



Sustainability IN FOCUS

2025 CORPORATE SUSTAINABILITY REPORT





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THE STORY

CEO Message

Sustainability in Focus

At Cascade, sustainability is closely connected to the work we perform every day. In fact, Sustainable Growth is one of our core values. Our teams operate in complex environments where safety, technical expertise, and responsible decision-making are essential to delivering successful outcomes for our clients and the communities we serve.

The environmental services industry continues to evolve. Following several years of rapid expansion, the market is entering a period of steadier growth driven by infrastructure investment, water security, and industrial development. Organizations that operate efficiently and safely, apply technology effectively, and deliver consistent field performance will be best positioned to succeed.

Against this backdrop, 2025 was a year of operational focus for Cascade. We streamlined management structures and aligned resources to strengthen collaboration and improve efficiency. These efforts are helping us deliver on our commitment to *Excellence at Every Level* while positioning the company for continued growth. As we look ahead, our focus remains on strengthening operational performance while expanding the capabilities that support long-term growth.

This report highlights the progress we have made across our operations, workforce, and environmental technologies as we continue building a stronger and more resilient organization.

While Cascade is a privately held company, we believe transparency around our operations, safety performance, and environmental impact is an important part of responsible leadership.



Ron Thalacker
Chief Executive Officer
Cascade Environmental

2025 Highlights

- Organizational changes improved alignment across business units and strengthened operational efficiency
- Continued improvements in safety performance and field engagement across our workforce
- Investments in leadership training and workforce development
- Expansion of remediation technologies supporting complex environmental cleanup projects
- Increased use of technology and data to improve operational insight and decision-making

Priorities Ahead

- Improving fleet fuel efficiency and operational performance
- Strategic capital investment in fleet equipment and asset refurbishment
- Expanding patented remediation technologies to support emerging environmental challenges
- Growing capabilities in PFAS investigation and remediation
- International expansion opportunities in select markets
- Expanding the use of technology, automation, and data insights across our business



About Cascade

Cascade is a leading provider of environmental and geotechnical services, supporting clients across infrastructure development, environmental investigation, and site remediation projects. Our teams operate nationwide, delivering drilling, remediation, and environmental construction services that help restore and protect the communities in which we work.

Headquartered in Bothell, WA with 31 locations in the United States, including our family of brands, TerraTherm and Aquifer Drilling and Testing (ADT), our breadth and depth of services and expertise is unmatched in the industry.

Our services support environmental consultants, engineers, and property owners in addressing complex environmental challenges. Through technical expertise, field experience, and innovative technologies, we help clients investigate subsurface conditions, remediate contaminated sites, and advance sustainable project outcomes.

MISSION

To contribute to a sustainable future through environmental investigation and restoration.

VISION

To be the premier company that leverages safety, employee expertise, technology, and sustainability to continuously outperform our competition in the infrastructure and environmental remediation industry.

CORE VALUES



Safety

We believe in providing a workplace free of recognized hazards for the safety, health, and well-being of our employees and clients.



Sustainable Growth

We believe in growing our business responsibly through investment in our people, our company, and our communities.



Collaboration

We believe in working together to achieve goals through integrity, accountability, and trust.



Excellence

We believe in exceeding expectations in everything we do.

CASCADE AT A GLANCE

\$247M

annual revenue

3,245

projects
performed

822

employees

30+

locations
nationwide



Sustainability in Focus

Sustainability is closely connected to the work we perform every day. Our teams support environmental investigation, site remediation, and infrastructure development projects that restore and protect the environments where we operate.

Our sustainability efforts focus on four key areas that guide how we operate as a company.

PRIORITIES

WHAT IT MEANS

Our People & Safety

Protecting the health, safety, and well-being of our employees and the communities where we work.

Responsible Operations

Delivering projects through strong operational systems, technology, and responsible supply chain practices.

Environmental Stewardship

Managing energy use, reducing emissions, and delivering remediation solutions that restore impacted environments.

Governance & Ethics

Upholding transparency, accountability, and ethical business practices across our organization.

These priorities shape the way we measure performance, manage risk, and deliver value for our clients and communities.

About This Report

This report highlights how we are putting **Sustainability in Focus** across our organization. It reflects how safety, environmental stewardship, and responsible business practices shape the work we do every day.

In 2025, we streamlined our Corporate Sustainability Report to focus on the topics most relevant to our business and stakeholders. The result is a shorter report that highlights meaningful actions, measurable progress, and the people who make our work possible.

This report incorporates guidance from the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), and Carbon Disclosure Project (CDP) to inform the topics we prioritize and the data we share.

Unless otherwise noted, the information in this report reflects our operations for the 2025 calendar year and includes activities under our operational control.

Material Sustainability Topics



Our sustainability priorities are guided by the issues most relevant to our operations, employees, clients, and other priority stakeholder groups. These topics were identified through internal leadership discussions, on-going stakeholder engagement activities, and reference to leading sustainability frameworks.

FOCUS AREA	WHAT IT INCLUDES	REPORT SECTION
Employee Health and Safety	Safety culture and programs, incident prevention	Our People & Safety
Workforce Development	Training, employment, compensation & benefits, employee wellbeing, workforce diversity	Our People & Safety
Responsible Operations	Regulatory compliance, operational excellence, fleet, recognition, technology & innovation, value chain	Responsible Operations
Environmental Stewardship	Energy use, emissions, remediation practices and innovation	Environmental Stewardship
Ethical Business Practices	Governance, ethics, responsible decision-making, transparency	Governance & Ethics



FOCUS AREAS

Our People & Safety



Protecting the health and safety of our employees is fundamental to our work. Our teams operate in environments that require careful planning, vigilant safety practices, and constant awareness of potential hazards. We prioritize safety in every aspect of our operations and continually strengthen the systems, training, and culture that support safe performance.

By investing in training, leadership development, and workforce support, we aim to create an environment where employees can perform their work safely and confidently while delivering high-quality outcomes for our clients.

In this section: we highlight the programs and practices that protect our employees, support workforce development, and strengthen our safety culture.



Safety Culture & Programs

Safety is more than a priority for us. It is a core value that defines how we work. Safety is integrated into every stage of our operations, from project planning through field execution. Every day, our teams take ownership of their own safety and the safety of those around them, ensuring that everyone goes home safely.

Our CORE™ Health and Safety Program reinforces this commitment by focusing on incident prevention, proactive decision-making,

and continuous improvement. Employees receive hands-on training in health and safety practices, compliance requirements, risk management, inspections, audits, and incident prevention.

CORE establishes clear expectations for safety performance and shared accountability across the organization. Employees are empowered to identify hazards, apply risk mitigation strategies, and actively contribute to maintaining a safe work environment.

The CORE Safety Program



Safety Performance

In 2025, we implemented CORE+ to reinvigorate our safety program and make it more relevant, practical, and personal for our teams. Guided by a crew-centric mindset, CORE+ emphasizes ownership, accountability, and a culture where safety is lived in the field every day. The result is measurable improvement across our primary safety performance metrics.

Safety Performance

	2025	2024	2023
TRIR	0.95	1.26	0.91
DART	0.95	1.08	0.73
LTC RATE	0.19	0.72	0.45
FATALITIES	0.00	0.00	0.00
EMR	0.82	0.71	0.65
HOURS WORKED	2,104,520	2,215,274	2,197,848

Understanding OSHA Safety Statistics:

TRIR The Total Recordable Incident Rate reflects the number of OSHA recordable injuries during the total hours worked by all employees that year.

DART The Days Away, Restricted, and Transfer case rate reflects the number of cases which involve days away from work, days of restricted work activity, and/or days of job transfer during the total hours worked by all employees that year.

LTC The Lost Time Case rate reflects the number of occupational injury or illness which results in an employee being unable to work a full assigned work shift during the total hours worked by all employees that year.

Fatalities The number of workplace incidents that result in death of an employee.

EMR The Experience Modification Rate is a number used by insurance companies to gauge both past cost of injuries and future chances of risk. An EMR of 1.0 is considered the industry average. Monitoring these indicators helps us evaluate safety performance, identify trends, and strengthen training, procedures, and field practices across our operations.

Risk Prevention & Field Engagement

Preventing incidents before they occur is a key focus of our safety program. Employees use a variety of risk assessment tools to identify hazards and implement corrective actions during daily operations.

RISK ASSESSMENT TOOLS

2025	2024	2023	
58,773 Cascade Cards	61,991 Cascade Cards	60,945 Cascade Cards	Cascade Cards™ - field observations used to identify and correct potential safety hazards.
1,624 JSIs	1,999 JSIs	2,205 JSIs	Job Site Inspections (JSIs) - structured site reviews to ensure safe work practices and compliance with procedures.
3,007 PROCards	4,636 PROCards	4,518 PROCards	PROCards™ - behavioral observations used to reinforce safe work practices and coaching in the field.

Programs like these encourage employees to actively identify and address potential hazards, reinforcing a proactive and engaged safety culture across our workforce. Maintaining a strong safety culture also depends on investing in the development and leadership capabilities of our workforce.



In 2025, we introduced a Stop Work Cascade Coin, recognizing employees who demonstrate strong risk awareness in the field.

When employees believe a situation may create a safety risk, they are empowered through Cascade’s Stop Work Authority policy to pause work and ensure appropriate controls are implemented.

[VIEW ALL CASCADE COINS](#)

Workforce Development

Our employees are the foundation of our success. We invest in our employees by providing training and professional development to strengthen technical skills, leadership capabilities, and career growth opportunities across the organization.

Training programs support both new and experienced employees, helping ensure our workforce has the knowledge and skills needed to perform work safely and effectively.

This year, we introduced Cascade's Leadership Standards, a framework defining expectations for leaders across the organization. These seven standards—Trustworthy, Results-Driven, Empathetic, Discerning, Knowledgeable, Expert Communicators, and Strategic Thinkers—reinforce behaviors that support strong leadership and alignment with our core values.

Leadership development remains a priority. In 2025, we graduated the second cohort of the Cascade Leadership Academy and the first cohort of the Leader Launch program, a five-week virtual program designed to prepare emerging leaders for future leadership roles.

In 2025, we kicked off our Leader Launch program, which is currently hosting an all female cohort of future Cascade leaders. We strive to highlight opportunities for women in the environmental services industry.

[READ MORE HERE](#)

We also introduced an AI-enabled screening tool to support early-stage candidate evaluation. This technology streamlined hiring processes, reduced administrative workload, and improved the candidate experience while maintaining consistent screening criteria.

Looking ahead, we are exploring additional workforce development initiatives, including the potential development of an internal drilling academy to help train the next generation of skilled drillers.

We welcomed a new class of six ELITES in 2025. Our ELITE employees play a significant role in mentoring new employees, especially in the areas of health and safety, leadership, compliance and operational excellence.

[MEET ALL
CASCADE ELITES](#)

Employee Retention

Maintaining a stable and experienced workforce is essential to delivering high-quality services. Prioritizing employee retention helps preserve institutional knowledge, reduce turnover-related costs, and strengthen team performance.

Employee Turnover Rates

	2025	2024	2023
Total Company	23%	24%	32%
Voluntary	17%	16%	25%
Involuntary	6%	8%	7%

Our overall turnover rate has continued to decline over the past three years. The 2025 results represent the lowest turnover rate recorded since we began tracking this metric in 2017.

Compensation & Benefits

We provide competitive compensation and benefits designed to support the health, financial security, and well-being of our employees and their families. Our comprehensive benefits program includes health coverage, retirement savings plans, and resources that support employees throughout their careers.

Each year our Benefits Administration team works closely with providers to educate employees about available options and support informed decision-making during open enrollment. Resources and assistance remain available year-round to help employees understand and use their benefits.

Health Insurance Totals

	2025	2024	2023
Number of employees covered under our health insurance program	656	675	630
Percentage of employees covered under our health insurance program	89%	84%	83%
Total Employer Health Savings Account Contributions	\$411K	\$392K	\$436K

Employee Well-Being & Community Engagement

Supporting employee well-being is an important part of maintaining a strong and resilient workforce. In addition to safety programs, we provide resources that support employee health, financial security, and work-life balance.

In 2025 we strengthened our commitment to employee wellness by promoting preventive health screenings and participation in wellness programs.

Through our Cascade Cares employee matching grant program, we support charitable organizations that are important to our employees and the communities where we live and work.

Cascade Cares Matching Grants



Christmas Cheer!

During the holiday season, several of our offices participate in an annual toy drive that benefits organizations such as the Seattle Children's Hospital and Toys for Tots. In 2025 we saw another outstanding year of giving from our employees.

[READ MORE HERE](#)

Workforce Profile

Our workforce includes experienced professionals working across drilling, geology, engineering, science, mechanics, administration, safety, and management roles. Employees value the opportunity to work on diverse projects that require technical expertise, collaboration, and problem solving.

Like much of the environmental services industry, we face ongoing recruiting challenges, particularly in specialized and entry-level field roles. To address these challenges, we continue strengthening recruitment strategies, expanding outreach efforts, and improving the hiring process to attract qualified candidates.



2025 Employee Breakdown		
TOTAL	FEMALE 11%	MALE 89%
Executive & Senior Management	10%	90%
First and Mid-level Management	25%	75%
Professionals	36%	64%
Technicians	0%	100%
Sales Workers	40%	60%
Administrative Support Workers	85%	15%
Craft Workers - Skilled	1%	99%
Operatives - Semi-Skilled	1%	99%
Laborer/Helper	2%	98%

Talent acquisition remains a key priority as we continue building a strong and capable workforce that supports safe operations and high-quality project delivery.

Protecting our employees is the foundation of our operations. Strong safety practices, skilled teams, and clear operational systems enable us to deliver projects safely, efficiently, and with consistent quality across our organization.

Responsible Operations

The same commitment to safety and accountability that protects our employees also guides how we manage our operations, equipment, and project delivery across the company.

In this section: we demonstrate how strong operational systems, regulatory compliance, and technology investments support safe, efficient, and reliable project delivery.

Regulatory Compliance

Operating in highly regulated industries requires discipline and attention to detail. We maintain rigorous compliance programs to ensure our work meets applicable federal, state, and local regulatory requirements. Our teams receive ongoing training and support to stay current with evolving regulations and industry standards.

	Target	2025	2024	2023
Significant fines* for noncompliance	0	0	0	0
Number of Significant Spills**	0	0	0	0

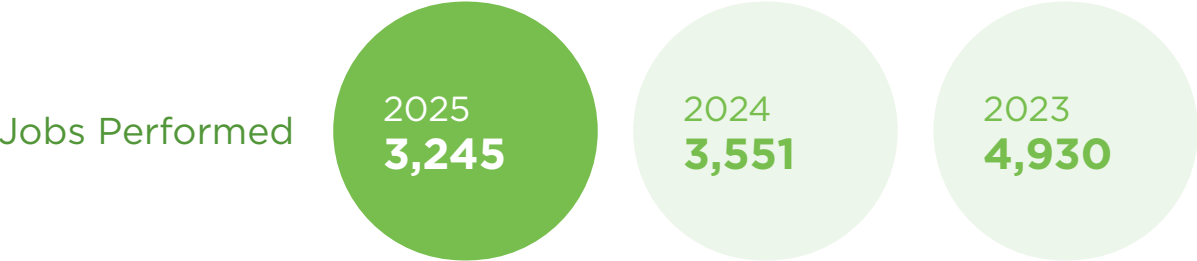
* A significant fine is one that resulted in monetary penalty >\$10,000.

**A significant spill is one that involved a reportable quantity under hazardous materials regulations.

Strong compliance systems provide the foundation for operational excellence across our projects.

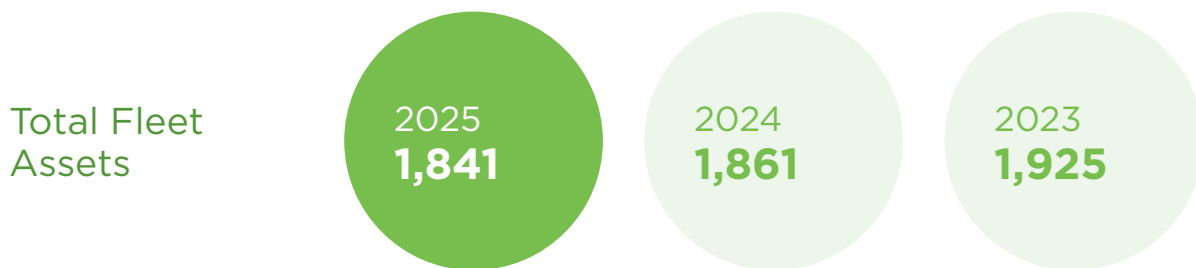
Operational Excellence

Delivering consistent, high-quality work requires strong operational systems and experienced teams. We focus on efficient project execution, clear communication, and continuous improvement across our operations. These practices help ensure that projects are completed safely, on schedule, and in alignment with client expectations.



Fleet

Our fleet offers one of the most substantial opportunities to embrace sustainability throughout the organization because it is truly tied to all three pillars of sustainability: social, economic, and environmental. A well-maintained fleet contributes to safety and the on-time, on-budget performance of every project, every day. The fleet is essential to mobilize our field crews safely, provide quality service, and drive revenue nationwide.



Our fleet management team continually evaluates market demand and opportunity across the country to ensure we have the proper equipment in the right places to serve our clients.

Our enhanced capital equipment plan includes the planned purchase of new assets, refurbishing existing equipment, and recycling or selling the end-of-life assets. Equipment repair, preventative maintenance, and costs for all major assets are tracked through a centrally managed software database from date of onboarding to the date the equipment is retired. Advanced utilization data on each fleet asset allow us to place equipment in the regions where it is needed most, thereby reducing crew mobilization and meeting market demand.



Awards & Recognition

Our commitment to safety, operational excellence, and innovation is reflected not only in our daily work but also in recognition from industry organizations and partners. These awards highlight the dedication of our employees and the strength of the systems, technologies, and practices that support the safe and reliable delivery of our services.



**Avetta 2025
ESG Innovator**



**Environmental Business
Journal® Project Merit:**
Complex Site Investigation



**2025 National Drilling
Association:** Outstanding
Commitment to Drilling
Safety



**2025 Engineering News-
Record Top 200 Environmental
Firms:** Ranked #92



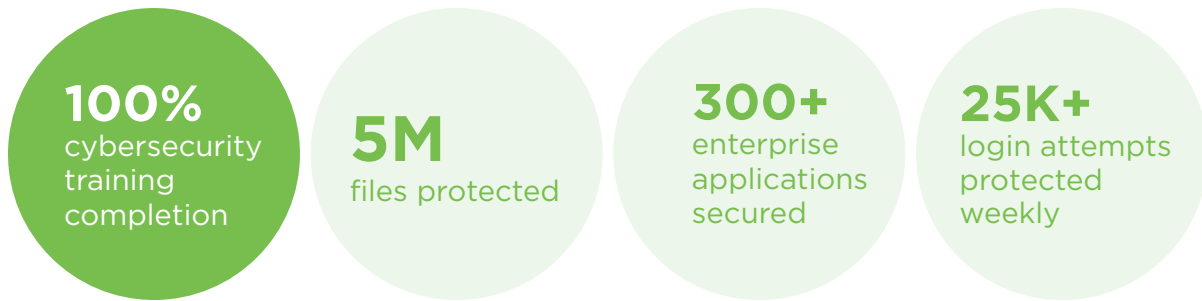
**Environmental Business
Journal Technology Merit:**
Thermal Treatment for PFAS

As our operations grow in scale and complexity, technology enables greater visibility, control, and consistency across our projects.

Technology and Innovation

Technology plays a critical role in how we protect data, manage risk, and support secure operations across our organization. We continue to invest in cybersecurity, data governance, and system infrastructure to safeguard company and client information while enabling reliable, efficient performance across our business.

Technology & Data Security Highlights



Data Security Modernization

We strengthened our data protection model by transitioning from traditional location-based security to file-based sensitivity labels. This approach improves control over how information is accessed and shared while supporting a modern zero trust security framework by having security follow the file, not just when placed in a secure location. Our systems safeguard more than 5 million files representing more than 20 terabytes of company and client data, supported by enhanced data classification and monitoring tools.

Cybersecurity Training and Compliance

Developing a culture of cybersecurity awareness remains a priority across the organization. For the third consecutive year, 100 percent of employees completed cybersecurity training, reinforcing a strong culture of accountability around protecting company and client information.

AI Readiness and Data Governance

We continued our multi-year effort to strengthen data governance and security controls, creating the foundation for the responsible use of emerging technologies such as artificial intelligence. These safeguards help ensure sensitive information is properly managed as new tools are introduced.

Network and System Security

We have implemented a zero-trust network approach to allow employees to connect and collaborate securely wherever they are. Our security infrastructure protects access across more than 300 enterprise applications supporting more than 25,000 login validations across these environments each week. We strengthened our security posture by requiring device registration across our network and expanding continuous monitoring and penetration testing to identify risks quickly and maintain resilient systems.

Our Value Chain

Our work depends on a network of employees, clients, suppliers, and subcontractors who support the successful delivery of environmental and geotechnical services. From initial project planning through field execution, these relationships form the value chain that enables us to deliver safe, reliable, and high-quality outcomes for our clients.

Strong collaboration across this network ensures projects are completed safely, efficiently, and in alignment with regulatory and operational standards.

When selecting vendors, we consider factors such as safety performance, sustainability standards, reliability, technical capability, price, and alignment with our operational standards. These expectations help ensure that our suppliers support the same high standards our clients expect from us.

We continue to improve how we track and understand our vendor network. Strengthening visibility into our supply chain helps us better manage risk, support responsible procurement, and identify opportunities to work with a broader range of qualified suppliers.

The table below provides a snapshot of our operational scale and supplier network over the past three years.

	2025	2024	2023
Annual Revenue	\$247M	\$261M	\$252M
Projects Performed	3,245	3,551	4,930
Number of Clients	3,621	4,000	3,978
Total Vendor Spend	\$78M	\$82M	\$83M
Number of Vendors	3,271	5,759*	2,200

* Vendor count for 2024 has been restated from the 2024 Corporate Sustainability Report due to improved vendor tracking and classification.

The scale of our field operations, equipment, and fleet directly influences our energy use and greenhouse gas emissions. The following section describes how we monitor and manage these environmental impacts.

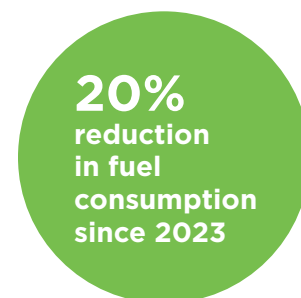
Environmental Stewardship

Protecting the environment is fundamental to our work. We focus on responsible energy use, reducing greenhouse gas emissions, and delivering remediation solutions that restore and protect the environments in which we operate.

In this section: we measure and manage our environmental footprint while advancing technologies and practices that improve environmental outcomes across our projects.

Energy Use

Energy consumption is primarily driven by our field operations, including drilling equipment, support vehicles, and specialized remediation systems deployed at project sites across the country. Monitoring energy consumption helps us identify opportunities to improve efficiency and reduce environmental impact. We track fuel and purchased energy consumption in accordance with the Greenhouse Gas (GHG) Protocol Corporate Standard.



Total Fuel Consumption	2025	2024	2023
Diesel (gallons)	1,069,866	1,264,645	1,310,247
Gasoline (gallons)	133,773	169,461	198,608
Total Fuel Consumption (gallons)	1,203,639	1,434,106	1,508,855

Total Energy Consumption	2025	2024	2023
Electricity (Gigajoules)	51,224	41,205	55,285
Natural Gas- Office (Gigajoules)	6,244	7,345	4,535
Natural Gas- Onsite Equipment (Gigajoules)	5,568	5,648	555
Total Energy Consumption (Gigajoules)	63,036	54,198	60,375

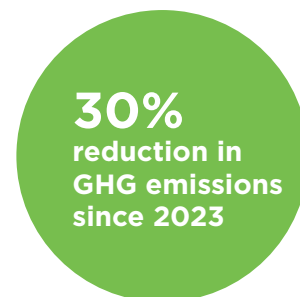
Energy Intensity	2025	2024	2023
Energy Consumption (Gigajoules)	63,036	54,198	60,375
Employee Headcount	822	830	809
Energy per Employee Gigajoules)	76.7	65.3	74.6

Energy consumption fluctuates year-to-year depending on project mix and operational activity.

Energy consumption from field operations is also the primary driver of our greenhouse gas emissions.

GHG Emissions

We began calculating greenhouse gas emissions in accordance with the GHG Protocol Corporate Standard in 2022. Tracking emissions helps us better understand our environmental footprint and identify opportunities to reduce emissions through improved energy efficiency and fuel consumption management.



Our emissions inventory follows the operational control approach, which includes emissions from operations under Cascade’s operational control.

GHG Emissions	2025	2024	2023
Scope 1 (tCO ₂ e)	15,073	17,845	19,069
Scope 2 (tCO ₂ e)	2,545	4,210	3,896
Total Emissions (tCO ₂ e)	17,618	22,055	25,009

In addition to improving energy efficiency, we work with clients to reduce environmental impacts through sustainable remediation practices implemented directly at project sites.

Sustainable Remediation

Sustainable remediation balances community priorities, economic considerations, and environmental impacts when planning and implementing site cleanup projects. We work closely with environmental consultants to identify and incorporate best practices that improve efficiency while reducing environmental impacts during field operations.

Many of these practices are implemented directly at project sites and include actions that reduce emissions, conserve natural resources, and minimize waste generation.

Examples of sustainable remediation practices include:

- preventative maintenance and fuel reduction practices for equipment
- no-idle policies and carpooling for field crews
- water conservation and spill prevention measures
- waste minimization and recycling at job sites
- environmentally preferred purchasing and sustainable sourcing practices
- traffic control and noise mitigation to reduce community impacts

Alongside these operational practices, we continue to invest in technologies that improve environmental outcomes and accelerate site restoration.

Environmental Innovation

Innovation plays an important role in improving environmental outcomes across our projects. Our technologies are designed to help clients remediate contaminated sites more efficiently while minimizing waste generation, energy consumption, and environmental disturbance.



Examples include:

Pathfinder™ Automated Injection System

An electrically powered injection system that provides precise control of injection pressures and flow rates while reducing air emissions compared to hydraulic systems.

Cascade Chemistries™ Remediation Amendments

A line of injectable amendments including ColloidalChem™, Colloidal iZVI™, Colloidal S-iZVI™, and SourceKill™ designed to address challenging contaminants such as PFAS and chlorinated solvents.

TerraTherm Patented Low Temperature Thermal Remediation

Low temperature thermal remediation that enhances biological and abiotic degradation mechanisms, accelerating contaminant removal and reducing time to site closure.

High Resolution Site Characterization (HRSC)

Technologies such as WaterlooAPS™ and Optical Image Profiler improve understanding of contaminant distribution, reducing unnecessary sampling and minimizing investigation derived waste.

GeoSierra Trenchless PRB

Permeable reactive barrier systems that reduce energy requirements compared to traditional trenching methods and incorporate recycled amendment materials.

Learn more about our environmental innovations

Managing environmental impact is an important part of responsible operations. Effective governance and strong ethical standards ensure these commitments are supported by clear policies, leadership oversight, and accountability across the company.

Governance & Ethics

Strong governance and ethical business practices guide how we lead and how we make decisions. Effective oversight ensures our commitments to safety, responsible operations, and environmental stewardship are supported by clear policies, accountability, and ethical leadership across the organization.

Our approach to governance reflects the same principles that guide our work in the field. Safety, collaboration, and sustainable growth shape how we manage risk, make decisions, and build lasting relationships with employees, clients, and partners.

In this section: we demonstrate how strong ethical standards, leadership oversight, and clear policies support responsible decision-making across the organization.

Ethical Business Practices

Integrity is fundamental to how we conduct business and build relationships with clients, partners, and employees. We expect all employees to follow our Code of Conduct and uphold high standards of professionalism, honesty, and respect in every interaction.

These values are reinforced through a governance structure that provides oversight of strategy, operations, and risk management across the organization.

Corporate Governance

Our leadership team provides oversight of business strategy, operational performance, and risk management across the organization. Clear roles and accountability structures support effective decision-making and responsible management as the company grows.

Governance oversight is supported by several leadership groups that guide key areas of the business, including executive leadership, sustainability strategy, safety performance, and commercial operations.

Governance Structure

Governance Body	Focus
Board of Directors	Strategic oversight and long-term company performance, including representation from executive leadership and private equity ownership
Executive Leadership Team	Enterprise strategy and business performance
Sustainability Leadership	Sustainability strategy and reporting
Safety Leadership	Health and safety oversight
Revenue Team Leadership	Client engagement and growth strategy

Alongside leadership oversight, formal policies and compliance programs establish clear expectations for employees across the organization.

Policies and Compliance Programs

Our policies and compliance programs establish clear expectations for employees across the company. These policies address areas such as workplace conduct, regulatory compliance, data protection, and ethical business practices, helping ensure employees have the guidance and resources they need to act responsibly.

In addition to internal governance systems, we engage with industry organizations that promote responsible environmental services and infrastructure development.

Industry Memberships and Transparency

We actively participate in industry associations and professional organizations that support responsible environmental services and infrastructure development. These memberships allow us to collaborate with peers, share knowledge, and contribute to advancing standards across our industry.

Together, these governance practices support transparency, accountability, and responsible growth across Cascade's operations.



Key Metrics

We track a focused set of metrics to measure performance across safety, operations, environmental impact, and workforce. These indicators provide a clear view of progress and help guide decision-making across our organization.

Our People & Safety

Total Recordable Incident Rate

2025	2024	2023
0.95	1.26	0.91

Number of Employees

2025	2024	2023
822	843	809

Employee Total Turnover Rate

2025	2024	2023
23%	24%	32%

Environmental Stewardship

Total GHG Emissions

2025	2024	2023
17,618	22,055	25,009

Responsible Operations

Annual Revenue

2025	2024	2023
\$247M	\$261M	\$252M

Projects Delivered

Projects Delivered

2025	2024	2023
3,245	3,551	4,930

Supply Chain

Total Vendor Spend

2025	2024	2023
\$78M	\$82M	\$83M

Technology & Data Security

Cybersecurity Training Completion

2025	2024	2023
100%	100%	-

Cybersecurity training tracking began in 2024.



Looking Ahead

Looking ahead, we will continue strengthening the practices that support safe operations, environmental stewardship, responsible project delivery, and strong governance.

Our People & Safety

We will continue investing in training, leadership development, and safety programs that protect our employees and strengthen our workforce.

Responsible Operations

We will continue strengthening operational systems, fleet management, and technology capabilities that support efficient project delivery.

Environmental Stewardship

We will focus on improving energy efficiency, reducing emissions, and advancing remediation technologies that support environmental restoration.

Governance & Ethics

We remain committed to strong governance, ethical business practices, and transparency in how we manage risk and operate our business.

Connect With Us

Getting the right information to the right people is important to us. We welcome your feedback and encourage you to reach out with questions or requests for additional information.

Sustainability Contact

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Connect With Cascade

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