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casella
ESTABLISHED 1975

Sustainability Report

— 2022 —



Serving local communities since 1975



IN THIS REPORT

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SAFE HARBOR STATEMENT

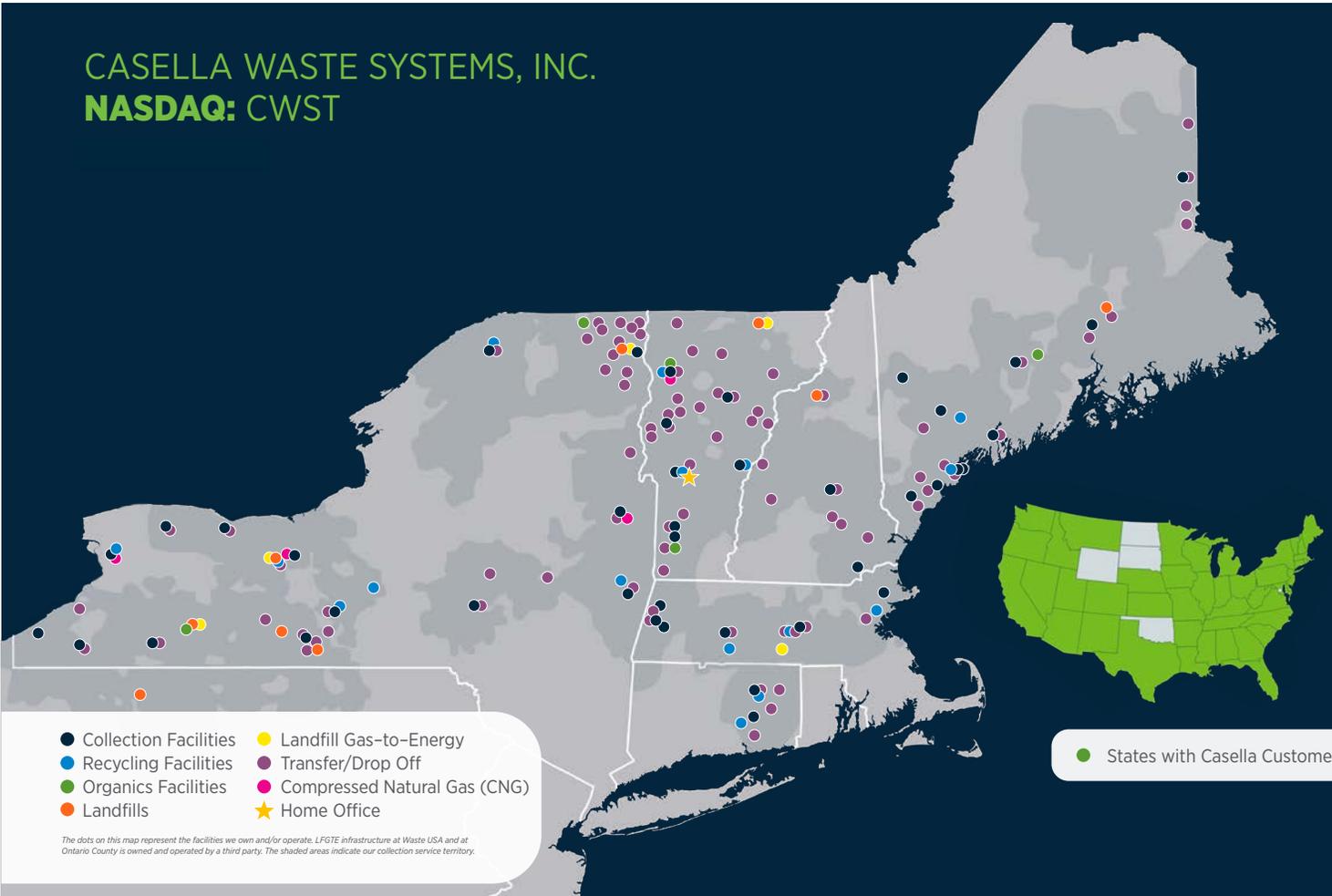
Certain matters discussed in this report, including, but not limited to, the statements regarding the Company's intentions, beliefs or current expectations concerning its sustainability goals and commitments and anticipated actions to meet such goals and commitments, and the Company's progress towards, 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, 2021 and in the Company's Form 10-Q for the quarterly period ended June 30, 2022, and in other filings that the Company may make with the Securities and Exchange Commission in the future. The Company undertakes no obligation to update publicly any forward-looking statements whether as a result of new information, future events or otherwise, except as required by law.

MATERIALITY STATEMENT

The terms "material," "materiality," and other similar terms, as referred to in this Sustainability Report, our website, and our ESG materiality assessment process are 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.

CASELLA WASTE SYSTEMS, INC.
NASDAQ: CWST



3,000+
 EMPLOYEES

\$1.0B
 ANNUAL REVENUE

1,000+
 COLLECTION VEHICLES

27%
 REVENUE FROM
 RESOURCE SOLUTIONS*

900,000+
 CUSTOMERS

1MM+
 TONS RECYCLED
 PER YEAR

~150
 LOCATIONS

44
 STATES SERVED

Data as of the 12 months ended 6/30/22
 * As a percentage of Consolidated Revenues

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

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 reporting framework developed by the Global Reporting Initiative (GRI) Standards: Core option. The GRI standards are built upon the following principles:

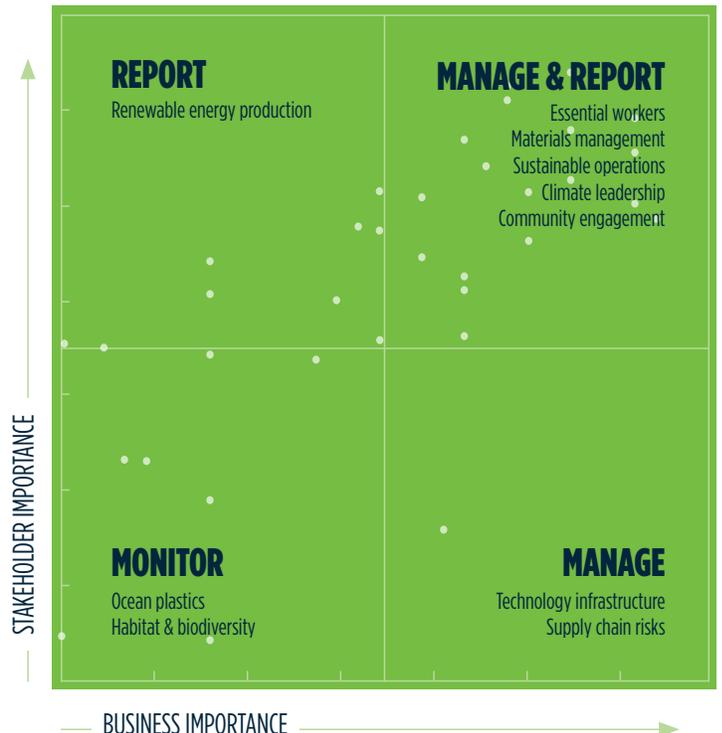
- Stakeholder Inclusiveness:** In preparing our report, we strive to consider the perspectives of six key stakeholder groups: **Employees, Customers, Communities, Investors, Government** and **Supply Chain**.
- Sustainability Context:** Throughout our report, we describe the ways that our sustainability initiatives align with broader societal goals and environmental protections.
- GRI Materiality:** We report on the topics that are important to our stakeholders and that reflect our economic, environmental, and social impacts. These are described in the chart below.
- 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 Assessment: In early 2020, through stakeholder surveys, management interviews, and a facilitated workshop, we identified the environmental, social, and economic topics that are most relevant to our stakeholders and aligned with our business success. The adjacent chart summarizes the results of our assessment. Individual topics are represented by the white dots, which we have consolidated into topic areas listed in blue text. This report is organized around the five sustainability topics listed in the upper right quadrant.

Time period: This report is current through August 2022. Data points reflect the 12-months ended 12/31/2021, 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, and our Sustainability Accounting Standards Board (SASB) disclosure and our CDP Climate disclosure, which are available on our website ir.casella.com/esg-practices.





For nearly fifty years, sustainability has been at the core of Casella’s mission, values, and services. And, because of this, our company has always been organized around the idea that our job is to protect, conserve, and renew resources – particularly material resources.

Over the years, our contribution to sustainability has grown to include the stewardship of resources such as the climate, our raw materials, our energy, and our people. With each passing year more of our customers, no matter what business they are in, are embracing opportunities to make their operations and their products and services more sustainable. To step up and assist them with our expertise and our assets is not only a great business opportunity, but also a great calling to advance our mission and contribute to society.

In 2020 we laid out our sustainability goals and targets for the year 2030. With this year’s report, we introduce a distilled focus on five primary goals. While we intend to continue internally managing against many sustainability performance indicators, we believe that elevating our five primary metrics will allow us to maintain a high level of focus around our most important and impactful 2030 goals.

To us, these 2030 sustainability goals are strategic. Achieving them is important to us especially to the extent that they align directly with our strategic goals and foundational pillars. Having set our targets, we are now working to assess, refine, and where applicable integrate them into our operations and services. This report details our progress to date and describes where we’ve found even greater opportunity for sustainable growth and performance.

Evolving economic, social, and environmental issues continuously challenge all enterprises to take fresh perspectives on how they conduct and grow their business. Achieving our goals will require that we continue to find ways to align the environmental and economic models to develop solutions that are truly sustainable in every sense of the word. To thrive in this rapidly changing world, we expect to continue to invent new solutions, form creative and valuable new alliances, and anticipate and understand the new opportunities that come with change.

I hope you will gather from reading this report, we remain optimistic and excited about sustainability in our business, and the opportunities it presents.

Our essential workers and managers, guided by our Core Values, are the true drivers of our sustainability progress. None of this is possible without them. For their efforts, I am extremely grateful.

Thank you for your interest in Casella, and the work we are doing to make the world a better place, now and for the future. We think we are solving important problems, and we hope you agree.



All the best,

A handwritten signature in black ink that reads "John W. Casella". The signature is stylized and cursive.

John W. Casella
Chairman & CEO

MILESTONES IN SUSTAINABLE MATERIALS MANAGEMENT

OUR BEGINNINGS

Doug Casella founds Casella's Refuse Removal and in 1976, invites his brother John to join him (Rutland, VT).



WE'VE GOT ENERGY

Casella builds its first landfill-gas-to-energy power plant in Hampden, ME, quickly followed by two additional plants in upstate New York.



MODERN ENGINEERING

Casella's public-private partnership model is established and brings modern engineering to the Clinton County, NY Landfill.

Joins EPA Climate Leaders as a charter member

1975

1977

1996

1999

2005

2008

2009

2010

Issues first sustainability report

LEADERS IN RECYCLING

The brothers build their first recycling facility, which is also the first in the State of Vermont.



INVESTING IN RECYCLING

Casella retrofits its Charlestown, MA recycling facility, bringing 750 tons per day of single-stream capacity to greater Boston.



LEADERS IN ORGANICS

Casella launches its first food waste collection route. Two years later, it completes the strategic acquisition that would become Casella Organics.



For over four decades, Casella has been continuously innovating, investing, and improving the infrastructure for sustainable materials management. Beginning in 1975 as a single truck operation, the company today runs over 1,000 trucks, employs over 3,000 people, and recovers over 1 million tons of recyclable materials every year.



CLIMATE LEADERSHIP

Casella reduces its carbon footprint by 45%, and earns the 2012 EPA Climate Leadership Award for Excellence in GHG Management.



HALL OF FAME INDUCTEES

John and Doug Casella are inducted into the National Waste & Recycling Association's Hall of Fame. The award recognizes industry visionaries who have created an enduring legacy through their leadership, Core Values, and significant contributions.



BREAKING GROUND

In support of its renewable energy goals, Casella breaks ground on its first renewable natural gas (RNG) facility in Bethlehem, NH, with partner Rudarpa.

Introduces first CNG collection trucks in its Vermont operations

Initiates Sustainability Leadership Awards program

Earns 2022 World Finance Sustainability Award

2011

2012

2013

2017

2019

2020

2021

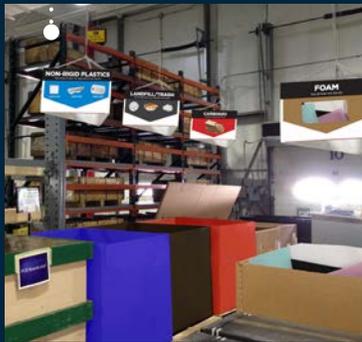
2022

Invests in and operate food waste digesters in Massachusetts



ADVANCING ZERO WASTE

Three years after receiving NHBSR's partnership for innovation award, Casella and its customer Hypertherm achieve 98% recycling in the manufacturer's NH operations.



OUR PEOPLE

Following several strategic acquisitions, Casella reaches 3,000 employees, each contributing to the delivery of essential environmental services to each other, our customers and communities.



RESOURCE SOLUTIONS

Casella begins to build Resource Solutions, extending professional services to customers across the country and one year later, the company processes over **1 million tons** per year of recycling.

2030 GOALS

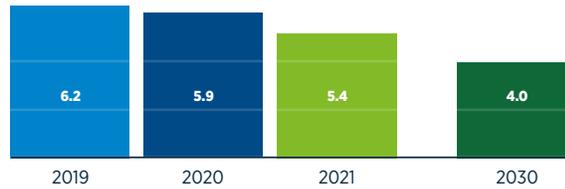
Our sustainability strategy has five key elements. For each element, we have established a primary metric and a 2030 goal. We have also identified additional factors that will help us to advance our sustainability vision.

Essential Workers



HEALTH & SAFETY

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



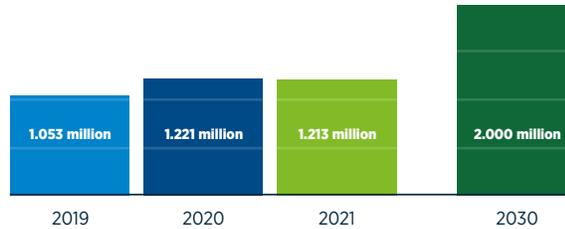
- Adhering to our Core Values of service, trust, responsibility, integrity, continuous improvement, and teamwork
- Enhancing employee engagement and improving employee retention
- Advancing workplace diversity and fostering a culture of inclusion

Materials Management



RESOURCE SOLUTIONS

Grow our Resource Solutions business to reduce, reuse, or recycle over 2,000 million tons of solid waste materials per year by 2030



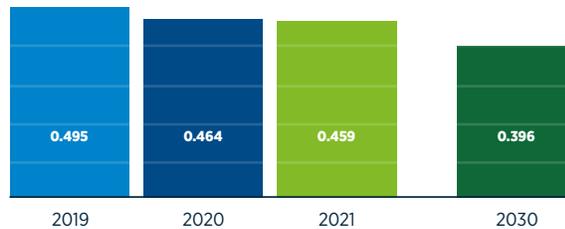
- Supporting circular economy innovation
- Increasing renewable energy production
- Celebrating customer achievements through our Sustainability Leadership Awards

Sustainable Operations



FUEL EFFICIENCY

Improve our fuel efficiency, reducing our Gigajoules (GJ) of fuel consumed per ton of waste and recycling collected by 20% below a 2019 baseline



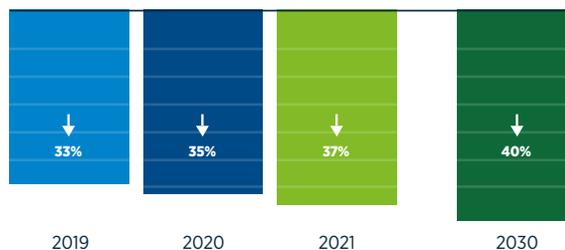
- Pursuing alternative fuel vehicle pilots
- Advancing our environmental compliance programs

Climate Leadership



GHG EMISSIONS

Further reduce our carbon footprint, measured in metric tons of carbon dioxide equivalents (CO₂e) from scopes 1 and 2 with a 2010 baseline



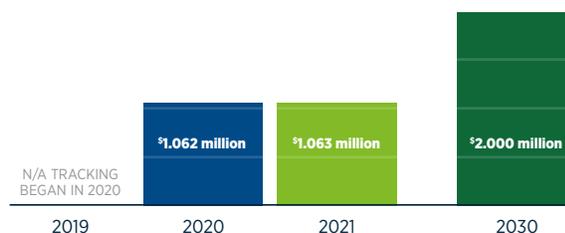
- Increasing the net climate benefit we achieve through recycling, renewable energy, and carbon sequestration
- Preparing and adapting for the effects of climate change through planning and resilience

Community Engagement

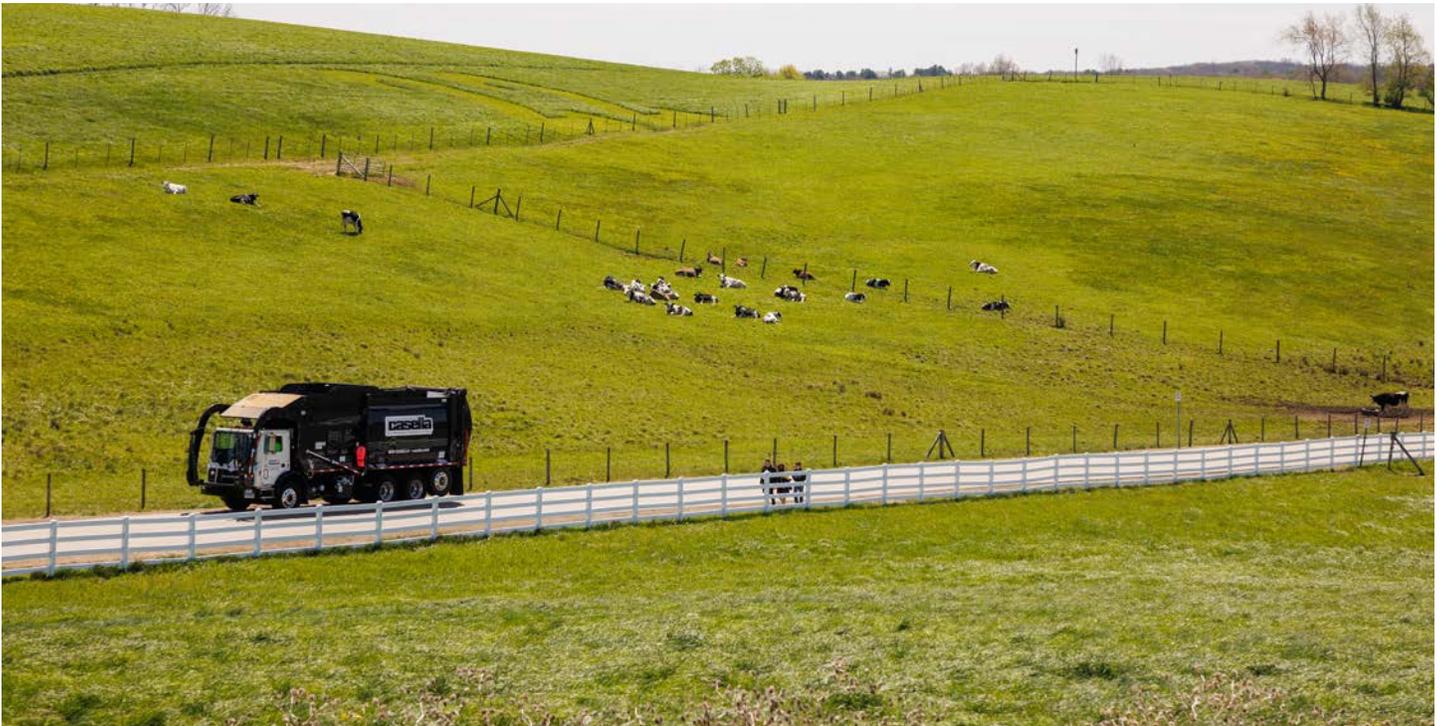


COMMUNITY GIVING

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



- Serving our communities through employee volunteering
- Providing educational outreach to help advance our vision for sustainable materials management



SUSTAINABILITY STRATEGY

Sustainability is well integrated into our broader corporate strategy and planning. Earlier this year, we launched our multi-year Fiscal 2024 Plan (“2024 Plan”). The 2024 Plan retains many of the key strategies of our Fiscal 2021 Plan and targets enhancing shareholder returns by improving cash flows and driving profitable growth through the following strategic initiatives: Increasing landfill returns; Driving additional profitability in our collection operations; Creating incremental value through Resource Solutions; and Allocating capital to return driven growth.

The 2024 Plan also introduces a focus on four Foundational Pillars, which represent important areas of prudent investment that we believe help support continued growth and execution. The four Foundational Pillars are People, Sustainable Growth, Technology, and Facilities, and we believe all can contribute to advancing our sustainability goals.

As our team has grown to over 3,000 employees, we have increased our investment in key initiatives that strengthen our culture and our People pillar. We focus foremost on safety and training to help ensure we complete our work safely and successfully each day. As we continue to invest in our safety, culture, and training initiatives, we aim to further an engaged workforce that is of service to one another, our customers, and to the communities in which we operate. We believe that further strengthening our People pillar will

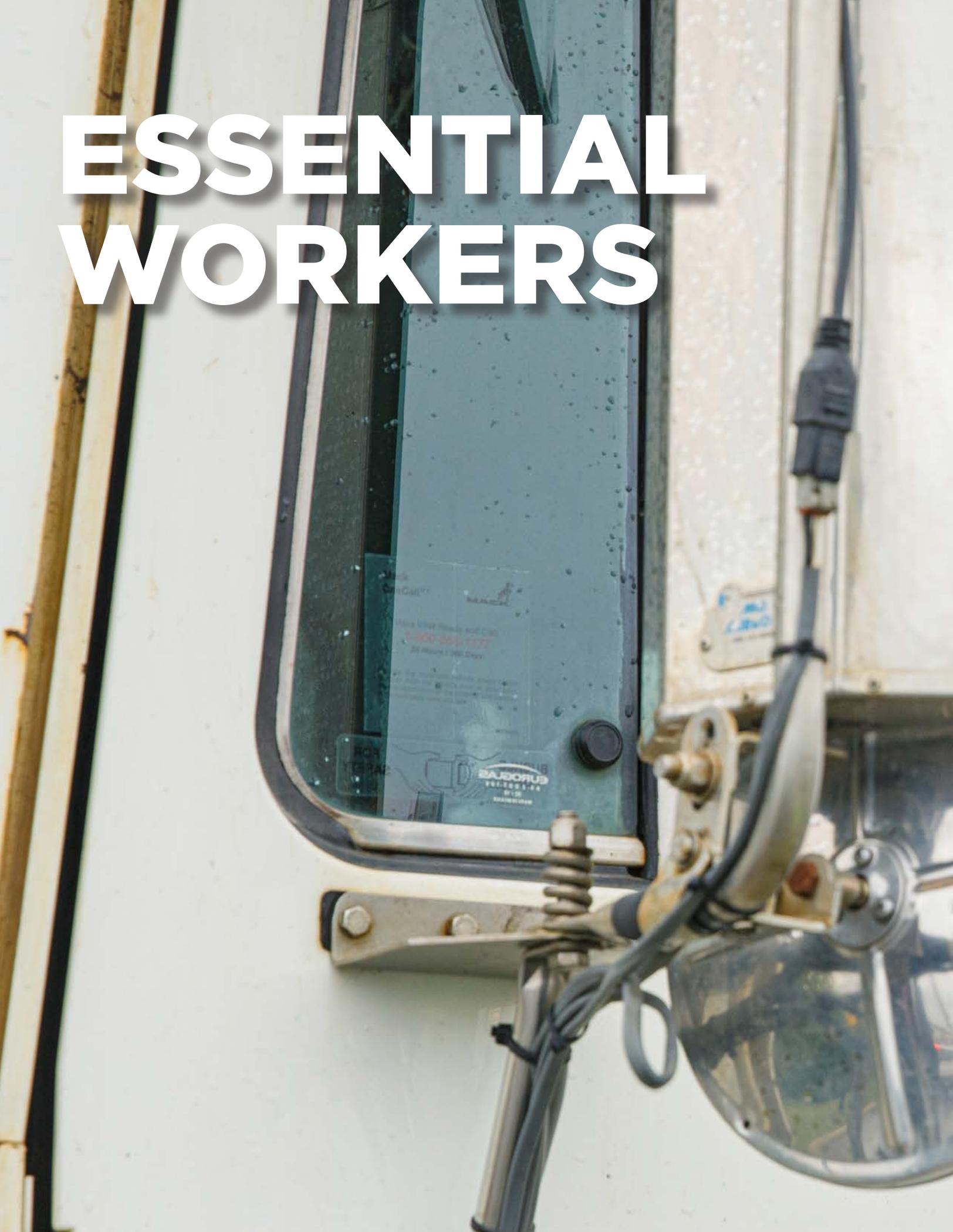
result in lower turnover, enhanced attraction to open roles, improved employee engagement, and increased productivity.

The Sustainable Growth pillar bolsters our position as a sustainability enabler to our customers and the communities we serve. We aim to ensure our business model meets the sustainability needs of our customers and generates an acceptable financial return. We have enhanced the alignment of our sales, engagement, customer care, communications, and sustainability teams to strengthen this Foundational Pillar and drive further value.

Our 2030 Sustainability Goals align with the roots of our business and our key multi-year strategies. They were selected to address environmental, social, and economic topics that are important to our stakeholders and to our business model.

Within this 2022 Sustainability Report, we describe the important progress we have made toward our Sustainability Goals, and we describe how we aim to make further progress through a focus on integration, accountability, alliances, and innovation. With these areas of focus, in conjunction with the 2024 Plan, we believe that we improve our positioning to meet the needs of our customers, to achieve our 2030 Sustainability Goals, and to drive continued execution and further value.

ESSENTIAL WORKERS





Terry Alexander • New York



Daniel McMullen
Maine

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.

HEALTH AND SAFETY



We have seen improvement in our safety performance, with our total recordable incident rate (TRIR) dropping from 6.2 in 2019 to 5.4 in 2021.

One contributing factor to our recent progress is our redesigned driver training program, which clarifies universal training elements, integrates weekly road tests, leverages the knowledge of experienced trainers, and modernizes documentation requirements. We are working to enhance our current training programs that provide drivers with the safety skills required to thrive at Casella.

We are also leveraging technology to bring additional transparency to the review of accidents and injuries at the division level and to enable monthly recognition of top performers. Division management teams have access to Casella safety training materials, logs, and record keeping

Our daily focus is to serve our customers and communities in a way that protects the health and safety of our people. Our safety and operations teams strive to ensure that every employee gets home safely to his or her family at the end of each day. Our commitment to safety is deeply integrated in our values and actions, and is reflected in our hiring choices, our training programs, and the thousands of daily decisions and actions that add up to a safe day.



Drew Baccei
Vermont



Kerissa Headley
Connecticut

12
TRUE ZERO
WASTE CERTIFIED
ADVISORS
AS OF 9/30/2022



481
EMPLOYEES ONBOARDED THROUGH
RECENT ACQUISITIONS
1/1/21 TO 12/31/21

94
CDL SCHOOL
GRADUATES
7/1/2020 TO 9/30/2022

58%
INTERNAL
PROMOTIONS
7/1/2021 TO 6/30/2022

23
PARTICIPANTS IN 2022 SPANISH
LANGUAGE LEADERSHIP TRAINING
WORKSHOPS COMPLETED IN MAY AND JUNE 2022



3,000+
EMPLOYEES
AS OF 6/30/2022



Tom Segear
Massachusetts

documents, which are electronically accessible to all on the Company's internal safety site.

To continue our success over the coming years, we plan to support our divisions in implementing, enhancing, and sustaining their Safety Committee and Continuous Improvement meetings. These meetings provide an invaluable channel for field members to voice their safety concerns and see them promptly addressed. We also intend to focus on increasing on-route and post-trip safety observations to confirm that team members have the skills and materials required to work safely.

DIVERSITY, EQUITY & INCLUSION

Casella is committed to workplace diversity and to fostering a culture of inclusion. These commitments are rooted in our Core Values of service, trust, responsibility, integrity, continuous improvement, and teamwork. By bringing our diverse backgrounds, cultures, and perspectives together, we believe we can develop better and more innovative environmental solutions for the customers and communities we serve.

We have made progress on each of the four areas of focus for diversity, equity, and inclusion (DE&I) we described in our 2020 Sustainability Report:

1. We have worked to include DE&I in our career path programs. This has included innovatively addressing language barriers by supporting Spanish-speaking recycling facility employees seeking to earn their hoisting license and providing Spanish-language leadership certificate programs. Other initiatives have included an emphasis on recruiting female drivers and a review of our approach to promotions and advancement.

2. We have integrated DE&I into our leadership development training program, and all division managers will complete the training over the coming year. We have also added this training to our onboarding process for new management-level employees.
3. In 2021 we examined our level of spending with diverse suppliers. We have drafted a supplier diversity policy and are assessing our level of spend with diverse suppliers. In 2023, we intend to pilot a supplier diversity dashboard and training program for procurement team members.
4. Our internal DE&I team meets quarterly and is focused on continuing to advance the initiatives above. In 2023, the team intends to explore strategies to enable broader engagement and feedback from the full workforce of the company.

DIVERSITY AT CASELLA

Gender and Racial

		Management	Workforce	All Casella
Gender Diversity	Sep-20	24%	19%	20%
	Feb-22	24%	18%	19%
Racial Diversity	Sep-20	5%	13%	12%
	Feb-22	5%	18%	16%



Dan Gagnon
New Hampshire



Tammy Collins
New York

CORE VALUES

Casella's Core Values provide a shared framework within which to apply our individual skills and strengths to solve problems.

SERVICE

We win when we help others.

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

TRUST

We excel when we assume the best in each other.

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

RESPONSIBILITY

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

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

INTEGRITY

We thrive when we do the right thing.

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

CONTINUOUS IMPROVEMENT

We prosper when we learn, understand, and improve.

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

TEAMWORK

We're more effective when we work together.

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



Autumn Mewhinney
Vermont



INNOVATION SPOTLIGHT: OVERCOMING LANGUAGE BARRIERS



In the past two years, we have launched three new programs designed to break down language barriers and support career advancement for Spanish speaking employees. Twenty English speaking managers participated in Spanish language training classes this year. Likewise, twenty-three Spanish speaking supervisors and team leaders completed leadership training to advance their management skills.

In Charlestown, MA, four employees participated in our inaugural ESOL classes designed to advance inclusion and help operators complete their hoisting licensure test. This test is required to operate heavy machinery in Massachusetts, and the state offers it only in English, so helping non-English speakers approach the test removes an important barrier to their career advancement.



The goal of the program is to help our employees learn the English language and assist them in growing both professionally and personally. At Casella, we want all our employees to have the same opportunities to advance and grow.

- Jonathan Reynolds
Operations Manager, Charlestown MRF



ENGAGEMENT



The Casella team now includes over 3,000 people made up of drivers, technicians, sorters, engineers, accountants, sales teams, customer care specialists, and more. What unites us are our Core Values and our passion for resource management and renewal.

Building our people is a critical element of strengthening our foundational pillars. Our ability to evolve, innovate, and grow is directly tied to the capabilities of our people. By developing a safe, engaged, and ready workforce, we support the growth and resilience of our organization.

In 2021, our human resources department worked to enhance job designs and career paths for our employees. This ongoing effort improves our ability to market open positions, and to provide employees with clear paths to advancing their careers.

We continue to develop and extend our training programs, which today include: our CDL school; front-line leadership training; entry-level management training programs for operations, maintenance, and controllers; and language classes (English and Spanish.) We continue to bring structure and consistency to our annual performance evaluations and development plans.

We believe that these initiatives and others make us well-positioned to achieve our 2030 engagement target. Nevertheless, our rate of turnover did increase in 2021, due in part to broader market factors, including the global COVID-19 pandemic. We have begun to implement Gallup pulse surveys that will help us better gauge and manage employee engagement and satisfaction levels over time.



INNOVATION SPOTLIGHT: CDL TRAINING SCHOOL

A shining example of Casella's commitment to building people is the Company's CDL Training Program, through which people can earn their commercial driver's license and begin a rewarding career path as a Casella driver.

The program was established in collaboration with Stafford Technical Center in Rutland, VT. It provides an accelerated CDL training program that is fully funded by the company, providing employees with a debt-free way to advance their careers.

In addition to their license, graduates of the CDL school come away with a deep understanding of Casella's Core Values and our commitment to safety. As of 9/30/2022, 94 employees have secured their CDL license through the program.



EMPLOYEE SPOTLIGHTS



At just 26 years old, **JONATHAN REYNOLDS** began his industry career at Casella in 2012 as a Second Shift Supervisor. By 2017, Jonathan had been promoted to Operations Manager, responsible for managing the recycling and other post-collections activities within the Charlestown, MA Recycling Facility, and is constantly inspired by the growth and collaboration of his team.



Since 2017, **ERIN BANFIELD** has played a pivotal role in working with our local teams to grow Casella's municipal book of business that encompasses over 500 contacts throughout our operating footprint. Erin began her Casella career in sales and now serves as the Director of Municipal Services, based out of Portsmouth, NH, leading our growth and segment strategy for municipal accounts.



BAYLEE THOMPSON launched her career at Casella in 2019 as a Customer Care Representative, and used her skills and passion to transition to her new role as an Assistant Division Controller for our White River Junction and Rutland, VT locations. In 2021, she was recipient of a \$5,000 academic scholarship from the National Waste & Recycling Association's Women's Council to further grow her career.



SAM JOYCE, a 19-year-old from Montpelier, VT, became the youngest employee to complete the Casella CDL training program and successfully obtain his CDL license in 2021. As a Driver Apprentice, Sam showed great potential, excellent work ethic, and a desire to provide superior service to our customers.



Long-standing Potsdam, NY employee **JOHN MICHAUD** has been prioritizing workplace safety for over two decades, remaining accident-free since his initial hire in 2001. His career as a Driver at Casella has included servicing residential routes, training new hires, and hauling materials as a tractor-trailer driver.



In 2001, **RENA LANDAVERDE** was hired as a Sorter in our Charlestown, MA recycling facility. A quick learner and dedicated employee, Rena became the first female Equipment Operator at the facility and spends her days operating a skidsteer. Rena is currently pursuing her hoisting license to broaden her opportunities at the facility.



DEVIN SIVA is a prime example of career progression and growth at Casella. While in college, Devin served as an intern before starting his full-time career as an IT Specialist in 2010. Five years later, Devin transferred to the Human Resources Department focusing on recruiting and analytics, and most recently advanced to Regional Human Resources Manager for the Western Region.



OWEN DUNIGAN began his career at Casella in 2017 as a high school cooperative education student with our IT team. While attending college, he returned as an intern for our IT and Safety departments to create an automated tool that records safety inspections remotely using a mobile phone. In 2021, Owen was offered a full-time position as a BI & Data Analyst while working to complete his bachelor's degree.

“

The work begins with providing opportunities for growth, but we can't stop there. We have to eliminate the hurdles and barriers to success. As we evolve as a company, selection and advancement are no longer about cultural fit but rather about finding and developing those employees who enhance our culture.

- Kelley Robinson
Senior Vice President, HR

”



JEREMY LABBE began his career as a graduate student intern in 2005 and in 2007 was hired full-time as an Environmental Technician, where he helped improve the company's gas recovery investments and boost innovative gas-to-energy landfill projects, before taking on his current position as Division Manager at Casella's NEWSVT Landfill in Coventry, VT.



Celebrating his first anniversary with Casella, **JOSHUA CHILSON** was recently promoted to Manager of Strategic Procurement. Joshua is one of many employees who have actively served in the United States Military, working as a Helicopter Rescue Swimmer from 2006-2010 with the U.S. Coast Guard. During his service, he was taught to operate in synergy as part of a team, which has directly transferred to his work as a manager and project leader.



ABIGAIL BRUZAS was able to turn a college internship opportunity into a thriving career in the waste and recycling industry. She originally joined the Casella team in 2021 as a Sustainability Intern before taking on a full-time role as a company sales representative in Williston, VT post-graduation and eventually transitioning to her current role as a Special Waste Environmental Analyst in our Home Office.



DEIRDRE LUTZ, an ASL Driver, is a success story on every level. She distinguished herself as a skilled student who earned her CDL license with Casella after completing an innovative program at the Women's Correctional Facility in Concord, NH. With her drive and determination, Deirdre is actively working to grow her career path within the company.



Over the course of 16 years, **BILL BAPTIE** has developed a reputation for his ability to recruit and train great drivers. His journey with Casella began in 2006 as a Route Supervisor later becoming the Operations Manager. In 2020 Bill developed and leads the company's CDL training program where he finds reward in helping to develop the next generation of drivers.



SMIL ROSARIO ACOSTA left his home in the Dominican Republic in 2017 in search of a better future. Experienced in operating heavy equipment, a friend recommended Casella and now he serves as the Lead Forklift Operator at our Charlestown, MA MRF. Smil is also one of the first graduates of our new English for Speakers of Other Languages (ESOL) class.



For the past decade, **SHANNON CREED** has been growing her career with Casella. Shannon has held many positions, including Collections Specialist, Supervisor, and now Manager of Accounts Receivable. Shannon focuses on her team and helps with reporting, contacting customers, and working with internal customers in customer care and at the division level.



NICOLE CLINE has embraced a hands-on learning approach and found her calling at Casella after exploring a variety of company positions from sales and business development to residential driving. She recently took her career to the next level becoming the Division Manager of our Plattsburgh, NY hauling division after completing a specialized two-year training program.

MATERIALS MANAGEMENT





Mary Haynes • Maine



The work we do, the infrastructure we build, and the investments we make help to enable our customers and communities to achieve their recycling goals. We are proud to play this integral role in advancing local, regional, and global sustainability.

RESOURCE SOLUTIONS



Our Resource Solutions team brings specialized knowledge, skills, and passion to help our customers achieve their waste and recycling goals. The group operates recycling facilities and organics facilities and works with customers to recover over a million tons from the disposal stream every year.

In 2021, we worked with our customers to capture 1.213 million tons of recyclables and organics from the disposal stream. This includes over 700,000 tons of household,

commercial, and industrial recycling; nearly 400,000 tons of food waste, municipal biosolids, and other organics; and 100,000 tons of other recycling such as construction debris, mattresses, tires, and electronic waste. We leverage our robust, proprietary network of qualified vendor partners to redirect recyclable and hard to manage materials from disposal to higher and better uses.

The map on page 21 lists recent acquisitions and upcoming investments that are positioning us to capture and process more material for our customers in the coming years.

For decades, Casella has provided comprehensive resource management services to customers with zero waste and sustainable materials management goals. Today, we are seeing an increase in demand for these services from both new and existing customers.

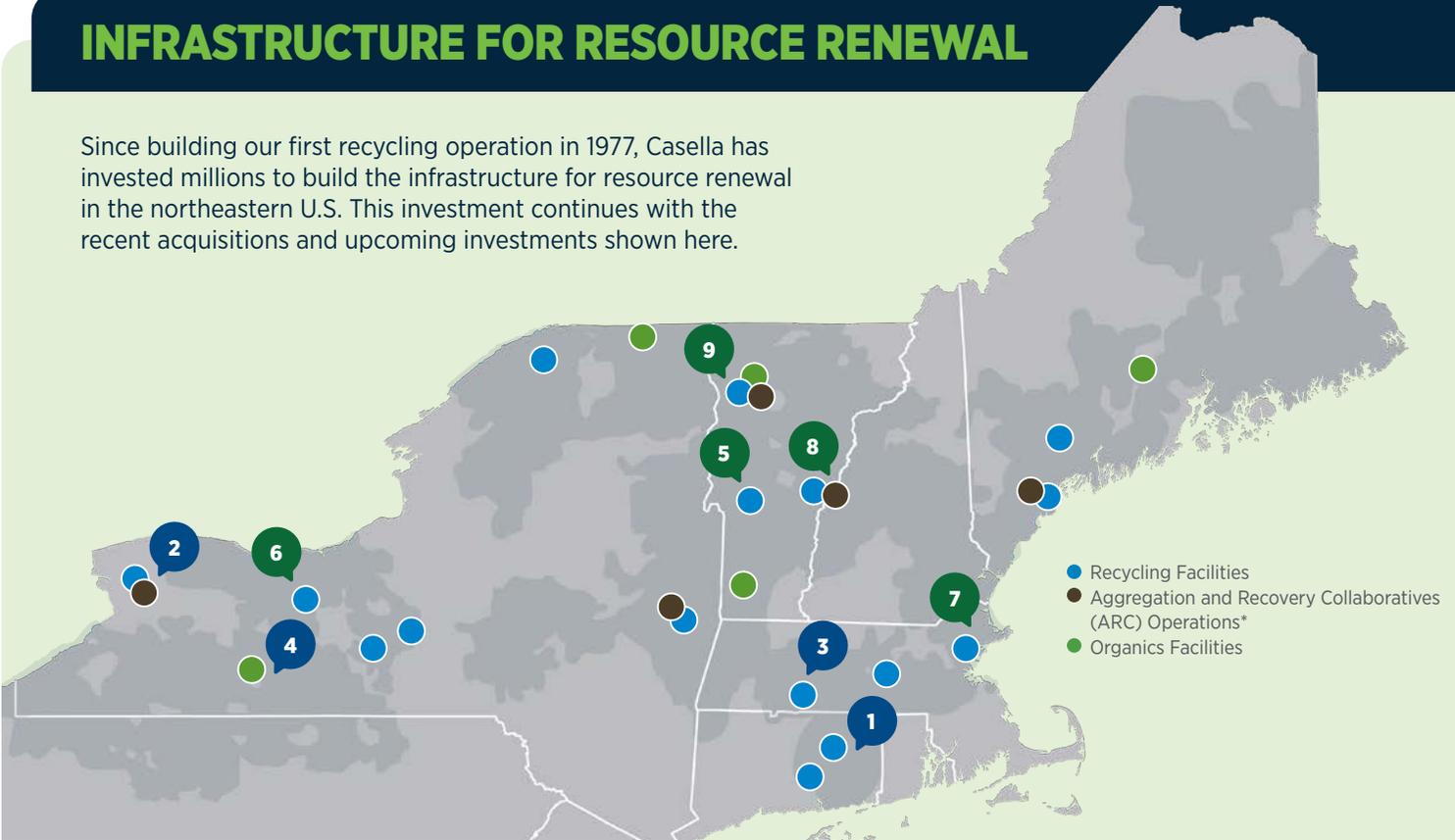
In some instances, our services extend directly into our customers' facilities, where we provide on-site management of their byproducts. By integrating with our customers' operations and strategically separating materials at the source, we are able to capture the most value from those materials and keep high quality materials cycling in the circular economy.

As we pursue our goal to recycle 2,000 million tons per year by 2030, we will focus not only on our facilities and operations, but also on innovation and alliances. We believe collaboration throughout material supply chains can support strong demand for recycled materials, minimize customer confusion over how to recycle, and drive producers to design materials with recycling in mind.



INFRASTRUCTURE FOR RESOURCE RENEWAL

Since building our first recycling operation in 1977, Casella has invested millions to build the infrastructure for resource renewal in the northeastern U.S. This investment continues with the recent acquisitions and upcoming investments shown here.



RECENT ACQUISITIONS

Through acquisitions completed since our last report, we have added over 250,000 tons of processing capacity for recyclables and organics.

- 1 A Connecticut recycling business specializing in single stream, commercial, metal, and mattress recycling.
- 2 A New York recycling and energy company, specializing in mattresses, construction debris, gypsum, and industrial byproducts.
- 3 A Massachusetts recycling business with processing and brokerage.
- 4 A New York organics management company specializing in municipal organics and industrial food waste.

UPCOMING INVESTMENTS

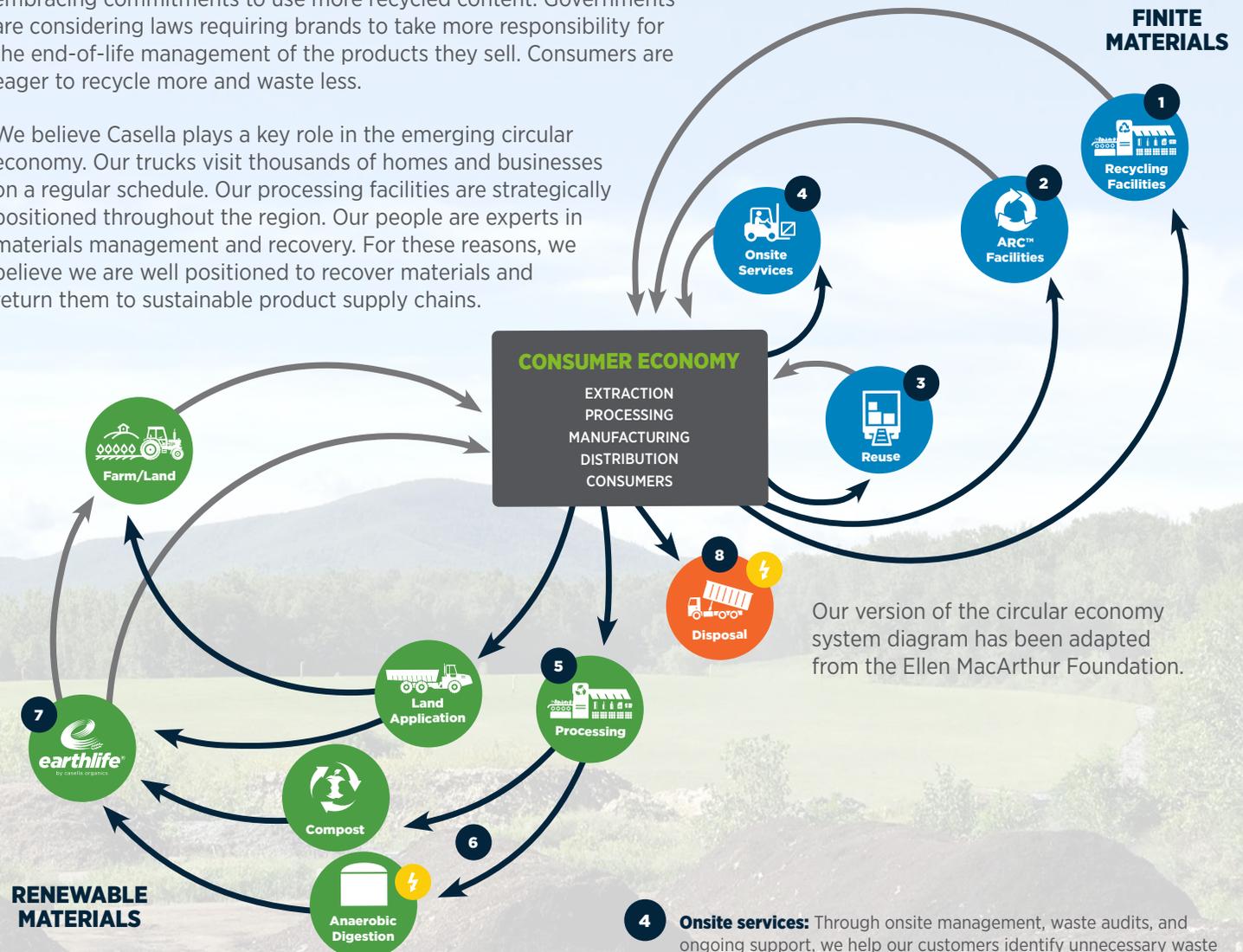
- 5 Our Rutland MRF is installing optical sorting and robotic technology to improve our capture of select plastics.
- 6 Our Ontario MRF has deployed robotic recycling equipment.
- 7 Our Boston MRF will begin a full renovation applying more optical sensing, artificial intelligence, and select robotics technologies to capture high quality commodities from the modern mix of residential and commercial recyclables.
- 8 We recently upgraded our Lebanon, NH ARC with a new plastics grinder, supporting recovery of clean, quality plastics from businesses throughout the region.
- 9 The Casella ARC in Burlington, VT now includes the state's first organics depackaging system, which is designed to separate non-edible food from its packaging so the organics and recyclable packaging can be recovered.

*Our innovative Casella ARC™ operations enable the recovery of non-traditional recyclables from manufacturers, hospitals, colleges, and more. These facilities fill a critical gap in the circular economy infrastructure and serve as R&D centers for testing new technologies and solutions.

SUPPORTING A CIRCULAR ECONOMY

The idea of a circular economy is gaining momentum. Brands are embracing commitments to use more recycled content. Governments are considering laws requiring brands to take more responsibility for the end-of-life management of the products they sell. Consumers are eager to recycle more and waste less.

We believe Casella plays a key role in the emerging circular economy. Our trucks visit thousands of homes and businesses on a regular schedule. Our processing facilities are strategically positioned throughout the region. Our people are experts in materials management and recovery. For these reasons, we believe we are well positioned to recover materials and return them to sustainable product supply chains.



Our version of the circular economy system diagram has been adapted from the Ellen MacArthur Foundation.

On these two pages, you will learn the many ways we are innovating to capture more value from society’s waste streams so we can return high quality raw materials to the economy.

- 1 Recycling facilities:** Our recycling facilities serve thousands of businesses and households throughout the northeast. Each year, we use these facilities and partner operations to recover over 700,000 tons of household, commercial, and industrial recyclables.
- 2 Casella ARC™ facilities:** Our unique aggregation and recovery collaborative model enables the capture of specialty recyclables from manufacturing, hospitals, colleges, and more.
- 3 Promoting reuse:** Many items – cardboard cartons, drums, pallets, and more – can be reused extensively prior to recycling. We work with vendors to provide this service.
- 4 Onsite services:** Through onsite management, waste audits, and ongoing support, we help our customers identify unnecessary waste that can be eliminated at the source.
- 5 Organics processing:** To recover value from food waste and other organics, we invest in on- and off-site processing equipment. One example is depackaging, which is designed to separate food and beverages from packaging to maximize recovery.
- 6 Organics recovery:** We capture nearly 400,000 tons per year of organic residuals including food waste, wastewater biosolids, wood ash, paper mill fiber, and more. Through methods such as composting, anaerobic digestion, or land application, organic wastes are renewed as resources.
- 7 earthlife® products:** We produce an extensive line of branded agricultural, horticultural, and landscaping products that we sell to a wide variety of customers.
- 8 Safe and secure disposal:** For materials that are not yet suitable for recycling or recovery, our landfills continue to provide responsible containment. Several of our facilities have landfill gas to energy infrastructure that generates renewable energy.

Circular Economy Innovation: At Casella we are constantly innovating to capture more value from society's waste streams so we can return high quality raw materials to the economy.



Circular economy pilots: We are helping customers design for recycling, recover sold products, and source recycled content into their inbound supply chains. With University of Vermont SI-MBA, we are developing a program to capture used medical devices from our hospital customers and return them to the supply chain of a medical device manufacturing customer, in a closed loop plastics solution.



Capturing new materials: A key element of the circular economy will be the ability to recover a wide range of materials from consumers. In Burlington, VT we have recently launched a pilot program to help customers capture a longer list of household items for recycling, in collaboration with TerraCycle.



Commitment to quality: We have long been committed to capturing high quality commodities from the recycling stream. Our investments in optical and now robotic sorting technology help to ensure we can meet and exceed the quality specifications for recycled content supply chains.



Customer engagement: An essential component of our role in the circular economy is our unique ability to engage with customers to help them deliver clean, quality recyclables to the curb. Through our Recycle Better™ campaigns, curbside tagging programs, and pilot mobile phone apps, we are deepening that engagement every day.



Organics processing: In 2021, we built Vermont's first organics depackaging facility, providing essential infrastructure to recover packaged food and beverages from the disposal stream while helping Vermonters comply with the state's food waste recovery mandate. We are working closely with researchers at the University of Vermont to continuously improve that operation.



earthlife® products: Under our earthlife brand, we have developed an extensive line of agricultural, horticultural, and landscaping products that our customers trust and value. At our Long Trail Compost facility in Bennington, VT we are applying our knowledge to produce some of the best custom compost, ornamental mulch, and soils available.



Reusable materials: Casella and Goodwill Northern New England have a longstanding collaboration in support of sustainability in our region. In alignment with a broader resource management strategy prepared by Casella, Goodwill recently announced that the organization will shift to reusable containers for storing and transporting donated materials. The new system is expected to be safer, waste less, and pay for itself under three years.



Academic collaborations: University researchers across the country are refining and advancing important elements of the circular economy. We are proud to support this important work through fellowships, internships, and other academic engagement. Recent projects have explored textile recovery at UMass Lowell, food waste and microplastics at the University of Vermont, and advanced plastics recycling and robotics research across several campuses.

WHAT IS THE CIRCULAR ECONOMY?

The conceptual circular economy is specifically designed to prevent waste, keep materials in use, and regenerate natural systems. Models often distinguish between finite materials (such as plastics and metals which are extracted from the earth) and renewable materials (such as food waste and other organics which can be returned to nature), with separate loops for each.

RENEWABLE ENERGY



Solid waste that has not been recycled can become a source of renewable energy through landfill gas to energy technology. Casella began investing in landfill gas to energy infrastructure in 2008. Today the gas from five of the Company's landfill operations is conveyed to on- or off-site turbines that produce over 225,000 megawatt-hours (MWh) of electricity. That is enough electricity for over 30,000 northeastern homes. It is 9 times the amount of electricity consumed by all of our facilities combined.

In 2021, we initiated a new wave of renewable energy investments when we broke ground on our renewable natural gas (RNG) facility at the North Country Landfill in Bethlehem, NH. Rather than producing electricity, this facility will refine and compress landfill gas to produce RNG, which can be flexibly used for a variety of off-site uses, including home

heating or vehicle fueling. We expect to bring additional RNG facilities online in the coming years.

On a much smaller scale, we have other means of producing renewable energy at our facilities. A 12-acre solar farm, owned by Borrego Solar, is situated at our landfill in Coventry, VT and an 800-kW solar array recently came online at our Springfield, MA recycling facility. Two 120-foot wind turbines tower above our recycling facility in Tonawanda, NY. An innovative landfill heat recovery system warms our maintenance shop in Bethlehem, NH.

In the coming years, through direct investments and third-party collaborations, we intend to capture more energy from society's waste.



ENERGY PRODUCTION



25,800
MWh Consumed
by Casella
Facilities in 2021



225,700
MWh Produced by
Casella & Partner
Facilities in 2021

CASELLA SUSTAINABILITY LEADERSHIP AWARDS



It gives us a sense of great pride to honor our customers for their leadership and outstanding work in advancing sustainability. Each year, we hope that by bringing attention to their efforts, others will be inspired by their passion, commitment, and success.

- John W. Casella
Chairman & CEO



Celebrating Customers for Their Leadership in Materials Management and Sustainability

Every year Casella recognizes a group of its customers for their leadership in sustainability. These customers are honored for their excellence in areas such as innovation, recycling, education, closed-loop economy, and others.

The 2022 recipients of the Casella Sustainability Leadership Awards include:



AGRI-MARK/CABOT



GLOBALFOUNDRIES



MIDDLEBURY NATURAL
FOODS CO-OP



RHODE ISLAND RESOURCE
RECOVERY CORPORATION



ST. PAUL'S SCHOOL



THE TOWN OF STRATHAM, N.H.



TUFTS UNIVERSITY

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



SUSTAINABLE OPERATIONS





Juan Vasquez • Massachusetts



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, focusing particularly on fuel efficiency and environmental compliance.

FUEL EFFICIENCY



We track our fuel intensity in terms of Gigajoules (GJ) of fuel per ton of material collected. Between 2019 and 2021, we reduced that metric by 7.3%. We expect to see further improvements in the coming years as we continue to execute our plan in additional markets.

As in previous years, we continue to find that our investments in vehicle automation, on-board computers, and routing efficiency can yield important improvements in worker safety and driver productivity. These benefits, combined with the fuel and emission savings, combine to drive important progress toward multiple sustainability goals.

Fuel efficiency measures – including routing improvements and vehicle automation – continue to be our top strategy for reducing fleet emissions. In 2021, we completed many routing projects as part of our overarching fleet automation and conversion strategy. These projects enabled us to remove trucks from service while eliminating tens of thousands of miles of unnecessary heavy-duty vehicle traffic in our communities.



ALTERNATIVE FUELS

Our interest in alternative fuels remain strong, and we continue to closely monitor advancements in compressed natural gas (CNG) and electric vehicle technology for heavy-duty trucks. Alternative vehicles comprise a small portion of our routed vehicle fleet, with further expansion limited largely by infrastructure gaps, steep terrain, and winter weather conditions in our operating region.

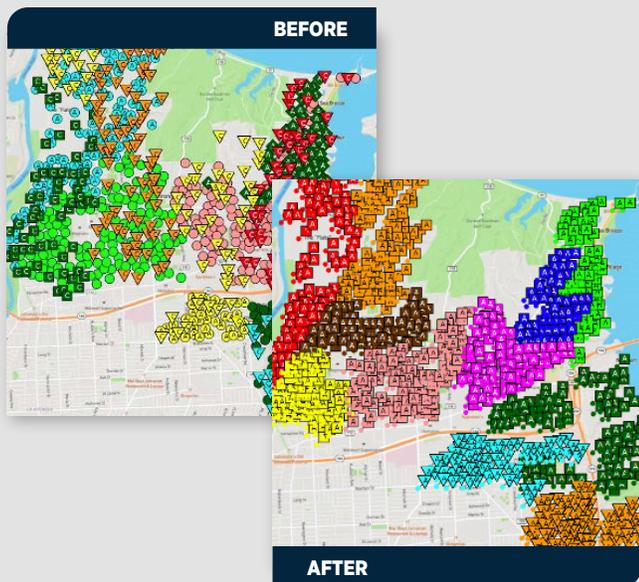
Several planned technology pilots have been delayed by supply chain challenges, but we have installed some electric charging equipment and plan to take delivery on two electric trucks by the end of 2022. The success of these pilots will depend largely on the advancement of the technology and its ability to overcome the above-mentioned regional challenges.



INNOVATION SPOTLIGHT: ROUTING AND AUTOMATION

Electric trucks and alternative fuels tend to get a lot of attention, but the workhorses of our emission reduction strategy continue to be routing efficiency and fleet automation.

In 2021, one of our divisions replaced many of its rear-load trucks with automated front-load trucks and updated its routes. As a result of these changes, the division reduced its total miles traveled and cut its annual fuel consumption, preventing greenhouse gas emissions.



ENVIRONMENTAL COMPLIANCE

Compliance with environmental regulations is a core expectation for each of our operations and a daily responsibility of each Casella employee. Our engineering and environmental professionals work with our facility operating teams to improve operations while reducing environmental risk.

We operate in a geography that has stringent environmental regulations, and we are proud to manage to these standards. Our approach includes the following elements:

- Casella facilities track their recurring permit conditions and responsibilities in the company’s environmental task management database, with the support of a dedicated administrator. This helps to ensure consistent assignment of tasks and awareness of deadlines.
- Casella employs a team of talented environmental engineers and compliance professionals dedicated to providing our operations teams with the knowledge and resources needed for compliance and environmental protection.
- Casella employees receive training on environmental topics relevant to their position at various points during onboarding and throughout the year.

CLIMATE LEADERSHIP



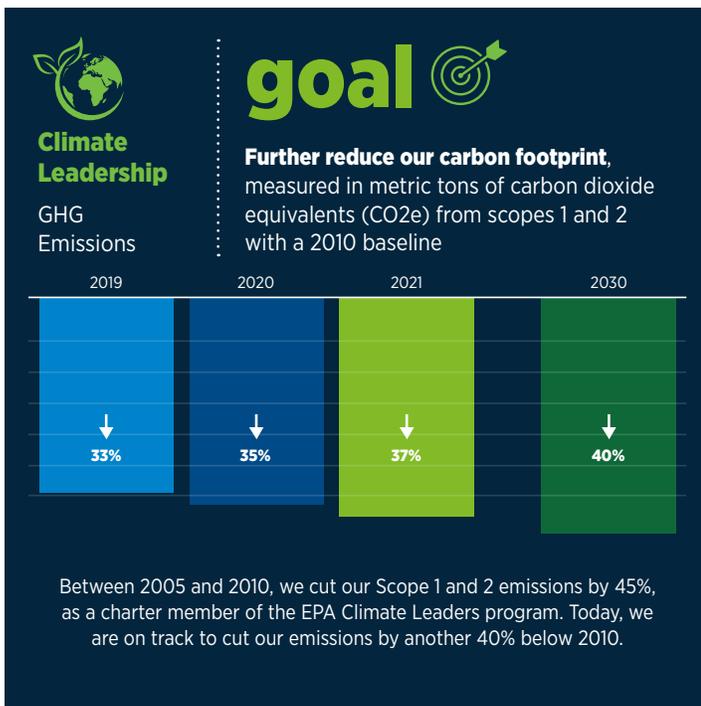


Sean Lukas • New York



For us, 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; and sequestering more.

EMISSION REDUCTIONS



from site to site and may include the timing of activating new collectors, establishing intermediate vegetated soil covers, deploying temporary geomembrane capping, and accelerating final capping schedules where possible. The operational elements include a combination of well-field tuning, maintenance of gas infrastructure, and maximizing the uptime of flares and engines.

In recent years, we have seen advancements in methane monitoring technology, including drone-, airplane-, and even satellite-mounted methane detection. This year, we are deploying drone technology to help us further refine and optimize our facility-level landfill gas control strategies. Over time, we hope this type of technology will also help to improve the precision of landfill gas emission modeling and measurement.

In 2021, modeled fugitive landfill emissions made up roughly 80% of our Scope 1 and 2 inventory, with our fleet and facilities making up the remainder. Our work to cut fuel usage and vehicle emissions is detailed in the Sustainable Operations section of this 2022 sustainability report.

Between 2005 and 2010, we reduced our Scope 1 and 2 greenhouse gas (GHG) emissions by 45%. Our goal is to reduce our emissions by another 40% below 2010 by 2030.

Most of our emission reductions have been achieved at our landfills, where our operating teams work each day to reduce the carbon footprint of society's unrecycled waste.

To control landfill emissions, we focus on engineering design and daily operations. The engineering design elements vary



NET CLIMATE BENEFIT

For every metric ton of greenhouse gas we emit through our operations, we prevent 4.8 metric tons of greenhouse gas emissions throughout the economy, through the recycling, energy, and carbon sequestration services we provide based on data related to our operations in 2021.

In other words, landfill gas management and fuel conservation are not all we have to offer in combating global climate change. We can also benefit the climate by growing our recycling services, producing more renewable energy, and sequestering more carbon, which aligns well with our business model.

Our comprehensive approach to increasing our Net Climate Benefit includes five elements:

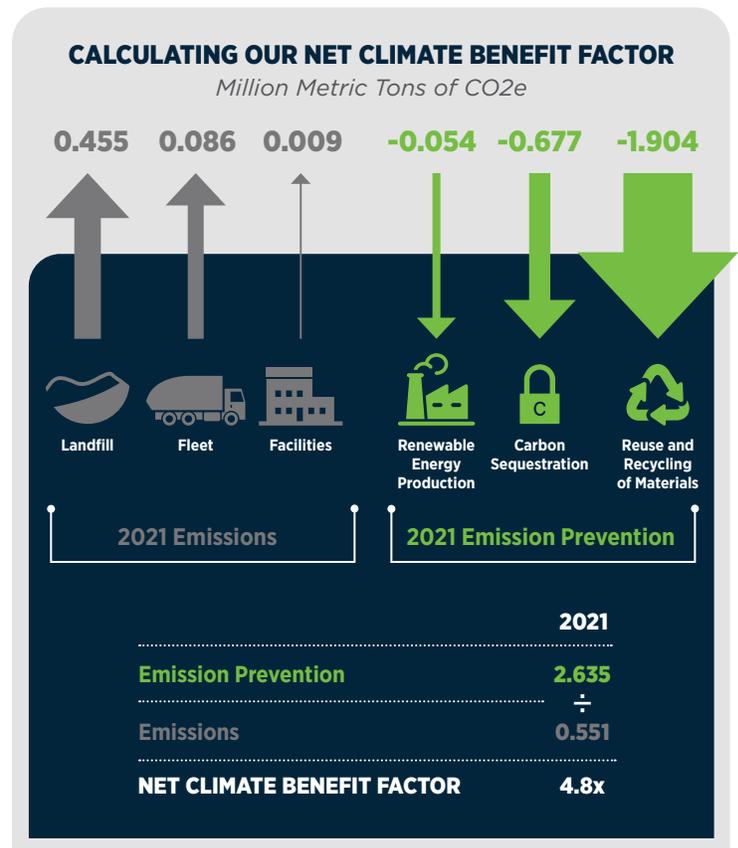
- 1. Recycling and Circular Economy:** Grow our waste reduction, reuse, and recycling services which can support the emerging circular economy and reduce supply emissions.
- 2. Landfill Gas Management:** Reduce emissions at landfills through facility engineering, operations, and innovation.
- 3. Fuel Efficiency:** Reduce emissions from trucks through automation, technology, and other fuel efficiency measures and, over time, select investment in alternative fuel vehicles.
- 4. Carbon Sequestration:** Understand and enhance the many ways that our services sequester biogenic carbon thus reducing carbon in the atmosphere.
- 5. Renewable Energy:** Convert carbon from biomass to renewable energy in forms that best support our communities in transitioning to renewably powered economies.

To summarize our full range of climate reducing activities, we track our Net Climate Benefit, which is a ratio that we calculate by adding the emission benefits of our recycling, renewable energy, and sequestration activities and then dividing this number by our total Scope 1 and 2 emissions. These calculations are completed using EPA factors and tools¹.

Our 2019 and 2020 Net Climate Benefit calculations accounted for a portion, but not all, of our recycling, energy, and sequestration activities. For our 2021 inventory, we have expanded the calculation to incorporate additional materials such as industrial recycling and biosolids. For the latter we supplemented EPA factors with factors from the widely



acknowledged Biosolids Emissions Assessment Model (BEAM). With these changes, our Net Climate Benefit Factor now provides a more complete accounting of our organization's net climate benefit.



PLANNING & RESILIENCE

Rising to the global climate challenge requires that we simultaneously reduce our operational emissions and grow our emission-reducing services, as described above. Like all other organizations today, we can also take steps to prepare and adapt our business for the effects of climate change.

¹A more detailed explanation of our Net Climate Benefit calculation can be found in our annual CDP disclosure by visiting casella.com/esg-practices.

COMMUNITY ENGAGEMENT





Operated by
Willimantic Waste Paper Co., Inc. - A Casella Company

USDOT 341366

Carlos Dominguez Cruz • Connecticut



Dean Ferris
Maine

The Casella community is comprised of thousands of employees, customers, business partners, non-profit organizations, government officials, and shareholders moving forward together in service to each other.

THE PILLARS OF COMMUNITY ENGAGEMENT

We strive to bring value to our customers and communities by combining outstanding service with sincere community engagement. Doing our part to support thriving, sustainable communities is an essential element of our approach to Sustainable Growth. To organize our efforts, we focus on three pillars of community engagement: community giving, employee volunteering, and educational outreach.

By contributing a combination of our time, knowledge, and resources, we aim to deliver the greatest possible impact to the largest number of people while moving forward, together.



COMMUNITY GIVING



Beyond servicing the resource management needs of our customers, Casella strives to give back to the local community. By supporting spring litter cleanups, contributing to charitable causes, funding youth scholarships, sponsoring neighborhood events, providing in-kind services in support of those in need, and so much more, each division team finds its own unique ways to create and share value.

Over the past two years, we have worked toward becoming more intentional about creating and sharing value through our community giving programs. We have improved our tracking programs and increased the coordination between our volunteering and giving efforts.

With this focus, we are working to grow our charitable donations, in-kind services, and local community sponsorships to achieve our 2030 goal of \$2,000,000 in annual community giving.

CELEBRATING OUR CASELLA SUPER FANS

The Casella Super Fan Box began as a passion project created through the joint effort of the Casella Care Team and local hauling divisions. The concept allows drivers and other Casella team members to provide exclusive merchandise to young fans along their routes or travels.

For many young children, their local driver provides a regular sense of joy and an example of hard work and dedication. Some may even consider them real life superheroes.



Each box includes items such as a child-size Casella baseball hat and safety vest, along with a toy recycling container, matchbox garbage truck, coloring book, and set of crayons.

Since the initial launch in early Summer 2021, the Super Fan boxes have taken on a life of their own spreading good cheer and the Casella brand both far and wide. From birthday parties and play dates to friendly random acts of kindness, more than 500 boxes have been ordered and delivered by various divisions throughout our region.

EMPLOYEE VOLUNTEERING



Each year, Casella employees complete a variety of community volunteering, education, and public service. They volunteer at animal shelters, serve at food cupboards, and mentor young people. They share their knowledge and expertise with countless schools, organizations, and non-profits. They do their part to create strong and supportive communities.

To strengthen and amplify the beneficial impact of employee volunteering, we have begun to record and celebrate these hours our people commit to the community. We encourage Casella employees to participate in at least one workday per year of volunteering, with a particular emphasis on sharing their recycling and sustainability expertise with their communities.

In 2020, we committed to round out our set of sustainability goals by establishing a public target for employee volunteer hours. With this year's report, we are pleased to announce that by 2030 we aim to be contributing 24,000 volunteer hours per year in the communities we serve.



VOLUNTEERING AT WORK

Green Up Efforts

Casella employees from across the state once again took to the streets to participate in Green Up Vermont's 52nd Green Up Day. The annual event showcases a statewide effort to clean up roadside trash and preserve Vermont's natural landscapes, waterways, and communities.



Kim Gioffi
Vermont

Non-Profit Support

Casella has been a proud and long-time sponsor of Girls on the Run, a national non-profit dedicated to designing specialty programming for young girls. In 2022, Casella sponsored Girls on the Run events in Maine, New Hampshire, and Vermont.



Community Projects

As part of our innovative SEED program designed to build and share value with our local communities, Casella locations such as our Coventry, VT landfill and Oneonta, NY hauling division feature community gardens and the opportunity for locals to pick fresh fruits and vegetables free of charge.



Amanda VanEtten & Lonnie O'Bryan
New York



Volunteering is extremely important to me! As a company, it's imperative that Casella get involved and give back to our communities. We can use our collective resources and manpower to make a huge difference. At the end of the day, our customers are our neighbors, and we have a responsibility to help the people we serve.

- Steve Hannon
Strategic Account Manager



EDUCATIONAL OUTREACH

Throughout this report, we have presented our vision for sustainable materials management within our communities. As we work to invent and build the necessary services and infrastructure, we know that sharing our knowledge and expertise across our operating footprint will help us to achieve our long-term vision.

Each year, we share our technical knowledge by participating in community events, visiting local schools, offering facility tours, serving on industry panels, meeting with municipal governments, testifying to state-level leaders, and more. We deliver education in the digital community through our Beyond the Bin podcasts, social media posts, blog entries, and more.

In 2021, we launched our new Resource Rover, which delivers fun, hands-on learning experiences for people of all ages.

The Casella Resource Rover is an interactive educational tool that informs and educates audiences on what we can do together to Recycle Better™. Made from a repurposed shipping container, the Resource Rover is an educational arcade on wheels, containing two games and four interactive displays, complete with a life-size garbage truck cab!



OUTREACH AT WORK



Facility Tours

Casella facilities across our operating footprint regularly open their doors for interactive tours and educational hands-on learning experiences. These events provide an inside look at our daily operations and create an opportunity for community members to learn more about Casella's holistic approach to waste and resource management.

Beyond The Bin™

Beyond the Bin is our multimedia education series that seeks to provide our stakeholders with more information about our industry, our company, and all of our partners who help us create economically and environmentally sustainable solutions.



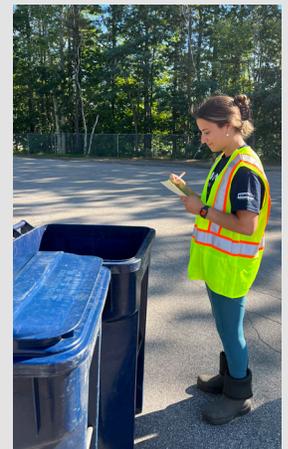
Recycle Better™

It all begins at the bin! Dedicated to keeping recycling strong and sustainable, our Recycle Better site serves as an active hub for recycling best practices, tips and tricks, videos, and educational resources.



When residents start to properly understand what belongs in the bin, where to take specific materials, and what poses a safety issue for our equipment, facilities, and employees, they become more conscious about what they put in their bin each week. If we're consistently educating and earning buy-in, we're helping create a cleaner, more effective recycling program for communities.

- Talya Bent
Municipal Account Manager



TOPIC	TARGET	METRIC DESCRIPTION	2019	2020	2021	2030 GOAL
Essential Workers	Health & Safety	Health & Safety Total Recordable Incident Rate (TRIR), a measure of recordable incidents compared to hours worked	6.2	5.9	5.4	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	1.053 million	1.221 million	1.213 million	2.000 million
Sustainable Operations	Fuel Efficiency	Gigajoules (GJ) of fuel consumed per ton of waste and recycling collected	0.495	0.464	0.459	0.396
		Percentage below 2019 baseline	0%	6.2%	7.3%	20%
Climate Leadership	GHG Emissions	Metric tons of carbon dioxide equivalent (CO ₂ e) emissions from scopes 1 and 2 ¹	587,095	568,997	551,180	
		Scope 1	582,533	564,186	546,100	
		Scope 2	4,562	4,812	5,080	
		Biogenic CO ₂ (Metric tons) ²		185,208	186,834	
		Percentage below 2010 baseline	33%	35%	37%	40%
Community Engagement	Community Giving	Charitable donations, in-kind services, and local community sponsorships, in U.S. dollars	N/A began tracking in 2020	\$1.062 million ³	\$1.063 million	\$2.000 million

¹The company's GHG inventory for 2021 has been independently verified according to the standards required for a limited level of assurance.

²The company added the disclosure of biogenic CO₂ from the combustion of biomass materials, primarily landfill biogas, in 2020.

³This value includes \$140,000.00 of in-kind donations of COVID PPE.

GRI 102: GENERAL DISCLOSURES, 2016**1. ORGANIZATIONAL PROFILE**

- 102-1 Name of the organization** p. 3
Casella Waste Systems, Inc
- 102-2 Activities, brands, products, services**
Primary brands = Zero-Sort® Recycling, Casella Organics®, earthlife®, SEED®, ACR™ Recycle Better™, and Beyond the Bin™
- 102-3 Location of headquarters** p. 3
Rutland, VT
- 102-4 Location of operations** p. 3
Northeastern United States (VT, NH, ME, MA, CT, NY, PA)
- 102-5 Ownership and legal form**
Corporation
- 102-6 Markets served**
Sectors served include residential, commercial, industrial, institutional, retail, municipal, and agricultural. Our customers include those who generate waste and those who purchase our products.
- 102-7 Scale of organization** p. 3
of employees: 2,964 (as of 12/31/2021)
Net sales: Revenue: \$889.2 million (2021)
Quantity of products or services provided: 6.6 million tons managed (2021)
6/30/2022 figures are available on page 2 of 2020 Sustainability Report
- 102-8 Information on employees & other workers** p. 12-17
Total employees: 3,129 (as of 6/2022)
By employment contract: 81% hourly, 19% salary (as of 3/2022)
By gender: 19% female (3/2022)
By race: 16% non-white (3/2022)
*See DE&I discussion on p13
- 102-9 Supply chain**
Casella's primary areas of purchasing include heavy-duty collection vehicles, recycling equipment, and landfill construction materials. The company's environmental impact derives primarily from the types and quantities of residuals we receive from our customers, and the degree to which those materials are properly sorted and characterized for recycling or disposal.
- 102-10 Significant changes to the organization and its supply chain**
Since issuing our 2020 sustainability report, the Company has completed strategic acquisitions that have included the expansion of our presence into Connecticut and the integration of other strategic assets in the northeastern U.S. The company also decommissioned a small landfill gas to energy facility in Maine.

- 102-12 External initiatives**
External economic, environmental, or social charters, principles, or other initiatives to which we subscribe or which we endorse: EPA America Recycles Pledge, New Hampshire Clean Energy Principles

- 102-13 Membership of associations** Appendix E

2. STRATEGY

- 102-14 Statement of senior decision maker** p. 5

3. ETHICS & INTEGRITY

- 102-16 Values, standards, principles, norms** pp. 12-17
Appendix C
Core Values, Our people, Environmental policy

4. GOVERNANCE

- 102-18 Governance structure** Appendix D

5. STAKEHOLDER ENGAGEMENT

- 102-40 List of stakeholder groups** p. 4
- 102-41 Collective bargaining agreements** 5.2% as of 12/31/2021
- 102-42 Identifying and selecting stakeholders** Appendix B
- 102-43 Approach to stakeholder engagement** Appendix B
- 102-44 Key topics and concerns raised** p. 4

6. REPORTING PRACTICE

- 102-45 Entities included in consolidated financial statements** This information can be found in our 2021 Form 10-K
- 102-46 Defining report content and topic boundaries** p. 4, Appendix A
- 102-47 List of material topics** p. 4
- 102-48 Restatements of information** None.
- 102-49 Changes in reporting** None.
- 102-50 Reporting period** p. 4
- 102-51 Date of most recent report**
2020 (full report); 2021 (progress update)
- 102-52 Reporting cycle**
Biennial
- 102-53 Contact point for questions regarding the report** p. 3
- 102-54 Claims of reporting in accordance with the GRI standards** This report has been prepared in accordance with the GRI Standards: core option
- 102-55 GRI content index** p. 42-43

303: WATER & EFFLUENTS, 2018**303-1 Interactions with water as a shared resource**

The company's water consumption is low, primarily consisting of use for sanitation and drinking water, with limited amounts for irrigation, dust suppression, and vehicle washing. Recycled water is utilized where possible for dust suppression. The largest source of wastewater is leachate collected from active landfill facilities. Landfills work to minimize leachate production through operational best management practices, and dispose of collected leachate at permitted disposal facilities.

303-2 Management of water discharge-related impacts

Wastewater streams delivered to permitted wastewater treatment facilities are sampled and tested in accordance with state or facility-specific permits. Onsite treated flows are managed in accordance with approved NPDES discharge permits.

303-4 Water discharge by quality and destination

123.1 million gallons of landfill leachate was directed to wastewater treatment plants in 2021. 7.5 million gallons of landfill leachate was treated and discharged under NPDES permits. Minimal quantities of sanitary wastewater were treated and discharged through permitted septic systems.

305: EMISSIONS, 2016

305-1 Direct (Scope 1) GHG emissions p. 30-33, Scorecard
Scope 1 GHG Emissions: 546,100 MTCO_{2e}

305-2 Energy Indirect (Scope 2) GHG emissions p. 32-35, Scorecard
Scope 2 GHG Emissions: 5,080 MTCO_{2e}

306: WASTE, 2020**306-1 Waste generation and significant waste-related impacts** p. 18-25

The ways in which we manage and mitigate our customers' waste can be found in the Materials Management section of our sustainability report.

306-2 Management of significant waste-related impacts p. 22-23

The diagram on this page introduces some of the ways we support and advance a circularity measures.

307: ENVIRONMENTAL COMPLIANCE, 2016

307-1 Noncompliance with environmental laws or regulations p. 29, Scorecard
Monetary fines in 2021: \$1,000. Total non-compliance incidents in 2021: 14.

403: HEALTH & SAFETY, 2018

403-1 Statement of whether a health & safety management system has been implemented p. 12-13

403-9 Worker-related injuries p. 12, Scorecard
Total recordable incident rate

404: TRAINING & EDUCATION, 2016**404-1 Average hours of training per year per employee** p. 12-15

Continuous improvement is one of Casella's six Core Values and the company supports a culture of lifelong learning. Internal training programs are focused on safety, compliance, operations, leadership, technology, and more. The company also supports employees in developing their skills externally, via college courses and professional certifications. Apprentices receive on average 218 hours of skilled job training. In the coming years, the company plans to establish a Learning Management System that will enable more detailed tracking of training hours, while giving employees added agency in advancing their growth and development.

404-2 Programs for upgrading employee skills and transition assistance programs p. 12-15

Casella's employee training programs are discussed on page 15 of this report. Our commercial driver's license (CDL) training program is an important example of transition assistance. Fleet automation makes our operations safer and more efficient, but also reduces our need for helpers. The CDL training program provides a pathway for helpers to transition to new roles as drivers.

404-3 Percentage of employees receiving regular performance and career development reviews p. 12-15

Annual performance reviews are conducted at all levels of the company, along with ongoing coaching and development. In 2021 and 2022, we have implemented a Performance Management System for 500 Salary employees to set yearly goals and perform Self and Management Evaluations and Development Plans. In 2022, we have purchased a Learning Management System to deliver and track 55 Compliance and DE&I training sessions to 500 end users.

405: DIVERSITY & EQUAL OPPORTUNITY, 2016

405-1 Diversity of governance and workforce by age, gender, race p. 13

413: LOCAL COMMUNITIES, 2016**413-1 Operations with local community engagement, impact assessments, and development programs** p. 34-39, Scorecard

100% of our operations have implemented some level of community engagement activity. We have established quantitative targets for employee volunteering and community giving and are continuing to formalize our programs and policies in support of achieving those goals.

Appendix A: Report Development

We prepared this report over the course of 2022. In this, our seventh full Sustainability Report, we remain focused on the same six stakeholder groups (Employees, Customers, Communities, Investors, Government, and Supply Chain) and within the same scope and boundaries (Organizational Control) as in prior years.

Our most recent GRI assessment was completed in 2020. It focused on identifying the topics for inclusion in our sustainability reporting. The process consisted of an online survey sent to approximately 200 internal stakeholders and 70 external stakeholders, with a response rate of over 40%. The online survey was supplemented with nine stakeholder interviews. The five topic areas identified through that process are: essential workers, materials management, sustainable operations, climate leadership, and community engagement.

These five topic areas provide the framework for our report, which was further developed with direct input from leaders representing multiple functions throughout our organization. Performance indicator data were compiled by the Sustainability Team. Casella's Director 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 B.

We issue our reports biennially. In off years, we release a performance indicator scorecard and issue a brief interim update.

Appendix B: 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 C: Environmental Policy

Casella Environmental Policy

To read Casella's environmental policy visit ir.casella.com/environment.

Appendix D: Corporate Governance

The day-to-day business at Casella is carried out by our employees under the direction and leadership of our Chairman and Chief Executive Officer John W. Casella. Led by Lead Director Joseph Doody, the Casella Board of Directors:

- Reviews the company's performance, strategies, and major decisions
- Provides oversight of the company's compliance with legal and regulatory requirements, enterprise risk management, and the integrity of our financial statements
- Provides management oversight including review of the Chief Executive Officer's performance and succession planning for key management roles
- Provides oversight relating to compensation for the Chief Executive Officer, key executives, and the Board, as well as oversight of compensation policies and programs for all employees.

Board Committees

Our Board has three standing committees—Audit, Compensation and Human Capital, Nominations, and ESG – each of which operates under a Board-approved charter. The Compensation and Human Capital committee has a stock plan subcommittee. Our Board has determined that all of the committee and subcommittee members are independent as defined under the rules of the NASDAQ stock market. Our corporate governance guidelines, committee charters, code of ethical business conduct, and other governance materials are available on the investor relations page of the Casella corporate website.

Board Leadership Structure

The Chairman of the Board of Directors, John W. Casella, is also Chief Executive Officer. We believe that our Chief Executive Officer is best situated to serve as Chairman of our Board because he is the director most familiar with our business and industry and is therefore best positioned, collectively with the Lead Director, to establish the Board's agenda and fulfill the other responsibilities of the Chairman of the Board. As our Chief Executive Officer since 1993, Mr. John Casella has been an integral part of the leadership of our Board and his strategic vision has helped to guide our growth and performance. Our Board believes that its leadership structure is appropriate because it strikes an effective balance between strategy development and independent leadership and management oversight in the Board process.

Communicating with the Independent Directors

Our Board gives appropriate attention to written communications submitted by stockholders. Our Lead Outside Director, with the assistance of our general counsel, is primarily responsible for monitoring communications from stockholders and for providing copies or summaries to the other directors as he considers appropriate. Communications are forwarded to all directors if they relate to important substantive matters and include suggestions or comments that the Lead Outside Director considers to be important for the directors to know. In general, communications relating to corporate governance and long-term corporate strategy are more likely to be forwarded. Stockholders who wish to send communications to our Board may address such communications to:

**Board of Directors, c/o Corporate Secretary,
Casella Waste Systems, Inc., 25 Greens Hill Lane,
Rutland, VT 05701**

Casella maintains a Convercent incident reporting phone line staffed by an independent third party. Individuals can make anonymous reports to Convercent through a toll-free number or via the Casella corporate website to report accounting discrepancies, ethics violations, fraud, theft, harassment, and workplace and fleet safety concerns. We encourage good faith reporting of all concerns and prohibit the retaliation for submission of an incident report. Convercent contact information is included in our employee manual, on the company’s intranet, and on posters displayed at our facilities.

Appendix E: Memberships & Organizations

Casella is a member of or collaborates with the following organizations as of 9/30/2022.

National

- National Waste & Recycling Association
- NWRA Future Industry Leaders Alliance
- NWRA Women’s Council
- Association of Post-Consumer Plastic Recyclers
- Institute of Scrap Recycling Industries (ISRI)
- Product Stewardship Institute
- 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)
- Environmental Research & Education Foundation (EREF)

Regional

- Northeast Recycling Coalition
- Northeast Resource Recovery Association
- SWANA Northern New England Chapter
- Environmental Business Council of New England
- Goodwill of Northern New England
- North East Biosolids and Residuals Association
- Mid-Atlantic Biosolids Association
- New England Water Environment Association
- New England Nursery Association, Inc.
- New England Sports Turf Managers 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
- Asian American Civic Association

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
- Chittenden Solid Waste District
- Champlain Valley Farmer Coalition, Inc.

Maine

Maine Chamber of Commerce
Maine Water Environment Association
Maine Rural Water Association
Maine Farm Bureau
Maine Landscape and Nursery Association
Maine Renewable Energy Association
Maine Pulp and Paper Association
Maine Organic Farmers' Association
Maine Municipal Association
Maine Resource Recovery Association
Maine Aggregate Association
Environment and Energy Technical Association
Maine Motor Transport Association

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 York

New York State Association for Solid Waste Management
New York State Solid Waste Federation
New York State Association for Reduction, Reuse, and Recycling
New York Water Environment Association
New York Farm Bureau
New York Corn and Soybean Growers Association
Rail Operators of New York Association
WNY Sustainable Business Roundtable

Connecticut

Connecticut Recyclers Coalition

SERVICE • TRUST • RESPONSIBILITY • INTEGRITY

TRUST • RESPONSIBILITY • INTEGRITY • CONTINUOUS IMPROVEMENT

RESPONSIBILITY • INTEGRITY • CONTINUOUS IMPROVEMENT

**OUR PEOPLE.
YOUR TEAM.**



RESPONSIBILITY • INTEGRITY • CONTINUOUS IMPROVEMENT

INTEGRITY • CONTINUOUS IMPROVEMENT • TEAMWORK

Y • CONTINUOUS IMPROVEMENT • TEAMWORK
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