



About Us

Onterris is a global environmental solutions company partnering with organizations to solve complex challenges where environmental pressures, regulatory expectations and operational risks intersect. Guided by our mission to advance the way of life without compromising the integrity of our environment, we believe environmental responsibility and human progress are fundamentally connected. Our scientists, engineers, field teams and consultants apply systems thinking that unites science, data and practical expertise to deliver solutions that strengthen our clients' resilience, mitigate risk and protect the air, water and soil that sustain communities, while uncovering responsible paths forward for planet and progress.



▶ Learn more about Onterris in our full [2025 Sustainability Report](#).

Onterris at a Glance¹



\$830.5M
Revenue 2025



NYSE
Publicly traded as **ONT**



No. 7 ENR Top 30
All-Environmental Firms



Established 2012
14-year history



116 Offices
Globally



3,503 Employees
Globally



6,100 Clients
Globally



31
Patents

¹Data as of December 31, 2025.

Our Impact

Environmental challenges cross borders and communities, affecting neighborhoods and nations. We apply our systems thinking, using data at the edge of science to guide each project toward a responsible path forward.



Solutions We Offer



Permitting & Compliance

Environmental expertise that helps organizations navigate approvals, manage risk and keep projects moving.



CASE STUDY

A Smarter Air Permitting Strategy for a Texas Refinery

[Learn More](#) →



Testing & Analysis

Reliable environmental laboratory services and monitoring intelligence that support compliance, manage risk and strengthen performance.



CASE STUDY

Smarter Monitoring Delivers Healthier Air for Milpitas

[Learn More](#) →



Contaminated Land & Remediation

Soil and groundwater expertise that reduces risk, supports compliance and unlocks redevelopment value.



CASE STUDY

Advancing Brownfield Approvals to Restart Responsible Gold Production

[Learn More](#) →



**Community
Resiliency**

Climate risk and resilience services that assess vulnerabilities, protect assets and support long-term operational stability.



CASE STUDY

**Fast-Tracking Regional
Climate-Resilient Road
Recovery Across Northern
New South Wales**

Learn More 



**Health, Safety
& Chemistry**

Environmental, health and safety and analytics expertise that strengthens compliance, manages risk and supports confident decision-making.



CASE STUDY

**Modernizing a National
Railroad's Environmental
Audit Program**

Learn More 



**Water Consulting,
Testing & Treatment**

Water resource and treatment solutions that reduce risk, support compliance and deliver reliable outcomes.



CASE STUDY

**Redefining Perfluorooctane
Sulfonate (PFOS) Treatment
for an Industrial Site**

Learn More 



**Planning, Preparedness,
Response & Recovery**

Proactive risk planning and rapid response services that reduce liability, protect communities and strengthen operational resilience.



CASE STUDY

**Defending Community Air
Quality for Clark County**

Learn More 



Natural Resources

Natural capital and biodiversity strategy expertise that protects wetlands, waterways, habitats and ecosystems while supporting responsible development and infrastructure progress.



CASE STUDY

**Advancing Alberta's Utility-
Scale Solar and Storage
Through Responsible
Environmental Design**

Learn More 

Our Commitment to Stewardship

Onterris is for planet and progress. We take responsibility for helping protect the air we breathe, the water we drink and the soil that sustains us. We act as stewards, using our global expertise to address our clients' environmental challenges and to reduce our own environmental footprint.

Our [Environmental Policy](#) outlines our approach to promoting environmental sustainability through our daily business practices and operations, our supply chain and procurement practices and our client services and solutions. We updated our Environmental Policy in early 2026 to incorporate our specific greenhouse gas (GHG) reduction targets and address waste reduction, further strengthening our ongoing commitment to environmental stewardship.



Our 2025 Sustainability Accomplishments



Energy Use

We procured and retired renewable energy certificates (RECs) to cover 46% of our purchased electricity in the US, supporting the generation of renewable energy. We also reduced vehicle-related fuel use 21% from 2024 through fleet optimization.



GHG Emissions

We surpassed our Science Based Targets initiative (SBTi)-approved 2030 near-term target for scope 3 GHG emissions reductions and reduced our combined scope 1 and market-based scope 2 GHG emissions 31% from our 2022 base year.



Training and Development

We rolled out a new learning management system (LMS) to deliver enhanced training content more effectively to all employees and maintain more robust documentation of internal and external training records.



Health and Safety

We transitioned to a new in-cab telematics system across our vehicle fleet to monitor driver behavior, supporting safer driving habits and injury prevention.



Board Structure

Our stockholders overwhelmingly approved a proposal to declassify our Board; our Board will be fully declassified following the 2028 annual meeting.



Climate Risk

We conducted a climate risk assessment to identify climate-related risks and opportunities and assess their potential financial impacts, following the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).



SPOTLIGHT ON:

Energy Use

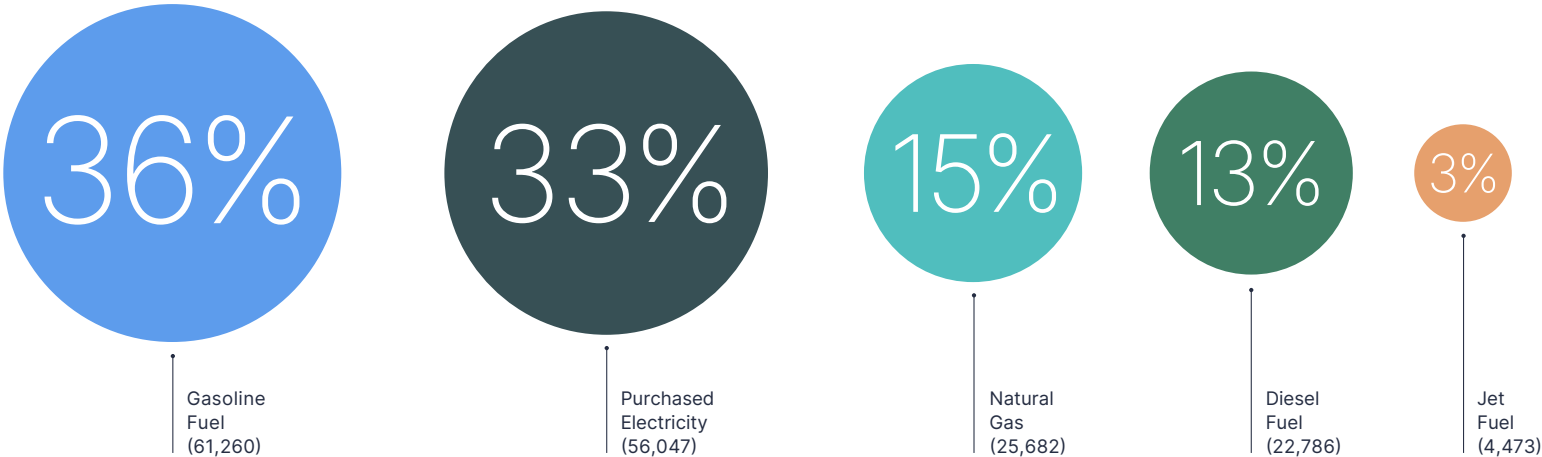
Energy use is the primary source of our GHG emissions and therefore a key focus for Onterris as we continue our net-zero journey. Our energy use is primarily related to vehicle fleet fuel consumption and building energy use. Overall energy use decreased 13% from 2022 to 2025. Most significantly, vehicle-related energy use decreased by 21% from 2024 to 2025, largely attributable to reducing the number of vehicles in the fleet, replacing older vehicles with newer models and downsizing vehicles to more efficient models when the use case permits.

By the end of 2026, we anticipate that all Onterris-operated vehicles in North America will be outfitted with in-cab telematics, informing future decisions on right-sizing our vehicle fleet. We are also actively working to increase the number of locations for which we obtain actual energy use data to better understand where to focus future building-related energy reduction.

For more information on our Energy Use, refer to our full [2025 Sustainability Report](#).

2025 Energy Use

% of Total Energy Use (GJ)



170,247

Total 2025 Energy Use (GJ)²

²This data has been verified by a third party. A copy of our independent verification limited assurance statement can be found [here](#). Total energy use may not match the sum of the source-specific energy use due to rounding.

Our Commitment to Net Zero

- ▶ Onterris, Inc. commits to reach net-zero GHG emissions across the value chain by 2040.

Near-term Targets

Onterris, Inc. commits to reduce absolute scope 1 and 2 GHG emissions 42% by 2030 from a 2022 base year. Onterris, 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

Onterris, Inc. commits to reduce absolute scope 1 and 2 GHG emissions 90% by 2040 from a 2022 base year. Onterris, 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 42% within the same timeframe.



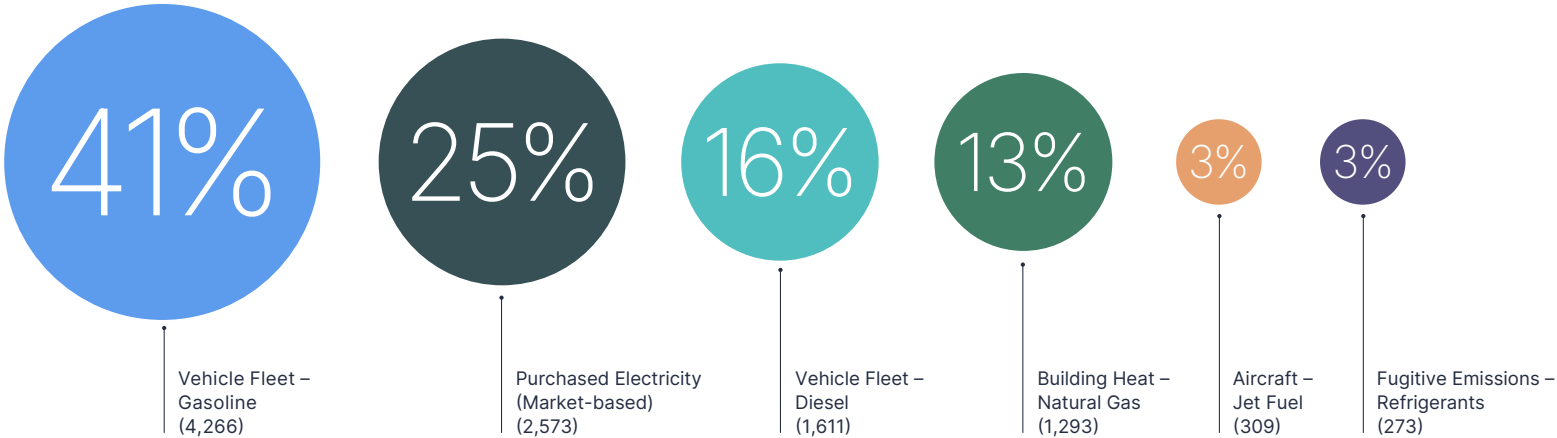
SPOTLIGHT ON:

Scope 1 and 2 Greenhouse Gas Emissions

We are pleased to announce that we have reduced our combined absolute scope 1 and market-based scope 2 GHG emissions 31% from our 2022 base year, putting us on a clear path for meeting our near-term reduction target by 2030. Our 2030 decarbonization plan demonstrates our ability to achieve this 42% reduction through our fleet optimization efforts and the continued purchase of RECs to cover a greater percentage of our overall electricity use.

For more information on our Scope 1 and 2 GHG emissions and decarbonization efforts, refer to our full [2025 Sustainability Report](#).

2025 Scope 1 and 2 GHG Emissions
% of Combined Scope 1 and 2 GHG Emissions (MTCO₂e)



10,325

Total 2025 Combined Scope 1 and 2 GHG Emissions (MTCO₂e)³

³This data has been verified by a third party. A copy of our independent verification limited assurance statement can be found [here](#). Total GHG emissions may not match the sum of the source-specific GHG emissions due to rounding.

SPOTLIGHT ON:

Scope 3 Greenhouse Gas Emissions

We have also reduced absolute scope 3 GHG emissions from the categories associated with our near-term target (purchased goods and services, capital goods and use of sold products) 52% from our 2022 base year, surpassing our 2030 target. This reduction is largely attributed to a shift in our business model. In 2024, we ceased selling biogas systems (which rely on natural gas for digester heating and thus generate significant lifetime GHG emissions) directly to clients and shifted to providing design and consulting services.

► For more information on our Scope 3 GHG emissions, refer to our full [2025 Sustainability Report](#).

► **2025 Scope 3 GHG Emissions**
% Scope 3 GHG Emissions (MTCO₂e)⁴



51,779

Total 2025 Scope 3 GHG Emissions Associated With Our Near-term Target (MTCO₂e)

⁴Remaining 30% of Scope 3 GHG emissions are associated with categories outside of our near-term (2030) reduction target, including category 6: business travel (9%) and category 7: employee commuting (10%), which are included in our long-term (2040) reduction target and net zero goal.



SPOTLIGHT ON:

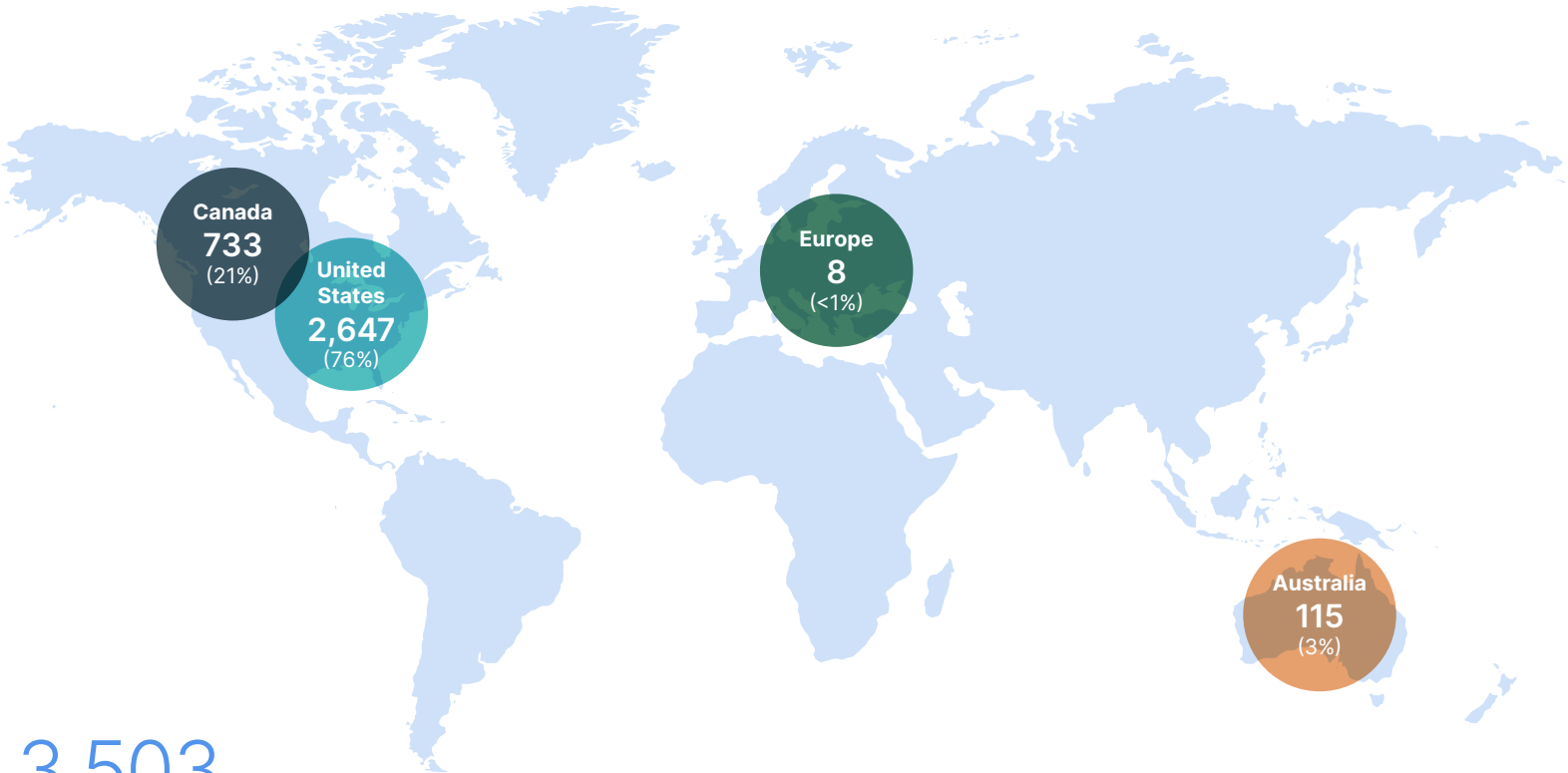
Our Onterris Team

We believe our employees are central to our success, dedicated to innovation and committed to delivering exceptional service to our clients. We work to cultivate a workplace where belonging, respect and trust are fundamental values. We invest in our employees’ success by implementing people-centric strategies focused on engagement, training and development and retention.

Talent retention remains a key priority for us, and we continue to make progress in this area. In 2025, our combined voluntary and involuntary turnover rate was 22%, a three percentage-point improvement from 2024. Our focus remains on talent retention initiatives, including our leadership development program, goal setting and performance management process, talent and organizational reviews and the continued implementation of action plans based on engagement survey feedback.

■ For more information on our people-related priorities and programs, refer to our full [2025 Sustainability Report](#).

■ 2025 Employee Headcount⁵



3,503
Total employees worldwide

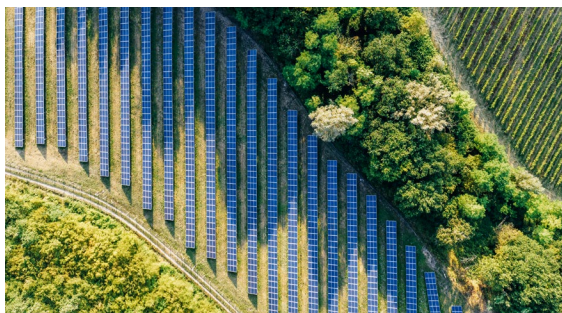
⁵ Employee headcount as of December 31, 2025, excluding contingent workers.

SPOTLIGHT ON:

Climate-related Risk

Climate change can pose both business risks and significant commercial opportunities for Onterris. Even as we work to implement mitigation measures to alleviate the potential impact of risks, several of our core offerings position us to serve our clients across a range of global transition pathways, creating significant opportunities.

In 2025, we conducted a climate risk assessment in line with the TCFD recommendations to supplement our overarching enterprise risk management approach. We undertook comprehensive desktop research to identify a range of potential physical risks, transition risks and opportunities, and we further evaluated the priority transition risks and opportunities through qualitative scenario analysis.



■ For more information on our climate-related risks and opportunities, refer to our [2025 Climate Risk Assessment Report](#).

SPOTLIGHT ON:

Quality and Client Satisfaction

Onterris is committed to following sound research, analysis and consulting practices and delivering quality-assured services across our entire portfolio of capabilities. Oversight and responsibility for quality are integrated within our individual business units, supported by dedicated quality teams who oversee the management, enhancement and execution of our quality systems.

We continually track our Net Promoter Score (NPS), a metric that measures client satisfaction and loyalty. We actively gather feedback from respondents below the Promoter threshold of 9 on the 10-point scale to identify opportunities for continual improvement. In 2025, we distributed over 7,000 NPS surveys and achieved a score of 77. This score substantially outperforms typical benchmarks for the professional services industry, reflecting the strength of our client relationships and our sustained focus on quality and client satisfaction.

■ For more information on our approach to quality and client satisfaction, refer to our full [2025 Sustainability Report](#).





5120 Northshore Drive
North Little Rock, Arkansas 72118
[Onterris.com](https://www.onterris.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, 2025, 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.