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Our thanks to the many talented ERM employees who contributed photography for this year's report.

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Please note that COVID-19 restrictions on face coverings, social distancing and gatherings varied across jurisdictions during the reporting year. The people and activities appearing in this report were in compliance with applicable pandemic-related restrictions at the time the photos were taken.

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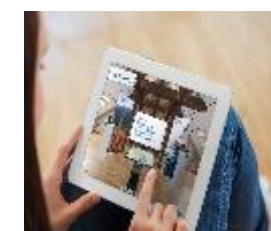
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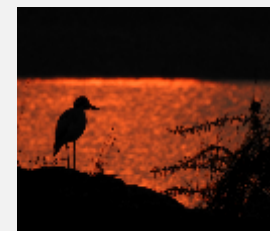
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