

# The ERM International Group Limited

## List of ERM subsidiaries as per 31<sup>st</sup> March 2024

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 sustainability & climate change, safety and digital services to clients, or are holding companies. The address key refers to the registered office address which is provided in the subsequent table.

		<b>Share class</b>	<b>Holding %</b>		<b>Country of incorporation</b>	<b>Address key</b>
<i>North America</i>						
Coho Climate Advisors LLC	*	Interests	100		USA	1
ERM Consultants Canada Ltd.	*	Common	100		Canada	2
	*	Preferred	100			
Environmental Resources Management Michigan, Inc.	*	Common	100		USA	3
Environmental Resources Management Southwest, Inc.	*	Class A	100		USA	4
	*	Class B	100			
Environmental Resources Management, Inc.	*	Common	100		USA	5
ERM Alaska, Inc.	*	Common	100		USA	6
ERM Certification & Verification Services Incorporated	*	Common	100		USA	7
ERM Consulting & Engineering, Inc.	*	Common	100		USA	8
ERM Emerald US Inc.	*	Common	100		USA	9
ERM Information Solutions, Inc.	*	Common A	100		USA	4
	*	Common B	100			
	*	Common C	100			
ERM NC, Inc.	*	Common	100		USA	10
ERM-Delaware, Inc.	*	Common	100		USA	9
ERM-NA Holdings Corp.	*	Common	100		USA	12
Shelton Communications Group, Inc.	*	Ordinary	100		USA	13
SustainAbility, Inc	*	Ordinary	100		USA	1
<i>United Kingdom</i>						
Action Media Safety Ltd.	*	Ordinary	100	1	UK	14
Arcus Consultancy Services Limited	*	Ordinary	100	1	UK	15
Critical Resource Strategy & Analysis Limited	*	Ordinary	100	1	UK	15
CSA Global (UK) Limited	*	Ordinary	100		UK	16
E4Tech (UK) Ltd	*	Ordinary	100	1	UK	15
Eagle 4 Limited	*	Ordinary	100		UK	16
Element Energy Limited	*	Ordinary	100	1	UK	15
Emerald 2 Limited	*	Ordinary	100		UK	16
	*	Ordinary	100	2		
07006868 Limited	*	Ordinary	100		UK	15
	*	Ordinary B	100			
Environmental Resources Management Limited	*	Ordinary	100		UK	16
ERM-Asia Pacific Holdings, Limited	*	Ordinary	100		UK	16
ERM Certification and Verification Services Limited	*	Ordinary	100		UK	16
ERM Climate Markets Limited	*	Ordinary	100		UK	
Dolphyn Hydrogen Limited	*	Ordinary	100	3	UK	16
Dolphyn Hydrogen - Celtic Sea SPV Limited	*	Ordinary	100	4	UK	16
Dolphyn Hydrogen - North Sea SPV Limited	*	Ordinary	100	5	UK	16

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

(1) The subsidiary is undergoing liquidation process.

(2) During the year the name was changed from Engineering Safety Consultants Ltd to 07006868 Limited.

(3) During the year the name was changed from ERM Dolphyn Holdco Limited to Dolphyn Hydrogen Limited.

(4) During the year the name was changed from ERM Dolphyn SPV1 Limited to Dolphyn Hydrogen - Celtic Sea SPV Limited.

(5) During the year the name was changed from ERM Dolphyn SPV 2 Limited to Dolphyn Hydrogen - North Sea SPV Limited.

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<i>United Kingdom (continued)</i>						
Engineering Safety Consultants Ltd	*	Ordinary	100	1	UK	16
ERM Eurasia Limited	*	Ordinary	100		UK	16
ERM-Europe, Ltd	*	Ordinary	100		UK	16
ERM International Services Limited	*	Ordinary	100		UK	16
ERM Limited	*	Ordinary	100		UK	16
ERM (Overseas Holdings) Limited	*	Ordinary	100		UK	16
ERM Regulatory Services Limited	*	Ordinary	100	2	UK	15
ERM Worldwide Group Limited	*	Ordinary	100		UK	16
First Option Safety Group Limited	*	Ordinary	100		UK	16
Libryo Ltd	*	Ordinary	100		UK	16
MarineSpace Ltd	*	Ordinary	100		UK	16
Nature Bidco Limited	*	Ordinary	100		UK	16
Nature Midco Limited	*	Ordinary	100	3	UK	16
Operational Excellence (Opex) Group Ltd	*	Ordinary A	100		UK	17
	*	Ordinary B	100			
	*	Ordinary C	100			
	*	Ordinary Y	100			
	*	Ordinary Z	100			
	*	Preference	100			
SustainAbility Limited	*	Ordinary	100		UK	16
The Fifth Business (Scotland) Limited	*	Ordinary A	100	2	UK	14
		Ordinary B	100			
The Renewables Consulting Group Limited	*	Ordinary	100		UK	16
<i>EMEA</i>						
Environmental Resources Management-ERM N.V.	*	Ordinary	100		Belgium	18
ReachCentrum SA	*	Registered	100		Belgium	18
ERM Denmark ApS	*	Ordinary	100		Denmark	20
ERM France SAS	*	Ordinary	100		France	21
Emerald Germany GmbH	*	Ordinary	100		Germany	22
ERM GmbH	*	Ordinary	100		Germany	22
ERM Consultants (Ghana) Limited	*	Ordinary	100		Ghana	23
ERM-ESL JV Ghana Limited	*	Common	90		Ghana	23
ERM Environmental Resources Management Ireland Limited	*	Ordinary	100		Ireland	24
ERM Italia S.p.A.	*	Ordinary	100		Italy	25
ERM Eurasia Limited Liability Partnership	*	Ordinary	100		Kazakhstan	26
ERM Consulting East Africa Limited	*	Ordinary	100		Kenya	27
Environmental Resources Management Mozambique, SU, LDA	*	Ordinary	100		Mozambique	28
ERM Holdings B.V.	*	Registered	100		Netherlands	29
Environmental Resources Management Nederland B.V.	*	Ordinary	100		Netherlands	19
Sustainalize B.V.	*	Ordinary	100		Netherlands	19
Sustainalize Holding B.V.	*	Ordinary	100		Netherlands	19
The Fifth Business B.V.	*	Ordinary	100		Netherlands	19
RePlan ERM Consulting Nigeria Limited	*	Ordinary	100	2	Nigeria	30
ERM Norway AS	*	Ordinary	100		Norway	31

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

(1) During the year the name was changed from ERM Emilion Ltd to Engineering Safety Consultants Ltd.

(2) The subsidiary is undergoing liquidation process.

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

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<i>EMEA (continued)</i>						
The Renewables Consulting Group (Nordic) AS	*	Ordinary	51	Norway	32	
ERM Polska Sp.z.o.o.	*	Ordinary	100	Poland	33	
ERM Portugal - Consultores em Engenharia do Ambiente, LDA	*	Quotas	100	Portugal	34	
ERM Environmental Resources Management S.R.L	*	Ordinary	100	Romania	35	
ERM (Senegal) SARL	*	Ordinary	100	Senegal	36	
Arcus Consultancy Services (South Africa) Proprietary Limited	*	Ordinary	100	South Africa	37	
CSA Global South Africa (Pty) Ltd	*	Ordinary	100	South Africa	38	
Environmental Resources Management Southern Africa (Proprietary) Limited	*	Ordinary	74.965	1	South Africa	38
Standards & Legal (RF) Proprietary Limited	*	Ordinary	100	South Africa	39	
Environmental Resources Management Iberia, SAU	*	Class A	100	Spain	40	
	*	Class B	100			
E4tech S.à.r.l.	*	Ordinary	100	Switzerland	41	
ERM Swiss GmbH	*	Ordinary	100	Switzerland	41	
ERM Consulting Tanzania Limited	*	Ordinary	100	Tanzania	42	
<i>Asia Pacific</i>						
ACN 077 165 532 Pty Ltd	*	Ordinary	100	2	Australia	43
Emerald Newco Pty Limited	*	Ordinary	100		Australia	43
Environmental Resources Management Australia Pty Limited	*	Ordinary	100		Australia	43
ERM Australia Pacific Pty Ltd	*	Ordinary	100		Australia	43
ERM Emilion Australia Pty Ltd	*	Ordinary	100		Australia	43
ERM Services Australia Pty Ltd	*	Ordinary	100		Australia	43
ERM Australia Consultants Pty Ltd	*	Ordinary	100		Australia	43
Point Advisory Pty Ltd	*	Ordinary	100		Australia	43
The Big Middle Pty Ltd	*	Ordinary	100		Australia	43
The Big Zero Australia Pty Ltd	*	Ordinary	100		Australia	43
The Big Zero Pty Ltd	*	Ordinary	100		Australia	43
ERM (Shanghai) Limited	*	Ordinary	100		China	44
ERM CVS (Shanghai) Limited	*	Ordinary	100		China	44
ERM China (Holdings) Limited	*	Ordinary	100		Hong Kong	45
ERM-China Limited	*	Ordinary	100		Hong Kong	45
ERM-Hong Kong, Limited	*	Ordinary	100		Hong Kong	45
ERM India Private Limited	*	Equity	100		India	46
PT CSA Global Indonesia	*	Ordinary	100		Indonesia	47
PT. ERM Indonesia	*	Ordinary	100		Indonesia	47
ERM Japan Ltd.	*	Common	100		Japan	48
The Renewables Consulting Group KK	*	Ordinary	100	2	Japan	48
ERM Sumi TRUST Consulting Limited	*	Ordinary	65		Japan	49
ERM Korea Limited	*	Ordinary	100		Korea	50
ReachCentrum Asia Limited	*	Ordinary	100		Korea	50
Environmental Resources Management (M) Sdn. Bhd.	*	Ordinary	20	1	Malaysia	51
ERM Asia Pacific (M) Sdn. Bhd.	*	Ordinary	100		Malaysia	51
ERM Technical Services (M) Sdn. Bhd.	*	Ordinary	100		Malaysia	51
ERM Myanmar Company Limited	*	Ordinary	100	2	Myanmar	52

\* 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) The subsidiary is undergoing liquidation process.

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		<b>Share class</b>	<b>Holding %</b>	<b>Country of incorporation</b>	<b>Address key</b>
<i>Asia Pacific (continued)</i>					
ERM New Zealand Limited	*	Ordinary A	100	New Zealand	53
CSA Global (Singapore) Pte. Ltd.	*	Ordinary	100	Singapore	54
Environmental Resources Management (S) Pte Ltd	*	Ordinary	100	Singapore	54
Environmental Resources Management Taiwan Co., Ltd	*	Ordinary	100	Taiwan	55
The Renewables Consulting Group (Taiwan) Limited	*	Ordinary	100	Taiwan	56
ERM-Siam Co., Ltd.	*	Ordinary	49	Thailand	57
ERM Vietnam Company Limited	*	Ordinary	100	Vietnam	58
<i>Latin America</i>					
ERM Argentina S.A.	*	Ordinary	100	Argentina	59
ERM Brasil Ltda.	*	Quotas	100	Brazil	60
NINT - Natural Intelligence Ltda.	*	Quotas	100	Brazil	61
ERM-Chile S.A.	*	Ordinary	100	Chile	62
Environmental Resources Management Colombia Ltda.	*	Quotas	100	Colombia	63
ERM Guyana Inc.	*	Common	100	Guyana	64
ERM-Mexico, S.A. de C.V.	*	Common A	100	Mexico	65
	*	Common B	100		
Environmental Resources Management Panama S.A.	*	Common	100	Panama	66
ERM Peru S.A.	*	Common	100	Peru	67
Environmental Resources Management Puerto Rico, Inc.	*	Common A	100	Puerto Rico	68
	*	Common B	100		

\* 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.

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The registered office addresses for the subsidiaries are set out below, with reference to the 'address key' in the preceding tables:

Address key	Address
1	850 New Burton Road, Suite 201, Dover, Delaware, 19904, United States
2	900-885 West Georgia Street, Vancouver, British Columbia V6C 3H1, Canada
3	25 E. 8th Street, Suite 220, Holland MI 49423, United States
4	840 West Sam Houston Parkway North, Suite 600, Houston, Texas 77024, United States
5	75 Valley Stream Parkway, Suite 200, Malvern, Pennsylvania 19355, United States
6	900 E. Benson Blvd., Suite 480, Anchorage, AK 99508, United States
7	1155 Perimeter Center, West Suite 1100, Atlanta GA 30338, United States
8	One Beacon Street, 5th Floor, Boston, Massachusetts, 02108, United States
9	1105 N. Market Street, Suite 1300, Wilmington, Delaware 19801, United States
10	300 West Summit Avenue, Suite 330, Charlotte NC 28203, United States
11	111 E Jackson Ave suite 201, East Jackson Avenue, Knoxville, Knox County TN 37915, United States
12	75 Valley Stream Parkway, Suite 200, Malvern, Pennsylvania 19355, United States
13	111 E Jackson Ave suite 201, East Jackson Avenue, Knoxville, Knox County TN 37915, United States
14	Atria One, 144 Morrison Street, Edinburgh, Scotland, EH3 8EB, United Kingdom
15	1 More London Place, London, England, SE1 2AF, United Kingdom
16	2nd Floor Exchequer Court, 33 St Mary Axe, London EC3A 8AA, United Kingdom
17	18 Carden Place, Aberdeen, Scotland, AB10 1UQ, United Kingdom
18	3rd Floor, Central Gate, Cantersteen 47, Brussels, 1000, Belgium
19	Catharijnesingel 47, 3511 GC, Utrecht, UT, Netherlands
20	Business Center Winghouse, 73 Ørestads Boulevard, 2300, København, Denmark
21	13 Rue Faidherbe, Paris, 75011, France
22	Siemensstrasse 9, Neu-Isenburg, 63263, Germany
23	PwC Tower, A4 Rangoon Lane, Cantonments City, PMB CT42, Cantonments, Accra, Ghana
24	D5 Nutgrove Office Park, Dublin 14, D14 X343, Ireland
25	Via San Gregorio 38, Milan, 20124, Italy
26	Office 709, 86 Gogol str., Almaty, 050000, Republic of Kazakhstan
27	c/- Ikigai Lavington, 2nd Floor, JGO Building, L.R. NO.3734/173, 90 James Gichuru Road, Nairobi, Nairobi County, Kenya
28	Torres Rani, Av da Marginal, Lote Nr 141, 6 Andar, Maputo, Mozambique
29	Arthur van Schendelstraat 460, Utrecht, 3511 MJ, Netherlands
30	33 Ogunlowo Street, Off Obafemi Awolowo Way, Ikeja, Lagos, Nigeria
31	Bygg D, Andoyfaret 33, Kristiansand, 4623, Norway

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Address key	Address
32	Colletts gate 7, 0169 OSLO, Norway
33	Ul. Chmielna 134, Warsaw, 00-805, Poland
34	Avenida da República, 6, 1.º Esq, 1050-191, Lisboa, Portugal
35	145 Calea Victoriei, 7th Level (8th Floor), Sector 1, Bucharest, 010072, Romania
36	AZUR 15 Building, 12, Boulevard Djily MBAYE, Dakar, BP 50555, Senegal
37	240 Main Road, 1st Floor Great Westerford, Rondebosch, Western Cape, 7700, South Africa
38	Building 32, The Woodlands Office Park, Woodlands Drive, Woodmead, Johannesburg, 2148, South Africa
39	The Great Westerford, First Floor, 240 Main Road, Rondebosch, Cape Town, Western Cape, 7700, ZA
40	Paseo de la Castellana 257, 2ª planta, 28046, Madrid, Spain
41	Techno-Pole 4, Sierre, 3960, Switzerland
42	Amani Place, 7th Floor, Ohio Street, Dar es Salaam, Tanzania
43	Level 14/207 Kent Street, Sydney NSW 2000, Australia
44	Suite 2005 Litong Plaza, No.1350 Sichuan North Road, Shanghai, 200080, China
45	Flat/RM 2509, 25/F, One Harbourfront, 18 Tak Fung Street, Hung Hom, Hong Kong
46	B-1/flat no-1770, Vasant Kunj, New Delhi, 110070, India
47	Sinarmas MSIG Tower, 37th Floor Unit 37-124, Jalan Jend. Sudirman Kav. 21, RT.10/RW.1, Kuningan, Karet, Kacamantan Setiabudi, Kota Jakarta Selatan, Daerah Khusus Ibukota Jakarta, 12920, Indonesia
48	Landmark Tower 19F, 2-2-1 Minatomirai, Nishi-ku, Yokohama, Kanagawa 220-8119, Japan
49	1F-3F, Otemachi Building, Chiyoda-ku, Tokyo, Japan
50	12F Samhwa Tower, 16, Eulji-ro 5-gil, Jung-gu, Seoul, Korea
51	52, 1st Floor, Jalan SS 21/58, Damansara Utama, Petaling Jaya, Selangor Darul Ehsan 47400, Malaysia
52	Room 408 (A), 4th Floor, Prime Hill Business Square, No. 60, Shwe Dagon Pagoda Road, Dagon Township, Yangon, Yangon (West), Yangon Region, Myanmar
53	MinterEllisonRuddWatts, Level 22, PwC Tower, 15 Customs Street West, Auckland Central, Auckland, 1010, New Zealand
54	88 Market Street, #40-16 CapitaSpring, 048948, Singapore
55	11F, No.223, Songjiang Rd, Zhongshan District, Taipei City, Taiwan
56	Taipei 101 Tower Level 37, No. 7, Sec. 5, Xinyi Road, Taipei, Taiwan
57	179 Bangkok City Tower, 24th Floor, South Sathorn Road, Thungmahamek, Sathorn, Bangkok, 10120, Thailand
58	7th Floor, Saigon Finance Center, 9 Dinh Tien Hoang Street, Dakao Ward, District 1, Ho Chi Minh City, Vietnam
59	Av. Cabildo 2677 Piso 6, Buenos Aires, C1428AAI, Argentina
60	Avenida Luis Carlos Berrini, 105 – 17º andar - cj. 171, Cidade Monções, São Paulo/SP, Brazil, 04571-010
61	Rua Lauro Müller, Rio de Janeiro, RJ, 22290-160, Brazil
62	Cruz del Sur 133 of, 802 Las Condes, Santiago, Chile
63	Cra 16 No 93A-36 Piso 6, Bogota, Colombia
64	Lot 210 New Market Street, Georgetown, Guyana
65	Mariano Escobedo #476, 13th floor, Colonia Nueva Anzures, Mexico City, 11590, Mexico
66	Century Tower, Piso 17, Oficina 1705, Via Ricardo J. Alfaro, Panama City, 0832-0588, Panama
67	Calle Las Orquideas 675, Interior 402, San Isidro, Lima, 27, Peru
68	G-8 O'Neill St, San Juan, PR, 00918, Puerto Rico