



Sustainability Performance Data Supplement 2025

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.

PEOPLE DATA	3
TRAINING DATA	11
HEALTH & SAFETY DATA	12
CLIMATE DATA	16
COMMUNITIES DATA	24
DATA BACKGROUND	25
ASSURANCE	26



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		Age		Ethnicity	
Percentage		Percentage		Percentage	
Female		30-50		Arab	
73%		27%		9%	
Male		Over 50		White other	
27%		73%		91%	
Nonbinary ¹					
0%					
Not indicated or other ²					
0%					
Total					
100%					
Disability		Disability		Citizenship	
Percentage		Percentage		Percentage	
		Disability		Australia	
		9%		9%	
		No disability		Europe ³	
		73%		64%	
				United States	
				18%	
				Dual ⁴	
				9%	

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.

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

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.

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 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 – FY25¹

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

¹ The 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.

² Asia Pacific includes Australia and Asia.

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

⁴ For 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.

⁵ Effective 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).

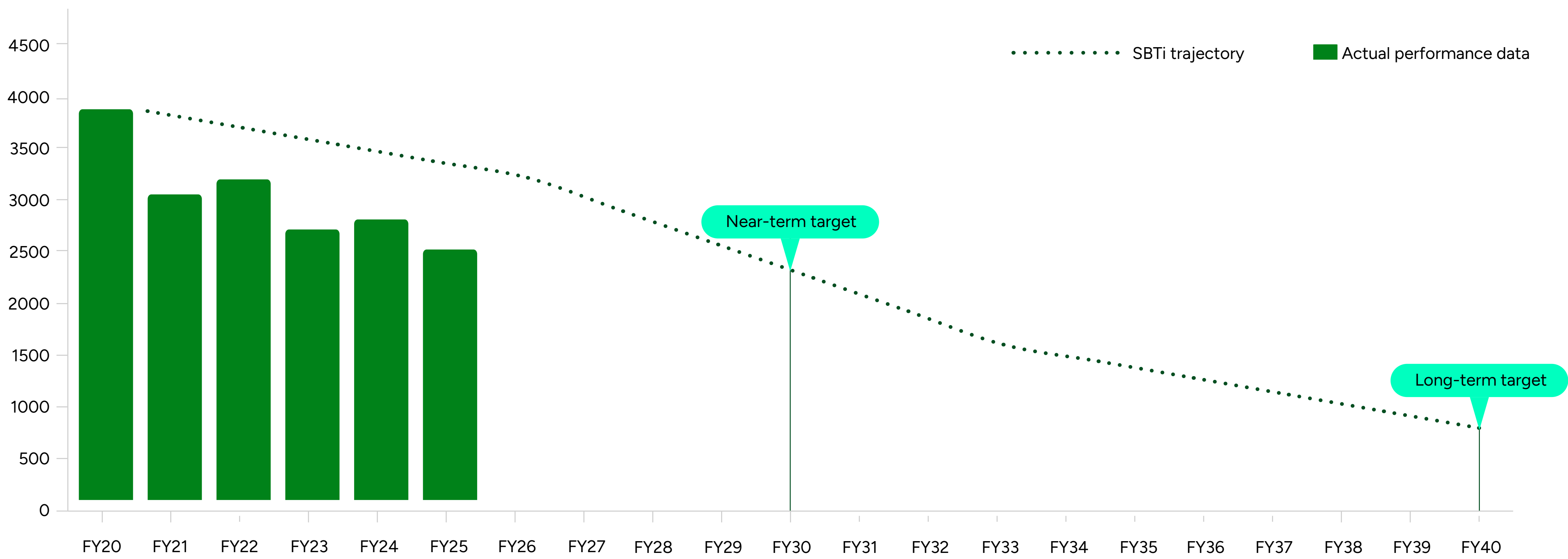
³ Asia Pacific includes Australia and Asia.

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}

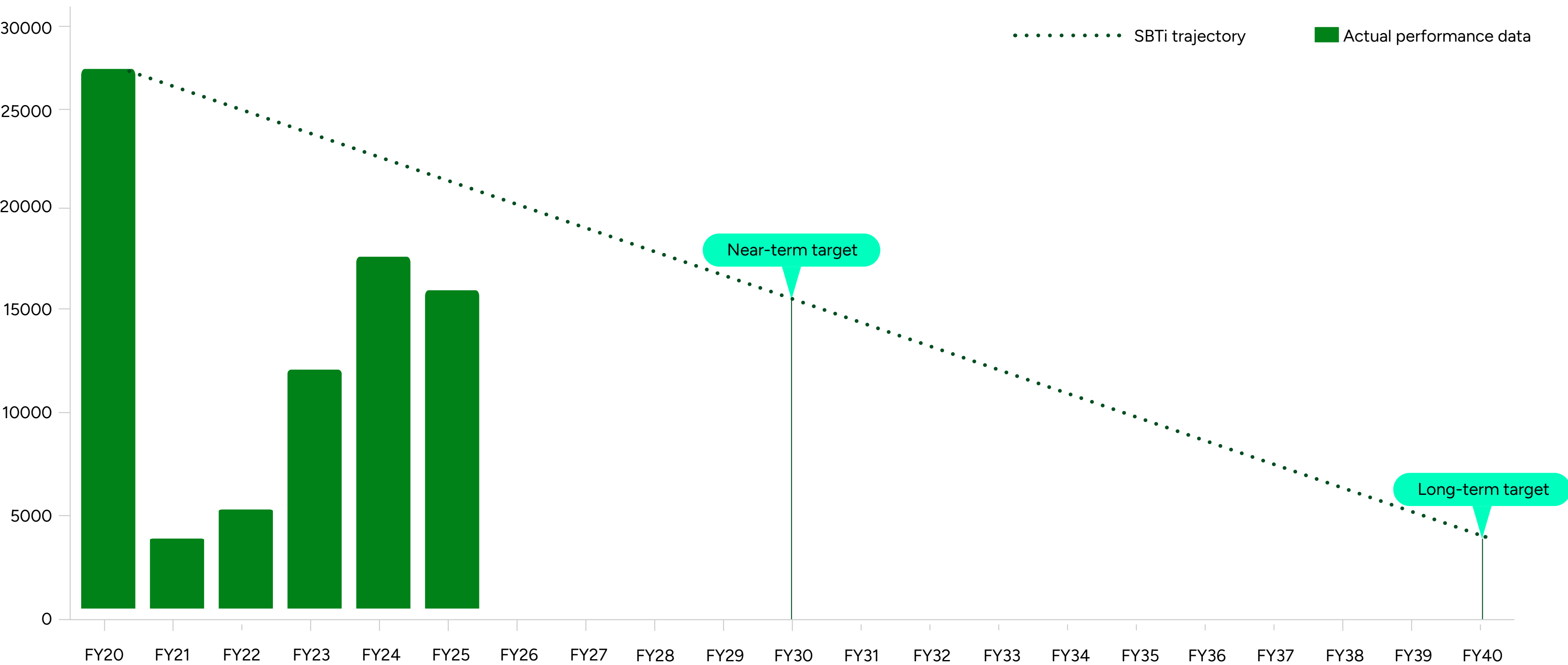
GRI 305-4				
Fiscal year	Base year FY20	FY23	FY24	FY25
Total emissions (tCO2e)	57,183	39,398	42,240	52,897
Intensity (tCO2e/FTE)	9.9	5.5	5.6	7.2

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 equivalent (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



Sustainability Performance Data Supplement 2025

Sustainability is our business

© Copyright 2025 by the ERM International Group Limited and/or its affiliates ('ERM'). All rights reserved.
No part of this work may be reproduced or transmitted in any form or by any means, without prior written permission of ERM.

erm.com