



ERM SUSTAINABILITY REPORT 2023

Sustainability performance data

SUPPLEMENT

Sustainability is our business

Performance data

Based on our materiality analysis, we set annual targets and goals for each of our material topics. We track and report on our performance against our FY23 targets and goals. In addition, we report on several key performance indicators of interest to our stakeholders and in alignment with reporting standards.

Data related to our GHG emissions as well as selected people and health and safety indicators has been verified by a third-party assurer. See the [Assurance](#) section in ERM's Sustainability Report 2023.

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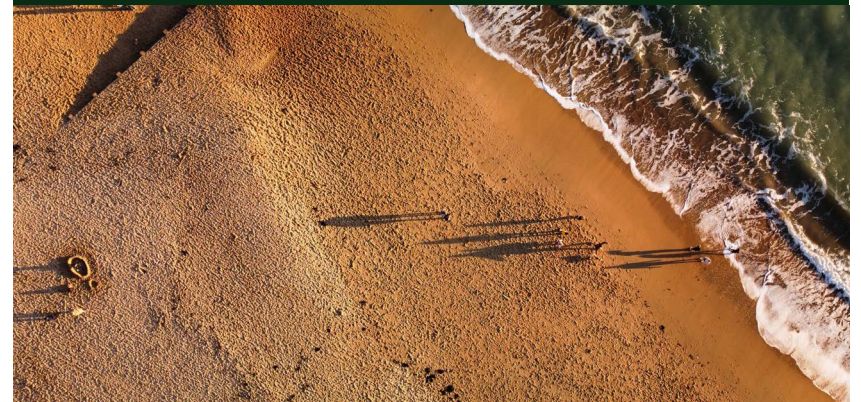


Photo credit: Mark Wilson, United Kingdom

People data

Data presented here supports the People section of [ERM's Sustainability Report 2023](#).

Employees by employment contract, by gender FY23

GRI 2-7

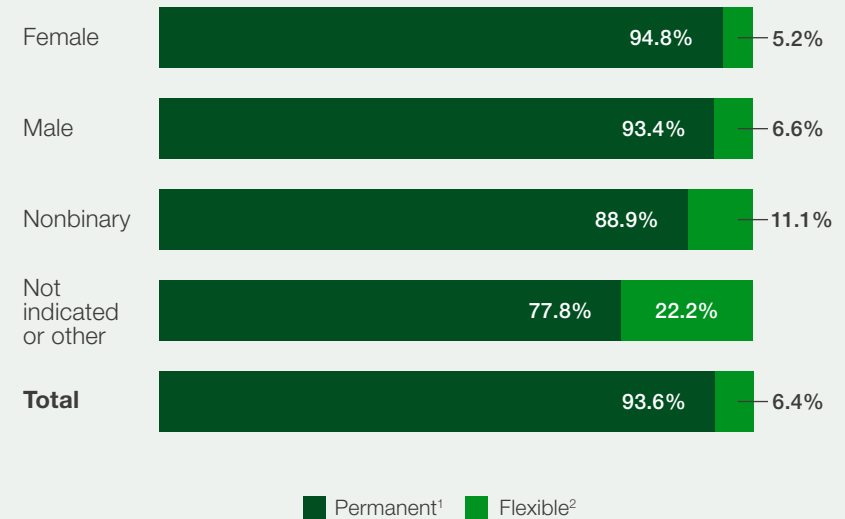
Gender	Permanent ¹	Flexible ²	Total
Female	3,734	204	3,938
Male	3,550	249	3,799
Nonbinary	24	3	27
Not indicated or other	200	57	257
Total	7,508	513	8,021

¹ Permanent refers to all employees who have an employment type of permanent/regular.

² Flexible includes all employees who have an employment type of fixed term, casual or intern.

Employees by employment contract, by gender FY23

GRI 2-7



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Employees by employment contract, by region FY23

GRI 2-7

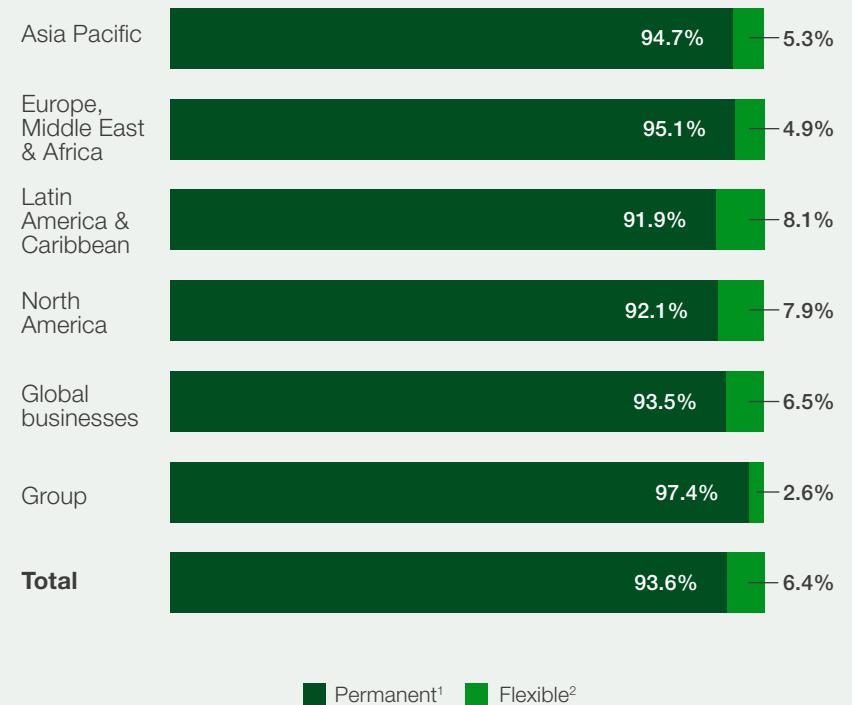
Region	Permanent ¹	Flexible ²	Total
Asia Pacific	1,159	65	1,224
Europe, Middle East & Africa	2,037	106	2,143
Latin America & Caribbean	784	69	853
North America	2,599	223	2,822
Global businesses	586	41	627
Group	343	9	352
Total	7,508	513	8,021

¹ Permanent refers to all employees who have an employment type of permanent/regular.

² Flexible includes all employees who have an employment type of fixed term, casual or intern.

Employees by employment contract, by region FY23

GRI 2-7



Data presented here supports the People section of [ERM's Sustainability Report 2023](#).

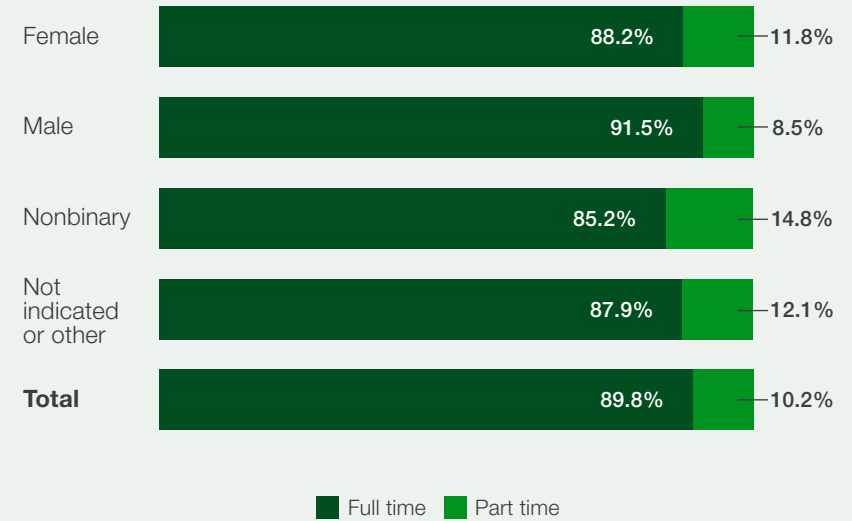
Employees by type, by gender FY23

GRI 2-7

Gender	Full time	Part time	Total
Female	3,474	464	3,938
Male	3,476	323	3,799
Nonbinary	23	4	27
Not indicated or other	226	31	257
Total	7,199	822	8,021

Employees by type, by gender FY23

GRI 2-7



Data presented here supports the People section of [ERM's Sustainability Report 2023](#).

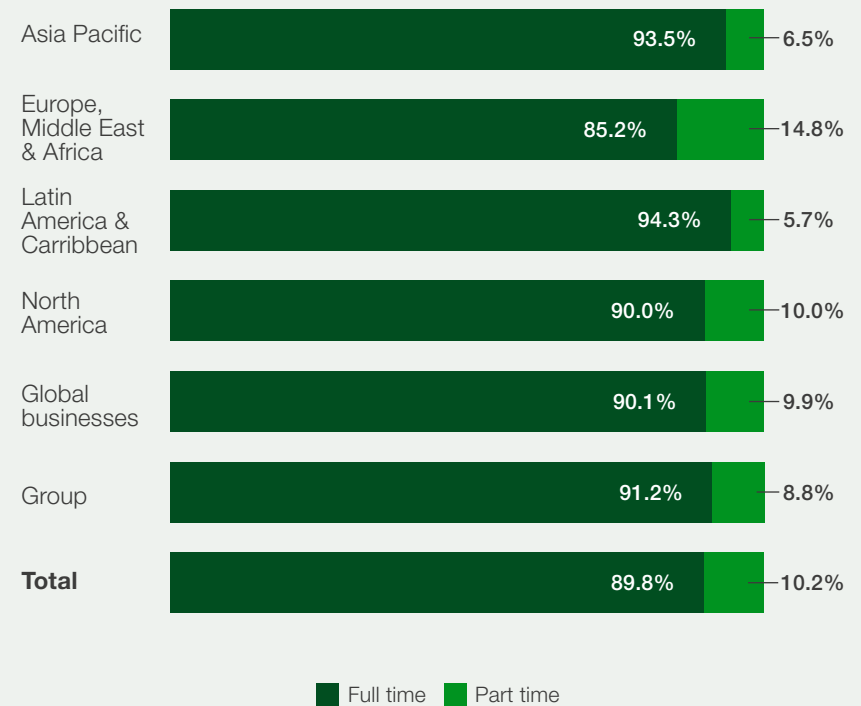
Employees by type, by region FY23

GRI 2-7

Region	Full time	Part time	Total
Asia Pacific	1,144	80	1,224
Europe, Middle East & Africa	1,825	318	2,143
Latin America & Caribbean	804	49	853
North America	2,540	282	2,822
Global businesses	565	62	627
Group	321	31	352
Total	7,199	822	8,021

Employees by type, by region FY23

GRI 2-7



Data presented here supports the People section of [ERM's Sustainability Report 2023](#).

New hires, by gender FY23¹

GRI 401-1

Gender	Total number	Rate
Female	1,213	34.8%
Male	1,031	30.5%
Nonbinary	12	61.8%
Not indicated or other	158	128.8%
Total	2,414	34.5%

New hires, by age group FY23^{1, 2, 3}

GRI 401-1

Age group	Total number
Under 30	1,069
30-50	1,168
Over 50	168
Not indicated or other	9
Total	2,414

New hires, by region FY23¹

GRI 401-1

Region	Total number	Rate
Asia Pacific	433	39.2%
Europe, Middle East & Africa	565	28.1%
Latin America & Caribbean	307	48.9%
North America	801	33.0%
Global businesses	219	41.8%
Group	89	28.5%
Total	2,414	34.5%

¹ This data includes permanent hires, including acquisition hires.

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

³ ERM's systems cannot currently calculate average headcount by age for rate calculations.

Data presented here supports the People section of [ERM's Sustainability Report 2023](#).

Voluntary turnover, by gender FY23¹

GRI 401-1

Gender	Total number	Rate
Female	636	18.3%
Male	561	16.6%
Nonbinary	1	5.2%
Not indicated or other	29	23.6%
Total	1,227	17.5%

Voluntary turnover, by region FY23¹

GRI 401-1

Region	Total number	Rate
Asia Pacific	278	25.1%
Europe, Middle East & Africa	365	18.1%
Latin America & Caribbean	66	10.5%
North America	416	17.1%
Global businesses	66	12.6%
Group	36	11.5%
Total	1,227	17.5%

¹ Only permanent employees are included in turnover calculations.

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

Data presented here supports the People section of [ERM's Sustainability Report 2023](#).

Percentage of employees, by gender FY21 - FY23

GRI 405-1

Career level	FY21			FY22			FY23		
	Female	Male	Not indicated or other	Female	Male	Not indicated or other	Female	Male	Not indicated or other
Executive Committee	25.0%	75.0%	0.0%	18.2%	81.8%	0.0%	14.3%	78.6%	7.1%
Partners	26.1%	73.9%	0.0%	26.5%	72.0%	1.6%	27.7%	70.4%	1.8%
Senior Consultants ¹	35.4%	64.6%	0.0%	35.2%	63.1%	1.7%	37.1%	60.4%	2.5%
Consultants ²	50.4%	49.3%	0.3%	49.6%	47.1%	3.2%	50.5%	45.3%	4.2%
Business enablement ³	72.9%	27.1%	0.0%	70.5%	27.4%	2.1%	69.1%	27.8%	3.1%
All employees	51.0%	48.8%	0.2%	48.4%	49.0%	2.6%	49.1%	47.4%	3.5%

Percentage of employees, by age group FY23

GRI 2-9, GRI 405-1

Career level	Under 30	30-50	Over 50	Not indicated or other
Executive Committee	0.0%	14.3%	85.7%	0.0%
Partners	0.0%	52.8%	47.2%	0.0%
Senior Consultants ¹	1.0%	63.2%	35.8%	0.0%
Consultants ²	44.3%	49.3%	6.3%	0.2%
Business enablement ³	15.3%	60.9%	23.6%	0.2%
All employees	28.2%	53.8%	17.8%	0.1%

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.

Data presented here supports the People section of [ERM's Sustainability Report 2023](#).

Board of The ERM International Group Ltd – TEIGL (as parent company of the ERM Group)

GRI 405-1

Composition

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

Tenure

ERM is a privately held company with external investors changing every four to seven years. Therefore, the Board membership, which includes Investor Directors, resets with each new investment cycle. KKR completed its investment into ERM in October 2021, with the Board of TEIGL established and the tenure of Directors commencing at that time.

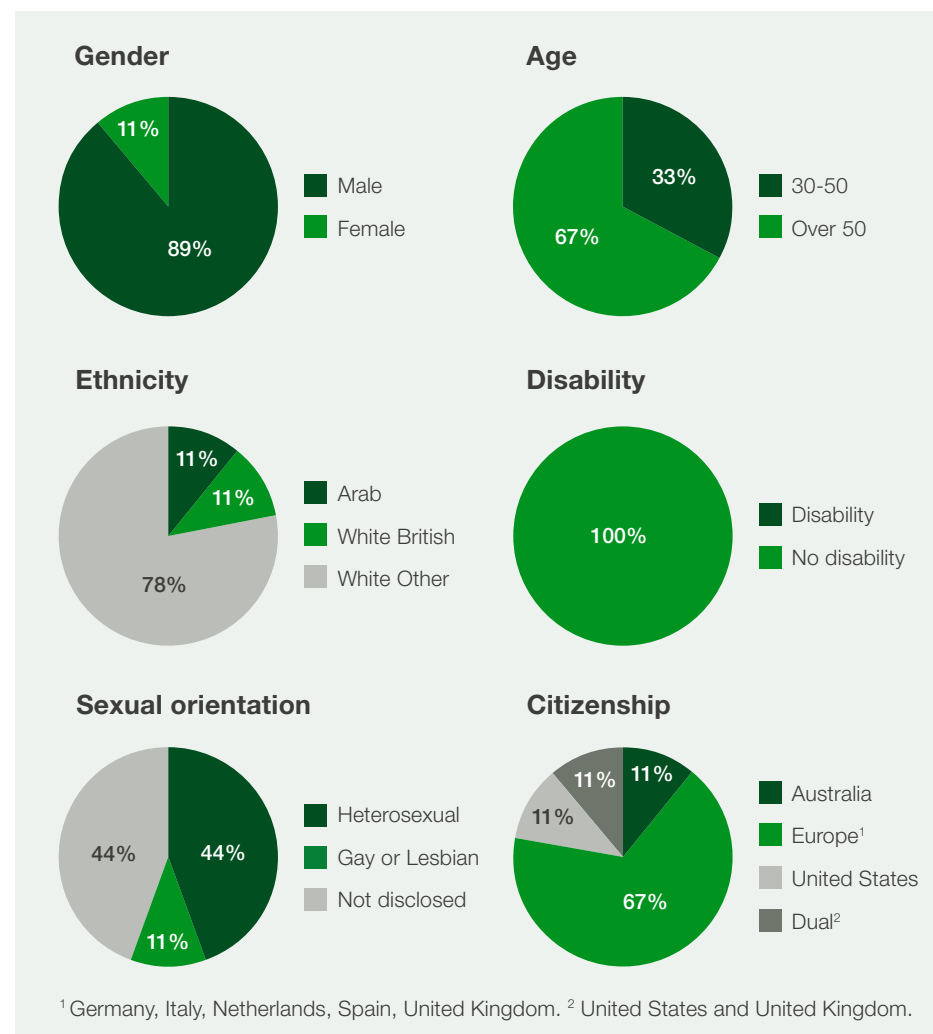
Of the Executive Directors, David McArthur and Sabine Hoefnagel have been members of the Board since 2021; Tim Strawn and Tom Reichert joined the Board in 2022.

Competencies

All Directors have experience in the governance of other organizations. Of the Executive Directors, all have professional and technical experience in ESG and sustainability given the nature of ERM's business.

Stakeholders

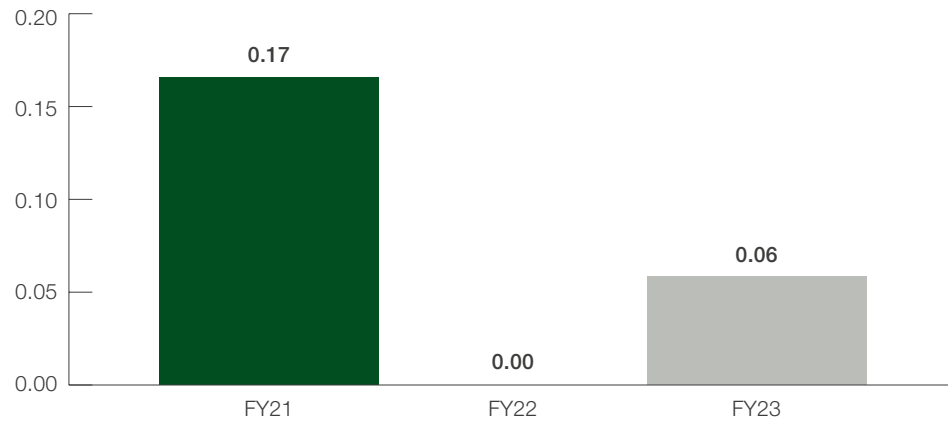
The Board Terms of Reference sets out the following: The Board collectively and all directors individually should foster effective stakeholder relationships aligned to the ERM Purpose and strategy, including with employees, customers, suppliers, external communities where it operates, regulators and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



Health & safety data

Data presented here supports the Health & safety section of [ERM's Sustainability Report 2023](#).

Days away from work case (DAWC) rate FY21 - FY23*

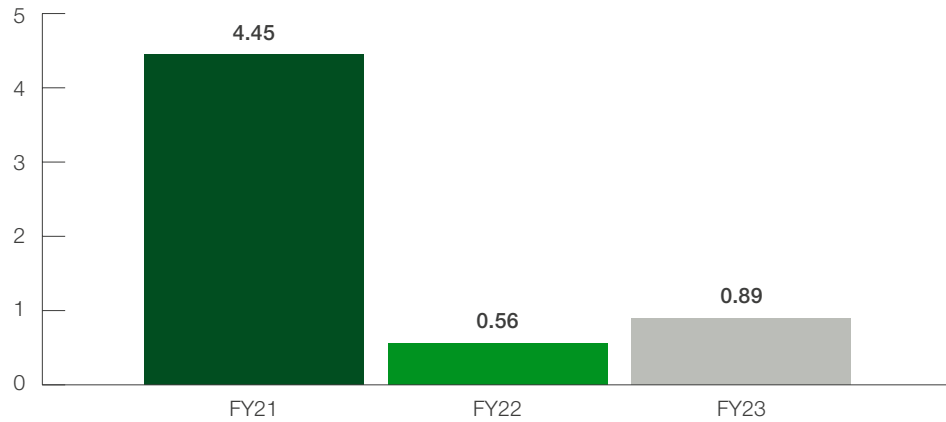


*Days away from work cases (DAWC) rate tracks any work-related injuries or illness cases that result in the injured/ill worker being unable to work for 1 or more days following the event. ERM tracks this metric for our sustainability targets and goals.

Data presented here supports the Health & safety section of [ERM's Sustainability Report 2023](#).

Severity rate FY21 - FY23^{1, 2, 3}

GRI 403-9



Severity rate, by region FY21 - FY23^{1, 2, 3}

GRI 403-9

Region	FY21	FY22	FY23
Asia Pacific	0.00	3.49	3.99
Europe, Middle East and Africa	3.15	0.00	0.85
Latin America	8.57	0.00	0.47
North America	7.06	0.00	0.00
Global Businesses	0.00	0.00	0.00
Group	0.00	0.00	0.00
Total	4.45	0.56	0.89

¹ Data includes ERM employees only.

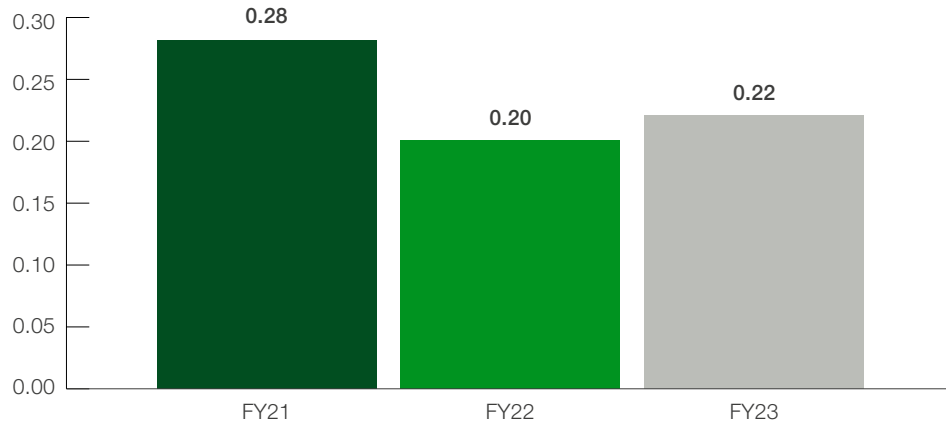
² Severity rate is the total number of days away from work and restricted-duty days multiplied by 200,000 (with 200,000 hours equivalent to 100 employees working a 40-hour week for 50 weeks of the year) and divided by the total number of hours worked by all employees.

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

Data presented here supports the Health & safety section of [ERM's Sustainability Report 2023](#).

Total recordable incident rate (TRIR) FY21 - FY23^{1, 2}

GRI 403-9

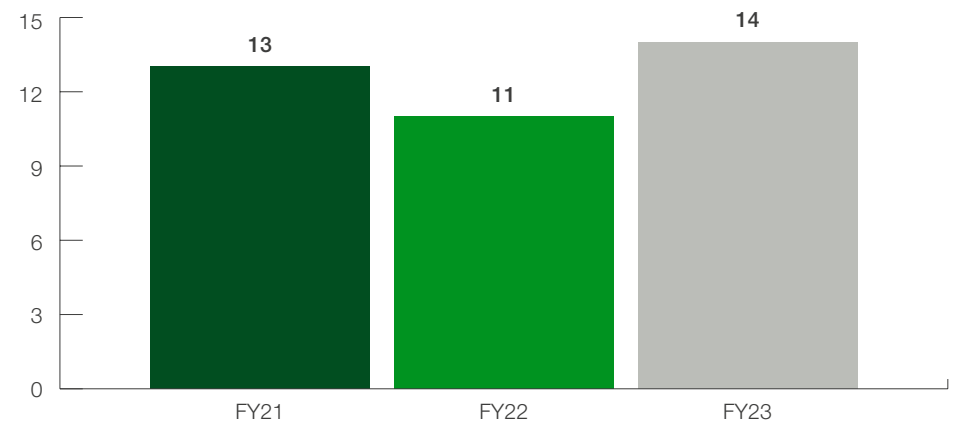


¹ Data includes ERM employees only.

² TRIR 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.

Number of recordable incidents FY21 - FY23*

GRI 403-9



*Data includes ERM employees only.

Data presented here supports the Health & safety section of [ERM's Sustainability Report 2023](#).

Number of recordable incidents, by type FY21 - FY23

GRI 403-9

Category	FY21	FY22	FY23
Exertion ¹	4	2	5
Exposure ²	1	3	3
Hit ³	4	5	3
Security/Violence ⁴	1	0	0
Slips, Trips & Falls ⁵	3	1	3
Total	13	11	14

¹ Includes ergonomic (office or field) and fatigue.

² Includes chemical and environmental exposures.

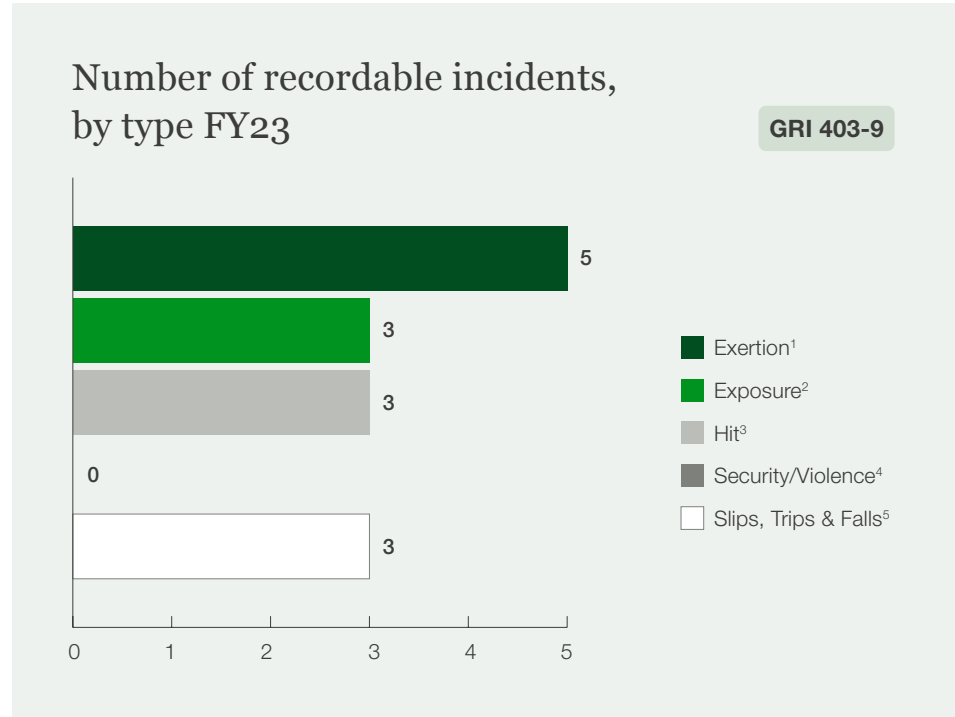
³ Includes hit by and against.

⁴ Includes aggression/threats towards personnel.

⁵ Includes falls on stairs, falls to lower levels, falls from height, falls on the same level, and slip/trips from stairs.

Number of recordable incidents, by type FY23

GRI 403-9



Data presented here supports the Health & safety section of [ERM's Sustainability Report 2023](#).

Subcontractor injury and illness FY21 - FY23^{1, 2} GRI 403-9

Category	FY21	FY22	FY23
Recordable injuries/illnesses	1	11	10
Total injury/illness incidents ²	21	35	33
Near miss	28	30	28
Total	49	65	61

¹ Data 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.

² Total injury/illness incidents include recordable injuries/illnesses in addition to nonrecordable injuries/illnesses.

Safety AT ERM Score FY21 - FY23¹ GRI 403-5

Region	FY21	FY22	FY23
Asia Pacific	86.4	93.5	76.7
Europe, Middle East and Africa	86.8	84.0	82.5
Latin America	94.3	92.0	92.5
North America	92.0	83.0	88.0
Global Businesses ²	38.4	75.7	50.5
Global score³	89.9	85.5	84.7

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 80 is given to each business unit and a target of 75 for each operational region for FY23. The Global target is 75.

² For Global Businesses, the maximum scoring potential is 95 instead of 100.

Group does not have a goal as they are not considered an operational business unit.

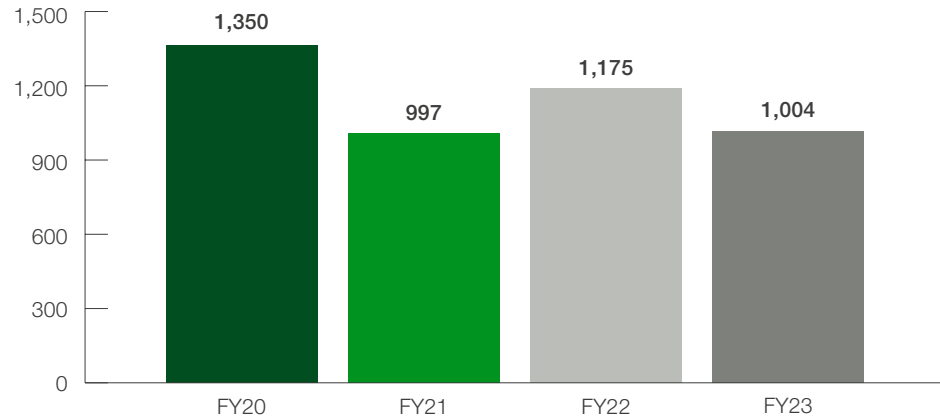
³ The global score does not include Global Businesses or Group performance, only the four main regions.

Climate data

Data presented here supports the Decarbonization section of [ERM's Sustainability Report 2023](#). See our [Approach to decarbonization supplement](#) for more information.

Scope 1 emissions FY20 - FY23 (tCO₂e)^{1,2}

GRI 305-1



To align with the Greenhouse Gas Protocol and latest SBTi requirements, we have changed our base year to FY20 for Scopes 1, 2 and 3 emissions. Our previous base years were FY14 (for Scopes 1 and 2) and FY18 (for Scope 3). The new base year reflects ERM's significant growth through hiring and acquisitions and incorporates the expanded definitions of Scope 3 emissions to include capital goods and purchased goods and services.

Data presented here supports the Decarbonization section of [ERM's Sustainability Report 2023](#).
 See our [Approach to decarbonization supplement](#) for more information.

Scope 1 emissions, by region FY20 - FY23 (tCO₂e)^{1,2}

GRI 305-1

Region	Base year			Most recent year
	FY20	FY21	FY22	FY23
Asia Pacific	59	54	60	43
Europe Middle East & Africa	572	322	461	407
Latin America & Caribbean	26	14	29	32
North America	693	607	625	510
Global Businesses	0	0	0	1
Group	0	0	0	11
Total	1,350	997	1,175	1,004

¹ Scope 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.

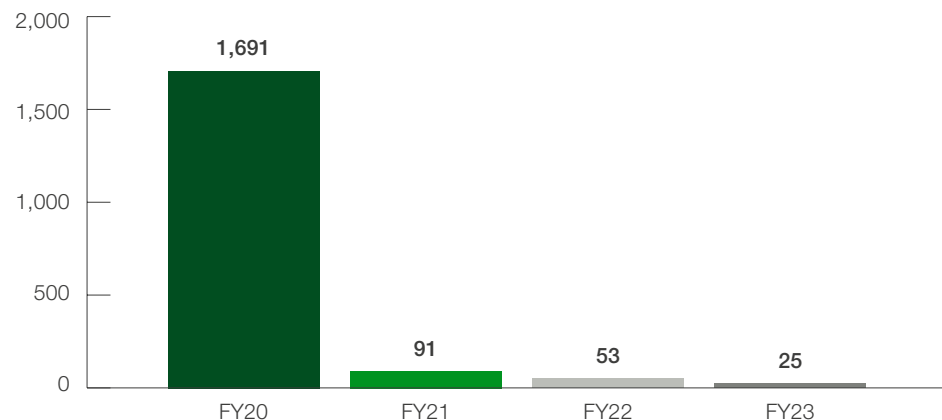
² Emissions from Global Businesses and Group are included in the data for the ERM region in which employees' home offices are located.

Data presented here supports the Decarbonization section of [ERM's Sustainability Report 2023](#).

See our [Approach to decarbonization supplement](#) for more information.

Scope 2 market-based emissions FY20 - FY23 (tCO₂e)^{1,2,3}

GRI 305-2



¹ Scope 2 includes indirect emissions from purchased electricity and steam.

² Emissions from Global Businesses and Group are included in the data for the ERM region in which employees' home offices are located.

³ ERM purchased Energy Attribute Certificates against 100% of our residual Scope 2 emissions from electricity.

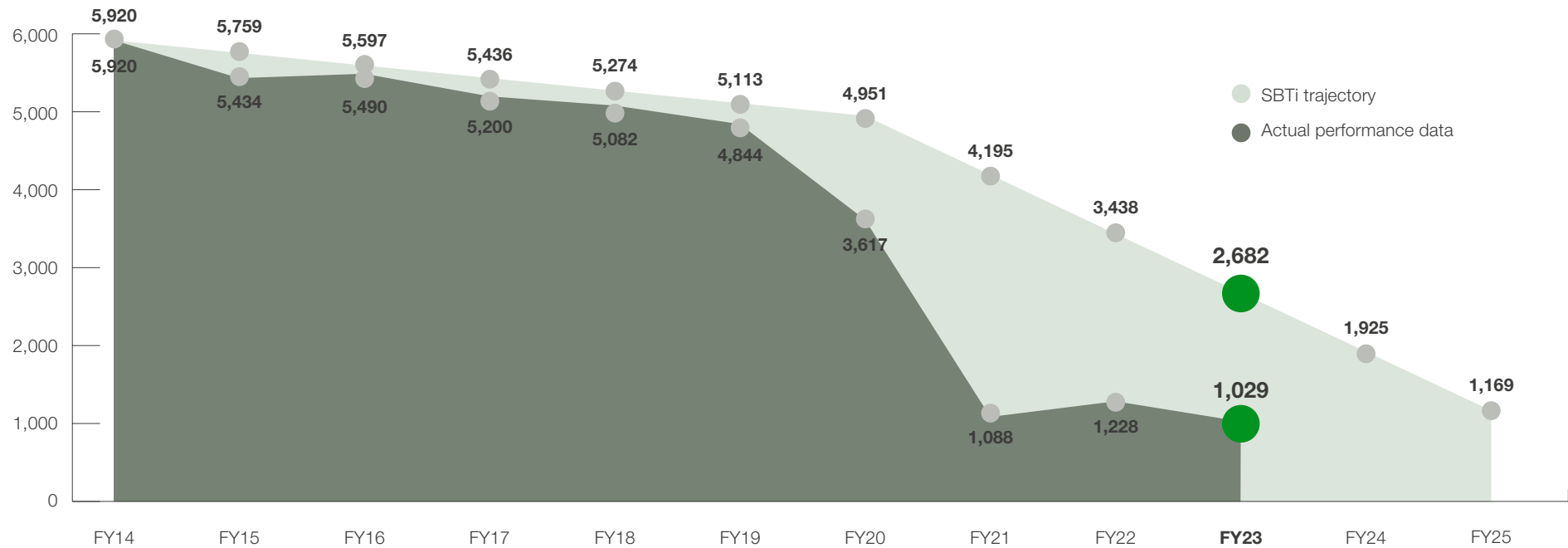
Scope 2 emissions, by region FY20 - FY23 (tCO₂e)^{1,2,3}

GRI 305-2

Region	Location based				Market based			
	Base year FY20	FY21	FY22	Most recent year FY23	Base year FY20	FY21	FY22	Most recent year FY23
Asia Pacific	558	443	368	293	558	12	2	2
Europe Middle East & Africa	527	270	295	298	347	4	8	6
Latin America & Caribbean	51	45	36	42	51	0	9	0
North America	1,446	1,294	1,297	1,072	736	75	35	17
Global Businesses	0	0	15	20	0	0	0	0
Total	2,582	2,052	2,011	1,725	1,691	91	53	25

Data presented here supports the Decarbonization section of [ERM's Sustainability Report 2023](#).
See our [Approach to decarbonization supplement](#) for more information.

Scopes 1 & 2 performance against SBTi target trajectory FY14 - FY25 (tCO₂e)^{1,2}

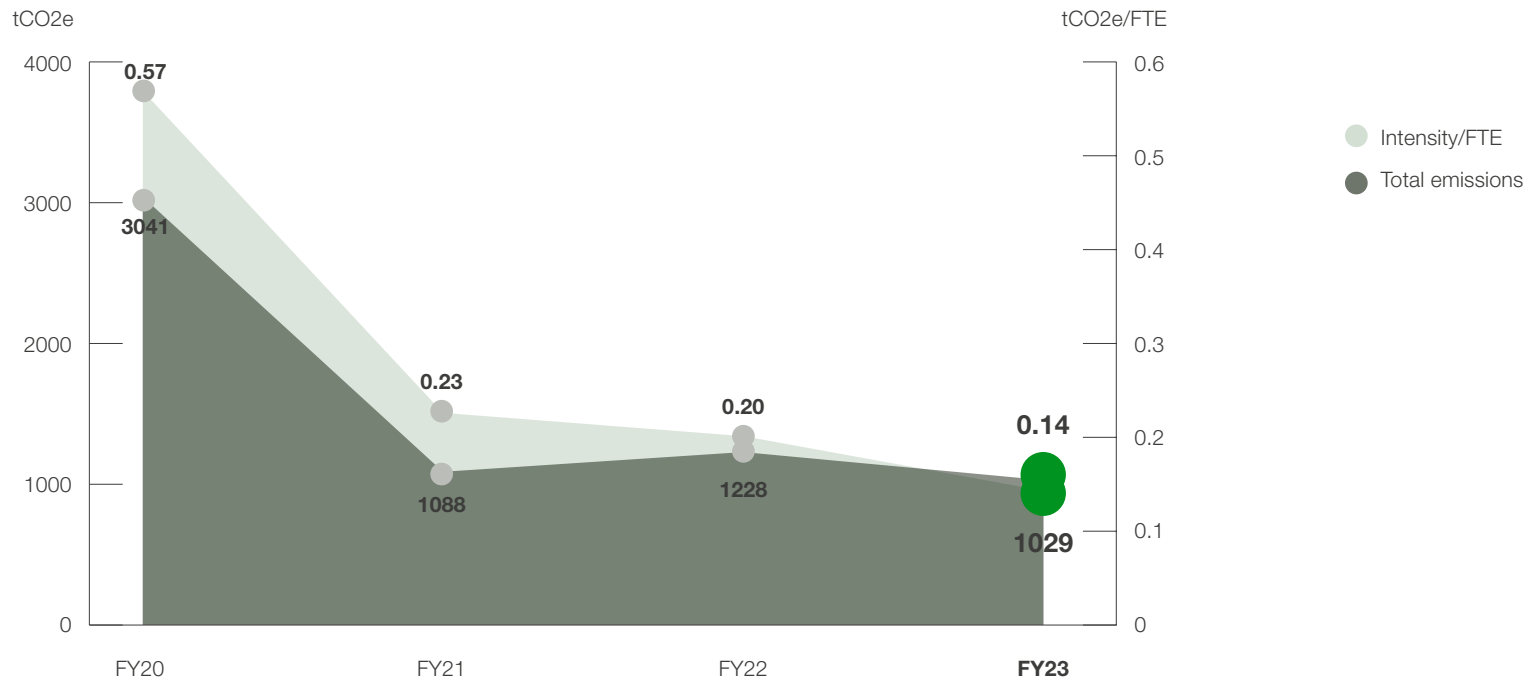


¹ ERM's current science-based target is 80% reduction of Scopes 1 and 2 emissions from FY14 to FY25.

² The above trajectory represents ERM's current SBTi target. In June 2023, we submitted an updated net-zero target to SBTi with our new base year of FY20 for Scopes 1, 2 and 3 emissions. Our updated target is currently undergoing SBTi's validation process.

Data presented here supports the Decarbonization section of [ERM's Sustainability Report 2023](#).
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Scope 1 & 2, total emissions and intensity per FTE FY20 - FY23^{1,2}



¹ FTE = full-time equivalent

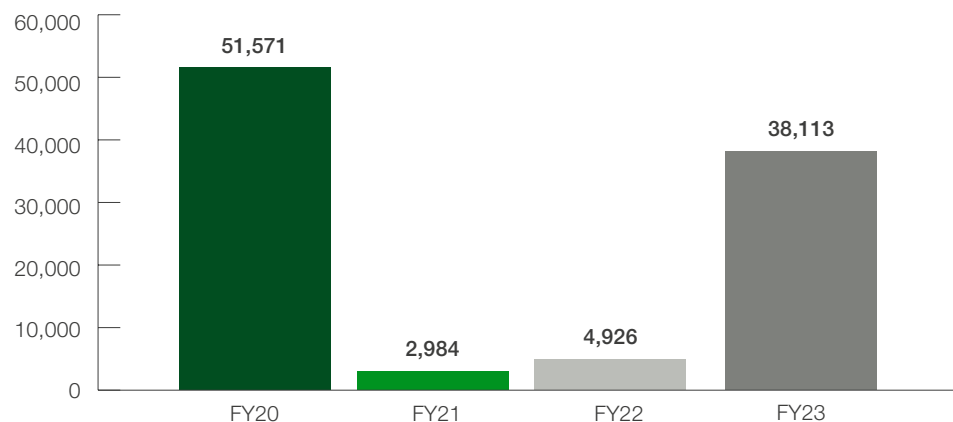
² tCO2e = metric tons of carbon dioxide equivalent

Data presented here supports the Decarbonization section of [ERM's Sustainability Report 2023](#).

See our [Approach to decarbonization supplement](#) for more information.

Scope 3 emissions FY20 - FY23 (tCO₂e)^{1,2}

GRI 305-3



¹ Scope 3 includes other indirect emissions that occur outside ERM.

² Our Scope 3 profile has been improved to reflect the new Scope 3 categories (categories 1 and 2) in the base year and most recent year and to restate historical emissions.

Scope 3 emissions, by region FY20 - FY23 (tCO₂e)^{1,2}

GRI 305-3

Region	Base year			Most recent year
	FY20	FY21	FY22	FY23
Asia Pacific	5,196	653	838	6,508
Europe Middle East & Africa	11,092	336	620	9,002
Latin America & Caribbean	2,921	136	269	2,960
North America	30,341	1,789	3,044	18,088
Global Businesses	1,132	33	143	1,155
Group	889	38	14	401
Total	51,571	2,984	4,926	38,113

Data presented here supports the Decarbonization section of [ERM's Sustainability Report 2023](#).
 See our [Approach to decarbonization supplement](#) for more information.

Scope 3 emissions, by category FY20 - FY23 (tCO₂e)¹

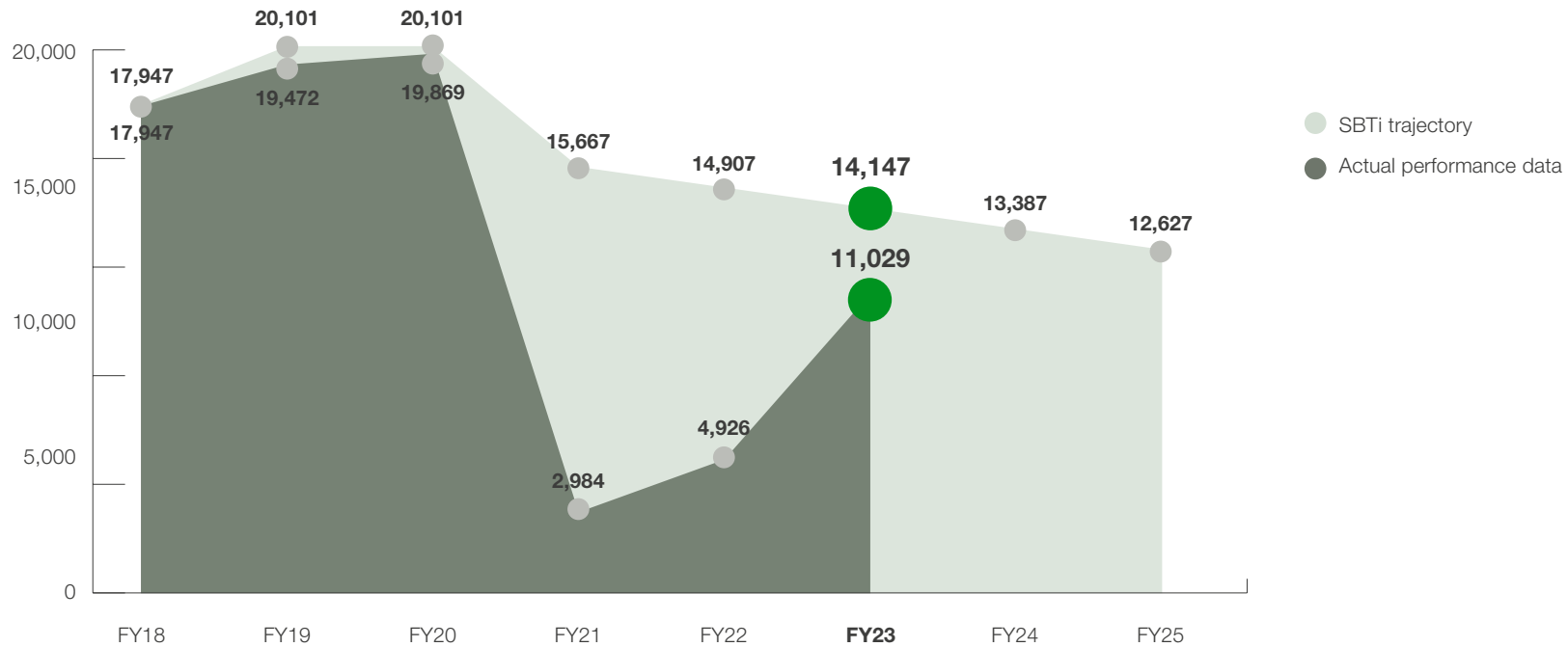
GRI 305-3

Category	Base year			Most recent year
	FY20	FY21	FY22	FY23
Purchased goods & services	26,634	-	-	25,485
Capital goods	1,879	-	-	1,599
Business travel	15,412	2,454	4,411	8,475
Employee commuting	7,646	530	515	2,554
Total	51,571	2,984	4,926	38,113

¹Our Scope 3 inventory includes categories 1, 2, 6 and 7. A screening was conducted for our nonmaterial categories, such as categories 3 and 5 of Scope 3, which are not reported as these are de minimus.

Data presented here supports the Decarbonization section of [ERM's Sustainability Report 2023](#).
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Scope 3 performance against SBTi target trajectory FY18 - FY25 (tCO₂e)^{1,2}

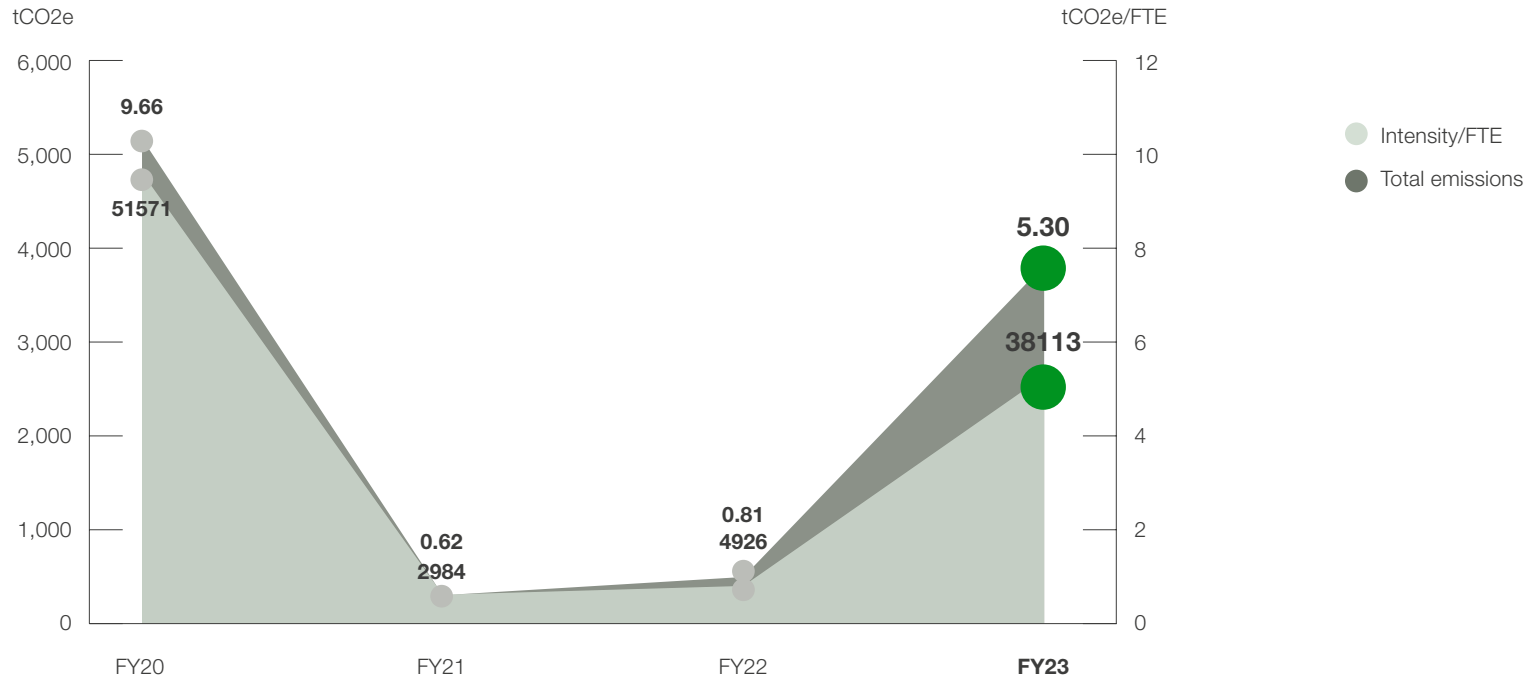


¹ ERM's current science-based target is 30% reduction of Scope 3 emissions from FY18 to FY25. This includes Categories 6 and 7 of Scope 3.

² The above trajectory represents ERM's current SBTi target. In June 2023, we submitted an updated net-zero target to SBTi with our new base year of FY20 for Scopes 1, 2 and 3 emissions. Our updated target is currently undergoing SBTi's validation process.

Data presented here supports the Decarbonization section of [ERM's Sustainability Report 2023](#).
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Scope 3 total emissions and intensity per FTE FY20 - FY23^{1,2}

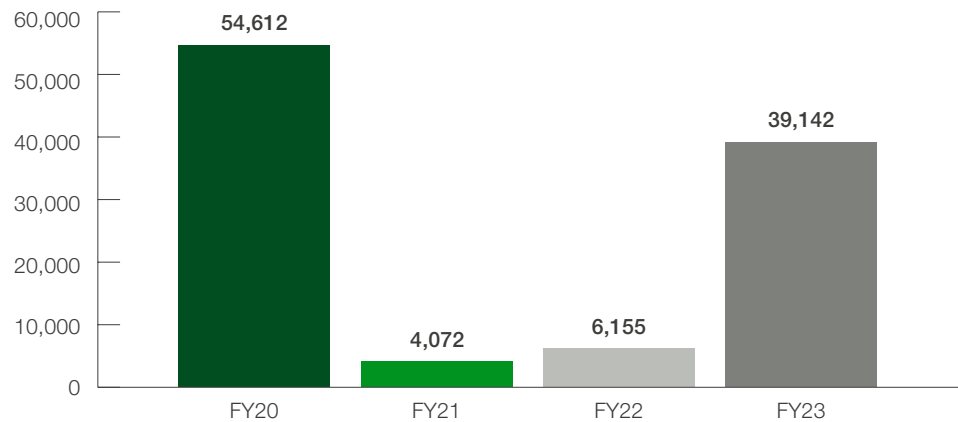


¹ FTE = full-time equivalent

² tCO₂e = metric tons of carbon dioxide equivalent

Data presented here supports the Decarbonization section of [ERM's Sustainability Report 2023](#).
See our [Approach to decarbonization supplement](#) for more information.

Total GHG emissions FY20 - FY23 (tCO₂e)¹ GRI 305-4



¹ Total GHG emissions included in Scopes 1, 2 and 3 emissions.

Total GHG emissions, by region FY20 - FY23 (tCO₂e)¹ GRI 305-1, GRI 305-2, GRI 305-3

Region	Base year			Most recent year
	FY20	FY21	FY22	FY23
Asia Pacific	5,812	719	900	6,553
Europe Middle East & Africa	12,010	662	1,089	9,415
Latin America & Caribbean	2,998	150	307	2,992
North America	31,770	2,471	3,703	18,615
Global Businesses	1,132	33	143	1,155
Group	889	38	14	412
Total	54,612	4,072	6,155	39,142

Data presented here supports the Decarbonization section of [ERM's Sustainability Report 2023](#).
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Total GHG emissions intensity FY20 - FY23 (tCO₂e/FTE)^{1,2}

GRI 305-4

Category	Base year			Most recent year
	FY20	FY21	FY22	FY23
Scope 1	1,350	997	1,175	1,004
Scope 2	1,691	91	53	25
Scope 3				
Purchased goods & services	26,634	-	-	25,485
Capital goods	1,879	-	-	1,599
Business travel	15,412	2,454	4,411	8,475
Employee commuting	7,646	530	515	2,554
Total GHG emissions intensity^{2,3}	9.4	0.8	1.0	5.4

¹ Total GHG emissions normalized by average full-time equivalent employees (FTEs).

² We applied the expanded definition of Scope 3 emissions, which includes purchased goods and services and capital goods, only to the base year and most current year, which is why the emissions intensity is much higher in FY20 and FY23.

Data presented here supports the Decarbonization section of [ERM's Sustainability Report 2023](#).
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Global office energy use, by type FY20 - FY23 (MWh)^{1,2}

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

Category	Base year			Most recent year
	FY20	FY21	FY22	FY23
Office electricity from nonrenewable sources	4,888	22	15	0
Office electricity from renewable sources	2,878	4,933	5,327	5,071
From heating consumption	2,685	2,290	2,228	1,426
From steam consumption	598	355	188	94
Fuel consumption in company vehicles	2,719	1,600	2,103	2,263
Total	13,768	9,200	9,861	8,854

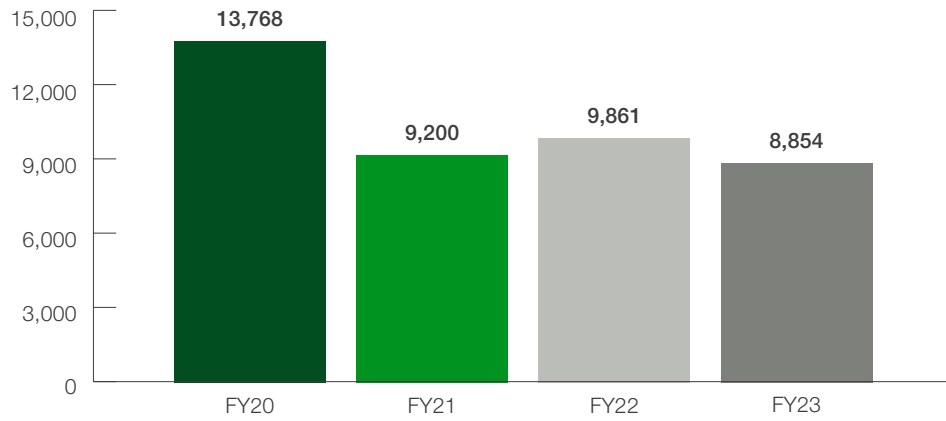
¹ Employees from Global Businesses and Group are included in the data for the ERM region in which their home offices are located.

² For reporting purposes, only MWh using the regular method are included and upstream MWh are excluded.

Data presented here supports the Decarbonization section of [ERM's Sustainability Report 2023](#).
See our [Approach to decarbonization supplement](#) for more information.

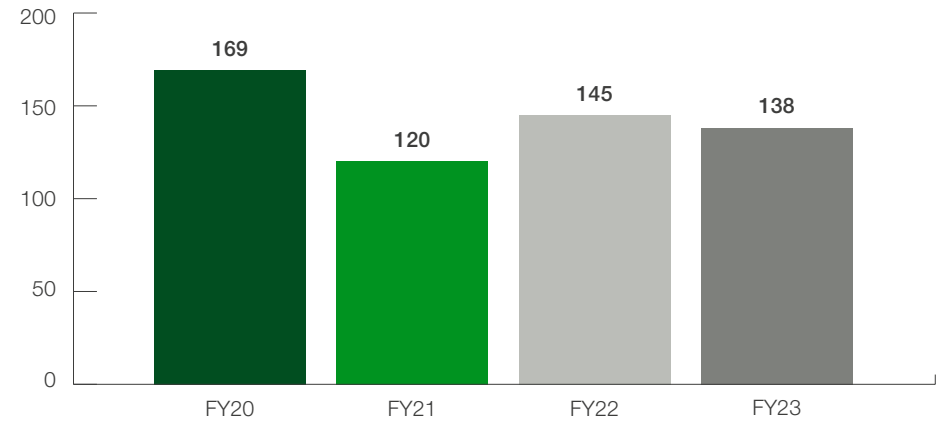
Global office energy use FY20 - FY23 (MWh)^{1,2}

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



Global energy use intensity FY20 - FY23 (KWh/M²)³

GRI 302-3



¹ Employees from Global Businesses and Group are included in the data for the ERM region in which their home offices are located.

² For reporting purposes, only MWh using the regular method are included and upstream MWh are excluded.

³ Total global energy use normalized by ERM's total floor space for all stated years. We use KWh/m² to get best representation of our energy use intensity.

Data presented here supports the Decarbonization section of [ERM's Sustainability Report 2023](#).
 See our [Approach to decarbonization supplement](#) for more information.

Beyond value chain mitigation in FY23^{1,2}

Category	FY23 Residual emissions (tCO2e)	Carbon credit volumes (tCO2e)	Coverage of total Scope (%)
Scope 1	1,004	1,004	100%
Scope 2 - Market based	25	25	100%
Scope 3 - Category 6	8,475	2,277	27%
Scope 3 - Category 7	2,554	-	0













¹ In FY23, ERM took voluntary action to abate our residual emissions through carbon credits programs and projects that fall beyond our own value chain.

² ERM purchased carbon credits to cover our Scope 1 emissions, Scope 2 emissions not covered by a market-based instrument and Scope 3 emissions related to our companywide target to reduce the impact of internal business travel.

Impact & influence data

Data presented here supports the Impact & influence section of [ERM's Sustainability Report 2023](#).

ERM Foundation progress against FY23 targets*

ERM Foundation focus area	FY23 target	FY23 performance	Status	Our contribution to the SDGs
Protecting and restoring biodiversity	10,000 native trees and seedlings planted	67,353	Target exceeded	  
	10,000 hectares of forest protected or restored	5,637	Target not met	
	1,000 children with improved access to environmental education	4,139	Target exceeded	
	A pilot project set up in each of our four regions for life below water	4	Target met	
Improving access to low-carbon products and services	7,000 people with improved access to low-carbon products, services or initiatives	7,893	Target met	  
Investing in women's livelihoods in the low-carbon economy	1,000 women's livelihoods in the low-carbon economy, particularly in developing economies	1,108	Target met	  
Improving access to clean water and sanitation	10,000 people with improved access to clean water and sanitation, including menstrual health and hygiene education	13,483	Target exceeded	  

*For more information, visit our [FY23 Foundation Annual Review](#).

Data presented here supports the Impact & influence section of [ERM's Sustainability Report 2023](#).

Community investments FY21 - FY23 (\$'000)¹ GRI 201-1

Category	FY21	FY22	FY23
Pro bono time - ERM Foundation ²	132	142	164
Pro bono time - Strategic partners ³	281	1,347	617
In-kind support ⁴	198	222	145
Direct contributions			
Matching funds ⁵	179	178	273
Charitable contributions ⁶	12	212	12
Membership ⁷	148	217	459
Total	949	2,319	1,670
Percentage of Profit ⁸	0.82%	1.97%	1.09%
Employee contributions			
Employee contributions ^{9, 10}	69	126	126

¹ From FY21, the presentation of information has changed. In-kind support has been moved from Direct contributions, with pro bono support to Strategic partners listed separately.

² 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.

³ From FY22, the value of the pro bono time provided by ERM employees to our strategic partners has been calculated based on standard fee rates.

⁴ In-kind support includes salaries and direct costs for employees responsible for the ongoing operations of the ERM Foundation. Prior to FY21 pro bono time provided by ERM to external partners was included in this calculation.

⁵ Matching funds are made on a 100 cents for each dollar donated basis, for most employee donations in all regions. From FY18, a percentage of this budget was also used for 'seed funding' as part of a new program to support longer-term partnerships with nonprofit organizations, particularly in geographies where employee-led fundraising is more challenging.

⁶ Charitable contributions made to organizations other than The ERM Foundation.

⁷ Membership fees for global sustainability-focused organizations, where ERM actively contributes to thought leadership activities.

⁸ Calculated from prior fiscal year's Earnings Before Interest, Tax and Amortization (EBITA). Therefore, FY23 percentage calculated using FY22 EBITA figure.

⁹ Funds raised by employees to support the ERM Foundation and other charities/nonprofit organizations.

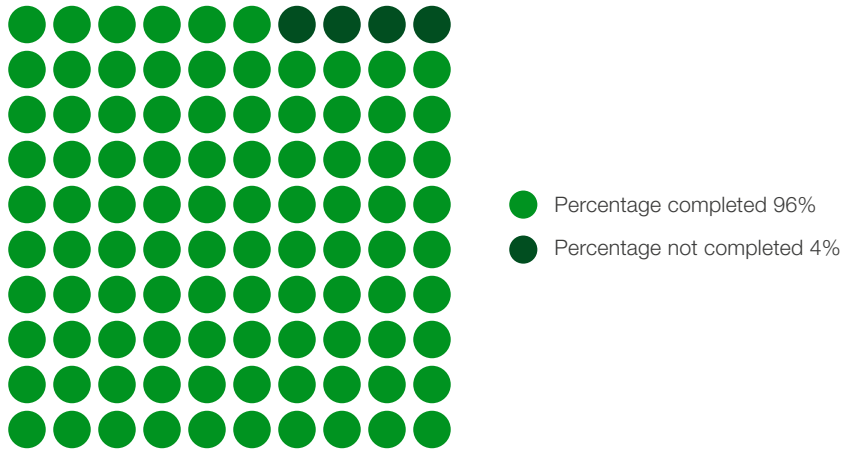
¹⁰ In FY21, there was a reduction in fundraising due to the impacts of the pandemic which continued into FY22.

Ethical business conduct data

Data presented here supports the Ethical business conduct section of [ERM's Sustainability Report 2023](#).

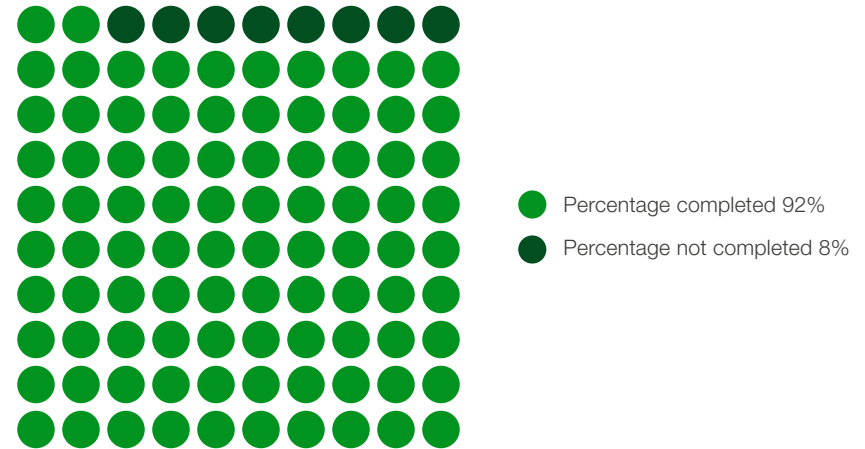
New starter training, FY23

Percentage of employees completing mandatory business conduct and ethics new starter training



Refresher training, FY23

Percentage completion of required refresher training for employees with designated due dates on or before 31 March 2023



Data background

ERM collects and reports sustainability-related data relevant to our global operations, following the GRI Standards.

Organizational boundaries

ERM's data covers those entities controlled by The ERM International Group Limited as parent company of the ERM Group, which is based in London, United Kingdom.

This report covers ERM CVS (ERM Certification and Verification Services Ltd. in the United Kingdom and ERM Certification & Verification Services Inc. in the United States, both of which are wholly owned subsidiaries of The ERM International Group Limited). ERM CVS works with many of the world's leading multinational organizations and delivers independent, third-party, performance-driving certification, verification and report assurance services to help clients improve their sustainability performance. For more details of these services, visit the [ERM CVS](#) site.

ERM CVS operates under ERM's internal policies and procedures, and the following sections of this Sustainability Report 2023 therefore apply also to ERM CVS unless indicated otherwise: Governance and accountability; People; and Climate, nature and social challenges. Because ERM and ERM CVS have combined human resource systems and office premises, the data in this report include the operations of ERM CVS.

Due to the nature of its work, ERM CVS has additional policies and procedures relating to independence and an Advisory Board that undertakes the role of the Committee for Safeguarding Impartiality.

ERM has adopted to use "operational control" as the boundary within which it will account for and report on sustainability performance. Operational control means having full authority to introduce and implement operating policies.

Acquisitions

Data for new offices or offices added through ERM acquisitions during the reporting period are included where available – subject to specific transition arrangements to ERM systems and processes. These arrangements are noted where relevant.

All data from the following ERM acquisitions is integrated in ERM's sustainability and data collection processes for FY23: First Option Safety Group, Element Energy, E4tech, Sustainalize, Stratos and Engineering Safety Consultants.

Scopes 1 and 2 greenhouse gas (GHG) data is calculated for the offices of the following ERM acquisitions: Arcus, RCG, OPEX, Point Advisory, MarineSpace, Shelton Group and Libryo. Scope 3 data will be included from FY24, when these acquisitions are fully integrated into ERM systems. Coho and NINT are not yet part of our data collection cycle.



Data notes

All emissions data presented in our Sustainability Report 2023 is expressed as carbon dioxide equivalent (CO₂e) and includes all Kyoto gases and refrigerants. ERM uses the Fifth Assessment Report as a source of global warming potential (GWP) without climate feedback. All data has been calculated using a market-based approach, unless otherwise stated. For further information on market-based methods, please refer to www.ghgprotocol.org.

For data normalized by the number of full-time equivalent (FTE) employees, we applied the average yearly FTE, which is more representative of FTEs throughout the year than the year-end FTE. Average yearly FTEs have been applied in ERM sustainability reports since FY15.

All people data is reported in head count and the numbers are reported at the end of the reporting year (31 March 2023).

All financial data are reported in United States dollars, unless otherwise noted.

In some instances of the data presented, rounding resulted in small discrepancies are noted where relevant.

Methodologies

Our ERM Sustainability Reporting Protocol guides the data-collection process. Where applicable, the protocol is based upon external guidance, including the GRI Standards and the World Resources Institute/WBCSD Greenhouse Gas Protocol.

Taking advantage of the professional expertise of our employees, ERM has a Sustainability Network of coordinators, advisors, leads and champions across all of our offices and regions. Members of the network focus on enhancing our sustainability program and improving our performance in support of the SDGs. The Sustainability Network coordinates the collection of some of our environmental data. We continue to improve the robustness and depth of our data through centralizing data from primary sources where possible (e.g., travel data) and improving processes over time.

Further details on our GHG emissions can be found in the [Decarbonization supplement](#).



ERM SUSTAINABILITY REPORT 2023

Sustainability performance data

SUPPLEMENT

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Sustainability is our business