



# SUSTAINABILITY REPORT 2025



**Green Badger**

[getgreenbadger.com](http://getgreenbadger.com)



# Letter from the **FOUNDER**



**Tommy Linstroth**  
*CEO at Green Badger*

I started Green Badger over a decade ago with a simple goal: **Make the path toward sustainable construction easier, so owners and contractors view building green as the default, not the exception.**

Everyone reading this understands that “easy” is relative in our industry, and that 2025 was a year of massive transition. Between the rollout of LEED v5 and a global shift toward more rigorous carbon disclosure, the Badger team had our work cut out for us. But looking at the data in this report, I can say with certainty that we didn't just keep up—we set the new tempo for innovation and progress.

One of Green Badger's great advantages is our “nimble startup” roots, and we continue to lean into it.

While we punch above our weight class to provide cost-saving solutions on hundreds of projects each year for small and global enterprises alike, our passionate team quickly adapts and delivers to stay ahead of these industry shifts. All while hitting our own internal milestone of remaining at least 140% carbon-positive for the second year in a row.

In this report, you'll see more tangible impacts:

- More than 13,000 users now trust Green Badger,
- We supported nearly 650 projects, and
- We were recognized again as the industry leader.

We've always said we want to “walk the walk,” and 2025 was the year we put some serious miles on those boots. Thank you for trusting us to be your partner in this journey.

Tommy Linstroth  
Founder and CEO, Green Badger



Green Badger is used by 80% of the  
Top 25 Green General Contractors.



# What Green Badger Is Building

Green Badger is taking decisive action to reduce our environmental footprint while fostering a socially responsible workplace. We are proud to be a JUST-certified company, utilizing the program's transparency framework to improve employee experience, health, well-being, and community connections, recognizing that people are at the heart of creating a Living Future.

Because our workforce is entirely virtual, we eliminate the carbon emissions associated with daily commuting. However, we continue to meticulously track our Scope 1, 2, and 3 emissions, tallying the team's total household energy usage, business travel, and AWS hosting impacts. To maintain NetZero operations, we have offset these impacts through our partnership with c/naught.

Finally, our commitment to global reforestation continues to grow through our partnership with One Tree Planted, and we plant 10 trees for every project team we support. This year, we were able to plant more than 6,000 trees. So far, this initiative has led to the planting of over 27,000 trees nationwide, aiding in ecosystem restoration and carbon sequestration.

## Total Green Badger Stats

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**13,000+**

**GREEN BADGER USERS**



**2,700**

**CLIENT PROJECTS**





**SUFFOLK**

## 2025 Stats



### New Projects

646

6,460 Trees Planted



### New Users

1,852



### eResource Downloads

5,000+

If one word could sum up our partnership with Suffolk it would be **COLLABORATION**.

Across dozens of projects together, Green Badger and Suffolk teams have combined to propel both companies forward to achieve their ambitious sustainability goals.

[Read Case Study](#)



# Education At Our Core ...



FEBRUARY 26, 2025

## Webinar: Carbon Emissions Legislation – What GCs Need to Know

Watch the recorded webinar to learn how carbon emissions legislation, the IRA, and Buy Clean impact GCs, sustainability, and compliance. Learn how industry leaders are navigating federal requirements, streamlining reporting, and integrating sustainable materials.



JULY 31, 2025

## Cracking the Code: Navigating the Complexities of LEED v5

LEED v5 is a bold new rating system that introduces complex requirements around decarbonization, equity, and performance—leaving many project teams unsure where to start. This webinar from Green Badger breaks down the new credits and provide practical strategies to simplify compliance and stay ahead of the curve.



SEPTEMBER 8, 2025

## From Construction to Occupancy: Navigating the Net Zero Journey

Join the Global Network for Zero (GNFZ) and Green Badger for an insightful webinar exploring the full lifecycle of a net zero project — from groundbreaking construction to day-to-day occupancy.

We're much more than a software and consulting company. From the beginning, Green Badger has been dedicated to sharing, guiding, and educating pros in the industry.

In 2025, we continued hosting our long-standing monthly LEED User Group calls and shared hours of advice and information via free webinars. These are incredibly valuable to new and experienced pros, and accelerate the adoption of best practices across the industry. Saving teams thousands of hours and protecting millions of dollars.

## Featured Speaking Engagements

- **Procore Groundbreak** - “Innovation Playbook: Driving Impactful Technology Adoption”
- **Greenbuild** - “Shovel-ready: AI Solutions Driving Sustainability Today”
- **Advancing Decarbonization in Construction** - “Making Embodied Carbon Actionable”
- **CURT Sustainability Summit** - “The Right Tools for the Job: Measuring Sustainability in Real-Time”
- **CURT Solution Summit** - “Mastering Sustainability A-Z: From AI to Zero-Carbon Strategies”

## Associations & Groups We Support



# Our Footprint

## Committed to the Planet

At Green Badger, we don't just talk about our operational impact ...

**we measure it, benchmark it, and relentlessly work to shrink it.**

From tracking Scope 1, 2, and 3 emissions to ensuring total transparency, we are dedicated to leaving the world better than we found it.

## Redefining "Work-from-Home" Impact

Because our entire team is remote, we take a unique approach to our carbon footprint. Instead of just calculating the energy used in our home offices, we tallied the total household energy use for every employee. While this slightly overstates our actual work-related impact, we believe in taking full responsibility for our operational existence.

## Moving Beyond Neutral to Carbon-Positive

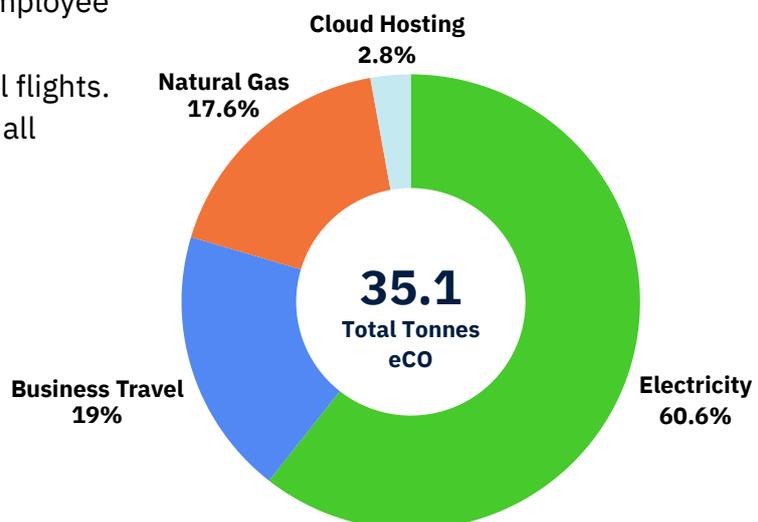
Neutrality wasn't enough. This year, to push toward our goal of being carbon-positive, we offset 140% of our calculated emissions.

Through our partnership with c/naught, we successfully offset 50 tons of CO<sub>2</sub>e, covering:

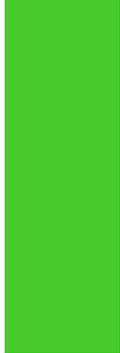
- Virtual Operations: Eliminating the daily commute and reducing physical office waste.
- Total Household Energy: Offsetting 100% of employee electricity and natural gas consumption.
- Business Travel: Full offsets for all professional flights.
- Digital Footprint: Accounting for and offsetting all AWS hosting emissions.



## Carbon Emissions by Scope



## Carbon Emissions by Source



# Building Sustainably Requires a Healthy Team

Green Badger’s wellness initiatives and challenges support employee health and wellbeing throughout the year. The program achieved a significant milestone in 2025 with 100% staff participation, underscoring our team's commitment to health and well-being.

We introduced a new benefit, a Function Health screening for each employee, providing comprehensive testing and personalized insights on biometric markers and early indicators for over 1,000 diseases. And we covered a variety of wellness topics together, including:

- **Meditation & Mindfulness**, virtual meditation sessions with a certified mindfulness meditation instructor to practice techniques for managing stress and being more aware of our thoughts and feelings.
- **Physical Movement**, a physical activity challenge designed to promote movement throughout the day.
- **Nutrition**, collecting our favorite recipes, and organizing them into a Green Badger cookbook.
- **Hydration**, providing employees with water filters for removing particulate matter from drinking water, as well as shower filters to remove contaminants for skin and hair health.



In 2026, we are excited to continue our wellness program designed to support employees in achieving their personal health and wellness goals. Additionally, the program will foster opportunities for team bonding through shared wellness activities, emphasizing collaboration and a collective approach to well-being. Together, we aim to build an even stronger and healthier Green Badger.

## Philanthropy



We plant 10 trees for every project team that uses Green Badger’s LEED & ESG software with the help of this non-profit organization focused on global reforestation. Green Badger has regularly contributed since 2018, accounting for more than 27,000 new trees.



The Carbon Leadership Forum accelerates the transformation of the building sector to radically reduce the greenhouse gas emissions attributed to materials (also known as embodied carbon) used in buildings and infrastructure.



Re:Purpose Savannah is a women+ led nonprofit establishing a sustainable future through the salvage and reuse of historic buildings. Efforts divert historic materials from the landfill, giving them a new life while reducing embodied carbon from using virgin materials.

# Green Badger is Making An Impact

(Repeat winner)  
**Builtworlds**  
**Top Solution**



Sustainable Jobsites  
 Top 50

For two years running, Green Badger was featured as the premier solution for sustainable construction.



The Just label program is a transparency framework that provides a guide to creating meaningful policies and ensuring those policies turn into actions that generate increasing levels of positive impact over time.

It requires measuring and reporting on a range of organization- and employee-related indicators. Green Badger's Just label includes top marks for:

- Stewardship: Volunteering
- Diversity & Inclusion: Engagement
- Equity: FT employment | Pay Scale Equity
- Health: Physical Health | Well Being



## e-Waste Recycling

Employees received "Tech Take Back" Boxes from Trashie and diverted 60 pounds of electronic waste (chargers, cables, old phones, and modems) from landfills.



## Water Quality

Water is our most important basic need, so in 2025, we found ways to improve the water quality in our homes. Each employee received a Culligan Water filter, which removes all particulate matter from drinking water. Employees were also able to get a filter for showers to improve skin and hair health.



## Home Energy Audits

To ensure our employees' homes are operating as efficiently as possible, Green Badger offered home energy audits that included an inspection of insulation, air leakage, heating & cooling systems, lighting, appliances, and a review of the home energy bill.



## Growing Nature, Naturally

To support local biodiversity and ecosystem health, our team developed rain gardens and National Wildlife Federation Certified Wildlife Habitats, meeting third-party standards for native plants, food, water, cover, places to raise young, and sustainable practices.

of projects that used Green Badger earned a higher LEED certification than targeted.

Green Badger's team understands sustainability from the ground up—literally—and knows that small, personal actions can add up to systemic change needed to impact the built environment. Sustainability at Green Badger isn't just something we talk about for work—it's something all of us live, even at home.



# Giving Back to our communities

The Green Badger team continued giving back in 2025, extending our impact and promoting sustainability within our communities. Efforts were persistent, including mentoring youth, donating blood, collecting supplies for back-to-school programs, and leading the national efforts at USGBC. Every employee dedicated their time to supporting their communities in meaningful ways.

## **USGBC Market Leadership Advisory Board**

Facilitating USGBC's global work plan, MLABs worked to create integrative, consistent, and effective local work.

## **Junior League of Gwinnett/N. Fulton**

Advancing Women's Leadership for Meaningful Community Impact, the volunteers mentored youth to build confidence, character, and leadership.

## **Trees Are Cool**

Participating in community tree-planting initiatives across the City of Mesa, AZ, to expand the urban canopy, enhance shade, and promote environmental health.

## **Super South Summit**

Program Advisors for Smart Communities programming, focused on advancing climate action and public/private partnerships in the Southeast.

## **HeARTsy Foundation**

Providing non-profit arts programming to low-income, underserved communities and seniors using Creative Aging research for social and medical benefits.

## **Local USGBC Chapters**

From Arizona, across Georgia and into the Atlantic Coast, Green Badger showed up for their local chapters and both led and participated in several events through the year.

## **Green Building United**

Promoting healthy, sustainable, and cost-effective buildings through education, advocacy, and strategic initiatives in the greater Philadelphia area and Delaware.



# Ahead in 2026

# Driving Momentum



As we look back at everything we accomplished in 2025, one thing is clear: momentum is a powerful force. We entered last year with a "full roadmap" and exited it with another year of solid growth and positive impacts.

Our team's individual and collective efforts in 2025—whether it was planting trees for every project or serving on local nonprofit boards—have reinforced our belief that a small, passionate group can move the needle for the entire industry. We didn't just meet our goals; we used them as a platform for what's coming next.

As we continue to advance in 2026, we are carrying that inertia forward. We are committed to evolving our software, deepening our community partnerships, and continuing to provide the data transparency the world demands.

We have the tools, we have the team and, thanks to you, we have the momentum.



# Contact Us



 (912) 401-2888

 [demo@getgreenbadger.com](mailto:demo@getgreenbadger.com)

 [getgreenbadger.com](http://getgreenbadger.com)

# Cheers to 2026!

