their work, and reduces physical barriers to employment. We ended fiscal year 2023 with 56% of our residential fleet automated.

#### 2 Curotto-Can® Technology

With Curotto-Can technology, we improve route management, flexibility, and productivity, which helps to advance our fuel efficiency goals.

#### 3 360-Degree Onboard Cameras

Our collection vehicles include driver-facing, front-facing, and back-up cameras. Many vehicles employ up to eight cameras for full 360-degree visibility and roadway safety.

#### 4 Hopper Cameras

Select vehicles include a hopper camera, positioned to observe incoming material and spot unacceptable items. By monitoring sorting errors and communicating with customers, we can improve recycling quality.

#### 5 Onboard Computers

With onboard computing technology available on approximately 70% of our fleet, we support routing improvements to enhance both driver productivity and fuel efficiency.

#### 6 Preventive Maintenance

In conjunction with all of the latest technology, basic preventive maintenance remains essential to protecting driver safety, promoting fuel efficiency, and ensuring that we can provide the safe, reliable service our customers need and expect.



## Alternative Fuels

As we advance our fuel efficiency, we are also actively evaluating opportunities to switch to alternative fuels and reduce our reliance on diesel fuel.

Compressed natural gas (CNG) fuels a portion of our overall fleet. We have found the trucks to be clean and quiet, and we continue to purchase some CNG vehicles each year. However, this technology remains limited in that many of our communities do not have access to the necessary fueling infrastructure.

### PUTTING EV TECHNOLOGY TO THE TEST

Electric vehicle (EV) technology is becoming available for many sectors. Through a grant from the State of Vermont, we have been testing two electric refuse trucks to determine whether the technology can meet the uniquely rigorous daily demands of our fleet. The seasonality and terrain of Vermont have provided a diverse and demanding testing ground, allowing us to monitor performance differences across weather conditions and along rural and mountainous routes. We have been providing the data to the manufacturer to help them work through challenges and to continue developing the technology.



READ  
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### Employee Highlight



**Marissa Sprouls**

ENVIRONMENTAL COMPLIANCE ANALYST

Marissa is an Environmental Compliance Analyst for Casella's divisions in Massachusetts and New Hampshire. She conducts environmental training sessions, assists with response to spills and emergencies, and manages environmental reporting related to landfill gas, stormwater, and fleet. In her role, she works with state and local regulators to support compliance amid evolving regulations. Staying current with environmental compliance requirements helps to mitigate impacts to air, soil, and groundwater.





## Environmental Compliance

Compliance with environmental regulations is a core expectation for each of our operations and a daily responsibility of each Casella employee.

Our engineering and environmental professionals work with our facility operating teams to improve operations while reducing environmental risk. We operate in a geography that has stringent environmental regulations, and we are proud to manage to these standards. Our approach includes the following elements:

- Casella employs a team of environmental engineers and compliance professionals dedicated to providing our operations teams with the knowledge and resources needed for compliance and environmental protection.
- Through our updated Environmental Compliance Review program, our teams work to prevent, detect, and correct potential noncompliance issues and ensure preparedness for external inspections.
- Casella facilities track their recurring permit conditions and responsibilities in the company's environmental task management database, with the support of a dedicated administrator.
- Casella employees receive training on environmental topics relevant to their position during on-boarding and throughout the year.



### Emerging Solutions: PFAS Treatment



The field of environmental services is always evolving, as society's needs and goals change. An example of a recent area of concern are the so-called forever chemicals, per- and polyfluoroalkyl substances (PFAS). Members of this complex group of synthetic chemicals, used in thousands of consumer products, do not easily decompose, and recent developments in monitoring technology have revealed that these substances are widely present at detectable levels throughout the environment.

Casella has launched a testing program at our Vermont landfill to tackle the problem of separating PFAS from landfill leachate. The process being evaluated is called foam fractionation, in which rising air bubbles are introduced at the bottom of the water column and the PFAS attaches to them. The resulting foam can be separated from the water and then trapped in concrete blocks for secure disposal. The scrubbed leachate can then be managed by wastewater treatment facilities.

The treatment process is one of the first in the country to be tested at a landfill. By testing this emerging technology, we can play a role, as an industry leader, in helping others to address a widespread environmental challenge. From 2005 to 2010, Casella proactively began to measure and manage the greenhouse gas emissions produced by our customers' waste, in advance of regulations or requirements. In many ways, our preliminary work with PFAS treatment is being implemented in this same spirit.





# Climate LEADERSHIP

For Casella, climate leadership is not about doing less—it is about doing more. It is about capturing more gas; producing more renewable energy; reducing, reusing, and recycling more material; and sequestering more carbon.

“ ”

Over the past 20 years, the solid waste industry has made great progress in reducing greenhouse gas emissions. Through technological innovation, infrastructure investments, and operational focus, we can continue to capture more gas and deliver it to our renewable energy partners.

— Sam Nicolai

VP, Engineering & Compliance



## GOAL: GHG EMISSIONS

Further reduce our carbon footprint, measured in metric tons of carbon dioxide equivalents (CO<sub>2</sub>e) from scopes 1 and 2 with a 2022 baseline.



2019 Performance

↓ 33%

2023 Progress

↓ 32%

2030 Goal

↓ 40%



## Emission Reductions

Between 2005 and 2010, we reduced our Scope 1 and 2 greenhouse gas emissions by 45%. Between 2010 and 2022, we reduced them by another 32%.

We are proud to have driven these significant reductions in total emissions over a period when our businesses and facilities grew substantially.

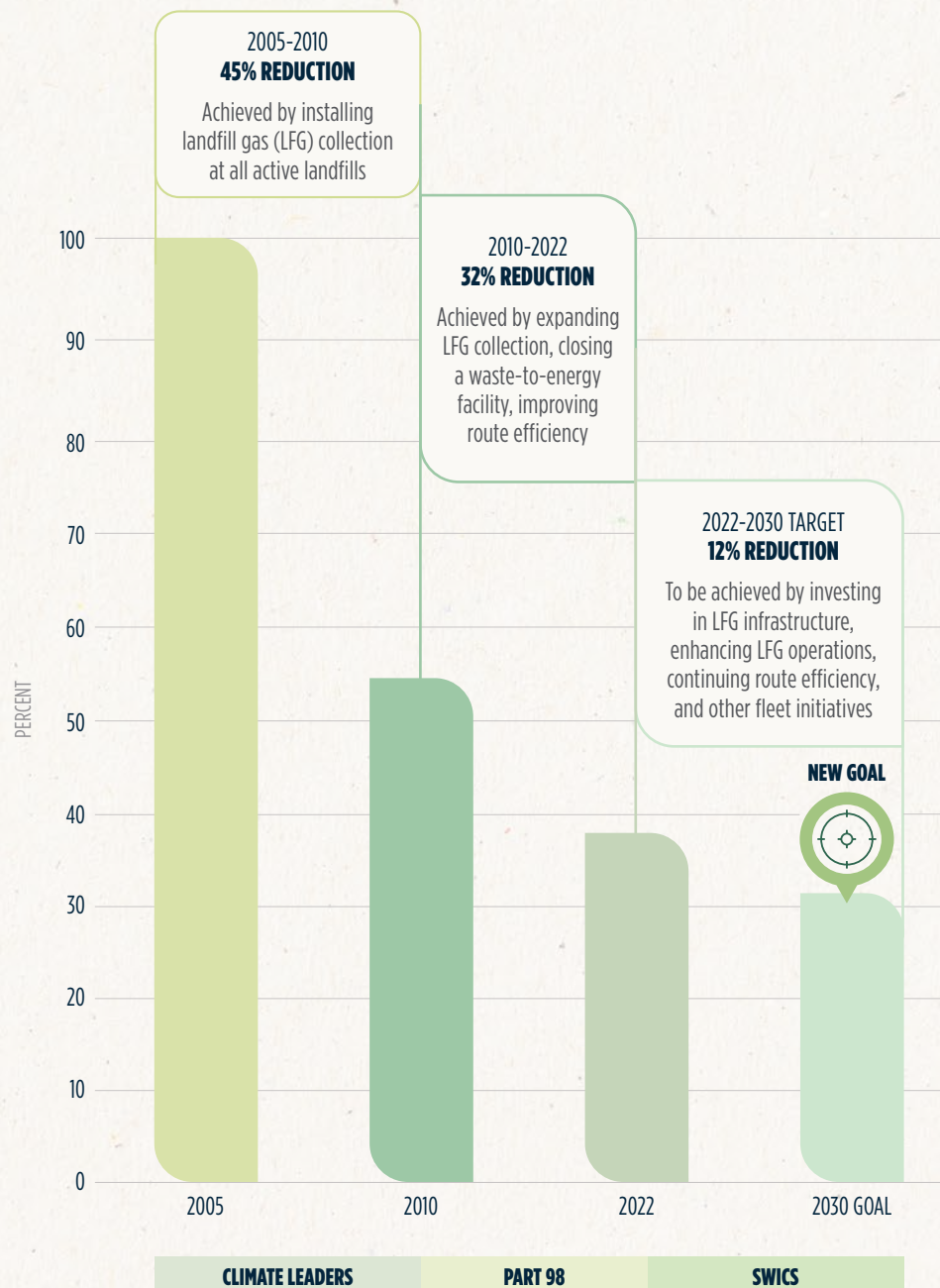
Most of these emission reductions have been realized at our landfills, where our operating teams work to capture methane and reduce the climate footprint of society's unrecycled waste. We also manage emissions from our fleet through the fuel efficiency measures described on page 33.

With this year's report, we are aligning with our industry peers to adopt the SWICS (Solid Waste Industry for Climate Solutions) model for quantifying greenhouse gas emissions from landfills. The new model is similar to the EPA model we began using in 2010, but it is more nuanced and takes into account a wider range of operating variables, such as surface emission monitoring and wellfield data, which we believe results in a more accurate accounting of modeled emissions.

Our 2023 emissions totaled 598,478 metric tons of CO<sub>2</sub>e, calculated using the SWICS and GHG Protocol methodologies, then verified by external reviewers.

Rather than recalculating our emissions dating back to 2010, we are setting our baseline to 2022 and continuing toward our 2030 target. Our restated goal – aligned with our previously published target – is to reduce our emissions to 12% below 2022 by 2030. Our restated base-year emissions total 640,846 metric tons of CO<sub>2</sub>e. The progression of our greenhouse gas reduction achievements is illustrated in the graphic to the right.

### GREENHOUSE GAS REDUCTION ACHIEVEMENTS AND 2030 GOALS





## Planning and Resilience

In fall 2023, we convened leaders from across the company to evaluate risks and opportunities associated with climate change.

During our analysis, we reviewed three hypothetical future climate scenarios and discussed the impact each might have on our business. A key insight from the dialogue was that building climate resilience is about investing in our capacity for change. We were encouraged to find that many of our recommendations map nicely onto the foundational pillars in our preexisting strategy: people, technology, innovation, and facilities.

Another element of our approach to climate resilience is our Casella Priority Response (CPR) process. The CPR process guides our response in the event of operational disruptions, including natural disasters. Through prompt, coordinated response, we strive to minimize impacts to our customers and maintain our overall level of service. As climate change increases the frequency and severity of storm events, our communities need reliable debris removal and disposal services to ensure they can clean up, rebound, and rebuild.



### Company Highlight

#### Drone-Based Emission Monitoring

Technology continues to advance in all aspects of the industry, including at our landfills. Relating to landfill gas management, we have seen the emergence of remote monitoring technology capable of detecting and pinpointing sources of methane gas across large acreages. Today, Casella's facilities deploy regularly scheduled flights of drone-based methane detectors as a diagnostic tool to identify areas in need of tuning or maintenance. By adopting this new technology, we are able to capture more gas, keeping it out of the atmosphere and redirecting it to renewable energy production.



“ ”

Technological advancements around monitoring and managing landfills have continued to allow us to optimize landfill operations and improve our efficiency. This shift enables us to be more knowledgeable about our sites and creates opportunities for improved capture efficiency.

— Josh Haley  
Division Manager

### Employee Highlight

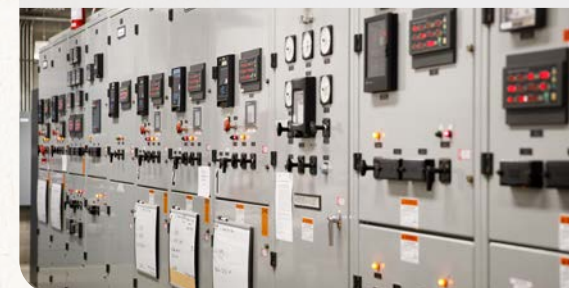


**Steven DuBrey**  
LANDFILL ENVIRONMENTAL TECH MANAGER

“

Each field is unique, and requires a lot of imagination and data analysis to figure out what is needed to maximize gas collection. It is incredibly rewarding because it has a direct impact on the communities our landfills serve.

Steven oversees seven of Casella's landfill gas collections systems, where his duties vary across sites. He is used as an employee resource, planning for future collection systems while troubleshooting problems and being a mentor to newer technical staff members. He is also responsible for taking compliance readings and adjusting gas flows at the landfills.





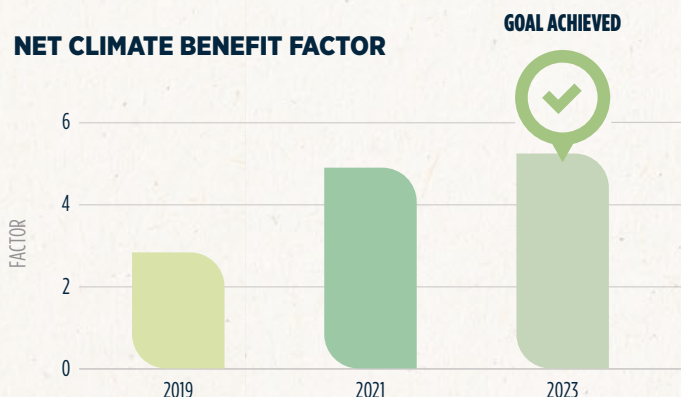
## Net Climate Benefit

For every ton of greenhouse gas we emit through our operations, our services prevent an estimated 5.6 tons of greenhouse gas emissions elsewhere in the economy.

Our recycling services prevent emissions throughout global product supply chains. The energy we generate prevents fossil fuel combustion in the power grid. And our work sequesters biogenic carbon in landfills and agricultural soils.

As we continue to reduce our direct emissions through landfill gas management and fuel efficiency, we understand that we can also reduce indirect emissions through our recycling, energy, and carbon sequestration services. To track our full climate impact, we monitor a ratio we call our Net Climate Benefit. We calculate this by adding the emission reduction benefit of our recycling, renewable energy, and sequestration activities and dividing this number by our total Scope 1 and 2 emissions. These calculations are completed using EPA factors and tools.

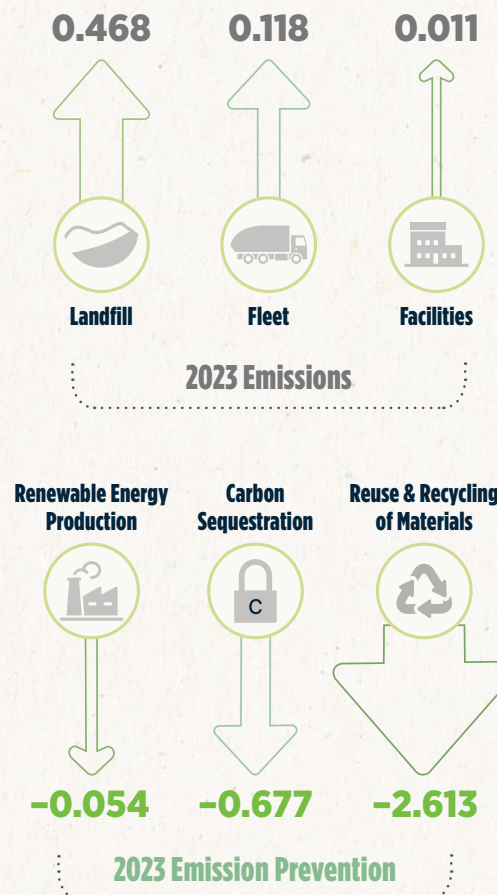
In our 2020 sustainability report, we outlined a goal to increase our Net Climate Benefit factor to 5.0x by 2030. In 2019 and 2020 our Net Climate Benefit calculations accounted for a portion, but not all, of our recycling, energy, and sequestration activities. For our 2021 inventory, we expanded the calculation to incorporate additional materials such as industrial recycling and biosolids. Since our last report, we saw our Net Climate Benefit increase from 4.8x using 2021 data to 5.6x using 2023 data. The driving factor for improvement during this two-year period was the growth in the tons we captured for recycling by working with our customers.



\*A more detailed explanation of our Net Climate Benefit calculation can be found in our annual CDP disclosure by visiting [casella.com/esg-practices](https://casella.com/esg-practices).

## Calculating Our Net Climate Benefit Factor

Million Metric Tons of CO<sub>2</sub>e



	2023
Emission Prevention	2.635
	÷
Emissions	0.551
<b>NET CLIMATE BENEFIT FACTOR</b>	<b>5.6</b>





# Community ENGAGEMENT

At Casella, we are driven to make a difference by investing in the communities where we live and work through local giving, employee volunteering, and educational outreach.

“ ”

Our approach to community engagement draws on our Casella Core Values. Through our interactions, we want to build dialogue and trust with our community. We want to understand local needs, support local goals, and lead with compassion.

— Abby Kristan  
Community Engagement Manager



## GOAL: COMMUNITY GIVING

Increase our community giving, including charitable donations, in-kind services, and local community sponsorships.

GOAL ACHIEVED



2019 Performance

\$1.06M<sup>1</sup>

2023 Progress

\$2.19M

2030 Goal

\$2.00M



<sup>1</sup> Community Giving metric is for 2020 when tracking began



## Community Giving

In 2023, we achieved and surpassed our community giving goal, contributing an estimated \$2,200,000 in the form of charitable donations, local sponsorships, and in-kind services.

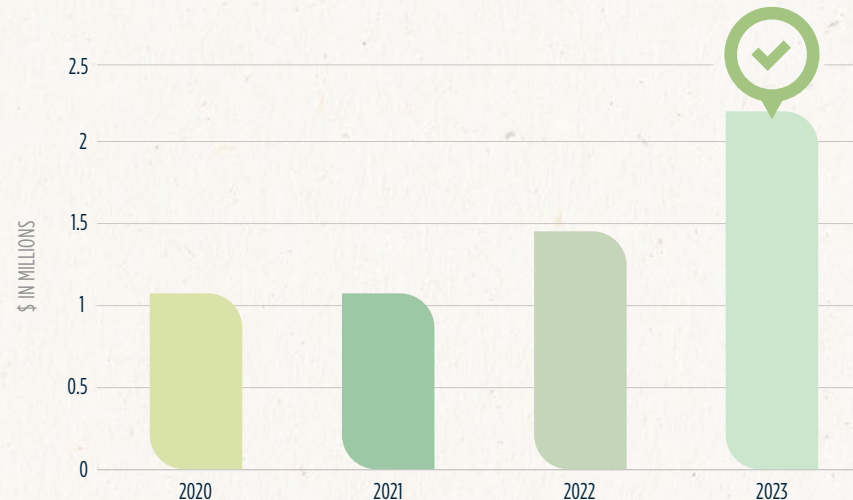
This giving consisted primarily of locally directed contributions to community causes and organizations.

In addition to achieving our 2030 goal, we are proud to announce the launch of The Casella Foundation, described below. With this Foundation, we aim to strengthen and grow our longstanding commitment to supporting the communities where we live and work.

Having achieved our initial target, we intend to continue our charitable donations, local community sponsorships, and in-kind services, and we aim to announce a new community giving goal in our next report. In the meantime, we will bring greater focus to our employee volunteering initiatives.

### COMMUNITY GIVING

GOAL ACHIEVED



### Company Highlight

#### The Casella Foundation

In 2024, we launched The Casella Foundation in alignment with our long-term commitment to supporting the communities where we live and work. The primary focus of the Casella Foundation is to support qualified non-profit charitable organizations demonstrating community impact in environmental and natural resource conservation. Beyond this primary focus, we also support organizations advancing neighborhood revitalization, workforce development, and disaster relief.





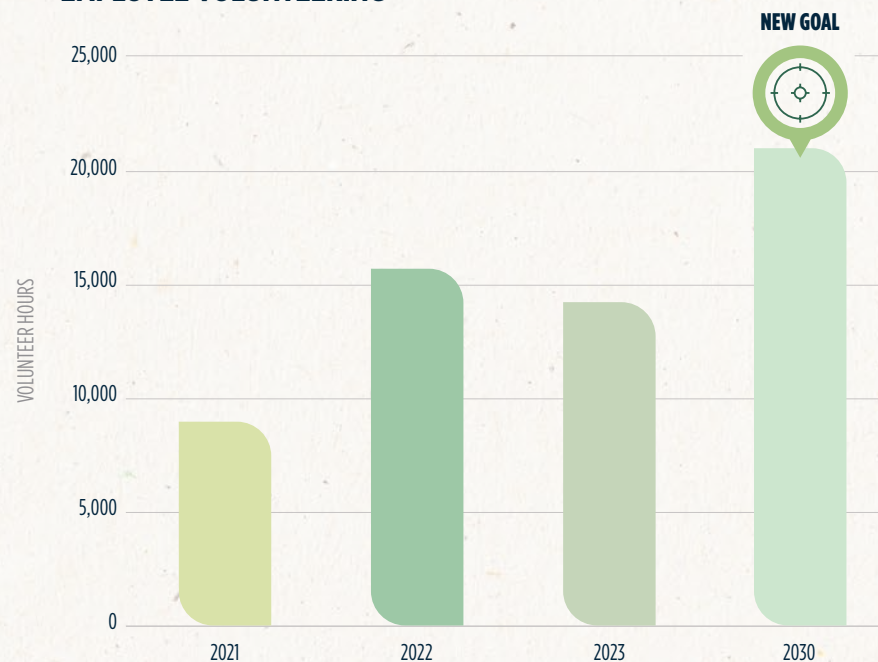
## Employee Volunteering

As part of our drive to make a difference in the communities where we live and work, our teams organize and execute volunteering events including disaster relief efforts, food drives, neighborhood clean-ups, mentor connections, and much more.

To strengthen and amplify our beneficial impact, we have invested in a new employee volunteering portal and established a Community Champions Network of leaders. Their goal is to create an environment to inspire their coworkers to maximize their impact through volunteering.

We encourage Casella employees to participate in five or more hours per year of volunteering, with a particular emphasis on sharing their recycling and sustainability expertise with their communities. Having achieved our first community giving goal (see page 41), we will now turn our focus to building our employee volunteering program, with a new goal to invest 21,000 hours per year of our time and expertise in our local communities. We will adjust this goal periodically, as needed, to account for our growing team.

### EMPLOYEE VOLUNTEERING



#### Employee Highlight

**Paul Riopelle**  
DRIVER

Paul Riopelle served our country for 15 years in the National Guard and today serves his customers in Salem, NH.

“

I love participating in community events and touch-a-trucks. I love getting kids involved in the trucks, learning, and seeing their smiling faces.



#### Employee Highlight

**Jessica Dibble**  
OPERATIONS MANAGER

As Operations Manager in Horseheads, NY, Jessica Dibble represents the second of three generations of women in her family to bring their work ethic and leadership to Casella.

“

Each year we participate in community events, including trunk-or-treats, parades, and more. I believe all of us enjoy giving back to the community we serve and educating people on what we do.



#### Employee Highlight

**Chez Morton**  
MARKET AREA MANAGER

Market Area Manager Chez Morton and his team demonstrate the power of hard work and commitment to the local community each day through their work in Lebanon Farms, PA.

“

Community engagement and volunteerism is at the heart of our mission here in the Mid-Atlantic region. Our people not only work but live here, and we strongly believe in fostering strong relationships within the communities we serve.



## Educational Outreach

Throughout this report, we have presented our vision for sustainable materials management within our communities.

As we work to build the necessary services and infrastructure, we know that sharing our knowledge and expertise across our operating footprint helps us to educate the communities we serve.

Each year, we share our technical knowledge by participating in community events, visiting local schools, lecturing in university classrooms, offering facility tours, serving on industry panels, meeting with municipal governments, testifying to state-level leaders, and more. We deliver education through our social media, blogs, and other outlets to aid the communities we serve.

To strengthen and amplify educational outreach, we have created K-12 kits for local schools, to help inspire young people to care about the environment and understand the impact they have.



### Company Highlight **The Power of Play**

Education plays a critical role in creating sustainable communities, and Casella is proud to partner with Wonderfeet Kids Museum in Rutland, VT, to bring to life a unique learning experience for children of all ages through a customized Casella exhibit about recycling and waste.

The interactive model truck exhibit is designed to bring children and families together as they explore proper recycling habits. It offers visitors a behind-the-scenes look at fleet technology, educating and empowering the next generation.



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## Community Engagement Stories

For additional community engagement stories, scan here >



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After the recent flooding in Vermont, we partnered with local communities to provide essential support and volunteer services. Our volunteers showed commitment and compassion as they worked alongside community members to rebuild and restore the affected areas.



We are honored to have partnered with Staff Sergeant Travis Mills and the nonprofit Travis Mills Foundation, dedicated to supporting veterans who have been injured in combat. Casella volunteers worked together to create corn hole sets, which were donated to the Travis Mills Foundation Veterans Retreat along with a contribution.



Our Fort Edward, New York, team joined local Earth Day clean-up efforts by donating supplies, providing food and drinks for volunteers, and making a donation. More than 30 Casella employees also pledged their support.



The Dover Air Force Base Housing hosted Earth Day celebrations with educational activities and a hands-on Touch-A-Truck experience, showcasing our commitment to safety, sustainability, and inspiring the next generation.



The Casella Calendar Contest has been inspiring and educating third-grade students about waste and sustainability for nearly 20 years. The contest aims to instill lifelong habits, such as reducing waste, reusing items, recycling, and sharing this knowledge with others.



The Worcester Green Corps spent the day at our Material Recovery Facility in Auburn, Massachusetts. They took an extensive tour of our operations and gained insight into our initiatives and collaborative impact.



## Safe Harbor Statement

Certain matters discussed in this report, including, but not limited to, the statements regarding the Company's intentions, beliefs or current expectations concerning its sustainability goals and commitments and anticipated actions to meet such goals and commitments, and the Company's progress towards, and achievement of, its sustainability strategy and vision, are "forward-looking statements" intended to qualify for the safe harbors from liability established by the Private Securities Litigation Reform Act of 1995. These forward-looking statements can generally be identified as such by the context of the statements, including but not limited to words such as "believe," "expect," "anticipate," "plan," "may," "would," "intend," "estimate," "will," "guidance" and other similar expressions, whether in the negative or affirmative. These forward-looking statements are based on current expectations, estimates, forecasts and projections about the industry and markets in which the Company operates and management's beliefs and assumptions. The Company cannot provide assurance that it actually will achieve the plans, intentions, expectations or guidance disclosed in the forward-looking statements made. Such forward-looking statements, and all phases of the Company's operations, involve a number of risks and uncertainties, any one or more of which could cause actual results to differ materially from those described in its forward-looking statements. Such risks and uncertainties include or relate to, among other things, the following: the ability to improve the Company's safety performance; the ability to increase the amount of recyclables processed or other resources managed; the impact of changes to, or new, statutory, regulatory and legal requirements; the ability to improve the Company's fuel efficiency; the ability to further reduce the Company's carbon footprint; and the amount of the Company's giving in its communities. There are a number of other important risks and uncertainties that could cause the Company's actual results to differ materially from those indicated by such forward-looking statements. These additional risks and uncertainties include, without limitation, those detailed in Item 1A, "Risk Factors" in the Company's Form 10-K for the fiscal year ended December 31, 2021 and in the Company's Form 10-Q for the quarterly period ended June 30, 2022, and in other filings that the Company may make with the Securities and Exchange Commission in the future. The Company undertakes no obligation to update publicly any forward-looking statements whether as a result of new information, future events or otherwise, except as required by law.

## Materiality Statement

The terms "material," "materiality," and other similar terms, as referred to in this Sustainability Report, our website, and our ESG materiality assessment process are distinct from those terms when used in the context of Securities and Exchange Commission ("SEC") disclosure. As used in this Sustainability Report, our website, and our ESG materiality assessment process, these terms are not defined in accordance with SEC rules and interpretation. Issues deemed material for purposes of our sustainability and ESG reporting and for purposes of determining our ESG strategy may not be considered material for SEC reporting purposes, nor does inclusion of information in our sustainability and ESG reporting indicate that the topic or information is material to the Casella's business or operating results.



## Scorecard

TOPIC	TARGET	METRIC DESCRIPTION	2020	2021	2022	2023	2030 GOAL
<b>Essential Workers</b>	Health and Safety	Health & Safety Total Recordable Incident Rate (TRIR), a measure of recordable incidents compared to hours worked	5.9	5.4	5.5	5.04	4.0
<b>Materials Management</b>	Resource Solutions	Tons of solid waste materials that we reduce, reuse, or recycle through our operations or with third parties in collaboration with our customers	1.221	1.213	1.457	1.432	2.000
<b>Sustainable Operations</b>	Fuel Efficiency	Gigajoules of fuel consumed per ton of waste and recycling collected	0.464	0.459	0.457	0.437	0.396
		Percentage below 2019 baseline	6.3%	7.3%	7.7%	11.7%	20.0%
<b>Climate Leadership</b>	GHG Emissions	Metric tons of carbon dioxide equivalent (CO <sub>2</sub> e) emissions from scopes 1 and 2 <sup>1</sup>	568,998	551,180	640,846 <sup>3</sup>	598,478	
		Scope 1	564,186	546,100	634,676 <sup>3</sup>	591,890	
		Scope 2	4,812	5,080	6,170 <sup>3</sup>	6,588	
		Biogenic CO <sub>2</sub> (metric tons) <sup>2</sup>	185,208	186,834	191,710	187,524	
		Percentage below 2010 baseline	35%	37%	32%	32%	40%
		New goal: Percentage below 2022 baseline	--	--	--	4%	12%
<b>Community Engagement</b>	Community Giving	Charitable donations, in-kind services, and local community sponsorships, in millions (USD)	\$1.062	\$1.063	\$1.410	\$2.197	\$2.000
	Employee Volunteering	New goal: Employee volunteering hours	--	9,000	16,000	14,000	21,000

<sup>1</sup> The company's GHG inventory for 2023 has been independently verified according to the standards required for a limited level of assurance. Visit [ir.casella.com/esg-practices](https://ir.casella.com/esg-practices) to view the Independent Verification Declaration.

<sup>2</sup> The company added the disclosure of biogenic CO<sub>2</sub> from the combustion of biomass materials, primarily landfill biogas, in 2020.

<sup>3</sup> Our updated GHG Emissions goal uses a base year of 2022. We have restated our base year emissions to account for acquisitions completed in 2022 and 2023. This restatement has not yet been independently assured.



## GRI Content Index

This report has been prepared in accordance with the GRI standards.

We prepared this report over the course of 2023. In this, our eighth full sustainability report, we remain focused on the same six stakeholder groups (Employees, Customers, Communities, Investors, Government, and Supply Chain) and within the same scope and boundaries (Organizational Control) as in prior years.

Our most recent GRI assessment was completed in 2020. It focused on identifying the topics for inclusion in our sustainability reporting. The process consisted of an online survey sent to approximately 200 internal stakeholders and 70 external stakeholders, with a response rate of over 40%. The online survey was supplemented with nine stakeholder interviews. The five topic areas identified through that process are: essential workers, materials management, sustainable operations, climate leadership, and community engagement. These five topic areas provide the framework for our report, which was further developed with direct input from leaders representing multiple functions throughout our organization. Performance indicator data were compiled by the Sustainability Team. Casella's Vice President of Sustainability leads our biennial report development process. We value the input we receive from our key internal stakeholders during the reporting process, and our process for soliciting input from a broad range of stakeholders is described in Appendix A. We issue our reports biennially, and in off years, release a performance indicator scorecard accompanied by a brief interim update.

### GRI 2: GENERAL DISCLOSURES 2021

Number	Disclosure Title	Location
<b>Section 1: The organization and its reporting practices</b>		
2-1	Organizational Details	Sustainability Report   About this Report   pg. 3
2-2	Entities included in the organization's sustainability reporting	Sustainability Report   About this Report   pg. 3
2-3	Reporting period, frequency, and contact point	Sustainability Report   About this Report   pg. 3
2-4	Restatements of information	Sustainability Report   Emission Reductions   pg. 37 restatement of baseline year
2-5	External Assurance	Sustainability Report   About this Report   pg. 3 Investor Relations Website   <a href="https://ir.casella.com/esg-practices">ir.casella.com/esg-practices</a>
<b>Section 2: Activities and Workers</b>		
2-6	Activities, value chain, and other business relationships	Sustainability Report   About Us   pg. 5
2-7	Employees	Sustainability Report   About Us   pg. 5
2-8	Workers who are not employees	N/A



### Section 3: Governance

2-9	Governance structure and composition	2024 Proxy Statement   pg. 24 Other governance documents   <a href="https://ir.casella.com/esg-practices">ir.casella.com/esg-practices</a>
2-10	Nomination and selection of the highest governance body	Nomination and ESG Committee Charter   <a href="https://ir.casella.com/esg-practices">ir.casella.com/esg-practices</a> Proxy Statement   pg. 78
2-11	Chair of the highest governance body	Proxy Statement   pg. 17
2-12	Role of the highest governance body in overseeing the management of impacts	Proxy Statement   pgs. 26-29
2-13	Delegation of responsibility for managing impacts	Proxy Statement   pg. 29
2-14	Role of the highest governance body in sustainability reporting	Sustainability Report   Sustainability Strategy   pg. 7
2-15	Conflicts of Interest	Code of Business Conduct and Ethics   <a href="https://ir.casella.com/esg-practices">ir.casella.com/esg-practices</a>
2-16	Communication of critical concerns	Code of Business Conduct and Ethics   <a href="https://ir.casella.com/esg-practices">ir.casella.com/esg-practices</a> Proxy Statement   pg. 31
2-17	Collective knowledge of the highest governance body	2023 CDP Climate Response   <a href="https://ir.casella.com/esg-practices">ir.casella.com/esg-practices</a> Proxy Statement   pg. 24
2-18	Evaluation of the performance of the highest governance body	2023 CDP Climate Response   <a href="https://ir.casella.com/esg-practices">ir.casella.com/esg-practices</a> Proxy Statement   Corporate Governance   pg. 24
2-19	Remuneration Policies	Proxy Statement   pg. 36 Proxy Statement   ESG Incentive   pg. 38 and pg.46
2-20	Process to determine remuneration	Proxy Statement   pg. 40
2-21	Annual total compensation ratio	Proxy Statement   pg. 66

### Section 4: Strategy, Policies and Practices

2-22	Statement on sustainable development strategy	Sustainability Report   Sustainability Strategy   pg. 7
2-23	Policy commitments	Human Rights Policy   <a href="https://ir.casella.com/esg-practices">ir.casella.com/esg-practices</a>
2-24	Embedding policy commitments	Code of Business Conducts and Ethics   <a href="https://ir.casella.com/esg-practices">ir.casella.com/esg-practices</a> Human Rights Policy   <a href="https://ir.casella.com/esg-practices">ir.casella.com/esg-practices</a>
2-25	Processes to remediate negative impacts	Code of Business Conduct and Ethics   <a href="https://ir.casella.com/esg-practices">ir.casella.com/esg-practices</a> Proxy Statement   Corporate Governance   pgs. 24-32
2-26	Mechanisms for seeking advice and raising concerns	Code of Business Conduct and Ethics   <a href="https://ir.casella.com/esg-practices">ir.casella.com/esg-practices</a>
2-27	Compliance with laws and regulations	Code of Business Conduct and Ethics   <a href="https://ir.casella.com/esg-practices">ir.casella.com/esg-practices</a>
2-28	Membership Associations	Sustainability Report   Appendix B

### Section 5: Stakeholder Engagement

2-29	Approach to stakeholder engagement	Sustainability Report   Appendix A
2-30	Collective bargaining agreements	2022 SASB Disclosure   <a href="https://ir.casella.com/esg-practices">ir.casella.com/esg-practices</a> 2023 10K   pg. 27



### GRI 3 MATERIAL TOPICS

Number	Disclosure Title	Location
3-1	Process to determine Material Topics	Sustainability Report   GRI Materiality   pg. 3 Sustainability Report   Appendix A
3-2	List of Material Topics	Sustainability Report   GRI Materiality   pg. 3
3-3	Management of Material Topics	See relevant topic standards

### GRI 303 Water & Effluents, 2018

Number	Disclosure Title	Description
3-3	Management of Material Topics	Other than typical sanitary wastewater generated at our facilities, the primary source of wastewater managed by Casella is leachate collected from our landfills and other solid waste management facilities. The collection, storage, transportation, and disposal of leachate is performed in accordance with the applicable federal, state, and local regulations, and includes redundant containment and monitoring systems at our generation and processing facilities. Onsite leachate management treatment infrastructure can include targeted pretreatment of specific compounds, aeration or other odor management programs, or full-scale treatment for NPDES discharge. Offsite disposal of leachate occurs at permitted wastewater treatment facilities, often coupled with solid waste management of the wastewater facility residual solids. Casella facilities also utilize a variety of leachate minimization strategies, including the use of final and interim capping projects, rain flaps and stormwater diversion systems, and the usage of compost and other organic materials to establish robust vegetative cover for landfill slopes. Both the quantity and quality of leachate generated at each facility is tracked over time, and annual goals are utilized to drive improvements and implement best practices.
303-1	Interactions with water as a shared resource	The company's water consumption is low, primarily consisting of use for sanitation and drinking water, with limited amounts for irrigation, dust suppression, and vehicle washing. Recycled water is utilized where possible for dust suppression. The largest source of wastewater is leachate collected from active landfill facilities. Landfills work to minimize leachate production through operational best management practices, and dispose of collected leachate at permitted disposal facilities.
303-2	Management of water discharge-related impacts	Wastewater streams delivered to permitted wastewater treatment facilities are sampled and tested in accordance with state-or facility-specific permits. Onsite treated flows are managed in accordance with approved NPDES discharge permits.
303-4	Water discharge by quality and destination	137.9 million gallons of landfill leachate was directed to wastewater treatment plants in 2023. 6.2 million gallons of landfill leachate was treated and discharged under NPDES permits. Minimal quantities of sanitary wastewater were treated and discharged through permitted septic systems.



### GRI 305 Emissions, 2016

3-3	Management of Material Topics	Independent Verification Declaration   <a href="http://ir.casella.com/esg-practices">ir.casella.com/esg-practices</a> Sustainability Report   Climate Leadership   pgs. 36-39
305-1	Direct (Scope 1) GHG Emissions	Sustainability Report   Scorecard Appendix
305-2	Energy Indirect (Scope 2) GHG Emissions	Sustainability Report   Scorecard Appendix

### GRI 306 Waste, 2020

3-3	Management of Material Topics	Sustainability Report   Materials Management Section   pgs. 26-31
306-1	Waste generation and significant waste-related impacts	Sustainability Report   Materials Management Section   pgs. 26-31
306-2	Management of significant waste-related impacts	Sustainability Report   Circular Economy and Integrated Resource Management pgs. 10-11

### GRI 403 Health and Safety, 2018

3-3	Management of Material Topics	Sustainability Report   Health and Safety   pg. 20
403-1	Statement of whether a health and safety management system has been implemented	Sustainability Report   Health and Safety   pg. 20
403-9	Worker-related injuries	Sustainability Report   Scorecard Appendix

### GRI 404 Training & Education, 2016

3-3	Management of Material Topics	Sustainability Report   Essential Workers Section   pgs. 19-25
404-1	Average hours of training per year per employee	Sustainability Report   People, Culture, and Belonging   pg. 22
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report   Engagement   pg. 23
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report   Engagement   pg. 23

### GRI 405 Diversity and Equal Opportunity, 2016

3-3	Management of Material Topics	Sustainability Report   People, Culture, and Belonging   pg. 22 Human Rights Policy   <a href="http://ir.casella.com/esg-practices">ir.casella.com/esg-practices</a>
405-1	Diversity of governance and workforce by age, gender, and race	Sustainability Report   People, Culture, and Belonging   pg. 22 Human Rights Policy   <a href="http://ir.casella.com/esg-practices">ir.casella.com/esg-practices</a>

### GRI 413 Local Communities, 2016

3-3	Management of Material Topics	Sustainability Report   Community Engagement Section   pgs. 40-44
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report   Community Engagement Section   pgs. 40-44



# Appendices

## Appendix A: Stakeholder Engagement

Upon issuing each biennial sustainability report, we work to actively engage members of each of our six key stakeholder groups: Employees, Customers, Communities, Investors, Government, and Supply Chain. We conduct this outreach via multiple channels including meetings, webinars, public events, facility tours, and social media. We value sharing our sustainability journey with these stakeholders and drawing upon their insight and feedback to continuously improve our performance.

## Appendix B: Memberships & Organizations

Casella is a member of or collaborates with the following organizations as of 12/31/2023.

### National

National Waste & Recycling Association  
 NWRA Future Industry Leaders Alliance (NWRA FILA)  
 NWRA Women's Council  
 Association of Post-Consumer Plastic Recyclers  
 Recycled Materials Association (ReMA)  
 Product Stewardship Institute (PSI)  
 Water Environment Federation  
 Solid Waste Association of North America (SWANA)  
 US Composting Council  
 American Biogas Council  
 United Way  
 Detachable Container Association (DCA)  
 Society of Human Resources Management (SHRM)  
 Businesses for Social Responsibility (BSR)  
 Environmental Research & Education Foundation (EREF)

### Regional

Northeast Recycling Coalition (NERC)  
 Northeast Resource Recovery Association (NRRRA)  
 SWANA Northern New England Chapter  
 Environmental Business Council of New England (EBC)  
 Goodwill of Northern New England  
 Northeast Biosolids and Residuals Association  
 Mid-Atlantic Biosolids Association (MABA)  
 New England Water Environment Association (NEWEA)  
 New England Vegetable and Fruit Association  
 Eastern Paper Mill Suppliers Association  
 Northeast Human Resources Association (NEHRA)

### Massachusetts

Greater Boston Chamber of Commerce  
 Massachusetts Municipal Association  
 Worcester Regional Chamber of Commerce  
 Associated Builders and Contractors, Massachusetts Chapter  
 Massachusetts Nursery and Landscape Association  
 Massachusetts Water Environment Association (MAWEA)  
 Asian American Civic Association

### Vermont

Vermont Council on Rural Development (Newsletter)  
 Vermont Chamber of Commerce  
 Vermont Truck and Bus Association  
 Vermont Businesses for Social Responsibility  
 Association of Builders and Contracts VT  
 Vermont Human Resources Association (VTHRA)  
 Employer Support of the Guard and Reserve (ESGR)  
 Green Up Vermont  
 Chittenden Solid Waste District  
 Champlain Valley Farmer Coalition, Inc.



## Appendices

### Maine

Maine Chamber of Commerce  
Maine Water Environment Association (MWEA)  
Maine Rural Water Association  
Maine Landscape and Nursery Association  
Maine Organic Farmers & Gardeners Association (MOFGA)  
Maine Municipal Association  
Maine Resource Recovery Association (MRRA)  
Maine Aggregate Association  
Environment and Energy Technical Association (E2TECH)  
Maine Motor Transport Association  
Associated Builders and Contractors (ABC) of Maine  
Bangor Region Chamber of Commerce

### New Hampshire

Business and Industry Association of New Hampshire  
New Hampshire Businesses for Social Responsibility  
Association of Builders and Contractors NH  
New Hampshire Timberland Owners Association  
New Hampshire Home Builders Association  
New Hampshire Nursery and Landscape Association (NHNA)

### New York

New York State Association for Solid Waste Management  
New York State Solid Waste Federation  
New York State Association for Reduction, Reuse, and Recycling (NYSAR3)  
New York Water Environment Association (NYWEA)  
New York Farm Bureau  
REMADE Institute  
WNY Sustainable Business Roundtable

### Connecticut

Connecticut Recyclers Coalition  
Connecticut Nursery and Landscape Association (CNLA)  
Connecticut Environmental Business Council (EBC)  
Recycle Connecticut  
CT DEEP's Solid Waste Advisory Committee

### Mid-Atlantic Region Office

Professional Recyclers of Pennsylvania

### Delaware

Middletown Area Chamber of Commerce  
SWANA Mid-Atlantic Chapter

### Maryland

NWRA Maryland Chapter Legislative Fund

### Pennsylvania

Lancaster Chamber of Commerce

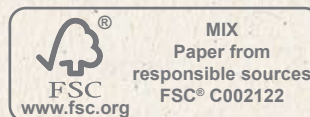
### Appendix C: ESG Practices

To see Casella's full list of ESG Practices including Reports and Disclosures, Corporate policies – including our environmental policy – and Governance Documents and Committee charters, please visit [ir.casella.com/environment](https://ir.casella.com/environment).









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