

AN OVERVIEW OF THE ERM LIBRYO PLATFORM AND ITS UNIQUE FEATURES

EHS Regulatory Intelligence Solution

Sustainability is our business

ERM Libryo Platform O

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Know the law Understand obligations Action compliance

Why ERM Libryo?

A better way to know the law

Knowing the law should be easy, but it's not. Law is poorly organized, it's not searchable or easy to read. It changes regularly and not all of it applies to your business. If your operations span multiple jurisdictions, this complexity can quickly become overwhelming and put your business at risk. With ERM Libryo, it's quick, accurate and cost-effective to know your legal obligations for every operation.

SAVE TIME

Automation of legal register compilation and legal updates saves time.

INCREASE PRODUCTIVITY

People can focus on the high value-add work.

MAKES SAVINGS

Fewer resources (lawyer/consultant fees) are required to get the job done.

Shaping a sustainable future

A sustainable future starts with knowing the regulations that promote sustainability. ERM Libryo makes it quick, reliable and cost-effective to know your Environmental, Health and Safety (EHS) legal obligations for every operation to minimize environmental impact and prevent risks to people.



Digital, customized legal registers

ERM Libryo provides you with a customized legal register for every legal jurisdiction that you need - but that's just the beginning.

We also track and notify you of any applicable legislation changes enabling you to confidently manage and action your compliance.

So much more than a legal register

With ERM Libryo, your automated legal registers are precisely configured for each unique operation, giving you site-specific answers to your legal questions, whenever you need them. Libryo offers a scalable solution, accommodating single-site operations and multi-nationals working within complex regulatory frameworks.

EHS legal content for anywhere in the world

Sourcing and standardizing the world's EHS laws is a lengthy task. We already have the legal content available in many jurisdictions at a national, provincial and local level. For anything we have not sourced yet, delivery times start from 15 days depending on the complexity of the requirement.

33,600+
LIBRYO STREAMS®

26,000+
USERS

1 million+
SECTIONS OF LAW

2.4 million
LEGAL SUMMARIES

22,000+



Technical Information



Technical information

ERM Libryo can cover all your regulation and compliance needs. The regulatory tracking software is built on top of our Data as a Service platform.

This DaaS layer consists of our regulatory database for the world's law. This is where the legal content across many categories of law and jurisdictions are captured and standardized into a machine-readable and trackable format. We also add metadata to turn this unstructured legislation into something valuable for our customers.

Our Software as a Service layer is what our customers experience and interact with every day. This is the Libryo Platform, consisting of different modules and Libryo Streams® that have been configured for your specific sites and operational activities.

ERM Libryo ERM Libryo Add-on Module **Core Modules** REQUIREMENTS **UPDATES APPLICABILITY ACTIONS** MODULE MODULE **DRIVES** MODULE MODULE MODULE Digital, customized legal Notifications and Identify the legislation Simplify the planning, registers configured to summaries of any legal Store your compliance management and performance applicable to your business your operational sites to documents centrally for easy changes and activities, location and monitoring of all actions acknowledgement of the access and referencing. required. industry. obligations. updates. KNOW THE LAW **ACTION COMPLIANCE UNDERSTAND OBLIGATIONS** LIBRYO SAAS (SOFTWARE AS A SERVICE) LIBRYO DAAS (DATA AS A SERVICE)



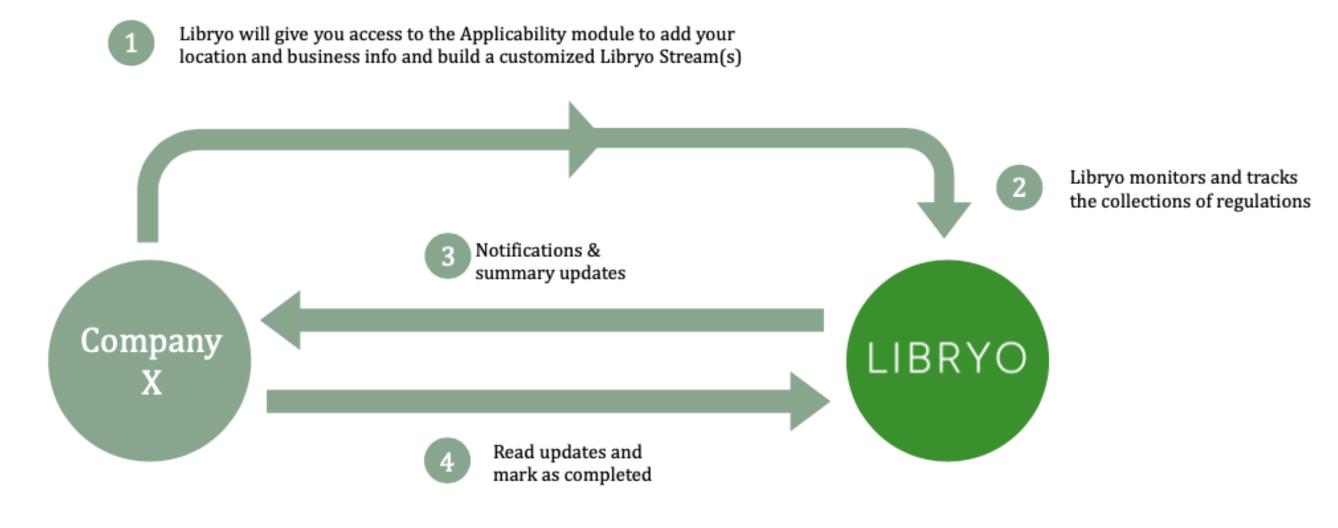
How does the legal tracking work?

ERM Libryo uses advanced regulatory tracking technology to capture an organization's applicable laws at a local, national or global level - no matter the jurisdiction. The Libryo platform includes scrapers and transformers, which convert regulatory text into a uniform, cross-comparable and self- describing dataset, in the proprietary LibryoXML format. Processes are overseen by Libryo's expert digital legal engineers and are constantly advancing Libryo's enrichment of the LegalXML and its record of semantic meaning captured in a knowledge graph which is linked to the LibryoXML. We compile all this information on the Libryo Platform and further track it for legal updates. We call these your Libryo Streams®.

Safe and secure software

All Libryo products are built from the ground up, meaning that "under the bonnet" our foundations are stable, secure and datarich for enhanced capabilities, easy growth and better integrations.

- The Libryo platform is secured by HTTPS (TLS).
- Customer data is encrypted with the industry standard AES-256 encryption algorithm and is replicated over multiple availability zones.
- The data is stored securely in AWS data centers in the EU and backed up daily.
- We create Libryo Streams® for each operation and business. This information is tailored specifically to your needs and isn't accessible for unpermitted users in your company or anyone outside.
- The my.libryo platform is accessible only over a secure encrypted connection (HTTPS) and we have enterprise access control capabilities like 2FA.





ERM Libryo can enhance your EHS/GRC software solution

EHS and GRC Software providers are facing increasing pressure to deliver more than tracking tools and dashboards. Compliance professionals like you need solutions that not only manage compliance processes but also offer **clear**, **actionable regulatory content**.

Alongside more traditional functions of EHS software, it's important to know:

- What regulations apply to them specifically
- What those regulations actually mean
- When the regulations change and what the implications are
- What actions are required to stay compliant
- Whether their current activities meet legal obligations

This is where ERM Libryo enhances Partner solutions:

- 1. **Online, tailored legal content:** ERM Libryo's regulatory database is customized for each user's exact operations and jurisdiction, ensuring relevance and eliminating information overload. We call these <u>Libryo Streams®</u>, as they provide so much more than just a legal register.
- 2. Clarity and actionability: Instead of raw documentation and complex legal jargon, ERM Libryo leverages the best of deep SME expertise and Libryo AI to provide interpreted, easy-to-understand obligations that translate directly into actionable compliance steps.
- 3. **Real-time compliance tracking:** Users can assess their compliance status against clear, specific obligations, helping them identify and close gaps quickly. Our AI Automation and a team of experts track these legal requirements behind the scenes, notifying users of any new updates to be aware of.
- 4. **Global and local coverage:** Whether operating in a single country or across multiple jurisdictions, ERM Libryo keeps regulatory content current, consistent and accessible across languages with embedded translations.
- 5. **Robust integration**: ERM Libryo's regulatory database is designed to plug into EHS software seamlessly, enhancing the user experience without disrupting workflow.



ERM Libryo Integrations - Feature Comparison

Feature Comparison	Cority	Intelex	Enablon	DevonWay	IsoMetrix	SAP EHS	ERM Assess
Integration method	API	API	API	Flat File	API	API	Flat File
Implementation timeline	< 3 Months	< 3 Months	< 3 Months	< 2 Months	< 3 Months	< 3 Months	< 2 Months
Complexity of set up and bespoke work required (Low-High)	Medium	Low	Medium	Low	Low	Low	Low
Automatic regulatory updates (Frequency: Daily, weekly, monthly, annually)	Daily						
Compliance tracking enablement	✓						
Performance assessment enablement	✓	✓	✓	✓	✓	✓	✓
Compliance checklists/ reporting	✓	✓	✓	✓	✓	✓	✓
Multiple languages	✓	✓	✓	✓	✓	✓	✓
AI Generated Content	✓						
Task migration	✓						



Platform Functionality



Platform Functionality

End-to-end compliance modules

Libryo Core: the Applicability, Requirements, Updates and Drives modules come as standard for all customers with the option to add on the compliance management module Libryo Actions.

Extra Services:

- Regulatory Support
- Permit Parsing
- Horizons (Scanning & Planning)
- ERM Assess

Applicability Module

Know your law

Identify the legislation applicable to your business activities, location and industry.

Requirements Module

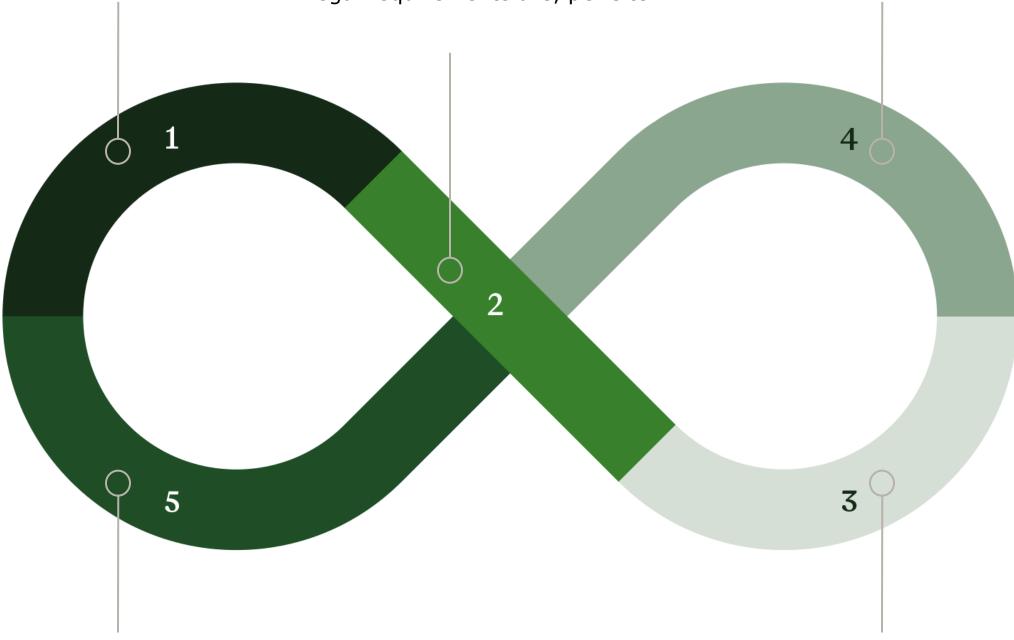
Understand your obligations

Navigate your regulation with customized, digitized Libryo Streams® & understand what your legal requirements are, per site.

Updates Module

Track your law

Notifications and summaries of any legal changes and acknowledgement of the updates.



Actions Module

Action your compliance

Action planning, task management and performance monitoring: all designed to help you achieve better compliance management.

Drives Module

Show your obligations

Store your compliance documents centrally for easy access and referencing.

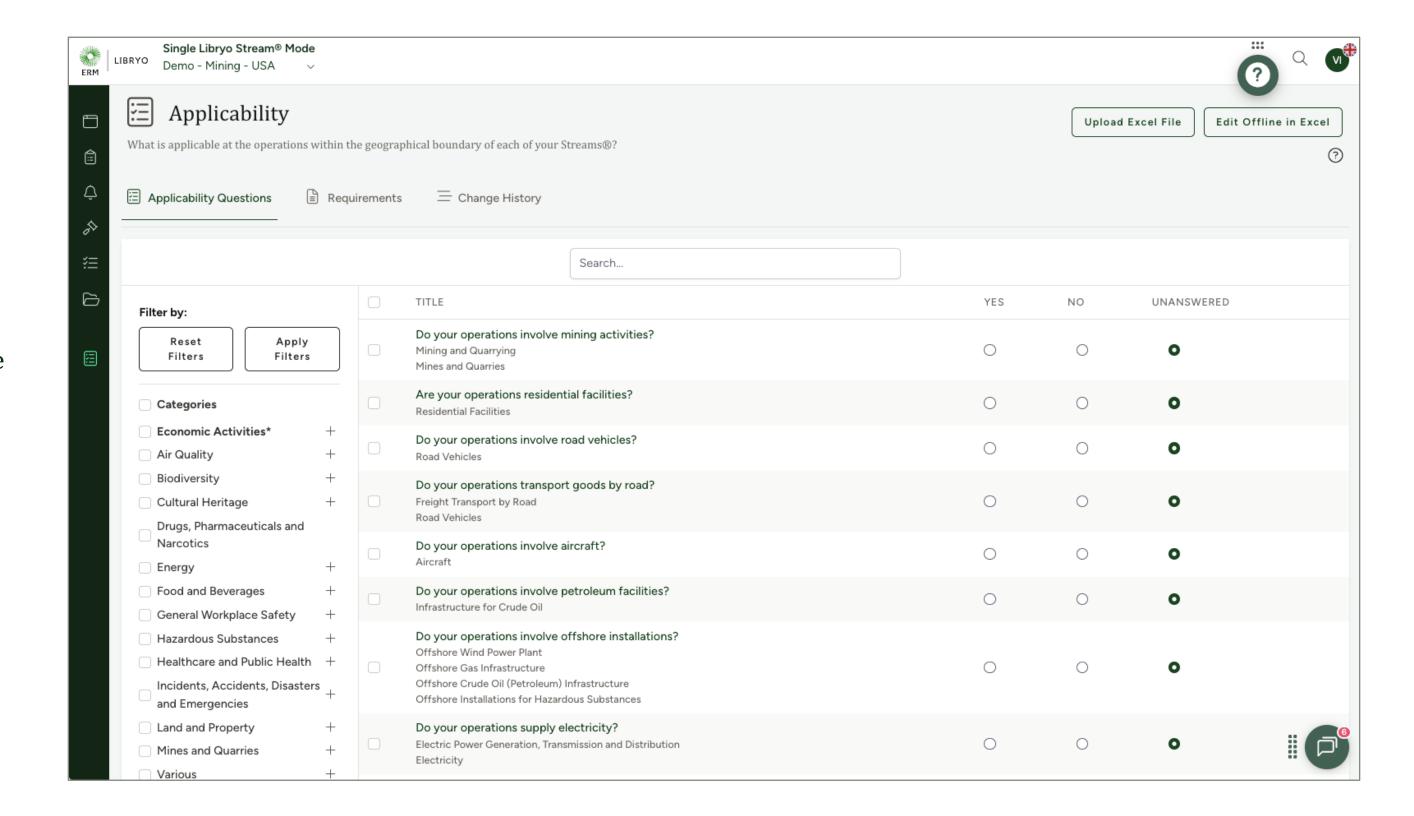


Libryo Applicability

Know your law

This module is designed to help you identify the specific legal requirements for your operational site, considering the geographical boundaries of each of your Libryo Streams®. Answer categorized Yes or No questions about your operation to refine the legal framework and identify only the applicable law.

- Access the regulations that apply to your business while avoiding the burden of irrelevant regulations
- Choose the question you want to answer and simply mark them "Yes" or "No" to refine your customized legal register
- To make things even easier, you can select categories to filter your Applicability Questions search. This will only display the Applicability Questions that match the selected filters
- Using this information, Libryo will compile your sitespecific legal registers, legal updates and compliance checklists all based upon your operational activities





Libryo Requirements

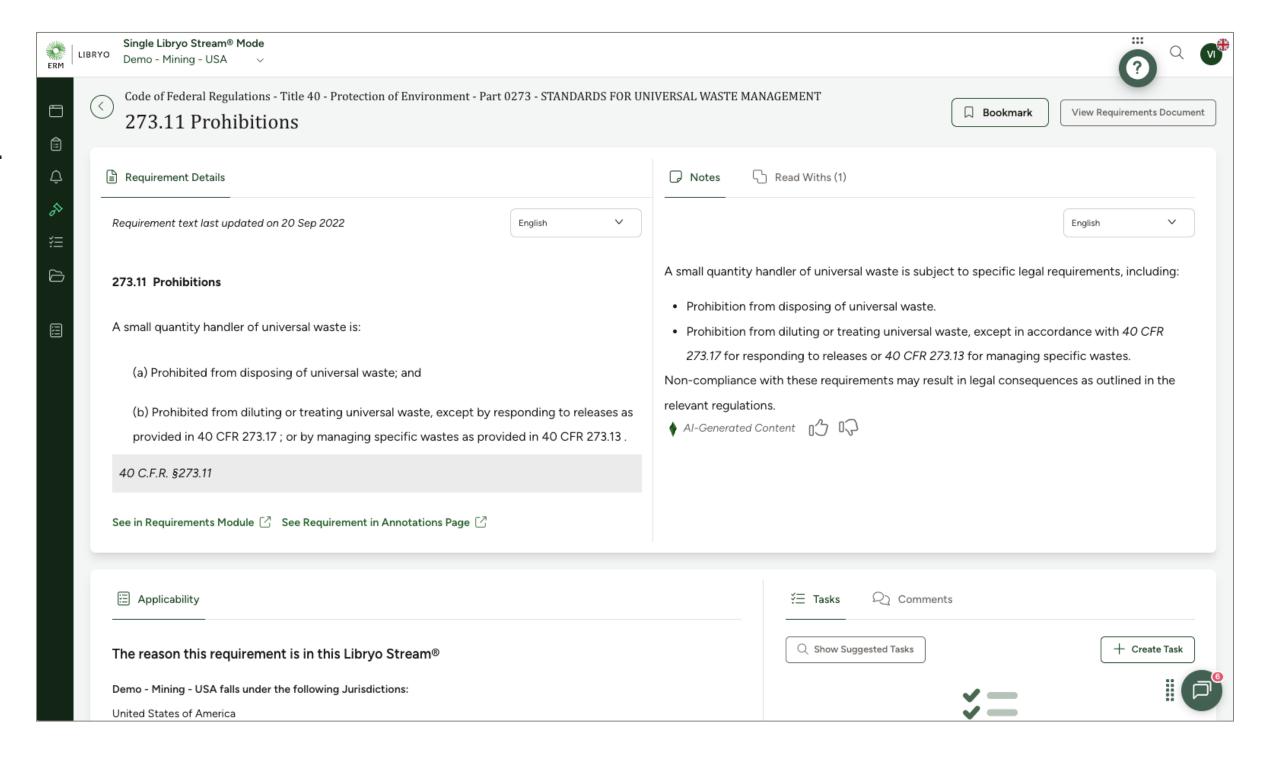
Understand your obligations

Every Libryo Stream® (customized legal register) is specific to your operations, activities and location, so you only see relevant legislation.

- Perfect for global organizations with multijurisdictional operations
- Bookmark your favorites and prioritize next actions
- View a quick summary of the section, written in simple 'non-legal sounding' language
- Use the translator to instantly convert text into different languages
- View the full section of law or see just your specific requirements
- Look at the consequences for non-compliance (where applicable)
- Post comments and upload compliance documents
- Assign compliance tasks to yourself or others
- Export your legal requirements

Libryo is priced per Libryo Stream® (site) as opposed to per user, so more of your team can benefit from the solution.

Identifying requirements is also easy with our smart search options. Either use keywords in the search bar or find linked regulation by the Topics or Controls filter.



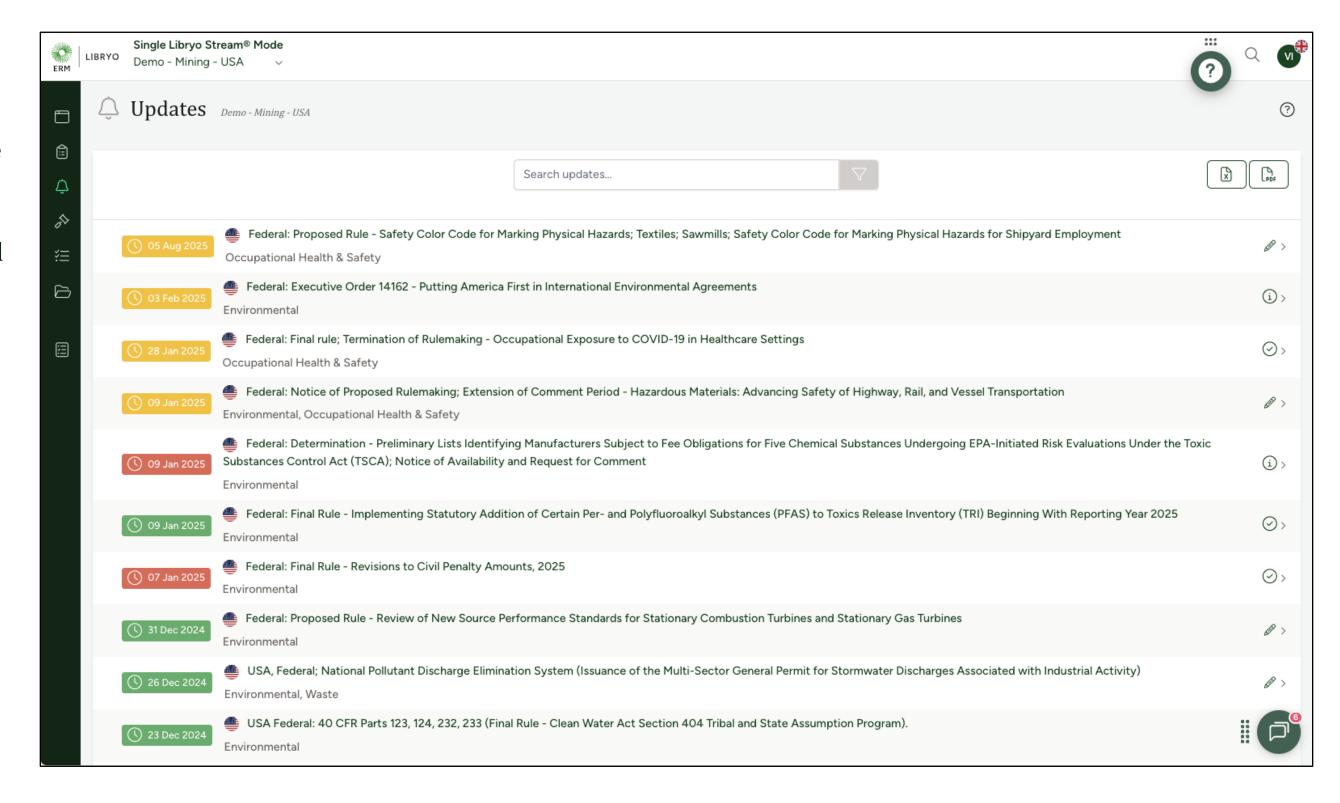


Libryo Updates

Track your law

ERM Libryo takes care of legislation changes and notifications with its Updates module. Users will receive notifications on the platform or by email whenever applicable legislation changes.

- Follow our traffic light system to make managing your legal updates straight-forward
 - When a legal update is received and has not been read it shows as RED
 - When the user views a legal update, it shows as YELLOW
 - When a user clicks the "Read and understood" button it will show as GREEN
- Search for specific legislation updates and bookmark the most important
- Read the full legislation or see a quick highlight of what has changed to save time
- Make comments, upload documents and see all of your Libryo Streams® impacted by the legal update
- Demonstrate for audits that you are reading your legal updates and acting accordingly to ensure compliance
- Avoid missing any legal obligations or deadlines local to that operation
- Export all your legal updates





Libryo Drives

Evidence your compliance

Store compliance related documents for easy access. As it is stored centrally within Libryo's platform, your team can organize and reference relevant information quickly.

- Search files and folders quickly using the search bar functionality and tag's function
- Set an expiry date on a document that is stored so you'll never forget to renew a permit or license again
- Add comments to documents, interact with team members and demonstrate your company's compliance
- Bulk file uploading saves you time by having the ability to upload multiple documents all at once

Permits management

- Site-specific checklists based on your operational requirements that can be filtered to auditing categories
- Libryo can automatically parse each permit into an Excel format and categorize each line of requirement to identify it as a regulatory trigger, actionable items, title, definition, or other sortable category.
- Parsed permits are uploaded to each Libryo Stream® and displayed the same as promulgated regulations that can be tasked to, etc.



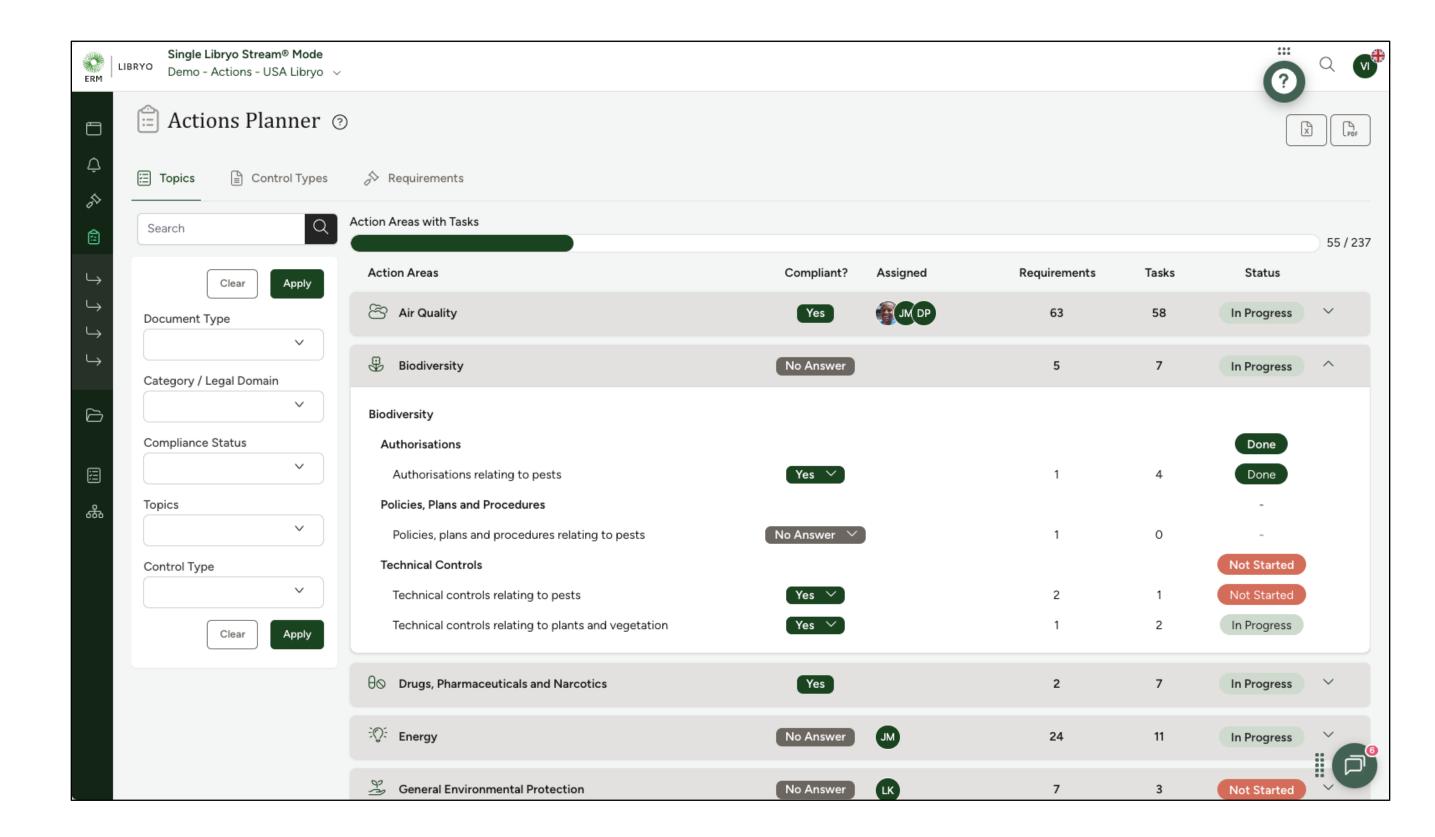


Libryo Actions

Action your compliance

Simplify the planning, management and performance monitoring of all actions that you are required to do.

- The module leverages AI to turn applicable Legal Requirements into Tasks within the Action Planner.
- Keep track of the current Status of all compliance tasks that are in progress.
- The Action Dashboard shows the rate, number and impact ratings of Tasks done, in-progress, paused and not started.
- View your overdue tasks and incomplete rate to address the most urgent compliance actions.
- Throughout the module, each Action Area can be viewed by Topic, Control Type and Requirements.
 Other views are also available for ease of use such as My Schedule, Calendar View and List View.
- Assign Tasks, make comments and collaborate with teammates about Actions needed to meet Requirements.
- Upload Files in to support of work done on Tasks and see the full history recorded in the Activity log.





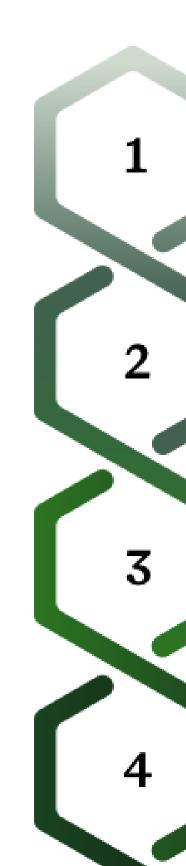
Add-On Services



Regulatory Support

ERM Libryo Regulatory Support can be used alongside the platform modules to ensure you stay on top of your legal requirements, understand your obligations and manage your compliance.

We provide a variety of support options from training and coaching to applicability set up and compliance assessments.



SITE-SPECIFIC AUDITS PLATFORM TRAINING AND SUPPORT

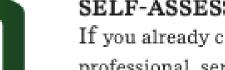
We can complete traditional on-site, remote, or area specific audits. These audits will provide you with the assurance that your organization is compliant with its applicable EHS legislation and identify where any gaps may occur. We can also include permit reviews.

SITE-SPECIFIC COMPILATION OF LIBRYO STREAMS

Libryo's legal compliance solution compiles a customized legal register applicable to an individual site - we call these Libryo Streams. Each Libryo Stream will consider your location, business activities and jurisdiction per operation. Every Libryo Stream is automatically updated and can be set up with the help of our regulatory support team.

LINKING OPERATIONAL RISKS TO LEGISLATION (FOR LIMITED COUNTRIES)

The Libryo team will help to identify your risks, ensure that you understand them and link these directly to your relevant legislation - keeping everything logged in one platform for future audits and risk assessments. Our team will help you gain maximum value from your solution. Working with local and global users, our platform training ensures that your team fully understands how to navigate the platform, what their regulatory obligations are and how to maintain overall compliance.



SELF-ASSESSMENT COACHING

If you already complete self-assessments using the Libryo Assess Module, or would like to, Libryo's professional services team are on hand to provide you with guidance and support. Once completed, we can also perform a remote verification of your self-assessment, and keep all of this updated.

COMPLIANCE TRAINING COURSES

Online compliance training courses can be given to an organization, department or set of users. We can customize these courses for an individual site or for global teams, and base these on your applicability of the law. The training is interactive and contributes to CPD points. Courses include: Risk assessment training, IMS training (combined training for ISO 9001, 14001 and 45001, Legal awareness training for: Occupational, Health & Safety / Environmental, Health & Safety.



Centralized Management of EHS Permits

Ingest non-statutory requirements in ERM Libryo

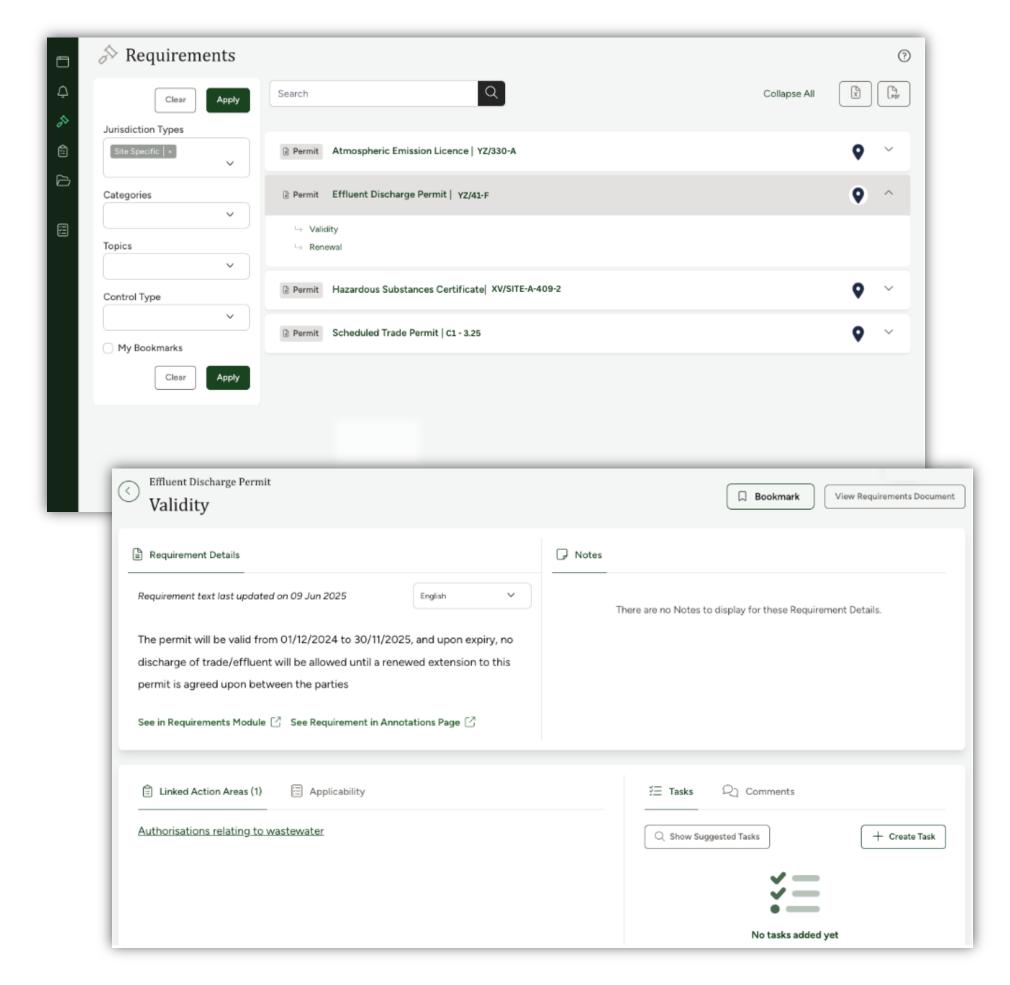
ERM Libryo enables a centralized repository for all EHS-related licenses, permits and company-specific standards for efficient compliance tracking throughout the organization.

- Easy access: One place to track all your obligations
- Quick task assignment: Simple to create, assign and track related tasks
- · Standardized compliance: Provide more structure and clarity
- Assess permit compliance: Coming soon for Action module users

How it works:

- 1. Submit your documents by email (In platform capability coming soon)
- 2. Documents are prepared and processed through workflows in Libryo's content factory
- 3. Access your documents under the Requirements, Drives and Actions modules (Actions capabilities available from mid-July)

*Pricing is structured based on the number and complexity of documents required.





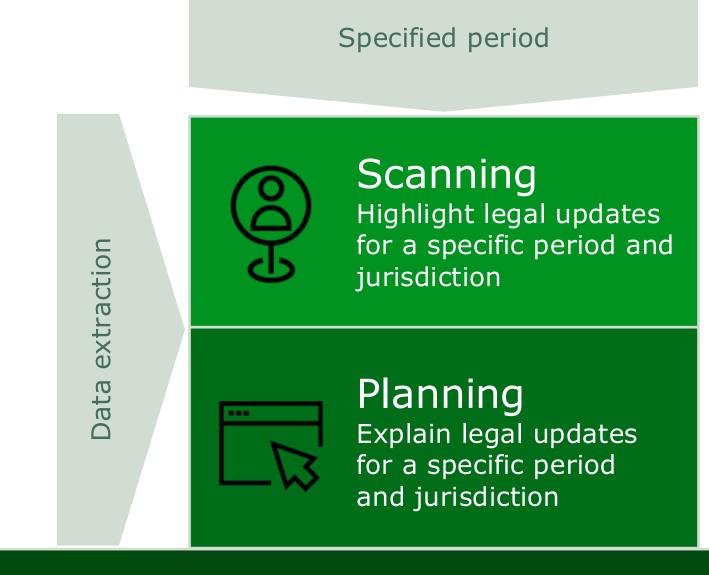
Enhancing Regulatory Updates with ERM Libryo Horizons

In addition to monitoring regulatory updates and managing compliance tasks, ERM Libryo offers **Horizons**, a value-added service designed to provide deeper regulatory insights with structured, actionable intelligence. This add-on covers two separate functions:

- Scanning
- Planning

Key benefits:

- Focus on what matters most Highlight and explain specific regulatory changes to your teams that need extra attention.
- Clear articulation of legal changes Provide detailed insights on how the regulatory changes will affect your operations, including compliance obligations and strategic considerations.
- Empower your team Dedicated sessions to educate your team with what's has changed and what it means, so they can take proactive steps with confidence.









Scanning: Highlight Regulatory Updates for Specific Jurisdictions

The Horizons **Scanning** function finds site-specific legal updates that are summarized and highlighted for teams working in a specific jurisdiction.

Key features include:

- Concise Summaries Key regulatory changes for a predefined period (quarterly, bi-annually, or customized to business needs).
- Business Impact Analysis Detailed insights on how regulatory changes affect your operations.
- Regulatory Trend Analysis Identification of emerging regulatory patterns, helping organizations anticipate future compliance risks.
- Quick access Users are notified by email and on the Libryo platform to view their new bulletin. A single platform makes it quick and easy to review the legal changes, create compliance tasks and track progress.

On the right, you can see an example of a bulletin produced by **ERM Libryo Horizons: Scanning.**



Regulatory Bulletin of Important Regulatory Changes in EHS in Singapore for the period 01 October – 31 December 2024

Electric Vehicles Charging (Specified Autonomous Motor Vehicles- Exemption) Order 2024

View on my.libryo

Extract

The Electric Vehicles Charging (Specified Autonomous Motor Vehicles - Exemption) Order 2024, effective from 1 October 2024, provides exemptions under the Electric Vehicles Charging Act 2022 for the installation and use of EV chargers specifically for specified autonomous motor vehicles (AMVs). Key provisions include exemptions for specified persons and their authorized personnel from supplying, altering, certifying, installing, and inspecting EV chargers, provided certain conditions are met, such as ensuring compatibility of vehicle connectors and restricting usage to authorized individuals. The notice also exempts individuals engaged in the installation or certification of EV chargers from certain regulations if they comply with the outlined conditions, including obtaining a written undertaking for exclusive use and ensuring the charger is installed within designated premises.

Impact

Private companies involved in the installation and use of EV chargers for specified AMVs will benefit from reduced regulatory burdens, allowing them to operate more flexibly. They will need to implement measures to restrict charger access to authorized personnel, which may require additional administrative processes. Companies will also need to ensure that their chargers are compatible with specified AMVs and installed within designated premises. The exemptions from periodic inspections and record-keeping will reduce operational costs and administrative workload. However, companies must remain vigilant about compliance with the specified conditions to avoid penalties related to improper use of the chargers.

Building Control (Amendment) Act 2024

View on my.libryo

Extrac

The Building Control (Amendment) Act 2024 was approved on September 30, 2024, aiming to enhance energy efficiency in existing buildings. Key changes include new definitions related to energy efficiency, the establishment of energy audits, and a registration process for energy auditors. The Act empowers the Commissioner of Building Control to monitor energy consumption and enforce compliance, including the ability to cancel or suspend auditor registrations. Owners of Type 1 buildings must submit periodic energy consumption reports and comply with energy audit requirements, facing fines for non-compliance. The Act also includes provisions for energy efficiency improvement plans, with penalties for failure to



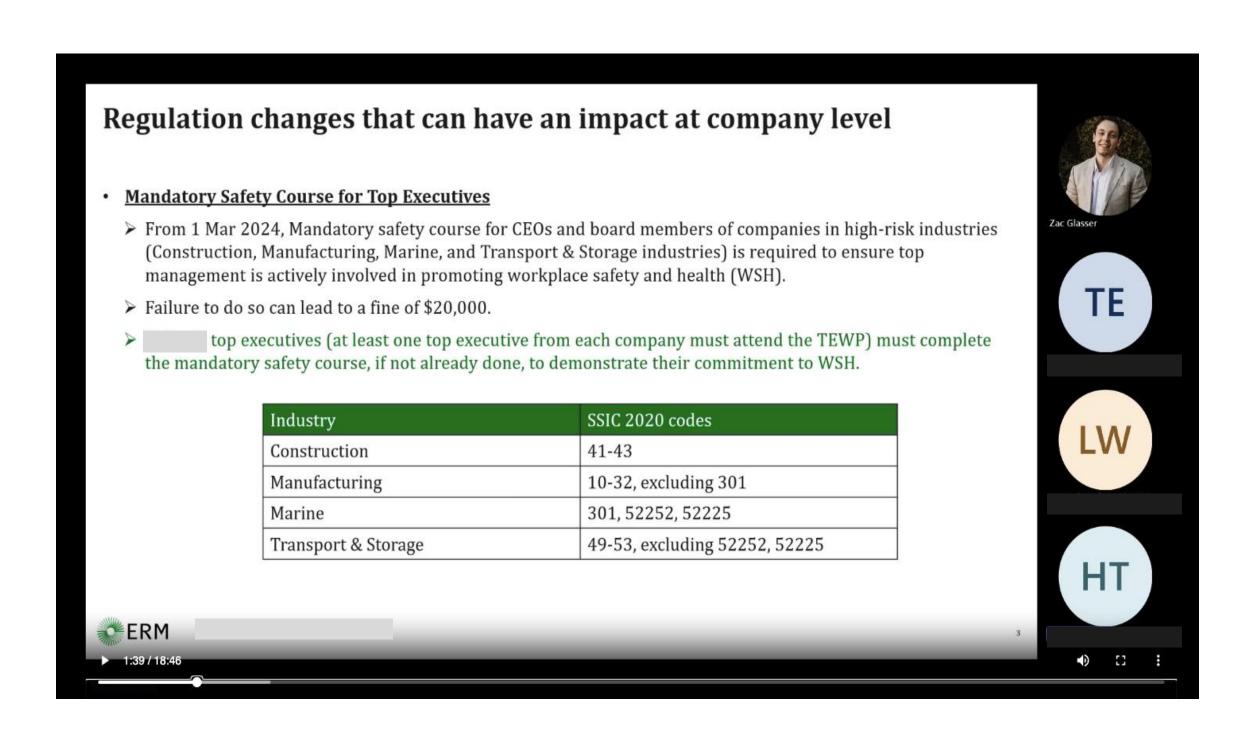
Planning: Explain Regulatory Updates for Specific Jurisdictions

The Horizons **Planning** sessions enable you to provide dedicated briefings to run through site-specific legal updates for teams working in a specific jurisdiction.

Key features include:

- Focused sessions Cover regulatory changes that are key to specific team or area of the organization.
- **Subject Matter Expertise** Provide guidance on the regulatory changes and explain anticipated EHS trends.
- Interactive discussions Your teams on the ground can ask questions and improve their understanding of the legal requirements.
- Successful action plans Armed with the latest knowledge, teams can better manage their compliance, prioritize tasks and take immediate corrective actions.

On the right you can see an example online session for **ERM Libryo Horizons: Planning**.





Creating Customer Success



Always Customer-First

Libryo has always put the customer at the heart of its solution. Your success is our success, and we love any feedback.

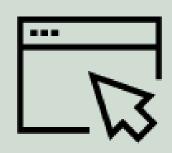
With Libryo you'll receive:

- A dedicated Customer Success
 Manager (CSM) who is always on
 hand to help you navigate your legal
 compliance and ensure your longterm success.
- Access to 7500+ ERM consultants for specialist regulatory support and 'in-country' expertise.



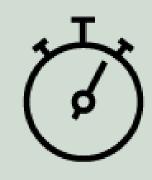
Structured Onboarding, Training and Implementation

A thorough onboarding program is designed to ensure effective rollout, high adoption, and early value realization. Training is tailored to user roles and platform modules, with live or recorded sessions designed to promote confident and effective platform use.



On Demand Support

Customers have access to multiple support resources including a Customer Success Portal enabling searchable training videos, help articles and FAQs as well as in-app guidance with interactive tours to support different learning styles and geographies.



Quick Query Resolution

Success agents are ready to help any users with legal and technical issues around the clock. Our live chat and ticketing system makes it quick and easy to get the help you need.



Targeted Reporting and Insights

We deliver tailored reports that provide clear visibility into platform engagement levels, legal coverage, and compliance performance.



Reporting

ERM Libryo provides you with comprehensive reports such as:

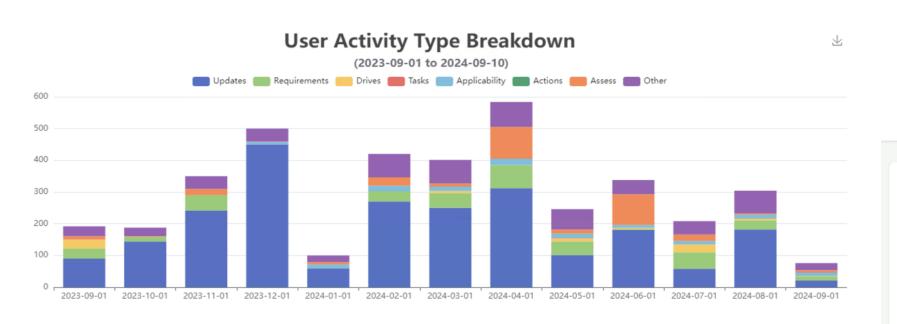
User reports - Each Libryo user receives an activity report based on their number of legal updates and acknowledgement of changes.

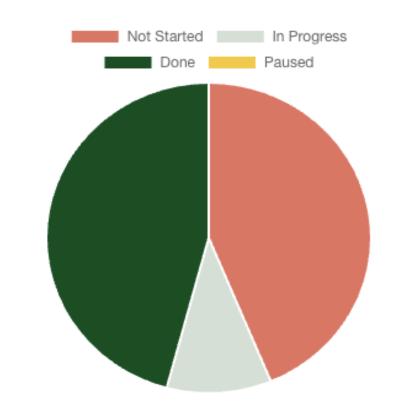
Actions Performance reports - Libryo users with access to the Actions module can see legal requirements that have and have not been complied with in a quick dashboard, as well as make updates and rate the impact of non-compliance.

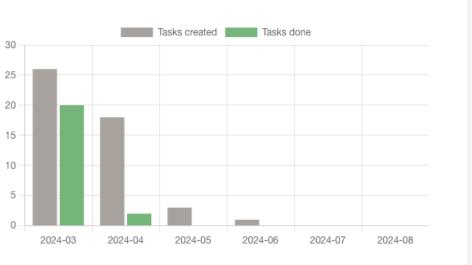
Customer reports - Available to help with the overall management of the platform and your team's usage. This report can be discussed during the onboarding stage and can include:

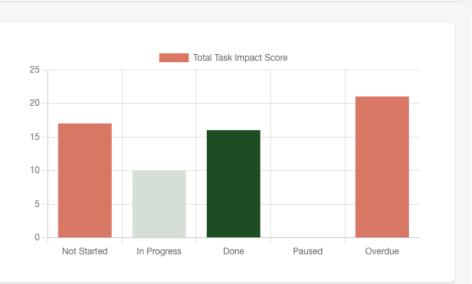
- The scope of your Libryo solution
- Activity and engagement metrics of all Libryo users
- Overview of how many legal changes your company has received (also broken down by legal category)
- Overview of how your users manage their legal updates
- Aggregated data for company management and decision makers













Case Studies

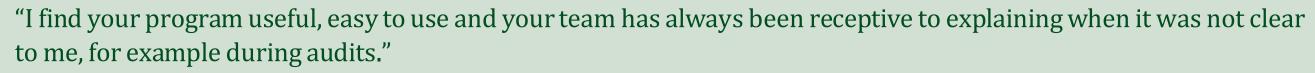


Case Studies and Testimonials

Don't just take out word for it, read our testimonials and case studies to see how ERM Libryo has helped other industries and companies navigate their legal requirements and compliance.



READ CASE STUDIES



UNILEVER | MANUFACTURING

"Very easy to use. Especially like the "highlights" section, so you can decide whether you need to delve deeper into the regulatory change. Also, I like that it breaks up legislative changes into categories like Environmental, OHS, etc."

GLOBELEQ | POWER

"This is the best Legal Register I have worked with. I love the live chat option and that there are always someone that can assist in real time when you have a problem. I also like the legal guidance if there are questions raised that I am unsure off. They always come back with an answer for me to explain the issue."

AVERDA | WASTE

"It's easy to search for information, user friendly. Turn around times are exceptionally quick in when seeking for help or advise using the chat that's available. Consistently updated with all important legal information pertaining to your business."

AVERY DENNISON | MANUFACTURING

"We have multiple sites, and we were trying to log all of this through Excel, with no allocated resources to manage it. Using Libryo, we now have a single, intuitive solution that is user-friendly and highlights any legal updates required."

SCATEC | RENEWABLE ENERGY

"Access to the latest updated legislation at our fingertips is a huge benefit to us. The ability to search for related topics is also very helpful. For me personally, seeing that I am the one managing the system, the ability to register new users and remove users no longer with the company is an added benefit. I believe for the rest of the company, just to have access to the latest updated legislation is a benefit itself."

ASSMANG | MINING



About ERM Libryo

ERM Libryo is an EHS regulatory intelligence solution that digitally enables organizations to improve legal compliance and sustainability. An intuitive platform makes it easy for business operations to know their relevant regulatory requirements, understand their obligations, and show their compliance.

Law is poorly structured and non-searchable; it changes regularly, uses complicated language and is growing exponentially. Libryo re-organises this law into a curated and searchable regulatory database enhanced by AI technology. Users are automatically kept up-to-date about any changes applicable to their operations. The user-friendly platform can also be used for audit self-assessment checklists, compliance action tracking and document management.

Since 2016, Libryo has helped thousands of users achieve and sustain compliance in a faster, easier and more cost-effective way. In 2022, Libryo joined forces with ERM, the largest global pure play sustainability consultancy, to continue its purpose of ensuring that everyone knows what to do for a just and sustainable world.

For more information, please contact libryo@erm.com

