

# 2024 Sustainability Report

## Executive Summary



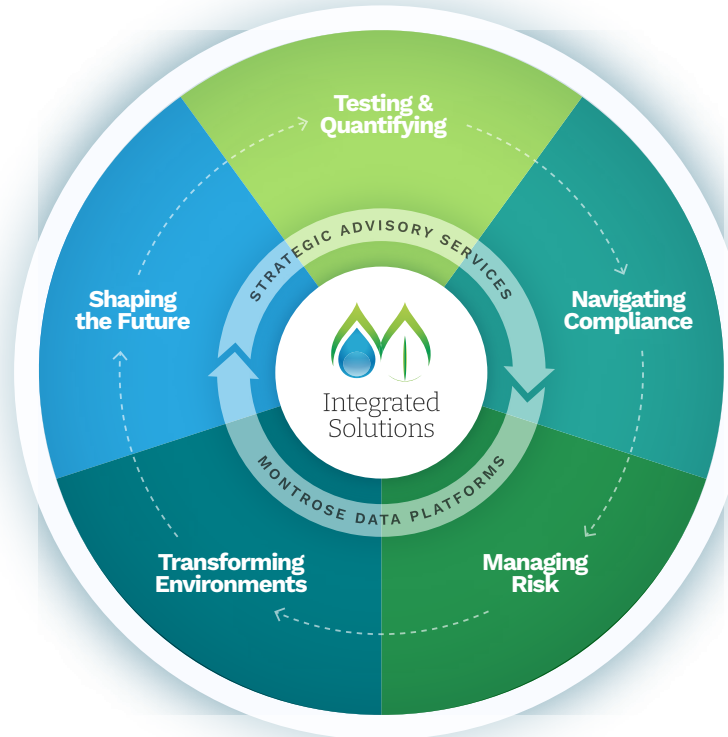
# About Montrose

We are Montrose—the environment is our business. We are integrators, bringing together people, technology and expertise to help mitigate the environmental impact of economic progress. As scientists, innovators and pioneers, we push boundaries to develop cutting-edge solutions.

With our deep project experience, we see the big picture—tackling interconnected challenges rather than isolated problems. We invest in our expert team, pioneering research and development and bold technologies to remain at the forefront of emerging environmental challenges. Our work drives technological advancements that help our clients, their industries and communities not only meet regulations but also lead in environmental stewardship and operational efficiency.

Our ability to be an integrator of tailored solutions for our clients in a fragmented industry distinguishes us as a top service provider. Our innovative services empower our clients to tackle local, regional and global challenges. We collaborate across borders to execute projects that benefit our clients, communities, stockholders, the environment and society, catalyzing positive change.

Learn more about Montrose in our full [2024 Sustainability Report](#).



## Montrose at a Glance



**~3,400**

EMPLOYEES GLOBALLY, WITH 1,204 NEW EMPLOYEES IN 2024



**~120**

LOCATIONS GLOBALLY



**24**

PATENTS ISSUED TO DATE



**3.6**

BILLION GALLONS OF WATER TREATED FOR PFAS IN 2024



**37,082**

METHANE EMISSION LEAKS DETECTED THROUGH THE APPLICATION OF LDAR SURVEY WORK IN 2024



By offering holistic solutions aligned with our clients' needs, we deliver impactful, positive environmental outcomes to approximately 6,300 clients worldwide, helping make a lasting difference for the planet.



# The Impact of Our Solutions



Our integrated approach to environmental solutions drives meaningful impact through our client work. By helping businesses and communities reduce their environmental footprint and mitigate environmental risks, we play a vital role in protecting the planet and advancing sustainability. Learn more about our environmental solutions in our full [2024 Sustainability Report](#) and by exploring the case studies below.



## DESIGNING RESILIENCE: CLIMATE RISK PLANNING FOR A NEXT-GENERATION TRANSIT LINE

[Read the case study](#)



## PROTECTING COMMUNITIES WITH REAL-TIME AIR MONITORING

[Read the case study](#)



## HOW MONTROSE DELIVERED A PFAS TREATMENT SOLUTION FOR SYDNEY WATER

[Read the case study](#)



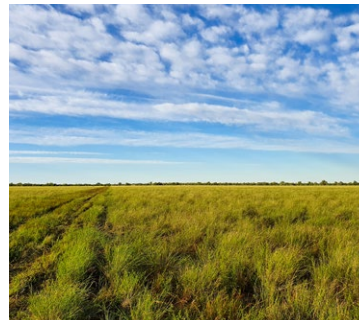
## BAYOU CHICOT SOLAR: POWERING PROGRESS, PRESERVING WETLANDS

[Read the case study](#)



## SAFEGUARDING THE FUTURE: HOW PENDER COUNTY TOOK ON PFAS CONTAMINATION

[Read the case study](#)



## MULTICOM PIONEERS SUSTAINABILITY AND WILDLIFE PROTECTION TO ADVANCE THE GLOBAL ENERGY TRANSITION

[Read the case study](#)



## REVITALIZING ABANDONED PROPERTIES: THE ARMORY PROJECT

[Read the case study](#)

# Sustainability at Montrose

At Montrose, we believe long-term success is driven by sustainability. We strive for ongoing improvement in the areas that matter most—our employees, our communities, our planet and our stockholders. We take a proactive approach to sustainability, working to integrate responsible business practices into everything we do, from fostering a strong workplace culture to delivering innovative solutions with integrity and accountability.

Our strategy considers the environmental, social and governance factors that shape our business, guide our decision-making and support our stakeholders. We aim to create lasting value for our clients and investors by embedding these principles into our operations. Our [2024 Sustainability Report](#) showcases our commitment to a forward-looking, globally connected, integrated sustainability strategy.



## Our Key 2024 Accomplishments

### Energy Use and Greenhouse Gas (GHG) Emissions

We submitted our near-term and net-zero targets to the Science Based Targets initiative (SBTi) and collaborated closely with their team to validate them.

### Attracting, Engaging and Retaining Talent

We launched a company-wide employee engagement survey aimed at understanding and improving our workplace culture. We also conducted our second year of organizational talent reviews to assess our collective talent, identify macro-organizational trends and address talent risk.

### Training and Development

We continued our key leadership development programs to support employee advancement and cultivate a sustainable leadership pipeline.

### Health and Safety

We conducted a risk perception survey across business segments and divisions to help us better prioritize safety resources and support future investments.

### Cybersecurity and Data Privacy

We increased our efforts to automate the removal of vulnerabilities in our information technology (IT) systems and further improved the proactive deployment of software and system updates.

### Diversity, Fairness and Inclusion

At the start of the year, we formally launched two new employee resource groups, which are open to all employees and provide support for members and our business initiatives, networking opportunities and a sense of community.

### Client Environmental Solutions

To further enhance our service delivery, we expanded our expertise and geographic reach through strategic acquisitions:

- Epic Environmental
- Origins Laboratory
- Spirit Environmental
- Paragon Soil & Environmental Consulting
- Two Dot Consulting
- Engineering & Technical Associates





# Our Environmental Performance

We are dedicated to environmental stewardship—in partnership with our clients and within our operations. This commitment isn't just a value; it's embedded in our mission to help protect the air we breathe, the water we drink and the soil that feeds us.

Our [Environmental Policy](#) anchors our commitment to stewardship, guiding us in delivering science-backed strategies for complex environmental challenges. We understand the importance of reducing our own environmental footprint. To that end, we have committed to achieving net-zero GHG emissions by 2040. We established this commitment through the Science-based Target Initiative (SBTi), and in early 2025, our targets were validated and approved. Our net-zero goal is now underpinned by SBTi-approved near-term and long-term targets.



## Montrose Environmental Group, Inc. commits to reach net-zero GHG emissions across the value chain by 2040.

### Near-Term Targets

Montrose Environmental Group, Inc. commits to reduce absolute scope 1 and 2 GHG emissions **42%** by 2030 from a 2022 base year. Montrose Environmental Group, Inc. also commits to reduce absolute scope 3 GHG emissions from purchased goods and services, capital goods, and use of sold products **42%** within the same timeframe.

### Long-Term Targets

Montrose Environmental Group, Inc. commits to reduce absolute scope 1 and 2 GHG emissions **90%** by 2040 from a 2022 base year. Montrose Environmental Group, Inc. also commits to reduce absolute scope 3 GHG emissions from purchased goods and services, capital goods, business travel, employee commuting and use of sold products **90%** within the same timeframe.

Our operational (Scope 1 and 2) GHG emissions largely stem from energy use in our operating locations and vehicle fleet. Recognizing the impact of our fleet vehicles on our overall footprint, we have committed to procuring a small number of electric vehicles to be integrated into our laboratory fleet in 2025. We plan to assess the results of this pilot to inform future decision-making around electric vehicle procurement as part of our decarbonization planning.

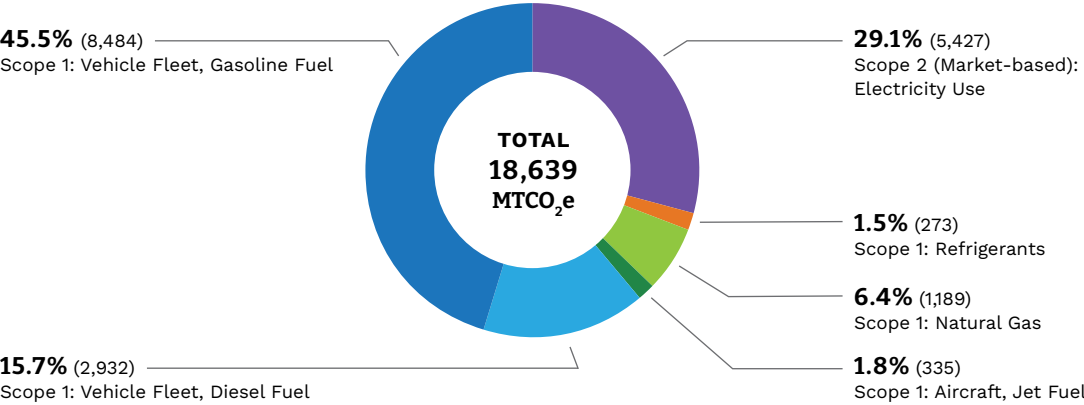
Though the 2022 and 2023 Scope 3 GHG emissions restated in our 2024 Sustainability Report increased versus what was previously reported, our 2024 Scope 3 emissions decreased considerably from those levels. We anticipate retaining the significant reduction in Scope 3 GHG emissions as we move into 2025 and beyond, as we are limiting our role in selling equipment directly to our clients.

Learn more about how Montrose is upholding its commitment to environmental stewardship and working to reduce our GHG emissions, energy use and waste generation in our full [2024 Sustainability Report](#).

# GHG Emissions

2024 SCOPE 1 AND 2 GHG EMISSIONS		MTCO <sub>2</sub> e <sup>1</sup>
Vehicle Fleet		11,416
Vehicle, Gasoline Fuel		8,484
Vehicle, Diesel Fuel		2,932
Aircraft, Jet Fuel		335
Natural Gas and Propane (building use)		1,189
Refrigerants (building use)		273
Scope 1 GHG Emissions		13,213
Scope 2 GHG Emissions (Purchased electricity, Market-based)		5,427
Total Scope 1 and Scope 2 GHG Emissions <sup>2</sup>		18,639

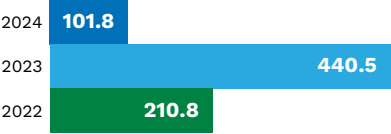
2024 Scope 1 and 2 GHG Emissions  
(MTCO<sub>2</sub>e)<sup>1</sup>



SCOPE 1 + SCOPE 2 GHG EMISSIONS  
PER MILLION DOLLARS OF REVENUE  
(MTCO<sub>2</sub>e/\$M)



SCOPE 3 GHG EMISSIONS PER  
MILLION DOLLARS OF REVENUE  
(MTCO<sub>2</sub>e/\$M)



2024 SCOPE 3 GHG EMISSIONS	MTCO <sub>2</sub> e	%
Category 1: Purchased Goods and Services	15,631	22.0%
Category 2: Capital Goods	11,948	16.9%
Category 3: Fuel- and Energy-Related Activities	4,209	5.9%
Category 4: Upstream Transportation and Distribution	7,707	10.9%
Category 5: Waste Generated in Operations	194	0.3%
Category 6: Business Travel	6,002	8.5%
Category 7: Employee Commuting	4,904	6.9%
Category 9: Downstream Transportation and Distribution	878	1.2%
Category 11: Use of Sold Products	19,125	27.0%
Category 12: End-of-Life Treatment of Sold Products	270	0.4%
Total Scope 3 GHG Emissions <sup>2</sup>	70,867	

<sup>1</sup>This data has been verified by a third party. A copy of our independent verification limited assurance statement can be found on our website [here](#).  
<sup>2</sup>Total emissions may not match the sum of the category-specific emissions due to rounding.

# Our People and Communities



## Our Montrose Team

We believe our employees are central to our success, dedicated to innovation and delivering exceptional service to our clients. In 2024, we improved employee retention and expanded our workforce through six strategic acquisitions. We also launched a company-wide employee engagement survey to gain actionable, data-driven insights to better understand and improve our workplace culture. We believe that employee engagement is a catalyst for a strong, positive work culture that can directly impact business performance, talent retention and overall employee satisfaction. Our commitment to empowering employees is also reflected in our training and development programs, including the Montrose Sales Leadership Development and the Montrose Leadership Excellence Programs.

[Learn More](#)

# \$4.9M

SPENT ON TRAINING AND DEVELOPMENT

## Diversity, Fairness and Inclusion

An inclusive work environment is central to Montrose's culture, fostering innovation, resilience and collaboration. By embracing differing perspectives, we seek to create an environment where employees thrive. This culture enhances our ability to tackle complex environmental challenges by integrating varied experiences into our decision-making. Bringing together a wide range of viewpoints strengthens our mission of sustainable growth, helping us build stronger communities and drive long-term value. We are committed to reflecting the richness of our communities by fostering a welcoming and supportive workforce.

[Learn More](#)

# ~100

EMPLOYEES PARTICIPATED IN WELEAD (WOMEN EMPOWERING LEADERSHIP) MENTORING PROGRAM

## Health and Safety

At Montrose, the safety of our employees is a top priority. Our ability to deliver best-in-class environmental solutions is built on a strong foundation of robust health and safety policies and practices. In 2024, Montrose's health and safety priorities included:

- Enhancing the key performance indicators that are used to monitor safety performance
- Conducting a risk perception survey to prioritize safety resources and support for the future
- Enhancing our internal systems for incident management and safety training

[Learn More](#)

# 1.10

TOTAL RECORDABLE INJURY RATE (TRIR), WELL BELOW THE US INDUSTRY AVERAGE OF 1.16<sup>3</sup>

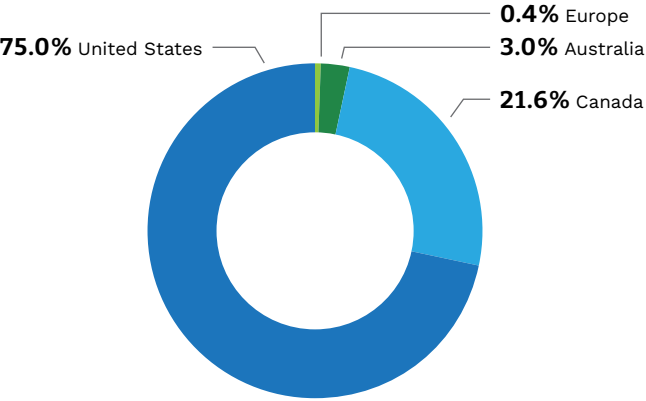
<sup>3</sup> US industry average obtained from the US Bureau of Labor Statistics 2022 injuries, illnesses and fatalities data set from NAICS code 54138.



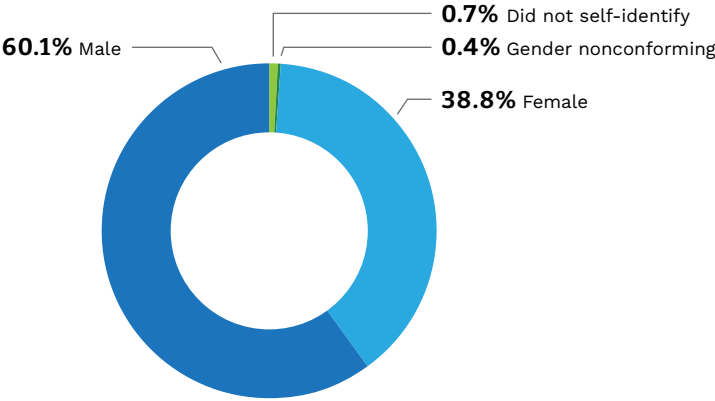
# Our Workforce

EMPLOYEE CATEGORY <sup>4</sup>	TOTAL	UNITED STATES	CANADA	AUSTRALIA	EUROPE <sup>5</sup>
Permanent, Full-time	2,980	2,183	697	86	14
Permanent, Part-time	136	124	0	12	0
<b>Total, Permanent</b>	<b>3,116</b>	<b>2,307</b>	<b>697</b>	<b>98</b>	<b>14</b>
Temporary, Full-time	16	11	5	0	0
Temporary, Part-time	281	246	35	0	0
<b>Total, Temporary</b>	<b>297</b>	<b>257</b>	<b>40</b>	<b>0</b>	<b>0</b>
Nonguaranteed hours (casual)	5	0	1	4	0
<b>Total</b>	<b>3,418</b>	<b>2,564</b>	<b>738</b>	<b>102</b>	<b>14</b>

Employees by Location



Employees by Gender<sup>6</sup>



## Gender Balance Across our Workforce by 2040

We aim to achieve gender balance across our workforce by 2040. We will continue to hire candidates who meet or exceed job requirements while also cultivating a workforce that reflects the communities in which we work. We also continue to support gender pay equity. We conduct regular pay equity assessments and engage with leadership on this topic annually as part of our overall compensation planning.



<sup>4</sup> Employee data represents employee headcount as of December 31, 2024, and excludes contingent workers.  
<sup>5</sup> Europe includes our employees in Belgium, Denmark and Sweden.  
<sup>6</sup> Gender data does not include the 82 employees from our acquisition of Epic, as employee demographic information was unavailable for 2024.



# Our Commitment to Acting Responsibly



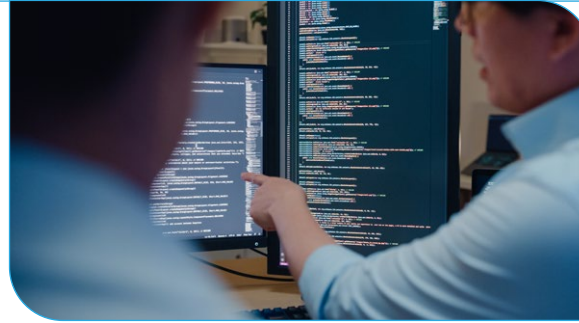
## Business Ethics and Compliance

Montrose is committed to ethical business practices and adhering to applicable laws and regulations. We have established robust governance mechanisms to uphold this commitment, prioritizing business ethics and compliance. Our expectations are communicated through our documented policies and programs, with employees receiving relevant training and access to reporting channels. Compliance is maintained through internal monitoring and audits, embedding ethics and compliance into Montrose's culture.

[Learn More](#)

# 23,000

TOTAL HOURS OF CODE OF CONDUCT AND ETHICS TRAINING,  
INCLUDING ANTI-HARASSMENT TRAINING



## Cybersecurity and Data Privacy

With a diverse global client base spanning private and public sectors and an ever-expanding team of employees operating across geographies, we understand the critical importance of cybersecurity and data privacy. We continue strengthening our cybersecurity infrastructure to protect sensitive data and promote business continuity. Our policies and advanced systems are designed to safeguard our IT assets and network and ultimately protect the confidentiality, integrity and security of sensitive data. This commitment reflects our broader goal of fostering trust and resilience across operations.

[Learn More](#)

# 10,815

TOTAL HOURS OF CYBERSECURITY-RELATED TRAINING



## Corporate Governance

Montrose is committed to robust corporate governance, prioritizing accountability and transparency across our business. We continue to strengthen elements of our governance practices as a public company. Key corporate governance practices include:

- Separate Board Chair and CEO
- Independent Board Chair and entirely independent Board committees
- Executive session of independent directors
- Periodic Board and committee evaluations
- Succession planning
- Executive and director stock ownership guidelines
- One-share, one-vote standards
- Eliminated majority voting thresholds
- Phased-in declassification of our Board from 2026 to 2028

[Learn More](#)



#### **CORPORATE HEADQUARTERS**

5120 Northshore Drive  
North Little Rock, Arkansas 72118  
[montrose-env.com](https://montrose-env.com)

## **Forward-Looking Statements**

This Sustainability Report 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. 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 US Securities and Exchange Commission, including its Annual Report on Form 10-K for the year ended December 31, 2024, 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.