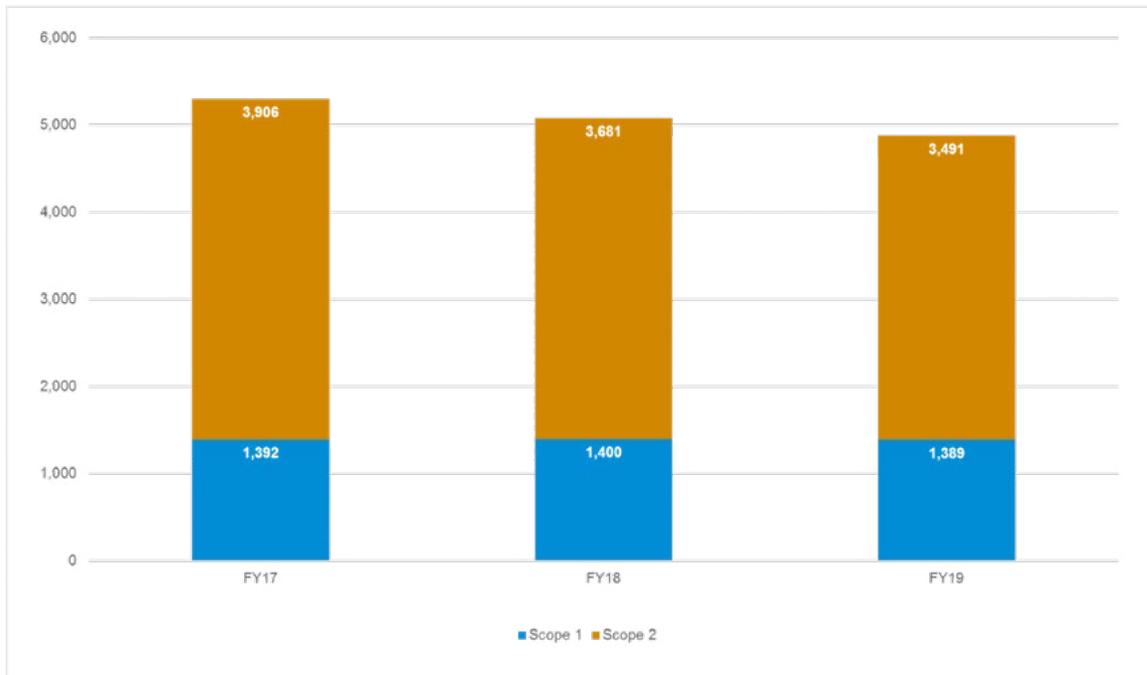


Climate change data

Scope 1 and 2 emissions

GRI 305-1, GRI 305-2

Scope 1 and 2 emissions FY17 – FY19 (tCO2e) ^{1 2}



Method		FY17	FY18	FY19
Scope 1		1,392	1,400	1,389
Scope 2	Location based	3,939	3,681	3,503
	Market based	3,906	3,681	3,491
Total		5,298	5,081	4,880

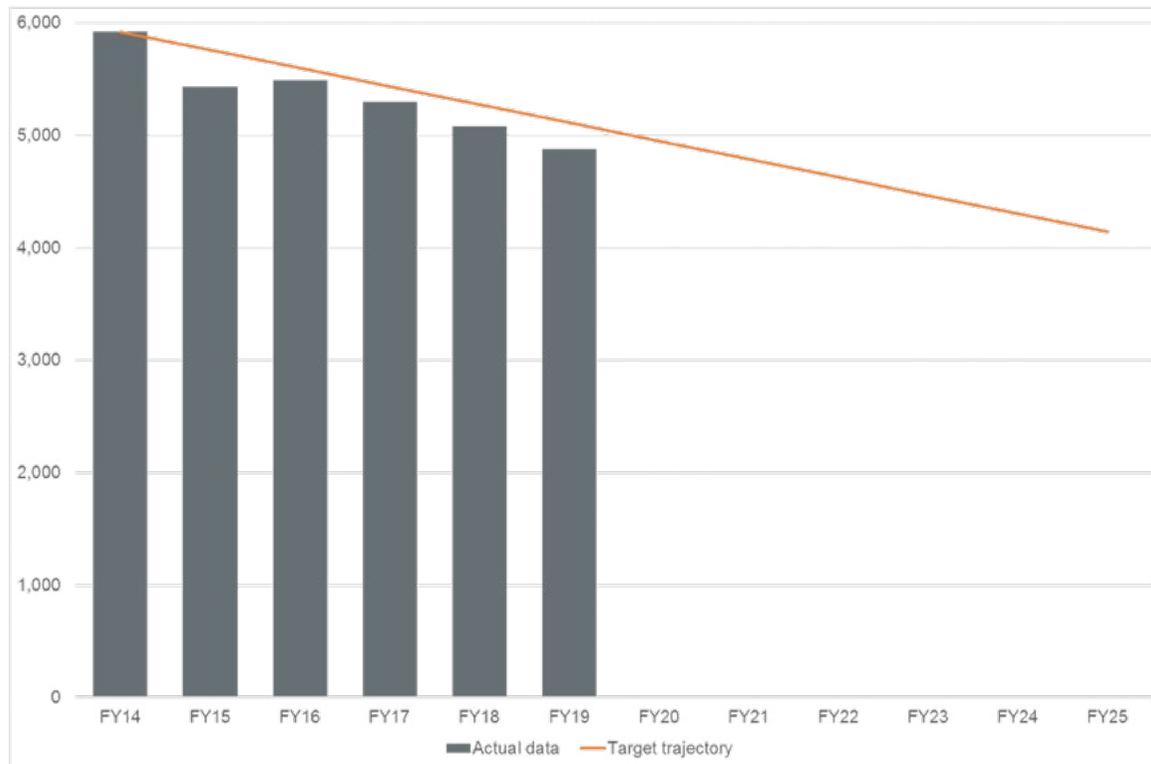
¹ Scope 1 includes direct emissions from operations we own or control. Scope 2 includes indirect emissions from the generation of purchased electricity, heating, cooling and steam that we consume or use.

² FY18 Scope 2 emissions were recalculated and restated as a result of increased activity data accuracy used as the basis of estimated data. This resulted in a 332 tCO2e (10%) increase to the values previously reported in the FY18 Sustainability Report (3,328 tCO2e). The impact of the recalculation on the FY17 and earlier figures was deemed to be immaterial and did not warrant a prior period adjustment.

Climate change data

SBT Scope 1 & 2 trajectory

Science-based targets Scope 1 and 2 trajectory ¹

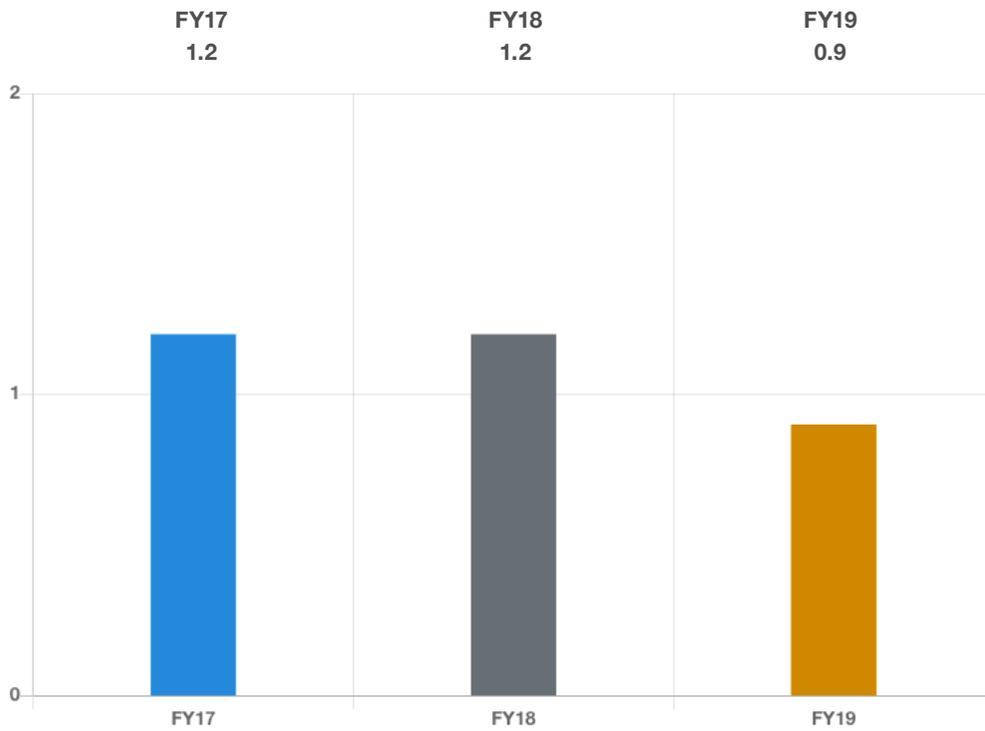


¹ ERM has set a science-based target against 100% of Scope 1 and 2 emissions. The FY14 base year and FY25 target are shown in the graph. ERM is on track to meet this target, with the performance following the science-based target reduction path..

Climate change data

GHG emissions intensity Scope 1 & 2 GR 305-4

GHG emissions intensity Scope 1 and 2 FY17 – FY19 (tCO₂e/FTE) ¹



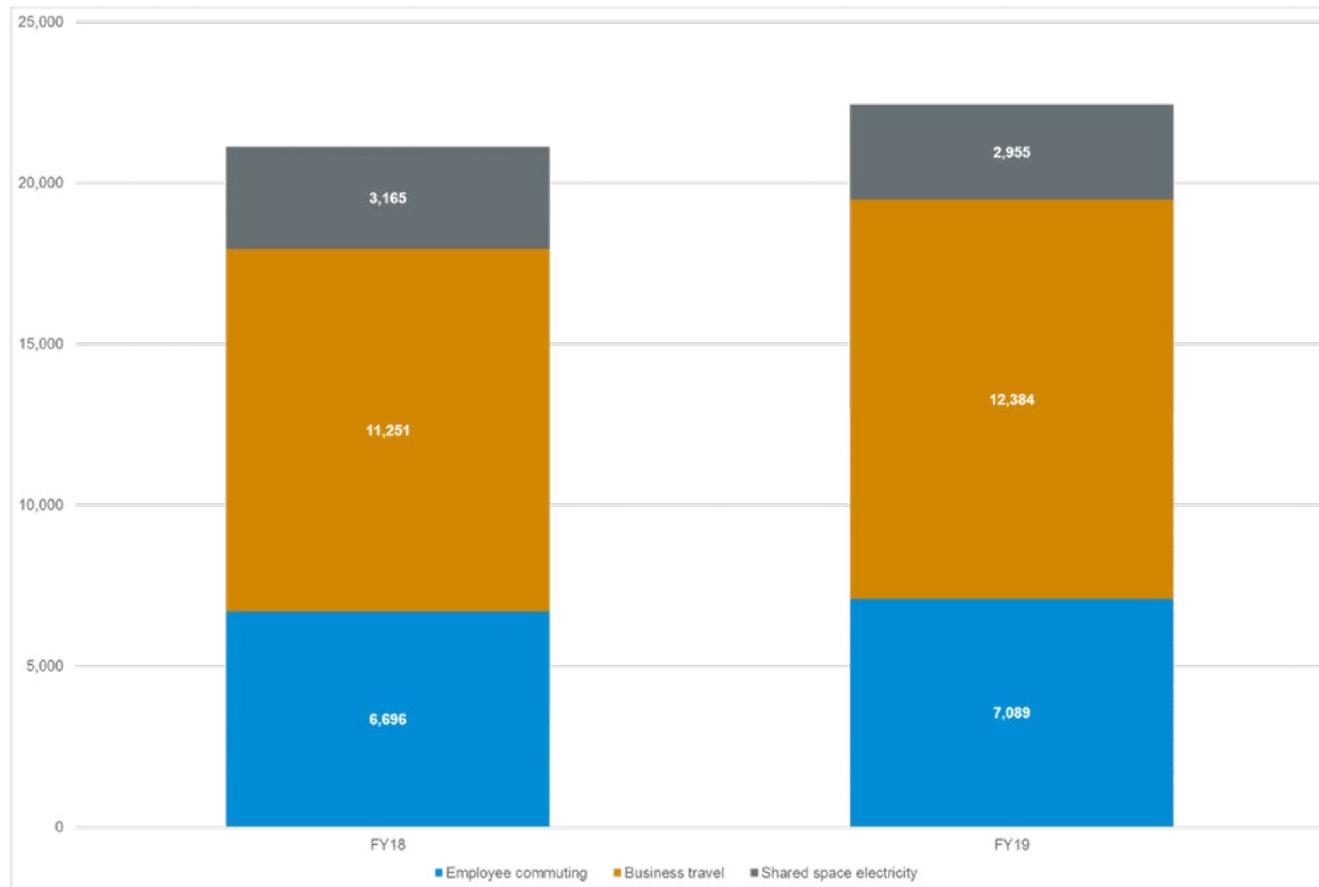
¹ Scope 1 and 2 emissions normalized by average full-time equivalent (FTE) employees.

Climate change data

Scope 3 emissions

GR 305-3

Scope 3 emissions FY18 – FY19 (tCO₂e) ^{1 2 3}



	Scope 3	
	FY18	FY19
Europe, Middle East and Africa	3,782	3,857
Asia Pacific	3,404	3,288
Latin America and Caribbean	1,238	1,340
North America	11,260	12,381
Global Businesses	434	563
Group	995	998
Total	21,112	22,427

¹ Scope 3 emissions include our indirect emissions from business travel, employee commuting and shared space electricity.

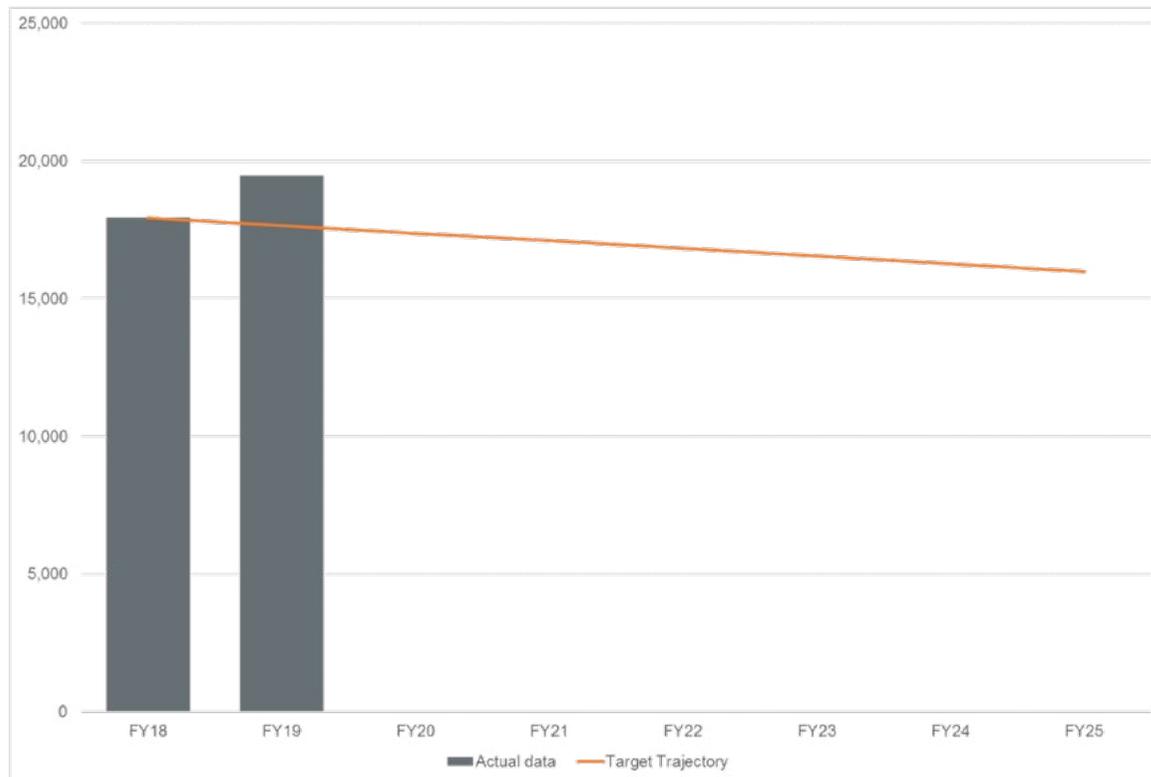
² FY18 base year was recalculated to reflect new activity data for employee commuting, a new methodology and more specific emission factors (see references). Our reduction target from FY18 to FY25 remains the same.

³ Scope 3 emissions in North America increase due to a large project resulting in a 7% increase in North America business travel.

Climate change data

SBT Scope 3 trajectory

Science-based targets Scope 3 trajectory ¹



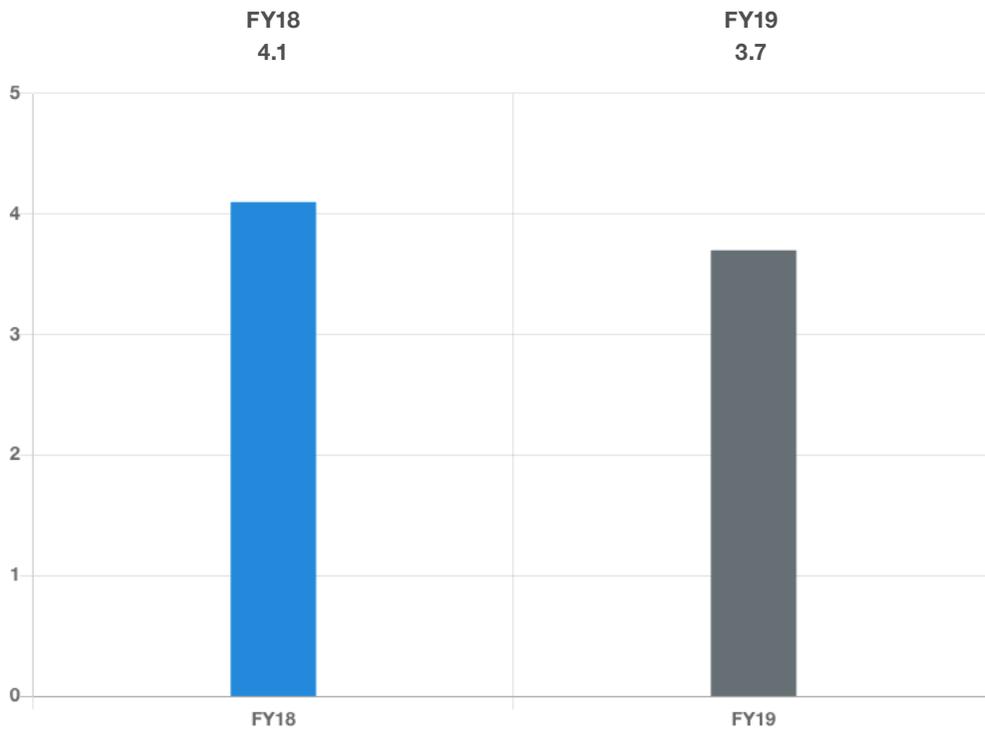
¹ ERM has set a science-based target for business travel and employee commuting, covering 73% of the total Scope 3 inventory.

Climate change data

GHG emissions intensity Scope 3

GR 305-4

GHG emissions intensity Scope 3 FY18 – FY19 (tCO2e/FTE) ¹

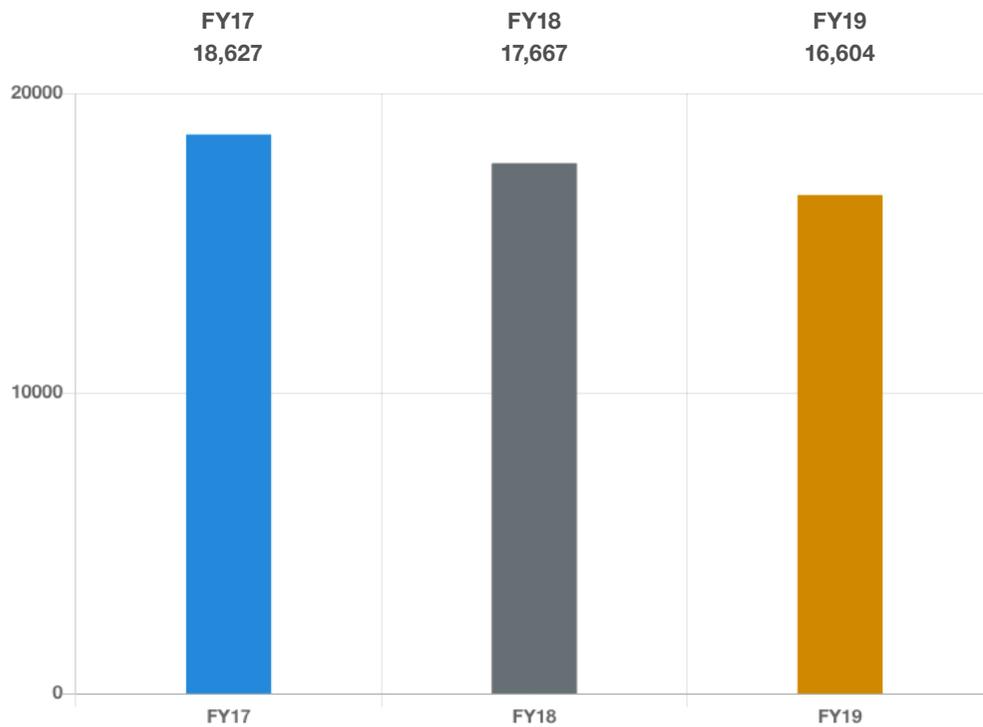


¹ Scope 3 emissions from business travel and employee commuting normalized by average full-time equivalent (FTE) employees.

Climate change data

Global office energy use

Global office energy use FY17 – FY19 (MWh) ^{1 2 3}



	Scope 2 Office electricity			Scope 1 and 2 RECs electricity			Scope 1 and 2 Fuel consumption			Scope 3 Other electricity		
	FY17	FY18	FY19	FY17	FY18	FY19	FY17	FY18	FY19	FY17	FY18	FY19
Total (MWh)	7,987	7,996	7,649	256	139	302	2,759	3,034	2,954	7,625	6,508	5,699

¹ Office electricity consumption is restated by 501 MWh (3% of total energy use) in FY18, due to more precise measurement of our office electricity and new activity data.

² Renewable Energy Certificate (REC), i.e. the tradeable part of generated electricity from renewable resources representing attributes such as GHG emissions.

³ Shared electricity is the portion of shared resources for which ERM is responsible in multiple-occupant buildings. This category does not fall under ERM's science-based targets.

Climate change data

References

Data presented here supports the Climate change section of this report. All data has been calculated using a market-based approach, unless otherwise stated. The emissions data presented includes data from the BrownFlynn acquisition. Emissions data normalized by average full-time equivalent (FTE) employees to reflect this in the intensity graphs. All 2019 ERM acquisitions are included in the Health and Safety data starting the date of the acquisition. Our People data includes the complete data sets from BrownFlynn and MP&A.

All emission data presented 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. The detailed reference table can be found below.

Gas	Activity	Geography	Reference
CO ₂ , CH ₄ , N ₂ O	Passenger car (all sizes and fuel types)	Europe	Department for Business, Energy and Industrial Strategy (2018). 2018 Government GHG Conversion Factors for Company Reporting.
CO ₂ , CH ₄ , N ₂ O	Passenger car (all sizes and fuel types)	North America and countries outside of Europe	EPA (2018). GHG Emission Factors Hub. Center for Corporate Climate Leadership. March 2018.
CO ₂ , CH ₄ , N ₂ O	Gasoline car	Canada	EC (2018). National Inventory Report. Greenhouse Gas Sources and Sinks in Canada: 1990 - 2016. Environment Canada.
CO ₂ , CH ₄ , N ₂ O	Gasoline and Diesel cars	Australia	Commonwealth of Australia 2018 (Department of the Environment and Energy). National Greenhouse Account Factors (NGA) - Australian National Greenhouse Accounts. July 2018.
CO ₂ , CH ₄ , N ₂ O	Petrol car	New Zealand	New Zealand Government (2016). Ministry for the Environment: Guidance for Voluntary Corporate Greenhouse Gas Reporting - Data and Methods for the 2014 Calendar Year.
CO ₂ , CH ₄ , N ₂ O	Petrol and Diesel use	Europe	Department for Business, Energy and Industrial Strategy (2018). 2018 Government GHG Conversion Factors for Company Reporting.
CO ₂ , CH ₄ , N ₂ O	Gasoline and Diesel use	North America and outside of Europe	EPA (2018). GHG Emission Factors Hub. Center for Corporate Climate Leadership. March 2018.
CO ₂ , CH ₄ , N ₂ O	LPG	South America	GHG Protocol Brasil (2018). Ferramenta GHG Protocol 2018. Versão 2018.1.4. Programa Brasileiro GHG Protocol. Available online:
CO ₂ , CH ₄ , N ₂ O	Motorcycle	Global	Department for Business, Energy and Industrial Strategy (2018). 2018 Government GHG Conversion Factors for Company Reporting.
CO ₂ , CH ₄ , N ₂ O	Taxi	Europe	Department for Business, Energy and Industrial Strategy (2018). 2018 Government GHG Conversion Factors for Company Reporting.
CO ₂ , CH ₄ , N ₂ O	Trucks	USA and countries outside Europe	EPA (2018). Inventory of U.S. Greenhouse Gas Emissions and Sinks: 1990-2016. United States Environmental Protection Agency.
CO ₂	Auto-Rickshaw	Asia	India GHG Program, India Specific Road Transport Emission Factors (2015).
CO ₂ , CH ₄ , N ₂ O	Bus	Europe	Department for Business, Energy and Industrial Strategy (2018). 2018 Government GHG Conversion Factors for Company Reporting.
CO ₂ , CH ₄ , N ₂ O	Bus	North America and outside of Europe	EPA (2018). GHG Emission Factors Hub. Center for Corporate Climate Leadership. March 2018.
CO ₂ , CH ₄ , N ₂ O	Light rail	Global	Department for Business, Energy and Industrial Strategy (2018). 2018 Government GHG Conversion Factors for Company Reporting.
CO ₂ , CH ₄ , N ₂ O	National rail	Europe	Department for Business, Energy and Industrial Strategy (2018). 2018 Government GHG Conversion Factors for Company Reporting.

Climate change data

CO2	National rail	Japan	Central Japan Railway Company (2010). Environmental Report 2010. Available online:
CO2, CH4, N2O	National rail (intercity)	North America and outside of Europe	EPA (2018). GHG Emission Factors Hub. Center for Corporate Climate Leadership. March 2018
CO2	AVE train	Spain	RENFE (2017). Informe Anual de Responsabilidad Social, Empresarial y Gobierno Corporativo, available online at:
CO2e	TGV train	Europe	SNCF (2018). INFORMATION SUR LA QUANTITE DE GAZ A EFFET DE SERRE EMISE A L'OCCASION D'UN PRESTATION DE TRANSPORT.
CO2e	Thalys train	Europe	Thalys (2016). Thalys Carbon Footprint 2016.
CO2, CH4, N2O	Eurostar	Europe	Department for Business, Energy and Industrial Strategy (2018). 2018 Government GHG Conversion Factors for Company Reporting.
CO2, CH4, N2O	Underground	Global (except North America)	Department for Business, Energy and Industrial Strategy (2018). 2018 Government GHG Conversion Factors for Company Reporting.
CO2, CH4, N2O	Transit rail	North America	EPA (2018). GHG Emission Factors Hub. Center for Corporate Climate Leadership. March 2018.
CO2, CH4, N2O	Ferry	Global	Department for Business, Energy and Industrial Strategy (2018). 2018 Government GHG Conversion Factors for Company Reporting.
CO2, CH4, N2O	Flights – all hauls and classes	Global	Department for Business, Energy and Industrial Strategy (2018). 2018 Government GHG Conversion Factors for Company Reporting.
CO2, CH4, N2O	District heating (natural gas CHP)	Global	IPCC (2006). Revised IPCC Guidelines for National Greenhouse Gas Inventories: Reference Manual. Intergovernmental Panel on Climate Change. Cambridge University Press, Cambridge.
CO2, CH4, N2O	District heating (steam)	North America	EPA (2018). GHG Emission Factors Hub. Center for Corporate Climate Leadership. March 2018.
CO2, CH4, N2O	Electricity (including Transmission and Distribution Losses (T&D losses))	UK	Department for Business, Energy and Industrial Strategy (2018). 2018 Government GHG Conversion Factors for Company Reporting
CO2, CH4, N2O	Electricity (including T&D losses)	USA	EPA (2018). eGrid2016. Release: 2/15/2018.
CO2, CH4, N2O	Electricity (including T&D losses)	Canada	EC (2018). National Inventory Report. Greenhouse Gas Sources and Sinks in Canada: 1990 - 2016. Environment Canada.
CO2, CH4, N2O	Electricity (including T&D losses)	Global (except UK, USA and Canada)	IEA (2018). Statistics. http://www.iea.org/stats/index.asp IPCC (2006). Revised IPCC Guidelines for National Greenhouse Gas Inventories: Reference Manual. Intergovernmental Panel on Climate Change. Cambridge University Press, Cambridge.

Climate change data

CO2e	Electricity (excluding T&D losses)	Australia	Commonwealth of Australia 2018 (Department of the Environment and Energy). National Greenhouse Account Factors (NGA) - Australian National Greenhouse Accounts. July 2018.
CO2e	Electricity residual mix	Europe	AIB (2018). European Residual Mixes 2017. Version 1.13, 11th June 2018. Association of Issuing Bodies.
CO2, CH4, N2O	Natural gas	Canada	EC (2018). National Inventory Report. Greenhouse Gas Sources and Sinks in Canada: 1990 - 2016. Environment Canada.
CO2, CH4, N2O	Natural gas	Europe	AIB (2018). European Residual Mixes 2017. Version 1.13, 11th June 2018. Association of Issuing Bodies.
CO2, CH4, N2O	Natural gas	Australia	EC (2018). National Inventory Report. Greenhouse Gas Sources and Sinks in Canada: 1990 - 2016. Environment Canada.
CO2, CH4, N2O	Natural gas	USA	Commonwealth of Australia 2018 (Department of the Environment and Energy). National Greenhouse Account Factors (NGA) - Australian National Greenhouse Accounts. July 2018.
HCFC-123, R11, R12, R401a, HFC-134a, R407c, R410a	Refrigerants	Global	IPCC (2013). IPCC Fifth Assessment Report: Climate Change 2013. Intergovernmental Panel on Climate Change. Cambridge University Press, Cambridge.