



Sustaining Impact

SUSTAINABILITY REPORT 2025
EXECUTIVE SUMMARY





CEO message

Tom Reichert | ERM Group CEO

“We will continue to help organizations navigate the terrain in front of them, aligning sustainability and commercial impact.”

I am proud and excited to share ERM’s 2025 Sustainability Report ‘Sustaining Our Impact’. This report is a celebration of what makes ERM such a special place, including a huge wealth of data and incredible stories about the positive impact our brilliant teams have had. It also reflects our ongoing commitment to the UN Global Compact’s ten principles and GRI reporting standards.

As a society we face profound sustainability challenges across climate change, nature depletion, water scarcity and social issues. Everyone at ERM plays an instrumental role in tackling these urgent challenges. I want to thank you all for your unwavering dedication to our purpose of shaping a sustainable future with the world’s leading organizations and the progress we have made together in the last financial year.

For example, in FY25 we contributed to more than 200 GW of installed renewable energy capacity and 47 GW of energy storage. By comparison, global annual renewable capacity additions amounted to 660 GW in 2024, according to the International Energy Agency. We supported the decontamination of 2.5 million liters of water, which equates to the recommended daily water consumption of 1.25 million North American adults. We assisted with the treatment of over 58 million cubic meters of soil, which would cover the entire spatial area of Paris. We facilitated the treatment or destruction of over 84 million kg of contaminants - that’s equivalent to the weight of around 150 jet airliners. Cleaner energy, cleaner water and cleaner land, all thanks to you!

As we look ahead, it’s clear that we’re living through a period of rapid change:

geopolitical and economic uncertainty; technological disruption; societal instability. Across many dimensions, the pace of change continues to accelerate.

Within that context, ERM remains committed to our purpose. For many decades, ERM has been a trusted advisor to clients and partners around the world, grounded in our technical expertise and deep understanding of the science of sustainability. We will continue to help organizations navigate the terrain in front of them, aligning sustainability and commercial impact. We will also continue to hold ourselves to the same high standards we ask of our work with clients and partner organizations.

Thank you to all of you who are on this journey with us. Our work together matters and it has never been more important.



Foreword

Sabine Hoefnagel | **Global Leader of Sustainability & Risk**

“This work requires deep levels of expertise and pragmatism to meet clients wherever they are on their journey and help them move forward.”

Reading this year’s Sustainability Report brought me back to the very reason I joined ERM almost 25 years ago. It’s easy to forget sometimes in such a fast-paced, competitive industry but this report is a powerful reminder of the one thing that connects all ERMers, past and present: our purpose and our dedication to tackling the toughest sustainability challenges that society is facing.

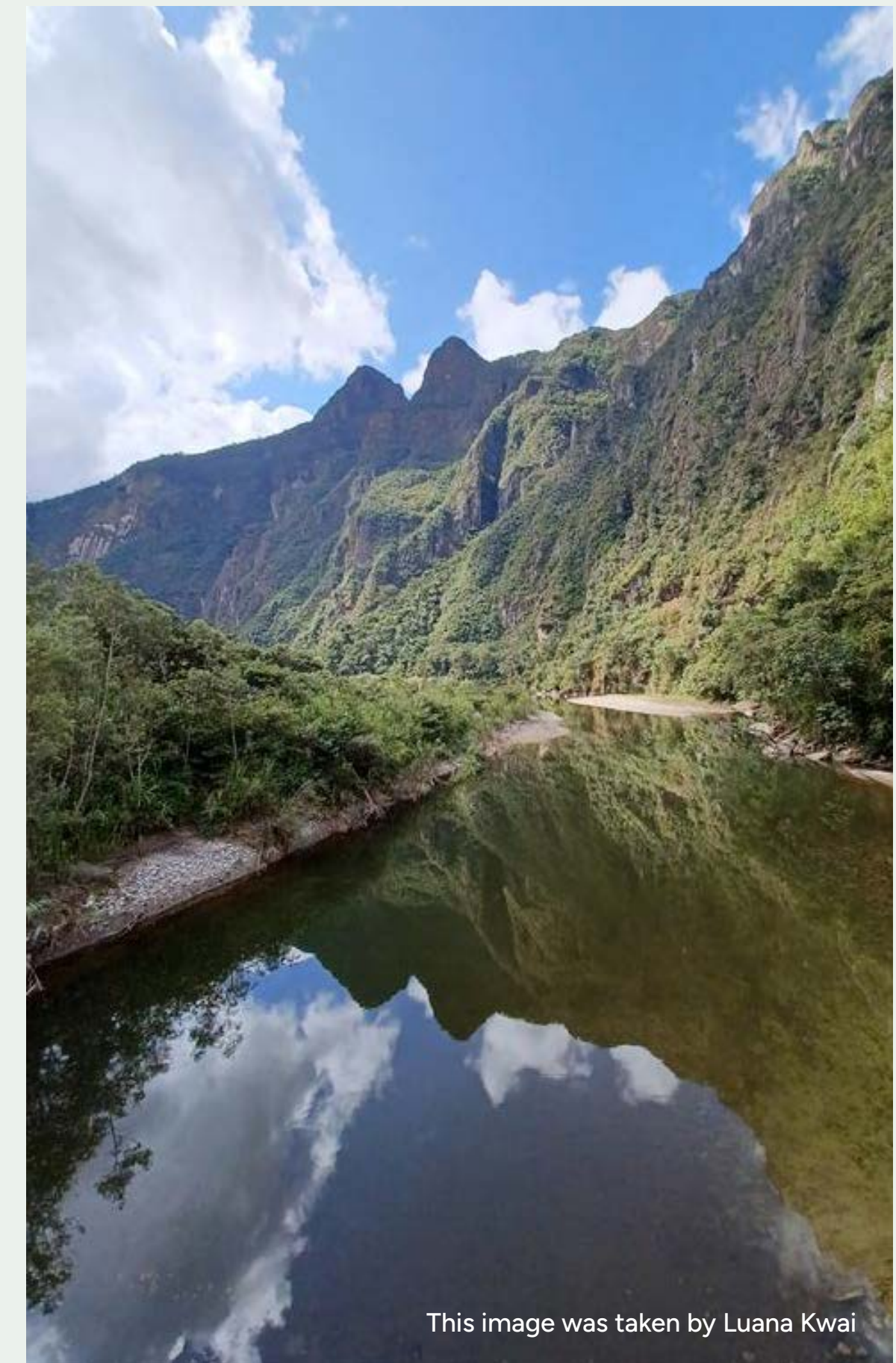
This work requires deep levels of expertise and huge reserves of pragmatism to meet clients wherever they are on their journey and help them move forward. Every day I see ERMers doing just that.

The impact we have is part of something bigger. It’s amplified by the partnerships we’ve built with suppliers, collaborators, and organizations that share our purpose. Because we know that real, lasting change doesn’t happen in isolation. It happens when we come together, united by a common desire to deliver systemic change.

One of the most inspiring parts of our story is the work of the ERM Foundation. This year, we celebrate its 30th anniversary and acknowledge its incredible achievements. Through the Foundation, we’ve helped more than 3 million people gain access to clean water and protected nearly 0.5 million hectares of land. That’s a legacy that every ERMer should feel deeply proud of.

To everyone who contributed to this annual update on our sustainability impact - thank you. Sustainability disclosure is of course an important requirement but for us it is more than that. It is an opportunity to reflect on and celebrate the achievements we have made together, as well as make a commitment to accelerate action in the future.

I look forward to working with you all on the next chapter in this story.



This image was taken by Luana Kwai

Asia

Asia is at the forefront of opportunity, accounting for over half of global GDP. With 4.6 billion people, representing 60% of the world’s population, resident in Asia there are significant local markets driving economic growth. Alongside this, many companies form integral parts of global supply chains and are therefore navigating the challenges associated with international trade.

ERM has 21 offices across Asia and has had a presence in the region for over 40 years. This breadth and depth of coverage has enabled us to build a strong foundation across many industries and value chains. Our teams bring expertise in local economic and societal contexts, coupled with wider regional and global expertise which our clients report as being essential to navigating local and international markets.

We are committed to developing the sustainability professionals required to address complex challenges across emerging markets, and are proud to see the next generation of leaders develop through the opportunities we offer to our employees. We have a diverse and engaged workforce who are committed to an inclusive culture, resulting in creative and collaborative approaches to sustainability challenges and opportunities.



This image was taken by Tommy Ju

HIGHLIGHTS

Supporting Jindal Stainless on their ESG and decarbonization transformation journey

ERM supports Nissui’s nature loan with Sumitomo Mitsui Trust Bank

ERM expands its Southeast Asia (1SEA) Hub in Singapore



“In a time of volatility, the entrepreneurial spirit of Asia kicks in, and we are seeing investment in the energy transition, infrastructure and the development of local capability. We are supporting Asia clients to win in a more sustainable economy.”

Nat Vanitchyangkul,
ERM Regional CEO, Asia

Australia & New Zealand

It’s been an important year for ERM in Australia, as we welcomed over 100 new colleagues from Energetics into our business. At a time when the Australian government is working towards its legislated target of net-zero greenhouse gas emissions by 2050, we are exceptionally well placed to support the biggest and fastest economic transformation since the industrial revolution.

Since the early 1980’s, ERM in Australia and New Zealand has built a business across seven cities focused on infrastructure development, remediation of contaminated lands to productive use, supporting investment in companies and assets with strong environmental and social credentials, and decarbonizing the economy. In recent years, we have acquired a number of companies that have enhanced our digital and technology offerings and strengthened our health and safety services.

I am particularly proud that this year, we received formal approval from Reconciliation Australia for our Reflect Reconciliation Action Plan (RAP), which reaffirms our commitment to advancing reconciliation and developing meaningful connections with Aboriginal and Torres Strait Islander peoples. This important step has resonated with all our colleagues and we are committed to practical action.



HIGHLIGHTS

ERM’s Reflect Reconciliation Action Plan launched

Acquisition of Energetics - Australia’s leading climate risk and energy transition consultancy

New partnership with Truescape provides dynamic visualization on projects



“When I started my career as a graduate at ERM two decades ago, I couldn’t have imagined that one day I would be leading this organization of over 600 colleagues. It’s all about leadership – and this comes through ERM’s investment in its people, the opportunities we have to work with great clients on some of the most complex projects and a commitment to create a sustainable future.”

Michael Gaggin,
Business Unit Managing Partner, ANZ

Europe, Middle East & Africa

EMEA is a region of many contrasts, with diverse sustainability challenges. In Africa, the focus on access to energy is coupled with the need for greater employment opportunities, the protection of human rights and preservation of the natural environment. The Middle East is leading investment in the energy transition whilst seeking to promote sustainable urban development and water management, as the economy is building out alternative foundations of wealth. Within Europe, we see discussions on the role of regulation as a driver for action, coupled with a focus on competitiveness to establish market differentiation, amidst sustained societal scrutiny.

Spanning over 40 offices across 18 countries, our EMEA team is ideally positioned to respond to the diversity of our client needs, supporting with the level of technical depth and topical breadth required to add value and create positive impact at every point of sustainability maturity. Our cross-country collaboration ensures that our clients benefit from both nuanced local insights and globalized technical skills expertise.

Through our regional strategy refresh we are placing a strong emphasis on capability building, whether through our internal technical communities or through partnerships with external experts, ensuring we can continue to create innovative solutions that meet the diverse challenges our clients face.



This image was taken by Lucca Kallenberger

HIGHLIGHTS

L’Oréal: Enhancing wellbeing through relational safety in global EHS audits

Broad-Based Black Economic Empowerment in South Africa

Building resilience in the mining sector: The International Finance Corporation & ERM Framework



“Europe has been a leader in sustainable solutions for some time and we are now seeing the Middle East rapidly advancing investment in the energy transition and associated drivers. Across the African continent, innovation is tackling multiple challenges in creative ways. It is an exciting time to be leading this region.”

Mathias Lelievre,
ERM Regional CEO, EMEA

Latin America & the Caribbean



This image was taken by Goulnaz Duportic

From Mexico in the north to Chile, 7500 km to the south, the LAC region encompasses Latin America and the Caribbean, a rich and diverse set of cultures and economies. We have a long history of serving multinational companies with their investments into the region, spanning energy, mining, chemical and pharmaceutical, technology and finance sectors. We also have supported LAC based companies to expand their operations within the continent and enter new international markets.

In 2024, Colombia hosted the 16th UN Biodiversity Conference (COP16), which shone a spotlight on the region’s efforts to conserve and enhance our natural environment, and the protection of indigenous peoples. Later in 2025, Belem, Brazil, in the heart of the Amazon, will host the 30th UN Climate Change Conference (COP30), with ambitious plans for implementation of actions to address the changing climate.

These pivotal global events have brought a renewed focus and energy to the work of the private sector, as it collaborates with wider stakeholders to advance economic development, without further impacting nature, the environment and local communities. ERM is actively working with leading companies to drive growth and investment that benefits both the regional economy and society.

HIGHLIGHTS

Supporting Vale with their decarbonization roadmap

ERM LAC Walking the World

NatureTech Alliance launches ‘NatureTech Revolution’ report at COP16 in Colombia



“At ERM, I have witnessed the tangible impact we have through the work we do with our clients and partners. Across the region, there are many vulnerable populations where the realities to attend basic needs are really a daily challenge. Through working on the key economic and social challenges of our time, our impact endures for future generations.”

Carlos Pereyra,
ERM Regional CEO, LAC

North America

Our North American operations were founded in the 1970’s when the first environmental and pollution regulations were introduced in the United States, and were proceeded by the establishment of our Canadian operations 35 years ago, which has grown to include 350 employees serving clients across the country. The region now accounts for half of ERM’s global presence and during FY25, we continued to expand our capacity with the acquisition of NewFields Environmental Division.

Through the years, we have worked on thousands of projects that have helped return polluted sites back to productive use, enabled companies to effectively meet their regulatory obligations, enhanced business continuity and resilience, and supported worker health and safety. We continue to bolster our capabilities to support our clients’ sustainability agendas and with the emergence of the technology, media and communications sector, as well as ongoing change within the energy sector, we support the development of infrastructure to keep pace with demand through securing regulatory permits and community support.

We are supporting companies to remain agile and resilient within this period of ongoing change in the US, Canadian and global regulatory, policy, economic and disclosure spheres and enable their ability to drive commercial value through enhanced sustainability performance.



“In times of uncertainty, companies look to those they can trust to provide objective, independent, data-driven analysis and advice. We are actively working with companies and investors to identify and respond to the risks and opportunities that emerge in times of change. Our experts, drawn from diverse backgrounds and experience, collaborate to find solutions and work alongside clients on their implementation to achieve results”.

Susan Angyal,
ERM Regional CEO, NA

HIGHLIGHTS

ERM advises on human rights and tailings governance integration at Vale Base Metals

ERM supports EverWind in unlocking global green hydrogen markets

Reef Check: ERM Foundation provides GIS mapping support for North American coastline

Awards & recognition in FY25

VERDANTIX RECOGNITIONS

Named Environmental Services Leader

ERM CVS ACHIEVES TOP SCORES for ESG and Sustainability Assurance Services capabilities



MARKET-LEADER amongst health and safety consulting providers



HIGHEST SCORES FOR CONSULTING SERVICES for CSRD and ESG regulation readiness

verdantix
Green Quadrant
Environmental Services

Leader



HFS HORIZONS Sustainability Services 2024 report names ERM as a market leader in Sustainability Services

ERM & ContourGlobal collaboration Highly Commended for our Transformational Partnership by the SUSTAINABILITY DELIVERY AWARDS



RealDeals ESG AWARDS DUE DILIGENCE PROVIDER OF THE YEAR as part of the Real Deals ESG Awards



TRIPLE CERTIFICATION by the Human Rights Campaign for our work in Latin America



THIS CAN HAPPEN AWARD for Best New Workplace Approach to Mental Wellbeing

RoSPA AWARDS ERM Northern Europe Health & Safety award for 11th consecutive year



MOST LOVED WORKPLACE certified by the Best Practice Insititute



Top 15 on the 2024 LINKEDIN TOP COMPANIES LIST in the UK

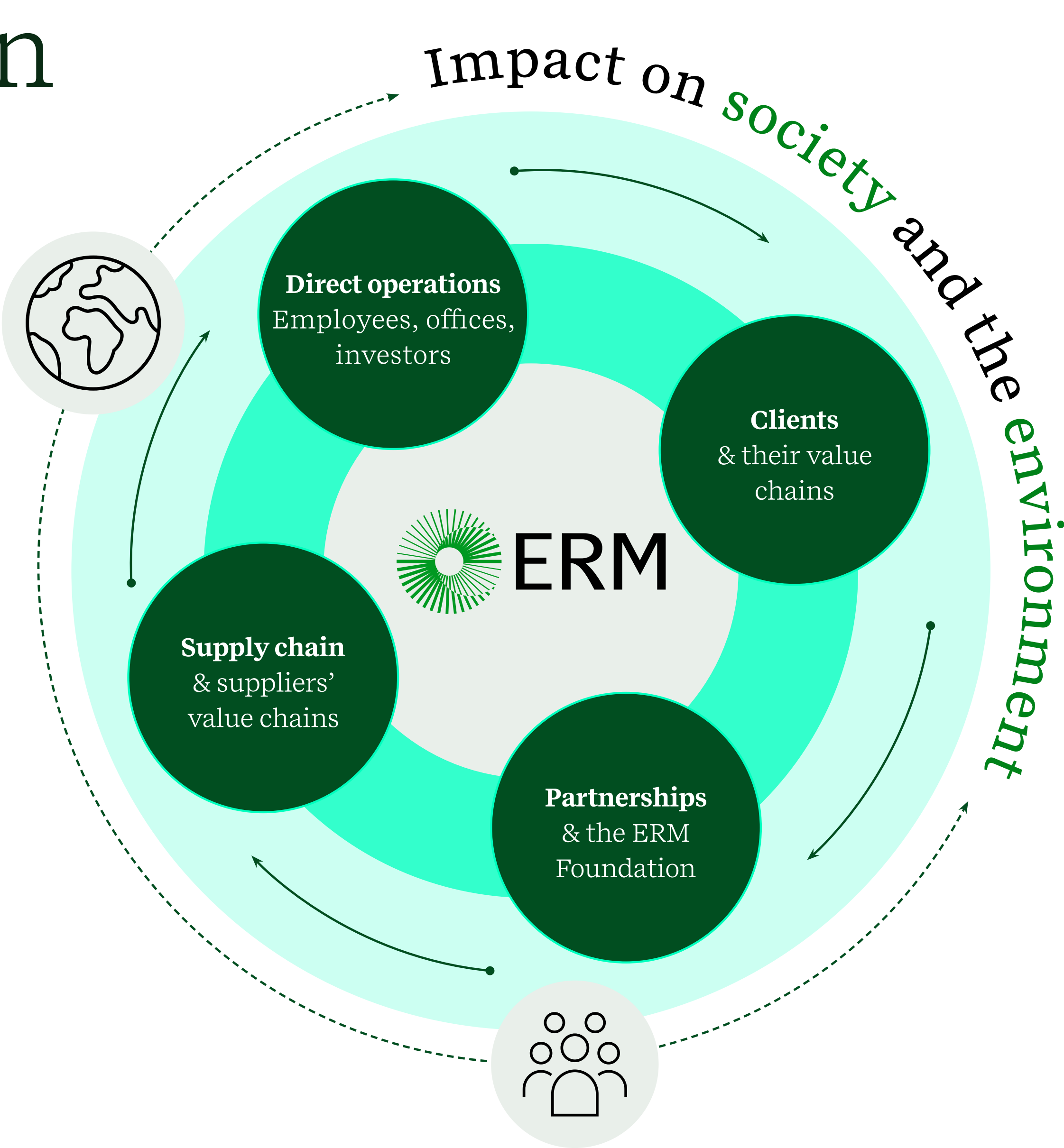
Our value chain

ERM’s value chain consists of four key components: our own direct operations, our clients, our suppliers and our partnerships.

We consider the breadth of our value chain and wider society in the management of our sustainability-related risks, opportunities and impacts, ensuring our decision-making is based on a holistic view of our business.

In our direct operations and to ensure we meet the diverse needs of our clients, we purchase goods and subcontract services from suppliers, enabling the delivery of our work. Spanning the breadth of our global offices and countries within which we deliver our services, we engage contractors who provide specialized expertise, from construction and heavy equipment operators to local and Indigenous natural and social scientists.

Partnerships and the ERM Foundation play an important role in amplifying our positive impact on society and the environment, allowing us to contribute to global thought leadership and give back to communities around the world, whether that’s through pro bono work or grant funding.



Upstream

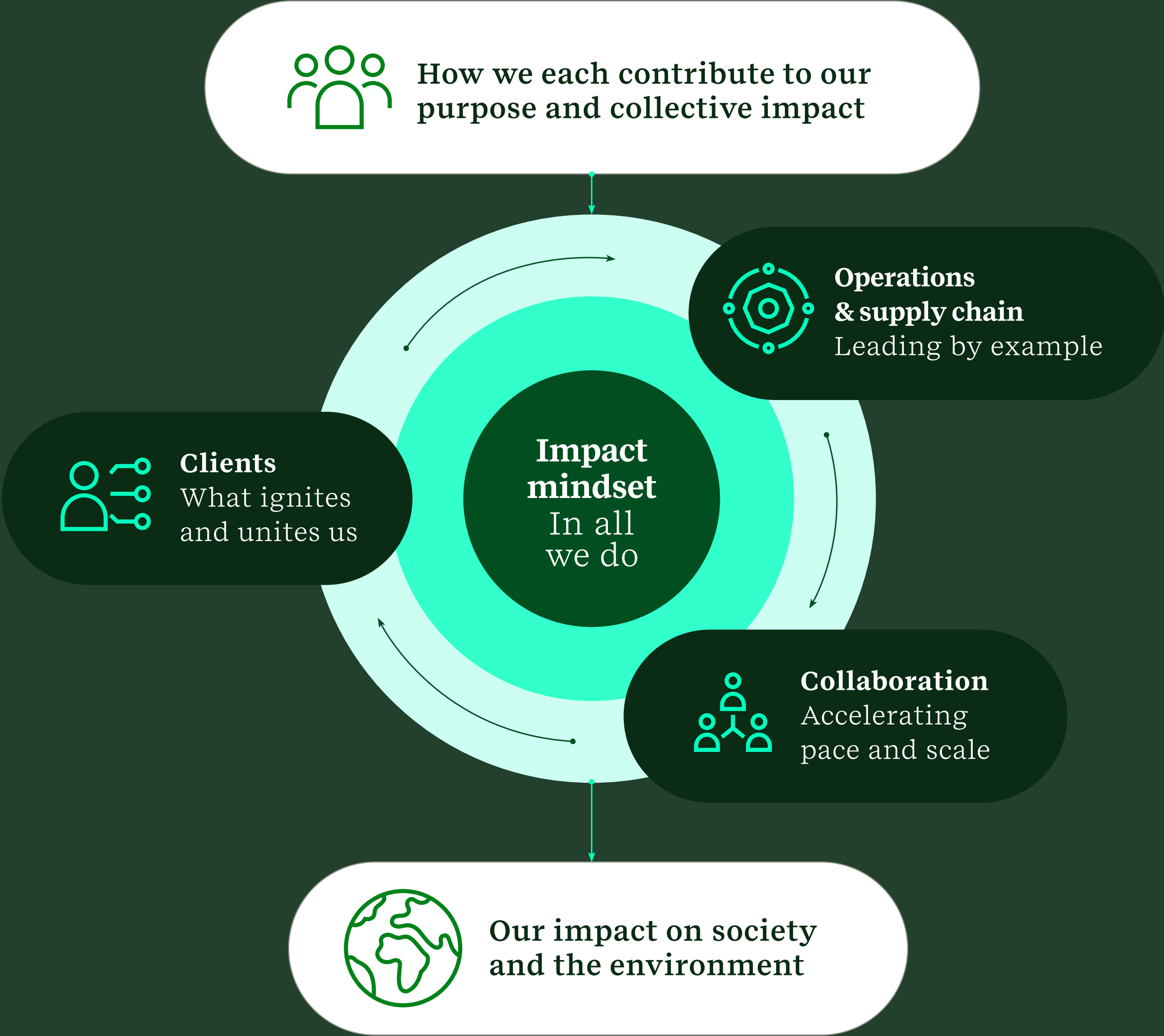
Upstream, our value chain includes employees, partners and investors, our offices and the materials required to support them, and the services provided by the diverse suppliers and contractors who comprise our supply chain.



Downstream

Downstream, our value chain encompasses: our clients, their supply chains and the communities they operate in, alongside partner organizations, global society and the environment. Across our value chain, we seek to work with organizations who share our purpose and values.

Managing Our Impact



In line with our purpose to shape a sustainable future, we adopt an impact mindset to all that we do. We strategically seek to create and sustain positive impact across our value chain and achieve this through three key mechanisms: the management of our direct operations and our supply chain; our delivery of services to clients; and through our collaborations and partnerships with like-minded organizations.

During FY25, we delivered in excess of 32,000 projects with clients, supported a multitude of international and national partnerships and delivered our ambitious sustainability programs across our global operations. Throughout this report, we highlight the material impact and sustained impact that we have generated through the delivery of our business.

FY25 highlights

OPERATIONAL

6,000+

employee hours contributing to our own



sustainability and ERM Foundation initiatives

Exceeded target to contribute

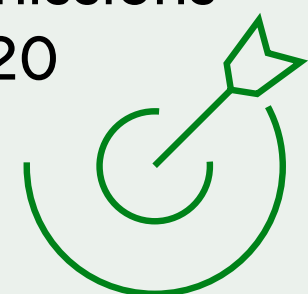
1% of profits

towards sustainability initiatives



40% reduction

in SBTi scoped target emissions since FY20



180,000+ hours

of employee training



Introduced new Sustainability Supplier Portal

CLIENTS

Contributed to in excess of



200 GW

of installed renewable capacity and more than

47 GW

of installed energy storage

Clients reported allocating



\$1.5 billion

in capital investments to meet carbon emission reduction targets

We treated, destroyed or removed

+84.2 million

kg of contaminants

Our 'boots to boardroom' health and safety programs engaged more than

500

executive leaders



COLLABORATIONS

2,400+ hours

of time contributed to thought leadership by the Sustainability Institute



Contributed to key conferences in

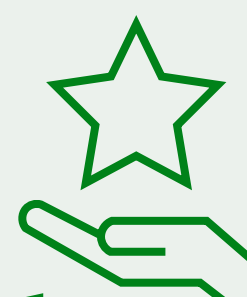
25+ countries



1,000+ hours

of pro bono expertise and leadership valued at over

\$500k



The ERM Foundation delivered

48 projects across 33 countries



contributing to 12 SDGs

Celebrating ERM’s Sustainability Network

At ERM, our people are essential to embedding sustainability into our operations. Our Global Sustainability Network plays an important role in driving meaningful change across our sustainability programs worldwide.

The Network includes representatives at the regional, business unit and office levels and is led by our Regional Sustainability Leads. Employees at all career stages participate to help foster a culture of shared responsibility for sustainability and engagement on global sustainability challenges.

A wide range of initiatives are supported by the Network, from raising awareness of ERM’s sustainability campaigns to leading community-focused volunteering efforts.

These initiatives demonstrate how our people are not only champions of sustainability within ERM but also active contributors to positive environmental and social outcomes in their own communities.

SPOTLIGHT: ERM SINGAPORE NETWORK



In October 2024, the ERM Singapore office organized a successful community event, ‘Kayak n Klean Up’, bringing together employees and their families to contribute to local environmental conservation efforts.



“Change starts from within so to change the world we need to change ourselves. Many thanks to our Sustainability Network that continues to engage staff in advancing our sustainability agenda.”

Fandy Suradji,
Regional Sustainability Lead for Asia, ERM

SPOTLIGHT: ERM US NETWORK



Our Indianapolis office were involved in a variety of activities in FY25 to support their local communities. They collected over 136kg of electronic waste to be recycled, staffed booths for public education at Indiana State Museum and organized a food drive for donations to a local community organization.



“As ERM continues to work toward our 1.5 SBTi aligned targets, engaging with staff across each of our regions is even more important. This is a great opportunity for our team members to celebrate their passion for sustainability in all aspects of their work, which helps make their work activities more rewarding and the planet healthier.”

Sara Meyer,
Regional Sustainability Lead for North America, ERM

30 years of the ERM Foundation



“Being able to work with hardworking and deserving non-profits has been an amazing experience and I have learned a lot about giving back sustainably.”

Morgan Farmer, Consultant, US

“It epitomizes ERM’s purpose, driven and delivered by super passionate people who genuinely care about the environment, society and ensuring a sustainable future for generations to come.”

James Stacey, Global Leader of Clients and Industries, UK

“I find it incredibly motivating to see firsthand the environmental and social projects that the associations supported by the ERM Foundation funds are carrying out.”

Beatrice Boarolo, Consultant, France

“It gives me the opportunity to give back to society and to contribute to the impact that our company creates.”

Sonia Bhattacharyya, Learning and Development Team Leader, India

“It is our helping hand to the world in need and a critical puzzle piece to the sustainable future that we envisioned.”

Fandy Suradji, Regional Sustainability Lead, Asia

“ERM Foundation empowers me to create impactful projects with communities, building their skills and resilience in water resources management.”

Paola Aldana, Consultant, México

“It has allowed me to connect with people passionate about sustainability around the world, generating changes in the communities of my country.”

Martha Peñuela, Partner, Colombia

“It embodies the spirit of global collaboration, harnessing collective expertise and passion to drive meaningful environmental and social change.”

Gulf Magut, Consultant, Kenya

“It has given me, and colleagues, a mechanism through which to get on-ground experience in working with communities to provide a meaningful contribution.”

Sabrina Genter, Partner, Australia

OUR APPROACH TO MATERIALITY

ERM’s approach to sustainability is guided by our double materiality assessment (DMA) and our wider strategic business imperatives. Through this process, we ensure that our strategic approach focuses on those issues most material to us and we effectively manage our risks, opportunities and impacts.









































We update our DMA annually and last year, we undertook a significant reassessment of our material topics to align more closely with evolving standards such as the European Union Corporate Sustainability Reporting Directive (CSRD). Our latest assessment has focused on refining the list and

scope of topics, including an updated analysis of where in our value chain we have most material impact. We have introduced one new material topic, that of Technology & Gen AI, in recognition of the increasing importance which this topic assumes for businesses.

Our updated list of material topics is summarised in the accompanying table which also explains where and how these topics are material to us. Find a detailed overview of [Our Approach to Materiality and Reporting](#) [supplement here](#).

OUR MATERIAL TOPICS

COMPONENTS OF OUR VALUE CHAIN

		GOVERNANCE	TECHNOLOGY & GEN AI	SUSTAINABLE SUPPLY CHAIN	PEOPLE	SOCIAL IMPACT & HUMAN RIGHTS	CLIMATE & ENERGY	NATURE & WATER
	Supply chain							
	Direct operations							
	Client services							
	Partnerships							
	Wider society							

SCALE OF IMPACT

 LOW

 MEDIUM

 HIGH

Governance

ERM's corporate governance is the framework of policies and processes that enable us to deliver on our purpose and values, and direct the operational management of our company. Corporate governance is pivotal to the ethical running of ERM, compliance with regulatory requirements, the protection of our reputation and supports our ability to create and sustain our impact.

ERM's approach to management of this material issue, our FY25 performance and a lookahead to FY26, is set out in detail within the Sustainability Report.

This image was taken by George Hermance

Sustainable Supply Chain

As a professional services company, ERM subcontracts services to support the delivery of our work with clients across the industries and sectors we work in, as well as sourcing goods and services for the operation of our business. Our supply chain is diverse, from sole contractors to multinational companies and spans our global operations.

ERM's approach to management of this material issue, our FY25 performance and a lookahead to FY26, is set out in detail within the Sustainability Report.



This image was taken by Liza Acevedo

Technology & Generative AI

Technological advancements support ERM's own operational management and the basis of our ever growing digital services and solutions to support our clients transform their own businesses. With the exponential growth of digital technologies and Generative Artificial Intelligence (Gen AI), comes the challenge for businesses to capitalize on the significant potential which they generate but mainstream their usage in a responsible and sustainable manner. Increasing data centre usage and technology infrastructure requirements also present a wider societal challenge of ensuring that associated environmental and social impacts are carefully monitored and responsibly mitigated.

ERM's approach to management of this material issue, our FY25 performance and a lookahead to FY26, is set out in detail within the Sustainability Report.

This image was taken by Pedro Rosario

People



At ERM, we exist because of our people. The breadth and depth of our industry-leading technical expertise drives our service delivery and trusted advisory status with clients and partners. Our passion and commitment enable us to collaborate and develop impactful partnerships with like-minded organizations across the globe. It is also through our people that we sustain our operational sustainability performance and create a workplace of which we are all proud.

ERM's approach to management of this material issue, our FY25 performance and a lookahead to FY26, is set out in detail within the Sustainability Report.

This image was taken by Alline Lopes

Social Impact & Human Rights

The UN Global Compact emphasizes that social impact involves businesses actively managing their impacts, both positive and negative, on people including employees, workers in the value chain, customers and local communities. At ERM, enhancing our positive social impact is foundational to our purpose and values. Integral to this is the protection of human rights, aligned to the UN Guiding Principles on Business and Human Rights. We are committed to creating a lasting legacy in the communities where we operate, serve our clients and support through volunteering and pro bono technical work.

ERM's approach to management of this material issue, our FY25 performance and a lookahead to FY26, is set out in detail within the Sustainability Report.

This image was taken by Luana Kwai

Climate & Energy

We understand the magnitude of the climate crisis and our responsibility to help address it. In line with our support for the Paris Agreement, ERM recognizes the need for urgent, science-based action to limit global warming to 1.5°C. Our goals are aligned to the Science Based Targets initiative's Corporate Net-Zero Standard. Grounded in science, our approach shapes our operational decarbonization strategy and the support we provide to our clients and partners in our collective pursuit of the low-carbon economy transition.

ERM's approach to management of this material issue, our FY25 performance and a lookahead to FY26, is set out in detail within the Sustainability Report.

This image was taken by Jessica Herrmann

Nature & Water



This image was taken by Ben Pizii

With six of the nine planetary boundaries exceeded, one third of the world's population impacted by water stress and biodiversity under ever increasing threat from over-exploitation and pollution, the protection and enhancement of nature is of critical importance. Encompassed within the topic of nature are both geodiversity and biodiversity, and the critical role which both oceans and freshwater bodies assume within this.

ERM's approach to management of this material issue, our FY25 performance and a lookahead to FY26, is set out in detail within the Sustainability Report.

FY26 Targets & lookahead

ERM is committed to incremental improvements in our operational performance and sustaining our impact through our programs, work with clients and our partnerships. Our summary of FY26 headline targets reflects this commitment and are supported by detailed operational planning, including supplementary goals.

We will report upon our delivery of these targets and wider FY26 performance, in the ERM Sustainability Report 2026.

GOVERNANCE

Implement program-wide risk reviews of project delivery in geographies with elevated geopolitical risk.

Deliver partner risk awareness training.

Develop 2 new societal impact metrics in key service lines.

Achieve no reportable breaches of data privacy.

SUSTAINABLE SUPPLY CHAIN

Achieve no reportable breaches of data privacy.

TECHNOLOGY & GENERATIVE AI

Implement Responsible AI training for all employees through the ERM Academy.

PEOPLE

Implement 'Evolving our Manager' program.

Achieve voluntary turnover rates below industry average.

Achieve employee survey participation rates above industry average.

Increase representation of women and minorities in leadership roles.

SOCIAL IMPACT & HUMAN RIGHTS

Implement process to ensure no unpaid workers, no material and unpremeditated pay equity issues.

Engage top tier of suppliers on human rights.

CLIMATE & ENERGY

Remain on track to meet SBTi targets for Scope 1, 2 and 3.

Engage top tier of suppliers on decarbonization.

Derive 40% of total revenue from projects supporting the low-carbon economy transition.

NATURE & WATER

Engage top tier of suppliers on nature and water.



Sustaining Impact








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Sustainability is our business

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Supplementary information

For those seeking more in-depth information, we provide downloadable files of our key documents that supplement ERM's Sustainability Report and approach.

<div>Sustainability Report 2025</div> <div>Download</div>	<div>Our Approach to Materiality & Reporting</div> <div>Download</div>	<div>Our Contribution to the UN Sustainable Development Goals (SDGs)</div> <div>Download</div>	<div>Climate Supplement & CFD/TCFD</div> <div>Download</div>
<div>Modern Slavery Statement</div> <div>Download</div>	<div>Sustainability Performance Data Supplement 2025</div> <div>Download</div>	<div>GRI Index</div> <div>Download</div>	

For more information on the topics set out in the Sustainability Report or ERM's sustainable operational programs, please contact sustainability@erm.com.

erm.com