

ONTERRIS, INC. ENVIRONMENTAL POLICY

Onterris, Inc. (Onterris) is committed to protecting our environment, including the air we breathe, the water we drink and the soil that sustains us. This 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.

Commitment

We strive to act as stewards of the environment, reducing our environmental impacts and continually improving our performance in the following areas:

- Reducing our Scope 1, 2 and 3 greenhouse gas (GHG) emissions to meet our near-term (2030) and long-term (2040) targets validated by the Science Based Targets initiative (SBTi) and achieve net-zero GHG emissions by 2040.
- Reducing our energy use, in particular from non-renewable sources, as part of our journey to net zero.
- Reducing our waste generation and prioritizing reuse, recycling and other recovery methods when possible.
- Incorporating sustainability considerations into our 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 awareness and responsibility by equipping our employees with the knowledge and skills to contribute effectively to our environmental initiatives.

Furthermore, we partner with our clients via projects and collaborations that contribute to environmental sustainability and generate positive environmental impacts through innovative approaches and solutions. As a pure-play environmental organization, we recognize that our positive impact stems from the work we do with our clients every day.

Communication, Stakeholder Engagement, and Awareness

This policy is communicated to our employees through multiple channels to promote understanding of our environmental priorities and integrate them into our business. This policy is also communicated to our external stakeholders through our website. We will regularly report progress made towards the priorities outlined above 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

consult and engage with our external stakeholders to understand their 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 among our stakeholders and advocate for improved 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

Onterris 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 senior operating and commercial leaders, is responsible for facilitating the implementation of environmental sustainability programs and initiatives that enable Onterris to fulfill our commitments.

Our health, safety and environment (HSE) function is responsible for implementing our HSE management system and supporting environmental compliance.

The development and maintenance of this policy is the shared responsibility of the Vice President, HSE and Vice President, Sustainability at Onterris. This Environmental Policy will be reviewed periodically and updated as needed to reflect our ongoing commitments to environmental sustainability.

Scope and Applicability

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

Vijay Manthripragada
President and CEO, Onterris, Inc.
April 21, 2026