FORM 4

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

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Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

Name and Address of Reporting Person* Brown Iain Michael				er Name and Ticke ermes plc. [A		Symbol		tionship of Reporti all applicable) Director	10% (Owner	
(Last) 852 WINTER S	(First)	(Middle)	3. Date 02/18	e of Earliest Transa 3/2023	action (Month/	Day/Year)	X	Officer (give title Other (specify below) below) SVP, Chief Financial Officer			
(Street)			4. If Ar	mendment, Date of	Original Filed	(Month/Day/Year)	6. Indiv	ridual or Joint/Grou	up Filing (Check A	Applicable	
WALTHAM	MA	02451					X	•	ne Reporting Persore than One Rep		
(City)	(State)	(Zip)						Person			
		Table I - Nor	n-Derivative S	ecurities Acq	uired, Dis	posed of, or Benef	icially	Owned			
Date			2. Transaction Date (Month/Day/Year)	2A. Deemed Execution Date, if any	3. Transaction Code (Instr.			5. Amount of Securities Beneficially	6. Ownership Form: Direct (D) or Indirect	7. Nature of Indirect Beneficial	

Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned												
1. Title of Security (Instr. 3)	2. Transaction Date (Month/Day/Year)	2A. Deemed Execution Date, if any (Month/Day/Year)	3. Transa Code (8)					5. Amount of Securities Beneficially Owned Following Reported	6. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	7. Nature of Indirect Beneficial Ownership (Instr. 4)		
			Code	v	Amount (A) or Price		Transaction(s) (Instr. 3 and 4)					
Ordinary Shares	02/18/2023		M		6,230	A	(1)	66,136	D			
Ordinary Shares	02/18/2023		F		1,965	D	\$28.07	64,171	D			
Ordinary Shares	02/20/2023		M		4,589	A	(1)	68,760	D			
Ordinary Shares	02/20/2023		F		1,350	D	\$28.07	67,410	D			
Ordinary Shares	02/20/2023		A		10,086	A	(2)	77,496	D			
Ordinary Shares	02/20/2023		F		2,966	D	\$28.07	74,530	D			
Ordinary Shares	02/21/2023		M		4,800	A	(1)	79,330	D			
Ordinary Shares	02/21/2023		F		1,412	D	\$27.77	77,918	D			

Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities)

1. Title of Derivative Security (Instr. 3)	2. Conversion or Exercise Price of Derivative Security	3. Transaction Date (Month/Day/Year)	3A. Deemed Execution Date, if any (Month/Day/Year)	4. Transa Code (8)		of Deri Sec Acq (A) (Disp of (I	oosed D) tr. 3, 4	6. Date Exerc Expiration Da (Month/Day/\)	ate Amount of		f g Security	8. Price of Derivative Security (Instr. 5)	9. Number of derivative Securities Beneficially Owned Following Reported Transaction(s) (Instr. 4)	10. Ownership Form: Direct (D) or Indirect (I) (Instr. 4)	11. Nature of Indirect Beneficial Ownership (Instr. 4)
				Code	v	(A)	(D)	Date Exercisable	Expiration Date	Title	Amount or Number of Shares				
Restricted Stock Unit Award	(1)	02/18/2023		М			6,230	(3)	(3)	Ordinary Shares	6,230	(1)	18,691	D	
Restricted Stock Unit Award	(1)	02/20/2023		М			4,589	(4)	(4)	Ordinary Shares	4,589	(1)	4,589	D	
Restricted Stock Unit Award	(1)	02/21/2023		M			4,800	(5)	(5)	Ordinary Shares	4,800	(1)	0	D	

Explanation of Responses:

- 1. Each restricted stock unit represents a contingent right to receive one ordinary share.
- 2. These ordinary shares were acquired by the reporting person as a result of the vesting of performance-vesting restricted stock unit awards granted to the reporting person on February 20, 2020 with a three-year performance period that ended on December 31, 2022 (the "2020 PRSUs"). The vesting of this portion of the 2020 PRSUs was triggered by the determination of achievement of certain pre-specified performance goals and application of a total shareholder return modifier and represents the final vesting event under the 2020 PRSUs.
- 3. Shares subject to the restricted stock unit award vest in four equal annual installments, commencing on 2/18/2023
- 4. Shares subject to the restricted stock unit award vest in four equal annual installments, commencing on 2/20/2021
- 5. This award is fully vested in accordance with its terms

/s/ Shantale Greenson, attorney-in-fact for Iain M.

02/22/2023

Brown

** Signature of Reporting Person

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

- * If the form is filed by more than one reporting person, see Instruction 4 (b)(v).
- ** Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

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