

Monta Diversity Matrix 2025





Introduction

Welcome to our 2025 Diversity Matrix!

In our ongoing pursuit of making Monta an inclusive workplace, we proudly share the 2025 edition of our Diversity Matrix. Building upon the groundwork laid in 2022, this annual report is critical in our mission to understand and celebrate the diverse tapestry of our workforce.

We aim to highlight strengths and identify growth opportunities, ensuring that every Monteer feels valued and supported as we continue to grow as an organization. This data also acts as the backbone and a key milestone for internal initiatives to improve DEIB within Monta. Our Diversity Matrix serves as a comprehensive collection of data aimed at providing sustainable and anonymized insights into the composition of our workforce.

How did we collect the data?

We collected our data by sending a survey before the year 2025 ended.

The survey was sent to 197 Monteers from 7 different locations – Denmark, Norway, Sweden, Spain, France, UK and Germany. This includes full-time and part-time employees, but no external contractors.

The survey was answered by 141 out of 197. From the 72% of Monteers that answered, 99 are from Denmark, 14 from Germany, 13 from Spain, 10 from the United Kingdom, 4 from Sweden, and 1 from Norway. Additionally, this report features additional breakdowns of workforce by gender, parental status, disabilities and more.

Our success is driven by the remarkable talents and competencies of our team.

We firmly believe that diversity, encompassing a myriad of backgrounds and experiences, is not just advantageous but essential to our past and future accomplishments.

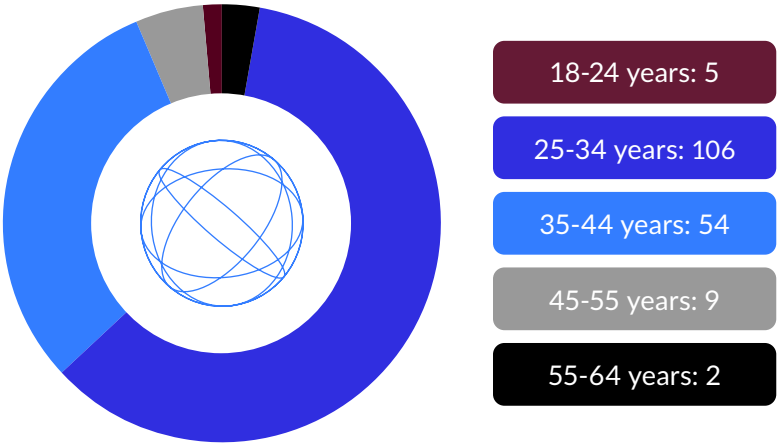
At Monta, we understand that fostering a culture of inclusivity isn't just a task; it's a journey we embark on together. Through our Diversity Matrix, we are committed to fostering an environment where every voice is heard, every perspective is respected, and every individual feels empowered to thrive.

Join us as we continue to champion diversity, creating a safe workplace and a place **for community and belonging.**





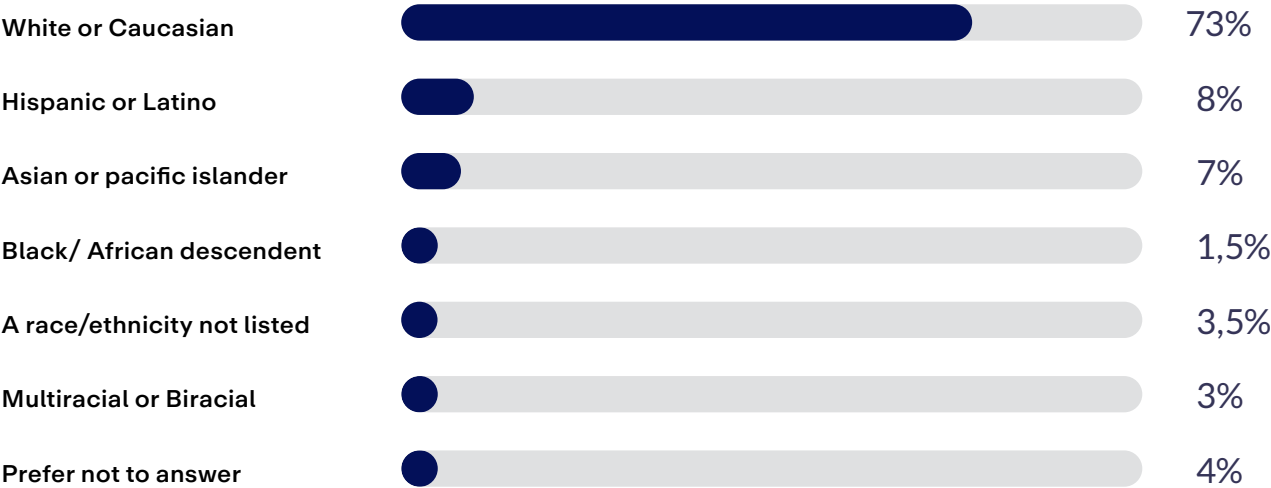
What is your age?



176 responses

What is your racial or ethnic identity?

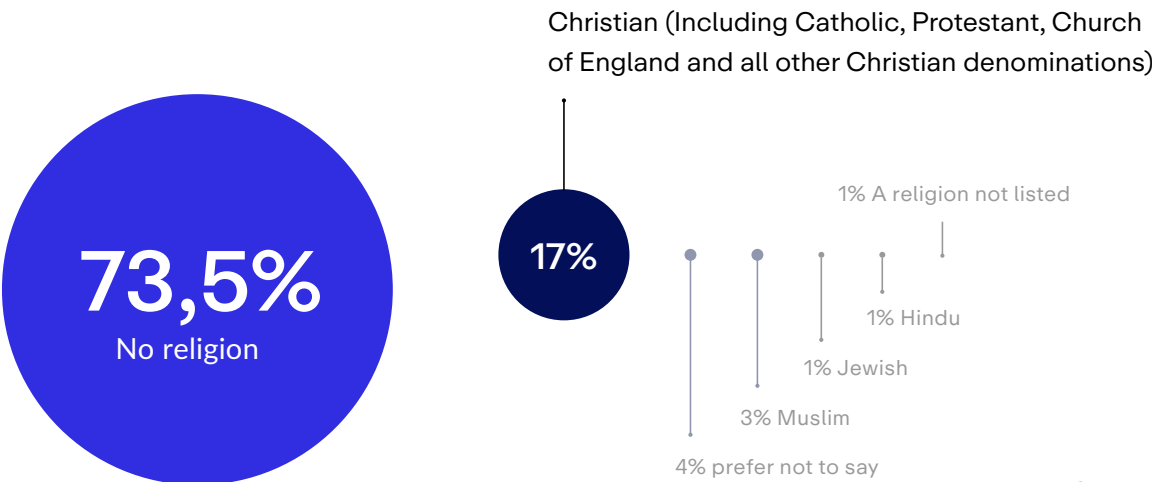
(Select all that apply)



183 responses

Do you identify with any of the following religions?

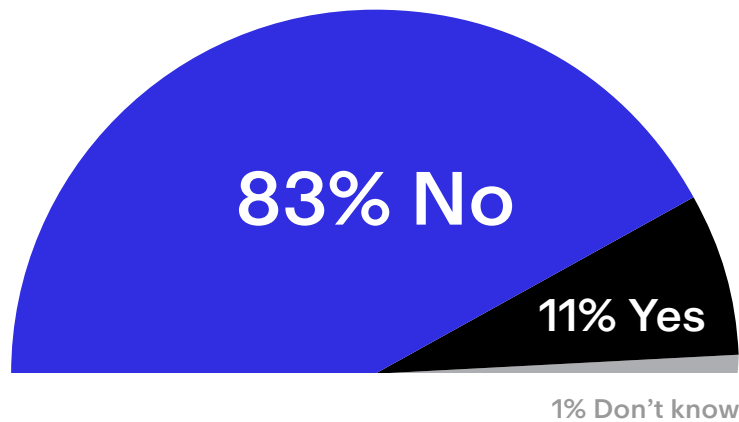
(Please select all that apply)



181 responses

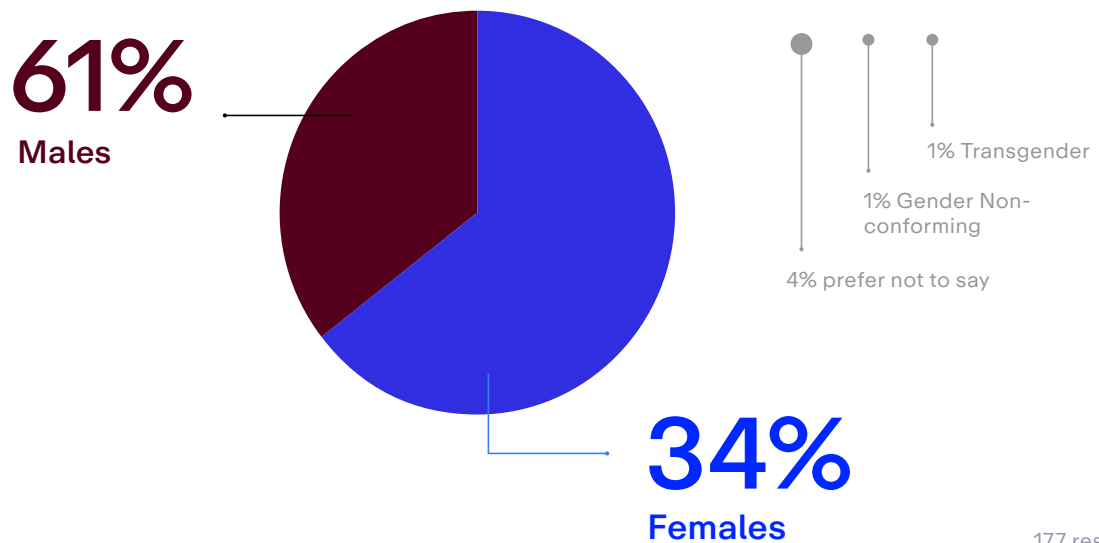


Are you a part of the LGBTQ+ community?



177 responses

What is your gender identity?



177 responses

Is your gender identity the same as the sex you were assigned at birth?



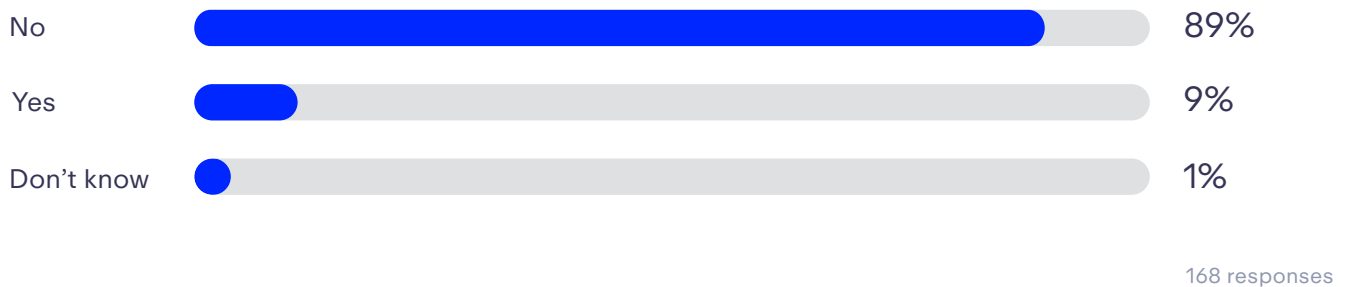
177 responses



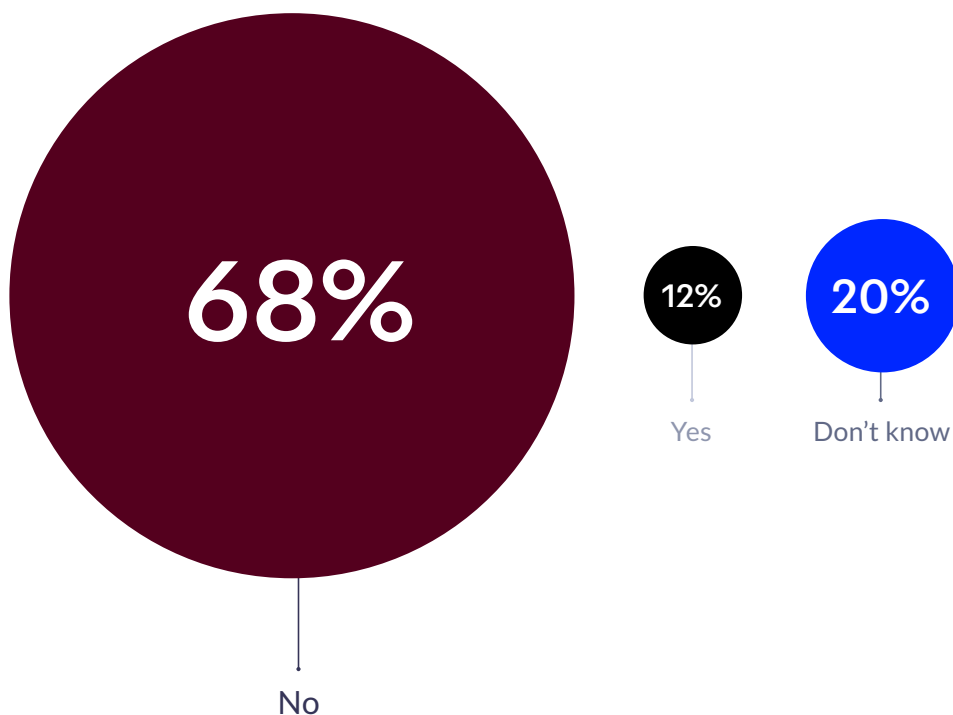
Are you a person living with a disability (visible)?



Are you a person living with a disability (non-visible)?

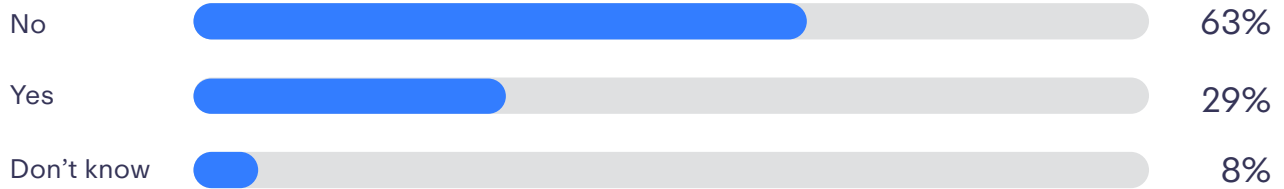


Are you neurodivergent? (eg. ADHD/Aspergers)



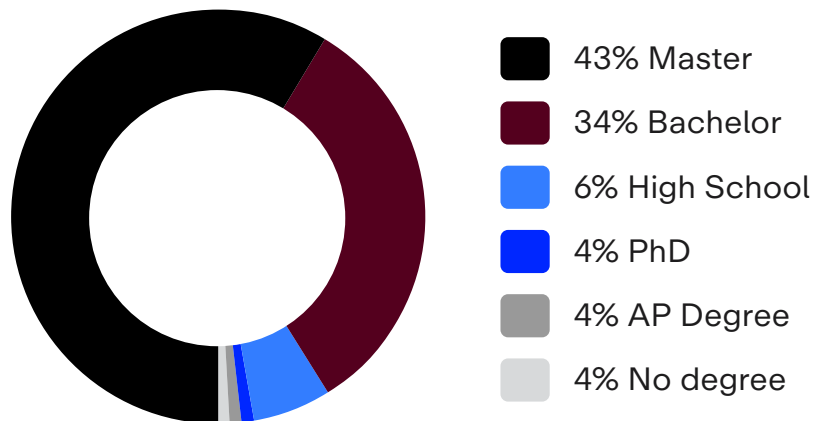


Do you consider yourself a first-generation university graduate?



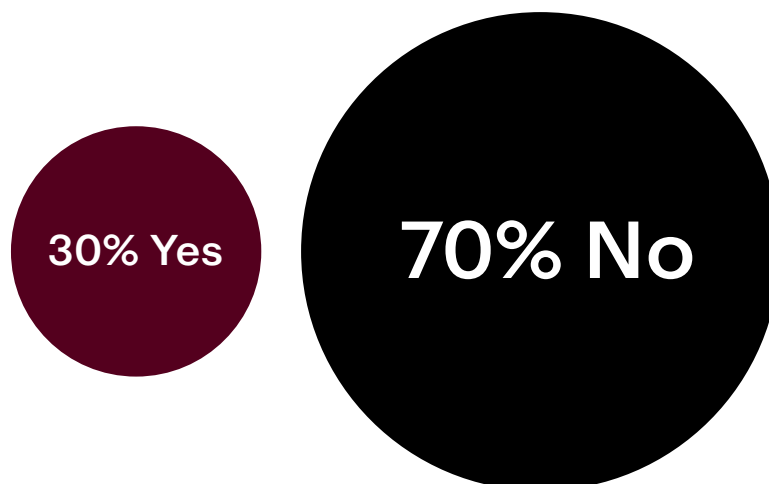
172 responses

Which of the following best describes the highest level of education you have completed?



169 responses

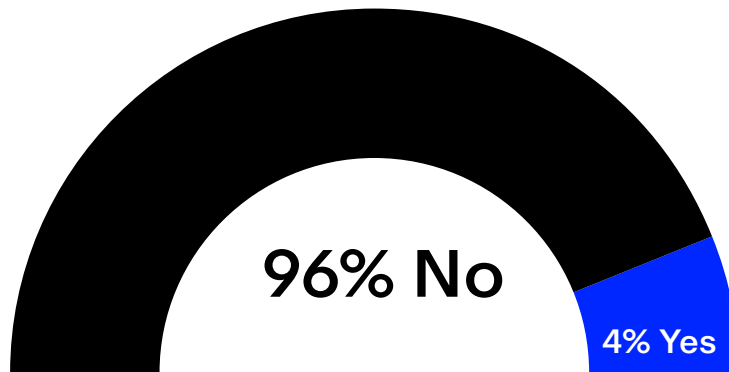
Are you a parent or caretaker of a child/children?



174 responses



Are you the parent in a single-income household with a child/children?



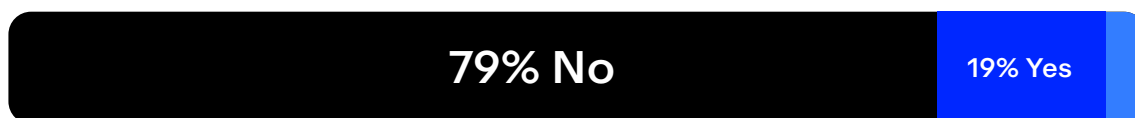
173 responses

Are you a caretaker of adults?



174 responses

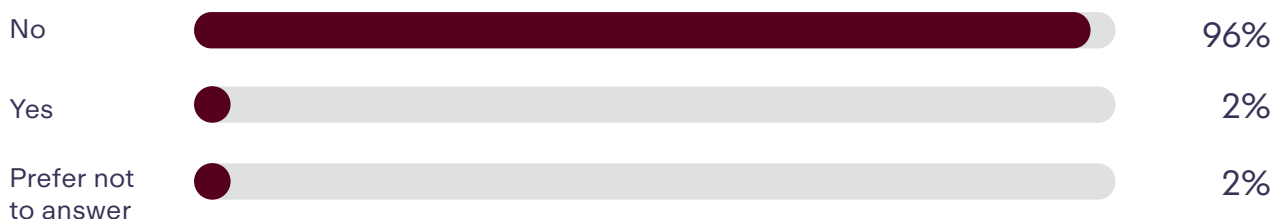
Have you ever lived in a country where there has been war or political turmoil?



2% Prefer not to answer

175 responses

Have you ever been a refugee or on an asylum-seeking visa?



175 responses



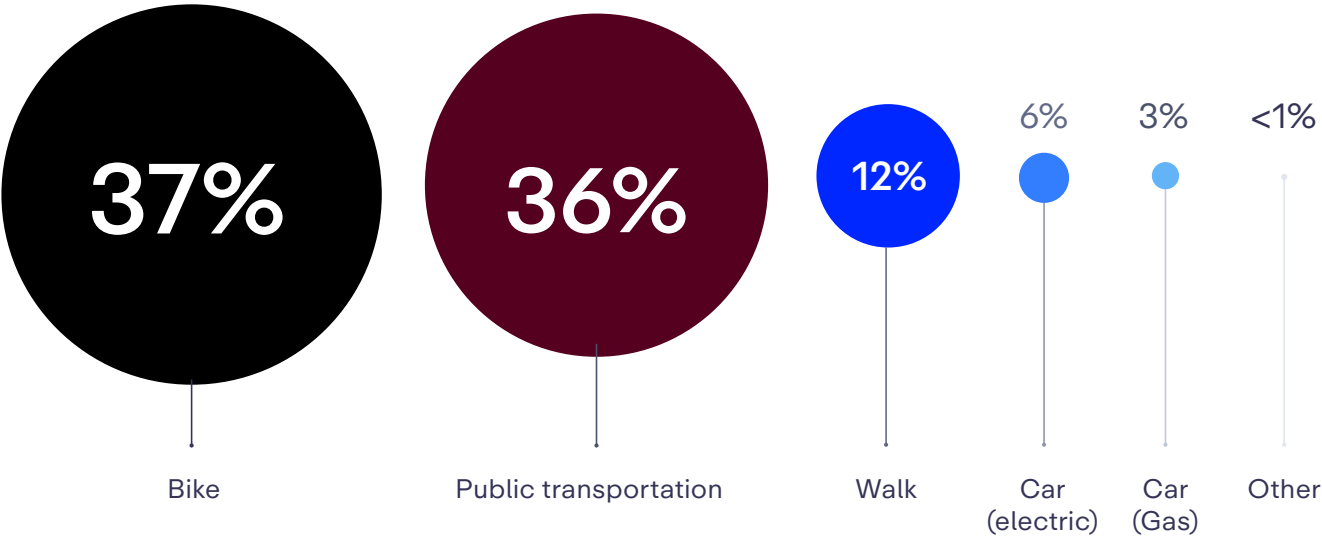
What is your preferred diet?
(select all that apply)



134 responses



What is your mode of transportation to work?
(select all that apply)



140 responses