esri®

Sustainability Report 2026

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Redlands

Mapping Esri's Environmental Impact

Foreword by **Jack Dangermond**, *Esri's President and Cofounder*

The single most important question we can ask ourselves is **Where?** Maps provide us with a better understanding of our surroundings and have been crucial to human survival since the beginning of time. They've guided our explorations; shown us where to find shelter; and pointed us toward water, people, and places to settle.

Sustainability, too, *starts with geography*.

The belief in the power of maps for communicating and solving problems has guided Esri since its beginning. When my wife, Laura, and I started the Environmental Systems Research Institute—now Esri—in 1969, our goal was simple: to help people make better decisions through a deeper understanding of geography. We recognized that everything is interrelated—social, environmental, and economic systems—and that only by understanding these connections could humanity make more responsible choices.

Over the years, we've provided our software users with the tools and technology to achieve this understanding. Our flagship mapping technology, ArcGIS® software, has become essential to the operations of more than 700,000 organizations worldwide, including 30,000 cities, most national governments, over two-thirds of Fortune 500 companies, and more than 7,000 colleges and universities. Millions of people are now creating billions of maps every day with our software, asking the critical question *Where?* Where are the risks? Where are the opportunities? Where can we make the biggest impact?

I've seen firsthand how our maps can transform understanding and drive positive change. From helping cities plan for climate resilience to supporting conservation efforts and enabling organizations to protect biodiversity, our tools are being used to restore balance between human activity and the natural world. This is why we've donated more than one billion dollars' worth of software to schools and environmental organizations, and why we invest more than 30 percent of our revenue into research and development. We want the users of our technology to keep pushing the boundaries of what's possible.

At the core of our work is a commitment to service—to our users, to each other, and to the planet. We've built a foundation of trust through listening, learning, and acting with integrity.

Our mission is to create understanding, and with the right tools, I believe we're already making a difference in mapping out a future where people and the planet can thrive together.

Vision for **A Sustainable Future**

Esri's flagship technology—a geographic information system (GIS) platform called ArcGIS—is a problem-solving tool, helping our users gain a clearer view of their world so that they can make better, more sustainable decisions.

What Is GIS?

GIS technology is used to create, manage, analyze, and map all types of data. It connects where things are to what things are like there. As the amount of available data in our world grows exponentially, GIS makes sense of it by analyzing it, visualizing it, and helping us collaborate with it to reveal hidden connections and insights. What we gain is a deeper understanding that guides our actions.

We believe in the science of *where* and its power to enable smarter choices. Achieving a sustainable future requires a clear view of how and where to act. The Esri® ArcGIS platform supports sustainable decisions made by our company and by our users to reduce our collective environmental impact. With it, we design with nature, not against it. We simulate risks so that we can adjust where necessary. We source materials responsibly. We pinpoint places for regrowth and preservation with precision and intention.

Environmental stewardship has been and remains foundational to Esri's leadership and operations. As such, we voluntarily follow policies and practices that reduce our impact. We are also acutely aware that climate-related events—including extreme heat and wildfires in California, where we are headquartered—pose a risk to our operations, employees, users, and partners. By reducing our own impact and better understanding the risks, we can better prepare.
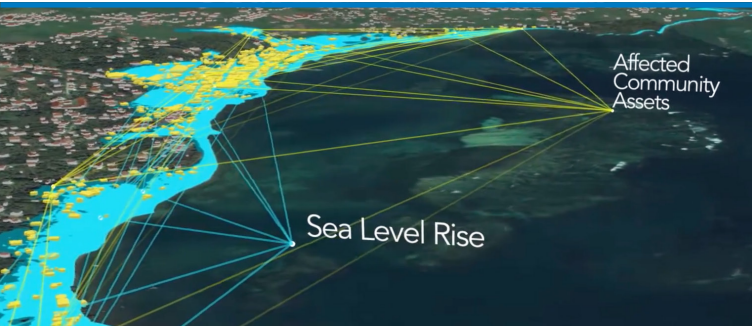
The Nature Conservancy

To carry out its mission of conserving the lands and waters on which all life depends, The Nature Conservancy needs to know what to protect and where to create the greatest return on investment, for nature and humanity, now and in perpetuity. The organization has preserved more than 125 million acres of land worldwide, using ArcGIS to take a science-based approach in pinpointing and maintaining places ripe for preservation.

The City of Norfolk, Virginia

This coastal city faces sea level rise overtaking thriving neighborhoods, making it imperative for planners to strategically locate future resources, communities, and amenities. City and university staff used ArcGIS to visualize in 3D what areas of the city would be underwater and when, based on flooding modeling. Now, they and the public can plan ahead.

Vision for **A Sustainable Future** *(CONT.)*

At our Redlands headquarters, we are minimizing our greenhouse gas emissions by utilizing solar energy, supporting EV use, and preserving natural resources by watering landscaping with nonpotable water, as well as recycling, composting, and using energy-efficient building methods.

Esri expects and encourages sustainable practices within the company and among its distributors, partners, and users. Leading by example, Esri's workflows are digital, discretionary business travel is discouraged, and digital collaboration is easily and often facilitated. Geodesign, which uses GIS technology to analyze, visualize, and evaluate design alternatives based on location, is incorporated into campus buildings.

ArcGIS is being employed by our users to reach even wider solutions. For example, the technology is guiding the development of the largest wind energy project and clean energy transmission line in the western hemisphere.

Whether the challenges are local or global, GIS technology is uniquely equipping leaders in business, government, and other organizations to manage the complexity of sustainability projects while simplifying how crucial information is communicated.

Pattern Energy's SunZia

This project promises 3,000 megawatts of clean energy produced by 916 turbines. That energy will then be carried along a 550-mile transmission line, bringing power to 3 million Americans when it comes online. For the last decade, ArcGIS technology has supported Pattern Energy as it has worked with multiple agencies and conducted environmental impact assessments, made site selections, routed transmission lines, and finally began construction. GIS helped the company consider terrain, protected habitat, fragile environments, proximity to homes, and Indigenous cultural heritage sites, leaving nothing to chance.

The Ray

This nonprofit, which partnered with Esri to develop a right-of-way transmission analysis tool using GIS technology, has also advocated for much needed electric grid expansion across the US. The Ray's vision is that the expansion might take advantage of the unused spaces of land along the nation's highways and freeways. GIS has previously revealed the same rights-of-way would be good locations for solar panels. The Ray has been using ArcGIS to take a data-driven approach to proposed solar-panel arrays, testing simulations that show the optimal panel positions for soaking up the sun.

Future Goals and **Guiding Principles**

Esri dedicates over 30 percent of our revenue to research and development, and much of those efforts will go toward developing even more technology solutions to help users make sustainable decisions and act responsibly. We also intend to continue our work toward becoming carbon neutral, electrifying our fleet, supporting EV use by our employees, maintaining and enhancing our tree-filled campus, and using responsibly sourced and sustainable materials—from our café's biodegradable utensils to our building designs.

Guiding Principles

Esri enables our users to use the location intelligence gained from GIS to better design sustainable outcomes. We provide those same users with the training and resources needed to be environmental stewards.

In 2025, we offered a free massive open online course (MOOC), GIS for Climate Action, that was attended by more than 10,000 participants globally, immersing them in real-world scenarios and practical GIS applications for climate solutions. In a separate MOOC, Going Places with Spatial Analysis, participants learned how to use the technology to quantify climate hazards, identify at-risk areas, and share information that can be acted on immediately. We continue to develop ready-to-deploy solutions including products for tree management and wildlife tracking, and plan to introduce more, such as protected-area management, analysis of available land to build additional renewable energy sources, and invasive-vegetation management. We also solicit and consider ideas from our users through the Esri Community site.

Esri is committed to sustainability practices, and we encourage our users, suppliers, and distributors to adopt their own as well.

Every year, we host tens of thousands of GIS users at our annual Esri User Conference, held in San Diego, California. There, we highlight our latest technology and solutions, many focused on improving sustainability, and the successes our users have achieved in this realm. At the opening day Plenary Session in 2025, users told inspiring stories about how they used ArcGIS: to help design corridors for new transmission lines in Australia that will carry renewable energy; to reroute medication deliveries in case of extreme weather conditions or power outages; and to map wildfire perimeters more quickly to aid in determining where they may spread.

The enduring message of each conference: GIS practitioners are consistently applying the concepts of geographic knowledge to make the world a better place.

Esri is improving the sustainability of our operations by assessing the impact of existing practices and identifying new opportunities.

Our leadership team is consistently assessing what's working and making improvements when needed. That has included growing our solar panel capacity and supporting efforts to encourage mass transit ridership to and from work through rideshare programs and a commuter rail stop near the Redlands campus. We also solicit and welcome ideas from our employees and users on ways we can improve our environmental impact.

Guiding Principles *(CONT.)*

Esri complies with all applicable legislation, regulations, and codes of practice and often exceeds required environmental standards.

In addition to this report, we have satisfied the reporting requirements of California's Climate Corporate Data Accountability Act and the Climate-Related Financial Risk Act, which mandate reporting on climate-related financial risks and a company's Scope 1, 2, and 3 greenhouse gas emissions.

We also adhere globally to the EU's Corporate Sustainability Reporting Directive, which mandates companies report greenhouse gas emissions using the Greenhouse Gas (GHG) Protocol framework.

As a privately held company, Esri has always made a sustainable world a top priority. Since the inception in 2015 of the United Nation's Sustainable Development Goals—a set of 17 global goals designed to be achieved by 2030—we have committed to supplying geospatial tools and data to meet those goals and help others do so as well. That includes Esri's Sustainable Development Goals solution, which helps governments share their progress.

We also champion GIS research and development happening around the world where the innovations of tomorrow are being developed today, at academic institutions including UC Santa Barbara and the University of California system, Arizona State University, Harvard, Penn State, the University of Salzburg, Virginia Tech, USC, the University of Minnesota Twin Cities, and Oregon State. Students there are using GIS to improve their communities: building databases of nature-based solutions, analyzing harmful algal blooms with imagery, researching the effects of overdevelopment on river systems, and mapping waste diversion on campus.

Read
Climate-Related Financial Risk Report

Sustainability

As Esri's business and campus have grown, so have our efforts in implementing sustainable operations and construction with a focus on renewable energy, water conservation, and wise resource management. New office buildings, facilities, and operations are guided by the most current environmental standards.

As a global company serving a world of users from our headquarters in Southern California, we are committed to helping ensure that California reaches its goal of carbon neutrality by 2045. That includes managing our own direct and indirect emissions (Scopes 1 and 2) that result from the company's activities.

Energy Savings and **Production**

In Redlands, we have expanded the number of solar panels and EV chargers on campus. As of 2025, the number of panels has grown to a total of 9,264. System-wide, the panels can produce up to 3.1 megawatts of energy. The generated power feeds a primary meter on campus, offsetting power use.

Among the uses indirectly powered by that renewable energy are 70 Level 2 electric vehicle charging stations. Our commuting employees have an additional incentive to drive their EVs to and from work: a kilowatt-hour charging rate that is lower than residential rates and costs at least 50 percent less than other public charging stations, according to information from the California Air Resources Board. We have also migrated most of our company vehicles to EVs.

Inside our buildings, we're saving energy by relying on sensor systems to control lighting and HVAC settings when employees are not in their offices. Our newest buildings feature not only double-paned windows with a reflective tint that refract sunlight to keep the structures cooler in the summer, but also better insulation to keep them warmer in the winter.

All of these efforts—our renewable energy advancements, our EV charging incentives, and our energy-saving technology and materials—are moving Esri toward a carbon-neutral future.
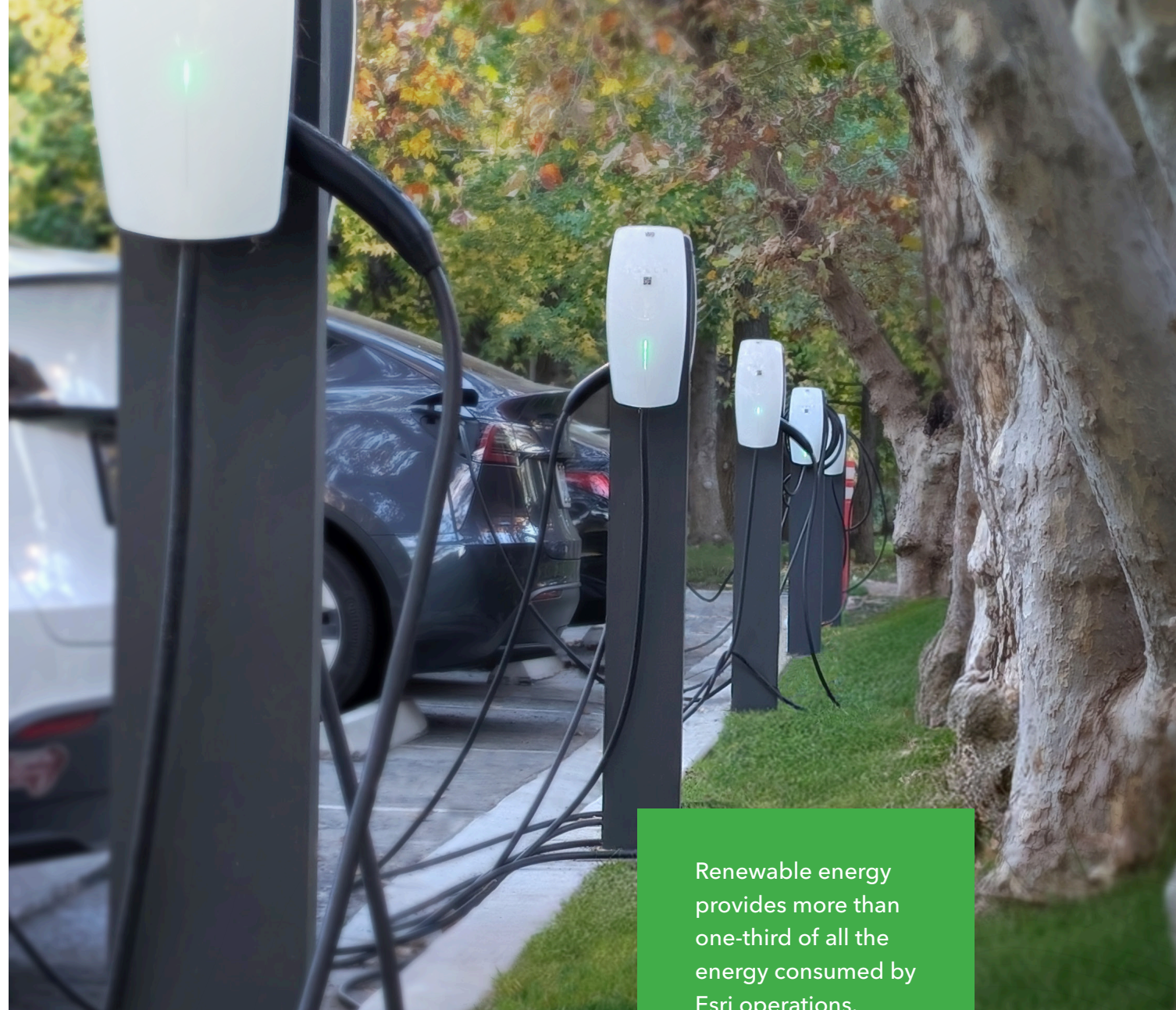
Renewable energy provides more than one-third of all the energy consumed by Esri operations.

Responsible Water Use

Building and maintaining a Southern California campus that resembles an urban forest requires water, but there's no room for waste. In 2015, Esri invested in extending the City of Redlands' nonpotable water infrastructure so that it supplies nonpotable water to our campus as well as to surrounding properties. The water is used to irrigate the landscaping as well as to provide soil aquifer treatment (SAT) as that water recharges the aquifer. By using nonpotable water, Esri has created and maintained carbon-capturing ecosystems on campus without needing to use clean, limited drinking water.

In addition, more than 300,000 square feet of pervious parking and trail surfaces on campus allow irrigation runoff and rainfall to seep to the aquifer below, further extending the recharging and SAT of the groundwater resource that serves the city of Redlands. The campus also has two underground storage chambers that collect some of the heavier rainfall—one holding 36,582 gallons and another that holds 57,305 gallons—where it can percolate down into the aquifer and not be lost to runoff.

When there is the potential for rain, irrigation sensors are automatically triggered and shut down the flow to avoid overwatering. Customized irrigation schedules are also created based on soil type and plant variety, among other factors, to more precisely irrigate campus landscaping.

From January 2024 to January 2025, Esri used a total of 14.1 million gallons of nonpotable water to keep our campus lush and cool, doing so precisely with weather sensors, efficiently by directing runoff underground, and conservatively by not wasting scarce Southern California drinking water.

Waste Management

Employees are guided by the Esri Recycling and Waste Management program, which details sustainable practices on campus. Those include recycling and composting where possible. Every building, including the on-site café in Redlands, includes recycling and food waste disposal options to divert items from area landfills. Employees are advised to rinse containers before placing them in receptacles for recycling, as well as to remove lids from glass containers. Also, biodegradable materials have replaced single-use plastic, including the utensils offered in our café.

Batteries, printer toner, and e-waste are dropped off at the technology service desk on campus or can be scheduled for pickup. When company laptops, monitors, printers, and other types of technology become obsolete or cannot be repaired, Esri works with surplus equipment vendors who are qualified to properly recycle or resell the materials safely. In some cases, Esri repurposes and donates functional used computers to nonprofit organizations, including schools.

Avoiding consumption is an important complement to recycling. The recycling and waste management program also encourages employees to take a digital-first approach by working with and sharing electronic documents rather than printing them. If printing is necessary, the program advises printing double-sided documents in draft mode to use less ink and paper.

Sustainable Facilities

There's perhaps no greater example of our combined efforts in generating renewable energy, conserving water, and preventing waste than our newest office building on campus: **Building E**.

Primarily home to our customer service, support, and training teams, the office building was built to California Title 24 standards in 2021. Features include windows that have two plates of quarter-inch glass, filled with argon gas between them, with a tinted coating that reflects heat. The HVAC system is programmed to reduce consumption on weekends and evenings and can be customized zone by zone so that conditioned air is not being pumped through empty corridors when no one is working. The building and the adjacent parking lot have nearly 3,500 solar panels capable of producing more than 1,300 kilowatts of energy at peak. The landscaping design surrounding the building conveys water runoff to soak through the pervious surfaces and into one of the nearby underground water storage chambers to be absorbed into the groundwater over time.

As we continue to grow and improve our existing physical footprint, the highest energy efficiency and sustainability standards guide us.
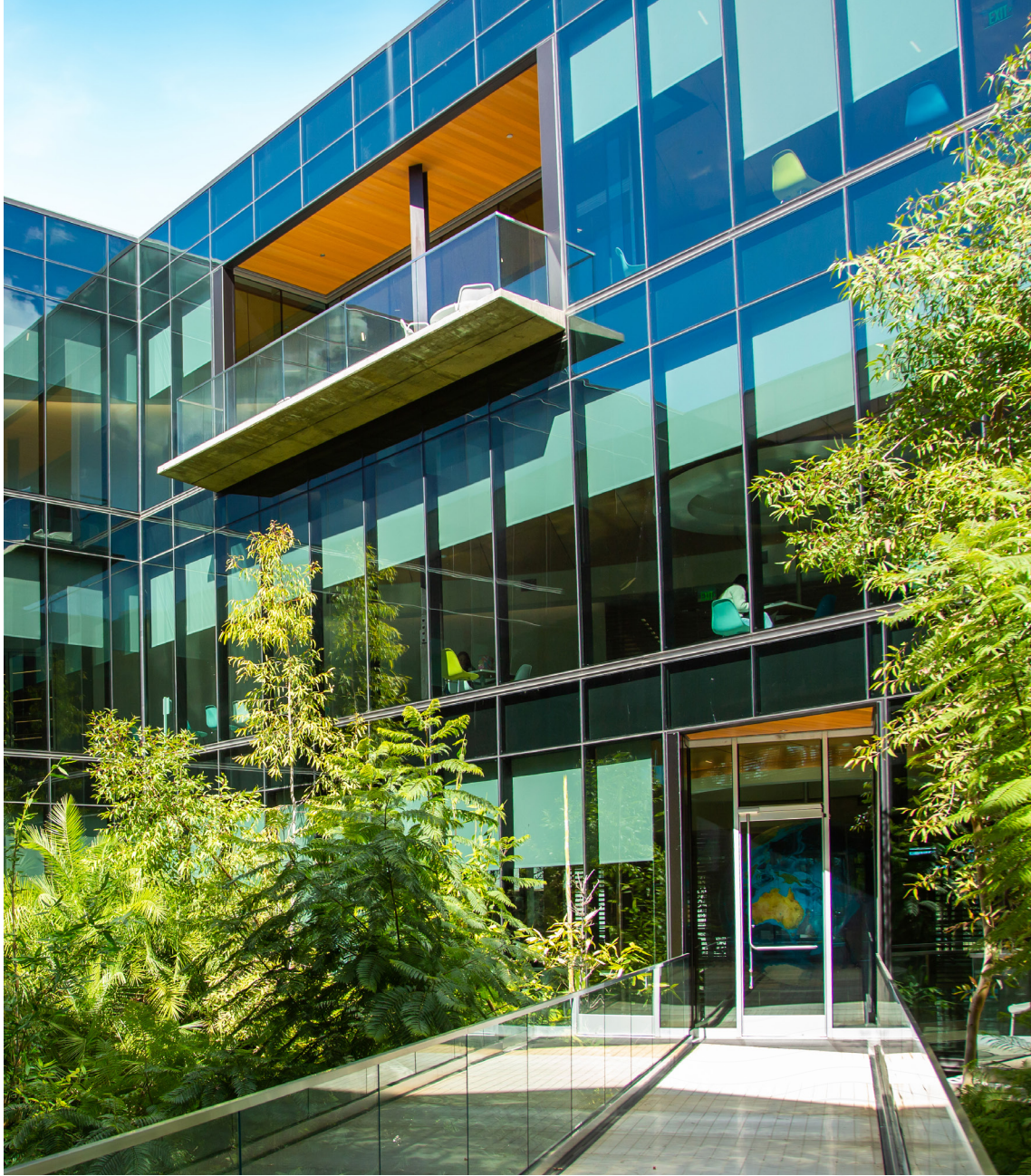
Business Practices

Our sustainability practices are driven from the highest levels of the company and managed by teams ensuring that requirements are met if not exceeded across departments. That includes ensuring ethical sourcing from our vendors by defining guidelines in purchase order terms and conditions.

Company-wide, we are committed to paperless workflows whenever possible and facilitating digital collaboration. We've also reduced discretionary travel and, on a case-by-case basis, encouraged the use of public transportation, ride-sharing, and carpooling among employees.

Technology and Innovation

When choosing data centers for its technology operations, Esri is mindful of energy efficiency. For example, Washington state was selected for Esri's Northwestern US data center because the power comes entirely from hydroelectricity and produces no carbon emissions.

As a technology innovator committed to our own sustainable business practices, we also enable our users to pursue their resiliency strategies and solutions.

In many cases, users find our solutions through one of our partners. Esri has established robust technology partnerships including a decades-long partnership with Microsoft.

The collaboration with Microsoft amplifies the power of *where*, enabling more individuals and organizations across sectors to leverage location intelligence for environmental solutions and sustainable operations. As Microsoft's leading geospatial technology partner, Esri integrates ArcGIS with Microsoft's cloud ecosystem through ArcGIS offerings for Azure—connecting seamlessly with the Microsoft 365 suite, Microsoft Fabric, and Power BI. The integration gives users within the Microsoft ecosystem easier access to measure and monitor environmental conditions through location-based data analysis and visualization. It also brings Microsoft Azure OpenAI Service into ArcGIS, making GIS more accessible through AI assistants and natural-language

"Through our long-standing collaboration, we're helping organizations develop more accountable, defensible assessments of their environmental footprint and transition risks — strengthening the rigor behind ESG decisions and supporting a shift from static reporting to more anticipatory, resilient, and nature-positive planning.**"**

—**Dr. Hannah Prior**, *Global Climate Resilience Lead, Worldwide Public Sector, Microsoft*

Technology and **Innovation** *(CONT.)*

interactions. Conversely, Esri uses Microsoft Azure cloud services to deliver our software sustainably to users as software as a service (SaaS).

Additionally, a collaboration between Esri, Microsoft, and Impact Observatory has produced a geospatial AI-powered land-cover map, dramatically increasing the scale and frequency of global observations. That advancement helps organizations identify environmental issues and act more quickly.

We are also taking steps to ensure that our software development avoids wasting resources. We reuse existing data-intensive models and computational resources, when possible; use automation to stop computations that aren't resulting in a desired outcome; and build software once before reusing it in multiple products via geospatial engines, runtimes, and software development kits (SDKs). This reflects our commitment to developing green software by using fewer physical resources and less energy, more effectively. We also encourage both internal and external use of CodeCarbon to estimate and track the carbon emissions generated when writing scripts, conducting analysis, or creating models.

By integrating the best of what's being developed by others and focusing our investments on models specific to geospatial technology, we're conserving resources to produce what our users want and need. These AI-driven models are helping GIS

specialists be even more effective in their problem-solving roles and helping nonspecialists make data-driven decisions without needing technical training. The result is more people being able to make sustainable choices through spatial analysis.
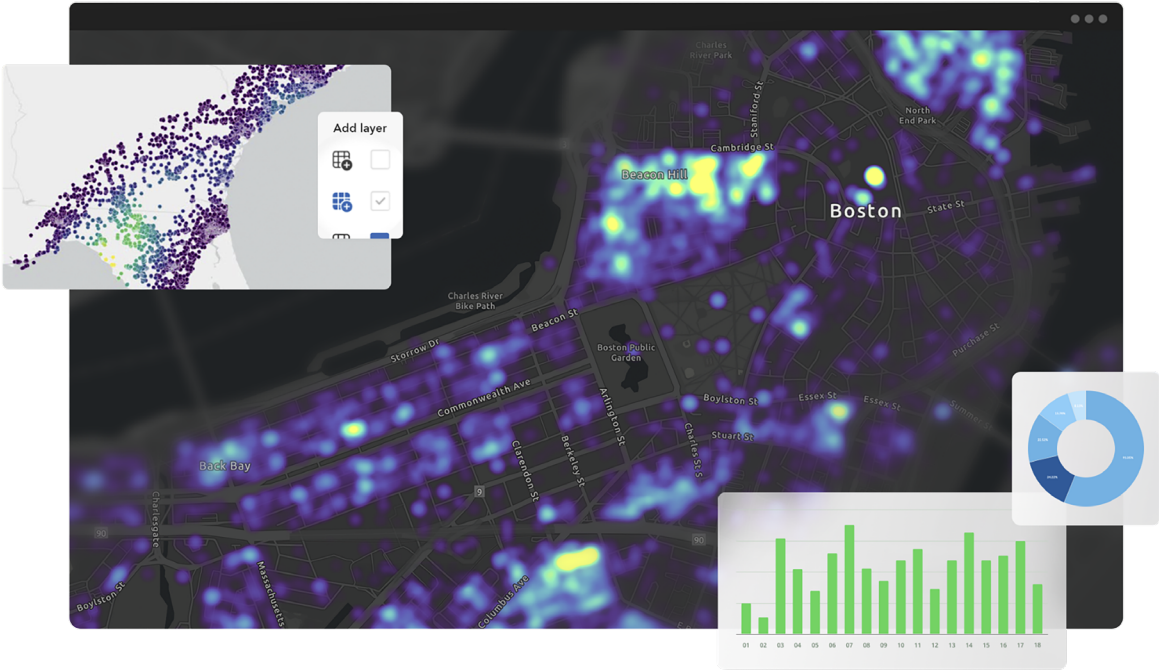
GIS for Sustainability

Environmental challenges are driven by "**where**" questions that are being answered every day by any of the 700,000 organizations and tens of millions of people using Esri's ArcGIS.


Where should we prioritize investing in grid modernization or expansion to meet renewable energy demand?

Grid operators and some of the world's largest producers of wind and solar power are using Esri's ArcGIS to plan for future needs.

"It's very important to understand where is the demand to connect production and where is the demand to connect consumption, and then to analyze: What are the requirements for the power grid to enable the planned projects?"

–Ari Tuononen
  Specialist for Grid Services at Fingrid, Finland's Grid Operator
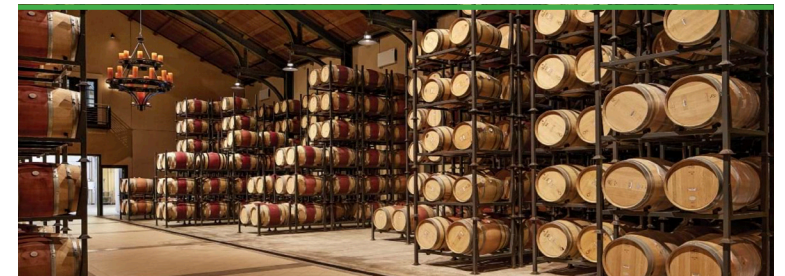
Where should we plant to ensure plentiful and sustainable natural resources for the foreseeable future?

Whether it's coffee beans, wine grapes, timber, or even seeds to produce future habitats for wildlife, companies are conducting spatial analysis with Esri's GIS technology to precisely plant and harvest crops.

"It's about being good stewards of the land. We want to know how much water we're putting in, whether the vines are using it, and how that affects yield and quality."

–Doug Wood
  Vineyard Technologist at Trinchero Family Estates

GIS for **Sustainability** *(CONT.)*

Where should we prioritize infrastructure investments to reduce urban heat islands or flood risks and increase public safety, livability, and resilience?

Cities around the world are pinpointing the areas that would benefit most from more tree cover and porous green surfaces, as well as rethinking how to capture stormwater or keep it moving without flooding communities.

> *"The maps help us orient projects in relation to disadvantaged communities. They help us steward public dollars to help make water infrastructure more resilient and cleaner for the communities we serve."*
>
> **–Kirk Allen**
>   *Senior Civil Engineer at Los Angeles County Public Works*

Where should we develop critical logistics facilities and distribution centers to optimize miles driven and limit emissions, making supply chains more sustainable?

It's not simply about getting from point A to point B faster; it's about doing so more efficiently. ArcGIS is helping the world's busiest logistics companies achieve their own carbon-neutral goals not only by reducing emissions through route optimization but also by improving repair workflows to get parts to the right place at the right time without wasting miles and time.

> *"We've used operations technology and analytics to allow us to serve customers as they want to be served while also keeping our operations efficient."*
>
> **–Jack Levis**
>   *Senior Director (Retired), Process Management for UPS*
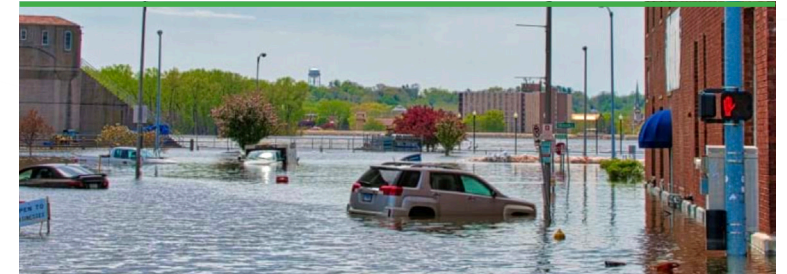
Where are natural disasters likely to occur, and how can we plan and prepare to respond quickly, reduce impacts, and keep people safe?

Knowing the degree to which extreme weather events and emergencies can upend communities and lives, governments—local, state, and national—are relying on geospatial technology to prepare by identifying where vulnerable populations live, simulating the effects of emergency events, and coordinating efforts.

> *"You could have the best plans in the entire world, but you can't control everything. Being adaptable on the fly but controlling the things you can prior to that—this [GIS-based] tool does that."*
>
> **–Brian Payne**
>   *Director of the Scott County Emergency Management Agency in Iowa*

Employee and **Customer Engagement**

At Esri, we recognize that our success is driven by our employees and the communities of users we support. They are the people developing products and solutions and using them to make data-driven decisions that can impact the environment and society as a whole.

We are committed to creating a work environment that attracts people interested in spending their careers doing fulfilling work, comfortable in the stability and support offered by the company. Job-seekers are drawn to our mission of making technology that can improve the world as well as our dedication to fostering an inclusive and collaborative workplace culture that promotes respect and opportunity for all.

Read
Esri's Social Sustainability Statement

Our Employees

"It's exciting to know that I'm contributing towards many initiatives, such as the conservation of our oceans and coral reef systems, that will have a lasting impact."

For many of the more than 5,000 people who work for Esri across the world, their choice to join us has been driven by a shared sense of purpose. They want to contribute in whatever way they can to a mission they trust and that can make the world a better place. They are doing their life's work–meaningful, impactful work–at Esri.

As one Esri employee noted as her reason for joining the company:

"I was drawn to Esri because its mission resonates with me on a personal level. The idea of using data and location intelligence to create a more sustainable and equitable future is exactly the kind of purpose-driven work that I value."

"I chose Esri because—regardless of your role in the company—you are serving a worthwhile purpose. Knowing that I play a small role in helping others achieve success that has a global impact makes me feel honored to be part of the team."

"I have always aspired to be a part of something bigger than myself and improve the quality of life around us. Utilizing GIS technology helps people make better, more educated decisions when tackling some of our world's most difficult problems."

"When I was a kid, I used to tear out maps from old copies of [National Geographic] and put them on my walls. As someone who designs apps for a living, the chance to put my skills to work on something good for the world was the easiest decision I've ever made."

"I chose Esri because I wanted to be surrounded by people who want to use GIS for the greater good. I have found a community that is passionate about creating and supporting technology that can change the world."

Employee quotes are from recent HR surveys asking new employees, "Why Esri?"

Our Employees *(CONT.)*

Whether in an entry-level role or in a position as director, employees consistently point to the company's mission as motivation. The evidence is in their own pursuits, using Esri's technology to solve or shine a spotlight on vexing challenges.


Diving to the Deep

We know more about other planets than we do about Earth's ocean floor despite the outsize influence the ocean has on environmental events such as typhoons and tsunamis. Esri Chief Scientist Dawn Wright has spent her career changing that by exploring the deep sea and supporting efforts to map the entirety of the ocean floor by 2030. In 2022, Wright helped map the deepest part of the ocean floor when she dove to Challenger Deep in the Mariana Trench with explorer Victor Vescovo. The vessel they were in was equipped with an advanced side-scan sonar that had never before been used for a mapping operation at such deep depths. The esteemed oceanographer is helping turn the unknown into the known and inspiring others to do the same.
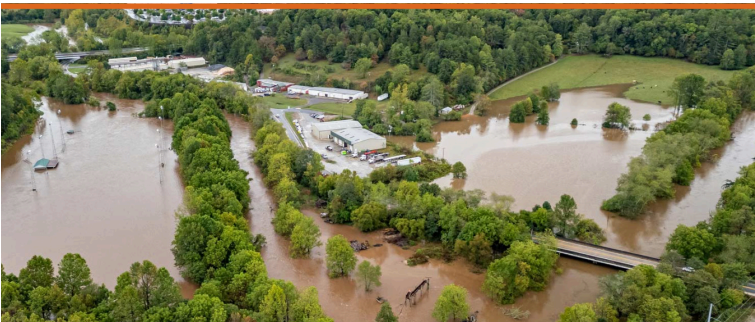
Helping After Hurricane Helene

Sam Perkins, an Esri senior account manager, hadn't heard from his parents for 48 hours after Hurricane Helene tore through North Carolina in 2024. That's when, using his expertise in GIS to track his journey, he embarked on an 11-mile hike along damaged roads and amid downed trees to reach them. Along the way, he took geotagged photos of the storm's aftermath to contribute to the state's damage assessments. Thankfully, his parents were safe. Knowing the tourist-heavy region would be devastated economically, Perkins made a map of Christmas tree farms, one of the area's top economic commodities, to encourage purchases. He also made an ArcGIS StoryMaps℠ story highlighting businesses between the North Carolina cities of Asheville and Boone. "You have to think about these people who survived the storm—and now they don't have their livelihoods," he said.
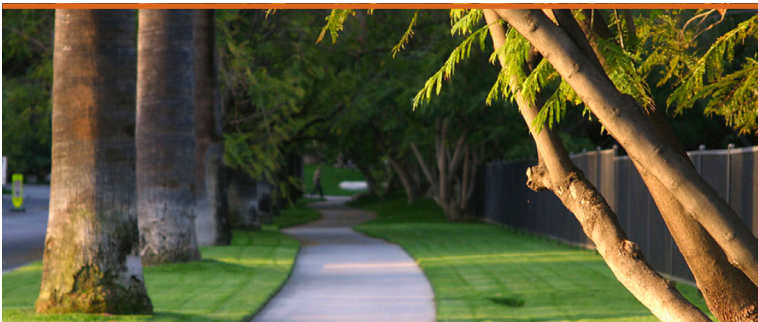
Rescuing a Raptor in Redlands

When an Esri employee noticed a limp, nearly lifeless, red-shouldered hawk on the ground near a building on campus, they gently wrapped it in their jacket. Working with Esri's facilities team, the employee located a nearby raptor nursery called Hawk Holler Rescue. With a head injury, a broken talon, and the inability to feed itself, the hawk was lucky to have made it to the rescue and grow stronger. Employees at Esri didn't stop with the drop-off, though. They created an engaging ArcGIS StoryMaps story detailing the rescue to help raise funds for Hawk Holler Rescue, as well as to survey fellow employees about their wildlife interactions on campus. "On Esri's campus, the landscape has a way of inspiring us. On certain days, that inspiration blossoms into remarkable tales of adventure," the story says.

Our Employees *(CONT.)*

Employee Growth Opportunities

To support employees committed to Esri's mission of making problem-solving technology, the company encourages them to pursue career and educational goals, offering up to $3,000 per person, per year, for eligible educational expenses. This is in addition to tuition discounts offered at several universities partnered with Esri. Since 1999, the company has also offered full-tuition scholarships to a select group of employees completing an undergraduate or graduate degree at three participating universities—the University of Redlands, Claremont Graduate University, and the University of Maryland.

Internally, employees also have ample access to in-person and virtual trainings in using ArcGIS technology, as well as to a library of professional development courses and subscriptions to LinkedIn Learning.

Outside Esri, employees are making an impact in their communities and industry. Many Esri staff members have sat on impactful boards and commissions, including the International Association of Emergency Managers and the Digital Twin Consortium. Esri Chief Scientist Dawn Wright was selected under President Joseph Biden to be the 2024 US Science Envoy of Ocean Sustainability. She also has served on the boards of the US National Academy of Sciences, the E.O. Wilson Biodiversity Foundation, and the Scripps Institution of Oceanography as well as on the National Oceanic and Atmospheric Administration (NOAA) Science Advisory Board.

Workplace Culture

Esri's commitment to fair compensation, comprehensive benefits, and a stable work environment—evident from the fact that the company has never had a layoff—fosters a culture where employees are motivated by purpose and impact. Their dedication to helping Esri's users find solutions to their problems through our technology is also facilitated by the company's structure. A team-of-teams approach leads to solutions developed by the people who are closest to the challenges being faced by our users. It also encourages teamwork across departments versus top-down directives. People come to work for Esri knowing that their contribution to the company, regardless of how small, is having a larger impact on the world because of the power of GIS.

Our Users

Esri technology is working behind the scenes, helping users design protections for natural resources as well as innovations for future-minded industries. By doing so, Esri's users are planning today in order to be resilient tomorrow.

AT&T

Leaders at AT&T, one of the world's largest telecom companies, understood that their vast and essential infrastructure network—powering computers, phones, and more—was vulnerable to climate events. Working with the US Department of Energy's Argonne National Laboratory and using ArcGIS technology, the company developed a climate analysis tool capable of identifying the areas of its network most at risk in four Southeastern states—Georgia, North Carolina, South Carolina, and Florida. The equivalent of approximately 500 billion pages of text of advanced climate modeling was imported into AT&T's GIS software. That allowed the company to layer climate forecasts through 2050 onto maps of its network assets to see which would be at greatest risk of flooding and high winds.

Prague

The Czech Republic's capital city had been plagued by heat waves when it turned to Esri's ArcGIS technology to better understand how the city was currently affected by extreme climate events, how those effects would likely evolve over time, and how Prague could meet climate-related challenges in the future. Leaders were able to view the problem and solutions in detail ranging from street-level granularity to a bird's-eye view totality. A vulnerability index, created by bringing together various data sources via GIS, helped identify particularly at-risk areas that would be prime places to add green spaces and tree cover. City staff could focus their efforts and investments as a result. They've also been simulating how mitigation projects might perform by modeling microclimates where redevelopment is planned in the city.

The examples of our users' work, and many more not mentioned here, are often featured onstage at one of several user conferences that Esri hosts across the country or are replicated around the world. Tens of thousands of in-person attendees, and more watching online, witness inspiring stories from other organizations about how they overcame environmental and social challenges using Esri's technology. Attendees go home determined to try the successful approaches themselves.

Our Commitment to the Place Where We Live and Work

Jack and Laura Dangermond started and grew Esri in their hometown of Redlands, returning after finishing graduate school to be closer to their families and put down roots.

From the beginning, starting with a single small office, they embraced the business wisdom that had been instilled in Jack from a young age by his parents: *Make your customers happy, fulfill your promises, and don't take on debt.*

That advice has served them well. The company, still privately owned and debt free, has grown its campus into an uplifting space of more than 57 acres with a strategic landscape design to maximize shade and biodiversity. Esri also supports reforesting the rest of the city by sponsoring—in conjunction with the University of Redlands—a tree giveaway program that provides two free trees for each Redlands household.

The company's support of the University of Redlands and other higher education institutions runs deep.

Esri and the University of Redlands operate the Redlands Forum, which, since 2009, has offered free educational programs and the chance to hear inspiring speakers—such as Ralph Nader and the late Jane Goodall—hosted on Esri's campus. The relationship between the company and the university has been symbiotic, with one offering GIS bachelor's and master's degrees and certificates and the other offering students summer internships, scholarships, and job opportunities after graduation.

Elsewhere in the community, the Dangermonds have invested in improving local mass transit with a commuter rail extension and by making a significant contribution to the Redlands Community Hospital.

Conservation Efforts

In late 2017, the Dangermonds bought and preserved 24,364 acres of pristine coastline in Southern California via a partnership with The Nature Conservancy. Jack Dangermond credited Esri's success for making this possible, telling *Forbes*, "We like not only the company and what it does, but also the fact that it has been able to allow us to do this great thing." The Jack and Laura Dangermond Preserve has unique habitats unseen elsewhere in the state. Since its founding, the land has become a site of important research, becoming a living laboratory for environmental education. Its environmental impact includes keeping more than 526,000 metric tons of carbon emissions from escaping into the atmosphere in 2024 alone.

In addition to affording its founders the ability to preserve a large swath of coastal California, Esri partners with groups and organizations that are making many of the biggest impacts in conservation.

The United Nations

In 2015, the United Nations General Assembly established 17 Sustainable Development Goals (SDGs) aimed at ending poverty, protecting the planet, and ensuring that everyone could enjoy peace and prosperity by 2030. Esri has been at the forefront of efforts such as this as a founding member of the SDG Data Alliance, which brings GIS technology and capabilities to developing nations wishing to track and report their progress.

As a member of the Sustainable Development Solutions Network, Esri's expertise is helping promote practical solutions for sustainable development. The company has also developed its own Sustainable Development Goals solution, which helps governments share their achievements.

Jane Goodall and the Jane Goodall Institute

The late Jane Goodall was a longtime friend of Esri and the Dangermonds, appearing as a speaker at the company's events, including the Esri User Conference in 2005 and 2019, and on campus in 2016. She also helped author the Esri Press book Local Voices, Local Choices: *The Tacare Approach to Community-Led Conservation.*

The Jane Goodall Institute and specifically its Lake Tanganyika Catchment Reforestation and Education Project, or TACARE (pronounced *ta-CAR-reh*), use Esri's technology to facilitate community participation in conservation efforts as well as to manage and track change. The project supports local communities in the knowledge that because they rely on nearby healthy ecosystems for clean water and sustenance, they are in the best position to protect those environments.

Esri received the Jane Goodall Global Leadership Award for Excellence in Conservation Science in 2011.

The International Union for Conservation of Nature

In 2025, Esri pledged to provide $10 million in software to the International Union for Conservation of Nature (IUCN). The software will help establish the IUCN Nature-based Education Facility, including the Nature-based Education GeoPortal, to connect the next generation of conservationists to mapping technology. Earlier, Esri helped the organization promote its IUCN Green List of protected lands in Asia as well as offer low-cost ArcGIS access to Indigenous communities working on place-based conservation projects.

Conservation Efforts *(CONT.)*

Conclusion

Esri's technology is helping people gain insights into complex environmental challenges, understand the interdependencies of our natural world alongside our built world, manage operations, and anticipate and mitigate threats from extreme weather and development.

At Esri, we believe sustainability happens when environmental concerns are addressed holistically, including ensuring community health and prosperity.

This is why we work with nonprofits, schools, commercial entities, and public agencies to make geospatial technology—and the knowledge gained from it—available to more people.

We are dedicated to ensuring that those who need solutions have access to the vital resources and improved decision-making processes that come from using GIS.

" Our world is complex and so are the challenges we face.
But we can map out a future, literally,
where people and planet thrive together. "

—**Jack Dangermond** *(from the TIME100 Climate 2024 list)*

Environmental Data Disclosures

Esri is committed to operating sustainably and being a responsible steward of environmental resources. The following disclosures define our overall annual greenhouse gas (GHG) emissions, energy consumption, and renewable energy production during our fiscal year from January 1 through December 31. Part 1 presents 2024 and 2025 data in accordance with both local and international standards, including the GHG Protocol. Parts 2 and 3 present metrics regarding energy type as well as carbon offsets and credits.

All reported data adheres to management's assertions, the defined company boundary, local and international standards, and emission factor sets. The 2024 data has not undergone third-party assurance. Per regulatory requirements, limited third-party assurance will be conducted beginning with 2025 data.

PART 1

Greenhouse Gas Emissions

Table 1–GHG emissions by scope (mtCO$_2$e)	FY24	FY25[1]
Scope 1	1,005.3	
Scope 2		
Location based	3,555.2	
Market based	3,555.2	
Subtotal emissions *(Scope 1 + 2 market-based)*	4,560.5	
Scope 3[2]		
Purchased Goods and Services	n/a	
Fuel- and Energy-Related Activities	n/a	
Waste	n/a	
Business Travel	n/a	
Employee Commuting	n/a	
Subtotal emissions[3]	n/a	
Total emissions[3] *(Scope 1 + 2 + 3)*	4,560.5	

[1]*FY25 to be evaluated Q1 2026*
[2]*Scope 3 evaluation and recording set to begin FY25–Categories listed relevant to Esri specific operations*
[3]*Values reflect market-based emission in mtCO$_2$e*

PART 1

Greenhouse Gas Emissions *(CONT.)*

Table 2—GHG emission by type (mt)	FY24	FY25[1]
Scope 1		
Scope 1–CO_2	12.1	
Scope 1–CH_4	0.0001	
Scope 1–N_2O	0.00003	
Scope 2 *(location based)*		
Scope 1–CO_2	4,305.6	
Scope 1–CH_4	0.36	
Scope 1–N_2O	0.17	
Scope 2 *(market based)*		
Scope 1–CO_2	4,305.6	
Scope 1–CH_4	0.36	
Scope 1–N_2O	0.17	

[1]*FY25 to be evaluated Q1 2026*

Table 3—GHG emission by region (mtCO_2e)	FY24	FY25[1]
Scope 1		
Domestic[2]	968.4	
International	36.88	
Scope 2 *(location based)*		
Domestic[2]	2,357.2	
International	1,197.95	
Scope 2 *(market based)*		
Domestic[2]	2,420.0	
International	1,135.24	

[1]*FY25 to be evaluated Q1 2026*
[2]*United States of America*

PART 2

Energy

Table 1—Energy consumption within the organization (MWh)

	FY24	FY25[1]
Total energy consumption	21,969.6	
Direct fuel consumption		
Natural gas	5,480.5	
Gasoline	97.3	
Subtotal	5,577.8	
Electricity consumption		
Nonrenewable electricity	8,977.9	
Renewable	7,413.9	
Subtotal	16,391.8	

[1]*FY25 to be evaluated Q1 2026*

Table 2—Renewable energy production (MWh)

	FY24	FY25[1]
Renewable type		
On-site renewable energy produced	2,812.0	
Renewable energy from grid[2]	4,601.9	
Total renewable energy	7,413.9	

[1]*FY25 to be evaluated Q1 2026*
[2]*Renewable energy from location electricity grid & market*

PART 3

Offsets and **Credits**

Table 1—Carbon emission offsets (mtCO$_2$e)[1]		FY24	FY25[1]
Total emissions offset[3]		2,087.0	
Offset type			
	CO$_2$ exchange	971.5	
	Carbon sequestration *(removal)*	1,115.5	

[1]*Emissions offset study completed FY22*
[2]*FY25 to be evaluated Q1 2026*
[3]*Offsets not factored into FY24 & FY25 Scope 1 or Scope 2 GHG emission analysis*
 Data to be included with Scope 3 analysis FY26

Table 2—Purchased credits		FY24	FY25[1]
Total carbon credits purchased[2]		0	
Credit type			
	Avoidance credit	0	
	Reduction credit	0	
	Removal credit	0	

[1]*FY25 to be evaluated Q1 2026*
[2]*Credits not factored into FY24 & FY25 Scope 1 or Scope 2 GHG emission analysis*
 Data to be included with Scope 3 analysis FY26

PART 4

Corporate Involvement

Esri management and the company's sustainability team are responsible for the disclosures and representation of data within the *Esri Sustainability Report*. The gathering, recording, analysis, and representation of data is conducted in accordance with local, national, and international regulations. The sustainability team's processes, projects, and operations as they relate to Esri's sustainability work—including data recording and analysis—are overseen by corporate leadership.

PART 5

Description of the Company and **Inventory Boundary**

Esri conducts carbon emission analysis under the operational control approach to account for all Scope 1, 2, and 3 emissions. Additionally, Esri monitors and adheres to relevant global regulations, including reporting criteria and requirements. Esri's sustainability team is responsible for capturing and reporting environmental data for the fiscal year, January 1 to December 31. Data for FY24 includes only Scope 1 and 2 emissions per state regulations. Scope 3 emissions will be reported for FY25 and thereafter.

Esri's organizational boundary includes all owned/leased land and buildings including data centers.

PART 6

Information on Metrics

Esri deploys industry-leading solutions, methods, and understanding to the company's sustainability actions. This work includes capturing, analyzing, and reporting emissions data. Each year, carbon inventories are reviewed and analyzed in accordance with the GHG Protocol and related environmental procedures. Emission factors, climate risk indexes, and regulatory updates are considered when collecting and reporting emissions and other related data.

The carbon inventory relevant to Esri's operational control approach and represented within this report is defined below.

Scope 1 emissions account for all direct GHG emissions from fossil fuel, natural gas, and refrigerant consumption.

Scope 2 emissions account for all GHG emissions from purchased electricity serving all global facilities where Esri maintains operational control. This includes on-site solar generation, which reduces overall energy consumption.

Scope 3 emissions are from sources not owned or directly controlled by Esri. The company will begin to capture, report, and analyze Scope 3 emissions for FY25, per regulatory requirements. Esri has identified the relevant categories that will be evaluated:

- Purchased Goods & Services
- Fuel- and Energy-Related Activities
- Waste
- Business Travel
- Employee Commuting

Carbon offsets are noted in this report; however, they have not been incorporated into the Scope 1 and 2 emissions total for FY24. Beginning with FY25 data, Esri will calculate relevant carbon offsets. Reported offsets are the result of Esri's robust tree-planting work. As of FY24, Esri does not purchase carbon offsets or other emission-related credits.
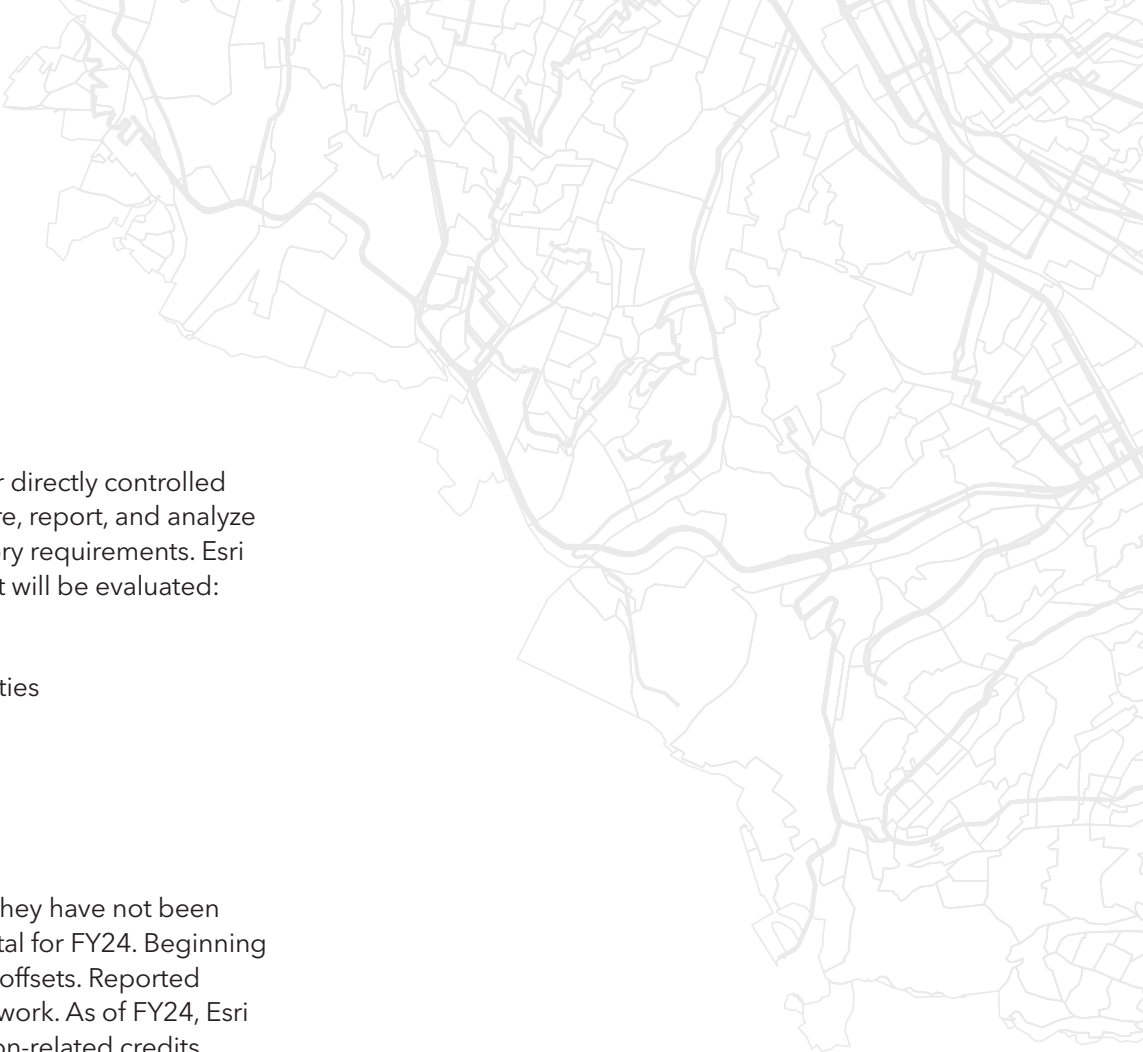
PART 7

Methodology and **Emission Factors**

Scope 1 and 2 emissions data is composed of direct data evaluations from utility meter/billing readings. Where necessary, figures are estimated when direct data is not available. Estimations are made in accordance with GHG Protocol standards and relevant emissions factor sets based on the location being evaluated. Emission factor sets are defined and based on guidance from the EPA, eGRID, and IEA sources.

Emissions factor sources applied to the FY24 reporting year include:

- EPA Emission Factors
- Year 2023 eGRID Subregion Emissions Factors
- United Arab Emirates (AE) electricityMap 2023—*Market and Location Based*
- (5.1) China (People's Republic only) IEA 2020
- Netherlands (NL) electricityMap 2023—*Market and Location Based*
- Canada-Ontario (CA-ON) electricityMap 2023—*Market and Location Based*
- United Kingdom (UK) DEFRA 2024—*Market and Location Based*
- United Arab Emirates (AE) electricityMap 2023—*Market and Location Based*
- Switzerland (CH) electricityMap 2023—*Market and Location Based*
- Austria (AT) electricityMap 2023—*Market and Location Based*
- France (FR) electricityMap 2023—*Market and Location Based*
- Turkey (TR) electricityMap 2023—*Market and Location Based*
- Singapore (SG) electricityMap 2023—*Market and Location Based*
- Spain (ES) electricityMap 2023—*Market and Location Based*
- Germany (DE) electricityMap 2023—*Market and Location Based*

Scope 3 emissions data will be captured and reported beginning with FY25. Emissions calculation methodology and factor sets are still in review and development.

Learn more at **esri.com**.

Questions about this report?
Email **esri_sustainability@esri.com**.

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