



Ramon Garcia
Massachusetts

The men and women of the waste and recycling industry provide an essential service to society. By keeping our communities clean and recovering resources for new uses, these essential workers make modern life possible.

A MESSAGE FROM OUR CHAIRMAN & CEO



In 2022 we issued our comprehensive biennial sustainability report, which describes:

- Our strategic approach to Sustainable Growth, which is a foundational pillar of our broader corporate strategy.
- Our innovation to help customers achieve their sustainability goals through our resource management services.
- Our net climate benefit: for every ton of greenhouse gas we emit through our operations, we estimate that we help to prevent more than 4 tons of greenhouse gas emissions through the services we provide.

In the past year, we have remained focused on our 2030 sustainability goals, which align with our strategic plan. We believe that our business and initiatives have a natural alignment to sustainability and that our key metrics are important to our customers and society. By balancing environmental and economic returns, we further our ability

to invest prudently in our business in ways that can drive progress toward achieving our sustainability goals.

We believe in creating value through disciplined and strategic investment in sustainability. Examples discussed on the following page include our full retrofit of the Boston MRF, a controlled pilot of fully-electric refuse collection vehicle technology, and collaborative innovation projects around circularity and renewable natural gas (RNG).

As we continue to grow our business and evolve our service offerings, we anticipate some year to year fluctuations in our sustainability metrics, while remaining focused on achieving our 2030 Sustainability Goals. Our next full report will be issued in 2024.



All the best,

John W. Casella
Chairman & CEO

The full 2022 report is available by visiting casella.com/sustainability.

With this 2023 progress report, we provide brief highlights along with an update to our annual sustainability scorecard. The scorecard presents calendar year 2022 data. Other metrics such as employee and facility counts are as of 7/15/23 unless otherwise noted.

INVESTING IN SUSTAINABILITY

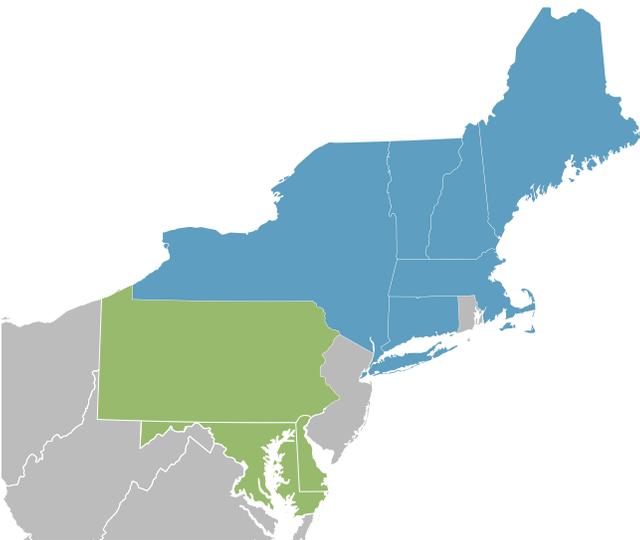
In 2022, we made several strategic investments designed to advance sustainability in our region and our industry.



Boston MRF: Our Material Recovery Facility (MRF) in Charlestown, MA is one of the largest in the country. In 2023, we completed a full retrofit with state-of-the-art equipment and technology that is designed to increase capacity, enhance safety, improve product quality, and provide best-in-class operation for our customers. This investment provides critical infrastructure essential to meeting the service and sustainability needs of customers throughout the region.



Electric Trucks: Since our last report, we have invested in two fully-electric refuse collection vehicles in Rutland, VT. This pilot will help us understand the potential for this technology to support our long-term fuel and emission goals. Each truck converted to electric has the potential to save on average 7,500 gallons per year of diesel fuel and prevent over 78 metric tons per year of greenhouse gas emissions.



Acquisitions: Recent acquisitions have extended the geographic reach of our recycling and sustainability services while also adding substantial processing capacity to our fleet of facilities, advancing progress toward both our sustainability goals and those of our customers.



Innovation: In 2023, we have continued to make progress on our innovation pilots. Examples include our collaboration with Becton, Dickinson & Company (BD) to establish closed loop recycling of medical devices, and our engagement with Waga Energy to develop renewable natural gas (RNG) production facilities at three of our landfills.

INVESTING IN SUSTAINABILITY CONTINUED



Essential Workers

Our 3,800+ employees provide essential services that make modern life possible for hundreds of thousands of customers and the communities we serve. Our daily focus is to deliver exemplary service while protecting the health and safety of our people. We continue to have a strong focus across our business on training and improving safety performance. This includes integrating acquired operations and new personnel into our safety culture and programs. We believe that employee safety and engagement are closely linked. Our career path programs are designed to empower each employee to pursue targeted training and coaching to achieve their career goals.



Materials Management

We recycle nearly 1.5 million tons of recyclables and organics per year. Our disposal facilities recover enough landfill biogas to power nearly 30,000 homes. We are continuing to make progress toward our goals through disciplined investments, such as the recent upgrade of our Boston recycling facility, and focused innovation around hard-to-recycle items such as mattresses, industrial scrap, and a range of consumer products and packaging that cannot be processed in conventional recycling facilities. We also advance these goals by building partnerships throughout the value chain.



CASELLA SUSTAINABILITY LEADERSHIP AWARDS

Celebrating Customers for Their Leadership in Materials Management and Sustainability

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

The 2023 recipients of the Casella Sustainability Leadership Awards include:



BOSTON UNIVERSITY



CITY OF WORCESTER



COCA-COLA NORTHEAST



WORCESTER RED SOX



WAKE ROBIN



PURINA

Visit casella.com/SLA or scan here to learn more about this year's winners >>





Sustainable Operations

Throughout the northeast we operate 165 facilities and more than 1,000 collection vehicles. We are driving sustainability through these operations by improving fuel efficiency through automation programs and route conversions and by selectively investing in and piloting alternative fuel vehicles while maintaining a daily focus on exceeding environmental compliance requirements. In 2022, we launched our first fully-electric refuse collection truck, an important innovation pilot that aims to help us understand the potential for this technology to support our long-term strategy to reduce fuel consumption and emissions.



Climate Leadership

Rising to the global climate challenge requires that we simultaneously reduce our operational emissions and grow our emission-reducing services. Between 2005 and 2010, as a charter member of the U.S. EPA Climate Leaders program, we cut our Scope 1 and 2 emissions by 45%. In 2022, our Scope 1 and 2 emissions were 32% below our 2010 baseline. Our goal is a 40% reduction by 2030. Our services also enable emission avoidance. We estimate, using EPA factors, that for every ton of greenhouse gas (GHG) we emit, we prevent over 4 tons of GHG through our recycling, renewable energy, and carbon sequestration services. To reduce direct emissions, we are focused on continued investment in landfill capping and gas collection systems, along with leveraging newer technologies such as remote methane monitoring technology and RNG production technology.



Community Engagement

A dedication to community service is embedded in our history and culture. In 2022 our community giving increased to \$1.4 million as we continue to advance toward our 2030 target of \$2.0 million annually. We also logged over 16,000 hours of employee volunteering, which benefits our communities and provides meaningful ways for our team members to engage with local organizations and causes. Through a combination of community giving, employee volunteering, and educational outreach, we aim to deliver the greatest possible impact to the largest number of people while moving forward, together.



SCORECARD

TOPIC	TARGET	METRIC DESCRIPTION	2020	2021	2022	2030 GOAL
Essential Workers	Health & Safety	Health & Safety Total Recordable Incident Rate (TRIR), a measure of recordable incidents compared to hours worked	5.9	5.4*	5.5*	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	1.221 million	1.213* million	1.457* million	2.000 million
Sustainable Operations	Fuel Efficiency	Gigajoules (GJ) of fuel consumed per ton of waste and recycling collected	0.464	0.459	0.457	0.396
		Percentage below 2019 baseline	6.3%	7.3%	7.7%	20.0%
Climate Leadership	GHG Emissions	Metric tons of carbon dioxide equivalent (CO ₂ e) emissions from scopes 1 and 2	568,998*	551,180*	596,071*	
		Scope 1	564,186	546,100	590,516	
		Scope 2	4,812	5,080	5,555	
		Biogenic CO ₂ (Metric tons)	185,208	186,834	191,710	
		Percentage below 2010 baseline	35%	37%	32%	40%
Community Engagement	Community Giving	Charitable donations, in-kind services, and local community sponsorships, in U.S. dollars	\$1.1 million	\$1.1 million	\$1.4 million	\$2.0 million

Notes on our 2022 metrics:

Health & Safety: Some fluctuation in TRIR is expected as we work to integrate large acquisitions into our safety culture. We believe our training, hiring, and automation programs can all help to move us toward our 2030 target.

Resource Solutions: Year-over-year progress with this metric primarily reflects a combination of organic growth of our recycling work and the acquisition of new processing capacity.

Fuel Efficiency: We believe our continued progress on this metric reflects our team's ongoing focus on route optimization and fleet automation.

GHG Emissions: Total greenhouse gas emissions increased in the year due to timing of select landfill gas collection and capping projects. Some year over year variation to this effect is expected and we will continue to work toward our 2030 target.

Community Giving: Our community giving metric increased by 23% year over year, reflecting our belief that investing in sustainability includes investing in our communities.

* The indicated metrics have been independently verified by a qualified third party according to the standards required for a limited level of assurance.

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 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 guarantee that it actually will achieve the plans, intentions, expectations or guidance disclosed in the forward-looking statements made. Such forward-looking statements, and all phases of the Company's operations, involve a number of risks and uncertainties, any one or more of which could cause actual results to differ materially from those described in its forward-looking statements.

Such risks and uncertainties include or relate to, among other things, the following: the ability to improve the Company's safety performance; the ability to increase the amount of recyclables processed or other resources managed; the impact of changes to, or new, statutory, regulatory and legal requirements; the ability to improve the Company's fuel efficiency; the ability to further reduce the Company's carbon footprint; and the amount of the Company's giving in its communities. There are a number of other important risks and uncertainties that could cause the Company's actual results to differ materially from those indicated by such forward-looking statements. These additional risks and uncertainties include, without limitation, those detailed in Item 1A, "Risk Factors" in the Company's Form 10-K for the fiscal year ended December 31, 2022 and in the Company's Form 10-Q for the quarterly period ended June 30, 2023, and in other filings that the Company may make with the Securities and Exchange Commission in the future. The Company undertakes no obligation to update publicly any forward-looking statements whether as a result of new information, future events or otherwise, except as required by law.

MATERIALITY STATEMENT

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