

# A PROUD PAST. A PROMISING FUTURE.

## 2025 SUSTAINABILITY PROGRESS REPORT



*Driven to Make a Difference*



## Chairman & CEO Message

In 2025, we celebrate five decades of service as a company. It is a milestone that recognizes the grit, hard work, and commitment to excellence of countless individuals. When the company started in 1975, the world was a much different place. What was true then, however, remains true today: Being of service to each other first, then our customers and communities, makes all the difference.

This is why it remains critically important that all Casella employees work safely towards achieving our 2030 sustainability goals and remain guided by our Core Values.

With this in mind, I am pleased to provide this update to our comprehensive biennial Sustainability Report, issued in 2024. In doing so, we assess our progress, take stock of our successes and areas for improvement, and reaffirm our commitment to creating value through disciplined and strategic investment in sustainability.

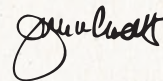
This progress report highlights the collaborative efforts of our company and the customers and communities

we serve. While we advance on our own sustainability journey, we recognize that we do not do so alone, and we are committed to enabling economic and environmental sustainability for all our stakeholders.

While we recognize that our sustainability metrics are likely to fluctuate as we grow and evolve our business, we remain committed to the challenge of achieving these important 2030 goals.



All the best,



John W. Casella  
Chairman & CEO

- 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

47



**\$1.6B**

ANNUAL  
REVENUE



**2M+**

CUSTOMERS



**2,200+**

COLLECTION  
VEHICLES



**1.5M+**

TONS RECYCLED  
PER YEAR



**5,100+**

EMPLOYEES



**47**

STATES WITH  
CASELLA  
CUSTOMERS



**180+**

LOCATIONS



**21%**

REVENUE FROM  
RESOURCE  
SOLUTIONS

The numbers above are consistent with the reporting period of the company's 2024 Annual Report filing. The location map reflects acquisitions closed through 4/15/2025.

# History of Hard Work



In 2025, we celebrate our 50th anniversary. Five decades of service and partnerships. Our history is not just one of work but of innovation at work. Those who have innovated our sustainability efforts have, in turn, made Casella a sustainable business — a win-win for our people and the planet.

The customers and communities we serve span a wide range of industries and markets. Casella views these partnerships not as business ventures but as opportunities to conserve the earth's resources and help meet our customers' needs — and it's an honor and privilege to do so.

“ ”

This year we are celebrating a significant milestone, our 50th Anniversary. Since the company started in 1975 with a single truck, followed closely by our first recycling facility in 1977, we have put service and safety ahead of everything. Today, with operations in 10 states and over 5,000 employees servicing customers throughout the country, that commitment to hard work and safe service is more important than ever.

— John W. Casella  
Chairman & CEO



## OUR BEGINNINGS

Doug Casella founds Casella's Refuse Removal in 1975. The next year, he invites his brother John to join him.



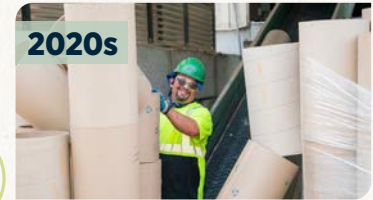
## LEADERS IN RECYCLING

Casella builds Vermont's first recycling facility and builds an unparalleled recycling infrastructure throughout the Northeastern U.S.



## LEADERS IN ORGANICS

Casella launches its first food waste collection truck, beginning a journey of service innovation to return wasted food to soil.



2020s

## CIRCULAR ECONOMY

Today, sustainability moves beyond recycling toward a circular economy that conserves resources and creates lasting value.



2000s

## SUSTAINING SUCCESS

Casella led the industry into the 21<sup>st</sup> century by innovating for sustainability, staying true to its mission of turning waste into resources.



2010s

## ENERGIZING SUSTAINABILITY

Casella advanced landfill gas-to-energy and redirected food waste to support farms and soil health, and produce biogas energy.

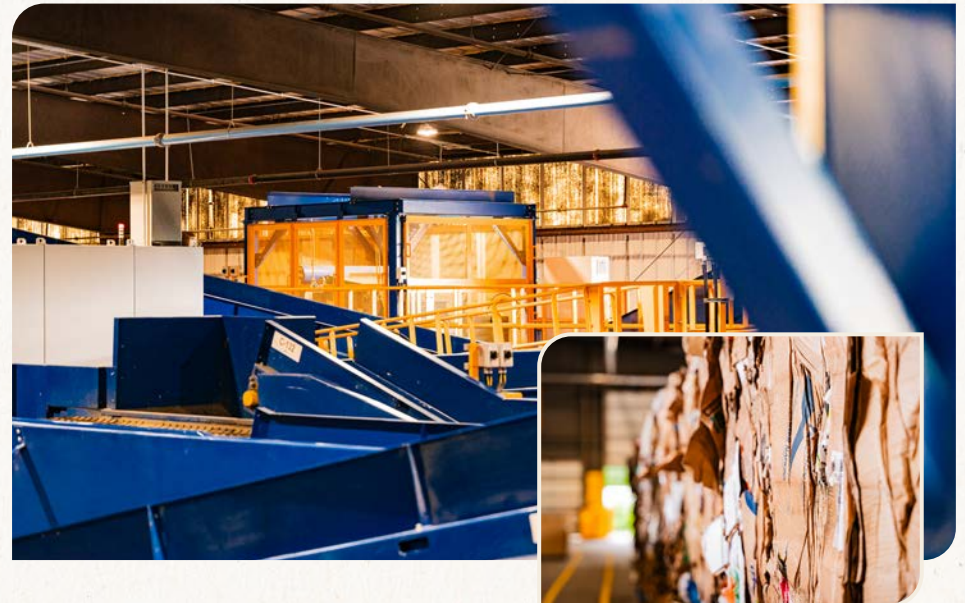
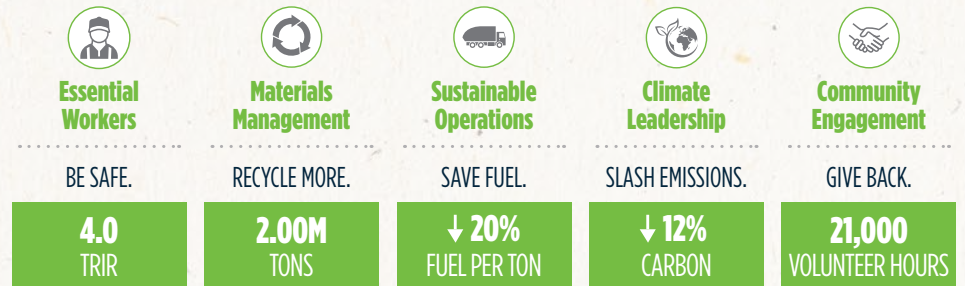


## Progress Toward Our 2030 Goals

In the past year, we have made progress on several initiatives as we advance toward our 2030 sustainability goals. Brief updates can be found in this 2025 progress report, and in the scorecard on page 7, while a more complete discussion of our approach to each goal can be found in the full 2024 sustainability report.

### Essential Workers

Casella employees deliver essential services to our customers and communities while prioritizing service excellence and employee safety. Over the past year, our team has grown by more than 1,000 people, bringing our latest total to more than 5,100 and growing. With this tremendous growth comes a need to quickly and effectively deploy our safety systems, equipment, and culture to our new team members while providing steady support to legacy operations. Management bonus plans now include a goal to improve safety and employee turnover performance. Just one element of our safety program is our deployment of onboard computing technology to enable safer routing, vehicle monitoring, and post-incident coaching. We also help our people advance along rewarding career paths and continue to invest in our Kenneth A. Hier Sr. CDL and Technician training center, which recently reached the milestone of 350 graduates since its inception in 2020.



### Materials Management

Each year, we work with our customers to recycle over 1.5 million tons of recyclables and organics. Growth in our annual recycling tonnage is due in part to continued disciplined investments in recycling facility upgrades, most recently in Willimantic, CT. Casella also see growth as we expand into new markets like Pennsylvania, and as we add customers in legacy markets like Boston, MA. We have had particular success recently with college and university customers who come to us with visionary sustainability commitments and zero waste goals.

## Sustainable Operations

With over 2,000 vehicles across the Northeast and Mid-Atlantic regions, we are committed to reducing the energy intensity of our operations, so we can serve more customers with less fuel. The biggest benefits come from our initiatives to improve route efficiency, upgrade old equipment, and automate our collection service. New efficiency opportunities emerge each time we acquire a fleet or win a new municipal account. We continue to monitor and test alternative fuel technologies, and our electric truck pilot suggests reasonable potential if the technology can develop to overcome wintertime range and regional fueling infrastructure challenges.



## Climate Leadership

We are tackling climate change by addressing our own emissions while expanding the services that help others do the same. From 2005 to 2010, we cut our Scope 1 and 2 emissions by 45%, and from 2010 to 2022, we reduced by another 32%. Today we aim to reduce by another 12% below 2022 by 2030, which will require continued enhancements to landfill gas management and improvements in fuel efficiency as we grow. Because of our growth and the non-linear nature of the timing of both facility development projects and market conditions, we do not anticipate a straight-line reduction in our emissions, which may rise and fall on our path toward our goal.

## Community Engagement

In 2025, we launched our first-ever Casella Volunteer Month—an initiative honoring the spirit of service that has defined us since the beginning. More than 400 employees from 62 divisions contributed over 2,500 hours to 75+ organizations across our communities. Led by our Community Champions Network, the month embodied our shared commitment to giving back. With each hour served, we are making meaningful progress toward our goal of contributing 21,000 volunteer hours annually—and we're just getting started.



## Sustainability Leadership Awards


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### THE ARC OTSEGO



**The Arc Otsego**, a nonprofit organization in Otsego County, New York, that supports individuals with developmental disabilities, has partnered with Casella for over 25 years to drive sustainable practices. With recycling at all service locations and the Otsego ReUse Center repurposing building materials and household goods, the organization helps to reduce waste while supporting the local community. The Arc Otsego also leads recycling efforts for hard-to-recycle materials like polystyrene, fluorescent bulbs, plastic film, and more throughout Oneonta.

### DARTMOUTH COLLEGE



**Dartmouth College**, a private liberal arts college in Hanover, New Hampshire, has partnered with Casella to tackle diverse material recovery challenges on campus, from food waste to tires and e-waste. Most recently, Casella sponsored a student-led Campus Waste Diversion Project, empowering students to divert textiles from landfill and distribute them through a student-run campus Thrift Store serving the college and local community.

### PRIMO BRANDS



**Primo Brands**, a leading North American branded beverage company focused on healthy hydration, has integrated circular economy principles into its core strategy by designing products that reduce waste and extend life cycles. In partnership with Casella across Maine, New York, and Massachusetts, Primo has achieved a 90% recycling rate for fiber, metal, and plastic. At Primo Brands' Somerset, NJ site, Casella helped dismantle 776 tons of decommissioned coolers, recycling 82% of the material and generating revenue.

### THE UNIVERSITY OF VERMONT MEDICAL CENTER



**The University of Vermont Medical Center**, a leading hospital in Burlington, Vermont, has partnered with Casella to implement wide-ranging waste reduction initiatives across its campus. Its nationally recognized operating room recycling program has diverted over 100 tons of surgical wrap, while staff-driven efforts composted 165 tons of food waste last year with careful attention to sorting and quality.

## Scorecard

TOPIC	TARGET	METRIC DESCRIPTION	2020	2021	2022	2023	2024	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	5.0	5.1	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	1.546	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	0.438	0.396
		Percentage below 2019 baseline	▼ 6.3%	▼ 7.3%	▼ 7.7%	▼ 11.7%	▼ 11.5% <sup>4</sup>	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>1,3</sup>			687,449	654,865	769,321	
		Scope 1 <sup>3</sup>			681,095	648,068	762,217	
		Scope 2 <sup>3</sup>			6,354	6,797	7,104	
		Biogenic CO <sub>2</sub> (metric tons)			191,710	187,524	209,548	
		Percentage below 2022 baseline <sup>2</sup>	--	--	--	▼ 4%	▲ 12% <sup>5</sup>	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	\$2.499	\$2.000
	Employee Volunteering	Employee volunteering hours	--	9,000	16,000	14,000	13,000	21,000

<sup>1</sup> The company's GHG inventory for 2024 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> Our updated GHG Emissions goal uses the 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.

<sup>3</sup> Casella's GHG emission inventory calculations have been updated to reflect IPCC AR5 global warming potential values. A small portion of our inventory, relating to our fuel and electricity consumption, uses factors based on AR4. We intend to deploy AR5 values for these activities in the coming 1-2 years. We expect that update to have minimal impact on overall emissions.

<sup>4</sup> We anticipate that this fuel intensity metric may fluctuate as we work to integrate newly acquired operations and deploy fuel efficiency practices and technologies.

<sup>5</sup> Our target is a 12% reduction below 2022; our 2024 performance shows a 12% increase over 2022. This reflects growth in our fleet and facilities. We remain committed to working toward our 2030 target.

## 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 and impact of our employees' volunteer service to the communities in which we operate. 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, 2024, 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.