



CascadeEnergy®

PROUDLY
EMPLOYEE
OWNED

2024 Sustainability Report



AUGUST
2025

Goals and Achievements
Greenhouse Gas Inventory



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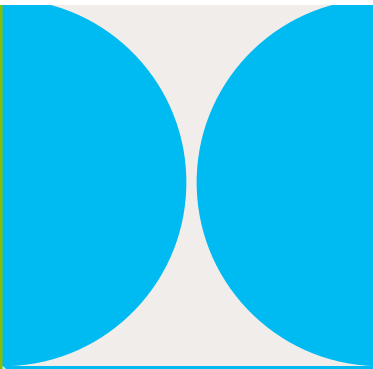
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Our Commitment

At Cascade Energy, we are firmly committed to conducting our business in a sustainable and responsible manner, protecting the health and safety of our employee-owners, the communities where we work and live, and the environment. We are dedicated to bringing transformative change to our business and our industry through continuous improvement of our services and operations.

In 2016, Cascade established an internal Green Team to lead its sustainability efforts. This report describes Green Team results for 2024 as well as 2025 goals and objectives. Please see our full Sustainability and Environmental Statement at cascadeenergy.com/sustainability.



Driving Impact Through Efficiency and Sustainability

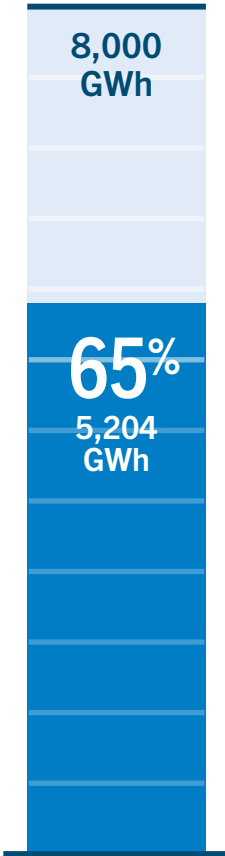
A major milestone in 2024 was our acquisition of Fresh Coast Climate Solutions, a sustainability firm dedicated to reversing climate change through a broad suite of environmental services. This strategic partnership represents a significant step in Cascade’s evolution from an energy efficiency firm into a comprehensive environmental sustainability leader. It also reaffirms our vision: to foster a sustainable, efficient, and thriving industrial sector.

The integration of Fresh Coast’s expertise has energized our internal Green Team, who are excited to collaborate on the development of a more robust environmental impact tracking strategy in 2025. This joint effort will elevate our measurement capabilities and refine our approach to sustainability reporting, laying the groundwork for even greater accountability and progress in the years ahead.

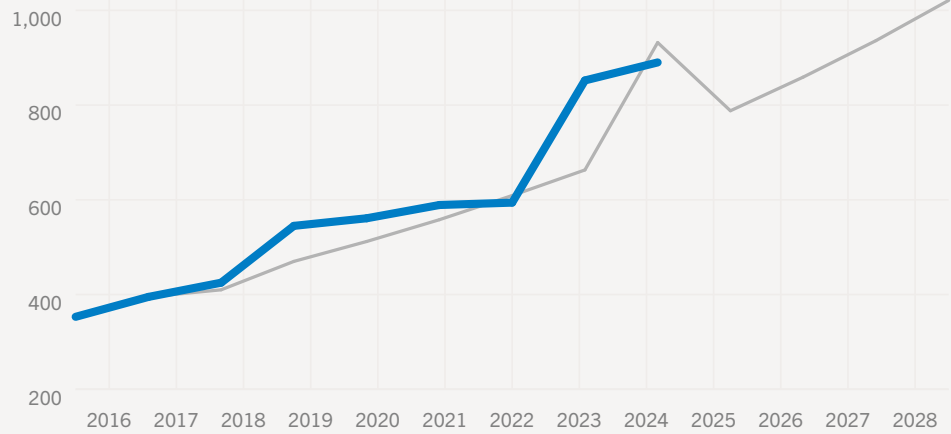
Since 2016, Cascade Energy has been setting ambitious energy savings goals, driven by a commitment to efficiency and innovation. Our long-term vision is bold: by 2028, we aim to save 8,000 GWh of energy—an achievement that reflects our dedication to transforming the industrial sector through smarter energy use.



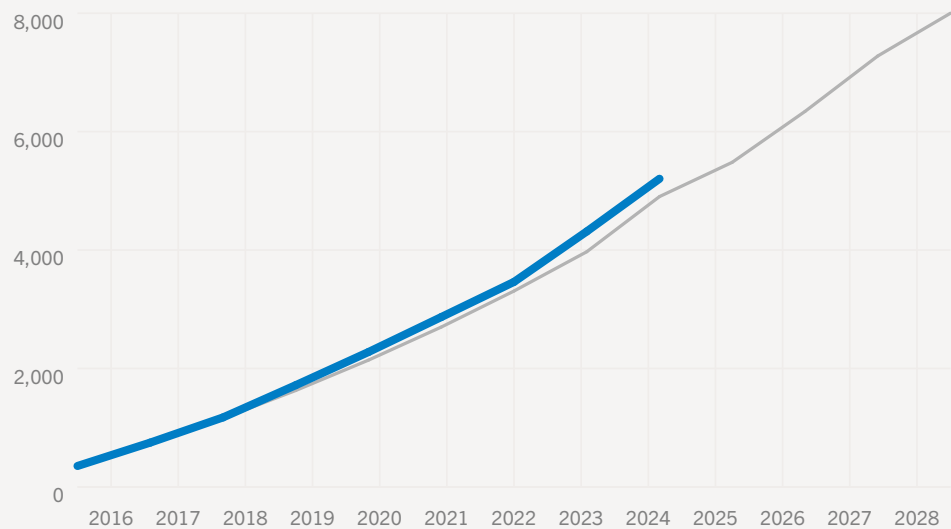
2028 Energy Savings Goal



Annual Savings GWh



Cumulative Savings GWh



Goal Reached and surpassed by 171%!



In 2022, we took a pivotal step forward by aligning our mission more closely with climate action. We shifted our focus to the decarbonization impact of energy efficiency, setting a three-year goal to reduce greenhouse gas emissions by 1.7 million metric tons of carbon dioxide equivalent (MMTCO₂e) by the end of 2024. We surpassed that goal ahead of schedule, achieving an impressive 2.9 MMTCO₂e in reductions—underscoring the power of our approach and the commitment of our team and partners.

2022–2024 Decarbonization Impact Goal Results

Looking ahead to 2025, our goals remain ambitious and focused:



We will achieve these targets by continuing to deliver best-in-class energy engineering, energy management, and decarbonization services to our customers across North America.

For this year’s report, we will continue to use the greenhouse gas (GHG) accounting processes from prior years. However, we are committed to continuous improvement and anticipate updates to our methodology in the next reporting cycle.

At Cascade, we believe that progress is powered by purpose. As we continue to evolve, we remain steadfast in our mission to deliver measurable impact—for our clients, our communities, and the climate.



Energy Savings:

1,000 GWh



Carbon Reduction:

0.70 MMTCO₂e



2024 Goals and Achievements

Optimize Kress Office Set Up		COMPLETE
Objectives	<p>The Portland headquarters was successfully moved and downsized in 2023 in alignment with sustainable best practices where feasible. In 2024 the focus will be on setting up the new space with green features such as:</p> <ul style="list-style-type: none"> • Comprehensive waste management • Commission building • Using sustainable productions and office supplies 	
Status	<p>We engaged in a number of activities to build a sustainable new office space, including:</p> <ul style="list-style-type: none"> • All rooms are equipped with lighting sensors that turn on and off automatically based on occupancy. • Established a robust recycling system to minimize our impact on landfills • New bike racks and showers are available to encourage employees to bike to work. 	
Next Steps	<p>Now that the new office space is set up in a way that enhances and supports Cascade’s green values, we will document and knowledge-share to ensure these practices are upheld in the future.</p>	

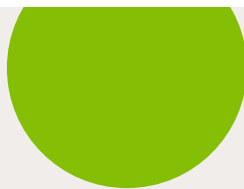
Company-Wide Engagement in Green Practices

PARTIALLY COMPLETE

Objectives	<p>In 2024 we want to host another e-recycling event that out-performs 2023. 2024 event improvements could include: update the timing to mid-year to avoid other fall/holiday company events, re-engage the local recycling companies that provided excellent service in 2023 and identify new options for the more expensive/logistically challenging partners, send more frequent reminders during the event time period, engaging office reps earlier in the process.</p> <p>Given the largely remote nature of Cascade’s workforce, the Green Team will encourage employees to practice sustainable habits while working from home. Communications and engagement should be ongoing throughout the year and will include actions like:</p> <ul style="list-style-type: none"> • Quarterly communications for at-home sustainability tips and advice • Share an at-home energy audit checklist and individual carbon footprinting tools. • Acknowledgement of Earth Day (April 22nd) and Energy Efficiency Day (October 5th).
Status	<p>Throughout 2024:</p> <ul style="list-style-type: none"> • The Green Team members continued in the same roles as the prior year, with excellent participation in quarterly meetings and intermediary activities. • 2023 Sustainability Report was published, along with more information relating to the projects our carbon offsets invested in. • Distribution of an at-home audit packet to all employees. • Company-wide e-recycling event was pushed to 2025 to align with Earth Day.
Next Steps	<p>Continue to engage and educate, while bringing back pre-pandemic activities (i.e. Green Team volunteer events, volunteer tune-up)</p>

Maintaining and Strengthening Green Team Processes		COMPLETE
Objectives	<p>In 2023, we decided to begin purchasing offsets to cover all of our calculated business emissions, not just business travel, starting with the 2021 and 2022 emissions. We have added this carbon offset objective to policy and procedure documents to ensure persistence.</p> <ul style="list-style-type: none"> • Prioritize GHG Inventories, Carbon-Offsetting, and Sustainability Report; improve processes where feasible/reasonable • Continue quarterly Green Team meetings. • Seek new membership and encourage role change-over with a company-wide communication an internal coordination of current members. 	
Status	GHG inventory updated with available Scope 1, 2, and 3 emissions; Offsets were purchased from Climate Impact Partners to offset all known emissions; 2023 Sustainability Report was published in June 2024.	
Next Steps	Continue maintaining an inventory, purchasing offsets, and publishing an annual report. Discuss and implement improvements where feasible/practical.	

Improve Sustainability of Cascade Swag Materials		INCOMPLETE
Objectives	<p>Cascade’s People Team and our Employee Ownership Culture Committee are both exploring the usage of more company “swag” for new and existing employees alike. This goal is to work in collaboration with those teams to ensure that products that we include align with our sustainability goals. Examples of historic alignment include branded reusable grocery bags and blankets made from 100% recycled materials. An opportunity to improve the sustainability of our marketing materials handed out at tradeshow and conferences will also be explored.</p>	
Status	Swag was researched and the teams collaborated on sourcing items from sustainable companies. No swag was purchased for Green Team engagement, but the Employee Ownership Committee distributed Cascade branded blankets to all employees made from 100% recycled plastic water bottles.	
Next Steps	Continue to research sustainable vendors for all company swag needs.	



2025 Goals

GOAL NO. 1 Volunteer Tune-Up Event

Objectives One of Cascade’s core values is to seek shared success, both within our company and with those we serve. With this in mind, we are planning a volunteer tune-up event at a local non-profit near one of our office locations. Our last volunteer tune-up was in 2019 at Portland Gleaners, an organization dedicated to providing food to school children.

GOAL NO. 2 Sustainability Report & GHG Inventory

Objectives This goal is in place to ensure that we continue to uphold the sustainable practices we have adopted in prior years as well as making improvements to our current processes when practical. Objectives include:

- Continue to purchase carbon offsets to cover all of our calculated business emissions.
- Complete GHG Inventories, and Sustainability Report; improve processes where feasible/reasonable
- Continue quarterly Green Team meetings. Foster strong member engagement and team morale with swag!
- Opportunities to explore: carbon impacts of AI, collaborating with Fresh Coast to improve current systems

GOAL NO. 3 Engagement & Education

- Objectives** Continue to connect with Cascadians on sustainable practices and expand engagement activities to include in-person events.
- Re-engage with the community through local in-person volunteer events, provide resources to all Cascade office locations for volunteer events to attend
 - Facilitate a 2025 E-Recycling Event. Improvement notes from 2023 event: update the timing to mid-year to avoid other fall/holiday company events, re-engage the local recycling companies that provided excellent service in 2023 and identify new options for the more expensive/logistically challenging partners, send more frequent reminders during the event time period, engaging office reps earlier in the process.
 - Publish a quarterly Green Team article to share educational materials on Green practices, details on upcoming events and ways to get involved, and celebrating successes

GOAL NO. 4 Integrate Fresh Coast Team

- Objectives** Work with the Fresh Coast Team to optimize our ability to address environmental challenges, maximize our impact, and strengthen relationships between Cascade and Fresh Coast.
- Ideas for collaboration include:
- Have Fresh Coast review and improve GHG inventory process,
 - researching and sharing local events,
 - Teach Green Team about other facets of sustainability
- Actual tasks to be completed will be determined once Fresh Coast is engaged and able to provide feedback.

2023

Goal	Objectives	Result
Office Downsize Sustainability	<ul style="list-style-type: none"> Ensure sustainable practices are a core pillar of all new office build-out and move plans. 	<p>COMPLETE</p> <p>We engaged in a number of activities to sustainably downsize our office move. These included:</p> <p>Reusing furniture and reconfigure cubicles to work in the new layout. Limit our use of new materials by sourcing connector hardware to make existing furniture work in new configurations, excess furniture was donated, installed double-glazed windows and smart lighting controls, and donated kitchen items to a nonprofit furniture and home goods bank.</p>
Sustainability and Green Team Awareness and Engagement	<ul style="list-style-type: none"> Reinvigorate the team and Cascade’s sustainability program. We will offer more frequent opportunities for connection and communication between the Green Team and Cascade at large 	<p>COMPLETE</p> <p>Throughout 2023 the Green Team was re-established, with new members added, specific roles were assigned, and quarterly meetings were held. 2-Year Sustainability Report was published, along with more information relating to the projects our carbon offsets invested in. We organized a company-wide e-recycling event and recycled over 266 pounds of electronics and other materials across 6 offices.</p>
Maintain Sustainability, GHG, and Offset Reporting	<ul style="list-style-type: none"> Manage and update Cascade’s annual GHG inventory. Purchase offsets to neutralize Scope 1, 2, and 3 carbon emissions where data is readily available in the annual GHG inventory. Maintain accountability and transparency by publishing an annual sustainability report. 	<p>COMPLETE</p> <p>GHG inventory updated with available Scope 1, 2, and 3 emissions; Offsets were purchased from Climate Impact Partners to offset all known emissions; 2021-2022 Sustainability Report was published and shared in June 2023.</p>
Employee Awareness and Engagement	<ul style="list-style-type: none"> Develop and improve organizational communication and engagement with Green Team activities and sustainability in general. 	<p>COMPLETE</p> <p>In 2022, we used company-wide emails and an internal MS Teams Community channel to update Cascade on our carbon inventory and offset purchasing, celebrate Energy Efficiency Day (October 5th), and share tips to increase everyday efficiency around the home. Employee-owners have also used the Community channel to share information about residential energy efficiency rebates and recommendations for energy efficient home technologies.</p>

2021–2022

Goal	Objectives	Result
Select a Carbon Offset Partner, Purchase Carbon Offsets	<ul style="list-style-type: none"> • Author a written policy and procedures for calculation and purchase of offsetting credits related to Cascade’s business travel and office energy use. • Purchase offsets to cover 2020 business travel. 	<p>COMPLETE</p> <p>Cascade has completed carbon accounting for 2020, 2021, and 2022 and has purchased carbon offsets each year to offset our carbon impact from all calculated emissions.</p>
Return to Offices in a Sustainable Fashion	<ul style="list-style-type: none"> • Research reputable options for purchasing Research more sustainable kitchen and bathroom materials. • Organize an electronics recycling event. • Restart the alternative transportation program and lottery. • Share sustainability tips with the entire Cascade team. 	<p>PARTIALLY COMPLETE</p> <p>The COVID pandemic has had a sustained impact on our in-office work throughout 2021 and 2022, with many employees opting to continue primarily working from home. We have continued to maintain sustainable practices in our offices during this time, but additional projects have been on hold.</p> <p>A positive impact of the new work location norms across the company has been the reduction in commute and associated greenhouse gas (GHG) impact from vehicles. With over 90% of our 200+ employees working from home most days, this equates to a significant reduction in commute-miles driven and GHG emissions.</p>
Research Sustainability Certification	<ul style="list-style-type: none"> • Research green business certifications • Apply for a new green business designation 	<p>INCOMPLETE</p> <p>With the shift away from in-office work in 2021 and 2022, research into sustainability certification options was placed on hold. Although the Portland Sustainability at Work program has ended, we are still listed in the City of Portland’s Green Business Directory.</p>
Employee Awareness and Engagement	<ul style="list-style-type: none"> • Develop and improve organizational communication and engagement with Green Team activities and sustainability in general. 	<p>COMPLETE</p> <p>In 2022, we used company-wide emails and an internal MS Teams Community channel to update Cascade on our carbon inventory and offset purchasing, celebrate Energy Efficiency Day (October 5th), and share tips to increase everyday efficiency around the home. Employee-owners have also used the Community channel to share information about residential energy efficiency rebates and recommendations for energy efficient home technologies.</p>

2020

Goal	Objectives	Result
Host a Bulk Electronics Recycling Event	<ul style="list-style-type: none"> Organize a one-time bulk electronics recycling event for the Portland office, extending it to the whole Eastside Exchange building if possible. Track pounds/numbers/types of items recycled. Pass on advice and lessons learned to remote offices to facilitate similar events within Cascade’s remote office communities. 	<p>INCOMPLETE</p> <p>COVID-19 workplace safety precautions kept our teams home for the majority of 2020. We were not able to organize a recycling event for the Portland office building.</p>
Establish a Policy of Purchasing Carbon Offsets for Business Travel	<ul style="list-style-type: none"> Research reputable options for purchasing carbon offsets. Establish expected cost to offset 100% of business travel emissions. Author a written policy for Cascade to begin offsetting business travel emissions in 2020. Explore policies to provide options to reduce emissions through alternative travel options when possible (i.e. car, bus, train instead of air travel). 	<p>PARTIALLY COMPLETE</p> <p>Cascade selected Natural Capital Partners as our greenhouse gas emissions offset partner. We invested in funding greener practices among small- and medium-sized industrial manufacturers and construction contractors that use Hydrofluorocarbons (HFCs). This project helps manufacturers transition to low global warming potential (GWP) materials. Investment in this US-based project offset our 2019 business travel emissions.</p>
Improve the Sustainability of the Kitchens and Bathrooms	<ul style="list-style-type: none"> Evaluate “tree-free” paper towel and toilet paper options. Evaluate alternatives to paper towels in bathrooms (air dryers, hand towels, etc.). Research feasibility of a “Waste Audit” to provide further insight on how to reduce waste. Reduce electricity consumed by kitchens and bathrooms in all offices by reducing or shutting-off non-essential appliances. Share best practices to all employees on energy efficiency tips while working at home. 	<p>INCOMPLETE</p> <p>To adapt our office management during the COVID-19 era, the Green Team worked with office managers to shut of non-essential appliances such as the drink fridge and battery backup power banks. We also adjusted thermostats to save energy in offices with low occupancy. The Team also shared energy-saving tips with Cascade employees working from home and posted energy-saving tips on LinkedIn.</p>
Maintain Portland’s Sustainability at Work Certification	<ul style="list-style-type: none"> Meet with the City of Portland to review requirements to maintain certification. Complete all requirements to maintain certification. 	<p>PARTIALLY COMPLETE</p> <p>The Sustainability at Work certification program ended in 2020. Cascade’s Gold certification is valid until 2023.</p>

2019

Goal	Objectives	Result
Promote Alternative Transportation	<ul style="list-style-type: none"> Reduce the overall emissions associated with employee commuting by promoting alternative transportation, as well as company participation in events such as the Bike More Challenge. Drive awareness and adoption of transportation alternatives. Incentivize use of alternatives and proactively manage limited parking resources. 	<p>COMPLETE</p> <p>A Parking Working Group initiated a pay-for-parking system for the Portland office that financed a weekly and quarterly raffle, where Cascadians who used alternative transportation or utilized street parking were eligible to win.</p> <p>Bike More Challenge</p> <p>30 Cascadians participated (down from 37 in 2018), logging 3,900 miles (up from 3,554) during this challenge, with over 500 individual trips (up from 400).</p>
Calculate Carbon Footprint	<ul style="list-style-type: none"> Establish scope and procedures to calculate and track Cascade’s carbon footprint as a comprehensive indicator of Cascade’s environmental impact and include results in 2019 Sustainability Report 	<p>COMPLETE</p> <p>We completed a robust GHG inventory, incorporating Scope 1, Scope 2, and Scope 3 (Business Travel) emissions that are the result of Cascade’s operations during 2018 and 2019. Overall, Cascade’s emissions decreased 0.1% between 2018 and 2019. The largest contributor to our emissions was Business Travel, accounting for 72.7% of total emissions in 2019.</p>
Share Expertise in the Community	<ul style="list-style-type: none"> Perform a tune-up and volunteer at a local non-profit. 	<p>COMPLETE</p> <p>Two Cascadians performed a tune-up at Urban Gleaners. This non-profit located in Portland, OR rescues excess food from bakeries, restaurants, grocery stores, and catered events and gets the food into the hands of schoolchildren.</p>
Expand Green Team Engagement Across all Cascade Offices	<ul style="list-style-type: none"> Identify volunteers to act as Green Team Representatives at each office around the country. 	<p>COMPLETE</p> <p>We identified Representatives at each of Cascade’s eight remote offices during 2019.</p>

2018

Goal	Objectives	Result
Share Expertise in the Community	<ul style="list-style-type: none"> Survey staff to discover opportunities and identify staff to lead this effort. Arrange at least one site visit to a community facility to provide no-cost energy-efficiency expertise. 	<p>DEFERRED</p> <p>Based on a staff survey, 9 regional facilities were identified as potential candidates. Further investigation into savings opportunity reduced the list to 1–2 top candidates. However, no site visits were conducted in 2018.</p>
Improve Internal Awareness of Sustainability Efforts and Resources	<ul style="list-style-type: none"> Work with HR to incorporate sustainability into the onboarding process. Update Green Team internal website to highlight internal sustainability resources. Highlight sustainability efforts/opportunities in a company-wide email at least quarterly. 	<p>COMPLETE</p> <p>The onboarding and new office set up checklists were updated. Green Team internal webpages were updated. End-of-year brown bag was well-attended and well-received.</p>
Deepen our Engagement with Suppliers on Sustainability Practices	<ul style="list-style-type: none"> Review Procurement and Subcontractor Diversity Forms and update, as necessary. Define which department(s) is responsible for managing procurement and/or subcontracting and re-distribute form. Track and report responses. Develop strategy for further engagement of suppliers based on responses. 	<p>COMPLETE</p> <p>Diversity and Sustainability Procurement Form was revised and distributed as an online survey. The Operations team is monitoring responses and a report of results is in progress.</p>
Ban the Bottle	<ul style="list-style-type: none"> Establish method(s) for tracking water bottle purchases. Ban purchase of water bottles for office use. Supply reusable cups and water bottles. Request caterers and event hosts to use alternatives to disposable water bottles when possible. If water bottles are provided at external events, engage Cascade trainers/organizers to increase recycling rate. 	<p>COMPLETE</p> <p>All offices received a Green Catering toolkit. In 2018, Cascade avoided almost 800 single-use plastic bottles and reduced single use bottle water costs by over 94%.</p>

2017

Goal	Objectives	Result
Reduce Paper Use	<ul style="list-style-type: none"> • Set all IT-managed and -supported printer defaults to double-sided printing. • Inventory current paper supply. • Collect expenses/receipts for 2016 and 2017 to track paper purchasing. 	<p>COMPLETE</p> <p>Printing costs decreased from \$241 to \$173 (per employee) despite increased costs for better quality toner.</p>
Expand Engagement Efforts Beyond Portland Headquarters	<ul style="list-style-type: none"> • Establish Executive commitment and leadership. • Establish a cross-functional team that meets quarterly and reports annually. 	<p>COMPLETE</p> <p>6 out of 7 offices implemented at least one action item (AI) for a total of 15 AIs completed.</p>
Engage Suppliers on Sustainability Practices	<ul style="list-style-type: none"> • Develop Diversity and Sustainability Procurement Form. • Request all subcontractors, consultants, vendors, and suppliers complete and return form. • Track and report results. 	<p>COMPLETE</p> <p>Diversity and Sustainability Procurement Form developed and set to all subcontractors, consultants, vendors, and suppliers.</p>
Share Expertise with the Community	<ul style="list-style-type: none"> • Review and identify opportunities to share our energy-efficiency expertise with the community. • Define and implement a more robust program for implementation in 2018. 	<p>DEFERRED TO 2018</p>

2016

Goal	Objectives	Result
Develop Annual Progress Report	<ul style="list-style-type: none"> Establish baseline energy usage for 2016. Determine one to two strategies for 2017 to monitor, track, and report progress. Develop and distribute annual progress report. 	<p>COMPLETE</p> <p>2016 report available here.</p>
Resume Green Team Activity	<ul style="list-style-type: none"> Establish executive commitment and leadership. Establish a cross-functional team that meets quarterly and reports annually. 	<p>COMPLETE</p>
Create a Cascade Energy Sustainability and Environmental Statement	<ul style="list-style-type: none"> Develop a statement supported by executive leadership and shared with all staff that defines company goals, commitment, and action plan to support sustainability efforts. 	<p>COMPLETE</p> <p>Statement published to website.</p>
Reduce Energy Use	<ul style="list-style-type: none"> Install automated lighting controls throughout Portland office. Increase sustainability best practices communication with employees. 	<p>COMPLETE</p> <p>Drove down energy use at Portland HQ 9.6% between 2014 and 2016.</p>

2024 Greenhouse Gas Inventory



In the 2024 calendar year, Cascade Energy completed its sixth robust Greenhouse Gas (GHG) inventory, adhering to GHG Protocol standards. The inventory comprises:



SCOPE 1 / **Direct Emissions**



SCOPE 2 / **Purchased Electricity Emissions**

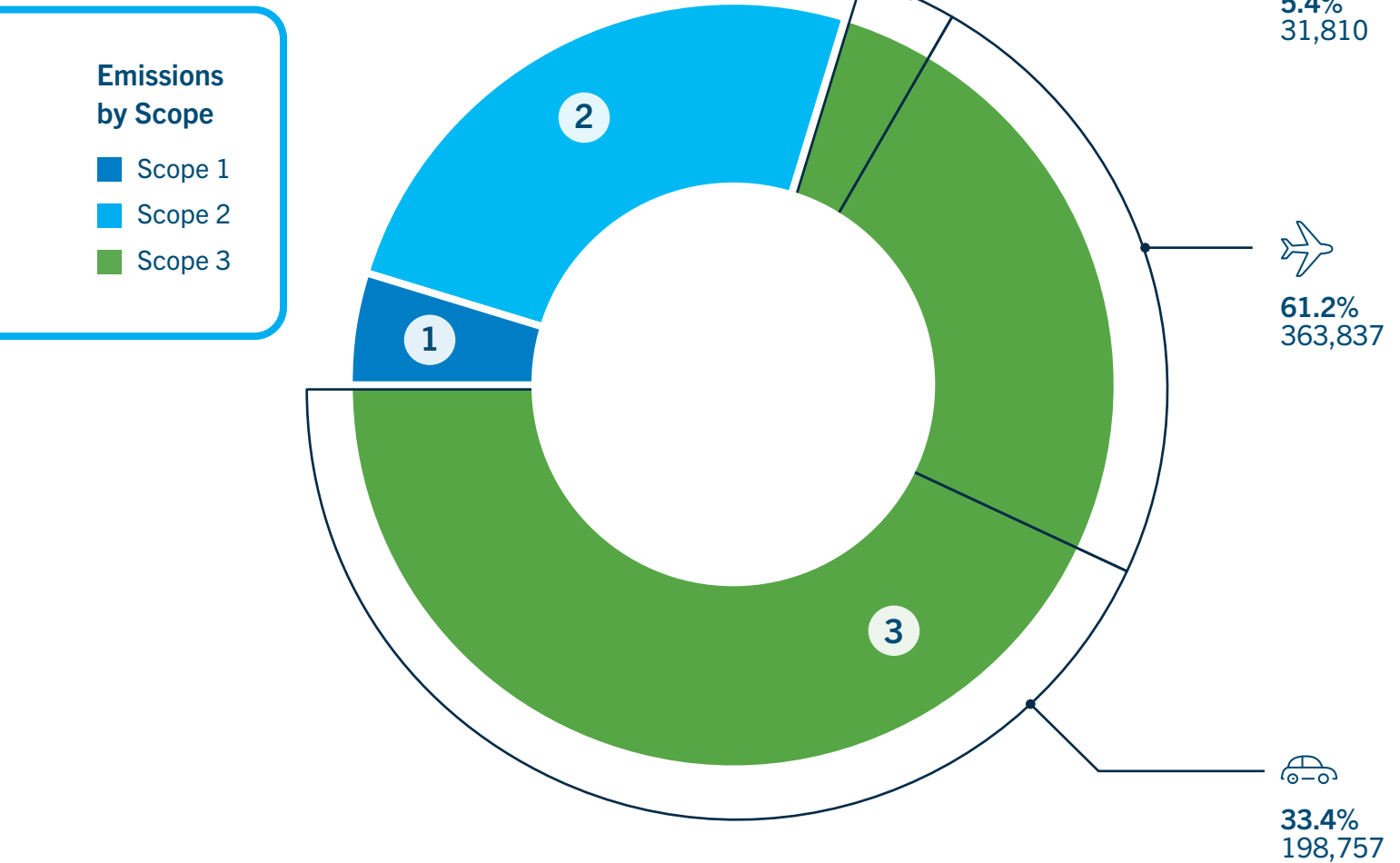


SCOPE 3 / **Business Travel Emissions**

This year, we performed an internal audit on our GHG inventory which resulted in several improvements to our process, including:

- Corrections to past calculation errors
- Incorporating missing data from prior years
- Streamlining our CO₂ conversion calculations
- Improving our Scope 3 emissions estimates

Cascade's 2024 Emissions lbs CO₂e



These improvements resulted in minor adjustments to emissions data from years past. All updated figures are shown in this version of the report. As we continue to integrate with our Fresh Coast team, our GHG inventory process is expected to evolve and improve, which may also lead to updates in prior year calculations.

For 2024, we report a totally of 846,958 lbs CO₂e in Scope 1, 2, and 3 GHG emissions, representing a 0.8% increase compared to our updated 2018 baseline emissions (840,185 lbs CO₂e), despite achieving energy savings 209.5% over our 2018 baseline (404,849 lbs CO₂e). Scope 1 and 2 emissions have increased due to the addition of three offices since the baseline year. Scope 3 emissions for 2024 increased by less than 5.2% from the prior year, primarily due to a continued expansion in business travel as Cascade broadens its geographical reach for delivering energy savings.

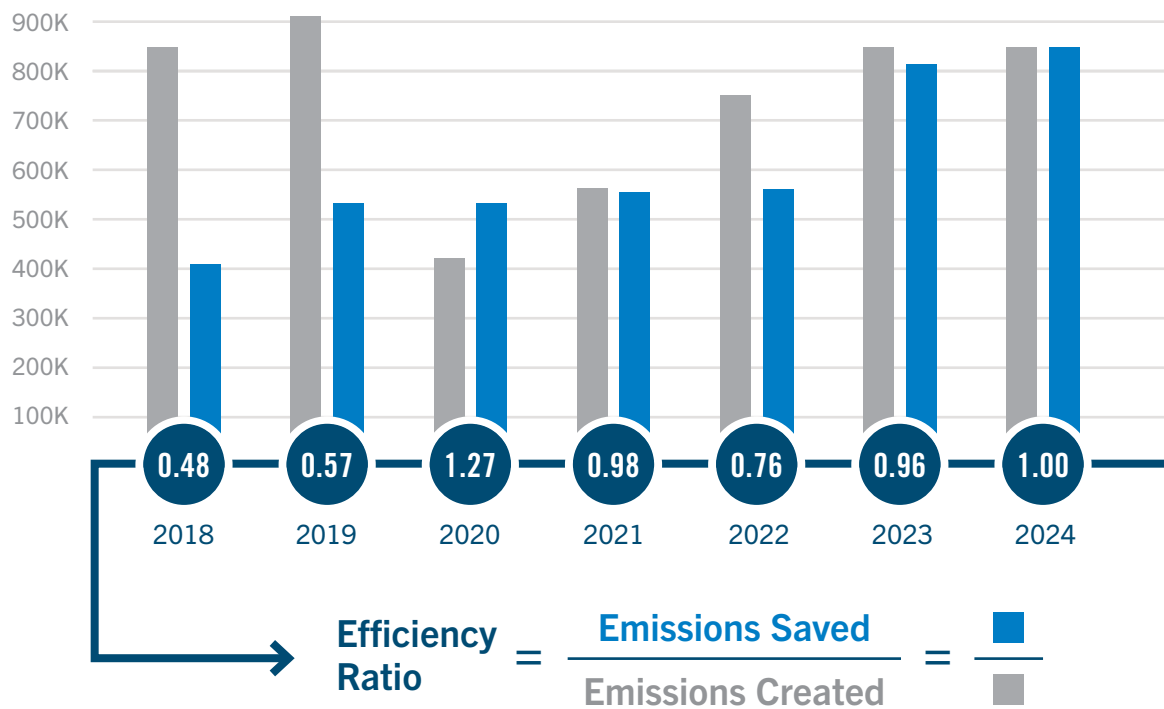
Performance Analysis: Efficiency Ratio

Our chosen performance metric, the Efficiency Ratio, quantifies CO₂e saved (in millions) through our energy efficiency efforts per thousand lbs CO₂ created by Cascade’s operations. A higher ratio demonstrates that the energy saved via our services outweighs our own emissions.

Following a substantial increase in the Efficiency Ratio in 2020 due to the suspension of business travel, both 2021 and 2022 witnessed an increase in Cascade’s emissions and a decrease in the Efficiency Ratio. We are happy to report that we improved our efficiency ratio in 2023 by 27% and in 2024 by an additional 4%! Note that the ratios changed slightly in past years due to a rounding adjustment in our calculations.

Cascade’s Emissions & Efficiency Ratio

CO₂e Emissions in lbs



Cascade remains committed to addressing its own GHG emissions production while continuing to assist our customers and program participants in reducing their GHG emissions and decarbonization efforts.