

Annual Review 2025

30 years of creating lasting impact





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This annual review covers fiscal year 2025 (FY25) from 1 April 2024 to 31 March 2025.
We report financial data in United States dollars, unless otherwise noted.

CEO Foreword



Tom Reichert
CEO, ERM Group

The ERM Foundation is committed to creating a positive impact in our world through our people and partnerships, driving progress towards a more sustainable future for all. This year, the Foundation is celebrating an exciting milestone - its 30th Anniversary.

Sharing the ERM Foundation Annual Review for 2025 is a highlight in my year. This review is an opportunity to showcase the fantastic impact our people and partner organizations have had over the past year, working on important causes at the intersection of climate, nature, and human rights.

Once again, it has been a great year for the Foundation. We have surpassed all our targets, including rewilding and protecting almost 18,000 hectares of land and supporting over 21,000 livelihoods. As demonstrated through each and every case study, the Foundation and the organizations we partner with are creating meaningful and sustainable change.

As we celebrate this milestone anniversary, it is important to reflect on the Foundation’s journey from a small US grant giving outfit to a global employee lead institution that encompasses grant funding, community volunteering and technical pro bono support.

The Foundation provides our people in ERM’s 40+ countries with opportunities to drive forward sustainable change.

I want to thank all the ERMers who have worked with the Foundation over the last 30 years, whether that is through reviewing and submitting applications, volunteering in local communities or delivering a pro bono project; without you, none of this would be possible.

Equally, I want to express my gratitude and thanks to the organizations that we have partnered with over the past 30 years. Your continued commitment and partnership allow us to make a difference and drive progress on today’s sustainability challenges together.

I am excited to see what the next 30 years will bring and have no doubt that together we will continue building a lasting legacy.

“I have been personally involved in the ERM Foundation for more than twenty years. I am deeply inspired by the work of our ERM colleagues and the impact we deliver with partners across the world.”



Sabine Hoefnagel
Global Leader of
Sustainability and Risk,
ERM

About the ERM Foundation

This year, the ERM Foundation is proud to celebrate 30 years of delivering meaningful impact and lasting change in local communities across the globe.

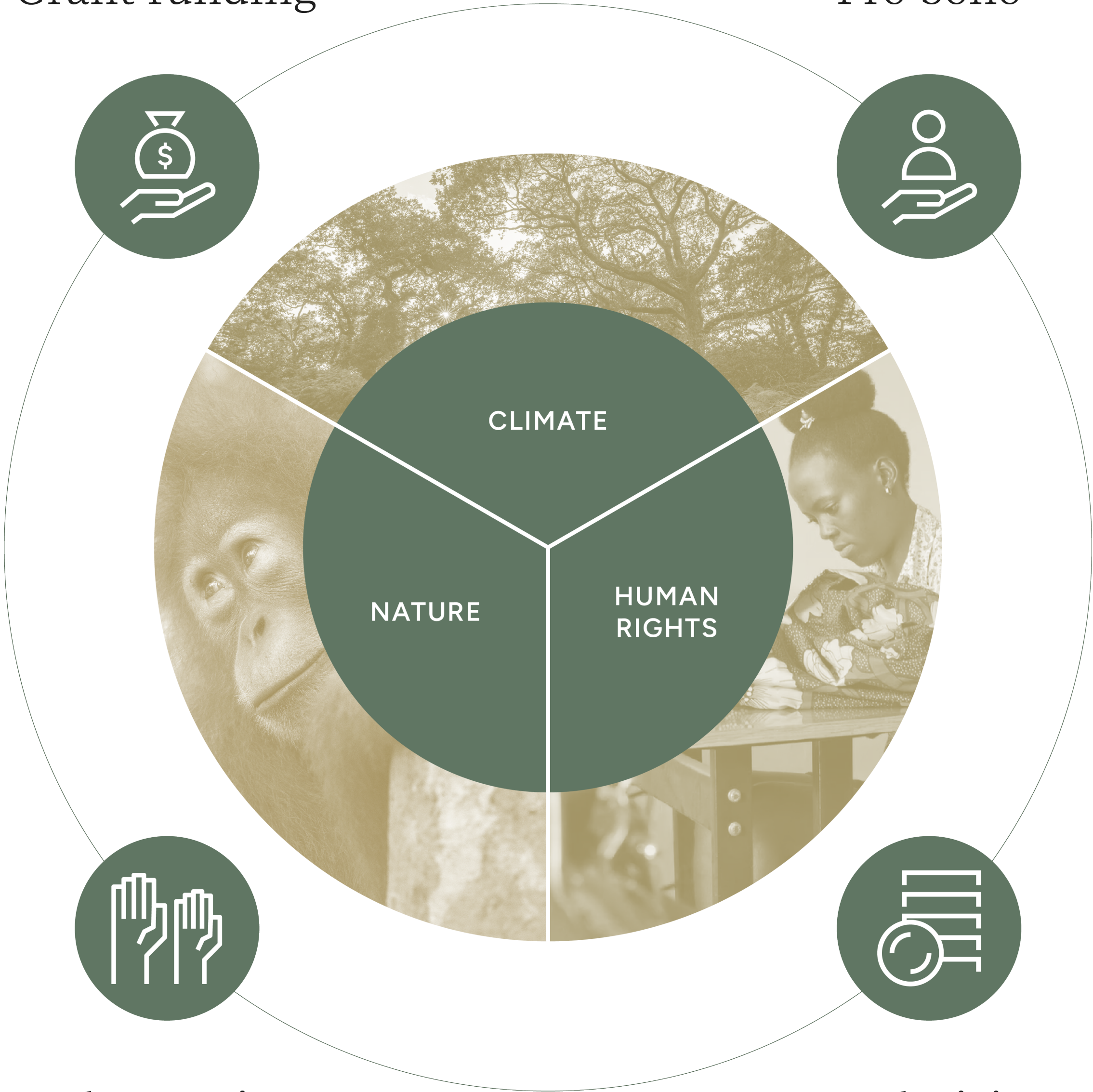
For three decades, the ERM Foundation has worked in partnership with nonprofit organizations and social enterprises to support the development of a more sustainable and equitable world, in line with ERM’s purpose and vision and aligned to the United Nations Sustainable Development Goals (SDGs) since 2015.

Whilst we have delivered lasting change, there remains work to be done. The Foundation will continue to focus on the intersection of the promotion of a net-zero future through low-carbon initiatives; the preservation of human rights and promotion of sustainable livelihoods; and biodiversity protection towards a nature-positive future.

The work of the Foundation is funded by ERM, with additional funding generated through employee donations and fundraising initiatives. We distribute funding across the globe, focusing on projects and initiatives within communities and regions where our support is most needed and will create the greatest impact.

Grant funding

Pro bono



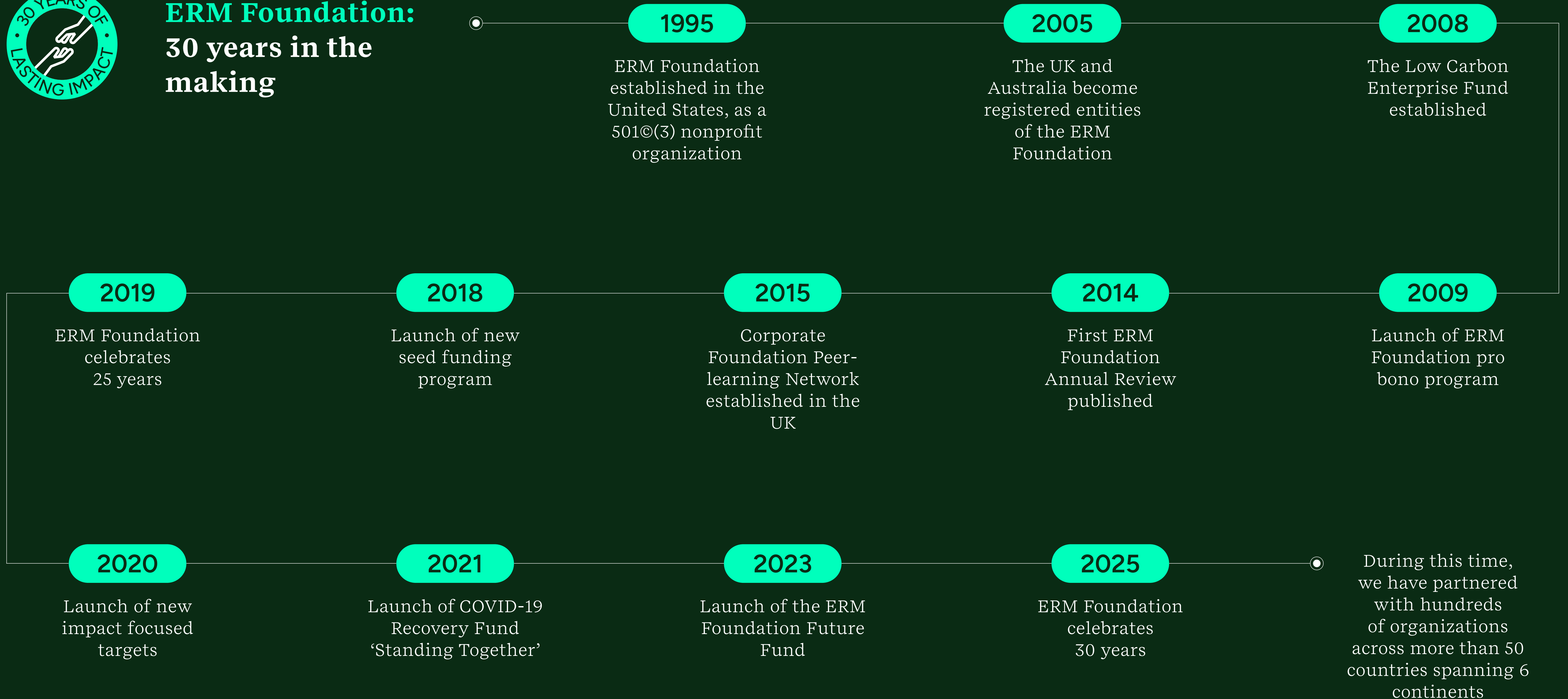
Contributing to the SDGs



*Image credits: Thousand Year Trust, Zac Mills/SOS, Amanda Kaywaisolya



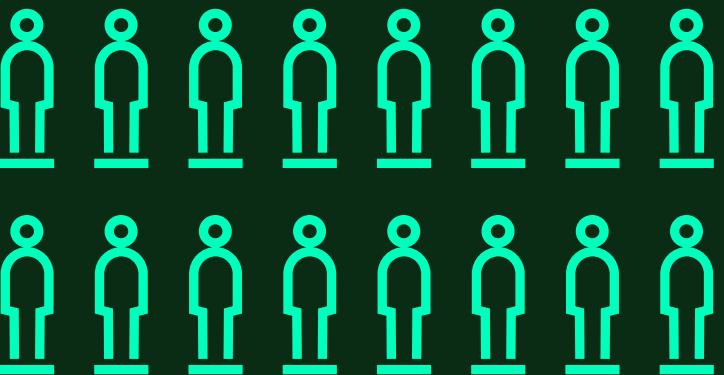
ERM Foundation: 30 years in the making



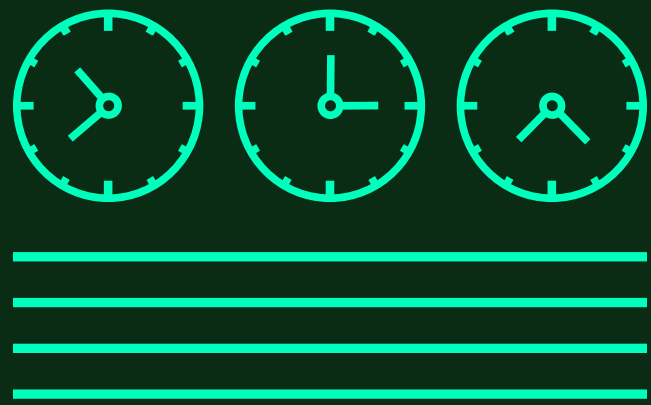
Celebrating 30 years of lasting impact



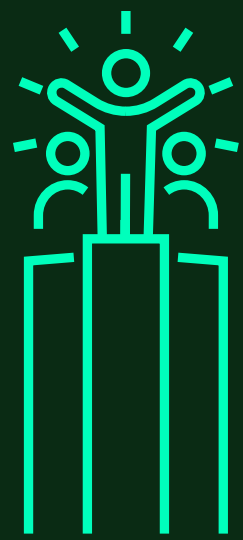
In the past 30 years, we have provided
\$7,400,000 of funding
to hundreds of
organizations
across the globe



Over 1,000
employees have
provided pro
bono support
to partner
organizations



21,500
hours provided in
pro bono support



Over
\$2,500,000
provided to support pro
bono work for organizations

The commitment from our network of employees and organizations
has allowed us to:

Protect over
480,000
hectares



Provide environmental
education to over
830,000
people



Support over
3,000,000 people
to access clean water
and sanitation

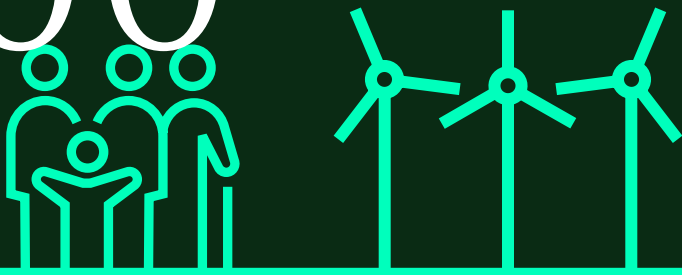


In the last 5 years

Supporting over
52,500
people gain
access
low- carbon
initiatives

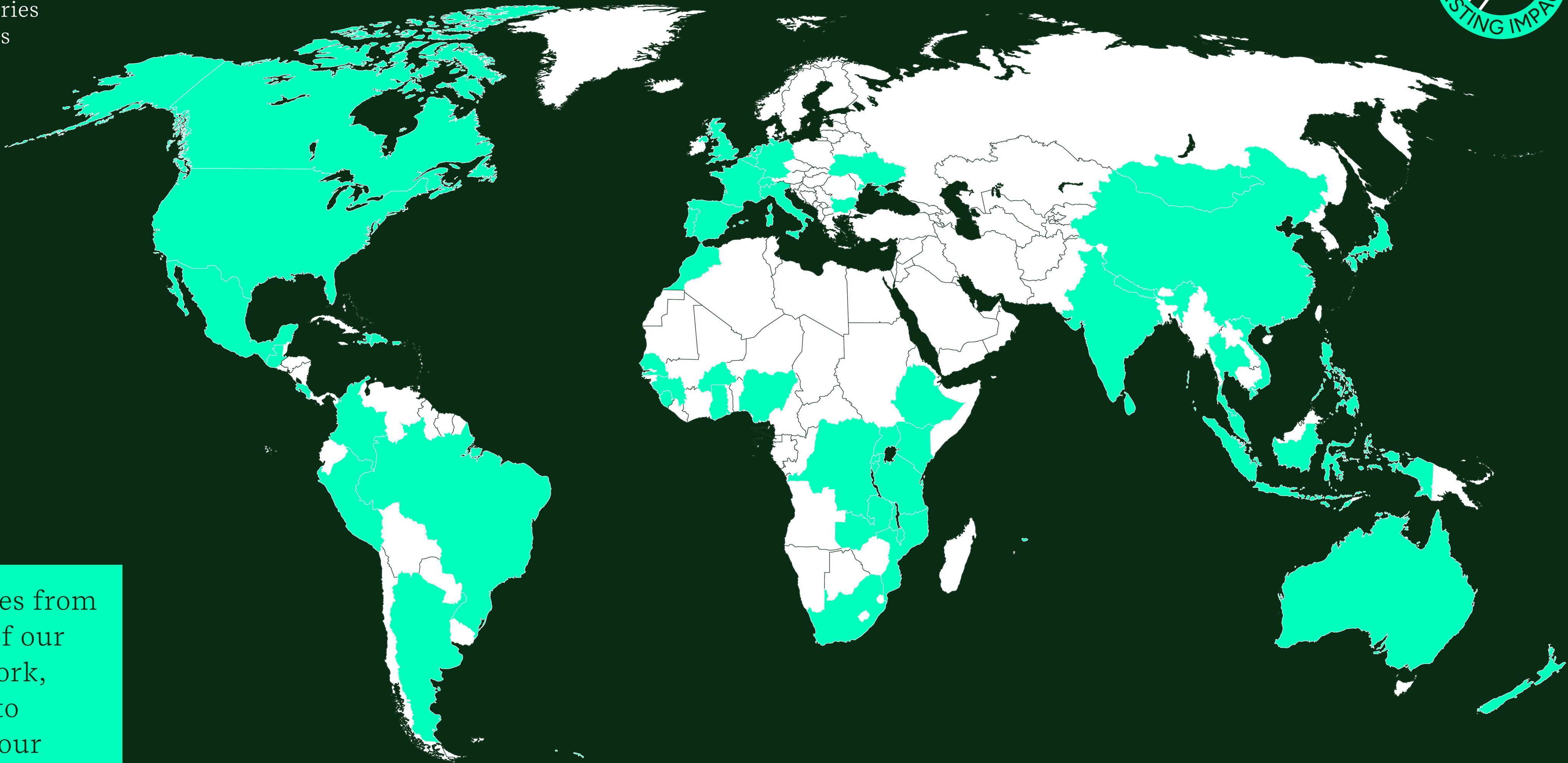


Creating sustainable
livelihoods for nearly
37,600
people

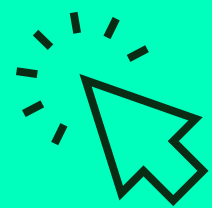


Celebrating 30 years of lasting impact

This map highlights the countries where the ERM Foundation has worked over the last 30 years, creating impact across 6 continents.



Click here to read quotes from 30 engaged members of our ERM Foundation network, from project sponsors to technical reviewers to our global leaders



 Countries ERM Foundation has worked in

Focus areas for the Foundation

The ERM Foundation has always focused on working together to create a more sustainable and equitable world.

Our refreshed focus areas for FY25 represent our continued commitment to shaping a sustainable future, aligned to the UN SDGs. We work across the globe on projects aligned to one or more of our focus areas.



Climate

Promotion of a net-zero future through low-carbon initiatives

Supporting partner organizations in areas such as climate mitigation and adaptation, access to renewable energy and environmental education. In FY25, we have worked on 17 projects aligned to this focus area, including with the following organizations:

- SoJo Helping Hands*
- Solar Village Project*
- Haven Care Centre*

*Image credit: Thousand Year Trust



Nature

Preservation of biodiversity and the promotion of a nature-positive future

Supporting partner organizations in areas such as protecting and restoring habitats on land and in water, water conservation, and initiatives to reduce waste and pollution. In FY25, we have worked with on 20 projects aligned to this focus area, including the following organizations:

- SOS*
- Youth Conservation*
- Thousand Year Trust*

*Image credit: Zac Mills/SOS



Human Rights

Preservation of human rights and the promotion of sustainable livelihoods

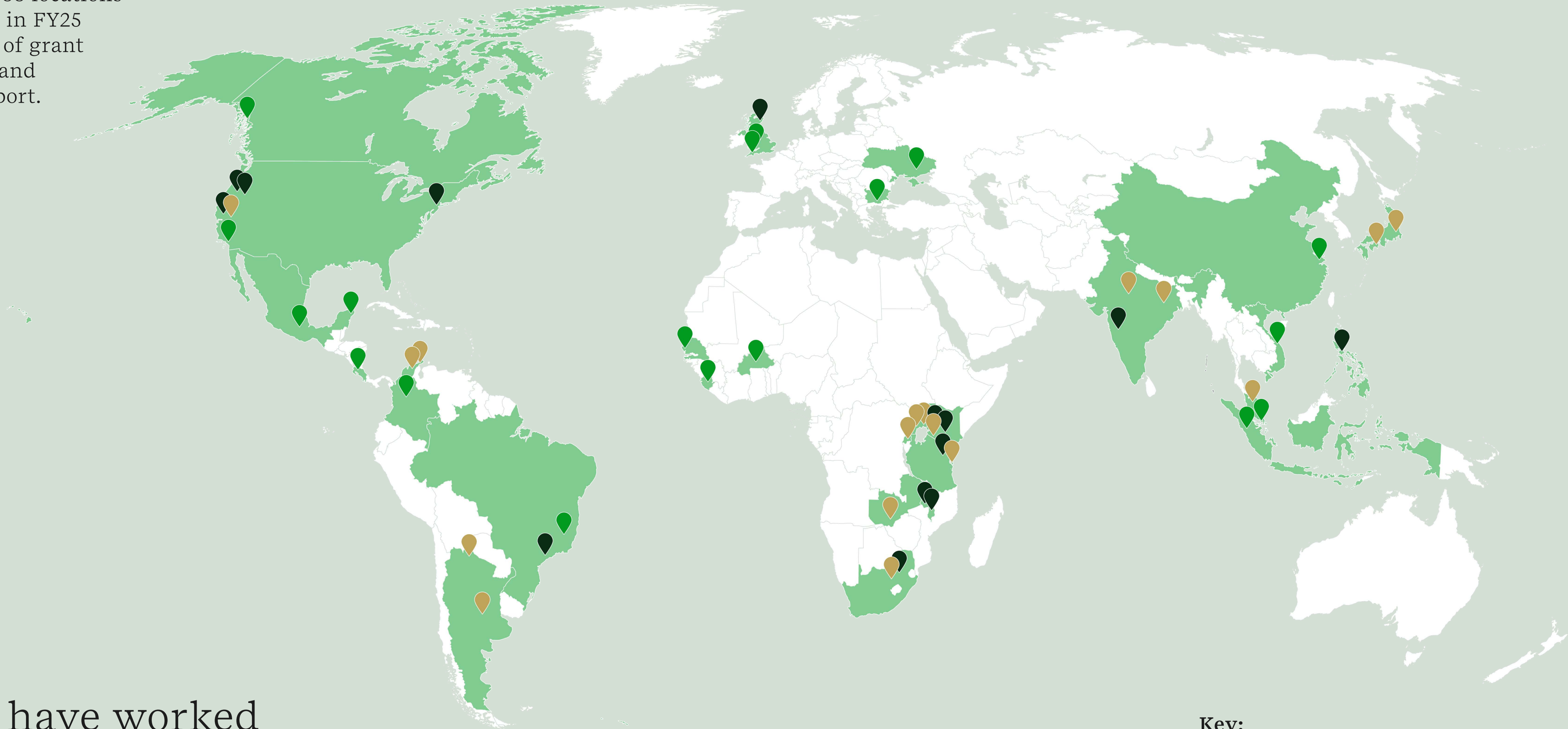
Supporting partner organizations in areas such as increasing access to clean water and sanitation, menstrual health and hygiene education and capacity building and training, in particular for disadvantaged sections of communities globally. In FY25, we have worked on 29 projects aligned to this focus area, including with the following organizations:

- The Ayin Project*
- Project Seagrass*
- ArgenINTA*

*Image credit: Amanda Kaywaisolya

Project locations

This map highlights the 56 projects of the 48 organizations in 33 locations that we have supported in FY25 through a combination of grant funding, volunteering, and technical pro bono support.



In FY25, we have worked with 48 organizations across 33 locations

Key:

 Human Rights

 Low-Carbon

 Nature

 Countries ERM Foundation has worked in in FY25

What we have achieved this year

Every year, the Foundation sets ambitious targets aligned to our focus areas to measure the impact of our work.

This year’s performance against our targets highlights the significant contribution the Foundation continues to make, in particular to improving livelihoods sustainably across the globe.

The Foundation’s new targets for FY26 are set out on [page 33](#).



\$756,048 disbursed in grant funding, pro bono support, employee donations and volunteering initiatives



20,503

FY25 Target: 10,000

People supported through low-carbon products, initiatives and services



17,823

FY25 Target: 10,000

Hectares planted, restored, protected or rewilded



21,451

FY25 Target: 10,000

Sustainable livelihoods supported

● FY25 Target ● Target Excess

Community volunteering

This year's theme for Earth Day is 'Our Power, Our Planet'. At the ERM Foundation, we believe that our employees are our power. That is why we are employee-led.

Our community volunteering program offers all ERM employees the opportunity to have a positive impact on their local communities. In FY25, employees across the globe donated their time to support local initiatives and activities aligned to the Foundation's focus areas. Initiatives included tree planting, riverside cleanups and volunteering to prevent food waste.

We are incredibly proud of the work our employees do every year in support of the Foundation, creating a lasting impact in their local communities. Thank you to all our employees who have volunteered on behalf of the Foundation throughout FY25!



Credit: ERM



México City office, México

ERM employees took part in a reforestation day in Barranca de Santa Fe, working in collaboration with the CamBIO Collective team.

The Barranca offers essential benefits, from groundwater recharge and landslide prevention to temperature regulation, carbon capture and biodiversity protection. Over 120 native plants and trees were planted.

London office, UK

ERM employees from our London office took part in a community volunteering day alongside The London Wildlife Trust at the Woodbury Wetlands in Southern England.



“It was a fantastic opportunity to learn about, and contribute to nature and biodiversity, and bonding with fellow employees under the beautiful sunny sky.”

Nidhi Agarwal
Consultant
ERM, United Kingdom



Bogotá office, Colombia

“Our Bogotá office planted 30 trees in collaboration with the Jardín Botánico de Bogotá. This initiative is part of our commitment to sustainability and environmental preservation. The trees were planted in the vicinity of the ERM Col office, contributing to a greener, healthier city and raising awareness about the importance of preserving natural resources. We are proud to support such initiatives that make a positive impact on our community and the planet.

Thank you to everyone involved in making this activity a success!”

Wanda Orduña
Consultant
ERM, Colombia





Austin office, USA
Volunteers from our Austin office took part in a shoreline cleanup at Lake Travis in recognition of International Coastal Cleanup Day.



Brisbane office, Australia
Employees spent an afternoon volunteering in an initiative to prevent food waste, partnering with Oz Harvest to make the most of food that would have otherwise ended up in landfill.



Shanghai office, China
Shanghai office volunteers enjoyed a day out “plogging” (a cross between jogging and litter picking) in the Yunyangshan mountain in Suzhou, China.

“To me, the ERM Foundation represents hope and impact. It brings together passionate individuals to create meaningful change and make a real difference for a more sustainable future.”

Fanny Kong
HR Manager
ERM, China



“We had an amazing time volunteering with Oz Harvest for Cooking-For-A-Cause! It was very fulfilling and rewarding to partner with them to make the most of rescued food that would otherwise have ended up in landfill and nourish our country.”

Frank Sodokeh
Consultant
ERM, Australia

Pro bono support

The ERM Foundation’s pro bono program offers our employees a unique opportunity to use their expertise to collaborate with nonprofit organizations and social enterprises on meaningful projects which have a lasting impact, often in remote parts of the world. Employees at all levels from all areas of the world and business are encouraged to participate in technical pro bono work, developing their expertise and working for causes they support.

We believe that by providing professional pro bono support, we can deliver a greater impact than through grant funding alone. Pro bono work not only makes a tangible difference to local stakeholders but also supports training and skills development in the partner organizations we work with, creating lasting and sustainable change.

In FY25, employees globally have worked on pro bono projects across each of the Foundation’s focus areas through new and existing partnerships with eligible organizations.



\$192,708 in pro bono support given to 27 organizations



Credit: Alma e Natureza



“Thanks to ERM’s support, we can engage with local voices and build solutions that are not only impactful but also rooted in the community’s realities and aspirations.”

Olga I Ramos Carrasquillo
Founding Board Member, Alma e Natureza



Alma e Natureza
www.almaenatureza.org

Alma e Natureza, Soul and Nature in English, is based in the heart of Brazil’s threatened Atlantic Forest biome which has suffered deforestation of approximately 85% of its 130 million hectares. Currently, the area is internationally protected as a Biosphere Reserve through UNESCO. Alma e Natureza is working towards the environmental restoration of the Atlantic Forest, specifically in the Serra da Mantiqueira region and the transformation of local communities through regenerating biodiversity and boosting ecotourism activities.

The ERM Foundation provided support by drawing on employees’ unique technical ability and local knowledge to develop a socioeconomic report which enables the organization to identify local initiatives and stakeholders for future engagement. Activities and projects with the greatest potential for restoring habitat and increasing social transformation were identified and mapped to relevant stakeholders to support the organization’s ability to plan and execute projects. The Foundation also provided a grant, which will enable Alma e Natureza to purchase the tools necessary to effectively engage with stakeholders in this project and beyond.

100 hectares protected

Rios Tarango
www.rios-tarango.org

The ERM Foundation is proud to have partnered with Rios Tarango for a number of years. Rios Tarango works to support the restoration and regeneration of Mexican ecosystems, particularly in the Barranca de Tarango. This year, we provided technical pro bono expertise to develop a water quality monitoring protocol for the evaluation and maintenance of wetland in Tarango. The wetland is a crucial part of the local habitat, helping to sanitise the Puerta Grande river and promoting the reuse of water.

1 water quality monitoring protocol created



NICOLE Foundation
www.nicolefound.org

NICOLE Foundation’s mission is to manage and remediate legacy contamination that poses an immediate and serious threat to people and ecosystems. The ERM Foundation provided pro bono technical support to develop a concept and implementation plan on data collection for the environmental damage associated with armed conflict. Our team of technical experts supported in conducting preliminary research, identifying key stakeholders for engagement and developing a plan to outline the process to be undertaken in conflict geographies across the world.



Guidance
and
toolkit

“The pro bono support provided by the Foundation was essential in enabling the ERM team to work collaboratively with colleagues from the NICOLE Foundation on developing guidance and tools that will have a truly global impact.”

John Lee
Director
ERM, United Kingdom



Environmental Foundation for Africa
www.efsl.org

The Environmental Foundation for Africa (EFA)’s mission is to empower the people of West Africa to conserve and protect the richly bio-diverse and threatened ecosystems of the Guinean Forests of West Africa Hotspot.

In FY25, ERM supported EFA with technical pro bono time to develop educational posters promoting the ‘dos and don’ts’ for conservation nature and protecting forests in the area, in particular, highlighting the negative impacts of slash and burn farming. These posters supplemented EFA’s environmental awareness programs, through which it engaged with the local communities across the south-eastern region of Sierra Leone, where the Gola Rainforest National Park and Tiwai Island Wildlife Sanctuary are situated. This work will support the Government of Sierra Leone’s application to UNESCO to secure World Heritage Site status Gola-Tiwai Complex, where EFA and other conservation actors have been working for over two decades.

Educational poster
campaign





Credit: Sea Turtles Forever

“ERM Foundation support has allowed us to complete 60 hours of data clean up on preexisting data and create a new data entry form with more effective fields to enhance STF’s data collection methodology. Thank you to the ERM Foundation!”

Natalie Katsuda and
Larissa Gleason
Consultants
ERM, United States

Sea Turtles Forever

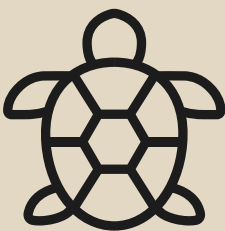
www.seaturtlesforever.org

Sea Turtles Forever’s (STF’s) mission focusses on raising conservation awareness to reduce illegal poaching of endangered sea turtle eggs in Costa Rica and reducing microplastic in the Pacific Northwest.

The ERM Foundation provided a grant to Sea Turtles Forever this year, supporting their mission and helping to protect habitat for nesting turtles. In addition, the ERM Foundation also provided pro bono support to implement a robust data management system and support analysis of data collected during marine turtle monitoring and protection patrols. The analysis is critical to securing the permits required by the Costa Rican government. The data management system and yearly population reports also provide an important data source for other conservation groups and sciences.



10,000 endangered
sea turtle eggs
protected



Reef Check

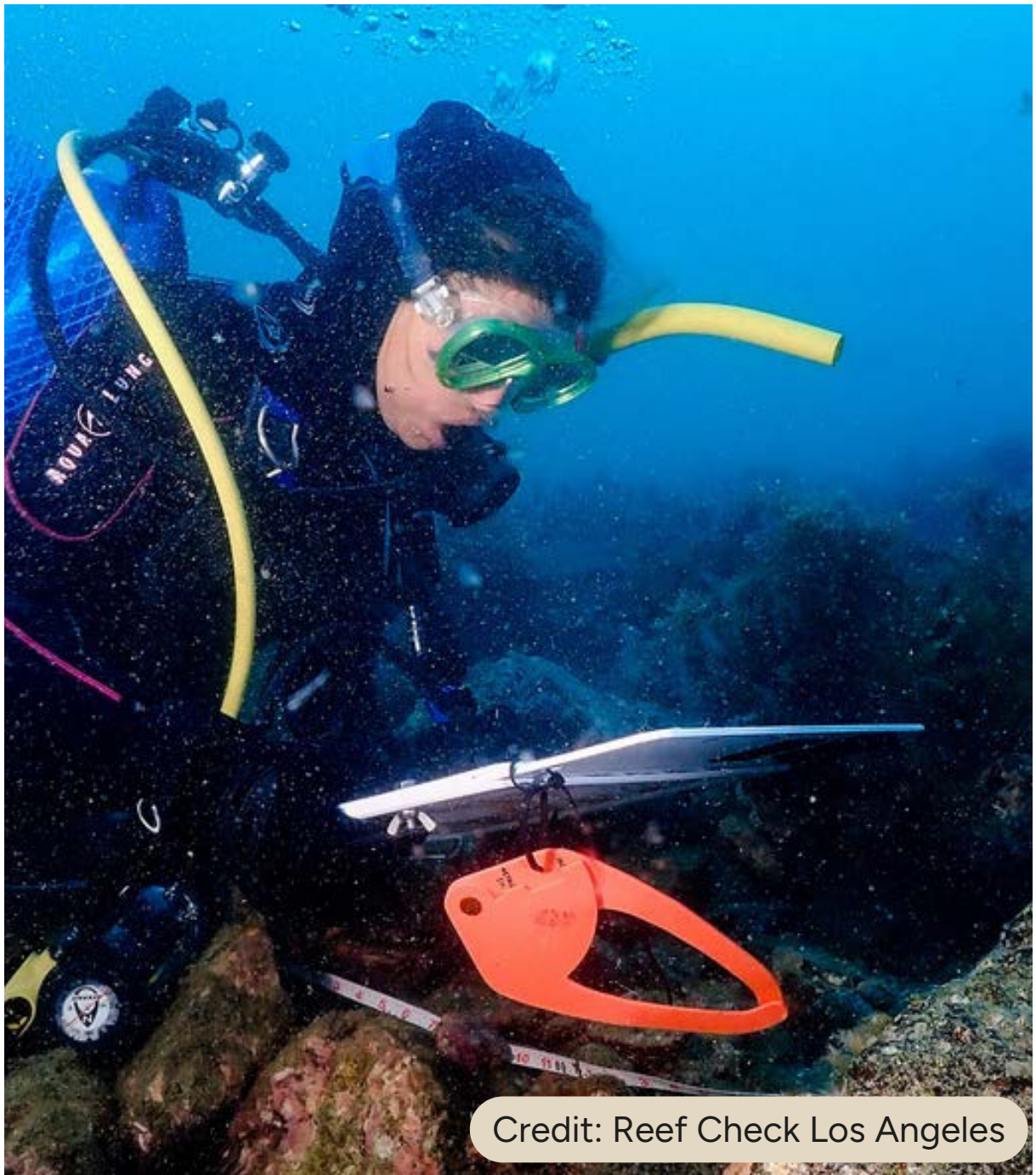
www.reefcheck.org

Reef Check train and organize teams of volunteer divers who collect data on reef health. The information gathered is used by marine resource managers, scientists and policymakers to make science-based ocean management and conservation decisions.

The ERM Foundation provided pro bono support to develop a data visualization portal allowing Reef Check to more readily engage and share the decades of data it has collated, with local communities and key stakeholders. The project initially started with datasets from Reef Check’s LA sites and is now expanding to include sites from across the west coast of the United States, with goals to expand further from there.



252 sites
mapped



Credit: Reef Check Los Angeles



Credit: ZAVECO



Credit: ZAVECO

Zanzibar Volunteers for Environmental Conservation

www.zaveco.org

Mangroves are key to Zanzibar’s coastal ecosystem, and yet they are rapidly disappearing. Zanzibar Volunteers for Environmental Conservation’s (ZAVECO’s) mission to conserve and protect mangroves revolves around mobilizing volunteers to engage in impactful initiatives, including habitat restoration, community education, and livelihoods improvement. They are committed to fostering sustainable environmental practices and enhancing the conservation of the natural environment.

The ERM Foundation provided pro bono support to ZAVECO for the first time in FY25. A global team of ERM employees provided technical guidance on environmental assessments, sustainable economic development strategies, and the implementation of robust environmental monitoring and evaluation techniques. As mangroves are currently used to provide charcoal for traditional wood stoves used in the communities, the pro bono team also suggested alternative solutions to mangrove charcoal for cooking to ensure sustainable mangrove restoration.

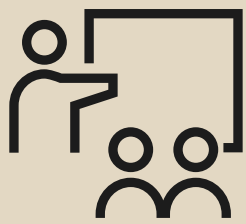


Credit: ZAVECO

“The Foundation’s pro bono support has empowered us to enhance our mangrove monitoring efforts, fostering community engagement and ensuring the protection of our vital coastal ecosystems for future generations.”

ZAVECO team

344 community members engaged



Grant funding

The grant funding program is one of the key mechanisms by which the ERM Foundation has supported organizations to upscale their programs and deliver meaningful impact.

All ERM employees can nominate nonprofit organizations and social enterprises which are aligned to the Foundation’s focus areas. Grants are offered for both one-off projects and for multi-year programs, maximizing the impact to communities and habitats.



\$341,577 in grants distributed to 35 organizations



Credit: Brighter Communities Worldwide



“The Waimpiralein community and the Kattoui women weavers’ collective deeply appreciate the actions implemented by the ERM Foundation in our territory to strengthen effective water management in the context of climate change with the participation of the community and especially Wayuu Indigenous women.”

Wuin team

Wuin

In FY25, the ERM Foundation continued its support for Asociación de Autoridades Tradicionales Wayuu Choujashiiwamuin de la Zona de Suluwow (Wuin) for a second year, building on a project that began in FY24 and concluded in FY25, to help establish better water management practices for local communities.

This year, the Foundation provided grant funding and pro bono support to conduct a hydrogeological study, a key document in the decision-making process for investing in a groundwater source that will benefit 85 families in the local community. Community members have been involved in all stages of the project, and the community has received the Indigenous Women’s Leadership Award for its resilience in the face of climate change.



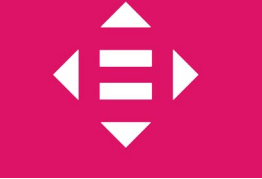
85 families with enhanced water security

- 5 GENDER EQUALITY


- 6 CLEAN WATER AND SANITATION


- 8 DECENT WORK AND ECONOMIC GROWTH


- 10 REDUCED INEQUALITIES



Sowing Seeds for Life

www.sowingseedsforlife.org

Sowing Seeds for Life’s mission is to provide food for the hungry, respond to emergencies for those in need and to eliminate hunger in the communities they serve across Los Angeles. In FY25, the ERM Foundation supported the organization’s mobile hygiene program which promotes dignity, self-esteem and acceptance for students living in housing, food, and hygiene insecurity. Their work continues to deliver tangible benefits to vulnerable residents in Southern California.

6,022 students served





- 2 ZERO HUNGER


- 3 GOOD HEALTH AND WELL-BEING


- 6 CLEAN WATER AND SANITATION


- 10 REDUCED INEQUALITIES

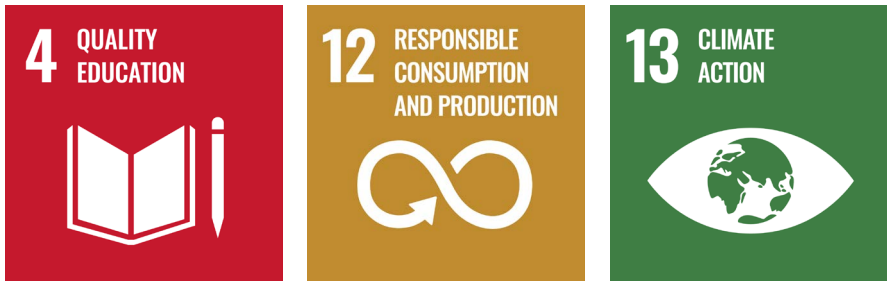


Igapó
www.igapo.net

Igapó’s mission is to drive the global transition to a low-carbon economy through the recovery of organic waste. This year, the ERM Foundation provided grant funding to support the installation of an organic composting system at a school in a local low-income community. Funding was also provided to create an environmental educational awareness campaign, aimed at ensuring the continued success and sustainability of the composting system in the school. This led to a reduction in the amount of waste sent to landfill and an increase in the education levels of the children at the school. ERM employees in Brazil also gave pro bono support to provide technical guidance and facilitate knowledge sharing workshops on the new waste and water management systems.

“ERM’s funding for the Compostagem Fundamental project was essential in making its implementation possible. We believe this support was just the starting point for other companies and foundations to follow suit and invest in initiatives that promote not only proper waste management but also environmental education, especially in underserved communities. Additionally, the support from the ERM team was crucial throughout all stages of the project, contributing to its planning and management as well as the execution of activities.”

Igapó team



558kg of waste recycled



Brighter Communities Worldwide

www.brightercommunities.org

Brighter Communities Worldwide works in partnership with communities in East Africa, delivering programs to enrich lives and help create better, more sustainable futures. Brighter Communities Worldwide offers a holistic approach to community engagement, focusing on health, education and economic empowerment for individuals living in the communities they work in.

The ERM Foundation is supporting Brighter Communities Worldwide’s Kericho Climate Resilience Project, which seeks to enable women, girls and youth to reach their full potential. The organization is working to create healthier, empowered, resilient communities and a just and more equitable society for all. The project is building community resilience to climate change by improving health through the installation smokeless stoves in households. Brighter Communities Worldwide is also investing in sustainable livelihoods for women through improved water and sanitation in communities and providing an awareness of sexual reproductive health and rights.

3GOOD HEALTH AND WELL-BEING

8DECENT WORK AND ECONOMIC GROWTH

4QUALITY EDUCATION

11SUSTAINABLE CITIES AND COMMUNITIES

5GENDER EQUALITY

12RESPONSIBLE CONSUMPTION AND PRODUCTION

6CLEAN WATER AND SANITATION

17PARTNERSHIPS FOR THE GOALS

7AFFORDABLE AND CLEAN ENERGY



Credit: Brighter Communities Worldwide

“ERM Foundation funding has enabled Brighter Communities Worldwide to support communities (particularly women) to strengthen their resilience to climate change, improve health and enable livelihood diversification. Through smokeless stoves, protected water springs, business skills and accessing sexual and reproductive health women are combatting the impacts of climate change, improving health and creating brighter futures for themselves and their families.”

Maria Kidney
Director
Brighter Communities Worldwide

 1,000 households supported in Kericho



Credit: Dana Asia

Dana Asia

www.danaasia.org

Dana Asia's vision is to create thriving communities where poverty is alleviated, and inequalities are reduced to foster sustainable development and enable all members of society to achieve their full potential. This year, the Foundation provided grant funding to Dana Asia to enable it to facilitate green microfinance for women microentrepreneurs in Manila, Philippines to bring financial services to the marginalized while targeting plastic waste reduction. The specially designed "eco sari-sari store loan" is designed to help women microentrepreneurs grow their traditional sari-sari stores in an environmentally responsible manner, transforming them into zero-waste stores by replacing items commonly sold in plastic sachets with refill alternatives. This creates a sustainable income stream for impoverished women and their families while safeguarding the environment.

"ERM Funding has enabled the establishment of a network of environmentally-conscious businesses that not only provide a vital income for marginalized microentrepreneurs but also directly contribute to plastic waste reduction. Best yet, the funds can be recycled over and over to considerably scale impact over time. The cumulative effect is significant: lasting societal change that transforms mindsets and behaviours for generations to come."

Dana Asia team



40 women
entrepreneurs
supported

Ocean Purpose Project

www.oceanpurposeproject.com

Ocean Purpose Project's (OPP's) mission is to create a movement that drives ocean conservation and the prevention of plastic pollution through disruptive and creative projects with large-scale impact. The ERM Foundation is supporting OPP's Project Tanah Air which focuses on bioremediation using seaweed and using this seaweed to produce biostimulants for use in sustainable agriculture. The project is working to create a healthier marine environment, promote biodiversity and contribute to sustainable aquaculture.



20 hectares
protected



Credit: Ocean Purpose Project



Douniatou
www.facebook.com/DouniatouAssociation?locale=fr_FR

Douniatou’s mission is to support poor communities across Kenya and the ERM Foundation is supported Douniatou’s rescue home for abused and homeless girls, Joy World. Since 2008, the home has provided a safe environment and empowering community to over 700 girls fleeing dangerous family situations.

The Foundation provided grant funding to support borehole drilling at the home. The new and improved borehole will boost the income generation capacity for Joy World by increasing their water capacity, allowing them to grow and sell more bananas which will in turn help fund schooling for the girls who live there. Giving the girls access to a quality education will enhance their ability to secure jobs and sustainable incomes in the future.

“Funding to deliver this project was crucial as the rescue home was about to close, putting girls back on the street with all the risks this entails. Thanks to the borehole, the garden is productive enough to keep the home and the girls secure.”

Jeanne Millan-Bernal
Consultant
ERM, France



73 girls supported

- 1 NO POVERTY
- 4 QUALITY EDUCATION
- 8 DECENT WORK AND ECONOMIC GROWTH

Alley Pond Environmental Centre

www.alleypond.org

The Alley Pond Environmental Center (APEC) is a nonprofit environmental education organization dedicated to educating children and adults in New York, and protecting and preserving Alley Pond Park by advocating for sustainable environmental policies and practices.

Alley Pond Park is an ecologically diverse urban park, providing vital natural spaces for people and hundreds of species of fauna and flora. This year, the ERM Foundation supported APEC’s Urban Biodiversity Project, which allows young adult interns to gain valuable scientific skills while bolstering their relationships with the natural environment. Foundation funding supported the purchase of lab and surveying equipment, enabling interns to monitor the species within the ecosystems of the park.



Surge for Water

www.surgeforwater.com

Surge for Water provides safe water, sanitation and menstrual health programs in Haiti, Indonesia and Uganda through women-led and women-centred holistic solutions. The ERM Foundation has supported Surge for Water since 2017 through grant funding and professional pro bono support.

This year, we provided grant funding to drill a water well benefitting over 700 Ugandan community members and build gender-specific bathroom blocks at a secondary school, benefitting 700 students. ERM employees also used technical pro bono time to help Surge for Water improve its impact data collection and measurement. This included the development of an ESG strategy and roadmap.



70 student
interns
benefitted

A green icon showing two stylized human figures, one slightly behind the other, with a speech bubble coming from the front figure.

1,400 community members
with improved access to
clean water and sanitation



Credit: Staffan Widstrand/Rewilding Europe

Rewilding Europe
www.rewildingeurope.com

Rewilding Europe’s mission is to demonstrate the benefits of a wilder nature through the rewilding of diverse European landscapes, creating a Europe that is abundant in nature and more resilient to climate change.

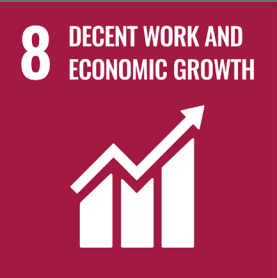
The ERM Foundation is supporting Rewilding Europe’s efforts in the Rhodope Mountains, Bulgaria, which is home to a huge variety of species and habitats. The area is a stronghold of vultures in south-Eastern Europe, and the only breeding spot in Bulgaria for griffon vultures. Rewilding Europe is working in the region to restore food webs, boost biodiversity through mosaic landscape creation and creating a well-known tourism destination built firmly on the land’s assets. Local businesses and regional products will benefit from rewilding activities, which provides incentives for entrepreneurs to invest in the landscape and nature protection efforts.



950 hectares
in Rhodope
Mountains
rewilded

“The funding from the ERM Foundation has enabled the kick off of rewilding activities in the 3,800 hectare Zhenda rewilding site in the Rhodope Mountains in Bulgaria.”

Johan Booij
Finance and Operations Director
Rewilding Europe



The ERM Future Fund



Credit: The Ocean Foundation

About the Future Fund

Last year, the ERM Foundation launched its Future Fund program which was made possible thanks to the generous donations of ERM shareholders.

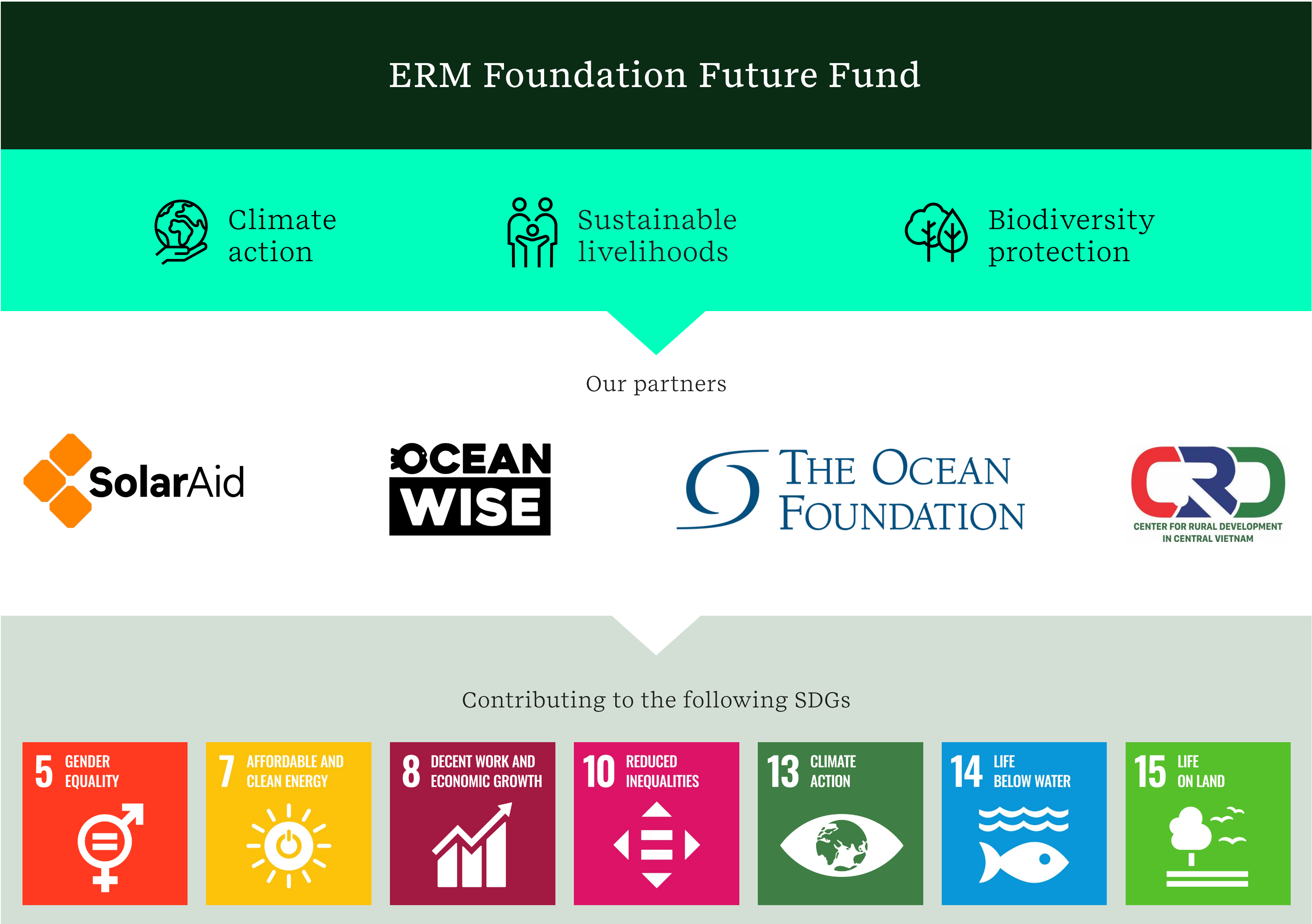
The program is the first of its kind for the Foundation, enabling us to accelerate and scale progress towards the SDGs by investing in longer-term partnerships with organizations whose programs sit at the intersection of climate action, sustainable livelihoods and biodiversity protection.

Our Future Fund supports one project per ERM region, each with a dedicated team of local ERM employees supporting its delivery. These projects were chosen with the help of our ERM employees globally.

The following pages provide more detailed information on each of our Future Fund projects, outlining their achievements to date and their plans for the year ahead.

\$200,000 disbursed in year-two of a three-year program

Watch the Future Fund video

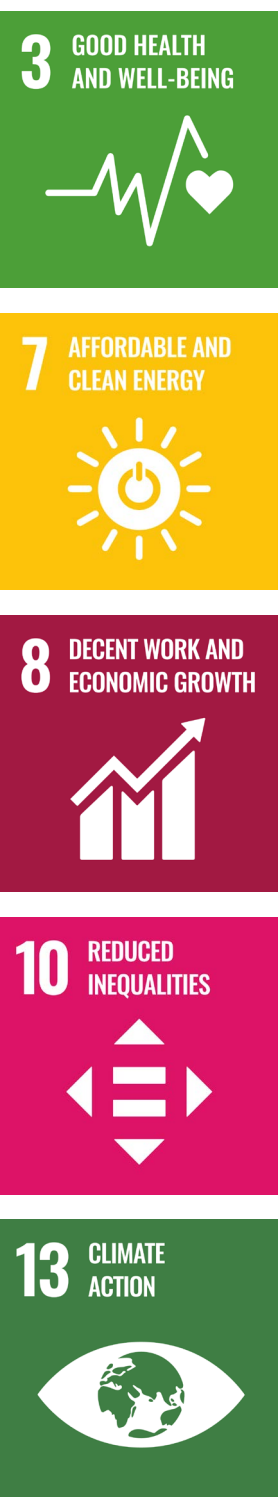




The ERM Foundation is supporting SolarAid’s Mayi Walas program in rural Malawi to help achieve their mission to light up every home, school and clinic in Africa by 2030 by equipping women solar entrepreneurs with everything they need to launch thriving solar businesses. These women not only provide a renewable source of light through the sale of solar lamps but also foster economic growth and improve the quality of life for families as they establish small businesses selling lights in the communities where they live.

In the Foundation’s second year of funding, SolarAid has supported the Mayi Wala groups to progress in their second year of operating solar light businesses. To increase efficiency training is being delivered by local government employees who already operate within the communities. Business Management, Financial Literacy and Group Cohesion training is currently being delivered across all 60 groups. Mayi Walas who have been with the program for at least 12 months and are successfully running their businesses have been invited to ‘graduate’ their businesses to sell more powerful multi-light solar home systems. To help their customers overcome the affordability barrier, Mayi Walas are offering solar home systems on pay-as-you-go plans – accelerating affordable energy access within their communities.

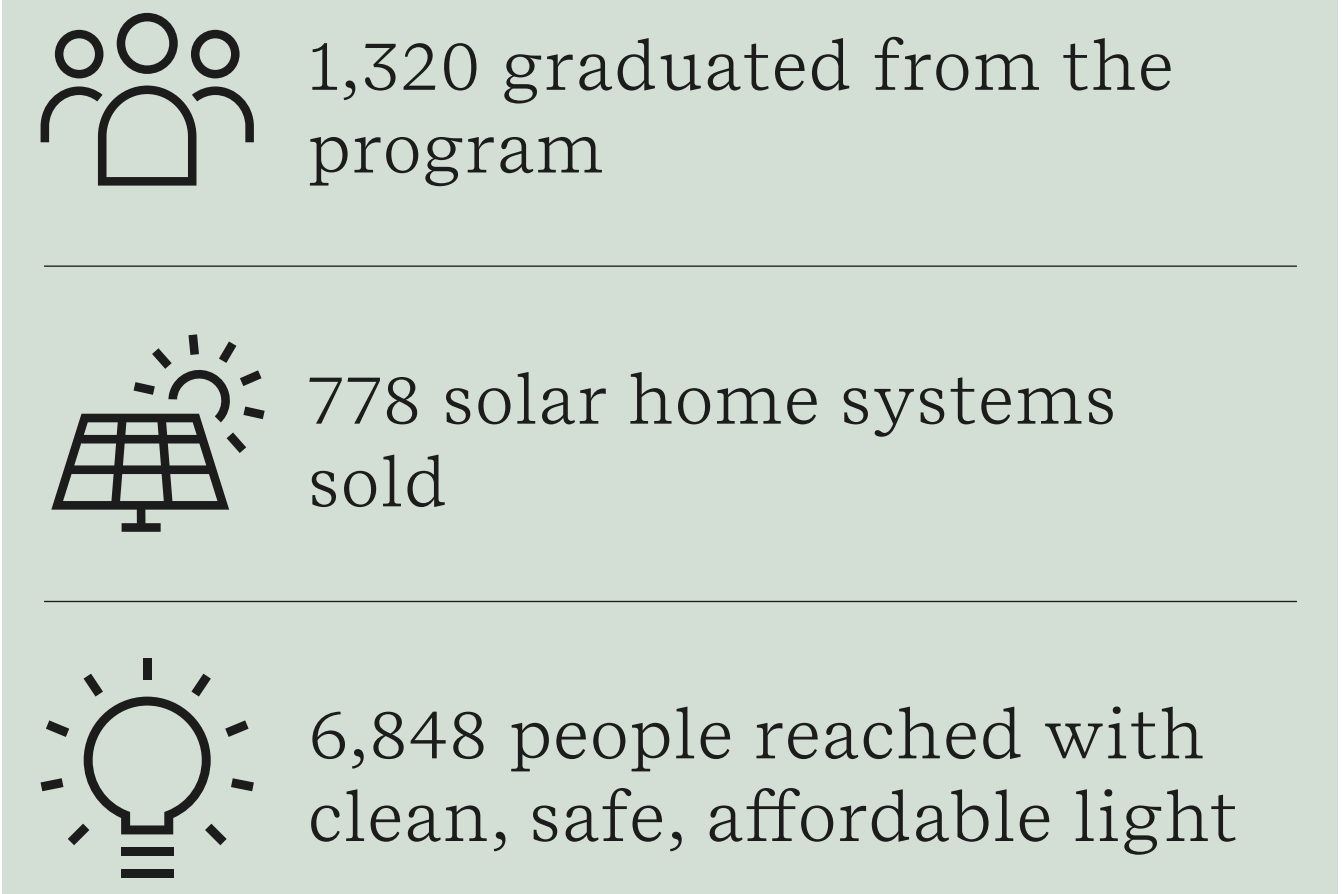
SolarAid’s social enterprise partner Sunny Money provides loans and resources to enable larger lamps (solar home systems) to be sold in communities across Malawi. In FY25, the Foundation provided technical pro bono support to help analyze existing financial data from Sunny Money and develop a more sophisticated model for cashflow forecasting. This will support 36 energy businesses in Malawi, allowing them to better predict cashflow to scale up businesses and further expand the model, giving more people the chance to access clean, safe and affordable energy.



“The ERM Foundation’s support in funding the training for our Mayi Wala program has provided a strong stepping stone to help SunnyMoney Malawi in its drive to scale up the business growth and opportunities for each individual women members of the Mayi Wala groups as we pull them up in the renewable energy business ecosystem”

Christopher Kasambala
Business Operations Manager, SolarAid

Year Two Figures



In British Columbia, Canada, kelp forests provide diverse coastal ecosystems that are home to many endangered and economically important species. In recent years, these kelp forests have seen significant decline due destructive human activity in the area. Ocean Wise’s seaforestation program is working to reverse this decline through the development of cost-effective and scalable kelp regeneration techniques, allowing ecosystems to flourish for future generations.

Ocean Wise’s mission is to empower communities and individuals to take action to protect and restore the world’s oceans. The Future Fund is supporting its seaforestation initiative, assisting Ocean Wise to work in partnership with First Nations, coastal communities, industry and other stakeholders in British Columbia. Their projects are supporting the restoration of kelp forest ecosystems by fostering kelp growth, empowering community action and sharing lessons learned with kelp restoration enthusiasts across the country.

In this second year of the Future Fund, Ocean Wise has made progress in closing key knowledge gaps around advanced in-water kelp restoration and monitoring. They have also built further community engagement opportunities for youth to learn about the important role kelp plays in supporting biodiversity, traditional identities and the marine carbon cycle. In collaboration with the Tseshaht First Nation, Ocean Wise is working to integrate scientific and Indigenous knowledge to improve outcomes for kelp restoration, ocean health, First Nations and coastal communities.

In the final year of the Future Fund program, Ocean Wise and its First Nations partners, including the Tseshaht First Nation, will continue to trial, monitor and evaluate planting and seeding techniques, establishing scalable and cost-effective solutions to biodiversity restoration in the area.



“The generous support of the ERM Foundation has been instrumental in advancing Ocean Wise’s kelp restoration efforts in partnership with First Nations in BC. Their commitment has enabled us to directly improve ocean health, restore critical habitats, and deepen our understanding of the invaluable ecosystem services that kelp forests provide. We’re excited about the opportunity to build on this work together and create an even greater impact in the years ahead.”

Scott Bohachyk
Director, Seaforestation

Year Two Figures



5 hectares of kelp regenerated



Second generation of kelp planted



20+ community members engaged



The Ocean Foundation

www.oceanfdn.org

The Ocean Foundation’s (TOF’s) mission is to support, strengthen, and promote organizations dedicated to reversing the destruction of ocean environments around the world. The Future Fund program is supporting TOF’s community-based mangrove restoration in the Mexican Caribbean. The goal of the project is to restore hydrological function to over 400 acres of mangrove habitat in the Xcalak Lagoon. The Xcalak Reefs National Park covers over 180 square kilometres and is a National Protected Area. It is part of the second largest coral reef in the world. The restoration will result in the rapid recolonization of the area with mangroves, supporting a healthy ocean environment.

During the second year of the program, TOF has continued the hydrological restoration activities commenced in year one and utilized the innovative SAFE-S restoration concept to create SAFE-SITES. SAFE-S is a restoration concept that includes the selection of environmental conditions that facilitate and enhance natural recruitment of vegetation. TOF also engaged with local communities, hosting workshops to present the progress of restoration efforts and train additional community members in restoration techniques.

In FY25, habitat monitoring using innovative technological solutions was also conducted. This helped to determine the health of existing mangroves and determine where to plant new ones. In the final year of the program, TOF’s plans to continue and expand the hydrological restoration activities and to continue working alongside community members to upskill local volunteers in restoration techniques.

This project is a partnership of The Ocean Foundation with Xcalak Reefs National Park (CONAP), CINVESTAV, ENES-UNAM, Programa Mexicano de Carbono (PMC) and Fundación Mexicana para el Océano (FMO) and habitat restoration experts at Xcalak Reefs National Park.



“Thanks to the generous support of the ERM Foundation, we are accelerating our large-scale, community-based mangrove restoration efforts in Xcalak: protecting biodiversity, strengthening coastal resilience, and supporting livelihoods by improving fisheries, supporting jobs and education in this community. Their enthusiasm and embrace of the project is incredible”

The Ocean Foundation team

Year Two Figures



400 acres of mangrove habitat enhanced



1 blue carbon certified project



15 community members trained in restoration techniques



**Center for Rural Development
in Central Vietnam**
www.crdvietnam.org



In the A Luoi district of Vietnam, 82% of community members are directly engaged in agro-forestry production. The region is, however, experiencing a sharp degradation in the variety and availability of the medicinal plants which local livelihoods rely on. The Center for Rural Development in Central Vietnam (CRD) is working to change this by improving biodiversity in the region, simultaneously contributing to improving the lives of local stakeholders and protecting the region against climate change.

CRD’s mission is to conduct research, training, technological transfer and policy advocacy, leading to sustainable rural development. The ERM Foundation is supporting its project to promote the conservation of indigenous medicinal plants alongside livelihood improvement for the ethnic minorities in the A Luoi district. The recent decline in biodiversity has impacted community health, Indigenous knowledge, people’s livelihoods and the local environment. Over generations, communities have used medicinal plants to treat many diseases such as hepatitis B, dysentery and snake bites.

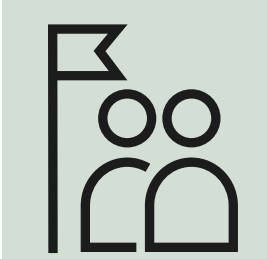
In the second year of the Future Fund program, CRD continued to strengthen relationships with local stakeholders across 15 forest communities. Local stakeholders are now actively participating in, and contributing to, the management and conservation of natural plant resources. Community managed indigenous medicinal plant nurseries have been created and are expected to provide at least 15,000 seedlings a year. For the final year of Future Fund, CRD plans to continue expanding and establishing its work with local communities, increasing local knowledge and expanding the capacities for nurseries.



“The ERM Foundation’s support has played a crucial role in restoring biodiversity and strengthening livelihoods in A Luoi. By conserving indigenous medicinal plants and developing herbal products, we are not only preserving traditional knowledge but also creating promising economic opportunities for future generations”

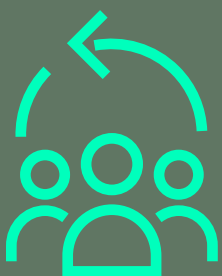
Ms Ho Thi Nga
Vice Chairwoman of Hong Kim Commune,
A Luoi District

Year Two Figures

-  15,000 hectares of natural forest protected by the community
-  1,000 rare medicinal plants planted
-  2,500 people actively participating in forest management and conservation

Looking ahead

For the year ahead, we have reaffirmed a set of three key targets aligned to the ERM Foundation’s focus areas. These comprise:



10,000

people engaged through low-carbon initiatives



10,000

hectares of habitats protected or restored



10,000

livelihoods improved

In the Foundation’s 30th year, we will continue to work with our employees and stakeholders to evolve our funding models, employee contributions and focus to define the future delivery of our work.





The ERM Foundation

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