



2021 Sustainability Progress Report



ESTABLISHED 1975

RECYCLING • SOLUTIONS • ORGANICS • COLLECTION • ENERGY • LANDFILLS

2021 UPDATE

In 2020 we issued our comprehensive biennial sustainability report. You can read that report to learn more about:

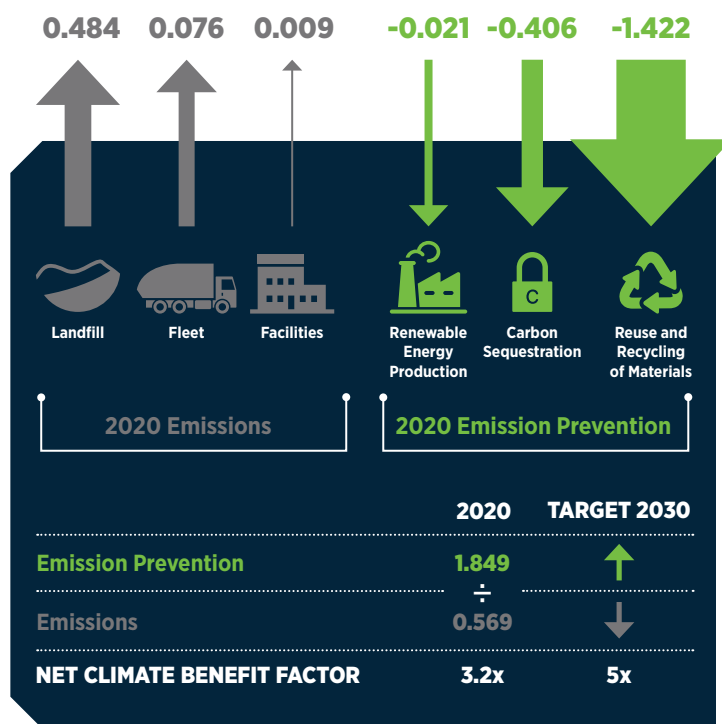
- Our strategy for sustainable growth through strategic and meaningful stakeholder engagement
- Our deployment of Resource Solutions to help customers achieve their sustainability goals
- Our ten key sustainability goals for 2030, focused on essential workers, materials management, sustainable operations, climate leadership, and community engagement

That full 2020 report is available at casella.com/sustainability.

With this 2021 progress report, we provide some brief highlights along with an update to our annual sustainability scorecard. We executed well against our first ten metrics, however 2020 was not a typical year and may not be reflective of years to come. Our path over the coming decade may not be linear, but we will remain focused on our 2030 goals. We will issue another full report in 2022.

CALCULATING OUR NET CLIMATE BENEFIT FACTOR

Million Metric Tons of CO₂e



SUSTAINABILITY LEADERSHIP AWARDS

In early 2021, we launched our annual Sustainability Leadership Awards, recognizing eight customers for excellence in resource sustainability across seven categories, including partnership, innovation, recycling, organics recovery, donations and reuse, closed loop economy, and education. Learn more at casella.com/SLA.

PARTNER OF THE YEAR



Tompkins County,
New York

RECYCLING CHAMPION



BD Pharmaceutical
Systems

INNOVATOR OF THE YEAR



UMass
Lowell

ORGANICS RECOVERY CHAMPION



DuPont
Nutrition USA

DONATIONS AND REUSE CHAMPION



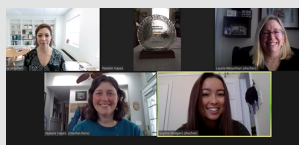
Goodwill Northern
New England

CLOSED LOOP ECONOMY CHAMPION



Read
Custom Soils

EDUCATOR OF THE YEAR

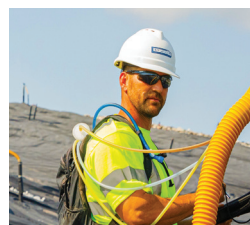


Bentley
University

EDUCATOR OF THE YEAR



Town of
Fairfax, Vermont



Essential Workers

Our 2,500 employees provide essential services that make modern life possible for hundreds of thousands of customers and the communities we serve. In 2020, we saw improvements in our employee safety and engagement metrics. We continued to advance career path programs empowering each employee to pursue targeted training and coaching to achieve their career goals. One area of focus for our Diversity, Equity, and Inclusion team is supporting career advancement for employees who speak English as a second language, including arranging English lessons for Spanish speakers and Spanish lessons for English speakers.



Materials Management

We recycle over 1 million tons of recyclables and organics per year. Our disposal facilities recover enough landfill biogas to power nearly 30,000 homes. By 2030 we aim to double both the tonnage and the energy we recover. Aligned with that commitment, we have built a new Casella ARC™ facility in Burlington, VT, including an innovative depackaging operation that separates food and beverages from packaging to maximize recovery. This spring, in partnership with Rudarpa, Inc., we also broke ground on a new Renewable Natural Gas (RNG) processing facility in Bethlehem, NH.



Sustainable Operations

Throughout the northeast we operate 140 facilities and 900 collection vehicles. To make these operations more sustainable, we are investing in fuel efficiency and alternative fuel vehicles, while maintaining a daily focus on exceeding environmental compliance requirements. We have deployed 16 additional automated residential trucks and completed a significant route optimization project in Western New York, saving both miles and fuel.



Climate Leadership

Rising to the global climate challenge requires that we simultaneously reduce our operational emissions and grow our emission-reducing services. In 2020 we saw our emissions further decline to 35% below our 2010 baseline. We estimate that for every ton of greenhouse gas (GHG) we emit, we prevent over 3 tons of GHG through our recycling, renewable energy, and carbon sequestration services. In 2021 we underwent independent verification of our 2020 GHG inventory and secured a letter of limited assurance for our inventory. We also began deeper life cycle assessment of the GHG benefit of our organics recovery services in Maine and New York.



Community Engagement

We exist to be of service to our customers and communities. Our divisions find local ways to create and share value through spring litter cleanups, contributing to charitable causes, funding youth scholarships, sponsoring neighborhood events, and more. In 2020 our community giving totaled \$1.1 million, including the donation of N-95 masks to our partners during the pandemic. In 2021, we established a program for tracking and encouraging employee volunteer hours. We will set and announce a 2030 target in our forthcoming report.



TOPIC	TARGET	METRIC DESCRIPTION	2019	2020	2030 GOAL
Essential Workers	Health & Safety	Health & Safety Total Recordable Incident Rate (TRIR), a measure of accidents and injuries compared to hours worked	6.18	5.79	4.0
	Engagement	Total employee turnover, including voluntary and involuntary turnover as a percentage of total workforce	36%	31%	25%
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	1,053,114	1,220,671	2,000,000
	Renewable Energy	Renewable energy production, including landfill gas, solar, and other forms of energy from Casella-owned and partner facilities, in MMBTU.	733,560	787,927	1,467,000
Sustainable Operations	Environmental Compliance	Number of environmental compliance sanctions including notices of violation, enforcement orders, and notices of non-compliance/ deficiencies.	15	9	8
	Fuel Efficiency	Gigajoules (GJ) of fuel consumed per ton of waste and recycling collected	0.495	0.464	
		Percentage below 2019 baseline	0%	6%	20%

TOPIC	TARGET	METRIC DESCRIPTION	2019	2020	2030 GOAL
Climate Leadership	GHG Emissions	Metric tons of carbon dioxide equivalent (CO2e) emissions from scopes 1 and 2	587,095 ¹	568,997 ²	
		Scope 1	582,533 ¹	564,186	
		Scope 2	4,562	4,812	
		Biogenic CO2 (Metric tons) ³		185,208	
		Percentage below 2010 baseline	33%	35%	40%
	Net Climate Benefit	GHG benefit of recycling (Metric tons of CO2e)	1,662,000	1,422,000 ⁴	
		GHG benefit of renewable energy production	19,000	21,000	
		GHG benefit of carbon sequestration	419,000	406,000	
		Net Climate Benefit Factor: the sum of the GHG emission benefits of our recycling, renewable energy, and carbon sequestration activities, divided by our Scope 1 and 2 emissions	3.6 ⁵	3.2	5.0

Community Engagement	Community Giving	Charitable donations, in-kind services, and local community sponsorships, in U.S. dollars.	\$1.18 Million estimated	\$1.1 Million ⁶	\$2 Million
	Employee Volunteering	Employee volunteer hours		Tracking began in 2021	Target to be announced in 2022

SCORECARD FOOTNOTES

¹ The company has restated its 2019 Scope 1 CO₂e emissions to reflect a correction to that calculation. The original reported value for Scope 1 was 710,667 metric tons of CO₂e.

² The company's GHG inventory for 2020 has been independently verified according to the standards required for a limited level of assurance.

³ For 2020, the company has added the disclosure of biogenic CO₂ from the combustion of biomass materials, primarily landfill biogas.

⁴ This accounting does not currently include organics and industrial recycling, but will be revised to include these materials as factors become available in future reporting years.

⁵ The 2019 net climate benefit factor has been revised due to the change noted in Footnote 1.

⁶ This value includes \$140,000.00 of in-kind donations of COVID PPE.

SAFE HARBOR STATEMENT

Certain matters discussed in this report, including, but not limited to, the statements regarding our intentions, beliefs or current expectations concerning, among other things, our Environmental, Social, and Governance ("ESG") goals, targets and commitments and anticipated actions to meet such goals, targets and commitments, 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 ESG goals, targets or commitments 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 extent and impact of employee engagement; the ability to increase the amount of recyclables processed or other resources managed and grow the Company's Resource Solutions business; the ability to increase renewable energy produced from the Company's facilities; 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; changes to the Company's Net Climate Benefit Factor; and the amount of the Company's giving and volunteering in its communities.

There are a number of other important risks and uncertainties that could cause the Company's actual results to differ materially from those indicated by such forward-looking statements. These additional risks and uncertainties include, without limitation, those detailed in Item 1A, "Risk Factors" in the Company's most recently filed Form 10-K and in 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.



ESTABLISHED 1975

RECYCLING • SOLUTIONS • ORGANICS • COLLECTION • ENERGY • LANDFILLS