

## ENVIRONMENTAL POLICY

As stated in our mission, Montrose Environmental Group, Inc. (Montrose) is committed to protecting the air we breathe, the water we drink, and the soil that feeds us. This Environmental Policy outlines how we aim to foster environmental sustainability through our daily business practices and operations, our supply chain and procurement practices, and our client services and solutions.

### **Commitment**

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 greenhouse gas (GHG) emissions by 2040, and setting and achieving near-term Scope 1, Scope 2, and Scope 3 emissions reduction targets in alignment with the Science Based Targets Initiative.
- Reducing our consumption of resources, including the consumption of energy from non-renewable sources as part of our journey to Net Zero.
- Incorporating sustainable procurement practices and considering environmental impacts in our procurement decisions.
- Complying with international, federal, state/provincial, and local environmental laws and regulations.
- Promoting pollution prevention and taking proactive measures to prevent environmental incidents within our operations and our client work.
- Implementing training and education programs to foster a culture of environmental responsibility and innovation among our employees, equipping them with the knowledge and skills to contribute effectively to our environmental initiatives.

Furthermore, we support our clients via projects and collaborations that contribute to environmental sustainability and generate positive environmental impacts through innovative approaches and solutions. As a provider of environmental and sustainability solutions, we recognize that our most significant impact stems from the work we do with our clients.

### **Communication and Stakeholder Engagement**

This policy is communicated to our employees in order to ensure our environmental priorities are understood and integrated into our business. This policy is also communicated to our external stakeholders through our website. We will report progress made towards these priorities in our annual Sustainability Report.

We aim to engage employees on this policy, our environmental priorities, and environmentally sound business practices through company-wide campaigns and initiatives. Furthermore, we strive to regularly engage with our external stakeholders to ensure we understand stakeholder expectations and remain focused on our most material environmental risks, opportunities, and impacts.

Finally, as stewards of the environment, we also strive to increase awareness of environmental sustainability issues across our stakeholders and advocate to improve environmental outcomes

universally. We recognize that to bring about significant improvement for our planet, we need to step outside our comfort zone and instigate change where it is most needed.

### **Continual Improvement**

Montrose aims to continually improve all aspects of our business, including our environmental performance through the implementation of this policy. We will regularly monitor our environmental performance and will seek opportunities to further improve performance and reduce our environmental impact. Additionally, we will innovate with our clients to develop, test, and implement new solutions for addressing the world's most pressing environmental issues.

### **Governance**

Within our Board of Directors (Board), the [Nominating and Corporate Governance Committee](#) oversees and makes recommendations to the Board regarding sustainability matters (including environmental matters) relevant to the Company's business, including Company policies, activities, and opportunities.

Our Executive Leadership Team, along with our Segment and Division leaders, is responsible for facilitating the implementation of environmental sustainability programs and initiatives to enable Montrose to fulfil our commitments.

Our health, safety, and environment (HSE) function is responsible for implementing our Montrose Integrated Management System (MIMS) and supporting environmental compliance.

The development and maintenance of this policy is the shared responsibility of Montrose's Vice President, HSE Operations and Vice President, Sustainability Advisory. The Environmental Policy will be reviewed annually and updated as needed to reflect our ongoing commitments to environmental sustainability.

### **Scope and Applicability**

All of Montrose's operations, including our businesses, operations, facilities, and employees globally, are covered by this Environmental Policy. Additionally, Montrose encourages its partners – including our suppliers and vendors – to address the environmental priorities contained in this Policy in areas where we do not exercise operational control.



**Vijay Manthripragada**

**CEO, Montrose Environmental Group, Inc.**

**07/27/2023**