



Sustainability Performance Data Supplement 2025



This image was taken by Nico Vermylen

Sustainability performance data

ERM reports on material GRI-aligned key performance indicators aligned to our core sustainability programs and additional data of interest to our stakeholders. Consistent with best practice, our greenhouse gas emissions and selected data related to our people and health and safety have been independently assured by a third-party.

A copy of our limited assurance statement can be found at the end of this supplement.

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This image was taken by Jessica Villagrán

People data

Data presented here supports the [People section](#) of our 2025 Sustainability Report.

EMPLOYEES BY EMPLOYMENT CONTRACT, BY GENDER FY25

| GRI 2-7 | | | | | |
|-------------------------------------|------------------------|-------|-----------------------|-------|-------|
| Gender | Permanent ¹ | | Flexible ² | | Total |
| Female | 3,827 | 94.1% | 241 | 5.9% | 4,068 |
| Male | 3,518 | 93.4% | 249 | 6.6% | 3,767 |
| Nonbinary ³ | 34 | 87.2% | 5 | 12.8% | 39 |
| Not indicated or other ⁴ | 253 | 85.5% | 43 | 14.5% | 296 |
| Total | 7,632 | 93.4% | 538 | 6.6% | 8,170 |

¹ Permanent refers to employees who have an Employee Type of 'Permanent/Regular'.
² Flexible includes all employees who have an Employee Type of Fixed Term, Casual or Intern.
³ Nonbinary' includes 'Agender' and 'Genderqueer or non-binary'.
⁴ I choose not to indicate or other' includes blanks.

EMPLOYEES BY EMPLOYMENT CONTRACT, BY REGION FY25

| GRI 2-7 | | | | | |
|--------------------------------|------------------------|-------|-----------------------|-------|-------|
| Region | Permanent ¹ | | Flexible ² | | Total |
| Asia Pacific ³ | 1,386 | 94.9% | 74 | 5.1% | 1,460 |
| Europe, Middle East and Africa | 1,997 | 95.3% | 99 | 4.7% | 2,096 |
| Latin America and Caribbean | 782 | 88.1% | 106 | 11.9% | 888 |
| North America | 2,504 | 91.7% | 226 | 8.3% | 2,730 |
| Group | 440 | 97.8% | 10 | 2.2% | 450 |
| Global Business ⁴ | 523 | 95.8% | 23 | 4.2% | 546 |
| Total | 7,632 | 93.4% | 538 | 6.6% | 8,170 |

¹ Permanent refers to employees who have an Employee Type of 'Permanent/Regular'.
² Flexible includes all employees who have an Employee Type of Fixed Term, Casual or Intern.
³ Asia Pacific includes Australia and Asia.
⁴ Global Businesses includes Climate Markets, CVS, Digital Products, Digital Services, Coho and Tech Enablement.

People data

EMPLOYEES BY EMPLOYMENT TYPE, BY GENDER FY25

| GRI 2-7 | | | | | |
|-------------------------------------|------------------------|-------|------------------------|-------|-------|
| Gender | Full-time ¹ | | Part-time ² | | Total |
| Female | 3,577 | 87.9% | 491 | 12.1% | 4,068 |
| Male | 3,440 | 91.3% | 327 | 8.7% | 3,767 |
| Nonbinary ³ | 33 | 84.6% | 6 | 15.4% | 39 |
| Not indicated or other ⁴ | 244 | 82.4% | 52 | 17.6% | 296 |
| Total | 7,294 | 89.3% | 876 | 10.7% | 8,170 |

¹ Full Time refers to those employees who work the full number of standard hours.

² Part Time refers to those employees who work less than the standard number of hours.

³ ‘Nonbinary’ includes ‘Agender’ and ‘Genderqueer or non-binary’.

⁴ ‘I choose not to indicate or other’ includes blanks.

EMPLOYEES BY EMPLOYMENT TYPE, BY REGION FY25

| GRI 2-7 | | | | | |
|--------------------------------|------------------------|-------|------------------------|-------|-------|
| Region | Full-time ¹ | | Part-time ² | | Total |
| Asia Pacific ³ | 1,342 | 91.9% | 118 | 8.1% | 1,460 |
| Europe, Middle East and Africa | 1,789 | 85.4% | 307 | 14.6% | 2,096 |
| Latin America and Caribbean | 807 | 90.9% | 81 | 9.1% | 888 |
| North America | 2,417 | 88.5% | 313 | 11.5% | 2,730 |
| Group | 428 | 95.1% | 22 | 4.9% | 450 |
| Global Business ⁴ | 511 | 93.6% | 35 | 6.4% | 546 |
| Total | 7,294 | 89.3% | 876 | 10.7% | 8,170 |

¹ Full Time refers to those employees who work the full number of standard hours.

² Part Time refers to those employees who work less than the standard number of hours.

³ Asia Pacific includes Australia and Asia.

⁴ Global Businesses includes Climate Markets, CVS, Digital Products, Digital Services, Coho and Tech Enablement.

People data

NEW HIRES BY GENDER FY25^{1, 2}

| GRI 401-1 | | |
|-------------------------------------|--------------|-------|
| Gender | Total number | Rate |
| Female | 720 | 19.2% |
| Male | 642 | 18.4% |
| Nonbinary ³ | 6 | 18.6% |
| Not indicated or other ⁴ | 170 | 79.4% |
| Total | 1,538 | 20.6% |

¹ Only Permanent employees are included in turnover calculations.

² Turnover rates calculated using average number of permanent employees in the reporting period.

³ ‘Nonbinary’ includes ‘Agender’ and ‘Genderqueer or non-binary’.

⁴ ‘I choose not to indicate or other’ includes blanks.

NEW HIRES BY AGE GROUP FY25^{1, 2}

| GRI 401-1 | |
|------------------------|--------------|
| Age | Total number |
| Under 30 | 702 |
| 30-50 | 733 |
| Over 50 | 102 |
| Not indicated or other | 1 |
| Total | 1,538 |

¹ Permanent hires, including acquisition hires.

² ERM’s systems cannot currently calculate average headcount by age for Rate calculations.

NEW HIRES BY REGION FY25^{1, 2}

| GRI 401-1 | | |
|--------------------------------|--------------|-------|
| Region | Total number | Rate |
| Asia Pacific ³ | 405 | 30.2% |
| Europe, Middle East and Africa | 374 | 19.2% |
| Latin America and Caribbean | 118 | 15.1% |
| North America | 446 | 18.0% |
| Group | 115 | 30.0% |
| Global Business ⁴ | 80 | 14.8% |
| Total | 1,538 | 20.6% |

¹ This data includes permanent hires, including acquisition hires.

² Rates calculated using average number of permanent employees in the reporting period.

³ Asia Pacific includes Australia and Asia.

⁴ Global Businesses includes Climate Markets, CVS, Digital Products, Digital Services, Coho and Tech Enablement.

People data

TOTAL TURNOVER BY GENDER FY25 ^{1, 2}

| GRI 401-1 | | |
|-------------------------------------|--------------|-------|
| Gender | Total number | Rate |
| Female | 731 | 19.5% |
| Male | 686 | 19.7% |
| Nonbinary ³ | 5 | 15.5% |
| Not indicated or other ⁴ | 68 | 31.8% |
| Total | 1,490 | 19.9% |

¹ Only Permanent employees are included in turnover calculations.

² Turnover rates calculated using average number of permanent employees in the reporting period.

³ ‘Nonbinary’ includes ‘Agender’ and ‘Genderqueer or non-binary’.

⁴ ‘I choose not to indicate or other’ includes blanks.

TOTAL TURNOVER BY REGION FY25 ^{1, 2}

| GRI 401-1 | | |
|--------------------------------|--------------|-------|
| Region | Total number | Rate |
| Asia Pacific ³ | 280 | 20.9% |
| Europe, Middle East and Africa | 348 | 17.8% |
| Latin America and Caribbean | 138 | 17.6% |
| North America | 564 | 22.8% |
| Group | 31 | 8.1% |
| Global Business ⁴ | 129 | 23.8% |
| Total | 1,490 | 19.9% |

¹ Only Permanent employees are included in turnover calculations.

² Turnover rates calculated using average number of permanent employees in the reporting period.

³ Asia Pacific includes Australia and Asia.

⁴ Global Businesses includes Climate Markets, CVS, Digital Products, Digital Services, Coho and Tech Enablement.

People data

PERCENTAGE OF EMPLOYEES BY GENDER FY22–FY25

GRI 405-1

| Career Level | FY23 | | | FY24 | | | FY25 | | |
|----------------------------------|--------|-------|-------------------------------------|--------|-------|-------------------------------------|--------|-------|-------------------------------------|
| | Female | Male | Not indicated or other ¹ | Female | Male | Not indicated or other ¹ | Female | Male | Not indicated or other ¹ |
| Executive Committee | 14.3% | 78.6% | 7.1% | 21.4% | 71.4% | 7.1% | 20.0% | 73.3% | 6.7% |
| Partners | 27.7% | 70.4% | 1.8% | 29.0% | 69.2% | 1.9% | 30.2% | 67.4% | 2.5% |
| Senior Consultants ² | 37.1% | 60.4% | 2.5% | 39.1% | 58.9% | 2.0% | 41.9% | 55.1% | 3.0% |
| Consultants ³ | 50.5% | 45.3% | 4.2% | 51.5% | 44.8% | 3.8% | 50.7% | 44.2% | 5.1% |
| Business enablement ⁴ | 69.1% | 27.8% | 3.1% | 69.8% | 27.9% | 2.3% | 67.1% | 30.0% | 2.9% |
| All employees | 49.1% | 47.4% | 3.5% | 49.9% | 47.0% | 3.0% | 49.8% | 46.1% | 4.1% |

¹ ‘I choose not to indicate or other’ includes blanks.

² Senior consultants include all consultants at ERM career levels 4, 5 and Technical Directors.

³ Consultants include all consultants at ERM career level entry to level 3 and CLX.

⁴ Formerly referred to as professional support.

People data

PERCENTAGE OF EMPLOYEES BY AGE GROUP FY25

| GRI 405-1 | | | | |
|----------------------------------|----------|-------|---------|------------------------|
| Career Level | Under 30 | 30-50 | Over 50 | Not indicated or other |
| Executive Committee | 0.0% | 13.3% | 86.7% | 0.0% |
| Partners | 0.0% | 49.7% | 50.3% | 0.0% |
| Senior Consultants ¹ | 0.9% | 66.6% | 32.4% | 0.9% |
| Consultants ² | 44.5% | 49.6% | 5.9% | 44.5% |
| Business enablement ³ | 17.2% | 60.8% | 22.1% | 17.2% |
| All employees | 27.6% | 54.7% | 17.8% | 27.6% |

¹ Senior consultants include all consultants at ERM career levels 4, 5 and Technical Directors.
² Consultants include all consultants at ERM career level entry to level 3 and CLX.
³ Formerly referred to as professional support.

PERCENTAGE OF TOTAL EMPLOYEES RECEIVING PERFORMANCE AND CAREER DEVELOPMENT REVIEWS BY GENDER FY25

| GRI 404-3 | |
|-------------------------------------|------------|
| Gender | Percentage |
| Female | 88.7% |
| Male | 87.9% |
| Nonbinary ¹ | 84.6% |
| Not indicated or other ² | 56.8% |
| Total | 87.1% |

¹‘Nonbinary’ includes ‘Agender’ and ‘Genderqueer or non-binary’.
²‘I choose not to indicate or other’ includes blanks.

People data

PERCENTAGE OF TOTAL EMPLOYEES RECEIVING PERFORMANCE AND CAREER DEVELOPMENT REVIEWS, BY EMPLOYMENT CONTRACT FY25

| GRI 404-3 | |
|------------------------|------------|
| Employment contract | Percentage |
| Permanent ¹ | 91.8% |
| Flexible ² | 21.6% |
| Total | 87.1% |

¹Permanent refers to employees who have an Employee Type of Permanent/Regular.

²Flexible includes all employees who have an Employee Type of Fixed Term, Casual or Intern.

DIVERSITY OF EMPLOYEES OF GOVERNANCE BODIES

| GRI 405-1 | |
|-------------------------------------|------------|
| Gender | Percentage |
| Female | 27% |
| Male | 73% |
| Nonbinary ¹ | 0% |
| Not indicated or other ² | 0% |
| Total | 100% |

¹‘Nonbinary’ includes ‘Agender’ and ‘Genderqueer or non-binary’.

²‘I choose not to indicate or other’ includes blanks.

³ Germany, Italy, Netherlands and Spain.

⁴ United Kingdom and United States.

| Age | Percentage |
|---------|------------|
| 30-50 | 27% |
| Over 50 | 73% |

| Disability | Percentage |
|---------------|------------|
| Disability | 9% |
| No disability | 73% |

| Ethnicity | Percentage |
|-------------|------------|
| Arab | 9% |
| White other | 91% |

| Citizenship | Percentage |
|---------------------|------------|
| Australia | 9% |
| Europe ³ | 64% |
| United States | 18% |
| Dual ⁴ | 9% |

COMPOSITION OF THE BOARD

GRI 2-9

There are currently eleven Directors of the Board comprised of six Non-Executive Directors and five Executive Directors. More details can be found [here](#).

TENURE OF BOARD MEMBERS

GRI 2-10

ERM is a privately held company with external investors. Board membership includes non-executive investor Directors. KKR completed its investment into ERM in October 2021, when TECGL was incorporated and the Directors of TECGL were appointed. Of the Executive Directors, David McArthur and Sabine Hoefnagel have been members of the Board since 2021; Tim Strawn and Tom Reichert joined the Board in 2022; and Susan Angyal joined the Board in 2023.

COMPETENCIES OF BOARD MEMBERS

GRI 2-17

All Directors have experience in the governance of other organizations. Given the nature of ERM’s business, each of the Executive Directors has professional and technical experience in sustainability.

STAKEHOLDERS

The Board collectively and all directors individually should foster effective stakeholder relationships aligned to the ERM purpose and strategy, including with employees, customers, suppliers, external communities where it operates, regulators and government bodies – and have due regard to their views when making decisions.

The Board develops and promotes the ERM purpose and ensures, through its decisions and actions, that the values, strategy and culture of the Group align with that purpose, to generate long-term sustainable value.



This image was taken by Goulnaz Duportic

Training data

Data presented here supports the [People section](#) of our 2025 Sustainability Report.

NEW STARTER TRAINING, FY25

Percentage of new hires completing mandatory business conduct and ethics suite of training between the dates of 1 April 2024 and 31 March 2025.

Includes the following topics:

- Code of Business Conduct and Ethics
- Anti-Bribery/Corruption
- Cyber Security
- Data Privacy
- Anti-Money Laundering and Trade Sanctions

| Topics | Percentage |
|---------------|------------|
| Completed | 93% |
| Not completed | 7% |

REFRESHER TRAINING, FY25

Percentage completion of required refresher training between the dates of April 1 2024 and March 31 2025. Includes the following topics:

- Driver Training
- Global Travel Acknowledgement Training

| Topics | Percentage |
|---------------|------------|
| Completed | 80% |
| Not completed | 20% |

AVERAGE HOURS OF TRAINING PER YEAR PER EMPLOYEE BY EMPLOYMENT CONTRACT, FY25

GRI 404-1

| Employment Contract | Average hours |
|------------------------|---------------|
| Permanent ¹ | 24 |
| Flexible ² | 10 |

¹ Permanent refers to employees who have an Employee Type of Permanent/Regular.

² Flexible includes all employees who have an Employee Type of Fixed Term, Casual or Intern.

Health and Safety data

Data presented here supports the [Health and Safety section](#) of our 2025 Sustainability Report.

DAYS AWAY FROM WORK CASE (DAWC) RATE FY23 – FY25^{1, 2, 3}

| Fiscal Year | FY23 | FY24 | FY25 |
|-------------|------|------|------|
| DAWC Rate | 0.08 | 0.10 | 0.03 |

¹ Data includes ERM employees only.

² DAWC rate tracks any work-related injuries or illness cases that result in the injured/ill worker being unable to work for 1 or more days following the event. ERM tracks this metric for our sustainability targets and goals.

³ FY24 data updated due to reclassification of a recordable/lost time injury after the reporting period ended.

SEVERITY RATE BY REGION FY23 – FY25^{1, 2, 3, 4}

| GRI 403-9 | | | |
|--------------------------------|------|-------|------|
| Fiscal Year | FY23 | FY24 | FY25 |
| Asia Pacific ⁵ | 3.99 | 0.65 | 0.00 |
| Europe, Middle East and Africa | 0.85 | 0.06 | 0.00 |
| Latin America and Caribbean | 5.04 | 27.12 | 0.00 |
| North America | 0.00 | 7.98 | 2.60 |
| Group | 0.00 | 0.00 | 0.00 |
| Global Business ⁶ | 0.00 | 0.00 | 0.00 |
| Total | 1.35 | 6.39 | 0.88 |

¹ Data includes ERM employees only.

² Severity rate is the total number of days away from work and restricted-duty days multiplied by 200,000 (with 200,000 hours equivalent to 100 employees working a 40-hour week for 50 weeks of the year) and divided by the total number of hours worked by all employees.

³ Severity rates can vary due to number of hours worked, and the severity rate can be highly influenced by a single work-related injury or illness.

⁴ FY24 data updated due to reclassification of a recordable/lost time injury after the reporting period ended.

⁵ Asia Pacific includes Australia and Asia.

⁶ Global Businesses includes Climate Markets, Certification & Verification Services (CVS), Digital Products, Digital Services and Tech Enablement.

Health and Safety data

TOTAL RECORDABLE INCIDENT RATE (TRIR) FY23 – FY25^{1, 2, 3}

| GRI 403-9, GRI 403-10 | | | |
|-----------------------|------|------|------|
| Fiscal Year | FY23 | FY24 | FY25 |
| TRIR Rate | 0.23 | 0.27 | 0.26 |

¹Data includes ERM employees only.

²TRIR is the number of recordable injuries and illnesses multiplied by 200,000 (with 200,000 hours equivalent to 100 employees working a 40-hour week for 50 weeks of the year) and divided by the total number of hours worked by all employees.

³FY24 data updated due to reclassification of a recordable/lost time injury after the reporting period ended.

NUMBER OF LIFE IMPACTING EVENTS, FY25^{1, 2, 3, 4}

| GRI 403-9, GRI 403-10 | |
|-----------------------|------|
| Category | FY25 |
| Fatal events | 0 |
| Life-impacting | 0 |
| Total | 0 |

¹Data includes ERM employees only.

²LIFE (acronym) - "Life Impacting or Fatal Events".

³Life-impacting events are defined as any work-related injury/illness resulting in a permanent partial and/or permanent total disability.

⁴A Fatal event is defined as any work-related injury/illness that results in a fatality.

NUMBER OF RECORDABLE INCIDENTS BY TYPE FY23 – FY25¹

| GRI 403-9 | | | |
|-----------------------------------|------|------|------|
| Category | FY23 | FY24 | FY25 |
| Exertion ² | 6 | 4 | 4 |
| Exposure ³ | 3 | 2 | 8 |
| Hit ⁴ | 3 | 5 | 1 |
| Security/Violence ⁵ | 0 | 0 | 0 |
| Slips, Trips & Falls ⁶ | 3 | 8 | 5 |
| Total | 15 | 19 | 18 |

¹FY24 data updated due to reclassification of a recordable/lost time injury after the reporting period ended.

²Includes ergonomic (office or field) and fatigue.

³Includes chemical and environmental exposures.

⁴Includes hit by and against.

⁵Includes aggression/threats towards personnel.

⁶Includes falls on stairs, falls to lower levels, falls from height, falls on same level, and slip/trips from stairs.

Health and Safety data

FATALITY RATE, FY25^{1,2}

| GRI 403-9, GRI 403-10 | |
|-----------------------|------|
| Category | FY25 |
| Fatality Rate | 0 |
| Total | 0 |

SUBCONTRACTORS INJURY AND ILLNESS FY23 – FY25¹

| GRI 403-9, GRI 403-10 | | | |
|---|------|------|------|
| Category | FY23 | FY24 | FY25 |
| Fatalities (injuries/illnesses) | 0 | 0 | 0 |
| Life impacting (injuries/illnesses) | 0 | 0 | 0 |
| Recordable injuries | 10 | 5 | 4 |
| Total non-recordable injury/illnesses incidents | 23 | 30 | 15 |
| Near miss | 28 | 25 | 27 |
| Total | 61 | 60 | 46 |

¹Data includes ERM employees only.

² Fatality Rate is the number of fatalities as a result of work-related injuries or illnesses multiplied by 200,000 (with 200,000 hours equivalent to 100 employees working a 40-hour week for 50 weeks of the year) and divided by the total number of hours worked by all employees.

¹Data includes subcontractor workers only. A subcontractor for ERM provides services on an ERM project ultimately for an ERM external client. This includes lower-tier subcontractors.

Health and Safety data

SAFETY AT ERM SCORE FY23 – FY25 ¹

GRI 403-5

| Region | FY23 | FY24 | FY25 |
|---------------------------------|------|------|------|
| Asia Pacific ² | 76.7 | 97.9 | 97.9 |
| Europe, Middle East and Africa | 82.5 | 91.2 | 92.0 |
| Latin America and Caribbean | 92.5 | 85.3 | 94.5 |
| North America | 88.0 | 82.7 | 90.3 |
| Group | 0.0 | 0.0 | 41.9 |
| Global Business ^{3, 4} | 50.5 | 26.8 | 38.9 |
| Global score ⁵ | 84.7 | 88.2 | 85.8 |

¹The Safety AT ERM score includes an evaluation of our overall program. The scores are calculated at the business unit level, and the global score is derived by calculating a weighted average of each operational regional score (weighted based on hours worked). A target of 85 is given to each business unit and a target of 80 for each operational region for FY25. The Global target is 80.

²Asia Pacific includes Australia and Asia.

³Global Businesses includes Climate Markets, Coho, Certification & Verification Services (CVS), Digital Products, Digital Services and Tech Enablement.

⁴For Global Businesses: In FY23 the maximum scoring potential was 95 instead of 100; for FY24-25 the maximum scoring potential was 100. While not considered an operational business unit, Group was assigned a goal effective FY25. Group did not have a goal during FY23-FY24.

⁵Effective FY25, the global score includes Global Businesses and Group performance. During FY23-FY24, only the four main regions (Asia Pacific, Europe, Middle East and Africa, Latin America and North America) were included in the global score.

Climate data

Data presented here supports the Climate section of our 2025 Sustainability Report. See [Climate supplement](#) for more information.

SCOPE 1 EMISSIONS BY REGION FY20 FY23 – FY25 (tCO2e)¹

| GRI 305-1 | | | | |
|--------------------------------|-------------------|-------|-------|-------|
| Region | Base year FY20 | FY23 | FY24 | FY25 |
| Asia Pacific ² | 59 | 43 | 44 | 73 |
| Europe, Middle East and Africa | 572 | 407 | 448 | 433 |
| Latin America and Caribbean | 26 | 32 | 43 | 70 |
| North America | 693 | 510 | 487 | 446 |
| Group | 0 | 1 | 2 | 2 |
| Global Business ³ | 0 | 11 | 14 | 0 |
| Total ⁴ | 1,350 | 1,004 | 1,037 | 1,024 |

¹Scope 1 includes direct emissions from operations we own or control. This includes emissions from company owned cars, natural gas and refrigerant gas loss from air conditioning

²Asia Pacific includes Australia and Asia.

³Global Businesses includes Climate Markets, Certification & Verification Services (CVS), Digital Products, Digital Services and Tech Enablement. Scope 1 emissions from Global Businesses and Group are included in the data for the ERM region in which employees' home offices are located. In FY25 there are two offices under Global Businesses that are reporting air conditioning consumption: Knoxville (Shelton Group) and Adelaide (TBM TBZ).

⁴The total figure may differ slightly from the sum of individual values due to rounding. The reported total reflects the accurate value when decimal places are taken into account.

Climate data

SCOPE 2 EMISSIONS BY REGION FY20 , FY23 – FY25 (tCO2e)^{1, 2}

GRI 305-2

| Region | Location-based | | | | Market-based | | | |
|--------------------------------|-------------------|-------|-------|-------|-------------------|------|------|------|
| | Base year FY20 | FY23 | FY24 | FY25 | Base year FY20 | FY23 | FY24 | FY25 |
| Asia Pacific ³ | 558 | 293 | 355 | 358 | 558 | 2 | 3 | 0 |
| Europe, Middle East and Africa | 527 | 298 | 382 | 384 | 347 | 6 | 102 | 87 |
| Latin America and Caribbean | 51 | 42 | 42 | 41 | 51 | 0 | 0 | 0 |
| North America | 1,446 | 1,072 | 933 | 643 | 736 | 17 | 18 | 15 |
| Group | 0 | 0 | 3 | 0 | 0 | 0 | 3 | 0 |
| Global Business ⁴ | 0 | 20 | 35 | 28 | 0 | 0 | 0 | 0 |
| Total ⁵ | 2,582 | 1,725 | 1,750 | 1,454 | 1,691 | 25 | 126 | 101 |

¹ Scope 2 includes indirect emissions from purchased electricity, steam and battery electric & hybrid company cars.

² Our decarbonization strategy is supported by 100% renewable energy either through direct supplier or Energy Attribute Certificates (EACs).

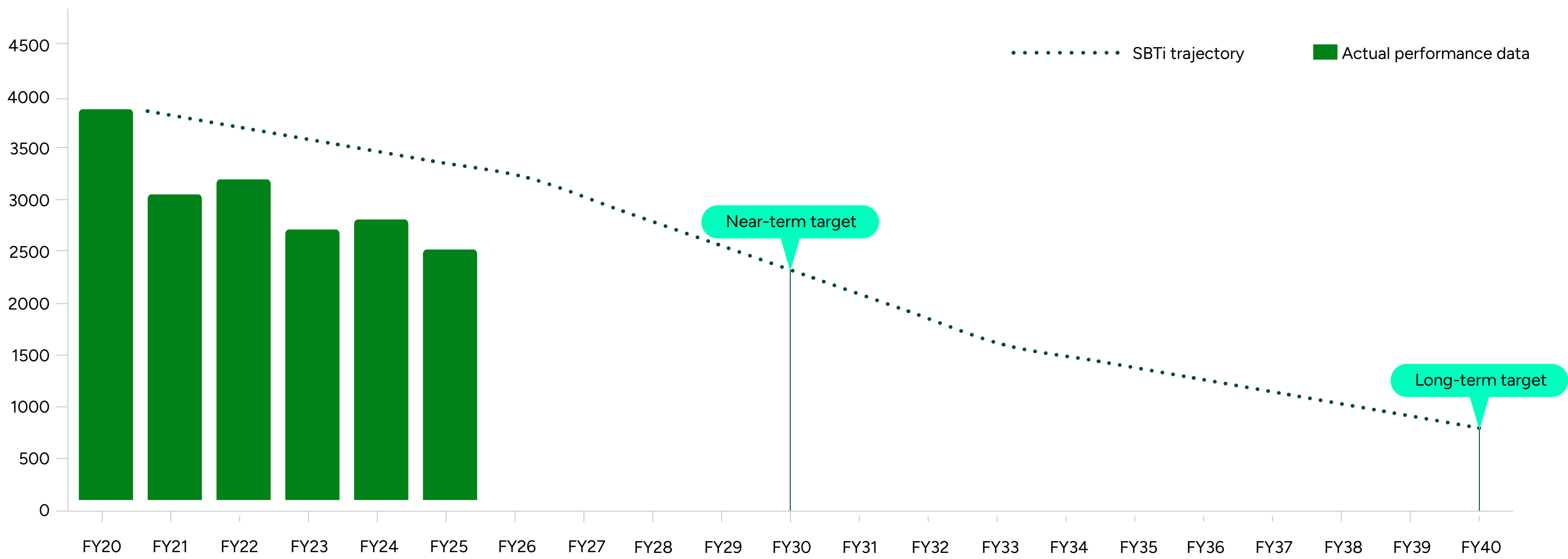
³ Asia Pacific includes Australia and Asia.

⁴ Global Businesses includes Climate Markets, CVS, Digital Products, Digital Services and Tech Enablement. Scope 2 emissions from Global Businesses and Group are included in the data for the ERM region in which employees' home offices are located. In FY25 there are two offices under Global Businesses that are reporting office energy consumption: Knoxville (Shelton Group) and Adelaide (TBM TBZ).

⁵ The total figure may differ slightly from the sum of individual values due to rounding. The reported total reflects the accurate value when decimal places are taken into account.

Climate data

SCOPE 1 & 2 PERFORMANCE AGAINST SBTi NET-ZERO STANDARD TRAJECTORY, FY20 - FY40 (tCO2e)^{1, 2}



¹ERM's near-term science-based target is to reduce absolute Scope 1 and 2 GHG emissions 50% by FY30 from a FY20 base year. ERM's long-term science-based target is to reduce absolute scope 1 and 2 GHG emissions 90% by FY40 from a FY20 base year.

²Our Scope 2 target is location based. In addition to this, we have a renewable energy target to increase active annual sourcing of renewable electricity from 99% in FY23 to 100% by FY30.

Climate data

SCOPE 1 & 2 TOTAL EMISSIONS AND INTENSITY PER FTE FY20, FY23 – FY25^{1, 2}

| GRI 305-4 | | | | |
|----------------------------|-------------------|-------|-------|-------|
| Fiscal year | Base year FY20 | FY23 | FY24 | FY25 |
| Total emissions (tCO2e) | 3,932 | 2,729 | 2,787 | 2,478 |
| Intensity (tCO2e/FTE) | 0.74 | 0.38 | 0.37 | 0.34 |

¹ Scope 1 and 2 total emissions are presented in total tCO2e and as intensity per full-time equivalent (FTE), normalized using the average number of FTEs for each fiscal year.

² Emissions intensity is based on location-based Scope 2 emissions.

SCOPE 3 EMISSIONS BY REGION FY20, FY23 – FY25 (tCO2e)¹

| GRI 305-3 | | | | |
|--------------------------------|-------------------|--------|--------|--------|
| Region | Base year FY20 | FY23 | FY24 | FY25 |
| Asia Pacific ² | 5,541 | 6,709 | 6,330 | 8,531 |
| Europe, Middle East and Africa | 12,125 | 9,244 | 10,740 | 13,219 |
| Latin America and Caribbean | 3,275 | 3,111 | 3,527 | 5,519 |
| North America | 33,950 | 18,626 | 20,536 | 22,488 |
| Group | 1,040 | 448 | 451 | 1,331 |
| Global Business ³ | 1, 251 | 1, 260 | 655 | 1,809 |
| Total ⁴ | 57,183 | 39,398 | 42,240 | 52,897 |

¹ Our indirect Scope 3 emissions include upstream categories such as 1, 2, 3, 6 & 7. Refer <https://ghgprotocol.org/corporate-value-chain-scope-3-standard> to learn more.

² Asia Pacific includes Australia and Asia.

³ Global Businesses includes Climate Markets, CVS, Digital Products, Digital Services and Tech Enablement.

⁴ The total figure may differ slightly from the sum of individual values due to rounding. The reported total reflects the accurate value when decimal places are taken into account.

Climate data

SCOPE 3 EMISSIONS BY CATEGORY FY20, FY23 – FY25 (tCO2e)^{1, 2, 3}

| GRI 305-3 | | | | |
|--|-------------------|--------|--------|--------|
| Category | Base year FY20 | FY23 | FY24 | FY25 |
| Category 1 - Purchased goods and services | 26,634 | 25,485 | 22,117 | 34,823 |
| Category 2 - Capital goods | 1,879 | 1,599 | 1,467 | 848 |
| Category 3 - Fuel and energy related activities ² | 850 | | 716 | 685 |
| Category 6 - Business travel | 18,322 | 9,605 | 14,370 | 13,335 |
| Category 7 - Employee commuting | 9,499 | 2,709 | 3,570 | 3,206 |
| Total ⁴ | 57,183 | 39,398 | 42,240 | 52,897 |

¹ Our indirect Scope 3 emissions include upstream categories such as 1, 2, 3, 6 & 7. Refer <https://ghgprotocol.org/corporate-value-chain-scope-3-standard> to learn more.

² ERM does not report Category 4 & 8, as transportation of subcontractors and goods purchased are included in Category 1 and emissions from ERM rented offices and leased vehicles are included in Scope 1 & 2.

³ The increase in Scope 3 emissions in FY25 is due to improved data quality and coverage in purchased goods and services. Further enhancements across Scope 3 categories and updates to historical data sets are expected in future reporting cycles.

⁴ The total figure may differ slightly from the sum of individual values due to rounding. The reported total reflects the accurate value when decimal places are taken into account.

SCOPE 3 TOTAL EMISSIONS AND INTENSITY PER FTE FY20, FY23 – FY25^{1, 2}

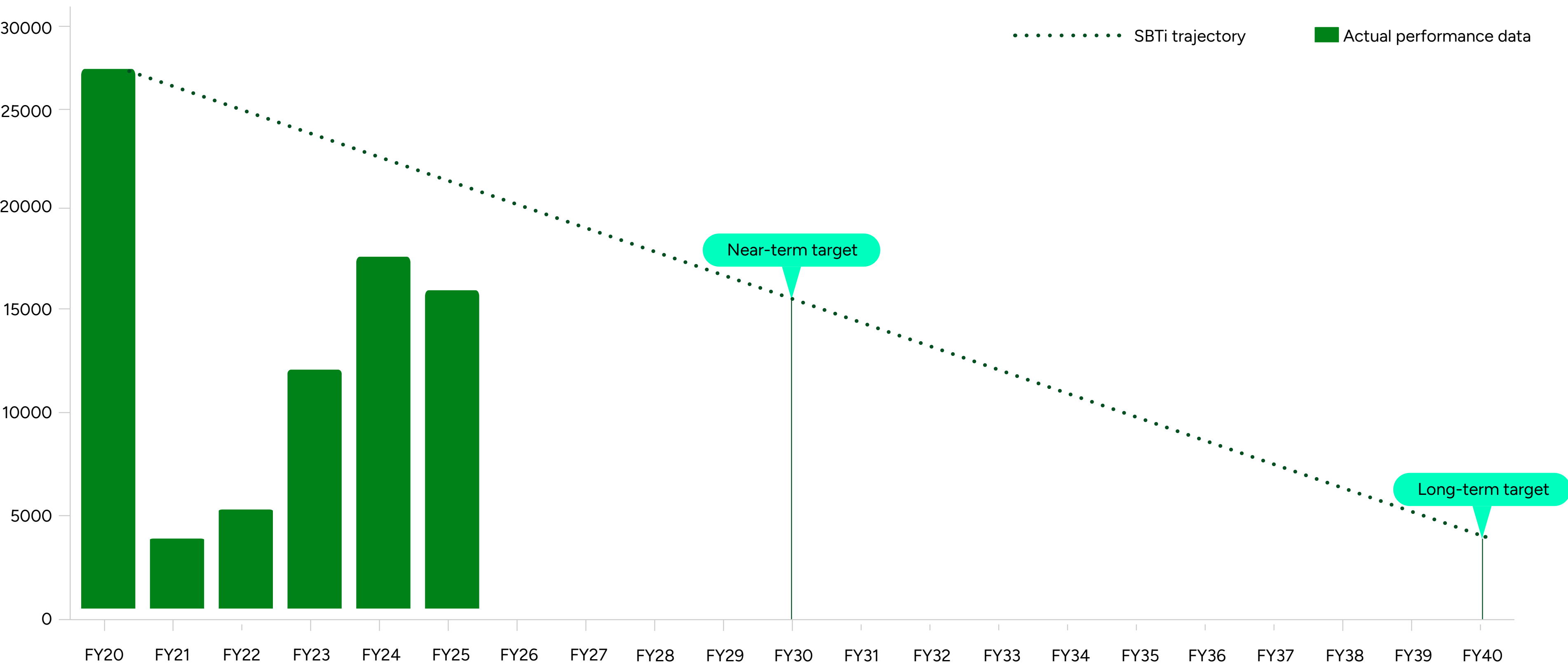
| GRI 305-4 | | | | |
|-------------------------|-------------------|--------|--------|--------|
| Fiscal year | Base year FY20 | FY23 | FY24 | FY25 |
| Total emissions (tCO2e) | 57,183 | 39,398 | 42,240 | 52,897 |
| Intensity (tCO2e/FTE) | 9.9 | 5.5 | 5.6 | 7.2 |

¹ Scope 3 GHG emissions normalized by average FTEs.

² The increase in Scope 3 emissions in FY25 is due to improved data quality and coverage in purchased goods and services. Further enhancements across Scope 3 categories and updates to historical data sets are expected in future reporting cycles.

Climate data

SCOPE 3 PERFORMANCE AGAINST SBTi NET-ZERO STANDARD TRAJECTORY FY20 - FY40 (tCO2e) ^{1,2}



¹ERM's near-term science-based target is to reduce absolute scope 3 GHG emissions from business travel and employee commuting 42% by FY30 from a FY20 base year. ERM's long-term science-based target is to reduce absolute scope 3 GHG emissions from business travel, employee commuting and purchased goods and services 90% by FY40 from a FY20 base year.

²In addition to the absolute targets, ERM has set a supplier engagement target that 45% of its suppliers by emissions covering purchased goods and services will have science-based targets by FY28.

Climate data

TOTAL GHG EMISSIONS BY REGION FY20, FY23 – FY25 (tCO2e) ^{1, 2}

| GRI 305-1, GRI 305-2, GRI 305-3 | | | | |
|---------------------------------|-------------------|--------|---------|--------|
| Region | Base year FY20 | FY23 | FY24 | FY25 |
| Asia Pacific ³ | 6,157 | 6,553 | 6,377 | 8,605 |
| Europe, Middle East and Africa | 13,044 | 9,415 | 11, 291 | 13,738 |
| Latin America and Caribbean | 3,352 | 2,992 | 3,570 | 5,589 |
| North America | 35,380 | 18,615 | 21,041 | 22,948 |
| Group | 1,040 | 412 | 467 | 1,331 |
| Global Business ⁴ | 1, 251 | 1,155 | 657 | 1,811 |
| Total | 60,224 | 39,142 | 43,403 | 54,022 |

¹Total GHG emissions included Scope 1, 2 and 3 emissions. Scope 2 reported is market-based emissions.

²The increase in Scope 3 emissions in FY25 is due to improved data quality and coverage in purchased goods and services. Further enhancements across Scope 3 categories and updates to historical data sets are expected in future reporting cycles.

³Asia Pacific includes Australia and Asia.

⁴Global Businesses includes Climate Markets, CVS, Digital Products, Digital Services and Tech Enablement.

TOTAL GHG EMISSIONS INTENSITY FY20, FY23 – FY25 (tCO2e/FTE) ^{1, 2}

| GRI 305-4 | | | | |
|------------------------------------|-------------------|--------|--------|--------|
| Category | Base year FY20 | FY23 | FY24 | FY25 |
| Scope 1 | 1,350 | 1,004 | 1,037 | 1,024 |
| Scope 2 | 1,691 | 25 | 126 | 101 |
| Scope 3 | | | | |
| Purchased goods and services | 26,634 | 25,485 | 22,117 | 34,823 |
| Capital goods | 1,879 | 1,599 | 1,467 | 848 |
| Fuel and energy related activities | 850 | | 716 | 685 |
| Business travel | 18,322 | 9,605 | 14,370 | 13,335 |
| Employee commuting | 9,499 | 2,709 | 3,570 | 3,206 |
| Total ³ | 9.4 | 5.4 | 5.7 | 7.3 |

¹Total GHG emissions normalized by average FTEs.

²The increase in Scope 3 emissions in FY25 is due to improved data quality and coverage in purchased goods and services. Further enhancements across Scope 3 categories and updates to historical data sets are expected in future reporting cycles.

³The total figure may differ slightly from the sum of the individual values due to rounding. The reported total reflects the accurate value when decimal places are taken into account.

Climate data

GLOBAL ENERGY USE, BY TYPE FY20, FY23 – FY25 (MWh)¹

GRI 302-1, GRI 302-2, GRI 302-4

| Category | Base year FY20 | FY23 | FY24 | FY25 |
|---|-------------------|-------|-------|-------|
| Office electricity from non-renewable sources | 4,888 | 0 | 0 | 0 |
| Office electricity from renewable sources | 2,878 | 5,071 | 4,892 | 4,091 |
| From heating consumption | 2,685 | 1,426 | 1,010 | 1,284 |
| From steam consumption | 598 | 94 | 104 | 77 |
| Fuel consumption in company vehicles | 2,719 | 2,263 | 2,375 | 1,584 |
| Total | 13,768 | 8,854 | 8,381 | 7,036 |

¹Only electricity measured using the standard reporting method is included. Electricity from upstream sources is not counted.

GLOBAL OFFICE ENERGY USE INTENSITY FY20, FY23 – FY25 (kWh/m²)¹

GRI 302-3

| Fiscal year | Base year FY20 | FY23 | FY24 | FY25 |
|-----------------------------|-------------------|------|------|------|
| Global energy use intensity | 169 | 138 | 140 | 97 |

¹Total global energy use is normalized by ERM’s total floor space for each year shown. We use kWh per square meter (kWh/m²) to best represent our energy use intensity.

Communities data

COMMUNITY INVESTMENTS FY23-FY25 (\$'000)

| Category | FY23 | FY24 | FY25 |
|---|-------|-------|-------|
| Pro bono time – ERM Foundation ¹ | 164 | 95 | 193 |
| Pro bono time – Strategic Partners ² | 617 | 1,182 | 1,860 |
| In-kind support ³ | 145 | 158 | 134 |
| Direct contributions | | | |
| Matching funds ⁴ | 273 | 270 | 300 |
| Charitable Contributions ⁵ | 12 | 12 | 0 |
| Membership ⁶ | 459 | 314 | 408 |
| Total | 1,670 | 2,031 | 2,903 |
| Percentage of profit ⁷ | 1.09% | 1.25% | 1.77% |
| Employee contributions | | | |
| Employee contributions ⁸ | 126 | 273 | 242 |

¹ Pro bono hours are registered by consultants on approved ERM Foundation projects. For ERM Foundation projects, pro bono time is calculated at 80 percent of hourly chargeout rate.

² The value of pro bono time provided by ERM employees to our strategic partners has been calculated based on standard commercial fee rates.

³ In-kind support includes salaries and direct costs for employees responsible for the ongoing operations of the ERM Foundation.

⁴ Matching funds are made on the employee donations raised through fundraising activities meeting ERM Foundation criteria. A percentage of this budget is also used for ‘seed funding’ as part of the program to support longer-term partnerships with nonprofit organizations, particularly in geographies where employee-led fundraising is more challenging.

⁵ Charitable contributions made to organizations other than the ERM Foundation.

⁶ Membership fees to global sustainability-focused organizations, where ERM actively contributes to thought leadership efforts.

⁷ Calculated using prior fiscal year’s Earnings Before Interest, Tax and Amortization (EBITA). Therefore, the FY25 percentage was calculated using FY24’s EBITA figure.

⁸ Funds raised by employees to support the ERM Foundation and other charities/nonprofit organizations. From FY24, this calculation includes shareholder contributions to the ERM Foundation Future Fund.

Data background

ORGANIZATIONAL BOUNDARIES

The data contained in the 2025 Sustainability Report and supplements covers entities controlled by The ERM International Group Limited as parent company of the ERM Group, which is headquartered in London, United Kingdom.

The 2025 Sustainability Report and supplements cover ERM CVS (ERM Certification and Verification Services Ltd. in the United Kingdom and ERM Certification & Verification Services Inc. in the United States which are both wholly owned subsidiaries of The ERM International Group Limited).

ERM CVS drives certification, verification and report assurance services to help clients improve sustainability performance. ERM CVS operates under ERM’s internal policies and procedures and therefore the information contained within the 2025 Sustainability Report and supplements also apply to ERM CVS unless otherwise stated. ERM and ERM CVS have combined human resource systems and office premises, so data in the report also includes the operations of ERM CVS.

ACQUISITIONS

ERM has undergone a period of sustained growth. All data reported in our 2025 Sustainability Report and supplements includes data for new offices and offices added through ERM

acquisitions in FY25 where available. This is noted where relevant. The data for the following ERM acquisitions is included: Arcus, RCG, OPEX, Point Advisory, MarineSpace, Shelton Group, Element Energy, E4Tech, Coho, Energetics, TMB TBZ and Libryo. We report scope 1, 2 and 3 GHG emissions associated with these acquisitions.

Further information can be found in our [Climate Supplement](#).

DATA NOTES

All carbon emissions data presented in the 2025 Sustainability Report and its supplements is expressed as carbon dioxide equivaled (CO2e) and includes all Kyoto gases and refrigerants. ERM uses Fifth Assessment Report as the source of global warming potential (GWP) without climate feedback. All data has been calculated using a market-based approach, except where otherwise stated. For further information, please visit www.ghgprotocol.org.

For data normalized by the number of full-time equivalent (FTE) employees, we applied the yearly average FTE which is more representative of the number of FTEs throughout the year compared to using year-end FTE. Average yearly FTEs have been used in ERM’s reporting since 2015.

All people data is reported in head count and the numbers are reported at the end of the reporting period (31 March 2025).

Unless otherwise stated, all financial data is reported in United States Dollars (USD).

In some instances, rounding has resulted in small discrepancies which is noted where relevant.

METHODOLOGIES

ERM’s Sustainability Reporting Protocol guides our data collection process. Where appropriate, the protocol is based upon external guidance, including the GRI standards and the World Resources Institute/WBCSD Greenhouse Gas Protocol.

To support the collection of some of our environmental data and capitalize upon the professional expertise of our employees, ERM has Sustainability Coordinators operating across all ERM offices and regions. We continue to improve the robustness and depth of our data through centralizing data from primary sources where possible and refining data collection processes over time. This improvement process will further be supported by our sustainability data management system

Additional details on our GHG emissions can be found in our [Climate Supplement](#).

Assurance

At ERM, we strive to be a leader not just in providing sustainability services to our clients but also in our own sustainability reporting.

In pursuit of this, we transparently set out how we gather, record, compile, analyze and report information and the processes used in the preparation of our 2025 Sustainability Report and its supplements. To ensure that stakeholders can have confidence in the quality, clarity and materiality of the information we report, ERM has engaged LRQA to undertake assurance. Our assurance approach integrates both internal and external review processes, leveraging our in-house expertise. ERM has established governance, reporting and internal review mechanisms in place, ensuring the integrity of the information we provide.

We took on board findings from our external assurance provider last year and have integrated these into our operational practices. This included for example refining our methodology for accounting refrigerant gas emissions, introducing standardized templates for managing energy bills and enhancing fleet record-keeping.

We engaged LRQA to provide limited assurance to the International Standard on Assurance Engagements (ISAE) 3000 for data reported from ERM’s global operations for the following datasets:

GRI 305-1: Scope 1 GHG emissions

GRI 305-2: Scope 2 GHG emissions (location- and market-based)

GRI 305-3: Scope 3 GHG emissions that are part of our current Science Based Targets initiatives (SBTi)

- Category 1: Purchased goods and services
- Category 2: Capital goods
- Category 3: Fuel and Energy-Related Activities
- Category 6: Business travel (internal and external)
- Category 7: Employee commuting

GRI 403-9: Work-related injuries

GRI 403-10: Work-related illnesses

GRI 2-7: Employees

GRI 401-1: New employee hires and turnover

GRI 405-1: Diversity of governance bodies and employees



LRQA Independent Assurance Statement

Relating to ERM's Climate data, Health & Safety data and People data in the ERM Sustainability Report 2025 for the period from April 1, 2024- March 31, 2025.

This Assurance Statement has been prepared for ERM Int Ltd in accordance with our contract and is intended for the readers of the ERM Sustainability Report 2025.

Terms of engagement

LRQA was commissioned by ERM Int Ltd (ERM) to provide independent assurance of its greenhouse gas (GHG) emissions (Climate data), Health & Safety data and People data for April 1, 2024 - March 31, 2025, against the assurance criteria below to a limited level of assurance and materiality of the professional judgement of the verifier using The Greenhouse Protocol – A Corporate Accounting and Reporting Standard (revised edition, Jan 2015) and GRI Standards for performance data. LRQA's verification procedure is based on current best practise and is in accordance with ISAE 3000 and ISAE 3410.

The scope of our assurance engagement covered ERM's global operations and activities and specifically verified conformance with the following requirements:

- ERM's sustainability reporting protocol and written procedures
- World Resources Institute / World Business Council for Sustainable Development Greenhouse Gas Protocol: A corporate accounting and reporting standard, revised edition (otherwise referred to as the WRI/WBCSD GHG Protocol) for the GHG data.
- GRI Standards: 2-7, 305-1, 305-2, 305-3, 401-1, 405-1, 403-9 & 403-10.

LRQA evaluated the accuracy and reliability of data and information for only the selected indicators listed below:

Climate data

- Direct (Scope 1) GHG emissions: Natural gas, company owned cars and refrigerant gas loss from air conditioning systems (GRI Standard 305-1)
- Energy Indirect (Scope 2) GHG emissions: Office space electricity, steam (district heating) and company cars (GRI Standard 305-2)
- Other Indirect (Scope 3) GHG emissions (GRI Standard 305-3):
 - Category 1 - Purchased goods and services emissions
 - Category 2- Capital goods
 - Category 3 - Fuel and energy related activities
 - Category 6 - Business travel
 - Category 7- Employee commuting

Health & Safety data

Work Related Injuries (GRI Standard 403-9) and Work-related ill health (GRI Standard 403-10):

- Severity rate and severity rate by region
- Total recordable incident rate (TRIR)
- Number of recordable incidents and recordable incidents by type
- Number of life impacting events
- Fatality rate
- Subcontractor injury and illness

People data

- Employees by employment contract, by gender and by region (GRI Standard 2-7)
- Employees by employment type, by gender and by region (GRI Standard 2-7)
- New hires by gender, by region and by age group (GRI Standard 401-1)
- Total turnover, by gender and by region (GRI Standard 401-1)
- Percentage of employees, by gender and by age group (GRI Standard 405-1)



Our assurance engagement excluded the following data and information of ERM:

Climate data

- Leased or owned office locations that are registered as encompassing less than 50 square meters/538 square feet due to de-minimis source
- Dedicated server hosting spaces
- Fuels combusted by equipment utilized by subcontractors or clients on ERM project sites
- Fugitive emissions from vehicle AC due to de-minimis source
- Business travel emissions by water, subway, lighter rail, taxi and bus due to non-availability of data
- Emissions from waste due to de-minimis source

Health & Safety data

- Days away from work case (DAWC) rate
- Safety AT ERM score

People data

- % Employees by employment contract, by gender, by region
- % Employees by employment type, by gender, by region
- Total turnover by age
- Voluntary turnover by gender, by region
- Performance and career development reviews data.

LRQA's responsibility is only to ERM. LRQA disclaims any liability or responsibility to others as explained in the end footnote. ERM's responsibility is for collecting, aggregating, analysing, and presenting all the data and information within the Report and for maintaining effective internal controls over the systems from which the Report is derived. Ultimately, the Report has been approved by, and remains the responsibility of ERM.

LRQA's Opinion

Based on LRQA's approach nothing has come to our attention that would cause us to believe that ERM has not, in all material respects:

- Met the requirements of the criteria listed above; and
- Disclosed accurate and reliable performance data and information as no material errors or omissions were detected.

The opinion expressed is formed on the basis of a limited level of assurance and at the materiality of the professional judgement of the verifier.

***Note:** The extent of evidence-gathering for a limited assurance engagement is less than for a reasonable assurance engagement. Limited assurance engagements focus on aggregated data rather than physically checking source data at sites. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed.*

LRQA's approach

LRQA's assurance engagements are carried out in accordance with our verification procedure. The following tasks were undertaken as part of the evidence gathering process for this assurance engagement:

- Reviewing ERM's Methodology and documented procedures.
- Interviewing relevant employees of the organization responsible for managing Climate performance data, Health and Safety performance data and People performance data.
- Sampling data collection and reporting processes on Ecometrica (Climate data), Event Communication System (Health & Safety data) and Workday (People data) for the reporting period April 1, 2024 - March 31, 2025.
- Verifying GHG emission factors used with the source reference and confirming their appropriateness.
- Verifying underlying calculations and formulae for Climate, Health & Safety and People performance reporting.
- Assessing ERM's data management systems to confirm they are designed to prevent significant errors, omissions, or misstatements in the Report. We did this by reviewing the effectiveness of data handling procedures, instructions, and systems, including those for internal quality control.

LRQA's standards, competence, and independence

LRQA implements and maintains a comprehensive management system that meets accreditation requirements for ISO 14065 Greenhouse gases – Requirements for greenhouse gas validation and verification bodies for use in accreditation or other forms of recognition and ISO/IEC 17021 Conformity assessment – Requirements for bodies providing audit and certification of management systems that are at least as demanding as the requirements of the International Standard on Quality Control 1 and comply with the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants.



LRQA ensures the selection of appropriately qualified individuals based on their qualifications, training and experience. The outcome of all verification and certification assessments is then internally reviewed by senior management to ensure that the approach applied is rigorous and transparent.

Report verification is the only work undertaken by LRQA for ERM and as such does not compromise our independence or impartiality.

A handwritten signature in black ink, appearing to read 'S. J. Fletcher'.

Steve Fletcher
LRQA Lead Verifier

Dated: 5th June 2025

On behalf of LRQA Ltd
1 Trinity Park
Bickenhill Lane
Birmingham
B37 7ES

LRQA reference: LRQ00004598

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Sustainability Performance Data Supplement 2025

Sustainability is our business

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