

Our sustainability aspiration unfolded

We support our customers' transition towards increased sustainability. We strive to lead by example by embedding environmental management, social responsibility and good governance into our business practices and the options we provide to our customers.

This is how we work towards our sustainability aspiration

At COWI, we are committed to offering our customers informed options through our consultancy services to drive change towards a more sustainable and liveable world. We are dedicated to addressing pressing ESG issues, both through our services, our behaviour and the actions we are taking as individuals and as a company. Our commitment is grounded in our aspiration.

In line with our aspiration, we have set specific goals for project collaboration with our customers, our employees and our business practices.

Our ESG efforts are constantly progressing as we gain new insights and refine our methodologies, metrics and practices. We understand that sustainable impact is more about progress than perfection. Therefore, we embrace a culture of continuous learning, we foster meaningful engagement with our stakeholders, and we aim to be transparent about our decisions, efforts and the actual impact we are making to contribute to a more sustainable future.



Our customers' projects:

Leveraging expertise and co-creating more sustainable solutions

We focus on providing options and guidance to our customers in line with their sustainability ambitions. We have identified four focus areas to help improve our customers' environmental and social performance through our consultancy services: climate change adaptation and mitigation, biodiversity, circularity and social value. We will collaborate with our customers and partners to find meaningful ways to disclose the potential impact of our services. We commit to:

- supporting the transition to renewable energy by deselecting fossil fuel projects
- prioritising co-creation with customers and partners who share our foundation of values
- focusing on climate change adaptation and mitigation, biodiversity, circularity and social value in the consultancy we provide for our customers.



Our employees:

Striving for responsible behaviour

Our employees are at the heart of our business. We strive to foster a culture of accountability, continuous learning and knowledge sharing. We commit to:

- reducing CO₂e emissions directly impacted by focusing employee behaviour
- investing in sustainability competency and enabling knowledge sharing
- sharing our knowledge beyond COWI to drive the green transition.



Our practices:

Executing responsible choices in our operations

We prioritise more responsible practices within our operations and our value chain by providing tools, knowledge and incentives focusing on reducing the environmental impact of our customers' projects, integrating more ESG into key internal and external processes, and fostering a more diverse and inclusive workplace within COWI. We commit to:

- executing our climate transition plan to achieve net-zero emissions according to our SBTi targets
- ensuring regulatory compliance and striving for continuous learning within and beyond COWI
- promoting a more diverse and inclusive workplace.