

Health, Safety and Environment Policy Statement

ERM places an extraordinary focus on our Health, Safety and Environment (HSE) commitments as we serve our clients from offices around the world. ERM Partners, as our leaders, are directly accountable for our performance and work together with ERM colleagues globally to minimize our impact on the environment and ensure that all ERM employees, subcontractors and other stakeholders return home safe and healthy every day.

As evidence of these commitments to Health, Safety and Environment:

- We ensure world-class HSE performance as the most important outcome for every ERM activity;
- We provide HSE systems, processes, procedures, equipment and training for all ERM employees, enabling our work to be performed in a responsible manner;
- We assess identifiable HSE hazards and risks before commencing work and take actions to eliminate, monitor, manage and/or reduce those risks;
- We operate in compliance with applicable HSE legislation, regulations, client policies and procedures, ERM policies, external international standards and other specific commitments relevant to the context of our organization;
- We empower every ERM employee with the authority to temporarily stop any ERM controlled work activity which they believe presents an occupational health, safety or psychological risk to themselves or personnel under ERM control. This authority also extends to any activity that is perceived to pose an immediate risk to the public or the environment;
- We establish clear, global HSE objectives to drive towards zero employee injuries and occupational illnesses and minimize adverse environmental impacts associated with our activities;
- We believe in sharing our HSE learnings throughout ERM and with interested ERM stakeholders in order to improve continuously based upon our experiences; and
- We encourage the participation of employees in implementing these commitments, and proactively consult with them to drive continual improvement.

These HSE commitments are reflected in the values of ERM and are implemented through our Safety Policy, Safety Management System and Sustainability Program.

Approved by Sabine Hoefnagel, Interim Chief Executive Officer

18 June 2026

Approval is documented, retained on file, and maintained by ERM Legal.