

COWI GROUP ENVIRONMENTAL POLICY

TITLE

COWI GROUP ENVIRONMENTAL POLICY

DATE

DECEMBER 2025

VERSION

2

PREPARED BY

LSSA, DECEMBER 2025

CHECKED BY

MLCR, DECEMBER 2025

APPROVED BY

Executive Board, DECEMBER 2025

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Introduction:

At COWI, we are committed to protecting the environment and to take environmental considerations into account throughout our own operations. We are equally committed to offering our customers informed options regarding environmental impact through our consultancy services to drive change towards a more sustainable and liveable world in line with our strategy. We require the same commitments from business relationships in our value chain as outlined in our Code of Conduct for Business Relationships.

Purpose and scope:

COWI's vision is to contribute to a more sustainable and liveable world. We recognise that strong environmental management is essential to achieve this, and this policy states how we aim to embed environmental management in our business practices.

WE COMMIT TO**WE WILL IMPLEMENT BY****THIS IS GOVERNED BY**

Comply with relevant regulation and continuously improve our environmental performance, by:

- Reducing our own carbon footprint in line with our science-based targets of reducing emissions by 42% in Scope 1 and 2 and by 25% in Scope 3 by 2030, while being net zero by 2050 in accordance with our Climate Transition Plan. In these efforts, we commit to procure 100% renewable energy for our electricity consumption.

- Providing advisory to our customers supporting them in their sustainability journey.

Carry out environmental due diligence and remediate or participate in the remediation of any actual adverse impacts on the environment caused or contributed to by our business.

Identifying our environmental impacts.

Set environmental objectives, plan and implement actions to manage impacts.

Monitor progress and communicate the result of our due diligence to our employees and other stakeholders in among others our Annual Report.

Regularly re-assess our impacts' and re-assess relevance and effectiveness of our objectives, plan, and actions.

To uphold the objectives in this policy, we will provide the structure and resources needed for COWI employees to consider

environmental impacts in their daily life at COWI.

Furthermore, as outlined in our Code of Conduct for Business Relationships, we expect our first-tier business relationships

The policy covers the COWI Group.

It has been approved by the Executive Board in December 2025.

The Executive Board is accountable for its implementation. The appropriateness and efficiency of the Policy is monitored and once a year reassessed by Group Sustainability, Procurement and Workplace (GSPW) who is the policy owner responsible for its implementation.

This policy is publicly available on our website.

We encourage that any observed or suspected non-conformity with this policy is reported to the policy owner, our management, or anonymously

to commit to taking environmental action, through our *Tell us your concern*
conduct environmental due diligence, and channel.
provide access to remedy in case of
having caused severe impacts.

To support our commitment, we have
implemented an (ISO 14001-certified)
environmental management system.