



Cascade**Energy**®

PROUDLY
EMPLOYEE
OWNED

JUNE 2023

2021–2022 SUSTAINABILITY REPORT



Progress Towards Our Goals
Greenhouse Gas Inventory



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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.

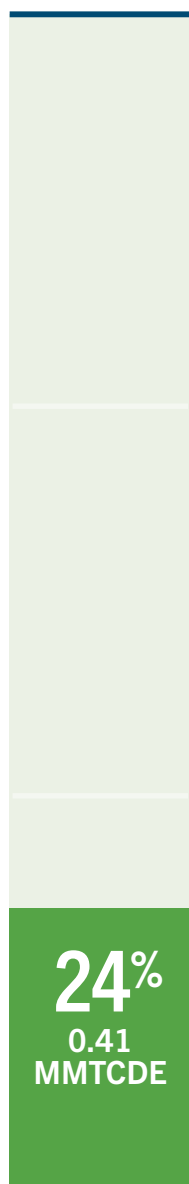
In 2016, Cascade established an internal Green Team to lead its sustainability efforts. This report describes Green Team results for 2021 and 2022 as well as 2023 goals and objectives. Please see our full Sustainability and Environmental Statement at cascadeenergy.com/sustainability.



Driving Energy Savings

3-YEAR DECARBONIZATION IMPACT GOAL

1.70 MMTCDE

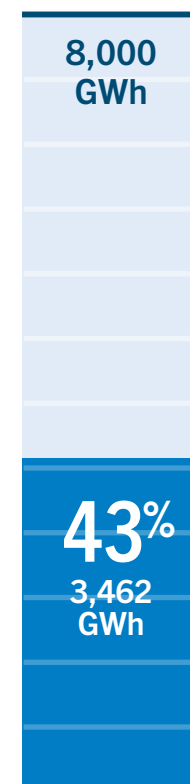


Cascade's sustainability priority is to motivate and support our customers to achieve their energy efficiency goals. In 2016, Cascade established a goal to deliver 900 aMW (7.9 billion kWh) of energy savings by 2028. In 2022, we switched from measuring in aMW to GWh and updated our 2028 savings goal to 8000 GWh. Also in 2022, we shifted to a climate-forward focus on the decarbonization impact of energy efficiency. With this focus, we set a new three-year goal to save 1.7 million metric tons of carbon dioxide equivalent by 2024. We will do this by continuing to provide best-in-class energy engineering, energy management, and decarbonization services to our customers.

ENERGY SAVINGS IN GWH (2016–2028)

	ANNUAL SAVINGS		CUMULATIVE SAVINGS	
	Goal	Actual	Goal	Actual
2016	353	353	353	353
2017	395	395	748	748
2018	410	425	1,159	1,173
2019	470	545	1,628	1,718
2020	512	561	2,141	2,278
2021	558	589	2,699	2,868
2022	609	594	3,308	3,462
2028	1,021	-	8,000	-

2028 GOAL





2021–2022 Goals & Achievements

RETURN TO OFFICES IN A SUSTAINABLE FASHION		PARTIALLY COMPLETE
Description	Once in-person restrictions have been lifted and Cascadians return to the office, we will continue to pursue efforts to make our operations more sustainable.	
Objectives	<ul style="list-style-type: none">• 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.	
Status	<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>	
Next Steps	With a full return to in-office work unlikely across many of our locations, in-office sustainability initiatives are likely to be deprioritized relative to sustainability events, projects, and encouragement and awareness around individual actions.	

SELECT A CARBON OFFSET PARTNER, PURCHASE CARBON OFFSETS

COMPLETE

Description	To build on our 2019 and 2020 sustainability goals, in 2021 we continued to partner with a carbon offset firm and purchase credits to offset our previous year's (2020) business travel emissions. 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.
Objectives	<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.
Status	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.
Next Steps	Moving forward, the carbon accounting process and offset purchase has become a standard part of our Green Team annual operations and we are committed to becoming a carbon neutral company.

COMPLETE ANNUAL GHG INVENTORY REPORTING

COMPLETE

Description	A common saying in sustainability is "You can't reduce what you don't measure." In that vein, we will complete an inventory of our GHG emissions and will include it with the Sustainability Report.
Objectives	<ul style="list-style-type: none"> • Complete GHG inventory for 2020 and begin collecting data on 2021 activities. • Share information about our GHG inventory as a part of sustainability reporting.
Status	A 2020 Greenhouse Gas Inventory was completed and appended to our 2020 Sustainability Report, including retrospective data from 2018 and 2019. The inventory was also part of our carbon accounting work in 2021 and 2022, and an up-to-date GHG inventory is included in this 2021-2022 Sustainability Report.
Next Steps	The Greenhouse Gas Inventory management is now a ongoing part of Green Team operations and will be included in all future Sustainability Reports. In 2022, the Green Team began a pilot for tracking Cascade's GHG inventory using Energy Sensei, our energy management software program, and we will continue this pilot in 2023.

RESEARCH SUSTAINABILITY CERTIFICATION

INCOMPLETE

Description	With the Portland Sustainability at Work program ending in 2023, Cascade should research a replacement green business designation—preferably one that can be applied to our offices nationwide.
Objectives	<ul style="list-style-type: none"> • Research green business certifications • Apply for a new green business designation
Status	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 .

2021 ABOVE AND BEYOND OBJECTIVES

Employee Awareness and Engagement

One of Green Team's 2021 stretch goals was to develop and improve organizational communication and engagement with Green Team activities and sustainability in general. 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.



2023 Goals



GOAL NO. 1 OFFICE DOWNSIZE SUSTAINABILITY



Objectives

In 2023, we will be moving our Portland headquarters to a new space. The purpose of this goal is to ensure sustainable practices are a core pillar of all new office build-out and move plans. Some practices include:

- Incorporating energy efficient and sustainable elements in our requested tenant improvements.
- Re-using as much equipment as possible or using sustainable, reclaimed, and/or recycled materials to furnish and build-out the new HQ.
- Organizing a company-wide e-recycling event.
- Following operational sustainability best practices while creating new office processes.

GOAL NO. 2 SUSTAINABILITY AND GREEN TEAM AWARENESS AND ENGAGEMENT



Objectives

Green Team activity and awareness has dropped post-pandemic and the purpose of this goal is to 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, sharing sustainable practices that our employee-owners can use at work and in their everyday lives. Successful increased engagement can be measured by at least one employee-driven sustainability event (e.g. recycling event, bike commute participation) completed during the calendar year.

GOAL NO. 3 MAINTAIN SUSTAINABILITY, GHG, AND OFFSET REPORTING



Objectives

As a part of standing Green Team activities we will continue to:

- Manage and update Cascade's annual GHG inventory.
- Purchase offsets to neutralize the carbon emissions from our calculated Scope 1, 2, and 3 emissions.
- Maintain accountability and transparency by publishing an annual sustainability report.

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. 	INCOMPLETE 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.
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). 	PARTIALLY COMPLETE 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.
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. 	INCOMPLETE To adapt our office management during the COVID-19 era, the Green Team worked with office managers to shut off 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.
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. 	PARTIALLY COMPLETE The Sustainability at Work certification program ended in 2020. Cascade's Gold certification is valid until 2023.

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. 	DEFERRED 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.
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. 	COMPLETE 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.
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. 	COMPLETE 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.
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. 	COMPLETE 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%.

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. 	COMPLETE Printing costs decreased from \$241 to \$173 (per employee) despite increased costs for better quality toner.
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. 	COMPLETE 6 out of 7 offices implemented at least one action item (AI) for a total of 15 AIs completed.
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. 	COMPLETE Diversity and Sustainability Procurement Form developed and set to all subcontractors, consultants, vendors, and suppliers.
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. 	DEFERRED TO 2018

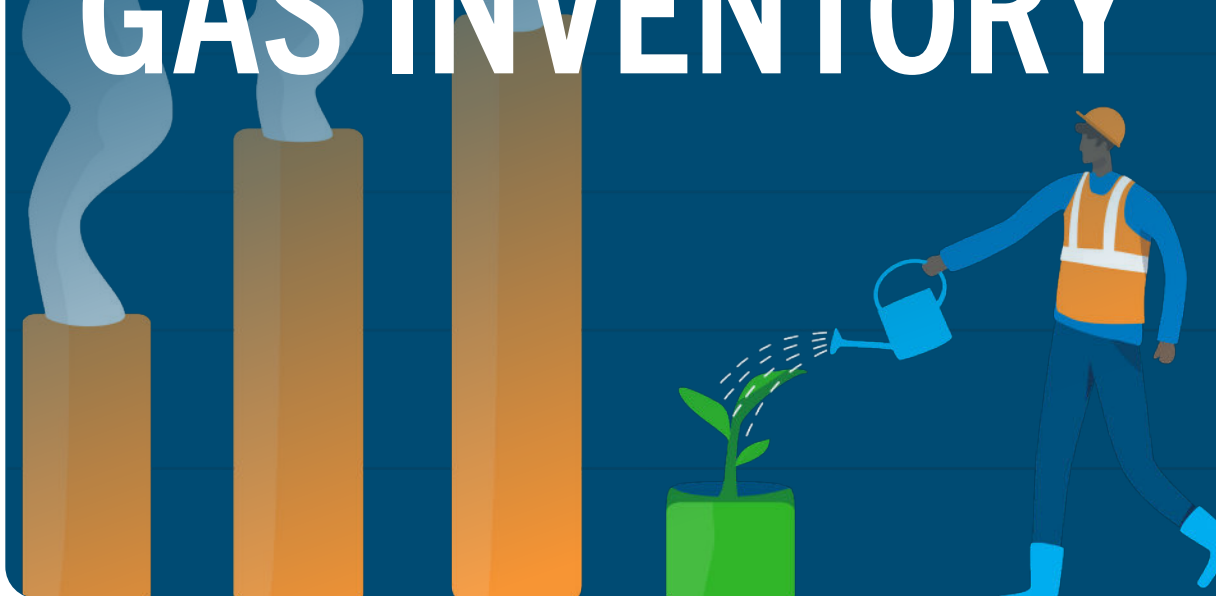
2016

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. 	COMPLETE 2016 report available here.
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. 	COMPLETE
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. 	COMPLETE Statement published to website .
Reduce Energy Use	<ul style="list-style-type: none"> Install automated lighting controls throughout Portland office. Increase sustainability best practices communication with employees. 	COMPLETE Drove down energy use at Portland HQ 9.6% between 2014 and 2016.



2021–2022

GREENHOUSE GAS INVENTORY



For the 2021 and 2022 calendar years, Cascade Energy completed its third and fourth robust Greenhouse Gas (GHG) inventory, according to GHG Protocol standards. The inventory includes:



SCOPE 1 / Direct Emissions



SCOPE 2 / Purchased Electricity Emissions



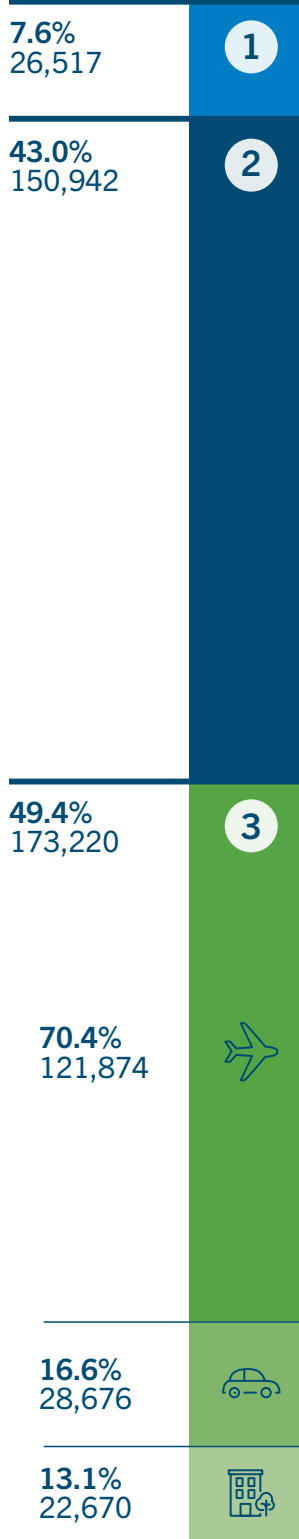
SCOPE 3 / Business Travel Emissions

CASCADE'S EMISSIONS

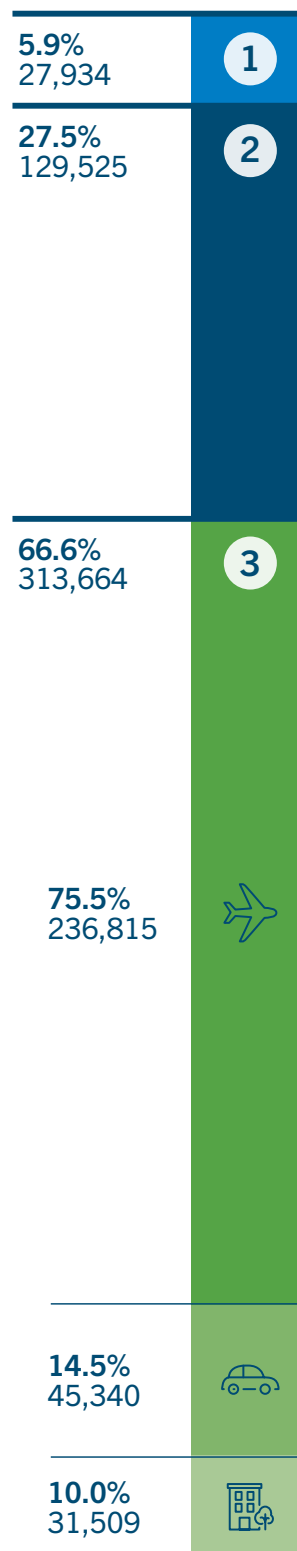
lbs CO₂e

For 2021, we are reporting 350,678 lbs CO₂e in GHG emissions, which is 46% less than our 2018 baseline emissions (649,080 lbs CO₂e). 2022 emissions of 471,123 lbs CO₂e is a 34% increase from the prior year, attributable to a continued increase in business travel post-COVID. Compared to 2018–2019, we still see reduced business travel as we innovate our remote delivery methods and improve localized support for our customers.

2021



2022



Emissions by Scope

- Scope 1
- Scope 2
- Scope 3

Scope 3 by Activity

- Air
- Car
- Hotel

Performance Analysis: Efficiency Ratio

Our chosen performance metric, the **Efficiency Ratio**, measures CO₂e saved (in millions) through our energy efficiency work per lbs CO₂ created (in thousands) by Cascade’s operations. A higher ratio shows how the energy saved via our services outweighs our own emissions.

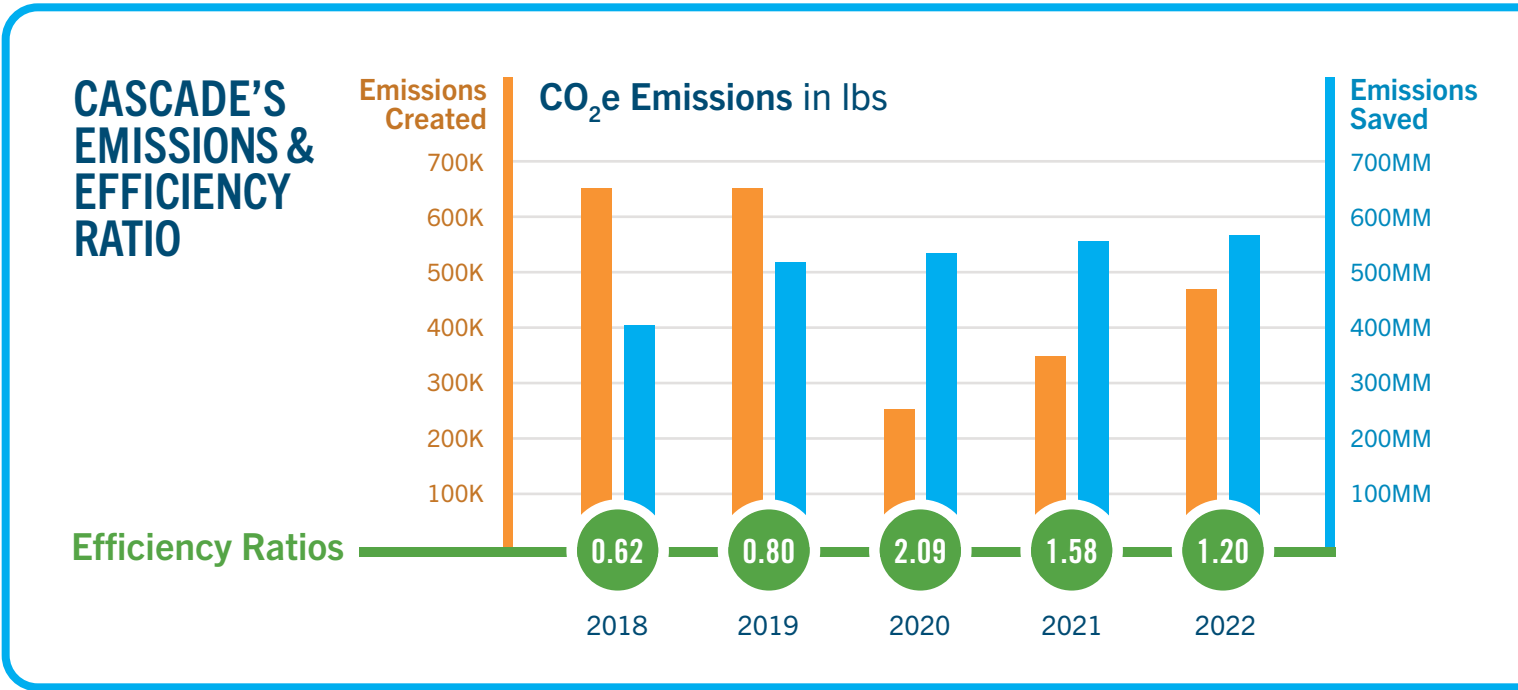
Efficiency Ratio

=

Emissions Saved

Emissions Created

After a dramatic increase in the Efficiency Ratio in 2020 due to the suspension of business travel, 2021 and 2022 saw Cascade’s emissions increase and the Efficiency Ratio decrease. It is worth noting that due to strong energy savings and emissions reductions as a result of our work with industrial sites, both the 2021 and 2022 Efficiency Ratios are higher than pre-pandemic levels.



Cascade will continue to address its own GHG emissions production while helping our customers reduce their GHG emissions—a true Win-Win!