SUSTAINABILITY REPORT

EXECUTIVE SUMMARY

MONTROSE ENVIRONMENTAL

2023

From Our CEO

Dear Stakeholders,

As we look back on 2023, I am reminded of the significant progress we made as an organization. We continued to innovate, to have a positive impact on the environment and to expand our solutions to meet the needs of our clients. Our commitment to sustainability is unwavering, and I am proud to share with you our 2023 Sustainability Report and accompanying Executive Summary.

At Montrose Environmental Group, Inc. ("Montrose" or "the Company"), we are dedicated to and passionate about delivering solutions that solve complex environmental challenges and create a meaningful impact on the environment. This means integrating sustainable practices into our daily operations, while also providing clients with cutting-edge solutions to maximize their impact.

We firmly believe in achieving a sustainable future, which is why we collaborate with representatives across all sectors of the economy and society, including industry and the regulatory community. Our One Montrose approach underscores this collective effort, emphasizing our ability to serve clients with a comprehensive suite of services, technologies and solutions.

To amplify our impact, we have continued to expand our services through strategic acquisitions. By joining forces with like-minded organizations, we extend our reach, improve environmental outcomes and better serve our clients.

Our commitment extends beyond solving the problems of today. To better prepare for and overcome the challenges of tomorrow and the future, we have accelerated our research and development (R&D) efforts, including our state-of-the-art Carbon Conversion Process, designed to capture carbon dioxide from manufacturing processes and convert it into usable feedstock. By asking "What's next?", we accelerate impact where it is needed most, catalyzing meaningful progress.

We continue to look beyond the work we do in partnership with our clients and turn inward to evaluate our own practices. In 2023, we made strides on our commitments to sustainability and governance of our business. We conducted an internal talent review and succession planning to identify talent gaps, training needs and organizational development opportunities. Further, we enhanced our processes concerning cybersecurity, safety and risk management to strengthen our resilience to future challenges.

We also established 2022 as our baseline for greenhouse gas (GHG) emissions. We aligned ourselves with the GHG Protocol and plan to annually update our 2022 energy consumption and GHG emissions baseline to retroactively account for acquired locations and fleet vehicles, based on our materiality threshold, as we strive to continuously assess the impact of our growing geographic footprint. Through this process, we also submitted our near-term and net zero targets for validation via the Science-Based Target initiative (SBTi).

As we continue through the validation of our targets, we will communicate our commitment in accordance with SBTi's guide. In 2024, we plan to explore strategies to achieve these goals.

In closing, I want to express my deepest gratitude to our employees. Their unwavering dedication, tireless collaboration and relentless pursuit of excellence drive our success. Together, we have achieved remarkable progress, and I am confident that our ability to trailblaze innovative solutions will continue to shape the future. To our valued stockholders, thank you for your trust and confidence. Your support fuels our ambition to create lasting impact. We remain focused on delivering sustainable growth and generating positive environmental change.

As we forge ahead with purpose, resilience and a shared vision, we can create a legacy that leaves our planet better than we found it.

Vijay Manthripragada
President, Chief Executive Officer, and Executive Director

About Montrose

THE ENVIRONMENT IS OUR BUSINESS.

At Montrose, we don't just navigate the shifting currents of environmental challenges; we carve our legacy on the bedrock of sustainability. Our unwavering commitment to stewardship can transform shared resources into thriving ecosystems. As trailblazers of environmental and sustainability solutions, our teams include experienced professionals who are passionate problem solvers, futuristic thinkers and proactive leaders. We employ inventive strategies to tackle our clients' environmental challenges.

Montrose at a Glance: 2023[1]

~3,100
employees

~115
locations worldwide

~5,900
clients from the private and public sectors

20
patent applications, 19 patents issued/allowed (to date), 33 pending

[1] As of December 31, 2023.

Innovations Creating Impact

At Montrose, innovation lies at the core of our business strategy. We stand firm in our commitment to researching new technologies and developing leading edge solutions to address critical environmental and sustainability challenges. We innovate to provide our clients with better solutions to meet their environmental needs, fulfilling this commitment through various channels, including direct investment and strategic partnerships in research, internal R&D, the development of new products and services by our operating teams, and innovation by our talented software development teams.

Throughout 2023, the R&D team continued to drive innovation in the following areas:

- Water treatment, particularly per- and polyfluorinated substances (PFAS) and selenium removal
- PFAS destruction
- Carbon dioxide capture
- Renewable energy/waste to resources
- Advanced environmental contaminant sensing

Our Issued and Allowed Patents to Date

Our Sustainability Approach

At Montrose, we believe that achieving our long-term business strategy means accounting for the sustainability elements most relevant to Montrose and driving continual improvement. We actively manage the many different aspects of sustainability, including caring for our employees, serving our communities, positively impacting the environment and effecting change. At the same time, we focus on creating value for our stockholders through effective and innovative services, good governance and unwavering integrity.

Our 2023 Accomplishments: Moving the Needle

Focusing on our sustainability priorities, we developed and implemented programmatic improvements in the following areas:

Energy Use and GHG Emissions	We expanded our energy use and greenhouse gas (GHG) emissions disclosures, including recalculating our baseline inventory and undertaking an enhanced Scope 3 emissions inventory. We developed our near-term targets to underpin our net zero goal and submitted them to the Science-Based Targets initiative (SBTi) for validation.
Client Environmental Solutions	We made strategic acquisitions, including Matrix Solutions, Greenpath Energy and Vandrensning, to serve our clients better and deepen our expertise in new geographies.
Diversity, Fairness and Inclusion (DF&I)	We continued investment in our DF&I program and our WeLEAD mentorship program. We established two new Employee Resource Groups (ERGs) and developed DF&I introductory materials for new and acquired employees.
Employee Retention and Rewards	We undertook an organizationwide talent review to identify future leaders, assess talent gaps and chart future growth opportunities. Our executive leadership team (ELT) and Board undertook succession planning to support the longevity of our business.
Employee Training and Development	We assessed training and development needs across the organization as part of the talent review to inform individual development needs and companywide opportunities for new and enhanced development programs.
Health and Safety	Our health and safety team improved our occupational health and safety program through additional medical surveillance protocols, such as respirator clearances and industrial hygiene monitoring.
Cybersecurity and Data Privacy	We expanded our dedicated cybersecurity team, established an Enterprise Security Council and further defined roles and responsibilities through a Responsibility Assignment Matrix. We established a Generative AI Policy, neared completion in implementing the requirements for Cybersecurity Maturity Model Certification Level 1 across our entire organization and began implementation of an automated security flaw remediation process. Our employees completed over 4,700 hours of cybersecurity training, as we added four new training modules to our annual cybersecurity training platform.

Our Commitment to Targeted Performance Improvements

Our firm commitment to performance improvements is reflected in our long-term goals established in 2023. These goals serve as a guide to inform our actions and direct investments.

Net Zero GHG Emissions by 2040

We have committed to near-term (2030) targets for GHG emissions reductions as we work towards our goals of being net zero by 2040. These targets have been submitted to SBTi for validation.

In 2024, our team will focus on emissions reduction planning and publicly communicating our near-term targets upon validation.

See the Greenhouse Gas Emissions section of our 2023 Sustainability Report for more information.

Gender Balance Across our Workforce by 2040

We are committed to achieving and maintaining gender balance across our workforce by 2040. We will also continue our work to achieve and maintain gender pay equity.

We conduct regular pay equity assessments and engage with our leadership on this topic annually.

See the Diversity, Fairness and Inclusion section of our 2023 Sustainability Report for more information.

Sustainability Oversight and Decision-Making

Our Board's Nominating and Corporate Governance Committee is responsible for sustainability oversight, including overall sustainability performance, goals and objectives. The committee monitors the evolving sustainability risks most relevant to Montrose and oversees our sustainability policies and annual disclosures. The committee receives regular updates from our ELT and advises on sustainability program priorities. Additionally, the committee makes recommendations to our Board regarding sustainability-related commitments and reviews our annual Sustainability Report.

Our ELT, including our CEO, is responsible for integrating sustainability criteria into business decision-making and soliciting stakeholder feedback. Further, they are tasked with implementing practices and initiatives that drive accountability to our sustainability goals. The daily management of our material sustainability topics is facilitated by our sustainability team, consisting of our Vice President, Sustainability and Climate Advisory and Project Consultant, Sustainability and Climate Advisory.

All of us at Montrose have a role to play in our sustainability journey. Our policies define how we expect our employees, contractors and other business associates to conduct themselves with one another and our surrounding communities. We develop and refine our policies based on best practices and the One Montrose culture, with ELT and Board approval when applicable.

Please refer to Montrose's 2024 Proxy Statement and the Corporate Governance section of our 2023 Sustainability Report for more information on our governance practices.

Our Environmental Solutions and Impacts

We are stewards of the environment and are committed to protecting the air we breathe, the water we drink and the soil that feeds us. We diligently address complex environmental challenges, aiming to positively impact our planet. Our client solutions harness cutting-edge technologies, processes and industry-recognized strategies. We tackle critical factors related to environmental stewardship and health, air and water quality, restoration management and climate resilience. Our expert employees deliver innovative scientific solutions and accredited testing services, contributing meaningfully to our clients and communities.

In addition to being responsible for our operations, we contribute to environmental sustainability and generate positive environmental impacts through our client work. We help companies, government entities and communities minimize their environmental footprint, achieve their environmental goals and targets and contribute to a low-carbon economy.

See The Future of Environmental Solutions section of our 2023 Sustainability Report for more information regarding the positive impacts Montrose is delivering through our client work.

Our Environmental Policy

Our Environmental Policy outlines our commitments to protect and enhance the environment through our daily business practices and operations, our supply chain and procurement practices and our client services and solutions. We strive to act as stewards of the environment, reducing our environmental impacts and continually improving our performance in the following areas:

- Achieving net zero GHG emissions
- Reducing consumption of resources
- Incorporating sustainable procurement practices
- Complying with applicable international, federal, state/provincial and local environmental laws and regulations
- Promoting pollution prevention, including implementing training and education programs to foster a culture of responsibility and innovation among our employees

See the Our Environmental Policy section of our 2023 Sustainability Report for more information.
A copy of our Environmental Policy can be found on our website here.

Protecting the Air We Breathe

Montrose offers a comprehensive suite of solutions to address air quality and emissions. Our services include fenceline monitoring, stack testing and leak detection and repair (LDAR), using both traditional and innovative technologies. Whether dealing with international, federal, state/provincial or local environmental laws and regulations, our team of regulatory experts, engineers, scientists, technicians and quality assurance personnel are well prepared to deliver customized solutions for every air quality need.

Protecting the Water We Drink

Montrose offers innovative and field-proven solutions to assist clients in treating wastewater, surface water, groundwater and drinking water. Our solutions are designed to meet regulatory requirements and prevent liabilities, ultimately safeguarding communities and the environment. Additionally, through our environmental permitting, planning and compliance services, we help clients understand their water-related risks and assess how their operations impact water sources.

Protecting the Soil That Feeds Us

Our teams of certified scientists, geologists and engineers possess deep knowledge of environmental permitting and natural resource restoration which helps us guide our clients in addressing their land management challenges. We deliver solutions for land redevelopment, land use planning, waste minimization and large- and small-scale investigation and remediation of contaminated sites.

Supporting the Transition to the Low-Carbon Economy

At Montrose, we support and encourage the transition to a low-carbon economy and the global effort to reduce GHG emissions. Our work includes solutions that promote clean energy and climate resilience. Across our business lines, we deliver industry-recognized solutions to support the transition. To further our commitments, we have a dedicated R&D team that delivers unique and innovative solutions to create real impact. We have worked diligently to create an innovative culture that empowers our teams to be trailblazers and bring these solutions to the market.

Montrose Impact by the Numbers: 2023

4+ billon
gallons of water treated for PFAS globally*

912
pounds of PFAS removed from the environment globally*

63 million
Gallons of water treated for other contaminants*

184,808 million
British thermal units (MMBtu) of Renewable Natural Gas (RNG) generated through the application of our biogas technology*

62,320
LDAR survey workdays*

47,384
methane (CH_4) emission leaks detected through the application of LDAR survey work*

*Indicates that a third party has independently verified the data. A copy of our independent verification limited assurance statement can be found on our website here.

Our Environmental Performance

As part of our commitment to achieving net zero, we established 2022 as our baseline reporting year. In accordance with the GHG Protocol's Corporate Accounting and Reporting Standard[2], we will consistently recalculate our base-year energy consumption and GHG emissions based on our 5% materiality threshold.

Our near-term targets and net zero goal include Scope 1, Scope 2 and Scope 3 GHG emissions, and we have submitted our 2030 targets for validation via SBTi. In 2024, we expect to evaluate approaches toward these objectives, considering options such as the procurement of renewable energy, fleet electrification and other decarbonization solutions.

Our Energy Consumption Intensity

Energy consumption per million dollars of revenue (GJ/$M) [3]

2023	2022
376	423.8

Energy consumption per employee (GJ/headcount) [4]

2023	2022
75.6	79.9

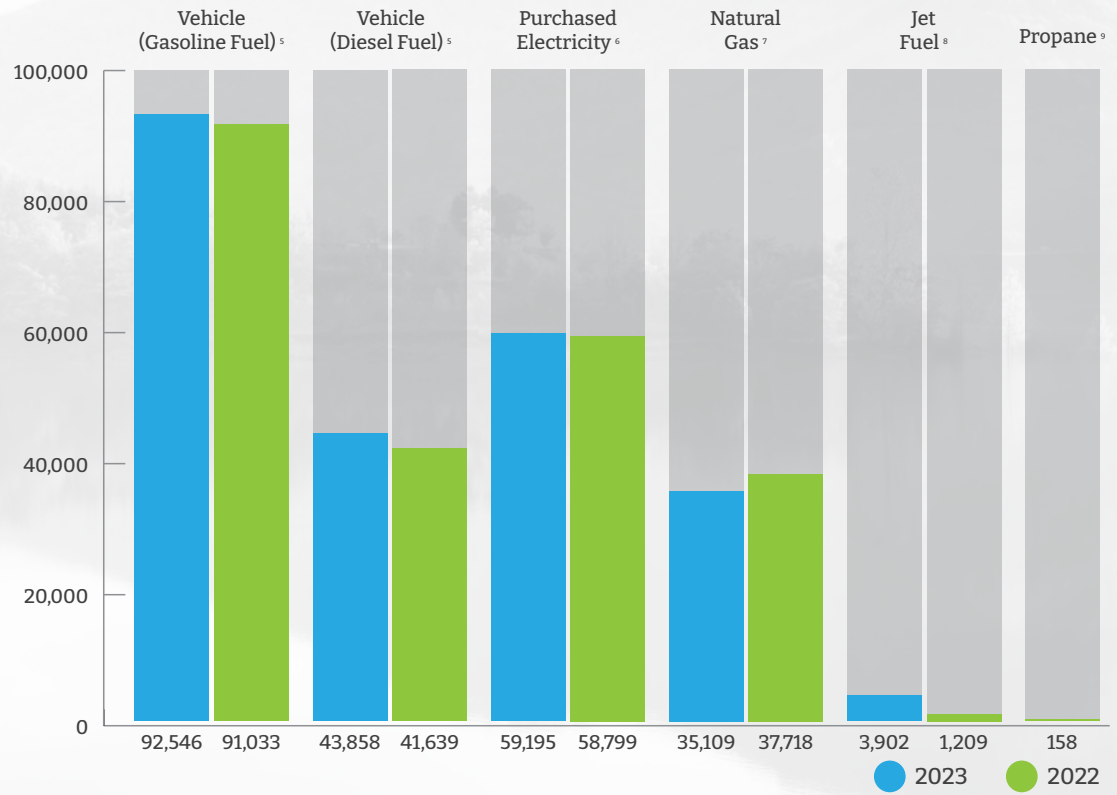
Total Energy Usage (GJ)

2023	2022
234,610	230,556

Energy Use

Montrose's energy consumption primarily stems from our vehicle fleet, our natural gas usage (for heating and cooling) at our operational facilities and our purchased electricity for those facilities. We intend to continue to assess energy use and look for opportunities to increase efficiency and implement actions to reduce our usage at our locations and within our transportation fleet.

Our Energy Consumption



See the Energy Use section of our 2023 Sustainability Report for more information on our energy use.

Greenhouse Gas Emissions

We are dedicated to continual improvement and have demonstrated that commitment over the last four years with our expanded GHG inventories and enhanced data processes. In 2023, for the first time, we included emissions from refrigerants at our global operating locations in our footprint. In 2024, we expect to consider options such as the procurement of renewable energy, fleet electrification and other decarbonization solutions to achieve our near-term targets and support our net zero goal.

Our Scope 1 and Scope 2 GHG Emissions Intensity

Scope 1 and Scope 2 GHG emissions per million dollars of revenue ($MTCO_2e/\$M$)[20]

2023	2022	2021	2020
27.1	30.4	19.8	25.2

Scope 1 and Scope 2 GHG emissions per employee ($MTCO_2e$/headcount)[21]

2023	2022	2021	2020
5.4	5.7	4.1	6.0

Scope 1 and Scope 2 GHG Emissions[12]

Reported in metric tons of carbon dioxide equivalents ($MTCO_2e$)	2023	2022	2021[13]	2020[14]
Scope 1 Direct GHG emissions	**11,621**	**11,397**	**6,180**	**6,301**
Vehicle Fleet[15]	9,498	9,318	5,267	3,744
Vehicle, Gasoline Fuel	6,438	6,407	3,668	2,389
Vehicle, Diesel Fuel	3,060	2,911	1,599	1,355
Aircraft, Jet Fuel[16]	268	83	81	-
Natural Gas and Propane (building use)[17]	1,754	1,895	832	2,556
Refrigerants (building use)[18]	101	101	-	-
Scope 2 Indirect GHG emissions (purchased electricity, location-based method)[19]	**5,261**	**5,133**	**4,662**	**1,962**
Total Scope 1 and Scope 2 GHG emissions	**16,882**	**16,530**	**10,842**	**8,263**

See the Greenhouse Gas Emissions section of our 2023 Sustainability Report for more information on our Scope 1 and Scope 2 GHG emissions.

We have revised our 2022 Scope 3 GHG emissions inventory to ensure a more detailed and complete data set, as well as align ourselves with SBTi and the latest best practices. This restatement now includes emissions from Categories 9, 11 and 12. Additionally, we have recalculated several relevant categories to better encompass our value chain. This broader perspective now considers emissions from our updated energy consumption and waste generated in operations, extending beyond only waste tracked via manifests.

As a result, we believe our restated 2022 Scope 3 GHG emissions inventory provides a more comprehensive representation of our global value chain impacts. These recalculated figures will serve as the baseline against which we evaluate our performance against our emissions reduction targets. By adhering to science-based practices, we aim to drive meaningful change and contribute to a more sustainable future.

Scope 3 GHG Emissions Intensity

Scope 3 GHG emissions per million dollars of revenue ($MTCO_2e/\$M$)[20]

2023	2022
137.3	121.2

Scope 3 GHG emissions per employee ($MTCO_2e$/headcount)[21]

2023	2022
27.6	22.9

Scope 3 GHG Emissions[22]

Reported in metric tons of carbon dioxide equivalents ($MTCO_2e$)	2023	2022
Total Scope 3 GHG emissions	**85,665**	**65,956**
Category 1: Purchased Goods and Services[23]	16,207	14,561
Category 2: Capital Goods[23]	20,795	14,652
Category 3: Fuel- and Energy-Related Activities[24]	3,523	3,446
Category 4: Upstream Transportation and Distribution[23]	8,988	5,812
Category 5: Waste Generated in Operations[25]	184	150
Category 6: Business Travel[23,26]	6,197	6,692
Category 7: Employee Commuting[27]	3,577	6,866
Category 9: Downstream Transportation and Distribution[23]	790	565
Category 11: Use of Sold Products[28]	25,112	13,059
Category 12: End-of-Life Treatment of Sold Products[29]	292	153

See the Greenhouse Gas Emissions section of our 2023 Sustainability Report for more information on our Scope 3 GHG emissions.

Waste

In 2023, we expanded our waste-related data collection to also include waste disposal from our stack testing laboratories operated by Montrose Air Quality Services. This group has implemented an emphasized focus on routine waste disposal despite minimal waste accumulation volumes. Waste generated by these groups consists of general office refuse, nonhazardous waste beyond general office refuse and hazardous waste (including universal waste) regulated under the Resource Conservation and Recovery Act (RCRA). Laboratory-generated hazardous waste primarily consists of discarded analytical samples collected from our clients' sites. The discarded samples may include containers, associated chemical reagents and other media used to prepare each sample for analysis.

In 2023, we sent 26.2 tons of hazardous waste to be recycled via fuel-blending and 2 tons of nonhazardous waste to be recycled via waste-to-energy. In 2024, we are exploring ways to further capture data regarding our waste's end use and identify strategies to increase our recycling initiatives and options.

See the Water and Waste section of our 2023 Sustainability Report for more information on our waste generation.

Waste Generation, 2023[30]

Waste Type	Tons of Waste	Tons of Waste Per Employee
RCRA Hazardous Waste	103.5	0.033
Universal Waste	0.24	0.000
Nonhazardous Waste	21.8	0.007
e-Waste	2.4	0.001
Total Waste	**127.9**	**0.041**

FORWARD LOOKING STATEMENTS

This Executive Summary contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. Forward-looking statements may be identified by the use of words such as “intend,” “expect” and “may”, and other similar expressions that predict or indicate future events or that are not statements of historical matters. Forward-looking statements are based on current information available at the time the statements are made and on management’s reasonable belief or expectations with respect to future events, and are subject to risks and uncertainties, many of which are beyond the Company’s control, that could cause actual performance, results or outcomes to differ materially from the belief or expectations expressed in or suggested by the forward-looking statements, including general global economic, business and other conditions, including inflationary pressures and rising interest rates, the cyclical nature of our industry and the significant fluctuations in events that impact our business; significant environmental governmental regulation and liabilities; and our ability to adapt to changing technology, industry standards or regulatory requirements, including emerging environmental, social and governance requirements. Additional factors or events that could cause actual results to differ may also emerge from time to time, and it is not possible for the Company to predict all of them. In addition, historical, current and forward-looking sustainability-related statements may be based on standards for measuring progress that are still developing, internal controls and processes that continue to evolve, and assumptions that are subject to change in the future. Forward-looking statements speak only as of the date on which they are made, and the Company undertakes no obligation to update any forward-looking statement to reflect future events, developments or otherwise, except as may be required by applicable law. Investors are referred to the Company’s filings with the Securities and Exchange Commission, including its Annual Report on Form 10-K for the year ended December 31, 2023, for additional information regarding the risks and uncertainties that may cause actual results or outcomes to differ materially from those expressed in any forward-looking statement.

Published on July 2, 2024

ENDNOTES

[1] As of December 31, 2023.

[2] The Greenhouse Gas Protocol (2004). GHG Protocol Revised Edition: A Corporate Accounting and Reporting Standard. https://ghgprotocol.org/sites/default/files/standards/ghg-protocol-revised.pdf

[3] The episodic nature of the CTEH response revenue could materially skew the normalization of these data in a given fiscal year.

[4] Per-employee energy consumption was calculated based on the total number of all employees at the applicable year-end. Part-time employees are not prorated based on hours worked.

[5] Vehicle fleet energy consumption represents fuel consumption from our owned and leased-to-own vehicles globally, based on miles driven for both gasoline and diesel vehicles. Conversions from miles driven to fuel use were calculated using the GHG Protocol Emission Factors from Cross-Sector Tools, Table, 14 (2017).

[6] Electricity consumption represents purchased electricity for all our U.S., Canada, Australia and Europe locations, based on electricity use data from our utility providers, where available. In cases where quantified purchased electricity data was not available, estimates of electricity consumption were made based on Montrose-occupied building square footage. For office buildings, The Climate Registry's Default Emission Factors for U.S. Electricity and Natural Gas Intensity by Building Activity is used. For our laboratories we developed our own estimation factor based on actual usage at other laboratories per square footage.

[7] Natural gas consumption represents purchased electricity for all our U.S., Canada, Australia and Europe locations, based on electricity use data from our utility providers, where available. In cases where quantified purchased electricity data was not available, estimates of electricity consumption were made based on Montrose-occupied building square footage. For office buildings, The Climate Registry's Default Emission Factors for U.S. Electricity and Natural Gas Intensity by Building Activity is used. For our laboratories we created our own estimation factor based on actual usage at other laboratories divided by square footage.

[8] Jet fuel energy consumption was based on actual aviation fuel purchase records. In 2023, we saw an increase in aviation fuel purchases as our new aircraft is larger and burns more fuel.

[9] Propane energy consumption for 2022 was limited to a single location and was based on actual propane used, as determined via local utility bills. In 2023, we no longer occupied this building.

[10] The episodic nature of the CTEH response revenue could materially skew the normalization of these data in a given fiscal year.

[11] Per-employee emissions were calculated based on the total number of all employees as of the applicable year-end. Part-time employees are not prorated based on hours worked.

[12] GHGs accounted for in these calculations include those relevant to sources included in our inventory: carbon dioxide (CO_2), methane (CH_4) and nitrous oxide (N_2O). Global Warming Potential (GWP) rates for these GHGs were sourced from the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment (AR5). GHG emissions were calculated in accordance with the methodology established in the GHG Protocol Corporate Accounting and Reporting Standard, Revised Edition. The absolute GHG emissions data presented in this table has been independently verified by a third party. GHG emissions were quantified using the operational control approach; under this approach, approximately 100% of the GHG emissions from Montrose's global operations are accounted for.

[13] 2021 Scope 1 and Scope 2 emissions calculations were limited to activities associated with our global vehicle fleet, our aircraft, and our natural gas usage and purchased electricity at our U.S. operating locations. Office and other operating locations outside of the U.S. were not included (outside of vehicle fleet). Please refer to our 2022 ESG Report for additional details on calculations associated with our 2021 GHG emissions.

[14] 2020 Scope 1 and Scope 2 emissions calculations were limited to activities associated with our U.S. vehicle fleet and a subset of our U.S. operating locations. Please refer to our 2021 ESG Report for additional details on calculations associated with our 2020 GHG emissions.

[15] Vehicle fleet emissions were calculated by applying emission factors from the sources listed below to the fuel consumption data (gasoline and diesel) for our global vehicle fleet. Note that Montrose does not own or lease-to-own vehicles in Sweden. US: GHG Protocol Emission Factors from Cross-Sector Tools, Table 12 and 13 (2017); Canada: Canada's Official Greenhouse Gas Inventory Table A6.1-14; Australia: Australian National Greenhouse Accounts, National Greenhouse Accounts Factors, Table 9.

[16] Aircraft emissions were calculated by applying emission factors from The Climate Registry's Default Emission Factors, Table 2.1 and 2.7 to the aviation fuel consumption data for Montrose's only airplane (used by the CTEH emergency response group).

[17] Natural gas emissions were calculated by applying emission factors from the sources listed below to the natural gas consumption data from our global operations. U.S.: 40 CFR Appendix Table C-1 & C-2 to Subpart C of Part 98; Canada: Emission Factors and Reference Values, Canada Greenhouse Gas Offset Credit System, Table 1 and Table 2; Australia: Australian National Greenhouse Accounts, National Greenhouse Accounts Factors, Table 5; Sweden and Denmark: IPCC 2006 Guidelines for National Greenhouse Gas Inventories, Table 2.4 (for CO_2) and The Climate Registry's Default Emission Factors, Table 1.10 (for CH_4 and N_2O).

[18] Refrigerant emissions were calculated by assuming the HFC refrigerant charge per square footage and the refrigerant type of R-134a based on the total refrigerant emissions reported in the EPA's Inventory of U.S. Greenhouse Gas Emissions and Sinks: 1990 -2006 and applying Global Warming Potentials (GWPs) for R-134a sources from the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment (AR5).

[19] Purchased electricity emissions were calculated by applying emission factors from the sources listed below to the actual and estimated purchased electricity consumption data at all our operating locations. U.S.: EPA Emissions and Generation Resource Integrated Database (eGrid), using the EPA Emission Factors for Greenhouse Gas Inventories, Table 6; Canada: The Climate Registry's Default Emission Factors, Table 3.2; Australia: Australian National Greenhouse Accounts, National Greenhouse Accounts Factors, Table 1; Sweden and Denmark: National and European Emission Factors for Electricity Consumption (NEEFE), Table 2.

[20] The episodic nature of the CTEH response revenue could materially skew the normalization of these data in a given fiscal year.

[21] Per-employee Scope 3 GHG emissions were calculated based on the total number of permanent full- and part-time employees as of the applicable year-end. Part-time employees are not prorated based on hours worked.

[22] GHGs accounted for in these calculations include those relevant to sources included in our inventory: carbon dioxide (CO_2), methane (CH_4) and nitrous oxide (N_2O). Global warming potential (GWP) rates for these GHGs were sourced from the Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment (AR5). GHG emissions were calculated in accordance with the methodology established in the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

[23] GHG emissions associated with Categories 1, 2, 4, 6 and 9 were calculated using the spend-based method by applying emission factors from the EPA's Office of Research and Development, Supply Chain GHG Emission Factors for US Industries and Commodities, 2016 Detailed Commodities to the total spend in these categories.

[24] GHG emissions associated with Category 3 were calculated using the activity-based method by applying emission factors from the United Kingdom's Department for Environmental Food & Rural Affairs Well-to-Tank and transmission and distribution energy consumption data. Per the EPA Scope 3 Inventory Guidance, this approach is consistent with U.S. methodologies for calculating upstream impacts from energy use in this category.

ENDNOTES

[25] GHG emissions associated with Category 5 were calculated using the activity-based method by applying emission factors from the EPA's GHG Emission Factors Hub, Table 9 to our waste generation data. In this calculation, the emission factor for mixed municipal solid waste (MSW) was used as a conservative estimate of emissions (as a specific hazardous waste emission factor was not available).

[26] In addition to using the spend-based method for most of our business travel emissions, we use activity data for a subset of our calculations from air travel and personal vehicle mileage. GHG emissions associated with this subset of air travel and personal vehicle mileage were calculated using the EPA's GHG Emission Factors Hub, Table 10 applied to the miles flown and miles driven. As a conservative estimate, we assume that all personal vehicle miles were driven using a passenger car.

[27] GHG emissions associated with Category 7 were calculated using the distance-based method, applying the emission factor from the EPA's GHG Emission Factors Hub, Table 10. Each office-based employee was assumed to have commuted a total of 240 working days. All commuting employees were assumed to use a passenger car and distance was estimated based on the home zip code and working location zip code. This is likely to result in a conservative estimate of employee commuting emissions for office-based workers. Emissions from remote (e.g., work-from-home) employees are not accounted for in this estimate.

[28] GHG emissions associated with Category 11 were calculated using the activity-based method by applying the U.S. average electricity emission factors from EPA's Emissions and Generation Resource Integrated Database (eGrid), using the EPA Emission Factors for Greenhouse Gas Inventories, Table 6 to our assumed lifetime energy usage to our products sold in the fiscal year.

[29] GHG emissions associated with Category 12 were calculated using the activity-based method by applying emission factors from the EPA's GHG Emission Factors Hub, Table 9 to products-sold data. In this calculation, we use the emission factor for mixed metal as a conservative estimate for lithium-ion battery disposal.

[30] Waste generation in 2023 includes waste generated by our laboratory services division, Enthalpy Analytical and Montrose Air Quality Services' stack testing laboratories. Per-employee waste generation was calculated based on the total number of all employees as of the applicable year-end. Part-time employees are not prorated based on hours worked.

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