

A Message From our CEO & Board Chair



Christina Keller
CEO & Board Chair
Cascade Engineering

Dear Stakeholder,

The trends shaping FY 2025—economic swings, tariff fluctuations, climate impacts and rapid advances in technology such as large language models - have all underscored the same truth: resilience has become essential to long-term success. At Cascade Engineering, resilience is not new to us. It's something we've been building deliberately for decades through our commitment to the Triple Bottom Line and through the values that guide our daily work: empowered people, trust, innovation, and excellence.

Those principles have helped us navigate a dynamic year while continuing to grow, innovate, and strengthen the foundation of our business. They are also why I feel confident about the future, even in an unpredictable environment.

Collective Thriving (People)

We've always believed that if you invest in people, innovation follows. This year reaffirmed that belief. We expanded our housing and transportation support programs, and through a valuable partnership at the Source, the State of Michigan matched those investments—allowing us to help more employees overcome barriers and build stability. When people have what they need to thrive, they bring their full creativity and energy to work, and we saw that play out across our teams.

As a woman-owned business, I'm also proud of the leadership talent we brought in this year. Linda Brunzell joined us to lead Sales and Marketing, and Lisa Sheldon stepped into the Vice President of Finance role. Both bring clarity, discipline, and heart—qualities that strengthen our company and deepen our capacity to lead with purpose.

Circular Economy (Planet)

Our commitment to environmental stewardship advanced meaningfully in FY25. One of the highlights was earning the inaugural Waste Management Sustainability Award, a recognition rooted in years of steady, thoughtful innovation. We also expanded our broader Evolution™ cart line, which reduces our climate footprint due to increased density of shipping and we continue to increase recycled content while elevating design.

We piloted our first Evolution™ cart program using UBQ™ material, a technology that converts mixed household trash into high-performance resin. Turning household waste into household trash carts in Virginia is a powerful example of circularity at work—and a glimpse into the future we're building.

And with weather and rain events intensifying, we successfully launched our modular NOAA flood barrier system, designed with Swedish engineering, but manufactured right here in the USA. One reusable barrier replaces 144 sandbags and can be deployed quickly, supporting communities when they need it most. To me, this product represents both innovation and responsibility: practical tools for a changing world.

Physical AI & Continuous Improvement (Profit)

A strong business is essential to advancing our mission. This year, we continued to invest in Physical AI, automation, and continuous improvement—efforts that make our operations safer, more reliable, and more competitive. These investments helped fuel the successful rollout of our new product platforms and position us for future growth.



Everything we make is a product of a Woman Owned Business and is Made in the USA, a commitment we don't take lightly. Domestic manufacturing, rooted in trust and excellence, remains a core part of who we are.

As you read our FY25 Triple Bottom Line Reports, I hope you see what I see: a company steadily building for the long term—one that believes people are our greatest strength, innovation is our responsibility, and financial performance enables us to reinvest in a better future for everyone.

Cascade Engineering is resilient because it is grounded in purpose and powered by extraordinary people. I am proud of what we achieved this year, and I'm optimistic about the path ahead.

Thank you for being part of this journey.


Christina Keller

About Cascade Engineering

Triple Bottom Line

Cascade Engineering has pioneered sustainability and Triple Bottom Line thinking for over 50 years. We will continue championing sustainable business principles for positive social and environmental impact and leading the way towards a Circular Economy.

Throughout its history, Cascade Engineering has utilized innovation to positively impact complex challenges and exceed expectations. Cascade Engineering will continue its historical journey focusing on the Triple Bottom Line philosophy, sustainability, innovation, and what we do best: large tonnage injection molding and advancing recycled material usage.

Our Culture

The Cascade Engineering Family of Companies is a family-owned business that is committed to creating an inclusive work environment in which every employee knows they are valued.

Our True North aspiration is to be an Employer of Choice by delivering strong operational performance, world-class health and safety, and a culture of engaged employees. We strive to attract and develop top talent while providing skills, leadership training and opportunities to grow from within. We provide resources and support for each employee and their families to remove barriers to their success.

As an anti-racism organization, Cascade Engineering is dedicated to identifying and eliminating racism in our workplace. We champion diversity in all its forms, including differences in thought, experience, background, and perspective, and we believe inclusion strengthens our culture and drives better outcomes. Regardless of race, color, sex, language, national origin, religion, orientation, age, or other protected status, every individual deserves dignity and respect.

At a time when some organizations are scaling back Diversity, Equity, and Inclusion efforts, Cascade Engineering remains firmly committed to this work. Diversity, equity, and inclusion are not trends for us. They are embedded in our core values and central to how we operate as a business. As a privately held company with a long-standing commitment to anti-racism, we will continue advancing equity, breaking down barriers to employment, and fostering a workplace where everyone can thrive. We believe that embracing diversity fuels innovation, strengthens our teams, and helps us better serve our customers, communities, and one another.

Inspired by our Triple Bottom Line philosophy—People, Planet, and Profit—we thrive by collectively solving complex challenges that improve our community, environment, and long-term financial prosperity. Our culture is rooted in the belief that our differences are a source of strength, and that when people feel valued and included, we are at our best.



Vision & Values

Our vision is to be the highest value partner to our customers by shaping ideas in plastics. We operate under the Triple Bottom Line philosophy through empowering people to drive innovative solutions and excellence in manufacturing.

Pillars of our Business Principles:

- Customer Driven Innovation
- Employer of Choice
- Organizational Excellence

Our ongoing efforts to establish an internal framework of standards and processes are intended to engage and motivate employees to deliver quality products and services.



New Positions

Eric Van Namen President of Cascade Engineering

Cascade Engineering is excited to announce Eric Van Namen as its new President. With nearly 30 years of leadership experience, Eric has been instrumental in shaping the company's financial strategy as CFO and will now lead Cascade Engineering into its next chapter of growth and innovation.



The company also sincerely thanks our retiring President, Greg Bylsma, for his impactful leadership. Greg will remain influential to Cascade Engineering, as he will remain on the Board of Directors.

Linda Brunzell Commercial Vice President of Sales and Marketing

In this new role for Cascade Engineering, Linda will lead the company's commercial marketing strategy, focusing on contract molding sales and manufacturing representation while overseeing corporate marketing initiatives.

She will establish the direction, manage the representative network, and develop a comprehensive brand strategy. More specifically, Linda will be responsible for automotive, furniture, Noble, and all other contract manufacturing sales.



OTP Leadership

KENYATTA BRAME:

Executive Vice President, Chief Administrative Officer
Kenyatta works closely with Cascade Engineering's leadership team and Board while leading the Employer of Choice initiative. He oversees key cross-organizational functions—including HR, Legal, Safety, Benefits, IT, Communications, and Sustainability—and exemplifies the values and culture Cascade Engineering is built upon.



STEVE BUSHONG:

Vice President of Operations

Steve leads all manufacturing operations at Cascade Engineering, overseeing production efficiency, strategic growth, and continuous improvement across all six facilities. He is a strong advocate for Industry 4.0 technologies, driving innovation through automation, smarter processes, and sustainable manufacturing practices.



SCOTT DOWNER:

Commercial Vice President of Cascade Cart Solutions (CCS)

Scott leads commercial strategy for Cascade Engineering's top product lines, partnering closely with executive leadership and the Board to drive growth with new and existing customers. With over 30 years of experience, his strong industry relationships and sales leadership position the company for success in emerging markets and strategic partnerships.



FRED KELLER
Founder &
Chair Emeritus



BILL MANN
Board Member
& Sustainability
Director



BRIAN WALKER
Board
Member



GREG BYLSMA
Board
Member

Board Members

PEOPLE

As an employer of choice, Cascade Engineering maintains a culture that successfully attracts, retains, and engages high-performing, diverse employees. We strive to create an inclusive environment that unlocks each employee's full potential and treats them with dignity and respect, intending to ensure every employee *knows* they are valued.



Where People Make the Difference

At Cascade Engineering, we believe our greatest strength has always been our people. Every day, employees across all levels bring passion, creativity, and commitment to the work we do and we are proud to celebrate those contributions in meaningful and visible ways.

One way we recognize outstanding performance is through our OTP Awards, honoring employees who go above and beyond in their roles. It is here where we spotlight the diverse talents across our organization through a variety of categories, ensuring that achievement is celebrated in every department and job function.

Twice a year, we present the Star Awards, recognizing three individuals whose exceptional dedication, attitude, or impact truly stand out. Additionally, each month we honor five employees as Quality & Delivery Champions, acknowledging those who made a significant difference in product quality or delivery excellence.

As part of our ongoing commitment to listening and learning, we've recently launched "Employee Dialogue Sessions", which are small, open conversations hosted by our President and other leaders. These sessions bring together employees from all levels of the organization to discuss what we're doing well, where we can grow, and how we can continue improving together. The goal is simple: to give every employee a voice and ensure their experiences shape our future.

We ask all participants 3 questions to inspire conversation.

1. What is one thing CE does well and should continue?
2. What is one thing CE should stop doing?
3. What is one thing CE should start doing?

At Cascade, recognition isn't just an initiative. It is woven into our culture. Because when people make the difference, celebrating them must always remain at the heart of what we do.

Resources for Every Step

At Cascade Engineering, we're committed to supporting our employees in every aspect of life, whether it's personal well-being, financial stability, family needs, or long-term goals. Below is an overview of the key resources available to all team members.

General Assistance: The SOURCE

Our long-standing partner that connects employees to community resources for nearly any need, financial guidance, housing support, legal aid, transportation help, and more.

Mental Health: Employee Assistance Program (EAP) - Powered by Pine Rest

Free, confidential mental health support for employees and their families, offering counseling, crisis help, and wellness tools whenever they're needed most.

Child Care: Vibrant Futures Partnership | Tri-Share Program

Cascade is proud to join this partnership to address workforce challenges and build a stronger, more inclusive manufacturing future. This year, we also hosted a child care roundtable with Vibrant Futures and The Right Place. CEO Christina Keller emphasized the urgency of the issue: "We can't attract talent to our region if we don't have the opportunities for people to start their careers and to grow their families." We continue to advocate for solutions that support working families.

Housing: Cascade Home Ownership Program (CHOP)

Employees purchasing their first home can receive up to \$3,000 in financial assistance—helping build stability, generational wealth, and long-term security.

Transportation: Wheels Program (CE Wheels)

Transportation barriers can affect reliability, opportunity, and peace of mind. In partnership with The SOURCE, Cascade launched the CE Wheels Program to help employees purchase dependable vehicles. Eligible full-time employees earning \$75,000 or less can receive up to \$4,000 through a zero-interest, forgivable loan toward a qualifying car (less than 5 years old or under 50,000 miles). This program strengthens stability, reduces turnover, and supports employees in building a solid foundation for success.

Safe Today, Strong Tomorrow

Risk Factors

We've evolved our safety approach from the traditional "STOP Observations" pioneered by DuPont to our current focus on Risk Factors. Previously, employees conducted two simple observations per month; now, we engage in a more meaningful dialogue that identifies potential risks in real time. This approach allows us to take actionable steps to improve safety and prevent unsafe conditions before they become incidents.

Rapid Improvement Events

Each quarter, we hold Rapid Improvement Events, which are focused, hands-on team exercises that tackle one specific issue or potential risk at a time. These sessions encourage immediate problem-solving and collaborative thinking on the spot. By addressing concerns quickly, we continuously improve our processes and strengthen workplace safety. Some examples include:

- Pedestrian Walkways
- Lockout Safety
- Mold Change Safety
- Personal Protective Equipment (PPE)

CE Company Clinic

Our brand new on-site company health clinic has quickly become one of the most valuable resources available to employees. Operated by MI Partner Health, the clinic provides completely free care to all team members and their immediate families. Having high-quality healthcare right on campus saves time, reduces stress, and eliminates many of the costs typically associated with medical visits. It's an investment in our people that continues to deliver convenience, affordability, and peace of mind every day.



A Company of Families

Cascade Engineering is a “Family of Companies”, but we are also a Company of Families. From siblings, parents, kids and spouses, we have an extensive roster of family members, working together.

Beginning with Fred and Christina Keller, of course, there are another 22 connected families here at Cascade. That’s 49 of our **400 employees** that are connected through family ties—which is nearly 12% of our workforce!

This is more than a fun fact; it speaks to the kind of workplace people are proud to share with those closest to them. When employees feel confident enough in their company to recommend it to a spouse, sibling, parent, or child, it reflects a culture of trust, belonging, and long-term commitment.

Our Cascade family is quite literally a family—and that’s something truly special.



The Pink Cart: 15 Years of Impact

Cascade Engineering was honored as an Outstanding Corporate Partner by the American Cancer Society (ACS) at their West Michigan Volunteer Appreciation Event. The gathering celebrated community organizations and volunteers who are making a meaningful difference in the fight against cancer, and Cascade was recognized for its longstanding commitment to breast cancer awareness, education, and fundraising.

This recognition highlights the impact of The Pink Cart, which celebrated its 15th anniversary this year. When Cascade launched The Pink Cart fifteen years ago, the hope was simply that the message would resonate with a few people. Instead, the initiative has grown into a nationwide symbol of support and survivorship. Today, more than 150,000 Pink Carts have been sold, raising over \$800,000 for the American Cancer Society. Pink Cart communities, haulers, and supporters across the country have helped transform a simple idea into a powerful movement to “kick breast cancer to the curb.”

Two important leaders in this journey—Jo-Anne Perkins, founder of The Pink Cart, and Paula Yonkers, a breast cancer survivor and one of Cascade’s strongest Pink Month advocates—attended the ACS appreciation event to accept the award on Cascade’s behalf. Paula, who retired in December 2024, leaves behind a legacy of passion, advocacy, and dedication that helped elevate our Pink Cart partnership to what it is today. She will be deeply missed.

Beyond Pink Cart sales, Cascade Engineering has continued to strengthen its support for ACS through internal fundraising and awareness events. This year included our Strike Out Cancer Softball Tournament and our first-ever campus-wide Pink Out Day, where employees proudly showed up in pink to demonstrate unity and support for the cause.

The American Cancer Society shared their gratitude with a message that captured the spirit of our partnership:
“It is so fun when companies go ‘all in’ against cancer! If your company is ready to ‘go all in,’ let us know—we can get started today!”

Cascade Engineering is proud of the work we’ve accomplished together over the past 15 years, and we remain committed to supporting ACS, honoring survivors, and advancing efforts that bring hope to families in our community and beyond.



Jo-Anne Perkins



Paula Yonkers



PLANET

There's only one earth, so Cascade Engineering works hard to build a sustainable organization and is committed to continuously reducing waste emissions into the air, land, and water.



Cascade Cart Solutions & WM

A Legacy of Sustainability

Cascade Engineering is proud to be recognized with WM's Sustainability Partner Award—an honor that highlights more than three decades of collaboration dedicated to advancing environmental innovation.

Throughout our long-standing partnership, we have worked closely with WM to design and manufacture sustainable curbside carts that help lower our shared carbon footprint. By incorporating recycled materials—including household plastics and reclaimed skirting fence collected from the WM Phoenix Open—we continue to push the boundaries of what's possible in circular design. Our latest advancement, the Evolution Series cart, furthers this mission by improving nationwide shipping efficiency and reducing emissions even more.

Our commitment extends beyond products. Cascade Cart Solutions is also a dedicated supporter of the WM Phoenix Open Working For Tomorrow Fund, a program focused on restoring freshwater to Arizona's ecosystems and communities. Over the past decade, the tournament has helped return more than 441 million gallons of water to critical habitats. In 2025, the Fund supported renewable energy projects on the Yavapai Apache Nation, water restoration initiatives on Colorado River Indian Tribes agricultural lands, and enhancements to the historic Verde Ditch Project.

Our long-standing relationship with WM continues to be a model of what meaningful collaboration can achieve when shared values drive innovation. We are proud to stand alongside a partner so deeply committed to sustainability, and we look forward to advancing that mission together for many years to come.



Major Rollouts

Flint

The City of Flint has selected Michigan-based Cascade Engineering to manufacture and supply the new 96-gallon trash carts and 64-gallon recycling carts that will be distributed—free of charge—to approximately 30,000 residential households. This decision was announced by Flint Mayor Sheldon Neeley alongside Genesee County state legislators, representatives from the Michigan Department of Environment, Great Lakes, and Energy (EGLE), and The Recycling Partnership.

This rollout represents a major investment in improving Flint's waste and recycling infrastructure. By transitioning residents to standardized, durable carts, the city aims to increase collection efficiency, reduce litter, and support higher recycling participation across neighborhoods. The involvement of partners such as EGLE and The Recycling Partnership underscores a broader commitment to environmental stewardship and community revitalization.

For Cascade Engineering, this partnership reflects our ongoing mission to support municipalities with high-quality, sustainable cart solutions that make a meaningful impact on both public services and the environment.



Madison Heights

The City of Madison Heights has launched the largest waste management project in its history, distributing new trash and recycling carts to more than 10,000 homes—and Cascade Engineering is proud to play a key role in making it possible. As city crews roll through neighborhoods delivering these standardized carts, we see firsthand how thoughtful infrastructure investments can transform the daily lives of residents.

Mayor Roslyn Grafstein's enthusiasm underscores the significance of this rollout, which aims to create cleaner, safer, and more environmentally responsible neighborhoods. For Cascade, projects like this highlight the importance of durable, well-designed cart solutions that help communities reduce litter, improve public health, and streamline collection efficiency. Residents have already noted the impact, sharing relief that secure carts will prevent blown trash, rodent issues, and unsanitary conditions that previously affected local streets. These are exactly the real-world problems our products are built to solve.

As a Michigan-based, woman-owned operation, we're honored to partner with cities like Madison Heights to support sustainability goals and improve quality of life. With state grants helping fund the effort, this initiative demonstrates how strong public-private partnerships can deliver long-term community benefits.

EcoVadis

Evolving Our Sustainability Journey

In 2010, Cascade Engineering became a Certified B Corporation, reflecting our long-standing commitment to innovation and our Triple Bottom Line philosophy—People, Planet, and Profit. B Corp certification helped formalize our dedication to environmental, social, and governance (ESG) best practices and reinforced values that remain deeply embedded in our culture today.

As our organization has grown and sustainability expectations have evolved, so too has the need for a framework that aligns with global reporting standards and customer requirements. To support this next phase, Cascade Engineering has adopted EcoVadis, a globally recognized sustainability assessment platform that evaluates companies across four key areas: environment, labor & human rights, ethics, and sustainable procurement. EcoVadis provides a standardized, data-driven scorecard that allows companies to benchmark performance, demonstrate transparency, and identify opportunities for continuous improvement.

“Strong, trusted partners are essential to advancing our sustainability journey. While the framework and partner we use may evolve over time, our commitment to our Triple Bottom Line, People, Planet, and Profit, remains unwavering. EcoVadis represents the next step in that journey, helping us strengthen transparency, align with global standards and customer expectations, and continue improving how we create long-term value responsibly.”

~Kenyatta Brame, Executive Vice President of Cascade Engineering

Cascade Engineering has completed its initial EcoVadis assessment and earned a bronze-level medal, placing us among rated companies across all industries worldwide. EcoVadis awards medals based on percentile ranking, comparing a company’s performance against others assessed within the previous 12 months. This milestone provides both validation of our current efforts and a clear roadmap for continued improvement.

While B Corp played an important role in shaping our sustainability foundation, EcoVadis offers a more flexible and scalable approach that better supports our current business needs and global footprint. As a result, you will begin to see EcoVadis referenced more frequently as we continue advancing our sustainability efforts.

Every employee plays a role in this work through the decisions and actions we take each day. As partners in this journey, we wanted to ensure everyone understands this evolution and what it means for Cascade’s future.



Noble Polymers and UBQ

Advancing Circular Materials Through Innovation and Partnership

At Cascade Engineering, transforming waste into valuable, high-performing products isn’t just an idea, it’s embedded in how we operate. Through Noble Polymers, our in-house custom compounder, we specialize in developing engineered resins made from recycled materials that meet demanding performance standards. Noble Polymers excels at taking complex waste streams and converting them into consistent, reliable compounds that support durability, longevity, and recyclability. This helps customers reduce reliance on virgin plastics without sacrificing quality.

Building on this expertise, Cascade Engineering has expanded its impact through a groundbreaking partnership with UBQ Materials and the Central Virginia Waste Management Authority. UBQ, an Israel-based innovator, converts unsorted household waste into a thermoplastic composite that can be used in durable manufacturing applications. Together, we have brought this concept to life by producing and distributing 3,000 curbside trash carts made with UBQ material, which is the first of their kind on the market.

This collaboration demonstrates that circular solutions are not only possible, but scalable. By integrating advanced materials like UBQ into everyday products, Cascade Engineering is helping redefine how waste is valued and reused—pointing toward a future where innovation, sustainability, and performance go hand in hand.



PROFIT

With our model, generating positive returns benefits all stakeholders, not only the shareholders. Through our manufacturing work, Cascade Engineering seeks to make a true difference in the world.



Portable Flood Barriers

Flooding has become one of the most urgent and escalating global threats, now accounting for nearly 40% of all weather-related disasters and driving significant economic losses each year. As extreme weather events increase and more communities face risk, the need for faster, more scalable protection solutions continues to grow. The NOAQ Boxwall is a modular flood barrier that is reusable and easy to deploy at scale to protect infrastructure, property, and lives.

Each section connects into place without tools and includes a seal on the underside that uses the weight of the water against it to secure the barrier to the ground. As the water rises, the seal tightens.

The panels weigh only 33 pounds per piece, which is 1% of the weight of an equivalent sandbag wall. They can also hold back floodwaters that are 40 inches deep. Emergency crews can build hundreds of feet of protection in a matter of hours, compared to the days of round-the-clock work required for a sandbag wall with similar stability.



4 Key Benefits

Rapid Setup

100% faster than traditional sand-bags

(based on 2 people setting up 660 linear feet)



Free-Standing

Free-standing barriers become more stable as floodwaters rise



Versatile and Reusable

Modular design adapts to curves, corners and tight spaces combined with the ability to use multiple times



Proven

NOAQ Flood Barriers have been protecting homes, businesses and public infrastructure from flooding for 30+ years



Cost Comparison:

1 Flood Barrier = \$275

1 Sandbag = \$12.95

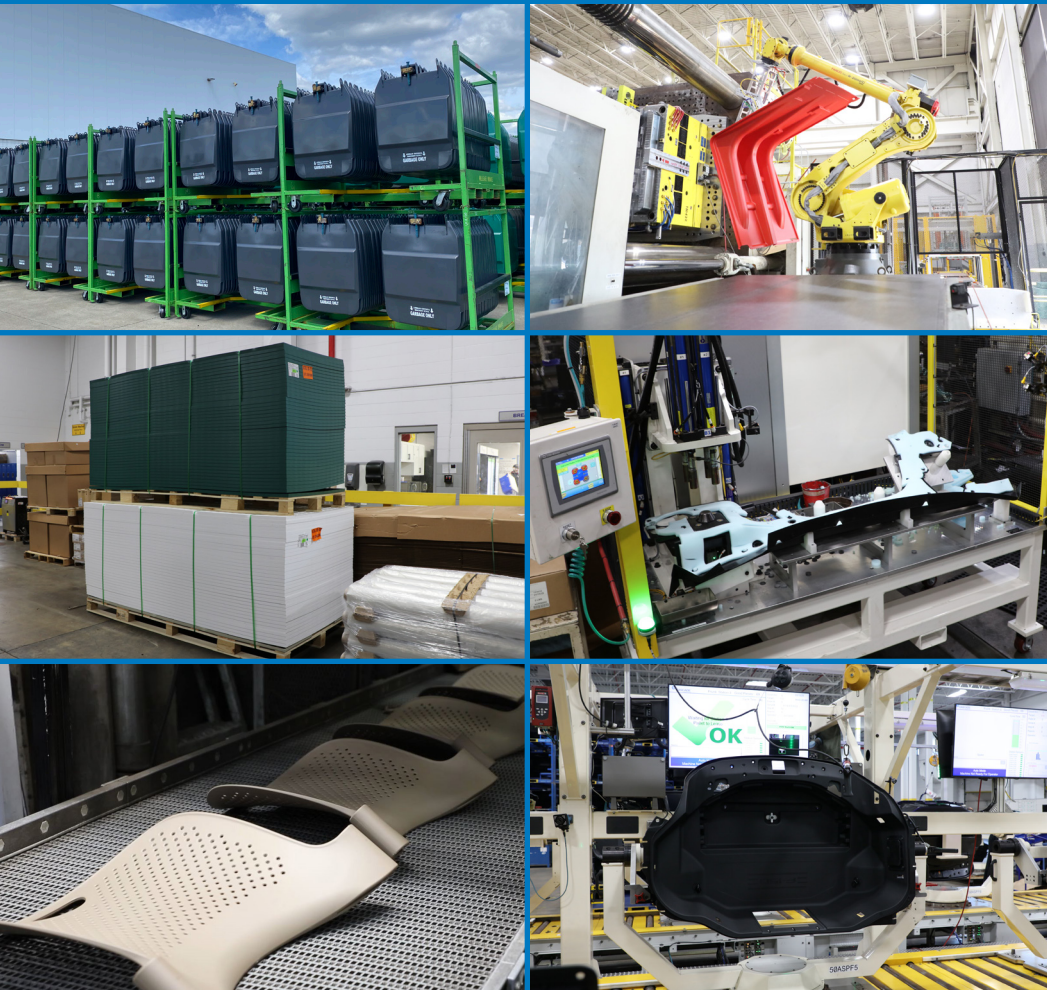
144 Sandbags = \$1,590 for similar protection area



! Flood Damage in the U.S.

Recent federal analysis estimates that flooding costs the U.S. economy between \$180 billion and \$500 billion each year, reflecting damage to homes, infrastructure, commercial activity, and community resources. (Roughly 1-2 % of U.S. GDP)

In addition, FEMA reported that flood damage alone exceeded \$8 billion in 2024, and extreme weather losses in the first half of 2025 were exceptionally high, further highlighting the growing economic risk of flooding



Automation and Artificial Intelligence

Modern Tech, Human-Centered Thinking

The Manufacturing Engineering Group is using automation and artificial intelligence to make manufacturing operations more efficient, reliable, and flexible. These technologies help reduce downtime, improve consistency, and support smarter decision-making across production environments.

Automation is a major focus, particularly through the use of robotics and simulation tools. By using digital simulations before equipment goes live, teams can test robot movement, timing, and layouts without interrupting production. This allows systems to be programmed and refined faster while keeping machines running. Automation is also applied directly on the floor through systems that handle parts such as lids and wheels, reducing repetitive manual work and improving overall flow.

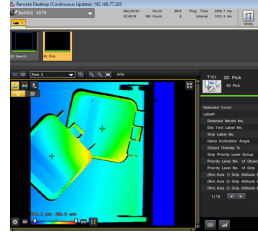
AI is increasingly used to improve accuracy and reduce errors. Advanced camera and scanning systems can identify parts on conveyors, determine their orientation, and guide robots to pick them correctly—even correcting parts that are upside down. Inspection systems use AI to learn what a “good” product looks like and flag defects more accurately over time, improving quality while reducing manual inspection.



photo of robot



rendering of robot



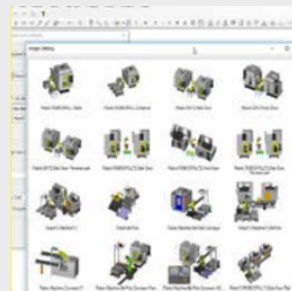
computer imaging display



automated robot production area

AI also supports tracking and maintenance. Laser-marked serial numbers and QR codes replace traditional RFID tags, lowering costs while improving traceability. Machine monitoring systems use sensors to track equipment health and identify issues early, helping teams address problems before they lead to downtime.

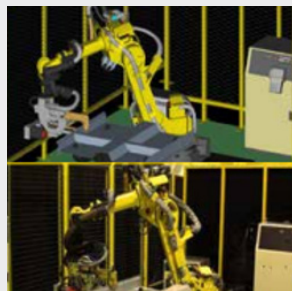
Overall, these automation and AI tools show a clear commitment to building smarter, more resilient manufacturing operations that are easier to maintain, adapt, and scale for the future.



Easy creation of layouts with devices and machines



Simple path planning with animation



Accurate simulation between the virtual and real world

Cascade Cart Solutions

Cart Solutions Records

This year, we celebrated the incredible work done across the organization to reach the milestone of producing and selling 2.2 Million carts! Through impressive collaboration, engineering, and manufacturing improvements, we were able to close out the year with a bang, blowing our cart goal out of the water. Without the contributions from sales, marketing, customer service, production, engineering, quality, shipping, HR, finance, and so many other teams, none of this would be possible.

Our teams also broke two major cart records: 7,102 carts produced in one day and 75,401 carts shipped in one week.

We have so much gratitude for the people that come to work every day at Cascade. We are successful because of the many talents that exist within Cascade and we cannot do what we do without the commitment of the whole team. Thank you for a great FY2025.

“That’s How We Roll!”



Contract Molding

Diversification

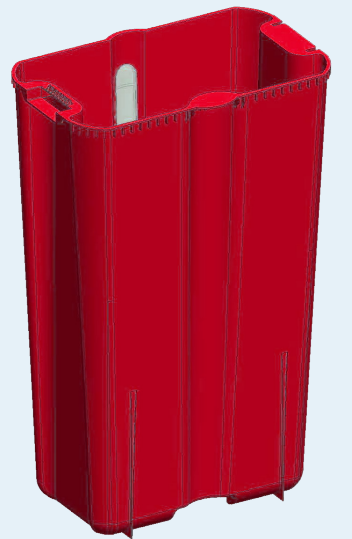
As part of our ongoing diversification of contract molding, we are expanding into new markets through focused market research and strengthened leadership, including the hiring of Linda Brunzell, Commercial VP of Sales and Marketing.

These efforts are opening doors to new opportunities beyond our traditional space, with exciting products currently in development across the automotive, construction, energy storage, water management, and infrastructure industries. This strategic growth positions Cascade Engineering to remain agile, competitive, and responsive to evolving customer needs.

One product we can share is a 17G Medical Waste Bin for Stericycle Inc., which is a U.S.-based business-to-business compliance company that specializes in regulated waste management services and other compliance solutions for healthcare facilities and commercial customers.

In 2024, Stericycle became a wholly owned subsidiary of Waste Management, Inc. (WM), expanding WM’s suite of environmental and regulated waste solutions.

We began running these products in 2025 and are happy to be a part of something new, and furthering our successful partnership with WM.



renderings of medical waste bin

METRICS

Holding Ourselves Accountable

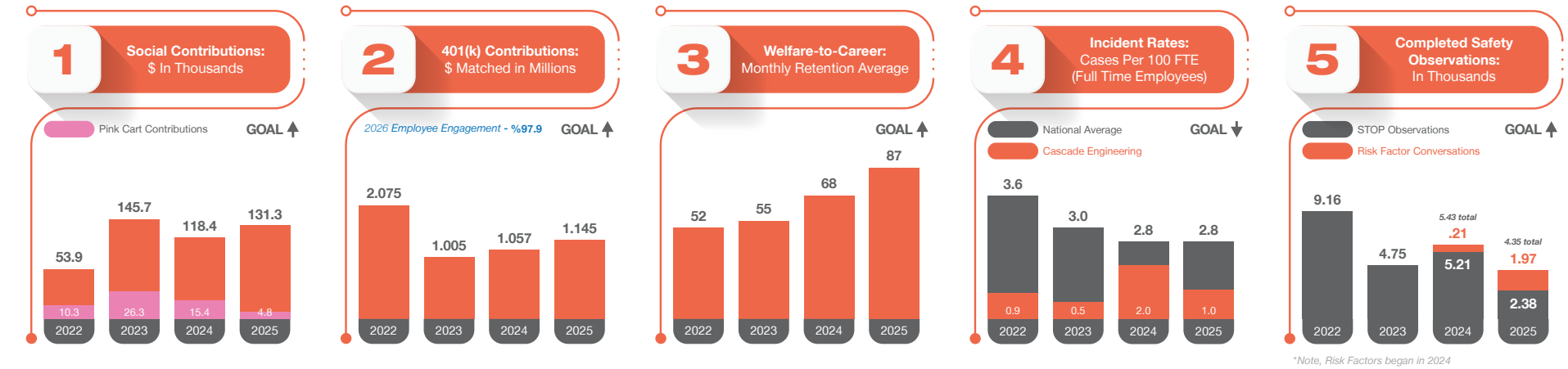
Sharing metrics is essential for a company embracing the Triple Bottom Line because it provides transparency and tracks progress in supporting people, planet, and profit.



TBL Scorecard: FY2025 Metrics

Cascade Engineering's Triple Bottom Line Report culminates with company metrics. It is important to be transparent and reflect the progress on key indicators that support the TBL philosophy.

PEOPLE



PLANET



New Metric: eNPS

The eNPS survey is a short, anonymous questionnaire that asks each employee to rate how likely they are to recommend Cascade Engineering as a place to work. It also includes an open-ended question where they can provide additional feedback.

We plan to conduct the eNPS survey on a quarterly basis. This will allow us to track our progress over time and ensure that we are consistently working towards a better workplace for everyone.

The open feedback also gives us an opportunity to improve actionable items. Many of which we have already implemented, such as a declared “no meeting day” per week, a compensation analysis on all roles, additional training opportunities, and more.

Each quarter we will conduct a new survey to gather more feedback and opportunities for positive growth as a company and a culture.

*Note, Risk Factors began in 2024



5175 36th Street, Grand Rapids, MI 49512
 616.975.4800 | info@cascadeng.com | www.cascadeng.com
 2025 Cascade Engineering

Photography by: Corbin Swets & Kim Karr

