

List of ERM subsidiaries as per 31 March 2021 ERM Worldwide 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>			
CSA Global Consultants Canada Ltd.	*	100	Canada
ERM Consultants Canada Ltd.	*	100	Canada
BrownFlynn, Ltd.	*	100	USA
Contek Solutions, LLC	*	100	USA
Environmental Resources Management, Inc.	*	100	USA
Environmental Resources Management Michigan, Inc.	*	100	USA
Environmental Resources Management Southwest, Inc.	*	100	USA
Environmental Resources Management-Southeast, Inc.	*	100	USA
ERM Alaska, Inc.	*	100	USA
ERM Canada, Inc.	*	100	USA
ERM Certification & Verification Services Incorporated	*	100	USA
ERM Consulting & Engineering, Inc.	*	100	USA
ERM-Delaware, Inc.	*	100	USA
ERM Information Solutions, Inc.	*	100	USA
ERM-NA Holdings Corp.	*	100	USA
ERM NC, Inc.	*	100	USA
ERM-West, Inc.	*	100	USA
Michael Pisani & Associates, Inc	*	100	USA
M.J. Bradley & Associates LLC	*	100	USA
Natural Resource Group, LLC	*	100	USA
SustainAbility, Inc	*	100	USA
The Fifth Business, Inc	*	100	USA
<i>United Kingdom</i>			
Arcus Consultancy Services Limited	*	100	UK
Critical Resource Strategy & Analysis Limited	*	100	UK
CSA Global (UK) Limited	*	100	UK
Eagle 3 Limited	*	100	UK
Eagle 4 Limited	*	100	UK
Emerald 2 Limited	*	100	UK
Emerald 3 Limited	*	100	UK
Environmental Resources Management Limited	*	100	UK
ERM-Asia Pacific Holdings, Limited	*	100	UK
ERM Certification and Verification Services Limited	*	100	UK
ERM Emilion Limited		100	(1) UK
ERM Eurasia Limited	*	100	UK
ERM-Europe, Ltd	*	100	UK
ERM International Services Limited	*	100	UK

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

(1) ERM Worldwide Group Limited directly owns ERM Emilion Ltd.

Investment in subsidiaries (continued)

		Holding %	Country of incorporation
<i>United Kingdom (continued)</i>			
ERM Limited	*	100	UK
ERM (Overseas Holdings) Limited	*	100	UK
ERM Regulatory Services Limited	*	100	UK
Engineering Safety Consultants Ltd	*	100	UK
SustainAbility Limited	*	100	UK
The Fifth Business (Scotland) 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
ERM Burkina Faso SARL	*	100	(2) Burkina Faso
ERM (RDC) Sarl	*	100	DR Congo
ERM France SAS	*	100	(3) 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	Iraq
CSA Global Mining Consultants (Ireland) Ltd	*	100	(4) Ireland
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
Environmental Resources Management Nederland B.V.	*	100	Netherlands
ERM Holdings B.V.	*	100	Netherlands
The Fifth Business B.V.	*	100	Netherlands
RePlan ERM Consulting Nigeria Limited	*	100	Nigeria
ERM AS	*	100	Norway
ERM Norway AS	*	100	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	*	100	South Africa
Environmental Resources Management Iberia, SAU	*	100	Spain
ERM Swiss GmbH	*	100	Switzerland
ERM Consulting Tanzania Limited	*	100	Tanzania

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

(2) The subsidiary is undergoing liquidation process.

(3) The subsidiary ERM Remediation & Construction Management-France SAS was merged with ERM France SAS on 29 Jan 2021.

(4) The subsidiary was merged with ERM Environmental Resources Management Ireland Limited post year end on 1 May 2021.

Investment in subsidiaries (continued)

		Holding %	Country of incorporation
<i>Asia Pacific</i>			
CSA Global Pty Ltd		100	Australia
Emerald Newco Pty Limited	*	100	Australia
Environmental Resources Management Australia Pty Limited	*	100	Australia
ERM - Asia Pacific Pty. Ltd.	*	100	(5) Australia
ERM Australia Pacific Pty Ltd	*	100	Australia
ERM Emilion Australia Pty Ltd	*	100	Australia
ERM Services Australia Pty Ltd	*	100	Australia
Pacific Environment Holdings Pty Ltd	*	100	(5) Australia
Kathy Jones & Associates Pty Ltd	*	100	Australia
ERM CVS (Shanghai) Limited	*	100	China
ERM (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. ERM Indonesia	*	100	Indonesia
PT CSA Global (Indonesia) Ltd	*	100	Indonesia
ERM Japan Ltd.	*	100	Japan
ERM Korea Limited	*	100	Korea
ReachCentrum Asia Limited	*	100	Korea
Environmental Resources Management (M) Sdn. Bhd.	*	100	Malaysia
ERM Asia Pacific (M) Sdn. Bhd.	*	100	Malaysia
ERM Technical Services (M) Sdn. Bhd.	*	100	Malaysia
ERM Myanmar Company Limited	*	100	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
ERM-Siam Co., Ltd.	*	100	Thailand
ERM Vietnam Company Limited	*	100	Vietnam
<i>Latin America</i>			
ERM Argentina S.A.	*	100	Argentina
ERM Brasil Ltda.	*	100	Brazil
ERM-Brazil, Ltd.	*	100	Cayman Islands
ERM-Chile S.A.	*	100	Chile
Environmental Resources Management Colombia Ltda.	*	100	Colombia
rePlan Colombia S.A.S.	*	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).

(5) The subsidiary is undergoing liquidation process.