

DRIVEN

TO MAKE A DIFFERENCE®

2026
SUSTAINABILITY
REPORT



SAFE. SUSTAINABLE. WASTE & RECYCLING SERVICES.



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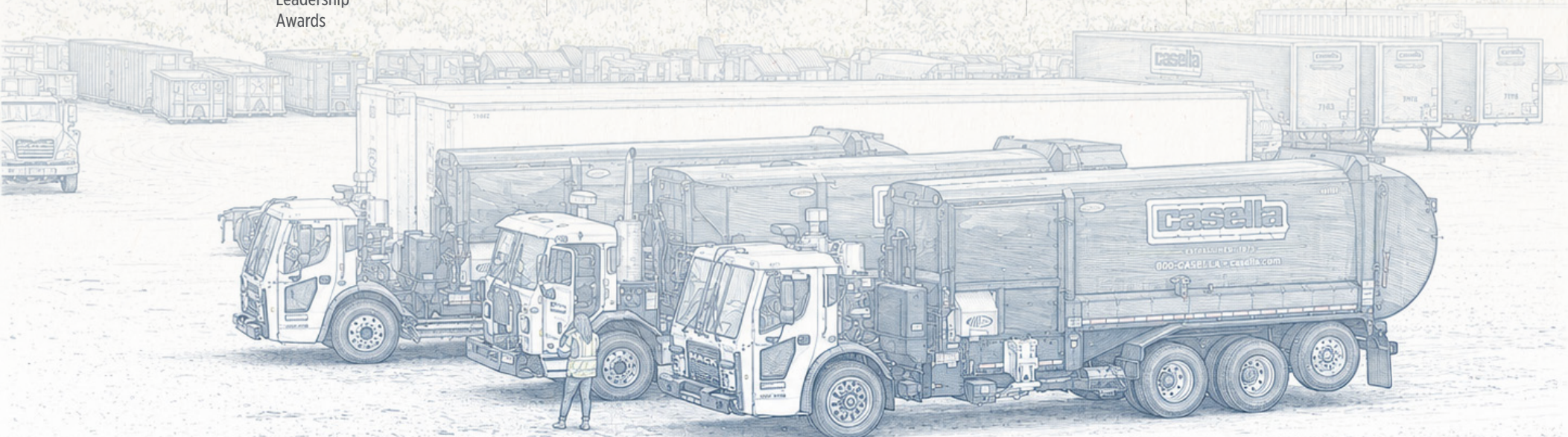
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About This Report

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 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.

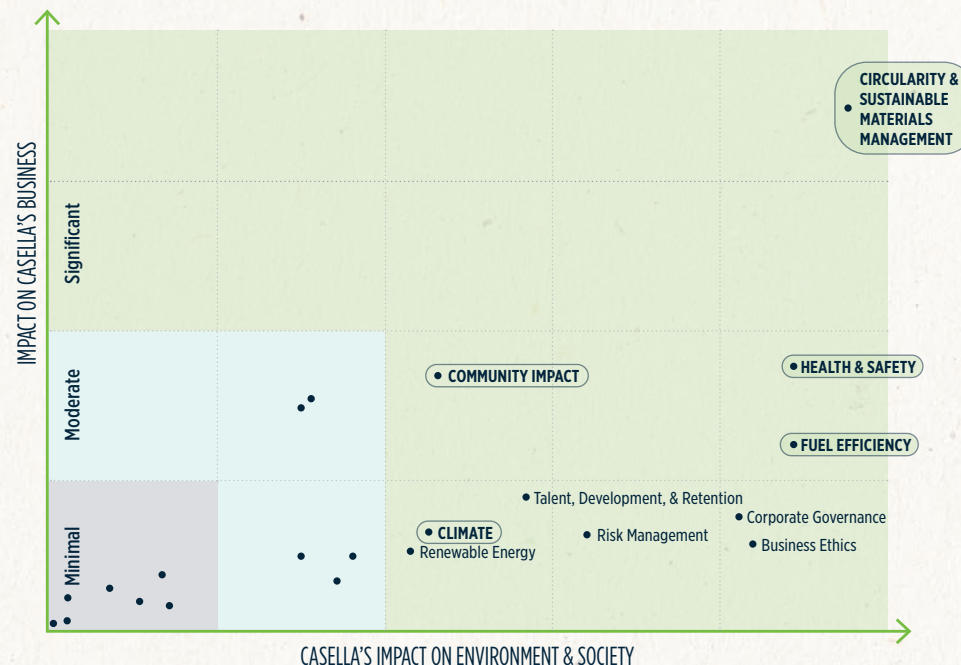
GRI MATERIALITY

In 2025 we conducted an updated quantitative materiality assessment to prioritize the sustainability topics most significant to our business and stakeholders. The assessment aligns with GRI standards and incorporates certain concepts of double materiality principles: It evaluates, first, impacts on the environment and society, and second, perceived impacts on financial performance, without constituting a comprehensive double materiality assessment.

Of the topics assessed, 10 were identified as having significant impact, spanning environmental, social, and governance categories. Each of these topics is discussed in our sustainability reporting, and five are directly addressed with a quantitative target in our 2030 sustainability goals. The table below summarizes the topics.

Topic	2030 Goal	Topic	Discussion
Essential Workers: Health and Safety	Pg. 14	Business Ethics	Pg. 7
Materials Management: Resource Solutions	Pg. 19	Corporate Governance	Pg. 7
Sustainable Operations: Fuel Efficiency	Pg. 24	Talent Development	Pg. 18
Climate Leadership: Greenhouse Gas Emissions Emissions	Pg. 27	Renewable Energy	Pg. 23
Community Engagement: Employee Volunteering	Pg. 31	Risk Management	Pg. 30

MATERIALITY MATRIX



The outcomes of the materiality assessment directly inform our sustainability strategy, including goal setting, risk management, operational priorities, and external reporting. Material topics guide decision making, resource allocation, and performance tracking across the organization.

TIME PERIOD: This report is current through July 2026. Data points reflect the 12 months ending December 31, 2025, 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 the investor relations page of our website at ir.casella.com/sustainability-practices.

DATA ASSURANCE: Key metrics in this report have undergone external review and verification. This review focuses on 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 the investor relations page of our 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.

President & CEO Message

As Casella continues to grow, we are creating more opportunities to invest in our people and infrastructure and to deliver sustainable solutions to some of society's most complex waste and resource management challenges.

Growth brings change, but our beliefs remain stable: To operate safely, preserve the culture and values that have guided our company, and remain disciplined about where and how we invest. Sustainability is central to that work. It is embedded in our business strategy and reflected in the decisions we make every day.

This year's report highlights our progress across several metrics that focus on who we are, what we do, and why we do it.

A SAFE AND SUPPORTED WORKFORCE

Our people remain our greatest differentiator, and our most important responsibility is to ensure that every employee returns home safely at the end of each day.

Over the past year, we have strengthened our safety programs with new leadership, expanded our team of safety professionals, standardized training and expectations across our operations, and continued deploying technologies that help employees identify risks and reinforce safe behaviors.

In 2026, we also launched The Power of Safe Work, reinforcing clear expectations across our company and further embedding safety into our culture and Core Values.

We are encouraged by the response from our frontline teams. It is not enough to simply look at TRIR as a number. It must be viewed as what it truly is – a measure of how often we send our people home safely to their families each day. We will continue investing in our systems, training, and technology to build on this effort and remain focused on our commitment to our team.

Beyond safety, we are creating opportunities for employees to learn, grow, and build meaningful careers. Our investments in training and development, leadership, communication, and engagement are helping us build a skilled and resilient workforce capable of supporting our continued growth.



Strong environmental performance and strong operating performance go hand-in-hand, creating an alignment between environmental and economic sustainability.

— Ned Coletta

PROVIDING SUSTAINABLE SOLUTIONS

The essential waste and recycling services we provide protect public health and the environment every day. They also provide the programs, services, and infrastructure our customers need to achieve their own sustainability goals.

Together with our customers, we now recover more than 1.6 million tons of resources from the waste stream annually. We continue to invest in recycling infrastructure and innovative solutions, while supporting the transition toward a more circular economy.

For those materials that cannot be recycled, new renewable natural gas (RNG) projects at our disposal facilities are converting captured landfill gas into renewable energy, while investments in landfill gas systems are helping us further reduce emissions from our operations. We decided several years ago to find great partners to develop these RNG projects at our facilities rather than invest the capital and embark on projects that are outside the scope of our expertise.

Throughout our fleet and facilities, we remain focused on finding and implementing ways to reduce our impacts. Route optimization, fleet and equipment modernization, automation, alternative fuels, and advanced technology are helping us improve efficiency, enhance safety, reduce emissions, and provide better service.

These investments demonstrate something we have long believed: Strong environmental performance and strong operating performance go hand-in-hand, creating an alignment between environmental and economic sustainability.

THAT CREATE AND SHARE VALUE

As we grow, we have the opportunity to bring our commitment to service to more customers and communities, and to deepen the partnerships we have built over many years.

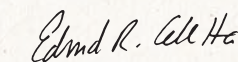
In 2025, our employees contributed more than 24,000 volunteer hours, representing a 90 percent increase from the prior year. More than 900 employees participated, supported by our growing Community Champions Network and our first company-wide Volunteer Month.

That spirit of service is deeply rooted in who we are, and it drives the partnerships we are building with customers. From helping manufacturers pursue zero-waste goals, expanding food waste recovery, improving recycling programs, and providing better data and sustainability insights, we are helping customers turn their own environmental commitments into measurable action.

We are proud of the progress reflected in this report, and we recognize how our business continues to have a positive impact on the world around us while driving value for our shareholders. Our 2030 Sustainability Goals give us clear measures of where we want to go, and the progress we are making gives us confidence in our ability to get there. But we also recognize that our work is never finished as new opportunities and challenges emerge each day.

The technologies will continue to change. Our company will continue to grow. The challenges facing our customers and communities will evolve. What will not change is our commitment to safely serve, to continuously improve, and to find better ways to create and share value from society's waste and recycling streams.

All the best,



Ned Coletta
President & CEO

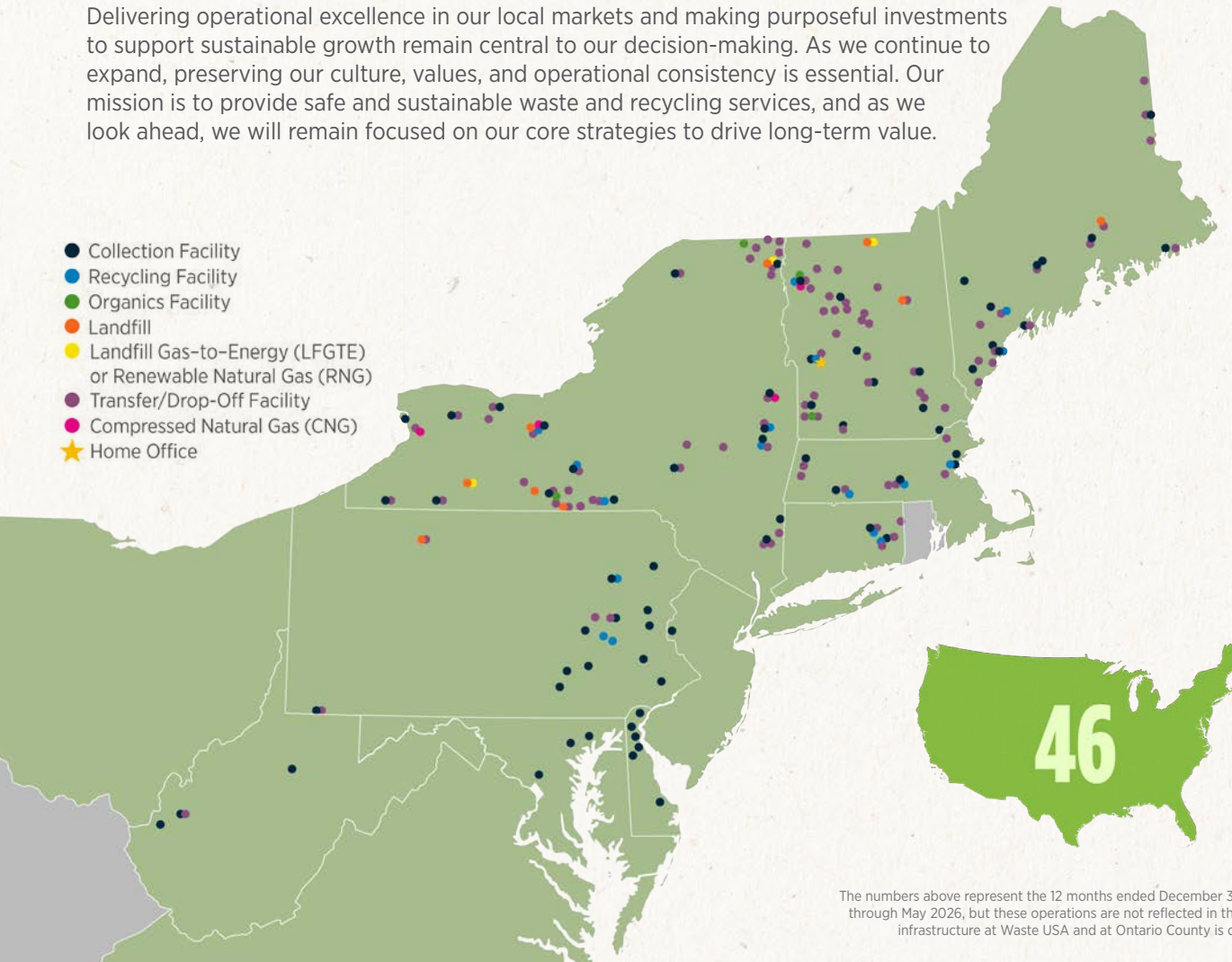
About Us

This past year was a pivotal and meaningful one for the company. We continued to execute our strategy, supported customers and communities throughout our region, delivered solid operating and financial results, and celebrated 50 years of service as a company.

Our teams once again showcased the strength of our operating model and the resilience of our business. We maintained a clear focus on safety and service excellence while continuing to integrate recent acquisitions and invest in long-term infrastructure. These results reflect the dedication of our more than 5,300 team members and their unwavering commitment to serving our customers and communities safely each day.

Delivering operational excellence in our local markets and making purposeful investments to support sustainable growth remain central to our decision-making. As we continue to expand, preserving our culture, values, and operational consistency is essential. Our mission is to provide safe and sustainable waste and recycling services, and as we look ahead, we will remain focused on our core strategies to drive long-term value.

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




\$1.8B

ANNUAL
REVENUE


5,300+
 EMPLOYEES


2.3M+
 CUSTOMERS


46
 STATES WITH
CASELLA
CUSTOMERS


2,500+
 COLLECTION
VEHICLES


~200
 LOCATIONS


1.6M+
 TONS RECYCLED
PER YEAR


20%
 REVENUE FROM
RESOURCE
SOLUTIONS

The numbers above represent the 12 months ended December 31, 2025. The location count is as of January 31, 2026. The map includes acquisitions completed through May 2026, but these operations are not reflected in the numbers above. 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.

Awards and Recognition

Forbes

2025 America's Best Midsize Employers

Casella was named to Forbes' "America's Best Midsize Employers" list for 2025. We were the only company in the waste, recycling, and resource management services industry—and the only company headquartered in Vermont—to be recognized among the nearly 500 organizations. Forbes partnered with market research firm Statista to survey respondents on whether they would recommend their employer to others and to rate it based on a range of criteria, including salary, work environment, training programs, and opportunities to advance.

Ahold Delhaize USA

2025 Vendor of the Year

Ahold Delhaize operates a family of grocery and retail brands, including Food Lion, Hannaford, Giant, and Stop & Shop. Casella has been named Ahold Delhaize USA's 2025 Contract Services Vendor of the Year, recognizing the strength of a long-standing partnership built on collaboration, responsiveness, and reliable service. Ahold is one of Casella's largest customers, with service spanning nearly 2,000 locations. Ahold leaders highlighted the Casella team's strong communication, operational expertise, and commitment to partnership.



Hampden County Sheriff's Office

2025 AISS Program Employer of the Year

Casella's Material Recovery Facility (MRF) in Springfield, Massachusetts, was recognized as the Employer of the Year by the Hampden County Sheriff's Office at their annual All-Inclusive Support Services (AISS) Graduation Ceremony. Casella Springfield MRF has proudly partnered with the AISS program to provide employment opportunities to individuals re-entering the workforce. In that time, the team has welcomed more than 65 program graduates, giving them the opportunity to build meaningful careers.

NH Business Review

2025 Best of Business Award

Casella was selected by NH Business Review for a Best of Business (BOB) Award, an honor that is given to New Hampshire businesses with the best business products and services in the state. More than 15,000 readers cast their votes in NH Business Review's annual Best of Business readers poll. The BOBs recognize companies in over 60 business-to-business categories. Casella was recognized as the best in the Waste Removal Company (Local) category.

Sustainability Strategy

Five decades of experience have shown us that our sustainability strategy must be interwoven with our business strategy, enabling us to effectively serve our customers and stakeholders long into the future.

We believe long-term value is created by providing essential environmental services, investing in our people and infrastructure, and allocating capital in ways that strengthen our integrated network while helping customers achieve their sustainability goals.

Our business strategy is guided by four core strategies that are supported by five foundational pillars.

CORE STRATEGIES

COLLECTION EXCELLENCE & OPERATIONAL EFFICIENCY: Providing safe, reliable service is the foundation of our business. We continue to improve productivity through automation, routing technology, fleet modernization, and employee development. These investments improve customer service, enhance safety, reduce fuel consumption, and enable profitable growth.

LONG-TERM ENVIRONMENTAL INFRASTRUCTURE & DISPOSAL CAPACITY: Maintaining long-term disposal capacity is essential to serving our customers and communities. We continue to invest in landfill development, internalization opportunities, compaction technologies, environmental controls, renewable energy infrastructure, and long-term planning to ensure our facilities remain safe, compliant, and resilient for decades to come.

RESOURCE SOLUTIONS & CIRCULAR ECONOMY LEADERSHIP: Recovering value from the waste stream is central to our sustainability strategy. Investments in recycling infrastructure, resource management services, renewable energy, organics management, and sustainability solutions enable customers to reduce waste, increase recycling, support circularity, and achieve their own environmental goals while creating long-term value for our business.

DISCIPLINED CAPITAL ALLOCATION FOR SUSTAINABLE GROWTH: We allocate capital with discipline, investing where we believe we can create the greatest long-term value for customers, employees, communities, and shareholders. Our investments in infrastructure, technology, renewable energy, recycling capacity, and acquisitions strengthen our integrated network while supporting sustainable growth.

FOUNDATIONAL PILLARS

Our strategy is supported by five foundational pillars that guide how we operate every day.

- **TEAM** — Building a safe, engaged, and supported workforce through investments in safety, training, leadership development, and career opportunities.
- **CUSTOMERS** — Delivering exceptional service while expanding digital tools, sustainability expertise, and resource management solutions.
- **CULTURE** — Living our Core Values of Safely Service, Trust, Responsibility, Integrity, Continuous Improvement, and Teamwork across every aspect of our business.
- **TECHNOLOGY** — Modernizing systems, fleet operations, recycling facilities, and data capabilities to improve decision-making, efficiency, safety, and environmental performance.
- **ASSETS** — Investing in modern facilities, automated equipment, recycling infrastructure, renewable energy projects, and disposal assets that support long-term operational excellence and environmental stewardship.

Our 2030 Sustainability Goals align directly with these strategies and pillars, focusing our efforts on protecting our workforce, recovering more resources, improving operational efficiency, reducing emissions, and strengthening the communities we serve.

CORPORATE GOVERNANCE FOR SUSTAINABILITY

Sustainability is embedded throughout our business and is overseen through our governance framework. The team responsible for sustainability strategy reports directly to our Chief Executive Officer, ensuring close alignment between sustainability initiatives and business strategy. Our Board of Directors, through its Nominating and ESG Committee, provides oversight of sustainability-related matters, reviews ESG priorities on a regular basis, and advises management on issues that are significant to the Company's long-term strategy and performance. Additional governance documents, committee charters, and corporate policies are available on the investor relations page of our website.

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.

“

Customer demand for sustainability solutions has never been stronger. While dependable waste and recycling services remain the foundation of what we do, today's organizations are looking for partners that can help them create value beyond traditional environmental services.

— Liza Casella
VP, Sales & Organic Growth



SUSTAINABLE GROWTH

Our growth strengthens our sustainability impact, and our sustainability impact supports our growth.

Customers Served

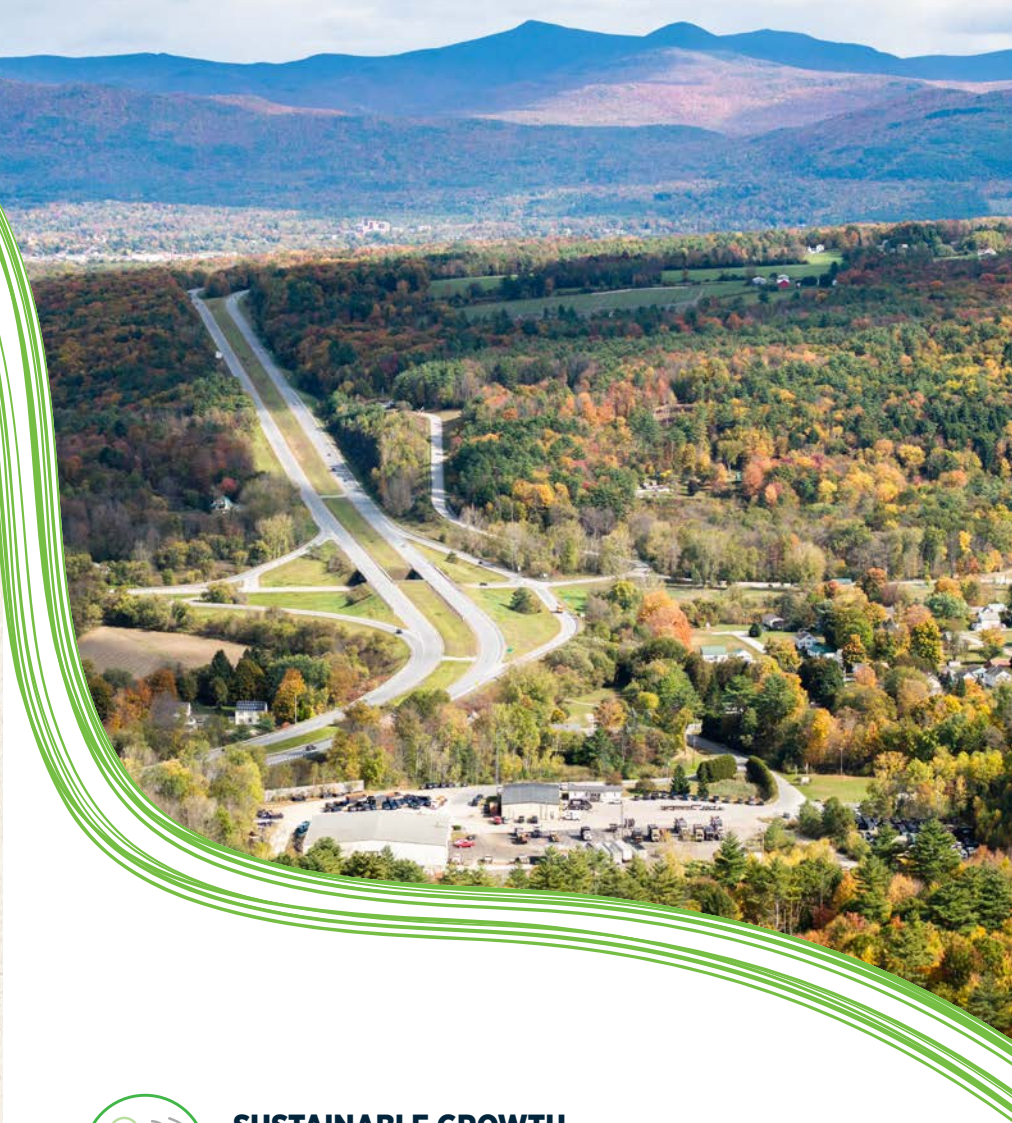
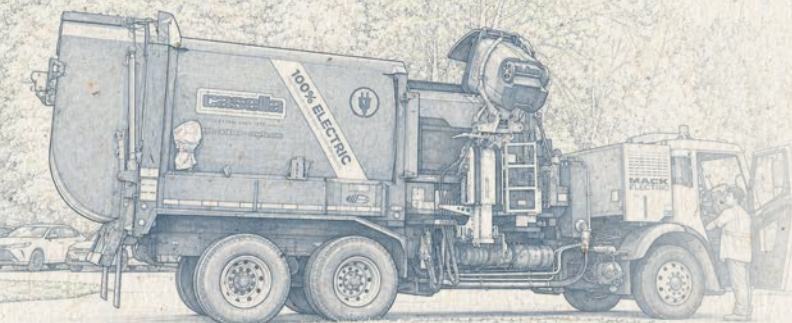
2.3M+

Casella Customers

In **46**
States

Years of Service

50+



Serving Sustainable Communities

Sustainable communities meet residents' current needs while conserving resources and ensuring a high quality of life for future generations.

Casella supports this vision by providing sustainability services that recover recyclable materials, reduce pressure on natural resources, and conserve limited disposal capacity. Our services support all sectors throughout our communities and across the economy.

RESIDENTIAL: Through municipal contracts and direct residential subscription, we serve nearly two million households across 13 states. To improve sustainability for these customers' we work to encourage participation in available recycling services, raise awareness of specialty services such as mattress recycling, and increase overall access to food waste collection. Our innovation team is developing new solutions for residential bulky rigid plastics, textiles, and more.

COMMERCIAL: Our commercial customers range from small businesses to large commercial retail chains. Sustainability is important to many of these customers, and we work to meet each customer's unique goals and service needs. Services commonly sought by our commercial customers include single stream recycling, food waste collection, and specialized services for hard-to-recycle materials.

INDUSTRIAL: Manufacturing facilities often have publicly stated waste reduction or recycling goals, ranging from percentage-based recycling targets to full zero waste aspirations. In addition to providing our operating services, we work with these customers to conduct waste audits, establish performance baselines, prioritize waste reduction initiatives, and deploy comprehensive resource management plans that provide clear pathways to achieving their goals.

HIGHER EDUCATION AND HEALTHCARE: College, university, and hospital campuses have diverse waste streams and ambitious waste reduction and recycling goals. For these reasons, they often have interest in the full range of services we offer. Through service right-sizing, container sensors, and logistics planning, we work to optimize the efficiency of campus operations, positioning customers to adjust and enhance their services and reach their goals.

CONSTRUCTION AND REMEDIATION: Construction, demolition, and remediation projects generate diverse waste streams that require flexible, reliable solutions. We work with contractors, developers, and environmental firms to develop project-specific construction debris management programs, including collection, transportation, processing, recycling, and disposal services. Through strong communication and proactive project planning, we help customers advance diversion goals while meeting

Sustainability Partners Program



We are proud to partner with businesses to keep our communities strong and our neighborhoods clean through recycling, food waste, and zero waste initiatives. Through our sustainability partners program, we recognize customers who are contributing to sustainability in their communities by using our services.



Partners receive letters of recognition, decals to display in their windows, and ongoing news and resources to support their waste reduction goals. We launched our program in pilot communities in March 2026, and intend to expand the program to additional communities.



the unique demands of each job site. For projects generating special waste streams, we support environmental compliance and a secure chain of custody.

The consumption of resources to make the physical products of our daily lives places pressure on natural ecosystems around the world, contributing to resource scarcity, local pollution, habitat loss, and climate change. Through the work we do with our customers and partners, we return resources to productive use, reducing the need to extract new resources, supporting sustainability for the communities we serve.

Circular Economy

In a circular economy, materials are reduced, reused, recycled, and returned to productive use, minimizing waste and reducing reliance on virgin resources.

As we invest in collection and processing infrastructure, and as we innovate to capture and recover new material streams, we are enabling progress toward a circular economy future.

EXAMPLES OF THE EMERGING CIRCULAR ECONOMY ARE ALL AROUND US:



CARDBOARD: Businesses often produce a lot of cardboard waste. When they recycle it with us, we bale it at one of our recycling facilities and ship it to a paper mill to produce new products, including new boxes.

RECYCLED CARTS: The plastic you recycle makes its way into new everyday products, including new recycling carts. The carts we order with our customers typically contain post-consumer recycled content, a portion of which comes from Casella recycling facilities.



FOOD WASTE: Residents in Peru, New York, drop food scraps at their local smart bin. Casella drives the scraps to the Clinton County compost yard, where we produce a compost product to rebuild local soil.

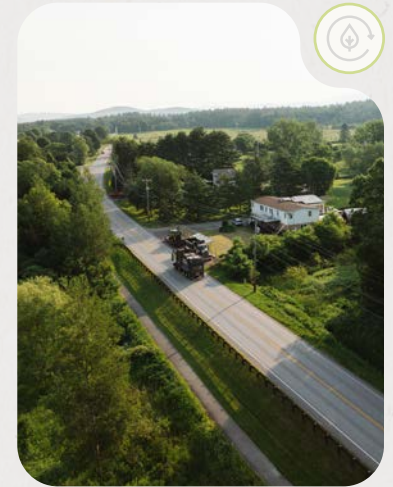
RECYCLING REUSABLES: If you carry a reusable water bottle, you've noticed the large jug that sits atop many water coolers. These polycarbonate jugs are refilled and reused many times, but when they need to be retired, Casella redirects them to processors who make new resin beads that can go on to become new products.



Who Drives the Circular Economy?

No individual person or group makes the circular economy work. Most circular economy success stories require the cooperation of many, and even the smallest actions can add up to a big impact.

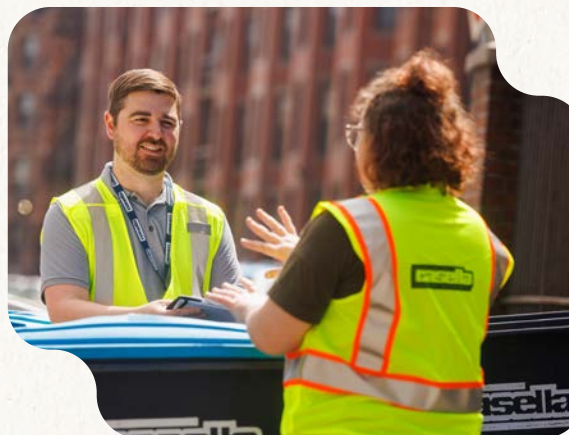
Wherever we find ourselves in this value chain, the circular economy is something we can all drive forward. At Casella, we are proud to serve as trusted partners within circularity supply chains, enabling progress through our services, infrastructure, and ongoing commitment to innovation.



Partnering to Drive Out Waste

Our customers lean on us to deliver the services and solutions that enable them to achieve their waste and recycling goals.

Casella partners with customers at every stage of their waste and recycling journey, providing integrated services that advance sustainability goals and support the circular economy. For us, everything begins with safety, reliability, and a service mindset that meets our customers' daily needs. From here, we add educational support, reports, and dashboards (see sidebar) to help customers refine and improve their programs. With these solutions in place, our specialty recycling solutions and advisory services put customers on the path to success.



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.

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.

SAFE 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.

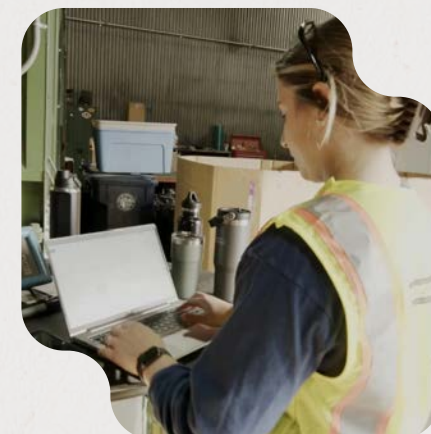
EDUCATION & ENGAGEMENT

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

Customer Dashboards



Through waste and recycling data, we can provide customers with business insights to help them achieve their goals. For complex strategic accounts, we deliver these insights through our tailored online dashboard with real-time data and drillable metrics. In addition to providing tonnage data by location and material type, we calculate diversion rates, greenhouse gas emission impacts, and other environmental impact metrics.



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.



Congratulations to Adams Fairacre Farms, King Arthur Baking Company, and the City of Pittsfield on this well-deserved recognition. The most effective sustainability solutions are the ones that deliver real environmental and economic value. These organizations are showing what can be accomplished when strong partnerships are combined with a willingness to rethink how resources are managed. We're proud to work alongside them and recognize the meaningful progress they are making in their organizations and communities.

— Ned Coletta
President & CEO



ADAMS FAIRACRE FARMS



Adams Fairacre Farms is a family-owned grocery and garden center business that began as a small farmstand and has grown into a beloved regional retailer in the Hudson Valley of New York. Adams Fairacre has worked in partnership with the local Casella team to add compost service at all five of their locations. With a focus on keeping the service clear and simple, the teams have established a successful program that reliably recovers clean food waste for local composters. The initiative not only benefits their organization but also contributes to sustainability for their community.

[READ MORE >](#)



KING ARTHUR BAKING



King Arthur Baking is a 200-year-old employee-owned Certified B Corp and a nationally recognized baking brand headquartered in Vermont's Upper Valley Region. As part of its 2030 sustainability strategy, the organization has set a zero waste goal and a commitment to work toward packaging with 50% post-consumer recycled content. To support these goals, Casella provides monthly diversion reports, educational resources, and ongoing service enhancements. King Arthur was an early adopter of the first Casella ARC™ Operation, in which local manufacturers collaborated to establish a specialty recycling facility tailored to their unique needs.

[READ MORE >](#)



THE CITY OF PITTSFIELD



The City of Pittsfield, Massachusetts, recently worked with Casella to complete a major overhaul of its solid waste service model, transitioning from unlimited curbside pickup to a standardized cart system designed to drive higher recycling rates while reducing waste and costs. Elements of the program include automated collection for safety and efficiency, 48-gallon carts to encourage recycling, and a mobile app to provide residential service notifications and recycling education. Following these changes, recycling volumes have risen by 20%, helping to reduce the municipality's reliance on shrinking regional disposal capacity.

[READ MORE >](#)



Our GOALS

Our strategy is driven by five key goals for 2030 focused on delivering real impact, creating peace of mind for customers, strengthening communities, and supporting responsible, long-term growth.

	 Essential Workers	 Materials Management	 Sustainable Operations	 Climate Leadership	 Community Engagement
2030 Sustainability Goals	HEALTH AND SAFETY Improve our safety performance, reducing our Total Recordable Incident Rate (TRIR), a measure of recordable incidents compared with hours worked.	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.	FUEL EFFICIENCY Improve our fuel efficiency, reducing our rate of fuel consumed per ton of material collected by 20% below a 2019 baseline.	GHG EMISSIONS Further reduce our carbon footprint, measured in metric tons of carbon dioxide equivalents (CO ₂ e) from Scopes 1 and 2 with a 2022 baseline.	EMPLOYEE VOLUNTEERING Increase volunteering in our communities, as measured by total volunteer hours per employee.
Baseline Performance	6.2 (2019)	1.05M (2019)	— (2019)	— (2022)	3.3 (2023)
2025 Progress	5.3	1.65M	↓ 10%	↓ 1%	4.5
2030 Goal	4.0	2.00M	↓ 20%	↓ 12%	5.0



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.

“

By investing in safety, engagement, and opportunity, we are empowering our people, strengthening our culture, and creating long-term value for our business, our employees, and the communities we serve.

— Burk Chuter
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

2025 Progress

5.3

2030 Goal

4.0



Health and Safety

As our organization grows, our commitment to safety grows with it. Protecting the health and safety of our employees is a daily focus across our operations, and it is central to how we serve our customers and communities.

Growth requires a structured and scalable approach to safety. Over the past year, we have strengthened our safety program under new leadership, reinforcing a culture in which safety is embedded in our decisions, our training, and the technologies we deploy in the field. Our goal is simple: Every employee returns home each day.

These efforts have been well-received on the front lines. Throughout the organization, team members are embracing and demonstrating a renewed commitment to keeping each other safe in the field. We attribute this response to:

- **EMPOWERED SAFETY LEADERSHIP:** We are expanding our team of skilled safety professionals and strengthening safety leadership across our operations. These professionals provide training, oversight, and guidance to ensure that our safety culture is consistently applied across all locations.
- **STANDARDIZED PROGRAMS AND TRAINING:** As we grow, consistency is critical. We are rolling out standardized safety programs and training protocols across the organization, so that every employee receives the same high level of preparation, regardless of role or location.
- **MODERN SAFETY TECHNOLOGY:** We continue to deploy modern safety technologies across our fleet and facilities. These include dashboard cameras and AI-enabled coaching tools that help drivers recognize risks, reinforce safe behaviors, and prevent incidents before they occur.
- **SAFETY PERFORMANCE INCENTIVES:** Safety remains integrated into our management incentive structure. By linking leadership compensation to improvements in safety performance, we reinforce accountability and ensure that safety remains a priority at every level of the organization.

Together, these investments are strengthening our safety culture and positioning us to continue improving as we grow. By combining experienced safety leadership, standardized programs, modern technology, and clear accountability, we are building a safer workplace for our employees and the communities we serve.



THE POWER OF SAFE WORK

In Spring 2026, at our annual Operations Summit, we launched a new safety campaign: **The Power of Safe Work.** Through the campaign, we aim to strengthen our safety culture by clearly communicating safety standards and expectations.

By reinforcing our safety culture and philosophy, we can empower employees to consistently make safe choices that protect themselves, their teams, and the public every day.



**SAFE WORK
SETS THE STANDARD**



**SAFE WORK
MAKES US BETTER**



**SAFE WORK
GETS US HOME**

*That's the Power of **Safe Work***

Employee Engagement

The hard-working men and women of Casella are at the heart of our ability to grow, innovate, and serve. By investing in communication, inclusion, and career development, we are strengthening a people-first culture that supports our employees and the customers and communities we serve.



In recent years, we have made meaningful progress in building a more engaged and stable workforce. Employee retention has improved by 40% over the past three years, with driver turnover declining by nearly 50%, outperforming national averages in the transportation sector.

Our approach to employee engagement includes:

CORE VALUES: Our culture is rooted in our Core Values of Safety Service, Trust, Responsibility, Integrity, Continuous Improvement, and Teamwork. These values guide how we work together and support one another. As we grow, we are reinforcing these principles with an elevated focus on safety as a core element of our culture.

COMMUNICATION: Clear and consistent communication is essential to engagement. We are expanding how we connect across the organization through widely broadcast town halls, an internal communication app, and digital screens in our facilities. These tools support a culture that encourages open discussion, values feedback, and keeps employees informed and connected.

PEOPLE, CULTURE, AND BELONGING: We continue to foster an inclusive workplace where employees can grow and succeed. This includes recruiting

from new and diverse talent pools, ensuring access to training and leadership development programs, and supporting equitable advancement opportunities across the organization. Diversity statistics are presented in the table below.

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.

LEADERSHIP DEVELOPMENT: Casella managers use our training software platform to complete training on topics such as preventing discrimination, creating a positive work environment, and ethical leadership. In 2025, we expanded leadership development training for first- and second-level managers, with a focus on competency development; this provides opportunities in key areas such as behavioral interviewing, communication, conflict resolution, coaching, talent engagement and retention, and strategy execution.

MEASURING ENGAGEMENT: We track our progress through an annual, companywide employee engagement survey, which helps us identify trends, measure performance, and uncover opportunities for improvement. In 2026, we achieved a response rate of 95%, reflecting strong participation and providing valuable insight into the employee experience.

We have seen that success builds on itself: Strong staffing levels help keep workloads manageable, improve morale, and deliver better outcomes for both our teams and our customers. By strengthening engagement across our workforce, we are building a more resilient organization—one where employees are supported, connected, and empowered to do their best work every day.

DIVERSITY AT CASELLA

		Management	Workforce	All Casella
Gender Diversity	2023	19%	18%	18%
	2025	21%	17%	17%
Racial Diversity	2023	4%	24%	22%
	2025	5%	28%	26%

Core Values

Our Core Values, established more than 25 years ago, remain a strong and enduring guidepost for every Casella employee. In April 2026, we celebrated the launch of a distilled version of our values that clarifies our primary focus on safety, while preserving the values that have served us well for decades.

SAFELY SERVICE

We safely and efficiently serve our internal and external customers.

TRUST

We act with honesty and treat each other with respect.

RESPONSIBILITY

We make disciplined choices and hold ourselves and each other accountable.

INTEGRITY

We ensure our words, actions, and values consistently align.

CONTINUOUS IMPROVEMENT

We learn, grow, and raise our performance each day.

TEAMWORK

We support each other and succeed as one team.

MISSION

Safe. Sustainable. Waste & Recycling Services.

Record Recognition: 2025 NWRA Drivers of the Year



Daniel Hale, Frank Corl, and Juan Caraballo (L to R) were Casella's 2025 NWRA Driver of the Year honorees recognized at WasteExpo in Las Vegas.

Three Casella drivers earned national recognition for their commitment to safety and service, each receiving a 2025 Driver of the Year award from the National Waste & Recycling Association (NWRA). Selected from drivers operating approximately 141,000 refuse trucks nationwide, these honorees distinguished themselves through outstanding safety records, professionalism, and service to their customers and communities.

[READ MORE >](#)



Regional Commercial Driver of the Year

Frank Corl, Cheshire, Massachusetts



For more than 30 years, Frank Corl has delivered exceptional service with a steadfast focus on safety and customer satisfaction. Known for responding readily to additional stops, supporting fellow drivers, and ensuring that every customer is properly served, Frank is a trusted leader whose industry knowledge, attention to detail, and work ethic set an example for his entire team.

Regional Commercial Honorable Mention

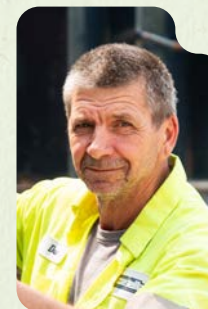
Juan Caraballo, Potsdam, New York



With more than 20 years of industry experience, Juan Caraballo is a respected leader who consistently demonstrates Casella's Core Values through his commitment to safety, service, and operational efficiency. Known as a dependable "go-to" team member, Juan proactively identifies opportunities to improve processes and goes above and beyond to meet the needs of customers he considers friends.

Regional Roll-Off Honorable Mention

Daniel Hale, Salem, New Hampshire



Daniel Hale brings more than 25 years of professional driving experience to his role as a roll-off driver. His punctuality, reliability, and thorough approach to vehicle inspections have made him one of the safest drivers in the fleet, while his willingness to train dozens of employees has strengthened the performance and success of his entire division.



Training & Development

Developing a safe, supported workforce requires a strategic focus on training and development. As we grow, we are investing in the programs, partnerships, and infrastructure needed to build a strong pipeline of talent and create meaningful career paths across our organization.

- ENHANCING THE SKILLED TRADES PIPELINE:** Access to skilled labor remains one of the most important opportunities in our industry. We are expanding multi-state outreach to high schools and technical programs, engaging with more than 500 schools to raise awareness of careers in the skilled trades. Our “Power of Hard Work” campaign continues to highlight the value of hands-on careers, helping to attract new talent and strengthen our future workforce.
- CASELLA LEARNING CENTER:** Our new Casella Learning Center opened in 2025 to provide a centralized space for our key training programs. With a 180-seat auditorium and a classroom accommodating up to 40 participants, the space enables us to scale training and deliver a consistent learning experience across the organization.
- KENNETH A. HIER SR. TRAINING CENTER:** Since its opening in 2023, the Training Center has graduated more than 400 Commercial Driver’s License (CDL) drivers and 350 diesel technicians, strengthening our internal talent pipeline and supporting long-term workforce development.
- KEY TRAINING PROGRAMS:** Our training programs support employees at every stage of their careers. In addition to the above-mentioned CDL and diesel technician training, these include apprenticeships, internships, our Operations Trainee Program, and Core Values training—each designed to provide clear pathways for growth and advancement.
- LEADERSHIP AND SUCCESSION:** To set our strategy and further advance these efforts, we have appointed a new Director of Training and Development to strengthen our training programs, lead succession planning, and expand leadership development initiatives.

Through these investments, we are building a workforce that is skilled, supported, and ready to lead—today and into the future.

Building Career Pathways Through High School Partnerships

Casella is investing in the next generation with a growing high school recruitment program that connects students with meaningful career opportunities in transportation, maintenance, and operations. By partnering directly with schools, career centers, and educators across Vermont, New York, and Maine, Casella is helping students explore alternatives to traditional college pathways while building a sustainable workforce pipeline for the future.

The program emphasizes hands-on engagement, including classroom presentations, career fairs, facility tours, and direct mentorship opportunities. Early successes include students joining Casella part-time while still in school and advancing into full-time careers after graduation. The initiative represents a long-term investment not only in the workforce, but also in the communities Casella serves.



Purpose in Practice



Darrett Fowler • Waterville, Maine

Continuous learning and safety have shaped Darrett Fowler’s career at Casella. Since joining the Waterville division, he has expanded his skills by earning both his Class B and Class A CDLs while advancing from septic services to rear-load operations. His dedication to professional growth reflects Casella’s commitment to investing in its people and building a safe, skilled workforce.

Materials MANAGEMENT

Each year, Casella works with customers to recover more than 1.6 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.

“

Our Resource Solutions business is built on a simple idea: Materials and energy have value beyond disposal. Through recovery, recycling, and renewable energy, we are helping customers achieve their sustainability goals while conserving resources for the future.

— **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

2025 Progress

1.65M

2030 Goal

2.00M

Resource Solutions

Together with our customers, we recover over 1.6 million tons of material from the waste stream every year. We believe we are on track to reach our goal of recovering more than 2 million tons per year by 2030.

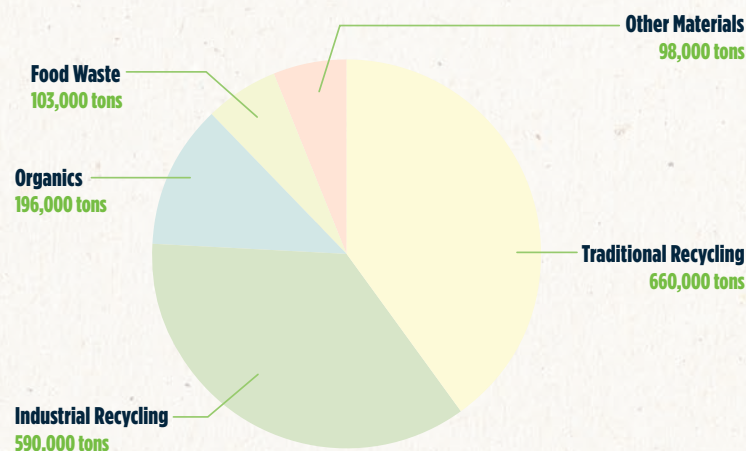


Many of our customers are surprised to learn the wide range of resources we can recycle:

- TRADITIONAL RECYCLING:** We sort and separate curbside recyclables from homes and businesses into 10-12 distinct paper, plastic, metal, and glass commodities and ship them to processors who process them further into feedstocks to make new products.
- FOOD WASTE RECYCLING:** We collect food waste from residential, commercial, and industrial sources and direct that food to composting or anaerobic digestion. We also process packaged food and beverages in depackaging facilities that separate the organics from its packaging so more material can be recovered from disposal.
- INDUSTRIAL RECYCLING:** We work with manufacturers to recycle many high-volume industrial recycling streams. For these customers, we develop custom-tailored handling, collection, and logistics programs, and market over 280 distinct fiber, metal, and plastic materials to specialty buyers.
- MATTRESS RECYCLING:** We collect old mattresses and break them down into their component parts (foam, metal, wood, etc.) for recycling into new products. This recovers resources and conserves valuable disposal capacity.
- OTHER RECYCLING:** Other materials we and our customers capture for recycling include agronomic residuals, wastewater residuals, construction debris, scrap metal, and yard debris.

MATERIAL RECOVERED

We recovered more than 1.6 million tons in 2025, distributed among these categories:

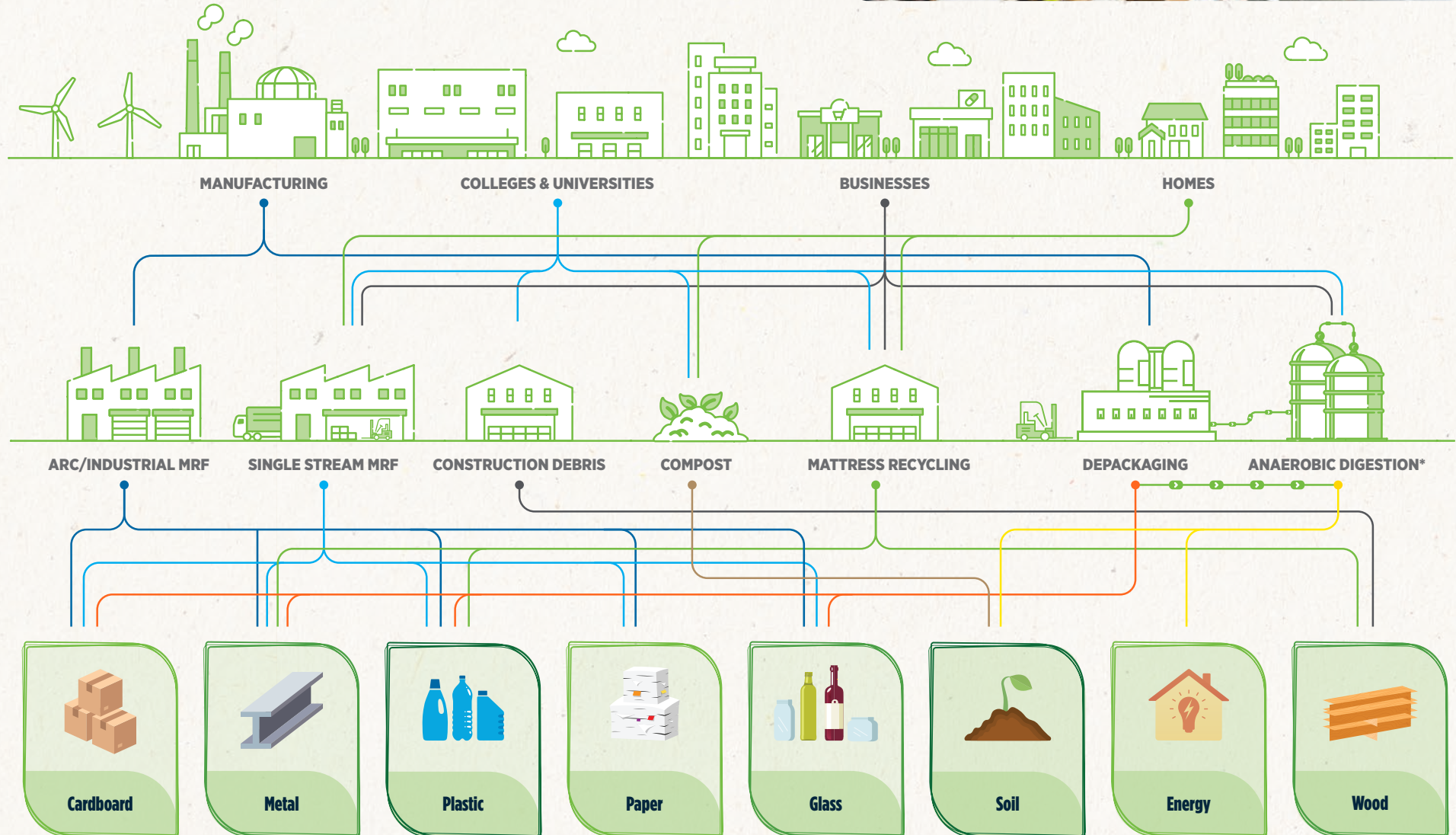


Since 2019, we have increased the tonnage we recycle annually by over 500,000 tons. Recent investments in recycling infrastructure have included a retrofit of the Willimantic MRF (completed February 2025) and acquisitions of facilities in Apalachin, Clifton Park, Hamburg, Hanover, and Horseheads. This adds significant capacity and positions us to grow our recycling services with customers in these markets.



Innovating and Investing in Resource Recovery

Casella operates specialized recycling operations designed to recover a wide range of valuable resources from the solid waste disposal stream. Our collection programs are carefully tailored for homes, businesses, manufacturing, and institutions, so materials can be safely and efficiently redirected to specialized recycling facilities, where our operating teams can then capture the raw materials for new products and resources.



*Casella delivers material to anaerobic digesters owned and operated by others.

Expanding Capacity and Innovation at the Willimantic MRF



In February 2025, Casella completed a full retrofit of its Willimantic, Connecticut, Materials Recovery Facility (MRF), strengthening its ability to serve customers across the region with advanced recycling and resource management solutions.

The upgraded facility is designed to process more than 60,000 tons per year of single-stream recyclables, with the capacity to scale to nearly three times that volume at significantly higher efficiency. Featuring modern processing systems and enhanced automation, the Willimantic MRF is equipped to meet evolving recycling demands while improving throughput, material recovery, and product quality.

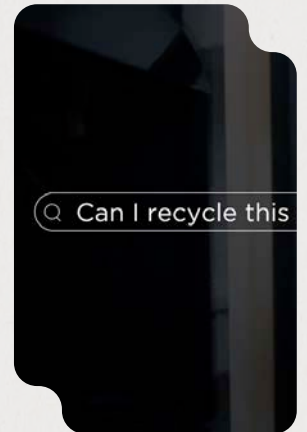
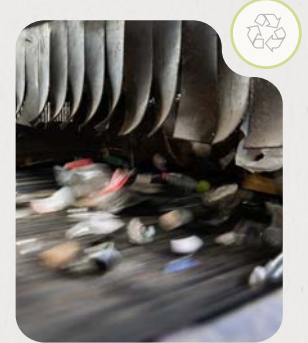
Similar to the Boston MRF, the Willimantic retrofit incorporates advanced sorting technologies and system design improvements that enhance operational performance, increase recovery rates, and support the production of high-quality recycled commodities for end markets.

In addition to recycling operations, the Willimantic facility plays a key role in Casella's specialty recycling efforts. The site processes more than 280,000 mattress units annually, recovering materials such as wood, metal, and foam while reducing waste sent to disposal. It also supports a range of custom innovation projects, including the dismantling and recovery of complex materials such as water coolers.

This investment reflects Casella's continued focus on building scalable infrastructure that advances the circular economy, supports customer sustainability goals, and delivers efficient, high-quality service across its network.

The Power of Recycling

As we increase the quantity of material we recover, we are also focused on quality. We increasingly deploy AI in our MRFs to identify and track contamination. In late 2026, we intend to launch an important education initiative reminding partners of the value of recycling and the importance of properly sorting trash and recyclables. In 2027, we hope to begin to see the benefits of this new campaign, in the form of increased participation and decreased contamination.



Purpose in Practice



David Koval • Williston, Vermont

As operator of the Casella Depackaging Facility in Williston, David Koval manages the conversion of food manufacturing waste into a product that can go into an anaerobic digester to create natural gas or electricity. "I love the fact that we are doing something for the environment," he says. "We are creating energy. We are making a system that is replenishable. We aren't just taking in raw material for it to end up in the landfill. We are creating a solution. What we are doing is important and essential on all those levels."



Renewable Energy

Casella continues to innovate and partner to capture renewable energy from waste that cannot yet be recycled.



Each of Casella's active landfills capture methane generated by biodegrading solid waste. This methane recovery substantially reduces greenhouse gas emissions from these operations. An added benefit of methane capture is the opportunity to beneficially use that gas to produce renewable energy.

RENEWABLE NATURAL GAS (RNG): Landfill methane can be cleaned and compressed to produce pipeline-quality fuel for facility heating and vehicle fuel applications. As of July 2026, RNG projects are operating at four Casella landfills, with substantial capacity to increase production over the coming years.

LANDFILL GAS TO ENERGY (LFGTE): Landfill methane can be used to fuel engines that generate electricity. We started our first LFGTE plant in the early 2000s and continue to produce renewable electricity at our Clinton County Landfill facility in upstate New York.

SOLAR, WIND, AND GEOTHERMAL: The rooftop of our recycling facility in Springfield, Massachusetts, hosts 1.1MW of solar panels. The wind blowing off Lake Erie powers two turbines at our facility in Buffalo, New York. Heat loops at the base of our landfill in Bethlehem, New Hampshire capture thermal energy to heat our maintenance shop.

CLOSING THE LOOP: Our collection operation in Burlington, Vermont includes a CNG fueling station and 12 CNG vehicles. As of 2025, those vehicles are fueled by renewable natural gas.

Renewable Energy Innovation and Partnership



In 2026, Casella and Waga Energy launched a new RNG facility at the Chemung County Landfill in Elmira, New York, advancing Casella's strategy to create value from waste through innovative partnerships. Using Waga's patented technology, the facility captures landfill gas and upgrades it into pipeline-quality RNG for the regional natural gas network.

The facility is expected to produce up to 610,000 MMBtu of renewable gas annually and prevent greenhouse gas emissions. During its first year of operation, the project is projected to generate approximately 340,000 MMBtu of RNG — equivalent to roughly 2.4 million gallons of diesel fuel.

Under the partnership, Waga Energy funded the construction of the facility and will own and operate it, while Casella, Waga, and Chemung County share revenue generated from RNG sales. The project reflects Casella's approach to leveraging strategic partnerships to expand renewable energy infrastructure across its landfill network.



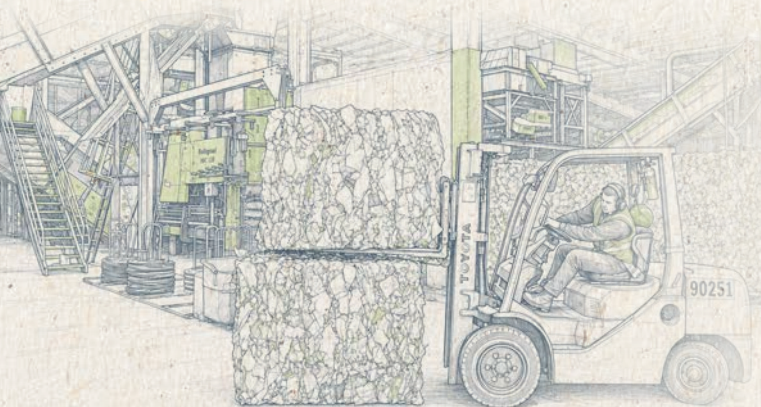
Sustainable OPERATIONS

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.

“

Through innovation, fleet optimization, and environmental stewardship, we are improving efficiency, testing lower-emission technologies, and maintaining the high standards that protect our communities and the environment.

— **Damian Ribar**
Executive VP and COO



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

—

2025 Progress

↓ 10%

2030 Goal

↓ 20%

Fuel Efficiency

Through routing improvements and fleet modernization, we continue to improve our fuel efficiency while reducing operating costs and emissions.

In 2025, we advanced route efficiency projects, particularly in acquisition markets, as part of our companywide fleet automation and conversion strategy. Through these projects, we remove older trucks from service, cut our reliance on diesel fuel, and reduce heavy-duty truck traffic in the communities we serve.

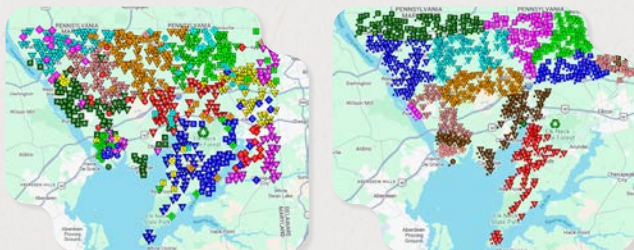
We track our fuel intensity in terms of the amount of fuel we consume per ton of waste or recyclables we collect. Between 2019 and 2025, we have improved this metric by nearly 10%.

In recent months, we have been deploying advanced fleet maintenance and connected vehicle safety technologies that provide enhanced telematics and engine performance data. We anticipate that these tools will help reduce fuel consumption by limiting unnecessary idling, optimizing vehicle performance, and enabling earlier detection and repair of emissions-system and engine-related issues.

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 advance important progress toward multiple sustainability goals.

Efficiency in Action

In this example, route efficiency projects following acquisitions resulted in a 32% increase in lifts per mile, saving nearly 1,000 route miles per week.



Electric Collection Vehicles

In November 2025, we began operating two new Peterbilt electric rear-load vehicles dedicated to servicing the city of Cambridge, Massachusetts. After several months, the trucks have proven to meet our expectations for reliability and efficiency, showing that flat, urban, and dense markets can be a good match for this technology.



Alternative Fuels

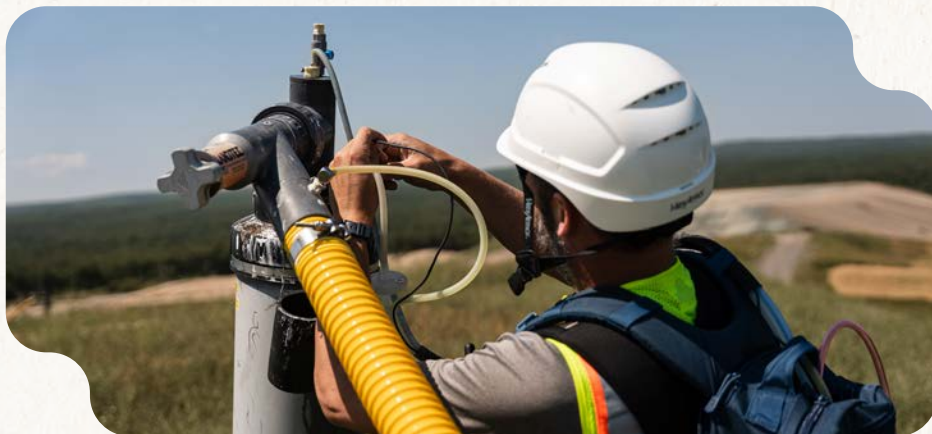
Waste collection routes often cover extensive mileage, demanding terrain, and extreme temperatures while completing several hundred stops per day.

As alternative fuel technology advances, we are monitoring and piloting the latest models to determine which routes are best suited to transition away from diesel fuel. We currently operate compressed natural gas trucks in select locations in New York and Vermont, and we are piloting battery electric vehicles in Vermont and Massachusetts. The results to date suggest that both technologies have potential for certain applications, but that constraints related to range, terrain, and climate remain.



Environmental Compliance

Protecting the environment and maintaining compliance with environmental regulations are core expectations for each of our operations and a daily responsibility of every Casella employee.



Our engineering and environmental professionals work closely with our operating teams to protect the environment, reduce risk, and maintain compliance across our facilities. We operate throughout a region with rigorous environmental regulations and are committed to meeting or exceeding these standards. Our approach includes the following elements:

- **DEDICATED EXPERTISE:** Casella employs a team of environmental engineers and compliance professionals who provide technical guidance and support to our operations teams, helping to ensure compliance while continuously improving environmental performance.
- **FORMAL ENVIRONMENTAL POLICY:** We have published a formal environmental policy that describes the foundation for our environmental stewardship, outlining our commitment to regulatory compliance, pollution prevention, and continuous improvement across our operations. The policy is available on the investor relations page of our website.
- **EXPANDED COMPLIANCE REVIEWS:** Our teams have increased the number of environmental compliance field reviews performed each year. These reviews are now conducted using tablet-based platforms that improve consistency, efficiency, documentation, and follow-up across our operations.



- **Environmental task management.** Casella facilities track recurring permit conditions and compliance responsibilities through a centralized environmental task management system, supported by a dedicated administrator to help ensure timely completion of required activities.
- **Environmental training.** Employees receive environmental training relevant to their roles during onboarding and throughout the year. In 2025, we expanded our training initiatives to include general environmental awareness for all employees, while also providing targeted instruction on managing single-stream recycling contamination at our facilities to improve commodity quality and operational performance.

These programs provide a structured framework for identifying environmental risks, evaluating performance, implementing corrective actions, and continually improving our environmental stewardship. As our company grows, we continue to strengthen our environmental management practices through standardized processes, employee engagement, technology, and operational oversight.

Purpose in Practice



Kyle Kiblin • *Buffalo, New York*

Environmental responsibility is central to Kyle Kiblin's role as an Environmental Compliance Manager. By supporting facilities across New York with permitting, regulatory compliance, and environmental stewardship, Kyle helps ensure that operations protect natural resources across New York state with complex environmental standards. His work supports safe, responsible operations while advancing Casella's long-term sustainability goals.

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.

“

Our approach to climate leadership is built on action: reducing emissions, investing in resilience, and expanding solutions that create a net climate benefit across the economy, including ourselves and our customers.

— Sam Nicolai
VP, Engineering & Compliance



GOAL: GHG EMISSIONS

Further reduce our carbon footprint, measured in metric tons of carbon dioxide equivalents (CO₂e) from Scopes 1 and 2 with a 2022 baseline.

2022 Performance

—

2025 Progress

↓ 1%

2030 Goal

↓ 12%

Emission Reductions

Since 2005, we have achieved two deep reductions in our Scope 1 and 2 greenhouse gas emissions.

Between 2005 and 2010, we reduced our emissions by 45%. Between 2010 and 2022, we reduced them by another 32%. Since establishing our third goal using a 2022 baseline, we have further reduced our emissions by 1%, during a period of rapid growth for the company.

We are proud to achieve these ongoing reductions while expanding our operations and investing in new infrastructure to serve our customers and communities.

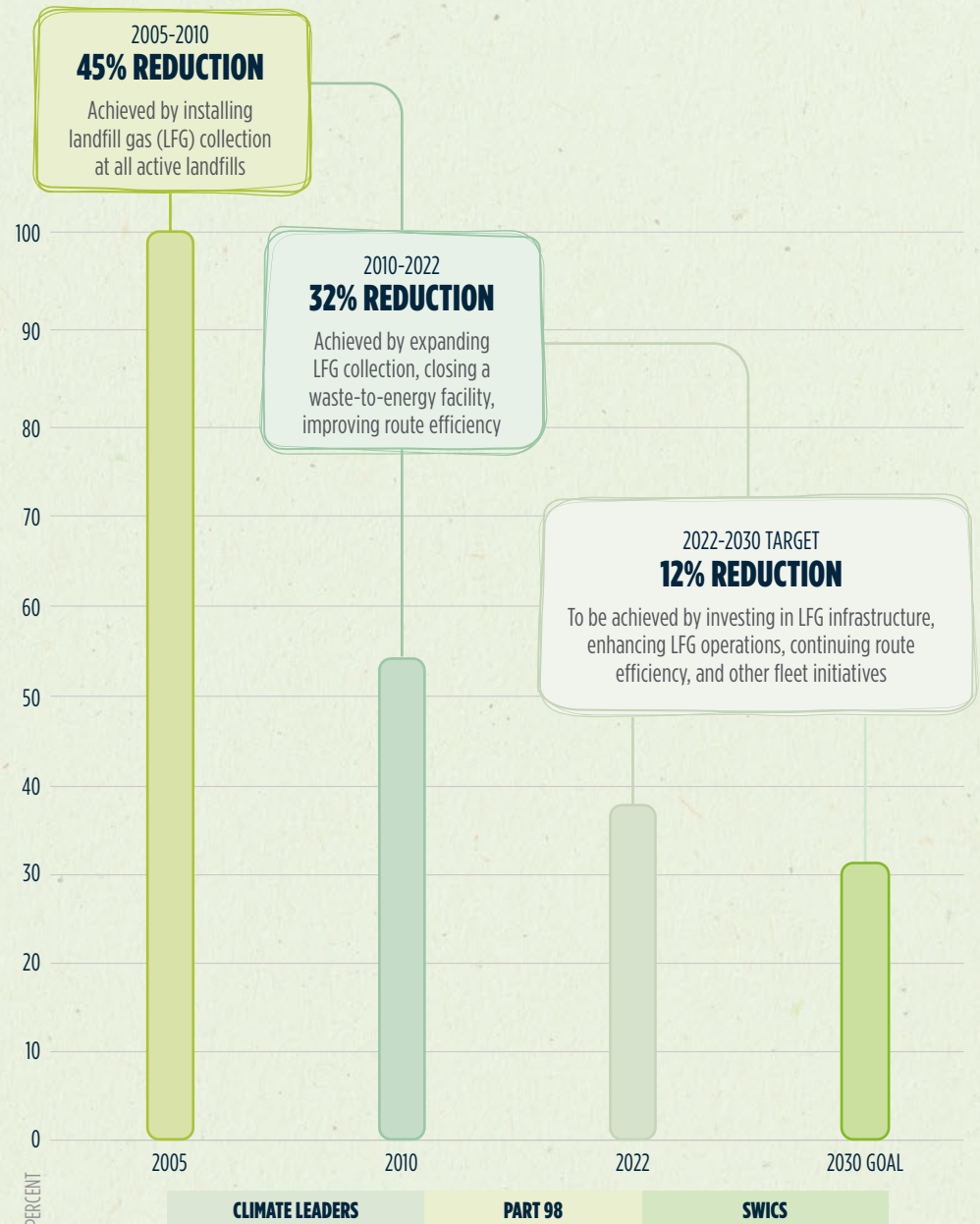
Most of our emission reductions have been realized at our landfills, where our operating teams work to capture methane and reduce the climate footprint of society's unrecycled waste. Improved gas management has been a key driver of our emissions reductions.

As emissions from our landfill operations continue to decline, mobile combustion emissions from our fleet now account for more than a quarter of our total greenhouse gas footprint and are an area of focus for us.

Our 2025 emissions totaled 704,209 metric tons of CO₂e. Our calculations have been independently verified by external reviewers.

METHODOLOGY NOTES: We calculate our Scope 1 and 2 emission inventory using the SWICS (Solid Waste Industry for Climate Solutions) model for quantifying greenhouse gas emissions from landfills and the GHG Protocol for our fleet and facility emissions. In last year's report, we updated our inventory calculations to reflect IPCC AR5 global warming potential values. Due to software limitations, certain activities still use factors based on AR4. We intend to convert our remaining emissions to AR5 factors in the coming year. We expect that update to have minimal impact on overall emissions.

GREENHOUSE GAS REDUCTION ACHIEVEMENTS AND 2030 GOALS



Net Climate Benefit

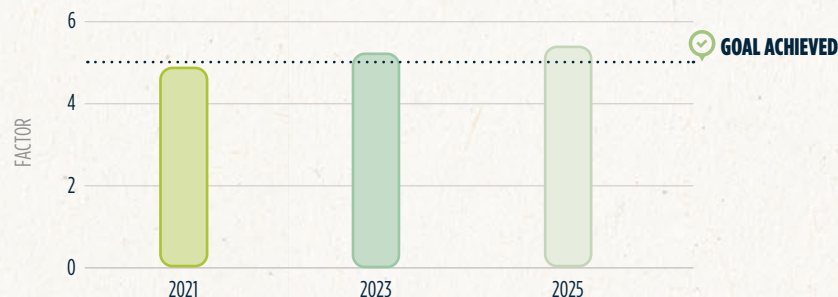
For every ton of greenhouse gas we emit through our operations, our services prevent an estimated 5.7 tons of greenhouse gas emissions elsewhere in the economy.

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, but have not been included in third party verification.

In our 2020 Sustainability Report, we set a goal to increase our Net Climate Benefit factor to 5.0x by 2030. For our 2021 inventory, we expanded the calculation to include additional materials, such as industrial recycling and biosolids. Using 2023 data, our last full Sustainability Report showed a Net Climate Benefit of 5.6x, surpassing our goal ahead of schedule. We have continued to build on this progress, reaching 5.7x in 2025. A key driver remains the increased recycling volumes captured through collaboration with our customers.

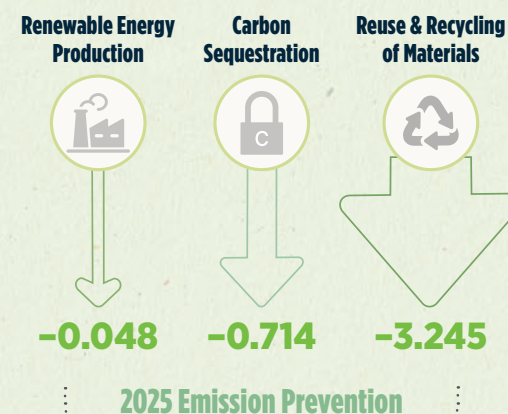
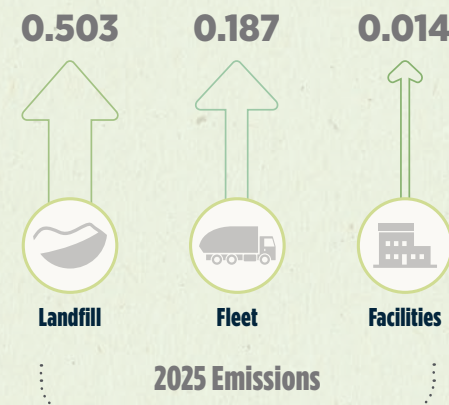
NET CLIMATE BENEFIT FACTOR



*A more detailed explanation of our Net Climate Benefit calculation can be found in our annual CDP disclosure by visiting casella.com/sustainability-practices.

Calculating Our Net Climate Benefit Factor

Million Metric Tons of CO₂e



2025	
Emission Prevention	4.007
Emissions	0.704
NET CLIMATE BENEFIT FACTOR	5.7x

Planning and Resilience

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



Through scenario analysis and cross-functional discussion, we identified a key theme: Building climate resilience requires continued investment in our capacity for change. Many of the strategies identified through this process align closely with the foundational pillars of our broader corporate strategy, including investments in people, technology, innovation, and facilities.

An important element of our resilience approach is our Casella Priority Response (CPR) process, which guides operational response during disruptions such as severe weather and natural disasters. Through coordinated response efforts, we strive to maintain reliable service for customers and to support communities as they recover and rebuild following storms and other events.

We build resilience into how we plan, operate, and serve. Proactive planning helps us adapt to climate risks while continuing to support our customers and communities.

Managing Methane

We manage what we measure. In 2026, we increased the standard frequency of our landfill methane surface scans. With the new quarterly cadence, these scans have become an important diagnostic tool for our landfill gas management teams, enabling them to identify and more rapidly address sources of methane across our landfill acreage, thereby reducing emissions and optimizing gas recovery to support renewable energy production.

Scientific understanding of landfill gas generation and collection continues to evolve. Recent research into topics like methane oxidation in cover soils, diurnal variability in emission flux rates, and emerging methane monitoring technologies will enable further advancement of landfill gas management. Emission reductions at landfills are an essential climate solution as recycling capabilities and behavior change gradually emerge and take hold.



Purpose in Practice



Melissa Moore • Engineering & Compliance

Specializing in Air & Renewables, Melissa Moore is a key technical and strategic leader on initiatives related to climate and renewable energy at Casella. She oversees air permitting and compliance, assists with renewable energy development and landfill gas management, and prepares the company's annual landfill greenhouse gas emission reports. Drawing upon her 10-plus years of industry experience, Melissa plays an essential role in advancing Casella's climate and renewable energy goals.

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 commitment to community grows naturally from our Core Values. Through our volunteering and giving, Casella employees contribute their time, talent, and leadership to worthy causes that support their communities.

— Abby Kristan

Sr. Community Engagement Manager



GOAL: EMPLOYEE VOLUNTEERING

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

2023 Performance

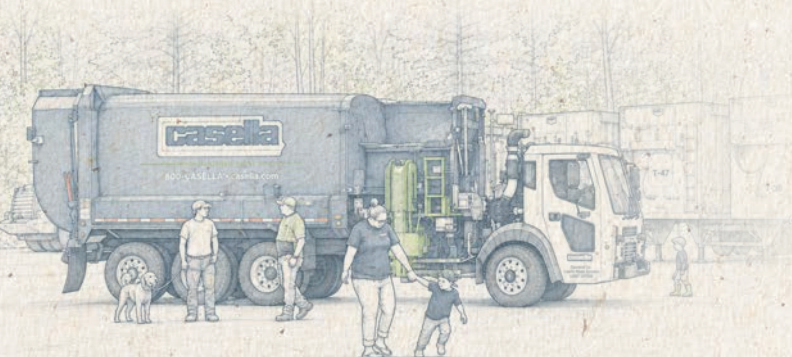
3.3

2025 Progress

4.5

2030 Goal

5.0



Employee Volunteering

Employee volunteering is at the core of our community engagement strategy.

Across our operating footprint, employees contribute their time and expertise to disaster relief, environmental education, school programs, community cleanups, and local nonprofit partnerships. These efforts strengthen relationships with the customers and communities we serve, reinforcing the values we share.

Our community engagement goal for 2030 is to average five or more hours of employee volunteering annually. In 2025, we achieved an average of 4.5 hours per employee, up from 3.3 hours in 2023.

We attribute this success to two important initiatives: Our employee volunteer platform and our Community Champions Network. The volunteering platform improves the way teams coordinate events, track participation, and share impact. The Community Champions Network provides a local leadership structure that supports divisions in building strong, consistent volunteer engagement. Both initiatives are designed to encourage and channel our teams' natural inclination toward service and community.

Looking ahead, we intend to continue celebrating local milestones and encouraging volunteer opportunities for all employees, with an emphasis on activities that share our expertise in recycling and sustainability.

Community Champions Network

The Community Champions Network strengthens volunteer engagement across the company. The Champions organize local events, support nonprofit partners, and inspire coworkers to get involved. Every three months, we celebrate a Champion of the Quarter, in recognition of their outstanding leadership, commitment, and impact. Here are the winners from 2025.



Adam Stoutenburg
Oneonta, New York



Al Gulitus
Hanover, Pennsylvania



Mark DiMauro Jr. & Brett Mastroianni
Willimantic, Connecticut



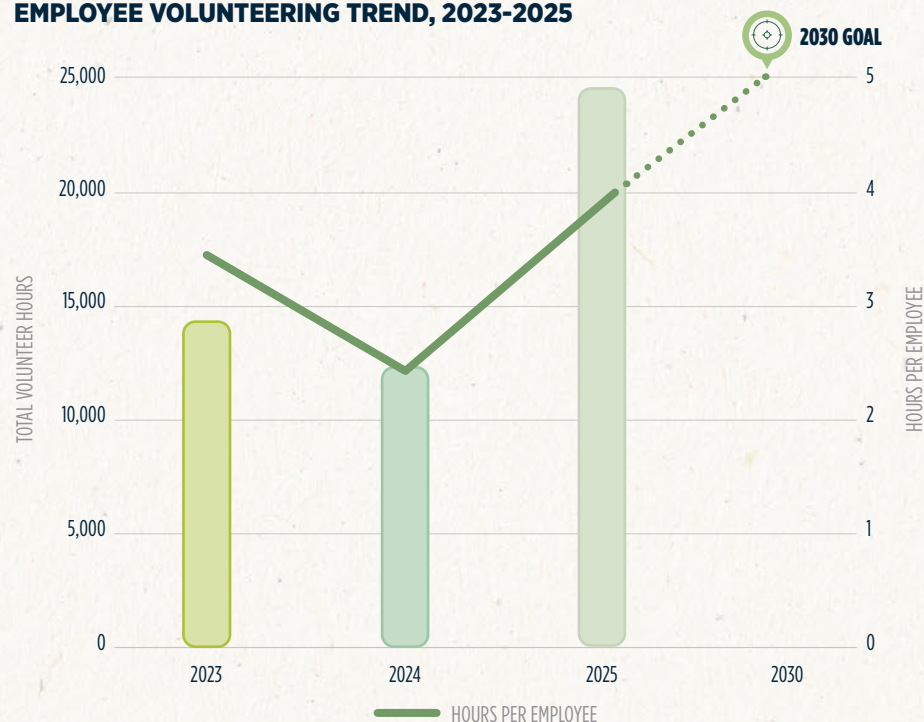
Lisa McMenemy
Auburn, Massachusetts

Casella Volunteer Month

Casella's inaugural Volunteer Month in 2025 brought together employees across more than 60 divisions to participate in volunteer projects supporting local needs. With more than 100 volunteer opportunities offered throughout the month, employees organized and joined activities ranging from community cleanups to school events, food drives, and recycling education sessions. This company-wide effort showcased the collective impact of employee service and highlighted the strength of our community partnerships.



EMPLOYEE VOLUNTEERING TREND, 2023-2025



Employee Volunteering Stories



A Cleaner, Greener Vermont

On Green-Up Day 2025, our teams across Vermont came together to clean up roads, neighborhoods, and shared spaces. From drivers to mechanics to office staff, we rolled up our sleeves and worked side by side to give back to the communities we serve and that we proudly call home.

[READ MORE >](#)



Open Houses That Educate, Engage, and Build Trust

Our landfill open houses give community members a behind-the-scenes look at how we manage materials responsibly and turn waste into renewable energy. By welcoming more than 1,000 visitors each year, we build trust, share knowledge, and demonstrate how our people and facilities create positive environmental and economic impacts.



Building Connections Through Conservation

We're proud to partner with organizations that share our commitment to sustainability, like the Lehigh Valley Zoo. Our \$100,000 grant supported the zoo's new education center, expanding hands-on learning, conservation education, and opportunities for future generations to connect with wildlife and environmental stewardship.

[READ MORE >](#)



2025 Year in Review Employee Volunteering

Casella employees drove a **90%** year-over-year increase in volunteer hours, logging over **24,000** hours in **2025**.

What drove this success?



LOCAL LEADERS

Our Community Champions Network consists of over **60** local leaders building strong connections and engagement.



ENGAGEMENT

Casella employees are clearly driven to serve, with over **900** employees volunteering their time, expertise, and passion in 2025.



COMMUNICATION

The champions organized over **700** volunteer opportunities on our new employee volunteering platform.

With continued focus, employee volunteers will lead the way to our goal.

5.0 HOURS

per employee per year by 2030.



Community Giving

We support a strategic and unified approach to community giving, guided by three themes that help teams align local decisions with company-wide priorities.



These themes shape how we direct support across our footprint and ensure that our contributions reflect the needs of the communities where we live and work. Our three themes are:

ADVANCING ENVIRONMENTALLY SUSTAINABLE COMMUNITIES: Supporting efforts that promote environmental stewardship, resource protection, and sustainable community practices.

EXPANDING LEARNING OPPORTUNITIES: Funding programs that help people build skills, confidence, and pathways for personal and educational growth.

STRENGTHENING COMMUNITY RESILIENCE: Partnering with communities to enhance preparedness, revitalization, and recovery.

Our giving includes charitable donations, local sponsorships, and in-kind support, with the majority of investments guided by local teams who understand community needs firsthand. In 2025, we maintained our commitment to \$2 million in annual community giving.

The Casella Foundation continues to play a central role in our community investment strategy, supporting nonprofit organizations whose work aligns with our three focus areas. The Foundation also collaborates closely with employee-led initiatives, helping ensure that local teams can direct resources to the organizations and causes that matter most in their communities.

Employee Relief Fund

One new element of the Company's charitable giving program is the Casella Employee Relief Fund. This fund provides emergency financial assistance to employees experiencing unexpected personal hardship, including natural disasters, house fires, housing instability, domestic violence, and medical emergencies. Supported by company donations and voluntary employee contributions, the fund reflects our shared commitment to caring for one another in times of need.



Purpose in Practice



Elizabeth Hickin • Brattleboro, Vermont

Elizabeth "Lizzie" Hickin believes community engagement starts with showing up for people. Whether she's organizing acts of appreciation for local first responders, supporting volunteer initiatives, or bringing recycling education into local schools, Lizzie focuses on building meaningful connections and making a positive impact close to home. She continuously inspires and energizes her teammates with her dedication to service, education, and community partnership.

Educational Outreach

By cultivating relationships and sharing our operational knowledge with our communities, we strive to build customer confidence and local pride in the strong and enduring recycling programs we create together.



Our mission requires that we connect our communities with the knowledge they need to engage safely and confidently with our services. Each of our sustainability goals can be supported by well-informed customers who properly sort their recyclables, position their bins correctly at the curb, and use local drop-offs for items that cannot be accepted curbside.

Standard elements of our customer outreach include our annual calendar mailer, Recycle Better™ website, targeted email campaigns, virtual recycling facility tour videos, and social media content. We supplement these measures by showing up in the communities we serve to offer recycling education at local events, MRF tours, school presentations, and more. In 2025, our teams volunteered over 600 hours in support of recycling education.

Battery Safety Outreach

Battery safety has become an important topic for our community outreach and awareness. As batteries have become more prevalent in our daily lives, they've also become prevalent in household waste and recycling bins. Unfortunately, the result has been an alarming increase in fires and explosions in the trucks and facilities we rely on to manage our waste and recyclables.



These fires—which occur when batteries get punctured or crushed by heavy equipment—endanger the safety of the men and women who run these operations and the first responders who come to help. We intend to continue to emphasize battery safety as a key message of our community outreach campaigns.



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 most recently filed Form 10-K and in the Company's most recently filed Quarterly Report on Form 10-Q, 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 sustainability 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 sustainability materiality assessment process, these terms are not defined in accordance with SEC rules and interpretation. Issues deemed material for purposes of our sustainability reporting and for purposes of determining our sustainability strategy may not be considered material for SEC reporting purposes, nor does inclusion of information in our sustainability reporting indicate that the topic or information is material to the Casella's business or operating results.

Scorecard

TOPIC	TARGET	METRIC DESCRIPTION	BASELINE		PERFORMANCE		GOAL
			YEAR	VALUE	2024	2025	2030
Essential Workers	Health and Safety	Health and Safety Total Recordable Incident Rate (TRIR), a measure of recordable incidents compared with hours worked	2019	6.2	5.1	5.3	4.0
Materials Management	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	2019	1.05	1.546	1.647	2.000
Sustainable Operations	Fuel Efficiency	Gigajoules of fuel consumed per ton of waste and recycling collected	2019	0.495	0.438	0.446	0.396
		Percentage below 2019 baseline	—	—	✓ 11.5% ⁴	✓ 9.9%	20.0%
Climate Leadership	Greenhouse Gas (GHG) Emissions	Metric tons of carbon dioxide equivalent (CO ₂ e) emissions from Scopes 1 and 2 ^{1,3}	2022	711,538	769,321	704,209	
		Scope 1 ³	2022	704,969	762,217	697,023	
		Scope 2 (location-based) ³	2022	6,569	7,104	7,186	
		Biogenic CO ₂ (metric tons)	—	—	209,548	168,195	
		Percentage below 2022 baseline ²	—	—	▲ (8%)	✓ 1%	12%
Community Engagement	Employee Volunteering	Employee volunteer hours	—	14,000	13,000	24,000	
		Volunteer hours per employee per year	2023	3.3	2.5	4.5	5.0

¹ The company's GHG inventory for 2025 has been independently verified according to the standards required for a limited level of assurance. Visit ir.casella.com/Sustainability-Practices to view the Independent Verification Declaration.

² Our updated GHG Emissions goal uses a base year of 2022. We have restated our base year emissions to account for acquisitions completed through 12/31/24. This restatement has not yet been independently assured.

³ Casella's 2025 GHG emission inventory calculations are based on IPCC AR5 global warming potential values. A small portion of our inventory, relating to our fuel consumption, uses factors based on AR4. We intend to deploy updated AR5 values for these activities in the coming one to two years. We expect that update to have minimal impact on overall emissions.

⁴ Fuel efficiency rate contains approximated data for select divisions.

GRI Content Index

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

We prepared this report over the course of 2026. In this, our ninth 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 2025. It focused on identifying the topics for inclusion in our sustainability reporting. The process aligned with GRI standards and incorporated certain concepts of double materiality principles by evaluating both impacts on the environment and society, and perceived impacts on financial performance, without constituting a comprehensive double materiality assessment. Of the topics assessed, 10 were identified as having significant impact. Each of these topics is discussed in our report. The process reaffirmed our previously identified five topic areas: 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
Section 1: The organization and its reporting practices		
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	Casella Waste Systems has restated base year GHG emissions to reflect certain acquisitions as noted on pg. 37
2-5	External assurance	Sustainability Report About this Report pg. 3 Investor Relations Website ir.casella.com/sustainability-practices
Section 2: Activities and workers		
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	Proxy Statement pgs. 23-24
2-10	Nomination and selection of the highest governance body	Nomination and ESG Committee Charter ir.casella.com/sustainability-practices Proxy Statement pg. 75
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. 28-29
2-13	Delegation of responsibility for managing impacts	Proxy Statement pg. 23
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 ir.casella.com/sustainability-practices
2-16	Communication of critical concerns	Code of Business Conduct and Ethics ir.casella.com/sustainability-practices Proxy Statement pg. 31
2-17	Collective knowledge of the highest governance body	Proxy Statement pgs. 23-25 2025 CDP Climate Response ir.casella.com/sustainability-practices
2-18	Evaluation of the performance of the highest governance body	Proxy Statement pgs. 23-25 2025 CDP Climate Response ir.casella.com/sustainability-practices
2-19	Remuneration policies	Proxy Statement Overview of Elements of Our Executive Compensation Program pgs. 41-45
2-20	Process to determine remuneration	Proxy Statement Overview of Elements of Our Executive Compensation Program pgs. 41-45
2-21	Annual total compensation ratio	Proxy Statement pg. 68
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 ir.casella.com/sustainability-practices
2-24	Embedding policy commitments	Code of Business Conduct and Ethics ir.casella.com/sustainability-practices Human Rights Policy ir.casella.com/sustainability-practices
2-25	Processes to remediate negative impacts	Code of Business Conduct and Ethics ir.casella.com/sustainability-practices Proxy Statement Corporate Governance pgs. 23-35
2-26	Mechanisms for seeking advice and raising concerns	Code of Business Conduct and Ethics ir.casella.com/sustainability-practices
2-27	Compliance with laws and regulations	Code of Business Conduct and Ethics ir.casella.com/sustainability-practices
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	2025 SASB Disclosure ir.casella.com/sustainability-practices

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	When liquid passes through waste it becomes leachate, a material that requires special handling across our operations. Casella's approach to proper leachate management includes investing in the construction, maintenance, and operation of systems that collect, store, and in some cases pre-treat leachate prior to transporting the liquid to permitted wastewater treatment facilities. Through these efforts we strive to protect local watersheds from the impacts of society's waste.
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. On-site treated flows are managed in accordance with approved NPDES discharge permits.
303-4	Water discharge by quality and destination	185.2 million of landfill leachate were directed to wastewater treatment plants in 2025. 6.2 million gallons of landfill leachate were 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 ir.casella.com/sustainability-practices
305-1	Direct (Scope 1) GHG Emissions	Sustainability Report Scorecard pg. 37
305-2	Energy Indirect (Scope 2) GHG Emissions	Sustainability Report Scorecard pg. 37

GRI 306 Waste, 2020

3-3	Management of Material Topics	Sustainability Report Materials Management pgs. 19-23
306-1	Waste generation and significant waste-related impacts	Sustainability Report Materials Management pgs. 19-23
306-2	Management of significant waste-related impacts	Sustainability Report Materials Management pgs. 19-23

GRI 403 Health and Safety, 2018

3-3	Management of Material Topics	Sustainability Report Health and Safety pg. 15
403-1	Statement of whether a health and safety management system has been implemented	Sustainability Report Health and Safety pg. 15
403-9	Worker-related injuries	Sustainability Report Scorecard pg. 37

GRI 404 Training and Education, 2016

3-3	Management of Material Topics	Sustainability Report Essential Workers pgs. 14-18
404-1	Average hours of training per year per employee	Sustainability Report Employee Engagement pg. 16
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report Engagement pg. 16
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability Report Engagement pg. 16

GRI 405 Diversity and Equal Opportunity, 2016

3-3	Management of Material Topics	Sustainability Report People, Culture, and Belonging pg. 16 Human Rights Policy ir.casella.com/esg-practices
405-1	Diversity of governance and workforce by age, gender, and race	Sustainability Report People, Culture, and Belonging pg. 16 Human Rights Policy ir.casella.com/sustainability-practices

GRI 413 Local Communities, 2016

3-3	Management of Material Topics	Sustainability Report Community Engagement Section pgs. 31-35
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report Community Engagement Section pgs. 31-35

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 12/31/2025.

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
 SWANA Southern 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)
 NEIWPCC
 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
 Rist Institute for Sustainability and Energy, UMass Lowell

Vermont

Vermont Council on Rural Development
 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
 Green Mountain Human Resources Association (GMHRA)
 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 (NHILA)

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)
RecycleCT Foundation, Inc.
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

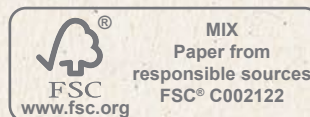
Pennsylvania

Lehigh Valley Chamber of Commerce
Pennsylvania Waste Industries Association
Circular Philadelphia
PA Recycling Market Center
Pennsylvania Waste Industries Association (PWIA)

Appendix C: ESG Practices

To see Casella's full list of sustainability practices including Reports and Disclosures, Corporate policies – including our environmental policy – and Governance Documents and Committee charters, please visit ir.casella.com/sustainability-practices.





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