

List of ERM subsidiaries as per 31 March 2023 The ERM International Group Limited statutory accounts

Details of the related undertakings which the Group and the Company hold, directly or indirectly are shown below. All companies either carry out the principal activities of the Group, namely the provision of environmental, health, safety, risk, social and sustainability consulting services, or are holding companies. The address key refers to the registered office address which is provided in the subsequent table.

		Holding %		Country of incorporation
<i>North America</i>				
Coho Climate Advisors LLC	*	100		USA
ERM Consultants Canada Ltd.	*	100		Canada
Environmental Resources Management Michigan, Inc.	*	100		USA
Environmental Resources Management Southwest, Inc.	*	100		USA
Environmental Resources Management, Inc.	*	100		USA
ERM Alaska, Inc.	*	100		USA
ERM Certification & Verification Services Incorporated	*	100		USA
ERM Consulting & Engineering, Inc.	*	100		USA
ERM Emerald US Inc.	*	100		USA
ERM Information Solutions, Inc.	*	100		USA
ERM NC, Inc.	*	100		USA
ERM-Delaware, Inc.	*	100		USA
ERM-NA Holdings Corp.	*	100		USA
Shelton Communications Group, Inc.	*	100		USA
SustainAbility, Inc	*	100		USA
<i>United Kingdom</i>				
Action Media Safety Ltd.	*	100	1	UK
Arcus Consultancy Services Limited	*	100		UK
Critical Resource Strategy & Analysis Limited	*	100		UK
CSA Global (UK) Limited	*	100		UK
E4Tech (UK) Ltd	*	100		UK
Eagle 4 Limited	*	100		UK
Element Energy Limited	*	100		UK
Emerald 2 Limited	*	100		UK
Engineering Safety Consultants Ltd	*	100		UK
Environmental Resources Management Limited	*	100		UK
ERM-Asia Pacific Holdings, Limited	*	100		UK
ERM Certification and Verification Services Limited	*	100		UK
ERM Dolphyn Holdco Limited	*	100		UK
ERM Dolphyn SPV1 Limited	*	100		UK
ERM Dolphyn SPV 2 Limited	*	100		UK
ERM Emilion Limited	*	100		UK
ERM Eurasia Limited	*	100		UK
ERM-Europe, Ltd	*	100		UK

* Held by subsidiary undertaking (holding % shown is the holding % by ERM Group as a whole).

(1) The subsidiary is undergoing liquidation process.

Investment in subsidiaries (continued)

		Holding %		Country of incorporation
<i>United Kingdom (continued)</i>				
ERM International Services Limited	*	100		UK
ERM Limited	*	100		UK
ERM (Overseas Holdings) Limited	*	100		UK
ERM Regulatory Services Limited	*	100		UK
ERM Worldwide Group Limited	*	100		UK
First Option Safety Group Limited	*	100		UK
Libryo Ltd	*	100		UK
MarineSpace Ltd	*	100		UK
Nature Bidco Limited	*	100		UK
Nature Midco Limited		100	1	UK
Operational Excellence (Opex) Group Ltd	*	100		UK
SustainAbility Limited	*	100		UK
The Fifth Business (Scotland) Limited	*	100		UK
The Renewables Consulting Group Limited	*	100		UK
<i>EMEA</i>				
Environmental Resources Management-ERM N.V.	*	100		Belgium
ERM Remediation & Construction Management Belgium NV	*	100		Belgium
ReachCentrum SA	*	100		Belgium
Sustainalize B.V.	*	100		Belgium
ERM Denmark ApS	*	100		Denmark
ERM France SAS	*	100		France
Emerald Germany GmbH	*	100		Germany
ERM GmbH	*	100		Germany
ERM Consultants (Ghana) Limited	*	100		Ghana
ERM-ESL JV Ghana Limited	*	90		Ghana
Salama Environmental Resources Management, LLC	*	100	2	Iraq
ERM Environmental Resources Management Ireland Limited	*	100		Ireland
ERM Italia S.p.A.	*	100		Italy
ERM Eurasia Limited Liability Partnership	*	100		Kazakhstan
ERM Consulting East Africa Limited	*	100		Kenya
ERM Holdings B.V.	*	100		Netherlands
Environmental Resources Management Nederland B.V.	*	100		Netherlands
Sustainalize B.V.	*	100		Netherlands
Sustainalize Holding B.V.	*	100		Netherlands
The Fifth Business B.V.	*	100		Netherlands
RePlan ERM Consulting Nigeria Limited	*	100		Nigeria
ERM Norway AS	*	100		Norway

* Held by subsidiary undertaking (holding % shown is the holding % by ERM Group as a whole).

(1) The ERM International Group Limited directly owns Nature Midco Limited.

(2) The subsidiary is undergoing liquidation process.

Investment in subsidiaries (continued)

		Holding %		Country of incorporation
<i>EMEA (continued)</i>				
The Renewables Consulting Group (Nordic) AS	*	51		Norway
ERM Polska Sp.z.o.o.	*	100		Poland
ERM Portugal - Consultores em Engenharia do Ambiente, LDA	*	100		Portugal
ERM Environmental Resources Management S.R.L	*	100		Romania
ERM (Senegal) SARL	*	100		Senegal
Arcus Consultancy Services (South Africa) Proprietary Limited	*	100		South Africa
CSA Global South Africa (Pty) Ltd	*	100		South Africa
Environmental Resources Management Southern Africa Proprietary Limited	*	74.965	1	South Africa
Standards & Legal (RF) Proprietary Limited	*	100		South Africa
Environmental Resources Management Iberia, SAU	*	100		Spain
The Renewables Consulting Group SL	*	100		Spain
E4tech S.à.r.l.	*	100		Switzerland
ERM Swiss GmbH	*	100		Switzerland
ERM Consulting Tanzania Limited	*	100		Tanzania
<i>Asia Pacific</i>				
ACN 077 165 532 Pty Ltd	*	100	2	Australia
Element Energy Australia Pty Ltd	*	100		Australia
Emerald Newco Pty Limited	*	100		Australia
Environmental Resources Management Australia Pty Limited	*	100		Australia
ERM Australia Pacific Pty Ltd	*	100		Australia
ERM Emilion Australia Pty Ltd	*	100		Australia
ERM Services Australia Pty Ltd	*	100		Australia
ERM Australia Consultants Pty Ltd	*	100	3	Australia
Point Advisory Pty Ltd	*	100		Australia
ERM (Shanghai) Limited	*	100		China
ERM CVS (Shanghai) Limited	*	100		China
ERM China (Holdings) Limited	*	100		Hong Kong
ERM-China Limited	*	100		Hong Kong
ERM-Hong Kong, Limited	*	100		Hong Kong
ERM India Private Limited	*	100		India
PT CSA Global (Indonesia) Ltd	*	100		Indonesia
PT. ERM Indonesia	*	100		Indonesia
ERM Japan Ltd.	*	100		Japan
The Renewables Consulting Group KK	*	100		Japan
ERM Korea Limited	*	100		Korea
ReachCentrum Asia Limited	*	100		Korea
Environmental Resources Management (M) Sdn. Bhd.	*	20	1	Malaysia
ERM Asia Pacific (M) Sdn. Bhd.	*	100		Malaysia
ERM Technical Services (M) Sdn. Bhd.	*	100		Malaysia

* Held by subsidiary undertaking (holding % shown is the holding % by ERM Group as a whole).

(1) The subsidiary is consolidated as the Group has the right to exercise dominant influence over the subsidiary Board.

(2) During the year the name was changed from CSA Global Pty Ltd to ACN 077 165 532 Pty Ltd.

(3) During the year the name was changed from ERM Stakeholder Engagement Pty Ltd to ERM Australia Consultants Pty Ltd.

Investment in subsidiaries (continued)

		Holding %		Country of incorporation
<i>Asia Pacific (continued)</i>				
ERM Myanmar Company Limited	*	100	1	Myanmar
ERM New Zealand Limited	*	100		New Zealand
CSA Global (Singapore) Pte. Ltd.	*	100		Singapore
Environmental Resources Management (S) Pte Ltd	*	100		Singapore
ERM Taiwan Co., Ltd	*	100		Taiwan
The Renewables Consulting Group (Taiwan) Limited	*	100		Taiwan
ERM-Siam Co., Ltd.	*	49	2	Thailand
ERM Vietnam Company Limited	*	100		Vietnam
<i>Latin America</i>				
ERM Argentina S.A.	*	100		Argentina
ERM Brasil Ltda.	*	100		Brazil
NINT - Natural Intelligence Ltda.	*	100		Brazil
ERM-Chile S.A.	*	100		Chile
Environmental Resources Management Colombia Ltda.	*	100		Colombia
ERM Guyana Inc.	*	100		Guyana
ERM-Mexico, S.A. de C.V.	*	100		Mexico
Environmental Resources Management Panama S.A.	*	100		Panama
ERM Peru S.A.	*	100		Peru
Environmental Resources Management Puerto Rico, Inc.	*	100		Puerto Rico

* Held by subsidiary undertaking (holding % shown is the holding % by ERM Group as a whole).

(1) The subsidiary is undergoing liquidation process.

(2) The subsidiary is consolidated as the Group has the right to exercise dominant influence over the subsidiary Board.