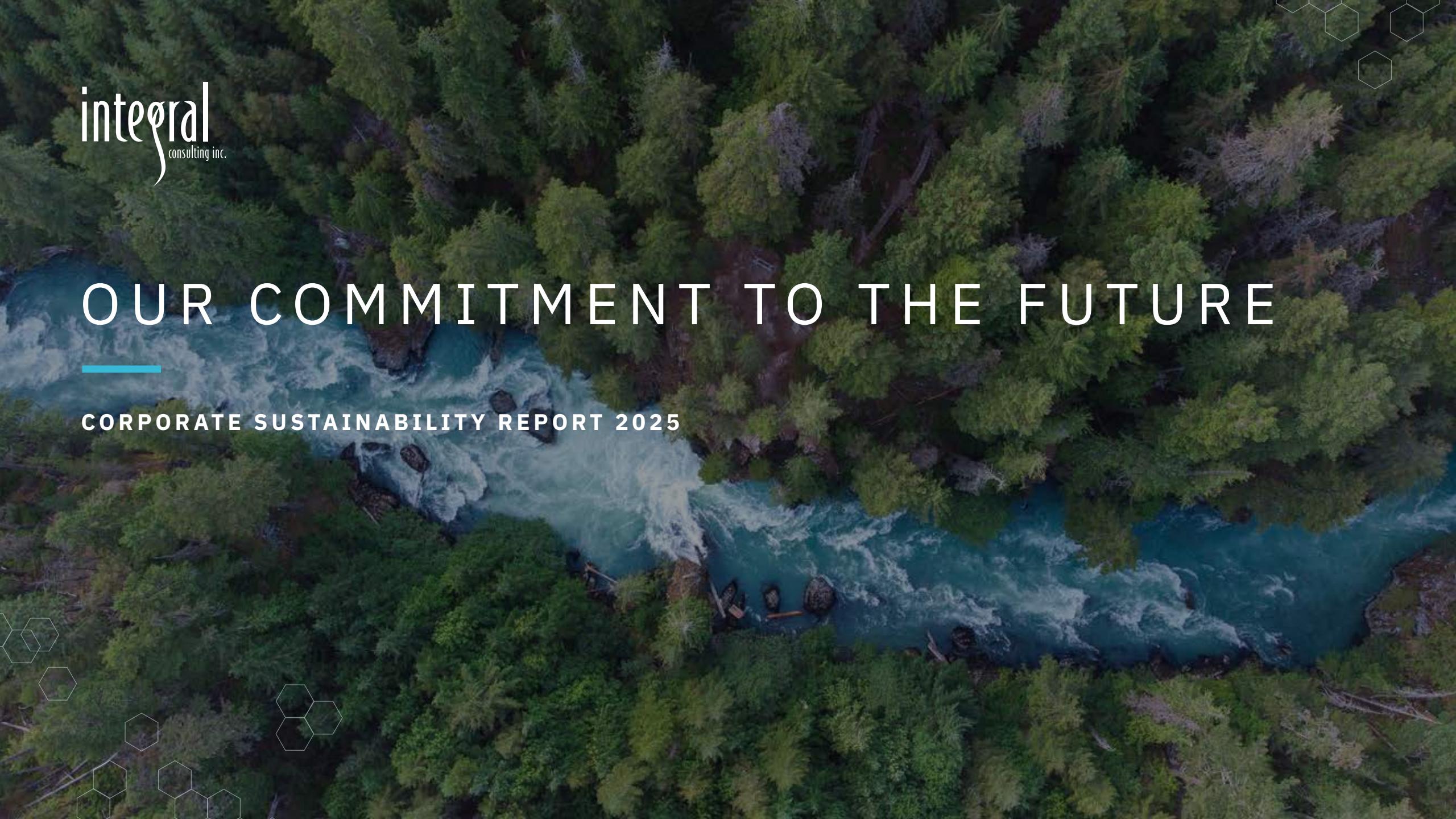




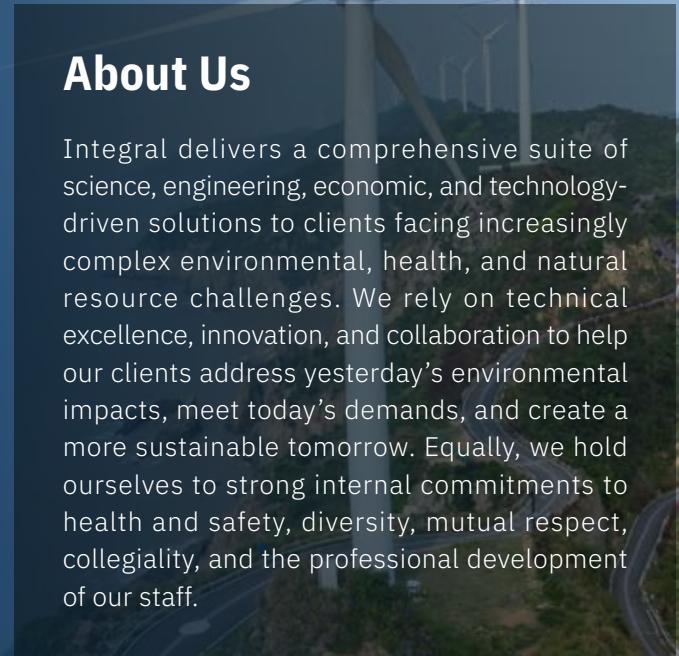
OUR COMMITMENT TO THE FUTURE

CORPORATE SUSTAINABILITY REPORT 2025



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About Us

Integral delivers a comprehensive suite of science, engineering, economic, and technology-driven solutions to clients facing increasingly complex environmental, health, and natural resource challenges. We rely on technical excellence, innovation, and collaboration to help our clients address yesterday's environmental impacts, meet today's demands, and create a more sustainable tomorrow. Equally, we hold ourselves to strong internal commitments to health and safety, diversity, mutual respect, collegiality, and the professional development of our staff.

SUSTAINABILITY AT INTEGRAL CONSULTING

Integral Consulting Inc. (Integral) is fully committed to better understanding and improving our sustainability performance. This entails making tangible commitments, tracking progress, learning from our efforts, seeking ways to improve, and taking action to make our sustainability goals a reality.

This inaugural corporate sustainability report presents a baseline accounting of our commitments to sustainability, thus providing the basis for our future sustainability performance reporting. The material presented here serves as a testimony to our employees and families, local communities, vendors and clients of our deep commitments to sustainability now and into the future.

During 2024, Integral completed a materiality assessment to identify our company's most significant impacts (either positive or negative) with respect to sustainability performance. Using information gathered during this assessment, Integral's baseline sustainability is organized into the following three categories:



Environment

From its inception, Integral has focused on helping our clients address complex environmental challenges to achieve their business objectives. We have both a responsibility and a role to play in reducing resource consumption within our own business, and our contribution to climate change.



People

Our team members are our most valuable asset. We strive to provide a safe work environment and support employees' health and well-being both on and off the job. Integral is also committed to building an equitable organization that fosters a sense of belonging and welcomes and celebrates diversity. Further, we support communities through pro bono projects, charitable giving, and scholarships through the [Integral Charitable Foundation](#).



Company Governance

Integral has put in place a range of policies, procedures, and practices to support our commitment to strong governance standards and controls designed to protect the interests of all stakeholders associated with the company.

SUSTAINABILITY AT INTEGRAL CONSULTING

We evaluate our baseline sustainability performance in these three categories using the United Nations [Sustainable Development Goals \(SDGs\)](#). The SDGs represent an internationally accepted framework used worldwide by governments, businesses and non-profits alike to evaluate sustainability performance. The UN framework consists of a total of seventeen SDGs that collectively create a global blueprint for improving health, prosperity, and peace worldwide (Figure 1). Our work contributes to achieving many of the SDGs in several ways – through our internal operations and employee engagement; through our work with clients, contractors, and vendors; and through our interactions with the community. Some of the SDGs are more relevant than others given the nature of our work, and this report focuses on those with the most tangible connections to Integral's business.^{1,2}

In addition to characterizing our baseline, this report also provides clear recommendations for how Integral will continue to reduce its environmental footprint, improve employee and community programs, and maintain strong and flexible governance policies. To that end, within each category we identify data gaps and data collection needs to facilitate more robust analysis and deeper understanding in the future. We also suggest metrics to track progress and support identification and achievement of goals in the future. Lastly, we commit to publishing this report on a biannual basis going forward.



Figure 1: The United Nations Sustainable Development Goals (SDGs)

¹ Image credit: <https://sdgs.un.org/goals>.

² While the UN SDGs provide a widely recognized context for discussing both internal policies and programs and client-facing services across a suite of subject areas, our analysis of material topics also generally considered the topics identified by the [Global Reporting Initiative \(GRI\) Universal Standards](#), which include some issues not explicitly captured by the UN SDGs.

ENVIRONMENT

Integral's baseline internal sustainability performance was evaluated relative to SDG 13 (Climate Action). As we directly serve clients on a host of environmental needs, we also describe Integral's alignment with several other SDGs occurring through our project activities.



ENVIRONMENT



Climate Action

SDG 13: Take urgent action to combat climate change and its impacts

Integral conducted an initial greenhouse gas (GHG) inventory to begin to understand our organization's overall emissions portfolio and to evaluate the relative contributions of each source, which will ultimately enable us to assess best practices to decrease our emissions. The potential sources evaluated in this inaugural process included: Integral office heating and electricity usage (Scope 1 if owned, Scope 2 if leased), travel emissions (Scope 3), automotive emissions for commuting (Scope 3), and data storage (Scope 3).

Our work during this first year required us to assess data availability associated with the identified GHG sources. This included developing an understanding of what inputs were required to calculate GHG emissions for each source type, identifying data custodians, assessing data completeness and integrity, identifying areas of uncertainty in available data, and evaluating data gaps for each data type. In many instances, our conclusion was that the data available to calculate GHG emissions for the relevant sources was either unavailable or incomplete, and required us to make assumptions in order to calculate the carbon footprint of each source. For example,

office energy usage data was not available for every location, and flight origin and destination information was not readily discerned from existing data.

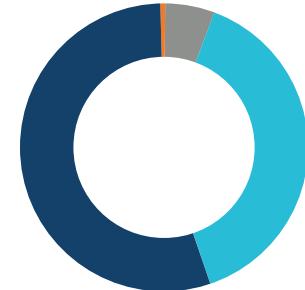
While the initial GHG emissions calculations include estimates, the results provide insight on the likely magnitude of the sources relative to one another. For example, office energy usage and travel (flights, in particular) appear to be the company's largest sources of GHG by far, relative to other sources evaluated. This points to a need to focus efforts on improving data collection particularly in relation to those two sources.

Some additional insights were identified from the available data, that also point to potential ways to reduce GHG emissions. In particular, the flight data reviewed indicated that only 27% of flights in the sample population were billed to project codes. The large proportion of flights that are related to overhead activities (e.g., conferences, meetings, etc.) could be one area of additional data analysis.

GHG associated with data storage was provided by Microsoft based on our request, and its contribution to overall emissions

Estimated Relative GHG Emissions of Sources Evaluated in 2024

- Office Electricity
- Flights
- Driving
- Data Storage



is so minimal relative to other potential sources considered that it is only slightly visible on the graph above. However, it should be noted that there may be other data- and technology-related GHG emissions that are not reflected in this value, such as energy demand associated with artificial intelligence (AI) technologies that are used in support of data analysis, research, or reporting. How and if those emissions might be accounted for in future analysis is not yet clear.

Other potential emissions sources that can be evaluated in the future include but are not necessarily limited to project field work (e.g., use of boats, use of personal vehicles driven to a project site), remote worker energy usage, refinements to commuting assumptions and non-electric energy at offices (e.g., natural gas heating and cooling systems).

ENVIRONMENT

Client Service Alignment Related to the Environment

This report emphasizes Integral's internal policies, programs, and procedures, but we also help clients address complex environmental challenges in pursuit of their own resource management and sustainability goals. Table 1 (on the following two pages) highlights some examples of how our work with clients aligns with a number of additional SDGs.



ENVIRONMENT

SDG Description	Example Project	Description
 3 GOOD HEALTH AND WELL-BEING	Ensure healthy lives and promote well-being for all at all ages	Occupational Risk Assessment and Exposure Mitigation We worked with a manufacturer to evaluate potential indoor air exposures to airborne contaminants resulting from the use of a laser cutting device.
	Risk Assessment and Management for West Nile Virus	We supported the development of a comprehensive plan for mitigating vector-borne disease risks in New York. We compared potential risks and ecosystem impacts for various management approaches.
 6 CLEAN WATER AND SANITATION	Ensure availability and sustainable management of water and sanitation for all	Optimizing Water Use Where Resources are Scarce Our analysis helped optimize the location and timing of surface and groundwater withdrawals to minimize impacts and provide a reliable supply of fresh water.
	PFAS Detected in Water Supply	Integral designed a treatment system to remove PFAS in drinking water, which restored a public water supply well to use on an accelerated schedule.
 7 AFFORDABLE AND CLEAN ENERGY	Ensure access to affordable, reliable, sustainable and modern energy for all	Floating Offshore Wind: Overcoming Seafloor Challenges Integral worked with the U.S. Department of Energy, Oregon State University, and other collaborators to develop a consistent and semiautomated method for seafloor surveying using a combination of technologies. This approach allows for better characterization of benthic habitats in deep waters for environmental assessments and monitoring of offshore energy sites.
	Microgrids and Wildfire Resilience	We conducted an analysis to assess the benefits and costs of using microgrids to enhance energy resilience in the face of increasing wildfire risks.
 9 INDUSTRY INNOVATION AND INFRASTRUCTURE	Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation	Nature-based Solutions in California Our team led a nature-based living shoreline project to combat coastal erosion and flooding of critical infrastructure at a California State Park.
	Nature-based Solutions in Florida	We identified nature-based alternatives to hard infrastructure for coastal protection in southwest Florida, and created visual tools to facilitate communication with regulators and the community.
 11 SUSTAINABLE CITIES AND COMMUNITIES	Make cities and human settlements inclusive, safe, resilient and sustainable	Morro Bay Equity Strategy Provided technical and strategic support for development of an equity strategy for managers of the Morro Bay National Estuary Program, to assist in compliance with Justice40 obligations and requirements for Bipartisan Infrastructure Law funding. Included identification, screening, and selection of social and environmental indicators and development of a locally relevant index of relative disadvantage.
	Ventura County Adaptation Project	We conducted a vulnerability and fiscal impact study to support adaptation planning and policy updates. Based on coastal hazard modeling and geospatial data analyses, projected future risks were mapped to critical community sectors, including land use, oil and gas, and other critical infrastructure. By integrating economic and fiscal analyses, the team holistically projected future impacts to agriculture, coastal recreation, infrastructure, and property

ENVIRONMENT

SDG Description	Example Project	Description
 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	<p>Ensure sustainable consumption and production patterns</p>	<p>Decarbonization of Glassmaking</p> <p>Integral supports the glass industry in its efforts to reduce its greenhouse gas footprint</p> <p>Cosmetics Environmental Risk Assessment</p> <p>We developed a framework our client could use to assess annually the potential environmental impacts of hundreds of ingredients in previously distributed and new products sold across five continents.</p>
 13 CLIMATE ACTION	<p>Take urgent action to combat climate change and its impacts</p>	<p>Vulnerability of a Barrier Island to Increased Storms and Sea Level Rise</p> <p>We assessed vulnerability of a barrier island community in Florida to varying degrees of sea level rise and identified conceptual adaptation strategies to mitigate flooding impacts.</p> <p>Sea Level Rise Study</p> <p>We conducted a sea level rise vulnerability and adaptation study in Imperial Beach, San Diego, California. Integral team members led the City through a facilitated process to characterize existing and future vulnerabilities, identify potential adaptation strategies, and help educate the local community to garner support for implementation of prioritized actions.</p>
 14 LIFE BELOW WATER	<p>Conserve and sustainably use the oceans, seas and marine resources for sustainable development</p>	<p>AI for Cost-Effective Environmental Monitoring and Benthic Site Assessments</p> <p>Our experts develop innovative tools to map and characterize seafloor habitat for a variety of applications.</p> <p>Evaluating the Vulnerability of Sea Turtle Nesting Beaches to Sea Level Rise</p> <p>Integral completed an evaluation of sea turtle nesting locations in Hawaii and their vulnerability to sea level rise and coastal erosion.</p> <p>Strategic Remedial Investigation in a Tidal Embayment</p> <p>We conducted an extensive investigation of water, sediment, and biota in a contaminated estuarine creek and over 800 acres of tidal marshes as part of a remedial investigation and feasibility study. The results of the investigation supported ecological and human health risk assessments and the development of a remedial approach for the site.</p>
 15 LIFE ON LAND	<p>Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss</p>	<p>Bioremediation and Phytoremediation of a Salt Marsh</p> <p>We contributed to a bioremediation and phytoremediation plan for oil degradation in a salt marsh in Louisiana. This included construction and monitoring of a pilot scale treatment area, and evaluation of treatment efficacy.</p> <p>Developing an Efficient Soil Remediation Strategy for Schools in Hawaii</p> <p>Spalling of exterior paint and historical application of pesticides has resulted in soil contamination at some school properties in Hawaii. Integral has designed an easily implementable remedial strategy that regulators can approve and schools can replicate cost-effectively across various sites.</p>

PEOPLE

Our employees are our most important asset. Ensuring their health and well-being, supporting their professional development, and creating a welcoming work environment are high priorities for Integral. We also extend these values to the community. These values are exemplified by four of the UN SDGs related to social considerations.



PEOPLE



Good Health & Well-Being

SDG 3: Ensure healthy lives and promote well-being for all at all ages.

Integral is dedicated to employee health and safety on the job. We also offer a comprehensive range of health benefits to support the well-being of employees and their families.

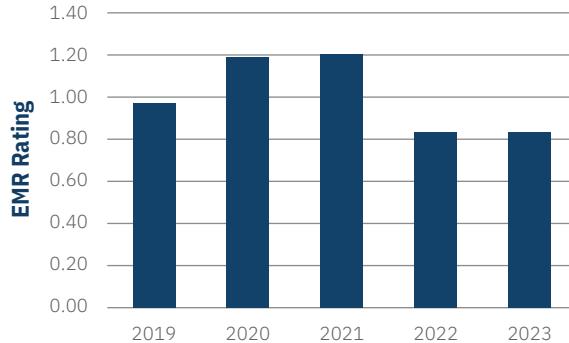
Worker Safety

Protecting our employees from workplace injuries is one of our greatest responsibilities. We strive to achieve a healthy work environment that is free from injury and complies with all applicable federal and state laws, requirements, and standards. All employees have stop-work authority and are encouraged to stop work any time unsafe acts are observed.

Our Corporate Health and Safety Manager, working in concert with our project managers, ensures that employees are properly trained and informed of safety rules, regulations, and potential hazards. Integral's health and safety program operates under a dedicated health and safety manager, and the purview of a corporate health and safety committee and office safety committees. Annual audits of offices and field



Interstate EMRs



operations are conducted to provide an ongoing assessment of the effectiveness of our Corporate Health and Safety Program Plan and site-specific health and safety plans. Integral also provides mandatory SafeStart® training for all employees and has recently instituted unannounced field safety audits on some projects with the goal of educating staff and identifying means of improving safety practices across the company.

We strive to maintain a safe workplace with zero Occupational Safety and Health Administration (OSHA) reportable or recordable incidents. Experience Modification Rates (EMRs) are one measure of our success in the Health & Safety space. EMRs less than one (above) indicate below-average risk relative to industry peers.

Supporting Employee Health and Well-Being

Integral offers a range of benefits to provide access to high-quality health care and wellness programs. This includes, but is not limited to:

- Company-subsidized medical, pharmacy, dental, and vision benefits
- Term Life and Accidental Death & Dismemberment (AD&D) coverage
- Paid parental leave
- Short-term and long-term disability
- Employer-funded wellness account
- Paid holiday, vacation, and sick days
- Flexible work arrangements.

These benefits contribute to employees' ability to access quality health care and promote employee participation in other wellness activities. Integral also hosts periodic employee activities such as the Step Challenge, which encourages employees to be active while raising funds for a good cause.



PEOPLE



Quality Education

SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Integral promotes a collaborative environment for learning and growth to inspire people to reach their personal and professional goals. We also offer and support educational opportunities for others, and fund academic scholarships in the environmental and Science, Technology, Engineering, and Mathematics (STEM) fields at a growing number of colleges and universities.

Supporting Employee Education

Integral supports ongoing professional education opportunities for its employees through:

- Undergraduate and graduate tuition reimbursement program
- Professional development: conference attendance, professional registrations, licensure, and memberships
- Unlimited LinkedIn Learning access
- Extensive catalog of company-specific online learning modules through Integral University
- Cross functional collaboration and education.



Community Education

We offer webinars, short courses and other training opportunities to both Integral employees and the professional community. Integral professionals also regularly publish professional and peer-reviewed literature on a wide range of topics.



Hosted **3 webinars**
in 2024 with
441 attendees



Attended
69 conferences



Presented at
49 conferences



Published
14 thought leadership pieces

We also support the next generation of scientists through scholarships, including at universities with historically high minority student populations. The Integral scholarship program, funded through Integral Charitable Foundation, strives to support pioneering research, foster relationships with faculty and students, increase opportunities for underserved students, and promote opportunities and diversity in STEM education. It also aims to support students through both funding and opportunities for mentorship and guidance in collaboration with our university partners.

In 2024, we awarded six scholarships, for a total of 35 scholarships across eight universities since the program inception in 2016. Scholarship details are provided on the [Integral Charitable Foundation \(ICF\) website](#).



PEOPLE



Demographics



SDG 5: Achieve gender equality and empower all women and girls.

SDG 10: Reduce inequality within and among countries.

We see the value of diverse experiences and perspectives in our culture and business performance. Integral's policies and procedures, described in the Employee Handbook, are designed to support equal opportunities and prevent discrimination.

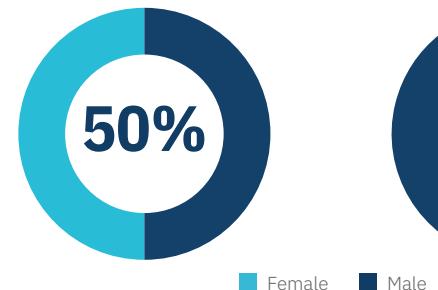


Gender Equality

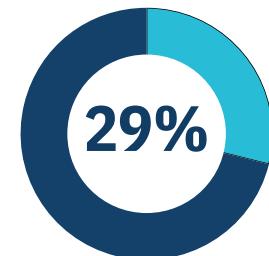
Based on our most recent data, Integral's staff was composed of 50% male employees and 50% female employees. This proportion of female employees is approximately 7 to 23% above the industry average.³ Our 2023 Equal Employment Opportunity (EEO) Reports also provide the following statistics:

- Percentage of Female Exec/Sr. Officials & Managers: 26%
- Percentage of Female Exec/Sr. Officials & Managers AND First/Mid Officials and Managers: 29%

Integral Employees



Integral Leadership



³ The proportion of women employees varies depending on which industry is considered. "Architectural, engineering, and related services" is reported as 26.3% women, and "Management, scientific, and technical consulting services" is reported as 42.9% women. <https://www.bls.gov/cps/cpsaat18.htm>

⁴ The proportion of diverse employees varies depending on which industry is considered. "Architectural, engineering, and related services" is reported as 17.3% non-white, and "Management, scientific, and technical consulting services" is reported as 23.1% non-white. <https://www.bls.gov/cps/cpsaat18.htm>

Diversity and Inclusion

Integral is committed to building an equitable organization that fosters a sense of belonging and welcomes and celebrates diversity. Currently, approximately 15% of our employees identify as belonging to racial or ethnic minorities. This is approximately 2 to 7% less than the industry average.⁴ We have several initiatives in place to expand the diversity of our workforce. For example, our Diversity, Equity, Inclusion, and Belonging (DEIB) initiative completed in 2024 included:

- Offering company-wide training programs to educate and engage employees in DEIB principles and practices.
- Utilizing a diverse source of candidate outreach strategies to attract a workforce representing a wide range of backgrounds, perspectives, and experiences.
- Reviewing and updating job advertisements to ensure they use inclusive language, and train employees in conducting fair and effective candidate interviews.

COMPANY GOVERNANCE

Two UN SDGs are most relevant to Integral's economic performance and corporate governance: SDG 8 (Decent Work and Economic Growth) and SDG 16 (Peace, Justice and Strong Institutions). As Company Governance generally extends beyond the current scope of the SDGs, we also discuss a number of additional, non-SDG considerations.



COMPANY GOVERNANCE



Decent Work and Economic Growth

SDG 8: Promote sustained, inclusive, and sustainable economic growth, full and productive employment and decent work for all.

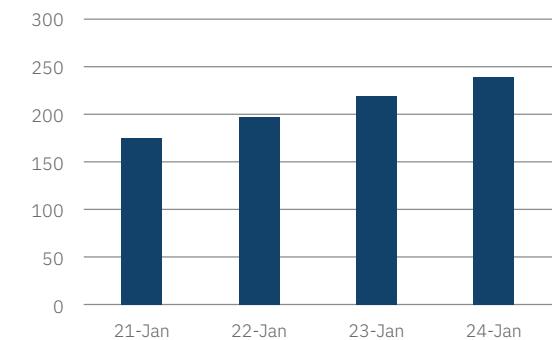
By providing exceptional service to our clients and making Integral a great place that employees want to work, we have been able to demonstrate continued growth across our employee count and financial performance. Some of the SDG 8 Targets of Decent Work and Economic Growth that Integral supports include:

- Sustain economic growth – over the past several years, Integral has consistently grown both in terms of total number of employees, as well as total revenue.
- Protect labor rights, safe working environment – Integral adheres to fair employment standards and has adopted a corporate code of ethics addressing standards of ethical and professional conduct, conflicts of interest, legal and regulatory compliance, anti-discrimination and anti-

harassment standards, anti-bribery and anti-corruption, and political activity. We have also implemented whistleblower protections for all employees. As described previously, Integral's focus on health and safety promotes a safe work environment for all team members, both in the office and in the field.

- Promote development-oriented policy –we support our employees' professional development in a number of ways. As noted above, we provide ample opportunities for continuing employee education, support career development through mentorship and leadership programming, and maintaining a robust performance program focused on identifying relevant objectives and key results for all employees. We also support employees exploration of new markets through our Strategic Business Initiatives.

Employees



Net Revenue Growth 2024



COMPANY GOVERNANCE



Peace, Justice, and Strong Institutions

SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

Governance

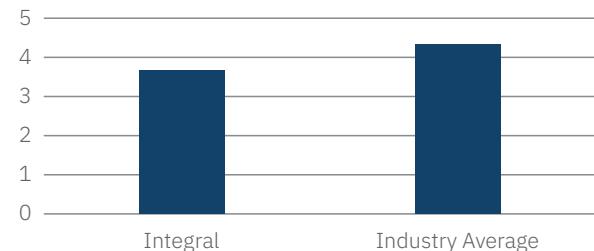
Integral is governed by a Board of Directors, and maintains robust governance policies that address issues such as ethical business practices, code of conduct, conflicts of interest, anti-discrimination practices, anti-fraud and bribery policies, and other policies and procedures to ensure the company, its officers, and its employees are held to the highest standard. These are laid out in detail in the Employee Handbook.

Data Privacy and Cybersecurity

Integral has a robust Data Privacy and Cybersecurity program. The program's policies focus on Consent Management, Data Minimization, Transparency, Regulatory Compliance, Network Security, Endpoint Protection, Incident Response, Continuous Monitoring, Data Protection, Access Controls, and Employee Training.

Across Integral's 4,300 projects, the company has had zero data breaches. A phish-prone score is calculated by determining the proportion of tested employees who fell for a phishing test to the number of employees that were tested. Therefore, a lower number represents a better score. As of mid-2024, Integral had a 3.7 phish-prone score, a demonstration of our excellence that is 8 times lower than industry average. Furthermore, employees are required to complete quarterly cybersecurity training. Integral employees have a 100% completion rate for those trainings.

Phish-Prone Score



COMPANY GOVERNANCE



Corporate Giving



[Integral Charitable Foundation \(ICF\)](#) was founded in 2021 through a founding grant from Integral's shareholders. Ongoing funding is provided by annual contributions from Integral and individual donors. Operating as an independent, registered 501(c)3 private foundation, ICF is committed to providing financial and professional support to efforts that expand access to scientific and engineering knowledge, address climate change and its impacts on ecosystems and human populations, increase diversity and equity in environmental professions, and improve environmental and social conditions in our communities and beyond.

ICF's mission is carried out through three programs, described in detail on the [ICF website](#): scholarships (discussed above), charitable giving, and pro bono activities.

- **Charitable Giving and Volunteerism:** ICF provides direct contributions to nonprofit organizations in their efforts to address climate change, improve environmental health, expand access to STEM education, aid victims of natural disasters, and invest in our communities. These organizations are selected by the staff of Integral Consulting Inc. and represent a diverse selection of organizations that embody the ICF's mission and values. In 2024, ICF also established longer-term (3-year) commitments to three organizations:

- Growing Gardens, Boulder, CO
- Santa Barbara Maritime Museum (SBMM), Santa Barbara, CA
- Silicon Valley Education Foundation, San Jose, CA.

ICF also supports Integral employees in volunteering time with communities or organizations, either at employee events or independently, and provides funding for such activities.

- **Pro bono services:** The ICF's pro bono services program provides technical support to non-profit organizations and community groups where our expertise can make a difference. To date, the pro bono program has made 15 awards, totaling nearly \$200,000 of technical support to beneficiaries. Current and past pro bono projects have included:

- Climate science awareness education for underserved communities
- Enhancement of marine education programs for the SBMM
- Assistance with remediation of the contaminated Ala Wai Canal
- Evaluation and improvement of community garden soil management practices
- Updating an educational video for a Sea Turtle Conservancy visitor center
- Expanding knowledge of climate change and coastal resilience practices
- Supporting citizen science initiatives with Stella Maris Conservation Collective.



SYNTHESIS AND RECOMMENDATIONS

As part of Integral's ongoing commitment to sustainable business practices, we undertook a self-assessment to evaluate company performance across a number of dimensions. The intention of the assessment was to establish a baseline that can be used to identify areas of potential improvement and provide a point of comparison for tracking future progress. The United Nations' Sustainable Development Goals were selected as the organizing principle for the assessment. The priorities identified for this Year 1 program included:

- Environmental considerations, focusing on developing an understanding of our Greenhouse Gas emissions and related data needs
- Social considerations, particularly related to health, gender equality, and racial diversity, and
- Governance and economic considerations, including corporate growth, responsible policies and procedures, and community engagement.

Results and recommended action items related to each of these areas of focus are summarized in the following text.



Environment

The preliminary analysis indicated that travel and office energy usage are Integral's two largest sources of GHG emissions. However, meaningful improvements in data collection are necessary to facilitate calculation of our true emissions. Data gaps were identified related to flight details, office energy data, and other variables, and our sustainability committee recommends formation of a subgroup to work with administrative teams to develop approaches for gathering the data necessary to improve GHG accounting. We also recommend consideration of employee education and corporate policies to reduce our GHG footprint. Appropriate measures can be better defined once data collection is improved.



People

Ensuring a robust health and safety program is a key corporate priority. Program expansions and improvements were implemented in 2024, and we will continue to track EMRs and other relevant metrics to evaluate success. Additionally, review of employee demographics identified areas for future tracking, including representation of women in leadership positions, as well as overall racial/ethnic diversity of employees. Existing corporate DEIB programming is focused on the latter issue.



Company Governance

Integral has existing policies and procedures to ensure ethical business practices, encourage growth (both in terms of revenue and company size), guard data privacy, and support employees and the community. We continually track emerging areas for improvement, and have recently developed new policies related to acceptable use of Artificial Intelligence (AI) as well having recently enhanced our business continuity plan. We will continue to track those measures on an ongoing basis.

Future Reporting: This Integral sustainability report will be updated on a biannual basis, with the next report to be released in 2027.

ABOUT THIS REPORT

This report contains forward-looking statements relating to the manner in which Integral intends to conduct certain of its activities, based on management's current expectations, estimates and projections. These statements are not guarantees of future conduct, performance or policy and are subject to numerous risks, uncertainties and other factors, many of which are beyond our control and are difficult to predict. The actual conduct of our activities, including the development, implementation or continuation of any program, policy or initiative discussed or forecasted in this report, may differ materially in the future.

This report covers our owned and operated businesses and does not address the performance or operations of our suppliers, contractors and partners unless otherwise noted. Integral's use of third-party information in this report and the inclusion of links to third-party content is not an endorsement or adoption of such information.

The authors of this report were Integral's Jennifer L. Wollenberg, Principal, Damian V. Preziosi, Managing Principal, and Marybeth Melcher, Associate Scientist.

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CORPORATE SUSTAINABILITY REPORT 2025

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consulting inc.