

List of ERM subsidiaries as per 31 March 2022 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.

		Holding %	Country of incorporation
<i>North America</i>			
CSA Global Consultants Canada Ltd.	*	100	Canada
ERM Consultants Canada Ltd.	*	100	Canada
Stratos Inc.	*	100	Canada
BrownFlynn, Ltd.	*	100	USA
Contek Solutions, LLC	*	100	USA
Environmental Resources Management Michigan, Inc.	*	100	USA
Environmental Resources Management Southwest, Inc.	*	100	USA
Environmental Resources Management, 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 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
ERM-West, Inc.	*	100	USA
M.J. Bradley & Associates LLC	*	100	USA
Michael Pisani & Associates, Inc	*	100	USA
Natural Resource Group, LLC	*	100	USA
SustainAbility, Inc	*	100	USA
The Fifth Business, Inc	*	100	USA
The Renewables Consulting Group LLC	*	100	USA
<i>United Kingdom</i>			
Action Media Safety Ltd.	*	100	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 Holdings Limited	*	100	UK
Element Energy Limited	*	100	UK
Emerald 2 Limited	*	100	UK
Emerald 3 Limited	*	100	UK
Engineering Safety Consultants Ltd	*	100	UK
Environmental Resources Management Limited	*	100	UK
ERM-Asia Pacific Holdings, Limited	*	100	UK

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

Investment in subsidiaries (continued)

		Holding %	Country of incorporation
<i>United Kingdom (continued)</i>			
ERM Certification and Verification Services Limited	*	100	UK
ERM Dolphyn Holdco Limited	*	100	UK
ERM Dolphyn SPV 2 Limited	*	100	UK
ERM Dolphyn SPV1 Limited	*	100	UK
ERM Emilion Limited	*	100	UK
ERM Eurasia Limited	*	100	UK
ERM-Europe, Ltd	*	100	UK
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 Group Limited	*	100	UK
First Option Safety Group Limited	*	100	UK
Nature Bidco Limited	*	100	UK
Nature Midco Limited	*	100	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 France SAS	*	100	France
Emerald Germany GmbH	*	100	Germany
ERM GmbH	*	100	Germany
Sustainalize GmbH	*	100	Germany
ERM Consultants (Ghana) Limited	*	100	Ghana
ERM-ESL JV Ghana Limited	*	90	Ghana
Salama Environmental Resources Management, LLC	*	100	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
Environmental Resources Management Nederland B.V.	*	100	Netherlands
ERM Holdings 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 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.

Investment in subsidiaries (continued)

		Holding %	Country of incorporation
<i>EMEA (continued)</i>			
ERM Norway AS	*	100	Norway
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	*	100	2
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>			
CSA Global Pty Ltd		100	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 Stakeholder Engagement 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.	*	100	2
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
The Renewables Consulting Group (Taiwan) Limited	*	100	Taiwan

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

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

Investment in subsidiaries (continued)

		Holding %		Country of incorporation
<i>Asia Pacific (continued)</i>				
ERM-Siam Co., Ltd.	*	100	3	Thailand
ERM Vietnam Company Limited	*	100		Vietnam
<i>Latin America</i>				
ERM Argentina S.A.	*	100		Argentina
ERM Brasil Ltda.	*	100		Brazil
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).

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